

CANADIAN APPRENTICESHIP FORUM

Apprentices in Canada ePanel

PROGRESSION AND COMPLETION IN APPRENTICESHIP

AN APPRENTICES IN CANADA EPANEL REPORT

About the Canadian Apprenticeship Forum

The Canadian Apprenticeship Forum – Forum canadien sur l'apprentissage (CAF-FCA) is a national, not-for-profit organization working with stakeholders in all regions of Canada. We influence pan-Canadian apprenticeship strategies through research, discussion and collaboration sharing insights across trades, across sectors and across the country. We promote apprenticeship as an effective model for training and education. Our Board of Directors has representatives from business, labour, the jurisdictional apprenticeship authorities, education and equity-priority groups. Through our work, CAF-FCA has shed light on several key issues affecting apprenticeship, such as the perceived barriers to accessing and completing apprenticeship and the business case for apprenticeship training. For more information, visit the CAF-FCA website at www.caf-fca.org.

The ePanel survey was implemented for CAF-FCA by R.A. Malatest and Associates.

The opinions and interpretations in this publication are those of the author and do not necessarily reflect those of the Government of Canada.

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1.0 EXECUTIVE SUMMARY



1.1 Overview

The Canadian Apprenticeship Forum (CAF-FCA) and R.A. Malatest and Associates Ltd. surveyed 463 tradespeople gathering insights about progression and completion in apprenticeship.

1.2 Key Findings

- **Most respondents completed their apprenticeship within the expected time frames.** Most apprentices, irrespective of level, spent less than two years at their current level and completed their final level in a year or less. Journeypersons typically completed their full apprenticeship in four to five years.
- **Most (85%) journeypersons who participated in this survey passed their certification exam after the first attempt.**
- **Barriers to progression in apprenticeship:**
  - Delays in accessing technical training and concerns about receiving reduced income during training were common barriers noted by survey respondents.
  - Level 4 apprentices and journeypersons indicated exam anxiety was a barrier prior to taking the Certification of Qualification (C of Q) examination.
- **Factors that motivate progression in apprenticeship:**
  - **Personal factors:** The main personal factors that motivated respondents to complete their apprenticeship included a sense of accomplishment and the potential for increased wages upon obtaining certification.
  - **Employer and government support**: Most respondents indicated that high quality training, such as encouragement from journeypersons and mentors, helped them progress. Other key factors included employer permission to go to technical training and federal government grants. [1]
  - **Accommodations:** 9 out of 24 respondents with disabilities received accommodations.
  - **Exam Prep Help:** Most respondents were interested in accessing free online exam preparation workshops (61%) or free tools to help them study (39%).

1 See the federal government supports available to apprentices: https://www.canada.ca/en/services/jobs/training/support-skilled-trades-apprentices/grants.html

2.0 INTRODUCTION

2.1 Overview

CAF-FCA and R.A. Malatest & Associates Ltd. conducted a survey to better understand the apprenticeship journey. CAF-FCA members were interested in asking current and former apprentices these questions: How long does it take an apprentice to progress to the next level in their training? How many times did apprentices take the certification exam before passing? What barriers do apprentices experience? What kind of supports are helpful? Registered apprentices from all levels, journeypersons and non-certified tradespeople participated in this survey. Journeypersons and non-certified tradespeople reflected upon their experiences as apprentices when answering the survey questions.

2.2 Questionnaire Development

The questionnaire was developed and tested by CAF-FCA and Malatest in the spring of 2023. Based on input from CAF-FCA members, questions covered the following areas of interest:

- length of time spent at each level
- number of attempts before passing the certification exam
- barriers experienced during an apprenticeship
- factors that facilitated progression and certification.

2.3 Sample and Recruitment

A total of 463 participants completed the survey, including 190 registered apprentices and journeypersons who are *Apprentices in Canada ePanel* members. The *ePanel* is an online survey mechanism that allows CAF-FCA to survey apprentices and journeypersons on key topics in apprenticeship such as career entry, workplace communication and completion. There were an additional 273 respondents who participated through an open link distributed by CAF-FCA. All panelists received an email invitation to participate. Given that 3,500 individuals were members of the *ePanel* at the time of the survey, the response rate for eligible panelists who completed this survey was 5%.

2.4 Limitations

The survey sample limitations should be kept in mind when reviewing the survey results. The *ePanel* sample of respondents may be more engaged or interested in issues surrounding apprenticeship. The survey results do not necessarily reflect the perspectives of the broader population of tradespeople.

A significant portion (59%) of the survey respondents belonged to a union because many apprentices were recruited through an open survey link distributed by building trades unions. When the survey sample was examined, registered apprentices were more likely than journeypersons to work in a building trades union (55% versus 27%). The percentage of apprentices belonging to a union in this study does not reflect the level of unionization in the apprenticeship population.[2] Union membership is linked to positive progression and completion outcomes.[3] In unions or joint apprenticeship training committees, where unions and employers collaborate to administer apprenticeship programs, designated staff co-ordinate programs and monitor apprentices. Apprentices in a union are often provided with support such as essential skills help and tutoring prior to exams. These factors may help these apprentices progress more efficiently through their training than other apprentices. A survey with a larger sample of non-unionized apprentices would be needed to validate the progression timelines.

The viewpoints of first level apprentices are underrepresented in the study. The unique barriers Level 1 apprentices experience would have to be confirmed with a larger sample size.

2 At the time of registration, a Statistics Canada study found that 38.8% of apprentices had a union membership. See Hyeongsuk Jin, Manon Langevin, André Lebel and Michael Haan, *Factors Associated with the Completion of Apprenticeship Training in Canada, December 2020* Factors associated with the completion of apprenticeship training in Canada (statcan.gc.ca)

3 For a study that explores unionized apprentices and completion, see Ontario Construction Secretariat, *Completion Counts: Raising Apprenticeship Completion Rates in Ontario's Construction Industry, May 2013* https://iciconstruction.com/2016/06/17/completion-counts-may-2013/. A Statistics Canada, study found that union membership is associated with positive outcomes for apprentices. Apprentices who were members of a union were less likely to leave their programs than non-union apprentices. See Hyeongsuk Jin, Manon Langevin, André Lebel and Michael Haan, *Factors Associated with the Completion of Apprenticeship Training in Canada, December 2020* Factors associated with the completion of apprenticeship training in Canada (statcan.gc.ca)

3.0 RESPONDENT CHARACTERISTICS

3.1 Overview

Respondents were registered apprentices (66%), certified journeypersons (32%), and non-certified tradespeople (2%) working in a wide range of trades. Construction electricians were the most represented (27%) followed by industrial mechanics (millwrights) (21%). As with previous waves, most respondents were male (75%) and did not identify as belonging to equity priority group (67%). Among all respondents, 13% identified as being a visible minority, 6% identified as Indigenous Peoples, 5% self-identified as having a disability, and 2% were recent immigrants and refugees. Most respondents were from Ontario (38%), Alberta (18%) and Nova Scotia (17%).

3.2 Certification Status

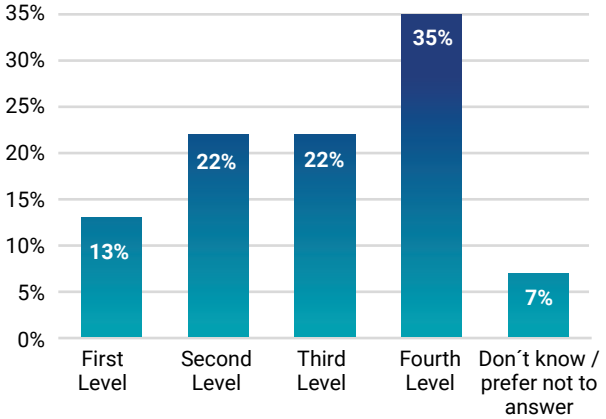
The sample was largely made up of registered apprentices (66%) followed by journeypersons (32%). Few non-certified tradespeople (2%) participated in the survey (see Figure 1).

Figure 1: Certification Status of Respondents

Certification status	n	%
Registered apprentice	307	66%
Certified journeypersons	147	32%
Non-certified tradespeople [4]	9	2%
All respondents	**463**	**100%**

Apprentices in the sample were largely in the middle and advanced stages of their apprenticeship. As indicated in Figure 2 below, 35% were in the fourth level, followed by 22% each in the third and second levels, and 13% in the first level.

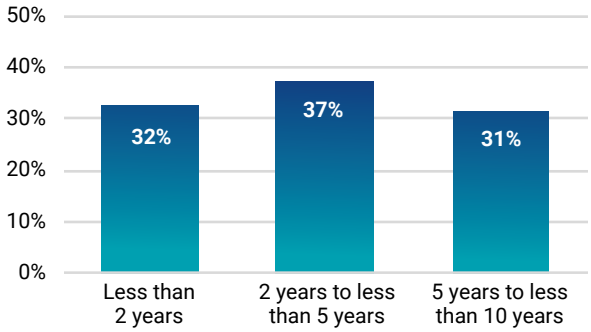
Figure 2: Registered Apprentices by Level



n=307 (total number of registered apprentices)

Journeypersons were at various stages of their careers. Specifically, 32% had obtained their certification within two years, 37% had been certified for a duration of two to five years, and another 31% had been certified for a period from 5 to 10 years (see Figure 3).

Figure 3: Number of Years as a Journeyperson



n=147 (number of certified journeypersons)

4 Among the group of non-certified tradespeople, 4 reported to have had two years of experience working in the trades, 2 of them had between two to less than 5 years of experience and 3 of them had between 5 to 10 years' experience. Only former apprentices were able to answer questions about progressing in the trades or completion.

3.3 Trade

The trades with the highest representation in the sample were construction electricians (27%) followed by industrial mechanics (millwrights) (21%) and carpenters (10%) (See Figure 4).



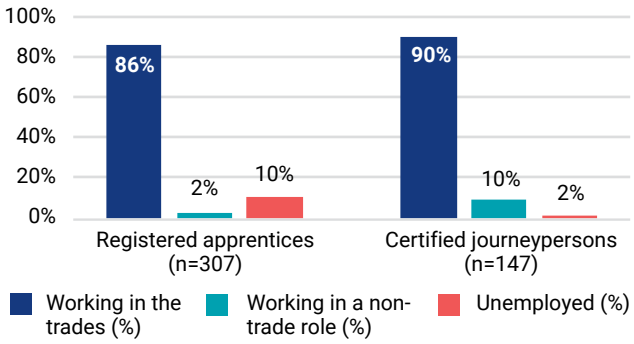
Figure 4: Trade Representation

Trade	n	%
Construction Electrician	124	27%
Industrial Mechanic (Millwright)	97	21%
Carpenter	47	10%
Industrial Electrician	25	5%
Welder	22	5%
Steamfitter/Pipefitter	19	4%
Automotive Service Technician	17	4%
Metal Fabricator (Fitter)	13	3%
Cook	12	3%
Plumber	12	3%
Heavy Duty Equipment Technician	8	2%
Instrumentation and Control Technician	8	2%
Refrigeration and Air Conditioning Mechanic	8	2%
Truck and Transport Mechanic	8	2%
Cabinetmaker	4	<1%
Motor Vehicle Body Repairer (Metal and Paint)	4	<1%
Scaffolder	4	<1%
Mobile Crane Operator	3	<1%
Powerline Technician	3	<1%
Sheet Metal Worker	3	<1%
Heavy Equipment Operator (Tractor-Loader-Backhoe)	2	<1%
Machinist	2	<1%
Motorcycle Mechanic	2	<1%
Appliance Service Technician	1	<1%
Automotive Painter	1	<1%
Baker	1	<1%
Construction Craft Worker	1	<1%
Drywall Finisher and Plasterer	1	<1%
Gasfitter - Class A	1	<1%
Gasfitter - Class B	1	<1%
Heavy Equipment Operator (Excavator)	1	<1%
Insulator (Heat and Frost)	1	<1%
Ironworker (Reinforcing)	1	<1%
Ironworker (Structural/Ornamental)	1	<1%
Partsperson	1	<1%
Power Engineer	1	<1%
Recreation Vehicle Service Technician	1	<1%
Sprinkler System Installer	1	<1%
Don't know	1	<1%
All respondents	**463**	**100%**

3.4 Employment Status

As indicated in Figure 5 below, the majority of apprentices (86%) and journeypersons (90%) were working in the trades.

Figure 5: Employment Status of Respondents



Note: Given small sample sizes, non-certified tradespeople (n=9) and those that did not specify their employment status (n=6) were excluded from the chart.

3.5 Geographic Location

As outlined in Figure 6, most respondents lived in Ontario (38%) followed by Alberta (18%), Nova Scotia (17%), Newfoundland and Labrador (13%) and British Columbia (11%).

Figure 6: Provincial/Territorial Representation

Province	n	%
Ontario	178	38%
Alberta	81	18%
Nova Scotia	78	17%
Newfoundland and Labrador	59	13%
British Columbia	50	11%
Manitoba	7	2%
Saskatchewan	5	1%
New Brunswick	2	<1%
Prince Edward Island	1	<1%
Northwest Territories/Yukon/ Nunavut	1	<1%
Don't know / prefer not to say	1	<1%
All respondents	**463**	**100%**

3.6 Gender

Three-quarters (75%) of respondents identified as men and almost a quarter (23%) identified as women (see Figure 7).

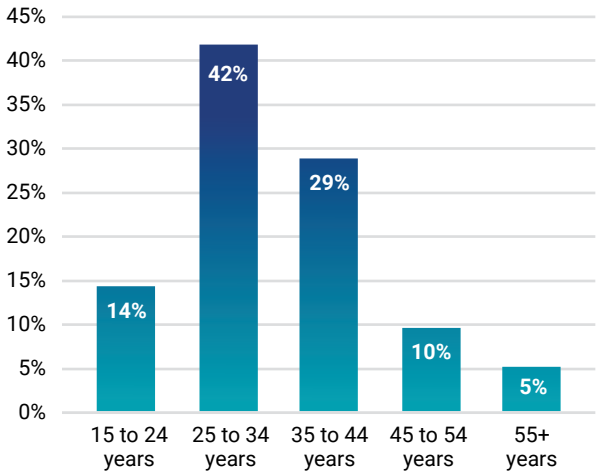
Figure 7: Gender of Respondents

Gender	n	%
Men	347	75%
Women	105	23%
Transgender, two-spirited, intersexed or gender non-binary	2	<1%
Don´t know / Prefer not to say	9	2%
All respondents	**463**	**100%**

3.7 Age

Respondents were primarily aged 25 to 34 years (42%) or 35 to 44 years (29%). Fewer (14%) were in the 15-to-24-year age range (See Figure 8).

Figure 8: Age of Respondents



n=463 (total number of respondents)

3.8 Equity Priority Groups

Approximately a third of the respondents belonged to at least one equity priority group. The remaining two-thirds did not identify as being from an equity priority group (See Figure 9). Of the 5% of respondents that identified having a disability, 50% had difficulty learning, remembering or concentrating and 46% had emotional, psychological or mental health conditions.

Figure 9: Respondents who Identified as Being from an Equity Priority Group

Equity-Priority Status	n	%
Visible minority	58	13%
Indigenous Peoples, including First Nations, Métis, or Inuit	29	6%
Person with a disability or chronic health condition	24	5%
Recent Immigrant or Refugee (within last 5 years)	8	2%
None of the above	312	67%
Don't Know/Prefer not to answer	41	9%
Total	**463**	**102%**

Note: Percentages sum to over 100% because multiple identifies were selected.



4.0 KEY FINDINGS

4.1 Overview

The survey findings indicate that apprentices typically spend no more than two years at their current level. Apprentices often completed their last level of apprenticeship in a year or less. Journeypersons typically completed their apprenticeship in a span of 4 to 5 years and most (85%) of them passed their certification exam on the first attempt.[5]

The main barriers experienced by apprentices were delays in accessing technical training, receiving reduced income during technical training, and test anxiety.

Apprentices are motivated to complete their apprenticeships because they are seeking a sense of accomplishment, they want the higher wages associated with certification, and they feel employers value the Red Seal endorsement on the C of Q. The Red Seal is an industry recognized standard of excellence for the skilled trades in Canada.[6]

Survey respondents thought high quality training was the most valuable in facilitating progression followed by employer support and government grants.[7]

There were 9 out of 24 respondents with disabilities who received accommodations.

Most respondents were interested in accessing free online exam preparation workshops (61%) or free tools to help them study (39%)

5 After 6 years, the likelihood of discontinuing increases. See: *Benoit Dostie, Competing Risks Analysis of the Determinants of Low Completion Rates in the Canadian Apprenticeship System*, January 2010. A_Competing_Risks_Analysis_of_the_Determinants_of_ (3). pdf.

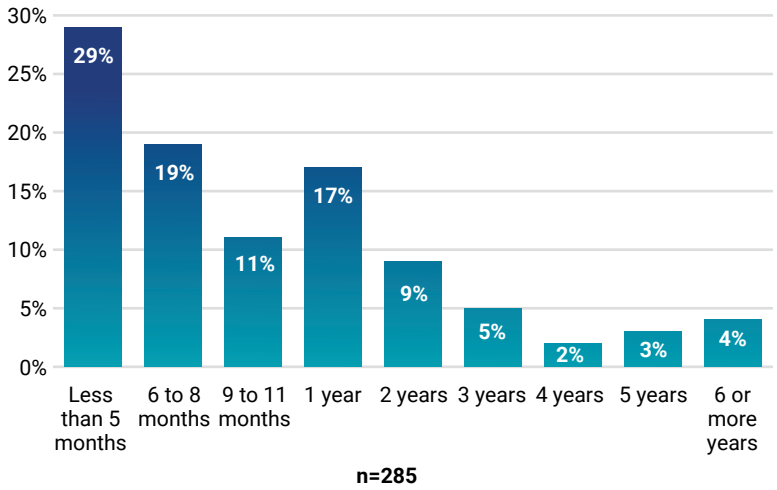
6 See: Welcome to Red Seal (red-seal.ca)

7 See the federal government supports available to apprentices: https://www.canada.ca/en/services/jobs/training/support-skilled-trades-apprentices/grants.html

4.2 Time Spent at Current Level of Apprenticeship

CAF-FCA asked apprentices about the time they spent at each level of their training to better understand their program progression. There were 76% of apprentices who had been at their current level for a few months to one year. The remaining apprentices (23%) had spent two or more years at their current level (see Figure 10).

Figure 10: Time Spent at Current Level of Apprenticeship



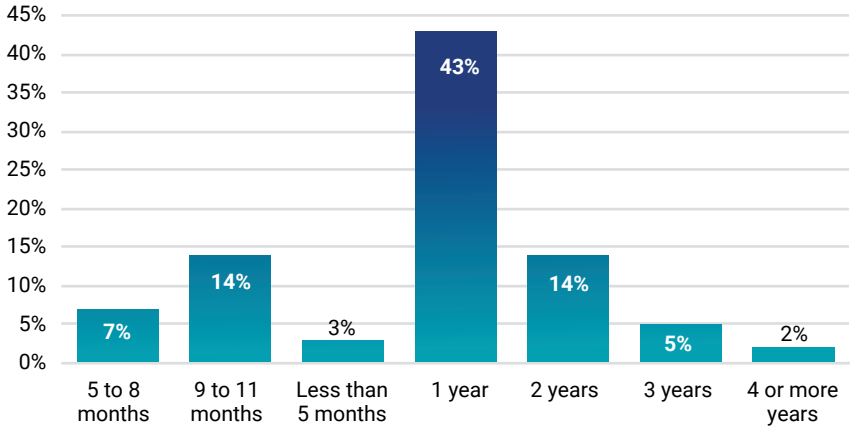
n=285

Note: Apprentices who did not specify their apprenticeship level were excluded from this chart.

4.3 Time Taken to Progress Through the Levels of Apprenticeship

More than half of the registered apprentices (67%) completed their current level of apprenticeship within one year or less. Only 2% took three years or longer (see Figure 11).

Figure 11: Average Time Spent to Progress through an Apprenticeship Level

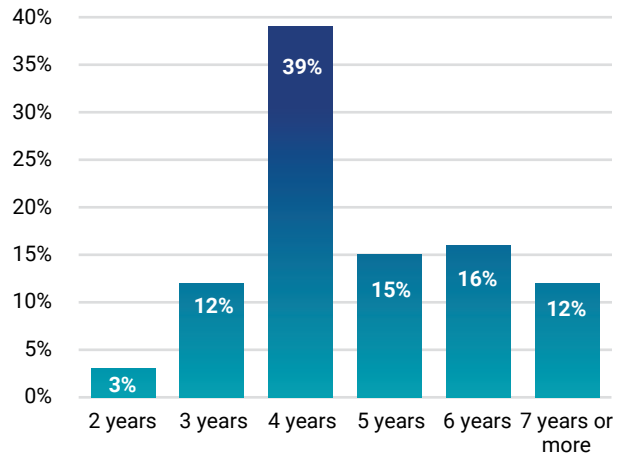


n=307 (number of registered apprentices)

4.4 Time Taken by Journeypersons to Complete an Apprenticeship

Most apprenticeship programs are two to four years and vary by trade.[8] However, many apprentices experience delays, such as not going to technical training, and they do not complete within the prescribed program duration.[9] Over half (54%) of the journeypersons completed their full apprenticeship in 4 years or less. There were 31% of survey respondents who required 5 or 6 years to complete their apprenticeship. Over a tenth (12%) took 7 years or more to complete their training (see Figure 12).[10]

Figure 12: Average Time Taken to Complete Apprenticeship by Certified Journeypersons



n=147 (total of certified journeypersons)

Note: Uncertified tradespeople were excluded from the chart.

4.5 Number of Attempts to Pass the Certification of Qualification (C of Q) Examination

Journeypersons typically passed their C of Q examination on their first attempt (85%). Fewer (9%) journeypersons had to attempt the certification exam a second time before passing. Only 3% took 4 or more times to pass the exam (see Figure 13).

Figure 13: Number of Times Journeyperson has taken C of Q

Number of times writing exams	n	%
Once (passed the first time)	125	85%
Twice	13	9%
Three times	4	3%
Four or more times	4	3%
I never took the exam	1	1%
Don´t know / prefer not to answer	0	<1%
Total	**147**	**100%**



8 See the Ellis Chart for trade program length: Ellis Chart (red-seal.ca)

9 For the barriers that prevent many apprentices from progressing in their training, see CAF-FCA, *Alternate Delivery Apprenticeship Training in Canada: Context, Trends and Observations*, October 2017, FIATT-Journal_Oct2017.pdf (caf-fca.org)

10 After 6 years, the likelihood of discontinuing increases. See: Benoit Dostie, *Competing Risks Analysis of the Determinants of Low Completion Rates in the Canadian Apprenticeship System*, January 2010. A_Competing_Risks_Analysis_of_the_Determinants_of_ (3).pdf.

4.6 Barriers Impacting Progression During an Apprenticeship

Half of apprentice survey respondents reported barriers to progressing in their apprenticeship. Across all levels, delays in accessing technical training and concerns about reduced income during technical training were barriers.[11] Level 4 apprentices, who are about to finish their training, are concerned about writing the C of Q examination. They report test anxiety and reluctance to the write the exam as barriers.[12] Family issues are also a concern for these apprentices who are older and may have dependants.[13] For a comprehensive list of the barriers identified by respondents, see Appendix A.

Figure 14: Barriers Impacting Progression During an Apprenticeship

Rank	Barriers from Level 1 to 2 n=181		Barriers from Level 2 to 3 n=87		Barriers from Level 3 to 4 n=55		Barriers from Level 4 to certification n=44	
1	Delays in accessing training	48%	Concerns of reduced income during training	37%	Concerns of reduced income during training	36%	Test anxiety	20%
2	Concerns of reduced income during training	31%	Delays in accessing technical training	32%	Delays in accessing technical training	29%	Family issues	14%
3	Employer would not release apprentice for training	9%	Employer would not release apprentice for training	13%	Personal issues	13%	Reluctance to write exam	9%

11 Although these two responses were ranked the top two from Level 1 to 4, whether the response was first or second flipped for some levels of apprenticeship. Work has been done to try and address these barriers. For examples of pilots that allowed apprentices to work while completing part of their technical training online, thereby, reducing their time on Employment Insurance, see CAF-FCA, *Flexibility and Innovation in Apprenticeship Training, 2018*, CAF-FIATT-Report_EN_F.pdf (caf-fca.org). For information about the costs and benefits of block release technical training, see CAF-FCA, *The Costs and Benefits of Block Release Technical Training: Apprentice Survey Results, January 2018*, Member12_ePanel-tech-training.pdf (caf-fca.org)

12 Given the small number of respondents that experienced barriers from Level 4 to writing the exam, these percentages should be interpreted with caution.

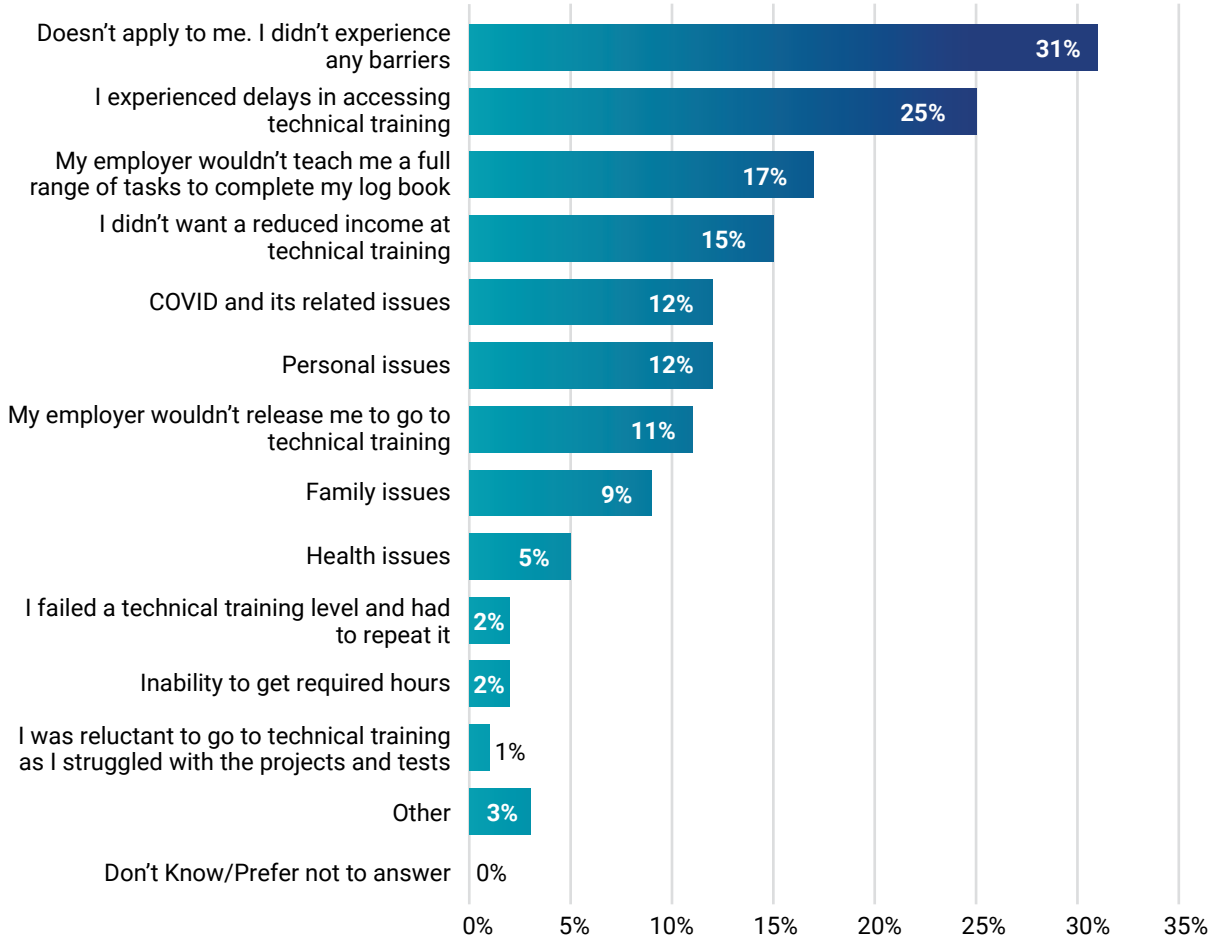
13 A Statistics Canada report found that 23 per cent of apprentices had dependents under the age of 18. For more information, see Emily Jovic and Kristyn Frank, *Canada Overview Report, 2015, March 2017*, Canada Overview Report 2015 (publications.gc.ca)

4.7 Barriers Impacting Completion According to Journeypersons

Journeypersons were asked to reflect upon their time as apprentices and to identify any barriers they experienced. There were 69% who reported barriers and 31% who did not. As outlined in Figure 15, those that did experience barriers recalled five main barriers they encountered in completing their apprenticeship:

1. Delays in accessing technical training (25%)
2. Employers not teaching a range of tasks to complete the logbook (17%) [14]
3. Reduced income during technical training (15%)
4. COVID and its related issues (12%)
5. Personal issues (12%)

Figure 15: Barriers Journeypersons Experienced When Completing their Apprenticeships



n=147 (number of certified journeypersons)

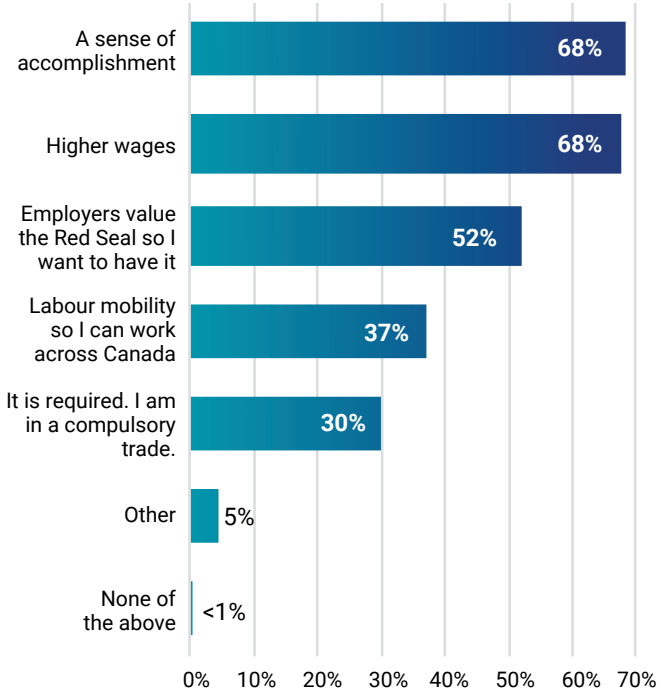
Note: Percentages sum to >100% since multiple responses were selected. Among the non-certified tradespeople, 2 did not experience any barrier. However, delays in accessing technical training, personal issues, family issues and reluctance from employers to release them to go to technical training were ranked as the top barriers that affected tradespeople's ability to progress in the trades.

14 Having difficulty getting the logbook completed is a common issue for apprentices. For an examination of the issues related to log books and learning the full scope of the trade, see CAF-FCA, *Digital Tools and Apprentice Learning On-the-Job: CAF-FCA Project Findings, November 2022*, 2023-FSC-Report-EN-1.pdf (caf-fca.org)

4.8 Completion of Apprenticeship: Motivating Factors for Apprentices

Survey respondents were asked what motivated them to complete their apprenticeship. A sense of accomplishment was cited as the main motivator (68%). Similarly, the prospect of higher wages was also a common response (68%). About half (52%) of the apprentices indicated that their decision to continue their apprenticeship stemmed from employers valuing the C of Q with the Red Seal endorsement (see Figure 16).

Figure 16: Factors Motivating Completion of Apprenticeship



n=307 (number of apprentices)

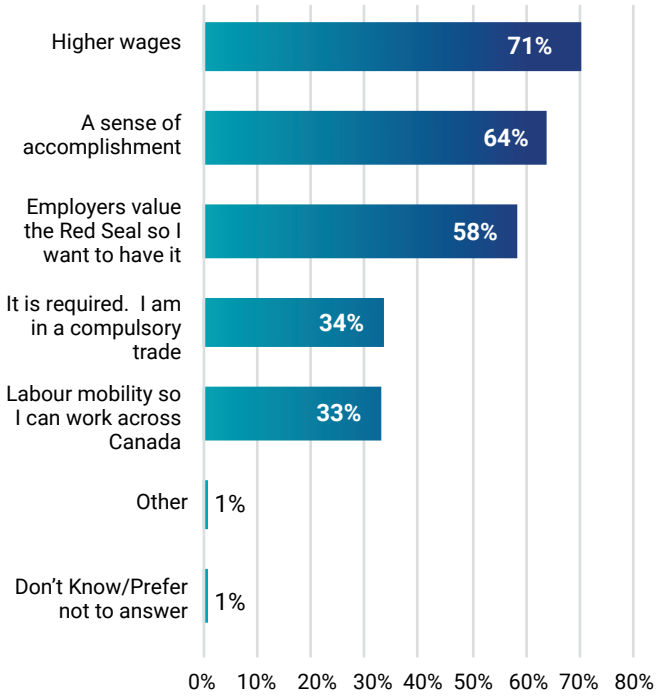
Note: Percentages sum to >100% since multiple responses were selected.



4.9 Factors That Motivated Journeypersons to Complete an Apprenticeship

The main reason journeypersons completed an apprenticeship was the prospect of higher wages (71%). Self-accomplishment was also a determining factor, with 64% of the journeypersons expressing this view. Additionally, 58% of the journeypersons mentioned that completing the apprenticeship was driven by employers valuing the C of Q with the Red Seal endorsement (see Figure 17).

Figure 17: Factors that Motivated Journeypersons to Complete



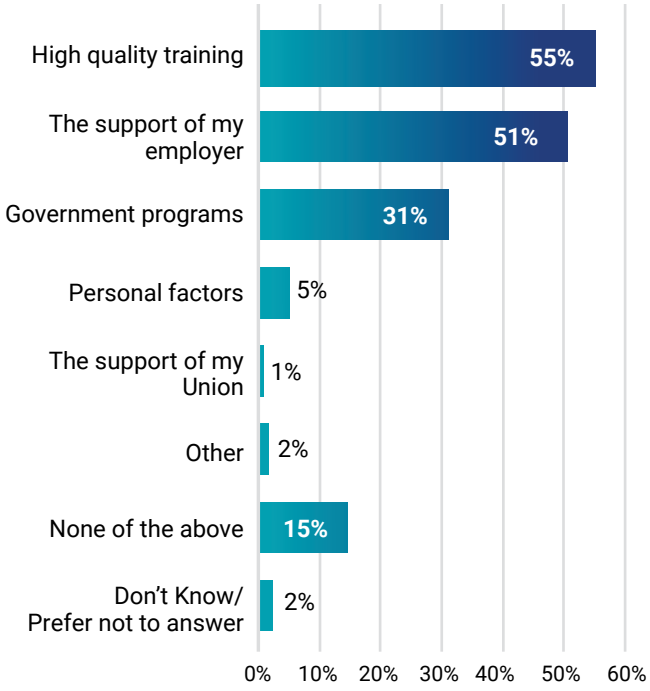
n=147 (number of certified jouneypersons)

Note: Percentages sum to >100% since multiple responses were selected.

4.10 Factors Motivating Progression

Survey respondents identified the key factors that support progression. High quality training was chosen by over half of respondents (55%) followed by employer support (51%) and government programs (31%) such as the *Canada Apprentice Loan, Apprenticeship Incentive Grant* and *Apprenticeship Completion Grant*) (see Figure 18). [15]

Figure 18: Factors Motivating Progression in the Trades



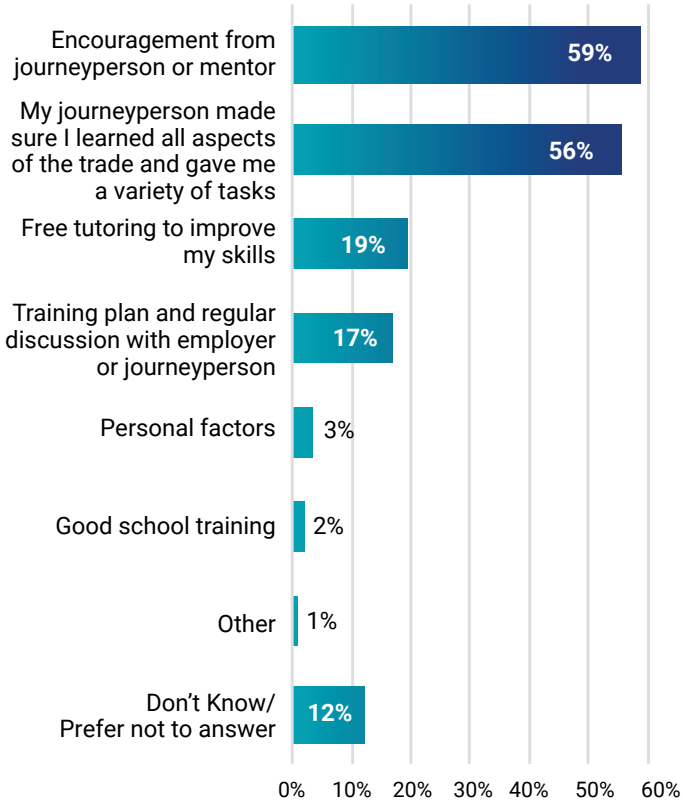
n=463 (number of respondents)

Note: Percentages sum to >100% since multiple responses were selected.

4.11 High Quality Training

Supportive apprentice and journeyperson relationships and learning on-the-job are key factors in facilitating progression in apprenticeship. Survey respondents thought encouraging journeypersons and mentors (59%), having journeypersons who ensured that apprentices learned all aspects of the trade (56%), free tutoring (19%) and having a training plan and regular discussions with a journeyperson or employer (17%) were all important (see Figure 19).

Figure 19: Types of Training Supports that Facilitate Progression



n=463 (number of respondents)

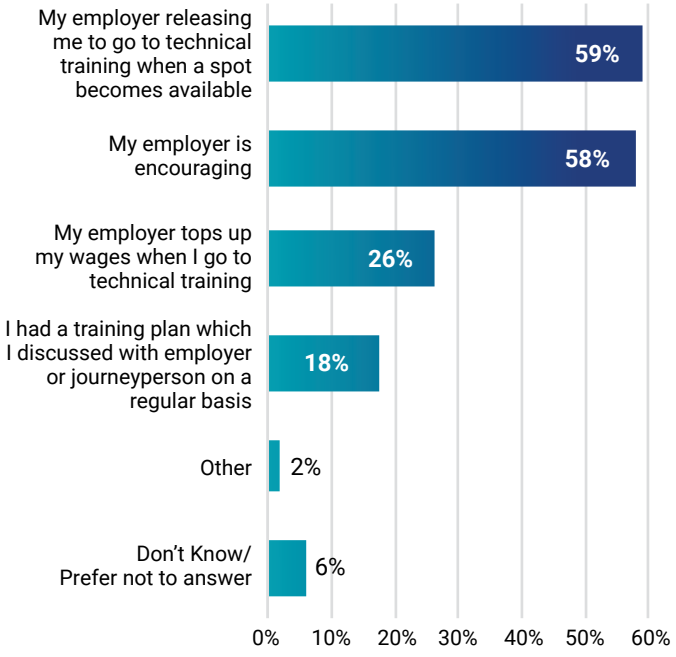
Note: Percentages sum to >100% since multiple responses were selected.

15 See the federal government supports available to apprentices: https://www.canada.ca/en/services/jobs/training/support-skilled-trades-apprentices/grants.html

4.12 Employer Supports

Almost all respondents were able to identify at least one form of employer support that was provided to them. Valuable employer supports linked to progression are letting the apprentice go to technical training (59%) and encouragement (58%). Respondents (26%) thought that employers topping up their wages when they went to technical training further supported progression (see Figure 20). These employer supports address barriers mentioned earlier such as not being released for technical training and a reduced income when at technical training.

Figure 20: Types of Employer Support



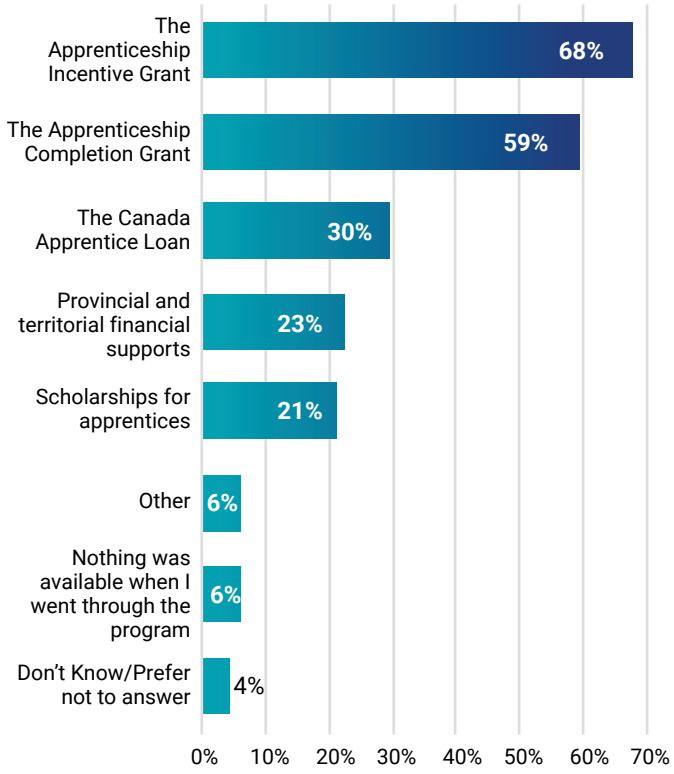
n=463 (number of respondents)

Note: Percentages sum to >100% since multiple responses were selected.

4.13 Government Supports

Examples of government supports received were the federally supported *Apprenticeship Incentive Grant* (68%), the *Apprenticeship Completion Grant* (59%) and the *Canada Apprentice Loan* (30%).[16] Financial support from provincial and territorial governments (23%) along with scholarships for apprentices (21%) were also mentioned. Only 6% of the survey respondents reported that they were no supports were available to them when they went through the program (see Figure 21).

Figure 21: Types of Government Support



n=307 (number of respondents)

Note: Percentages sum to >100% since multiple responses were selected.

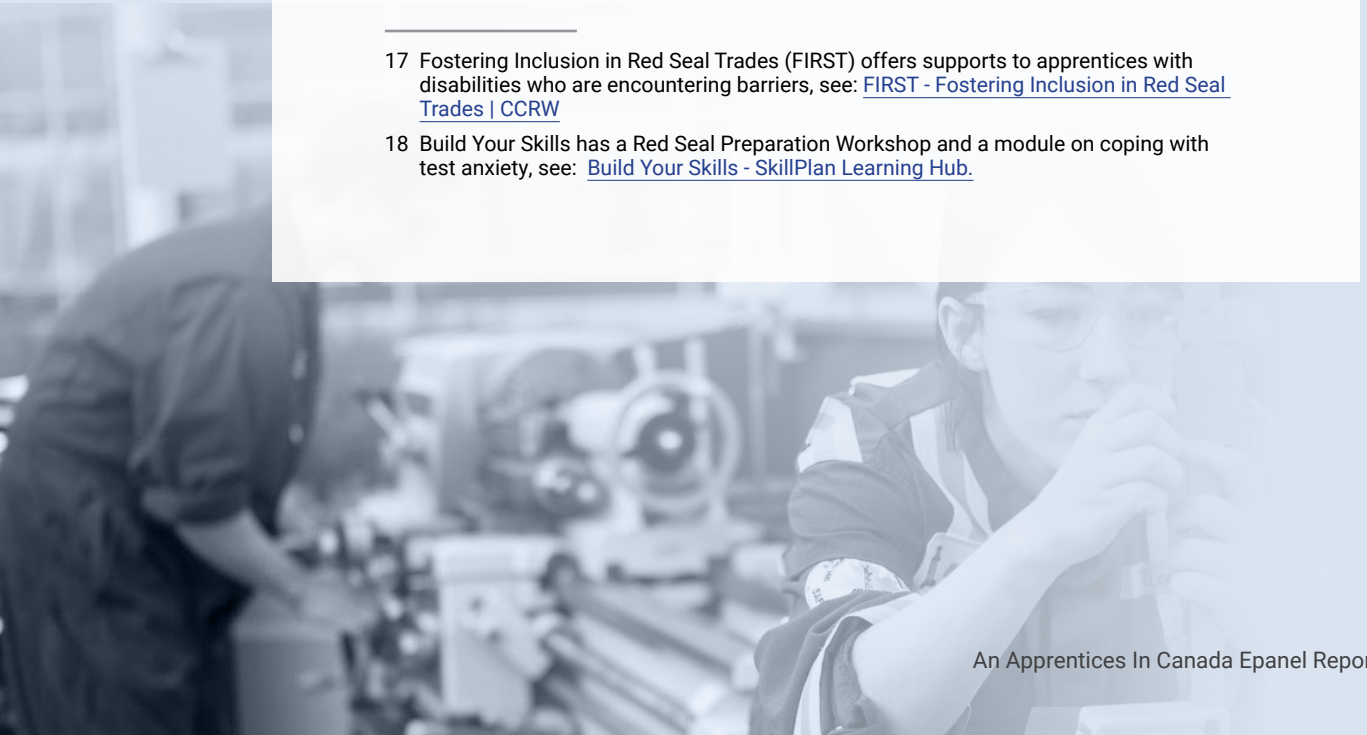
16 See: Funding opportunities for skilled trades and apprenticeship - Canada.ca

4.14 Access to Accommodations for Persons with Disabilities

Within the 5% of survey respondents who identified as having disabilities, mostly related to learning limitations or mental health, there were 9 of the 24 respondents who received some accommodation, including extended time on tests or private space during tests and access to counselling. Learning supports, devices, interventions, accommodations are offered by colleges, non-profit organizations and the provincial/territorial apprenticeship authorities. However, considering less than half of the apprentices received accommodations, apprentices may need more information about how to access these supports.[17]

4.15 Supports Respondents are Interested in Accessing

The majority of the sample (61%) were interested in accessing free online exam preparation workshops for the C of Q examination and 39% wanted free tools to assist with test preparation.[18]



17 Fostering Inclusion in Red Seal Trades (FIRST) offers supports to apprentices with disabilities who are encountering barriers, see: FIRST - Fostering Inclusion in Red Seal Trades | CCRW

18 Build Your Skills has a Red Seal Preparation Workshop and a module on coping with test anxiety, see: Build Your Skills - SkillPlan Learning Hub.

5.0 CONCLUSION

A total of 463 participants completed the survey, including 190 registered apprentices and journeypersons who were part of the Apprentice in Canada ePanel and 273 respondents who participated through an open link distributed by CAF-FCA.

Respondents were primarily registered apprentices (66%), certified journeypersons (32%), and non-certified tradespeople (2%) working in a wide range of trades. Construction electricians were the most represented (27%) followed by industrial mechanics (millwrights) (21%). As with previous waves, most respondents were male (75%) and did not identify as belonging to equity priority group (67%). Most tradespeople were from Ontario (38%), Alberta (18%) and Nova Scotia (17%).



Most apprentices, irrespective of level, spent less than two years at their current level and completed their final level in a year or less. Journeypersons typically completed their full apprenticeship in four to five years.

Most (85%) journeypersons passed their certification exam after the first attempt.

Half of apprentice survey respondents reported barriers to progressing in their apprenticeship. Across all levels, delays in accessing technical training and concerns about reduced income during technical training were barriers. Journeypersons were asked to think about their time as apprentices and reflect upon the barriers they experienced. There were 69% who reported barriers and 31% who did not. For journeypersons, the biggest barriers were delays in access to technical training, the employer not teaching a full range of tasks in order to complete the logbook, reduced income during technical training, COVID and personal issues.

The survey found personal accomplishment (68%), the aspiration for higher wages (68%) and employers valuing the C of Q with the Red Seal endorsement (52%) were the primary motivating factors for continuing on with or completing training.

On-the-job learning and supportive relationships with journeyperson mentors and employers are important to apprentices and journeypersons. Respondents thought high quality training (55%) was the most important factor that facilitated progression followed closely by employer support (51%), and then governments programs (31%).

Access to learning supports and help getting ready for the certification examination are ways apprentices could be better supported. There were 9 of the 24 survey respondents who identified as having disabilities who received accommodations indicating greater awareness may be needed among apprentices about how to access the learning supports, interventions, accommodations that are offered by colleges and the provincial/territorial apprenticeship authorities. Tradespeople expressed interest in workshops and tools to help them get ready for the certification examination.

APPENDIX A: Progression Barriers During an Apprenticeship

Rank	Barriers from Level 1 to 2 n=181		Barriers from Level 2 to 3 n=87		Barriers from Level 3 to 4 n=55		Barriers from Level 4 to certification n=44	
1	I experienced delays in accessing technical training.	48%	I didn't want a reduced income at technical training.	37%	I didn't want a reduced income at technical training.	36%	Test anxiety	20%
2	I didn't want a reduced income at technical training.	31%	I experienced delays in accessing technical training.	32%	I experienced delays in accessing technical training.	29%	Family issues	14%
3	My employer wouldn't release me to go to technical training.	9%	My employer wouldn't release me to go to technical training.	13%	Personal issues	13%	Reluctance to write exam	9%
4	Inability to work required hours to progress	8%	COVID related issues	10%	COVID related issues	11%	Personal issues	7%
5	Family issues	8%	Inability to work required hours to progress	8%	My employer wouldn't release me to go to technical training.	5%	Health issues	7%
6	COVID related issues	8%	Family issues	7%	Family issues	5%	COVID related issues	7%
7	Personal issues	6%	Health issues	7%	Health issues	5%	I failed the examination	7%
8	Health issues	4%	Personal issues	6%	I failed my technical training level and had to repeat it.	4%	I had a hard time getting a time to sit for my exams	5%
9	I was reluctant to go to technical training as I struggle with the projects and tests.	4%	I was reluctant to go to technical training as I struggle with the projects and tests.	2%	Inability to work required hours to progress	2%	Other	11%
10	I failed my technical training level and had to repeat it.	4%	I failed my technical training level and had to repeat it.	1%	I was reluctant to go to technical training as I struggle with the projects and tests.	2%	Don't know/ prefer not to answer	30%
11	Other	3%	Other	1%	Other	4%		
12	Don't Know/Prefer not to answer	8%	Don't Know/Prefer not to answer	6%	Don't Know/Prefer not to answer	7%		

