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National Apprenticeship Survey

# Canada Overview Report

# 2015

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... not applicable
0 true zero or a value rounded to zero
$0^s$ value rounded to 0 (zero) where there is a meaningful distinction between true zero and the value that was rounded
$^p$ preliminary
$^r$ revised
x suppressed to meet the confidentiality requirements of the *Statistics Act*
$^E$ use with caution
F too unreliable to be published
* significantly different from reference category ($p < 0.05$)

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# List of Acronyms

| | |
|---|---|
| ACG | Apprenticeship Completion Grant |
| AIG | Apprenticeship Incentive Grant |
| CAL | Canada Apprentice Loan |
| CATI | Computer-Assisted Telephone Interview |
| CCDA | Canadian Council of Directors of Apprenticeship |
| CEGEP | Collège d'enseignement général et professionnel |
| CoA | Certificate of Apprenticeship |
| CoQ | Certificate of Qualification |
| DEP | Diplôme d'études professionnelles du Québec |
| EI | Employment Insurance |
| ESDC | Employment and Social Development Canada |
| LMI | Labour Market Information |
| NAICS | North American Industry Classification System |
| NAS | National Apprenticeship Survey |
| NHS | National Household Survey |
| NOC | National Occupation Classification |
| P/T | Provincial/Territorial |
| RAIS | Registered Apprenticeship Information System |
| YAP | Youth Apprenticeship Program |

# Executive Summary

Strong economic growth through much of the period since 2000 and demographic pressures such as workforce aging, have contributed to a robust demand for skilled tradespeople. Despite a decline following the economic recession in 2008 and 2009, new registrations in apprenticeship programs have increased nearly 200% since the 1990s.

Apprenticeship training is one of the key methods by which people acquire the skills and knowledge needed to become skilled tradespeople. The 2015 National Apprenticeship Survey (NAS) explored the experience of apprenticeship training in Canada, including pathways to apprenticeship and skilled trades, as well as factors influencing completion.

The NAS national overview report offers a first look at the data generated by this new survey. Each chapter of the report focuses on one of many key themes including apprentices' socio-demographic profile, financial supports and labour market outcomes.

## The majority of apprentices were young, male and Canadian-born while women and immigrants remained underrepresented

The majority of apprentices were under 25 years of age (52.8%), men (86.3%), Canadian-born (91.3%) and had a high school diploma as their highest level of education (55.7%) when starting an apprenticeship.

Apprentices, moreover, were more highly represented among the Red Seal trades at 78.2%. For instance, over half of all apprentices were in the top 10 Red Seal trades with about 12% in the carpenter and construction electrician trades, respectively. The Interprovincial Red Seal Program is the Canadian standard for skilled trades and allows tradespeople to have their skills recognized across the country

There is notable underrepresentation of women, immigrants and visible minorities in apprenticeship programs. Women form about half the population of Canada, but made up 13.7% of apprentices. Moreover, there was a lower percentage of them in the Red Seal trades compared with male apprentices (59.2% versus 81.2%).

Similarly, immigrants accounted for 8.7% of apprentices, less than half of their share of the population of Canada. Although the majority of immigrants were registered in a Red Seal trade (67.6%), their percentage was lower than non-immigrants (79.1%).

Apprentices who belonged to a visible minority at 8.2%, meanwhile, were also less than half their share Canada-wide.

Aboriginal apprentices saw a somewhat different situation, as they accounted for 6.3% of all apprentices in 2015, a slightly higher representation than their share of the Canadian population.

## While the majority of apprentices did not experience difficulties, some reported financial constraints and job instability

Overall, nearly two-thirds of apprentices (65.5%) reported experiencing no difficulty progressing through their apprenticeship programs.

Among those who did report some difficulties, financial constraints were the most common challenges faced by apprentices during a program at 24.7%, followed by job instability (21.2%).

## Apprentices took advantage of financial assistance available to them

Apprentices' training is largely funded through the on-the-job portion of an apprenticeship, where employers are the primary source of income. Nevertheless, many apprentices tapped into available grants, tax credits, and Employment Insurance (EI) benefits to help pay for their training expenses.

About 60% of apprentices were aware of federal apprenticeship incentive and completion grants during their programs.

More than one-third of apprentices, meanwhile, claimed a tax credit for expenses such as tuition or tools. In addition, over half applied for EI during applicable technical training periods.

The main reasons that apprentices were denied EI during their training were "insufficient hours" and "already had a job."

## Nearly three-quarters of apprentices received a certificate with a Red Seal endorsement

Certification marks the final step in apprenticeship programs and signals that apprentices are ready to enter the workforce as skilled tradespeople. The majority of apprentices (72.8%) who completed their programs received a certification of qualification in the Red Seal trades while 22.4% received one for non-Red Seal trades.

Apprentices in a Red Seal trade who did not pursue a Red Seal endorsement felt it "was not needed" (56.9%) or they lacked interest (27.2%).

## Apprentices who completed their programs were more likely to find employment

Although the majority of apprentices went on to secure employment, a permanent job and benefits, the percentages were higher among completers than discontinuers. For instance, 80.8% of completers had a permanent job compared with 77.0% of discontinuers.

Moreover, those who completed a program also had a higher average annual income at $69,512 and hourly wages $33/hour than those who had not completed one at $59,782 annually and $28/hour, respectively.

Immigrant apprentices had a similar employment rate as non-immigrants at about 80% while women (72.5%) and Aboriginal apprentices (76.3%) had lower ones.

Among the top 10 Red Seal trades, the majority of completers (88.5%) held a job related to the trade of their apprenticeships. Results ranged from 79.8% for hairstylists to 95.8% for plumbers.

Most apprentices who worked as paid employees also reported that they were satisfied with their pay, job security and their health and safety conditions.

## The majority of apprentices did not move before, during or after their apprenticeships

Prior to beginning an apprenticeship, 12.8% of apprentices had moved from a province, territory or country of residence. About half of that amount, meanwhile, moved during a program and even less (3.8%) moved to another province or territory to secure a job.

## Most apprentices held positive attitudes towards the trades

The majority of apprentices (more than 90%) agreed that "Canadians increasingly see trades as a good career option" and that it "is the best way to learn a trade." The latter was reported more strongly by completers (47.2%) compared with discontinuers (35.9%).

In addition, more than three-quarters of apprentices either agreed or strongly agreed that trade occupations pay better than other jobs. The percentage of apprentices who felt this way, however, varied by trade. For instance, among the top 10 Red Seal trades, 90.2% of steamfitters / pipefitter apprentices reported that trade occupations pay better than other jobs, compared with 61.0% of cook apprentices. Moreover, men were more likely than women to report that trades pay better than other jobs.

These survey results provide new information about apprentices across Canada and can be used by apprenticeship authorities, educators and policymakers involved with apprenticeship programs. This information may also be useful to individuals considering trade occupations as a career option.

# Section 1

# Introduction

The 2015 National Apprenticeship Survey (NAS) looked at the experience of apprenticeship training in Canada, including pathways to apprenticeship and the skilled trades, as well as factors influencing completion and certification. This national overview report offers a first look at the data generated by this new survey. The introductory section will briefly review the state of skilled trades and apprenticeship in Canada, describe the 2015 NAS and some of the key issues it addresses, and provide an outline of the contents of this report.

## Skilled trades and apprenticeship in Canada

Skilled trades are an important driver of the Canadian economy and affect almost every aspect of life. While the trades may bring to mind a narrow set of occupations—electricians, plumbers, mechanics, carpenters, and welders, for example—opportunities in the skilled trades are quite extensive. Many tradespeople work in Canada's large resource, construction, and manufacturing sectors; the skilled trades are also represented in the hospitality, education, information technology, and tourism sectors, among others. There are more than 300 apprenticeable occupations (i.e., designated trades) in Canada. According to Statistics Canada's 2011 National Household Survey (NHS), about 12% of Canadians reported a trade certificate or diploma as their highest level of education, (Statistics Canada 2013). In 2015, 4 million people in Canada worked in skilled-trades occupations, an estimated 22.1% of employed Canadians (Labour Force Survey 2015).

Apprenticeship training is one of the key methods by which people acquire the skills and knowledge needed to become skilled tradespeople. This industry-driven approach blends on-the-job experience with in-school technical training. During a typical apprenticeship, an apprentice's time is divided between the workplace (80% to 90%) and the classroom (10% to 20%). Apprenticeship falls under provincial / territorial jurisdiction as the provinces and territories are responsible for designating skilled trades, regulating and administering apprenticeship programs as well as certifying tradespeople as journeypersons. Industry and employers play a critical role in the delivery and shaping of apprenticeship training by hiring apprentices and providing them with training and work experience. Colleges, technical schools, unions or private trainers, meanwhile, supply the technical training part of an apprenticeship. This required course work often takes place in classrooms; however, providers are using other forms of curriculum delivery, such as web-based or hybrid online / in-class approaches.

A highly skilled, adaptable, and mobile labour force and a well-functioning labour market are assets for any country. In Canada, the federal government works with the provinces and territories through the Canadian Council of Directors of Apprenticeship (CCDA) to support the development of a qualified skilled trades workforce. The CCDA manages the interprovincial standards Red Seal Program[1] and also serves as a forum for intergovernmental collaboration with industry on common matters related to apprenticeship. There are currently 56 Red Seal trades, which include almost 4 out of 5 apprentices.

In Canada, significant investments have been made in apprenticeship through the Red Seal Program, and a variety of financial supports for apprentices have been provided. These include grants, loans, tax credits, and Employment Insurance (EI) benefits during full-time, in-school training. These measures help to support apprentices with the completion of their apprenticeship training programs.

1. The Red Seal Program develops common standards and examinations for the Red Seal trades in close collaboration with industry. Broad industry support must be demonstrated and Red Seal trades must be designated for apprenticeship training in at least five jurisdictions, and have sufficient numbers of registered apprentices. Tradespersons who meet Red Seal standards receive Red Seal endorsements on their provincial/territorial trade certificates.

Strong economic growth through much of the period since 2000 and demographic pressures such as workforce aging, have contributed to a robust demand for skilled tradespeople. Even with economic ebbs and flows, industry organizations in Canada forecast significant job openings in the skilled trades over the coming decade (BuildForce 2016; MiHR 2016; Enform 2016). In 2014, there were over 450,000 registered apprentices across Canada (Registered Apprenticeship Information System 2014). Despite a decline following the economic recession in 2008 and 2009, new registrations in apprenticeship programs have increased nearly 200% since the 1990s.

Apprenticeship programs range in duration from two years (in trades such as hairstylist, esthetician, and food and beverage server) to five years (in trades such as construction electrician and plumber in certain jurisdictions). The actual time to completion is somewhat longer (Desjardins and Paquin 2010). An apprentice might not continue an apprenticeship program or take longer to complete it for a number of reasons. In past surveys, not having enough work or income was identified as a key factor, along with difficulties related to employers (e.g., not releasing apprentices for technical training) and essential skills deficits (Cadieux 2010). NAS 2015 results allow further exploration of these issues including the reasons underpinning delayed completion and discontinuation.

Not all demographic groups participate similarly in apprenticeship training. There is notable underrepresentation of some groups, including women and immigrants, while others, such as youth, Aboriginal people and persons with disabilities, experience different challenges. For example, apprenticeship authorities are interested in attracting more youth to apprenticeship training earlier, since the trades are frequently not a first career choice (Deussing 2016). Supporting access to apprenticeship and employment opportunities in the trades is essential to building and maintaining a highly skilled workforce. The experiences of women, immigrants and Aboriginal people, in particular, will be further explored in this report.

This new cycle of the National Apprenticeship Survey helps us to describe and better understand apprentices' pathways and experiences, including the motivations that bring people to the skilled trades, experiences with apprenticeship training, and labour market outcomes during and following an apprenticeship program. This information will contribute to ensuring that apprenticeship systems across Canada remain strong and are able to continue to support Canada's evolving economy.

## The survey

### The 2015 National Apprenticeship Survey (NAS)

The 2015 NAS was a joint Statistics Canada–Employment and Social Development Canada (ESDC) telephone survey. Its purpose was to gather information on the training and employment experiences of apprentices across Canada. The sample population for the 2015 NAS was randomly selected from completers and discontinuers identified in the Registered Apprenticeship Information System (RAIS), a database of people who were registered as apprentices with provincial or territorial apprenticeship authorities. A total sample of 58,109 respondents was targeted, with a final sample size of 28,469. Please refer to Appendix C for a description of the methodology used in the 2015 NAS.

Survey respondents were selected on the basis of their apprentice status in 2011, 2012 or 2013, as reported by the provincial / territorial jurisdictions. In the 2015 NAS, there were two groups of apprentices:

- **Completers:** individuals who were registered apprentices and who completed their apprenticeship programs between 2011 and 2013.
- **Discontinuers:** individuals who were registered apprentices and who discontinued their apprenticeship programs between 2011 and 2013.

There are multiple ways of gaining the requisite skills and knowledge to work in the skilled trades. Apprenticeship is a key method; it is also a flexible system with many points of entry and potential routes to completion. While some people take a fairly direct path, similar to pursuing a postsecondary diploma or degree, others may work in a trade for a number of years before registering as apprentices or follow other possible routes. The different modules of the NAS 2015 questionnaire were designed to help capture information about these various pathways.

There is strong interest in labour market information (LMI) related to the trades, and the Government of Canada has supported four apprentice surveys since 1990. The previous NAS, conducted in 2007, expanded markedly on prior surveys; it examined factors affecting apprenticeship completion and certification, including the reasons why some apprentices take longer to complete their programs. The 2007 NAS looked at completers and discontinuers in 2002, 2003 and 2004 alongside a third group, long-term continuers, those who had remained in their programs for one-and-a-half times the expected duration or longer. This group was excluded from the 2015 survey.

With the exception of content focused on long-term continuers, much of the 2007 questionnaire was considered relevant and reused for the 2015 NAS. The 2015 survey added a component that examined respondents' apprenticeship activities from the time they completed or discontinued an apprenticeship program (between 2011 and 2013) to the time of the survey (in 2015). It also included new modules to capture apprentice financial supports. The core policy questions for the 2015 NAS were similar to those used for the 2007 cycle, maintaining the focus on understanding the factors that result in apprentices completing or discontinuing their programs. The specific objectives were to better understand:

- pathways to apprenticeship and why people did not enter earlier,
- apprenticeship program progression and completion, including barriers to both entry and completion,
- experiences of select groups, such as women, Aboriginal people, immigrants, and persons with disabilities, and
- the financing of apprenticeship training

The questionnaire consisted mostly of core content and separate sets of questions specific to the situation of completers (e.g., the certification process) and of discontinuers (e.g., reasons for discontinuing). The questions focused on the following areas:

- pre-apprenticeship education, training, and work experiences,
- experiences regarding technical training and work as an apprentice,
- financial supports,
- difficulties encountered during apprenticeship, including reasons for discontinuing,
- the certification process, including Red Seal,
- recent employment and labour force experience,
- socio-demographic characteristics, and
- attitudes towards trades and apprenticeship.

Appendix C contains further information on the survey methodology, including: the target population, the frame, the sample design, data accuracy, and response rates.

The 2015 NAS is a primary source of comprehensive information regarding the apprenticeship experience in Canada. It will provide the Government of Canada, the Canadian Council of Directors of Apprenticeship (CCDA), provincial and territorial apprenticeship authorities, and other stakeholders with up-to-date information to assess and adapt their activities in support of positive apprenticeship outcomes. Having recent national research findings on apprenticeship help supports the Red Seal Program and ongoing work with the provinces and territories to strengthen apprenticeship systems. The survey results may also be useful to individuals considering the apprenticeship route as a career option. However, due to methodological differences in the surveys, the 2007 and 2015 NAS populations are not directly comparable. Nevertheless, with appropriate cautions and caveats, the 2015 findings can be used in conjunction with the 2007 NAS to describe and monitor factors affecting apprenticeship and to potentially identify topics for future research.

### Notes to readers: comparing NAS 2007 and NAS 2015

It is important to note that significant changes were made to the methodology of the 2015 National Apprenticeship Survey (NAS), compared with the previous cycle of the NAS in 2007. These modifications were made to ensure better quality of the 2015 NAS data. These differences are significant enough to **make direct comparisons difficult** between the two surveys.

One of the key differences between NAS 2007 and NAS 2015 is the target population. In the NAS 2015, the population of interest included apprentices who had discontinued or completed an apprenticeship program between 2011 and 2013 (i.e. discontinuers and completers in 2011, 2012 or 2013). In 2007, the NAS population was also comprised of discontinuers and completers (in 2002, 2003 or 2004), but in addition, included long-term continuers. These individuals were excluded in NAS 2015 Therefore, because of the exclusion of long-term continuers in the 2015 NAS, the 2007 and 2015 populations are not comparable.

The other key difference between the two surveys is the flow of the interview. In the NAS 2007, the flow was based on the status of the apprentice at the time of the survey, i.e. in 2007; which could differ from the status they were initially selected on (in 2002, 2003 or 2004). In NAS 2015, the flow of the interview was driven by the status of the apprentice in 2011, 2012 or 2013; i.e., based on the status on which they were selected. Since both surveys include questions asked to only certain groups of apprentices, this difference has an impact on which questions are asked to whom. For instance, discontinuers were asked questions on their reasons for discontinuing the program.

In NAS 2007, apprentices who were selected as discontinuers in 2002-2004, but had since returned (at some point in time between 2002 and 2007) to complete an apprenticeship programs, were considered completers. Therefore, these respondents were asked questions (in the NAS 2007 questionnaire) about their experiences as a completer even though they were initially selected as discontinuers. In NAS 2015, for the same scenario (i.e. apprentices selected as discontinuers in 2012 who returned and completed by 2015), these apprentices were considered discontinuers, and therefore were asked questions (in the NAS 2015 questionnaire) about their experiences as a discontinuer (in 2012). In NAS 2015, activities, since completing or discontinuing in 2011, 2012 or 2013, are also covered in the questionnaire. For example, apprentices who returned to the apprenticeship program and re-registered (in the same trade or in a different trade) and who ended up completing, discontinuing or continuing. It is possible, therefore, to have the total number of all apprentices who have completed a program. However, it should be noted that the status of an apprentice in NAS 2015 is based on his or her status in 2011-2013 (completer or discontinuer). The 2015 questionnaire flow and its supporting analysis (i.e. in the 2015 National report), therefore, also relate to this same status.

Due to these differences in composition of the sample and the questionnaire flow, direct comparisons between the two populations (2007 and 2015) are not recommended and should not be presented without appropriate notes of caution and adjustments to the analytical samples.

## Overview of the report

This report presents a profile of apprentices and high-level explorations of their experiences as participants in apprenticeship programs. The main objectives of the 2015 NAS were twofold: to understand the reasons and pathways that lead to an apprenticeship and to identify the factors that influence whether an apprenticeship program is completed or not.

The content of this report is organized thematically, starting with a description of the sample and the key differences between completers and discontinuers[2], and a detailed exploration of motivations and pathways into trades and apprenticeship. The middle sections examine experiences in apprenticeship programs, including required technical training and on-the-job training; challenges and difficulties faced; awareness and use of financial supports, and the certification process, including Red Seal. This is followed by sections on labour market outcomes and job satisfaction. Key areas of policy interest, including interprovincial mobility, attitudes about skilled trades, and experiences of select demographic groups, are given separate treatment. Where applicable, further analysis is conducted in terms of apprentice status (completers versus discontinuers) as well as demographic characteristics (e.g., the experiences of women).

2. All differences explained in the text are statistically significant at $p<0.05$.

# Section 2

# Profile of apprentices

The skilled trades are critical to Canada's economic growth and long-term prosperity. Numerous support programs, including grants, loans, tax credits, and Employment Insurance (EI) benefits during in-school training, have been established to encourage Canadians to learn a trade. The focus and success of these programs, in turn, relies on an awareness of which Canadians require support to complete their training.

One of the goals of the 2015 NAS is to provide a socio-demographic profile of apprentices who either complete or discontinue their apprenticeship programs. This section highlights the socio-demographic characteristics of completers and discontinuers, including: age, marital status, sex, visible minority status, immigrant status, Aboriginal identity, province or territory of registration and highest level of education attained. Detailed information on these characteristics is provided in Table A.2.1 (Appendix A).

In order to encourage Canadians to register in and complete apprenticeship programs, it is also useful to know more about the programs themselves. This section provides some of the 2015 NAS data on the number of apprentices registered in various Red Seal trades as well as the number of years apprentices remained in their apprenticeship programs.

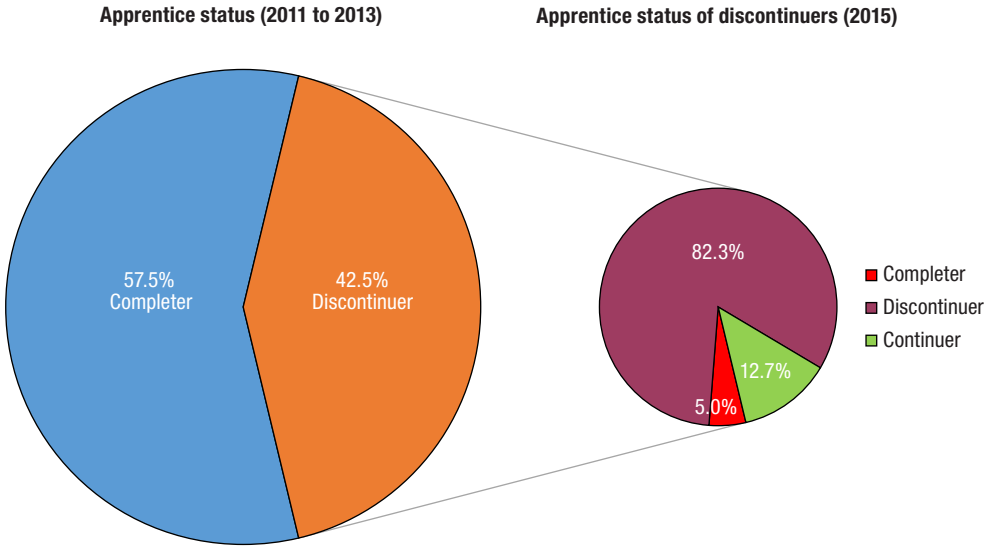
## Key findings

- The majority (95.2%) of apprentices who completed an apprenticeship program became certified.
- Almost 13% of discontinuers subsequently became continuers in an apprenticeship program and another 5% had completed an apprenticeship at the time of the survey (2015).
- Looking at the apprentice's profile when they started an apprenticeship program, it appears that young people (aged less than 25), males, Canadian-born, non-Aboriginal, and non-visible minorities were more highly represented.
- The majority (55.7%) of apprentices had a high school diploma as their highest level of education when starting an apprenticeship.
- The majority of apprentices (81.1% of discontinuers and 76.0% of completers) were in a Red Seal trade.

## Apprentice status between 2011 and 2013 and subsequent apprenticeship activities

Among the 28,469 apprentices interviewed for the NAS, 57.5% were completers. Of those who completed their programs between 2011 and 2013, 95.2% completed with certification (Table A.2.2, Appendix A). Information was also collected on whether NAS apprentices took additional apprenticeship programs following the one they completed or discontinued between 2011 and 2013. Chart 2.1 provides a summary of NAS apprentices' status between 2011 and 2013, as well as additional information about the 2015 apprentice status of NAS discontinuers (either in the same trade or a new trade). While the majority of apprentices who discontinued a program between 2011 and 2013 were still discontinuers in 2015 (82.3%), more than 1 in 10 were continuers in an apprenticeship program at the time of the survey (12.7%). Five percent of apprentices who had discontinued their programs between 2011 and 2013 had completed an apprenticeship program by 2015. Refer to Table A.2.2 (Appendix A) for detailed results.

**Chart 2.1**
**Apprentice status (2011 to 2013) and apprentice status of discontinuers in 2015, Canada**

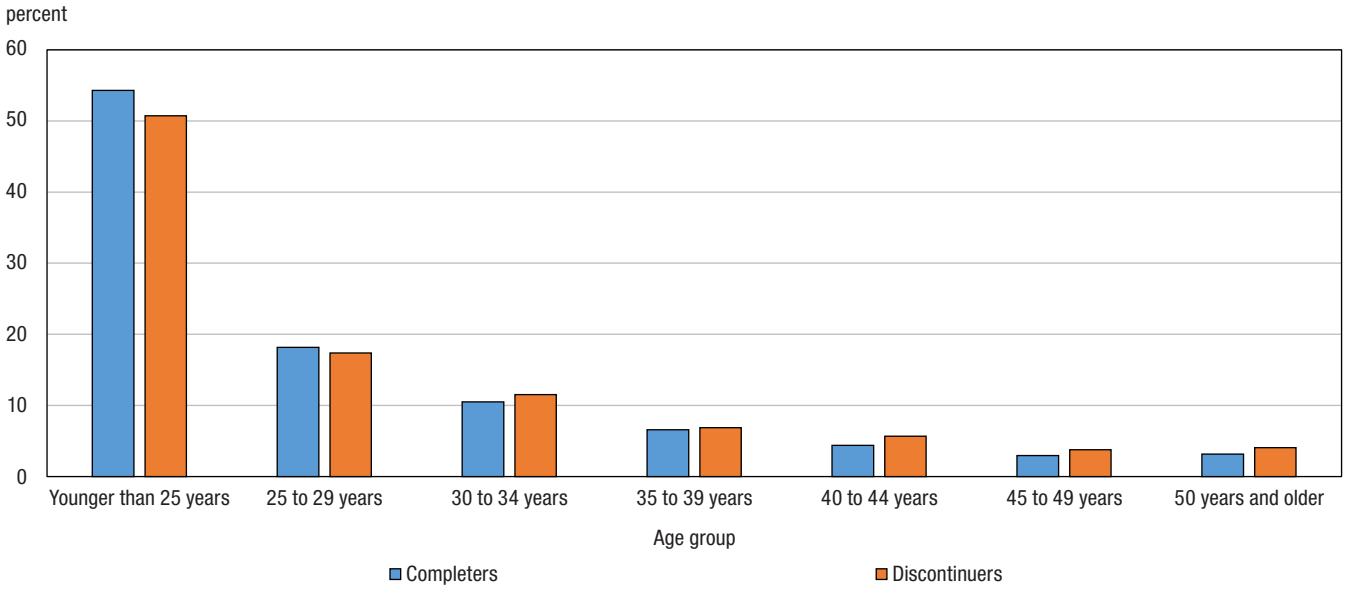



**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Demographic characteristics of apprentices

Most apprentices (52.8%) were younger than 25 years old when they started an apprenticeship (Table A.2.1, Appendix A). The distribution of apprentices' age at registration is shown in Chart 2.2 below. NAS completers were more highly represented in the youngest (younger than 25) age group than were discontinuers, while discontinuers were slightly more likely than completers to have registered at more advanced ages (50 years and older). The average age of registration for apprentices was 27.0.[1]

**Chart 2.2**
**Distribution of age at registration by apprentice status, Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

1. The average age is not presented in the data table.

When they started an apprenticeship program, most apprentices (63.9%) were single, while about one-third (33.2%) were married or living common-law (Table A.2.1, Appendix A). A small proportion of apprentices (2.7%) were separated or divorced and more than three quarters (77.0%) did not have a dependant under the age of 18.

While completers were more likely than discontinuers to be married or living common-law at the start of a program (34.6% and 31.4%, respectively), they were less likely than discontinuers to have dependants under the age of 18 (Table A.2.1, Appendix A). Discontinuers were slightly more likely to be single (65.1%) separated or divorced (3.3%) than completers (62.9% of completers were single; 2.4% were separated or divorced).

The majority of apprentices were male (86.3%), Canadian-born (91.3%), and non-Aboriginal (93.7%), and did not belong to a visible minority group (91.8%) (Table A.2.1, Appendix A). Women were concentrated in a few trades, such as early childhood educator, hairstylist, and cook, and they comprised 13.7% of NAS apprentices. The results also show that women were, nonetheless, equally represented among completers and discontinuers (13.6% and 13.9%, respectively).

Representation of immigrants among NAS apprentices was low at 9% - Table A.2.1 (Appendix A) – given that they make up 20.6% of the Canadian population.[2] Moreover, discontinuers were slightly more likely than completers to be immigrants.

At 8.2% of NAS apprentices, the proportion of those belonging to a visible-minority group[3] was also low compared with the group's representation within the Canadian population[4] at nearly 19%.

While Aboriginal people comprised about 4% of the overall Canadian population in 2011,[5] slightly more than 6% of apprentices identified as Aboriginal in the 2015 NAS.[6] When this proportion is broken down by Aboriginal group, results show that apprentices primarily identified as First Nations (3.2%) or Métis (2.9%), while a small proportion identified as Inuk (0.1%). Aboriginal apprentices comprised 8.2% of discontinuers and 4.9% of completers (Table A.2.1, Appendix A).

The 2015 NAS also collected information about apprentices' disability status. The vast majority of apprentices (92.0%) reported not having a disability before registering for an apprenticeship and at the time of the survey, while 2.9% reported a disability at both points in time (Table A.2.1, Appendix A). The disability status of 5.1% of apprentices changed between the time of registration and the time of the survey, with the majority of this group developing a disability during this time period (4.2%). Only 0.9% had a disability when they registered for an apprenticeship but no longer had one in 2015. The results also show that completers were more likely than discontinuers to have no disability before starting their programs or at the time of the survey (94.1% and 89.2%, respectively). A higher percentage of discontinuers (4.0%) than completers (2.0%) had a disability at the start of an apprenticeship and still had a disability at the time of the survey. Apprentices who had discontinued their programs were also more likely than completers to have no disabilities at the start of an apprenticeship but to report a disability at the time of the survey (5.7% and 3.0%, respectively).

The provinces of registration with the largest proportion of apprentices were Ontario (27.8%), Alberta (24.5%), Quebec (20.0%), and British Columbia (17.3%). Together, five of the remaining provinces comprised about 10% of program registrants: Saskatchewan had 3.3% of registrants, followed by Manitoba (2.4%), Nova Scotia (1.6%), New Brunswick (1.4%), and Newfoundland and Labrador (1.3%). Prince Edward Island and the three territories accounted for about 0.5% of apprentice registrants combined. Detailed results can be found in Table A.2.3 (Appendix A).

2. This statistic is from the 2011 National Household Survey (CANSIM Table 109-0401). "Immigrant" is defined as a person who is or has ever been a landed immigrant or permanent resident.
3. Statistics Canada's (2011a) definition of a visible-minority person is a "person, other than Aboriginal peoples, who is non-Caucasian in race or non-white in colour." Visible minorities include the following population groups: South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean, Japanese, other visible minority group not identified elsewhere, and multiple visible minority groups.
4. Members of visible minority groups comprised 19.1% of the total population of Canada in 2011 (CANSIM Table 109-0401, Source: 2011 National Household Survey).
5. The Aboriginal population, comprising First Nations, Métis, and Inuk (Inuit) peoples, comprised 4.3% of the Canadian population in 2011 (CANSIM Table 109-0401, Source: 2011 National Household Survey). First Nations made up the largest proportion (60.8%) of Aboriginal peoples, representing 2.6% of Canada's total population. Métis comprised about one third of Aboriginal peoples (1.4% of the total Canadian population), while Inuk made up 4.2% of Aboriginal peoples (about 0.2% of the total Canadian population) (Statistics Canada, 2011b).
6. Additionally, the 2011 National Household Survey shows that among 25 to 65 year olds, a slightly higher proportion of Aboriginal people (14.4%) reported a trades certificate as their highest level of education than non-Aboriginal people (12.0%) (Statistics Canada, 2011c).

## Educational background of apprentices

The 2015 NAS collected information on apprentices' highest level of education when they began their apprenticeships as well as their highest level of education at the time of the survey. These data are presented in Table A.2.4 (Appendix A).

### Notes to readers: New derived variable for apprentices' highest level of education at the time of the survey (2015)

A new derived variable was created for apprentices' highest level of education at the time of the survey (2015) to address inconsistencies in the data. Three types of inconsistences were found. First, some apprentices reported a lower level of education at the time of the survey than at the time of registration (6.87% of cases). In these cases, the highest level of education at the time of registration was assigned to apprentices' highest level of education at the time of the survey. Second, 5.2% of cases reported a trade certificate as their highest level of education at the time of the survey but had not completed an apprenticeship program (i.e., were discontinuers) and had reported an education level lower than a trade certificate at the time of registration. This was resolved by assigning apprentices' education level at the time of registration as their education level at the time of the survey. Third, in some cases (4.39%) apprentices had completed an apprenticeship program but their highest level of education at the time of the survey was less than a trade certificate. For these apprentices, "trade certificate" was assigned as their highest level of education at the time of the survey.

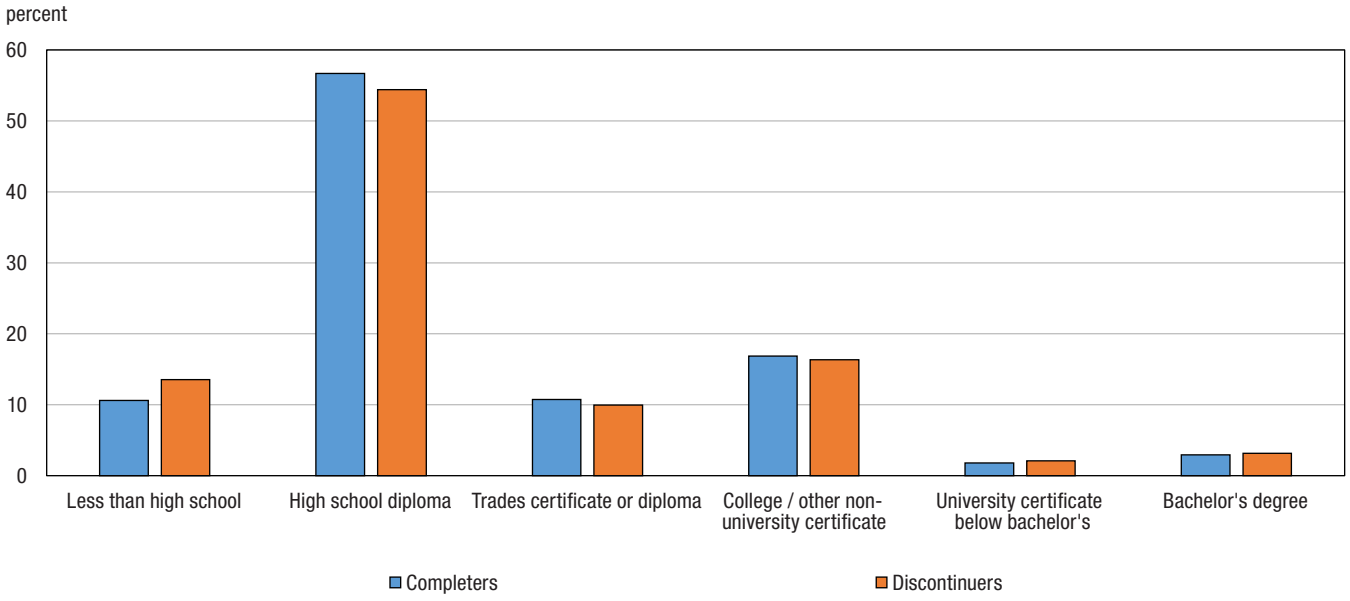
The majority of apprentices (55.7%) had a high school diploma as their highest level of education when they started an apprenticeship while about 12% had less than a high school diploma. Slightly more than 1 in 5 had some type of postsecondary certificate or diploma other than a trades certificate when they started an apprenticeship; this indicates that a skilled trade was likely not the first career choice for these apprentices. Nearly 17% had a college, CEGEP, or other non-university certificate or diploma and 3.0% held a bachelor's degree. In addition, 1 in 10 already had a trades certificate or diploma.

Chart 2.3, below, summarizes apprentices' highest level of education at the time of starting their programs by their apprentice status between 2011 and 2013. Discontinuers were more likely to begin an apprenticeship with less than a high school diploma than were completers (13.6% and 10.6% respectively), while completers were more likely than discontinuers to be high school graduates (56.7% and 54.4%, respectively). Similar proportions of completers and discontinuers were observed across the other levels of education.

At the time of the survey, 45.9% of NAS apprentices reported a trades certificate or a trades diploma as their highest level of education while more than 1 in 5 reported a college, CEGEP or other non-university certificate. Higher proportions reported a college, CEGEP or other non-university certificate or a bachelor's degree as their highest level of education in 2015 than were reported as the highest level of education at the start of an apprenticeship program. It is worth noting that discontinuers were more likely to report these credentials in 2015 than completers. This suggests that some discontinuers pursued different postsecondary credentials after registering in an apprenticeship program.

The 2015 NAS collected data on whether apprentices' parents had ever completed a trades certificate or a trades diploma (Table A.2.4, Appendix A). Overall, 33.6% of apprentices' fathers had completed a trades certificate or a trades diploma at some point in their education, and 1 in 10 had mothers with the same credential. Similar proportions of completers and discontinuers had mothers and fathers who held trades certificates.

**Chart 2.3**
**Highest level of education before starting apprenticeship, by apprentice status (2011-2013), Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Red Seal trades

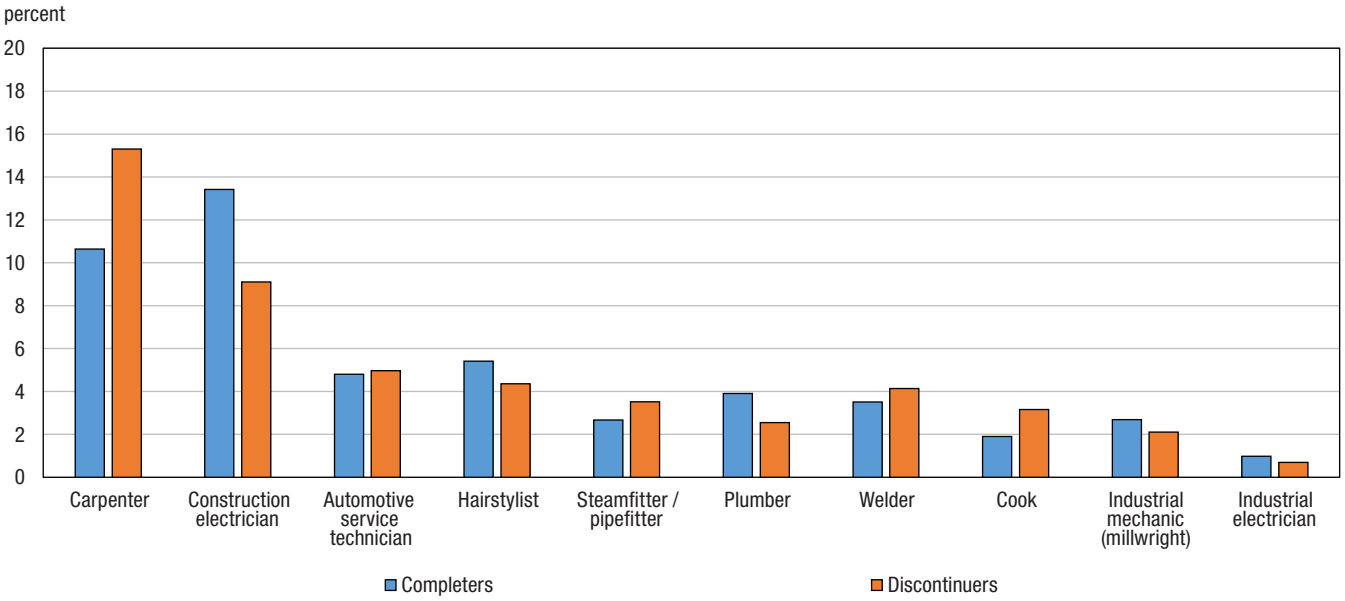
The 2015 NAS oversampled individuals who were apprentices in the top 10 Red Seal trades to ensure adequate representation of these trades.[7] The distribution for these 10 trades is presented in Table A.2.5 (Appendix A). Results show that 78.2% of apprentices were in a Red Seal trade.

Apprentices in the top 10 Red Seal trades accounted for half of all NAS apprentices. Individuals in both carpenter and construction electrician trades programs comprised about 12% of apprentices each. With the exception of the 0.9% of apprentices in the industrial electrician trade, the remaining 7 trades each comprised between 2% and 5% of apprentices. The distribution of these 10 Red Seal trades by apprentice status is presented below in Chart 2.4.

NAS completers were more likely to be construction electrician, hairstylist, plumber, industrial mechanic (millwright), and industrial electrician apprentices than discontinuers, although some of the differences were small. Conversely, discontinuers were more highly represented than completers in carpenter, cook, steamfitter / pipefitter, and welder trades. There were similar proportions of completers and discontinuers among apprentices in the automotive service technician trade.

7. Estimates are weighted to accurately represent the underlying population counts.

**Chart 2.4**
**Distribution of apprentices by apprentice status (2011-2013), top 10 Red Seal trades, Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Years until apprenticeship was completed or discontinued

The distributions of the number of years until apprentices completed or discontinued their programs are presented in Table A.2.6 (Appendix A). The number of years spent in an apprenticeship program was derived from the year of registration and the year that the apprenticeship was completed or discontinued (i.e., year of registration subtracted from the year of completing / discontinuing).

About three in five completers finished their programs in four years or less, while more than one-quarter completed their programs in five to seven years. Less than 10% of completers took eight years or more to finish an apprenticeship (Table A.2.6, Appendix A). Among the top 10 Red Seal trades, the median years taken to complete the program ranged from two to five years.[8] Hairstylist apprentices had the shortest time to completion (two years), followed by cook and welder apprentices (three years). The nominal duration of the hairstylist apprenticeship program ranges from two to three years, depending on the provincial / territorial jurisdiction. As for cooks, the duration of an apprenticeship program was generally three years, with the exception of Quebec (two years) and Ontario (four years). Construction electrician and plumber apprentices had the longest median time to completion at five years. Apprentices in the remaining trades (carpenter, automotive service technician, steamfitter / pipefitter, industrial mechanic, and industrial electrician) had a median of four years until completion.[9]

Among discontinuers, about one-third had spent one year or less in an apprenticeship before discontinuing, while nearly one in five discontinued after one to two years. Overall, more than 80% of discontinuers had discontinued their programs within five years (Table A.2.6, Appendix A).

8. Program length varies by trade and jurisdiction and ranges from two to five years. Apprenticeship programs for most of the Red Seal trades discussed here have nominal durations of four years in most jurisdictions; plumber, construction electrician, and steamfitter/pipefitter apprenticeships can take five years in some provinces or territories while welders take three years, and hairstylists and cooks usually take two to three years. Even so, many apprentices take longer to complete their programs.
9. These results are not presented in the data table.

# Section 3

# Experiences in apprenticeship program

One way to assess apprenticeship programs is to seek feedback from apprentices on their personal experiences. The 2015 NAS provides a wealth of information on apprentices' experiences both before and during their apprenticeship programs. It also distinguishes between the experiences of apprentices who completed a program and those of apprentices who discontinued.

The first part of this section highlights apprentices' awareness of and participation in pre-apprenticeship programs (programs in high school or work-related programs) as well as their reasons for becoming apprentices. This information serves to understand better the pathways individuals take in order to become apprentices.

The following part focuses on the experiences of completers and discontinuers during their programs. Some topics include:

- number of employers per program,
- nature of course work, whether they completed this work, and quality of technology used,
- level and types of difficulties they encountered (financial constraints and job instability),
- exam-readiness, and
- reasons for discontinuing a program.

## Key findings

- More than 15% of apprentices (excluding Quebec[1]), were registered in a youth apprenticeship program in high school.
- More than 2 in 5 (46.7%) apprentices, who did not participate in a youth apprenticeship program (outside Quebec), were involved in other trades-related or work experience programs during high school.
- The majority of apprentices reported that they had pursued apprenticeship programs because they were interested in the trade (45.0%) and because they liked the working conditions (19.8%).
- Apprentices cited family members as being influential in them learning a trade, with more completers (30.5%) reporting this than discontinuers (25.5%).
- The majority of apprentices (58.7%) had taken the required course work in the trade with the bulk of them following a long block-release schedule. Meanwhile, nearly 10% had completed an aspect of it online or by correspondence.
- Most apprentices (80.8%) did not have difficulty finding an employer for an apprenticeship program, although discontinuers reported more difficulty than completers.
- The most common challenges for completing a program were "financial constraints", and "job instability," with discontinuers citing the latter more than did completers.
- The majority of apprentices in the top 10 Red Seal trades reported that their programs had prepared them for their qualifying exams and that the equipment and technology were either good or excellent.

1. Note that only apprentices outside Quebec were asked this question. This is due to differences in Quebec's apprenticeship system. For some trades in Quebec, apprenticeship training takes place entirely in the workplace, although apprentices are often required to hold a *diplôme d'études professionnelles* (DEP) from Quebec before starting an apprenticeship. This is true in the trades under the *Commission de la construction du Québec*.

## Pathways into trades

The 2015 NAS asked apprentices a number of questions about activities prior to an apprenticeship program. Some skilled trades appear to be later-entry careers, where youth are less inclined to enter apprenticeships directly out of high school. These data provide further insight into the awareness that apprentices had of skilled trades during their youth, as well as their involvement in any apprenticeship or trades-related programs in high school. Table A.3.1 (Appendix A) reports detailed results for the total NAS population as well as for completers and discontinuers separately.

Slightly more than 15% of apprentices (15.6%) outside Quebec were registered in a youth apprenticeship program (YAP) during high school[2] (Table A.3.1, Appendix A). Completers were less likely to have been registered in a YAP (12.7%) than discontinuers (19.2%). Of those apprentices who did not participate in a YAP, about half (51.7%) were aware of apprenticeship programs in the trades during secondary school. There was no significant difference between completers (49.0%) and discontinuers (47.2%) who did not participate in a YAP in terms of their awareness of apprenticeship programs during high school.

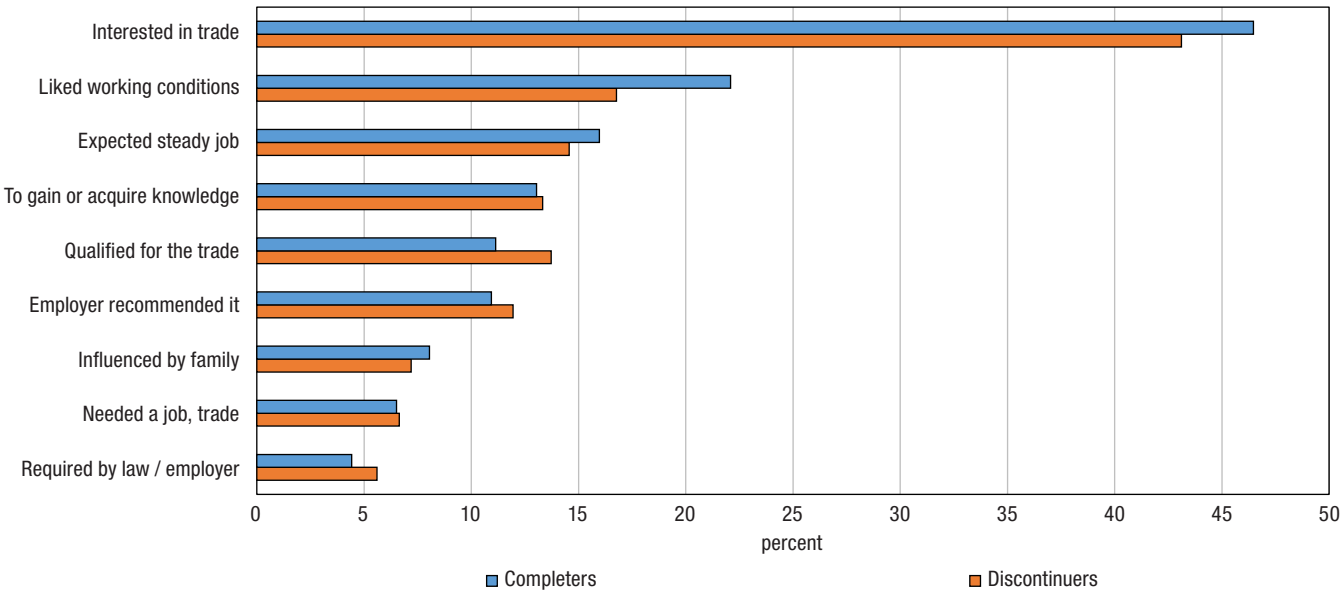
Among the 84.4% of apprentices outside Quebec who were not registered in a YAP during high school (non-YAP respondents), some indicated that they were involved in other trades-related or work experience programs. Results in Table A.3.1 (Appendix A) show that more than one quarter (27.1%) had participated in a trade, vocational, or technical program, while an additional 9.0% had experience with a co-op or work experience program during high school. Discontinuers were slightly more likely than completers to have taken a trade, vocational or technical program (28.6% and 26.1% respectively). About one in ten (10.6%) NAS apprentices were involved in both of these types of programs during a secondary school experience; discontinuers (11.8%) were slightly more likely than completers (9.8%) to have participated in both programs. More than half (53.3%) of non-YAP respondents did not participate in either type of program while in high school.

The 2015 NAS also asked apprentices about the reasons they had registered for an apprenticeship and who influenced their decisions to learn a trade. Table A.3.1 (Appendix A) presents these results. In the survey, apprentices could indicate more than one reason for entering an apprenticeship program. Chart 3.1, below, shows the distribution of all responses among apprentices.

The largest proportion of apprentices (45.0%) reported that an “interest in the trade” was the reason for registering in the apprenticeship (Table A.3.1, Appendix A). This was the most commonly cited reason among both completers (46.5%) and discontinuers (43.1%). Nearly one in five (19.8%) apprentices reported that they liked the working conditions, and 15.4% stated that the expectation of a steady job was the reason for registering in an apprenticeship. About 13% registered to gain or acquire knowledge of the trade. In comparison, employer-related reasons were less frequently reported. Eleven percent of apprentices stated that “an employer” recommended that they register for the program, while 4.9% were required by law (i.e., the trade is compulsory in a jurisdiction, and they must register as apprentices in order to work in it) or by an employer to do so (refer to Table A.3.1, Appendix A, for detailed results).

2. Refer to footnote 10 above for an explanation of why apprentices from Quebec were excluded from this question.

**Chart 3.1**
**Reasons for registering in apprenticeship, completers and discontinuers, Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

The individuals that apprentices cited as influencing their decisions to learn a trade are presented in Table A.3.1 (Appendix A). NAS apprentices could indicate more than one influence for this section. The highest proportion of apprentices identified family members as an influence on a decision to learn a trade. Close family members, i.e., "a parent / brother or sister / spouse or common-law partner", were reported by 28.4% of apprentices; completers were more likely than discontinuers to report these family members as an influence (30.5% and 25.5%, respectively). Almost as many apprentices (21.4%) cited other "relatives or friends" as influential in the decision.

More than one in five (23.2%) apprentices reported that they had received no advice from others when deciding to learn a trade, while 9.2% indicated that "a co-worker or tradesperson / another apprentice / journeyperson" had influenced the decision. School officials, such as a teacher or principal (6.1%) or a high school guidance counsellor (2.6%), were among the least cited influences. Discontinuers were more likely than completers to report a school-related official as influential in the decision to learn a trade.

## Experience during apprenticeship program

Apprentices were asked a range of questions about their experiences throughout their apprenticeships. In addition to general information about work experience (on-the-job training) and required course work (also called "technical training"), apprentices were asked whether they had encountered any challenges throughout a program and the nature of these difficulties. The detailed results can be found in Table A.3.2 and Table A.3.3 (Appendix A).

Overall, apprentices who had some work experience in a trade during an apprenticeship had on average 2.1 employers throughout a program (Table A.3.2, Appendix A). However, the majority (57.9%) reported having had only one employer during an apprenticeship. Discontinuers (62.9%) were more likely than completers (54.6%) to report that they had only one employer during an apprenticeship.

The majority of apprentices (58.7%) had taken the required course work related to a trade (Table A.3.2, Appendix A). Completers (69.6%) were much more likely than discontinuers (44.0%) to have taken the required course work. It is important to note that the number of hours of required course work and on-the-job training vary by trade and by jurisdiction.

Among completers and discontinuers who had taken required course work related to a trade, the majority took training by long block release (Table A.3.2, Appendix A). However, completers were more likely than discontinuers to have had this type of training schedule (63.6% and 49.5%, respectively). Seven percent of apprentices took technical

training by short block release. About 1 in 5 apprentices did course work on a full-time schedule and discontinuers were more likely than completers to have been involved with this type of training. About 10% of apprentices had a self-paced course work schedule.

For most apprenticeship programs, technical training is typically delivered in a classroom; however, apprentices were also asked whether they took any of their required course work online or by correspondence. Of the total 2015 NAS population, fewer than 1 in 10 apprentices (9.7%) did course work online or by correspondence. Discontinuers (11.9%) were more likely than completers (8.7%) to have used these means for their course work (Table A.3.2, Appendix A).

Apprentices generally did not assess their work experiences and course work as difficult. Results reported in Table A.3.2 (Appendix A) show that the majority found that the on-the-job training component of the apprenticeship was easy (51.0% agreed; 13.2% strongly agreed) while about one third did not agree with this statement (31.0% disagreed; 4.8% strongly disagreed). Completers were slightly more likely than discontinuers to have disagreed with this statement (32.4% and 29.0%, respectively). A higher proportion of apprentices reported that they found their required course work[3] easy (60.2% agreed and 19.4% strongly agreed with this statement). About one in five apprentices reported that they did not find the course work easy (19.0% disagreed; 1.4% strongly disagreed).

Table A.3.3 (Appendix A) reports detailed results about the difficulties that apprentices encountered throughout an apprenticeship. Generally, most apprentices (80.8%) did not have any difficulty finding an employer who was hiring apprentices when they were starting an apprenticeship.[4] Discontinuers were more likely than completers to have reported difficulty finding an employer at this stage of an apprenticeship (23.3% and 16.2%, respectively).

Overall, nearly two thirds of apprentices (65.5%) reported experiencing no difficulty progressing through an apprenticeship program (Table A.3.3, Appendix A).[5] Of the 34.5% of apprentices who did report some difficulty, nearly one quarter (24.7%) reported "financial constraints" as the main challenge, and slightly fewer reported "job instability" (21.2%). About 12% of apprentices reported having "disagreed with [an] employer, co-workers or union" as the main difficulty encountered during an apprenticeship while fewer than 1 in 10 (7.9%) cited "personal or family issues."

Apprentices who had discontinued their programs were more likely than completers to have experienced difficulty progressing through an apprenticeship (44.5% and 27.1%, respectively). Discontinuers were more likely than completers to have cited a "disagreement with [an] employer, co-workers or union", "job instability", or "personal or family issues" as the main difficulty they had encountered during a program. However, completers were more likely than discontinuers to have indicated "financial constraints," "issues with course work / teachers / exams" and "transportation" as the main difficulty.

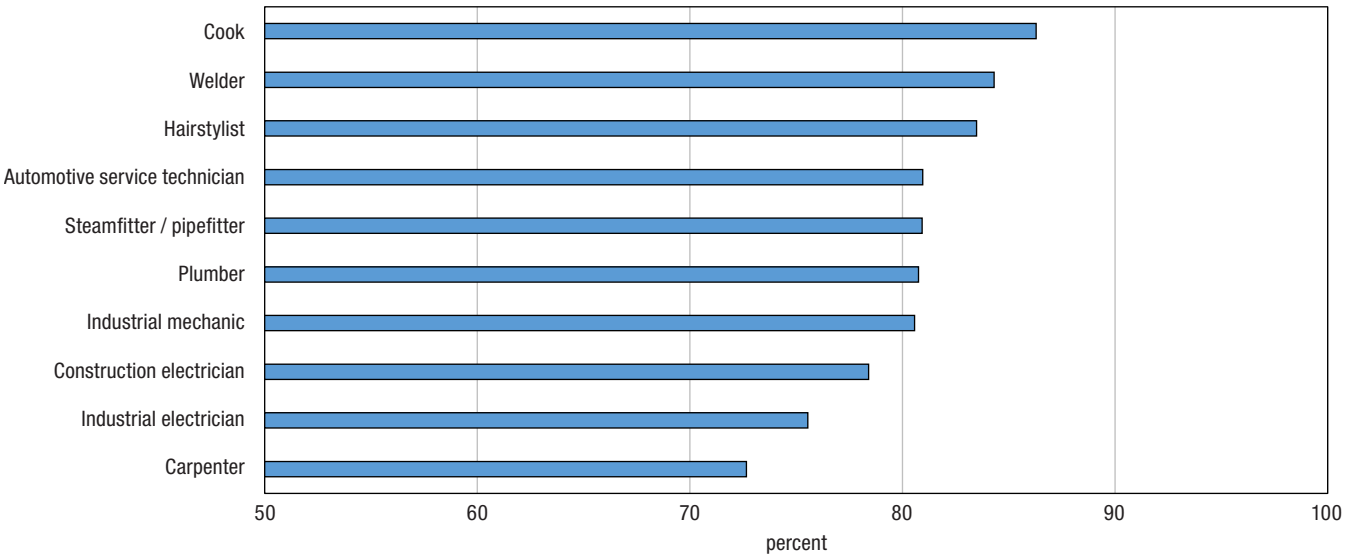
## Assessment of work experience and technical training

Apprentices in the 2015 NAS were asked to assess aspects of the work experience and technical training (course work) components of their programs. With respect to their on-the-job training, apprentices were asked whether their work experiences provided a sufficient variety of tasks to prepare them well for the exam. About 80% of all apprentices reported that their work experiences had prepared them well for an exam associated with a trade (Table A.3.4, Appendix A). They were also asked to rate the technical training in terms of providing up-to-date equipment or technology; more than 80% rated the equipment or technology they used as either "excellent" (35.3%) or "good" (47.6%) (Table A.3.4, Appendix A).

Since the work experience and course work components of apprenticeships can vary across trades, Table A.3.4 (Appendix A) also reports the work experience and course work assessments of apprentices across the top 10 Red Seal trades. Chart 3.2 below shows the distribution of apprentices who reported that their work experiences provided a sufficient variety of tasks to prepare them well for the exam by Red Seal trade. In each of the top 10 Red Seal trades, more than 70% of apprentices reported that their work experiences had prepared them well for their trade exams. Cook apprentices were most likely to have agreed with this statement (86.3%) while carpenters were less likely (72.7%).

3. This can refer to a youth apprenticeship program (YAP), a vocational diploma (*diplôme d'études professionnelles* (DEP) in Quebec), or other required course work.
4. It should be noted that only individuals who found employers and registered in an apprenticeship are included in the NAS population.
5. Note that, while respondents could state more than one type of difficulty, only the main difficulty that they encountered during an apprenticeship is reported here.

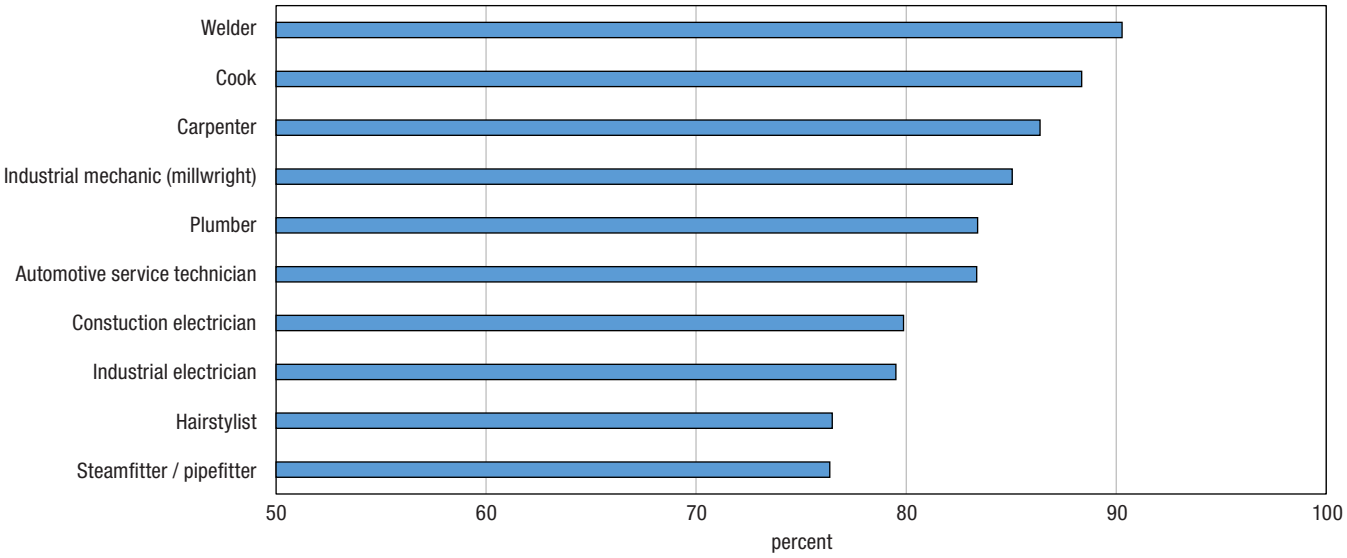
**Chart 3.2**
**Percent of apprentices who stated that work experience provided sufficient tasks to prepare for exam, Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

Apprentices in the top 10 Red Seal trades also had mostly positive responses when rating the equipment and technology used in their technical training. These results are summarized in Chart 3.3 below (see Table A.3.4, Appendix A for detailed results). Across all ten trades at least three-quarters of apprentices reported that the equipment used was either “good” or “excellent.” Welder apprentices (90.3%) had the highest proportion who responded in this way while steamfitter / pipefitter (76.4%) and hairstylist (76.4%) apprentices had the lowest.

**Chart 3.3**
**Percentage of apprentices who rate equipment used in technical training as "Good" or "Excellent" by Red Seal trade, Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

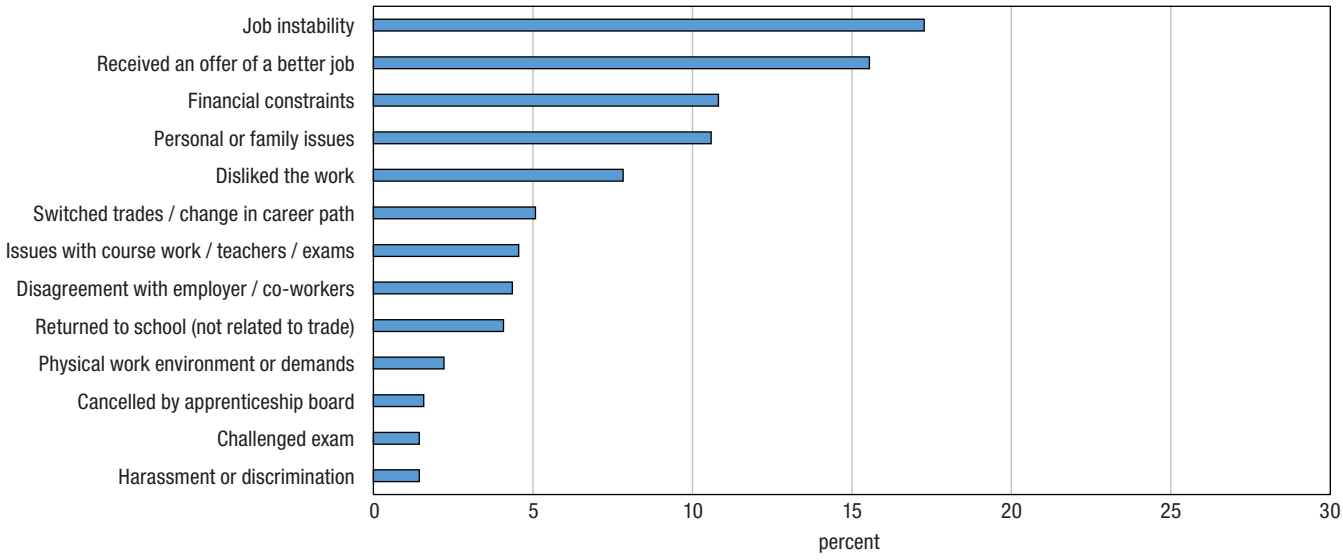
## Apprenticeship experiences of discontinuers

While the above sections presented results that pertained to both completers and discontinuers, the 2015 NAS asked discontinuers additional questions about their apprenticeship experiences. Apprentices who discontinued their apprenticeships between 2011 and 2013 reported how much of the program they had completed, as well as the reasons for not completing an apprenticeship. The detailed results for this section can be found in Table A.3.5 (Appendix A).

Of the discontinuers who had some work experience in the trade during their apprenticeships, 44.9% had completed the number of on-the-job hours required to write the trade exam. About one third (32.7%) of discontinuers, who had taken any course work required for the trade, had completed all of the required course work. A similar proportion (32.9%) had completed less than 50% of the required course work for a trade.

The main reason that discontinuers gave for not completing their apprenticeships are presented in Table A.3.5 (Appendix A) and Chart 3.4, below. The two most commonly cited reasons for discontinuing were "job instability" at 17.3% and "received a better job offer" at 15.5%. About 1 in 10 discontinuers also cited "financial constraints" (10.8%) or "personal or family issues" (10.6%) as the main reason for not completing their programs.

**Chart 3.4**
**Main reason reported by discontinuers for not completing their apprenticeship, Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

# Section 4

# Financial supports for apprentices

As section 3 demonstrates, completion or discontinuation of an apprenticeship is influenced by a variety of factors. Financial constraints and job instability are key challenges for many apprentices, particularly those who have experienced difficulties or had discontinued their apprenticeship programs. Apprentices are workers who are concurrently earning a wage and training to become skilled tradespeople. However, since apprenticeship is industry-driven, apprentices may not have access to enough work to support themselves financially throughout the duration of a program. A number of supports are available to apprentices, including grants, loans, tax credits, and the Employment Insurance (EI) program. This section examines how apprentices fund their apprenticeship training, including awareness and use of select supports.

## Key findings

- About 60% of apprentices were aware of federal apprenticeship incentive and completion grants during their programs.
- More than one-third of apprentices had ever claimed a tax credit, and a higher proportion of completers than discontinuers had done so (45.2% versus 26.4%).
- More than half of apprentices applied for EI during applicable technical training periods. More completers (66.0%) than discontinuers (44.2%) did so.
  - Insufficient hours and already having a job were the most commonly cited reasons for apprentices not having received EI during their technical training.
- Apprenticeship employers were the primary source of income for most apprentices.
  - More completers (87.2%) than discontinuers (79.4%) received income from an apprenticeship employer. Discontinuers were also more likely to have income from another employer (i.e., a second job) or no income at all.
- About two-thirds of apprentices did not receive any additional financial support to help pay for apprenticeship expenses, such as equipment, tools, meals and transportation.
  - Completers were more likely than discontinuers to receive additional financial support and EI top-ups from their employers as well as other grants and training allowances.

## Apprenticeship grants and tax credits

Two federal government grants are available to apprentices in Red Seal trades: the Apprenticeship Incentive Grant (AIG) and the Apprenticeship Completion Grant (ACG).[1] These grants aim to increase access to apprenticeships in Red Seal trades and to encourage early progression, building momentum toward completion of apprenticeship training. NAS 2015 included a set of questions to assess awareness and uptake of these grants. Results regarding apprenticeship grants are presented in Table A.4.1, Appendix A.

About 60% of apprentices in the 2015 NAS were aware of the federal apprenticeship grants during their programs; with completers more likely than discontinuers to know about them (please refer to Table A.4.1, Appendix A, for detailed findings). Most apprentices who were aware of the grants applied for them (AIG 75.5% and ACG 70.4%), and the majority of grants—upwards of 95%—were approved. The most commonly stated reasons for not applying for the grants were that they were not eligible (AIG 24.7% and ACG 32.7%) or that they had stopped an apprenticeship before they could apply (AIG 19.2% and ACG 25.5%). About 90% of completers applied for the AIG and ACG. Three-quarters (75.6%) of completers were approved for the AIG in both years, and nearly all who applied (97.3%) received an ACG. While discontinuers were less likely to have applied for an AIG (42.5%), among those who did, most (87.7%) received this grant for at least one year or level.

1. The **Apprenticeship Incentive Grant** (AIG) is a taxable grant of $1,000 per year, up to a maximum of $2,000 per person, available to apprentices once they have successfully completed the first or second year / level (or equivalent) of an apprenticeship program. The **Apprenticeship Completion Grant** (ACG) is a taxable grant of a maximum of $2,000 available to registered apprentices who have successfully completed their apprenticeship training and obtained a journeyperson certification in a designated Red Seal trade.

Apprentices were asked to comment on the utility of the funds provided through the grants. Most (81.5%) felt that the money from the grants helped to cover the cost of apprenticeship. Similarly, almost three-quarters (72.6%) believed that the money from the grants encouraged them to complete their apprenticeship programs.

Federal—and, in some cases, provincial / territorial—income tax credits are available to apprentices for eligible expenses, such as the payment of tuition or the purchase of required tools. More than one-third of apprentices (37.2%) reported ever claiming a tax credit on an income tax return, and completers (45.2%) were more likely to have done so than discontinuers (26.4%). Most of those who had not claimed a tax credit reported that this was because they were not aware of them (56.2%) or were not eligible (15.2%).

## Use of the Employment Insurance (EI) program

Apprentices may be eligible for benefits from the Employment Insurance (EI) program[2] while they search for employment or take time away from work to attend full-time training. Findings pertaining to use of the EI program are presented in Table A.4.2 (Appendix A).

During periods of required technical training, which are typically six to eight weeks in duration, apprentices may not have any employment income. Of those apprentices who had at least one period of technical training or course work, 59.1% had applied for EI benefits, and nearly all (97.7%) received them at least once (Table A.4.2, Appendix A). More completers (66.0%) than discontinuers (44.2%) requested EI during technical training; however, rates of approval were similar for both groups. About 40% of apprentices reported their first EI payments arrived in the expected amount of time; however, half (52.3%) felt the payments were slower or much slower than expected.

Trade schools and instructors (49.0%) were the primary source of information about EI benefits for apprentices; this was followed by Service Canada representatives (13.2%) and apprenticeship employers (12.7%). Completers (52.6%) were more likely than discontinuers (37.3%) to report that a trade school had given them information about EI.

Most of those who did not apply for EI during technical training reported they had a paid job (44.7%) or were otherwise not eligible (13.3%). While some were not aware they could apply for EI benefits (12.7%), others (16.8%) indicated that they did not need more money. More discontinuers reported that they were not eligible for EI or were unaware that they could apply for EI, while completers were more likely to forgo EI because they had a paid job or were getting paid by an employer.

Among apprentices whose applications were denied or who were not eligible for EI, the most commonly cited reasons were related to EI program requirements: they did not work a sufficient number of hours (26.9%); they had a job (18.4%); or they were not enrolled in full-time, required course work (14.1%).

More than one-quarter of apprentices (27.7%) reported receiving regular EI benefits outside of periods during their programs when they were in technical training, presumably to assist with these periods of unemployment.

## Other sources of financial support

The 2015 NAS asked apprentices about other sources of financial support to help pay for training expenses (please refer to Table A.4.3, Appendix A, for detailed results). While many apprentices tapped into available grants, tax credits, and EI benefits, apprenticeship training is funded largely through the on-the-job portion of the apprenticeship. In fact, apprenticeship employers were the primary source of income for 83.9% of apprentices. More completers (87.2%) than discontinuers (79.4%) reported having income from their apprenticeship employers, and discontinuers were more likely to have income from another employer (i.e., a second job) or no income at all.

Apprentices were asked about other sources that may have assisted with training-related expenses, such as equipment, tools, meals and transportation. About two-thirds (67.4%) did not have any additional financial support. Among those who did, help with expenses came from apprenticeship employers (18.4%) and family or friends (12.0%). A few apprentices (6.6%) had their employers top up their EI benefits while they were on technical training, and a few (5.6%) also received grants or training allowances from a source other than the federal government.

2. Under the **Employment Insurance (EI) program (Part I)**, eligible apprentices are able to receive up to 55% of their average insurable weekly earnings (up to $514 / week in 2014) in EI regular benefits during periods of unemployment, including attending full-time in-class technical training.

Completers were more likely than discontinuers to receive additional support and EI top-ups from their apprenticeship employers as well as other grants or training allowances. During technical training, completers (59.1%) were also more likely than discontinuers (41.3%) to receive support from their apprenticeship employers if they did not receive EI. Discontinuers, on the other hand, were more likely (23.3%) than completers (15.9%) to rely on income from another employer or to have no other income (34.1% versus 21.2%) during this time.

Loans are another way people typically pay for training and education. About one in five (22.4%) apprentices reported having borrowed money that had to be repaid. Of those who received a loan, 43.8% took out a bank loan (or loan from another financial institution) or used a credit card or line of credit; 35.9% were loaned money by family or friends; and 29.3% had government student loans.

Given the nature of apprenticeship training, apprentices may not have been eligible for standard student loans at the time of their programs. However, in 2014, the Canada Apprentice Loan (CAL)[3] program was introduced. Although the CAL program was not available to this cohort of apprentices, nearly one-third (29.3%) of those who had taken some technical training were aware of this program, and about half (49.5%) said that they would have applied for a loan under the CAL program if it had been available to them when they were apprentices.

3. The **Canada Apprentice Loan** (CAL) provides interest-free loans of up to $4,000 per period of technical training to help registered apprentices in Red Seal trades with the costs of training.

# Section 5

# Certification

Certification marks the final step in apprenticeship programs and signals that apprentices are ready to enter the workforce as skilled tradespeople. Apprentices typically register for an apprenticeship program in order to obtain a provincial or territorial certificate of qualification (CoQ)[1] and become a journeyperson in a trade. In Canada, the title of "journeyperson" is the highest level of qualification in the skilled trades; this designation is generally used to identify those who hold a CoQ. Most apprentices who complete an apprenticeship program also have certification. However, individuals can also obtain certification as trade qualifiers without necessarily pursuing or completing apprenticeship programs. These workers can apply for certification and write or "challenge" the exam for trade qualification, thereby obtaining a CoQ. Many apprentices in designated Red Seal trades also seek a Red Seal endorsement. The Red Seal program has developed interprovincial standards which allow journeypersons the ability to practice a trade in any province or territory where the trade is designated, without having to write additional examinations.

The 2015 NAS asked apprentices a number of questions about the certification process. This section highlights data from the survey on the number of apprentices who acquired certificates and whether they received Red Seal endorsements. It also explores apprentices' reasons for such decisions as completing a Red Seal Program without pursuing a Red Seal endorsement.

The certificate of qualification (CoQ) is obtained after an apprentice has completed all requirements of the apprenticeship program, such as in-school technical training and required workplace hours. In most cases, an apprentice is required to take a qualification exam. This standardized exam is determined at the provincial / territorial level. Final certification examinations are common in apprenticeship programs, but may not always be required for some trades.

Trade qualification is a process of certification that recognizes an individual's work experience through documented hours worked in the trade in lieu of completing an apprenticeship program (Employment and Social Development Canada 2014).

Red Seal endorsement is acquired through the Interprovincial Standards Red Seal Program, which is administered in each province or territory in accordance with standards determined by the Canadian Council of Directors of Apprenticeship. Most jurisdictions use the Red Seal examination as the final trade certification examination. While the Red Seal examination is not required for trade certification in Alberta and the three Territories, the majority of apprentices in those jurisdictions write the examination. In Quebec, apprentices in the construction industry must pass a provincial summative examination to achieve trade certification; only certified journeypersons in Quebec are eligible to write the Red Seal examination.

## Key findings

- The majority of completers (72.8%) received a certificate of qualification in the Red Seal trades while 22.4% received a certificate of qualification in non-Red Seal trades.
- About half of completers who had a certificate of qualification with a Red Seal endorsement wrote a separate exam to acquire the Red Seal designation.
- More than half of completers in a Red Seal trade who did not have a Red Seal endorsement did not intend on applying for one at the time of the survey.
- The top 2 reasons given for not having pursued a Red Seal endorsement were that it was not needed (56.9%) and "lack of interest" (27.2%).

1. This certificate is also referred to as a "journeyman certificate", "qualification certificate" / "certificate of vocational qualification", or "competency certificate—journeyman."

In addition to information about whether apprentices had obtained certification in a trade, the 2015 NAS asked questions pertaining to apprentices' Red Seal endorsement if an apprenticeship was in a Red Seal trade. Red Seal endorsement is intended to improve the mobility of certified journeypersons across Canada, allowing journeypersons the ability to practice a trade in any province or territory where it is designated. As reported in section 2, the majority of apprentices (78.2%) were registered in a Red Seal trade (refer to Table A.2.5, Appendix A).

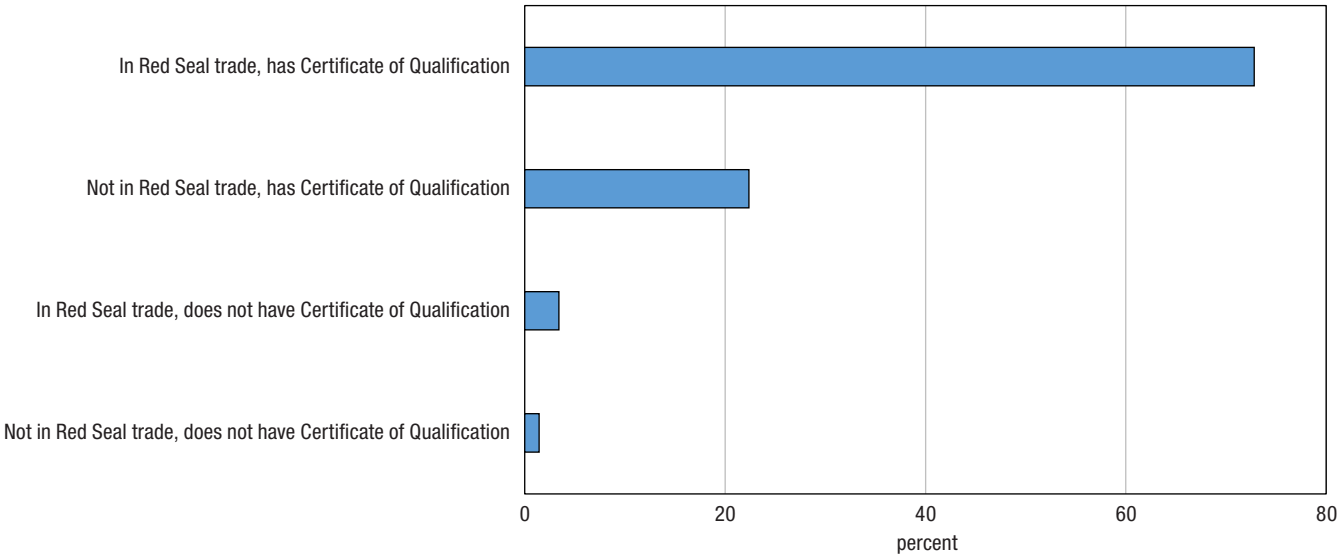
The vast majority (95.2%) of apprentices who had completed a program reported that they had received a CoQ in a trade (see detailed results in Table A.5.1, Appendix A). Among apprentices who discontinued an apprenticeship program between 2011 and 2013 then later re-registered and completed it, 91.0% had obtained a CoQ.

NAS apprentices who did not have a CoQ were also asked whether or not they had attempted the qualification exam. Seventy percent of completers who did not hold a CoQ in a trade had, nonetheless, attempted a qualification exam.

## Certification in Red Seal and non-Red Seal trades

The certification status of apprentices who completed their apprenticeships between 2011 and 2013 is reported by Red Seal trade status in Table A.5.2 (Appendix A). These results are also presented in Chart 5.1, below. Among completers, 72.8% were registered in an apprenticeship for a Red Seal trade and had obtained a CoQ, while an additional 22.4% received a CoQ in a non-Red Seal trade.

**Chart 5.1**
**Completers' Red Seal trade status and certification status, Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

Results for completers whose apprenticeships were in a Red Seal trade are presented in Table A.5.3 (Appendix A). Of those completers who received a CoQ in an apprenticeship training program, more than three-quarters (79.0%) had obtained a Red Seal endorsement at the time of the survey, while about one in five (21.0%) did not have a Red Seal endorsement.

About half of completers in a Red Seal trade who had both a CoQ and a Red Seal endorsement had obtained a Red Seal endorsement by writing a separate exam (51.2%), while the Red Seal endorsement for the remaining apprentices (44.8%) came with a CoQ (Table A.5.3, Appendix A). Few completers in the NAS population, who had a Red Seal endorsement, had obtained this designation by submitting their grades after receiving a CoQ (3.5%).

Among apprentices who completed an apprenticeship in a Red Seal trade but did not obtain a Red Seal endorsement, more than half (58.0%) did not intend to apply for the endorsement at the time of the survey. The primary reason cited for not applying for Red Seal endorsement was not needing this type of certification (56.9%). More than one-quarter (27.2%) cited "a lack of interest" as a reason for not pursuing Red Seal endorsement.

# Section 6

# Labour market outcomes and job satisfaction

The success of apprenticeship programs is determined in large part by whether apprentices secure gainful employment in their trades. The 2015 NAS contains data on labour market outcomes for both apprentices who completed their programs and apprentices who discontinued. It also includes information on whether trades were eligible for Red Seal endorsements or not. This section highlights the following information about apprentices:

- employment status in 2015,
- hourly wages and annual earnings,
- employment related to the apprentice's trade,
- occupation and industry sector,
- job benefits, and
- job satisfaction levels.

Most of the results reported in this section are limited to NAS apprentices who worked at a job or business during the week prior to the survey interview.[1]

## Key findings

- A higher percentage of completers than discontinuers were
  - employed (83.2% versus 76.8%),
  - paid employees with permanent jobs (80.8% versus 77.0%),
  - paid higher average annual earnings ($69,512 versus $59,782 among paid employees),
  - working in a job related to their trades (88.5% versus 38.7%),
  - working for the same employers as they did for their apprenticeship programs (53.2% versus 25.4%), and
  - working in a job that provided job benefits (90.2% versus 86.4%).
- In the Red Seal trades, apprentices in the automotive service technician and industrial electrician trades had the highest rates of paid employees with permanent jobs.
- Most apprentices who completed an apprenticeship program in the top 10 Red Seal trades were employed in trades occupations during the week prior to the survey.
- Construction and manufacturing were the most common industries among employed completers in the top 10 Red Seal trades.
- Most apprentices were satisfied with their pay, their job security, and their health and safety conditions.

## Employment status in 2015

Most apprentices who completed or discontinued their apprenticeship programs between 2011 and 2013 had worked at a job or business in the week prior to the survey interview[2] (Table A.6.1, Appendix A). Overall, 80.5% of apprentices had worked in the week prior to the time of the survey (the reference period[3]). Of those who had worked, most (95.8%) worked full-time (this being defined as 30 or more hours per week). Completers were more likely than discontinuers to have been employed during the reference period (83.2% and 76.8%, respectively) and to work full-time (97.4% and 93.5%, respectively).

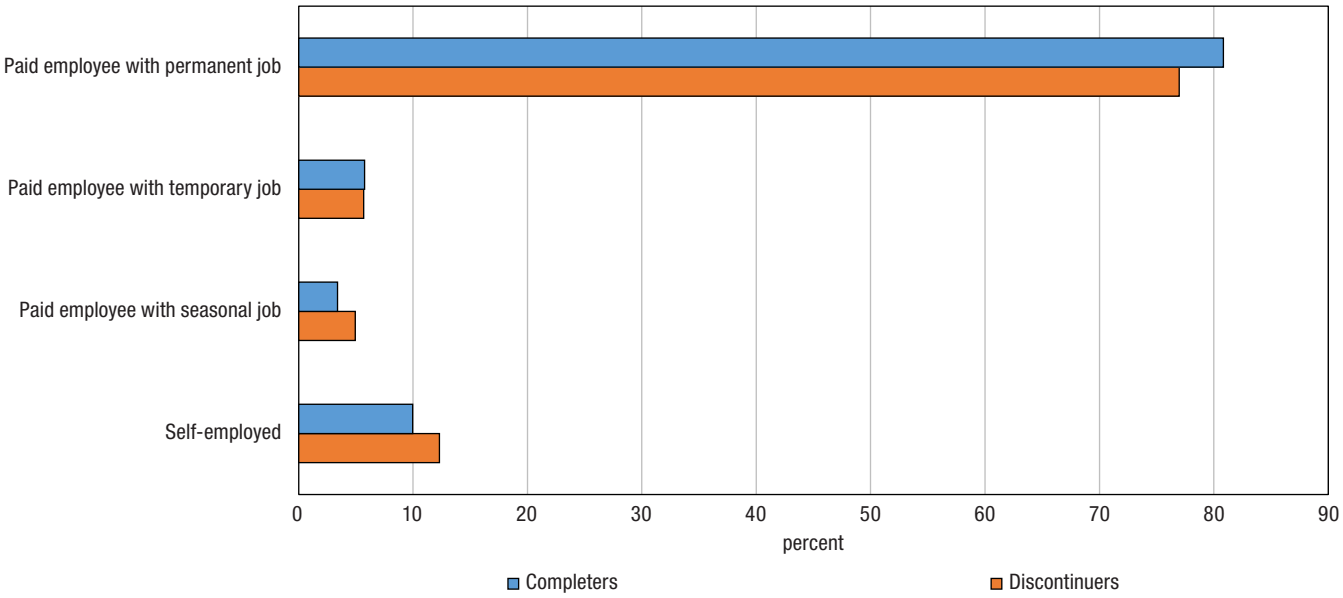
1. In some instances, this is not the case since some survey questions are limited to apprentices who worked as paid employees. In such cases, additional explanations are provided within the text about the population to which the item applies.
2. Note that all of the employment-related data discussed in this section refers specifically to the employment of NAS completers and discontinuers at the time of the survey, not during an apprenticeship program.
3. As some occupations and sectors feature seasonal or project-based work, caution should be used in generalizing these findings to all tradespeople since they are based on experiences reported during a specific reference week (i.e., the week before the survey).

The majority of apprentices who were employed in the week prior to the survey interview worked as paid employees with a permanent job (79.3%), while about 1 in 10 (10.9%) were self-employed. Close to 10% were working in temporary or seasonal jobs. Chart 6.1 below presents the employment status of completers and discontinuers. Completers were more likely than discontinuers to be paid employees in permanent jobs (80.8% versus 77.0%), while discontinuers were more likely to be self-employed (12.3% versus 10.0%).

The detailed employment status of completers in the top 10 Red Seal trades is presented in Table A.6.2 (Appendix A). Most completers across these trades—at least three-quarters in each trade—had worked in a job or business during the reference period. The lowest proportions were found in the welder (74.7%) and hairstylist (77.4%) trades; the highest proportions were observed in the automotive service technician (91.7%) and industrial electrician (89.2%) trades.

Among completers in a Red Seal trade who had a job during the reference period, the majority were paid employees with a permanent job. Most industrial electrician (95.9%) apprentices worked in this type of employment. Similarly, most completers in the automotive service technician trade (93.4%) were paid employees with a permanent job, while an additional 5.1% were self-employed. Across the top 10 Red Seal trades, several trades had a much higher proportion of self-employed apprentices. Hairstylist (21.8%), carpenter (19.2%), welder (17.6%), plumber (16.0%), and steamfitter / pipefitter (13.7%) completers were more highly concentrated in self-employment.

**Chart 6.1**
**Employment status of job held during week prior to the survey by apprentice status, Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

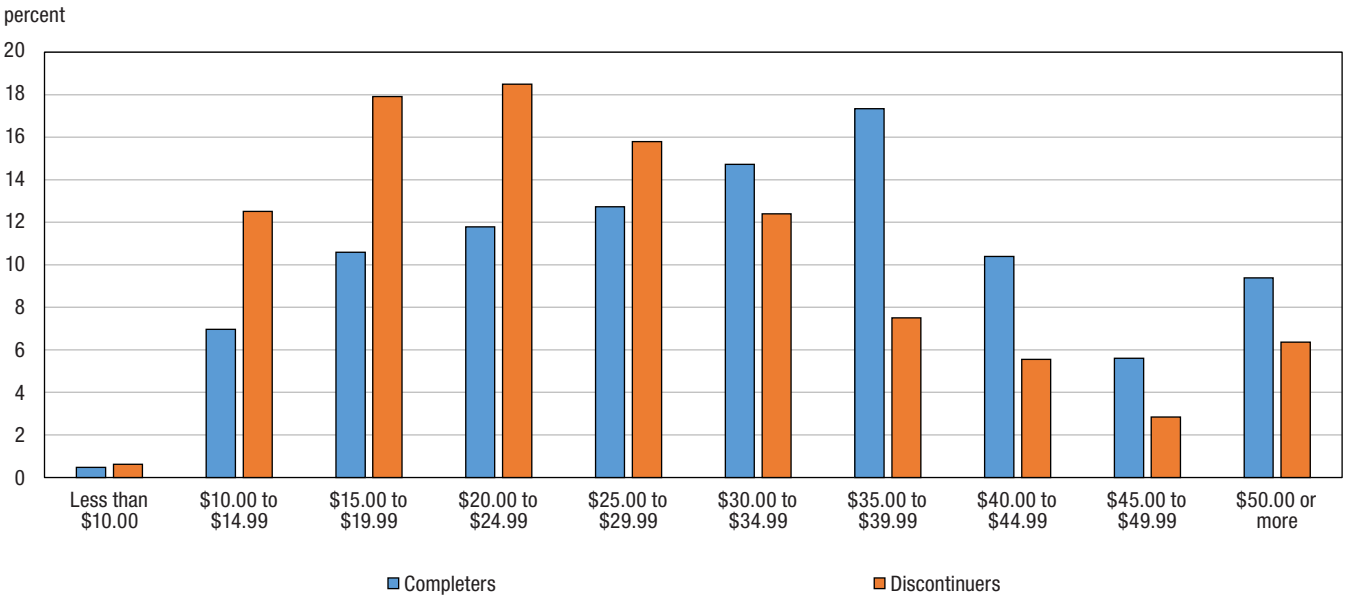
## Hourly wages and annual earnings

Table A.6.3 (Appendix A) presents the mean and median hourly wages and annual earnings for the jobs held by apprentices (as paid employees) during the reference period (2015).[4] Completers had a higher average hourly wage than discontinuers ($33.30 and $27.88, respectively). This is also true of average annual earnings: completers earned $69,512 on average while discontinuers had mean annual earnings of $59,782.

The distribution of grouped hourly wages by apprentice status is presented in Chart 6.2 below (see detailed results in Table A.6.4, Appendix A). The results show that completers were more highly represented than discontinuers in the higher wage categories. About 43% of completers (42.7%) had an hourly wage of $35.00 or higher compared with 22.3% of discontinuers. Nine percent of completers and about 6% of discontinuers had an hourly wage of $50.00 or higher.

4. Data are reported for the job an apprentice held in the week prior to his or her NAS interview in 2015 and are based on the information an apprentice reported at the time of the survey interview. Wage and earnings data are only reported for a respondent who worked as a paid employee.

**Chart 6.2**
**Distribution of grouped hourly wages for paid employees by apprentice status, Canada**




**Note:** Use results for "Less than $10.00" category with caution.
**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

Apprentices also reported the number of employers they had had since completing or discontinuing their apprenticeship programs (detailed results presented in Table A.6.5, Appendix A). Completers were more likely than discontinuers to have had only one employer (74.3% and 64.4%, respectively). Over 1 in 10 discontinuers had worked with 4 or more employers since discontinuing their apprenticeships (5.1% had worked with 4 employers; 7.2% had had 5 or more).

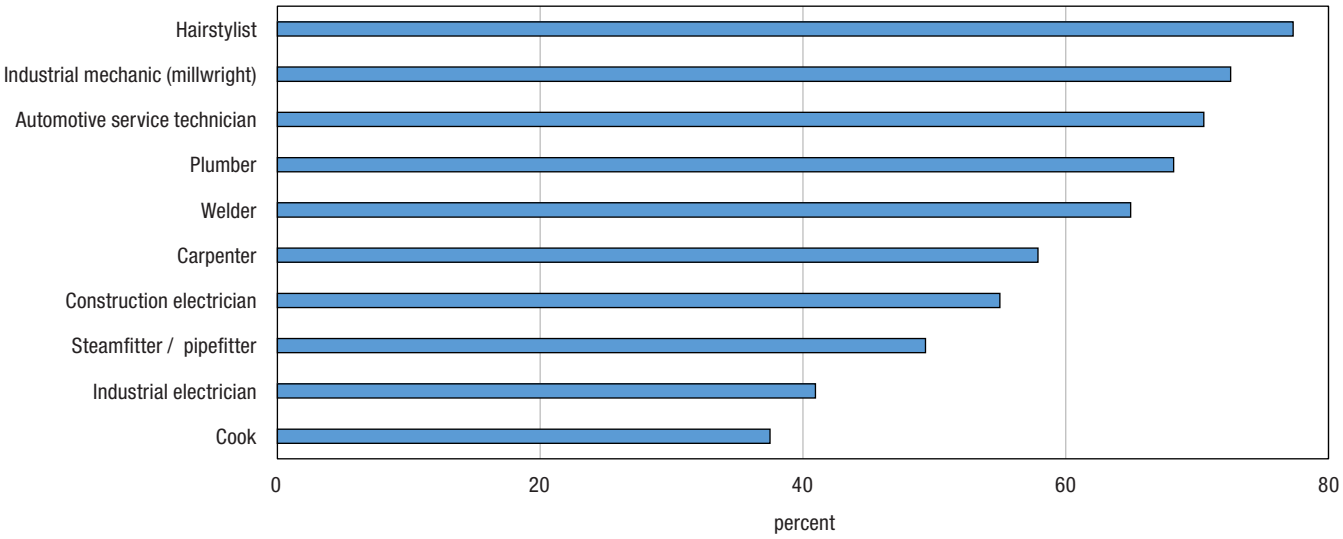
## Employment in 2015 related to apprentices' trades

An important aspect of the employment of an apprentice is whether or not the job he or she holds following an apprenticeship is related to one's trade. A detailed analysis was undertaken, therefore, to examine whether an apprentice's job in the week prior to the survey was in the same occupational group as his or her training program.[5] These results are presented by apprentice status in Table A.6.7 (Appendix A) and for the top 10 Red Seal trades in Table A.6.8 (Appendix A). The majority of completers (56.7%) worked in jobs classified in the same occupational groups as their apprentice training programs' trade and were much more likely to be in that situation than discontinuers (17.7%).

The distribution of completers, whose jobs in the week prior to the survey were in the same occupational groups as the trade related to their apprenticeship program, is presented for the top 10 Red Seal trades in Chart 6.3 below (detailed results are presented in Table A.6.8, Appendix A). Among these trades, more than two thirds of completers in the hairstylist (77.3%), automotive service technician (70.5%), industrial mechanic (72.6%) and plumber (68.2%) trades, had worked in jobs with the same occupations as their apprentice training programs' trade during the week prior to the survey. The industrial electrician (40.9%) and cook (37.5%) trades had the lowest proportion of completers with a match between an occupation, in the week prior to the survey, and an apprenticeship program trade.[6]

5. This analysis of the match between an apprentice's job, in the week prior to the interview, with the trade he or she had learnt during an apprenticeship program, was based on occupational groups at a most disaggregated level (4 digits) from the National Occupation Classification.
6. However, many completers in these trades worked in related occupations. For example, after industrial electrician, the most common occupations for completers in this trade were electrical and electronics engineering technologists and technicians (9.5%), electrical mechanics (8.6%), construction millwrights and industrial mechanics (7.5%), and electricians (except industrial and power system) (5.0%). Among completers in the cook trade, about one-third worked as chefs (33.6%), while 4.6% were restaurant and food service managers (results not presented in a data table).

**Chart 6.3**
**Percentage of apprentices with a match between their occupation in the week prior to the survey and their apprentice training program trade, completers in top 10 Red Seal trades, Canada**



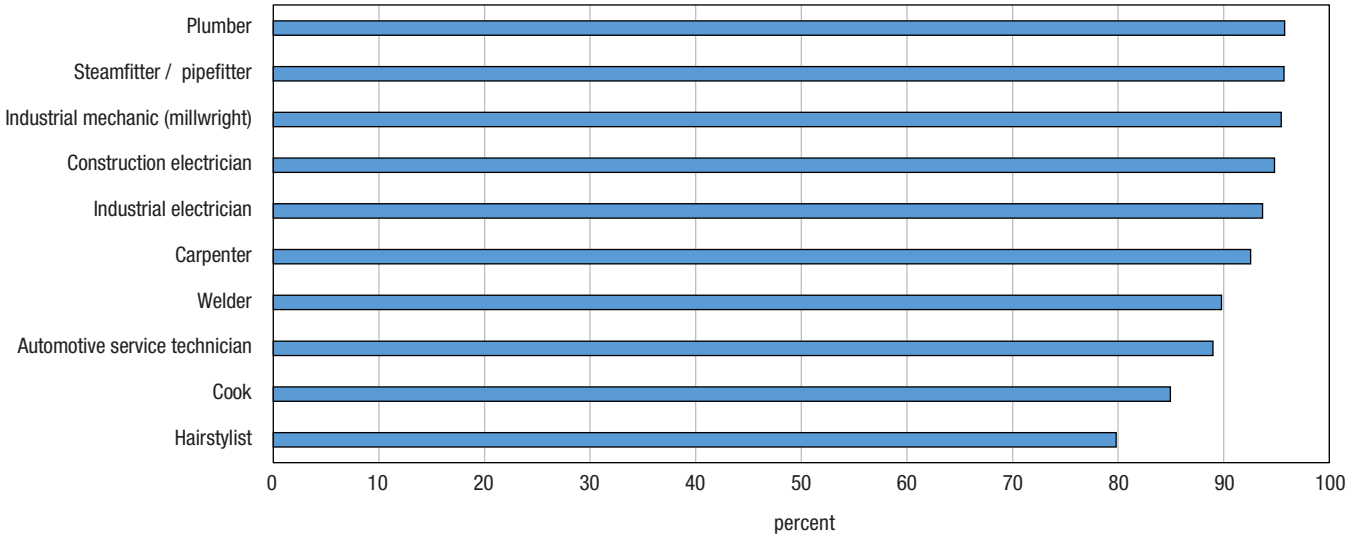

**Note:** These data refer to the job held by apprentices during the week prior to the time of the NAS survey and are based on whether the occupational group of an apprentice's job matches the occupational group of their apprenticeship program.
**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

Although some jobs may not be classified in the exact same occupational groups as the apprenticeship program trade, it is still be possible that the jobs belong to related groups. To address this, the 2015 NAS also asked apprentices some questions about whether they considered their jobs in the week prior to the survey related to their trades.[7] Table A.6.5 (Appendix A) reports detailed results for these questions. More than two-thirds of apprentices (68.4%) answered that a job they held in the week prior to the survey interview was related to a trade for which they trained. This number is driven primarily by completers, the vast majority of whom (88.5%) held jobs related to their trades in the week prior to the NAS interview. In comparison, 38.7% of discontinuers reported working in a job related to their trades. Of those apprentices who reported that a job they held the week prior to the survey interviews were not related to their trades, most completers (72.1%) reported that they had held a related job at some point; however, only 17.7% of discontinuers of this group had ever had a job related to their trades.

Information about whether apprentices who completed an apprenticeship program reported holding jobs related to their trades is also presented for the top 10 Red Seal trades in Table A.6.6 (Appendix A) and Chart 6.4 below. Generally, a larger proportion of completers in the top 10 Red Seal trades said that the jobs held in the week prior to the survey interviews were related to their trades than was the case among completers in the overall NAS population (88.5%). Completers in the cook and hairstylist trades were the exceptions, as lower percentages of these completers reported holding a job related to their trades during the reference period (84.9% and 79.8%, respectively). It is interesting to note that when using occupational groups to establish an occupation-apprentice program trade match measure, hairstylists have the highest proportion who are working in their trade across the top 10 Red Seal trades (see Chart 6.3). However, when asking apprentices if their job is related to their trade, even though the proportion associated to the hairstylist trade is similar, it now corresponds to the lowest proportion across the top 10 Red Seal trades (see Chart 6.4). This indicates that hairstylist apprentices either work in their trade or in a completely unrelated occupation. Apprentices who completed an apprenticeship training program in the steamfitter / pipefitter, plumber, and industrial mechanic trades showed the highest proportions of those reporting that their job during the reference period was related to their trade, with over 95% for each case.

7. Note that this is a subjective measure and may have elicited responses that considered factors other than just a specific occupational match (e.g., similar job duties and tasks).

**Chart 6.4**
**Percentage of apprentices who reported that their job in the week prior to the survey was related to their trade, completers in top 10 Red Seal trades, Canada**




**Note:** These data refer to the job held by apprentices during the week prior to the time of the NAS survey and are based on apprentices' response to the survey question "Was this work related to your trade?".
**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

The 2015 NAS also asked apprentices who held a job in the week prior to the survey and were not self-employed, whether their employers during the reference period were the same ones they had during their apprenticeship training (Table A.6.5, Appendix A). Over half of completers (53.2%) had done their apprenticeships with their current employers, while one-quarter (25.4%) of discontinuers worked for the same employers with which they did their apprenticeship training.

Among completers in the top 10 Red Seal trades, industrial electrician apprentices (66.3%) were the most likely to have done their apprenticeships with their employers in the week prior to the survey (Table A.6.6, Appendix A). At the opposite end, completers in the cook trade were the least likely (30.8%) to be working for their apprenticeship employers.

## Occupation and industry sector

While apprentices acquire skills and knowledge specific to their trades during an apprenticeship program, Canada's labour market is such that they may end up working in other occupations or industries. Where apprentices end up can provide some indication of how apprenticeship systems and the skilled trades labour market are performing. The occupational groups and industry sectors in which completers in the top 10 Red Seal trades worked in the week prior to their survey interviews are presented in Table A.6.8 and Table A.6.9 respectively (Appendix A).[8]

The occupational groups associated with the top 10 Red Seal trades are sales and service occupations and trades, transport / equipment operator or related occupations (based on the 2011 National Occupational Classification). The results show that completers in these apprenticeship training programs were primarily employed in these two occupational groups during the week prior to the survey (Table A.6.8, Appendix A).[9] Completers in the hairstylist (86.2%) and cook trades (81.1%) mainly worked in sales and service occupations while apprentices in most other Red Seal trades worked in trades, transport / equipment operator or related occupations.

8. Only the occupations and industries of completers who held a job in the week prior to their NAS interview and who had a valid occupation or industry code are reported. For the occupation data, this includes about 89% of NAS completers; for the industry data, this includes about 86% of NAS completers.
9. Note that National Occupational Classification groups are at the one-digit level; that is, they are broad groupings that include numerous occupations.

While these two occupational groups accounted for most completers in the top 10 Red Seal trades, there were other notable groups among these trades. For example, 17.3% of completers in the industrial electrician trade and 4.3% of construction electrician completers were working in natural and applied sciences occupations. Over 1 in 10 completers in the carpenter trade and 5.6% of completers in the cook trade worked in management occupations. Moreover, 5.0% of cook apprentices who completed a program worked in trades, transport / equipment operator and related occupations.

Completers in the top 10 Red Seal trades were also highly concentrated in a few industry sectors.[10] The majority of carpenter (89.4%), plumber (88.8%), construction electrician (75.7%), and steamfitter / pipefitter (72.4%) completers worked in the construction industry (Table A.6.9, Appendix A). More than 1 in 5 completers in the welder trade also worked in this industry, and more than half worked in either manufacturing (26.6%) or other services, excluding public administration (30.0%). Completers in the industrial mechanic and industrial electrician trades were concentrated in manufacturing (46.9% and 56.8%, respectively) and in mining and quarrying and oil and gas extraction (17.5% and 12.4%, respectively) industries. Additionally, more than 1 in 10 completers in the industrial mechanic trade (10.7%) worked in the construction sector while 8.0% of completers in the industrial electrician trade worked in the utilities sector.

Most completers in the cook trade (70.6%) worked in the accommodation and food services industry and 81.0% of hairstylist completers worked in other service industries (excluding public administration). Completers in the automotive service technician trade worked in a number of different sectors including retail trade (45.6%), other service industries, excluding public administration (33.0%), construction (4.9%) and wholesale trade (4.8%).

## Job benefits

Information about the job benefits of apprentices' employment during the reference period was also collected in the 2015 NAS (Table A.6.10, Appendix A). Apprentices who were paid employees in the week prior to the survey interview were asked about the types of benefits provided by an employer. The vast majority of paid workers (88.7%) stated that they had one or more types of benefits in their jobs.

The most common benefits that paid workers reported were paid vacation leave (77.4%), extended healthcare benefits (74.9%), and a dental plan (72.6%) (Table A.6.10, Appendix A). More than half (59.1%) also had retirement plan benefits, while just under half received sick leave benefits (49.1%). Completers were more likely to have benefits than discontinuers (90.2% and 86.4%, respectively).

However, discontinuers were somewhat more likely to have sick leave benefits than completers (52.0% and 47.2%, respectively). Slightly more than one-quarter of all apprentices (26.5%) reported having had other benefits not included in the list.

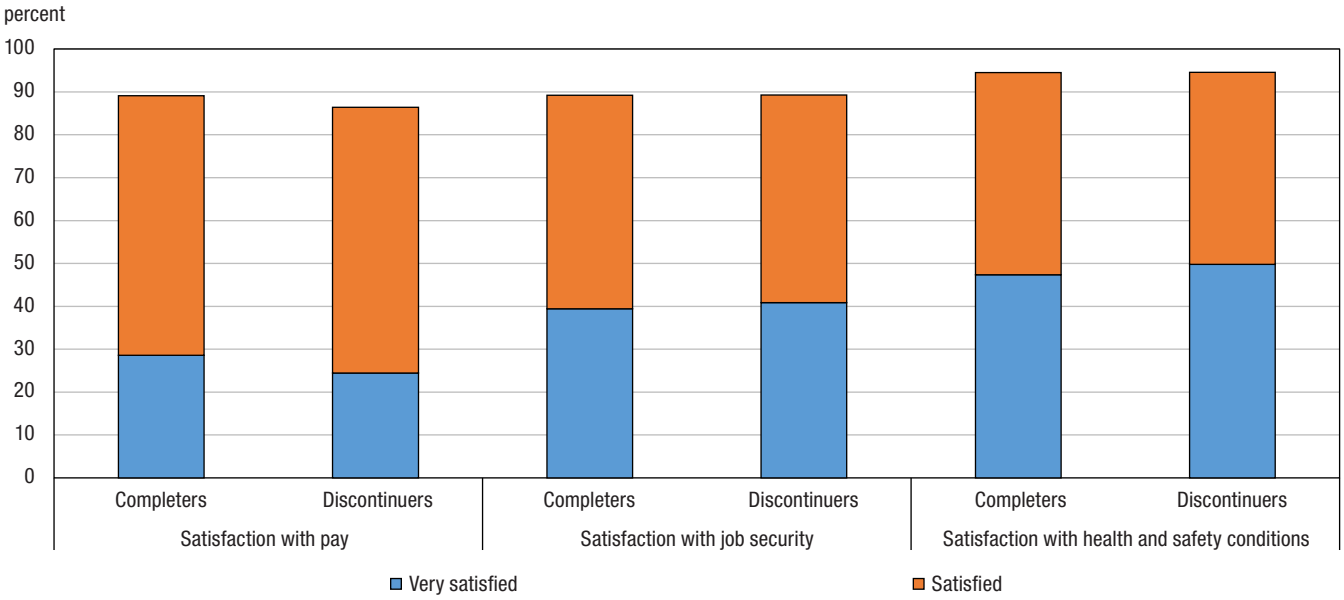
## Job satisfaction levels

In addition to answering questions on the employment characteristics of their jobs, apprentices who worked as paid employees were asked to rate their satisfaction with various aspects of their jobs.[11] Specifically, completers and discontinuers were asked to report their level of satisfaction with their pay, job security, and health and safety conditions at work. Detailed results are presented by apprentice status in Table A.6.11 (Appendix A) and in Chart 6.5 below.

The majority of paid employees were either satisfied (61.1%) or very satisfied (26.9%) with their pay. Completers were slightly more likely than discontinuers to be very satisfied with the money they made (28.6% and 24.4%, respectively). Most apprentices were also satisfied with their job security. Nearly half (49.3%) reported being satisfied with their job security and an additional 40.0% were very satisfied. Furthermore, most apprentices reported that they were either satisfied (46.2%) or very satisfied (48.3%) with the health and safety conditions at work. Completers and discontinuers rated their satisfaction with job security and health and safety conditions similarly.

10. Industry sectors are based on the 2012 North American Industry Classification (NAICS).
11. Note that since these questions were asked of all NAS apprentices, the responses do not necessarily reflect apprentices' job satisfaction with working in their trade. Therefore, these results should be interpreted as respondents' general satisfaction with a job they held in the week prior to the survey.

**Chart 6.5**
**Percentage of apprentices who were satisfied or very satisfied with pay, job security, and health and safety conditions at job held in week prior to the survey, Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

# Section 7

# Mobility

It is widely understood that employment prospects in the trades depend on labour market demand across provinces and territories. Apprentices, therefore, can increase their job opportunities when a program allows them to move across jurisdictions.

This section summarizes data from the 2015 NAS on the mobility of apprentices before, during and after an apprenticeship program, whether they received credit for their training and the province or territory of their subsequent employment. Throughout the analysis, data are presented for such groups as completers, discontinuers and apprentices in the top 10 Red Seal trades.

## Key findings

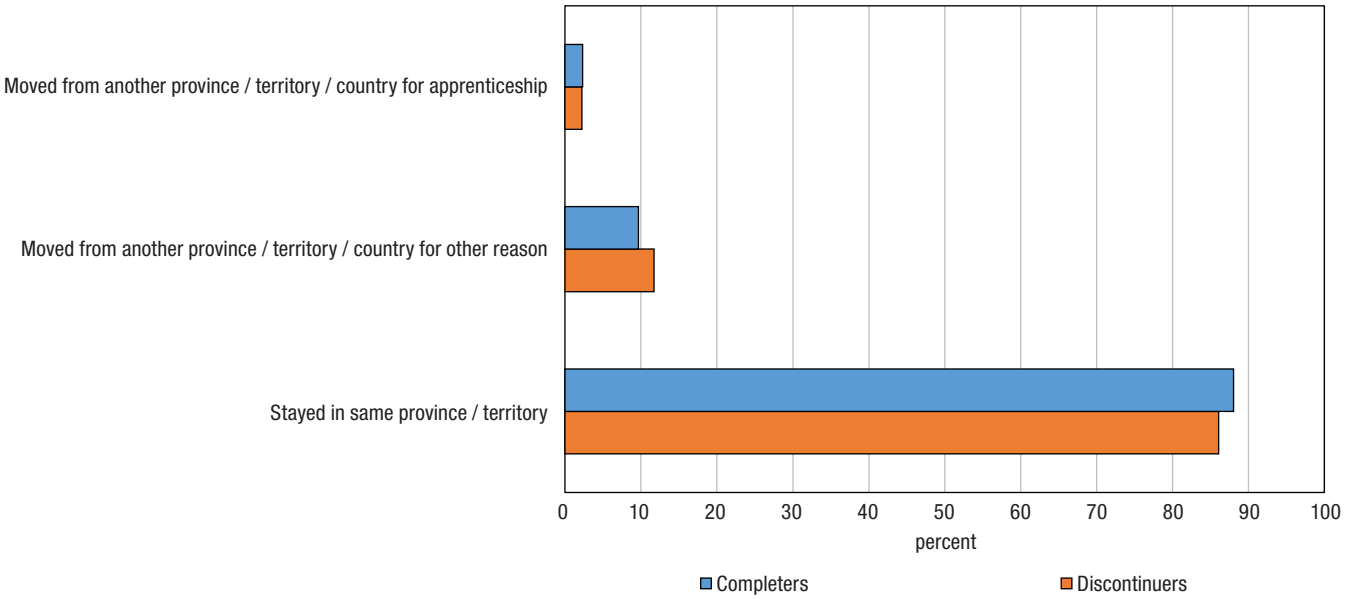
- More than 1 in 10 apprentices moved from a province, territory or country of residence prior to an apprenticeship.
- About 7% of apprentices had worked outside their provinces or territories as apprentices and the majority of them stated that their jobs took them there. Among this group, a higher percentage of completers than discontinuers received credit for hours worked outside the province or territory (84.0% versus 69.0%) of their apprenticeships.
- At the time of survey, completers were less likely than discontinuers to be residing in a different province or territory as their provinces or territories of registration (5.0% versus 8.7%).
- A higher percentage of completers than discontinuers received credit for hours worked outside their provinces or territories (84.0% versus 69.0%).
- Apprentices in the steamfitter / pipefitter and welder trades were among the more mobile apprentices across the top 10 Red Seal trades.
- Nearly 4% of apprentices held a job during the week prior to the survey in a province or territory that differed from a province or territory of residence at the time of the survey. Of these apprentices, half worked in Alberta (50.8%).

## Mobility before an apprenticeship

Apprentices in the 2015 NAS were asked whether they had moved from another province, territory, or country prior to starting an apprenticeship. They were also asked whether their moves were specifically for the purpose of an apprenticeship program. A total of 12.8% of apprentices had moved from a province or territory of residence, or from another country to Canada, in the 12 months prior to an apprenticeship (Table A.7.1, Appendix A). Only about 1 in 6 movers had changed a location specifically for an apprenticeship.

Chart 7.1, below, shows that there was no significant difference between the proportion of completers and discontinuers who moved for an apprenticeship program (2.3% and 2.2%, respectively) (refer to Table A.7.1, Appendix A for detailed results). However, discontinuers (11.7%) were more likely than completers (9.6%) to have moved from another province, territory or country for a reason other than an apprenticeship program.

**Chart 7.1**
**Mobility prior to apprenticeship by apprentice status, Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Mobility during an apprenticeship

Apprentices in the 2015 NAS reported information about their mobility throughout an apprenticeship program and indicated the reasons why they had moved to another province or territory. Apprentices also reported whether their work hours and course work were recognized in another province. These data are presented in Table A.7.2 (Appendix A).

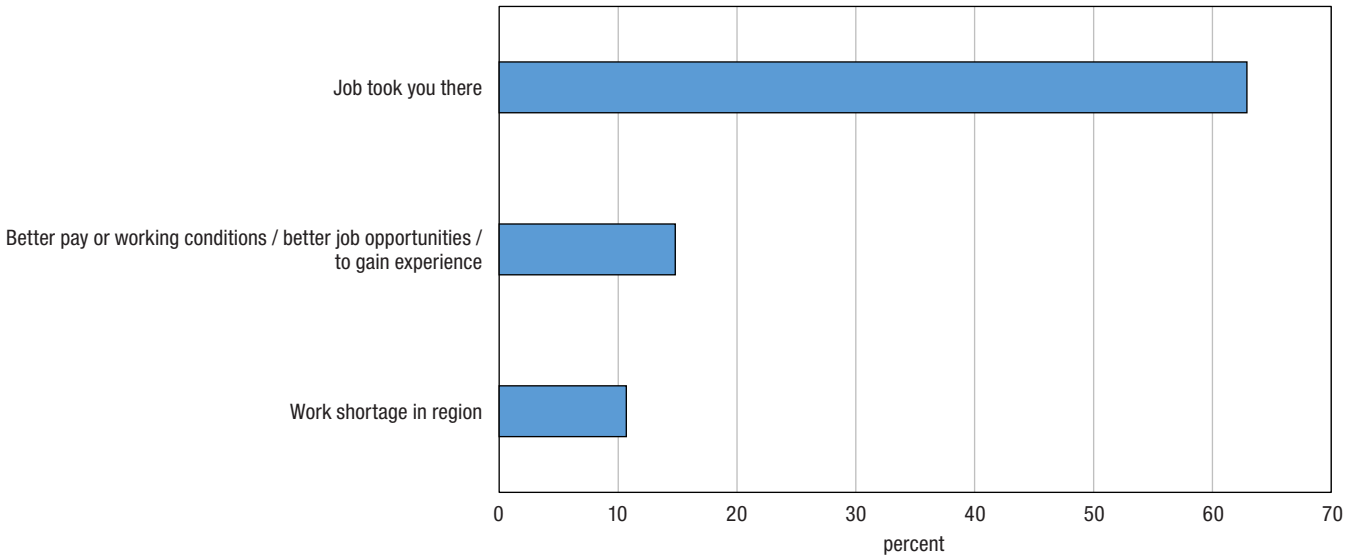
Completers and discontinuers who had some work experience in a trade during an apprenticeship were asked whether they had worked as apprentices outside their provinces or territories of registration. About 7% of apprentices reported they had worked in another province or territory during this time (Table A.7.2, Appendix A). The results also indicate that there was no significant difference between the proportion of completers (7.7%) and the proportion of discontinuers (6.7%) who worked as apprentices outside their provinces or territories of registration.

NAS apprentices who had worked outside their provinces or territories as apprentices were asked to indicate a reason why they had done so. These results are presented by apprentice status in Table A.7.2 (Appendix A) and Chart 7.2, below. The majority of respondents stated that their jobs took them to another province or territory (62.9%), while 14.8% left for "better pay or working conditions / better job opportunities / to gain more experience." One in 10 of these apprentices worked in another province or territory because there was a shortage of work in a region.

Apprentices who worked in another province or territory were also asked whether the hours they worked were credited toward an apprenticeship. Of these, 78.7% reported that their work hours did count toward their apprenticeship hours. However, there was a difference between completers and discontinuers in this regard (Table A.7.2, Appendix A). While the majority of completers (84.0%) reported that their hours were credited toward an apprenticeship, only 69.0% of discontinuers had their hours recognized.

Apprentices who had some work experience in a trade as apprentices, worked outside their provinces or territories during an apprenticeship, and were registered as apprentices in more than one province were also asked whether they had been able to transfer their work hours or course work when they moved to another province. More than three quarters (76.4%) of these apprentices reported that they had been able to transfer work experience or course work (see detailed results in Table A.7.2, Appendix A). Similar proportions of completers and discontinuers had their hours or course work recognized by another province.

**Chart 7.2**
**Reasons for working outside province / territory of registration as an apprentice, Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Mobility and employment after an apprenticeship program

Apprentices reported information about their mobility between a province or territory of registration, a province or territory of residence at the time of the survey (2015)[1], and a province or territory of employment (job held in the week prior to their NAS interview). These results are reported in Table A.7.3 (Appendix A).

At the time of the survey, 6.6% of apprentices were residing in a province or territory different than the one reported at registration. This was the case for 8.7% of discontinuers and 5.0% of completers.

Of the total number of apprentices surveyed, 8% of apprentices had worked in the previous week in a province or territory other than their province or territory of registration. Discontinuers were more likely to be movers than were completers (10.4% and 6.4%, respectively).[2]

The 2015 NAS also allows access to information on apprentices' movement for work reasons by comparing the apprentices' province or territory of residence at the time of the survey (2015) and the province or territory of their jobs in the week prior to the time of the survey.[3] Nearly 4% of apprentices (3.8%) had worked in a province or territory during the week prior to the time of the survey that differed from a province or territory of residence at the time they were surveyed (Table A.7.3, Appendix A). There was no significant difference in this type of mobility between completers (4.0%) and discontinuers (3.6%).

Nova Scotia (14.2%) and New Brunswick (11.1%) had the highest rates of apprentices residing in these provinces while working in another province or territory during the week prior to the survey (Table A.7.4, Appendix A). Furthermore, 6.4% of apprentices residing in Saskatchewan and 5.9% of apprentices residing in British Columbia were in the same situation. Of those apprentices residing and working in different provinces or territories, about half worked in Alberta (50.8%), and 13.2% in Ontario (Table A.7.5, Appendix A).

1. Note that, in the majority of cases (84.3%), the province or territory of residence in 2015 is determined from the postal code reported by the respondent at the time of the survey. In cases where there was an invalid postal code, the province / territory of residence was based on information obtained from the respondent's tax files.
2. These results are not presented in the data table.
3. To ensure that the province or territory of residence in 2015 reflects respondents' place of residence at the time of survey, cases in which province or territory of residence was determined from tax files were excluded.

## Mobility by Red Seal trade

The Red Seal Program was established in the 1950s to facilitate labour mobility for certified journeypersons. It was developed to promote an efficient and integrated national labour market by providing a common foundation for trade certification and apprenticeship training in Canada. The Red Seal Program also aims to harmonize provincial / territorial processes and requirements for skilled trades training, certification and standards. It is based on interprovincial occupational standards and examinations developed by the Canadian Council of Directors of Apprenticeship (CCDA), provinces / territories and industry partners. The Red Seal is the Canadian standard for skilled trades, and is widely recognized and respected by industry across Canada. Certified journeypersons with a Red Seal trade endorsement can work anywhere in Canada where their trades are designated without having to write additional examinations. Given the relevance of interprovincial mobility to these trades, this section examines the mobility of apprentices by Red Seal trade status, focusing on the top 10 Red Seal trades.

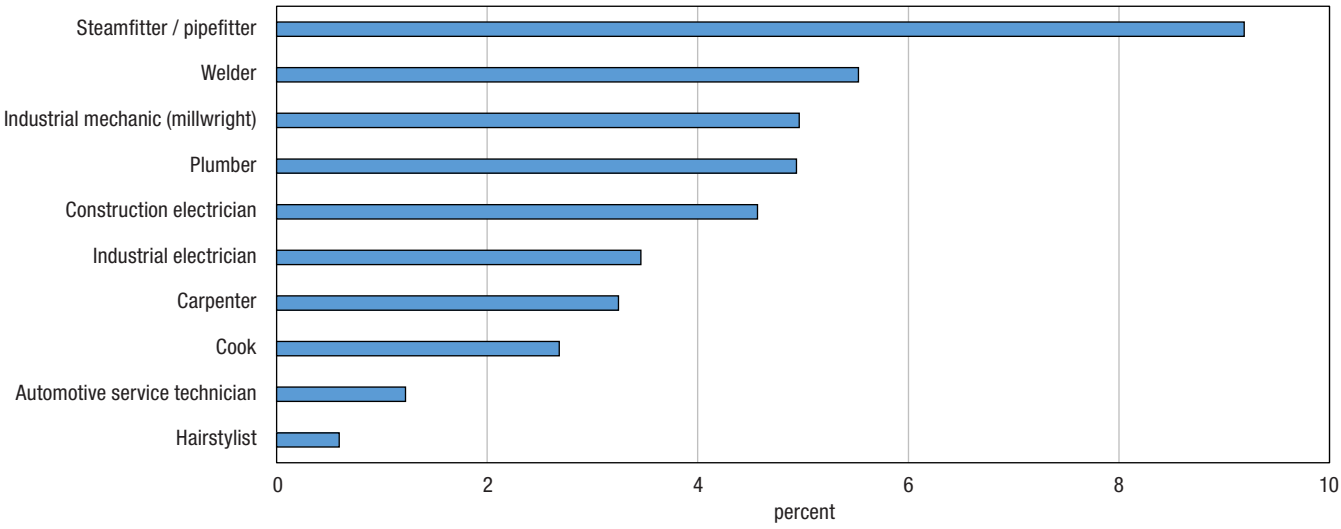
Detailed results of apprentices' mobility by Red Seal trade status are presented in Table A.7.6 (Appendix A). Apprentices in Red Seal trades were more likely than those in non-Red Seal trades to reside in a different province or territory at the time of survey than their province or territory of registration (6.9% and 5.2%, respectively).

Apprentices in the Red Seal trades were also more likely than apprentices in non-Red Seal trades to reside, at the time of the interview, in a province or territory other than their province or territory of work during the week prior to the survey (4.1% and 2.9%, respectively).

Across the top 10 Red Seal trades, at least 5% of apprentices in most trades resided in a province or territory at the time of survey other than their provinces or territories of registration (Table A.7.7, Appendix A). Industrial electrician apprentices, 3.5% of whom had resided in a different province or territory, were the only exception. Notably, more than 1 in 10 steamfitter / pipefitter apprentices (11.1%) and 9.2% of cook apprentices had resided in a province or territory at the time of survey that was not their provinces or territories of registration. Apprentices in the welder trade (7.7%) were also among the more mobile apprentices among these trades.

Across the top 10 Red Seal trades, there was some variation in the mobility of apprentices between their provinces or territories of residence at the time of the survey and those of their jobs in the week prior to the time of the survey. These results are reported in Table A.7.7 (Appendix A) and Chart 7.3, below. Apprentices in the steamfitter / pipefitter trade (9.2%) had the largest proportion of apprentices working in a province or territory that differed from their provinces or territories of residence at the time of the survey. About 5% each of welder (5.5%), industrial mechanic (5.0%), and plumber (4.9%) apprentices resided in a province or territory other than the province or territory of their jobs during the week prior to the survey. However, relatively low proportions of cook (2.7%), automotive service technician (1.2%) and hairstylist (0.6%) apprentices worked and resided in different provinces or territories.

**Chart 7.3**
**Percentage of apprentices whose province / territory of residence at the time of the survey (2015) differed from province / territory of job held during the week prior to the survey, top 10 Red Seal trades, Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

# Section 8

# Attitudes toward trades

There are efforts across Canada to encourage more individuals to become skilled tradespeople. Part of this work includes a better understanding of perceptions towards apprenticeship programs in particular and the trades in general. The 2015 NAS asked apprentices to report their level of agreement with the following four statements about apprenticeship programs:

1. Being an apprentice / An apprenticeship program is the best way to learn a trade.
2. On average, trade occupations pay better than other jobs.
3. Trades are a second-choice career.
4. Canadians increasingly see trades as a good career option.

This section highlights apprentices' responses to these statements and presents the data for apprentices in all trades, versus those in the top 10 Red Seal trades, by age group, and according to the highest level of education of both the apprentices and their parents.

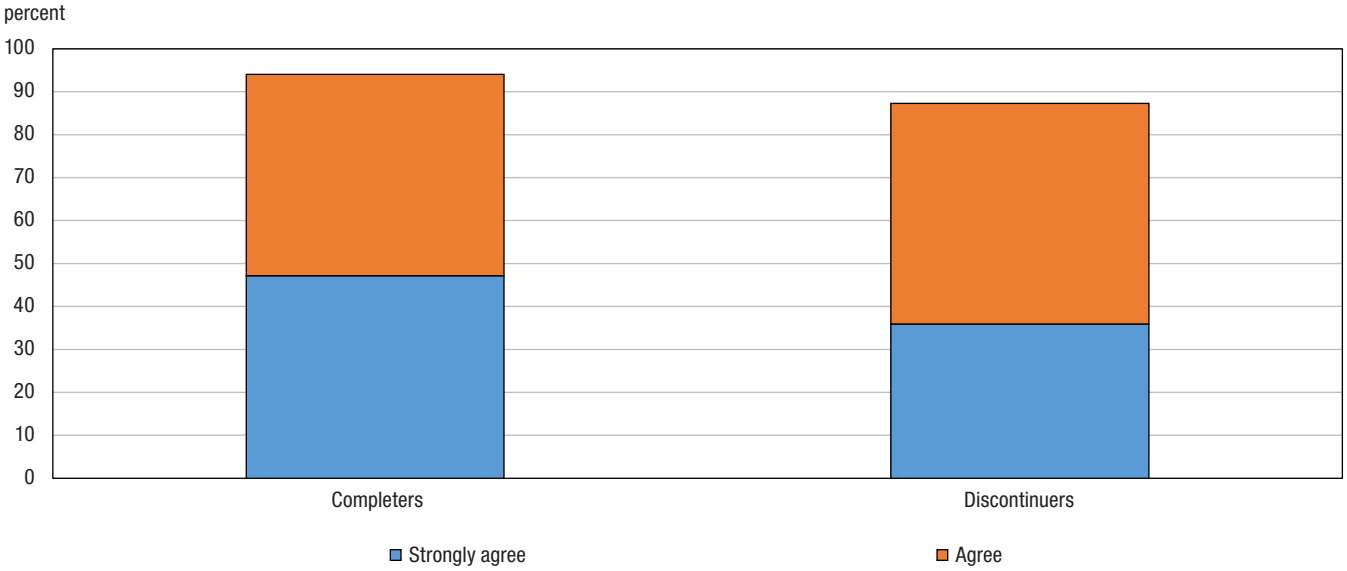
## Key findings

- The majority of apprentices expressed agreement with the assertion that "being an apprentice / an apprenticeship program is the best way to learn a trade." Completers were more likely than discontinuers to strongly agree with this statement (47.2% versus 35.9%).
- More than three-quarters of apprentices agreed with the statement that "trade occupations pay better than other jobs."
- About 40% of apprentices expressed agreement with the statement that "trades are a second-choice career."
- The majority of apprentices (more than 90%) expressed agreement that "Canadians increasingly see trades as a good career option."
- Among Red Seal trades:
  - Higher proportions of steamfitter / pipefitter apprentices and industrial mechanic apprentices than hairstylist and cook apprentices expressed agreement that "trade occupations pay better than other jobs."
  - More than 90% of hairstylist apprentices expressed agreement with the assertion that "being an apprentice / an apprenticeship program is the best way to learn a trade."
- Apprentices whose fathers obtained a trade certificate or diploma were more likely than those whose fathers held a bachelor's degree or higher level of education to expressed agreement that "trade occupations pay better than other jobs" (83.3% versus 74.1%)
- About 50% of apprentices 50 and older expressed agreement that "trades are a second-choice career," while less than 40% of those younger than 25 shared this opinion.
- Men were more likely than women to express agreement that "trade occupations pay better than other jobs."

## Best way to learn a trade

Generally, apprentices expressed a positive view of apprenticeship. About 9 in 10 apprentices either agreed (48.8%) or strongly agreed (42.4%) with the statement that "being an apprentice / an apprenticeship program is the best way to learn a trade" (Table A.8.1, Appendix A). Chart 8.1, below, shows that completers (47.2%) were more likely than discontinuers (35.9%) to strongly agree with this statement.

**Chart 8.1**
**Percentage of apprentices who agree or strongly agree that being an apprentice is the best way to learn a trade by apprentice status, Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Pays better than other jobs

More than three-quarters of apprentices also agreed or strongly agreed with the statement that "trade occupations pay better than other jobs." Similar proportions of completers (18.4%) and discontinuers (18.7%) strongly agreed with this statement (Table A.8.1, Appendix A).

## Second-choice career

With respect to whether apprentices see trades as a second-choice career, less than half expressed agreement (35.2% agreed; 5.3% strongly agreed) with this statement (Table A.8.1, Appendix A). More than one-third of completers expressed agreement with this statement (33.5% agreed and 4.9% strongly agreed), while more than two in five discontinuers shared this opinion (37.6% agreed and 5.9% strongly agreed).

## Good career option

Respondents were also asked about their impression of whether "Canadians increasingly see trades as a good career option". More than 9 in 10 apprentices in the NAS population expressed agreement (58.7% agreed and 34.4% strongly agreed) with this statement (Table A.8.1, Appendix A). Similar proportions were observed among completers (93.3% agreed or strongly agreed) and discontinuers (92.9% agreed or strongly agreed).

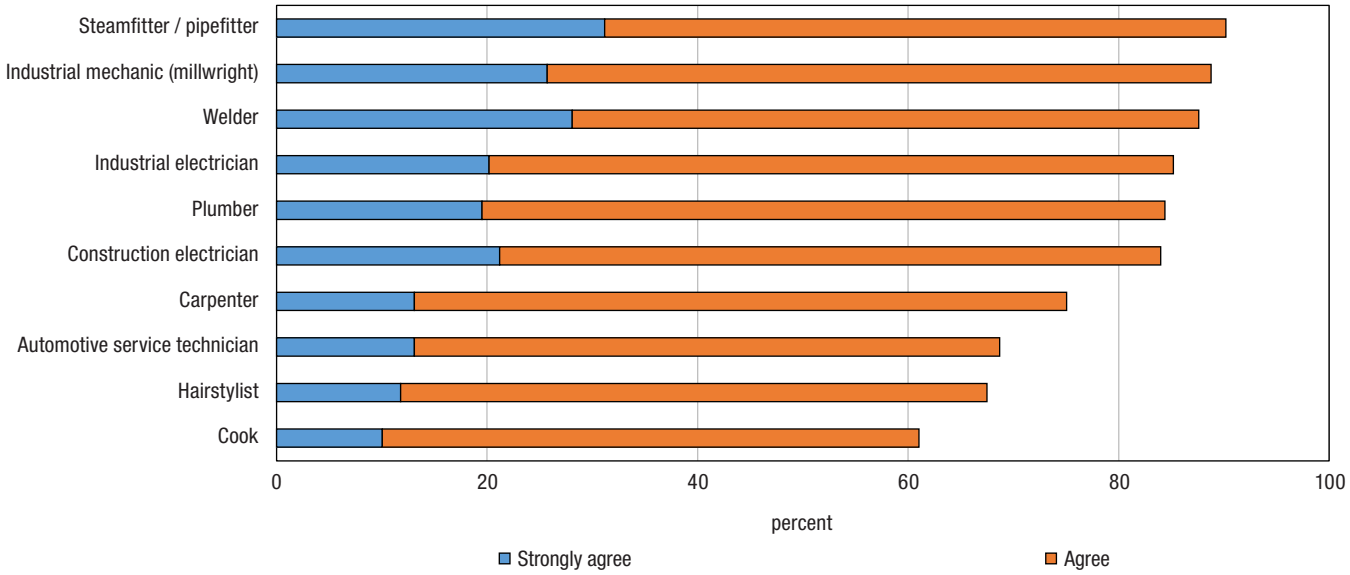
## Attitudes among apprentices in Red Seal trades

Differences in apprentices' attitudes about trade occupations also exist across Red Seal trades. Table A.8.2 (Appendix A) provides detailed results for each of the attitudinal questions across the top 10 Red Seal trades in the 2015 NAS population.

Generally, large proportions of apprentices across the top 10 Red Seal trades expressed agreement with the statement that "being an apprentice / an apprenticeship program is the best way to learn a trade." More than half of industrial mechanic (52.3%), construction electrician (51.8%), and plumber (51.5%) apprentices strongly agreed with this statement, and more than one-third of apprentices across each of the remaining Red Seal trades strongly agreed (Table A.8.2, Appendix A).

Some notable differences in the attitudes of Red Seal apprentices arose in their attitudes toward whether "trade occupations pay better than other jobs." These results are presented in Table A.8.2 (Appendix A) and Chart 8.2, below. More than 8 in 10 apprentices in steamfitter / pipefitter, industrial mechanic, welder, industrial electrician, plumber, and construction electrician trades either agreed or strongly agreed with this statement. However, lower proportions of automotive service technician (68.7%), hairstylist (67.5%), and cook (61.1%) apprentices, expressed this opinion, while only 10% to 13% of these apprentices strongly agreed with this statement.

**Chart 8.2**
**Percentage of apprentices who agree or strongly agree that trade occupations pay better than other jobs, top 10 Red Seal trades, Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

There was also some variation across the top 10 Red Seal trades with respect to apprentices' level of agreement that trades are a second-choice career. About 4 in 10 cook, plumber, automotive service technician, hairstylist, and carpenter apprentices either agreed or strongly agreed that trades are a second-choice career (Table A.8.2, Appendix A). The Red Seal trade with the lowest proportion of apprentices expressing agreement with this statement was the industrial electrician trade (27.3% agreed; 3.9% strongly agreed).

The vast majority of apprentices across all of the top 10 Red Seal trades believed that Canadians increasingly see trades as a good career option. About 9 in 10 apprentices in these trades expressed agreement with this statement. Across these trades, the highest proportion of apprentices who expressed agreement with this were those in the hairstylist trade (37.3% strongly agreed with the statement, and 58.9% agreed).

## Attitudes toward trades by age group, sex, highest level of education, and parents' education

Differences in apprentices' characteristics and backgrounds can also result in variations in their attitudes toward trade occupations. This section focuses on four factors specifically—age group, sex, apprentices' highest education level at the time of the survey, and the highest level of education of apprentices' parents. Parents' education is presented separately for mothers and fathers.

Most apprentices across the four age groups (younger than 25, 25 to 34, 35 to 49, and 50 and older) agreed or strongly agreed with the statement that "being an apprentice / an apprenticeship program is the best way to learn a trade" (Table A.8.3, Appendix A). Similar proportions of men and women also expressed agreement with this statement; however, men were more likely than women to strongly agree (Table A.8.4, Appendix A). Moreover, the majority of NAS apprentices across all education levels expressed agreement to this statement (Table A.8.5,

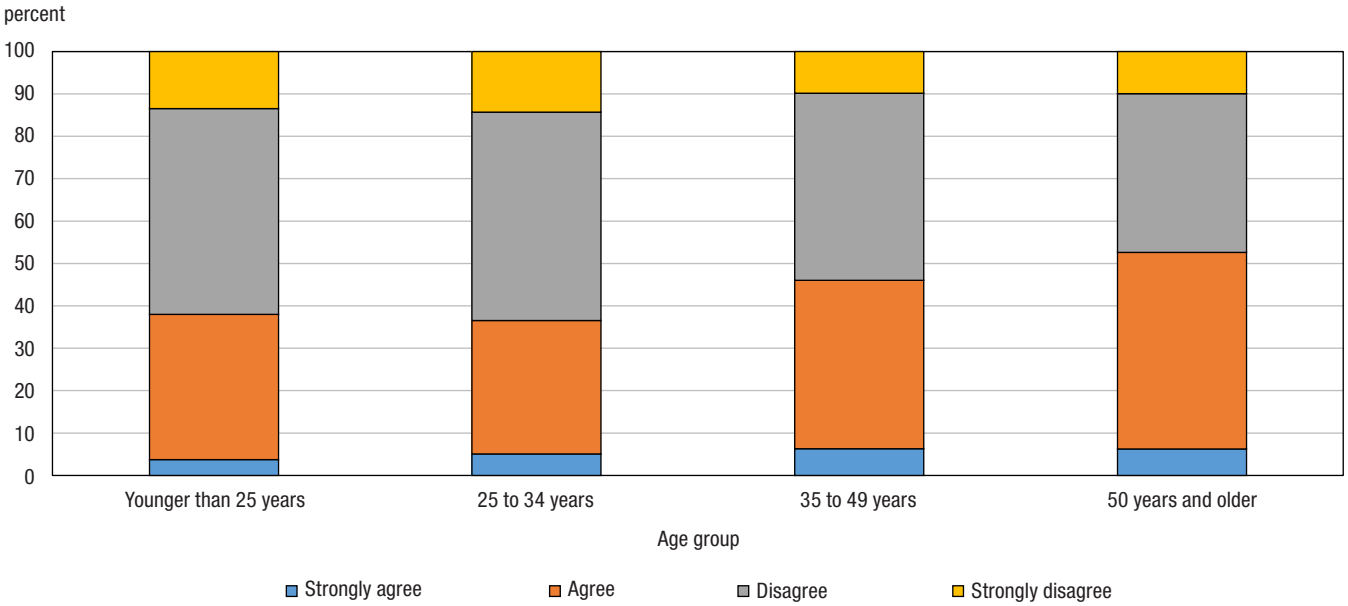
Appendix A). Across education levels, the highest proportion who strongly agreed that "being an apprentice / an apprenticeship program is the best way to learn a trade" were apprentices with a trades certificate or diploma (46.1%), followed by apprentices with a college diploma / other non-university certificate (43.6%) and apprentices with a bachelor's degree or higher level of education (41.6%). Additionally, there were few differences in apprentices' attitudes across parents' education levels (Table A.8.6, Appendix A). More than 4 in 5 apprentices across all levels of parental education agreed or strongly agreed that "being an apprentice / an apprenticeship program is the best way to learn a trade."

Apprentices' responses to the statement that "trade occupations pay better than other jobs" varied little across age groups. About three-quarters of apprentices across each age group either agreed or strongly agreed with this statement (Table A.8.3, Appendix A). However, attitudes about the pay offered by trade occupations differed somewhat by sex as men were slightly more likely than women to express agreement that "trade occupations pay better than other jobs" (Table A.8.4, Appendix A). There were also variations across education levels (Table A.8.5, Appendix A). The highest proportion of respondents who expressed agreement with this statement were those with a trades certificate or diploma (62.2% agreed; 18.8% strongly agreed), while the lowest proportion was among those with a bachelor's degree or higher level of education (56.6% agreed; 17.4% strongly agreed).

Results based on parents' level of education indicated that apprentices whose fathers held a trades certificate or diploma had the largest proportion who expressed agreement that "trade occupations pay better than other occupations" (83.3% agreed or strongly agreed; refer to Table A.8.6, Appendix A). The lowest proportions were among those whose fathers had either a university certificate / diploma below a bachelor's degree (71.5% agreed or strongly agreed) or a bachelor's degree or higher level of education (74.1% agreed or strongly agreed). There was little variation in the response to this statement by mothers' education level.

Some attitudinal differences with respect to whether trades are a second-choice career were also found across age groups. Results in Table A.8.3 (Appendix A) and Chart 8.3, below, show that higher proportions of apprentices in the older age groups (35 to 49 years old and 50 years or older) expressed agreement with this statement. Among those age 50 years and older, slightly more than half expressed agreement (46.4% agreed and 6.2% strongly agreed). However, less than 40% of apprentices younger than age 25 and apprentices from 25 to 34 either agreed or strongly agreed with this statement. Women were also somewhat more likely than men to express agreement that trades are a second-choice career (Table A.8.4, Appendix A).

**Chart 8.3**
**Percentage of apprentices who agree that trades are a second-choice career by age group, Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

Apprentices' attitudes about whether trades are a second-choice career also varied somewhat by education level (Table A.8.5, Appendix A). Those with a trades certificate or diploma had the lowest proportion who agreed (32.6%) or strongly agreed (4.8%) with this statement, while a slightly higher proportion with college and other non-university certificates expressed this opinion (35.7% agreed; 6.1% strongly agreed). More than half of apprentices with a bachelor's degree or higher level of education (52.8%) expressed agreement with this statement.

As well, responses varied across parents' education levels (Table A.8.6, Appendix A). Slightly more than one-third of apprentices whose fathers had a trades certificate or diploma expressed agreement with this statement (35.1%), while 46.0% of those whose fathers had less than high school either agreed or strongly agreed. There were also differences across mothers' education levels. The lowest proportion of apprentices who agreed or strongly agreed that trades are a second-choice career had mothers with a college education (35.8%), compared with those whose mothers had less than a high school education (49.4%).

Lastly, more than 90% of apprentices across all age groups reported that they either agreed or strongly agreed with the statement that "Canadians increasingly see trades as a good career option" (Table A.8.3, Appendix A). This was also true for both men and women (Table A.8.4, Appendix A) and across most education levels (Table A.8.5, Appendix A). The highest proportions of apprentices who expressed agreement with this statement were found among those with less than a high school diploma (94.8% agreed or strongly agreed) and those with a trades certificate or diploma (94.0% agreed or strongly agreed). Moreover, most apprentices across all parental education levels expressed agreement that Canadians see trades as a good career option (Table A.8.6, Appendix A).

# Section 9

# Demographic groups of interest

Certain demographic groups in the Canadian population have traditionally been underrepresented in apprenticeship programs and in the skilled trades generally (Laryea and Medu 2010). This section examines a range of issues pertinent to apprentices belonging to three of these groups —women, Aboriginal people and immigrants—including the persons / groups who influenced or guided their decisions to learn a trade, the age at registration, the challenges they faced during an apprenticeship, and employment outcomes. Results for these groups were compared with their counterparts, where appropriate, to identify any differences in their experiences and outcomes.

## Key findings

Women apprentices

- Women comprised about 14% of NAS apprentices overall.
- Fewer women than men were registered in a Red Seal trade (59.2% versus 81.2%).
- Across the top 10 Red Seal trades, women were more likely than men to be hairstylist or cook apprentices.
- Among discontinuers, women were more likely than men to indicate that they "had personal or family issues" or "disliked the work" as reasons for not completing.
- Women were less likely than men to have been employed in the week prior to the survey (72.5% versus 81.8%).
- Among those who were employed, women were more likely than men to be paid employees in a permanent job and just as likely as men to be self-employed.

Aboriginal apprentices

- Aboriginal apprentices comprised about 6% of NAS apprentices overall.
- Aboriginal apprentices were as likely as non-Aboriginal apprentices to have been registered in a Red Seal trade.
- Across the top 10 Red Seal trades, Aboriginal apprentices were more highly represented in the welder trade than non-Aboriginal apprentices. However, Aboriginal apprentices were less likely to be in the construction electrician and automotive service technician trades than non-Aboriginal apprentices.
- Aboriginal apprentices were more likely than non-Aboriginal apprentices to report having had difficulty progressing through their apprenticeships (43.2% versus 33.9%).
- Among Aboriginal apprentices who had discontinued their apprenticeships, "financial constraints" was the most commonly reported reason for not completing.
- Aboriginal apprentices were less likely than non-Aboriginal apprentices to have been employed in the previous week and less likely than non-Aboriginal apprentices to be paid employees in a permanent job.
- Among apprentices who worked in the week prior to the survey, similar proportions of Aboriginal and non-Aboriginal apprentices were self-employed and worked full-time.

Immigrant apprentices

- Immigrants comprised about 9% of NAS apprentices overall.
- Immigrants were more likely than non-immigrants to register for a program at an older age.
- Immigrants were less likely than non-immigrants to have been registered in a Red Seal trade (67.6% versus 79.1%).
- Across the top 10 Red Seal trades, the most common trades of immigrants were construction electrician, hairstylist, and automotive service technician.
- There were no notable differences in the employment status of immigrants and non-immigrants.

## Women apprentices

Women are notably underrepresented in the trades. Results reported in section 2 indicated that women comprised about 14% of NAS apprentices overall (Table A.2.1, Appendix A).

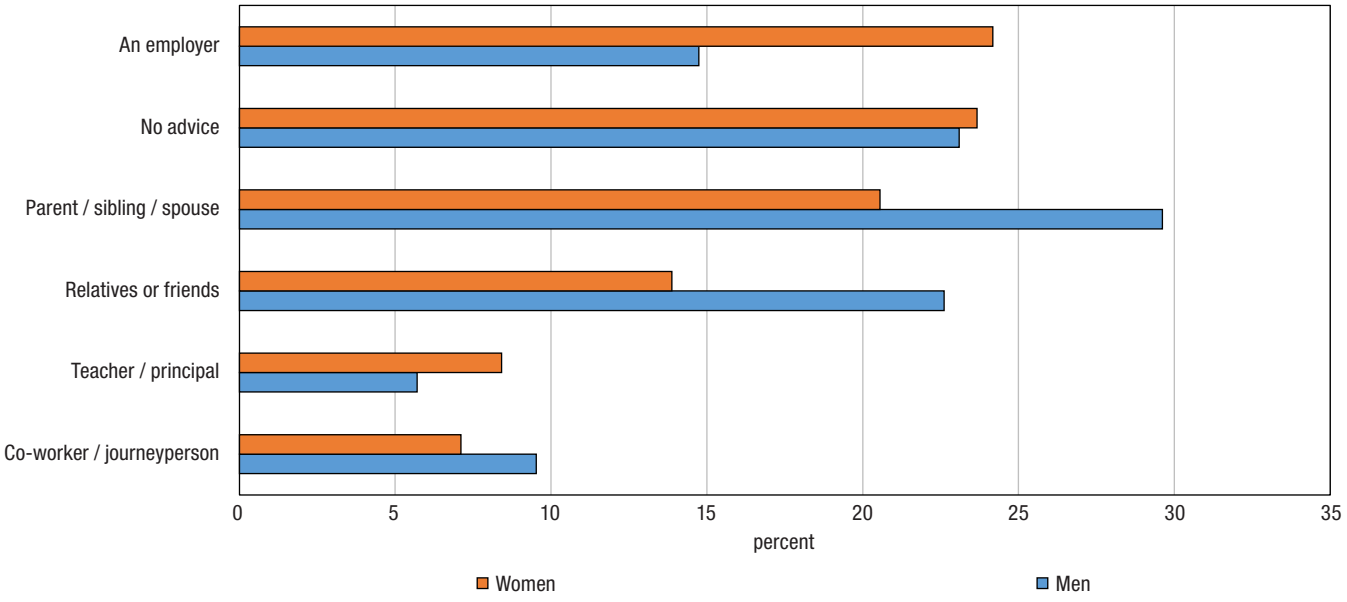
Employers and close family members were the primary influences on women's decision to register in an apprenticeship program. Nearly one-quarter (24.2%) of women reported that "an employer" had influenced their decisions while about 1 in 5 (20.6%) reported that "a parent / brother or sister / spouse or common-law partner" had been influential (Table A.9.1, Appendix A). About 14% had been influenced by other "relatives or friends." However, close to 1 in 4 women (23.7%) reported that they had received no advice when deciding to enter an apprenticeship program.

Among NAS apprentices, women were less likely than men to report "a parent / brother or sister / spouse or common-law partner," "relatives or friends", or "a co-worker or journeyperson" as influencing their decisions to enter an apprenticeship program. However, they were more likely than their male counterparts in the NAS to cite a high school guidance counsellor, an employer, or a teacher or principal as influential in their decisions. These results are presented in Chart 9.1, below, and Table A.9.1 (Appendix A).

The majority of women had registered for their apprenticeship programs before the age of 25. However, slightly more than 10% of women registered for an apprenticeship at 45 years and older (5.7% were 45 to 49 years and an additional proportion of 5.4% were 50 years and older; see detailed results in Table A.9.2, Appendix A). Women were slightly more likely than men to register at these older ages. On average, women registered for their apprenticeship programs around age 28 while the average age for men was about 27.

Gender differences were apparent by trade and by Red Seal trade status. Women (59.2%) were much less likely than men (81.2%) to be apprentices in Red Seal trades (see detailed results in Table A.9.3, Appendix A). Across the top 10 Red Seal trades, women were also concentrated in different trades than men; women were more likely to be hairstylist and cook apprentices. Moreover, women who had completed their apprenticeship programs were more likely to have a CoQ in a non-Red Seal trade[1] (41.2%) than were men (19.4%).

**Chart 9.1**
**Top influences on decision to register for an apprenticeship by sex, Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

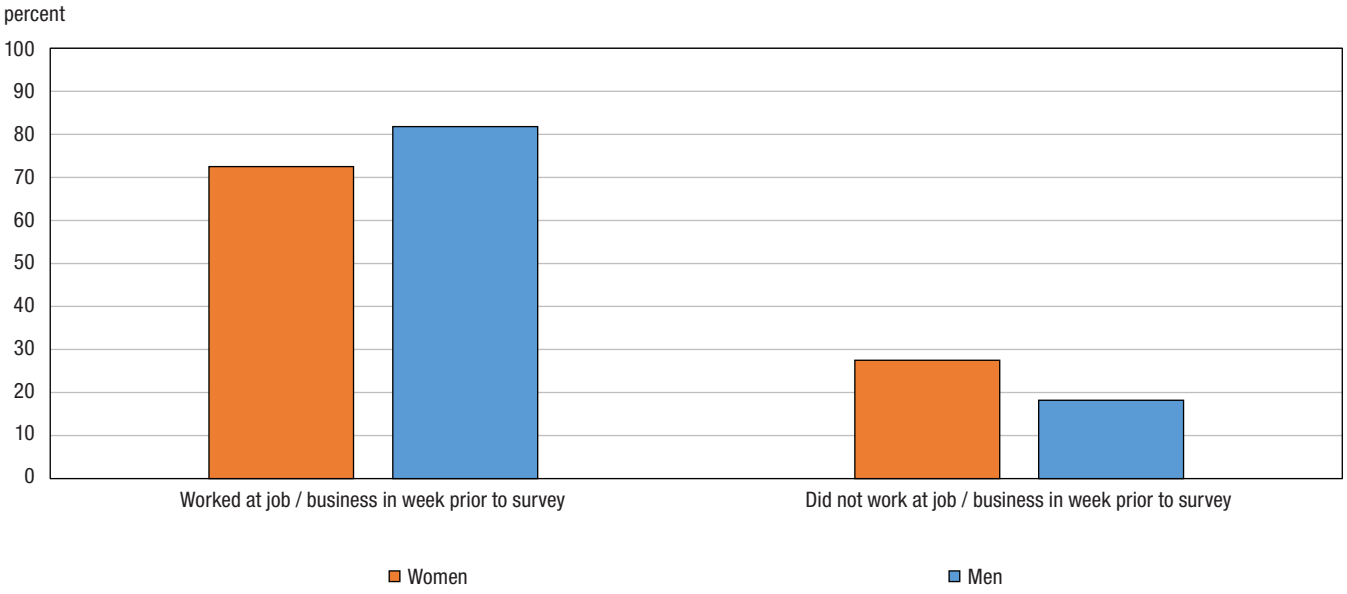
1. The top non-Red Seal trades among women were: Information Technology Support Associate (Customer Care Agent), Early Childhood Educator, Professional Cook 1, Information Technology Support Associate (Inside Sales Agent), and Educational Assistant. These five trades accounted for more than two-thirds of women apprentices in non-Red Seal trades. Among men, the top 5 non-Red Seal trades were Welder-Level C, Information Technology Support Associate (Technical Support Agent), Professional Cook, Power Shovel Operator, and Information Technology Support Associate (Customer Care Agent). These trades accounted for slightly more than one-quarter of men who were apprentices in non-Red Seal trades.

Women were less likely than men to have experienced difficulty finding an employer who was hiring apprentices when they were starting an apprenticeship. A relatively small proportion of women (15.9%) had encountered this problem, while 19.7% of men did (Table A.9.4, Appendix A). However, there was no significant difference between men and women in terms of experiencing difficulty progressing through their apprenticeships (34.9% and 32.0%, respectively).

Among women who had discontinued an apprenticeship program, the most commonly stated reason for not completing an apprenticeship was "personal or family issues." Additionally, women who were discontinuers cited "disliked the work", "job instability," "received an offer of a better job," or "financial constraints" as the main reasons for discontinuing (Table A.9.5, Appendix A). Women were much more likely to report having "personal or family issues" (20.5%) or having "disliked the work" (11.4%) as the main reason for not completing an apprenticeship than were men (9.0% and 7.3% of men, respectively). Conversely, men were more likely than their female counterparts to report having "received an offer of a better job," "job instability," or "financial constraints" as the main reason for not completing an apprenticeship.

With respect to employment outcomes, the majority of women had worked at a job or business during the week prior to the survey. However, women were less likely than men to have held a job during the reference period. Chart 9.2, below, shows that 72.5% of women and 81.8% of men in the NAS population were employed (see detailed results in Table A.9.6, Appendix A) the week prior to the survey. Among those who were employed in the previous week, more than 4 in 5 women (83.5%) worked full-time hours (30 hours or more per week), while 97.6% of men did so.

**Chart 9.2**
**Percentage of apprentices employed at a job or business in week prior to survey, by sex, Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

Women who were employed during the week prior to the survey worked largely as paid employees with a permanent job. Women were more likely than their male counterparts to be working in a permanent job (83.1% versus 78.7%). However, similar proportions of women and men were self-employed (10.1% and 11.0%, respectively; see detailed results in Table A.9.6, Appendix A).

## Aboriginal apprentices

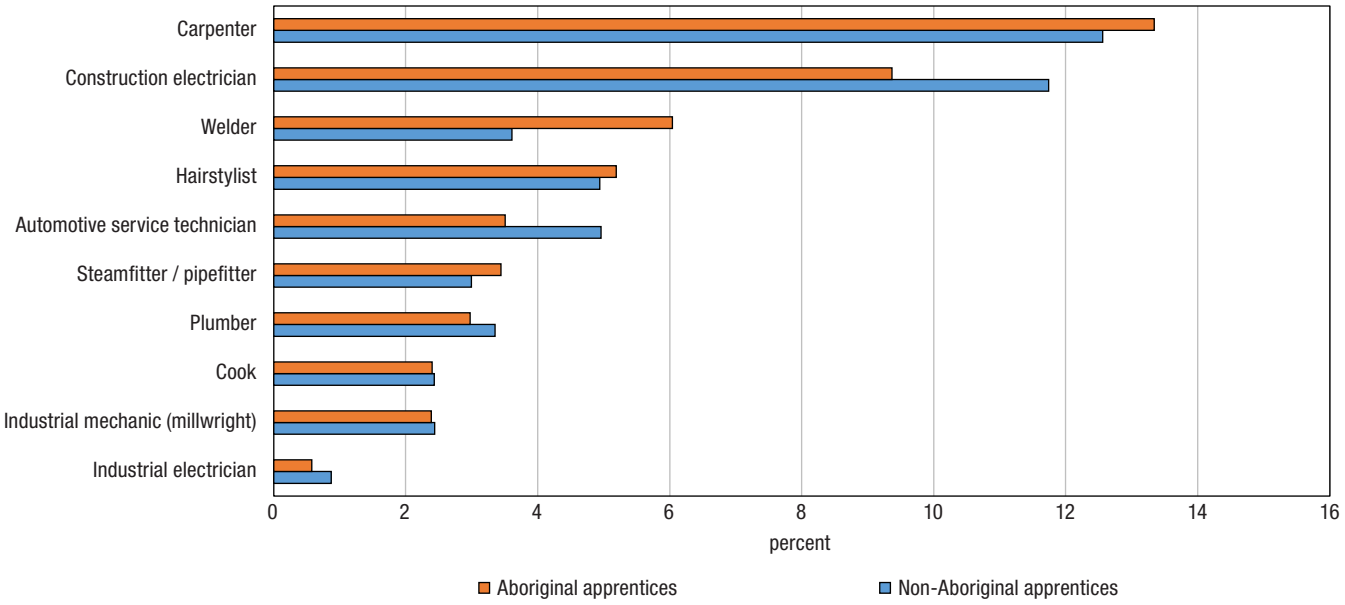
Aboriginal apprentices comprised about 6% of the 2015 NAS population overall (see Table A.2.1, Appendix A).

The most common influences on Aboriginal apprentices' decision to learn a trade were "a parent / brother or sister / spouse or common-law partner" and "relatives or friends". More than 2 in 5 Aboriginal apprentices cited these two groups as influential, while 17.4% reported that "an employer" had influenced their decisions (Table A.9.7, Appendix A). About 10% of Aboriginal apprentices also stated that "a co-worker or journeyperson" was influential in a decision to start an apprenticeship. While non-Aboriginal apprentices were somewhat more likely to cite close family members as influences on learning a trade, generally there were no notable differences in the main influences reported by these two groups.

The majority of Aboriginal apprentices had registered for their apprenticeship programs before the age of 30. Aboriginal apprentices were slightly less likely than non-Aboriginal apprentices to register at younger ages (before age 25); however, more than three-quarters had started an apprenticeship by age 34 (Table A.9.8, Appendix A). The average age of registration was similar for both Aboriginal and non-Aboriginal apprentices (27.3 and 27.0, respectively).

Similar proportions of Aboriginal and non-Aboriginal apprentices were registered in a Red Seal trade. Chart 9.3 below presents the distribution of apprentices across the top 10 Red Seal trades by Aboriginal status. In the top 10 Red Seal trades, more than 1 in 5 Aboriginal apprentices worked in either the carpenter and construction electrician trades (see detailed results in Table A.9.9, Appendix A).

**Chart 9.3**
**Percentage of apprentices in top 10 Red Seal trades by Aboriginal status, Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

Aboriginal apprentices were more likely than non-Aboriginal apprentices to be in the welder trade, but less likely to be in the construction electrician and automotive service technician trades. Among completers, there was no significant difference between Aboriginal and non-Aboriginal apprentices in terms of holding a CoQ in either a Red Seal trade or a non-Red Seal trade (Table A.9.9, Appendix A).

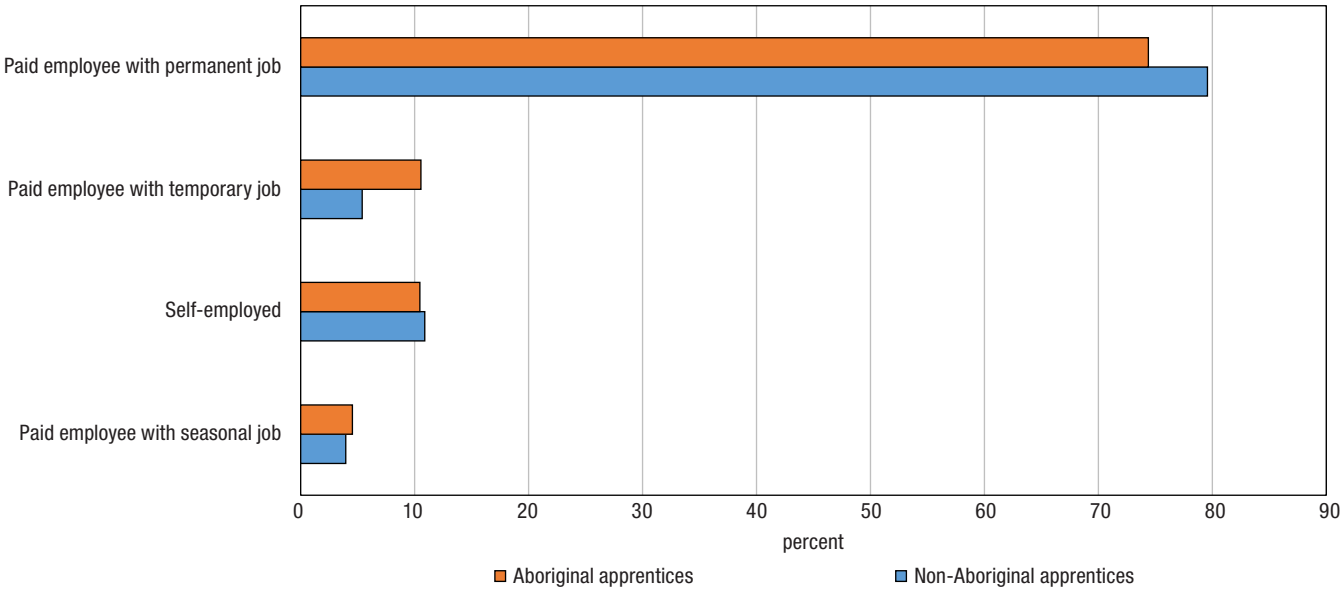
Most Aboriginal apprentices did not report difficulties in finding an employer who was hiring apprentices when they were starting an apprenticeship. Similar proportions of Aboriginal and non-Aboriginal apprentices reported problems in finding an employer at the start of an apprenticeship (20.5% and 19.1%, respectively; see Table 9.10, Appendix A). On the other hand, Aboriginal apprentices (43.2%) were more likely than their non-Aboriginal counterparts (33.9%) to report having had difficulty progressing through an apprenticeship.

Among those Aboriginal apprentices who had discontinued an apprenticeship, “financial constraints” was the most commonly cited reason for not completing. Nearly 1 in 5 (19.7%) Aboriginal apprentices reported this as the main reason for not completing (Table A.9.11, Appendix A). The most common reason cited by non-Aboriginal discontinuers was “job instability” (17.5%). Aboriginal apprentices were more likely than non-Aboriginal apprentices to report “financial constraints” as the main reason for discontinuing an apprenticeship (19.7% and 10.0%, respectively). Furthermore, more than one-quarter of Aboriginal apprentices reported that receiving an offer of a better job (14.7%) or experiencing job instability (14.5%) had prevented them from completing an apprenticeship.

Slightly more than three-quarters of Aboriginal apprentices had worked at a job or business during the week prior to the survey. Aboriginal apprentices were slightly less likely than their non-Aboriginal counterparts to have been employed during the reference period (76.3% and 80.8%, respectively; Table A.9.12, Appendix A). However, among those apprentices who had worked in the reference period, there was no significant difference between the proportion of Aboriginal apprentices and the proportion of non-Aboriginal apprentices who worked full time hours.

There were some differences in the type of employment held by Aboriginal and non-Aboriginal apprentices. Chart 9.4, below, shows the detailed employment status of these two groups (results also presented in Table 9.12, Appendix A).While the majority (74.4%) of Aboriginal apprentices worked as paid employees with a permanent job, they were slightly less likely than non-Aboriginal apprentices (79.6%) to be in this type of employment. Conversely, Aboriginal apprentices were more likely than non-Aboriginal apprentices to have worked as a paid employee in a temporary job during the reference period (10.6% and 5.4%, respectively). However, similar proportions of Aboriginal (10.5%) and non-Aboriginal (10.9%) apprentices were self-employed.

**Chart 9.4**
**Detailed employment status by Aboriginal status, Canada**




**Note:** Use results for "Paid employee with seasonal job" category for Aboriginal apprentices with caution.
**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Immigrant apprentices

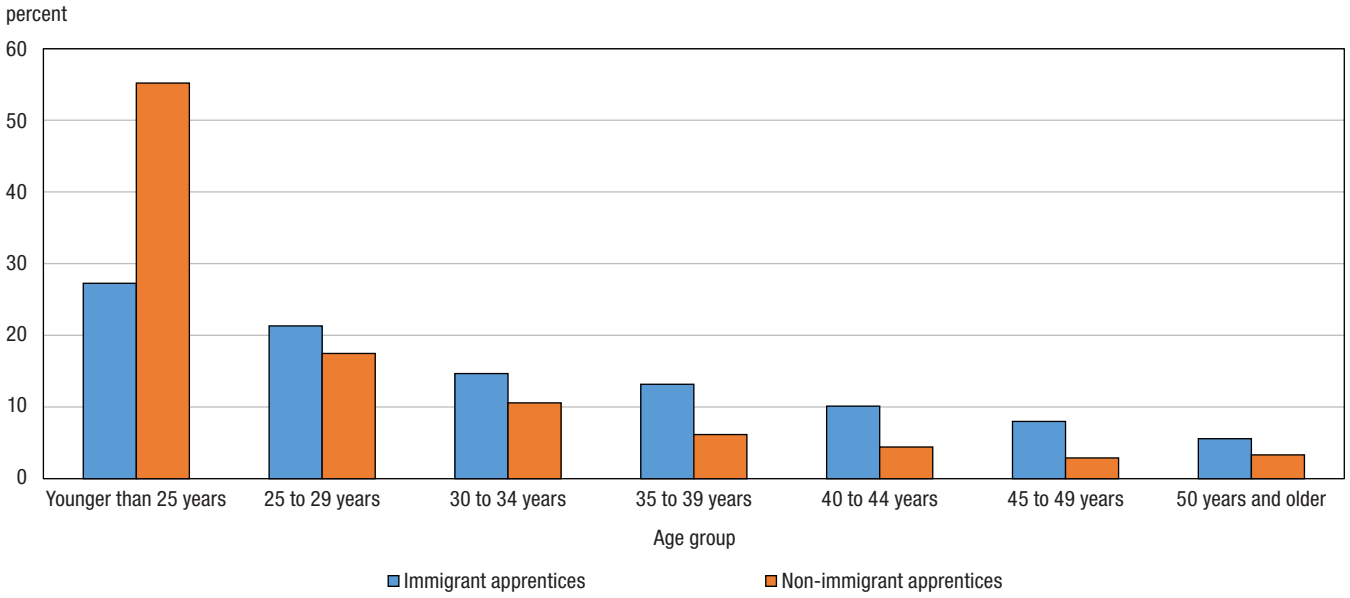
Immigrants comprised about 9% of the NAS population overall (Table A.2.1, Appendix A).

Among immigrant apprentices, “an employer” and “relatives and friends” were the most commonly cited influences in the decision to learn a trade. Close family members, i.e., “a parent / brother or sister / spouse or common-law partner” (16.3%), and “a co-worker or tradesperson / another apprentice / journeyperson” (12.1%) were also among the top influences reported by immigrants (Table A.9.13, Appendix A). More than one-quarter (27.2%) reported that they had received no advice. Immigrants were much less likely than non-immigrants to cite close

family members as influential in their decisions. On the other hand, “an employer” or “a co-worker or tradesperson / another apprentice / journeyperson” was slightly more likely to be an influence among immigrants than among non-immigrants.

There was a notable difference in the age of registration between immigrants and non-immigrants. These results are presented in Chart 9.5, below, and Table A.9.14 (Appendix A). The average age of registration was higher among immigrants than non-immigrants (31.9 and 26.5, respectively).The majority of non-immigrants had registered before the age of 25, whereas the age of registration among immigrants was more evenly distributed across age groups. While more than one-quarter (27.3%) of immigrants had registered prior to age 25, they were much less likely to do so than non-immigrant apprentices (55.2%). Immigrant apprentices were more likely than non-immigrants to have registered at age 35 years and older.

**Chart 9.5**
**Age at registration by immigrant status, Canada**




**Note:** Use results for "50 years and older" category for immigrant apprentices with caution.
**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

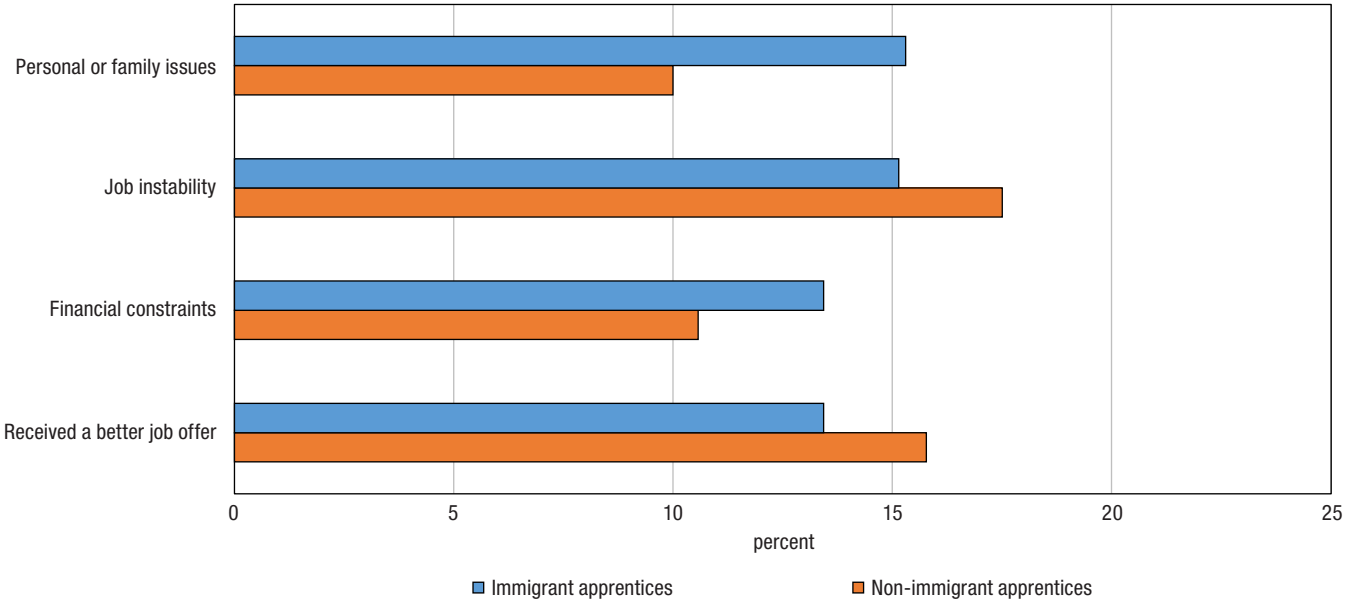
Although the majority of immigrant apprentices were registered in a Red Seal trade, they were less likely to be in a Red Seal trade compared to their non-immigrant counterparts. About 2 in 3 immigrants (67.6%) were in a Red Seal trade, while this was the case for 79.1% of non-immigrants (Table A.9.15, Appendix A). Among the top 10 Red Seal trades, the construction electrician, hairstylist, and automotive service technician trades were the most common trades in which immigrants were registered. Immigrants were less likely than non-immigrants to be carpenter, steamfitter / pipefitter, plumber, and industrial mechanic apprentices. Among immigrant completers in a Red Seal trade, the majority (59.0%) had a CoQ, while 36.3% had certification in a non-Red Seal trade.

One-quarter of immigrant apprentices reported that they had difficulty finding an employer who was hiring apprentices when they were starting an apprenticeship. This proportion is higher than that among non-immigrants (Table A.9.16, Appendix A). More than one-third of immigrant apprentices reported experiencing difficulty progressing through an apprenticeship; however, there was no notable difference in the proportion of immigrants and non-immigrants who reported this.

The most common reason that immigrant discontinuers cited for not completing their apprenticeships was “personal or family issues” (15.3%). A similar proportion reported “job instability” as the main reason for discontinuing their apprenticeships (15.1%). About one-quarter of immigrant discontinuers identified “financial constraints” or “received an offer of a better job” as the main reason for not completing (Table A.9.17, Appendix A). Chart 9.6, below, shows the top 5 reasons for discontinuing, reported by status. Immigrants were more likely than non-immigrants to report “personal or family issues” as a reason for discontinuing an apprenticeship; however, there were no statistically significant differences across the remaining reasons.

Most immigrant apprentices were working at a job or a business during the week prior to the survey. About 8 in 10 immigrants were employed during the reference period (Table A.9.18, Appendix A). The employment status of immigrants did not differ significantly from that of non-immigrants. Of those immigrant apprentices who were employed, most (95.1%) worked full-time hours, and more than three-quarters (78.5%) worked as paid employees in permanent jobs. Slightly more than 1 in 10 immigrant apprentices were self-employed (11.6%) while about 7% were paid employees with temporary jobs.

**Chart 9.6**
**Discontinuers' top reasons for not completing apprenticeship by immigrant status, Canada**




**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

# Section 10

# Conclusion

The 2015 National Apprenticeship Survey provides a comprehensive source of data about apprentices who completed or discontinued their apprenticeships in 2011, 2012, or 2013. This report summarized key findings regarding the factors and challenges related to apprentices completing or discontinuing their apprenticeships, including financial support, as well as labour market outcomes, mobility, and attitudes of apprentices. An analysis of results pertaining to three demographic groups of interest provided further insight into the experiences of women, Aboriginal people and immigrants in the apprenticeship system.

According to the 2015 NAS, the majority of apprentices registered before the age of 25, with an average age of registration of 27[1], and were single with no dependants under the age of 18 when starting a program. At the time of registration, the highest level of education for the majority of NAS apprentices was a high school diploma. Most were apprentices in a Red Seal trade. The majority of apprentices were completers.

NAS apprentices encountered challenges throughout their apprenticeships, and the NAS served to highlight their experiences. The most commonly cited reasons for embarking on an apprenticeship were "was interested in the trade," "liked working conditions," and "expected a steady job." Most apprentices worked with only one employer during a program and the majority of apprentices reported no difficulty finding an employer who was hiring apprentices when starting an apprenticeship. Most apprentices did not find the work experience or course work difficult and rated highly the equipment and technology used during their technical training. The majority of apprentices also reported that work experience acquired during an apprenticeship prepared them well for a certification exam.

Results with respect to financial support showed that apprenticeships are funded largely through employment earnings from apprenticeship employers. Results also show that more completers than discontinuers took advantage of other available supports, such as incentive and completion grants, tax credits, Employment Insurance benefits, and training allowances. Completers were also more likely to receive additional assistance from their apprenticeship employers.

An examination of the certification status of apprentices in the NAS population showed that the vast majority of completers had a CoQ in their trades. Among apprentices who did not have certification, the majority of completers had attempted a certification exam while most discontinuers had not. Among completers, the majority had a Red Seal endorsement.

Apprentices generally had positive employment outcomes, as most were employed in permanent jobs, worked full-time hours, and reported having had benefits in their jobs. Discontinuers were more likely than completers to be self-employed. Additionally, the majority of completers were working in the same occupation as the trade related to their apprenticeship programs. The vast majority of NAS apprentices reported that they were satisfied with their pay, job security, and health and safety conditions at work.

Key findings regarding the mobility of apprentices showed that only a small proportion had moved from another province, territory, or country to start an apprenticeship. Most apprentices who worked outside of their provinces or territories of registration during an apprenticeship did so because the job required it. Few apprentices resided and worked in different provinces or territories. Across the top 10 Red Seal trades, steamfitter / pipefitter apprentices had the highest proportion who lived and worked in different provinces or territories; they were followed by welder, industrial mechanic, and plumber apprentices.

Information about apprentices' attitudes toward apprenticeship and trade occupations indicated that most apprentices had positive attitudes toward the trades. Most agreed or strongly agreed that "being an apprentice / an apprenticeship program is the best way to learn a trade" and that "trade occupations pay better than other jobs." Moreover, most apprentices did not regard the trades as a second-choice career. However, a higher proportion of older apprentices than younger apprentices agreed with the latter statement. The vast majority of NAS apprentices thought that Canadians increasingly view trade occupations as a good career option.

1. The average age is not reported in a data table.

Women represented a small proportion of apprentices in the NAS population. Most women apprentices had worked in a job or business in the week prior to the survey interview, but they were less likely to be employed than their male counterparts. Aboriginal apprentices were more likely to report difficulties progressing through their programs than non-Aboriginal apprentices. Although Aboriginal apprentices were less likely than non-Aboriginal apprentices to be employed, those who had worked in the week prior to the survey interview were just as likely as non-Aboriginal apprentices to be self-employed and to work full-time hours. Lastly, immigrant apprentices were more likely than non-immigrant apprentices to report having had difficulty finding an employer at the beginning of an apprenticeship. The survey indicates, nonetheless, that immigrant apprentices had employment outcomes similar to those of non-immigrant apprentices.

These survey results provide new information about apprentices across Canada and can be used by apprenticeship authorities, educators and policymakers involved with apprenticeship programs. This information may also be useful to individuals considering trade occupations as a career option.

# Appendix A: Tables

## Table A.2.1
## Demographic characteristics of apprentices, Canada

| | Apprentice status, 2011-2013 | | | | | |
|---|---|---|---|---|---|---|
| | Completers | | Discontinuers | | Total | |
| | % | standard error | % | standard error | % | standard error |
| **Apprentice status in 2015[1]** | | | | | | |
| Completer | ... | ... | ... | ... | 57.5 | 0.4 |
| Discontinuer | ... | ... | ... | ... | 42.5 | 0.4 |
| **Sex[1]** | | | | | | |
| Men | 86.4 | 0.5 | 86.1 | 0.6 | 86.3 | 0.4 |
| Women | 13.6 | 0.5 | 13.9 | 0.6 | 13.7 | 0.4 |
| **Immigrant status[1]** | | | | | | |
| Landed immigrant | 8.0 | 0.4 | 9.6 | 0.5 | 8.7 | 0.3 |
| Non-immigrant | 92.0 | 0.4 | 90.4 | 0.5 | 91.3 | 0.3 |
| **Aboriginal status[1]** | | | | | | |
| Non-Aboriginal | 95.1 | 0.3 | 91.8 | 0.5 | 93.7 | 0.3 |
| Aboriginal status | 4.9 | 0.3 | 8.2 | 0.5 | 6.3 | 0.3 |
| First Nations | 2.2 | 0.2 | 4.5 | 0.4 | 3.2 | 0.2 |
| Métis | 2.4 | 0.2 | 3.5 | 0.3 | 2.9 | 0.2 |
| Inuk (Inuit) | F | ... | 0.1 | 0.0 | 0.1[E] | 0.0 |
| Identifies with more than one group | F | ... | F | ... | F | ... |
| **Age in 2015 by group[1]** | | | | | | |
| Younger than 25 years | 7.4 | 0.4 | 17.0 | 0.6 | 11.5 | 0.3 |
| 25 to 29 years | 34.2 | 0.7 | 27.4 | 0.7 | 31.3 | 0.5 |
| 30 to 34 years | 23.9 | 0.6 | 20.3 | 0.7 | 22.4 | 0.5 |
| 35 to 39 years | 13.6 | 0.5 | 12.9 | 0.5 | 13.3 | 0.4 |
| 40 to 44 years | 8.1 | 0.4 | 7.2 | 0.4 | 7.7 | 0.3 |
| 45 to 49 years | 5.1 | 0.3 | 5.8 | 0.4 | 5.4 | 0.3 |
| 50 years and older | 7.7 | 0.4 | 9.5 | 0.5 | 8.5 | 0.3 |
| **Age at registration by group[1]** | | | | | | |
| Younger than 25 years | 54.3 | 0.7 | 50.7 | 0.8 | 52.8 | 0.6 |
| 25 to 29 years | 18.1 | 0.5 | 17.4 | 0.6 | 17.8 | 0.4 |
| 30 to 34 years | 10.5 | 0.5 | 11.5 | 0.6 | 10.9 | 0.4 |
| 35 to 39 years | 6.6 | 0.4 | 6.9 | 0.4 | 6.7 | 0.3 |
| 40 to 44 years | 4.4 | 0.3 | 5.7 | 0.4 | 4.9 | 0.3 |
| 45 to 49 years | 2.9 | 0.3 | 3.8 | 0.3 | 3.3 | 0.2 |
| 50 years and older | 3.1 | 0.3 | 4.1 | 0.4 | 3.5 | 0.2 |
| **Marital status at registration[1]** | | | | | | |
| Single, never married | 62.9 | 0.7 | 65.1 | 0.8 | 63.9 | 0.5 |
| Married / Living common-law | 34.6 | 0.7 | 31.4 | 0.8 | 33.2 | 0.5 |
| Separated / Divorced | 2.4 | 0.3 | 3.3 | 0.3 | 2.7 | 0.2 |
| Widow / widower | F | ... | F | ... | 0.1[E] | 0.0 |
| **Had dependants under Age 18 at registration[1]** | | | | | | |
| Yes | 21.7 | 0.6 | 24.8 | 0.7 | 23.0 | 0.5 |
| No | 78.3 | 0.6 | 75.2 | 0.7 | 77.0 | 0.5 |
| **Visible-minority status[1]** | | | | | | |
| Member of a visible minority | 7.6 | 0.4 | 9.1 | 0.5 | 8.2 | 0.3 |
| Not a member of a visible minority | 92.4 | 0.4 | 90.9 | 0.5 | 91.8 | 0.3 |
| **Disability status at registration and in 2015[1]** | | | | | | |
| Had a disability before and still has now | 2.0 | 0.2 | 4.0 | 0.3 | 2.9 | 0.2 |
| Had a disability before but does not now | 0.8 | 0.1 | 1.1 | 0.2 | 0.9 | 0.1 |
| Did not have a disability before but has one now | 3.0 | 0.2 | 5.7 | 0.4 | 4.2 | 0.2 |
| Did not have a disability before and does not have one now | 94.1 | 0.3 | 89.2 | 0.5 | 92.0 | 0.3 |
| **Sample size of apprentices used in calculations** | **17,514** | **...** | **10,955** | **...** | **28,469** | **...** |

... not applicable

[E] use with caution

F too unreliable to be published

1. Respondents who completed or discontinued their apprenticeships between 2011 and 2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.2.2
## Apprenticeship status and apprenticeship activities after trade program completed or discontinued, Canada

| | Apprentice status, 2011-2013 | | | |
|---|---|---|---|---|
| | Completers | | Discontinuers | |
| | % | standard error | % | standard error |
| **Detailed apprentice status / certification (2011-2013)[1]** | | | | |
| Completed with certification | 95.2 | 0.3 | ... | ... |
| Completed without certification | 4.8 | 0.3 | ... | ... |
| Discontinued program | ... | ... | 100.0 | 0.0 |
| **Apprentice status of discontinuers in 2015[2]** | | | | |
| Completer | ... | ... | 5.0 | 0.4 |
| Discontinuer | ... | ... | 82.3 | 0.6 |
| Continuer | ... | ... | 12.7 | 0.5 |
| **Sample size of apprentices used in calculations** | **17,514** | **...** | **10,955** | **...** |

... not applicable

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

2. Respondents who discontinued their apprenticeships between 2011-2013. Derived based on apprentice's status in the same trade (i.e. completed or discontinued in 2011-2013) or in a new trade, if applicable (i.e. registered in new trade between 2011 and time of the survey, 2015). Apprentices that have completed a trade (i.e. same or new trade), with or without certification, are classified as "Completers". Of the remaining respondents, apprentices that are continuing a trade (i.e. same or new trade) are classified as "Continuers". Then, of the remaining respondents, apprentices that discontinued a trade (i.e. same or new trade) are classified as "Discontinuers".

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.2.3
## Province or territory of registration by apprentice status (2011 to 2013), Canada

| | Apprentice status, 2011-2013 | | | | | |
|---|---|---|---|---|---|---|
| | Completers | | Discontinuers | | Total | |
| | % | standard error | % | standard error | % | standard error |
| **Province / territory of registration[1]** | | | | | | |
| Newfoundland and Labrador | 1.1 | 0.0 | 1.4 | 0.0 | 1.3 | 0.0 |
| Prince Edward Island | 0.3 | 0.0 | 0.3 | 0.0 | 0.3 | 0.0 |
| Nova Scotia | 1.5 | 0.0 | 1.7 | 0.0 | 1.6 | 0.0 |
| New Brunswick | 1.6 | 0.0 | 1.1 | 0.0 | 1.4 | 0.0 |
| Quebec | 23.7 | 0.5 | 15.1 | 0.5 | 20.0 | 0.3 |
| Ontario | 28.6 | 0.5 | 26.6 | 0.7 | 27.8 | 0.4 |
| Manitoba | 3.0 | 0.1 | 1.7 | 0.1 | 2.4 | 0.0 |
| Saskatchewan | 3.6 | 0.1 | 2.8 | 0.1 | 3.3 | 0.1 |
| Alberta | 20.5 | 0.3 | 29.8 | 0.7 | 24.5 | 0.3 |
| British Columbia | 15.8 | 0.3 | 19.3 | 0.6 | 17.3 | 0.3 |
| Yukon | 0.1 | 0.0 | 0.1 | 0.0 | 0.1 | 0.0 |
| Northwest Territories | 0.2 | 0.0 | 0.1 | 0.0 | 0.1 | 0.0 |
| Nunavut | 0.0 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 |
| **Sample size of apprentices used in calculations** | **17,514** | **...** | **10,955** | **...** | **28,469** | **...** |

... not applicable

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

**Table A.2.4**

## Apprentices' educational background and parents' trade certification by apprentice status (2011 to 2013), Canada

| | Apprentice status, 2011-2013 | | | | | |
|---|---|---|---|---|---|---|
| | Completers | | Discontinuers | | Total | |
| | % | standard error | % | standard error | % | standard error |
| **Highest level of education when starting apprenticeship[1]** | | | | | | |
| Less than high school diploma or its equivalent | 10.6 | 0.5 | 13.6 | 0.6 | 11.9 | 0.4 |
| High school diploma or a high school equivalency certificate | 56.7 | 0.7 | 54.4 | 0.8 | 55.7 | 0.5 |
| Trade certificate or diploma | 10.7 | 0.5 | 9.9 | 0.5 | 10.4 | 0.3 |
| College / CEGEP / other non-university certificate or diploma (other than trades certificates or diplomas) | 16.8 | 0.5 | 16.3 | 0.6 | 16.6 | 0.4 |
| University certificate or diploma below bachelor's level | 1.8 | 0.2 | 2.1 | 0.3 | 1.9 | 0.2 |
| Bachelor's degree | 2.9 | 0.2 | 3.2 | 0.3 | 3.0 | 0.2 |
| University certificate, diploma or degree above bachelor's | 0.4[E] | 0.1 | 0.5[E] | 0.1 | 0.4[E] | 0.1 |
| **Highest level of education in 2015[1]** | | | | | | |
| Less than high school diploma or its equivalent | ... | ... | 9.5 | 0.5 | 4.0 | 0.2 |
| High school diploma or a high school equivalency certificate | F | ... | 46.2 | 0.8 | 19.6 | 0.4 |
| Trade certificate or diploma | 71.4 | 0.6 | 11.4 | 0.5 | 45.9 | 0.5 |
| College / CEGEP / other non-university certificate or diploma (other than trades certificates or diplomas) | 22.4 | 0.6 | 25.0 | 0.7 | 23.5 | 0.5 |
| University certificate or diploma below bachelor's level | 2.0 | 0.2 | 2.4 | 0.3 | 2.2 | 0.2 |
| Bachelor's degree | 3.6 | 0.3 | 4.6 | 0.4 | 4.0 | 0.2 |
| University certificate, diploma or degree above bachelor's | 0.7[E] | 0.1 | 0.9[E] | 0.2 | 0.8 | 0.1 |
| **Father has completed a trade certificate or diploma[1]** | | | | | | |
| No | 66.7 | 0.6 | 65.9 | 0.8 | 66.4 | 0.5 |
| Yes | 33.3 | 0.6 | 34.1 | 0.8 | 33.6 | 0.5 |
| **Mother has completed a trade certificate or diploma[1]** | | | | | | |
| No | 89.2 | 0.5 | 89.4 | 0.5 | 89.3 | 0.3 |
| Yes | 10.8 | 0.5 | 10.6 | 0.5 | 10.7 | 0.3 |
| **Sample size of apprentices used in calculations** | **17,514** | **...** | **10,955** | **...** | **28,469** | **...** |

... not applicable

[E] use with caution

F too unreliable to be published

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.2.5
## Proportion of apprentices in a Red Seal trade and top 10 Red Seal trades by apprentice status, Canada

| | Apprentice status, 2011-2013 | | | | | |
|---|---|---|---|---|---|---|
| | Completers | | Discontinuers | | Total | |
| | % | standard error | % | standard error | % | standard error |
| **Red Seal trade**[1] | | | | | | |
| In a Red Seal trade | 76.0 | 0.7 | 81.1 | 0.8 | 78.2 | 0.5 |
| Not in a Red Seal trade | 24.0 | 0.7 | 18.9 | 0.8 | 21.8 | 0.5 |
| **Top 10 Red Seal trades**[1] | | | | | | |
| Carpenter | 10.6 | 0.2 | 15.3 | 0.4 | 12.6 | 0.2 |
| Construction electrician | 13.4 | 0.2 | 9.1 | 0.2 | 11.6 | 0.2 |
| Automotive service technician | 4.8 | 0.1 | 5.0 | 0.2 | 4.9 | 0.1 |
| Hairstylist | 5.4 | 0.1 | 4.4 | 0.2 | 5.0 | 0.1 |
| Steamfitter / pipefitter | 2.7 | 0.1 | 3.5 | 0.1 | 3.0 | 0.1 |
| Plumber | 3.9 | 0.1 | 2.5 | 0.1 | 3.3 | 0.1 |
| Welder | 3.5 | 0.1 | 4.1 | 0.2 | 3.8 | 0.1 |
| Cook | 1.9 | 0.0 | 3.2 | 0.1 | 2.4 | 0.1 |
| Industrial mechanic (millwright) | 2.7 | 0.0 | 2.1 | 0.1 | 2.4 | 0.0 |
| Industrial electrician | 1.0 | 0.0 | 0.7 | 0.0 | 0.9 | 0.0 |
| **Sample size of apprentices used in calculations** | **17,514** | **...** | **10,955** | **...** | **28,469** | **...** |

... not applicable

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.2.6
## Distribution of years until apprenticeship program completed or discontinued, by apprentice status (2011 to 2013) and Red Seal trade, Canada

| | Apprentice status, 2011-2013 | | | |
|---|---|---|---|---|
| | Completers | | Discontinuers | |
| | % | standard error | % | standard error |
| **Years until apprentice completed or discontinued program**[1] | | | | |
| Less than 1 year | 8.0 | 0.5 | 12.3 | 0.6 |
| 1 year | 7.6 | 0.4 | 20.2 | 0.7 |
| 2 years | 10.1 | 0.4 | 19.9 | 0.7 |
| 3 years | 14.5 | 0.5 | 12.5 | 0.6 |
| 4 years | 21.7 | 0.5 | 9.5 | 0.5 |
| 5 years | 16.1 | 0.5 | 7.2 | 0.4 |
| 6 years | 8.7 | 0.3 | 4.9 | 0.3 |
| 7 years | 4.1 | 0.2 | 3.8 | 0.3 |
| 8 years | 2.7 | 0.2 | 2.5 | 0.2 |
| 9 years | 1.4 | 0.2 | 2.0 | 0.2 |
| 10 years | 1.3 | 0.2 | 1.2 | 0.2 |
| 11 years | 0.9 | 0.1 | 0.9 | 0.1 |
| 12 years | 0.6[E] | 0.1 | 1.0 | 0.1 |
| 13 years | 0.6[E] | 0.1 | 0.5[E] | 0.1 |
| 14 years | 0.3[E] | 0.1 | 0.4[E] | 0.1 |
| 15 years | 0.2[E] | 0.1 | F | ... |
| 16 to 19 years | 0.5[E] | 0.1 | 0.2[E] | 0.1 |
| 20 years or more | 0.6[E] | 0.2 | 0.7[E] | 0.1 |
| **Sample size of apprentices used in calculations** | **17,301** | **...** | **10,512** | **...** |

... not applicable

[E] use with caution

F too unreliable to be published

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.3.1
## Apprenticeship experience in high school and reasons for registering for apprenticeship, Canada

| | Apprentice status, 2011-2013 | | | | | |
|---|---|---|---|---|---|---|
| | Completers | | Discontinuers | | Total | |
| | % | standard error | % | standard error | % | standard error |
| **Were registered in Youth Apprenticeship Program (YAP) in high school[1]** | | | | | | |
| Yes | 12.7 | 0.5 | 19.2 | 0.7 | 15.6 | 0.4 |
| No | 87.3 | 0.5 | 80.8 | 0.7 | 84.4 | 0.4 |
| **Sample size of apprentices used in calculations** | **14,978** | **...** | **9,826** | **...** | **24,804** | **...** |
| **Aware of apprenticeship programs in trades while in high school[2]** | | | | | | |
| Yes | 51.0 | 0.7 | 52.8 | 1.0 | 51.7 | 0.6 |
| No | 49.0 | 0.7 | 47.2 | 1.0 | 48.3 | 0.6 |
| **Sample size of apprentices used in calculations** | **15,412** | **...** | **8,804** | **...** | **24,216** | **...** |
| **Experience in other (non-YAP) trades-related program in high school[2]** | | | | | | |
| Trade / vocational / technical program only | 26.1 | 0.6 | 28.6 | 0.8 | 27.1 | 0.5 |
| Co-op / work experience program only | 8.7 | 0.4 | 9.6 | 0.6 | 9.0 | 0.3 |
| Both types of programs | 9.8 | 0.4 | 11.8 | 0.6 | 10.6 | 0.3 |
| Neither program | 55.5 | 0.7 | 50.0 | 0.9 | 53.3 | 0.6 |
| **Sample size of apprentices used in calculations** | **15,861** | **...** | **9,112** | **...** | **24,973** | **...** |
| **Reasons for registering for apprenticeship[3]** | | | | | | |
| Interested in trade | 46.5 | 0.7 | 43.1 | 0.8 | 45.0 | 0.5 |
| Liked working conditions | 22.1 | 0.6 | 16.8 | 0.6 | 19.8 | 0.4 |
| Expected steady job | 16.0 | 0.5 | 14.6 | 0.6 | 15.4 | 0.4 |
| Qualified for the trade | 11.1 | 0.5 | 13.7 | 0.6 | 12.2 | 0.4 |
| Employer recommended it | 10.9 | 0.5 | 11.9 | 0.6 | 11.4 | 0.4 |
| Needed a job, trade | 6.5 | 0.3 | 6.6 | 0.4 | 6.6 | 0.3 |
| Required by law / employer | 4.4 | 0.3 | 5.6 | 0.5 | 4.9 | 0.3 |
| Influenced by family | 8.1 | 0.4 | 7.2 | 0.4 | 7.7 | 0.3 |
| To gain or acquire knowledge | 13.0 | 0.5 | 13.3 | 0.6 | 13.2 | 0.4 |
| Other | 6.0 | 0.3 | 6.1 | 0.4 | 6.0 | 0.2 |
| **Sample size of apprentices used in calculations** | **17,465** | **...** | **10,921** | **...** | **28,386** | **...** |
| **Who influenced decision about learning a trade[3]** | | | | | | |
| Parent / brother / sister / spouse | 30.5 | 0.6 | 25.5 | 0.7 | 28.4 | 0.5 |
| Relatives or friends | 22.0 | 0.5 | 20.5 | 0.7 | 21.4 | 0.4 |
| High school guidance counsellor | 2.3 | 0.2 | 3.1 | 0.3 | 2.6 | 0.2 |
| Co-worker or tradesperson / another apprentice / journeyperson | 9.4 | 0.4 | 8.9 | 0.5 | 9.2 | 0.3 |
| An employer | 16.0 | 0.6 | 16.1 | 0.6 | 16.0 | 0.4 |
| Teacher / principal | 4.8 | 0.3 | 7.9 | 0.4 | 6.1 | 0.2 |
| No advice | 22.5 | 0.6 | 24.1 | 0.7 | 23.2 | 0.4 |
| Advertisement / newspaper ad | 1.6 | 0.2 | 1.6 | 0.2 | 1.6 | 0.1 |
| Other | 3.7 | 0.3 | 3.9 | 0.3 | 3.8 | 0.2 |
| **Sample size of apprentices used in calculations** | **17,474** | **...** | **10,908** | **...** | **28,382** | **...** |

... not applicable

1. Respondents who completed or discontinued their apprenticeships between 2011-2013, excluding those in Quebec.

2. Respondents who completed or discontinued their apprenticeships between 2011-2013, who were not registered in a YAP (non-Quebec residents) or who were living in Quebec, and who attended high school.

3. Respondents who completed or discontinued their apprenticeships between 2011-2013. Note that response categories are not mutually exclusive (i.e., apprentices could report more than one reason / influence). Therefore, columns will not sum to 100%.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.3.2
## Summary of work experience and course work during apprenticeship, Canada

| | Apprentice status, 2011-2013 | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Completers | | | Discontinuers | | | Total | | |
| | mean | % | standard error | mean | % | standard error | mean | % | standard error |
| **Number of employers[1]** | **2.2** | **...** | **3.0** | **1.9** | **...** | **3.6** | **2.1** | **...** | **2.3** |
| **Had only one employer during apprenticeship[1]** | | | | | | | | | |
| Yes | ... | 54.6 | 0.7 | ... | 62.9 | 0.8 | ... | 57.9 | 0.5 |
| No (had more than one employer) | ... | 45.4 | 0.7 | ... | 37.1 | 0.8 | ... | 42.1 | 0.5 |
| **Sample size of apprentices used in calculations** | **...** | **17,445** | **...** | **...** | **10,130** | **...** | **...** | **27,575** | **...** |
| **Found work (on-the-job training) as an apprentice easy[1]** | | | | | | | | | |
| Strongly agree | ... | 12.7 | 0.5 | ... | 13.8 | 0.6 | ... | 13.2 | 0.4 |
| Agree | ... | 50.5 | 0.7 | ... | 51.8 | 0.9 | ... | 51.0 | 0.5 |
| Disagree | ... | 32.4 | 0.6 | ... | 29.0 | 0.8 | ... | 31.0 | 0.5 |
| Strongly disagree | ... | 4.4 | 0.3 | ... | 5.4 | 0.4 | ... | 4.8 | 0.2 |
| **Sample size of apprentices used in calculations** | **...** | **17,344** | **...** | **...** | **10,075** | **...** | **...** | **27,419** | **...** |
| **Took required course work related to trade[2]** | | | | | | | | | |
| Yes | ... | 69.6 | 0.6 | ... | 44.0 | 0.8 | ... | 58.7 | 0.5 |
| No | ... | 30.4 | 0.6 | ... | 56.0 | 0.8 | ... | 41.3 | 0.5 |
| **Sample size of apprentices used in calculations** | **...** | **17,500** | **...** | **...** | **10,940** | **...** | **...** | **28,440** | **...** |
| **Course work schedule** | | | | | | | | | |
| Long block release | ... | 63.6 | 0.8 | ... | 49.5 | 1.3 | ... | 59.1 | 0.7 |
| Short block release | ... | 7.2 | 0.5 | ... | 6.5 | 0.6 | ... | 7.0 | 0.4 |
| Day release | ... | 6.9 | 0.4 | ... | 8.8 | 0.7 | ... | 7.5 | 0.4 |
| Self-paced | ... | 10.0 | 0.6 | ... | 11.7 | 0.9 | ... | 10.5 | 0.5 |
| Full-time | ... | 18.0 | 0.6 | ... | 27.9 | 1.1 | ... | 21.1 | 0.5 |
| Other | ... | 0.7[E] | 0.2 | ... | 1.1[E] | 0.3 | ... | 0.8[E] | 0.1 |
| **Sample size of apprentices used in calculations** | **...** | **13,377** | **...** | **...** | **5,317** | **...** | **...** | **18,694** | **...** |
| **Took required course work online / by correspondence[3]** | | | | | | | | | |
| Yes | ... | 8.7 | 0.6 | ... | 11.9 | 0.9 | ... | 9.7 | 0.5 |
| No | ... | 91.3 | 0.6 | ... | 88.1 | 0.9 | ... | 90.3 | 0.5 |
| **Sample size of apprentices used in calculations** | **...** | **13,411** | **...** | **...** | **5,353** | **...** | **...** | **18,764** | **...** |
| **Found YAP / DEP / required course work easy[4]** | | | | | | | | | |
| Strongly agree | ... | 19.6 | 0.6 | ... | 19.0 | 0.8 | ... | 19.4 | 0.5 |
| Agree | ... | 60.4 | 0.7 | ... | 60.0 | 1.1 | ... | 60.2 | 0.6 |
| Disagree | ... | 18.9 | 0.6 | ... | 19.2 | 0.8 | ... | 19.0 | 0.5 |
| Strongly disagree | ... | 1.2 | 0.2 | ... | 1.7 | 0.3 | ... | 1.4 | 0.1 |
| **Sample size of apprentices used in calculations** | **...** | **15,070** | **...** | **...** | **6,637** | **...** | **...** | **21,707** | **...** |

... not applicable

[E] use with caution

1. Respondents who completed or discontinued their apprenticeships between 2011-2013 and completed at least one hour of work in their trade during apprenticeship.
2. Respondents who completed or discontinued their apprenticeships between 2011-2013.
3. Respondents who completed or discontinued their apprenticeships between 2011-2013 and took required course work related to their trade.
4. Respondents who completed or discontinued their apprenticeships between 2011-2013 who had taken course work related to their trade or were registered in a YAP or have a DEP.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.3.3
## Difficulties encountered during apprenticeship, Canada

| | Apprentice status, 2011-2013 | | | | | |
|---|---|---|---|---|---|---|
| | Completers | | Discontinuers | | Total | |
| | % | standard error | % | standard error | % | standard error |
| **Experienced difficulty finding an employer who was hiring apprentices when starting apprenticeship[1]** | | | | | | |
| Yes | 16.2 | 0.5 | 23.3 | 0.7 | 19.2 | 0.4 |
| No | 83.8 | 0.5 | 76.7 | 0.7 | 80.8 | 0.4 |
| **Sample size of apprentices used in calculations** | **17,419** | **...** | **10,840** | **...** | **28,259** | **...** |
| **Experienced difficulty progressing through apprenticeship[2]** | | | | | | |
| Yes | 27.1 | 0.6 | 44.5 | 0.8 | 34.5 | 0.5 |
| No | 72.9 | 0.6 | 55.5 | 0.8 | 65.5 | 0.5 |
| **Sample size of apprentices used in calculations** | **17,503** | **...** | **10,927** | **...** | **28,430** | **...** |
| **Main type of difficulty encountered[3]** | | | | | | |
| Financial constraints | 28.3 | 1.1 | 21.7 | 1.0 | 24.7 | 0.7 |
| Employer, co-workers, union | 10.6 | 0.8 | 13.7 | 0.9 | 12.3 | 0.6 |
| Harassment or discrimination | 1.8[E] | 0.4 | 2.4 | 0.4 | 2.2 | 0.3 |
| Physical work environment / demands | 2.1[E] | 0.5 | 3.0 | 0.4 | 2.6 | 0.3 |
| Job instability | 17.6 | 0.9 | 24.2 | 1.0 | 21.2 | 0.7 |
| Personal or family issues | 6.3 | 0.6 | 9.2 | 0.7 | 7.9 | 0.5 |
| Apprenticeship board / Administration | 2.6 | 0.4 | 1.9 | 0.3 | 2.2 | 0.2 |
| Hours accreditation | 1.4[E] | 0.3 | 1.0 | 0.2 | 1.2 | 0.1 |
| Transportation issue | 5.0 | 0.6 | 2.9 | 0.4 | 3.8 | 0.3 |
| Issues with course work / teachers / exams | 12.3 | 0.9 | 7.6 | 0.7 | 9.7 | 0.5 |
| Other | 11.8 | 0.8 | 12.3 | 0.8 | 12.1 | 0.6 |
| **Sample size of apprentices used in calculations** | **5,265** | **...** | **5,146** | **...** | **10,411** | **...** |

... not applicable

[E] use with caution

1. Respondents who completed or discontinued their apprenticeships between 2011-2013. Quebec apprentices who did not have a diplôme d'études professionnelles (DEP) are excluded from question.
2. Respondents who completed or discontinued their apprenticeships between 2011-2013.
3. Respondents who completed or discontinued their apprenticeships between 2011-2013 and who encountered difficulties progressing through their apprenticeship.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.3.4
## Assessment of work experience and technical training, top 10 Red Seal trades, Canada

| | Red Seal trades | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Carpenter | | Construction electrician | | Automotive service technician | | Hairstylist | | Steamfitter / pipefitter | | Plumber | |
| | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error |
| **Work experience provided a sufficient variety of tasks to prepare apprentice well for exam[1]** | | | | | | | | | | | | |
| Yes | 72.7 | 0.9 | 78.4 | 0.8 | 81.0 | 1.0 | 83.5 | 1.0 | 80.9 | 1.0 | 80.8 | 1.1 |
| No | 27.3 | 0.9 | 21.6 | 0.8 | 19.0 | 1.0 | 16.5 | 1.0 | 19.1 | 1.0 | 19.2 | 1.1 |
| **Sample size of apprentices used in calculations** | **3,929** | **...** | **4,166** | **...** | **2,450** | **...** | **1,865** | **...** | **1,732** | **...** | **1,995** | **...** |
| **Apprentices' rating of technical training in providing up-to-date equipment / technology[2]** | | | | | | | | | | | | |
| Excellent | 39.2 | 1.1 | 29.3 | 0.9 | 40.2 | 1.3 | 28.1 | 1.4 | 29.2 | 1.3 | 33.1 | 1.4 |
| Good | 47.2 | 1.1 | 50.6 | 1.0 | 43.1 | 1.4 | 48.3 | 1.5 | 47.2 | 1.4 | 50.3 | 1.6 |
| Fair | 9.5 | 0.7 | 16.0 | 0.7 | 13.0 | 0.9 | 17.4 | 1.2 | 17.3 | 1.1 | 13.6 | 1.0 |
| Poor | 4.1 | 0.5 | 4.1 | 0.4 | 3.7 | 0.5 | 6.1 | 0.7 | 6.4 | 0.7 | 3.0 | 0.4 |
| **Sample size of apprentices used in calculations** | **3,106** | **...** | **3,409** | **...** | **1,983** | **...** | **1,474** | **...** | **1,401** | **...** | **1,607** | **...** |

| | Red Seal trades | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Welder | | Cook | | Industrial mechanic | | Industrial electrician | | Total (all apprentices in sample) | |
| | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error |
| **Work experience provided a sufficient variety of tasks to prepare apprentice well for exam[1]** | | | | | | | | | | |
| Yes | 84.3 | 1.2 | 86.3 | 0.9 | 80.6 | 0.8 | 75.5 | 1.1 | 80.9 | 0.4 |
| No | 15.7 | 1.2 | 13.7 | 0.9 | 19.4 | 0.8 | 24.5 | 1.1 | 19.1 | 0.4 |
| **Sample size of apprentices used in calculations** | **1,851** | **...** | **1,698** | **...** | **2,075** | **...** | **922** | **...** | **27,439** | **...** |
| **Apprentices' rating of technical training in providing up-to-date equipment / technology[2]** | | | | | | | | | | |
| Excellent | 51.5 | 1.7 | 49.7 | 1.3 | 36.1 | 1.0 | 27.7 | 1.2 | 35.3 | 0.6 |
| Good | 38.8 | 1.6 | 38.6 | 1.3 | 49.0 | 1.1 | 51.8 | 1.3 | 47.6 | 0.6 |
| Fair | 7.9 | 0.9 | 10.2 | 0.8 | 12.7 | 0.7 | 16.2 | 1.0 | 12.8 | 0.4 |
| Poor | 1.8[E] | 0.5 | 1.5[E] | 0.3 | 2.3 | 0.3 | 4.3 | 0.6 | 4.2 | 0.3 |
| **Sample size of apprentices used in calculations** | **1,479** | **...** | **1,296** | **...** | **1,710** | **...** | **740** | **...** | **21,727** | **...** |

... not applicable

[E] use with caution

1. Respondents who completed or discontinued their apprenticeships between 2011-2103 and completed at least one hour of work in their trade during apprenticeship.

2. Respondents who completed or discontinued their apprenticeships between 2011-2013 and had taken required course work related to their trade.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

**Table A.3.5**
## Discontinuers' work experience and technical training during apprenticeship and main reason for not completing, Canada

| | Apprentice status, 2011-2013 | |
|---|---|---|
| | Discontinuers | |
| | % | standard error |
| **Main reason for not completing apprenticeship[1]** | | |
| Financial constraints | 10.8 | 0.5 |
| Received an offer of a better job | 15.5 | 0.6 |
| Disliked the work | 7.8 | 0.5 |
| Physical work environment or demands | 2.2 | 0.2 |
| Job instability | 17.3 | 0.7 |
| Returned to school (not related to trade) | 4.1 | 0.3 |
| Disagreement with employer / co-workers | 4.4 | 0.4 |
| Harassment or discrimination | 1.4 | 0.2 |
| Personal or family issues | 10.6 | 0.5 |
| Switched trades / change in career path | 5.1 | 0.4 |
| Cancelled by apprenticeship board | 1.6 | 0.2 |
| Issues with course work / teachers / exams | 4.6 | 0.3 |
| Challenged exam | 1.4 | 0.2 |
| Other | 13.2 | 0.6 |
| **Sample size of apprentices used in calculations** | **10,861** | **...** |
| **Accumulated sufficient hours of work to be able to write trade exam[2]** | | |
| Yes | 44.9 | 0.9 |
| No | 55.1 | 0.9 |
| **Sample size of apprentices used in calculations** | **9,794** | **...** |
| **Proportion of required course work completed[3]** | | |
| Less than 25% | 7.5 | 0.7 |
| 25% | 18.4 | 0.9 |
| 26% to 49% | 7.0 | 0.6 |
| 50% | 13.3 | 0.8 |
| 51% to 74% | 4.6 | 0.5 |
| 75% | 12.0 | 0.8 |
| 76% to 99% | 4.5 | 0.5 |
| 100% | 32.7 | 1.2 |
| **Sample size of apprentices used in calculations** | **5,226** | **...** |

... not applicable

1. Respondents who discontinued their apprenticeships between 2011-2013.
2. Respondents who discontinued their apprenticeships between 2011-2013 and had at least one hour of work in their trade during apprenticeship.
3. Respondents who discontinued their apprenticeships between 2011-2013 and took required course work related to their trade.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.4.1
## Federal support for apprentices, Canada

| | Apprentice status, 2011-2013 | | | | | |
|---|---|---|---|---|---|---|
| | Completers | | Discontinuers | | Total | |
| | % | standard error | % | standard error | % | standard error |
| **Apprenticeship Incentive Grant (AIG)** | | | | | | |
| Aware of AIG when was apprentice | | | | | | |
| Yes | 73.8 | 0.6 | 45.3 | 0.8 | 61.7 | 0.5 |
| No | 26.2 | 0.6 | 54.7 | 0.8 | 38.3 | 0.5 |
| **Sample size of apprentices used in calculations (unweighted)** | **17,453** | **...** | **10,870** | **...** | **28,323** | **...** |
| Applied for AIG[1] | | | | | | |
| Yes | 90.3 | 0.5 | 42.5 | 1.2 | 75.5 | 0.5 |
| No | 9.7 | 0.5 | 57.5 | 1.2 | 24.5 | 0.5 |
| **Sample size of apprentices used in calculations** | **14,234** | **...** | **5,185** | **...** | **19,419** | **...** |
| Reasons apprentice[1] did not apply for AIG | | | | | | |
| Not aware of it at the time | 21.8 | 2.5 | 7.7 | 0.7 | 11.6 | 0.9 |
| Not eligible | 20.7 | 2.1 | 26.2 | 1.4 | 24.7 | 1.2 |
| Did not have required documentation to apply | 2.9[E] | 0.7 | 3.1[E] | 0.7 | 3.1[E] | 0.5 |
| Amount was not worth it | 5.5[E] | 1.2 | 5.3 | 0.8 | 5.4 | 0.7 |
| Not enough time | 13.7 | 2.0 | 6.4 | 0.8 | 8.4 | 0.8 |
| Difficult to obtain | 3.3[E] | 1.0 | 2.0[E] | 0.4 | 2.4[E] | 0.4 |
| Stopped my apprenticeship before I could apply | x | ... | 26.3 | 1.5 | 19.2 | 1.1 |
| Did not need the grant money | 10.2[E] | 1.7 | 8.4 | 0.9 | 8.9 | 0.8 |
| Other | 29.7 | 2.4 | 20.1 | 1.3 | 22.7 | 1.2 |
| **Sample size of apprentices used in calculations** | **1,006** | **...** | **2,738** | **...** | **3,744** | **...** |
| Application for AIG was approved… | | | | | | |
| Only in first year / level | 6.8 | 0.4 | 43.2 | 1.9 | 13.1 | 0.5 |
| Only in second year / level | 13.3 | 0.5 | 8.3 | 0.9 | 12.4 | 0.5 |
| Both first and second years / levels | 75.6 | 0.7 | 36.2 | 1.8 | 68.8 | 0.7 |
| Neither one | 4.3 | 0.3 | 12.2 | 1.2 | 5.7 | 0.4 |
| **Sample size of apprentices used in calculations** | **13,017** | **...** | **2,254** | **...** | **15,271** | **...** |
| **Apprenticeship Completion Grant (ACG)** | | | | | | |
| Aware of ACG when was apprentice | | | | | | |
| Yes | 75.6 | 0.6 | 35.3 | 0.8 | 58.5 | 0.5 |
| No | 24.4 | 0.6 | 64.7 | 0.8 | 41.5 | 0.5 |
| **Sample size of apprentices used in calculations** | **17,416** | **...** | **10,869** | **...** | **28,285** | **...** |
| Applied for ACG[1] | | | | | | |
| Yes | 90.6 | 0.5 | ... | ... | 70.4 | 0.6 |
| No | 9.2 | 0.5 | ... | ... | 17.0 | 0.5 |
| Stopped my apprenticeship before I could apply | 0.2[E] | 0.0 | ... | ... | 12.7 | 0.5 |
| **Sample size of apprentices used in calculations** | **14,384** | **...** | **3,994** | **...** | **18,378** | **...** |
| Reasons apprentice[1] did not apply for ACG: | | | | | | |
| Not aware of it at the time | 7.3[E] | 1.4 | 5.9[E] | 1.1 | 6.5 | 0.8 |
| Not eligible | 31.3 | 2.5 | 33.5 | 2.1 | 32.7 | 1.6 |
| Did not have required documentation to apply | 7.8[E] | 1.4 | 2.3[E] | 0.6 | 4.5 | 0.7 |
| Amount was not worth it | 4.2[E] | 1.1 | 3.1[E] | 1.0 | 3.5[E] | 0.7 |
| Not enough time | 14.1 | 2.1 | 3.6[E] | 0.7 | 7.8 | 1.0 |
| Difficult to obtain | 3.9[E] | 0.8 | 0.9[E] | 0.3 | 2.1[E] | 0.4 |
| Stopped my apprenticeship before I could apply | 2.7[E] | 0.8 | 40.9 | 2.2 | 25.5 | 1.5 |
| Did not need the grant money | 8.3[E] | 1.8 | 5.0[E] | 1.3 | 6.3[E] | 1.1 |
| Other | 27.3 | 2.5 | 10.7 | 1.3 | 17.4 | 1.3 |
| **Sample size of apprentices used in calculations** | **975** | **…** | **1,475** | **…** | **2,450** | **…** |
| Application for ACG was approved... | | | | | | |
| Yes | 97.3 | 0.3 | ... | ... | 96.6 | 0.3 |
| No | 2.7 | 0.3 | ... | ... | 3.2 | 0.3 |
| Stopped my apprenticeship before I could apply | x | ... | ... | ... | 0.2[E] | 0.0 |
| **Sample size of apprentices used in calculations** | **13,308** | **...** | **438** | **...** | **13,746** | **...** |

**Table A.4.1**
**Federal support for apprentices, Canada** (continued)

| | Apprentice status, 2011-2013 | | | | | |
|---|---|---|---|---|---|---|
| | Completers | | Discontinuers | | Total | |
| | % | standard error | % | standard error | % | standard error |
| **Utility of apprenticeship grants[2]** | | | | | | |
| Money from grants helped cover costs of apprenticeship | | | | | | |
| Strongly agree | 32.7 | 0.7 | 22.4 | 1.8 | 31.5 | 0.7 |
| Agree | 49.2 | 0.7 | 56.1 | 2.3 | 50.0 | 0.7 |
| Disagree | 14.3 | 0.5 | 17.7 | 1.8 | 14.7 | 0.5 |
| Strongly disagree | 3.8 | 0.3 | 3.7 | 0.5 | 3.8 | 0.3 |
| **Sample size of apprentices used in calculations** | **13,708** | **...** | **1,520** | **...** | **15,228** | **...** |
| Money from grants encouraged completion of apprenticeship | | | | | | |
| Strongly agree | 27.5 | 0.7 | 16.6 | 1.8 | 26.3 | 0.6 |
| Agree | 45.7 | 0.7 | 50.6 | 2.3 | 46.3 | 0.7 |
| Disagree | 21.8 | 0.6 | 27.5 | 2.0 | 22.4 | 0.6 |
| Strongly disagree | 5.0 | 0.3 | 5.4[E] | 0.9 | 5.0 | 0.3 |
| **Sample size of apprentices used in calculations** | **13,696** | **...** | **1,508** | **...** | **15,204** | **...** |
| **Tax credits** | | | | | | |
| Claimed a tax credit on income tax return for tools, tuition etc. | | | | | | |
| Yes | 45.2 | 0.7 | 26.4 | 0.7 | 37.2 | 0.5 |
| No | 54.8 | 0.7 | 73.6 | 0.7 | 62.8 | 0.5 |
| **Sample size of apprentices used in calculations** | **17,085** | **...** | **10,652** | **...** | **27,737** | **...** |
| Reasons apprentice did not claim a tax credit | | | | | | |
| Not aware of them | 55.0 | 1.0 | 57.3 | 1.0 | 56.2 | 0.7 |
| Not eligible | 14.0 | 0.7 | 16.4 | 0.8 | 15.2 | 0.5 |
| Did not have required documentation | 4.5 | 0.4 | 3.3 | 0.4 | 3.9 | 0.3 |
| Tax credit amount was not worth it | 7.7 | 0.5 | 5.3 | 0.4 | 6.5 | 0.3 |
| Forgot to claim on income tax return | 1.7 | 0.2 | 1.7 | 0.2 | 1.7 | 0.2 |
| Tax credits are difficult to get | 2.1 | 0.3 | 0.7[E] | 0.2 | 1.4 | 0.2 |
| Expenses were covered or paid for | 5.7 | 0.5 | 3.0 | 0.4 | 4.4 | 0.3 |
| Other | 14.2 | 0.7 | 16.8 | 0.8 | 15.5 | 0.5 |
| **Sample size of apprentices used in calculations** | **7,606** | **...** | **7,156** | **...** | **14,762** | **...** |

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

[E] use with caution

1. Respondents who were in a Red Seal trade and aware of the grant.

2. Respondents who were in a Red Seal trade, with an AIG approved in at least one year or an ACG approved.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.4.2
## Use of Employment Insurance (EI) program by apprentices, Canada

| | Apprentice status, 2011-2013 | | | | | |
|---|---|---|---|---|---|---|
| | Completers | | Discontinuers | | Total | |
| | % | standard error | % | standard error | % | standard error |
| **EI benefits during technical training[1]** | | | | | | |
| Applied for EI benefits during required course work periods | | | | | | |
| Yes | 66.0 | 0.8 | 44.2 | 1.2 | 59.1 | 0.7 |
| No | 34.0 | 0.8 | 55.8 | 1.2 | 40.9 | 0.7 |
| **Sample size of apprentices used in calculations (unweighted)** | **13,365** | **...** | **5,280** | **...** | **18,645** | **...** |
| Applied for EI / got information on EI from: | | | | | | |
| Federal government website | 10.0 | 0.5 | 11.2 | 1.1 | 10.2 | 0.5 |
| Service Canada representative | 13.4 | 0.6 | 12.5 | 1.2 | 13.2 | 0.6 |
| Trade school / teacher | 52.6 | 0.9 | 37.3 | 1.7 | 49.0 | 0.8 |
| Apprenticeship employer | 11.0 | 0.6 | 18.5 | 1.4 | 12.7 | 0.5 |
| Apprenticeship board of province / territory | 8.2 | 0.5 | 6.1 | 0.6 | 7.7 | 0.4 |
| Other apprentices or coworkers | 6.8 | 0.5 | 7.6 | 1.0 | 7.0 | 0.4 |
| Union | 4.4 | 0.4 | 4.6[E] | 0.8 | 4.4 | 0.4 |
| Trade school website | 1.9 | 0.2 | 2.1[E] | 0.6 | 1.9 | 0.2 |
| Provincial / territorial government website | 2.1 | 0.3 | 2.3[E] | 0.6 | 2.1 | 0.2 |
| Other | 5.1 | 0.4 | 8.3 | 0.8 | 5.9 | 0.4 |
| **Sample size of apprentices used in calculations** | **9,862** | **...** | **2,651** | **...** | **12,513** | **...** |
| **Received EI during technical training[1]** | | | | | | |
| Application for EI benefits approved | | | | | | |
| Yes | 98.1 | 0.2 | 96.5 | 0.6 | 97.7 | 0.2 |
| No | 1.9 | 0.2 | 3.5[E] | 0.6 | 2.3 | 0.2 |
| **Sample size of apprentices used in calculations** | **10,026** | **...** | **2,729** | **...** | **12,755** | **...** |
| Received first EI payment… | | | | | | |
| Much faster than expected | 2.1 | 0.3 | 2.1[E] | 0.6 | 2.1 | 0.3 |
| Faster than expected | 6.5 | 0.5 | 5.7 | 0.7 | 6.4 | 0.4 |
| As expected | 38.0 | 0.9 | 43.5 | 1.8 | 39.3 | 0.8 |
| Slower than expected | 24.4 | 0.8 | 22.0 | 1.5 | 23.8 | 0.7 |
| Much slower than expected | 29.0 | 0.8 | 26.7 | 1.6 | 28.5 | 0.7 |
| **Sample size of apprentices used in calculations** | **9,798** | **...** | **2,584** | **...** | **12,382** | **...** |
| **Did not receive EI during technical training** | | | | | | |
| Reasons EI denied / apprentice not eligible for EI during required course work[2] | | | | | | |
| Did not work sufficient number of hours | 19.0 | 2.8 | 34.5 | 3.6 | 26.9 | 2.4 |
| Did not contribute to EI program | 6.8[E] | 2.0 | 8.0[E] | 1.9 | 7.4[E] | 1.3 |
| Not enrolled in full-time required course work | 17.4[E] | 3.3 | 11.0[E] | 2.3 | 14.1 | 2.1 |
| Had an invalid job separation | 10.4[E] | 2.1 | 9.5[E] | 2.2 | 9.9 | 1.5 |
| Had a job | 19.6 | 3.0 | 17.3[E] | 3.3 | 18.4 | 2.3 |
| Paid by employer / employer paid apprenticeship | 5.9[E] | 1.7 | x | … | 3.5[E] | 0.9 |
| Going to school | 9.1[E] | 1.9 | 8.7[E] | 1.8 | 8.9 | 1.3 |
| Other | 17.5 | 2.9 | 18.0 | 2.8 | 17.7 | 2.0 |
| **Sample size of apprentices used in calculations** | **534** | **...** | **562** | **...** | **1,096** | **...** |
| **Reasons apprentice did not apply for EI during technical training[1]** | | | | | | |
| Not aware could apply | 10.5 | 0.8 | 15.7 | 1.2 | 12.7 | 0.7 |
| Did not think was eligible | 2.9 | 0.5 | 6.2 | 0.8 | 4.3 | 0.4 |
| Not eligible | 11.0 | 1.0 | 16.3 | 1.3 | 13.3 | 0.8 |
| Had a paid job | 51.5 | 1.6 | 35.6 | 1.8 | 44.7 | 1.2 |
| Did not need more money | 16.4 | 1.2 | 17.4 | 1.3 | 16.8 | 0.9 |
| Did not want to apply | 3.4[E] | 0.6 | 4.1[E] | 0.7 | 3.7 | 0.4 |
| Getting paid by employer / employer paid for course | 4.9 | 0.7 | 0.5[E] | 0.1 | 3.0 | 0.4 |
| Other | 5.9 | 0.7 | 11.6 | 1.1 | 8.3 | 0.6 |
| **Sample size of apprentices used in calculations** | **3,285** | **...** | **2,485** | **...** | **5,770** | **...** |
| **Regular EI benefits** | | | | | | |
| Received regular EI benefits when was apprentice | | | | | | |
| Yes | 28.8 | 0.6 | 26.2 | 0.7 | 27.7 | 0.5 |
| No | 71.2 | 0.6 | 73.8 | 0.7 | 72.3 | 0.5 |
| **Sample size of apprentices used in calculations** | **17,441** | **...** | **10,813** | **...** | **28,254** | **...** |

... not applicable
x suppressed to meet the confidentiality requirements of the *Statistics Act*
[E] use with caution
1. Respondents who had done some required course work.
2. Respondents who had done some required course work but did not apply for EI benefits because they thought they were not eligible or did not apply because they were not eligible, or their application was not approved.
**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.
**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.4.3
## Other sources of financial support during apprenticeship, Canada

| | Apprentice status, 2011-2013 | | | | | |
|---|---|---|---|---|---|---|
| | Completers | | Discontinuers | | Total | |
| | % | standard error | % | standard error | % | standard error |
| **Other sources of income** | | | | | | |
| Apprenticeship employer | 87.2 | 0.4 | 79.4 | 0.7 | 83.9 | 0.4 |
| Another employer | 4.7 | 0.3 | 9.3 | 0.5 | 6.7 | 0.3 |
| Did not have any income | 10.3 | 0.4 | 13.9 | 0.6 | 11.8 | 0.3 |
| Employment Insurance | 0.6 | 0.1 | 0.3[E] | 0.1 | 0.5 | 0.1 |
| Other | 0.9 | 0.1 | 2.9 | 0.3 | 1.7 | 0.1 |
| **Sample size of apprentices used in calculations (unweighted)** | **17,487** | **...** | **10,885** | **...** | **28,372** | **...** |
| Other sources of income (for those not approved for EI during technical training) | | | | | | |
| Apprenticeship employer | 59.1 | 1.2 | 41.3 | 1.5 | 52.4 | 1.0 |
| Another employer | 15.9 | 0.9 | 23.3 | 1.3 | 18.7 | 0.7 |
| Did not have any other income | 21.2 | 1.0 | 34.1 | 1.4 | 26.0 | 0.8 |
| Other | 7.3 | 0.7 | 5.4 | 0.6 | 6.6 | 0.5 |
| **Sample size of apprentices used in calculations** | **5,031** | **...** | **3,186** | **...** | **8,217** | **...** |
| **Other sources of financial support to help with apprenticeship expenses** | | | | | | |
| Received training allowances or other grants | | | | | | |
| Yes | 6.9 | 0.3 | 4.0 | 0.3 | 5.6 | 0.2 |
| No | 93.1 | 0.3 | 96.0 | 0.3 | 94.4 | 0.2 |
| **Sample size of apprentices used in calculations** | **17,477** | **...** | **10,915** | **...** | **28,392** | **...** |
| Employer topped up EI benefit during technical training[1] | | | | | | |
| Yes | 7.0 | 0.4 | 5.2 | 0.8 | 6.6 | 0.4 |
| No | 93.0 | 0.4 | 94.8 | 0.8 | 93.4 | 0.4 |
| **Sample size of apprentices used in calculations** | **9,611** | **...** | **2,491** | **...** | **12,102** | **...** |
| Other sources of assistance | | | | | | |
| Apprenticeship employer | 19.1 | 0.5 | 17.3 | 0.6 | 18.4 | 0.4 |
| Union | 2.4 | 0.2 | 2.1 | 0.2 | 2.3 | 0.2 |
| Family or friends | 10.4 | 0.4 | 14.1 | 0.5 | 12.0 | 0.3 |
| Did not receive financial support | 67.8 | 0.6 | 66.9 | 0.8 | 67.4 | 0.5 |
| Apprenticeship board | 0.2[E] | 0.1 | 0.1[E] | 0.0 | 0.1[E] | 0.0 |
| Federal or provincial government | 2.0 | 0.2 | 1.0 | 0.2 | 1.6 | 0.1 |
| Other | 0.9 | 0.1 | 1.4 | 0.2 | 1.1 | 0.1 |
| **Sample size of apprentices used in calculations** | **17,485** | **...** | **10,892** | **...** | **28,377** | **...** |
| **Loans[2]** | | | | | | |
| Borrowed money that had to be repaid | | | | | | |
| Yes | 21.8 | 0.6 | 23.8 | 0.9 | 22.4 | 0.5 |
| No | 78.2 | 0.6 | 76.2 | 0.9 | 77.6 | 0.5 |
| **Sample size of apprentices used in calculations** | **14,894** | **...** | **5,818** | **...** | **20,712** | **...** |
| Source of loan / help to pay fees | | | | | | |
| Government student loan | 27.0 | 1.4 | 34.3 | 2.2 | 29.3 | 1.2 |
| Loan from a bank or other financial institution / credit card / line of credit | 46.8 | 1.6 | 37.6 | 2.1 | 43.8 | 1.3 |
| Loan from family or friends | 35.3 | 1.4 | 37.1 | 2.2 | 35.9 | 1.2 |
| Other | 2.5[E] | 0.4 | 2.3[E] | 0.5 | 2.4 | 0.4 |
| **Sample size of apprentices used in calculations** | **3,541** | **...** | **1,590** | **...** | **5,131** | **...** |
| **Canada Apprentice Loan (CAL)[3]** | | | | | | |
| Aware of CAL | | | | | | |
| Yes | 28.1 | 0.7 | 31.9 | 1.1 | 29.3 | 0.6 |
| No | 71.9 | 0.7 | 68.1 | 1.1 | 70.7 | 0.6 |
| **Sample size of apprentices used in calculations** | **14,889** | **...** | **5,835** | **...** | **20,724** | **...** |
| Would have applied for CAL | | | | | | |
| Yes | 46.1 | 0.8 | 56.8 | 1.2 | 49.5 | 0.7 |
| No | 53.9 | 0.8 | 43.2 | 1.2 | 50.5 | 0.7 |
| **Sample size of apprentices used in calculations** | **12,423** | **...** | **4,919** | **...** | **17,342** | **...** |

... not applicable

[E] use with caution

1. Respondents who had completed some required course work and whose application for EI benefits was approved.
2. Respondents who had completed some required course work or a diplôme d'études professionnelles (DEP).
3. Respondents who had completed some required course work and were in a Red Seal trade.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.5.1
## Summary of certification by apprentice status, Canada

| | Apprenticeship status, 2011-2013 | | | |
|---|---|---|---|---|
| | Completers | | Discontinuers | |
| | % | standard error | % | standard error |
| **Completers' certification in trade[1]** | | | | |
| Has Certificate of Qualification in trade | 95.2 | 0.3 | ... | ... |
| Does not have Certificate of Qualification in trade | 4.8 | 0.3 | ... | ... |
| **Sample size of apprentices used in calculations** | **17,500** | **...** | **...** | **...** |
| **Discontinuers' certification in trade after registering again and completing same program[2]** | | | | |
| Obtained Certificate of Qualification in trade since discontinuing in 2011-2013 | ... | ... | 91.0 | 2.7 |
| Did not obtain Certificate of Qualification in trade since discontinuing in 2011-2013 | ... | ... | 9.0[E] | 2.7 |
| **Sample size of apprentices used in calculations** | **...** | **...** | **258** | **...** |
| **Attempted qualification exam[3]** | | | | |
| Yes | 70.4 | 3.1 | 9.9 | 0.5 |
| No | 29.6 | 3.1 | 90.1 | 0.5 |
| **Sample size of apprentices used in calculations** | **555** | **...** | **10,264** | **...** |

... not applicable

[E] use with caution

1. Respondents who completed their apprenticeships between 2011-2013.

2. Respondents who discontinued their apprenticeships between 2011-2013 and who have registered again in the same program and completed that program.

3. Respondents who completed or discontinued their apprenticeships between 2011-2013 and do not have a Certificate of Qualification.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.5.2
## Summary of completers' certification status, Canada

| | Apprentice status, 2011-2013 | |
|---|---|---|
| | Completers | |
| | % | standard error |
| **Certification by Red Seal trade status[1]** | | |
| In Red Seal trade, has Certificate of Qualification | 72.8 | 0.7 |
| Not in Red Seal trade, has Certificate of Qualification | 22.4 | 0.7 |
| In Red Seal trade, does not have Certificate of Qualification | 3.4 | 0.2 |
| Not in Red Seal trade, does not have Certificate of Qualification | 1.4 | 0.2 |
| **Sample size of apprentices used in calculations** | **17,500** | **...** |

... not applicable

1. Respondents who completed their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.5.3
## Summary of Red Seal endorsement, completers in Red Seal trades, Canada

| | Apprentice status, 2011- 2013 | |
|---|---|---|
| | Completers | |
| | % | standard error |
| **Have Red Seal endorsement[1]** | | |
| Yes | 79.0 | 0.6 |
| No | 21.0 | 0.6 |
| **Sample size of apprentices used in calculations** | **15,935** | **...** |
| **How Red Seal endorsement was obtained[2]** | | |
| Came with Certificate of Qualification | 44.8 | 0.7 |
| Wrote separate exam for Red Seal endorsement | 51.2 | 0.7 |
| Submitted grades to get Red Seal (after receiving Certificate of Qualification) | 3.5 | 0.3 |
| Other | 0.4[E] | 0.1 |
| **Sample size of apprentices used in calculations** | **13,306** | **...** |
| **Intend to apply for Red Seal endorsement[3]** | | |
| Intend to apply for endorsement | 42.0 | 1.5 |
| Do not intend to apply for endorsement | 58.0 | 1.5 |
| **Sample size of apprentices used in calculations** | **2,499** | **...** |
| **Reasons why apprentices in Red Seal trades do not intend to apply for Red Seal endorsement[4]** | | |
| Do not need | 56.9 | 2.3 |
| Not required by employer | 6.4[E] | 1.1 |
| Discouraged by employer | 0.5[E] | 0.2 |
| Not interested | 27.2 | 2.0 |
| Did not know about Red Seal endorsement | 3.2[E] | 0.9 |
| No longer working in trade | 3.0[E] | 0.7 |
| Not planning to move outside province | 5.3[E] | 1.0 |
| Other | 9.7 | 1.3 |
| **Sample size of apprentices used in calculations** | **1,369** | **...** |

... not applicable

[E] use with caution

1. Respondents who completed their apprenticeships in a Red Seal trade between 2011-2013 and who have a Certificate of Qualification.
2. Respondents who completed their apprenticeships in a Red Seal trade between 2011-2013 and who have a Certificate of Qualification and have a Red Seal endorsement.
3. Respondents who completed their apprenticeships in a Red Seal trade between 2011-2013 and who have a Certificate of Qualification but do not have a Red Seal endorsement.
4. Respondents who completed their apprenticeships in a Red Seal trade between 2011-2013, who have a Certificate of Qualification, and who do not have Red Seal endorsement and do not intend to apply for Red Seal endorsement.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.6.1
## Employment status by apprentice status, Canada

| | Apprentice status, 2011-2013 | | | | | |
|---|---|---|---|---|---|---|
| | Completers | | Discontinuers | | Total | |
| | % | standard error | % | standard error | % | standard error |
| **Worked at job / business week prior to interview[1]** | | | | | | |
| Yes | 83.2 | 0.5 | 76.8 | 0.7 | 80.5 | 0.4 |
| No | 16.8 | 0.5 | 23.2 | 0.7 | 19.5 | 0.4 |
| **Sample size of apprentices used in calculations** | **17,496** | **...** | **10,933** | **...** | **28,469** | **...** |
| **Full-time / Part-time status[2]** | | | | | | |
| Worked full-time (30 hours or more per week) | 97.4 | 0.2 | 93.5 | 0.5 | 95.8 | 0.2 |
| Worked part-time (Less than 30 hours per week) | 2.6 | 0.2 | 6.5 | 0.5 | 4.2 | 0.2 |
| **Sample size of apprentices used in calculations** | **15,652** | **...** | **9,068** | **...** | **24,720** | **...** |
| **Employment status of job held week prior to interview[2]** | | | | | | |
| Paid employee with permanent job | 80.8 | 0.6 | 77.0 | 0.8 | 79.3 | 0.5 |
| Paid employee with temporary job | 5.8 | 0.3 | 5.7 | 0.4 | 5.7 | 0.3 |
| Paid employee with seasonal job | 3.4 | 0.3 | 5.0 | 0.4 | 4.0 | 0.2 |
| Self-employed | 10.0 | 0.4 | 12.3 | 0.6 | 10.9 | 0.3 |
| Unpaid family worker | F | ... | F | ... | 0.0[E] | 0.0 |
| **Sample size of apprentices used in calculations** | **15,611** | **...** | **9,029** | **...** | **24,640** | **...** |

... not applicable

[E] use with caution

F too unreliable to be published

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

2. Respondents who completed or discontinued their apprenticeships between 2011-2013 and had a job in the week prior to NAS interview.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.6.2
## Employment status of completers in top 10 Red Seal trades, Canada

| | Red Seal trades | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Carpenter | | Construction electrician | | Automotive service technician | | Hairstylist | | Steamfitter / pipefitter | |
| | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error |
| **Worked at job / business week prior to interview[1]** | | | | | | | | | | |
| Yes | 82.7 | 1.0 | 79.7 | 0.9 | 91.7 | 0.8 | 77.4 | 1.5 | 79.2 | 1.2 |
| No | 17.3 | 1.0 | 20.3 | 0.9 | 8.3 | 0.8 | 22.6 | 1.5 | 20.8 | 1.2 |
| **Sample size of apprentices used in calculations** | **2,337** | **...** | **2,601** | **...** | **1,528** | **...** | **1,207** | **...** | **1,150** | **...** |
| **Employment status[2]** | | | | | | | | | | |
| Paid employee with permanent job | 67.2 | 1.2 | 82.3 | 1.0 | 93.4 | 0.8 | 75.2 | 1.6 | 59.0 | 1.5 |
| Paid employee with temporary job | 7.1 | 0.7 | 8.7 | 0.7 | F | ... | 2.3[E] | 0.6 | 23.3 | 1.3 |
| Paid employee with seasonal job | 6.4 | 0.7 | 1.4 | 0.2 | F | ... | F | ... | 4.0 | 0.6 |
| Self-employed | 19.2 | 1.0 | 7.6 | 0.7 | 5.1 | 0.7 | 21.8 | 1.6 | 13.7 | 1.1 |
| Unpaid family worker | ... | ... | ... | ... | ... | ... | x | ... | ... | ... |
| **Sample size of apprentices used in calculations** | **2,114** | **...** | **2,213** | **...** | **1,460** | **...** | **1,041** | **...** | **955** | **...** |

| | Red Seal trades | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Plumber | | Welder | | Cook | | Industrial mechanic (millwright) | | Industrial electrician | |
| | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error |
| **Worked at job / business week prior to interview[1]** | | | | | | | | | | |
| Yes | 86.0 | 1.3 | 74.7 | 1.5 | 84.0 | 1.0 | 88.8 | 0.7 | 89.2 | 0.8 |
| No | 14.0 | 1.3 | 25.3 | 1.5 | 16.0 | 1.0 | 11.2 | 0.7 | 10.8 | 0.8 |
| **Sample size of apprentices used in calculations** | **1,296** | **...** | **1,304** | **...** | **1,001** | **...** | **1,431** | **...** | **689** | **...** |
| **Employment status[2]** | | | | | | | | | | |
| Paid employee with permanent job | 77.5 | 1.8 | 68.0 | 1.8 | 85.4 | 1.0 | 89.8 | 0.7 | 95.9 | 0.5 |
| Paid employee with temporary job | 5.8 | 0.8 | 10.5 | 1.1 | 3.5 | 0.5 | 5.6 | 0.5 | 1.8[E] | 0.3 |
| Paid employee with seasonal job | 0.6[E] | 0.1 | 3.9[E] | 0.8 | 4.9 | 0.6 | 0.5[E] | 0.1 | x | ... |
| Self-employed | 16.0 | 1.8 | 17.6 | 1.5 | 6.2 | 0.7 | 4.0 | 0.5 | 1.8[E] | 0.3 |
| Unpaid family worker | x | ... | ... | ... | ... | ... | ... | ... | x | ... |
| **Sample size of apprentices used in calculations** | **1,161** | **...** | **1,075** | **...** | **898** | **...** | **1,340** | **...** | **662** | **...** |

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

[E] use with caution

F too unreliable to be published

1 Respondents who completed their apprenticeships between 2011-2013.

2 Respondents who completed their apprenticeships between 2011-2013 and had a job in the week prior to NAS interview.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.6.3
## Hourly wages and annual earnings for job held week prior to survey interview by apprentice status, Canada

| | Apprentice status, 2011-2013 | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Completers | | | | Discontinuers | | | | Total | | | |
| | mean | standard error | median | standard error | mean | standard error | median | standard error | mean | standard error | median | standard error |
| **Hourly wage (dollars)[1]** | 33.30 | 0.24 | 32.00 | 0.28 | 27.88 | 0.30 | 25.00 | 0.19 | 31.15 | 0.19 | 28.89 | 0.35 |
| **Annual earnings (dollars)[1]** | 69,511.76 | 529.83 | 65,174.00 | 649.13 | 59,782.10 | 823.94 | 52,140.00 | 304.66 | 65,646.70 | 450.49 | 60,000.00 | 366.55 |
| **Sample size of apprentices used in calculations** | **13,818** | **...** | **13,818** | **...** | **7,923** | **...** | **7,923** | **...** | **21,741** | **...** | **21,741** | **...** |

... not applicable

1. Respondents who completed or discontinued their apprenticeships between 2011-2013 and who were paid employees (i.e., not self-employed) at a job in the week prior to NAS interview and had stated a value for their wage / earnings.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.6.4
## Grouped hourly wages for job held week prior to survey interview by apprentice status, Canada

| | Apprentice status, 2011-2013 | | | | | |
|---|---|---|---|---|---|---|
| | Completers | | Discontinuers | | Total | |
| | % | standard error | % | standard error | % | standard error |
| **Hourly wage, grouped (in dollars)[1]** | | | | | | |
| Less than 10.00 | 0.5[E] | 0.1 | 0.6[E] | 0.1 | 0.5 | 0.1 |
| 10.00 to 14.99 | 7.0 | 0.5 | 12.5 | 0.6 | 9.2 | 0.4 |
| 15.00 to 19.99 | 10.6 | 0.5 | 17.9 | 0.7 | 13.5 | 0.4 |
| 20.00 to 24.99 | 11.8 | 0.6 | 18.5 | 0.8 | 14.5 | 0.4 |
| 25.00 to 29.99 | 12.7 | 0.5 | 15.8 | 0.7 | 13.9 | 0.4 |
| 30.00 to 34.99 | 14.7 | 0.5 | 12.4 | 0.7 | 13.8 | 0.4 |
| 35.00 to 39.99 | 17.3 | 0.6 | 7.5 | 0.5 | 13.4 | 0.4 |
| 40.00 to 44.99 | 10.4 | 0.4 | 5.6 | 0.5 | 8.5 | 0.3 |
| 45.00 to 49.99 | 5.6 | 0.3 | 2.8 | 0.3 | 4.5 | 0.2 |
| 50.00 or more | 9.4 | 0.4 | 6.4 | 0.5 | 8.2 | 0.3 |
| **Sample size of apprentices used in calculations** | **13,818** | **...** | **7,923** | **...** | **21,741** | **...** |

... not applicable

[E] use with caution

1. Respondents who completed or discontinued their apprenticeships between 2011-2013 and who were paid employees at a job in the week prior to NAS interview.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.6.5
## Employment characteristics by apprentice status, Canada

| | Apprentice status, 2011-2013 | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Completers | | | | Discontinuers | | | | Total | | | |
| | mean | standard error | % | standard error | mean | standard error | % | standard error | mean | standard error | % | standard error |
| **Mean number of employers since completing / discontinuing apprenticeship[1]** | 1.7 | 0.0 | ... | 0.0 | 1.9 | 0.0 | ... | ... | 1.8 | 0.0 | ... | 0.0 |
| **Sample size of apprentices used in calculations** | **15,537** | | **...** | **...** | **8,936** | | **...** | **...** | **24,473** | | **...** | **...** |
| **Number of employers since completing / discontinuing apprenticeship (grouped)[1]** | | | | | | | | | | | | |
| One employer | ... | ... | 74.3 | 0.6 | ... | ... | 64.4 | 0.9 | ... | ... | 70.3 | 0.5 |
| Two employers | ... | ... | 11.1 | 0.4 | ... | ... | 14.1 | 0.6 | ... | ... | 12.3 | 0.4 |
| Three employers | ... | ... | 6.4 | 0.3 | ... | ... | 9.1 | 0.6 | ... | ... | 7.5 | 0.3 |
| Four employers | ... | ... | 2.9 | 0.2 | ... | ... | 5.1 | 0.4 | ... | ... | 3.8 | 0.2 |
| Five or more employers | ... | ... | 5.3 | 0.3 | ... | ... | 7.2 | 0.4 | ... | ... | 6.0 | 0.3 |
| **Sample size of apprentices used in calculations** | **...** | **...** | **15,537** | **...** | | **...** | **8,936** | **...** | **...** | **...** | **24,473** | **...** |
| **Job related to trade[1]** | | | | | | | | | | | | |
| Yes | ... | | 88.5 | 0.5 | ... | ... | 38.7 | 0.9 | ... | ... | 68.4 | 0.5 |
| No | ... | | 11.5 | 0.5 | ... | ... | 61.3 | 0.9 | ... | ... | 31.6 | 0.5 |
| **Sample size of apprentices used in calculations** | **...** | | **15,640** | **...** | **...** | **...** | **9,039** | **...** | **...** | **...** | **24,679** | **...** |
| **Ever had job related to trade[2]** | | | | | | | | | | | | |
| Yes | ... | | 72.1 | 2.3 | ... | ... | 17.7 | 0.9 | ... | ... | 29.5 | 1.0 |
| No | ... | | 27.9 | 2.3 | ... | ... | 82.3 | 0.9 | ... | ... | 70.5 | 1.0 |
| **Sample size of apprentices used in calculations** | **...** | | **1,373** | **...** | **...** | **...** | **5,309** | **...** | **...** | **...** | **6,682** | **...** |
| **Did apprenticeship with employer[3]** | | | | | | | | | | | | |
| Yes | ... | | 53.2 | 0.8 | ... | ... | 25.4 | 0.9 | ... | ... | 42.1 | 0.6 |
| No | ... | | 46.8 | 0.8 | ... | ... | 74.6 | 0.9 | ... | ... | 57.9 | 0.6 |
| **Sample size of apprentices used in calculations** | **...** | | **13,907** | **...** | **...** | **...** | **7,984** | **...** | **...** | **...** | **21,891** | **...** |

... not applicable

1. Respondents who completed or discontinued their apprenticeships between 2011-2013 and had a job in the week prior to NAS interview.

2. Respondents who completed or discontinued their apprenticeships between 2011-2013 and had a job in the week prior to NAS interview where the work was not related to their trade.

3. Respondents who completed or discontinued their apprenticeships between 2011-2013 and had a job in the week prior to NAS interview and were not self-employed.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.6.6
## Employment characteristics for completers in top 10 Red Seal trades, Canada

| | Red Seal trades | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Carpenter | | Construction electrician | | Automotive service technician | | Hairstylist | | Steamfitter / pipefitter | |
| | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error |
| **Job related to trade[1]** | | | | | | | | | | |
| Yes | 92.5 | 0.7 | 94.8 | 0.6 | 89.0 | 1.0 | 79.8 | 1.5 | 95.7 | 0.6 |
| No | 7.5 | 0.7 | 5.2 | 0.6 | 11.0 | 1.0 | 20.2 | 1.5 | 4.3 | 0.6 |
| **Sample size of apprentices used in calculations** | **2,117** | **...** | **2,220** | **...** | **1,462** | **...** | **1,044** | **...** | **962** | **...** |
| **Ever had job related to trade[2]** | | | | | | | | | | |
| Yes | 80.0 | 4.1 | 85.3 | 4.3 | 70.4 | 4.5 | 83.8 | 3.1 | 83.7 | 5.3 |
| No | 20.0[E] | 4.1 | 14.7[E] | 4.3 | 29.6 | 4.5 | 16.2[E] | 3.1 | 16.3[E] | 5.3 |
| **Sample size of apprentices used in calculations** | **153** | **...** | **117** | **...** | **164** | **...** | **207** | **...** | **42** | **...** |
| **Did apprenticeship with employer[3]** | | | | | | | | | | |
| Yes | 45.1 | 1.5 | 46.7 | 1.3 | 54.2 | 1.6 | 42.7 | 2.3 | 45.8 | 1.6 |
| No | 54.9 | 1.5 | 53.3 | 1.3 | 45.8 | 1.6 | 57.3 | 2.3 | 54.2 | 1.6 |
| **Sample size of apprentices used in calculations** | **1,663** | **...** | **2,029** | **...** | **1,388** | **...** | **791** | **...** | **856** | **...** |

| | Red Seal trades | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Plumber | | Welder | | Cook | | Industrial mechanic (millwright) | | Industrial electrician | |
| | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error |
| **Job related to trade[1]** | | | | | | | | | | |
| Yes | 95.8 | 0.7 | 89.8 | 1.2 | 84.9 | 0.9 | 95.4 | 0.6 | 93.7 | 0.7 |
| No | 4.2[E] | 0.7 | 10.2 | 1.2 | 15.1 | 0.9 | 4.6 | 0.6 | 6.3 | 0.7 |
| **Sample size of apprentices used in calculations** | **1,161** | **...** | **1,076** | **...** | **899** | **...** | **1,340** | **...** | **663** | **...** |
| **Ever had job related to trade[2]** | | | | | | | | | | |
| Yes | 75.8 | 7.5 | 72.3 | 5.6 | 85.3 | 2.6 | 79.5 | 5.5 | 80.5 | 4.4 |
| No | 24.2[E] | 7.5 | 27.7[E] | 5.6 | 14.7[E] | 2.6 | 20.5[E] | 5.5 | 19.5[E] | 4.4 |
| **Sample size of apprentices used in calculations** | **55** | **...** | **102** | **...** | **140** | **...** | **55** | **...** | **41** | **...** |
| **Did apprenticeship with employer[3]** | | | | | | | | | | |
| Yes | 48.1 | 2.0 | 46.3 | 2.0 | 30.8 | 1.3 | 56.3 | 1.2 | 66.3 | 1.3 |
| No | 51.9 | 2.0 | 53.7 | 2.0 | 69.2 | 1.3 | 43.7 | 1.2 | 33.7 | 1.3 |
| **Sample size of apprentices used in calculations** | **972** | **...** | **932** | **...** | **846** | **...** | **1,291** | **...** | **650** | **...** |

... not applicable

[E] use with caution

1. Respondents who completed their apprenticeships between 2011-2013 and had a job in the week prior to NAS interview.
2. Respondents who completed their apprenticeships between 2011-2013 and had a job in the week prior to NAS interview where the work was not related to their trade.
3. Respondents who completed their apprenticeships between 2011-2013 and had a job in the week prior to the NAS interview and were not self-employed.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.6.7
## Apprentices working in same occupational group as training program trade, by apprentice status, Canada

| | Apprentice status, 2011-2013 | | | | | |
|---|---|---|---|---|---|---|
| | Completers | | Discontinuers | | Total | |
| | % | standard error | % | standard error | % | standard error |
| **Job in the week prior to the survey is in same occupational group as apprentice training program trade[1]** | | | | | | |
| Yes | 56.7 | 0.8 | 17.7 | 0.7 | 41.0 | 0.6 |
| No | 43.3 | 0.8 | 82.3 | 0.7 | 59.0 | 0.6 |
| **Sample size of apprentices used in calculations** | **15,608** | **...** | **8,972** | **...** | **24,580** | **...** |

... not applicable

1. Respondents who completed or discontinued their apprenticeships between 2011-2013 and had a job in the week prior to NAS interview and had a valid occupation code.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.6.8
## Occupation by National Occupational Classification (2011) broad group and working in apprentice trade, completers in top 10 Red Seal trades, Canada

| | Red Seal trade | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Carpenter | | Construction electrician | | Automotive service technician | | Hairstylist | | Steamfitter / pipefitter | | Plumber | |
| | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error |
| **NOC occupation (by broad group)[1]** | | | | | | | | | | | | |
| Management occupations | 12.3 | 0.8 | 1.4[E] | 0.3 | 1.7[E] | 0.5 | 1.7[E] | 0.5 | 2.0[E] | 0.5 | 1.6[E] | 0.4 |
| Business, finance and administrative occupations | 0.4[E] | 0.1 | F | ... | 1.3[E] | 0.4 | 4.8[E] | 0.8 | 0.8[E] | 0.2 | x | ... |
| Natural and applied sciences and related occupations | 1.8[E] | 0.3 | 4.3 | 0.6 | F | ... | F | ... | 2.7[E] | 0.5 | 0.8[E] | 0.3 |
| Health occupations | ... | ... | ... | ... | ... | ... | 1.3[E] | 0.4 | ... | ... | ... | ... |
| Education, law, and social, community and government services | 0.7[E] | 0.1 | 0.6[E] | 0.2 | F | ... | 3.1[E] | 0.7 | 0.6[E] | 0.2 | F | ... |
| Occupations in arts, culture, recreation and sport | x | ... | x | ... | x | ... | x | ... | x | ... | ... | ... |
| Sales and service occupations | 1.3[E] | 0.3 | F | ... | 2.8[E] | 0.6 | 86.2 | 1.3 | F | ... | 0.7[E] | 0.2 |
| Trades, transport / equipment operators, related occupations | 81.6 | 0.9 | 90.9 | 0.8 | 91.4 | 0.9 | F | ... | 87.6 | 1.0 | 94.1 | 0.9 |
| Natural resources / agriculture / related production occupations | 0.8[E] | 0.2 | 1.0[E] | 0.3 | F | ... | x | ... | 2.6[E] | 0.5 | x | ... |
| Occupations in manufacturing and utilities | 0.9[E] | 0.2 | 0.6[E] | 0.2 | 1.0[E] | 0.3 | x | ... | 2.7[E] | 0.5 | F | ... |
| **Sample size of apprentices used in calculations** | **2,112** | **...** | **2,217** | **...** | **1,457** | **...** | **1,036** | **...** | **958** | **...** | **1,159** | **...** |
| **Occupation in job held during week prior to the survey same as apprentice trade[1]** | | | | | | | | | | | | |
| Yes | 57.9 | 1.3 | 55.0 | 1.3 | 70.5 | 1.5 | 77.3 | 1.6 | 49.3 | 1.5 | 68.2 | 2.0 |
| No | 42.1 | 1.3 | 45.0 | 1.3 | 29.5 | 1.5 | 22.7 | 1.6 | 50.7 | 1.5 | 31.8 | 2.0 |
| **Sample size of apprentices used in calculations** | **2,113** | **...** | **2,218** | **...** | **1,458** | **...** | **1,041** | **...** | **960** | **...** | **1,159** | **...** |

| | Red Seal trade | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Welder | | Cook | | Industrial mechanic (millwright) | | Industrial electrician | | Total (all completers in sample) | |
| | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error |
| **NOC occupation (by broad group)[1]** | | | | | | | | | | |
| Management occupations | 2.3[E] | 0.6 | 5.6 | 0.7 | 1.7[E] | 0.3 | 1.6[E] | 0.3 | 3.1 | 0.2 |
| Business, finance and administrative occupations | F | ... | 1.6[E] | 0.3 | 0.7[E] | 0.2 | x | ... | 2.0 | 0.3 |
| Natural and applied sciences and related occupations | 2.5[E] | 0.6 | x | ... | 1.6[E] | 0.3 | 17.3 | 1.1 | 3.9 | 0.3 |
| Health occupations | ... | ... | F | ... | ... | ... | ... | ... | 0.4[E] | 0.1 |
| Education, law, and social, community and government services | 1.4[E] | 0.4 | 2.9[E] | 0.5 | 1.3[E] | 0.2 | 1.8[E] | 0.3 | 2.2 | 0.3 |
| Occupations in arts, culture, recreation and sport | x | ... | x | ... | x | ... | x | ... | 0.1[E] | 0.0 |
| Sales and service occupations | F | ... | 81.1 | 1.1 | 1.1[E] | 0.3 | 1.0[E] | 0.2 | 11.4 | 0.4 |
| Trades, transport / equipment operators, related occupations | 87.0 | 1.3 | 5.0 | 0.6 | 88.7 | 0.8 | 74.2 | 1.3 | 69.7 | 0.7 |
| Natural resources / agriculture / related production occupations | 1.2[E] | 0.4 | x | ... | 1.0[E] | 0.2 | x | ... | 2.6 | 0.3 |
| Occupations in manufacturing and utilities | 3.5[E] | 0.7 | 1.8[E] | 0.4 | 3.7 | 0.5 | 3.4[E] | 0.6 | 4.6 | 0.4 |
| **Sample size of apprentices used in calculations** | **1,075** | **...** | **894** | **...** | **1,337** | **...** | **661** | **...** | **15,585** | **...** |
| **Occupation in job held during week prior to the survey same as apprentice trade[1]** | | | | | | | | | | |
| Yes | 64.9 | 1.8 | 37.5 | 1.3 | 72.6 | 1.2 | 40.9 | 1.4 | 56.7 | 0.8 |
| No | 35.1 | 1.8 | 62.5 | 1.3 | 27.4 | 1.2 | 59.1 | 1.4 | 43.3 | 0.8 |
| **Sample size of apprentices used in calculations** | **1,077** | **...** | **899** | **...** | **1,337** | **...** | **662** | **...** | **15,608** | **...** |

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

[E] use with caution

F too unreliable to be published

1. Respondents who completed their apprenticeships between 2011-2013 and had a job in the week prior to the NAS interview and had a valid occupation code.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.6.9
## Industry sectors (NAICS) of completers in top 10 Red Seal trades, Canada

| | Red Seal trade | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Carpenter | | Construction electrician | | Automotive service technician | | Hairstylist | | Steamfitter / pipefitter | | Plumber | |
| | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error |
| **NAICS industry sectors**[1] | | | | | | | | | | | | |
| Agriculture, forestry, fishing and hunting | F | ... | F | ... | 1.0[E] | 0.3 | x | ... | x | ... | x | ... |
| Mining and quarrying and oil and gas extraction | 0.9[E] | 0.2 | 5.3 | 0.6 | 2.4 | 0.4 | x | ... | 9.4 | 1.0 | 0.7[E] | 0.2 |
| Utilities | 0.9[E] | 0.2 | 3.7 | 0.5 | x | ... | ... | ... | 1.4[E] | 0.3 | F | 0.0 |
| Construction | 89.4 | 0.8 | 75.7 | 1.2 | 4.9 | 0.7 | 1.7[E] | 0.5 | 72.4 | 1.4 | 88.8 | 1.2 |
| Manufacturing | 2.0[E] | 0.3 | 7.2 | 0.7 | 2.0[E] | 0.5 | 1.9[E] | 0.6 | 8.7 | 0.8 | 2.5[E] | 0.4 |
| Wholesale trade | 0.4[E] | 0.1 | F | ... | 4.8 | 0.7 | 0.7[E] | 0.2 | x | ... | F | 0.0 |
| Retail trade | F | ... | x | ... | 45.6 | 1.5 | 4.2[E] | 0.9 | F | ... | F | 0.0 |
| Transportation and warehousing | F | ... | 2.0[E] | 0.4 | 2.9[E] | 0.6 | F | ... | F | ... | x | ... |
| Information and cultural industries | x | ... | F | ... | x | ... | ... | ... | ... | ... | x | ... |
| Finance and insurance | x | ... | x | ... | ... | ... | 1.3[E] | 0.4 | ... | ... | ... | ... |
| Real estate and rental and leasing | 0.5[E] | 0.1 | 0.2[E] | 0.1 | F | ... | x | ... | x | ... | F | 0.0 |
| Professional, scientific and technical services | F | ... | 1.1[E] | 0.3 | x | ... | F | ... | 1.1[E] | 0.3 | F | 0.0 |
| Administration and support, waste management and remediation services | 0.8[E] | 0.2 | F | ... | 0.2[E] | 0.1 | F | ... | F | ... | x | ... |
| Educational services | 1.8[E] | 0.3 | 1.4[E] | 0.3 | 0.6[E] | 0.2 | 1.7[E] | 0.5 | 1.7[E] | 0.4 | 2.0[E] | 0.4 |
| Health care and social assistance | ... | ... | x | ... | ... | ... | 1.8[E] | 0.5 | ... | ... | x | ... |
| Arts, entertainment and recreation | F | ... | F | ... | x | ... | x | ... | x | ... | x | ... |
| Accommodation and food services | x | ... | x | ... | x | ... | 2.9[E] | 0.7 | x | ... | x | ... |
| Other services (except public administration) | F | ... | 1.0[E] | 0.3 | 33.0 | 1.5 | 81.0 | 1.5 | 1.5[E] | 0.4 | F | 0.0 |
| Public administration | 0.2[E] | 0.1 | F | ... | F | ... | ... | ... | 0.6[E] | 0.1 | F | 0.0 |
| **Sample size of apprentices used in calculations** | **2,053** | **...** | **2,172** | **...** | **1,433** | **...** | **1,010** | **...** | **948** | **...** | **1,117** | **...** |

| | Red Seal trade | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Welder | | Cook | | Industrial mechanic (millwright) | | Industrial electrician | | Total (all completers in sample) | |
| | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error |
| **NAICS industry sectors**[1] | | | | | | | | | | |
| Agriculture, forestry, fishing and hunting | 0.9[E] | 0.3 | x | ... | 0.8[E] | 0.2 | x | ... | 1.6 | 0.2 |
| Mining and quarrying and oil and gas extraction | 8.6 | 1.0 | x | ... | 17.5 | 0.9 | 12.4 | 0.9 | 4.6 | 0.3 |
| Utilities | F | 0.0 | ... | ... | 8.3 | 0.7 | 8.0 | 0.9 | 3.3 | 0.3 |
| Construction | 22.1 | 1.5 | 2.6[E] | 0.4 | 10.7 | 0.7 | 6.8 | 0.7 | 42.6 | 0.7 |
| Manufacturing | 26.6 | 1.6 | 4.0 | 0.6 | 46.9 | 1.2 | 56.8 | 1.4 | 12.7 | 0.6 |
| Wholesale trade | 3.4[E] | 0.7 | 0.9[E] | 0.3 | 3.2 | 0.5 | 2.2[E] | 0.4 | 3.0 | 0.3 |
| Retail trade | F | 0.0 | 3.9 | 0.6 | F | ... | x | ... | 4.7 | 0.3 |
| Transportation and warehousing | 3.7[E] | 0.8 | 2.0[E] | 0.4 | 0.0 | 0.5 | 3.1 | 0.5 | 3.8 | 0.3 |
| Information and cultural industries | ... | ... | x | ... | ... | ... | x | ... | 1.1[E] | 0.2 |
| Finance and insurance | x | ... | x | ... | ... | ... | x | ... | 0.4[E] | 0.1 |
| Real estate and rental and leasing | x | ... | 0.5[E] | 0.2 | x | ... | x | ... | 0.7[E] | 0.1 |
| Professional, scientific and technical services | F | 0.0 | 1.4[E] | 0.3 | x | ... | 1.8[E] | 0.4 | 1.0[E] | 0.2 |
| Administration and support, waste management and remediation services | x | ... | F | ... | 0.0[E] | 0.1 | x | ... | 2.6 | 0.3 |
| Educational services | 1.5[E] | 0.4 | 3.9 | 0.6 | 0.0[E] | 0.3 | 3.0 | 0.5 | 2.0 | 0.2 |
| Health care and social assistance | ... | ... | 0.9[E] | 0.3 | x | ... | x | ... | 1.0[E] | 0.2 |
| Arts, entertainment and recreation | x | ... | 5.0 | 0.7 | 0.0[E] | 0.2 | x | ... | 0.7[E] | 0.1 |
| Accommodation and food services | x | ... | 70.6 | 1.3 | x | ... | x | ... | 2.8 | 0.2 |
| Other services (except public administration) | 30.0 | 1.8 | 2.0[E] | 0.4 | 0.0 | 0.5 | 1.2[E] | 0.3 | 10.8 | 0.4 |
| Public administration | x | ... | F | ... | 0.0[E] | 0.1 | 1.0[E] | 0.2 | 0.6[E] | 0.1 |
| **Sample size of apprentices used in calculations** | **1,057** | **...** | **790** | **...** | **1,317** | **...** | **630** | **...** | **15,125** | **...** |

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

[E] use with caution

F too unreliable to be published

1. Respondents who completed their apprenticeships between 2011-2013 and had a job in the week prior to NAS interview and had a valid industry code.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.6.10
## Job benefits by apprentice status, Canada

| | Apprentice status, 2011-2013 | | | | | |
|---|---|---|---|---|---|---|
| | Completers | | Discontinuers | | Total | |
| | % | standard error | % | standard error | % | standard error |
| **Job has benefits (one or more types)[1]** | | | | | | |
| Yes | 90.2 | 0.5 | 86.4 | 0.7 | 88.7 | 0.4 |
| No | 9.8 | 0.5 | 13.6 | 0.7 | 11.3 | 0.4 |
| **Types of benefits[1]** | | | | | | |
| Extended health care benefits | 76.9 | 0.7 | 71.8 | 0.9 | 74.9 | 0.5 |
| Dental plan | 74.5 | 0.7 | 69.9 | 0.9 | 72.6 | 0.6 |
| Retirement plan benefits | 61.5 | 0.8 | 55.5 | 1.0 | 59.1 | 0.6 |
| Paid vacation | 79.1 | 0.6 | 74.9 | 0.8 | 77.4 | 0.5 |
| Sick leave benefits | 47.2 | 0.8 | 52.0 | 1.0 | 49.1 | 0.6 |
| Other | 26.9 | 0.7 | 25.9 | 0.9 | 26.5 | 0.5 |
| **Sample size of apprentices used in calculations** | **13,854** | **...** | **7,923** | **...** | **21,777** | **...** |

... not applicable

1. Respondents who completed or discontinued their apprenticeships between 2011-2013 and who worked as paid employees in the week prior to NAS interview.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.6.11
## Job satisfaction by apprentice status, Canada

| | Apprentice status, 2011-2013 | | | | | |
|---|---|---|---|---|---|---|
| | Completers | | Discontinuers | | Total | |
| | % | standard error | % | standard error | % | standard error |
| **Satisfaction with pay[1]** | | | | | | |
| Very satisfied | 28.6 | 0.7 | 24.4 | 0.8 | 26.9 | 0.5 |
| Satisfied | 60.6 | 0.8 | 62.0 | 1.0 | 61.1 | 0.6 |
| Dissatisfied | 8.8 | 0.5 | 10.5 | 0.6 | 9.5 | 0.4 |
| Very dissatisfied | 2.1 | 0.2 | 3.1 | 0.4 | 2.5 | 0.2 |
| **Sample size of apprentices used in calculations** | **13,888** | **...** | **7,952** | **...** | **21,840** | **...** |
| **Satisfaction with job security[1]** | | | | | | |
| Very satisfied | 39.4 | 0.8 | 40.9 | 1.0 | 40.0 | 0.6 |
| Satisfied | 49.8 | 0.8 | 48.4 | 1.0 | 49.3 | 0.6 |
| Dissatisfied | 8.2 | 0.4 | 8.4 | 0.6 | 8.3 | 0.3 |
| Very dissatisfied | 2.5 | 0.2 | 2.3 | 0.3 | 2.4 | 0.2 |
| **Sample size of apprentices used in calculations** | **13,835** | **...** | **7,928** | **...** | **21,763** | **...** |
| **Satisfaction with health and safety conditions[1]** | | | | | | |
| Very satisfied | 47.4 | 0.8 | 49.8 | 1.0 | 48.3 | 0.6 |
| Satisfied | 47.2 | 0.8 | 44.8 | 1.0 | 46.2 | 0.6 |
| Dissatisfied | 4.5 | 0.3 | 4.3 | 0.4 | 4.4 | 0.3 |
| Very dissatisfied | 1.0 | 0.2 | 1.1[E] | 0.2 | 1.0 | 0.1 |
| **Sample size of apprentices used in calculations** | **13,876** | **...** | **7,947** | **...** | **21,823** | **...** |

... not applicable

[E] use with caution

1. Respondents who completed or discontinued their apprenticeships between 2011-2013 and who worked as paid employees in the week prior to NAS interview.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.7.1
## Mobility during 12 months prior to apprenticeship, Canada

| | Apprentice status, 2011-2013 | | | | | |
|---|---|---|---|---|---|---|
| | Completers | | Discontinuers | | Total | |
| | % | standard error | % | standard error | % | standard error |
| **Mobility 12 months prior to apprenticeship[1]** | | | | | | |
| Moved from another province / territory / country for apprenticeship | 2.3 | 0.2 | 2.2 | 0.3 | 2.3 | 0.2 |
| Moved from another province / territory / country for other reason | 9.6 | 0.4 | 11.7 | 0.5 | 10.5 | 0.3 |
| Stayed in same province / territory | 88.0 | 0.4 | 86.1 | 0.6 | 87.2 | 0.3 |
| **Sample size of apprentices used in calculations** | **17,508** | **...** | **10,947** | **...** | **28,455** | **...** |

... not applicable

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.7.2
## Mobility during apprenticeship by apprentice status, Canada

| | Apprentice status, 2011-2013 | | | | | |
|---|---|---|---|---|---|---|
| | Completers | | Discontinuers | | Total | |
| | % | standard error | % | standard error | % | standard error |
| **Worked outside of province / territory as an apprentice[1]** | | | | | | |
| Has done work outside province as an apprentice | 7.7 | 0.3 | 6.7 | 0.5 | 7.3 | 0.3 |
| Has not done work outside province as an apprentice | 92.3 | 0.3 | 93.3 | 0.5 | 92.7 | 0.3 |
| **Sample size of apprentices used in calculations** | **16,728** | **...** | **9,772** | **...** | **26,500** | **...** |
| **Reason why worked outside province / territory as an apprentice[2]** | | | | | | |
| Job took you there | 64.2 | 1.9 | 60.7 | 3.4 | 62.9 | 1.8 |
| Work shortage in region | 9.3 | 0.8 | 13.1[E] | 2.4 | 10.7 | 1.0 |
| Better pay / working conditions or better job opportunities | 13.1 | 1.2 | 17.6 | 2.5 | 14.8 | 1.2 |
| Other | 13.4 | 1.6 | 8.6[E] | 1.7 | 11.6 | 1.2 |
| **Hours worked in other province / territory credited toward apprenticeship[2]** | | | | | | |
| Yes | 84.0 | 1.7 | 69.0 | 3.3 | 78.7 | 1.6 |
| No | 16.0 | 1.7 | 31.0 | 3.3 | 21.3 | 1.6 |
| **Sample size of apprentices used in calculations** | **1,823** | **...** | **655** | **...** | **2,478** | **...** |
| **Able to transfer hours / required course work to another province[3]** | | | | | | |
| Yes | 78.6 | 3.1 | 72.3 | 4.2 | 76.4 | 2.5 |
| No | 21.4 | 3.1 | 27.7 | 4.2 | 23.6 | 2.5 |
| **Sample size of apprentices used in calculations** | **751** | **...** | **399** | **...** | **1,150** | **...** |

... not applicable

[E] use with caution

1. Respondents who completed or discontinued their apprenticeships between 2011-2013 in one province / territory and completed at least one hour of work in their trade during apprenticeship.

2. Respondents who completed or discontinued their apprenticeships between 2011-2013 in one province / territory and completed at least one hour of work in their trade during apprenticeship and worked as an apprentice outside their province / territory, but was an apprentice / registered in only one province.

3. Respondents who completed or discontinued their apprenticeships between 2011 and 2013 in one province / territory and completed at least one hour of work in their trade during apprenticeship and worked as an apprentice outside their province / territory and was an apprentice / registered in more than one province.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.7.3
## Province / territory of registration, province / territory of residence at time of survey (2015), and province / territory of employment (2015), Canada

| | Completers | | Discontinuers | | Total | |
|---|---|---|---|---|---|---|
| | % | standard error | % | standard error | % | standard error |
| **Province / territory of registration and province / territory of residence at time of survey (2015)[1]** | | | | | | |
| Different province / territory | 5.0 | 0.3 | 8.7 | 0.5 | 6.6 | 0.3 |
| Same province / territory | 95.0 | 0.3 | 91.3 | 0.5 | 93.4 | 0.3 |
| **Sample size of apprentices used in calculations** | **17,514** | **...** | **10,955** | **...** | **28,469** | **...** |
| **Province / territory of residence at time of survey (2015) and province / territory of job held during week prior to survey[2]** | | | | | | |
| Different province / territory | 4.0 | 0.3 | 3.6 | 0.4 | 3.8 | 0.2 |
| Same province / territory | 96.0 | 0.3 | 96.4 | 0.4 | 96.2 | 0.2 |
| **Sample size of apprentices used in calculations** | **13,322** | **...** | **7,534** | **...** | **20,856** | **...** |

... not applicable

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

2. Respondents who completed or discontinued their apprenticeships between 2011-2013 and had a job in the week prior to NAS interview, who were not self-employed, and whose province / territory of residence was reported by the respondent at the time of survey.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.7.4
## Province / territory of residence at time of survey by province / territory of job held during week prior to survey, by province / territory of residence, Canada

| | Apprentices' Province / Territory of job held (during the week prior to survey) | | | | |
|---|---|---|---|---|---|
| | Different province / territory | | Same province / territory | | Sample size of apprentices used in calculations |
| | % | standard error | % | standard error | |
| **Apprentices' province / territory of residence at time of survey[1]** | | | | | |
| Newfoundland and Labrador | 10.6[E] | 2.5 | 89.4 | 2.5 | **1,078** |
| Prince Edward Island | F | ... | 84.6 | 5.9 | **229** |
| Nova Scotia | 14.2 | 1.7 | 85.8 | 1.7 | **1,339** |
| New Brunswick | 11.1 | 0.9 | 88.9 | 0.9 | **1,100** |
| Quebec | 2.8[E] | 0.5 | 97.2 | 0.5 | **2,640** |
| Ontario | 2.0[E] | 0.4 | 98.0 | 0.4 | **4,101** |
| Manitoba | 3.4 | 0.4 | 96.6 | 0.4 | **1,662** |
| Saskatchewan | 6.4[E] | 1.1 | 93.6 | 1.1 | **2,037** |
| Alberta | 3.0 | 0.5 | 97.0 | 0.5 | **3,759** |
| British Columbia | 5.9 | 0.7 | 94.1 | 0.7 | **2,665** |
| Yukon | F | ... | 95.8 | 1.7 | **103** |
| Northwest Territories | 5.0[E] | 1.4 | 95.0 | 1.4 | **115** |
| Nunavut | ... | ... | 100.0 | 0.0 | **28** |

... not applicable

[E] use with caution

F too unreliable to be published

1. Respondents who completed or discontinued their apprenticeships between 2011-2013, who had a job in the week prior to NAS interview, who were not self-employed, and whose province / territory of residence was reported by the respondent at the time of survey.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.7.5
## Province / Territory of the job held during the week prior to the survey for apprentices residing and working in different Province / Territory, Canada

| | Apprentices residing and working in different province or territory | |
|---|---|---|
| | % | standard error |
| **Province / territory of job held during week prior to survey[1]** | | |
| Newfoundland and Labrador | 1.4[E] | 0.3 |
| Prince Edward Island | F | ... |
| Nova Scotia | F | ... |
| New Brunswick | F | ... |
| Quebec | F | ... |
| Ontario | 13.2[E] | 2.4 |
| Manitoba | F | ... |
| Saskatchewan | 9.6[E] | 1.9 |
| Alberta | 50.8 | 3.2 |
| British Columbia | 6.6[E] | 1.4 |
| Yukon | F | ... |
| Northwest Territories | 3.3[E] | 1.0 |
| Nunavut | F | ... |
| Outside Canada | F | ... |
| **Sample size of apprentices used in calculations** | **1,007** | **...** |

... not applicable

[E] use with caution

F too unreliable to be published

1. Respondents who completed or discontinued their apprenticeships between 2011-2013, whose job during the week prior to the NAS interview was in a different province / territory than their province / territory of residence at the time of survey and whose province / territory of residence was reported by the respondent at the time of survey.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.7.6
## Mobility by Red Seal trade status, Canada

| | Apprentice in a Red Seal trade | | Apprentice not in a Red Seal trade | |
|---|---|---|---|---|
| | % | standard error | % | standard error |
| **Province / territory of registration and province / territory of residence at time of survey (2015)[1]** | | | | |
| Different province / territory | 6.9 | 0.3 | 5.2 | 0.6 |
| Same province / territory | 93.1 | 0.3 | 94.8 | 0.6 |
| **Sample size of apprentices used in calculations** | **26,974** | **...** | **1,495** | **...** |
| **Province / territory of residence at time of survey (2015) and province / territory of job held during week prior to survey[2]** | | | | |
| Different province / territory | 4.1 | 0.2 | 2.9[E] | 0.6 |
| Same province / territory | 95.9 | 0.2 | 97.1 | 0.6 |
| **Sample size of apprentices used in calculations** | **19,732** | **...** | **1,124** | **...** |

... not applicable

[E] use with caution

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

2. Respondents who completed or discontinued their apprenticeships between 2011-2013 and had a job the week prior to the NAS interview, who were not self-employed, and whose province / territory of residence is based on what respondent reported at the time of survey.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

**Table A.7.7**

## Province / territory of registration, province / territory of residence at the time of the survey (2015), and province / territory of job held during the week prior to the survey, top 10 Red Seal trades, Canada

| | Red Seal trade | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Carpenter | | Construction electrician | | Automotive service technician | | Hairstylist | | Steamfitter / pipefitter | |
| | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error |
| **Province / territory of registration and province / territory of residence at time of survey (2015)[1]** | | | | | | | | | | |
| Different province / territory | 5.3 | 0.4 | 6.2 | 0.4 | 5.2 | 0.5 | 5.9 | 0.6 | 11.1 | 1.0 |
| Same province / territory | 94.7 | 0.4 | 93.8 | 0.4 | 94.8 | 0.5 | 94.1 | 0.6 | 88.9 | 1.0 |
| **Sample size of apprentices used in calculations** | **4,069** | **...** | **4,288** | **...** | **2,495** | **...** | **1,931** | **...** | **1,811** | **...** |
| **Province / territory of residence at time of survey (2015) and province / territory of job held during week prior to survey[2]** | | | | | | | | | | |
| Different province / territory | 3.2 | 0.4 | 4.6 | 0.4 | 1.2[E] | 0.2 | 0.6[E] | 0.2 | 9.2 | 0.9 |
| Same province / territory | 96.8 | 0.4 | 95.4 | 0.4 | 98.8 | 0.2 | 99.4 | 0.2 | 90.8 | 0.9 |
| **Sample size of apprentices used in calculations** | **3,023** | **...** | **3,023** | **...** | **1,949** | **...** | **1,304** | **...** | **1,268** | **...** |

| | Red Seal trade | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Plumber | | Welder | | Cook | | Industrial mechanic (millwright) | | Industrial electrician | |
| | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error |
| **Province / territory of registration and province / territory of residence at time of survey (2015)[1]** | | | | | | | | | | |
| Different province / territory | 5.1 | 0.5 | 7.7 | 0.8 | 9.2 | 0.7 | 7.0 | 0.5 | 3.5 | 0.4 |
| Same province / territory | 94.9 | 0.5 | 92.3 | 0.8 | 90.8 | 0.7 | 93.0 | 0.5 | 96.5 | 0.4 |
| **Sample size of apprentices used in calculations** | **2,053** | **...** | **1,937** | **...** | **1,750** | **...** | **2,186** | **...** | **977** | **...** |
| **Province / territory of residence at time of survey (2015) and province / territory of job held during week prior to survey[2]** | | | | | | | | | | |
| Different province / territory | 4.9 | 0.5 | 5.5 | 0.8 | 2.7 | 0.4 | 5.0 | 0.4 | 3.5 | 0.4 |
| Same province / territory | 95.1 | 0.5 | 94.5 | 0.8 | 97.3 | 0.4 | 95.0 | 0.4 | 96.5 | 0.4 |
| **Sample size of apprentices used in calculations** | **1,450** | **...** | **1,345** | **...** | **1,305** | **...** | **1,693** | **...** | **770** | **...** |

... not applicable

[E] use with caution

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

2. Respondents who completed or discontinued their apprenticeships between 2011-2013 and had a job the week prior to NAS interview, who were not self-employed, and whose province / territory of residence is based on what respondent reported at the time of survey.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.8.1
## Attitudes toward trades by apprentice status, Canada

| | Apprentice status, 2011-2013 | | | | | |
|---|---|---|---|---|---|---|
| | Completers | | Discontinuers | | Total | |
| | % | standard error | % | standard error | % | standard error |
| **Being an apprentice / An apprenticeship program is the best way to learn a trade[1]** | | | | | | |
| Strongly agree | 47.2 | 0.7 | 35.9 | 0.8 | 42.4 | 0.5 |
| Agree | 46.9 | 0.7 | 51.3 | 0.8 | 48.8 | 0.5 |
| Disagree | 5.1 | 0.3 | 10.4 | 0.5 | 7.3 | 0.3 |
| Strongly disagree | 0.8[E] | 0.1 | 2.3 | 0.2 | 1.5 | 0.1 |
| **Sample size of apprentices used in calculations** | **17,403** | **...** | **10,787** | **...** | **28,190** | **...** |
| **Trade occupations pay better than other jobs[1]** | | | | | | |
| Strongly agree | 18.4 | 0.5 | 18.7 | 0.7 | 18.5 | 0.4 |
| Agree | 62.1 | 0.7 | 59.4 | 0.9 | 61.0 | 0.5 |
| Disagree | 17.8 | 0.5 | 19.7 | 0.7 | 18.6 | 0.4 |
| Strongly disagree | 1.6 | 0.2 | 2.2 | 0.3 | 1.9 | 0.1 |
| **Sample size of apprentices used in calculations** | **16,927** | **...** | **10,535** | **...** | **27,462** | **...** |
| **Trades are a second-choice career[1]** | | | | | | |
| Strongly agree | 4.9 | 0.3 | 5.9 | 0.4 | 5.3 | 0.2 |
| Agree | 33.5 | 0.7 | 37.6 | 0.9 | 35.2 | 0.5 |
| Disagree | 47.5 | 0.7 | 45.8 | 0.9 | 46.8 | 0.5 |
| Strongly disagree | 14.1 | 0.5 | 10.7 | 0.5 | 12.7 | 0.4 |
| **Sample size of apprentices used in calculations** | **17,253** | **...** | **10,704** | **...** | **27,957** | **...** |
| **Canadians increasingly see trades as a good career option[1]** | | | | | | |
| Strongly agree | 37.1 | 0.7 | 30.7 | 0.8 | 34.4 | 0.5 |
| Agree | 56.2 | 0.7 | 62.2 | 0.8 | 58.7 | 0.5 |
| Disagree | 5.8 | 0.3 | 6.2 | 0.4 | 6.0 | 0.2 |
| Strongly disagree | 0.9 | 0.1 | 0.9 | 0.1 | 0.9 | 0.1 |
| **Sample size of apprentices used in calculations** | **17,321** | **...** | **10,777** | **...** | **28,098** | **...** |

... not applicable

[E] use with caution

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.8.2
## Attitudes toward trades, top 10 Red Seal trades, Canada

| | Red Seal trade | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Carpenter | | Construction electrician | | Automotive service technician | | Hairstylist | | Steamfitter / pipefitter | |
| | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error |
| **Being an apprentice / An apprenticeship program is the best way to learn a trade[1]** | | | | | | | | | | |
| Strongly agree | 40.5 | 1.0 | 51.8 | 0.9 | 47.6 | 1.2 | 41.5 | 1.4 | 46.9 | 1.4 |
| Agree | 47.0 | 1.0 | 43.4 | 0.9 | 44.7 | 1.2 | 50.3 | 1.4 | 45.4 | 1.4 |
| Disagree | 10.6 | 0.6 | 4.0 | 0.3 | 6.3 | 0.6 | 6.6 | 0.6 | 6.1 | 0.7 |
| Strongly disagree | 1.9 | 0.3 | 0.7[E] | 0.1 | 1.4[E] | 0.3 | 1.6[E] | 0.3 | 1.6[E] | 0.4 |
| **Sample size of apprentices used in calculations** | **4,029** | **...** | **4,258** | **...** | **2,475** | **...** | **1,905** | **...** | **1,798** | **...** |
| **Trade occupations pay better than other jobs[1]** | | | | | | | | | | |
| Strongly agree | 13.1 | 0.7 | 21.2 | 0.8 | 13.1 | 0.8 | 11.8 | 0.8 | 31.2 | 1.3 |
| Agree | 62.0 | 1.0 | 62.8 | 0.9 | 55.6 | 1.2 | 55.7 | 1.4 | 59.0 | 1.4 |
| Disagree | 22.9 | 0.8 | 15.0 | 0.7 | 26.8 | 1.1 | 29.3 | 1.3 | 9.5 | 0.8 |
| Strongly disagree | 2.1 | 0.3 | 1.0[E] | 0.2 | 4.5 | 0.5 | 3.3[E] | 0.6 | F | ... |
| **Sample size of apprentices used in calculations** | **3,917** | **...** | **4,147** | **...** | **2,408** | **...** | **1,811** | **...** | **1,770** | **...** |
| **Trades are a second-choice career[1]** | | | | | | | | | | |
| Strongly agree | 4.6 | 0.4 | 4.7 | 0.4 | 5.0 | 0.5 | 5.4 | 0.6 | 6.1 | 0.7 |
| Agree | 35.6 | 0.9 | 32.4 | 0.9 | 36.2 | 1.2 | 35.8 | 1.4 | 31.8 | 1.2 |
| Disagree | 48.5 | 1.0 | 47.3 | 1.0 | 45.3 | 1.2 | 47.6 | 1.4 | 45.4 | 1.4 |
| Strongly disagree | 11.3 | 0.6 | 15.6 | 0.7 | 13.6 | 0.8 | 11.1 | 0.8 | 16.8 | 1.0 |
| **Sample size of apprentices used in calculations** | **4,002** | **...** | **4,224** | **...** | **2,462** | **...** | **1,880** | **...** | **1,782** | **...** |
| **Canadians increasingly see trades as a good career option[1]** | | | | | | | | | | |
| Strongly agree | 32.6 | 0.9 | 35.4 | 0.9 | 31.5 | 1.1 | 37.3 | 1.4 | 37.2 | 1.3 |
| Agree | 60.3 | 0.9 | 56.8 | 1.0 | 58.4 | 1.2 | 58.9 | 1.4 | 56.4 | 1.3 |
| Disagree | 6.4 | 0.5 | 6.8 | 0.5 | 8.0 | 0.7 | 3.3 | 0.5 | 5.5 | 0.6 |
| Strongly disagree | 0.8[E] | 0.2 | 0.9[E] | 0.2 | 2.0[E] | 0.4 | F | ... | 0.9[E] | 0.3 |
| **Sample size of apprentices used in calculations** | **4,016** | **...** | **4,247** | **...** | **2,457** | **...** | **1,908** | **...** | **1,793** | **...** |

| | Red Seal trade | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Plumber | | Welder | | Cook | | Industrial mechanic (millwright) | | Industrial electrician | |
| | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error |
| **Being an apprentice / An apprenticeship program is the best way to learn a trade[1]** | | | | | | | | | | |
| Strongly agree | 51.5 | 1.4 | 46.4 | 1.5 | 36.4 | 1.1 | 52.3 | 1.0 | 47.3 | 1.2 |
| Agree | 42.4 | 1.3 | 44.6 | 1.4 | 51.0 | 1.2 | 42.3 | 1.0 | 46.2 | 1.2 |
| Disagree | 4.6 | 0.5 | 7.3 | 0.8 | 10.5 | 0.7 | 4.4 | 0.4 | 5.1 | 0.5 |
| Strongly disagree | 1.6[E] | 0.3 | 1.8[E] | 0.5 | 2.1[E] | 0.4 | 1.0[E] | 0.2 | 1.4[E] | 0.3 |
| **Sample size of apprentices used in calculations** | **2,027** | **...** | **1,917** | **...** | **1,731** | **...** | **2,170** | **...** | **968** | **...** |
| **Trade occupations pay better than other jobs[1]** | | | | | | | | | | |
| Strongly agree | 19.5 | 1.1 | 28.1 | 1.4 | 10.1 | 0.7 | 25.7 | 0.9 | 20.2 | 1.0 |
| Agree | 64.9 | 1.3 | 59.5 | 1.5 | 51.0 | 1.1 | 63.0 | 1.0 | 65.0 | 1.2 |
| Disagree | 14.7 | 0.9 | 11.6 | 1.0 | 32.7 | 1.1 | 10.2 | 0.6 | 13.8 | 0.9 |
| Strongly disagree | 0.9[E] | 0.2 | 0.8[E] | 0.2 | 6.3 | 0.6 | 1.0[E] | 0.2 | 1.0[E] | 0.3 |
| **Sample size of apprentices used in calculations** | **1,985** | **...** | **1,872** | **...** | **1,673** | **...** | **2,132** | **...** | **947** | **...** |
| **Trades are a second-choice career[1]** | | | | | | | | | | |
| Strongly agree | 6.1 | 0.7 | 8.2 | 0.9 | 4.9 | 0.6 | 4.2 | 0.4 | 3.9 | 0.4 |
| Agree | 35.8 | 1.4 | 30.2 | 1.4 | 36.7 | 1.1 | 28.3 | 0.9 | 27.3 | 1.1 |
| Disagree | 45.3 | 1.4 | 46.7 | 1.5 | 48.1 | 1.2 | 50.7 | 1.0 | 54.6 | 1.3 |
| Strongly disagree | 12.8 | 0.9 | 14.9 | 1.0 | 10.3 | 0.7 | 16.8 | 0.7 | 14.2 | 0.9 |
| **Sample size of apprentices used in calculations** | **2,006** | **...** | **1,902** | **...** | **1,718** | **...** | **2,151** | **...** | **952** | **...** |
| **Canadians increasingly see trades as a good career option[1]** | | | | | | | | | | |
| Strongly agree | 34.8 | 1.3 | 38.5 | 1.5 | 31.4 | 1.1 | 37.7 | 0.9 | 38.1 | 1.2 |
| Agree | 57.3 | 1.4 | 56.3 | 1.5 | 61.6 | 1.1 | 53.7 | 0.9 | 54.2 | 1.2 |
| Disagree | 6.6 | 0.7 | 4.6 | 0.6 | 6.4 | 0.6 | 7.2 | 0.5 | 6.6 | 0.6 |
| Strongly disagree | 1.3[E] | 0.3 | F | ... | 0.6[E] | 0.2 | 1.4[E] | 0.3 | 1.1[E] | 0.3 |
| **Sample size of apprentices used in calculations** | **2,012** | **...** | **1,910** | **...** | **1,725** | **...** | **2,163** | **...** | **963** | **...** |

... not applicable
[E] use with caution
F too unreliable to be published
1. Respondents who completed or discontinued their apprenticeships between 2011-2013.
**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.
**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.8.3
## Attitudes toward apprenticeship by age group, Canada

| | Age group | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | Younger than 25 years | | 25 to 34 years | | 35 to 49 years | | 50 years and older | |
| | % | standard error | % | standard error | % | standard error | % | standard error |
| **Being an apprentice / An apprenticeship program is the best way to learn a trade[1]** | | | | | | | | |
| Strongly agree | 36.5 | 1.4 | 44.4 | 0.7 | 42.8 | 1.1 | 36.9 | 1.9 |
| Agree | 53.1 | 1.5 | 47.3 | 0.7 | 48.0 | 1.1 | 54.7 | 2.0 |
| Disagree | 8.4 | 0.9 | 7.0 | 0.3 | 7.5 | 0.6 | 7.5 | 1.1 |
| Strongly disagree | 2.0[E] | 0.5 | 1.3 | 0.1 | 1.7[E] | 0.3 | F | ... |
| **Sample size of apprentices used in calculations** | **3,025** | **...** | **16,218** | **...** | **7,115** | **...** | **1,830** | **...** |
| **Trade occupations pay better than other jobs[1]** | | | | | | | | |
| Strongly agree | 14.8 | 1.2 | 17.6 | 0.6 | 20.1 | 0.8 | 24.7 | 1.8 |
| Agree | 62.6 | 1.5 | 60.4 | 0.7 | 62.6 | 1.1 | 57.4 | 2.1 |
| Disagree | 20.2 | 1.2 | 20.0 | 0.6 | 15.7 | 0.8 | 16.4 | 1.5 |
| Strongly disagree | 2.5[E] | 0.5 | 2.0 | 0.2 | 1.6[E] | 0.3 | F | ... |
| **Sample size of apprentices used in calculations** | **2,933** | **...** | **15,805** | **...** | **6,946** | **...** | **1,776** | **...** |
| **Trades are a second-choice career[1]** | | | | | | | | |
| Strongly agree | 3.7 | 0.5 | 5.1 | 0.3 | 6.3 | 0.5 | 6.2 | 1.0 |
| Agree | 34.3 | 1.5 | 31.5 | 0.7 | 39.7 | 1.1 | 46.4 | 2.0 |
| Disagree | 48.5 | 1.5 | 49.2 | 0.7 | 44.1 | 1.1 | 37.5 | 1.9 |
| Strongly disagree | 13.5 | 1.1 | 14.3 | 0.5 | 9.9 | 0.6 | 9.9 | 1.2 |
| **Sample size of apprentices used in calculations** | **2,994** | **...** | **16,113** | **...** | **7,053** | **...** | **1,795** | **...** |
| **Canadians increasingly see trades as a good career option[1]** | | | | | | | | |
| Strongly agree | 31.2 | 1.4 | 34.2 | 0.7 | 35.6 | 1.1 | 36.4 | 1.9 |
| Agree | 63.1 | 1.5 | 58.3 | 0.7 | 58.1 | 1.1 | 57.9 | 2.1 |
| Disagree | 5.0 | 0.7 | 6.5 | 0.3 | 5.6 | 0.5 | 4.9[E] | 0.9 |
| Strongly disagree | F | ... | 1.0 | 0.1 | 0.7[E] | 0.1 | F | ... |
| **Sample size of apprentices used in calculations** | **3,014** | **...** | **16,188** | **...** | **7,082** | **...** | **1,812** | **...** |

... not applicable

[E] use with caution

F too unreliable to be published

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.8.4
## Attitudes toward trades by sex, Canada

| | Men | | Women | |
|---|---|---|---|---|
| | % | standard error | % | standard error |
| **Being an apprentice / An apprenticeship program is the best way to learn a trade[1]** | | | | |
| Strongly agree | 43.3 | 0.6 | 36.8 | 1.4 |
| Agree | 47.9 | 0.6 | 54.4 | 1.5 |
| Disagree | 7.4 | 0.3 | 6.7 | 0.7 |
| Strongly disagree | 1.4 | 0.1 | 2.1[E] | 0.5 |
| **Sample size of apprentices used in calculations** | **24,753** | **...** | **3,437** | **...** |
| **Trade occupations pay better than other jobs[1]** | | | | |
| Strongly agree | 18.9 | 0.5 | 16.2 | 1.2 |
| Agree | 61.7 | 0.6 | 56.6 | 1.6 |
| Disagree | 17.8 | 0.4 | 23.8 | 1.3 |
| Strongly disagree | 1.7 | 0.1 | 3.4[E] | 0.6 |
| **Sample size of apprentices used in calculations** | **24,182** | **...** | **3,280** | **...** |
| **Trades are a second-choice career[1]** | | | | |
| Strongly agree | 5.2 | 0.2 | 6.3 | 0.8 |
| Agree | 34.2 | 0.6 | 41.6 | 1.6 |
| Disagree | 47.3 | 0.6 | 43.1 | 1.5 |
| Strongly disagree | 13.2 | 0.4 | 9.1 | 0.7 |
| **Sample size of apprentices used in calculations** | **24,564** | **...** | **3,393** | **...** |
| **Canadians increasingly see trades as a good career option[1]** | | | | |
| Strongly agree | 34.3 | 0.5 | 35.2 | 1.4 |
| Agree | 58.6 | 0.6 | 59.9 | 1.5 |
| Disagree | 6.2 | 0.3 | 4.4 | 0.7 |
| Strongly disagree | 1.0 | 0.1 | F | ... |
| **Sample size of apprentices used in calculations** | **24,666** | **...** | **3,432** | **...** |

... not applicable

[E] use with caution

F too unreliable to be published

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.8.5
## Attitudes toward trades by highest level of education (2015), Canada

| | Education level in 2015 | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Less than high school diploma | | High school diploma | | Trade certificate / diploma | | College / CEGEP / other non-university certificate | | University certificate / diploma below bachelor's | | Bachelor's degree or higher | |
| | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error |
| **Being an apprentice / An apprenticeship program is the best way to learn a trade[1]** | | | | | | | | | | | | |
| Strongly agree | 31.4 | 2.6 | 35.6 | 1.1 | 46.1 | 0.7 | 43.6 | 1.2 | 38.0 | 3.6 | 41.6 | 2.5 |
| Agree | 54.9 | 2.8 | 51.1 | 1.2 | 47.6 | 0.7 | 47.5 | 1.2 | 51.1 | 3.9 | 50.6 | 2.6 |
| Disagree | 10.6 | 1.5 | 11.1 | 0.7 | 5.5 | 0.4 | 7.2 | 0.6 | 10.3[E] | 2.4 | 6.8[E] | 1.3 |
| Strongly disagree | F | ... | 2.2 | 0.3 | 0.9[E] | 0.2 | 1.8[E] | 0.3 | F | ... | F | ... |
| **Sample size of apprentices used in calculations** | **795** | **...** | **5,008** | **...** | **13,548** | **...** | **7,054** | **...** | **548** | **...** | **1,171** | **...** |
| **Trade occupations pay better than other jobs[1]** | | | | | | | | | | | | |
| Strongly agree | 15.9 | 1.8 | 19.2 | 1.0 | 18.8 | 0.6 | 18.0 | 0.9 | 18.9 | 3.0 | 17.4 | 2.0 |
| Agree | 67.5 | 2.5 | 59.5 | 1.3 | 62.2 | 0.7 | 59.7 | 1.2 | 59.2 | 3.7 | 56.6 | 2.7 |
| Disagree | 15.1 | 1.9 | 19.3 | 1.0 | 17.4 | 0.6 | 19.9 | 0.9 | 19.7 | 3.2 | 23.5 | 2.3 |
| Strongly disagree | F | ... | 1.9[E] | 0.3 | 1.6 | 0.2 | 2.3 | 0.3 | F | ... | F | ... |
| **Sample size of apprentices used in calculations** | **785** | **...** | **4,889** | **...** | **13,198** | **...** | **6,877** | **...** | **532** | **...** | **1,124** | **...** |
| **Trades are a second-choice career[1]** | | | | | | | | | | | | |
| Strongly agree | 5.2[E] | 1.0 | 4.8 | 0.5 | 4.8 | 0.3 | 6.1 | 0.6 | 6.2[E] | 1.9 | 9.1[E] | 1.6 |
| Agree | 45.0 | 2.9 | 36.4 | 1.2 | 32.6 | 0.7 | 35.7 | 1.1 | 36.0 | 3.6 | 43.7 | 2.6 |
| Disagree | 41.8 | 2.8 | 47.9 | 1.3 | 48.0 | 0.8 | 46.2 | 1.1 | 46.0 | 3.8 | 38.2 | 2.5 |
| Strongly disagree | 8.0[E] | 1.4 | 10.9 | 0.8 | 14.6 | 0.5 | 12.1 | 0.7 | 11.8[E] | 2.1 | 9.0 | 1.3 |
| **Sample size of apprentices used in calculations** | **786** | **...** | **4,959** | **...** | **13,439** | **...** | **7,008** | **...** | **545** | **...** | **1,162** | **...** |
| **Canadians increasingly see trades as a good career option[1]** | | | | | | | | | | | | |
| Strongly agree | 24.4 | 2.1 | 30.1 | 1.1 | 36.8 | 0.7 | 35.2 | 1.1 | 33.5 | 3.8 | 34.2 | 2.5 |
| Agree | 70.4 | 2.4 | 63.1 | 1.2 | 57.1 | 0.8 | 56.7 | 1.1 | 58.7 | 3.8 | 56.0 | 2.6 |
| Disagree | 3.8[E] | 0.9 | 6.1 | 0.6 | 5.5 | 0.4 | 6.6 | 0.5 | 7.4[E] | 1.7 | 8.5[E] | 1.5 |
| Strongly disagree | F | ... | 0.8[E] | 0.2 | 0.5 | 0.1 | 1.5[E] | 0.3 | F | ... | F | ... |
| **Sample size of apprentices used in calculations** | **796** | **...** | **4,995** | **...** | **13,486** | **...** | **7,039** | **...** | **544** | **...** | **1,172** | **...** |

... not applicable

[E] use with caution

F too unreliable to be published

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.8.6
## Attitudes toward trades by parents' education, Canada

| | Father's highest level of education | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Less than high school diploma | | High school diploma | | Trade certificate / diploma | | College / CEGEP / other non-university certificate | | University certificate / diploma below bachelor's | | Bachelor's degree or higher | |
| | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error |
| **Being an apprentice / An apprenticeship program is the best way to learn a trade[1]** | | | | | | | | | | | | |
| Strongly agree | 41.3 | 1.3 | 42.9 | 1.0 | 47.2 | 1.2 | 43.6 | 1.6 | 42.4 | 3.5 | 41.9 | 1.5 |
| Agree | 47.9 | 1.4 | 49.8 | 1.0 | 45.1 | 1.2 | 48.9 | 1.6 | 51.0 | 3.6 | 48.8 | 1.5 |
| Disagree | 9.0 | 0.8 | 6.6 | 0.5 | 6.4 | 0.6 | 5.8 | 0.7 | 5.2[E] | 1.1 | 7.4 | 0.8 |
| Strongly disagree | 1.8[E] | 0.4 | 0.7[E] | 0.1 | 1.3[E] | 0.3 | 1.7[E] | 0.4 | F | ... | 1.9[E] | 0.5 |
| **Sample size of apprentices used in calculations** | **4,634** | **...** | **7,668** | **...** | **5,660** | **...** | **3,074** | **...** | **631** | **...** | **2,899** | **...** |
| **Trade occupations pay better than other jobs[1]** | | | | | | | | | | | | |
| Strongly agree | 20.9 | 1.1 | 18.9 | 0.8 | 20.4 | 1.0 | 16.5 | 1.3 | 11.9[E] | 2.1 | 15.8 | 1.3 |
| Agree | 59.6 | 1.3 | 63.3 | 1.0 | 62.9 | 1.2 | 60.6 | 1.6 | 59.6 | 3.7 | 58.3 | 1.6 |
| Disagree | 17.3 | 1.0 | 16.4 | 0.8 | 15.4 | 0.8 | 20.9 | 1.3 | 27.1 | 3.6 | 23.2 | 1.4 |
| Strongly disagree | 2.2[E] | 0.4 | 1.5 | 0.2 | 1.2[E] | 0.2 | 1.9[E] | 0.4 | 1.4[E] | 0.4 | 2.7[E] | 0.6 |
| **Sample size of apprentices used in calculations** | **4,514** | **...** | **7,523** | **...** | **5,556** | **...** | **3,001** | **...** | **606** | **...** | **2,801** | **...** |
| **Trades are a second-choice career[1]** | | | | | | | | | | | | |
| Strongly agree | 6.6 | 0.7 | 4.8 | 0.5 | 4.5 | 0.5 | 5.1 | 0.8 | F | ... | 5.4 | 0.8 |
| Agree | 39.4 | 1.3 | 34.0 | 1.0 | 30.6 | 1.1 | 32.3 | 1.6 | 32.9 | 3.4 | 35.4 | 1.6 |
| Disagree | 42.7 | 1.3 | 48.9 | 1.1 | 48.0 | 1.2 | 48.7 | 1.7 | 53.7 | 3.5 | 46.5 | 1.6 |
| Strongly disagree | 11.4 | 0.8 | 12.3 | 0.7 | 16.8 | 0.9 | 13.9 | 1.1 | 8.7 | 1.3 | 12.8 | 1.1 |
| **Sample size of apprentices used in calculations** | **4,590** | **...** | **7,629** | **...** | **5,617** | **...** | **3,040** | **...** | **624** | **...** | **2,894** | **...** |
| **Canadians increasingly see trades as a good career option[1]** | | | | | | | | | | | | |
| Strongly agree | 37.3 | 1.3 | 33.8 | 1.0 | 37.7 | 1.1 | 33.3 | 1.5 | 30.3 | 3.2 | 33.9 | 1.5 |
| Agree | 57.0 | 1.4 | 59.8 | 1.0 | 57.1 | 1.2 | 59.4 | 1.6 | 61.4 | 3.6 | 54.9 | 1.6 |
| Disagree | 5.0 | 0.5 | 5.8 | 0.5 | 4.7 | 0.5 | 6.4 | 0.8 | 7.7[E] | 1.8 | 8.8 | 1.0 |
| Strongly disagree | 0.8[E] | 0.2 | 0.6[E] | 0.1 | 0.6[E] | 0.2 | 0.9[E] | 0.2 | F | ... | 2.4[E] | 0.5 |
| **Sample size of apprentices used in calculations** | **4,622** | **...** | **7,666** | **...** | **5,637** | **...** | **3,058** | **...** | **628** | **...** | **2,891** | **...** |

| | Mother's highest level of education | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Less than high school diploma | | High school diploma | | Trade certificate / diploma | | College / CEGEP / other non-university certificate | | University certificate / diploma below bachelor's | | Bachelor's degree or higher | |
| | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error |
| **Being an apprentice / An apprenticeship program is the best way to learn a trade[1]** | | | | | | | | | | | | |
| Strongly agree | 42.3 | 1.6 | 42.1 | 0.9 | 38.0 | 2.8 | 45.1 | 1.2 | 46.1 | 2.7 | 43.5 | 1.4 |
| Agree | 49.3 | 1.6 | 50.1 | 0.9 | 54.3 | 2.9 | 45.6 | 1.3 | 45.6 | 2.7 | 47.4 | 1.5 |
| Disagree | 6.6 | 0.8 | 6.6 | 0.4 | 6.6[E] | 1.5 | 8.0 | 0.7 | 6.8[E] | 1.4 | 7.2 | 0.7 |
| Strongly disagree | 1.7[E] | 0.4 | 1.2[E] | 0.2 | F | ... | 1.3[E] | 0.3 | F | ... | 1.8[E] | 0.4 |
| **Sample size of apprentices used in calculations** | **3,240** | **...** | **10,388** | **...** | **868** | **...** | **5,324** | **...** | **1,044** | **...** | **3,621** | **...** |
| **Trade occupations pay better than other jobs[1]** | | | | | | | | | | | | |
| Strongly agree | 23.3 | 1.3 | 18.0 | 0.7 | 16.8 | 2.2 | 16.4 | 0.9 | 18.0 | 2.0 | 19.9 | 1.2 |
| Agree | 60.0 | 1.6 | 64.0 | 0.9 | 64.4 | 2.8 | 60.5 | 1.3 | 58.2 | 2.8 | 56.8 | 1.4 |
| Disagree | 15.5 | 1.1 | 16.4 | 0.7 | 17.5 | 2.1 | 20.6 | 1.0 | 21.7 | 2.3 | 21.1 | 1.2 |
| Strongly disagree | 1.2[E] | 0.3 | 1.6 | 0.2 | F | ... | 2.4 | 0.4 | F | ... | 2.2[E] | 0.4 |
| **Sample size of apprentices used in calculations** | **3,164** | **...** | **10,168** | **...** | **842** | **...** | **5,194** | **...** | **1,015** | **...** | **3,512** | **...** |
| **Trades are a second-choice career[1]** | | | | | | | | | | | | |
| Strongly agree | 7.2 | 0.9 | 4.4 | 0.4 | 4.7[E] | 1.2 | 5.7 | 0.6 | 5.9[E] | 1.5 | 5.1 | 0.7 |
| Agree | 42.2 | 1.6 | 35.3 | 0.9 | 34.5 | 2.9 | 30.1 | 1.1 | 31.4 | 2.6 | 32.1 | 1.4 |
| Disagree | 40.2 | 1.5 | 48.2 | 0.9 | 45.0 | 3.0 | 49.3 | 1.2 | 52.6 | 2.8 | 47.3 | 1.4 |
| Strongly disagree | 10.4 | 1.0 | 12.2 | 0.6 | 15.8 | 2.3 | 15.0 | 0.9 | 10.0 | 1.4 | 15.6 | 1.1 |
| **Sample size of apprentices used in calculations** | **3,221** | **...** | **10,315** | **...** | **864** | **...** | **5,294** | **...** | **1,032** | **...** | **3,599** | **...** |

## Table A.8.6
## Attitudes toward trades by parents' education, Canada (continued)

| | Mother's highest level of education | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Less than high school diploma | | High school diploma | | Trade certificate / diploma | | College / CEGEP / other non-university certificate | | University certificate / diploma below bachelor's | | Bachelor's degree or higher | |
| | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error | % | standard error |
| **Canadians increasingly see trades as a good career option[1]** | | | | | | | | | | | | |
| Strongly agree | 37.0 | 1.6 | 34.0 | 0.9 | 34.5 | 2.9 | 34.4 | 1.2 | 31.3 | 2.5 | 36.5 | 1.4 |
| Agree | 57.4 | 1.6 | 59.6 | 0.9 | 59.6 | 2.9 | 58.0 | 1.2 | 60.2 | 2.7 | 55.2 | 1.4 |
| Disagree | 4.5 | 0.6 | 5.9 | 0.4 | 5.4[E] | 1.5 | 6.5 | 0.6 | 7.8[E] | 1.6 | 6.9 | 0.7 |
| Strongly disagree | 1.1[E] | 0.4 | 0.5[E] | 0.1 | F | ... | 1.1[E] | 0.2 | F | ... | 1.4[E] | 0.3 |
| **Sample size of apprentices used in calculations** | **3,233** | **...** | **10,365** | **...** | **865** | **...** | **5,309** | **...** | **1,039** | **...** | **3,608** | **...** |

... not applicable

[E] use with caution

F too unreliable to be published

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.9.1
## Influences on decision to learn a trade by sex, Canada

| | Men | | Women | |
|---|---|---|---|---|
| | % | standard error | % | standard error |
| **Who influenced decision about learning a trade[1]** | | | | |
| Parent / brother / sister / spouse | 29.6 | 0.5 | 20.6 | 1.2 |
| Relatives or friends | 22.6 | 0.4 | 13.9 | 1.0 |
| High school guidance counsellor | 2.4 | 0.2 | 4.1 | 0.5 |
| Co-worker / journeyperson | 9.5 | 0.3 | 7.1 | 0.8 |
| An employer | 14.7 | 0.4 | 24.2 | 1.5 |
| Teacher / principal | 5.7 | 0.3 | 8.4 | 0.7 |
| No advice | 23.1 | 0.5 | 23.7 | 1.1 |
| Advertisement / newspaper ad | 1.6 | 0.2 | 1.6[E] | 0.4 |
| Other | 3.5 | 0.2 | 5.2 | 0.7 |
| **Sample size of apprentices used in calculations** | **24,912** | **...** | **3,470** | **...** |

... not applicable

[E] use with caution

1. Respondents who completed or discontinued their apprenticeships between 2011-2013. Note that response categories are not mutually exclusive (i.e., apprentices could report more than one reason). Therefore, columns will not sum to 100%.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.9.2
## Age at registration by sex, Canada

| | Men | | | | Women | | | |
|---|---|---|---|---|---|---|---|---|
| | mean | standard error | % | standard error | mean | standard error | % | standard error |
| **Mean age at registration[1]** | **26.8** | **0.1** | **...** | **...** | **28.1** | **0.3** | **...** | **...** |
| **Age at registration (grouped)[1]** | | | | | | | | |
| Younger than 25 years | ... | ... | 53.0 | 0.6 | ... | ... | 51.7 | 1.5 |
| 25 to 29 years | ... | ... | 18.3 | 0.4 | ... | ... | 15.2 | 1.1 |
| 30 to 34 years | ... | ... | 11.3 | 0.4 | ... | ... | 8.3 | 0.9 |
| 35 to 39 years | ... | ... | 6.5 | 0.3 | ... | ... | 7.8 | 1.0 |
| 40 to 44 years | ... | ... | 4.7 | 0.3 | ... | ... | 6.0 | 0.8 |
| 45 to 49 years | ... | ... | 2.9 | 0.2 | ... | ... | 5.7 | 0.8 |
| 50 years and older | ... | ... | 3.2 | 0.2 | ... | ... | 5.4 | 0.8 |
| **Sample size of apprentices used in calculations** | **24,502** | **...** | **24,504** | **...** | **3,409** | **...** | **3,409** | **...** |

... not applicable

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.9.3
## Red Seal trade status and completers' certification status by sex, Canada

| | Men | | Women | |
|---|---|---|---|---|
| | % | standard error | % | standard error |
| **Red Seal trade[1]** | | | | |
| In a Red Seal trade | 81.2 | 0.5 | 59.2 | 1.6 |
| Not in a Red Seal trade | 18.8 | 0.5 | 40.8 | 1.6 |
| **Top 10 Red Seal trades[1]** | | | | |
| Carpenter | 14.2 | 0.2 | 2.5 | 0.3 |
| Construction electrician | 12.9 | 0.2 | 3.4 | 0.3 |
| Automotive service technician | 5.5 | 0.1 | 0.8 | 0.1 |
| Hairstylist | 0.4 | 0.0 | 33.6 | 1.0 |
| Steamfitter / pipefitter | 3.4 | 0.1 | 0.6[E] | 0.1 |
| Plumber | 3.8 | 0.1 | 0.6 | 0.1 |
| Welder | 4.1 | 0.1 | 1.8 | 0.2 |
| Cook | 1.8 | 0.0 | 6.6 | 0.3 |
| Industrial mechanic (millwright) | 2.8 | 0.0 | 0.3 | 0.0 |
| Industrial electrician | 1.0 | 0.0 | 0.1[E] | 0.0 |
| Other trade | 50.2 | 0.5 | 49.6 | 1.5 |
| **Sample size of apprentices used in calculations** | **24,985** | **...** | **3,484** | **...** |
| **Completers' certification by Red Seal trade status[2]** | | | | |
| In Red Seal trade, has Certificate of Qualification | 75.7 | 0.7 | 53.9 | 2.0 |
| Not in Red Seal trade, has Certificate of Qualification | 19.4 | 0.7 | 41.2 | 2.0 |
| In Red Seal trade, does not have Certificate of Qualification | 3.4 | 0.3 | 3.4[E] | 0.6 |
| Not in Red Seal trade, does not have Certificate of Qualification | 1.4[E] | 0.3 | F | ... |
| **Sample size of apprentices used in calculations** | **15,475** | **...** | **2,025** | **...** |

... not applicable

[E] use with caution

F too unreliable to be published

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

2. Respondents who completed their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.9.4
## Difficulties encountered during apprenticeship by sex, Canada

| | Men | | Women | |
|---|---|---|---|---|
| | % | standard error | % | standard error |
| **When starting apprenticeship, experienced difficulty finding an employer who was hiring apprentices[1]** | | | | |
| Yes | 19.7 | 0.4 | 15.9 | 1.0 |
| No | 80.3 | 0.4 | 84.1 | 1.0 |
| **Sample size of apprentices used in calculations** | **24,799** | **...** | **3,460** | **...** |
| **Experienced difficulty progressing through apprenticeship[2]** | | | | |
| Yes | 34.9 | 0.5 | 32.0 | 1.4 |
| No | 65.1 | 0.5 | 68.0 | 1.4 |
| **Sample size of apprentices used in calculations** | **24,954** | **...** | **3,476** | **...** |

... not applicable

1. Respondents who completed or discontinued their apprenticeships between 2011-2013. Apprentices who did not have a diplôme d'études professionnelles (Quebec) were excluded from this question.

2. Respondents who completed or discontinued their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.9.5
## Discontinuers' main reason for not completing their apprenticeship by sex, Canada

| | Men | | Women | |
|---|---|---|---|---|
| | % | standard error | % | standard error |
| **Main reason for not completing apprenticeship[1]** | | | | |
| Financial constraints | 11.4 | 0.6 | 7.4 | 1.0 |
| Received an offer of a better job | 16.6 | 0.7 | 9.2 | 1.3 |
| Disliked the work | 7.3 | 0.5 | 11.4 | 1.5 |
| Physical work environment or demands | 2.1 | 0.2 | 3.1[E] | 0.8 |
| Job instability | 18.6 | 0.7 | 9.3 | 1.4 |
| Returned to school (not related to trade) | 3.8 | 0.3 | 5.9[E] | 1.1 |
| Disagreement with employer / co-workers | 4.3 | 0.4 | 4.4[E] | 0.8 |
| Harassment or discrimination | 1.1[E] | 0.2 | 3.8[E] | 0.8 |
| Personal or family issues | 9.0 | 0.5 | 20.5 | 1.9 |
| Switched trades / change in career path | 5.4 | 0.4 | 2.9[E] | 0.8 |
| Cancelled by apprenticeship board | 1.7 | 0.2 | 0.8[E] | 0.2 |
| Issues with course work / teachers / exams | 4.5 | 0.4 | 4.7[E] | 1.0 |
| Challenged exam | 1.6 | 0.2 | F | ... |
| Other | 12.8 | 0.6 | 15.9 | 1.7 |
| **Sample size of apprentices used in calculations** | **9,351** | **...** | **1,434** | **...** |

... not applicable

[E] use with caution

F too unreliable to be published

1. Respondents who discontinued their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A 9.6
## Employment status by sex, Canada

| | Men | | Women | |
|---|---|---|---|---|
| | % | standard error | % | standard error |
| **Worked at job / business week prior to interview[1]** | | | | |
| Yes | 81.8 | 0.4 | 72.5 | 1.4 |
| No | 18.2 | 0.4 | 27.5 | 1.4 |
| **Sample size of apprentices used in calculations** | **24,952** | **...** | **3,477** | **...** |
| **Full-time / Part-time status[2]** | | | | |
| Worked full-time (30 hours or more per week) | 97.6 | 0.2 | 83.5 | 1.2 |
| Worked part-time (Less than 30 hours per week) | 2.4 | 0.2 | 16.5 | 1.2 |
| **Sample size of apprentices used in calculations** | **21,898** | **...** | **2,822** | **...** |
| **Employment status of job held week prior to interview[2]** | | | | |
| Paid employee with permanent job | 78.7 | 0.5 | 83.1 | 1.1 |
| Paid employee with temporary job | 6.0 | 0.3 | 4.2[E] | 0.7 |
| Paid employee with seasonal job | 4.3 | 0.3 | 2.5[E] | 0.5 |
| Self-employed | 11.0 | 0.4 | 10.1 | 0.8 |
| Unpaid family worker | F | ... | F | ... |
| **Sample size of apprentices used in calculations** | **21,828** | **...** | **2,812** | **...** |

... not applicable

[E] use with caution

F too unreliable to be published

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

2. Respondents who completed or discontinued their apprenticeships between 2011-2013 and had a job the week prior to NAS interview.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.9.7
## Influences on decision to learn a trade by Aboriginal status, Canada

| | Aboriginal apprentices | | Non-Aboriginal apprentices | |
|---|---|---|---|---|
| | % | standard error | % | standard error |
| **Who influenced decision about learning a trade[1]** | | | | |
| Parent / brother / sister / spouse | 23.0 | 1.7 | 28.7 | 0.5 |
| Relatives or friends | 22.1 | 1.8 | 21.4 | 0.4 |
| High school guidance counsellor | 3.2[E] | 0.8 | 2.6 | 0.2 |
| Co-worker / journeyperson | 10.4 | 1.1 | 9.1 | 0.3 |
| An employer | 17.4 | 1.7 | 16.0 | 0.4 |
| Teacher / principal | 5.8 | 0.9 | 6.1 | 0.3 |
| No advice | 21.3 | 1.8 | 23.3 | 0.5 |
| Advertisement / newspaper ad | F | ... | 1.6 | 0.1 |
| Other | 5.8[E] | 1.1 | 3.6 | 0.2 |
| **Sample size of apprentices used in calculations** | **1,960** | **...** | **26,379** | **...** |

... not applicable

[E] use with caution

F too unreliable to be published

1. Respondents who completed or discontinued their apprenticeships between 2011-2013. Note that apprentices could report more than one influence. Therefore, columns will not sum to 100%.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.9.8
## Age at registration by Aboriginal status, Canada

| | Aboriginal apprentices | | | | Non-Aboriginal apprentices | | | |
|---|---|---|---|---|---|---|---|---|
| | mean | standard error | % | standard error | mean | standard error | % | standard error |
| **Mean age at registration[1]** | **27.3** | **0.4** | **...** | **...** | **27.0** | **0.1** | **...** | **...** |
| **Age at registration (grouped)[1]** | | | | | | | | |
| Younger than 25 years | ... | ... | 48.6 | 2.1 | ... | ... | 53.1 | 0.6 |
| 25 to 29 years | ... | ... | 18.7 | 1.7 | ... | ... | 17.8 | 0.4 |
| 30 to 34 years | ... | ... | 11.6 | 1.3 | ... | ... | 10.9 | 0.4 |
| 35 to 39 years | ... | ... | 8.9 | 1.3 | ... | ... | 6.6 | 0.3 |
| 40 to 44 years | ... | ... | 7.6[E] | 1.4 | ... | ... | 4.7 | 0.3 |
| 45 to 49 years | ... | ... | 2.9[E] | 0.7 | ... | ... | 3.3 | 0.2 |
| 50 years and older | ... | ... | 1.6[E] | 0.5 | ... | ... | 3.6 | 0.3 |
| **Sample size of apprentices used in calculations** | **1,928** | **...** | **1,929** | **...** | **25,940** | **...** | **25,941** | **...** |

... not applicable

[E] use with caution

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.9.9
## Red Seal trade status and completers' certification status by Aboriginal status, Canada

| | Aboriginal apprentices | | Non-Aboriginal apprentices | |
|---|---|---|---|---|
| | % | standard error | % | standard error |
| **Red Seal trade[1]** | | | | |
| In a Red Seal trade | 74.4 | 2.3 | 78.4 | 0.5 |
| Not in a Red Seal trade | 25.6 | 2.3 | 21.6 | 0.5 |
| **Top 10 Red Seal trades[1]** | | | | |
| Carpenter | 13.3 | 1.0 | 12.6 | 0.2 |
| Construction electrician | 9.4 | 0.8 | 11.7 | 0.2 |
| Automotive service technician | 3.5 | 0.4 | 5.0 | 0.1 |
| Hairstylist | 5.2 | 0.5 | 4.9 | 0.1 |
| Steamfitter / pipefitter | 3.4 | 0.4 | 3.0 | 0.1 |
| Plumber | 3.0 | 0.3 | 3.4 | 0.1 |
| Welder | 6.0 | 0.6 | 3.6 | 0.1 |
| Cook | 2.4 | 0.2 | 2.4 | 0.1 |
| Industrial mechanic (millwright) | 2.4 | 0.2 | 2.4 | 0.0 |
| Industrial electrician | 0.6 | 0.1 | 0.9 | 0.0 |
| Other trade | 50.8 | 2.0 | 50.1 | 0.4 |
| **Sample size of apprentices used in calculations** | **1,972** | **...** | **26,454** | **...** |
| **Completers' certification by Red Seal trade status[2]** | | | | |
| In Red Seal trade, has Certificate of Qualification | 69.1 | 3.3 | 73.0 | 0.7 |
| Not in Red Seal trade, has Certificate of Qualification | 26.1 | 3.3 | 22.2 | 0.7 |
| In Red Seal trade, does not have Certificate of Qualification | F | ... | 3.4 | 0.3 |
| Not in Red Seal trade, does not have Certificate of Qualification | F | ... | 1.4[E] | 0.2 |
| **Sample size of apprentices used in calculations** | **1,004** | **...** | **16,474** | **...** |

... not applicable

[E] use with caution

F too unreliable to be published

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

2. Respondents who completed their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.9.10
## Difficulties encountered during apprenticeship by Aboriginal status, Canada

| | Aboriginal apprentices | | Non-Aboriginal apprentices | |
|---|---|---|---|---|
| | % | standard error | % | standard error |
| **When starting apprenticeship, experienced difficulty finding an employer who was hiring apprentices[1]** | | | | |
| Yes | 20.5 | 1.6 | 19.1 | 0.4 |
| No | 79.5 | 1.6 | 80.9 | 0.4 |
| **Sample size of apprentices used in calculations** | **1,967** | **...** | **26,249** | **...** |
| **Experienced difficulty progressing through apprenticeship[2]** | | | | |
| Yes | 43.2 | 2.1 | 33.9 | 0.5 |
| No | 56.8 | 2.1 | 66.1 | 0.5 |
| **Sample size of apprentices used in calculations** | **1,969** | **...** | **26,418** | **...** |

... not applicable

1. Respondents who completed or discontinued their apprenticeships between 2011-2013. Apprentices who did not have a diplôme d'études professionnelles (Quebec) were excluded from this question.
2. Respondents who completed or discontinued their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.9.11
## Discontinuers' main reason for not completing apprenticeship by Aboriginal status, Canada

| | Aboriginal apprentices | | Non-Aboriginal apprentices | |
|---|---|---|---|---|
| | % | standard error | % | standard error |
| **Main reason for not completing apprenticeship[1]** | | | | |
| Financial constraints | 19.7 | 2.5 | 10.0 | 0.5 |
| Received an offer of a better job | 14.7 | 2.0 | 15.6 | 0.7 |
| Disliked the work | 6.2[E] | 1.4 | 8.0 | 0.5 |
| Physical work environment or demands | 0.5[E] | 0.1 | 2.4 | 0.3 |
| Job instability | 14.5 | 2.0 | 17.5 | 0.7 |
| Returned to school (not related to trade) | F | ... | 4.3 | 0.4 |
| Disagreement with employer / co-workers | 5.0[E] | 1.2 | 4.3 | 0.4 |
| Harassment or discrimination | F | ... | 1.4 | 0.2 |
| Personal or family issues | 11.2 | 1.7 | 10.6 | 0.5 |
| Switched trades / change in career path | 4.0[E] | 1.3 | 5.2 | 0.4 |
| Cancelled by apprenticeship board | 1.2[E] | 0.4 | 1.6 | 0.2 |
| Issues with course work / teachers / exams | 5.3[E] | 1.0 | 4.4 | 0.4 |
| Challenged exam | F | ... | 1.5 | 0.2 |
| Other | 12.3 | 1.9 | 13.3 | 0.6 |
| **Sample size of apprentices used in calculations** | **954** | **...** | **9,811** | **...** |

... not applicable

[E] use with caution

F too unreliable to be published

1.Respondents who discontinued their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.9.12
## Employment status by Aboriginal status, Canada

| | Aboriginal apprentices | | Non-Aboriginal apprentices | |
|---|---|---|---|---|
| | % | standard error | % | standard error |
| **Worked at job / business week prior to interview[1]** | | | | |
| Yes | 76.3 | 1.7 | 80.8 | 0.4 |
| No | 23.7 | 1.7 | 19.2 | 0.4 |
| **Sample size of apprentices used in calculations** | **1,972** | **...** | **26,416** | **...** |
| **Full-time / Part-time status[2]** | | | | |
| Worked full-time (30 hours or more per week) | 94.1 | 1.2 | 95.9 | 0.2 |
| Worked part-time (Less than 30 hours per week) | 5.9[E] | 1.2 | 4.1 | 0.2 |
| **Sample size of apprentices used in calculations** | **1,620** | **...** | **23,066** | **...** |
| **Employment status of job held week prior to interview[2]** | | | | |
| Paid employee with permanent job | 74.4 | 2.1 | 79.6 | 0.5 |
| Paid employee with temporary job | 10.6 | 1.5 | 5.4 | 0.3 |
| Paid employee with seasonal job | 4.6[E] | 1.0 | 4.0 | 0.3 |
| Self-employed | 10.5 | 1.4 | 10.9 | 0.3 |
| Unpaid family worker | ... | ... | 0.0[E] | 0.0 |
| **Sample size of apprentices used in calculations** | **1,616** | **...** | **22,992** | **...** |

... not applicable

[E] use with caution

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

2. Respondents who completed or discontinued their apprenticeships between 2011-2013 and had a job the week prior to NAS interview.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.9.13
## Influences on decision to learn a trade by immigrant status, Canada

| | Landed immigrants | | Non-immigrants | |
|---|---|---|---|---|
| | % | standard error | % | standard error |
| **Who influenced decision about learning a trade[1]** | | | | |
| Parent / brother / sister / spouse | 16.3 | 1.4 | 29.5 | 0.5 |
| Relatives or friends | 18.5 | 1.5 | 21.6 | 0.4 |
| High school guidance counsellor | 1.3[E] | 0.3 | 2.7 | 0.2 |
| Co-worker / journeyperson | 12.1 | 1.3 | 8.9 | 0.3 |
| An employer | 20.4 | 1.8 | 15.6 | 0.4 |
| Teacher / principal | 6.8 | 1.0 | 6.0 | 0.3 |
| No advice | 27.2 | 1.7 | 22.8 | 0.5 |
| Advertisement / newspaper ad | 3.0[E] | 0.7 | 1.4 | 0.1 |
| Other | 3.5[E] | 0.6 | 3.8 | 0.2 |
| **Sample size of apprentices used in calculations** | **1,876** | **...** | **26,424** | **...** |

... not applicable

[E] use with caution

1. Respondents who completed or discontinued their apprenticeships between 2011-2013. Note that apprentices could report more than one influence. Therefore, columns will not sum to 100%.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.9.14
## Age at registration by immigrant status, Canada

| | Landed immigrants | | | | Non-immigrants | | | |
|---|---|---|---|---|---|---|---|---|
| | mean | standard error | % | standard error | mean | standard error | % | standard error |
| **Mean age at registration[1]** | **31.9** | **0.4** | **...** | **...** | **26.5** | **0.1** | **...** | **...** |
| **Age at registration (grouped)[1]** | | | | | | | | |
| Younger than 25 years | ... | ... | 27.3 | 1.7 | ... | ... | 55.2 | 0.6 |
| 25 to 29 years | ... | ... | 21.3 | 1.6 | ... | ... | 17.5 | 0.4 |
| 30 to 34 years | ... | ... | 14.7 | 1.4 | ... | ... | 10.6 | 0.4 |
| 35 to 39 years | ... | ... | 13.2 | 1.4 | ... | ... | 6.1 | 0.3 |
| 40 to 44 years | ... | ... | 10.1 | 1.2 | ... | ... | 4.4 | 0.3 |
| 45 to 49 years | ... | ... | 8.0 | 1.1 | ... | ... | 2.9 | 0.2 |
| 50 years and older | ... | ... | 5.6[E] | 1.0 | ... | ... | 3.3 | 0.2 |
| **Sample size of apprentices used in calculations** | **1,841** | **...** | **1,841** | **...** | **25,992** | **...** | **25,994** | **...** |

... not applicable

[E] use with caution

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.9.15
## Red Seal trade status and completers' certification status by immigrant status, Canada

| | Landed immigrants | | Non-immigrants | |
|---|---|---|---|---|
| | % | standard error | % | standard error |
| **Red Seal trade[1]** | | | | |
| In a Red Seal trade | 67.6 | 2.1 | 79.1 | 0.5 |
| Not in a Red Seal trade | 32.4 | 2.1 | 20.9 | 0.5 |
| **Top 10 Red Seal trades[1]** | | | | |
| Carpenter | 5.8 | 0.5 | 13.3 | 0.2 |
| Construction electrician | 10.4 | 0.7 | 11.7 | 0.2 |
| Automotive service technician | 7.4 | 0.5 | 4.6 | 0.1 |
| Hairstylist | 8.2 | 0.6 | 4.6 | 0.1 |
| Steamfitter / pipefitter | 1.7 | 0.2 | 3.1 | 0.1 |
| Plumber | 2.4 | 0.3 | 3.4 | 0.1 |
| Welder | 3.4 | 0.4 | 3.8 | 0.1 |
| Cook | 2.5 | 0.2 | 2.4 | 0.1 |
| Industrial mechanic (millwright) | 1.4 | 0.1 | 2.5 | 0.0 |
| Industrial electrician | 1.0 | 0.1 | 0.8 | 0.0 |
| Other trade | 55.6 | 1.7 | 49.6 | 0.4 |
| **Sample size of apprentices used in calculations** | **1,890** | **...** | **26,497** | **...** |
| **Completers' certification by Red Seal trade status[2]** | | | | |
| In Red Seal trade, has Certificate of Qualification | 59.0 | 2.9 | 73.9 | 0.7 |
| Not in Red Seal trade, has Certificate of Qualification | 36.3 | 2.9 | 21.3 | 0.7 |
| In Red Seal trade, does not have Certificate of Qualification | 3.7[E] | 1.0 | 3.4 | 0.3 |
| Not in Red Seal trade, does not have Certificate of Qualification | x | ... | 1.5[E] | 0.2 |
| **Sample size of apprentices used in calculations** | **1,050** | **...** | **16,410** | **...** |

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

[E] use with caution

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

2. Respondents who completed their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.9.16
## Difficulties encountered during apprenticeship by immigrant status, Canada

| | Landed immigrants | | Non-immigrants | |
|---|---|---|---|---|
| | % | standard error | % | standard error |
| **When starting apprenticeship, experienced difficulty finding an employer who was hiring apprentices[1]** | | | | |
| Yes | 25.0 | 1.7 | 18.7 | 0.4 |
| No | 75.0 | 1.7 | 81.3 | 0.4 |
| **Sample size of apprentices used in calculations** | **1,874** | **...** | **26,303** | **...** |
| **Experienced difficulty progressing through apprenticeship[2]** | | | | |
| Yes | 37.2 | 1.9 | 34.3 | 0.5 |
| No | 62.8 | 1.9 | 65.7 | 0.5 |
| **Sample size of apprentices used in calculations** | **1,884** | **...** | **26,477** | **...** |

... not applicable

1. Respondents who completed or discontinued their apprenticeships between 2011-2013. Apprentices who did not have a diplôme d'études professionnelles (Quebec) were excluded from this question.
2. Respondents who completed or discontinued their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.9.17
## Discontinuers' main reason for not completing apprenticeship by immigrant status, Canada

| | Landed immigrants | | Non-immigrants | |
|---|---|---|---|---|
| | % | standard error | % | standard error |
| **Main reason for not completing apprenticeship[1]** | | | | |
| Financial constraints | 13.4 | 1.8 | 10.6 | 0.5 |
| Received an offer of a better job | 13.4 | 2.2 | 15.8 | 0.6 |
| Disliked the work | 6.3[E] | 1.7 | 8.0 | 0.5 |
| Physical work environment or demands | F | ... | 2.2 | 0.2 |
| Job instability | 15.1 | 2.0 | 17.5 | 0.7 |
| Returned to school (not related to trade) | F | ... | 4.2 | 0.3 |
| Disagreement with employer / co-workers | F | ... | 4.5 | 0.4 |
| Harassment or discrimination | F | ... | 1.4 | 0.2 |
| Personal or family issues | 15.3 | 2.1 | 10.0 | 0.5 |
| Switched trades / change in career path | 4.3[E] | 1.1 | 5.2 | 0.4 |
| Cancelled by apprenticeship board | 1.2[E] | 0.4 | 1.6 | 0.2 |
| Issues with course work / teachers / exams | 6.1[E] | 1.3 | 4.4 | 0.3 |
| Challenged exam | F | ... | 1.4 | 0.2 |
| Other | 12.2 | 1.8 | 13.4 | 0.6 |
| **Sample size of apprentices used in calculations** | **822** | **...** | **9,931** | **...** |

... not applicable

[E] use with caution

F too unreliable to be published

1. Respondents who discontinued their apprenticeships between 2011-2013.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Table A.9.18
## Employment status by immigrant status, Canada

| | Landed immigrants | | Non-immigrants | |
|---|---|---|---|---|
| | % | standard error | % | standard error |
| **Worked at job / business week prior to interview[1]** | | | | |
| Yes | 81.0 | 1.5 | 80.5 | 0.4 |
| No | 19.0 | 1.5 | 19.5 | 0.4 |
| **Sample size of apprentices used in calculations** | **1,889** | **...** | **26,482** | **...** |
| **Full-time / Part-time status[2]** | | | | |
| Worked full-time (30 hours or more per week) | 95.1 | 0.8 | 95.9 | 0.2 |
| Worked part-time (Less than 30 hours per week) | 4.9 | 0.8 | 4.1 | 0.2 |
| **Sample size of apprentices used in calculations** | **1,623** | **...** | **23,024** | **...** |
| **Employment status of job held week prior to interview[2]** | | | | |
| Paid employee with permanent job | 78.5 | 1.7 | 79.4 | 0.5 |
| Paid employee with temporary job | 6.9 | 1.1 | 5.6 | 0.3 |
| Paid employee with seasonal job | 3.0[E] | 0.8 | 4.1 | 0.3 |
| Self-employed | 11.6 | 1.2 | 10.9 | 0.4 |
| Unpaid family worker | x | ... | 0.0[E] | 0.0 |
| **Sample size of apprentices used in calculations** | **1,615** | **...** | **22,977** | **...** |

... not applicable

x suppressed to meet the confidentiality requirements of the *Statistics Act*

[E] use with caution

1. Respondents who completed or discontinued their apprenticeships between 2011-2013.

2. Respondents who completed or discontinued their apprenticeships between 2011-2013 and had a job the week prior to NAS interview.

**Note:** Results reported in the table are weighted with the NAS survey weight and variance estimation is based on 1,000 bootstrap weights. Sample sizes represent the unweighted number of observations used in the calculations.

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

# Appendix B: Glossary

## A

| | |
|---|---|
| Aboriginal Identity | Aboriginal identity refers to whether the person reported identifying with the Aboriginal peoples of Canada. This includes those who reported being an Aboriginal person, that is, First Nations (North American Indian), Métis or Inuk (Inuit) and/or those who reported Registered or Treaty Indian status that is registered under the Indian Act of Canada and/or those who reported membership in a First Nation or Indian band. Aboriginal peoples of Canada are defined in the *Constitution Act*, 1982, Section 35 (2) as including the Indian, Inuit and Métis peoples of Canada. |
| Apprentice | A person who works in a trade, occupation or craft under an agreement or contract and is registered with the Apprenticeship Authority. The apprentice learns the knowledge, skills, tools and materials of the trade, occupation or craft through on-the-job training (required hours of work) and technical instruction (required course work) under the supervision of a certified journeyperson. |
| Apprenticeship Authorities | Apprenticeship authorities exist in every province and territory. Apprentices and employer sponsors officially register with the apprenticeship authority and, throughout the apprenticeship, the training provided must adhere to the standards set up by the province or territory. In some jurisdictions, the apprenticeship authority is a government appointed industry body. |
| Apprenticeship Board | A provincial or territorial government appointed Board whose primary function is to advise the Minister responsible for labour market matters on issues related to training and certification of people in designated trades. Board members consist primarily of labour and business representatives. |
| Apprenticeship Program | A structured system of supervised training leading to certification in a trade/occupation which is governed by regulations under a Provincial or Territorial Apprenticeship Act. It consists of systematic programs of on-the-job training (required hours of work) supplemented by in-school technical instruction (required course work) in which an apprentice gains the knowledge, skills, tools and materials of the trade, occupation or craft. During a typical apprenticeship, an apprentice's time is divided between the workplace (80% to 90%) and the classroom (10% to 20%). |

## B

| | |
|---|---|
| Block release (long and short) | Refers to a training delivery method in which apprentices are released from work by their employers to attend prescribed full time in-school technical training for a specified period (usually three to ten weeks for long block and one or two weeks for short block). |

## C

| | |
|---|---|
| Canadian Council of Directors of Apprenticeship (CCDA) | A national body comprised of the provincial and territorial government officials responsible for managing and directing apprenticeship programs and two federal government representatives. The mission of the Council is to facilitate the mobility of the apprentices and journey-persons in Canada through the establishment of uniform standards in training and examinations as confirmed by a Red Seal endorsement. |

| | |
|---|---|
| CEGEP | The postsecondary system in Quebec is unique in that the colleges (CÉGEPs) provide a program that is a requirement for entry to university. Students who complete high school (normally after 11 years of schooling) must complete two years of the "general program" of the colleges (as opposed to the "vocational" programs) and they then proceed to university for completion of their program, which normally takes three years for a pass bachelor's degree in arts or science. |
| Certificate of Apprenticeship (CoA) | A document issued to a person who has successfully completed a formalized apprenticeship training program. |
| Common law status | Common law status refers to whether the person aged 15 or over is living with a person of the opposite sex or of the same sex as a couple but is not legally married to that person. It includes situations where the members of such a couple are living apart temporarily because of illness, work or school. |
| Community Colleges | Institutions that offer programs at the postsecondary level (university transfer and technical/career programs) and may offer trade-vocational programs, including pre-apprentice pre-employment and in-school technical training for apprentices. |
| Completer | A respondent who has completed learning their trade, meaning, that they have completed all required hours of work as an apprentice in their trade and have completed the required course work (if applicable) to be considered eligible to attempt the certification exam (if applicable), for the purposes of this survey, this respondent will be considered as a completer, i.e. as someone who has completed their trade's apprenticeship (apprenticeship program). |
| Compulsory trade | A trade in which people entering or working must possess a trade certificate or register as apprentices with the provincial or territorial authorities to legally work in that trade. Those working in the trade prior to the compulsory requirement may be exempted by provincial or territorial legislation. (See also Voluntary certification/trade) |
| Continuer | People who are registered apprentices (i.e., still in program, have not yet earned certification) |
| Credits received towards apprenticeship | The training courses and programs in high schools, community colleges and technical institutions which are counted towards the standing in an apprenticeship program. The programs are linked to permit the granting of apprenticeship credits for skills and knowledge acquired prior to enrolling in apprenticeship. See also Prior Learning Assessment and Recognition (PLAR). |

## D

| | |
|---|---|
| D.E.P. / DVS | In Québec, many apprentices will have obtained their Diploma of Vocational Studies (DVS) prior to registering or before becoming an apprentice. The respondent may use the French term for DVS, which is D.E.P. (Diplôme d'études professionnelles du Québec). |
| Dependants | A dependant is someone for whom the respondent is financially or legally responsible, for example, a child, a parent or a relative. |

| | |
|---|---|
| Disability | Activity limitations experienced by individuals as a result of physical or mental conditions or health problems; the impact these limitations have on day-to-day life; help used or needed as a result of limitations, including specialized equipment and aids. |
| Discontinuer | An apprentice who terminates involvement in an apprenticeship training program prior to completion (i.e., someone who has discontinued their trade's apprenticeship/apprenticeship program). |

## E

| | |
|---|---|
| Employer | A person, corporation, partnership, unincorporated association, or a municipal, provincial or other public authority eligible to sign an Apprenticeship Agreement with an apprentice. |
| Employment and Social Development Canada (ESDC) | This is the Federal Department that has responsibility for providing the secretariat services for the Interprovincial Standards (Red Seal) Program including the translation, printing and distribution of interprovincial examinations. The department is also responsible for the development and distribution of National Occupational Analysis. |
| Essential Skills | Essential skills are the skills needed for work, learning and life. They are the foundation for learning all other skills, used in nearly every job and at different levels of complexity. They help people evolve with their jobs and adapt to workplace change. There are nine essential skills:<br>¤ Reading<br>¤ Document Use<br>¤ Numeracy (Math)<br>¤ Writing<br>¤ Oral Communication<br>¤ Working with Others<br>¤ Thinking<br>¤ Digital Technology<br>¤ Continuous Learning |

## F

| | |
|---|---|
| Flexible/Online/Distance Education | Formal training delivery methods that enable registered apprentices and other learners to complete a course of study utilizing current communications technologies and may include some traditional classroom-based instruction. Some examples of current communication technologies being utilized to reduce the periods of formal classroom instruction include the internet, interactive computer-based training and video teleconferencing. |

## I

| | |
|---|---|
| Immigrant | This refers to a person who is or has ever been a landed immigrant/ permanent resident. This person has been granted the right to live in Canada permanently by immigration authorities. Some immigrants have resided in Canada for a number of years, while others have arrived recently. Some immigrants are Canadian citizens, while others are not. Most immigrants are born outside Canada, but a small number are born in Canada. In the 2011 National Household Survey, 'Immigrants' includes immigrants who landed in Canada prior to May 10, 2011. |

| | |
|---|---|
| Interprovincial Red Seal Examination | Interprovincial (IP) Examination is an examination used to determine whether completing apprentices and experienced journeypersons meet the national standard in a designated 'Red Seal' trade. Examinations are based on the national occupational analysis for that trade. |

## J

| | |
|---|---|
| Journeyperson | A formally certified, fully skilled worker whose combined work experience and training satisfy all the requirements demanded of those who practice in a designated trade. |

## L

| | |
|---|---|
| Labour Force | Labour force status refers to whether a person was employed, unemployed or not in the labour force during the reference period. The labour force consists of persons who contribute or are available to contribute to the production of goods and services falling within the System of National Accounts production boundary. |
| Labour Market Information (LMI) | Labour market information (LMI) is information concerning the conditions in, and the operations of, the market for labour. |
| Long-term continuers | An apprentice who has been an apprentice for some designated period longer than the apprenticeship term. |

## N

| | |
|---|---|
| National Occupational Classification (NOC) | The National Occupational Classification (NOC) 2011 is the nationally accepted reference on occupations in Canada. It organizes over 40,000 job titles into 500 occupational group descriptions. It is used daily by thousands of people to compile, analyze and communicate information about occupations, and to understand the jobs found throughout Canada's labour market. |
| North American Industry Classification System (NAICS) | The North American Industry Classification System (NAICS) is an industry classification system developed by the statistical agencies of Canada, Mexico and the United States. Created against the background of the North American Free Trade Agreement, it is designed to provide common definitions of the industrial structure of the three countries and a common statistical framework to facilitate the analysis of the three economies. NAICS is based on supply-side or production-oriented principles, to ensure that industrial data, classified to NAICS, are suitable for the analysis of production-related issues such as industrial performance. |

## O

| | |
|---|---|
| On-the-Job Training | The component or portion of an apprenticeship training program where apprentices spend time working on the job site learning the skills of the trade under the supervision of a journeyperson. |

## P

| | |
|---|---|
| Pre-apprenticeship training | A program mainly of technical and general education, including a portion of trade practice, offered in high schools, vocational schools, community colleges and technical institutes and linked to an apprenticeship program through the credit system. |

| | |
|---|---|
| Pre-employment Training | Courses providing intensive instruction for entrance into employment in a specific occupation. Depending on the jurisdiction, these courses may not necessarily be linked to apprenticeship training. In some jurisdictions, however, this term refers to all training leading to employment, including pre-apprenticeship training courses. |
| Prior Learning Assessment and Recognition (PLAR) | A process under which recognition is extended towards completion of an apprenticeship for skills, knowledge or competencies that have been acquired experientially through work experience, previous education and training or self-studies. The prior learning should articulate with the formal technical training or on-the-job training requirements for the trade or occupation in which the apprenticeship is to be served. |

## R

| | |
|---|---|
| Red Seal Program/Red Seal Endorsement/Red Seal Designated Trade | The Red Seal Program is an industry-driven program delivered in partnership with the provinces and territories, which are responsible for apprenticeship training and certification. Since the early 1950s, the Red Seal Program has developed common standards and examinations for the Red Seal trades in close collaboration with industry. Trades approved for Red Seal status are called “designated Red Seal trades.” The Red Seal Program and the designation of trades as Red Seal is the responsibility of the Canadian Council of Directors of Apprenticeship (CCDA). Tradespersons who meet the Red Seal standards receive a Red Seal endorsement on their provincial/territorial trade certificates. |
| Registered Apprentice | A trainee who has met all the requirements for entrance into an apprenticeship program and who has signed an apprenticeship contract or agreement with an employer, sponsor or joint apprenticeship training committee. |
| Registered Apprenticeship Information System (RAIS) | The purpose of the survey is to gather information on individuals who receive training and those who obtain certification within a trade where apprenticeship training is being offered. Specifically, the survey compiles data on the number of registered apprentices taking in-class and on-the-job training in trades that are either Red Seal or non-Red Seal and where apprenticeship training is either compulsory or voluntary. It also compiles data on the number of provincial and interprovincial certificates granted to apprentices or trade qualifiers (challengers). |
| Releasing apprentices process | Refers to a process by which apprentices are released from work by their employers to attend in-school technical training for a specified period. |

## S

| | |
|---|---|
| Self-Paced Learning/course work | The acquiring of knowledge and skills at a pace suitable to the individual learner. |
| Supplemental Unemployment Benefit (SUB) plan | A program which allows employers to register SUB plans that meet the requirements of subsection 37(2) of the Employment Insurance Regulations. The purpose of a SUB plan is to provide supplemental payments to Employment Insurance (EI) benefits during a period of unemployment due to:<br>¤ temporary stoppage of work;<br>¤ training;<br>¤ illness, injury or quarantine. |

| | |
|---|---|
| | The employer chooses which of the above-mentioned types of unemployment to supplement. |

## T

| | |
|---|---|
| Task | A work activity that is distinct, observable, performed within a limited period of time, and which leads to a product, service or decision. |
| Tax credits | The Government of Canada offers a range of tax credits and incentives apprentices can benefit from. These include:<br>¤ Tradesperson's Tools deduction<br>¤ Tuition Tax Credit and licensing examination fees<br>¤ Education amount<br>¤ Textbook amount |
| Technical Training/in-school Training (required course work) | The part of an apprenticeship training program that includes theoretical aspects of the trade designed to supplement the skills acquired during on-the-job training. It is typically delivered in school (classroom or other methods, such as online or distance education) and makes up approximately 10-15 percent of the total apprenticeship training program. |
| Temporary or seasonal jobs | A temporary job has a predetermined end date or will end as soon as a specific project is completed. Temporary jobs are sub-classified into four groups: seasonal; term or contract, including work done through a temporary help agency; casual; and other temporary work. In this article, full-time and part-time temporary employees are combined, the variable of full or part time being considered a characteristic and serving to explain the earnings gaps between permanent and temporary employees. |
| Top 10 Red Seal trades | The trades with the largest numbers of workers and also with large numbers of apprentices. For most sections of this report the Top 10 trades are: automotive service Technicians, carpenters, cooks, electricians, hairstylists/barbers, heavy-duty equipment mechanics, millwrights, machinists, plumbers/pipefitters/ steamfitters, welders. This varies slightly depending on the classifications available in the various data sources. |
| Trade Qualifier | A Trade Qualifier is an individual who has amassed sufficient practical work experience to meet the established criteria to attempt the certification journey level (provincial or interprovincial) examination. The criteria require relevant on-the-job experience of at least one year in excess of the apprenticeship term. |
| Training Allowances | Funding received while the apprentice is on technical training. |

## V

| | |
|---|---|
| Voluntary trade | A designated trade in which apprenticeship training and certification are available, but there is no legislated requirement that apprentices in that trade should be registered, or that workers engaged in the trade should be certified journeypersons. (see also Compulsory Trade) |

## Y

| | |
|---|---|
| Youth Apprenticeship Program | A Youth Apprenticeship Program (YAP) allows high school students to explore and gain experience in apprenticeship occupations (similar to a co-op placement) and, potentially, transfer that experience into apprenticeship program credits. |

# Appendix C: Survey methodology

The 2015 National Apprenticeship Survey (NAS) is a cross-sectional survey designed to collect data directly from Canadian apprentices. The apprentices were contacted by Statistics Canada between September 2015 and March 2016 and responded to a voluntary telephone survey. The survey sample consists of two distinct apprentice groups rather than the entire apprentice population. The survey results are based on a representative sample, which provides a snapshot of each group at one point in time.

## Target population

For the purposes of the NAS, a selected person was considered in scope for the survey if he or she had engaged in apprentice activities between 2011 and 2013. The NAS targeted apprentices registered in the 10 provinces and three territories by apprenticeship status. These respondents do not represent all apprentices. The two groups of apprentices targeted were as follows:

**Completers:** individuals who had been registered apprentices and had completed their apprenticeship program between 2011 and 2013.

**Discontinuers:** individuals who had been registered apprentices and had discontinued their apprenticeship program between 2011 and 2013.

The target population was defined at the frame creation stage using the above definitions. Respondents were asked to confirm the apprentice activities for which they were registered between 2010 and 2013. If they confirmed that their apprenticeship status did not fall within the above target groups, they were considered out of scope. Furthermore, skilled trades workers (i.e., individuals who obtained their certificate of qualification without completing their apprentice program) were also considered out of scope.

## Sampling frame

The survey sampling frame was based on lists of registered apprentices provided by provinces and territories for the reference years 2011, 2012 and 2013. These lists contain all the information needed to stratify and select the sample, such as the apprentices' status, registration year, trade, and age and sex. The lists also contain the apprentices' contact information, such as their address and phone number. A second source of contact information was also provided for some jurisdictions.

The data provided by the 13 provinces and territories were evaluated for coverage, quality and uniformity. The data for the three reference years were grouped together in order to classify each apprentice in the appropriate group (completers or discontinuers) and to eliminate duplicates within and across provinces and territories.

**Table C.1**
**Number of apprentices in the frame, by province and territory and frame status**

| | Frame status | | |
|---|---|---|---|
| | Completers | Discontinuers | Total |
| Province / territory | number | | |
| Newfoundland and Labrador | 1,414 | 1,569 | 2,983 |
| Prince Edward Island | 318 | 279 | 597 |
| Nova Scotia | 1,876 | 1,676 | 3,552 |
| New Brunswick | 2,051 | 1,061 | 3,112 |
| Quebec | 30,700 | 22,532 | 53,232 |
| Ontario | 36,267 | 41,278 | 77,545 |
| Manitoba | 3,622 | 1,991 | 5,613 |
| Saskatchewan | 4,396 | 3,114 | 7,510 |
| Alberta | 24,836 | 34,499 | 59,335 |
| British Columbia | 19,642 | 25,353 | 44,995 |
| Yukon | 125 | 142 | 267 |
| Northwest Territories | 204 | 93 | 297 |
| Nunavut | 35 | 72 | 107 |
| **Canada** | **125,486** | **133,659** | **259,145** |

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Sample design

Four variables were used to stratify the survey sample: province or territory, apprentice status, main trade groups and the year the status was obtained. There are 13 provinces and territories, two apprentice statuses, 11 main trade groups and two groups for the years in which the status was obtained (for data collection purposes, the years 2011 and 2012 were grouped). These variables produced a total of 501 strata.

A national sample size of at least 30,000 respondents was needed to provide reliable estimates for each stratum. A minimum sample was allocated to each stratum and the remaining sample was allocated proportionally to the number of apprentices in each stratum. In several strata, a census of apprentices was selected. Moreover, in small provinces and territories, this resulted in selecting a census of apprentices within the same province or territory.

Within each stratum, a random sample of apprentices was selected according to a five-step process. In the first step, the sample was sorted based on the year the apprentice's status was obtained. The second step consisted in assigning a minimum number of cases to each of the strata and determining the take-all strata. In the third step, the remaining cases were allocated proportionally to the number of apprentices in each stratum. The last two steps involved making corrections for tracing and response rates as well as an augmentation for cases with no useful contact information.

The table below shows the total number of cases, allocated by province and territory and by frame status, sent to the different regional offices of Statistics Canada to do the survey. It is from this sample that the targeted sample of 30,000 respondents was collected in order to reach a minimum precision for all domains of interest (a coefficient of variation of approximately 16.5% for an estimated proportion of 12%).

**Table C.2**
**Sample size, by province and territory and frame status**

| Province / territory | Discontinuers | Completers | Total |
|---|---|---|---|
| | number | | |
| Newfoundland and Labrador | 1,346 | **1,569** | 2,915 |
| Prince Edward Island | **318** | **279** | 597 |
| Nova Scotia | 1,574 | **1,676** | 3,250 |
| New Brunswick | 1,727 | **1,061** | 2,788 |
| Quebec | 4,029 | 3,033 | 7,062 |
| Ontario | 5,647 | 9,955 | 15,602 |
| Manitoba | 2,338 | 1,900 | 4,238 |
| Saskatchewan | 2,832 | 2,468 | 5,300 |
| Alberta | 4,179 | 6,159 | 10,338 |
| British Columbia | 3,909 | 4,913 | 8,822 |
| Yukon | **125** | **142** | 267 |
| Northwest Territories | **204** | **93** | 297 |
| Nunavut | **35** | **72** | 107 |
| **Canada** | **28,263** | **33,320** | **61,583** |

**Note:** The bolded print figures represent a take-all cell.
**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

A much higher than expected out-of-scope rate was observed in some strata during the first half of collection. As a result, sample sizes were adjusted to ensure the desired number of respondents was obtained.

**Table C.3**
**Allocation of the raw sample, by province and territory, after additional sample (based on frame status)**

| Province / territory | Completers | Discontinuers | Total |
|---|---|---|---|
| | number | | |
| Newfoundland and Labrador | 1,320 | **1,569** | 2,889 |
| Prince Edward Island | **318** | **279** | 597 |
| Nova Scotia | 1,533 | 1,557 | 3,090 |
| New Brunswick | 1,709 | 1,047 | 2,756 |
| Quebec | 3,950 | 2,594 | 6,544 |
| Ontario | 5,495 | 9,793 | 15,288 |
| Manitoba | 2,282 | 1,717 | 3,999 |
| Saskatchewan | 2,761 | 2,267 | 5,028 |
| Alberta | 4,077 | 4,904 | 8,981 |
| British Columbia | 3,866 | 4,659 | 8,525 |
| Yukon | **125** | **142** | 267 |
| Northwest Territories | **204** | **93** | 297 |
| Nunavut | **35** | **72** | 107 |
| **Total** | **27,675** | **30,693** | **58,368** |

**Note:** The bolded print figures represent a take-all cell.
**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Response rates

Survey response rates help to measure the effectiveness of the population being sampled and the collection process, as well as being good indicators of the quality of the estimates produced. The table below shows the response rate at collection and estimation of the NAS, at the national, provincial and territorial level.

**Table C.4**
**Response rates to the NAS 2015, by province and territory and frame status**

| Province / territory and frame status | Total size of sample | Apprentices respondents | Response rate at collection stage | Response rate at estimation stage |
|---|---|---|---|---|
| | number | | percent | |
| **Newfoundland and Labrador** | **2,881** | **1,509** | **57.0** | **58.5** |
| Completers | 1,317 | 855 | 65.3 | 65.8 |
| Discontinuers | 1,564 | 654 | 48.7 | 51.1 |
| **Prince Edward Island** | **595** | **335** | **59.6** | **61.2** |
| Completers | 318 | 214 | 67.5 | 67.9 |
| Discontinuers | 277 | 121 | 49.4 | 52.2 |
| **Nova Scotia** | **3,066** | **1,833** | **62.6** | **64.0** |
| Completers | 1,511 | 1,047 | 69.7 | 70.2 |
| Discontinuers | 1,555 | 786 | 54.8 | 57.3 |
| **New Brunswick** | **2,744** | **1,560** | **58.2** | **59.8** |
| Completers | 1,703 | 1,083 | 63.7 | 64.3 |
| Discontinuers | 1,041 | 477 | 48.5 | 51.6 |
| **Quebec** | **6,529** | **3,563** | **61.9** | **64.2** |
| Completers | 3,941 | 2,463 | 67.5 | 68.3 |
| Discontinuers | 2,588 | 1,100 | 52.0 | 56.7 |
| **Ontario** | **15,242** | **5,887** | **45.6** | **47.6** |
| Completers | 5,478 | 3,044 | 57.6 | 57.9 |
| Discontinuers | 9,764 | 2,843 | 37.3 | 40.0 |
| **Manitoba** | **3,999** | **2,224** | **59.6** | **60.1** |
| Completers | 2,282 | 1,548 | 68.6 | 68.6 |
| Discontinuers | 1,717 | 676 | 46.0 | 46.8 |
| **Saskatchewan** | **5,019** | **2,762** | **58.0** | **58.7** |
| Completers | 2,756 | 1,831 | 67.0 | 67.1 |
| Discontinuers | 2,263 | 931 | 45.9 | 47.0 |
| **Alberta** | **8,967** | **4,710** | **55.3** | **56.3** |
| Completers | 4,075 | 2,698 | 67.0 | 67.3 |
| Discontinuers | 4,892 | 2,012 | 44.7 | 46.2 |
| **British Columbia** | **8,452** | **3,747** | **49.6** | **51.5** |
| Completers | 3,808 | 2,214 | 60.0 | 60.7 |
| Discontinuers | 4,644 | 1,533 | 39.5 | 42.2 |
| **Yukon** | **263** | **140** | **58.3** | **59.3** |
| Completers | 124 | 86 | 69.9 | 69.9 |
| Discontinuers | 139 | 54 | 45.8 | 47.8 |
| **Northwest Territories** | **246** | **154** | **64.7** | **65.8** |
| Completers | 155 | 111 | 72.5 | 72.5 |
| Discontinuers | 91 | 43 | 50.6 | 53.1 |
| **Nunavut** | **106** | **45** | **47.4** | **48.9** |
| Completers | 35 | 21 | 61.8 | 61.8 |
| Discontinuers | 71 | 24 | 38.7 | 41.4 |
| **Canada** | **58,109** | **28,469** | **54.4** | **55.7** |
| Completers | **27,503** | **17,215** | **67.7** | **64.7** |
| Discontinuers | **30,606** | **11,254** | **40.1** | **45.9** |

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

## Estimation and weighting

The principle behind estimation in a probability sample such as the NAS is that each person in the sample "represents," besides himself or herself, several other persons not in the sample. In order to have estimates produced from survey data that is representative of the target population, a weight is given to each person who responded to the survey questions. This weight, calculated at the weighting stage for each record, corresponds to the number of persons represented by the respondent for the target population. This weight appears on the micro data file and must be used to derive meaningful estimates from the survey.

For weighting purposes, the NAS can be seen as a two-phase survey: selection of the sample and the responding units correspond to the second-phase sample. The first phase weight is the inverse of the probability of selection of the apprentice. The first-phase weight is the multiplied by a second-phase adjustment factor. For the purpose of the second-phase adjustment, response homogeneity groups (RHG) are created based on the characteristics of the respondents and non-respondents. The adjustment factor simply corresponds to the inverse of the observed weighted response rate in each RHG.

Bootstrap weights were created and used for variance estimation.

## Data accuracy

While considerable effort is made to ensure high standards throughout the collection and processing of data, the resulting estimates are inevitably subject to error. There are two major types of error: non-sampling and sampling.

Non-sampling errors may result from frame imperfections and non-responses. A large proportion of apprentices (11.7%) in the sample were found to be out-of-scope (no apprentice activities during the reference period due to the frame imperfection). They were out of scope because they said they had never been an apprentice or they had been an apprentice but not within the reference years. Provincial and territorial out-of-scope rates ranged from 3% to 19%. The out-of-scope rate was 3.2% for completers and 20.0% for discontinuers.

**Table C.5**
**Out-of-scope rates by province and territory and frame status (calculated from reserved units only)**

| Province / territory | Completers | Discontinuers | Total |
|---|---|---|---|
| | percent | | |
| Newfoundland and Labrador | 0.9 | 17.9 | 10.1 |
| Prince Edward Island | 0.4 | 16.0 | 7.0 |
| Nova Scotia | 1.0 | 10.0 | 5.3 |
| New Brunswick | 0.6 | 8.3 | 3.3 |
| Quebec | 10.3 | 29.0 | 17.1 |
| Ontario | 4.1 | 27.8 | 18.8 |
| Manitoba | 1.1 | 15.7 | 7.1 |
| Saskatchewan | 0.9 | 11.9 | 5.7 |
| Alberta | 1.5 | 9.8 | 5.8 |
| British Columbia | 4.3 | 24.0 | 14.4 |
| Yukon | 0.9 | 18.8 | 10.0 |
| Northwest Territories | 1.4 | 8.2 | 3.7 |
| Nunavut | 3.1 | 17.2 | 11.6 |
| **Canada** | **3.2** | **20.0** | **11.7** |

**Source:** Statistics Canada, National Apprenticeship Survey (NAS), 2015.

There is an important coverage difference for Quebec compared with other provinces and territories as its automobile sector is not represented on the NAS frame. This should be considered when comparing estimates for Quebec with other provinces.

Another major source of non-sampling errors is the effect of non-response on the survey results. The extent of non-response varies from partial non-response (failure to answer just one or some questions) to total non-response. Total non-response occurred because the interviewer was either unable to contact the respondent, no member of the household was able to provide the information, or the respondent refused to participate in the survey. Total non-response was handled by adjusting the weight of individuals who responded to the survey to compensate for those who did not respond.

In most cases, partial non-response occurred when the respondent did not understand or misinterpreted a question, refused to answer a question or could not recall the requested information. In partial non-response cases, donor imputation was performed for certain variables. The variables imputed were the wage- and salary-related variables of the labour force and most recent job modules.

The basis for measuring the potential size of sampling errors is the standard error of the estimates derived from survey results. Because of the wide variety of estimates that can be produced from a survey, the standard error of an estimate is usually expressed relative to the estimate to which it pertains. This resulting measure, known as the coefficient of variation (CV) of an estimate, is obtained by dividing the standard error of the estimate by the estimate itself and is expressed as a percentage of the estimate.

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# Appendix D: List of partners

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