

SPEAKING NOTES - PRESENTATION OF NAS RESULTS TO BC PAB 10/11/92

1. Introduction

2. Median age at registration. This was calculated using the dates of birth given by respondents.

- Registrants entering the construction trades who would go on to complete were slightly older than their non-completing counterparts. The converse held for non-construction trades. This appears to be a weak relationship at best.
- By province, BC, the other Western provinces and Nfld. averaged 22 years, slightly higher than Ontario, Nova Scotia and PEI (21 years). NB averaged 23 years.

3. Highest level of education prior to apprenticeship. Completers were more likely to have completed high school or to have at least some post-secondary education or training.

4. Respondents were asked who influenced their decisions to enter apprenticeship.

- Friends or relatives, and unions had the best record of picking persons who would eventually go on to complete apprenticeship. Non-completers were more frequently mentioned school, apprenticeship or CEC counselors.

5. Respondents were asked whether they had difficulty finding an employer for apprenticeship training.

- 16% of non-completers and 12% of completers so indicated. This distinction may warrant further investigation.

6. Respondents were asked if they experienced spells of unemployment during their on-the-job training.

- Among the construction trades, lay-offs were more common than in most non-construction trades.
- Over 60% of apprentices in boilermaking, bricklaying, carpentry, electrical insulating, ironwork, plastering and sheet metal experienced lay-offs.

7. Non-completing respondents were asked why they did not complete apprenticeship.

- The most common response involved lack of work. 32% indicated that they had been laid off or could not find work.
- 11% left apprenticeship due to low wages
- 9% left because of illness. (!!!)

- 8% were dissatisfied with the trade.
 - This question will be re-worded in the next cycle of the survey.
8. Respondents were asked to rate the difficulty of their apprenticeship.
- Completers and non-completers gave similar answers, in total, with 46-47% rating the program difficult.
9. Respondents were asked for the dates of registration and termination of training. From these, the duration of apprenticeship training was calculated.
- In the construction trades, completers spent an average of 4.7 years in training, as opposed to 2.2 years for non-completers. In non-construction trades the durations were 2.6 and 2.0 years, respectively.
 - In several trades, non-completers acquired significant levels of experience. In bricklaying, insulating, plastering, sheet metal, piping, bodywork, tool and die, and hairdressing, non-completers remained in their programs at least half as long as did completers.
 - In two of the trades shown on the table - ironwork and equipment operating, the seemingly too high level for non-completers is due to a small sample size. This serves to emphasize the caution with which these unscreened survey results must be treated.
10. Respondents were asked the reason for leaving their (last) apprenticeship employer, if appropriate.
- Among completers, the most prevalent reason involved a lack of work or better pay elsewhere.
 - Non-completers were more likely to mention lay-off dislike of the employer or interfering family responsibilities.
11. Ex-apprentices in red seal trades not receiving IPS status were asked why not. Only apprenticeship completers were to respond to this question.
- 54% failed their exams!
 - 34% did not take the exams, 10% of these because no interprovincial move was planned.
12. Respondents were asked to compare the on-the-job skills taught with the needs of the trade.
- Generally, for completers, a good match was found. For only one trade, sheet metal, was the response less than "most".

13. The same question was asked regarding the in-class curriculum.

- Among completers, a high proportion saw a close match.
- A possible exception was tool and die, for which 64% rated a close match.

14. One of the chief reasons for the survey was to assess the labour market impact of apprenticeship, both for completers and non-completers. From the survey results, it was possible to determine the number of trainees working in the trade of training in the 12 month period after training and 2-3 years afterward.

- In the first 12 months, 95% of completers and 46% of non-completers were working in the trade (of training).
- In the period 2 to 3 years after training, 85% of completers and 29% of non-completers were attached to the trade.
- These results indicate a significant attachment by non-completers.

15. The survey results allow calculation of the number of months worked in the trade of training during the 12 month period following training.

- In the construction trades, known for seasonal employment, completers worked an average of 10 months, as compared to 7 months for non-completers.
- In the non-construction trades, completers worked 11 months, while non-completers worked 8 months.

16. In the period 2-3 years after training, the attachment of non-completers slipped.

- In total, in the year prior to the survey, completers worked 39 weeks in the trade of training, while non-completers worked only 12 months.
- In many individual trades, the number of weeks worked by non-completers was low. A result of compulsory certification?

17. For the individual trainee, a chief measure of the value of apprenticeship is how it affects his or her earnings. The survey collected information on annual earnings in the year prior to the survey, and this allowed calculation of median incomes for various groups.

- For the construction trades, completers earned an average of \$33,000, compared to \$23,000 for non-completers.
- For non-construction trades, completers earned \$28,000 and non-completers 23,000.
- Apprenticeship pays! ...although careful analysis would be necessary to assess the contribution of apprenticeship completion to this earnings gap.

- Within individual trades, significant differentials are evident in all but a few. In several of these exceptions, plastering, heavy equipment operation and hairdressing, the reverse gap is likely due to small samples.
- This topic is deserving of more attention.