

IT PAYS TO INVEST IN APPRENTICESHIP

Apprenticeship works for this employer – and it can work for you!

The following example captures information from an employer who participated in the Canadian Apprenticeship Forum – Forum canadien sur l'apprentissage's national study, *Apprenticeship – Building a skilled workforce for a strong bottom line*. This study surveyed 433 employers from 15 different trades.

TRADE

Refrigeration and Air Conditioning Mechanic

EMPLOYER

A business in Manitoba provided the following information about their company.

Total number of employees: 32

Total number of journeypersons: 22

Total number of apprentices: 10

The DOLLARS make sense...

This employer's charge out rate, allocated to their apprentices' work, was identified over the apprentices' training period. This is the **direct benefit**.

The employer's direct and **measurable costs** associated with registering and training an apprentice were also identified, including:

- wages and benefits;
- supervising journeyperson's time;
- wastage;
- disbursements (i.e. tuition); and
- administration.

...and so do the BENEFITS!

A national study also found that training apprentices provides other significant benefits, including:

- Increased **competitiveness** and **productivity**;
- Reduced turnover and increased employee **loyalty**;
- Access to a workforce with **updated skills** and knowledge; and
- Workers with skills and attributes that will **fulfill the needs of their industry and their business**.

For this employer:

*The overall return on apprenticeship training investment of 15 trades across the country is **\$1.38!***

Every \$1 invested in employing and training refrigeration and air conditioning mechanic apprentices resulted in a direct benefit of **\$1.93**

To see how apprenticeship is an investment that works, visit www.caf-fca.org