



Saskatchewan
Apprenticeship and
Trade Certification
Commission

SKILLED TRADES: TRAIN FOR GAIN. An Employer's Toolkit to Apprenticeship Training



1-877-363-0536
www.saskapprenticeship.ca

Why Apprenticeship Makes Good Business Sense

One of the goals of the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) is to increase awareness of why the skilled trades should be a first choice career option among youth, as well as their main influencers - parents and educators. Another goal is to encourage employers to hire and retain more apprentices to ensure that businesses will have a consistent supply of highly skilled workers now and in the future. Ensuring the availability of a strong labour force now, and in the future, is important for the sustainable growth of your business.

You require skilled and qualified workers to get the job done. Training apprentices is the best way to ensure that your employees are trained the way you want them to be, allowing you to pass on your - and your journeypersons' - knowledge and experience.

In some trades, you may be able to hire an apprentice even if you don't have a certified journeyperson on staff provided you have a person with long-term experience on staff to train the apprentice. And, if you are an experienced tradesperson, find out about challenging the Interprovincial exam.

Find out more by calling the Saskatchewan Apprenticeship and Trade Certification Commission.

The SATCC is pleased to provide you with this Employer Toolkit. It is designed to provide you with everything you need to know about apprenticeship - what it is, why it benefits your business, how it affects your bottom line, and how the workbased program works. It includes the following information:

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Facts About Apprenticeship

Apprenticeship Training Facts:

- **Ninety-three per cent of the employers with apprentices are small businesses.**
- **On average, an employer gets a return of \$1.38 on every \$1 invested in training an apprentice.** (*Canadian Apprenticeship Forum study, June 2006*). See pages 14-15 for more information about this study.
- **Ninety-seven per cent of employers are satisfied with the quality and productivity of their newly certified journeyman.** (*Saskatchewan Apprenticeship survey, April 2007*)
- **Investing in your employees is investing in your business. Join the other 2,000+ small Saskatchewan businesses that recognize the value of apprenticeship training.**



Jack Johnstone
Snake Plumbing and Heating - Leask, Sask.

"Don't give up. Sometimes it gets discouraging but keep on your path and you will be successful". No one knows this better than Jack Johnstone - a journeyman plumber and gas fitter in Leask, Saskatchewan. He started with one old blue van, a few power tools, and some pretty small pay cheques. Today, the phone is ringing off the hook and it's a challenge to keep up with the amount of work. Jack Johnstone has worked extremely hard to become the proud owner of Snake Plain - a very successful plumbing company in Leask.

Today, he's a role model to many Aboriginal apprentices and is committed to hiring and training Aboriginal plumbers. His advice for those just starting out is simple - stay in school and you can't go wrong. Education is such a big thing and will open many doors for you.

Steve Karch, Service Manager
Redhead Equipment Ltd.
Mack Trucks

A certified workforce allows Redhead Equipment Ltd. to keep abreast of new and changing technology, enabling us to provide unsurpassed service to our customers.



Tracy Lippai
Production Manager
Brandt Engineered Products Ltd.

"You can dream, create, design and build the best shop in the world, but it takes skilled people to make the dream a reality. Registering apprentices makes good business sense."

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Benefits of Training Apprentices

Implementing an apprenticeship training program is an investment into your company's future. The following are some of the key benefits of training apprentices:

Increase competitiveness

An SATCC survey in April 2007 found that:

- about 90 per cent of employers of registered apprentices are either satisfied or very satisfied with the ability of each level of the apprentice to perform the tasks of the trade; and similarly
- about 90 per cent of employers are either satisfied or very satisfied with the ability of each level of the apprentice to contribute to their profitability.

With an apprenticeship program, you get workers with both on-the-job and in-school training, laying the foundation to improve your competitiveness now and in the future.

Improve productivity

The completion of an apprenticeship program results in highly trained professionals who contribute noticeably to your bottom line and ensures a higher level of quality, production and productivity. Their knowledge, skills and "hands-on" experience enable them to develop a thorough understanding of your business needs and how best to meet them.

Improve the quality of your services and finished products

With a thorough understanding of their occupation/trade, its tools and equipment, apprentices and journeypersons properly maintain valuable equipment and use material appropriately, ensuring a quality product and longer life expectancy of both equipment and material.

Improve the skills of your workforce

With the booming economy, many employers have been facing difficulties trying to find skilled workers. Some may be forced to hire people even though they are not suitable. Participating in an apprenticeship program ensures that you will have employees that are not only trained to industry standards, but also understand the unique values of your workplace.

Reduce turnover and increase employee loyalty

Invest in your employees and they will invest in you. When you commit to training your workforce you see employee motivation and interest increase, improvements in overall work ethics and increased employee loyalty. Training young people in your business creates skilled and experienced employees, many of whom will stay with you for the long term.

Plan for the future


According to the Conference Board of Canada, in 2015, 48 per cent of the workforce will be between the ages of 45 and 65. Implementing an apprenticeship program in your business will assist you to be better able to plan and meet your future workforce needs, ensuring that you have a pool of experienced employees of different ages within your company.

For more information, see the "Apprentice Costs and Benefits" sheet in this package.

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Tips to a Successful Apprenticeship

The following are some tips to consider when implementing your apprenticeship program:

- Take your time when evaluating potential apprentices. Employers with a solid record of retention conduct a thorough assessment of candidates to ensure that the apprentice will adapt successfully to their company and remain with the business.
 - Explain the nature of your business, how it works and how the apprentice fits into the “bigger picture.” Apprentices are motivated when they feel they are an imperative part of a growing, progressive company.
 - Be mindful of the issues facing members of equity groups (people of Aboriginal ancestry, women in non-traditional trades, visible minorities and people with disabilities) and take care to ensure that all employees receive fair and equal treatment.
 - Clearly identify your training objectives and work with the apprentice to develop a basic training plan that identifies their skill requirements, clarifies expectations and outlines a plan for monitoring the apprentice’s progress, involving both formal and informal monitoring.
 - Communicate regularly with the journeyperson and apprentice to ensure an appropriate level of supervision is taking place. As the apprentice progresses, he/she will develop more confidence and will require less supervision. Adjusting the level of supervision accordingly will demonstrate your trust in your apprentice’s abilities and will go a long way to encouraging him/her to perfect skills independently.
 - Conduct regular performance reviews and adjust your apprentice’s level of responsibility accordingly. Offer them new challenges and vary their job routine. This will ensure that your apprentice stays interested in their work and will also increase the overall skill base of the company.
- 
- Make sure your apprentice is released from work without penalty to attend in-class training. This will show your apprentice that you are committed to the completion of all aspects of their training program.
 - Educate your staff on the value of training, and the importance of having apprentices on the job site. Fostering a positive working environment where apprentices feel appreciated by the company and their peers will increase employee retention, thereby reducing future hiring and training costs.
 - Demonstrate your commitment to training by visibly displaying training certificates and providing recognition for excellent employees. Encourage supplementary training where applicable by posting information about courses/seminars and encouraging staff to update their training.

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Effective Mentors/Coaches Give Your Workplace a Training Advantage!

A Guide for Journeypersons and Front-Line Supervisors

Getting the job done right means using your head as well as your hands. But if your apprentices aren't receiving quality on-the-job training, they won't become the skilled employees you need.

Mentoring/coach training will give your workplace mentor/coach the skills needed to share their skills and knowledge more effectively with apprentices in the workplace, as a complement to their regular responsibilities. Effectively applied training techniques help make the apprentice become more proficient and self-reliant.

The result? Better on-the-job training, more proficient employees, happier customers and a healthier bottom line.



Quick Tips for Workplace Mentors/Coaches

Leadership Techniques

- Lead by example! Give credit where credit is due!
- Foster a positive and cooperative workplace climate.
- Respect different points of view, be flexible and manage conflict appropriately. Recognize initiative, effort and commitment; offer encouragement.

Organizational Techniques

- Remember, if you fail to plan, you plan to fail! Thus, get started by setting reasonable training goals and performance expectations!
- Create an annual training schedule for the development of prescribed apprentice skills. Plan daily, weekly and/or monthly training activities jointly with your apprentice, and monitor their completion regularly.
- Organize instructional resource materials for ready access by your apprentice.
- Provide written constructive performance reviews to the apprentice upon completion of each training period.

Personal Development Techniques

- Keep an up-to-date awareness of changes and trends in your industry.
- Identify personal skill gaps and ways of accessing training.
- Strive for a mix of life-long personal growth and professional development.
- Promote wellness and growth in your work environment.

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Communication Techniques

- Listen attentively - maintain eye contact and focus on what the apprentice is telling you. Pay attention to the apprentice's non-verbal cues (body language).
- Ask brief and clear questions; use plain language and avoid jargon.

Coaching Techniques

- Do not assume that other people learn the same way you do; find out about your apprentice's preferred learning style and tailor your instructions accordingly.
- Give step-by-step task instructions and have them repeated by your apprentice prior to doing the work.
- Give direct feedback to your apprentice as soon as possible following an action.
- Encourage apprentices who are unclear about a task to see you immediately for corrective action.
- Seek out opportunities for praising your apprentices for their correct understanding and completion of their work assignments.
- Look for coaching moments in support of the apprentice's daily work challenges to head-off problems before they materialize.

Mentoring Techniques

- Build and maintain trusting relationships with your apprentices.
- Help the apprentice set realistic and measurable goals - both personal and professional.
- Commit yourself to being available and accessible to your apprentices.
- Help your apprentice navigate through the various challenges of each training period.
- Recognize when you can help your apprentice and when you need to refer them to someone better equipped to deal with the situation.

Human Relations Techniques

- Foster good interpersonal skills based on mutual respect, courtesy and enthusiasm.
- Learn about the motivational needs and long-term goals of your apprentices and provide appropriate support.
- Catch your apprentices in the act of doing "things right" and use positive reinforcement techniques to promote and recognize desirable behaviour.
- Give your apprentice opportunities for input and collaboration in regard to work-related decisions.
- Identify chronic apprentice behaviour problems and seek agreement with your apprentice on the specific course of action and follow-up.

Job Proficiency Techniques

- Maintain up-to-date records for relevant workplace training requirements.
- Ensure all staff receive appropriate instructions on the recommended handling procedures of hazardous materials and workplace safety.
- Identify and address work-related learning requirements for all apprentices.
- Know who to access for apprenticeship information.



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Getting Started

How to implement an apprenticeship program in your business

Making apprenticeship part of your business is a lot easier than you may think. This is a step-by-step guide to help you make apprenticeship support the success of your business.

1. Assess the needs of your business

To begin, clearly define what role an apprentice could play within your business and what skills you are looking for in a new employee. It is also important to identify a journey person who is capable and committed to training new staff to meet your standards and business requirements. Check applicable regulations and legislation, and where appropriate, refer to the conditions of any collective agreement.

2. Find an apprentice

When you are ready to start training a new apprentice, remember to look to promote from within and make sure that the potential apprentice has the essential skills needed to enter the trade.

Qualified candidates can also be found with the assistance from the following organizations:

- Trade/industry associations
- Unions and Joint Training Committees
- Colleges and Training Institutions
- Local secondary schools or school board offices
- Online job finding websites



3. Contact your local apprenticeship office

Once you have an employee on staff, contact the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) office to find out how to register your new employee as an apprentice (see the enclosed contact information list). This will involve signing an agreement (Forms 1, and Form A or B) that outlines the responsibilities of all parties throughout the duration of the apprenticeship. The SATCC will also be able to provide you with information on the certification and other requirements of your new apprentice's trade.

4. Allow and prepare for in-class portion of training

In order for your apprentice to acquire their certification, they are also required to attend in-class training. Review your business needs each year to determine the best time for your apprentice to attend this portion of their training. It will also be important to take into consideration the availability of training being offered by local training institutions as these may vary from year to year. Work with your apprentice to develop a schedule that will work for both of you.

5. Monitor your apprentice's progress

Systematically track your apprentice's hours of on-the-job training (Form 6A) and make sure that they are developing the skills they need to meet the trade-specific standards. When apprenticeship training is complete, encourage your apprentice to prepare for, and write, their certification examination.

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Roles and Responsibilities

A successful apprenticeship relies on the full support and participation of the following partners: the apprentice, the employer, and the SATCC. Below is an outline of their responsibilities.

Employer Responsibilities:

1. Provide the apprentice with on-the-job training supervised by a certified journeyperson. See the on-the-job training guides for information.
2. Maintain a work environment that is conducive to learning and offers the apprentice a safe place to work with proper equipment and shop facilities.
3. Pay the apprentice's wages (usually set at a rising percentage of the journeyperson wages).
4. Arrange for the apprentice to have time for in-school technical training.
5. Keep accurate records of the on-the-job training hours and type of work - usually in an official record book or log - and submit a Form 6A. The employer may also be responsible for providing a letter verifying the apprentice has completed all certification requirements.
6. Notify the SATCC if:
 - There are changes to facilities, equipment, or staffing which could affect the ability to provide on-the-job training or supervision.
 - The company relocates or changes its mailing address.
 - The apprentice leaves.

Apprentice Responsibilities:

1. Find appropriate employment.
2. Actively participate in, and successfully, complete the required on-the-job and in-class training.
3. Keep track of his/her progress, including the required hours and skill sets needed to complete the apprenticeship (Form 6A). The apprentice may be given a log book that he/she is responsible for updating.

Saskatchewan Apprenticeship and Trade Certification Commission Responsibilities:

1. Work with industry to develop and maintain occupational definitions, training and certification standards.
2. Designate training institutions that are authorized to deliver the in-school technical training portion of apprenticeship.
3. Set tuition fees and pay in-school technical training costs not covered by these fees.
4. Keep employers and apprentices informed about the system.
5. Issue certificates, monitor, and verify record books for apprentices and qualified journeypersons.
6. Develop and manage examinations for each level of the program and final qualifications for certification.
7. Assist in the scheduling of in-school technical training.

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Fee Schedule - as of April 1, 2008

Item

Fee

1. Tuition (per week – partial or full week)

[Minimum fee of \$120.00]

\$30.00

2. Applications

- Employer Application for Registration (Form 1)

\$150.00

- Tradesperson Registration (Form 7)
[Hairstylist \$250.00]

\$480.00

- Learner's Certificate (Form 3)

\$60.00

- Certificate of Tradesperson's Registration (Form 3)

\$480.00

- Examination-Written (Form 2)
- 2nd and subsequent attempts
- out-of-province journeypersons wanting the interprovincial exam

\$100.00

- Examination-Practical (Form 2)
- 2nd and subsequent attempts

\$160.00

- Replacement (Form 5)

\$60.00

3. Other Fees

- Request for Review of Examination Results

\$100.00

- Request for Upgrading Application (Form 4)

\$100.00

- Special Permit (Form 3)

\$480.00

- Special Permit – Hairstylist (Form 3)

\$250.00

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Tax Programs for Employers and Workers

The following is a list of the current provincial and federal tax programs for employers, apprentices and journeypersons. For up-to-date information, always visit the apprenticeship website listed below.

Provincial - Graduate Retention Program

The Government of Saskatchewan is committed to retaining our best and brightest right here at home! Introducing a new program of tax benefits for graduates that addresses tuition costs and contributes to the long term growth and prosperity of Saskatchewan!

The Graduate Retention Program (GRP) is a refundable income tax credit to rebate up to \$20,000 of tuition fees paid by eligible graduates. This initiative replaces the Graduate Tax Exemption beginning January 1, 2008, while transitioning in graduates eligible for this previous benefit program.

Provincial - Employees' Tool Tax Credit

The Employees' Tool Tax Credit recognizes the costs associated with purchasing, replacing and upgrading eligible tools by qualifying employees as a condition of their employment. The tax credit consists of two components: a one-time trade entry amount and an annual maintenance amount. The maximum amount for each component is dependent upon the trade group that the individual is employed in. The tax credit is calculated as 11 per cent of the specified credit amounts for each of the trade group.

The one-time trade entry amount is intended to recognize the high initial cost of tools that are required to be purchased by employees to enter their trade. The annual maintenance amount is intended to recognize the ongoing cost to a tradesperson of maintaining his or her tools that are required as a condition of employment.

Eligibility and Administration

The Canada Revenue Agency administers the Employees' Tool Tax Credit on Saskatchewan's behalf and requires that employees and employers complete a provincial tax form T1284.

For more information, call the Canada Revenue Agency at 1-800-959-8281.

Federal - Apprenticeship Job Creation Tax Credit

This is a Federal Government initiative. In order to facilitate completion of the tax form, please note the following:

We do not have "Contract Numbers." Therefore, we suggest you complete Column A "Contract Number" with the apprentice's name and address.

The Red Seal codes for the eligible trades in Saskatchewan are in this document - Red Seal Codes.

For further information please contact 1-800-O-Canada or visit www.fin.gc.ca/budget06/bp/bpc3be.htm#apprenticeship.

Federal - The Apprenticeship Incentive (AIG) Program

The Apprenticeship Incentive Grant (AIG) Program began January 1, 2007. Apprentices completing their first or second year (level, block or period) of an apprenticeship program in a provincially or territorially designated Red Seal trade will be eligible for a \$1,000 taxable grant to help offset some of their training-related costs and to encourage further advancement in their programs. Only those apprentices demonstrating progression on or after January 1, 2007 will be considered eligible for the grant.

Please note, we are advised that according to Service Canada guidelines, pre-employment clients are not eligible to apply for the year of the grant that they have been given credit for. Please refer to question 18 of the Application form.

Information about the program is available at www.hrsdc.gc.ca/apprenticeship. General enquiries about the program should be directed to Service Canada at www.servicecanada.gc.ca, at a local Service Canada Centre, or by calling at 1-866-742-3644 or 1-866-909-9757 (for the hearing impaired).

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Service Canada

1 800 O-Canada servicecanada.gc.ca

Record of Employment

Employers!

Register for ROE Web

Create and print Records of Employment (ROE) faster and more accurately online.

- It's free.
- Transmit a large number of ROEs in minutes or submit one ROE in seconds.
- Secure transmission using the same technology as financial institutions.
- No special software installation required.
- Access 24 hours a day, 7 days a week.

If you are interested in receiving more information about how ROE Web can save you time and money, please complete the form below and fax to:

Saskatoon and northern Saskatchewan:
Susan Matiko, Public Liaison Officer
Fax: (306) 975-6426

Regina and southern Saskatchewan:
Pat Fedorchuk, Public Liaison Officer
Fax: (306) 780-6483

For more information visit www.servicecanada.gc.ca.

Les relevés d'emploi

Employeurs!

inscrivez-vous au RE Web

Créez et faites imprimer des Relevés d'emploi (RE) plus rapidement et avec plus de précision en ligne.

- C'est gratuit.
- Envoyez électroniquement un grand nombre de RE en quelques minutes ou soumettez un RE en quelques secondes.
- Transmission protégée du RE grâce à la même technologie utilisée par les établissements financiers.
- Aucun logiciel particulier à installer.
- Accès 24 heures par jour, 7 jours par semaine.

Pour obtenir de plus amples renseignements sur le RE Web et pour économiser temps et argent, veuillez remplir le formulaire ci-dessous et nous l'envoyer par télécopieur à l'adresse suivante :

Saskatoon et le nord de la Saskatchewan :
Susan Matiko, Agente de liaison avec le public
Télec. : (306) 975-6426

Regina et le sud de la Saskatchewan :
Pat Fedorchuk, Agente de liaison avec le public
Télec. : (306) 780-6483

Pour plus d'information, consultez le site www.servicecanada.gc.ca.

Name of company / Nom de l'entreprise : _____

Address / Adresse : _____

City / Ville : _____ Province : _____ Postal Code / Code postal : _____

Do you have a payroll provider? _____ Avez-vous un fournisseur de services de paye? _____

Would you be interested in attending an ROE Web information session? _____

Aimeriez vous participer à une séance d'information sur le RE Web ? _____

Telephone / Téléphone : _____ Fax / Télécopieur : _____

Email / Courriel : _____



Government of Canada / Gouvernement du Canada

Canada



Employment Insurance Information for Employers

NOTICE TO EMPLOYERS

Please review the following information so your apprentices may avoid unnecessary financial problems during their attendance at apprenticeship technical training classes:

1. Each apprentice not receiving full or partial pay from their employer while attending apprenticeship classes and who wishes to receive Employment Insurance (EI) benefits from Service Canada **MUST APPLY FOR EI BENEFITS IMMEDIATELY AFTER THEY STOP WORKING AND BEFORE THEY ENROL IN TECHNICAL TRAINING.**
2. The apprentice's EI application cannot be processed until Service Canada has the Record of Employment (ROE) form for the individual on file. You are asked to provide your apprentice with a Record of Employment Form on the last working day prior to their enrolment at the technical institute OR you may record the ROE on-line at www.servicecanada.gc.ca (see the reverse side of this letter for information from Service Canada).
3. If the reason for issuing the Record of Employment Form is solely to allow the apprentice to attend training and draw Employment Insurance – be sure to use Code J in Block 16; should it be issued for some other reason, the appropriate code should be used.
4. Whenever the document is issued in accordance with Block 16, Code J, we do not consider the apprentice to have been laid off. Consequently, you are not required to pay them the accumulated holiday pay at the time they report for training. The intent of the Labour Standards Act provisions regarding vacation pay, is to provide employees with vacation periods without major loss of income.
5. Holiday pay, severance pay or other similar payments that are made to apprentices will be treated as income. The EI claim would be delayed by the number of weeks these payments represent.

February 2008

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Apprentice Costs and Benefits by Trade

Given the shortage of skilled trades workers, the Canadian Apprenticeship Forum (CAF) wanted to gain an understanding of the barriers to hiring and training apprentices.

Some employers perceive the cost of apprenticeship as a major barrier to apprenticeship training. Costs to employers not only include wages but also the time of the journeyman who trains the apprentice. However, there are significant benefits of apprenticeship training. For example, apprenticeship training may provide an opportunity for journeymen to enhance their skills and knowledge. In addition, an apprentice who is trained within an organization and becomes a qualified journeyman (i.e. a "homegrown" journeyman) will likely be more productive relative to an externally trained journeyman.

The perceived cost of apprenticeship and the lack of research on the benefits of apprentices were catalysts for their study - Apprenticeship - Building a skilled workforce for a strong bottom line - that examined both the costs and benefits of apprenticeship training across a range of service, construction and industrial trades.

The study was conducted by R.A. Malatest & Associates Ltd. and the Conference Board of Canada from September 2005 to February 2006 to assess the costs and benefits of apprenticeship training. Fifteen trades were studied with over 300 employers. The study estimated the costs and benefits of apprenticeship training to employers across the 15 trade areas, although it was not possible to capture all variations in each trade due to the small sample sizes. See the table on the next page.

The net benefits and costs were calculated on a per apprentice, per year of apprenticeship basis, and the following analysis was made:

- The net benefit of apprenticeship training increases in each year over the course of the apprenticeship period;
- The revenue generated by an apprentice increases throughout the apprenticeship;
- Wages and benefits paid to apprentices increase commensurately with training and experience; and
- The costs related to journeyman time spent training apprentices declines through each year of the apprenticeship.

The overall results of the cost-benefit analysis indicated that the benefits of apprenticeship training exceed the costs for each of the 15 trade areas, with the net benefit ranging from \$8,250 (Mobile Crane Operator) to \$132,780 (Sprinkler System Installer). In addition, the results indicate that for every \$1 spent on apprenticeship training, an employer receives a benefit of \$1.38 or a net return of \$0.38 on average. If eligible tax credits are included, the net return to employers increases to \$0.44. These findings suggest that apprenticeship training is worthwhile investment to employers.

For the complete study, visit the CAF website listed below.

<http://www.caf-fca.org/en/report/ReturnOnTrainingInvestment.pdf>

Total Per Apprentice Costs and Benefits by Trade

Trade	Duration of Apprenticeship (Years) ¹	Costs ² (\$)	Benefits ³ (\$)		Net Benefit ⁴ (\$)		Benefit-Cost Ratio ⁵	
			Excl. Tax Credits	Incl. Tax Credits	Excl. Tax Credits	Incl. Tax Credits	Excl. Tax Credits	Incl. Tax Credits
Automotive Service Technician	4	219,354	327,835	342,835	108,481	123,481	1.49	1.56
Bricklayer	4	202,530	270,729	285,729	68,200	83,200	1.34	1.41
Carpenter	4	192,080	214,207	229,207	22,127	37,127	1.12	1.19
Construction Electrician	5	275,424	338,040	353,040	62,616	77,616	1.23	1.28
Cook	3	77,601	119,703	na	42,102	na	1.54	na
Heavy Duty Equipment Mechanic	4	208,231	304,247	319,247	96,016	111,016	1.46	1.53
Industrial Mechanic (Millwright)	4	246,061	298,493	313,493	52,432	67,432	1.21	1.27
Insulator	4	202,149	267,441	282,441	65,292	80,292	1.32	1.40
Machinist	4	184,956	283,669	298,669	98,713	113,713	1.53	1.61
Mobile Crane Operator	4	248,068	256,318	271,318	8,250	23,250	1.03	1.09
Motor Vehicle Body Repairer	4	180,647	295,281	310,281	114,634	129,634	1.63	1.72
Refrigeration and Air Conditioning Mechanic	4	242,960	319,084	334,084	76,124	91,124	1.31	1.38
Sheet Metal Worker	4	251,698	300,017	315,017	48,320	63,320	1.19	1.25
Sprinkler System Installer	4	206,153	338,933	353,933	132,780	147,780	1.64	1.72
Tool and Die Maker	4	173,469	290,473	305,473	117,004	132,004	1.67	1.76
Average	4	207,425	281,631	308,198	74,206	91,499	1.38	1.44

¹ Source: Apprenticeship Survey (Q28)

² Represents the total per apprentice costs incurred over the apprenticeship period.

³ Measured as the revenue generated by an apprentice.

⁴ Benefits – Costs

⁵ Benefits/Costs

- In reference to the chart above, while the national-level data can be viewed with considerable confidence given the participation of more than 400 employers in the study, in some cases, the trade-specific data should be interpreted with caution given the small, non-representative sample of the respondents.
- The information outlined in the chart above is provided by the Canadian Apprenticeship Forum – forum canadien sur l'apprentissage and comes from their research study: Apprenticeship – Building a skilled workforce for a strong bottom line. Return on Apprenticeship Training Investment for Employers.

<http://www.caf-fca.org/en/report/ReturnOnTrainingInvestment.pdf>

AUDIENCE LISTING

Employers

RELATED PROGRAMS

Aboriginal Employment Development Program

Promotes Aboriginal training and employment in the province.

<http://www.fnmr.gov.sk.ca/aedp/>

Canada-Saskatchewan Career and Employment Services

Canada-Saskatchewan Career and Employment Service offices help Saskatchewan people to plan a career, upgrade their education or skills, and find a job.

<http://www.aee.gov.sk.ca/career-employment/>

Job Start/ Future Skills

JobStart/Future Skills links training to employment. The program provides a range of skills training solutions for Saskatchewan people. The program is offered in partnership with Saskatchewan businesses, industry associations, individuals, public training institutions and other training deliverers

<http://www.aee.gov.sk.ca/jsfs/>

Jobs in Saskatchewan

The Government of Saskatchewan's job-search website. SaskJobs.ca lists both private and public sector job opportunities in communities throughout Saskatchewan.

<http://www.saskjobs.ca/>

Labour Relations Training

The Labour Relations and Mediation Division provides information, training, mediation and bargaining assistance to labour and management in unionized workplaces.

<http://www.labour.gov.sk.ca/Default.aspx?DN=21da73b1-1c6f-4b02-b577-79cd6bb9b780>

Labour Standards

Promotes and enforces provincial employment standards established under the Labour Standards Act.

<http://www.labour.gov.sk.ca/LS/>

Occupational Health and Safety

Information and services to keep Saskatchewan people safe at work by preventing and reducing on-the-job accidents and illnesses.

<http://www.labour.gov.sk.ca/Default.aspx?DN=9428e839-c6e6-42ab-831b-f737e314590c>

SaskJobs

SaskJobs provides job seekers and employers with assistance to find and post employment opportunities in Saskatchewan.

<http://www.saskjobs.ca/>

SaskNetWork

The SaskNetWork web site is about helping the people of Saskatchewan connect to the resources they need in the areas of jobs, work, education and training, career planning, self-employment, labour market information, financial help and the workplace.

<http://www.sasknetwork.ca/>

Worker's Compensation

A no-fault system that protects employers and workers against the result of workplace injuries.

<http://www.wcsask.com/>



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