
Apprenticeship



Challenges & Opportunities

Department of Education Presentation
Provincial Labour Market Symposium October 31, 2006

Apprenticeship Facts

- **56 NL designated occupations**
 - **Majority of occupations are recognized in all jurisdictions (Red Seal)**
 - **Four Methods to achieve certification in NL**
 - Traditional Apprenticeship
 - Trade Qualifiers
 - Internship
 - Direct Entry
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Apprenticeship Statistics

YEAR	CNA Enrolment	Private Enrolment
2001	1,730	690
2002	1,849	840
2003	1,961	868
2004	2,009	798

REGION	# of Active Apprentices
Burin/Eastern	269
Corner Brook/Western	392
Grand Falls-Windsor/Central	692
Labrador	287
St. John's/Avalon	2,054
TOTAL (June 2005)	3,694

Red Seal Statistics

YEAR	# of Certificates Issued
2001	501
2002	444
2003	392
2004	365
2005	206
TOTAL	1,908

Fact - over 24,000 certificates granted in NL since 1950s

TOP 5 TRADES	# of Certificates Issued since 1990
Carpenter	1,230
Welder	971
Automotive Technician	812
Construction Electrician	660
Industrial Electrician	485
TOTAL (all trades)	8,803

Benefits for Employers

- **Affordable** – cost-effective solution (government-funded advanced level)
 - **Local Supply** – train local people for careers at home
 - **Stable** – high level of satisfaction with career choice, less turnover, more loyalty to the employer that supported them
 - **Professional** – rigors of apprenticeship lead to a high degree of professionalism, skills tied to industry standards, latest technology, and a continuous learning environment
 - **Creative** – new ideas, enthusiasm, energy leads to creative problem solving, best practices and competitive advantages
 - **Customized** – choose people that fit the company's workplace and trained to the specific needs of the company
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Challenges

- Completion Rates
 - Compulsory Certification
 - Mobility and Transferability
 - Employer Support & Involvement
 - Female & Aboriginal Participation
 - Delivery Models (internship vs. block)
 - Journeyperson Ratio
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Opportunities

- *Shaping the Provincial Apprenticeship System: A Strategic Approach (2005–2007)*
 - ❑ Increased promotion of apprenticeship, with an employer strategy to create more job opportunities for apprentices
 - ❑ Increasing completion rate of apprentices to meet current and future skills shortages
 - ❑ Enhancing the current Apprenticeship Information Management System
 - ❑ Improving the transferability of apprenticeship training programs and mobility of apprentices
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Opportunities

- Targeted Wage Subsidy
 - 60% subsidy for employers that commit to 78 weeks of employment
 - Pilot until March 31, 2007
 - \$1.6M allocation
 - Provincial Apprenticeship Board
 - Skills Task Force
 - Women in Trades
 - Hiring Apprentices
 - Scholarships
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Thank you!

Any questions?
