THE APPRENTICESHIP ADVANTAGE: EARNING RETURN ON TRAINING INVESTMENT

At the Canadian Apprenticeship Forum, we’ve spent more than ten years discussing the many advantages of apprenticeship with Canadian employers. We’ve surveyed employers who hire apprentices and spoken to those who don’t.

For almost all employers, the decision to hire an apprentice comes down to this question: “How will investing in apprenticeship affect my company’s bottom line?”

THE BOTTOM LINE

We’ve surveyed almost 1,000 employers across Canada, and they tell us that investing in apprenticeship delivers real returns to their company’s bottom line. When broken down by type of trade, employers in 19 out of the 21 trades reported a positive return on training investment. We found that the benefits earned (and the revenues generated) increase each year over the course of a four-year apprenticeship.

TOTAL RETURN ON A 4-YEAR APPRENTICESHIP

For three trades (construction electricians, refrigeration and air conditioning mechanics, and automotive service technicians) we were able to dig deeper. We found out that returns exist in all regions across Canada and for companies of all sizes.

Some employers remain concerned that hiring apprentices is a big investment. And it can be. It takes time, money and effort to train employees who are new to the trades. Yet, our research consistently shows that apprenticeship is an investment that pays off. In addition to financial benefits, qualitative returns include:

- Better fit with the organization
- Greater overall productivity
- Better health and safety performance
- Better relations with customers

TO LEARN MORE

To learn more about hiring apprentices, visit us online at ApprenticeshipPays.com, our one-stop shop for everything you need to know about apprenticeship. You can also find out more about earning a return on training investment, and the data presented in this fact sheet, in our report It Pays to Hire an Apprentice available on the Reports and Resources page at www.caf-fca.org.

While you’re on our website, click on our Apprenticeship Advantage fact sheets to learn about the many advantages of apprenticeship:

- The Apprenticeship Advantage: Building a Better Workforce
- The Apprenticeship Advantage: Recruiting Tomorrow’s Workers Today
- The Apprenticeship Advantage: Hiring Top Talent
- The Apprenticeship Advantage: Meeting Business Needs
- The Apprenticeship Advantage: Retaining Your Best People
- The Apprenticeship Advantage: Finding Resources Online