



# LABOUR MARKET OUTCOMES

OF ALBERTA'S APPRENTICESHIP AND INDUSTRY TRAINING SYSTEM

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Report on the Results of the Benefits to Post-Secondary Education Project

## **Labour Market Outcomes of Alberta' Apprenticeship and Industry Training System**

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# EXECUTIVE SUMMARY

The Benefits to Post-Secondary Education Project (BPSEP) examines employment earnings of individuals certified through Alberta's apprenticeship and industry training system. Administrative data was linked to tax records to determine median incomes over time. The project included individuals, certified in a designated trade or occupation in Alberta between 2005 and 2013, who reported employment earnings in the 2006 to 2014 tax years. The project follows individuals certified in each year (cohort) over time.

The results provide an indication of the long-term benefits of trade certification based on annual earnings. They provide accurate, reliable data that builds on and validates existing survey data. Past survey data is self-reported and based on a point in time. This project, for the first time, employs a data matching process and follows certified individuals over time. The results support policy development and accountability related to Alberta's apprenticeship program. The project is, however, limited in scope to those certified individuals who file personal income taxes in the project study years. Self-employed individuals are not included. The number of hours worked and the job in which they are employed are unknown.

## Overall

The results indicate that there is considerable variability in the median income of those certified through Alberta's apprenticeship industry training system. The variability occurs between trades and between years of certification. Income patterns over time are characterized by fluctuations. The magnitude of those fluctuations depends on the route to certification, trade, and to some extent year of certification. This suggests that in some trades, median incomes may fluctuate with changes in economic conditions - in some cases, quickly and dramatically. Changing economic conditions may affect the availability of work and the hours worked, which in turn, may influence median incomes. Further research is needed to understand these fluctuations in income.

## Completers versus Qualifiers

Individuals who have completed an apprenticeship program (completers) have different earning potential and median income patterns than those certified through the Qualification Program (qualifiers). Generally, qualifiers have higher median incomes that tend to be more variable from year to year.

## Completers

The median income of completers has been increasing since 2005. There are a few years in which earnings decrease, but these are typically followed by recovery and growth. The median income of completers one year after graduation tends to increase for each graduation cohort over time.

A higher number of years since certification does not necessarily mean higher earnings. Income growth patterns vary widely among the trades. Most trades are characterized by increases and decreases from year to year. However, earnings in some trades are more volatile than others.

# INTRODUCTION

The Benefits to Post-Secondary Education Project (BPSEP) is a new research project led by Alberta Advanced Education in partnership with Statistics Canada that is intended to fill information gaps related to the labour market outcomes of Alberta's post-secondary graduates. This report focuses on income outcomes of those certified through Alberta's apprenticeship and industry training system. It provides insight on graduates' initial performance in the labour market, as well as long term earning potential.

To date, data on employment income has been collected solely through a biennial survey of apprentice graduates. This project, for the first time, linked data to track employment income of those certified over time. Although the survey cohort is different from those tracked here, the two approaches deliver similar results with incomes varying by 10% on average over the four survey years compared (2005/06, 2007/08, 2009/10 and 2011/12).

For income information on graduates of other post-secondary programs see: [Labour Market Outcomes of Graduates of Alberta Post-Secondary Institutions](#).

## Definitions

*Designated Trade:* An occupation designated under the *Apprenticeship and Industry Training Act* by Lieutenant Governor in Council on the recommendation of industry, the Alberta Apprenticeship and Industry Training Board, and the Minister of Advanced Education. The legislation provides for apprenticeship programs and certification of tradespeople as evidence that their qualifications meet the industry-established standards for the trade.

*Designated Occupation:* An occupation designated under the *Apprenticeship and Industry Training Act* by the Minister of Advanced Education on the recommendation of industry and the Alberta Apprenticeship and Industry Training Board. Designated occupations have clearly identified competencies. When an individual has achieved the occupation's identified competencies, the Minister grants an Occupational Certificate. Participation in a designated occupation is voluntary and a certificate is not required by law for an individual to work in the occupation.

For more information on Alberta's designated trades and occupations, go to: <https://tradesecrets.alberta.ca>

*Completer:* An individual who either completed the requirements of an apprenticeship program in a designated trade or was granted an occupation certificate.

*Qualifier:* An individual granted a Qualification Certificate who, through an assessment of their prior work experience, knowledge and skills in a designated trade, demonstrates he/she meets the standards set for certification in Alberta. These individuals have not completed an apprenticeship program.

*Tax year:* Income earned between January 1 and December 31 of a given year.

*Cohort:* Group of individuals who became certified through Alberta's apprenticeship and industry training system between January 1 and December 31 in a given calendar year.

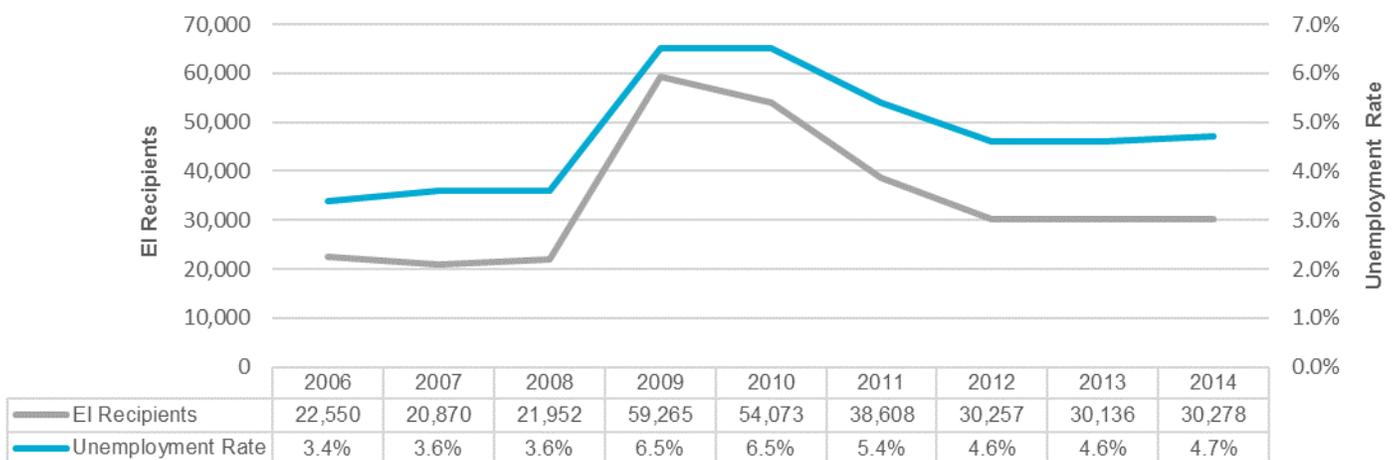
# OVERVIEW

Individuals who achieved certification through Alberta’s apprenticeship and industry training system between 2005 and 2013 (inclusive) were followed over time to study the dynamics of their employment income. Statistics Canada’s T1 Family File (T1FF) was used to determine employment income beginning the first year following certification. Three methods of data collection were used in the overall study, cross-sectional, longitudinal and true longitudinal, but only results of true longitudinal approach are reported here. (See Appendix A for more details about methodology and exclusion criteria.) Results from the true longitudinal method include only individuals who consistently filed personal income taxes in every year of the study period after certification. In addition, individuals who reported self-employment earnings in any of the project’s study years, or who have returned to study or earned another credential since certification are not included in the results reported here.

This report describes employment incomes based on data matching but does not make causal claims. Further research is needed to better understand the factors affecting earnings over time. Individuals included in this project may have obtained additional credentials prior to becoming certified in a designated trade or occupation. They also may be certified in more than one trade, however they are tracked in the trade in which they are most recently certified. In addition, it is important to note that tax files do not indicate the number of hours tax filers worked nor the type of work/job in which they are employed over the project period. Although they have been certified in a designated trade or occupation at some point, they may not have continued working in that trade/occupation.

The impact of economic conditions on employment earnings in the trades is also unknown. However, the unemployment rate and employment insurance (EI) uptake in Alberta for the study period are included in Figure 1 for context in considering the results reported here. The unemployment rate and EI uptake peaked in 2009 and fell between 2010 and 2012.

FIGURE 1. Alberta Economic Indicators 2006 - 2014



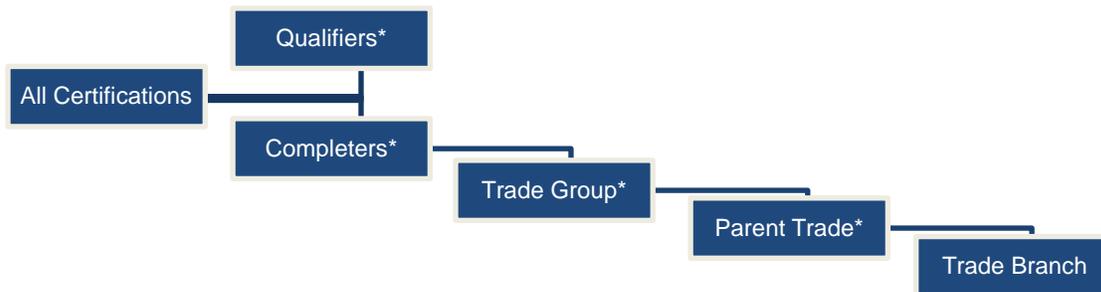
Sources: Statistics Canada Canism Tables 276-0022 and 282-0087; extracted January 2018.

# ANALYSIS

Median income was used to represent earnings for each cohort (each cohort is represented by a unique color in the Figures in this report). Median income is a good indicator of how a ‘typical’ graduate is doing – half of the cohort is earning above the median income and half is earning below. The advantage of using median income is that outliers (highest and lowest earners) will not skew income figures, as they would if using averages. Median incomes are rounded to the nearest \$100 and expressed in real 2015 dollars using the Alberta Consumer Price Index All-Items (CPI).

Analysis of the data was conducted on three levels, each with an increasing level of specificity. This report covers each of the levels marked with an asterisk in Figure 2 (see below). First, all certifications were divided into ‘completers’ and ‘qualifiers’ to determine if incomes varied based on route to, or type of, certification. Of all certificates issued between 2004 and 2013, 83% were Journeyman Certificates issued to completers of apprenticeship programs, 16% were Qualification Certificates, and only 1% were Occupation Certificates. The proportion of those certified in designated occupations is, consequently, too small to report on separately here or to influence the median incomes reported. The analysis of completers includes, where possible, breakdowns by trade group and by parent trade. Due to small numbers, results for trade qualifiers are not available by trade group or parent trade. Data was also collected at the branch level for those trades with branches. Most results at the branch level are based on small numbers and are, therefore, suppressed for both completers and qualifiers and are not included in the analysis.

Figure 2: Certification Levels



There are six trade groups. (See Appendix B for parent trades within each trade group.) All six groups have sufficient data for analysis. There are 49 designated parent trades. (See Table 1 for data availability by trade.) Data for all cohorts is available for 20 trades. Another 13 trades have only partial data available. These trades are marked with asterisk in Table 1. Data has been suppressed for all cohorts in 16 of the parent trades due to small numbers.

*Table 1. Data Availability by Parent Trade*

<b>Trades with All or Some* Data Available</b>	
AUTOBODY TECHNICIAN*	INSTRUMENTATION AND CONTROL TECHNICIAN
AUTOMOTIVE SERVICE TECHNICIAN	INSULATOR (HEAT AND FROST)
BAKER*	IRONWORKER*
BOILERMAKER*	MACHINIST
BRICKLAYER*	MOTORCYCLE MECHANIC*
CABINETMAKER*	PARTS TECHNICIAN
CARPENTER	PLUMBER
COMMUNICATION TECHNICIAN	POWERLINE TECHNICIAN
COOK	POWER SYSTEM ELECTRICIAN*
CRANE AND HOISTING EQUIPMENT OPERATOR	RECREATION VEHICLE SERVICE TECHNICIAN*
ELECTRICIAN	REFRIGERATION AND AIR CONDITIONING MECHANIC
ELEVATOR CONSTRUCTOR*	RIG TECHNICIAN*
GASFITTER	SHEET METAL WORKER
GLAZIER*	SPRINKLER SYSTEMS INSTALLER*
HAIRSTYLIST	STEAMFITTER-PIPEFITTER
HEAVY EQUIPMENT TECHNICIAN	WELDER
INDUSTRIAL MECHANIC (MILLWRIGHT)	
<b>Trades with All Data Suppressed</b>	
AGRICULTURAL EQUIPMENT TECHNICIAN	METAL FABRICATOR (FITTER)
APPLIANCE SERVICE TECHNICIAN	NATURAL GAS COMPRESSION TECHNICIAN
CONCRETE FINISHER	OUTDOOR POWER EQUIPMENT TECHNICIAN
ELECTRIC MOTOR SYSTEMS TECHNICIAN	PAINTER AND DECORATOR
FLOORCOVERING INSTALLER	ROOFER
LANDSCAPE HORTICULTURIST	TILESETTER
LATHER (INTERIOR SYSTEMS MECHANIC)	TRANSPORT REFRIGERATION TECHNICIAN
LOCKSMITH	WATER WELL DRILLER

\*Data only available for some years and cohorts.

# RESULTS<sup>1</sup>

## Route to Certification

Completers and qualifiers have different median income patterns (See Figures 3 and 4; shown on the same scale to reflect the differences). The median income of qualifiers shows more volatility from year to year. (Note: Some variation may be due to the smaller numbers of qualifiers in the data. See valid counts in Appendix C).

Overall completers of Alberta's apprenticeship programs between 2005 and 2013 have a median income ranging from \$78,400 to \$94,100. Employment earnings for qualifiers are higher, but are more varied by cohort and year. Median income for qualifiers ranges from \$87,300 to \$125,400.

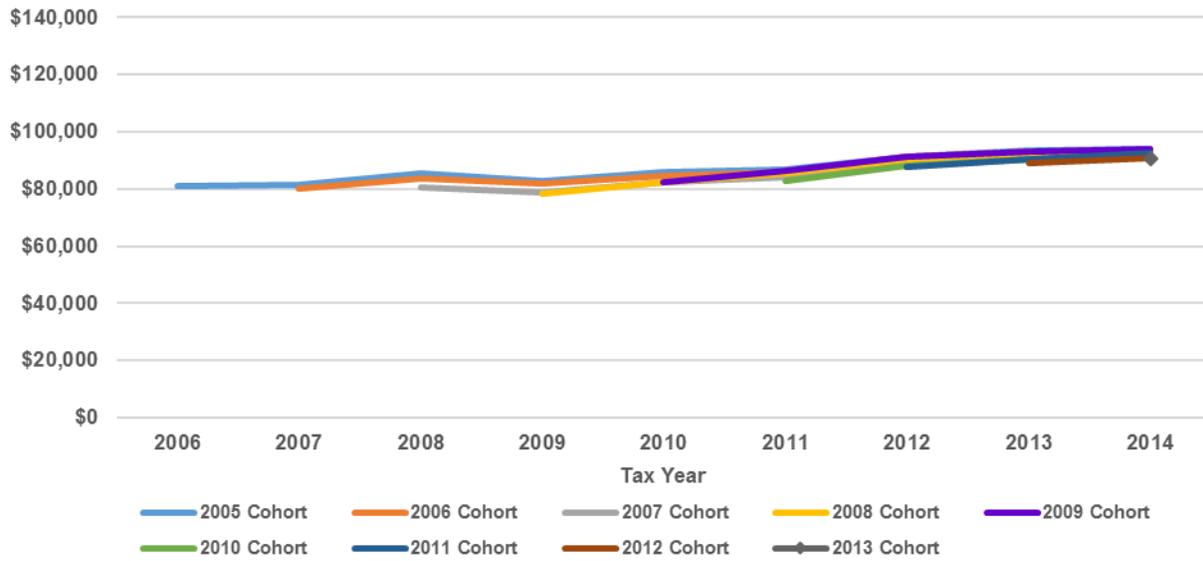
Although both groups experience temporary decreases in income, followed by recovery and growth, the magnitude of change is generally higher for qualifiers than completers. For example, there was a decrease in income for both completers and qualifiers between 2008 and 2009, however the decrease is more pronounced for qualifiers.

While most completer cohorts are clustered close together depicting similar median incomes, qualifier cohorts have more variation in median income. Most cohorts for both groups follow a similar pattern – a decrease for one cohort is associated with decreases for all cohorts – but the magnitude of decrease may be different among qualifier cohorts. For example, the 2005, 2006 and 2007 qualifier cohorts all experienced a decrease between 2008 and 2009, but the magnitude of decrease is much larger for the 2006 and 2007 cohort than the 2005 cohort.

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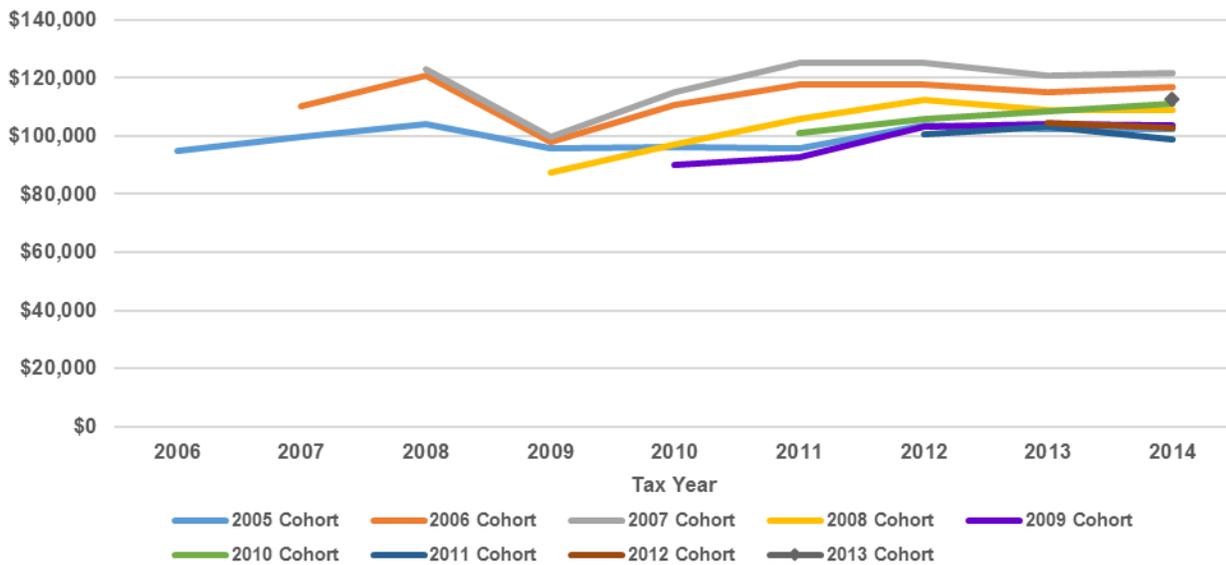
<sup>1</sup> (See Appendix C for median income, cell counts, and response and exclusion rates for figures presented in report).

FIGURE 3. Completers: Median Income by Tax Year



Sources: Statistics Canada, T1 Family File (T1FF), 2006 to 2014. Alberta Advanced Education, Apprenticeship, Trade, and Occupation Management System (ATOMS), 2004/05 to 2012/13.

FIGURE 4. Qualifiers: Median Income By Tax Year



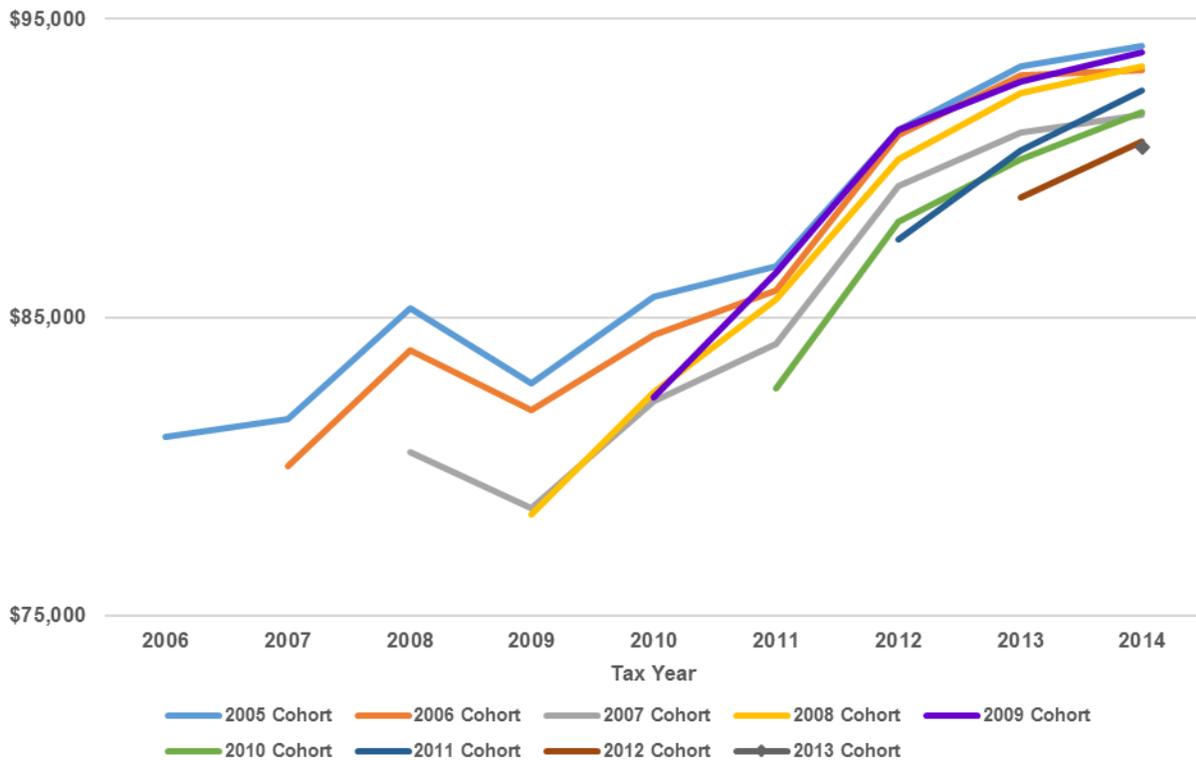
Sources: Statistics Canada, T1 Family File (T1FF), 2006 to 2014. Alberta Advanced Education, Apprenticeship, Trade, and Occupation Management System (ATOMS), 2004/05 to 2012/13.

## Completers Over Time

The median income of completer cohorts is generally increasing over time. The only exception is between 2008 and 2009, where median income temporarily decreases. In 2011, median incomes ranged from \$82,300 for the 2010 cohort to \$85,700 for the 2005 cohort. In 2014, median incomes range from approximately \$90,700 to \$94,100 for all cohorts.

More years since certification does not necessarily translate to higher earnings for apprentice completers. If the number of years since certification led to increased earnings, the 2005 cohort would stand out as the highest earners over time followed by each consecutive cohort. This is not consistently the case. Magnifying the scale to highlight the median income of the 2014 tax year, shows the 2005 cohort clustered closely with the 2006, 2008 and 2009 cohorts (see Figure 5). While the 2005 cohort does have the highest median income (\$94,100), the median income for the 2009 cohort is almost identical (\$93,900) with fewer years since certification. And the median income for the 2007 cohort (\$91,800) is \$2,100 lower than the median income of the 2009 cohort. It is important to note here that years since certification does not necessarily translate to years of experience. The data on years of experience is not available through this project.

FIGURE 5. Completers: Median Income By Tax Year

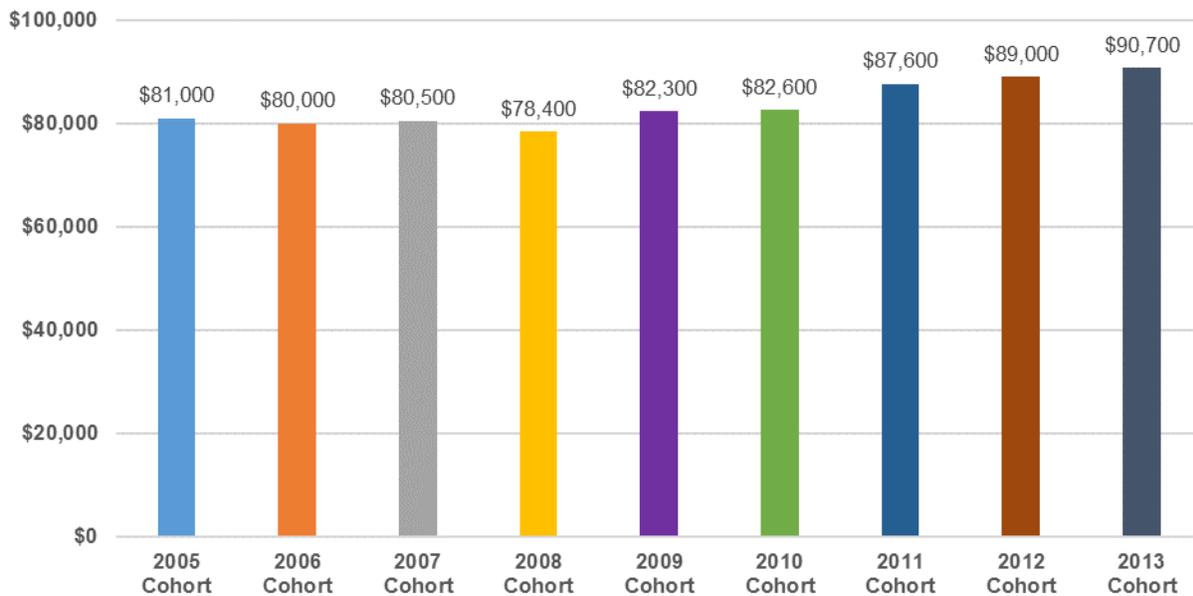


Sources: Statistics Canada, T1 Family File (T1FF), 2006 to 2014. Alberta Advanced Education, Apprenticeship, Trade, and Occupation Management System (ATOMS), 2004/05 to 2012/13.

## Completers Starting Income

Since 2005, the trend for starting income (i.e., median income one year after graduation) for completers is increasing (see Figure 6). Starting income for the 2005 cohort was \$81,000; while it was considerably higher for the 2013 cohort at \$90,700. Apprentices graduating in 2008 had the lowest starting income.

FIGURE 6. Median Income One Year After Graduation: Completers

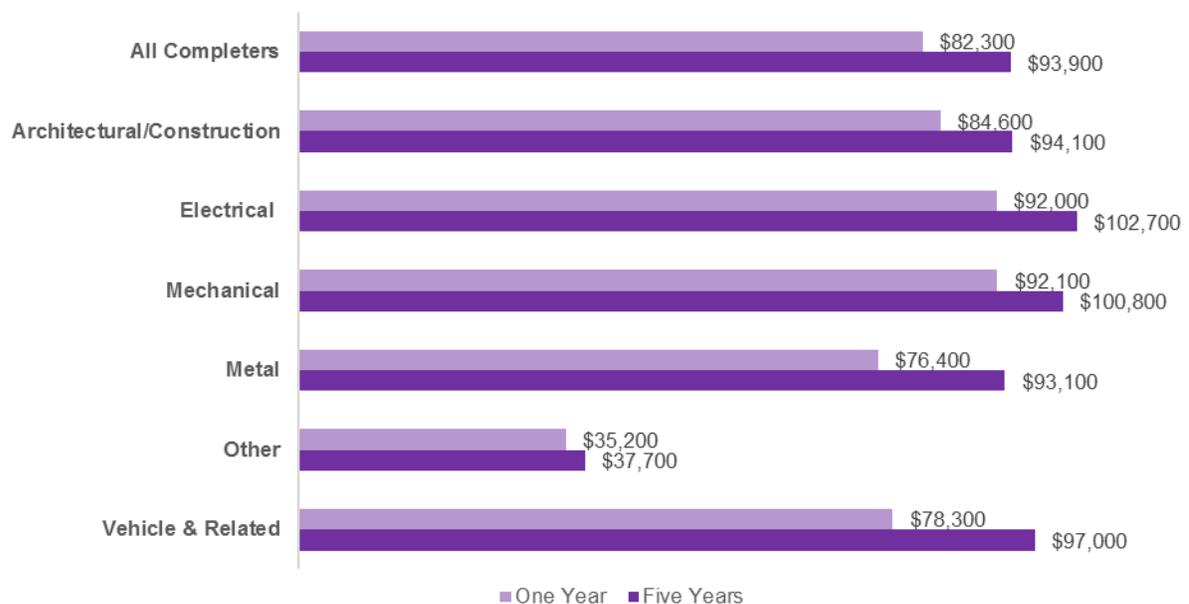


Sources: Statistics Canada, T1 Family File (T1FF), 2006 to 2014. Alberta Advanced Education, Apprenticeship, Trade, and Occupation Management System (ATOMS), 2004/05 to 2012/13.

## Trade Group<sup>2</sup>

All completers are classified into one of six trade groups – Architectural/Construction, Electrical, Mechanical, Metal, Vehicle and Related, and Other (see Appendix B for a list of trades included in each trade group). Comparing the median income of the trade groups at one and five<sup>3</sup> years after certification (see Figure 7), the Mechanical trade group had the highest median income one year after certification (\$92,100). The Electrical trade group had the highest five years after certification (\$102,700). The Vehicle and Related trade group had the highest increase in median income between one and five years after certification. The Other trade group had the lowest median income and the smallest increase between one and five years after certification. All completers (trade groups combined) is also displayed in Figure 7 for comparison purposes.

FIGURE 7. Median Income One and Five Years After Certification by Trade Group: 2009 Cohort



Sources: Statistics Canada, T1 Family File (T1FF), 2010 to 2014. Alberta Advanced Education, Apprenticeship, Trade, and Occupation Management System (ATOMS), 2008/09 to 2012/13.

<sup>2</sup> Only completers are included.

<sup>3</sup> The 2009 cohort is the most recent year for which median income five years after certification is available.

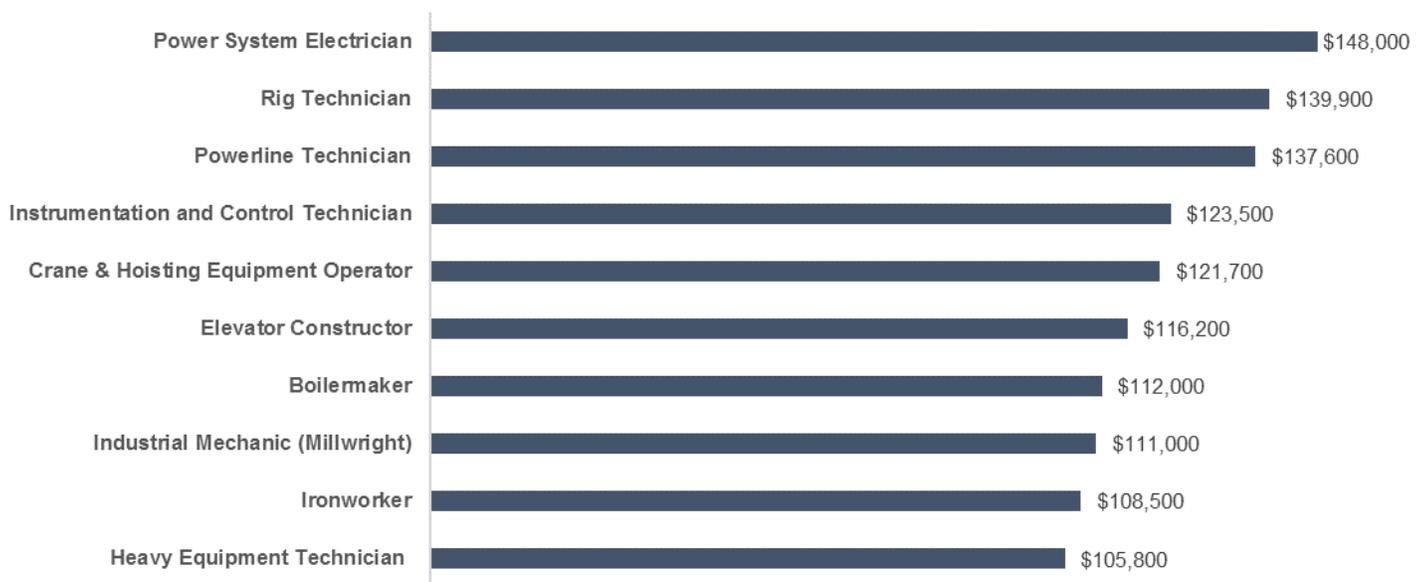
## Parent Trade<sup>4</sup>

Median income varies widely among the trades as does earning potential and patterns of income growth. This also suggests that the economy may influence changes in income.

### Top Paying Trades

Trades with the highest median income can vary each year, however suppression of data (see Appendix C) in some years and not others (i.e., power system electrician) make comparisons difficult. The top paying trades of the most recent cohort (2013) are presented in Figure 8. Power system electrician was the top paying trade in 2014 with median income of \$148,000. Rig technician was the second top paying trade with a median income of \$139,900.

FIGURE 8. Top Paying Trades of 2014 (2013 Cohort)



Sources: Statistics Canada, T1 Family File (T1FF), 2014. Alberta Advanced Education, Apprenticeship, Trade, and Occupation Management System (ATOMS), 2012/13.

Both the ironworker and boilermaker trades have consistently high median incomes across cohorts. In 2014, the 2013 cohort earnings were \$108,500 and \$112,000; respectively. In 2013, the highest proportion of Indigenous apprentices were registered as ironworker apprentices (12%). Boilermaker also had a high proportion of Indigenous apprentices (8%)<sup>5</sup> in 2013.

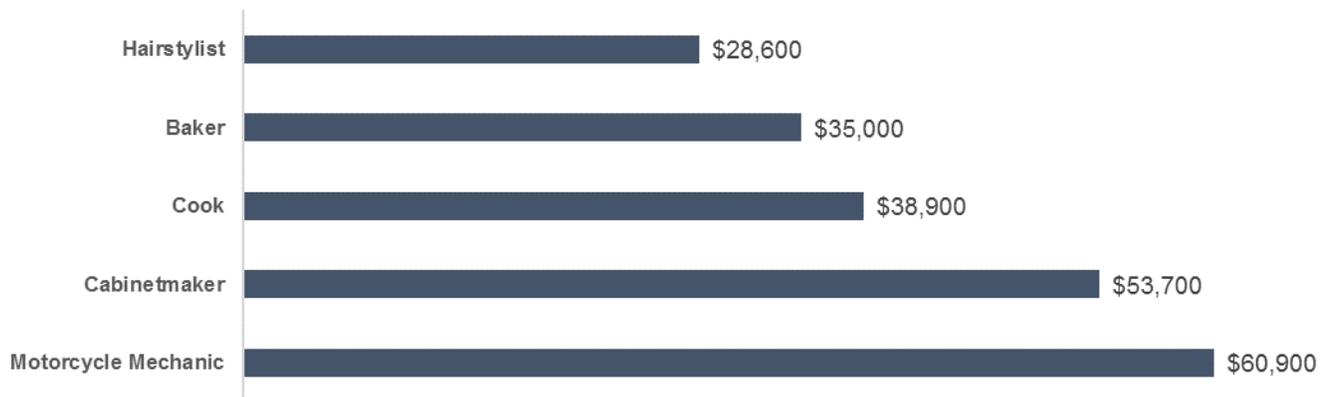
<sup>4</sup> Only completers are included. Not all trades are reported on; a few are discussed to highlight trends and patterns.

<sup>5</sup> The concrete finisher and painter and decorator trades actually had a higher percentage of Indigenous apprentices registered in 2013 (10%). However, the median income data for both those trades was suppressed due to small numbers.

## Lowest Paying Trades

Figure 9 displays the five lowest paying trades for the most recent cohort. In 2014, hairstylist, baker, and cook were the lowest paying trades (of those without suppressed data). Hairstylist and baker had the highest proportion of women apprentices registered in 2013. Women comprised 90% of hairstylist apprentices in 2013. Baker had 74% women registered as apprentices that same year.

FIGURE 9. Lowest Paying Trades of 2014 (2013 Cohort)



Sources: Statistics Canada, T1 Family File (T1FF), 2014. Alberta Advanced Education, Apprenticeship, Trade, and Occupation Management System (ATOMS), 2012/13.

## Compulsory and Optional Trades

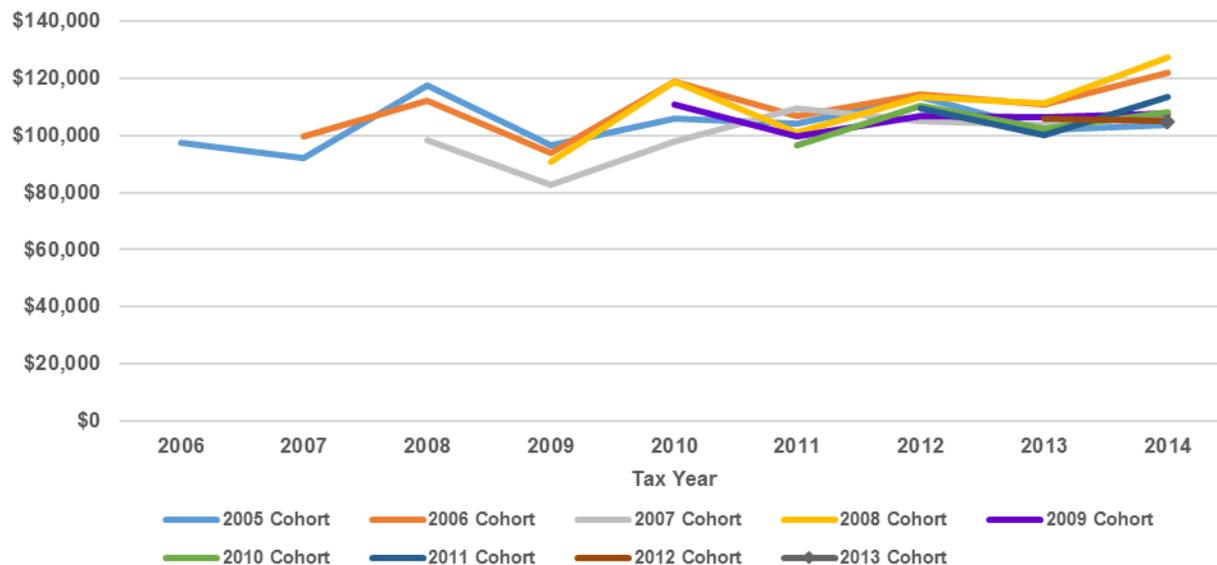
Analysis was done examining potential differences in median income for compulsory and optional trades. Both compulsory and optional trades fall on a continuum of low to very high paying. The top paying compulsory trade in 2014 (2013 cohort) was rig technician (\$139,900); the lowest was hairstylist (\$28,600). The top paying optional trade was power systems electrician (\$148,000) and the lowest was baker (\$35,000).

## Earning Potential and Income Patterns

The earning potential of trades appears to be increasing over time. In 2006, five trades had a starting median income over \$100,000. By 2014, that number more than doubled to twelve trades.

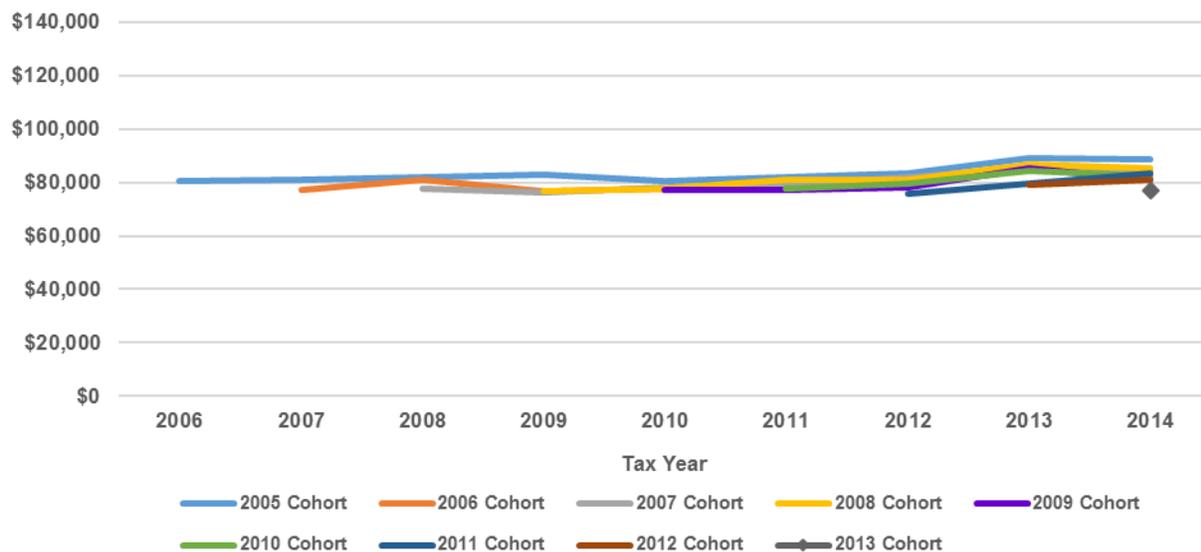
Income patterns over time vary substantially across the trades. Increases and decreases are common for most trades, but the degree of volatility varies considerably. For example, the median income of the insulator trade is one of the most volatile (see Figure 10). In comparison, the median income of the communication technician trade (see Figure 11) is relatively stable.

FIGURE 10. Insulator (Heat and Frost): Median Income By Tax Year



Sources: Statistics Canada, T1 Family File (T1FF), 2006 to 2014. Alberta Advanced Education, Apprenticeship, Trade, and Occupation Management System (ATOMS), 2004/05 to 2012/13.

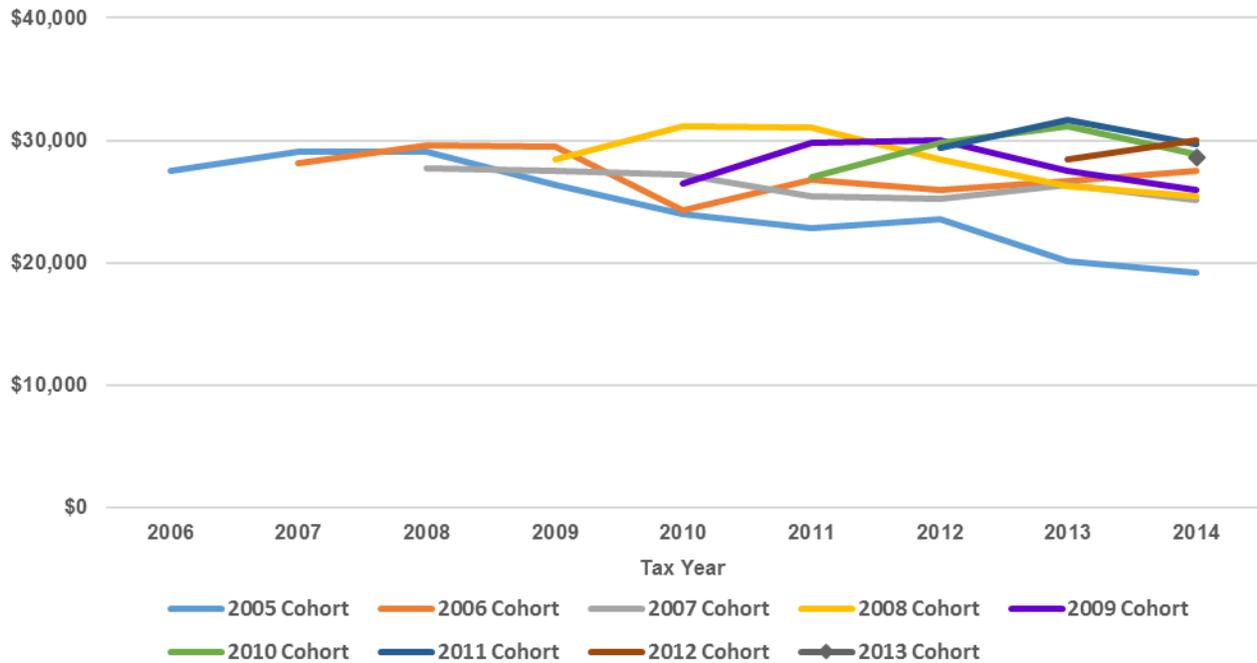
FIGURE 11. Communication Technician: Median Income By Tax Year



Sources: Statistics Canada, T1 Family File (T1FF), 2006 to 2014. Alberta Advanced Education, Apprenticeship, Trade, and Occupation Management System (ATOMS), 2004/05 to 2012/13.

Hairstylist is the only trade for which earnings appear to decrease over time (see Figure 12). Examining the cohort with the longest trend (2005), earnings generally decrease over time. The only exception is the first couple of years after certification (2007 and 2008), in which median income appears to increase or stay relatively the same. For most trades, median income decreases year to year are the exception rather than the rule, but hairstylists show an opposite pattern where increases between years are less common than decreases. It is worth restating here that individuals with self-employment earnings are not included in the data and that the number of hours worked is unknown. Both of these factors may impact the trend depicted here for the hairstylist trade.

FIGURE 12. Hairstylist: Median Income By Tax Year



Sources: Statistics Canada, T1 Family File (T1FF), 2006 to 2014. Alberta Advanced Education, Apprenticeship, Trade, and Occupation Management System (ATOMS), 2004/05 to 2012/13.

## CONCLUSIONS

The Benefits to Post-Secondary Education Project (BPSEP) provides valuable insight into the median income over time of individuals certified in a trade or occupation through Alberta's apprenticeship and industry training system. The data supports and validates previously conducted surveys with self-reported income data. It also provides, for the first time, income data over time.

The information is also helpful to prospective students deciding whether to invest their time and financial resources in an apprenticeship or another post-secondary program, and in deciding which apprenticeship program. However, the job market can vary substantially over time. Findings should be interpreted with caution if used in post-secondary planning. (Refer to Appendix A for further details on methodology and limitations of the data.)

This is a descriptive study and as such, causal claims should not be made. Further research is needed to determine and understand the impact of external factors on incomes, particularly the economy. Further research is also needed to understand the differences in earnings over time such as the number of hours worked and the whether the individuals are still working in the trade in which they were certified. A better understanding of self-employment data and trends in the trades would also provide further insight.

# APPENDIX A: METHODOLOGY AND LIMITATIONS

## Methodology

Labour market outcomes are analyzed by linking information from Alberta's Apprenticeship, Trade and Occupation Management System (ATOMS) database, which captures apprenticeship administrative data including individuals certified in designated trades and occupations, to Statistics Canada's T1 Family File (T1FF) tax information.

Income information is collected in the first tax year following the year of certification in a trade or occupation. It is important to note that there are sometimes difficulties linking graduates to tax records. See Appendix C for response and exclusion rates. Additionally, not all individuals file taxes every year.

Three types of analysis were performed with the data: cross-sectional, longitudinal and true longitudinal. In the cross-sectional approach, all certified individuals that filed taxes in that year are included. They do not have to file taxes every year to be included in the analysis. In the longitudinal analysis, certified individuals are dropped from the study if they did not file taxes for two or more years in the given timeframe.

A true longitudinal approach was used to analyze data in this report. In true longitudinal analysis, an identical population is followed over time, therefore graduates who meet any of the exclusion criteria or do not file taxes in any year of the project years are not included.

The following completers and qualifiers are excluded in the income calculation:

- individuals who enrolled in another post-secondary program (including apprenticeship) during the time of analysis;
- students pursuing post-secondary education (including apprenticeship) outside of Alberta, who are identified when they claim education tax credits, but simultaneously lack records in ATOMS (see notes above) or Alberta's Learner Enrolment Reporting System (LERS) which captures information about students and enrolment in all credit programs offered by public post-secondary institutions in Alberta; and
- individuals with self-employment earnings, in any of the study years. Earnings for self-employed individuals are not representative of actual earnings as they may be retained within a corporation, transmitted through dividends, or allocated to family members. Sometimes negative self-employment income is also reported. Note that some trades may have a relatively larger proportion of self-employed individuals.

Linkages between ATOMS and tax data were conducted in secured facilities at Statistics Canada to safeguard the privacy of individuals. Results are published only at the aggregate level following Statistics Canada's disclosure rules to ensure that any individual's income cannot be directly or indirectly ascertained. The results of this project are highly policy relevant and of public interest, especially to current and future apprentices and other post-secondary students. The detailed outcomes by trade resulting from this project cannot be obtained by other sources such as surveys.

## Limitations

Since BPSEP only contains income information for individuals certified who filed their taxes, there are some individuals certified who are not captured in the data. For instance, someone with no or very low employment earnings may have little incentive to file taxes. These individuals would have an impact on the median income of their particular cohort, but are not captured in the data.

It is important to note that BPSEP captures earnings from all sources of employment. It is possible that individuals certified may be earning income from a job outside the trade in which they are certified.

Another caveat is that income is only reported as an annual figure. As a result, it is not possible to determine how many hours an individual has worked, or for what duration of the year. For example, an individual may have a full-time and a part-time job and work a much higher number of hours a week than someone with only one job, whereas another individual may do seasonal work six months out of the year. A better understanding of hourly wage, or number of weeks worked per year could provide greater insight to the findings.

It is also not possible to determine the years of work experience. For instance, an individual may already have many years of employment experience before pursuing a new or additional certification. Years of work experience may impact first year earnings upon certification. Lastly, there are many benefits of apprenticeship education beyond employment earnings that impact personal interest and job satisfaction such as job security, health benefits and employee pension plans. These cannot be measured through the approach used for this project.

## APPENDIX B: TRADE GROUP CLASSIFICATION

<b>Architectural/Construction</b>	
Bricklayer	Floorcovering Installer
Cabinetmaker	Glazier
Carpenter	Lather (Interior Systems Mechanic)
Concrete Finisher	Painter & Decorator
Crane & Hoisting Equipment Operator	Roofer
Elevator Constructor	Tilesetter
<b>Electrical</b>	
Communication Technician	Powerline Technician
Electric Motor Systems Technician	Power System Electrician
Electrician	
<b>Mechanical</b>	
Gasfitter	Refrigeration & Air Conditioning Mechanic
Instrumentation and Control Technician	Sheet Metal Worker
Insulator (Heat and Frost)	Sprinkler System Installer
Natural Gas Compression Technician	Steamfitter-Pipefitter
Plumber	
<b>Metal</b>	
Boilermaker	Machinist
Industrial Mechanic (Millwright)	Metal Fabricator (Fitter)
Ironworker	Welder
<b>Other</b>	
Appliance Service Technician	Landscape Horticulturist
Baker	Locksmith
Cook	Rig Technician
Hairstylist	Water Well Driller
<b>Vehicle &amp; Related</b>	
Agricultural Equipment Technician	Outdoor Power Equipment Technician
Auto Body Technician	Parts Technician
Automotive Service Technician	Recreation Vehicle Service Technician
Heavy Equipment Technician	Transport Refrigeration Technician
Motorcycle Mechanic	

## APPENDIX C: MEDIAN INCOME, CELL COUNTS, AND RESPONSE/ EXCLUSION RATES

<b>COMPLETERS</b>									
<b>Median Income and Cell Counts by Tax Year</b>									
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
2005 COHORT	\$81,000 2440	\$81,600 2440	\$85,300 2430	\$82,800 2440	\$85,700 2440	\$86,700 2440	\$91,300 2440	\$93,400 2440	\$94,100 2430
2006 COHORT		\$80,000 2510	\$83,900 2500	\$81,900 2510	\$84,400 2510	\$85,900 2510	\$91,100 2510	\$93,100 2510	\$93,300 2510
2007 COHORT			\$80,500 2940	\$78,600 2940	\$82,200 2950	\$84,100 2950	\$89,400 2940	\$91,200 2950	\$91,800 2940
2008 COHORT				\$78,400 3370	\$82,500 3370	\$85,600 3370	\$90,300 3370	\$92,500 3370	\$93,400 3370
2009 COHORT					\$82,300 4100	\$86,500 4100	\$91,300 4100	\$92,900 4100	\$93,900 4100
2010 COHORT						\$82,600 5290	\$88,200 5300	\$90,300 5290	\$91,900 5290
2011 COHORT							\$87,600 5690	\$90,600 5690	\$92,600 5690
2012 COHORT								\$89,000 5950	\$90,900 5950
2013 COHORT									\$90,700 6120
<b>Response Rates (top) and Exclusion Rates</b>									
2005 COHORT	74% 55%								
2006 COHORT		74% 54%							
2007 COHORT			77% 51%						
2008 COHORT				79% 48%	79% 48%	79% 48%	79% 48%	79% 48%	79% 48%
2009 COHORT					82% 44%	82% 44%	82% 44%	82% 44%	82% 44%
2010 COHORT						82% 42%	82% 42%	82% 42%	82% 42%
2011 COHORT							85% 36%	85% 36%	85% 36%
2012 COHORT								89% 29%	89% 29%
2013 COHORT									92% 17%

<b>QUALIFIERS</b>									
<b>Median Income and Cell Counts by Tax Year</b>									
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
2005 COHORT	\$94,900 390	\$99,600 390	\$104,200 400	\$95,800 390	\$96,300 400	\$95,800 400	\$103,900 400	\$102,400 400	\$102,500 400
2006 COHORT		\$110,100 1290	\$120,600 1290	\$97,800 1290	\$110,900 1290	\$117,600 1290	\$117,900 1290	\$115,000 1290	\$116,700 1280
2007 COHORT			\$123,200 1260	\$99,700 1270	\$115,200 1260	\$125,400 1260	\$125,100 1270	\$120,700 1260	\$121,700 1260
2008 COHORT				\$87,300 960	\$96,900 950	\$105,800 950	\$112,500 950	\$108,900 950	\$109,100 950
2009 COHORT					\$90,300 520	\$92,800 520	\$103,300 520	\$104,000 530	\$103,700 520
2010 COHORT						\$100,900 510	\$106,100 500	\$108,500 510	\$111,000 500
2011 COHORT							\$100,600 480	\$103,400 490	\$98,700 490
2012 COHORT								\$104,500 630	\$102,800 640
2013 COHORT									\$112,600 610
<b>Response Rates (top) and Exclusion Rates</b>									
2005 COHORT	74% 51%	74% 51%	74% 50%	74% 51%	74% 51%	74% 50%	74% 51%	74% 50%	73% 51%
2006 COHORT		68% 56%	69% 56%	68% 56%	69% 56%	68% 56%	68% 56%	69% 56%	69% 56%
2007 COHORT			72% 53%	72% 53%	72% 53%	72% 53%	72% 53%	72% 53%	72% 53%
2008 COHORT				72% 55%	72% 55%	72% 55%	72% 55%	72% 55%	73% 55%
2009 COHORT					72% 54%	73% 54%	73% 54%	73% 54%	73% 54%
2010 COHORT						75% 48%	76% 48%	76% 48%	76% 48%
2011 COHORT							84% 40%	83% 40%	84% 40%
2012 COHORT								85% 32%	85% 31%
2013 COHORT									77% 49%

<b>ARCHITECTURAL/CONSTRUCTION TRADE GROUP</b>									
<b>Median Income and Cell Counts by Tax Year</b>									
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
2005 COHORT	\$93,300 330	\$90,700 330	\$94,000 340	\$89,800 330	\$91,800 340	\$97,400 330	\$101,500 330	\$102,700 330	\$102,300 340
2006 COHORT		\$84,600 310	\$92,400 310	\$86,500 310	\$92,600 310	\$96,000 310	\$98,700 310	\$101,500 310	\$98,800 310
2007 COHORT			\$79,600 360	\$77,100 360	\$81,400 360	\$86,300 370	\$90,700 360	\$92,400 370	\$97,100 360
2008 COHORT				\$79,500 430	\$83,400 420	\$91,700 430	\$94,500 430	\$95,400 430	\$93,800 430
2009 COHORT					\$84,600 470	\$91,600 470	\$93,400 470	\$93,100 470	\$94,100 460
2010 COHORT						\$82,200 600	\$89,000 600	\$92,200 590	\$93,500 590
2011 COHORT							\$91,200 780	\$94,200 780	\$94,500 770
2012 COHORT								\$89,300 890	\$90,700 890
2013 COHORT									\$92,600 910
<b>Response Rates (top) and Exclusion Rates</b>									
2005 COHORT	72% 54%	73% 55%	71% 55%	72% 55%	73% 55%	72% 55%	72% 55%	73% 55%	72% 54%
2006 COHORT		74% 54%	75% 54%	74% 54%	75% 54%	75% 54%	75% 54%	74% 54%	74% 54%
2007 COHORT			76% 49%	77% 50%	75% 51%	77% 51%	76% 51%	77% 49%	76% 51%
2008 COHORT				76% 46%	76% 47%	77% 46%	76% 46%	77% 46%	77% 46%
2009 COHORT					82% 44%	82% 44%	82% 44%	82% 44%	82% 44%
2010 COHORT						82% 44%	81% 43%	82% 43%	81% 44%
2011 COHORT							84% 39%	84% 40%	84% 39%
2012 COHORT								90% 28%	90% 28%
2013 COHORT									92% 20%

<b>ELECTRICAL TRADE GROUP</b>									
<b>Median Income and Cell Counts by Tax Year</b>									
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
2005 COHORT	\$84,900 460	\$85,000 460	\$93,500 460	\$92,100 460	\$94,700 460	\$93,400 460	\$100,300 460	\$104,100 460	\$108,400 450
2006 COHORT		\$84,000 470	\$89,800 470	\$90,200 460	\$91,400 470	\$91,900 470	\$98,900 470	\$99,600 470	\$103,500 470
2007 COHORT			\$91,100 580	\$88,500 580	\$94,800 590	\$92,900 580	\$101,400 590	\$104,300 580	\$108,700 580
2008 COHORT				\$88,000 680	\$91,700 680	\$92,200 690	\$98,200 680	\$101,600 680	\$105,100 680
2009 COHORT					\$92,000 730	\$92,300 730	\$98,500 730	\$101,300 730	\$102,700 720
2010 COHORT						\$88,100 1010	\$94,200 1010	\$98,900 1010	\$101,900 1010
2011 COHORT							\$94,800 1150	\$99,400 1160	\$103,100 1150
2012 COHORT								\$99,500 1300	\$102,600 1300
2013 COHORT									\$101,100 1330
<b>Response Rates (top) and Exclusion Rates</b>									
2005 COHORT	76% 54%	77% 54%	77% 54%	77% 54%	76% 54%	77% 54%	77% 54%	77% 54%	77% 55%
2006 COHORT		74% 53%	74% 54%	74% 53%	74% 53%	74% 53%	74% 53%	74% 53%	74% 53%
2007 COHORT			78% 49%	78% 49%	78% 49%	78% 49%	78% 49%	78% 48%	78% 49%
2008 COHORT				81% 44%	80% 43%	80% 44%	80% 44%	81% 44%	80% 44%
2009 COHORT					83% 42%	83% 42%	83% 42%	83% 42%	83% 42%
2010 COHORT						85% 36%	86% 36%	86% 36%	85% 37%
2011 COHORT							87% 32%	87% 32%	86% 32%
2012 COHORT								89% 24%	89% 24%
2013 COHORT									93% 14%

<b>MECHANICAL TRADE GROUP</b>									
<b>Median Income and Cell Counts by Tax Year</b>									
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
2005 COHORT	\$89,200 450	\$90,700 450	\$96,700 450	\$92,900 450	\$95,100 450	\$95,900 450	\$100,800 450	\$102,400 450	\$101,100 450
2006 COHORT		\$87,200 490	\$91,700 490	\$89,900 490	\$92,600 490	\$93,500 490	\$99,300 490	\$101,200 490	\$100,500 490
2007 COHORT			\$88,300 490	\$88,000 490	\$88,500 480	\$88,800 480	\$93,200 490	\$96,100 490	\$96,400 490
2008 COHORT				\$85,000 600	\$90,300 600	\$90,700 600	\$94,900 590	\$98,100 600	\$96,900 600
2009 COHORT					\$92,100 740	\$92,000 740	\$98,600 740	\$100,100 740	\$100,800 740
2010 COHORT						\$89,600 940	\$92,500 940	\$96,200 950	\$95,900 950
2011 COHORT							\$91,600 1100	\$94,200 1090	\$97,500 1100
2012 COHORT								\$91,500 1150	\$92,700 1160
2013 COHORT									\$93,000 1250
<b>Response Rates (top) and Exclusion Rates</b>									
2005 COHORT	77% 51%	77% 51%	76% 51%	77% 50%	76% 51%	77% 51%	77% 51%	76% 51%	77% 51%
2006 COHORT		75% 51%	75% 52%	75% 52%	75% 52%	75% 52%	75% 52%	75% 52%	75% 52%
2007 COHORT			78% 51%	77% 51%	77% 51%	77% 52%	78% 51%	78% 51%	77% 51%
2008 COHORT				83% 45%	83% 45%	83% 45%	83% 45%	83% 45%	83% 45%
2009 COHORT					83% 46%	83% 46%	83% 46%	83% 46%	84% 46%
2010 COHORT						81% 44%	81% 44%	81% 43%	81% 44%
2011 COHORT							86% 36%	86% 36%	86% 36%
2012 COHORT								89% 32%	89% 32%
2013 COHORT									92% 14%

<b>METAL TRADE GROUP</b>									
<b>Median Income and Cell Counts by Tax Year</b>									
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
2005 COHORT	\$86,000 520	\$82,300 520	\$86,600 510	\$82,300 520	\$87,900 520	\$93,500 520	\$99,500 510	\$98,500 520	\$99,800 520
2006 COHORT		\$82,700 480	\$89,300 480	\$85,600 480	\$87,800 490	\$91,000 480	\$97,900 480	\$98,500 480	\$98,500 480
2007 COHORT			\$82,000 610	\$76,600 610	\$82,200 610	\$88,100 600	\$94,400 610	\$94,700 600	\$96,000 610
2008 COHORT				\$73,900 730	\$79,100 730	\$85,500 720	\$90,300 730	\$92,200 730	\$92,000 730
2009 COHORT					\$76,400 1010	\$84,900 1020	\$91,700 1020	\$91,100 1010	\$93,100 1010
2010 COHORT						\$82,100 1240	\$90,000 1240	\$90,700 1240	\$92,300 1240
2011 COHORT							\$89,500 1120	\$92,400 1110	\$92,800 1120
2012 COHORT								\$92,600 970	\$95,000 960
2013 COHORT									\$92,300 990
<b>Response Rates (top) and Exclusion Rates</b>									
2005 COHORT	70% 59%	70% 58%	70% 58%	70% 59%	70% 58%	70% 58%	69% 58%	70% 58%	69% 58%
2006 COHORT		70% 56%	69% 56%	70% 56%	70% 56%	69% 56%	70% 56%	70% 56%	69% 56%
2007 COHORT			77% 53%	76% 53%	76% 53%	77% 53%	76% 53%	76% 53%	77% 53%
2008 COHORT				76% 52%	76% 52%	76% 51%	76% 52%	76% 52%	76% 52%
2009 COHORT					81% 48%	81% 48%	81% 48%	81% 47%	81% 47%
2010 COHORT						80% 44%	81% 44%	81% 44%	81% 44%
2011 COHORT							84% 35%	84% 35%	84% 35%
2012 COHORT								87% 30%	87% 30%
2013 COHORT									91% 16%

<b>OTHER TRADE GROUP</b>									
<b>Median Income and Cell Counts by Tax Year</b>									
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
2005 COHORT	\$31,000 250	\$33,800 250	\$36,200 250	\$34,600 250	\$34,900 250	\$35,300 250	\$33,200 250	\$30,000 250	\$29,900 250
2006 COHORT		\$32,100 270	\$34,600 260	\$34,000 260	\$33,100 260	\$34,500 270	\$35,300 260	\$34,600 260	\$34,200 270
2007 COHORT			\$32,500 300	\$30,400 300	\$31,100 300	\$32,900 300	\$33,200 290	\$33,800 300	\$33,800 300
2008 COHORT				\$33,200 260	\$34,800 270	\$37,400 270	\$36,100 260	\$36,000 260	\$37,400 260
2009 COHORT					\$35,200 330	\$37,700 330	\$38,100 320	\$40,200 330	\$37,700 330
2010 COHORT						\$34,900 500	\$38,000 500	\$40,500 500	\$40,100 500
2011 COHORT							\$36,900 520	\$38,800 530	\$37,200 530
2012 COHORT								\$33,900 570	\$37,300 560
2013 COHORT									\$37,300 510
<b>Response Rates (top) and Exclusion Rates</b>									
2005 COHORT	74% 66%	75% 66%	74% 66%						
2006 COHORT		76% 63%	76% 64%	76% 64%	76% 64%	76% 63%	76% 63%	76% 64%	76% 63%
2007 COHORT			77% 59%	77% 59%	77% 59%	77% 59%	77% 59%	77% 60%	77% 59%
2008 COHORT				79% 61%	81% 61%	79% 62%	81% 61%	79% 60%	79% 62%
2009 COHORT					81% 51%	81% 51%	81% 51%	81% 51%	81% 52%
2010 COHORT						83% 47%	82% 48%	83% 47%	82% 47%
2011 COHORT							86% 43%	85% 42%	86% 43%
2012 COHORT								88% 36%	89% 34%
2013 COHORT									91% 25%

<b>VEHICLE AND RELATED TRADE GROUP</b>									
<b>Median Income and Cell Counts by Tax Year</b>									
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
2005 COHORT	\$76,200 430	\$79,700 420	\$82,100 430	\$81,000 420	\$81,600 420	\$83,700 430	\$86,900 430	\$89,100 430	\$90,800 430
2006 COHORT		\$76,200 490	\$79,600 500	\$78,100 500	\$81,200 490	\$84,100 490	\$88,900 490	\$91,500 490	\$92,100 490
2007 COHORT			\$80,100 600	\$77,400 600	\$80,200 600	\$84,100 610	\$88,500 610	\$91,800 600	\$90,000 610
2008 COHORT				\$77,700 660	\$80,100 670	\$86,400 660	\$91,400 670	\$93,400 670	\$94,500 660
2009 COHORT					\$78,300 820	\$85,300 810	\$89,300 810	\$93,700 820	\$97,000 820
2010 COHORT						\$83,200 1000	\$87,000 1000	\$90,000 1000	\$93,100 1000
2011 COHORT							\$85,700 1020	\$89,800 1020	\$93,500 1020
2012 COHORT								\$86,400 1070	\$90,500 1070
2013 COHORT									\$88,300 1110
<b>Response Rates (top) and Exclusion Rates</b>									
2005 COHORT	77% 49%	77% 49%	77% 49%	77% 50%	77% 49%	77% 49%	77% 49%	77% 50%	79% 50%
2006 COHORT		75% 49%	74% 48%	74% 49%	74% 49%	75% 49%	74% 49%	75% 48%	75% 49%
2007 COHORT			79% 44%	79% 44%	79% 44%	78% 45%	78% 45%	78% 44%	78% 45%
2008 COHORT				80% 42%	80% 42%	79% 42%	80% 42%	80% 42%	80% 42%
2009 COHORT					82% 37%	82% 37%	82% 38%	83% 37%	82% 37%
2010 COHORT						84% 36%	84% 36%	84% 36%	84% 36%
2011 COHORT							84% 34%	84% 34%	84% 34%
2012 COHORT								88% 28%	88% 28%
2013 COHORT									92% 17%

<b>COMMUNICATION TECHNICIAN</b>										
<b>Median Income and Cell Counts by Tax Year</b>										
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
2005 COHORT	\$80,400 30	\$81,100 40	\$82,100 30	\$83,000 30	\$80,600 30	\$82,100 30	\$83,200 30	\$89,200 30	\$88,700 40	
2006 COHORT		\$77,200 40	\$81,000 40	\$76,900 40	\$77,700 40	\$78,600 40	\$81,300 40	\$84,700 40	\$83,300 40	
2007 COHORT			\$77,700 20	\$76,000 20	\$77,900 30	\$79,300 20	\$82,100 20	\$85,100 30	\$83,700 20	
2008 COHORT				\$76,700 80	\$77,800 80	\$80,800 80	\$81,100 80	\$86,800 90	\$85,300 80	
2009 COHORT					\$77,000 30	\$77,200 20	\$78,000 20	\$85,300 30	\$80,900 20	
2010 COHORT						\$77,500 20	\$79,600 20	\$84,100 30	\$82,200 20	
2011 COHORT							\$75,700 30	\$79,500 30	\$83,400 30	
2012 COHORT								\$79,000 60	\$80,800 60	
2013 COHORT									\$76,900 50	
<b>Response Rates (top) and Exclusion Rates</b>										
2005 COHORT	X 33%	X 33%	X 40%	X 40%	X 40%	X 40%	X 40%	X 40%	X 50%	X 40%
2006 COHORT		X 43%	X 33%							
2007 COHORT			X X							
2008 COHORT				X 20%	X 20%	X 20%	X 20%	X 20%	X 20%	
2009 COHORT					X X	X X	X X	X X	X X	
2010 COHORT						X X	X X	X X	X X	
2011 COHORT							X X	X X	X X	
2012 COHORT								X X	X X	
2013 COHORT									X X	

<b>HAIRSTYLIST</b>									
<b>Median Income and Cell Counts by Tax Year</b>									
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
2005 COHORT	\$27,500 160	\$29,100 170	\$29,100 160	\$26,400 160	\$24,000 160	\$22,800 160	\$23,600 160	\$20,100 160	\$19,200 160
2006 COHORT		\$28,100 170	\$29,600 170	\$29,500 170	\$24,300 170	\$26,800 160	\$26,000 170	\$26,700 170	\$27,500 170
2007 COHORT			\$27,700 200	\$27,500 200	\$27,200 200	\$25,400 200	\$25,200 200	\$26,400 200	\$25,100 200
2008 COHORT				\$28,400 150	\$31,200 150	\$31,100 150	\$28,400 150	\$26,300 150	\$25,400 150
2009 COHORT					\$26,500 190	\$29,800 180	\$30,000 180	\$27,500 190	\$25,900 190
2010 COHORT						\$27,000 270	\$29,800 270	\$31,200 270	\$28,900 270
2011 COHORT							\$29,400 300	\$31,700 290	\$29,700 300
2012 COHORT								\$28,400 310	\$30,000 320
2013 COHORT									\$28,600 240
<b>Response Rates (top) and Exclusion Rates</b>									
2005 COHORT	76% 69%	77% 69%	77% 69%	76% 69%	78% 69%	77% 69%	77% 69%	77% 67%	77% 69%
2006 COHORT		78% 67%	78% 67%	78% 67%	78% 66%	78% 67%	78% 67%	78% 67%	78% 68%
2007 COHORT			79% 62%	77% 62%	79% 62%	79% 62%	77% 62%	79% 62%	79% 62%
2008 COHORT				80% 67%	80% 68%	80% 67%	79% 68%	79% 67%	79% 68%
2009 COHORT					83% 56%	85% 54%	83% 55%	85% 55%	83% 56%
2010 COHORT						84% 53%	83% 53%	83% 54%	83% 53%
2011 COHORT							88% 47%	88% 49%	88% 47%
2012 COHORT								91% 42%	91% 40%
2013 COHORT									89% 31%

<b>INSULATOR (HEAT AND FROST)</b>									
<b>Median Income and Cell Counts by Tax Year</b>									
	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
2005 COHORT	\$97,200 30	\$92,000 40	\$117,400 40	\$96,300 30	\$106,100 30	\$104,200 40	\$113,300 30	\$102,000 30	\$103,700 30
2006 COHORT		\$99,700 40	\$112,000 30	\$93,900 30	\$118,600 40	\$106,900 40	\$114,200 30	\$111,000 40	\$121,800 40
2007 COHORT			\$98,100 40	\$82,800 40	\$98,000 30	\$109,600 30	\$104,900 40	\$103,700 40	\$106,800 30
2008 COHORT				\$90,500 30	\$118,900 30	\$101,000 40	\$113,600 30	\$111,200 30	\$127,300 30
2009 COHORT					\$110,600 40	\$99,800 50	\$106,700 40	\$106,300 50	\$107,800 50
2010 COHORT						\$96,400 50	\$110,400 40	\$102,500 50	\$107,900 50
2011 COHORT							\$109,600 40	\$100,100 40	\$113,400 40
2012 COHORT								\$105,900 70	\$105,000 70
2013 COHORT									\$104,700 80
<b>Response Rates (top) and Exclusion Rates</b>									
2005 COHORT	X 40%	X 33%	X 40%	X 40%	X 40%	X 40%	X 40%	X 33%	X 40%
2006 COHORT		X 25%	X 33%	X 20%	X 40%	X 40%	X 20%	X 20%	X 33%
2007 COHORT			X 33%	X 40%	X 33%	X 20%	X 40%	X 33%	X 40%
2008 COHORT				75% 40%	67% 25%	75% 40%	67% 25%	60% 33%	75% 40%
2009 COHORT					X 33%	X 29%	X 33%	X 29%	X 29%
2010 COHORT						X 29%	X 33%	X 17%	X 29%
2011 COHORT							X X	X X	X X
2012 COHORT								X 22%	X 13%
2013 COHORT									X X

2013 Cohort: Median Income, Cell Counts, and Response/Exclusion Rates				
Trade	Median Income	Cell Count	Response Rate	Exclusion Rate
Baker	\$35,000	20	X	X
Boilermaker	\$112,000	60	X	X
Cabinetmaker	\$53,700	30	X	X
Cook	\$38,900	110	86%	15%
Crane & Hoisting Equipment Operator	\$121,700	390	92%	13%
Elevator Constructor	\$116,200	40	X	X
Heavy Equipment Technician	\$105,800	580	90%	16%
Industrial Mechanic (Millwright)	\$111,000	210	X	9%
Instrumentation and Control Technician	\$123,500	160	X	16%
Ironworker	\$108,500	90	X	10%
Motorcycle Mechanic	\$60,900	20	X	X
Powerline Technician	\$137,600	100	X	X
Power System Electrician	\$148,000	60	X	X
Rig Technician	\$139,900	110	X	X