



Biennial Apprenticeship Education Survey 2025/26 Summary Report



June 2026



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Study Background, Objectives, Methodology Overview, and Respondent Profile

Background & Objectives



Background

The Ministry of Advanced Education, in conjunction with the Alberta Board of Skilled Trades (ABST), recognizes that all Alberta apprenticeship system stakeholders and supporters are accountable for the results of their activities to apprentices and to taxpayers. The Government of Alberta is committed in ensuring that Albertans are able to access and experience apprenticeship as high-quality advanced learning programs that lead to rewarding careers.

The Ministry of Advanced Education conducts a biennial survey (2025/26) of apprentices to gather information on their perceptions and experiences regarding various aspects of their programs. Specifically, surveying First Period Apprentices and those who have recently graduated. Survey results are used to evaluate and inform apprenticeship policy, programming and processes.




Objectives

The specific objectives of the 2025/26 Apprenticeship Education Survey (AES) were as follows:

1. Gather the perspectives of First Period Apprentices and apprenticeship Graduates on their experiences and satisfaction with various aspects of their program (e.g., on-the-job learning and classroom instruction).
2. Explore the employment status of apprentices and Graduates, and the income levels of Graduates.
3. Understand how apprentices funded their classroom instruction.
4. Understand the pathways into, and following, apprenticeship education.
5. Determine the challenges faced by First Period Apprentices regarding access and progression.
6. Understand First Period Apprentices' attrition rates.
7. Assess the level of familiarity apprentices and Graduates have with the role and activities of the ABST, and their satisfaction with Apprenticeship Industry Training (AIT).
8. Understand the experiences of sponsored and unsponsored apprentices.

Methodology



How was this research conducted?

- Advanis first contacted apprentices via email (where possible) to invite them to complete the survey online, followed up by telephone calls to provide apprentices with the opportunity to complete the survey over the phone.
- Advanis collected 3,940 web surveys and conducted 4,268 telephone interviews for a total of 8,208 surveys (out of a total 30,631 apprentices who were invited to participate), providing an overall response rate of 27% (40% for Graduates; 24% for First Period Apprentices).
 - Average survey length was 20 minutes on the telephone, and 12 minutes on the web.
- Data collection was conducted between October 14th, 2025 and January 18th, 2026.



Who participated in this research?

- The target population for this study consisted of two groups:
 - Apprenticeship Graduates: apprentices who graduated from their program between August 1, 2024 and July 31, 2025;
 - First Period Apprentices: apprentices in the first period of their apprenticeship program.
- Alberta Advanced Education provided Advanis with a file of the population of their first period apprentices, as well as recent Graduates.
 - Among Graduates, a census was conducted.
 - Among First Period Apprentices in the 15 largest apprenticeship programs, a stratified sampling approach was employed to aim for a minimum number of survey completions. For these programs, records were randomly selected from each of the strata in the population file. A census was conducted for all other apprenticeship programs.

Methodology



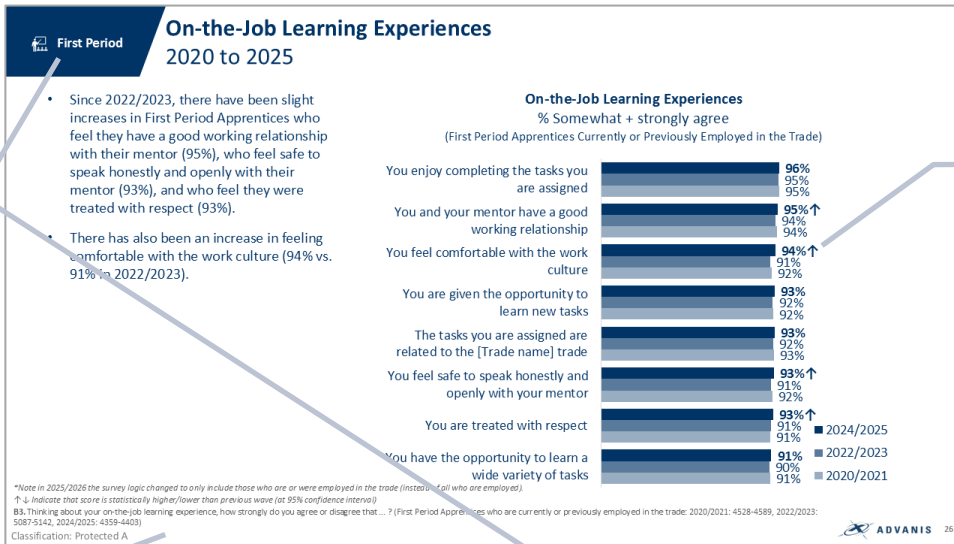
Sample Frame

- Margin of error on all completes (though smaller among subgroups of the total) is:
 - ± 1.7 percentage points, 19 times out of 20 for Graduates
 - ± 1.1 percentage points, 19 times out of 20 for First Period Apprentices.
- Data was weighted to population data based on apprenticeship program for First Period Apprentices.
- Consistent with the way results were presented in the 2023/2024 report, the results for non-valid responses (i.e., 'Don't know' and 'Refused/Prefer not to answer' responses) are excluded in the analysis for all years.
 - Note that for metrics where the 'Don't know' response is a valid response to the question (e.g., "would still choose to become an apprentice"), this value is still included in the analysis.



Non-valid Responses

Interpreting the Results



Not all apprentices were asked the same survey questions. Slides/charts indicate which subset of apprentices the data applies to.

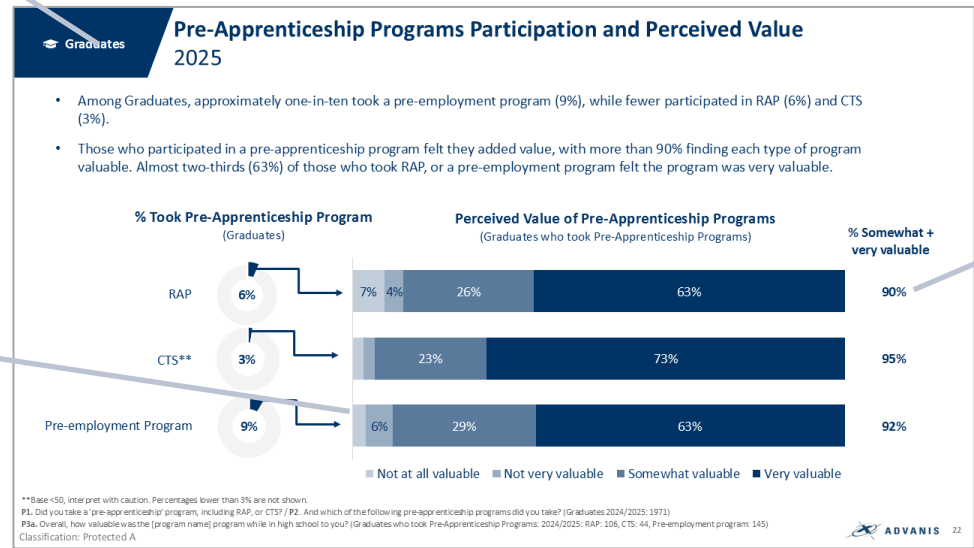
Base sizes shown on each page reflect the unweighted counts.

- When reporting results with a base size of 50 or less, results have been footnoted to indicate their wider margin of error.
- Measures with a base size (i.e., unweighted counts) less than 15 are not shown due to the margin of error exceeding acceptable limits.

Small percentages on stacked charts are not always shown for display purposes. Footnotes will indicate the % removed.

Up and down arrows (↑ / ↓) indicate that score is statistically higher / lower than the previous wave at a 95% confidence interval.

- This means that we can be 95% sure that there was truly a change (i.e., that the change is unlikely to be the result of random chance).



Any discrepancies between charts, graphs, or tables are due to rounding of the numbers.



Respondent Profile: First Period Apprentices

Gender

Male	84%
Female	16%

Age

Under 25	47%
25 or older	53%

Marital Status

Single (never married)	64%
Married or living with partner/Common-law	33%
Divorced/Separated/Widowed	3%

Number of Dependents (when started the program)

NET Has Dependents	34%
One	11%
Two	10%
Three	6%
Four or More	7%
None	66%

Disability status

Has a disability	12%
No disability	88%

Indigenous*

NET Indigenous	10%
Métis	5%
First Nations	5%
Inuit	0%
None of these	90%

Racialized

Yes	25%
No	75%

Years living in Canada (when started the program)

Have always lived in Canada	76%
10 years or more	8%
5 years to less than 10 years	6%
3 years to less than 5 years	3%
1 year to less than 3 years	5%
Less than 1 year	3%

Note that percentages reflect weighted distributions.

*Based on self-reported data.

Respondent Profile: Apprenticeship Graduates

Gender

Male	87%
Female	13%

Age

Under 25	16%
25 or older	84%

Marital Status

Single (never married)	56%
Married or living with partner/Common-law	42%
Divorced/Separated/Widowed	2%

Number of Dependents (*when started the program*)

NET Has Dependents	34%
One	14%
Two	11%
Three	7%
Four or More	3%
None	66%

Disability status

Has a disability	8%
No disability	92%

Indigenous*

NET Indigenous	7%
Métis	5%
First Nations	2%
Inuit	0%
None of these	93%

Racialized

Yes	15%
No	85%

Years living in Canada (*when started the program*)

Have always lived in Canada	85%
10 years or more	7%
5 years to less than 10 years	4%
3 years to less than 5 years	2%
1 year to less than 3 years	1%
Less than 1 year	1%

*Based on self-reported data.

Key Findings



2025/2026 Key Findings: First Period Apprentices Summary

On-the-Job Learning



92% Satisfied overall with quality (+1) of on-the-job learning



93% Satisfied overall with quality (+2↑) of mentorship

Sponsorship Status at Time of Application



62% Sponsored when applied (-7↓)

Classroom Instruction



87% Feel/felt prepared for (0) classroom instruction



88% Satisfied overall with quality (0) of classroom instruction



12% Delayed classroom (-1) instruction at some point

Apprenticeship Education Program Overall



84% Likely to complete their (-2↓) apprenticeship program





92% Satisfied overall with (-1) quality of service from apprenticeship staff

↑↓ Indicate that score is statistically higher or lower than 2023/2024 (95% confidence level).


2025/2026 Key Findings: Apprenticeship Graduates Summary

On-the-Job Learning

 **90%** Satisfied overall with quality (+1) of on-the-job learning

 **90%** Satisfied overall with quality (0) of mentorship

Quality of Apprenticeship Training Overall


 **93%** Satisfied with apprenticeship training, including Classroom Instruction and On-the-Job Learning

Classroom Instruction


 **93%** Satisfied overall with quality (-1) of classroom instruction


 **28%** Delayed classroom instruction at some point (-5↓)

Apprenticeship Education Program Overall

 **95%** (+1) Employed

 **79%** Employment very related to apprenticeship (0)

 **93%** Would still have chosen to be an apprentice (0)

 **91%** (-1) Satisfied overall with quality of service from apprenticeship staff

Key Findings [1 of 4]

Alberta's Apprenticeship programs deliver high-calibre training and skills to apprentices.

- The vast majority (93%) of Alberta Apprenticeship Graduates are satisfied with the **overall quality of the training** they received, including classroom instruction and on-the-job learning.
- Consistent with 2022/2023, 9-in-10 First Period Apprentices (92%), and Graduates (90%) are satisfied overall with the quality of **on-the-job learning** they received, and a similar proportion are satisfied with the **overall quality of mentorship** they received, with First Period Apprentice satisfaction increasing slightly to 93% (up from 91%), and Graduates remaining stable at 90% compared to 2022/2023.
 - Both First Period Apprentices and Graduates widely agree that they enjoyed completing the tasks assigned to them (96% for both) and had a good working relationship with their mentor (95% and 93% respectively). As well, virtually all Graduates (95%) agree that the tasks they were assigned were related to their trade.
 - When asked about their satisfaction with the expertise of your mentor during their on-the-job learning, 95% of First Period Apprentices and 92% of Graduates indicated that they were satisfied; however, when asked about their satisfaction with the on-the-job learning preparing them for the provincial apprenticeship exams, 83% of First Period Apprentices and 75% of Graduates indicated that they were satisfied.
 - The top 3 suggestions provided for improving mentorship were consistent across First Period Apprentices and Graduates with the top suggestion being (including % mentioned):
 1. More time and opportunities for hands-on, relevant tasks (6% of First Period Apprentices; 9% of Graduates);
 2. More feedback or coaching (5% of First Period Apprentices; 7% of Graduates); and
 3. More up-to-date instruction (3% of First Period Apprentices; 6% of Graduates).

Key Findings [2 of 4]

Alberta's Apprenticeship programs deliver high-calibre training and skills to apprentices. *(continued)*

- When it comes to **classroom instruction**, Graduates (93%) were more likely than First Period Apprentices (88%) to be satisfied with the overall quality of classroom instruction, which is consistent with 2022/2023.
 - First Period Apprentices were most likely to be satisfied with the adequacy of the shop or lab equipment provided (92%, up slightly from 90% in 2022/2023), the instructors' expertise in the profession (91%), and the teaching ability of the instructors (87%).
 - Graduates were most likely to be satisfied with instructors' expertise in the profession (93%), the instructors' teaching ability (92%), and learning the theory needed to work in the profession (91%).
- Although satisfaction with the overall quality of the service provided by **Apprenticeship staff** remains high (92% for First Period Apprentices and 91% for Graduates), Graduates reported somewhat lower scores for several service aspects compared to 2022/2023.
 - Specific service aspects where satisfaction declined among Graduates were:
 - The waiting time to deal with the person who served them (85%, down from 90%);
 - The quality of advice received (88%, down from 91%); and
 - The knowledge level of staff (89%, down from 91%).
- A large proportion of First Period Apprentices (84%) indicate that they are **likely to complete their apprenticeship** program, and more than 9-in-10 Graduates (93%) indicate that in retrospect they would **still have chosen to become an apprentice**.

Key Findings [3 of 4]

Fewer apprentices are delaying taking classroom instruction compared to at the height of the pandemic (2020/2021).

- Among Graduates the proportion of students who delayed classroom instruction has decreased by almost 20% over the past 2 survey cycles (28%, down from 33% in 2022/2023 and 47% in 2020/2021). The proportion of First Period Apprentices delaying taking classes, while down from the high of 26% in 2020/2021, remains on par with the previous cycle at 12% (13% in 2022/2023).
 - Among those who delayed classroom instruction, financial reasons continues to be the top reason (46% for First Period Apprentices and 41% for Graduates).

Employment among Graduates is nearly universal (96% employment rate), while employment levels among First Period Apprentices are lower (79% employment rate).

- New this year, employed apprentices were asked if they work in the trade: while the vast majority of Graduates indicate they are working in the trade (90%, up slightly from 87% in 2022/2023), with 79% of employed Graduates indicating their work is very related to their trade, only 57% of First Period Apprentices indicate that they are currently working in the trade.
 - 1-in-6 First Period Apprentices (17%) are employed somewhere other than their current trade.

Key Findings [4 of 4]

Slightly less than two-thirds of First Period Apprentices (62%) report being sponsored when they applied to the apprenticeship program.

- Among those who were sponsored at the time of application the majority (81%) continue to be sponsored, while among those who were unsponsored at the time of application, approximately two-thirds (64%) remain unsponsored to date.
 - Not being able to find an employer/sponsor is the main reason for being unsponsored: it is mentioned by more than half of those who were unsponsored when they applied (58%) and by about half of those who are currently unsponsored (52%).

Those who take pre-apprenticeship programs find them to be valuable.

- Just over 1-in-4 First Period Apprentices (28%) took a pre-employment program, RAP, and/or CTS, compared to 1-in-6 Graduates (16%).
- 90% to 95% of First Period Apprentices and Graduates who took a pre-employment program found it valuable.

Detailed Findings

Detailed Findings

1. Pre-Apprenticeship Programs

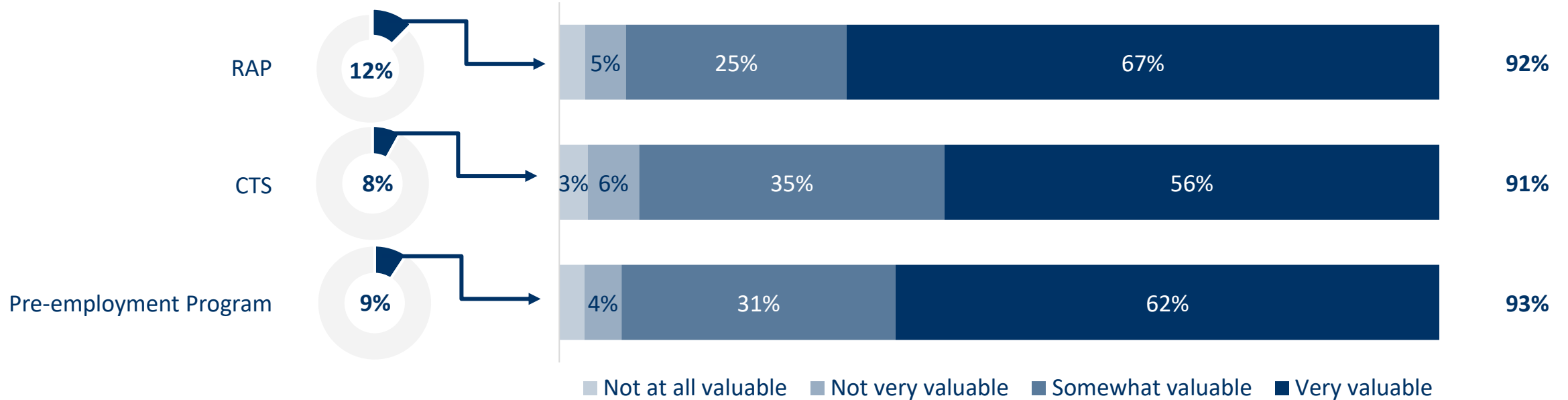
Pre-Apprenticeship Programs Participation and Perceived Value 2025

- One-in-four First Period Apprentices took RAP, CTS, or a pre-employment program, with around one-in-ten participating in each individual program.
- Among those who took these programs, over 90% felt the program provided value.

% Took Pre-Apprenticeship Program
(First Period Apprentices)

Perceived Value of Pre-Apprenticeship Programs
(First Period Apprentices who took Pre-Apprenticeship Programs)

% Somewhat + very valuable



Percentages lower than 3% are not shown.

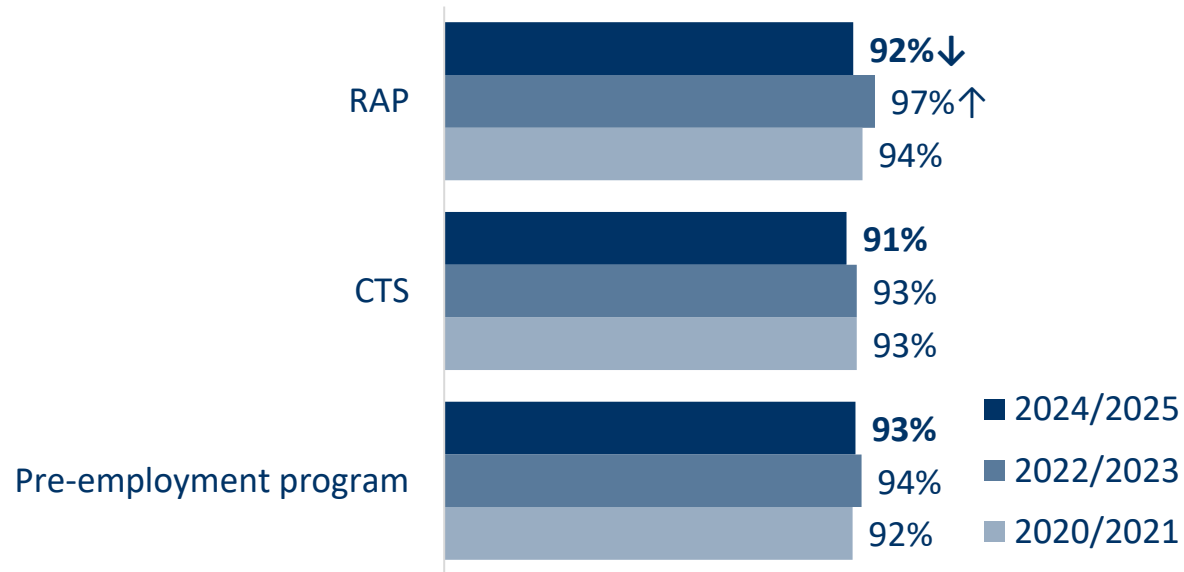
P1. Did you take a 'pre-apprenticeship' program, including RAP, or CTS? / P2. And which of the following pre-apprenticeship programs did you take? (First Period Apprentices: 2024/2025: 5689)

P3a. Overall, how valuable was the [program name] program while in high school to you? (First Period Apprentices who took Pre-Apprenticeship Programs: 2024/2025: RAP: 575, CTS: 381, Pre-employment program: 448)

Pre-Apprenticeship Programs Participation and Perceived Value 2020 to 2025

- Although the vast majority of those who participated in RAP continue to find the program valuable, its perceived value has declined from the near-universal rating in 2022/2023, down to be more in line with results from 2020/2021.
- Ratings of value for the CTS and pre-employment programs have remained consistent in 2024/2025.

Perceived Value of Pre-Apprenticeship Programs
 % Somewhat + very valuable
 (First Period Apprentices who took Pre-Apprenticeship Programs)



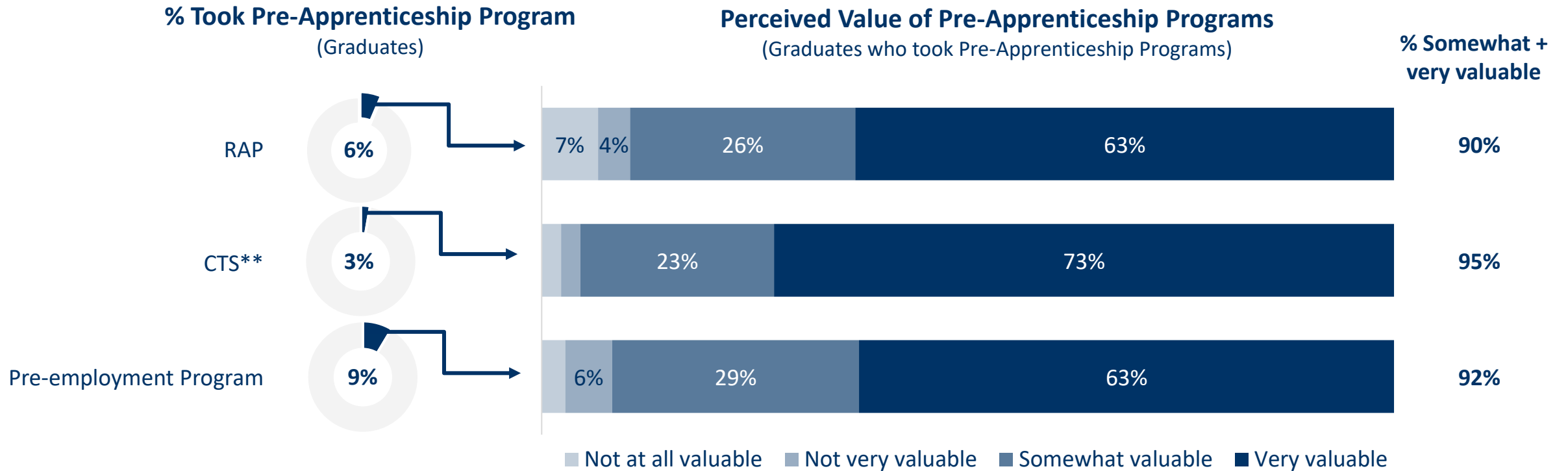
↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

P3a. Overall, how valuable was the [program name] program while in high school to you? (First Period Apprentices who took Pre-Apprenticeship Programs: 2020/2021: RAP: 603, CTS: 203, Pre-employment program: 486; 2022/2023: RAP: 468, CTS: 249, Pre-employment program: 381; 2024/2025: RAP: 575, CTS: 381, Pre-employment program: 448)

Classification: Public

Pre-Apprenticeship Programs Participation and Perceived Value 2025

- Among Graduates, approximately one-in-ten took a pre-employment program (9%), while fewer participated in RAP (6%) and CTS (3%).
- Those who participated in these programs felt they added value, with more than 90% finding each type of program valuable. Almost two-thirds (63%) of those who took RAP, or a pre-employment program felt the program was very valuable.



**Base <50, interpret with caution. Percentages lower than 3% are not shown.

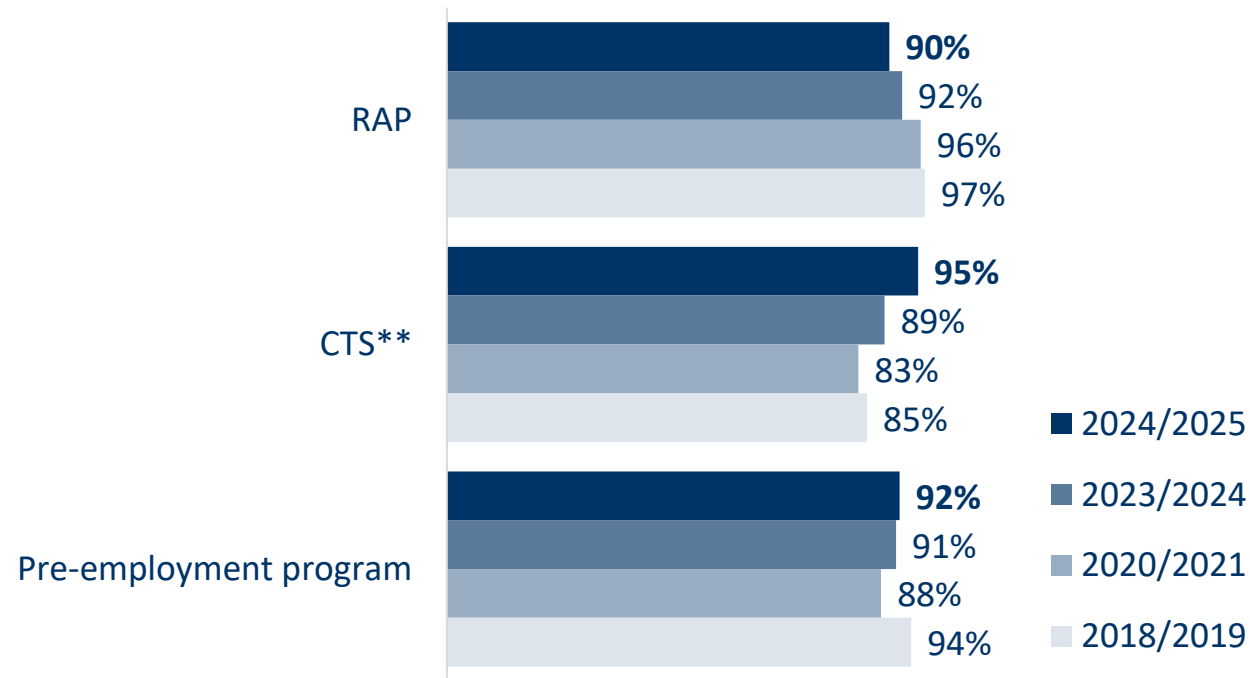
P1. Did you take a 'pre-apprenticeship' program, including RAP, or CTS? / P2. And which of the following pre-apprenticeship programs did you take? (Graduates 2024/2025: 1971)

P3a. Overall, how valuable was the [program name] program while in high school to you? (Graduates who took Pre-Apprenticeship Programs: 2024/2025: RAP: 106, CTS: 44, Pre-employment program: 145)

Pre-Apprenticeship Programs Participation and Perceived Value 2018 to 2025

- The perceived value of pre-apprenticeship programs has remained stable among Graduates in 2024/2025.

Perceived Value of Pre-Apprenticeship Programs
 % Somewhat + very valuable
 (Graduates who took Pre-Apprenticeship Programs)



**Base <50, interpret with caution. ↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

P3a. Overall, how valuable was the [program name] program while in high school to you? (Graduates who took Pre-Apprenticeship Programs: 2018/2019: RAP: 125, CTS: 47, Pre-employment program: 168; 2020/2021: RAP: 99, CTS: 42, Pre-employment program: 166; 2022/2023: RAP: 128, CTS: 44, Pre-employment program: 210; 2024/2025: RAP: 106, CTS: 44, Pre-employment program: 145)

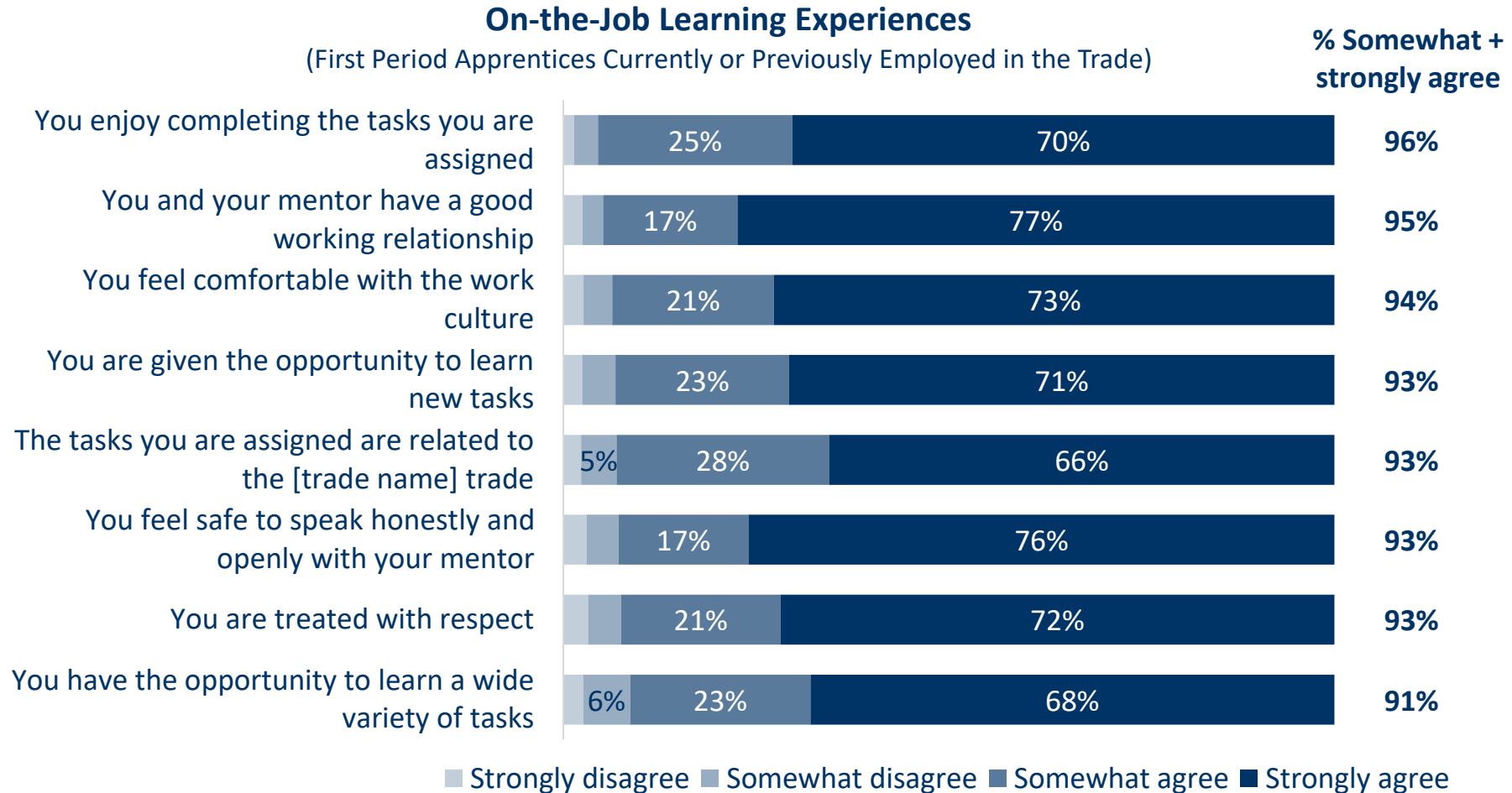
Detailed Findings

2. On-the-Job Learning Experiences and Mentorship



On-the-Job Learning Experiences 2025

- Among First Period Apprentices, agreement was high (90%+) when rating aspects of on-the-job learning. In particular, almost all (96%) agreed they enjoyed completing the tasks assigned to them, and that they had a good working relationship with their mentor (95%).



Percentages lower than 5% are not shown.

B3. Thinking about your on-the-job learning experience, how strongly do you agree or disagree that ... ? (First Period Apprentices who are currently or previously employed in the trade: 2024/2025: 4359-4403)

Classification: Public

On-the-Job Learning Experiences 2020 to 2025

- Since 2022/2023, there have been slight increases in First Period Apprentices who feel they have a good working relationship with their mentor (95%), who feel safe to speak honestly and openly with their mentor (93%), and who feel they were treated with respect (93%).
- There has also been an increase in feeling comfortable with the work culture (94% vs. 91% in 2022/2023).

On-the-Job Learning Experiences

% Somewhat + strongly agree

(First Period Apprentices Currently or Previously Employed in the Trade)



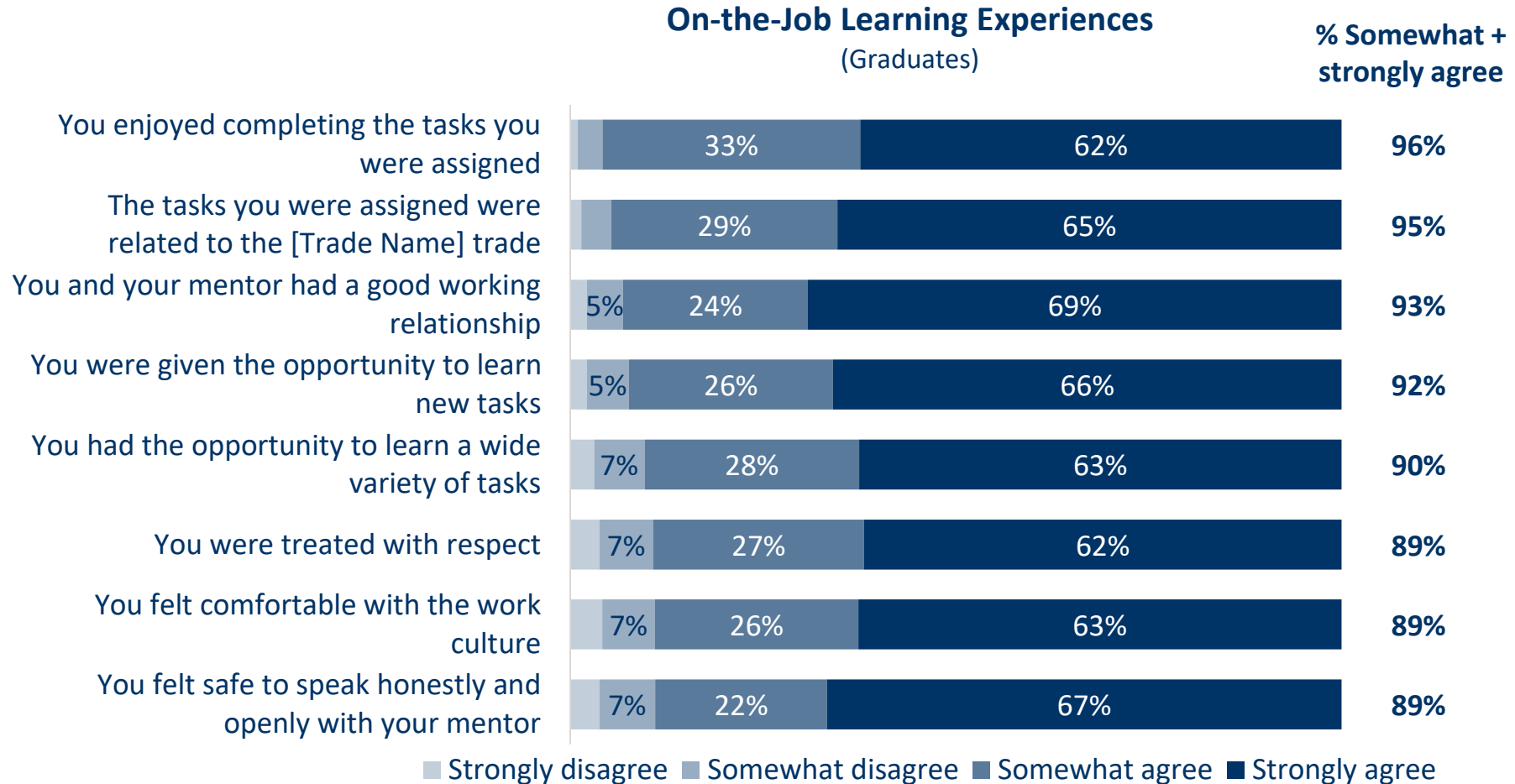
*Note in 2025/2026 the survey logic changed to only include those who are or were employed in the trade (instead of all who are employed).

↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

B3. Thinking about your on-the-job learning experience, how strongly do you agree or disagree that ... ? (First Period Apprentices who are currently or previously employed in the trade: 2020/2021: 4528-4589, 2022/2023: 5087-5142, 2024/2025: 4359-4403)

On-the-Job Learning Experiences 2025

- The majority of Graduates indicate they had good experiences with on-the-job learning, with levels of agreement around 90% for all areas.
- Similar to First Period Apprentices, almost all Graduates (96%) indicated they enjoyed completing the tasks they were assigned.
- 95% of Graduates felt the tasks they were assigned were related to their specific trade.



Percentages lower than 5% are not shown.

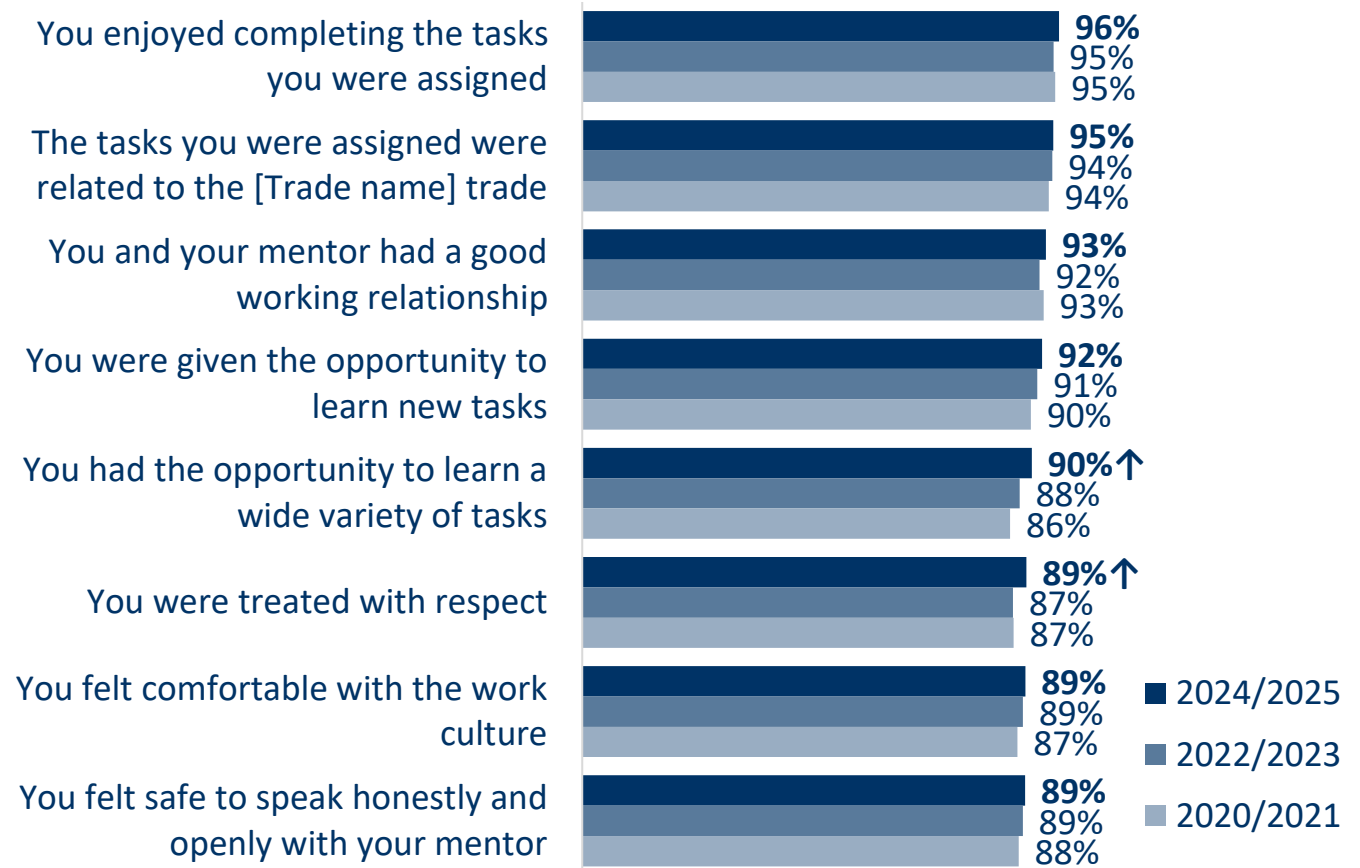
B3. Thinking about your on-the-job learning experience, how strongly do you agree or disagree that ... ? (Graduates: 2024/2025: 1988-2000)

Classification: Public

On-the-Job Learning Experiences 2020 to 2025

- 2024/2025 saw a small increase among Graduates who felt they had the opportunity to learn a wide variety of tasks (90% vs. 88% in 2022/2023).
- There was also a small increase among Graduates who felt they were treated with respect during their on-the-job learning experiences (89% up from 87%).

On-the-Job Learning Experiences
% Somewhat + strongly agree
(Graduates)



↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

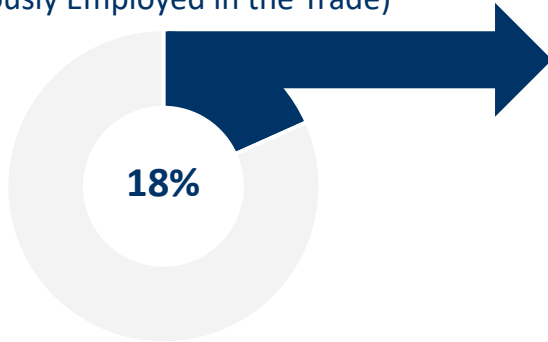
B3. Thinking about your on-the-job learning experience, how strongly do you agree or disagree that ... ? (Graduates: 2020/2021: 1729-1754, 2022/2023: 2342-2359, 2024/2025: 1988-2000)

Suggestions for Mentorship Improvement 2025

- Four-in-five (82%) First Period Apprentices do not have any suggestions for improving the mentorship they received.
- Among those who did provide suggestions, one-third (33%) would have liked more time or opportunities for hands-on tasks or diversity of the tasks they were assigned, while one-in-four (26%) would have liked additional coaching and communication or feedback from their mentor.

Suggestions for Mentorship Improvement: Provided Feedback

(First Period Apprentices Currently or Previously Employed in the Trade)



Suggestions for Mentorship Improvement

(First Period Apprentices Who Provided Suggestions for Mentorship Improvement)



B7. Do you have any feedback you would like to share on how the mentorship you [received / received could] be improved? (First Period Apprentices who are currently or previously employed in the trade: 2024/2025: 4450, First Period Apprentices who provided suggestions for mentorship improvement: 2024/2025: 816)



Suggestions for Mentorship Improvement 2022 to 2025

- In comparison to the previous iteration of the survey, more First Period Apprentices mention wanting to receive additional hands-on training or more relevant and diverse tasks (33%, up from 23%).
- Perceptions of mentors themselves improved in 2024/2025, with fewer First Period Apprentices indicating their mentor did not set a good example (8%, down from 13%), or that they needed better interpersonal skills (13%, down from 20%).
- Fewer First Period apprentices feel that they need more up-to-date or appropriate instruction in comparison to 2022/2023 (15%, down from 27%).

Suggestions for Mentorship Improvement
(First Period Apprentices Who Provided Suggestions for Mentorship Improvement)



*Note in 2025/2026 the survey logic changed to only include those who are or were employed in the trade (instead of all who are employed)

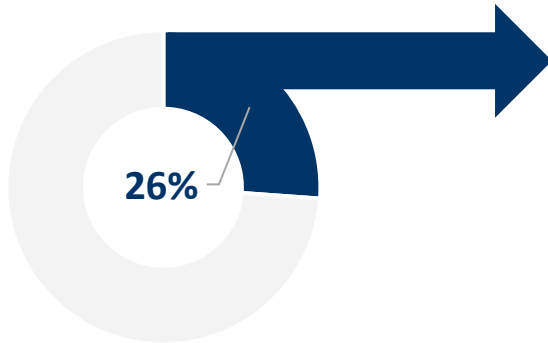
↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

B7. Do you have any feedback you would like to share on how the mentorship you [received / received could] be improved? (First Period Apprentices who are currently or previously employed in the trade and provided suggestions: 2022/2023: 912 , 2024/2025: 816)

Suggestions for Mentorship Improvement 2025

- One-in-four (26%) Graduates provided suggestions for ways to improve mentorship in their apprenticeship program.
- Similar to First Period Apprentices, one-third (33%) felt that more opportunity for hands-on or relevant and diverse tasks would help. Just over one-quarter (28%) would have preferred more feedback and communication from their mentor.

Suggestions for Mentorship Improvement: Provided Feedback (Graduates)



Suggestions for Mentorship Improvement (Graduates who Provided Suggestions for Improving Mentorship)



B7. Do you have any feedback you would like to share on how the mentorship you [received / received could] be improved? (Graduates: 2024/2025: 2001, Graduates who provided suggestions for mentorship: 2024/2025: 523)

Suggestions for Mentorship Improvement 2022 to 2025

- Among Graduates, the suggestions for improving mentorship remained consistent with the suggestions offered in 2022/2023, with one exception:
 - Fewer Graduates indicated their mentor did not set a good example or was not knowledgeable in 2024/2025 (11%, down from 19%).

Suggestions for Mentorship Improvement
(Graduates who Provided Suggestions for Improving Mentorship)



↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

B7. Do you have any feedback you would like to share on how the mentorship you [received / received could] be improved? (Graduates who provided suggestions for mentorship: 2022/2023: 575, 2024/2025: 523)

Detailed Findings

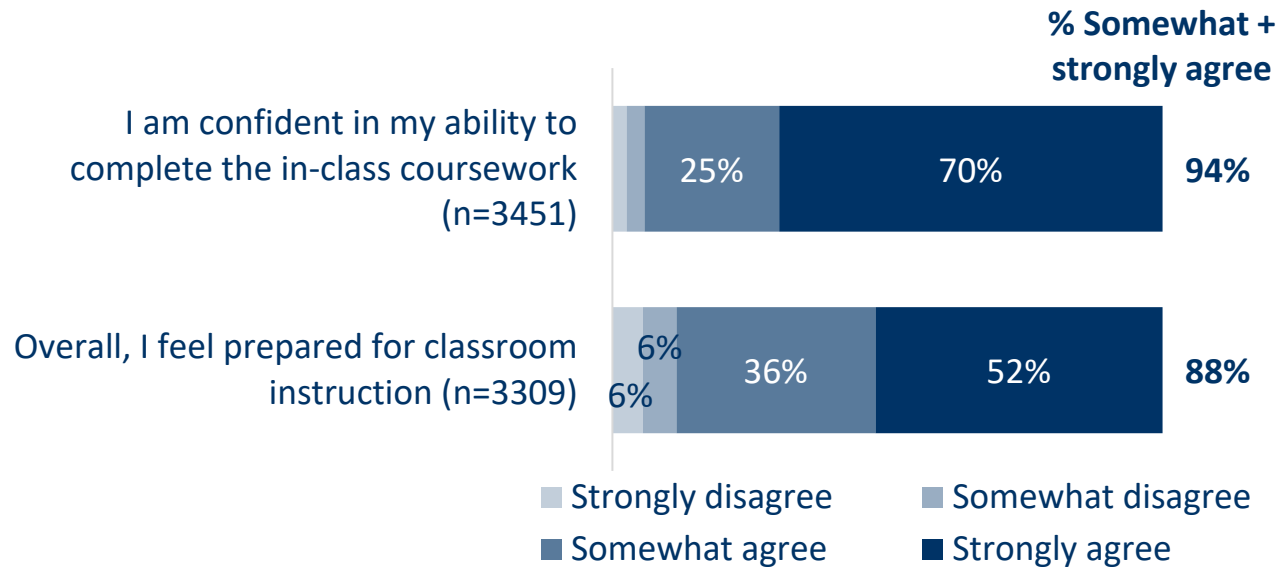
3. Classroom Instruction Experience

Classroom Instruction: Level of Preparedness 2025

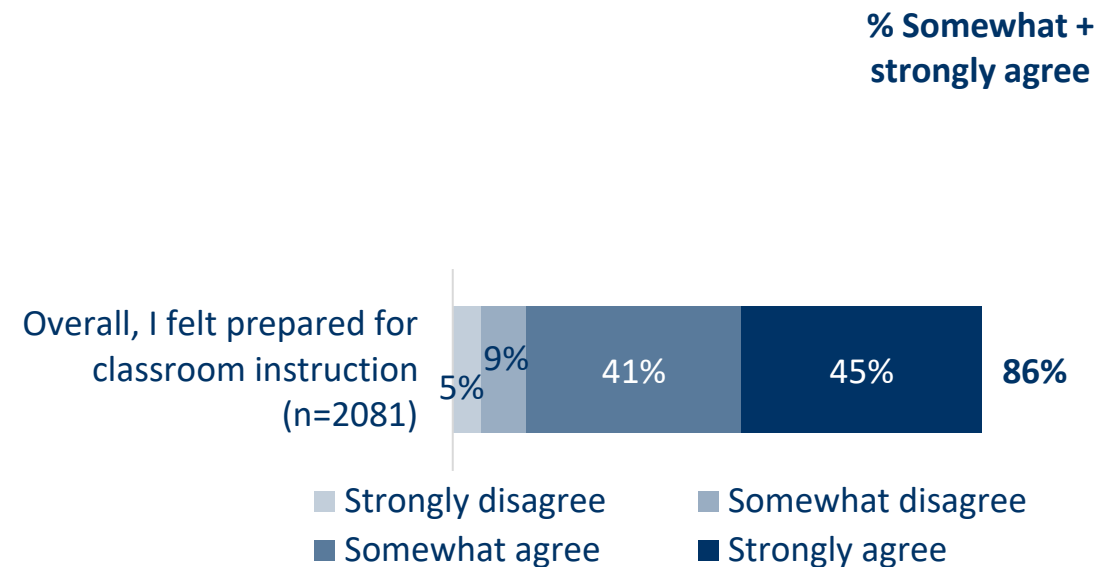
- Among First Period Apprentices who have not yet attended classroom instruction, almost all (94%) are confident in their ability to complete the in-class coursework, with 7-in-10 (70%) strongly agreeing. Almost 9-in-10 (88%) feel they are prepared for classroom instruction, and half (52%) strongly agree that they feel prepared.
- The majority (86%) of First Period Apprentices who have attended classroom instruction felt prepared for classroom instruction.

Level of Preparedness (First Period Apprentices)

Have not yet attended classroom instruction
(63% of Non-RAP First Period Apprentices)



Have attended classroom instruction
(37% of Non-RAP First Period Apprentices)



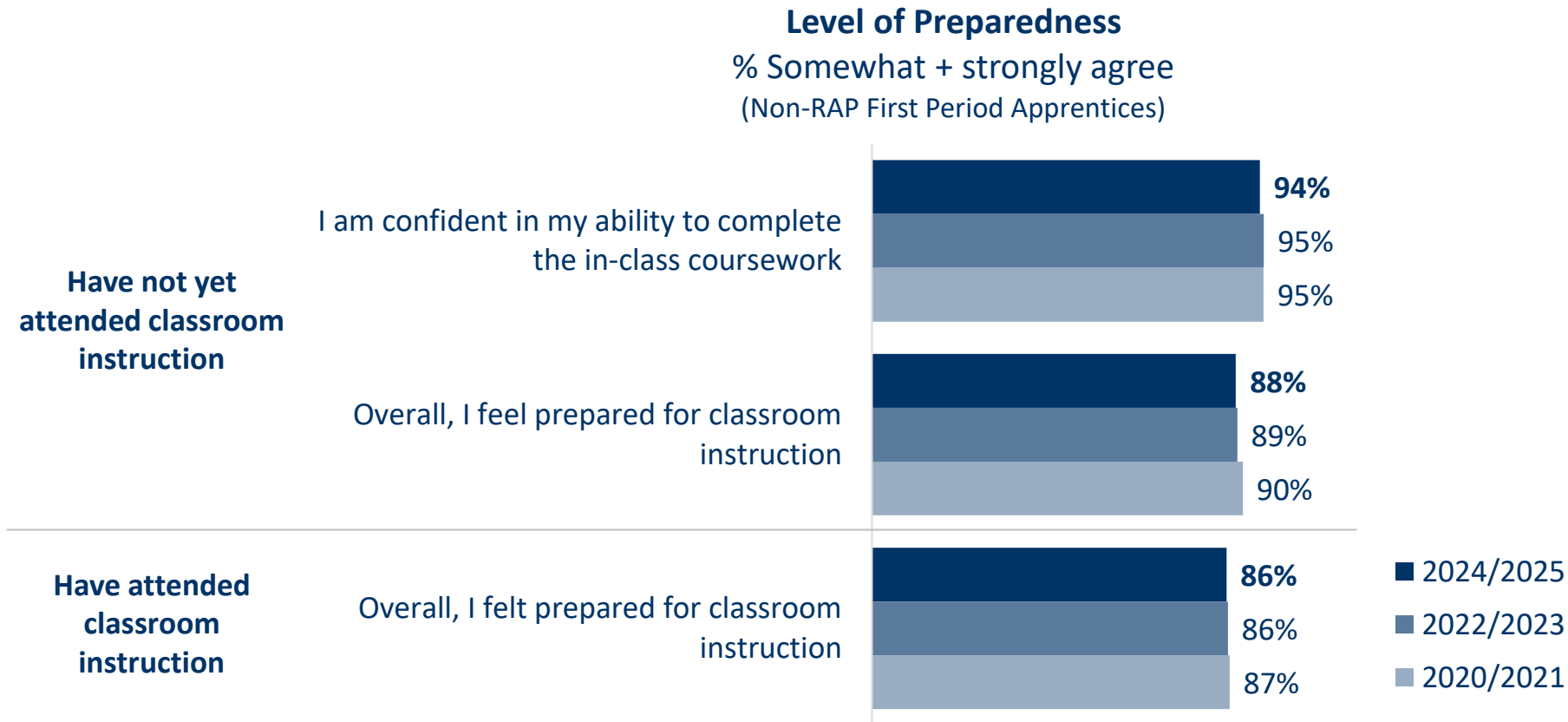
Percentages lower than 5% are not shown.

FP_TT1. Have you attended or are you currently attending your first period of classroom instruction for the [Trade Name] apprenticeship education program? (First Period Apprentices not currently taking RAP: 2024/2025: 5840) / FP_TT2. Thinking about first period classroom instruction, how strongly do you agree or disagree that...? (First Period Apprentices not currently taking RAP: 2024/2025: 2081-3451)

Classification: Public

Classroom Instruction: Level of Preparedness 2020 to 2025

- Among First Period Apprentices, levels of preparedness among both those who have attended classroom instruction, and those who have not attended has remained stable since 2020/2021.
 - Of note (*not shown below*), results are similar when looking at First Period Apprentices who are sponsored vs. unsponsored, both for 2024/2025 and over time.



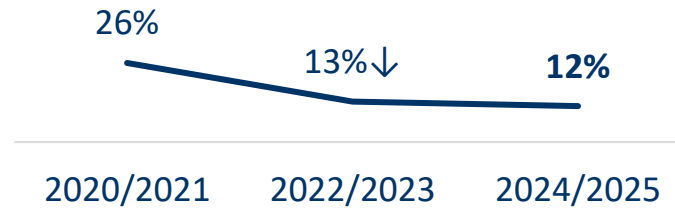
↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

FP_TT2. Thinking about first period classroom instruction, how strongly do you agree or disagree that...? (First Period Apprentices not currently taking RAP: 2020/2021: 1669-2572; 2022/2023: 1789-3185, 2024/2025: 2081-3451)

Classroom Instruction: Delayed Classroom Instruction 2020 to 2025

- Just over one-in-ten First Period Apprentices (12%) have delayed their classroom instruction, consistent with 2022/2023.

Delayed Classroom Instruction
% Yes
(First Period Apprentices Who Attended Classroom Instruction)



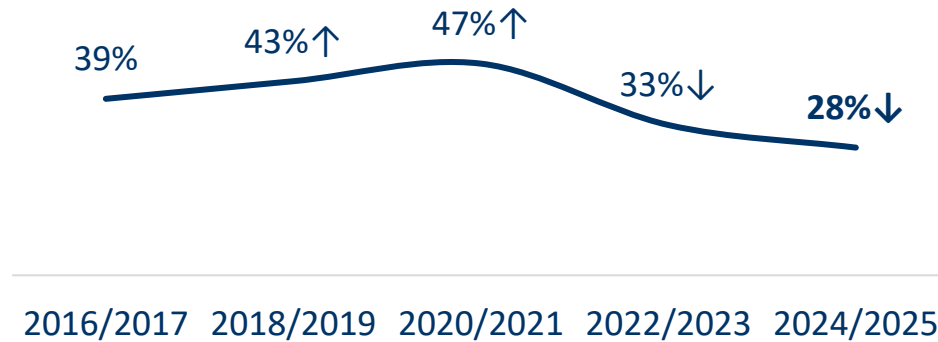
↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

C8. At any time during your apprenticeship education program, did you delay attending classroom instruction? (First Period Apprentices who attended classroom instruction: 2020/2021: 1622; 2022/2023: 1782, 2024/2025: 2071)

Classroom Instruction: Delayed Classroom Instruction 2016 to 2025

- The proportion of Graduates who have delayed classroom instruction, has continued to decline in 2024/2025 from the high in 2020/2021 during the pandemic.

Delayed Classroom Instruction
(Graduates Who Attended Classroom Instruction)
% Yes



↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

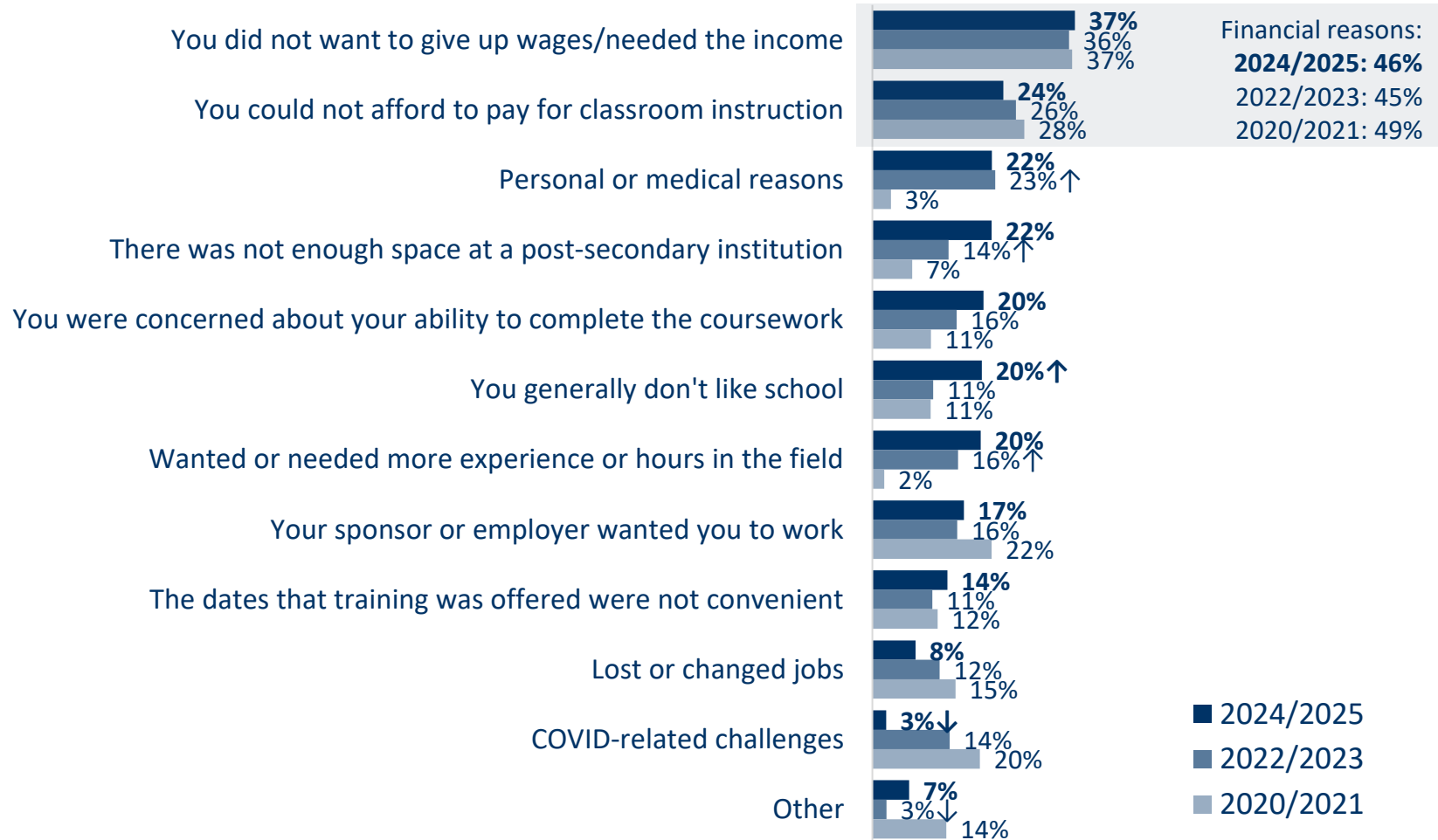
C8. At any time during your apprenticeship education program, did you delay attending classroom instruction? (Graduates who attended classroom instruction: 2014/2015: 4813, 2016/2017: 5053, 2018/2019: 3352, 2020/2021: 1691, 2022/2023: 2286, 2024/2025: 1949)

Classification: Public

Classroom Instruction: Reasons for Delaying Classroom Instruction 2020 to 2025

- Among First Period Apprentices, almost half (46%) of those who delayed classroom instruction did so for financial reasons, consistent with previous years.
- In 2024/2025 there was an increase among First Period Apprentices who delayed because they generally don't like school (20% up from 11% in 2022/2023).

Reasons for Delaying Classroom Instruction
(First Period Apprentices Who Delayed Classroom Instruction)



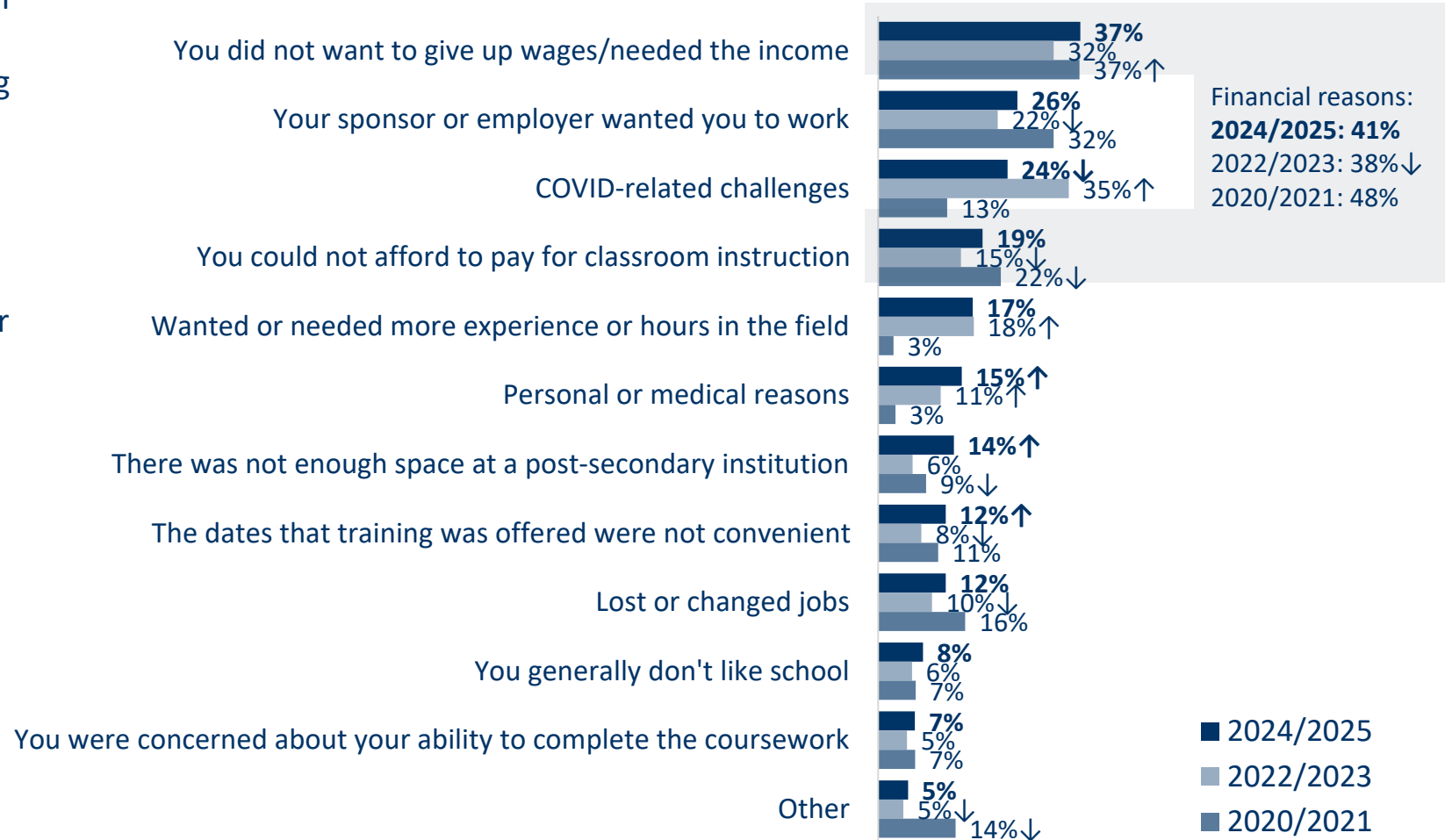
↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

C1_1. For which of the following reasons did you delay attending classroom instruction? (First Period Apprentices who delayed classroom instruction: 2020/2021: 417, 2022/2023: 221, 2024/2025: 230)

Classroom Instruction: Reasons for Delaying Classroom Instruction 2020 to 2025

- In 2024/2025 there was an increase among Graduates indicating they delayed classroom instruction because of personal or medical reasons (15%, up from 11%), there not being enough space at the post-secondary institution (14%, up from 6%), and because the dates of classroom instruction were not convenient (12%, up from 8%).
- Fewer Graduates in 2024/2025 delayed their classroom instruction due to COVID-related challenges (24% down from 35%).

Reasons for Delaying Classroom Instruction (Graduates Who Delayed Classroom Instruction)



↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

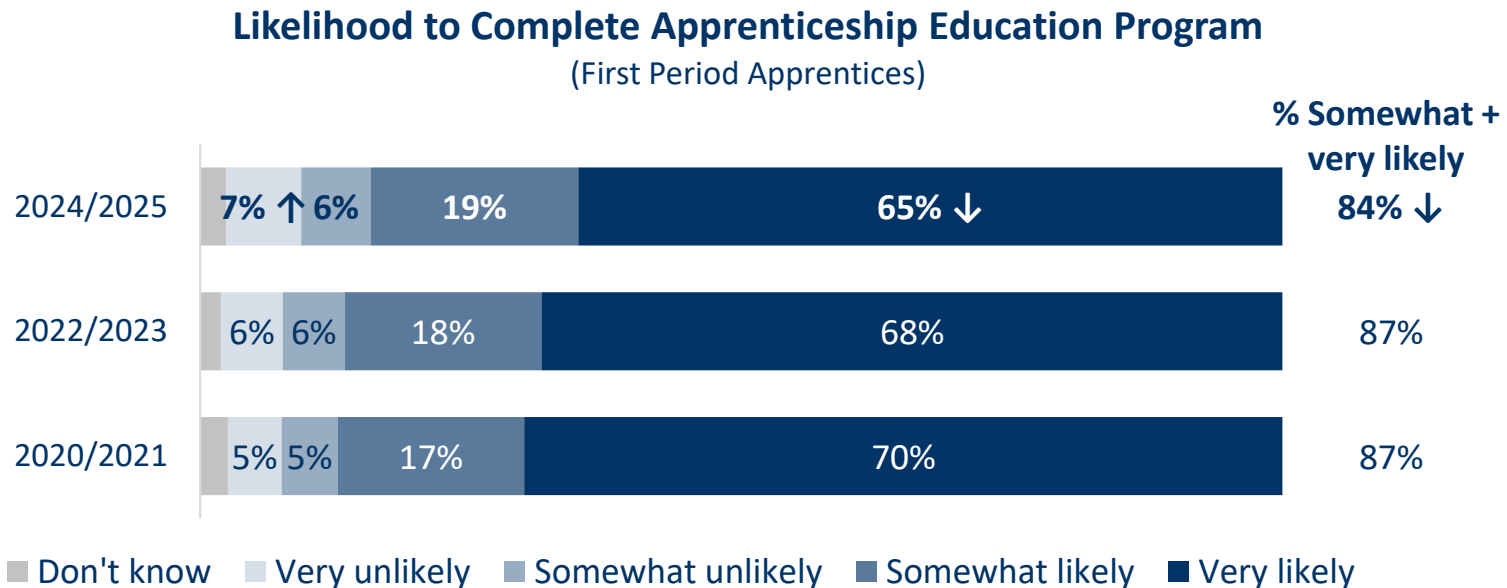
C1_1. For which of the following reasons did you delay attending classroom instruction? (Graduates who delayed classroom instruction: 2020/2021: 783, 2022/2023: 758, 2024/2025: 548)

Detailed Findings

4. Likelihood to Complete Apprenticeship Education Program

Likelihood to Complete Apprenticeship Education Program 2020 to 2025

- Although likelihood to complete their apprenticeship education program remains high among First Period Apprentices (84%), it has declined somewhat since the previous two survey iterations (87%).



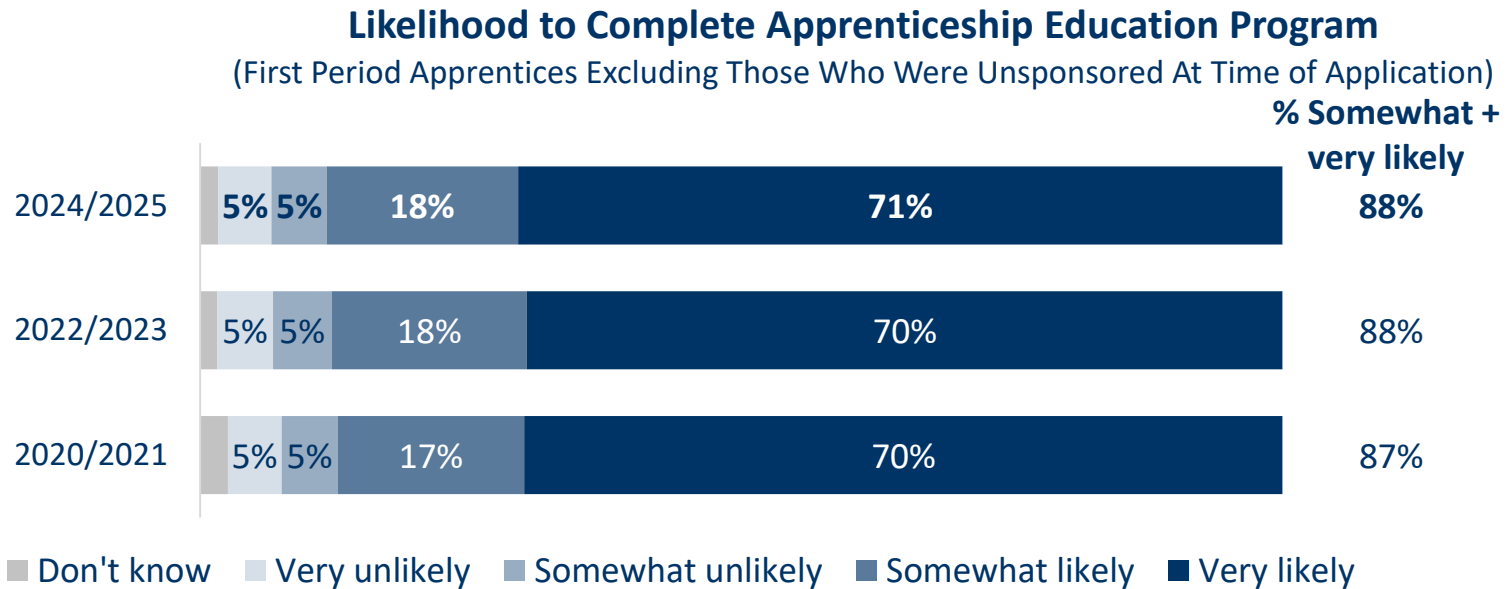
Percentages lower than 5% are not shown. ↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

FP6A. Overall, and as of this point in time, how likely are you to complete the apprenticeship program? (First Period Apprentices who did not change programs or leave the program: 2020/2021: 4461, 2022/2023: 5042, 2024/2025: 5456)

Classification: Public

Likelihood to Complete Apprenticeship Education Program 2020 to 2025

- When excluding those who were unsponsored when they applied for their apprenticeship, the likelihood of completing their apprenticeship education program among 2024/2025 First Period Apprentices is identical to 2022/2023 (88%).



Percentages lower than 5% are not shown. ↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

FP6A. Overall, and as of this point in time, how likely are you to complete the apprenticeship program? (First Period Apprentices who did not change programs or leave the program: 2020/2021: 4461, 2022/2023: 3929, 2024/2025: 3580)

Classification: Public

Reasons for Being Unlikely to Complete Apprenticeship Education Program 2020 to 2025

- Among First Period Apprentices who feel that they are unlikely to complete their program, the proportion of those indicating it is due to a lack of jobs in the industry has doubled in 2024/2025 (28%, up from 13%)
 - Those who indicate that they cannot find an employer/sponsor has increased as well (7%, up from 3%).
- Fewer First Period Apprentices are unlikely to complete due to personal issues (5%, down from 9%), or health problems (3%, down from 7%).

Reasons for Being Unlikely to Complete Apprenticeship Education Program
(First Period Apprentices Who Are Unlikely to Complete Program)



↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

FP6BD. Why aren't you likely to complete / continue the program? (First Period Apprentices unlikely to complete Apprenticeship program: 2020/2021: 416, 2022/2023: 587, 2024/2025: 743)

Reasons for Being Unlikely to Complete Apprenticeship Education Program 2020 to 2025

- When excluding those who were unsponsored at the time of application, the top 4 reasons for First Period Apprentices being unlikely to complete their apprenticeship program remain the same.
 - Although lack of jobs in the industry is no longer the top mentioned item, it is still mentioned by twice as many First Period Apprentices as it was in 2022/2023 (18% vs. 9%).

Reasons for Being Unlikely to Complete Apprenticeship Education Program

(First Period Apprentices Who Are Unlikely to Complete Program Excluding Those Who Were Unsponsored At Time of Application)



■ 2024/2025
■ 2022/2023
■ 2020/2021

↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

FP6BD. Why aren't you likely to complete / continue the program? (First Period Apprentices unlikely to complete Apprenticeship program excluding those who were unsponsored at the time of application: 2020/2021: 416, 2022/2023: 425, 2024/2025: 368)



Reasons for Leaving Apprenticeship Education Program 2025

- Among those who left their apprenticeship program, one-third did so because they decided it wasn't the right career for them (34%), while financial reasons and lack of employment in the trade are each mentioned by 13% of those who left.

Reasons for Leaving Apprenticeship Education Program

(First Period Apprentices Who Left Program)



↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

FPO. Which of the following best describes why you are not a first period Alberta [Trade Name] apprentice? (First Period Apprentices not currently taking RAP: 2024/2025: 1156)

FPOA2. Why did you leave the apprenticeship program altogether? (First Period Apprentices who left program: 2024/2025: 218)

Classification: Public

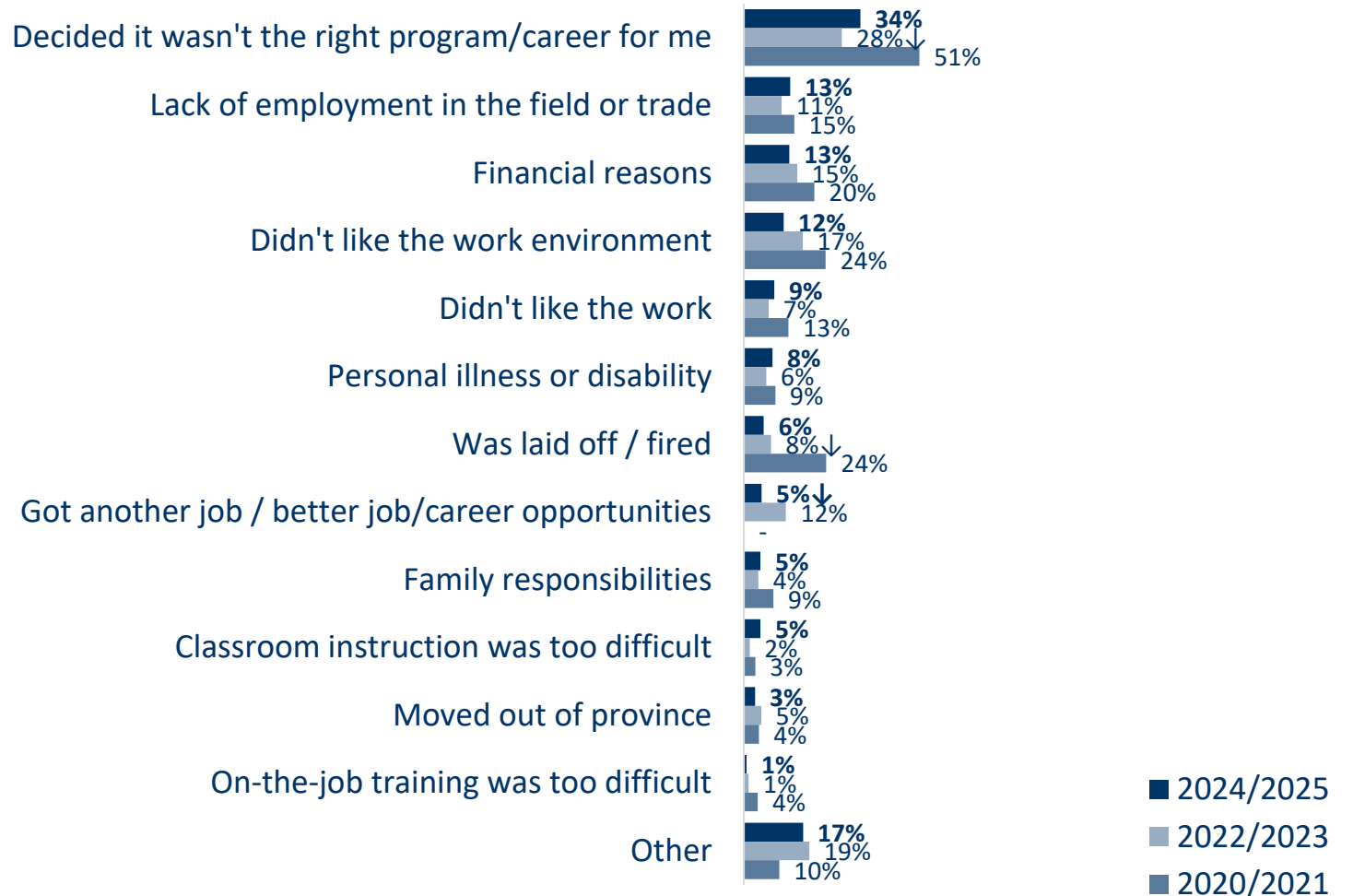


Reasons for Leaving Apprenticeship Education Program 2020 to 2025

- Overall, First Period Apprentices' reasons for leaving their apprenticeship program remain consistent with previous years, although fewer indicate it was because they got another job or better career opportunity (5%, down from 12%).

Reasons for Leaving Apprenticeship Education Program

(First Period Apprentices Who Left Program)



↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

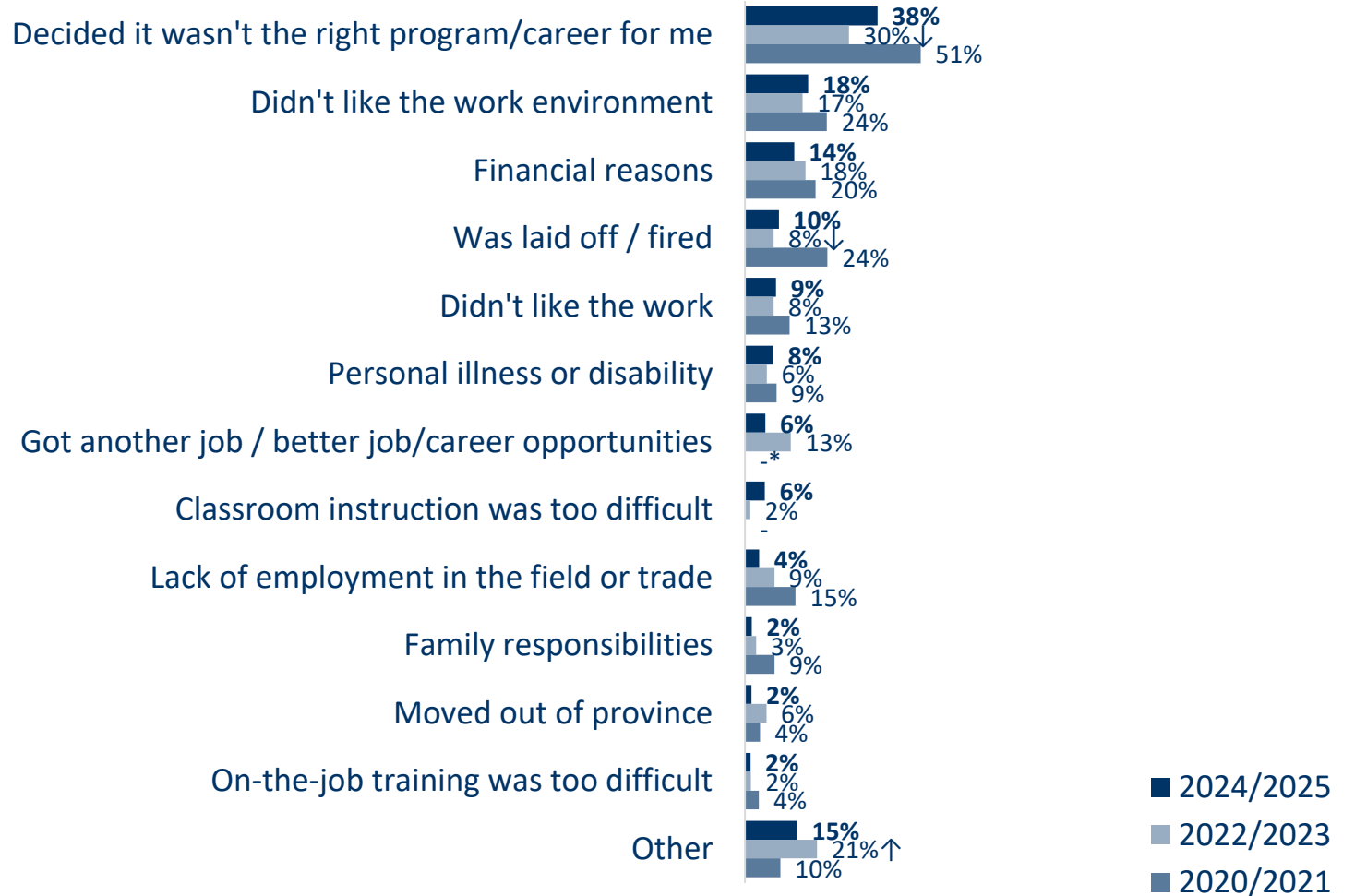
FPOA2. Why did you leave the apprenticeship program altogether? (First Period Apprentices who left program: 2020/2021: 93, 2022/2023: 188, 2024/2025: 218)



Reasons for Leaving Apprenticeship Education Program 2020 to 2025

- When excluding First Period Apprentices who were unsponsored at the time of application, those indicating they are leaving the apprenticeship program due to a lack of employment in the field drops from 13% down to 4%.

Reasons for Leaving Apprenticeship Education Program
(First Period Apprentices Who Left Program Excluding Those Who Were Unsponsored At Time of Application)



↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

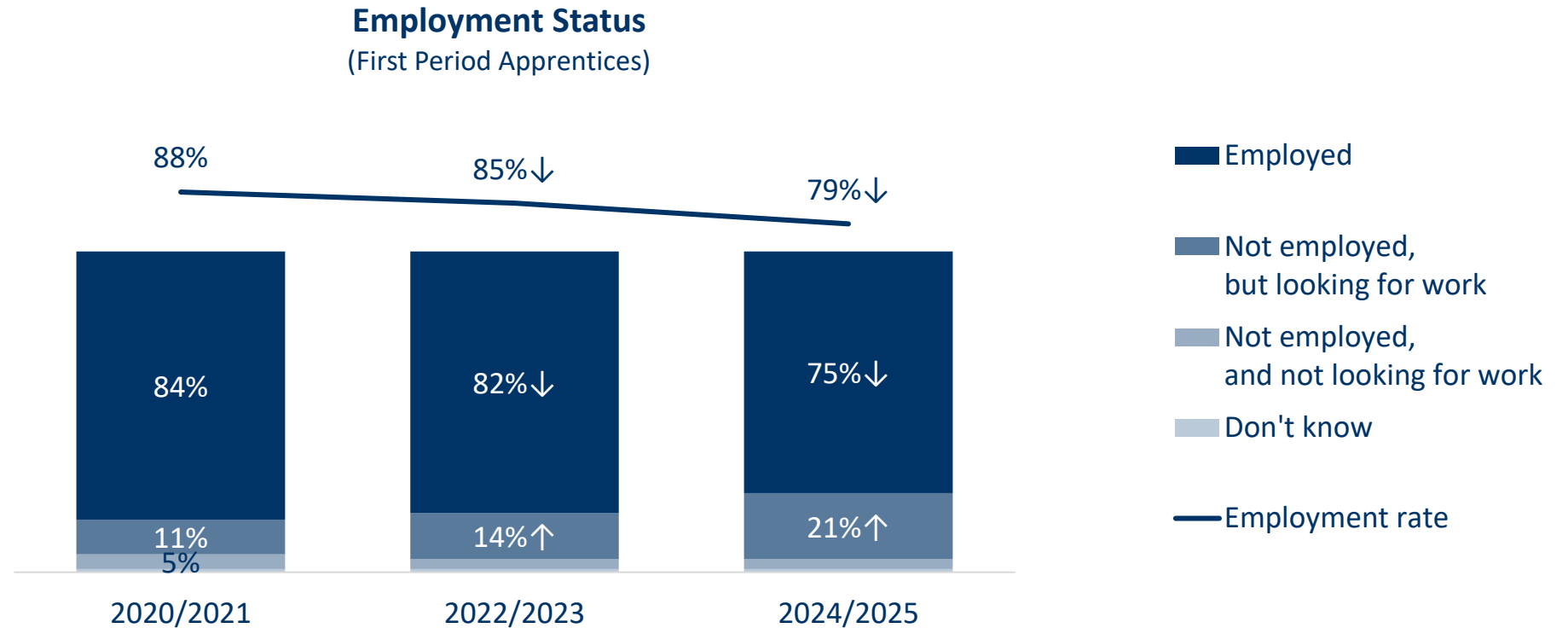
FPOA2. Why did you leave the apprenticeship program altogether? (First Period Apprentices who left program: 2020/2021: 93, 2022/2023: 149, 2024/2025: 122)

Detailed Findings

5. Employment Outcomes

Employment Outcomes: Employment Status 2020 to 2025

- Compared to 2022/2023, the employment rate among First Period Apprentices has declined somewhat (from 82% to 79% for 2024/2025).

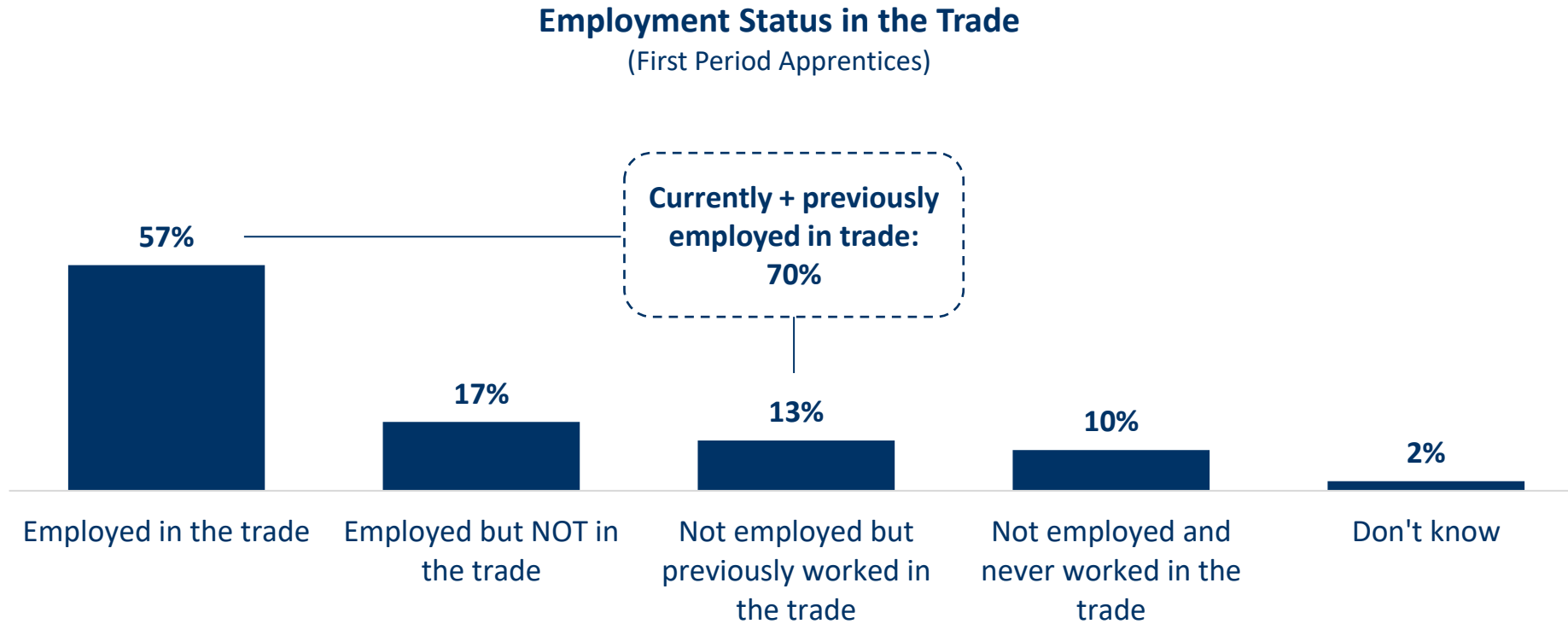


↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)
Percentages lower than 3% are not shown.

E1. Which of the following categories best describes your current employment status? (First Period Apprentices: 2020/2021: 4580, 2022/2023: 5317, 2024/2025: 5861)

Employment Outcomes: Employment in the Trade 2025

- 7-in-10 (70%) First Period Apprentices indicate they are currently or have previously been employed in the trade they are apprenticing in. One-in-ten (10%) First Period Apprentices indicate they are not employed in and have never worked in the trade they are taking an apprenticeship for.



E1. Which of the following categories best describes your current employment status?

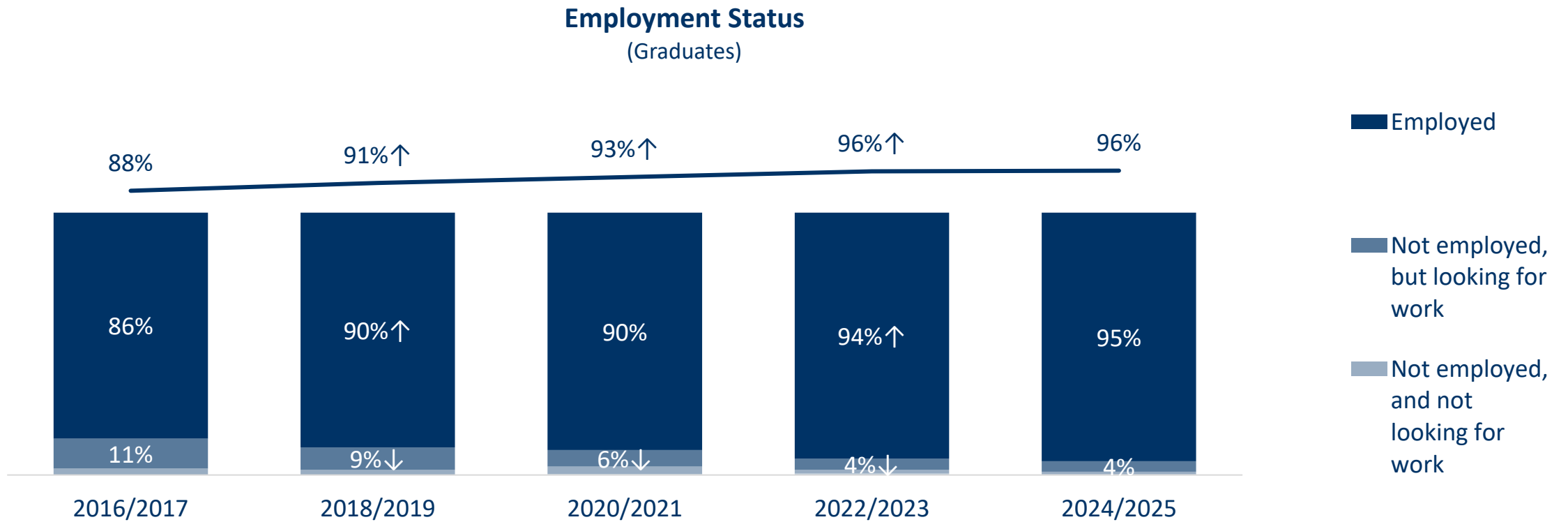
E1FP2. Are you working as an apprentice in the [Trade Name] occupation?

E1FP3. Have you ever worked as an apprentice in the [Trade Name] occupation? (First Period Apprentices: 2024/2025: 6207)

Classification: Public

Employment Outcomes: Employment Status 2016 to 2025

- With an employment rate of 96%, almost all Graduates are currently employed, consistent with results from 2022/2023.

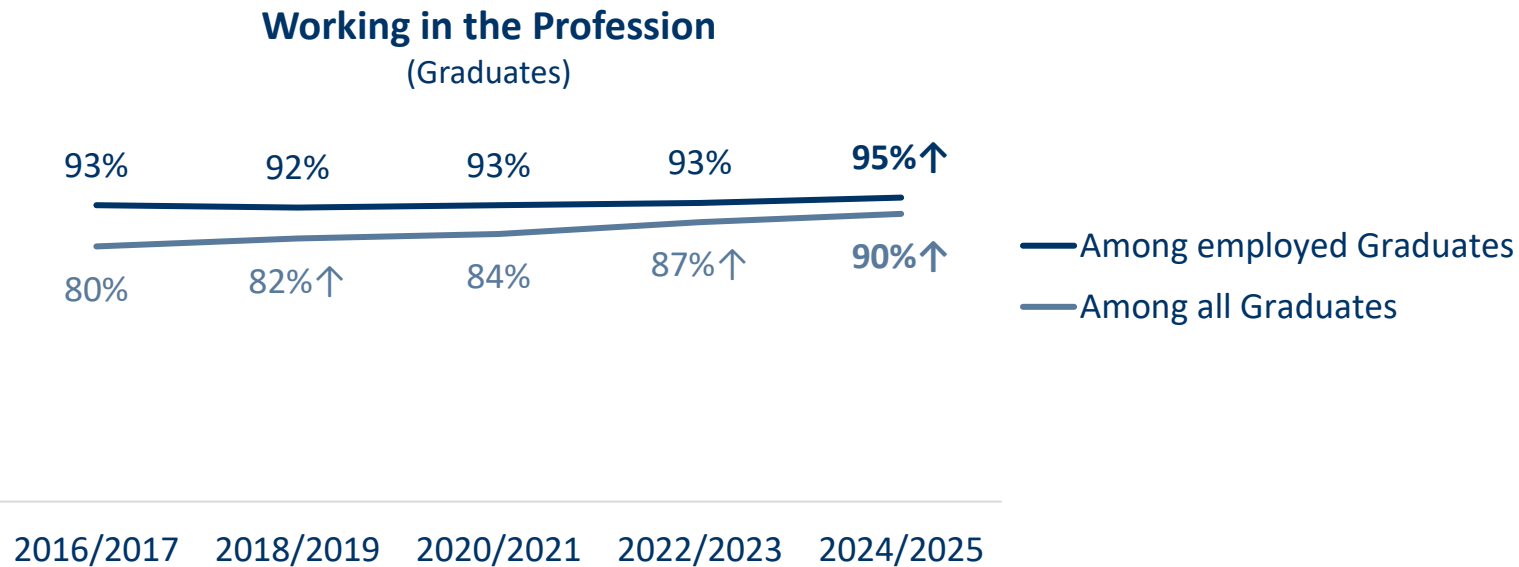


↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)
Percentages lower than 3% are not shown.

E1. Which of the following categories best describes your current employment status? (Graduates: 2016/2017: 5092, 2018/2019: 3489, 2020/2021: 1742, 2022/2023: 2336, 2024/2025: 1983)

Employment Outcomes: Working in the Profession 2016 to 2025

- Among Graduates who are employed, almost all (95%) are working in the profession they took the apprenticeship for, which reflects a slight increase from 2022/2023 (93%).



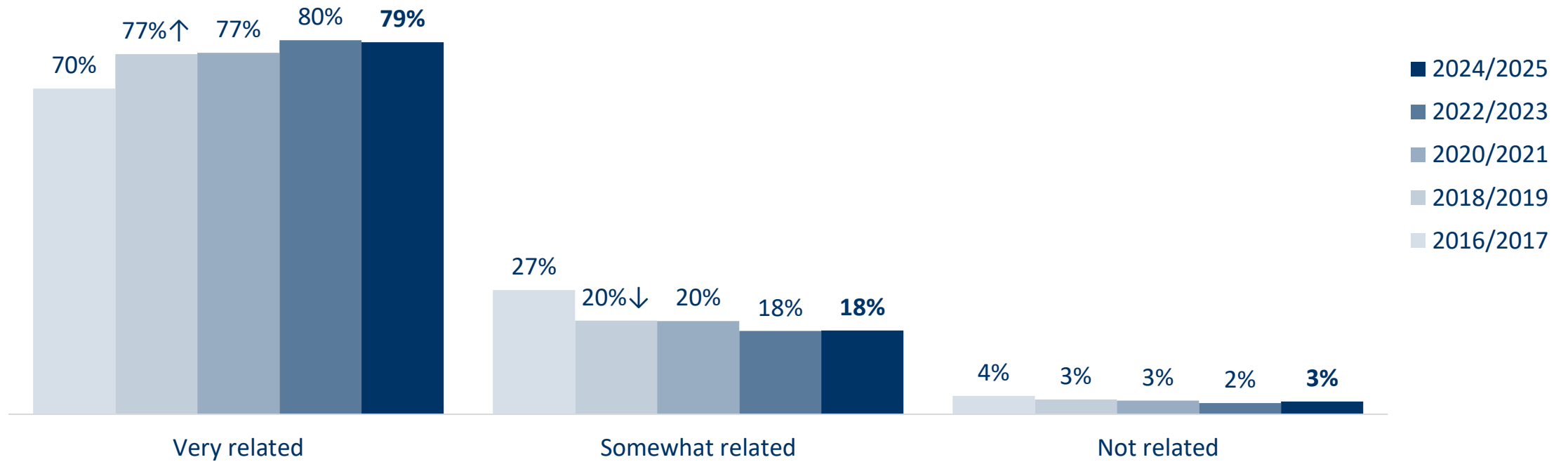
↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

E2. Are you currently working in the [Trade Name] profession? (Graduates who are employed: 2016/2017: 4371, 2018/2019: 3117, 2020/2021: 1570, 2022/2023: 2183, 2024/2025: 1876; All Graduates: 2016/2017: 5075, 2018/2019: 3483, 2020/2021: 1739, 2022/2023: 2333, 2024/2025: 1982)

Employment Outcomes: Relevance to Certification 2016 to 2025

- Four-in-five (79%) Graduates indicate that the work they are currently doing is very related to their certification, on par with results from the previous two survey iterations.

Relevance to Certification
(Employed Graduates)



↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

E3. To what extent is the work you are currently doing related to your [Trade Name] journey person certification? (Graduates who are employed: 2016/2017: 4369, 2018/2019: 3015, 2020/2021: 1573, 2022/2023: 2187, 2024/2025: 1875)

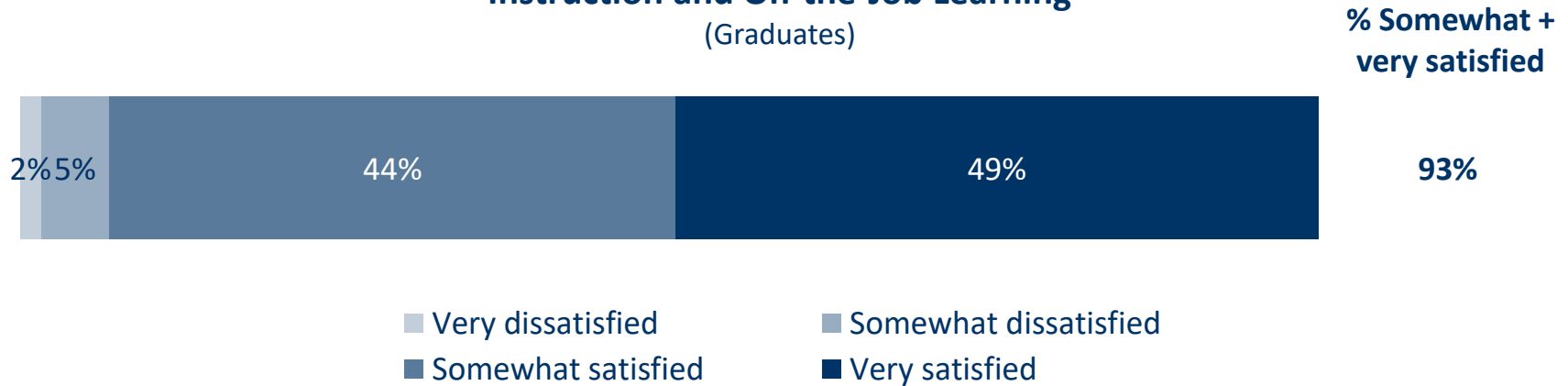
Detailed Findings

6. Program Satisfaction

Overall Satisfaction with Quality of your Apprenticeship Training 2025

- Just over 9-in-10 (93%) Graduates were satisfied with the overall quality of their apprenticeship training, with half (49%) indicating they were very satisfied.

Satisfaction with Quality of Apprenticeship Training, Including Classroom Instruction and On-the-Job Learning
(Graduates)



Satisfaction with On-the-Job Learning 2025

- Overall, the majority of First Period Apprentices were satisfied with the overall quality of on-the-job learning.
- Satisfaction with the expertise of their mentor, and their mentor’s ability to use up-to-date practices, was nearly universal at 95% and 94%, respectively.
- Four-in-five (83%) First Period Apprentices were satisfied with how on-the-job learning is preparing them for the provincial apprenticeship exams, leaving some room for improvement.



Percentages lower than 5% are not shown.

B2. How satisfied were you with your on-the-job learning during your apprenticeship in terms of each of the following? (First Period Apprentices who are currently or were previously employed in the trade: 2024/2025: 4154-4353)

Satisfaction with On-the-Job Learning 2020 to 2025

- Satisfaction with the overall quality of on-the-job learning has remained stable since 2020/2021.
- Among First Period Apprentices, satisfaction with the expertise of their mentor has been increasing steadily from 92% in 2020/2021 to 95% in 2024/2025.
- Compared to 2022/2023, there have also been slight increases in satisfaction with the availability of their mentor (92%, up from 90%), the ability of their mentor to teach skills in the profession (92%, up from 91%) and their mentor’s ability to use up-to-date practices (94%, up from 93%).

Satisfaction with On-the-Job Learning

% Somewhat + very satisfied

(First Period Apprentices Currently or Previously Employed in Trade)



*Note in 2025/2026 the survey logic changed to only include those who are or were employed in the trade (instead of all who are employed)

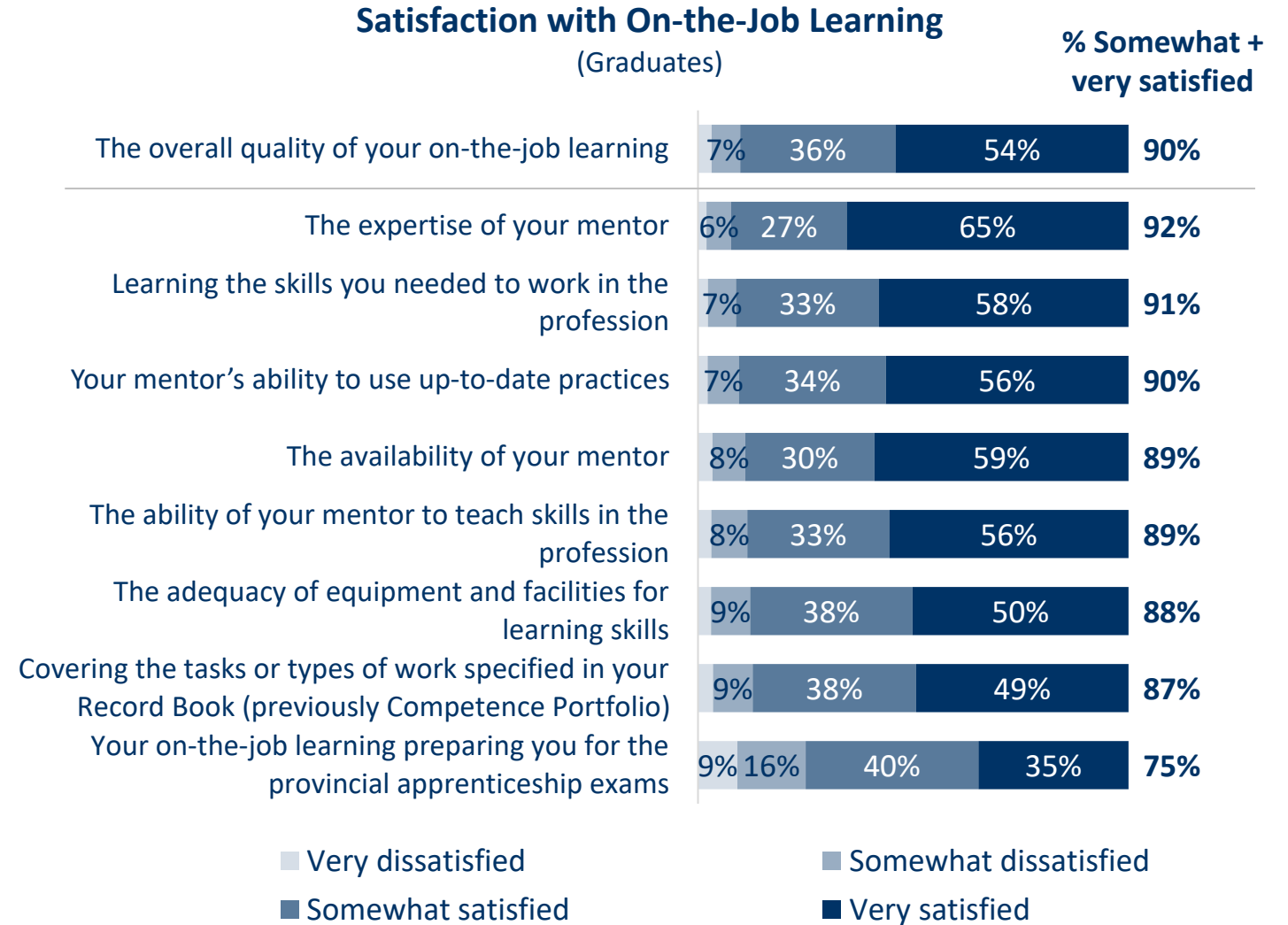
↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

B2. How satisfied were you with your on-the-job learning during your apprenticeship in terms of each of the following? (First Period Apprentices who are currently or were previously employed in the trade:

2020/2021:3808-4531, 2022/2023: 4434-5085, 2024/2025: 4154-4353)

Satisfaction with On-the-Job Learning 2025

- Satisfaction among Graduates with the overall quality of on-the-job learning is high with 90% indicating they are somewhat or very satisfied.
- Graduates express high levels of satisfaction with the expertise of their mentor (92%), learning the skills needed to work in the profession (91%), and their mentor’s ability to use up-to-date practices (90%).
- Satisfaction ratings are lower when it comes to on-the-job learning preparing Graduates for the provincial apprenticeship exams, with 75% indicating they were satisfied, but only 35% saying they were very satisfied.



Percentages lower than 5% are not shown.

B2. How satisfied were you with your on-the-job learning during your apprenticeship in terms of each of the following? (Graduates: 2024/2025: 1929-2000)

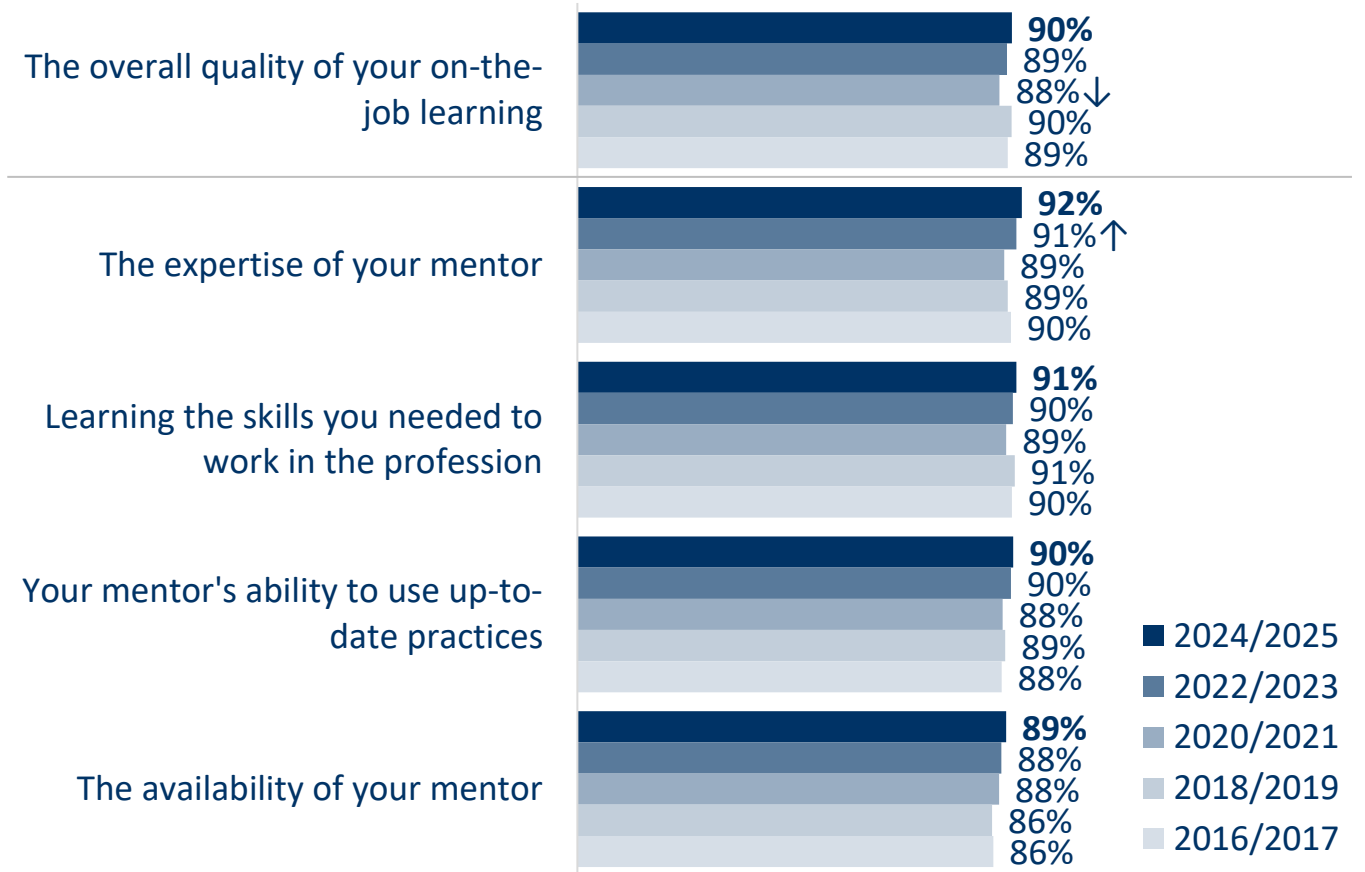
Satisfaction with On-the-Job Learning

2016 to 2025 [1 of 2]

- Satisfaction with the overall quality of on-the-job learning (90%) among Graduates has improved slightly since 2020/2021 (88%), reverting to pre-pandemic levels.
- Satisfaction with specific aspects of on-the-job learning relating to mentorship, including the mentor’s expertise, availability, and ability to use up-to-date practices have all remained high, around 90%, and consistent with historic results.

Satisfaction with On-the-Job Learning

% Somewhat + very satisfied
(Graduates)



↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

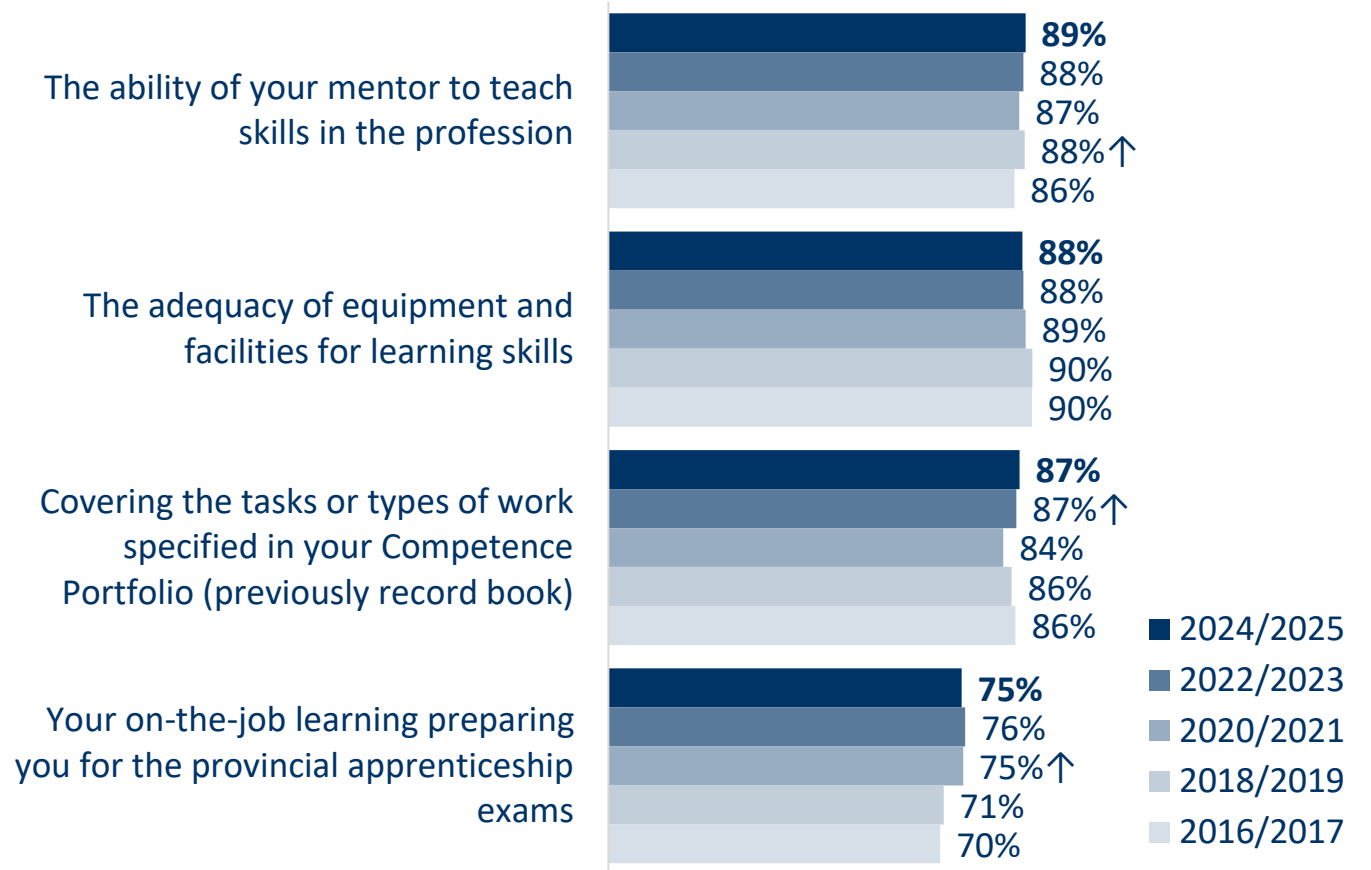
B2. How satisfied were you with your on-the-job learning during your apprenticeship in terms of each of the following? (Graduates: 2016/2017: 5094-5140, 2018/2019: 3365-3504, 2020/2021: 1720-1750, 2022:2023: 2331-2353, 2024/2025: 1989-2000)

Satisfaction with On-the-Job Learning

2016 to 2025 [2 of 2]

- Graduates remain highly satisfied with the adequacy of equipment and facilities for learning skills (88%), and on-the-job learning’s covering the tasks or types of work specified in the Competence Portfolio (87%), consistent with previous iterations of the study.
- Similar to previous years, Graduates are least satisfied with on-the-job learning preparing them for the provincial apprenticeship exams at 75%.

Satisfaction with On-the-Job Learning
 % Somewhat + very satisfied
 (Graduates)



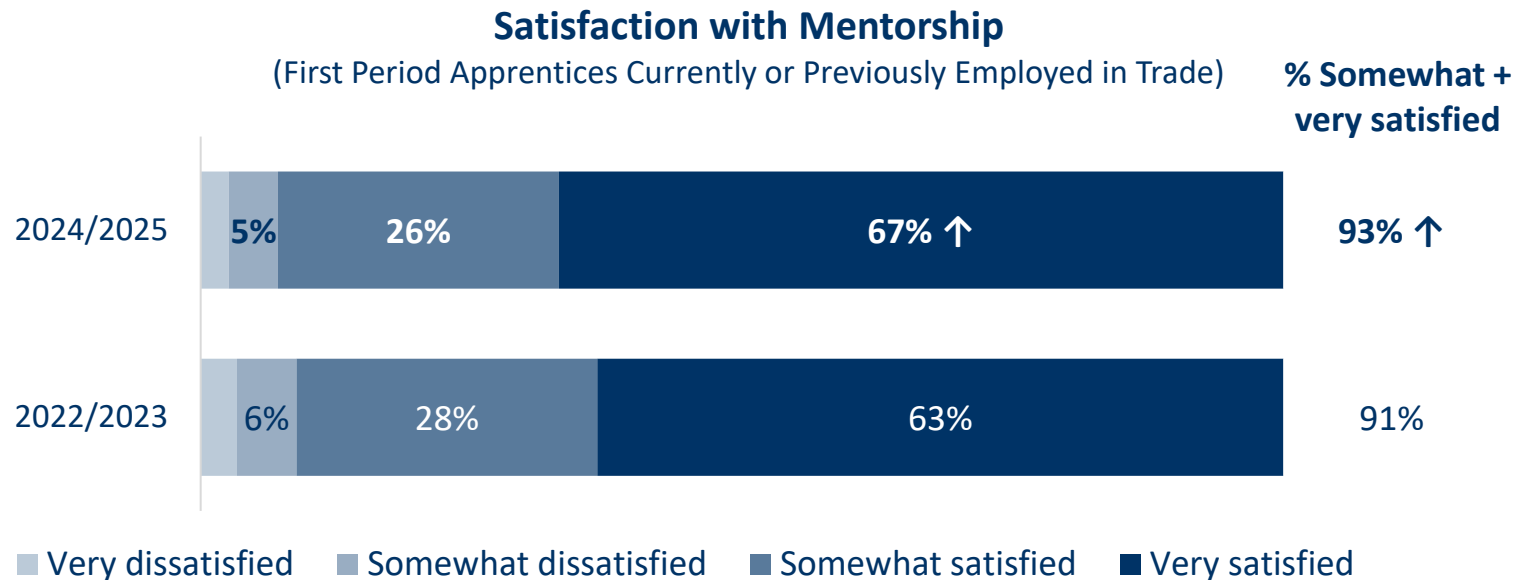
↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

B2. How satisfied were you with your on-the-job learning during your apprenticeship in terms of each of the following? (Graduates: 2016/2017: 5079-5112, 2018/2019: 3363-3378, 2020/2021: 1662-1741, 2022:2023: 2112-2336, 2024-2025: 1929-1994)



Satisfaction with Mentorship 2025

- There has been a small increase among First Period Apprentices who are satisfied with the mentorship they received, increasing to 93% for 2024/2025 from 91% in 2022/2023. This is driven by an increase among those who were very satisfied, which increased from 63% to 67%.

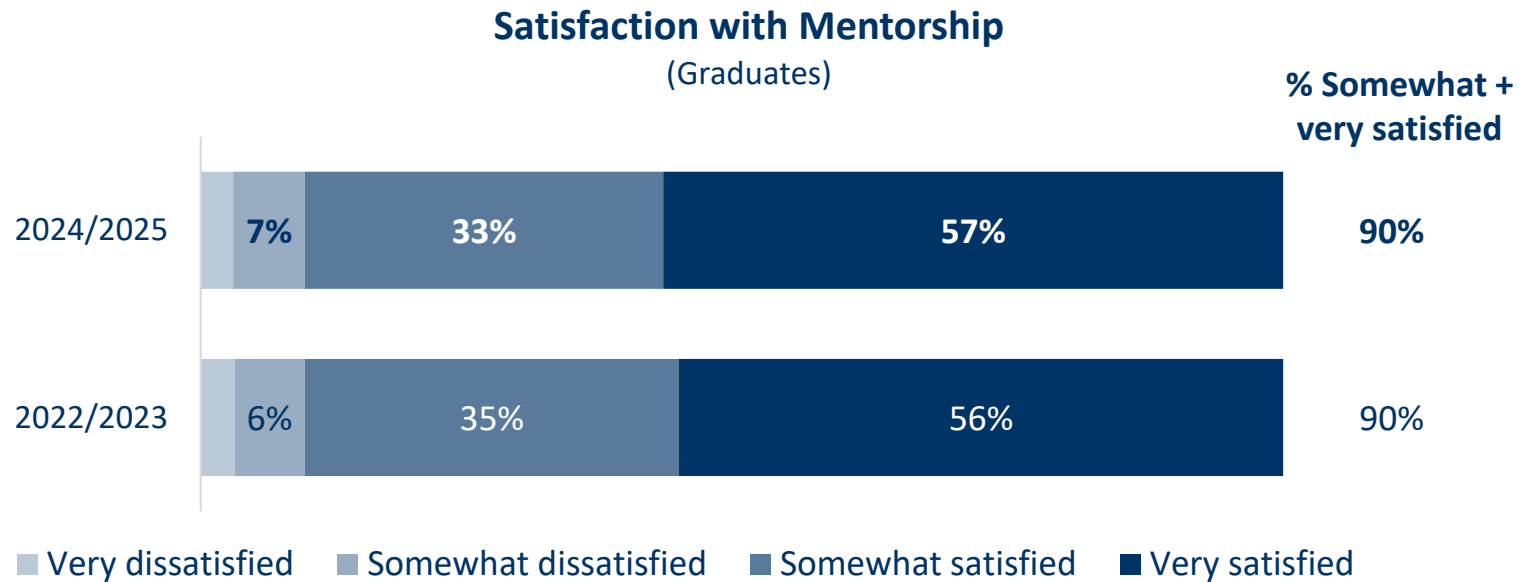


**Note in 2025/2026 the survey logic changed to only include those who are or were employed in the trade (instead of all who are employed)*
 ↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval). Percentages lower than 5% are not shown.

B5. Overall, how satisfied [were /are] you with the quality of the mentorship that you receive(d) during your on-the-job learning [while in your apprenticeship program]? (First Period Apprentices who are currently or previously employed in the trade: 2022/2023: 5121, 2024/2025: 4385)

Satisfaction with Mentorship 2025

- Graduate satisfaction with mentorship remains high at 90%, consistent with results from 2022/2023.



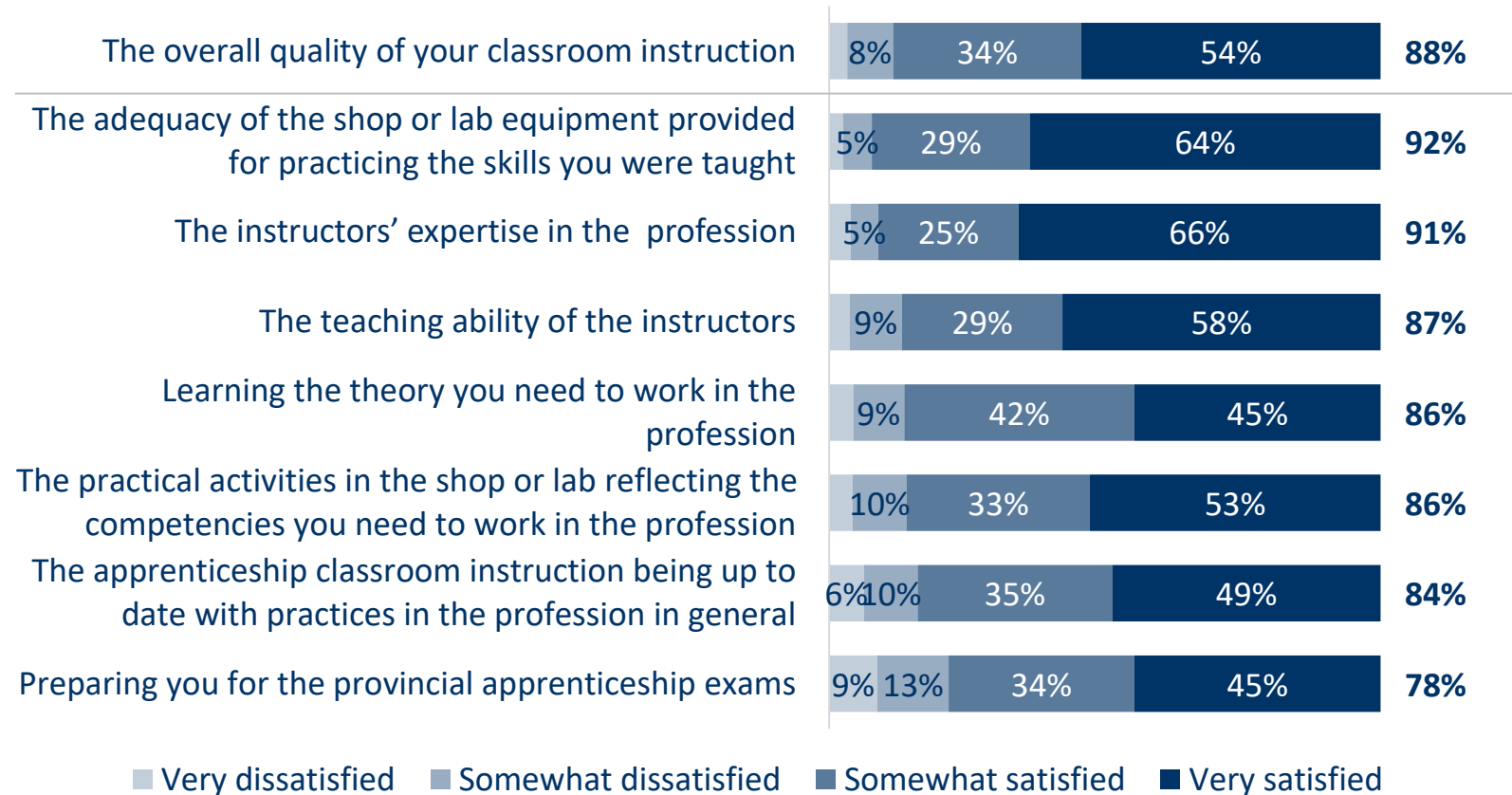
↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval). Percentages lower than 5% are not shown.

B5. Overall, how satisfied [were /are] you with the quality of the mentorship that you receive(d) during your on-the-job learning [while in your apprenticeship program]? (Graduates: 2022/2023: 2350, 2024/2025: 1996)

Satisfaction with Classroom Instruction 2025

- The vast majority of First Period Apprentices are satisfied with the overall quality of their classroom instruction (88%).
- Satisfaction with the adequacy of the shop or lab equipment provided for practicing skills (92%), and the instructors' expertise in the profession (91%) in particular, are high.
- Similar to their on-the-job learning experiences, First Period Apprentices have lower satisfaction when it comes to classroom instruction preparing them for the provincial apprenticeship exams (78%).

Satisfaction with Classroom Instruction
 (First Period Apprentices Who Attended Classroom Instruction) % Somewhat + very satisfied



Percentages lower than 5% are not shown.

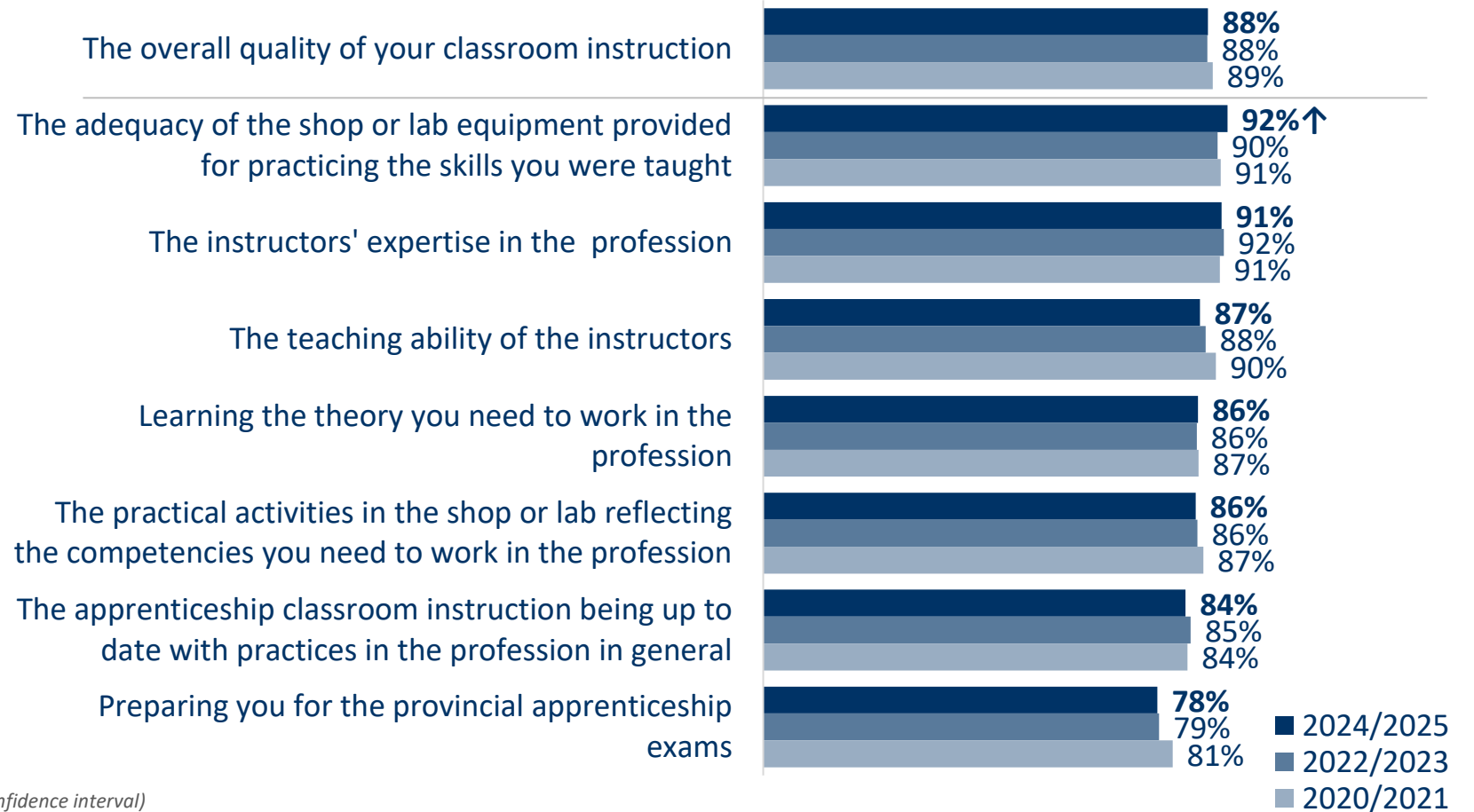
C3. Generally, how satisfied were you with your classroom instruction in terms of each of the following...? (First Period Apprentices who attended classroom instruction: 2024/2025: 2014-2081)



Satisfaction with Classroom Instruction 2020 to 2025

- Satisfaction with the overall quality of classroom instruction remains stable and high among First Period Apprentices (88%).
- First Period Apprentices' satisfaction with the adequacy of the shop or lab equipment for practicing skills increased slightly in 2024/2025 to 92% (up from 90% in 2022/2023), while all other aspects of classroom instruction remain on par with previous iterations of the study.

Satisfaction with Classroom Instruction
 % Somewhat + very satisfied
 (First Period Apprentices Who Attended Classroom Instruction)



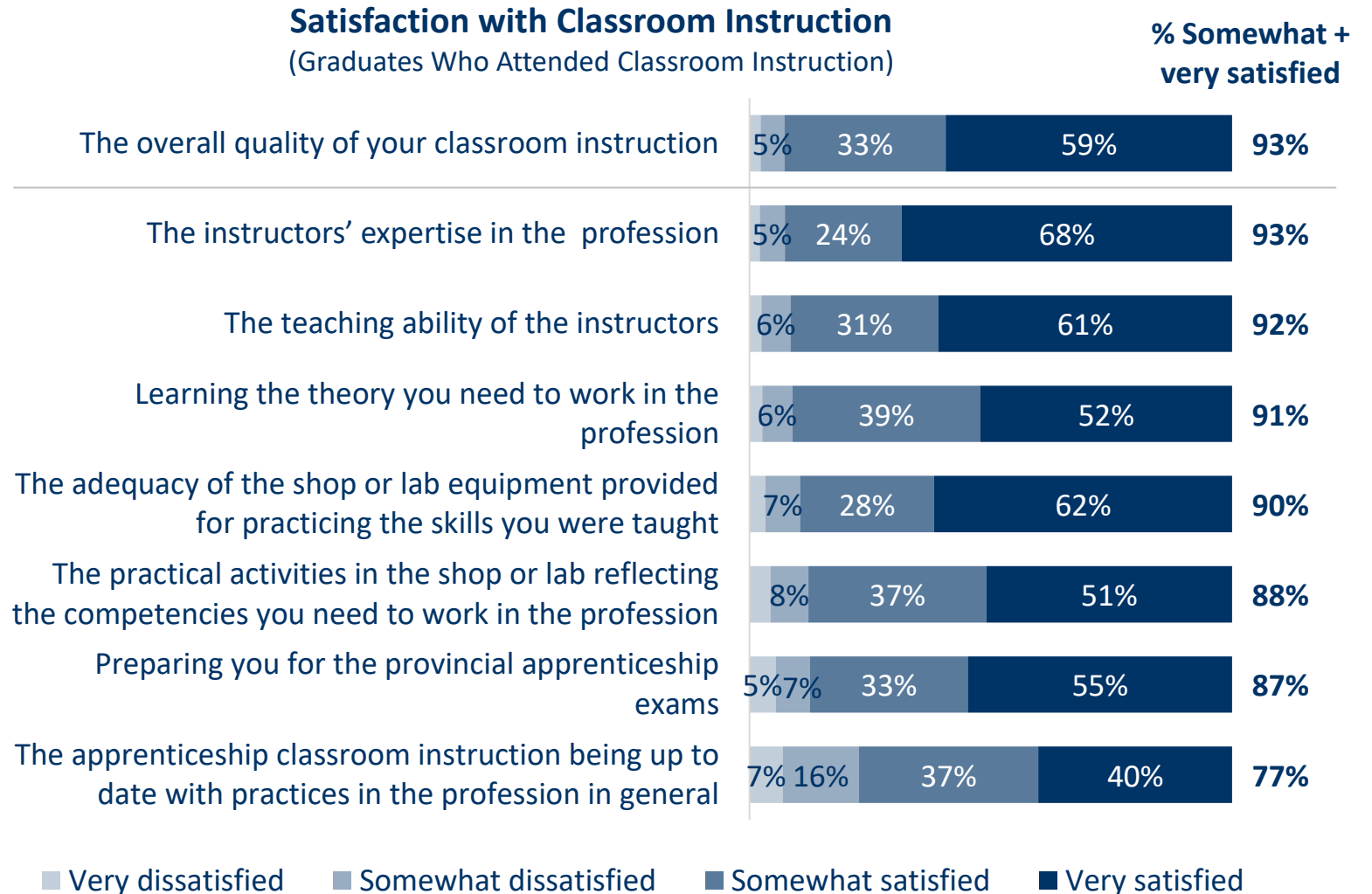
↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

C3. Generally, how satisfied were you with your classroom instruction in terms of each of the following...? (First Period Apprentices who attended classroom instruction: 2020/2021: 1277-1667, 2022/2023: 1620-1791, 2024/2025: 2014-2081)

Classification: Public

Satisfaction with Classroom Instruction 2025

- The overwhelming majority of Graduates (93%) were satisfied with the overall quality of the classroom instruction they received.
- Similarly, they were very pleased with their instructors' expertise in the profession (93%) and teaching ability (92%), as well as learning the theory needed to work in the profession (91%), and the adequacy of the shop or lab equipment for practicing skills (90%).
- One area where some Graduates identified room for improvement is the classroom instruction being up to date with practices in the profession, with 23% reporting being dissatisfied.



Percentages lower than 5% are not shown.

C3. Generally, how satisfied were you with your classroom instruction in terms of each of the following...? (Graduates who attended classroom instruction: 2024/2025: 1928-1957)

Satisfaction with Classroom Instruction

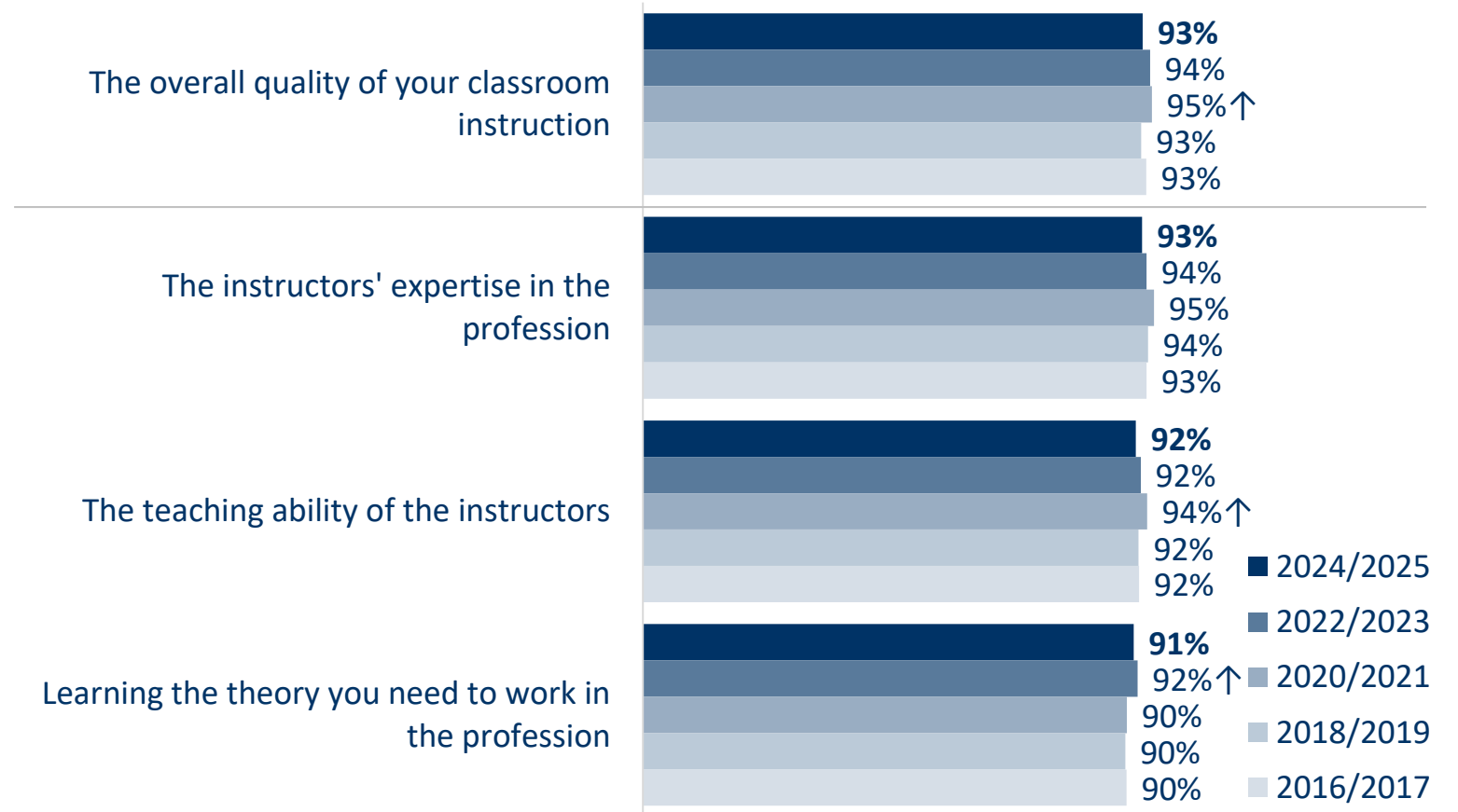
2016 to 2025 [1 of 2]

- Satisfaction with the overall quality of classroom instruction among Graduates remains high and stable in 2024/2025 at 93%.
- Graduate opinions of instructors' expertise, and teaching ability have remained unchanged in 2024/2025 compared to 2022/2023.

Satisfaction with Classroom Instruction

% Somewhat + very satisfied

(Graduates Who Attended Classroom Instruction)



↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

C3. Generally, how satisfied were you with your classroom instruction in terms of each of the following...? (Graduates who attended classroom instruction: 2016/2017: 5066-5091, 2018/2019: 3344-3459, 2020/2021: 1713-1720, 2022:2023: 2318-2322, 2024/2025: 1949-1957)

Satisfaction with Classroom Instruction

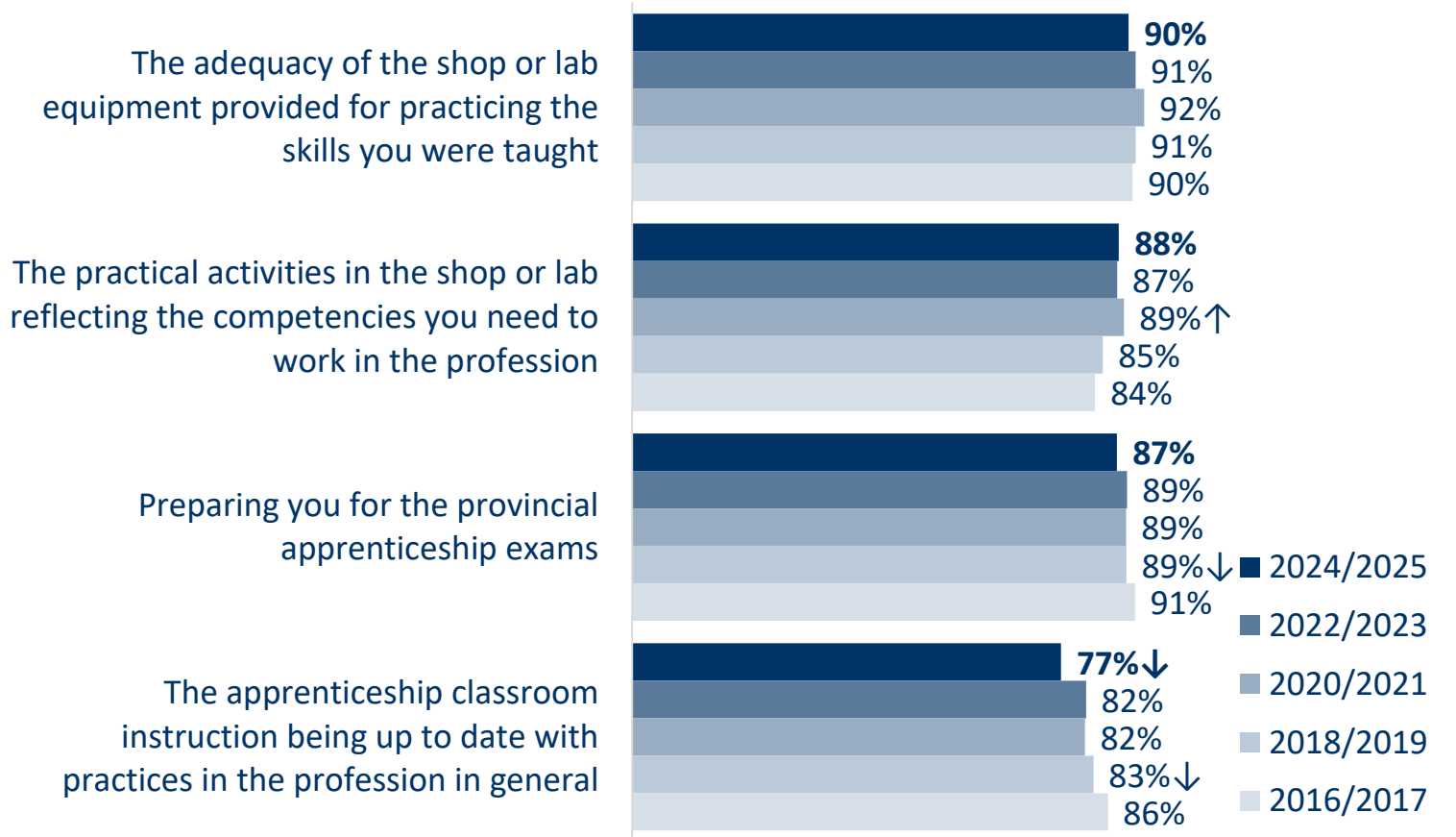
2016 to 2025 [2 of 2]

- Satisfaction with the classroom instruction being up to date with practices in the profession has continued to decline among Graduates (down to 77% in 2024/2025 from 82% in 2022/2023).
- Satisfaction with preparing Graduates for provincial apprenticeship exams has remained stable compared to 2022/2023, however it has declined over the longer term.

Satisfaction with Classroom Instruction

% Somewhat + very satisfied

(Graduates Who Attended Classroom Instruction)

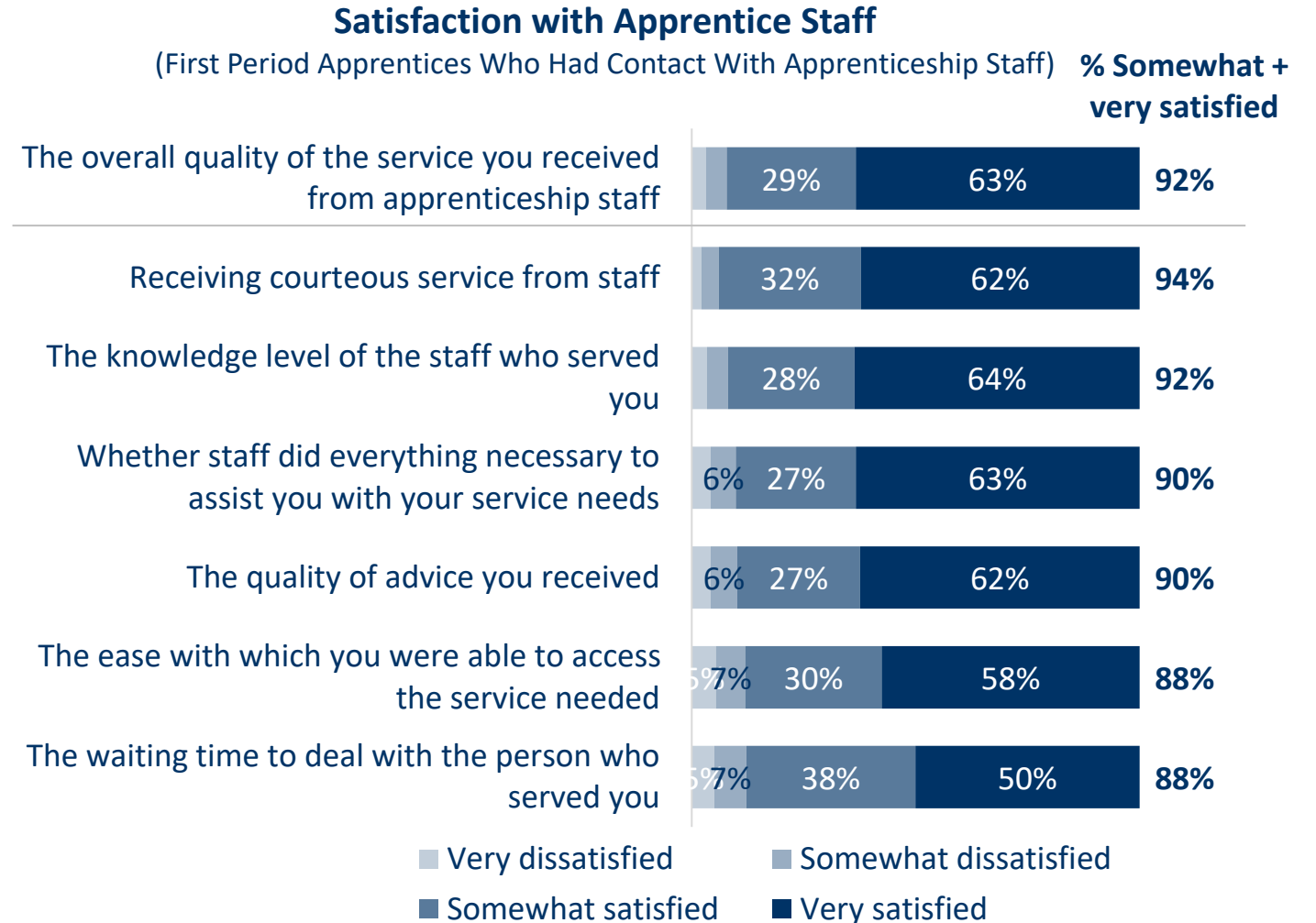


↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

C3. Generally, how satisfied were you with your classroom instruction in terms of each of the following...? (Graduates who attended classroom instruction: 2016/2017: 5070-5073, 2018/2019: 3345-3351, 2020/2021: 1712-1715, 2022:2023: 2304-2317, 2024/2025: 1928-1956)

Satisfaction with Apprenticeship Staff 2025

- First Period Apprentices are satisfied with Apprenticeship staff and services, rating their overall satisfaction at 92%.
- Satisfaction with each of the aspects of the service provided by Apprenticeship staff is high as well, ranging from 94% for staff being courteous to 88% for the waiting time to speak with the person who helped them.



Percentages lower than 5% are not shown.

D2. Generally, how satisfied were you with Apprenticeship staff, in terms of each of the following? (First Period Apprentices who had contact with Apprenticeship staff: 2024/2025: 2535-2556)



Satisfaction with Apprenticeship Staff 2020 to 2025

- Satisfaction with apprenticeship staff has shown little change over time remaining high (~90%), both in terms of overall satisfaction and satisfaction with the individual components of service.

Satisfaction with Apprentice Staff

% Somewhat + very satisfied

(First Period Apprentices Who Had Contact With Apprenticeship Staff)



↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

D2. Generally, how satisfied were you with Apprenticeship staff, in terms of each of the following? (First Period Apprentices who had contact with Apprenticeship staff: 2020/2021: 1973-1991; 2022/2023: 2181-2195, 2024/2025: 2535-2556)

Satisfaction with Apprenticeship Staff 2025

- Nine-in-ten (91%) Graduates are satisfied with the overall quality of service received from apprenticeship staff.
- Graduates express a high level of satisfaction for receiving courteous service from staff (92%), staff doing everything necessary to assist them (89%), and staff being knowledgeable (89%).

Satisfaction with Apprentice Staff
(Graduates Who Had Contact With Apprenticeship Staff) **% Somewhat + very satisfied**



Percentages lower than 5% are not shown.

D2. Generally, how satisfied were you with Apprenticeship staff, in terms of each of the following? (Graduates who had contact with Apprenticeship staff: 2024/2025: 1317-1329)

Satisfaction with Apprenticeship Staff

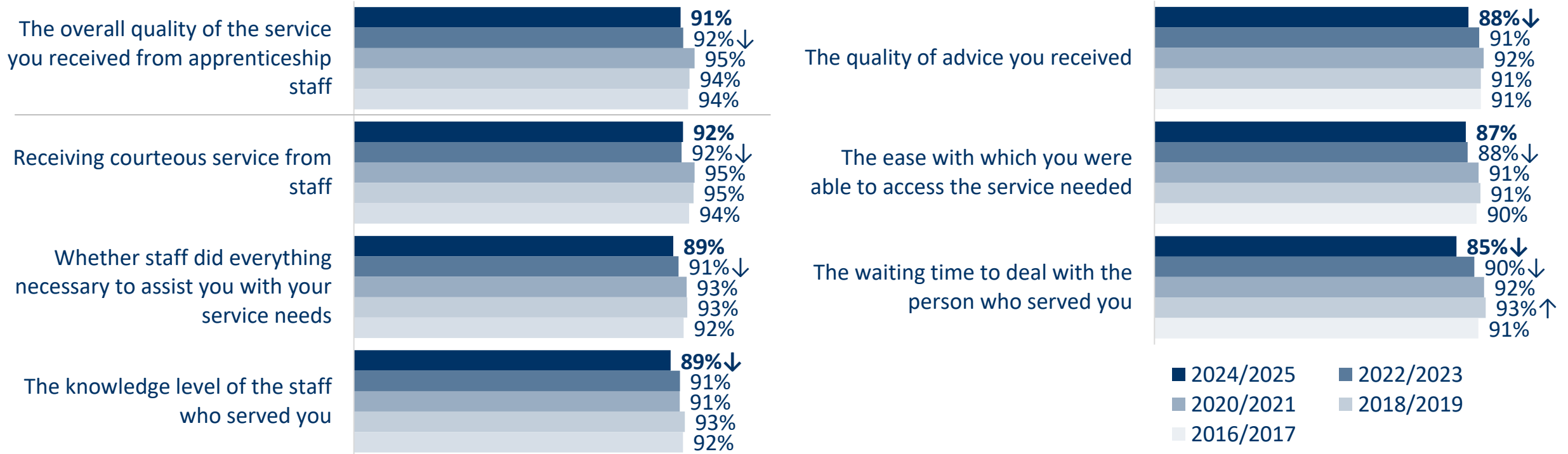
2016 to 2025

- Several service aspects saw declines in satisfaction since 2022/2023, including waiting time to deal with the person who served them (85%, down from 90%), the quality of advice received (88%, down from 91%) and the knowledge level of staff (89%, down from 91%).
- Satisfaction with the overall quality of service from apprenticeship staff remains stable with results from 2022/2023 but is still lower than results from years prior to 2022/2023.

Satisfaction with Apprentice Staff

% Somewhat + very satisfied

(Graduates Who Had Contact with Apprenticeship Staff)

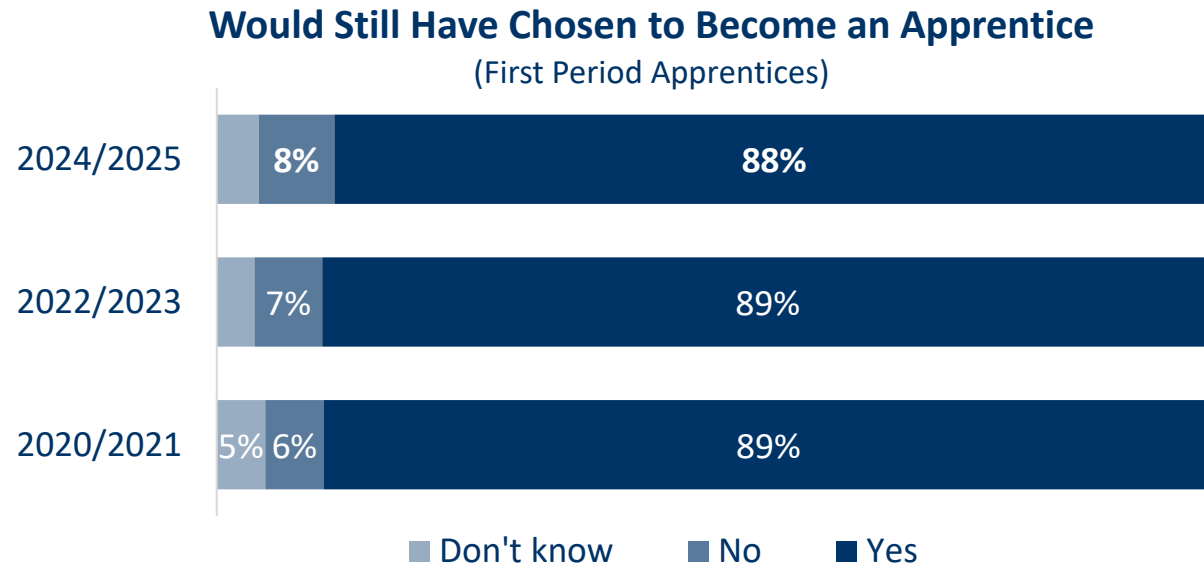


↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

D2. Generally, how satisfied were you with Apprenticeship staff, in terms of each of the following? (Graduates who had contact with Apprenticeship staff: 2016/2017: 1754-1776, 2018/2019: 1397-1416, 2020/2021: 1133-1140, 2022:2023: 1524-1534, 2024/2025: 1317-1329)

Would Still Have Chosen to Become an Apprentice 2020 to 2025

- In retrospect, the vast majority of First Period Apprentices (88%) would still have chosen to become an apprentice, consistent with previous years.



Percentages lower than 5% are not shown.

↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

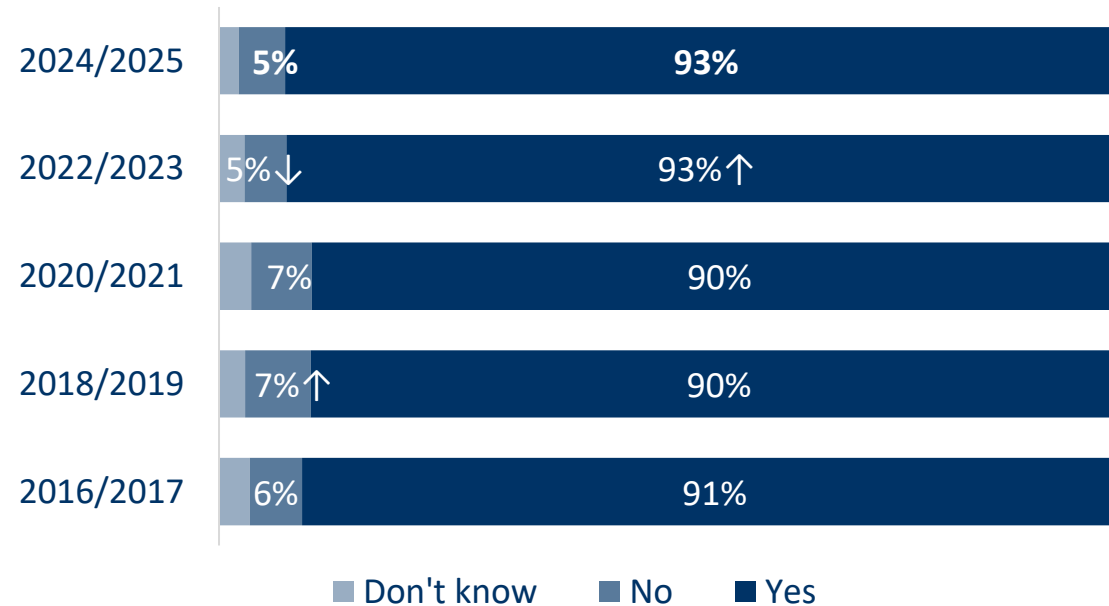
F6X. In retrospect, based on your experience with the Alberta apprenticeship program, would you still have chosen to become an apprentice? (First Period Apprentices: 2020/2021: 4607, 2022/2023: 5575, 2024/2025: 6168)

Classification: Public

Would Still Have Chosen to Become an Apprentice 2014 to 2023

- An overwhelming majority of Graduates (93%) indicated that they would still have chosen to become an apprentice, consistent with 2022/2023.

Would Still Have Chosen to Become an Apprentice
(Graduates)



Percentages lower than 5% are not shown.

↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

F6X. In retrospect, based on your experience with the Alberta apprenticeship program, would you still have chosen to become an apprentice? (Graduates: 2016/2017: 5123, 2018/2019: 3503, 2020/2021: 1753, 2022/2023: 2356, 2024/2025: 1991)

Classification: Public

Detailed Findings

7. First Period Apprentices: Self-Reported Sponsorship Status

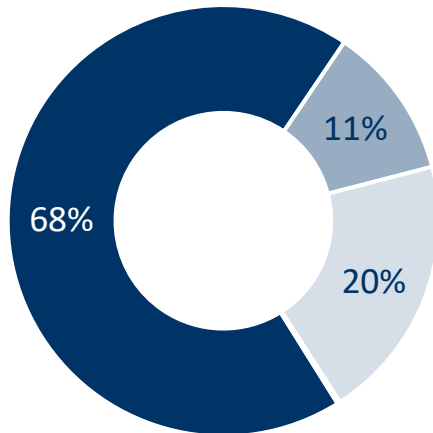
First Period Apprentices Self-Reported Employment in Trade 2025

- While two-thirds (68%) of First Period Apprentices indicated they were employed in the trade at the time of applying for their apprenticeship, just over half (57%) say they are currently employed in the trade.
 - This is mainly due to more First Period Apprentices still being employed, but not in the trade (11% at time of applying vs. 17% currently).

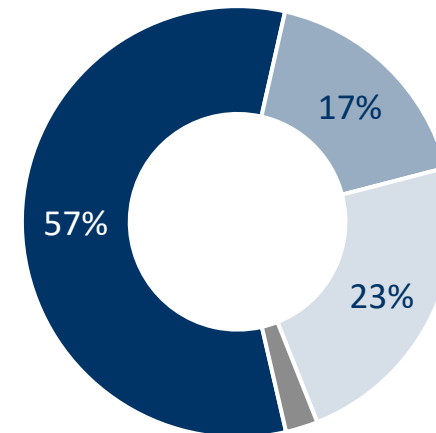
Employment in Trade (First Period Apprentices)

■ Employed in trade ■ Employed but NOT in the trade ■ Not employed ■ Don't know

At time of applying



Currently



Note: "Not employed in trade" includes those who are unemployed and those employed outside of their trade. Percentages lower than 5% are not shown.

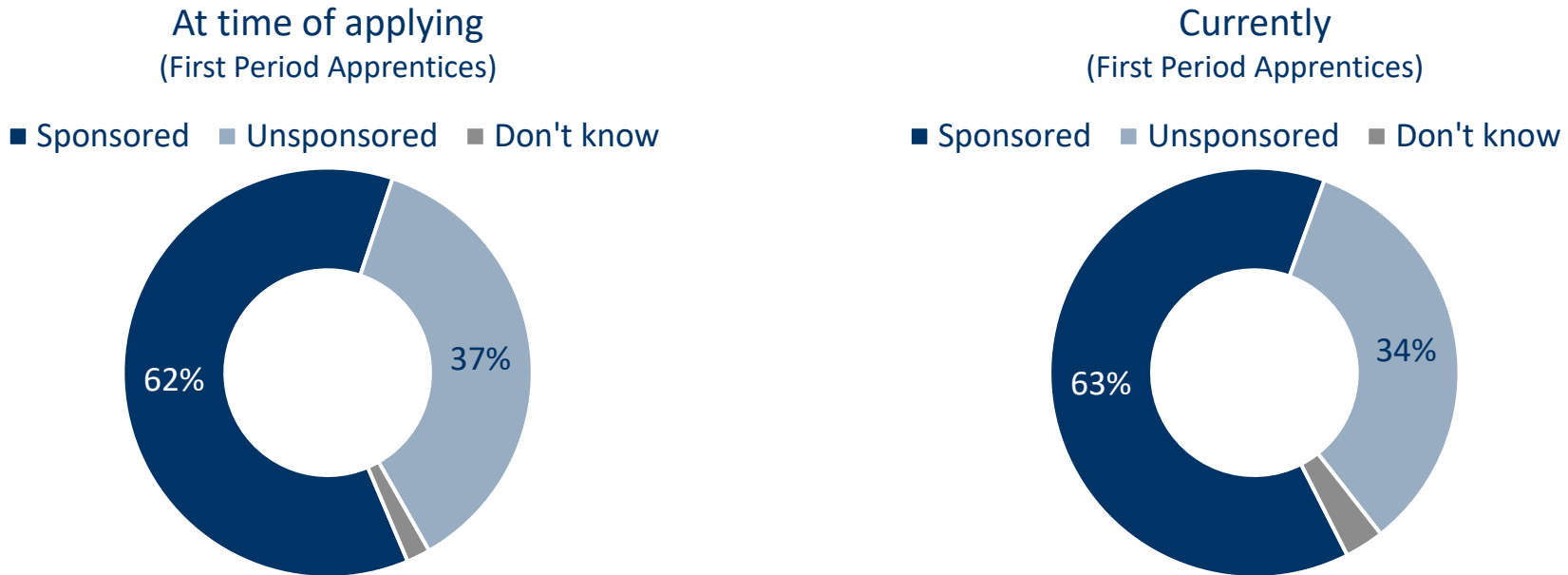
A1c. Are you currently taking a RAP program while in High School? / **FP7a2.** And when you applied to the apprenticeship education program, were you working in the [Trade name] occupation? / **F2Y.** Were you already working in the trade before you decided to do an apprenticeship education program? (First Period Apprentices who did not refuse to answer: 2024/2025: 6161)

E1. Which of the following categories best describes your current employment status? / **E1FP2.** Are you working as an apprentice in the [Trade Name] occupation? / **E1FP3.** Have you ever worked as an apprentice in the [Trade Name] occupation? (First Period Apprentices: 2024/2025: 6207)

First Period Apprentices Self-Reported Sponsorship Status 2025

- Sponsorship levels are more consistent among First Period Apprentices, with 62% indicating they were sponsored when they applied, and 63% indicating they are sponsored now. However, this still means that one-third (34%) of First Period Apprentices are or believe they are currently unsponsored.

Sponsorship Status



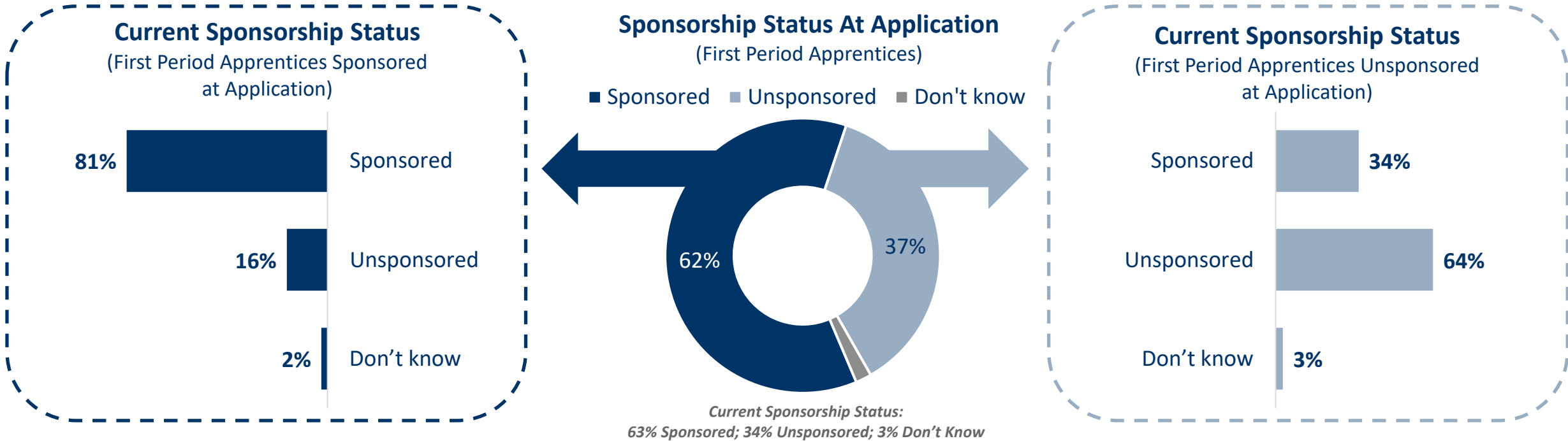
Percentages lower than 5% are not shown.

FP7h. When you applied to the [Trade Name] apprenticeship education program, did you have an organization sponsoring your apprenticeship, such as an employer, union or other organization (i.e., a sponsor)? (First Period Apprentices excluding don't know: 2024/2025: 6077)

FP7c. Is your employer also the organization sponsoring your apprenticeship? / **FP7d.** Do you currently have an organization sponsoring your apprenticeship such as an employer, union or other organization (i.e., a sponsor)? (First Period Apprentices excluding don't know: 2024/2025: 5965)

First Period Apprentices Self-Reported Current Sponsorship Status 2025

- The majority of First Period Apprentices who were sponsored at the time of application indicate they are currently sponsored (81%), but 16% are now unsponsored.
- Among those who were unsponsored at the time of application, only one-third (34%) have since obtained a sponsor.



FP7h. When you applied to the [Trade Name] apprenticeship education program, did you have an organization sponsoring your apprenticeship, such as an employer, union or other organization (i.e., a sponsor)?

FP7c. Is your employer also the organization sponsoring your apprenticeship? / FP7d. Do you currently have an organization sponsoring your apprenticeship such as an employer, union or other organization (i.e., a sponsor)?

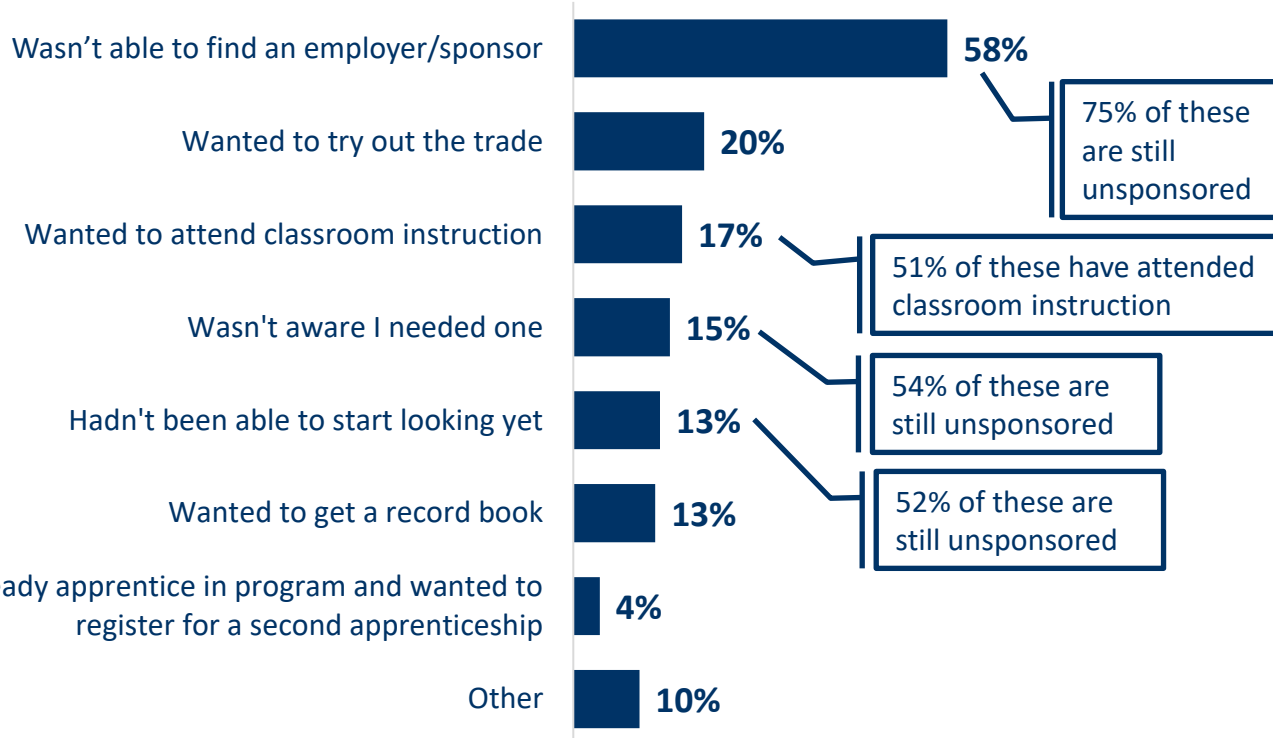
(First Period Apprentices: 2024/2025: 6077; Sponsored at time of application: 3890, Un-sponsored at time of application: 2138)

Reasons for Being Un-sponsored 2025

- More than half of First Period Apprentices who were unsponsored when they applied, or are unsponsored currently, (including those who have already attended classroom instruction and those who have not yet) indicate they are unsponsored because they are not able to find an employer/sponsor.
- One-in-ten who are currently unsponsored indicate they had a sponsor but lost their sponsor (11%), or they intend to change careers (12%) as their reason for not having a sponsor.

Reasons Unsponsored when Applied

(First Period Apprentices Unsponsored when Applied)



Reasons Currently Unsponsored

(First Period Apprentices Currently Unsponsored)

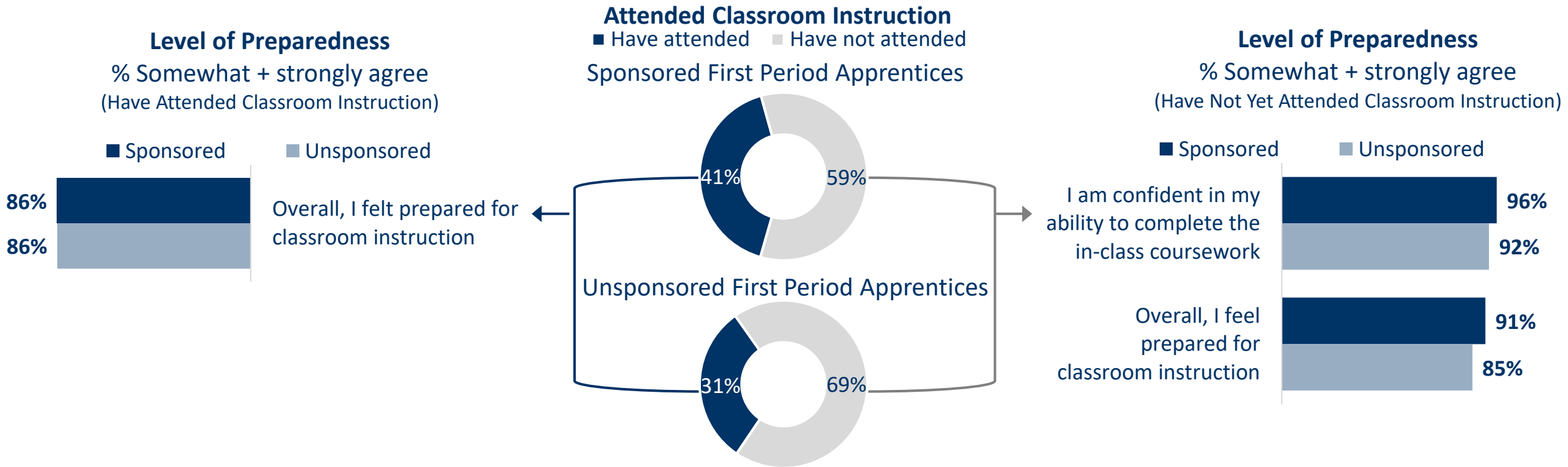


FP7J. For what reason(s) did you not have a sponsor when you applied to the [Trade Name] apprenticeship education program? (First Period Apprentices who were unsponsored when applied: 2024/2025: 2079)

FP7I. For what reason(s) do you currently not have a sponsor? (First Period Apprentices who are currently unsponsored: 2024/2025: 1959)

Classroom Instruction: Level of Preparedness 2025

- Sponsored First Period Apprentices are more likely to have attended classroom instruction (41%) compared to unsponsored First Period Apprentices (31%).
- Among those who have not yet attended classroom instruction, the vast majority of sponsored and unsponsored First Period Apprentices are confident in their ability to complete the in-class coursework (96% and 92% respectively) and feel they are prepared for classroom instruction (91% and 85% respectively).



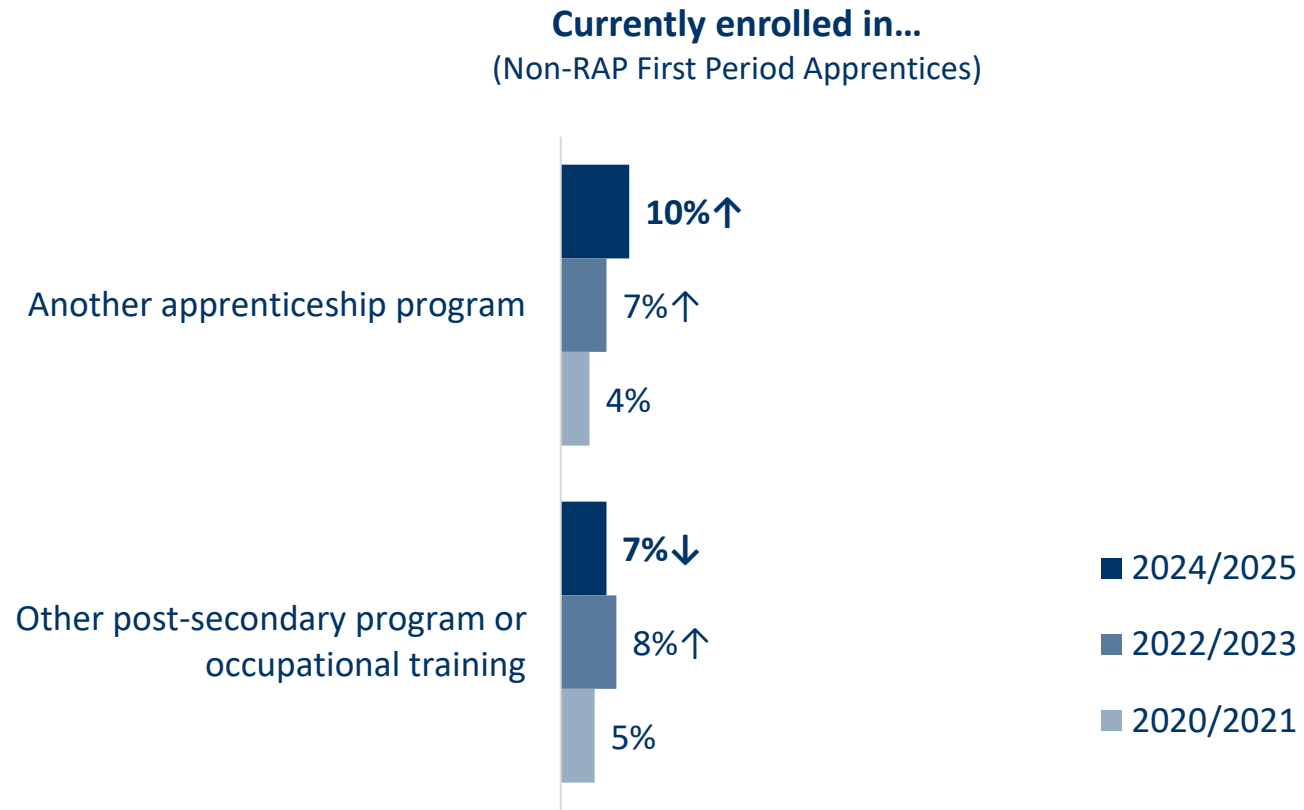
FP_TT1. Have you attended or are you currently attending your first period of classroom instruction for the [Trade Name] apprenticeship education program? (First Period Apprentices: Currently sponsored: 2024/2025: 3664; Unsponsored: 1974) / FP_TT2. Thinking about first period classroom instruction, how strongly do you agree or disagree that...? (First Period Apprentices 2024/2025: Have attended classroom instruction: Sponsored: 1424, Unsponsored:595; Have not attended classroom instruction: Sponsored: 2038-2109; Unsponsored: 1158-1225)

Detailed Findings

8. Continuing Education

Current Enrollment in Post-Secondary or Occupation Training 2025

- One-in-ten (10%) First Period Apprentices indicate they are currently enrolled in another apprenticeship program (up from 7% in 2022/2023), and 7% are attending another post-secondary program or occupational training.

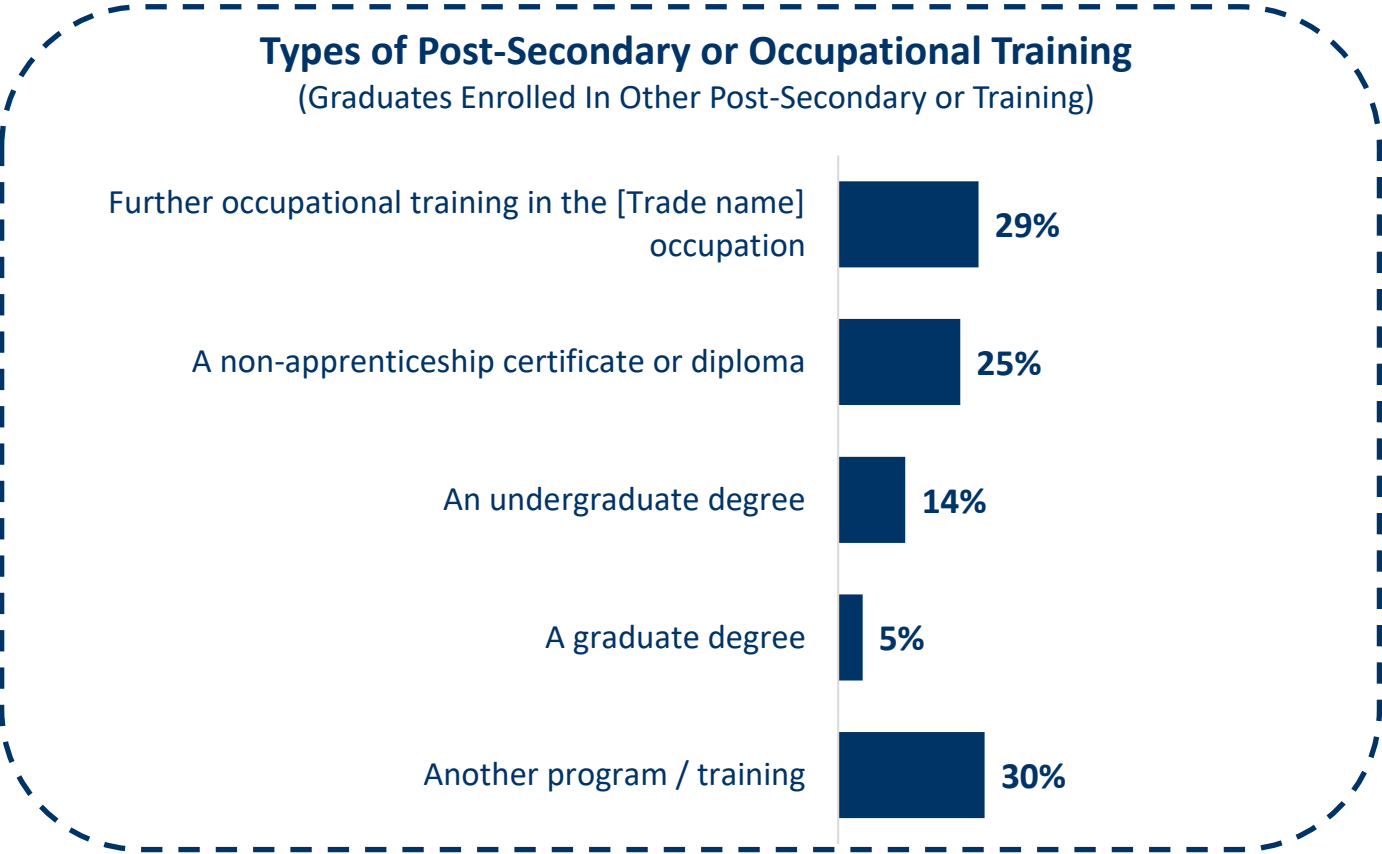
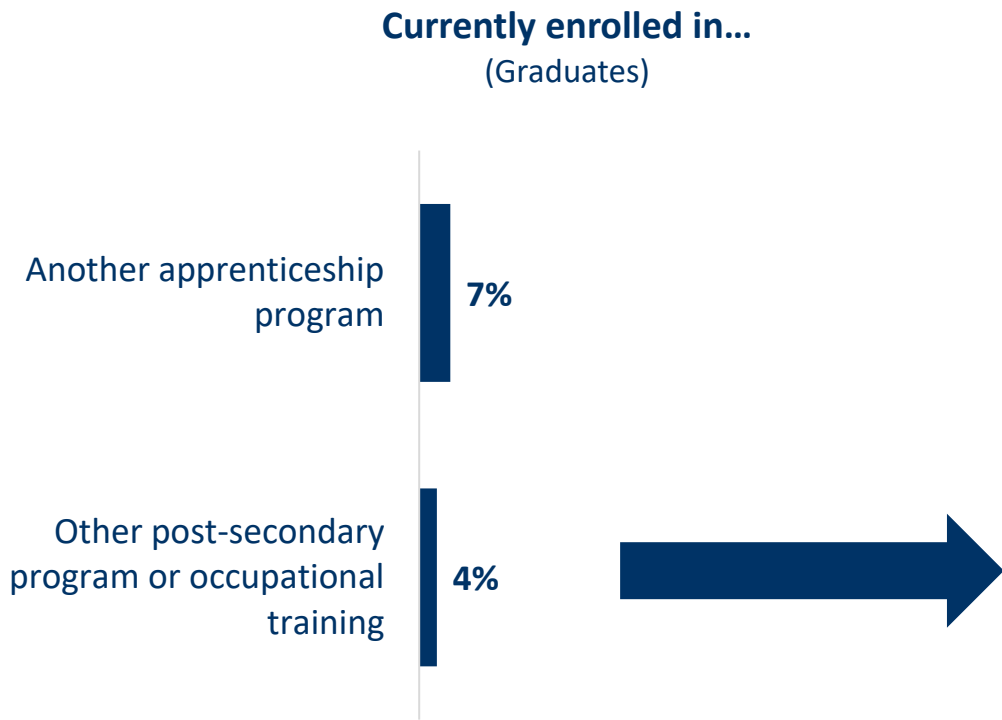


E4_2_5A. Are you currently enrolled in another apprenticeship education program? (First Period Apprentices currently not taking RAP: 2020/2021:4574, 2022/2023: 4397, 2024/2025: 4658)

E4_2_5B2. Are you currently enrolled in any other post-secondary program or occupational training? (First Period Apprentices currently not taking RAP: 2020/2021: 4574, 2022/2023: 4345, 2024/2025: 4673)

Current Enrollment in Post-Secondary or Occupational Training 2025

- Among Graduates, 7% are enrolled in another apprenticeship program, while 4% are taking some other post-secondary program or occupational training.
- Among those taking other post-secondary education, one-quarter (25%) are taking a non-apprenticeship certificate or diploma, while 29% are taking further training in their current trade.



E4_2_5A. Are you currently enrolled in another apprenticeship education program? (Graduates: 2024/2025: 1998)

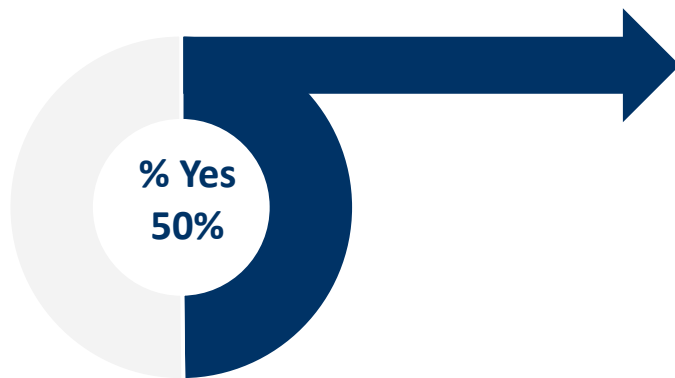
E4_2_5B2. Are you currently enrolled in any other post-secondary program or occupational training? (Graduates: 2024/2025: 1997)

E4_2_5C. What type(s) of post-secondary program(s) or occupational training are you currently enrolled in? (Graduates who are enrolled in another post-secondary or occupational training program: 2024/2025: 79)

Planning to Pursue other Post-Secondary or Occupational Training 2025

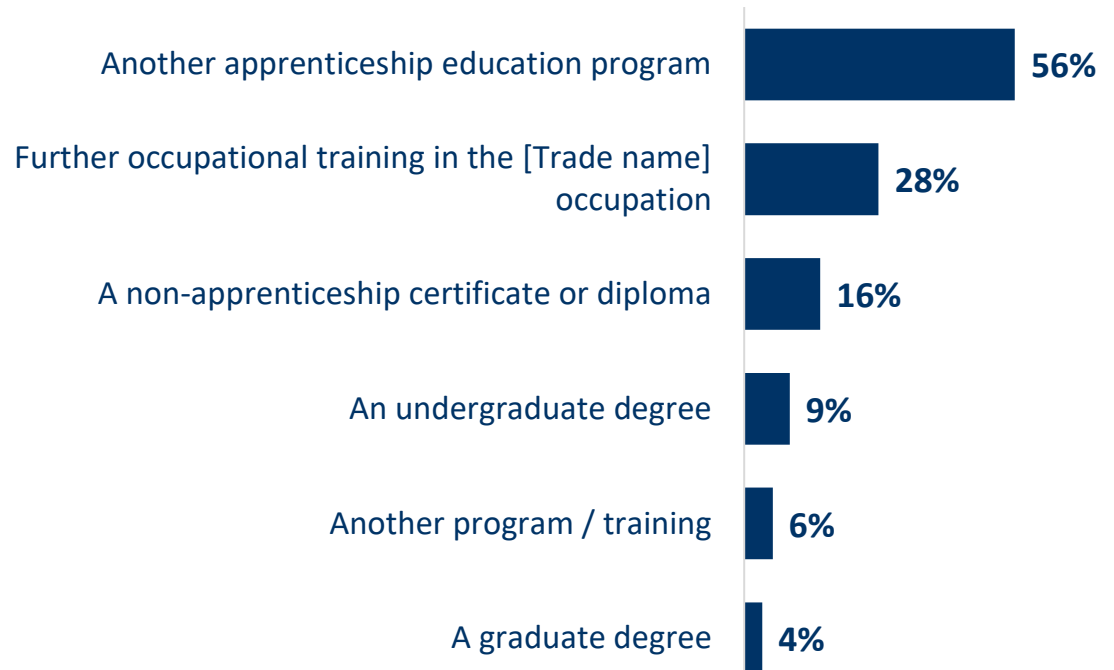
- Despite few Graduates currently being enrolled in further education, half (50%) indicate they plan to pursue some other post-secondary program or occupational training in the future.
- Among those who plan to pursue further education, just over half (56%) indicate they plan to take another apprenticeship program, 28% plan to take further training in their current trade, and 16% plan to pursue a non-apprenticeship certificate or diploma.

Plan to Pursue other Post-Secondary or Occupational Training in the Future (Graduates Not Enrolled in Further Education)



Types of Post-Secondary or Occupational Training

(Graduates Planning to Pursue Further Education)



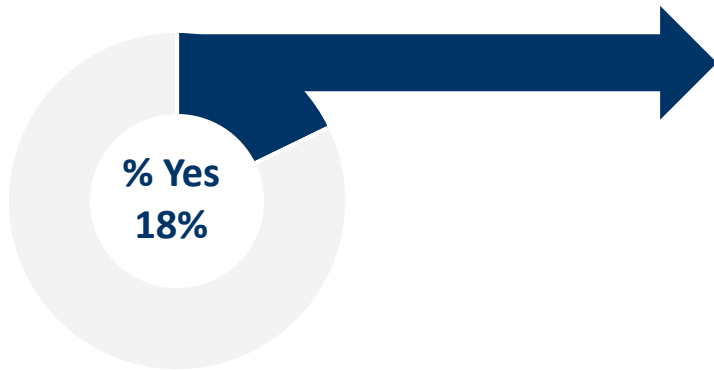
E5_A. Do you plan to pursue any other post-secondary program or occupational training in the future? (Graduates not enrolled in further education: 2024/2025: 1606)

E5_B. What type(s) of post-secondary program(s) or occupational training do you plan to pursue? (Graduates planning to pursue further education: 2024/2025: 743)

Barriers to Pursuing Further Post-Secondary Education 2025

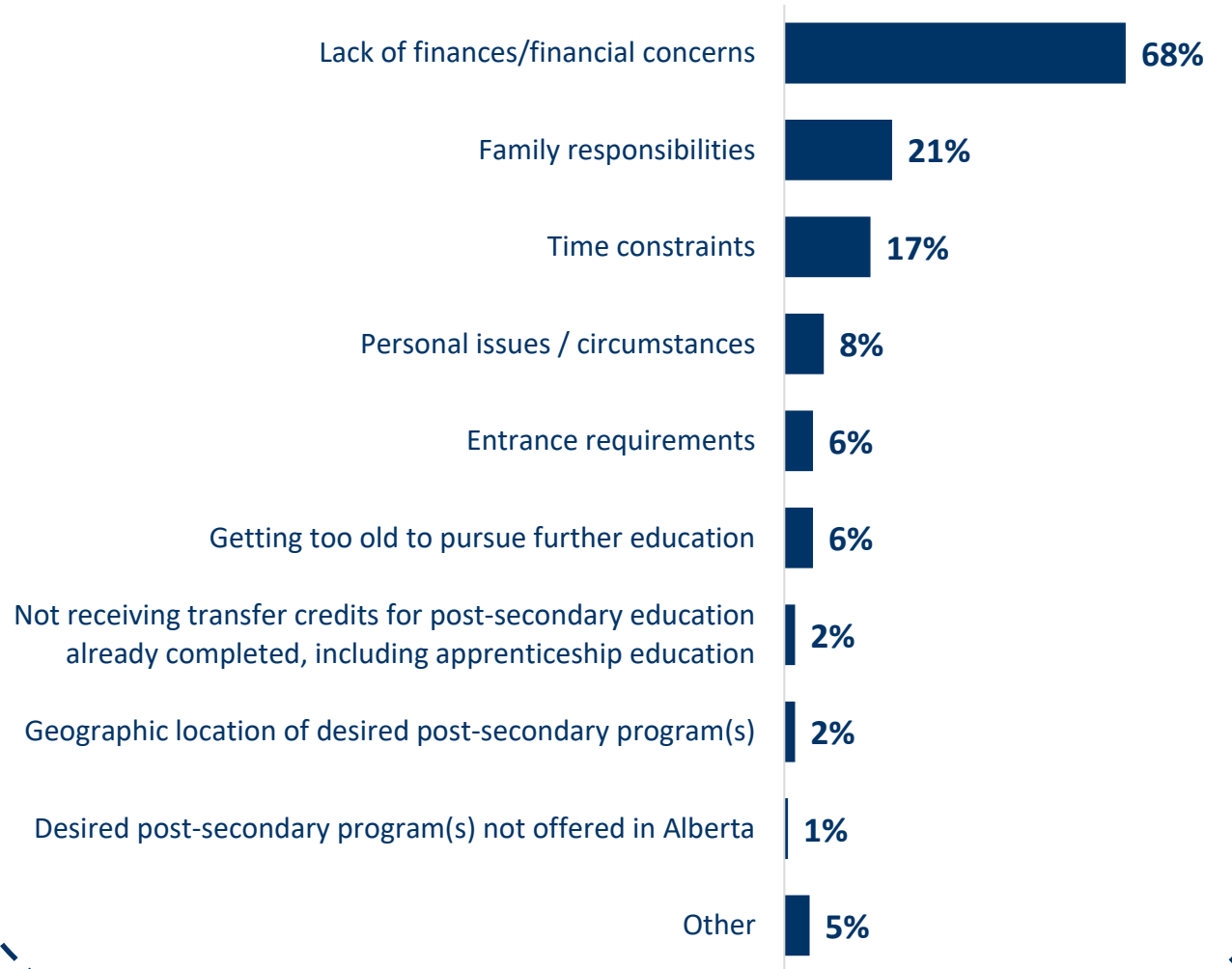
- Among Graduates who are not planning to pursue further education, approximately one-in-five (18%) say they are experiencing barriers to doing so.
- The most predominant barrier to further education is financial concerns (68%), followed by family responsibilities (21%), and time constraints (17%).

Are Experiencing Barriers to Pursuing Further Post-secondary Education (Graduates Not Planning on Further Education)



Barriers to Pursuing Further Post-Secondary Education

(Graduates Experiencing Barriers to Further Education)



E5_C. Are there barriers preventing you from pursuing further post-secondary education? (Graduates who do not intend to pursue further education: 2024/2025: 786)

E5_D. What barriers are preventing you from pursuing further post-secondary education? (Graduates experiencing barriers to pursuing further education: 2024/2025: 140)

Appendices

Appendices

Survey Instrument

Survey Instrument

2025 Apprenticeship Education Survey Alberta Advanced Education



CATI Intro

Int0

Hi, may I please speak with <<sample.firstname>>?

(Show if CATI) IF NEEDED: The full name we have on file <<sample.name>>

IF ASKED: I am calling on behalf of Apprenticeship and Industry Training and Alberta Advanced Education and would like to speak to the recent graduate or first period apprentice of an Alberta apprenticeship education program.

IF NEEDED: We are contacting everyone who graduated or who started the first period of their apprenticeship program to better understand and improve the apprenticeship experience.

IF QUESTIONS: Direct them to ae.research@gov.ab.ca

If person has moved or are travelling WITHIN Canada or the US, ask if there is another number we can reach them at first.

- 1 Yes, speaking
- 2 Yes, getting person
- 3 No, call back another time
- 4 No, refused (code as household refusal)
- 5 Person is available at a different number
- 6 Not aware of a person by that name OR do not have new contact info (terminate, code as wrong number)
- 7 Person is not available for study duration (confirm they are not available before end of December and no new number in US/Canada to reach them at; if there is, select "Person avail at different number")

Client Confidential

Int1b

Hello, my name is _____ and I am calling from Advanis on behalf of the Government of Alberta. They would like to better understand your experiences and satisfaction with the <<tradenam>> apprenticeship education program. Your input is very important and will help to make improvements for future apprentices.

It takes about 15 to 20 minutes to participate in this study and you will be eligible to enter a draw to win 1 of 10 \$100 cash prizes.

Is this a convenient time to talk to you?

(Show if CATI) IF PERSON MENTIONS THAT THEY ARE NO LONGER IN THE APPRENTICESHIP PROGRAM, OR HAVE CHANGED PROGRAMS: We actually have several questions specifically for you, so this study is still relevant for you.

IF NEEDED: We are contacting everyone who graduated or who started the first period of their apprenticeship program to better understand and improve the apprenticeship experience.

If respondent has questions, direct them to ae.research@gov.ab.ca

- 1 Yes, continue
- 2 No, call back another time
- 3 No, refused
- 4 Have not started apprenticeship program yet
- 5 Never enrolled in / started apprenticeship program

T2 *Show if (Never enrolled in program (Int1b = 5))*

We're sorry, for this survey we are looking to speak to those who are enrolled in or have completed the apprenticeship program. Thank you for your time. Goodbye.

Int1c *Show if (Have not started program yet (Int1b = 4))*

Are you currently working in the <<tradenam>> trade?

IF YES: If you have signed an apprenticeship agreement with an employer or sponsor you are likely an apprentice and are able to participate in this study.

- 1 Yes
- 2 No

T3 *Show if (Not started program or working in trade (Int1c = 2))*

We're sorry, for this survey we are looking to speak to those who are taking the apprenticeship program. Thank you for your time. Goodbye.

Client Confidential

Survey Instrument

2025 Apprenticeship Education Survey Alberta Advanced Education



CATI Intro

Int0

Hi, may I please speak with <<sample.firstname>>?

(Show if CATI) IF NEEDED: The full name we have on file <<sample.name>>

IF ASKED: I am calling on behalf of Apprenticeship and Industry Training and Alberta Advanced Education and would like to speak to the recent graduate or first period apprentice of an Alberta apprenticeship education program.

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IF QUESTIONS: Direct them to ae.research@gov.ab.ca

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- 2 Yes, getting person
- 3 No, call back another time
- 4 No, refused (code as household refusal)
- 5 Person is available at a different number
- 6 Not aware of a person by that name OR do not have new contact info (terminate, code as wrong number)
- 7 Person is not available for study duration (confirm they are not available before end of December and no new number in US/Canada to reach them at; if there is, select "Person avail at different number")

Client Confidential

Int1b

Hello, my name is _____ and I am calling from Advanis on behalf of the Government of Alberta. They would like to better understand your experiences and satisfaction with the <<tradenam>> apprenticeship education program. Your input is very important and will help to make improvements for future apprentices.

It takes about 15 to 20 minutes to participate in this study and you will be eligible to enter a draw to win 1 of 10 \$100 cash prizes.

Is this a convenient time to talk to you?

(Show if CATI) IF PERSON MENTIONS THAT THEY ARE NO LONGER IN THE APPRENTICESHIP PROGRAM, OR HAVE CHANGED PROGRAMS: We actually have several questions specifically for you, so this study is still relevant for you.

IF NEEDED: We are contacting everyone who graduated or who started the first period of their apprenticeship program to better understand and improve the apprenticeship experience.

If respondent has questions, direct them to ae.research@gov.ab.ca

- 1 Yes, continue
- 2 No, call back another time
- 3 No, refused
- 4 Have not started apprenticeship program yet
- 5 Never enrolled in / started apprenticeship program

T2 Show if (Never enrolled in program (Int1b = 5))

We're sorry, for this survey we are looking to speak to those who are enrolled in or have completed the apprenticeship program. Thank you for your time. Goodbye.

Int1c Show if (Have not started program yet (Int1b = 4))

Are you currently working in the <<tradenam>> trade?

IF YES: If you have signed an apprenticeship agreement with an employer or sponsor you are likely an apprentice and are able to participate in this study.

- 1 Yes
- 2 No

T3 Show if (Not started program or working in trade (Int1c = 2))

We're sorry, for this survey we are looking to speak to those who are taking the apprenticeship program. Thank you for your time. Goodbye.

Client Confidential

Survey Instrument

Int2 *Show if (Int1b refusal (Int1b = 3))*

An online version of the survey is available. Would you be willing to complete the survey online?

- ₁ Yes
 ₂ No

Ref2 *Show if (Int2 refusal (Int2 = 2))*

Thank you for your time. Good-bye.

Login page

LoginClient

Thank you for participating in the Apprenticeship Education Survey. We are conducting this study to understand experiences and satisfaction with the Alberta apprenticeship education program. Your input is very important and will help to make improvements for future apprentices.

Those who complete the survey are eligible to enter a draw to win 1 of 10 \$100 cash prizes. There will also be an early bird draw for those who complete the survey before **November 30, 2025**.

Your participation is voluntary and any information you provide will be kept confidential.

[\[Start Survey Button\]](#)

If you have any questions about the survey, please contact ae.research@gov.ab.ca. For technical issues, please email survey+apprentice25@advanis.net (<mailto:survey+apprentice25@advanis.net>).

This survey is registered with the Canadian Research Insights Council's (CRIC) Research Verification Service. The project verification number is: 20251010-AD054. Click [here](https://www.canadianresearchinsightscouncil.ca/rvs/home/) (<https://www.canadianresearchinsightscouncil.ca/rvs/home/>) to verify the legitimacy of this survey.

© 2025 Privacy Policy (<https://advanis.net/privacy-policy/english/>) CRIC Pledge (<https://www.canadianresearchinsightscouncil.ca/wp-content/uploads/2020/09/CRIC-Pledge-to-Canadians.pdf>)

Client Confidential

WebInt *Show if is Web*

Your participation is voluntary. The personal information collected through The Apprenticeship Education Survey is for the purpose of evaluating and improving Alberta's apprenticeship education programs. This collection is authorized under: **Section 4(c)** of the *Protection of Privacy Act*.

Your responses may be shared with the post secondary institution where you attended classroom instruction. However, no responses will be identifiable to any individual. When results are published or shared, only summary or grouped information will be reported.

If you have any questions about the collection of your personal information, please contact Alberta Advanced Education at ae.research@gov.ab.ca.

Please select the arrow to continue.

record *Show if is CATI*

Please note that this call may be recorded for quality assurance purposes. Your participation is voluntary. The personal information collected through The Apprenticeship Education Survey is for the purpose of evaluating and improving Alberta's apprenticeship education programs. This collection is authorized under section 4(c) of the *Protection of Privacy Act*.

Your responses may be shared with the post secondary institution where you attended classroom instruction. However, no responses will be identifiable to any individual. When results are published or shared, only summary or grouped information will be reported.

Do you have any questions about the collection of this information?

IF YES: You may direct your questions to Alberta Advanced Education by email at ae.research@gov.ab.ca.

Client Confidential

Survey Instrument

Part 1: Screening

1-1. Survey Qualification

A1a

(If Graduate sample (grad_sample = 1) Are you an Alberta journey person in the <<tradenam>> trade?
(If First period apprentice sample (first_period = 1) Are you an Alberta apprentice currently in the first period of your program in the <<tradenam>> trade?)

(show if web) If you have signed an apprenticeship agreement with an employer or sponsor and have not yet completed and passed your first period exam / have not progressed to the second period, you are likely a first period apprentice.

(show if CATI) IF NEEDED: If you have signed an apprenticeship agreement with an employer or sponsor and have not yet completed and passed your first period exam / have not progressed to the second period, you are likely a first period apprentice.

(show if CATI) IF NEEDED: 'Not gone to school yet' is not the same thing as not being in the program; this just means they haven't completed the technical training / classroom instruction yet. On-the-job learning still counts as being in the program.

(Show if CATI) DO NOT READ LIST

- 1 Yes
 2 No
 9 Don't know

A1b Show if (Graduate Not in trade or DK ((grad_sample = 1) AND (A1a = 2, Don't know)))

Participation in the survey requires that you have completed all the requirements for a Journey person Certificate. If you completed all the requirements by July 31, 2023 but have not received your certificate because it is still being processed or in the mail, we would like you to continue with the survey.

To confirm, have you completed all the requirements for a Journey person Certificate?

(Show if CATI) DO NOT READ LIST

- 1 Yes
 2 No
 9 Don't know

Client Confidential

A1c Show if (First period AND Currently RAP Apprentice Yes ((first_period = 1) AND (currentlyrapapprenticenum = 1)))

(Show if CATI) Are you currently taking a RAP [READ AS ONE WORD] program while in High School IF NEEDED the Registered Apprenticeship Program?

(Show if Web) Are you currently taking a RAP program while in High School (the Registered Apprenticeship Program)?

(Show if CATI) DO NOT READ LIST

- 1 Yes
 2 No
 9 Don't know

T1 Show if (Graduate has not completed requirements (A1b = 2, Don't know))

Thank you for your time. Goodbye.

1-2. No Longer in Program

FP0 Show if (First period apprentice not in trade AND not currently taking RAP ((A1a = 2) AND (first_period = 1) AND (A1c != 1)))

Which of the following best describes why you are not a first period Alberta <<tradenam>> apprentice? (Show if CATI) Are you...

(Show if CATI) READ LIST

- 1 In another period
 2 Completing first period in the <<tradenam>> trade in another province
 3 Changed to a different apprenticeship program
 4 Changed to a different post-secondary program (((DO NOT READ))not an apprenticeship program)
 5 Left the <<tradenam>> apprenticeship program altogether
 7 ((DO NOT READ)) Already graduated/finished the program (Show if CATI)
 8 ((DO NOT READ)) Unable to find an employer/sponsor
 9 ((DO NOT READ)) Need to pass an entrance exam
 6 Other reason; specify: _____
 8 ((DO NOT READ)) Prefer not to answer
 9 ((DO NOT READ)) Don't know

Client Confidential

Survey Instrument

FPOA1 Show if (First period apprentice not in trade AND not currently taking RAP ((A1a = 2) AND (first_period = 1) AND (A1c != 1))) AND (Changed to different apprenticeship program or post secondary program (FPO = 3,4))
Why did you change programs?

(Show if CATI) DO NOT READ LIST. Select all that apply
(Show if Web) Select all that apply

- 1 Was laid off
- 2 Financial reasons
- 3 Decided it wasn't the right program/career for me
- 4 On-the-job training was too difficult
- 5 Technical training or classroom instruction was too difficult
- 6 Didn't like the work
- 7 Didn't like the work environment
- 8 Personal illness or disability
- 9 Family responsibilities
- 10 Moved out of province
- 11 Lack of employment in the field or trade
- 12 Other reason 1, specify: _____
- 13 Other reason 2, specify: _____
- 14 Other reason 3, specify: _____
- 8 **[(DO NOT READ)] Prefer not to answer**
- 9 **[(DO NOT READ)] Don't know**

Client Confidential

FPOA2 Show if (First period apprentice not in trade AND not currently taking RAP ((A1a = 2) AND (first_period = 1) AND (A1c != 1))) AND (Left the apprenticeship program (FPO = 5))
Why did you leave the apprenticeship program altogether?

(Show if CATI) DO NOT READ LIST. Select all that apply
(Show if Web) Select all that apply

- 1 Was laid off
- 2 Financial reasons
- 3 Decided it wasn't the right program/career for me
- 4 On-the-job training was too difficult
- 5 Technical training or classroom instruction was too difficult
- 6 Didn't like the work
- 7 Didn't like the work environment
- 8 Personal illness or disability
- 9 Family responsibilities
- 10 Moved out of province
- 11 Lack of employment in the field or trade
- 12 Other reason 1, specify: _____
- 13 Other reason 2, specify: _____
- 14 Other reason 3, specify: _____
- 8 **[(DO NOT READ)] Prefer not to answer**
- 9 **[(DO NOT READ)] Don't know**

Client Confidential

Survey Instrument

FP0B1 Show if (First period apprentice not in trade AND not currently taking RAP ((A1a = 2) AND (first_period = 1) AND (A1c != 1))) AND (More than one reason for changing programs (FP0A1 > 1))
And which of those was your **main reason** for changing programs?

(Show if CATI) DO NOT READ LIST

- 1 Was laid off (Show if FP0A1 1 Was laid off (FP0A1_1 = 1))
- 2 Financial reasons (Show if FP0A1 2 Financial reasons (FP0A1_2 = 1))
- 3 Decided it wasn't the right program/career for me (Show if FP0A1 3 Decided wasn't right program (FP0A1_3 = 1))
- 4 On-the-job training was too difficult (Show if FP0A1 4 On the job training too difficult (FP0A1_4 = 1))
- 5 Technical training or classroom instruction was too difficult (Show if FP0A1 5 Classroom instruction too difficult (FP0A1_5 = 1))
- 6 Didn't like the work (Show if FP0A1 6 Didn't like the work (FP0A1_6 = 1))
- 7 Didn't like the work environment (Show if FP0A1 7 Didn't like the work environment (FP0A1_7 = 1))
- 8 Personal illness or disability (Show if FP0A1 8 Personal illness (FP0A1_8 = 1))
- 9 Family responsibilities (Show if FP0A1 9 Family responsibilities (FP0A1_9 = 1))
- 10 Moved out of province (Show if FP0A1 10 Moved out of province (FP0A1_10 = 1))
- 11 Lack of employment in the field or trade (Show if FP0A1 11 Lack of employment in field (FP0A1_11 = 1))
- 12 <<FP0A1.specify(12)>> (Show if FP0A1 12 Other reason 1 (FP0A1_12 = 1))
- 13 <<FP0A1.specify(13)>> (Show if FP0A1 13 Other reason 2 (FP0A1_13 = 1))
- 14 <<FP0A1.specify(14)>> (Show if FP0A1 14 Other reason 3 (FP0A1_14 = 1))
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

Client Confidential

FP0B2 Show if (First period apprentice not in trade AND not currently taking RAP ((A1a = 2) AND (first_period = 1) AND (A1c != 1))) AND (More than one reason for leaving apprenticeship program (FP0A2 > 1))
And which of those was your **main reason** for leaving the apprenticeship program?

(Show if CATI) DO NOT READ LIST

- 1 Was laid off (Show if FP0A2 1 Was laid off (FP0A2_1 = 1))
- 2 Financial reasons (Show if FP0A2 2 Financial reasons (FP0A2_2 = 1))
- 3 Decided it wasn't the right program/career for me (Show if FP0A2 3 Decided it wasn't right program (FP0A2_3 = 1))
- 4 On-the-job training was too difficult (Show if FP0A2 4 On the job training too difficult (FP0A2_4 = 1))
- 5 Technical training or classroom instruction was too difficult (Show if FP0A2 5 Classroom instruction too difficult (FP0A2_5 = 1))
- 6 Didn't like the work (Show if FP0A2 6 Didn't like the work (FP0A2_6 = 1))
- 7 Didn't like the work environment (Show if FP0A2 7 Didn't like the work environment (FP0A2_7 = 1))
- 8 Personal illness or disability (Show if FP0A2 8 Personal illness (FP0A2_8 = 1))
- 9 Family responsibilities (Show if FP0A2 9 Family responsibilities (FP0A2_9 = 1))
- 10 Moved out of province (Show if FP0A2 10 Moved out of province (FP0A2_10 = 1))
- 11 Lack of employment in the field or trade (Show if FP0A2 11 Lack of employment in field (FP0A2_11 = 1))
- 12 <<FP0A2.specify(12)>> (Show if FP0A2 12 Other reason 1 (FP0A2_12 = 1))
- 13 <<FP0A2.specify(13)>> (Show if FP0A2 13 Other reason 2 (FP0A2_13 = 1))
- 14 <<FP0A2.specify(14)>> (Show if FP0A2 14 Other reason 3 (FP0A2_14 = 1))
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

FP0_END Show if (First period apprentice not in trade or DK AND Not currently taking RAP ((A1a = 2, Don't know) AND (first_period = 1) AND (A1c != 1)))

The remainder of this survey is about your experiences in the first period of the <<tradenam>> apprenticeship program. Please complete this survey thinking about your experiences in this program, even if you have moved on.

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Survey Instrument

Part 2: Pathways

2-1. Pre-Apprenticeship Programs

P1 Show if (NOT currently taking RAP (A1c != 1))

(Show if CATI) Did you take a "pre-apprenticeship" program, including RAP[**READ AS ONE WORD**], or CTS[**READ AS 'C-T-S'**]?

IF NEEDED: A pre-apprenticeship program teaches basic skills or prepares students for an apprenticeship program before they register. This could include the high school Registered Apprenticeship Program (or RAP) and Career and Technology Studies (or CTS) Apprenticeship Pathway programs, for example.

(Show if Web) Did you take a "pre-apprenticeship" program, including RAP, or CTS?

A pre-apprenticeship program teaches basic skills or prepares students for an apprenticeship program before they register. This could include the high school Registered Apprenticeship Program (or RAP) and Career and Technology Studies (or CTS) Apprenticeship Pathway programs, for example.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

P2 Show if (NOT currently taking RAP (A1c != 1)) AND (Took pre apprenticeship program (P1 = 1))

(Show if CATI) And which of the following pre-apprenticeship programs did you take?

READ LIST. Select all that apply

(Show if Web) Please indicate the type(s) of pre-apprenticeship program(s) you took.

Select all that apply

- 1 CTS **[(READ AS 'C-T-S') /]** Career and Technology Studies Apprenticeship Pathway program in High School
- 2 RAP **[(READ AS ONE WORD) /]** program while in High School **[(IF NEEDED) the Registered Apprenticeship Program / (the Registered Apprenticeship Program) /]**
- 3 Pre-employment program that provides credit for the first period **[(IF NEEDED: also referred to as first year/terms can be used interchangeably) /]**
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

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P3a_1 Show if (NOT currently taking RAP (A1c != 1)) AND (Took CTS (P2_1 = 1))

Overall, how valuable was the **CTS Career and Technology Studies Apprenticeship Pathway** program in high school to you?

(Show if CATI) Was it...

READ LIST.

- 1 Very valuable
- 2 Somewhat valuable
- 3 Not very valuable
- 4 Not at all valuable
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

P3a_2 Show if (NOT currently taking RAP (A1c != 1)) AND (Took RAP (P2_2 = 1))

Overall, how valuable was the **RAP** program while in high school to you?

(Show if CATI) Was it...

READ LIST.

- 1 Very valuable
- 2 Somewhat valuable
- 3 Not very valuable
- 4 Not at all valuable
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

P3a_3 Show if (NOT currently taking RAP (A1c != 1)) AND (Took pre employment program (P2_3 = 1))

Overall, how valuable was the **pre-employment** program that provides credit for the first period to you?

(Show if CATI) Was it...

READ LIST.

- 1 Very valuable
- 2 Somewhat valuable
- 3 Not very valuable
- 4 Not at all valuable
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Client Confidential

Survey Instrument

P5 Show if (NOT currently taking RAP (A1c != 1))

Before beginning your <<tradenam>> apprenticeship program, did you complete any other apprenticeship or other post-secondary programs?

(Show if CATI) IF NEEDED: This does not include a high school or pre-apprenticeship program and does not include single classes or courses completed.

DO NOT READ LIST

(Show if Web) Note this does not include a high school or pre-apprenticeship program and does not include single classes or courses completed.

- 1 Yes
- 2 No
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

P5a Show if (NOT currently taking RAP (A1c != 1)) AND (Completed another apprenticeship or post secondary program (P5 = 1))

Which of the following did you complete?

(Show if CATI) Do not use 'other' unless necessary.
READ LIST: Select all that apply.

(Show if Web) Select all that apply

- 1 Another apprenticeship program/trade
- 2 Diploma or certificate program at a post-secondary [DO NOT READ: not to be confused with a high school diploma; if unsure, put under 'other' /]
- 3 Trades/apprenticeship preparatory, introductory, transitional or vocational programs that did not provide credits toward an apprenticeship program
- 4 Bachelor's Degree
- 5 Master's Degree or Doctoral/PhD
- 6 Other program; specify: _____
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

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2-2. Accessing Apprenticeship

F2Y Show if (NOT currently taking RAP (A1c != 1))

Were you already working in the trade before you decided to do an apprenticeship education program?

(Show if CATI) DO NOT READ LIST

- 1 Yes
- 2 No
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

F2Z Show if (NOT currently taking RAP (A1c != 1)) AND (Was already employed (F2Y = 1))

Was registering as an apprentice required for your employment?

(Show if CATI) DO NOT READ LIST

- 1 Yes
- 2 No
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

FP7H Show if (First period apprentice sample (first_period = 1))

(Show if CATI) When you applied to the <<tradenam>> apprenticeship education program, did you have an organization sponsoring your apprenticeship, such as an employer, union or other organization?

IF NEEDED: A sponsor is an organization sponsoring their apprenticeship, such as an employer, union or other organization.

DO NOT READ LIST

(Show if Web) When you applied to the <<tradenam>> apprenticeship education program, did you have an organization sponsoring your apprenticeship, such as an employer, union or other organization (i.e., a sponsor)?

- 1 Yes
- 2 No
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

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Survey Instrument

FP7J Show if (First period apprentice sample (first_period = 1)) AND (Unsponsored at time of application (FP7H = 2))
For what reason(s) did you not have a sponsor *?* when you applied to the <<tradename>> apprenticeship education program?

? an organization sponsoring your apprenticeship, such as an employer, union or other organization

Select all that apply

- 1 Wasn't able to find an employer/sponsor
- 2 Hadn't been able to start looking yet
- 3 Wasn't aware I needed one
- 4 Was already apprentice in another program and was looking to register for a second apprenticeship in a different program
- 5 Wanted to get a record book
- 6 Wanted to attend classroom instruction
- 7 Wanted to try out the trade
- 8 Other (specify): _____
- .8 [(DO NOT READ)] Prefer not to answer
- .9 [(DO NOT READ)] Don't know

FP7A Show if (First period apprentice sample (first_period = 1)) AND (NOT Working in trade when decided to do apprenticeship AND NOT currently taking RAP ((F2Y != 1) AND (A1c != 1)))

And when you **applied** to the apprenticeship education program, did you have an employer?

(Show if CATI) DO NOT READ LIST

- 1 Yes
- 2 No
- .8 [(DO NOT READ)] Prefer not to answer
- .9 [(DO NOT READ)] Don't know

FP7A2 Show if (First period apprentice sample (first_period = 1)) AND (Had sponsor OR employer when applied ((FP7H = 1) OR (FP7A = 1)))

And when you **applied** to the apprenticeship education program, were you working in the <<tradename>> occupation?

- 1 Yes
- 2 No
- .8 [(DO NOT READ)] Prefer not to answer
- .9 [(DO NOT READ)] Don't know

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E1_FP Show if (First period apprentice sample (first_period = 1)) AND (NOT currently taking RAP (A1c != 1))
Which of the following categories best describes your **current** employment status?

(Show if CATI) READ LIST

- 1 Employed [DO NOT READ: includes those who are self-employed or employed in a full-time, part-time, casual, temporary, contract, or seasonal position, including anyone on temporary leave, such as maternity leave, and who have a position that they will be returning to / (including on temporary leave, or if currently in school and have a position to return to)]
- 2 Not employed, but looking for work
- 3 Not employed, and not looking for work
- .8 [(DO NOT READ)] Prefer not to answer
- .9 [(DO NOT READ)] Don't know

FP7Fa Show if (First period apprentice sample (first_period = 1)) AND (FPO Not employed not looking for work (E1_FP = 3))

For what reasons are you not looking for work?

(Show if CATI) DO NOT READ LIST. Select all that apply

(Show if Web) Select all that apply

- 1 Haven't been able to start looking yet
- 2 Am unsure where to look for / find work
- 3 Am interested in exploring the program, but haven't decided if I want to complete it
- 4 Am interested in learning the theory for this program
- 5 Wanted to get a head start in the program
- 7 Am working in a different field or industry
- 8 Currently attending technical training for <<tradename>>
- 6 Other (specify): _____
- .8 [(DO NOT READ)] Prefer not to answer
- .9 [(DO NOT READ)] Don't know

E1_RAP Show if (Currently taking RAP (A1c = 1))

Are you currently employed?

(Show if CATI) DO NOT READ LIST

- 1 Yes
- 2 No
- .8 [(DO NOT READ)] Prefer not to answer
- .9 [(DO NOT READ)] Don't know

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Survey Instrument

E1FP2 Show if (FP Currently Employed OR RAP AND Employed ((E1_FP = 1) OR (E1_RAP = 1)))
Are you working as an apprentice in the <<tradenam>> occupation?

- 1 Yes
- 2 No
- .8 **[(DO NOT READ)]** Prefer not to answer
- .9 **[(DO NOT READ)]** Don't know

E1FP3 Show if (Not working as apprentice AND Not working in trade when applied or DK ref ((E1FP2 = 2) AND (FP7A2 = 2, Prefer not to answer, Don't know)))

Have you ever worked as an apprentice in the <<tradenam>> occupation?

- 1 Yes
- 2 No
- .8 **[(DO NOT READ)]** Prefer not to answer
- .9 **[(DO NOT READ)]** Don't know

FP7D_RAP Show if (Currently taking RAP (A1c = 1))

(Show if CATI) Do you currently have an organization sponsoring your apprenticeship, such as an employer, union or other organization?

IF NEEDED: A sponsor is an organization sponsoring their apprenticeship, such as an employer, union or other organization.

(Show if Web) Do you currently have an organization sponsoring your apprenticeship, such as an employer, union or other organization (i.e., a sponsor)?

A sponsor is an organization that ensures you receive on-the-job learning and mentorship and that supports your progress in the apprenticeship program. Your sponsor could be your employer or another organization.

- 1 Yes
- 2 No
- .8 **[(DO NOT READ)]** Prefer not to answer
- .9 **[(DO NOT READ)]** Don't know

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FP7C Show if (FP Currently employed OR RAP AND Employed AND Sponsored AND Working in trade ((E1_FP = 1) OR (E1_RAP = 1) AND (FP7D_RAP = 1)) AND (E1FP2 = 1)))

Is your employer also the organization sponsoring your apprenticeship?

IF NEEDED: A sponsor is an organization sponsoring their apprenticeship, such as an employer, union or other organization.

- 1 Yes
- 2 No
- .8 **[(DO NOT READ)]** Prefer not to answer
- .9 **[(DO NOT READ)]** Don't know

FP7D Show if (FP Not employed OR Employer is not sponsor OR Not employed as apprentice in trade ((E1_FP = 2,3, Prefer not to answer, Don't know) OR (FP7C = 2) OR (E1FP2 = 2)))

(Show if CATI) Do you currently have an organization sponsoring your apprenticeship such as an employer, union or other organization?

IF NEEDED: A sponsor is an organization sponsoring their apprenticeship, such as an employer, union or other organization.

(Show if Web) Do you currently have an organization sponsoring your apprenticeship such as an employer, union or other organization (i.e., a sponsor)?

A sponsor is an organization that ensures you receive on-the-job learning and mentorship and that supports your progress in the apprenticeship program. Your sponsor could be your employer or another organization.

- 1 Yes
- 2 No
- .8 **[(DO NOT READ)]** Prefer not to answer
- .9 **[(DO NOT READ)]** Don't know

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Survey Instrument

FP71 Show if (First period apprentice sample (first_period = 1)) AND (Currently unsponsored ((FP7D = 2) OR (FP7D_RAP = 2)))

For what reason(s) do you currently not have a sponsor?

IF NEEDED: A sponsor is an organization sponsoring their apprenticeship, such as an employer, union or other organization.

(Show if CATI) DO NOT READ LIST. Select all that apply

(Show if Web) Select all that apply

- 1 Wasn't aware I needed one
- 2 Haven't been able to start looking yet
- 3 Haven't been able to find employment/a sponsor yet
- 4 Previously had a sponsor but lost sponsorship
- 5 Am already working or an apprentice in another trade and am switching to the <<tradename>> occupation
- 6 Am changing to a different program / career path (other than the <<tradename>> occupation)
- 7 Only want to attend classroom instruction and do not plan to complete on-the-job training
- 8 Am interested in exploring the program, but haven't decided if I want to complete it
- 9 Other (specify): _____
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

FP3 Show if (First period apprentice AND Not currently taking RAP ((first_period = 1) AND (A1c != 1)))

Did you experience any of the following when **first** trying to become an apprentice?

(Show if CATI) READ LIST. Select all that apply

(Show if Web) Select all that apply

- 1 Did not meet entrance requirements
- 2 Failed entrance exam
- 3 Couldn't find a sponsor or employer
- 4 Changed employers trying to find the right one
- 5 Lack of finances
- 6 Language barrier
- 7 Any other challenges (specify): _____
- 8 [(DO NOT READ)] None/no challenges (Exclusive)
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

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2-3. Finding an Employer

FP4A Show if (First period apprentice sample (first_period = 1)) AND (FP Currently employed DK Ref OR RAP Currently employed ((E1_FP = 1, Prefer not to answer, Don't know) OR (E1_RAP = 1)))

How difficult was it for you to find your first employer for your apprenticeship education program?

(Show if CATI) Would you say it was...

(Show if CATI) READ LIST

- 1 Very difficult
- 2 Somewhat difficult
- 3 Somewhat easy
- 4 Very easy
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

FP4B Show if (First period apprentice sample (first_period = 1)) AND (FPO Had employer when applied OR Currently employed (((E1_FP = 1, Prefer not to answer, Don't know) OR (E1_RAP = 1)) OR (FP7A = 1, Prefer not to answer, Don't know) OR (F2Y = 1)))

How long did it take you to find your first employer for your apprenticeship program?

(Show if CATI) READ LIST AS NECESSARY.

- 1 One week or less
- 2 Two to three weeks
- 3 One to two months
- 4 Three to six months
- 5 Longer than six months
- 6 Already had an employer
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

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Survey Instrument

FP4C Show if (First period apprentice sample (first_period = 1)) AND (FPO Had employer when applied OR Currently employed (((E1_FP = 1, Prefer not to answer, Don't know) OR (E1_RAP = 1)) OR (FP7A = 1, Prefer not to answer, Don't know) OR (F2Y = 1)))

How did you find your first employer?

(Show if CATI) DO NOT READ LIST

If the respondent mentions that they sent / emailed resumes to employers, ask where they found the employers to contact.

- 1 A friend or family member
- 2 Job search of websites such as Monster, Indeed, etc.
- 3 A general online search
- 4 RAP (the Registered Apprenticeship Program)
- 7 Recruited by an employer
- 8 A recommendation or connection of a union, labour organization, sponsor employment agency, etc.
- 9 Social media (e.g., Instagram, Facebook, LinkedIn)
- 11 Sponsor directed me to them
- 12 Applied / handed out resume in-person
- 13 Was already working for the company in a different position
- 14 Through school / teachers
- 15 Previous work experience in the industry
- 10 Other (specify): _____
- .8 **[(DO NOT READ)]** Prefer not to answer
- .9 **[(DO NOT READ)]** Don't know

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Part 3: Classroom Instruction

ClassInt Show if (NOT currently taking RAP (A1c != 1))

The next questions are about classroom instruction, also known as technical training.

3-1. Classroom Instruction Screening

FP_TT1 Show if (First period apprentice AND Not currently taking RAP ((first_period = 1) AND (A1c != 1)))

Have you attended or are you currently attending your first period of classroom instruction for the <<tradeName>> apprenticeship education program?

(Show if CATI) IF NEEDED: This is the 20% of your learning that happens through school/your educational provider. This is the theory portion of your program.

DO NOT READ LIST.

IF YES - Probe to confirm if completed or currently taking

(Show if Web) This is the 20% of your learning that happens through school/your educational provider. This is the theory portion of your program.

- 1 Yes, I have completed my classroom instruction
- 2 Yes, I am currently taking classroom instruction
- 3 No
- .8 **[(DO NOT READ)]** Prefer not to answer
- .9 **[(DO NOT READ)]** Don't know

3-2. Institution

C1 Show if (Graduates OR First Period Attended classroom instruction ((FP_TT1 = 1,2) OR (grad_sample = 1)))

(if Currently attending classroom instruction (FP_TT1 = 2)) At which college, polytechnic institute, or training centre do you attend classroom instruction?

(if Default) At which college, polytechnic institute, or training centre did you attend classroom instruction?

(Show if CATI) [IF NEEDED: By that I mean, at which school, institution or educational provider did you take your classroom instruction? If you attended more than one, what was the last post-secondary institution or educational provider you attended?]

DO NOT READ LIST.

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Survey Instrument

(Show if Web) If you attended more than one, what was the last post-secondary institution or educational provider you attended?

- 16 Alberta Carpenters Training Centre
- 24 Alberta Millwrights Local 1460 Training Trust
- 20 ATCO Electric
- 25 Budd Coutts Apprenticeship and Education Centre (IUOE Local 955)
- 26 CLAC Career Development College
- 1 Delmar College
- 17 Edmonton Pipe Trades Education Trust
- 21 Electrical Industry Training Centre
- 22 Energy Safety Canada (previously Enform and previously Petroleum Industry Training Service)
- 15 FortisAlberta (previously Aquila Networks Canada, UtiliCorp Networks Canada & TransAlta Utilities)
- 27 International Masonry Institute Edmonton Training Centre
- 3 Keyano College
- 4 Lakeland College
- 5 Lethbridge Polytechnic (previously Lethbridge College and previously Lethbridge Community College)
- 6 MC College (previously Marvel Trade & Business College)
- 7 Medicine Hat College
- 28 NIWE Academy Inc.
- 8 NAIT (Northern Alberta Institute of Technology)
- 9 Northern Lakes College
- 2 Northwestern Polytechnic (previously Grand Prairie Regional College (GPRC))
- 10 Olds College
- 29 Piping Industry Training School Calgary
- 11 Portage College
- 23 Prairie Finishing Trades Institute
- 30 Prairie Trowel Trades Institute
- 12 Red Deer Polytechnic
- 13 SAIT (Southern Alberta Institute of Technology)
- 18 Other (specify): _____
- 19 Did not attend/classroom instruction was not required/challenged and passed exam(s) (Show if Graduate sample (grad_sample = 1))
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

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3-3. Level of Preparedness

FP_TT2 Show if (First period AND Not currently taking RAP ((first_period = 1) AND (A1c != 1)))

(Show if CATI) (if FPO Attended classroom instruction (FP_TT1 = 1,2)) Thinking about first period classroom instruction, please tell me if you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with the following statement.

(if Have not attended classroom instruction DK OR Prefer not to answer (FP_TT1 = 3, Prefer not to answer, Don't know)) Thinking about first period classroom instruction, please tell me if you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each of the following statements.

(Show if Web) Thinking about first period classroom instruction, how strongly do you agree or disagree that...?

1. Overall, I feel prepared for classroom instruction (Show if Have not attended classroom instruction DK OR Prefer not to answer (FP_TT1 = 3, Prefer not to answer, Don't know))
2. I am confident in my ability to complete the in-class coursework (Show if Have not attended classroom instruction DK OR Prefer not to answer (FP_TT1 = 3, Prefer not to answer, Don't know))
3. Overall, I felt prepared for classroom instruction (Show if FPO Attended classroom instruction (FP_TT1 = 1,2))

- 1 Strongly agree
- 2 Somewhat agree
- 3 Somewhat disagree
- 4 Strongly disagree
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

3-4. Delaying Classroom Instruction

CB Show if (Graduates attended school OR First Period Attended classroom instruction ((FP_TT1 = 1,2) OR ((grad_sample = 1) AND (C1 = 1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,20,21,22,23))))

At any time during your apprenticeship education program, did you delay attending classroom instruction?

(Show if CATI) If necessary, explain: Under an apprenticeship education agreement, an apprentice is expected to complete the program without large gaps and delays.

DO NOT READ

- 1 Yes
- 2 No
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

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Survey Instrument

C1_1 Show if (Delayed attending classroom instruction (CB = 1))

For which of the following reasons did you delay attending classroom instruction?

(Show if CATI) READ EACH ITEM, PAUSE FOR RESPONDENT TO SAY YES OR NO.
Select all that apply

(Show if Web) Select all that apply

- 1 [You / I] did not want to give up wages/needed the income
- 2 There was not enough space at a post-secondary institution
- 3 [Your / My] sponsor or employer wanted [you / me] to work
- 4 [You / I] could not afford to pay for classroom instruction
- 5 [You / I] generally don't like school
- 6 [You were / I was] concerned about [your / my] ability to complete the coursework
- 7 The dates that training was offered were not convenient
- 8 Lost or changed jobs ([IF NEEDED /]includes being laid off)
- 10 Wanted or needed more experience or hours in the field
- 11 Personal or medical reasons
- 12 [(DO NOT READ)] COVID-related challenges
- 9 Other (specify): _____
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

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3-7. Satisfaction with Instruction

C3 Show if (Graduates attended school OR First Period Attended classroom instruction ((FP_TT1 = 1,2) OR ((grad_sample = 1) AND (C1 = 1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,20,21,22,23))))

(Show if CATI) For each of the following aspects of your classroom instruction, please tell me if you generally were very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied, starting with...

REPEAT SCALE AS NECESSARY.

(Show if Web) Generally, how satisfied were you with your classroom instruction in terms of each of the following...?

1. Learning the theory you need to work in the profession
 2. The practical activities in the shop or lab reflecting the competencies you need to work in the profession
 3. The instructors' expertise in the profession
 4. The teaching ability of the instructors
 5. The adequacy of the shop or lab equipment provided for practicing the skills you were taught
 6. The apprenticeship classroom instruction being up to date with practices in the profession in general
 7. Preparing you for the provincial apprenticeship exams [(DO NOT READ: please select N/A if the respondent mentions these were cancelled due to the pandemic) / (please select N/A if these were cancelled for you due to the pandemic)]
 8. The overall quality of your classroom instruction
- 1 Very satisfied
 - 2 Somewhat satisfied
 - 3 Somewhat dissatisfied
 - 4 Very dissatisfied
 - 5 [(DO NOT READ)] N/A / Not encountered
 - 8 [(DO NOT READ)] Prefer not to answer
 - 9 [(DO NOT READ)] Don't know

Client Confidential

Survey Instrument

Part 4: On-the-Job Learning

4-1. Satisfaction with On-the-Job Learning

OJLnt Show if (FPA previously employed in trade OR Currently employed in trade OR Graduates ((FP7A2 = 1) OR (E1FP2 = 1) OR (E1FP3 = 1) OR (grad_sample = 1)))

(if First period apprentice sample (first_period = 1)) In this next section, when we refer to your mentor, we mean the person responsible for helping develop your skills and competencies on the job who was previously known as your supervising journey person. If you have had more than one journey person who has been overseeing your on-the-job learning, please answer the following questions based on your experiences across those mentors.

(if Graduate sample (grad_sample = 1)) In this next section, when we refer to your mentor, we mean the person responsible for helping develop your skills and competencies on the job who was previously known as your supervising journey person. If you had more than one journey person who oversaw your on-the-job learning, please answer the following questions based on your experiences across those mentors.

BZ Show if (FPA previously employed in trade OR Currently employed in trade OR Graduates ((FP7A2 = 1) OR (E1FP2 = 1) OR (E1FP3 = 1) OR (grad_sample = 1)))

(if First period apprentice sample (first_period = 1)) How satisfied are you with your **on-the-job learning** during your first period in terms of each of the following...?

(if Graduate sample (grad_sample = 1)) How satisfied were you with your **on-the-job learning** during your apprenticeship in terms of each of the following...?

(Show if CATI) READ SCALE. REPEAT AS NEEDED.

1. Covering the tasks or types of work specified in your Record Book (previously Competence Portfolio)
2. Learning the skills you needed to work in the profession
3. The expertise of your mentor
4. The ability of your mentor to teach skills in the profession [IF NEEDED: do not confuse with availability]
5. The availability of your mentor [IF NEEDED: do not confuse with ability]
6. The adequacy of equipment and facilities for learning skills
7. Your mentor's ability to use up-to-date practices
8. Your on-the-job learning preparing you for the provincial apprenticeship exams [(DO NOT READ: please select N/A if the respondent mentions these were cancelled due to the pandemic) / (please select N/A if these were cancelled for you due to the pandemic)]
9. The overall quality of your on-the-job learning

- 1 Very satisfied
 2 Somewhat satisfied
 3 Somewhat dissatisfied
 4 Very dissatisfied
 5 [(DO NOT READ)] N/A / Not encountered
 8 [(DO NOT READ)] Prefer not to answer
 9 [(DO NOT READ)] Don't know

Client Confidential

B3Grad Show if (Graduate sample (grad_sample = 1))

(Show if CATI) Thinking about your on-the-job learning experience, do you strongly agree, somewhat agree, somewhat disagree or strongly disagree with each of the following statements.

REPEAT SCALE AS NEEDED.

(Show if Web) Thinking about your on-the-job learning experience, how strongly do you agree or disagree that...?

1. The tasks [you were / I was] assigned were related to the <<tradenam>> trade
2. [You were / I was] given the opportunity to learn new tasks
3. [You / I] had the opportunity to learn a wide variety of tasks
4. [You / I] enjoyed completing the tasks [you were / I was] assigned
5. [You and your mentor / My mentor and I] had a good working relationship
6. [You / I] felt safe to speak honestly and openly with [your / my] mentor
7. [You / I] felt comfortable with the work culture
8. [You were / I was] treated with respect

- 1 Strongly agree
 2 Somewhat agree
 3 Somewhat disagree
 4 Strongly disagree
 8 [(DO NOT READ)] Prefer not to answer
 9 [(DO NOT READ)] Don't know

B3FP Show if (FPA previously employed in trade OR Currently employed in trade ((FP7A2 = 1) OR (E1FP2 = 1) OR (E1FP3 = 1)))

Thinking about your on-the-job learning experience, how strongly do you agree or disagree that...?

(Show if CATI) READ SCALE. REPEAT AS NEEDED.

1. The tasks [you are / I am] assigned are related to the <<tradenam>> trade
2. [You are / I am] given the opportunity to learn new tasks
3. [You / I] have the opportunity to learn a wide variety of tasks
4. [You / I] enjoy completing the tasks [you are / I am] assigned
5. [You and your mentor / My mentor and I] have a good working relationship
6. [You / I] feel safe to speak honestly and openly with [your / my] mentor
7. [You / I] feel comfortable with the work culture
8. [You are / I am] treated with respect

- 1 Strongly agree
 2 Somewhat agree
 3 Somewhat disagree
 4 Strongly disagree
 8 [(DO NOT READ)] Prefer not to answer
 9 [(DO NOT READ)] Don't know

Client Confidential

Survey Instrument

B5 Show if (FPA previously employed in trade OR Currently employed in trade OR Graduates ((FP7A2 = 1) OR (E1FP2 = 1) OR (E1FP3 = 1) OR (grad_sample = 1)))
(if Graduate sample (grad_sample = 1)) Overall, how satisfied were you with the quality of the mentorship that you received during your on-the-job learning while in your apprenticeship program?
(Show if CATI) Would you say you were...?

(if First period apprentice sample (first_period = 1)) Overall, how satisfied are you with the mentorship that you receive during your on-the-job learning?
(Show if CATI) Would you say you are...?

- 1 Very satisfied
- 2 Somewhat satisfied
- 3 Somewhat dissatisfied
- 4 Very dissatisfied
- 8 **[(DO NOT READ)] Prefer not to answer**
- 9 **[(DO NOT READ)] Don't know**

B7 Show if (FPA previously employed in trade OR Currently employed in trade OR Graduates ((FP7A2 = 1) OR (E1FP2 = 1) OR (E1FP3 = 1) OR (grad_sample = 1)))
(if Graduate sample (grad_sample = 1)) Do you have any feedback you would like to share on how the mentorship you received could be improved?
(if Default) Do you have any feedback you would like to share on how the mentorship you receive can be improved?

(Show if CATI) IF RESPONDENT PROVIDES FEEDBACK ON SOMETHING OTHER THAN THE MENTORSHIP THEY RECEIVE(D) DURING THEIR ON-THE-JOB LEARNING, DO NOT RECORD THAT FEEDBACK AND ASK: "And do you have any feedback more specifically on the mentorship that you received during your on-the-job learning?"

(Show if Web) For now, please focus on any feedback related to the mentorship that you <<receivedreceive>> during your on-the-job learning. You will be able to provide more feedback on other aspects of your apprenticeship program latter.

- _____

- .5 No feedback

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Part 8: Program Retrospective

8-1. Program Challenges

F11_2021

(if Graduate sample (grad_sample = 1)) What was the biggest challenge that you faced during your apprenticeship?
(if Default) What was the biggest challenge that you faced during your first period?

(Show if CATI) DO NOT READ.

- 1 Financial problems or lack of financial support
- 2 General dislike of school (i.e., prefer working)
- 3 Finding a sponsor or employer
- 4 Applying my classroom instruction on-the-job
- 5 Classroom instruction was too difficult, in general
- 6 On-the-job training was too difficult, in general
- 7 Travel time/was inconvenient to access classroom instruction
- 8 Too much / not enough time to learn
- 9 Moving in/out of province during apprenticeship
- 10 Unsupportive or unhelpful sponsor, employer, journeyperson, supervisor, or mentor
- 11 Unsupportive job site culture
- 12 Inconsistent employment
- 13 Work / life balance (e.g. school, work, family)
- 14 Nervousness / getting used to school and/or the job
- 15 Online/hybrid learning was difficult
- 16 Poor classroom instruction / teachers
- 17 COVID-related challenges *(Show if CATI)*
- 18 Heavy workload / long hours *(Show if CATI)*
- 19 Learning / gaining experience with specific new skills *(Show if CATI)*
- 20 Application process / Registration process / Wait time getting into the program *(Show if CATI)*
- 21 Exam/tests / assignments / readings / courses
- 22 Language barriers
- 23 Other, please specify: _____
- 24 None/nothing
- 8 **[(DO NOT READ)] Prefer not to answer**
- 9 **[(DO NOT READ)] Don't know**

Client Confidential

Survey Instrument

FP5A Show if (First period AND FP0 NOT Changed or left program AND Not currently taking RAP ((first_period = 1) AND (FP0 != 3,4,5) AND (A1c != 1)))

Have you ever thought about quitting the apprenticeship program?

(Show if CATI) DO NOT READ.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)] Prefer not to answer**
- 9 **[(DO NOT READ)] Don't know**

FP5B Show if (Thought about quitting (FPSA = 1))

Why have you thought about quitting the program?

(Show if CATI) DO NOT READ LIST. Select all that apply

(Show if Web) Select all that apply

- 1 Was laid off/No employer
- 2 Financial reasons
- 14 Low wages / can get better wages elsewhere
- 3 Not sure it's the right program/career for me
- 4 On-the-job training is too difficult
- 5 Classroom instruction is too difficult
- 6 Don't like the work
- 7 Don't like the work environment
- 8 Personal illness or disability
- 9 Family responsibilities / childcare (including maternity/paternity leave)
- 10 Am considering moving out of province
- 11 Lack of employment in the field or trade
- 12 To complete a different program
- 15 Issues/problems with employer, sponsor or mentor
- 13 Other; specify _____
- 8 **[(DO NOT READ)] Prefer not to answer**
- 9 **[(DO NOT READ)] Don't know**

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8-2. Likelihood to Complete

FP6A Show if (First period AND FP0 NOT Changed or left program AND Not currently taking RAP ((first_period = 1) AND (FP0 != 3,4,5) AND (A1c != 1)))

Overall, and as of this point in time, how likely are you to complete the apprenticeship program?

(Show if CATI) READ LIST - BRACKETS FOR CLARIFICATION ONLY AS NEEDED

- 1 Very unlikely **[(DO NOT READ)]** 0% to 24% likely to complete it
- 2 Somewhat unlikely **[(DO NOT READ)]** 25% to 49% likely to complete it
- 3 Somewhat likely **[(DO NOT READ)]** 50% to 74% likely to complete it
- 4 Very likely **[(DO NOT READ)]** 75% to 100% likely to complete it
- 8 **[(DO NOT READ)] Prefer not to answer**
- 9 **[(DO NOT READ)] Don't know**

FP6C Show if (Currently taking RAP (A1c = 1))

Overall, and as of this point in time, how likely are you to continue the <<tradenam>> apprenticeship program after High School?

(Show if CATI) READ LIST - BRACKETS FOR CLARIFICATION ONLY AS NEEDED

- 1 Very unlikely **[(DO NOT READ)]** 0% to 24% likely to complete it
- 2 Somewhat unlikely **[(DO NOT READ)]** 25% to 49% likely to complete it
- 3 Somewhat likely **[(DO NOT READ)]** 50% to 74% likely to complete it
- 4 Very likely **[(DO NOT READ)]** 75% to 100% likely to complete it
- 8 **[(DO NOT READ)] Prefer not to answer**
- 9 **[(DO NOT READ)] Don't know**

Client Confidential

Survey Instrument

FP6B Show if (Very or somewhat unlikely to complete program (FP6A = 1,2))

Why aren't you likely to complete the program?

(Show if CATI) DO NOT READ LIST. Select all that apply

(Show if Web) Select all that apply

- 1 Lack of finances/financial concerns
- 2 Too difficult
- 3 Decided it wasn't the right program/career for me
- 4 Personal issues
- 5 Health problems
- 6 Signed up or registered because I had to
- 7 Was just exploring the trade/checking it out
- 8 Still don't know what I want to do
- 9 Am interested in a different career/program
- 11 Lack of jobs in the industry
- 12 Family responsibilities / childcare (including maternity/paternity leave)
- 10 Other; specify: _____
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

FP6D Show if (Very or somewhat unlikely to continue in trade after high school (FP6C = 1,2))

Why aren't you likely to continue the program?

(Show if CATI) DO NOT READ LIST. Select all that apply

(Show if Web) Select all that apply

- 1 Lack of finances/financial concerns
- 2 Too difficult
- 3 Decided it wasn't the right program/career for me
- 4 Personal issues
- 5 Health problems
- 6 Signed up or registered because I had to
- 7 Was just exploring the trade/checking it out
- 8 Still don't know what I want to do
- 9 Am interested in a different career/program
- 11 Lack of jobs in the industry
- 12 Family responsibilities / childcare (including maternity/paternity leave)
- 10 Other; specify: _____
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

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8-3. Factors in Completion

F13_1 Show if (Graduate sample (grad_sample = 1))

Is there anything that would have helped you complete your apprenticeship program sooner?

- 1 Yes
- 2 No
- 3 [You / I] completed [your / my] apprenticeship program as soon as possible
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

F1_3 Show if (Yes something could have helped complete faster (F13_1 = 1))

What would have helped you complete your apprenticeship program sooner?

Please do not enter personally identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know
- 5 Nothing/can't think of anything

8-5. Value of Program

G1 Show if (Graduate sample (grad_sample = 1))

Overall, how satisfied were you with the overall quality of your apprenticeship training, including both classroom instruction and on the job learning?

- 1 Very satisfied
- 2 Somewhat satisfied
- 3 Somewhat dissatisfied
- 4 Very dissatisfied
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

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Survey Instrument

F6X

In retrospect, based on your experience with the Alberta apprenticeship program, would you still have chosen to become an apprentice?

(Show if CATI) DO NOT READ.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)] Prefer not to answer**
- 9 **[(DO NOT READ)] Don't know**

F7

Compared to other post-secondary education, do you feel that apprenticeship education is equivalent, better, or worse when it comes to the following?

1. Overall public perceptions and opinions
2. Quality of education and educators, including teachers
3. Outcomes, such as job prospects and income

- 1 Apprenticeship is better
- 2 Apprenticeship is equivalent
- 3 Apprenticeship is worse
- 8 **[(DO NOT READ)] Prefer not to answer**
- 9 **[(DO NOT READ)] Don't know**

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Part 5: Apprenticeship Staff

5-1. Contact with Apprenticeship Staff

D1_0 Show if (NOT currently taking RAP (A1c != 1))

(if Graduate sample (grad_sample = 1)) During your apprenticeship did you have contact with Apprenticeship staff?

(if Default) During your first period did you have contact with Apprenticeship staff?

(Show if CATI) READ AS REQUIRED: That is, did an Apprenticeship staff member come to your school or work place or did you visit the local apprenticeship office or call the Apprenticeship and Industry Training (AIT) Information Line or use services provided by apprenticeship staff?

IF NO or unclear: "By contact I mean did an Apprenticeship Office staff member come to your school or work place or did you visit the local apprenticeship office or call the AIT Information Line or use services provided by apprenticeship staff?"

DO NOT READ LIST.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)] Prefer not to answer**
- 9 **[(DO NOT READ)] Don't know**

D1 Show if (Had contact with staff (D1_0 = 1))

Which apprenticeship office location did you, your sponsor or your employer mainly deal with in relation to your Alberta apprenticeship program?

(Show if CATI) DO NOT READ LIST

- 1 Bonnyville
- 2 Calgary (includes Willow Park)
- 3 Edmonton
- 4 Fort McMurray
- 5 Grande Prairie
- 6 Hinton
- 7 Lethbridge
- 8 Medicine Hat
- 9 Peace River
- 10 Red Deer
- 11 Slave Lake
- 12 Vermillion
- 13 Other (specify): _____
- 14 I never called an office, I only called the AIT Info Line
- 8 **[(DO NOT READ)] Prefer not to answer**
- 9 **[(DO NOT READ)] Don't know/don't recall**

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Survey Instrument

5-2. Satisfaction with Apprenticeship Staff

D2 Show if (Had contact with staff (D1_0 = 1))

(Show if CATI) For each of the following, please tell me if you generally were very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied with Apprenticeship staff, starting with...

REPEAT SCALE AS NECESSARY

(Show if Web) Generally, how satisfied were you with Apprenticeship staff, in terms of each of the following?

1. The waiting time to deal with the person who served you
2. Receiving courteous service from staff
3. The quality of advice you received
4. The knowledge level of the staff who served you
5. Whether staff did everything necessary to assist you with your service needs
6. The ease with which you were able to access the service needed
7. The overall quality of the service you received from apprenticeship staff

- 1 Very satisfied
 2 Somewhat satisfied
 3 Somewhat dissatisfied
 4 Very dissatisfied
 8 [(DO NOT READ)] Prefer not to answer
 9 [(DO NOT READ)] Don't know

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Part 6: Financial Supports

6-1. Accessing Financial Assistance

C5_C Show if (Graduates attended school OR First Period Attended classroom instruction ((FP_TTI = 1,2) OR (grad_sample = 1) AND (C1 = 1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,20,21,22,23))))

Did you access any of the following to help pay for your Alberta apprenticeship program?

1. Employment Insurance during classroom instruction
2. Government Student Loans [IF NEEDED: Federal and provincial student loans were introduced in the 2015-2016 academic year for apprentices. /]
3. Government Grants [IF NEEDED: Grants are non-repayable forms of assistance for learners who demonstrate financial need and also include federal incentive grants to encourage completion of Alberta apprenticeship programs where a Red Seal is available. /]
4. Other government subsidies such as Income Support, CPP, or the Child Tax Benefit Scholarships, awards, or bursaries such as the Apprentice Training Award or the First Period Apprentice Award [IF NEEDED: In 2015/2016 Alberta introduced awards for apprentices taking classroom instruction through the FPAA and the ATA. /]
6. Personal savings or investment accounts such as RRSP, TFSA, RDSP or other investments *?*
7. Financial support from sponsor or employer
8. Financial support from family or friends
9. Non-government loans such as a bank loan, student line of credit, or credit cards

- 1 Yes
 2 No
 8 [(DO NOT READ)] Prefer not to answer
 9 [(DO NOT READ)] Don't know

C5_C.G1 Show if (Received support from employer (C5_C.g = 1))

Which of the following types of support did your employer provide you with?

(Show if CATI) READ LIST. Select all that apply

(Show if Web) Select all that apply

- 1 Paid all tuition
 2 Paid some tuition
 3 Paid all wages
 4 Paid some wages
 5 Provided another type of financial assistance, such as a loan; specify: _____
 6 None of the above (Exclusive)
 8 [(DO NOT READ)] Prefer not to answer
 9 [(DO NOT READ)] Don't know

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Survey Instrument

C7B Show if (Employer paid some wages (C5_C_G1_4 = 1))

(If Graduate sample (grad_sample = 1)) For the most recent period of classroom instruction in which your employer made a contribution, what percentage of your regular wage did you receive?

(if First period apprentice sample (first_period = 1)) What percentage of your regular wage did you receive?

Minimum: 0, Maximum: 100

_____ %

- .8 **[(DO NOT READ)]** Prefer not to answer
 .9 **[(DO NOT READ)]** Don't know

Part 7: Employment Outcomes

7-1. Employment Status

E1 Show if (Graduate sample (grad_sample = 1))

Which of the following categories best describes your current employment status?

(Show if CATI) READ LIST.

- 1 Employed **[(DO NOT READ): includes those who are self-employed or employed in a full-time, part-time, casual, temporary, contract, or seasonal position, including anyone on temporary leave, such as maternity leave, and who have a position that they will be returning to / (including on temporary leave, or if currently in school and have a position to return to)]**
 2 Not employed, but looking for work
 3 Not employed, and not looking for work
 .8 **[(DO NOT READ)]** Prefer not to answer
 .9 **[(DO NOT READ)]** Don't know

E1A Show if (Graduate Not employed but looking ((grad_sample = 1) AND (E1 = 2)))

Which of the following best describes the type of work you are looking for?

(Show if CATI) READ LIST.

- 1 Work that is directly related to [your / my] Alberta journeyperson certification
 2 Work that is somewhat related to [your / my] Alberta journeyperson certification
 3 Work that is not related to [your / my] Alberta journeyperson certification
 4 Any kind of work at all
 .8 **[(DO NOT READ)]** Prefer not to answer
 .9 **[(DO NOT READ)]** Don't know

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E1C Show if (Graduate Not employed and not looking ((grad_sample = 1) AND (E1 = 3)))

What is the main reason you are currently not looking for work?

(Show if CATI) DO NOT READ LIST.

- 1 I am currently enrolled in a post-secondary program
 2 I am planning to enroll in a post-secondary program
 4 There is no work available
 5 I am choosing not to work at this time
 7 I am unwell/not well enough to work (disability or illness)
 9 Family responsibilities / childcare (including maternity/paternity leave)
 8 Other (specify): _____
 .8 **[(DO NOT READ)]** Prefer not to answer
 .9 **[(DO NOT READ)]** Don't know

FP_E5 Show if (FP Currently employed (E1_FP = 1))

For your current employment, how secure do you feel in your job right now?

(Show if CATI) Would you say you are...?

(Show if CATI) READ LIST.

- 1 Very secure – I am not worried about my employment
 2 Mostly secure – but things can change
 3 Somewhat insecure – I am a little bit worried
 4 Very insecure – I am very worried about my employment
 .8 **[(DO NOT READ)]** Prefer not to answer
 .9 **[(DO NOT READ)]** Don't know

7.2 Relevance of Employment to Trade

E2 Show if (Graduates and Employed ((grad_sample = 1) AND (E1 = 1)))

Are you currently working in the <<tradenam>> profession?

(Show if CATI) DO NOT READ.

- 1 Yes
 2 No
 .8 **[(DO NOT READ)]** Prefer not to answer
 .9 **[(DO NOT READ)]** Don't know

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Survey Instrument

E3 Show if *(Graduates and Employed ((grad_sample = 1) AND (E1 = 1)))*

To what extent is the work you are currently doing related to your <<tradeName>> journeyperson certification?

(Show if CATI) IF NEEDED: In other words, to what extent are you using the skills from your Alberta journeyperson certification to fulfill your job duties?

READ LIST.

- 1 Very related
- 2 Somewhat related
- 3 Not related
- .8 **[(DO NOT READ)]** Prefer not to answer
- .9 **[(DO NOT READ)]** Don't know

7.3 Career Advancement

E3_6 Show if *(Graduates and Employed ((grad_sample = 1) AND (E1 = 1)))*

Have you started your own business since becoming a journeyperson in the <<tradeName>> trade?

(Show if CATI) DO NOT READ.

- 1 Yes
- 2 No
- .8 **[(DO NOT READ)]** Prefer not to answer
- .9 **[(DO NOT READ)]** Don't know

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7.4 Employment Income

E4X Show if *(Graduates and Employed ((grad_sample = 1) AND (E1 = 1)))*

We want to remind you that for the next questions, your answers are strictly confidential. We understand that many people may be struggling because of the recent rise in the cost of living; however Alberta Advanced Education wants to understand graduates' outcomes.

With that in mind, what is your average monthly income before taxes and deductions since you became a certified journeyperson in the <<tradeName>> trade, including gratuities and commissions?

(Show if CATI) IF NEEDED: For example, if you worked 6 months, what was your average monthly earning for those 6 months.

IF NEEDED: Income before taxes and deductions includes earnings plus holiday and vacation pay from all the jobs you hold including self-employment. Only include your income from work, do not include other kinds of income such as investments.

If given hourly rate, ask for an estimated monthly income

(Show if Web) Income before taxes and deductions includes earnings plus holiday and vacation pay from all the jobs you hold including self-employment. Only include your income from work, do not include other kinds of income such as investments.

Minimum: 0, Maximum: 99999

\$ _____ monthly

- .8 **[(DO NOT READ)]** Prefer not to answer
- .9 **[(DO NOT READ)]** Don't know

E4X_a Show if *(Graduates and Employed ((grad_sample = 1) AND (E1 = 1)))*

What was your total employment income before taxes and deductions including gratuities or commissions for 2024?

(Show if CATI) IF NEEDED: Your best guess is fine.

(Show if Web) Your best guess is fine.

Minimum: 0, Maximum: 9999999

\$ _____

- .8 **[(DO NOT READ)]** Prefer not to answer
- .9 **[(DO NOT READ)]** Don't know

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Survey Instrument

E4X_b Show if (Graduates and Employed ((grad_sample = 1) AND (E1 = 1))) AND
(Don't know OR Prefer not to answer yearly income (E4X_a = Prefer not to answer, Don't know))

(if Don't know yearly income (E4X_a = Don't know)) Would you happen to know which of the following categories your total employment income for 2024 before taxes and deductions fell into?
(if CATI AND Prefer not to answer yearly income (Is CATI AND (E4X_a = Prefer not to answer))) Would you be comfortable letting me know which of the following categories your total employment income for 2024 before taxes and deductions fell into?
(if Web AND Prefer not to answer yearly income (Is Web AND (E4X_a = Prefer not to answer))) Would you be comfortable indicating which of the following categories your total employment income for 2024 before taxes and deductions fell into?

(Show if CATI) READ LIST.

- 1 Less than \$20,000
- 2 \$20,000 to less than \$31,000
- 3 \$31,000 to less than \$43,000
- 4 \$43,000 to less than \$53,000
- 5 \$53,000 to less than \$61,000
- 6 \$61,000 to less than \$68,000
- 7 \$68,000 to less than \$75,000
- 8 \$75,000 to less than \$81,000
- 9 \$81,000 to less than \$100,000
- 10 \$100,000 or more
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

7.5 Continuing Education

E4_2_5a Show if (Graduate OR First period in trade or DK AND Not currently taking RAP (((grad_sample = 1) OR (A1a = 1, Don't know) AND (first_period = 1))) AND (A1c != 1)))

Are you **currently** enrolled in another apprenticeship education program?

- 1 Yes
- 2 No
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

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E4_2_5b2 Show if (Graduate OR First period in trade or DK AND Not currently taking RAP (((grad_sample = 1) OR (A1a = 1, Don't know) AND (first_period = 1))) AND (A1c != 1)))

Are you **currently** enrolled in any other post-secondary program or occupational training?

- 1 Yes
- 2 No
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

E4_2_5c Show if (Graduate sample (grad_sample = 1)) AND

(Enrolled in another post secondary program or training (E4_2_5b2 = 1))

What type(s) of post-secondary program(s) or occupational training are you currently enrolled in?

(Show if CATI) DO NOT READ LIST. Select all that apply

(Show if Web) Select all that apply

- 1 Further occupational training in the <<trade name>> occupation
- 3 A non-apprenticeship certificate or diploma
- 4 An undergraduate degree
- 5 A graduate degree
- 6 Another program / training (specify): _____
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

E5_a Show if (Graduate sample (grad_sample = 1)) AND

(Not enrolled in another post secondary or training (E4_2_5b2 = 2, Prefer not to answer, Don't know))

Do you plan to pursue any other post-secondary program or occupational training in the future?

- 1 Yes
- 2 No
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

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E5_b Show if (Graduate sample (grad_sample = 1)) AND (Plan to pursue other post secondary or training (E5_a = 1))
What type(s) of post-secondary program(s) or occupational training do you plan to pursue?

(Show if CATI) DO NOT READ LIST. Select all that apply
(Show if Web) Select all that apply

- 1 Further occupational training in the <<tradenam>> occupation
- 2 Another apprenticeship education program
- 3 A non-apprenticeship certificate or diploma
- 4 An undergraduate degree
- 5 A graduate degree
- 6 Another program / training (specify): _____
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

E5_c Show if (Graduate sample (grad_sample = 1)) AND
(Do not intend to pursue additional post secondary or training (E5_a = 2))
Are there barriers preventing you from pursuing further post-secondary education?

- 1 Yes
- 2 No
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

E5_d Show if (Graduate sample (grad_sample = 1)) AND (Yes barriers to further education (E5_c = 1))
What barriers are preventing you from pursuing further post-secondary education?

(Show if CATI) DO NOT READ. Select all that apply
(Show if Web) Select all that apply

- 1 Lack of finances/financial concerns
- 2 Time constraints
- 3 Entrance requirements
- 4 Not receiving transfer credits for post-secondary education already completed, including apprenticeship education
- 5 Geographic location of desired post-secondary program(s)
- 6 Desired post-secondary program(s) not offered in Alberta
- 7 Personal issues / circumstances
- 8 Family responsibilities
- 9 Other (specify): _____
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

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Part 10: Tools and Resources

F8, B1a, T2A, T2B

10-1. Industry Groups

F8

How familiar are you with the Alberta Board of Skilled Trades?
(Show if CATI) Would you say you are...

(Show if CATI) READ LIST.

- 1 Very familiar
- 2 Somewhat familiar
- 3 Not familiar
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

10-2. Record Book (Previously Competence Portfolio)

B1a Show if (Graduate sample (grad_sample = 1))

How satisfied are you with the usefulness of the Record Book, previously called the Competence Portfolio?
(Show if CATI) Would you say you are...?

(Show if CATI) If needed: The Record Book (previously Competence Portfolio or Blue Book) is used to record skills learned and hours worked in the Alberta apprenticeship program.

(Show if CATI) READ LIST.

- 1 Very satisfied
- 2 Somewhat satisfied
- 3 Somewhat dissatisfied
- 4 Very dissatisfied
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

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10-3. MyTradesecrets

T2A

Every apprentice has their own MyTradesecrets account which allows you to view information specific to your apprenticeship program. Have you had any difficulties using your MyTradesecrets account?

(Show if CATI) DO NOT READ.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)] Prefer not to answer**
- 9 **[(DO NOT READ)] Don't know**

T2B *Show if (Had trouble with MyTradesecrets (T2A = 1))*

What did you have trouble with in your MyTradesecrets account?

(Show if CATI) DO NOT READ. Select all that apply

If respondent mentions they had technical issues, please ask what they had technical issues with.

(Show if Web) If you had technical issues, please indicate what you had technical issues with. Select all that apply

- 1 Applying for programs and services
- 2 Logging in/remembers my password
- 3 Using MyAlberta Digital ID
- 4 Registering for classroom instruction
- 5 Checking my marks/grades
- 6 Viewing my correspondence
- 7 Updating my personal information
- 8 Making an online payment
- 9 Checking my classroom instruction schedule
- 10 Uploading documents
- 11 Viewing or printing my apprentice ID card
- 12 Providing consent for or checking the status of an award or scholarship
- 13 Layout of the site made it difficult to find the information I was looking for
- 17 Technical issues online (e.g. technical errors, site maintenance)
- 18 Issues on mobile device
- 14 Other, please specify: _____
- 8 **[(DO NOT READ)] Prefer not to answer**
- 9 **[(DO NOT READ)] Don't know**

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Part 11: Demographics

Demographics

Demo3 *Show if (NOT currently taking RAP (A1c != 1))*

(Show if CATI) Almost there! We just have a few questions left for statistical purposes.

What was your marital status when you started the apprenticeship program?

DO NOT READ LIST

(Show if Web) We just have a few more questions for statistical purposes.

What was your marital status when you started the apprenticeship program?

- 1 Single (never married)
- 2 Married or living with partner/Common-law
- 3 Divorced/separated/widowed
- 8 **[(DO NOT READ)] Prefer not to answer**
- 9 **[(DO NOT READ)] Don't know**

Demo4 *Show if (NOT currently taking RAP (A1c != 1))*

When you started the program, how many dependents, including dependent adults, were you responsible for?

Minimum: 0, Maximum: 10
_____ children/dependents

- 8 **[(DO NOT READ)] Prefer not to answer**
- 9 **[(DO NOT READ)] Don't know**

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Survey Instrument

Demo5

(Show if CATI AND Currently taking RAP (A1c = 1)) **Almost there! We just have a few questions left for statistical purposes.**

(Show if Web AND Currently taking RAP (A1c = 1)) **We just have a few questions left for statistical purposes.**

(Show if CATI) Do you identify as First Nations, Métis, or Inuit?

(Show if Web) With which, if any, of the following do you identify?

Select all that apply

- 1 First Nations
- 2 Métis
- 3 Inuit
- 4 None of these *(Exclusive)*
- 8 **[(DO NOT READ)] Prefer not to answer**
- 9 **[(DO NOT READ)] Don't know**

Demo5_5 Show if (NOT First Nations Metis or Inuit (Demo5 = Prefer not to answer OR Don't know))

Do you identify as a person of colour or racialized person?

(Show if CATI) DO NOT READ.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)] Prefer not to answer**

Demo7

And have you always lived in Canada?

(Show if CATI) DO NOT READ LIST

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)] Prefer not to answer**

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Demo8 Show if (Have not always lived in Canada (Demo7 = 2))

At the time you started your apprenticeship program, how long had you lived in Canada?

(Show if CATI) ONLY READ LIST AS NECESSARY

- 1 Less than 1 year
- 2 1 year to less than 3 years
- 3 3 years to less than 5 years
- 4 5 years to less than 10 years
- 5 10 years or more
- 8 **[(DO NOT READ)] Prefer not to answer**
- 9 **[(DO NOT READ)] Don't know**

Demo6

When you started your apprenticeship program, did you consider yourself as a person with a disability, that is, someone with a long-term physical, mental or learning disability that limits the kind or amount of activities they can do?

(Show if CATI) DO NOT READ.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)] Prefer not to answer**

Draw

 Show if Web

To enter the draw to win 1 of 10 \$100 cash prizes, please enter your information below:

Note that only Canadian residents who live in a province other than Quebec are eligible to enter the draw.

Your name and email will only be used for the purposes of the draw and will not be linked to your survey responses. We need both a first and last name to send the e-transfer if you are selected as a winner. The early bird draw will be held in the first week of December and the full draw will be held in January. Full draw rules can be found [here \(LINK TO DRW RULES\)](#).

First and Last Name: _____
Email Address: _____

- 8 I do not want to enter the draw
- 9 I am ineligible to enter the draw (residing in Quebec or outside of Canada)

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Draw1 *Show if CATI*

Are you a Canadian residents who lives in a province other than Quebec, and do you want to enter the draw to win 1 of 10 \$100 cash prizes?

IF 'YES': Can I please have your full name?

- .a I do not want to enter the draw
- .9 I am ineligible to enter the draw (residing in Quebec or outside of Canada)

Draw2 *Show if (Gave name for draw (Draw1 != I do not want to enter the draw,I am ineligible to enter the draw (residing in Quebec or outside of Canada),Not Answered))*

And what email address should we contact you at if you are selected as one of the prize winners?

- .a I do not want to enter the draw

Survey End

Those are all the questions we have for you. Thank you for your participation in this important research.

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www.advanis.net

Contact:

Matthijs Visser, CAIP

Principal Consultant

T: 780.229.1141

E: mvisser@advanis.net

Edmonton | Waterloo | Montréal