

Registrar's Report 2023-2024

Apprenticeship and Industry Training



Apprenticeship
and Industry Training
Alberta Skills. World Ready.

Alberta

Registrar's Report 2023-24 – Apprenticeship and Industry Training | Advanced Education

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Overview

In July 2022, the *Skilled Trades and Apprenticeship Education Act* (STAEA) came into force and established the role of the Registrar. The purpose of this document is to provide apprenticeship education system partners with an overview of key Registrar activities in the 2023-24 academic year.

Role of the Registrar

Under STAEA, Advanced Education holds the role of Registrar and is responsible for the educational aspects of apprenticeship. In the role of Registrar, the ministry takes on many tasks, including:

- keeping the requirements for completing an apprenticeship program up to date;
- registering apprentices;
- working with post-secondary institutions to deliver and support classroom instruction;
- issuing education credentials;
- developing and maintaining educational products, including exams, curriculum guides, and record books;
- tracking apprentices' progress; and
- monitoring compliance.

For further details on the role of the Registrar, see the Registrar of Apprenticeship Education [information sheet](#).

Note Regarding Timing of Statistics

Unless otherwise noted, all information and statistics in this year's Registrar's Report refer to the 2023-24 Apprenticeship Academic Year (August 1 to July 31). In contrast, the 2022-23 Registrar's Report was based on the Fiscal Year (April 1 to March 31). Some numbers may vary slightly between the two reports due to this difference in reporting periods.

In the 2023-24 academic year...

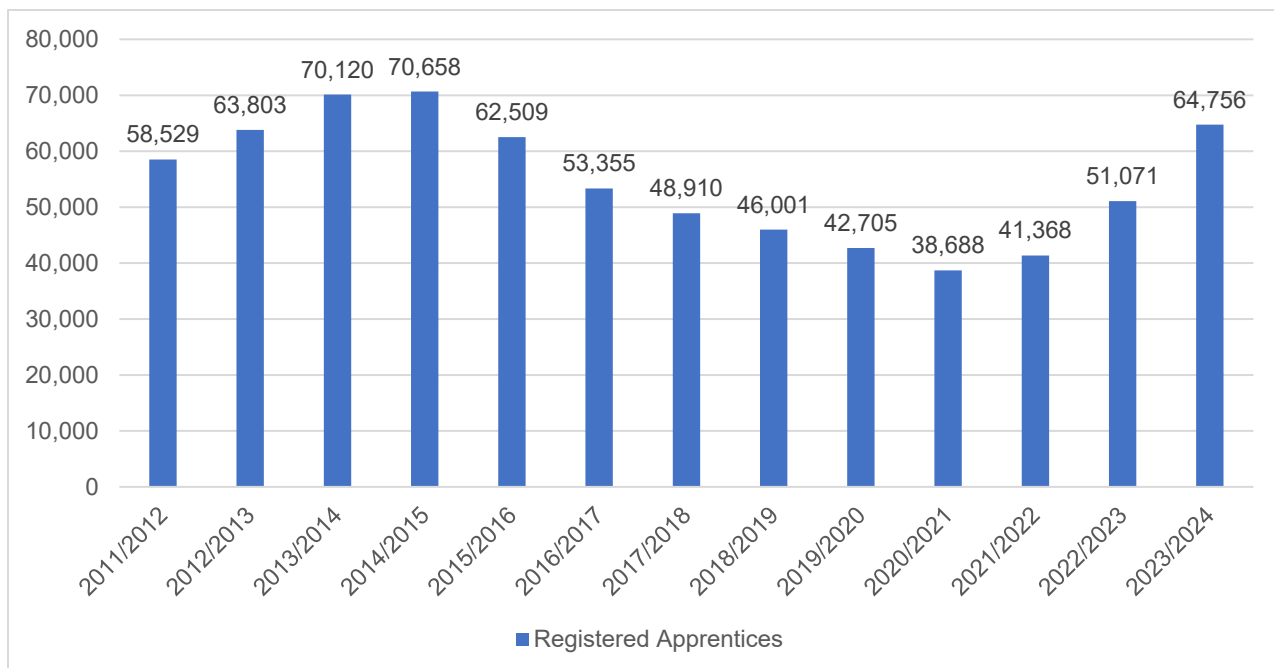
- Approximately 25,400 new apprentices registered; a 25 per cent increase in new apprentices from 2022-23.
- Approximately 2,200 new high school students registered in the Registered Apprenticeship Program.
- Approximately 13,300 employers in Alberta were employing and mentoring apprentices.
- Approximately 7,300 journeyman certificates were issued.
- Alberta government staff connected with more than 7,900 employer shops to promote apprenticeship programs and work with employers and apprentices to ensure the successful completion of apprenticeship education.

As of July 31, 2024:

- More than 64,700 individuals were registered as apprentices in Alberta.
 - Including individuals registered in dual apprenticeship programs, a total of 68,099 apprenticeships were registered in Alberta.
- 8,487 women were registered as apprentices in Alberta, a 30 per cent increase from 2022-23.
 - Women account for 13 per cent of the total apprentices registered, a proportion that has been increasing modestly but consistently over the past decade.
- More than 6,000 registered apprentices identified as Indigenous, representing approximately 9 per cent of all registered apprentices.

- This is an increase of 71 per cent over the previous year (representing approximately 2,500 apprentices).
- 5,500 apprentices were registered in the Registered Apprenticeship Program, which allows high school students to start an apprenticeship program while in secondary school and gain credit towards the on-the-job hours of their apprenticeship education program.
- The programs with the highest overall number of registered apprentices were:
 - Electrician (11,236);
 - Heavy Equipment Technician (7,764);
 - Welder (5,663);
 - Steamfitter Pipefitter (5,319); and
 - Automotive Service Technician (4,631).

Figure 1. Total Number of Apprentices Registered on July 31 of each Academic Year 2012-2024



This data is reported as per the Academic Year (August 1 – July 31). In contrast, the 2022-23 Registrar's Report was based on the Fiscal Year (April 1 to March 31). Registration numbers may vary slightly between the two reports due to this difference in reporting periods.

Apprenticeship Promotion and Engagement

- Advanced Education is championing apprenticeship education and skilled trades careers through a series of promotional activities, aiming to help address labour demands in the skilled trades by encouraging participation in Alberta's apprenticeship education programs.
 - In May 2024, the Skilled Trades Youth Ambassadors advisory council was launched, made up of forward-thinking young adults in the skilled trades between the ages of 18 and 31.
 - Ambassadors are encouraged to share their own experiences to identify challenges and opportunities for our youth in apprenticeship education and the skilled trades.
 - In addition, ambassadors attended events in their communities aimed at promoting apprenticeship education and the skilled trades to share their experiences and relate to young Albertans deciding on their future careers.

- In July 2024, the Youth Skills Network was introduced, a platform for young Albertans to engage with Alberta's government on apprenticeship education and the skilled trades.
 - o By joining the network, members receive information on apprenticeship education, skilled trades in Alberta, and exciting career opportunities in our province.
- In July 2024, the TELUS Spark Science Centre in Calgary launched a series of exploration spaces designed to get young people excited about pursuing a career in the trades, funded by Advanced Education.
- A lack of awareness about apprenticeship education and opportunities in the skilled trades has been a barrier to entry in skilled trades careers for younger audiences.
 - Because of this, our promotion is aimed towards reaching individuals exploring education and career options, their influencers, and organizations that support on-the-job learning.

Outreach

- Staff from Advanced Education's 12 regional offices participated in various community outreach events to reach local stakeholders and potential apprentices directly, including:
 - apprenticeship orientation at local post-secondary institutions and training providers;
 - providing information at local career fairs; and
 - educating local trades employers about the apprenticeship system.
- In July 2024, the ministry hosted a booth at both the Calgary Stampede and K-Days in Edmonton to share information about Alberta's apprenticeship education and skilled trades system.
- Between October 2023 and June 2024, Advanced Education participated in a variety of events targeted at educators throughout the province to share information about modernization of Alberta's apprenticeship system, including education credentials and opportunities for youth to explore and benefit from apprenticeship education and the skilled trades.
 - By directly engaging with influencers of young people, such as those in the K-12 system, Advanced Education has made strides towards the goal of achieving parity of esteem of apprenticeship education with other forms of post-secondary education.
 - Participation in outreach events allows staff to share the benefits of the apprenticeship education model and the opportunities available to those who take on a career in the skilled trades.

Partnership with Education

- Advanced Education continued its partnership with the ministry of Education in providing K-12 students exposure to potential careers and post-secondary options.
- A key collaboration between the ministries is providing the opportunity for high school students to participate in dual credit programming to enter apprenticeship education and the skilled trades, through the Registered Apprenticeship Program (RAP) and/or Career and Technology Studies (CTS).
 - Through RAP, high school students can register as apprentices and divide their time between attending high school classes and completing on-the-job training with an employer, while earning wages as an apprentice.
 - In the CTS program, students can receive classroom education in more than 20 different trades to learn the theory portion of their apprenticeship program.
 - Students completing CTS programs can be given credit towards the classroom education portion of their apprenticeship when they register in an apprenticeship education program.
 - Students can enrol in each program independently, or both simultaneously.
 - Of the 64,700 total apprentices registered as of July 31, 2024, 5,500 entered their apprenticeship through RAP.

Updates to Apprenticeship Education Program Products

- Advanced Education is revising, updating, and modernizing educational products that support the delivery of apprenticeship education programs. These changes are informed by feedback from industry stakeholders and focus on the following goals:
 - aligning educational products with current legislation and standards; and
 - enhancing usability through streamlined document formats.
- Three educational products are actively being modernized:
 - the Core Competence Statements, which serve as a foundational document outlining key skills and knowledge for proficiency in various trades to support both on-the-job and classroom instruction aspects;
 - the Curriculum Guide, which guides and informs lesson planning, supports the development of assessment products using specific ways of thinking, and introduces a revised competence-based format; and
 - the Record Book, which is the primary document apprentices use to track their progress through their apprenticeship education program and will incorporate new benchmarks for assessing on-the-job activities, shifting to more comprehensive evaluations.
- The modernized Curriculum Guides for the Electrician and Ironworker apprenticeship education programs were released in May 2024 and June 2024 respectively.
 - Going forward, it is anticipated that updated education products will be rolled out to five to seven different apprenticeship education programs each year until all apprenticeship education programs are using the modernized products.

Apprentice Supports

Virtual Learning Strategist Program

- The Virtual Learning Strategist (VLS) program is a pilot project that provides upgrading and skills training opportunities for apprentices on a flexible, accessible, and personalized online platform.
 - The program is aimed toward apprentices that excel on-the-job but struggle with exams or in formal classroom settings.
- Each participant works with a Learning Strategist through online screening tools and one-on-one virtual meetings to identify any factors that might affect performance in exams or classroom instruction.
- The Learning Strategist develops a customized plan for the apprentice, which may include support services provided directly through VLS, trade-specific tutoring and academic supports, and/or referrals for other formal assessment and academic supports.
- [More information](#) is available on Tradesecrets.

Financial Support

- Registered Alberta apprentices may be eligible for financial assistance during their apprenticeship education program.
 - [Alberta Student Aid](#) provides loans and grants to registered apprentices in Alberta who are attending an approved classroom instruction program.
 - Alberta [Apprenticeship and Industry Training scholarships](#) are valued at \$1,000 each to encourage recipients to complete their apprenticeship programs.
 - [Advancing Futures](#) is an Alberta funding and support program for current and former youth in government care, aged 18-24, who wish to pursue post-secondary studies, including apprenticeship training.
 - During periods of classroom instruction, apprentices are able to claim [Employment Insurance \(EI\)](#).
 - The federal government also provides [additional supports](#) for skilled trades and apprenticeship training.

Funding for Apprenticeship Classroom Instruction

- The Registrar engages 11 publicly funded post-secondary institutions (PSI) and two private institutions to deliver classroom instruction for apprenticeship education programs.
 - Each PSI is expected to offer enough seats to meet learner demands for classroom instruction.
 - Funding for these seats is provided through a combination of the Base Operating Grant and the Apprenticeship Learning Grant.
 - PSIs may add apprenticeship seats throughout the year to accommodate changes in demand in a specific region, apprenticeship program, or period.
 - If needed, PSIs submit a proposal to Advanced Education to request in-year funding to meet additional seat demand.

Table 1. 2023-24 Apprenticeship Education Programs Available at Alberta Public Post-Secondary Institutions

POST-SECONDARY INSTITUTION	APPRENTICESHIP EDUCATION PROGRAMS OFFERED
Keyano College	Electrician, Gasfitter, Heavy Equipment Technician, Industrial Mechanic (Millwright), Steamfitter-Pipefitter, Welder
Lakeland College	Automotive Service Technician, Carpenter, Electrician, Heavy Equipment Technician, Parts Technician, Steamfitter-Pipefitter, Welder
Lethbridge Polytechnic	Agricultural Equipment Technician, Automotive Service Technician, Baker, Carpenter, Cook, Electrician, Gasfitter, Heavy Equipment Technician, Parts Technician, Plumber, Welder
Medicine Hat College	Automotive Service Technician, Carpenter, Electrician, Gasfitter, Heavy Equipment Technician, Plumber, Steamfitter-Pipefitter, Welder
Northern Alberta Institute of Technology	Auto Body Technician, Automotive Service Technician, Boilermaker, Cabinetmaker, Carpenter, Cook, Crane & Hoist (Mobile Crane), Electrician, Gasfitter, Glazier, Heavy Equipment Technician, Industrial Mechanic (Millwright), Instrumentation and Control Technician, Insulator, Ironworker, Machinist, Outdoor Power Equipment Technician, Parts Technician, Plumber, Power System Electrician, Powerline Technician, Refrigeration and Air Conditioning Mechanic, Roofer, Sheet Metal Worker, Steamfitter-Pipefitter, Welder
Northern Lakes College	Carpenter, Electrician, Welder
Northwestern Polytechnic	Automotive Service Technician, Carpenter, Electrician, Gasfitter, Heavy Equipment Technician, Industrial Mechanic (Millwright), Instrumentation and Control Technician, Motorcycle Mechanic, Parts Technician, Plumber, Steamfitter-Pipefitter, Welder
Olds College	Agricultural Equipment Technician, Heavy Equipment Technician, Landscape Horticulturist, Welder
Portage College	Electrician, Steamfitter-Pipefitter, Welder

Red Deer Polytechnic	Automotive Service Technician, Carpenter, Cook, Electrician, Gasfitter, Heavy Equipment Technician, Industrial Mechanic (Millwright), Instrumentation and Control Technician, Locksmith, Parts Technician, Plumber, Sprinkler Systems Installer, Steamfitter-Pipefitter, Water Well Driller, Welder
Southern Alberta Institute of Technology	Appliance Service Technician, Auto Body Technician, Automotive Service Technician, Bricklayer, Cabinetmaker, Carpenter, Cook, Crane & Hoist (Mobile Crane), Electric Motor Systems Technician, Electrician, Gasfitter, Glazier, Heavy Equipment Technician, Industrial Mechanic (Millwright), Instrumentation and Control Technician, Insulator, Ironworker, Machinist, Motorcycle Mechanic, Parts Technician, Plumber, Recreation Vehicle Service Technician, Refrigeration and Air Conditioning Mechanic, Roofer, Sheet Metal Worker, Steamfitter-Pipefitter, Welder

Base Operating Grant

- Through the Base Operating Grant (BOG), the Registrar provides funding to 11 public post-secondary institutions to support the delivery of approved programs.
 - Each PSI is obligated to use a portion of their BOG funding to deliver a minimum number of committed seats (Table 2) for classroom instruction of apprenticeship education programs.

Table 2. Committed Seats in the 2023-24 Academic Year

POST-SECONDARY INSTITUTION	COMMITTED SEATS
Keyano College	616
Lakeland College	620
Lethbridge Polytechnic	638
Medicine Hat College	292
Northern Alberta Institute of Technology	8,902
Northern Lakes College*	0
Northwestern Polytechnic	783
Olds College	336
Portage College*	0
Red Deer Polytechnic	2,104
Southern Alberta Institute of Technology	4,976
TOTAL	19,267

* Northern Lakes College and Portage College do not have seat numbers specified in their Base Operating Grants. Historically, these two institutions operated as Alberta Vocational Colleges. When they became publicly funded board-governed institutions, apprenticeship seats were not included in their original funding agreements. Since they do deliver apprenticeship education programming, their seat numbers will be reflected in future grants.

Apprenticeship Learning Grant

- The Apprenticeship Learning Grant (ALG) provides supplemental funding to support the delivery of apprenticeship classroom instruction, as demand often surpasses the number of seats funded through the BOG.
- During the 2023-24 academic year, government invested \$53,690,611 through the ALG.

Table 3. 2023-24 ALG Funding

Post-Secondary Institution	ALG Amount
Keyano College	\$1,244,381
Lakeland College	\$778,930
Lethbridge Polytechnic	\$1,796,381
Medicine Hat College	\$953,045
NAIT	\$21,109,319
Northern Lakes College	\$823,594
Northwestern Polytechnic	\$2,331,104
Olds College	\$612,017
Portage College	\$459,846
Red Deer Polytechnic	\$4,938,703
SAIT	\$18,643,291
Total	\$53,690,611

Assessment

- The 2022-23 Registrar's Report introduced the Apprenticeship Assessment Review. This project consists of:
 - a full inventory of assessments used in the delivery and administration of all apprenticeship education programs;
 - compiling information on how results are currently interpreted to assess the performance of the four targeted groups: learners, classroom instruction, on-the-job instruction, and administration; and
 - evaluation of how other apprenticeship jurisdictions, education/training systems, and professions/occupations from across the world might fit within or be applied to Alberta's apprenticeship system.
- In 2023 this project was put on hold and an updated timeline for completion has not yet been set.

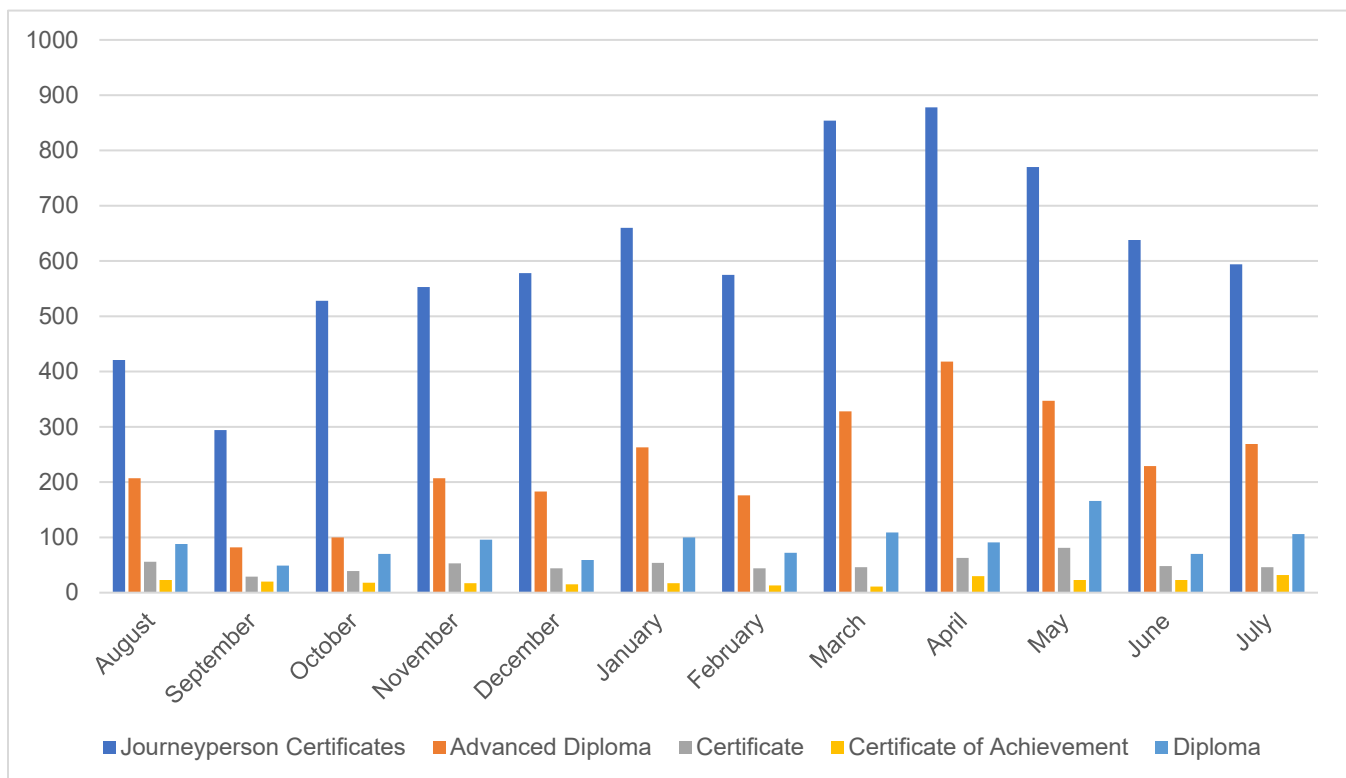
Apprenticeship Education Credentials

Upon completion of an apprenticeship education program, apprentices receive an education credential (an Advanced Diploma, Diploma, Certificate, or Certificate of Achievement) depending on the length and complexity of the program. The credentials provide a formal acknowledgement that the apprentice has completed a post-secondary program of study and reflect the skills and knowledge attained in that program.

- Upon completing an apprenticeship education program that is tied to a designated trade, the apprentice will receive an education credential in addition to a journeyperson certificate.

- Credentials make it easy for employers (even those unfamiliar with specific trades) to quickly understand the level of education completed.
- Between August 1, 2023 and July 31, 2024, the following credentials were issued:
 - 7,343 Journeyperson Certificates for completion of apprenticeship;
 - 2,809 Advanced Diplomas;
 - 1,076 Diplomas;
 - 603 Certificates; and
 - 242 Certificates of Achievement.
- A Journeyperson Certificate recognizes that a person is a skilled professional who has met a specific level of proficiency in their trade and is therefore legally allowed to work in that trade using the title “Journeyperson.”
 - Between August 1, 2023 and July 31, 2024 7,343 Journeyperson Certificates for completion of apprenticeship were issued.

Figure 2. Journeyperson Certificates and Education Credentials Issued in 2023-24



Post-Apprenticeship Pathways

Developing pathways beyond apprenticeship education is an important part of the Government of Alberta's commitment to ensuring apprenticeship graduates have similar opportunities for lifelong learning as graduates of other post-secondary programs.

In 2023-24:

- Apprenticeship education credentials were added to the Alberta Credential Framework. This change makes it easier for learners to enrol in other post-secondary programs if they wish to pursue further education following their apprenticeship.
 - Apprenticeship education credentials are now on the same level as other academic qualifications and formally recognized as post-secondary education.
 - The standardized framework allows post-secondary institutions to easily evaluate the education an apprenticeship graduate has already received and determine whether they are eligible for advanced standing if they enrol in further post-secondary programs.
 - o Advanced standing may include recognition like transfer credits, program admissions, prior learning assessment, and more.
- Advanced Education continues to engage with post-secondary institutions and the K-12 system to raise awareness about apprenticeship education credentials and the opportunities they provide for institutions and Albertans.

For More Information

- Contact Apprenticeship and Industry Training (AIT) at 1-800-248-4823 (1-800-AIT-4823), toll-free in North America.
 - Outside North America, dial +1-403-476-9757 (long distance charges will apply).
- Find general background on many topics on [Tradesecrets.alberta.ca](https://tradesecrets.alberta.ca):
 - [Introduction to Apprenticeship](#)
 - [Classroom Instruction](#)
 - [Journey person Certification](#)
 - [Profiles of all Designated Trades](#)
 - [Industry Pathways](#)
 - [Skilled Trades and Apprenticeship Education Act](#)
- Contact the Registrar directly at ae.skilledtradesandprofessions@gov.ab.ca.