

TABLE OF CONTENTS

Summary of Apprenticeship System in Nova Scotia	1
Apprenticeship Breakdown by Region.....	5
Women and Underrepresented Groups in Apprenticeship.....	9
Technical Training and Apprenticeship Progression.....	13
Demographics and Labour Market Comparisons	19
Satisfaction Survey on Apprenticeship in Nova Scotia	21

SUMMARY OF APPRENTICESHIP SYSTEM IN NOVA SCOTIA

Table 1 highlights the numbers of apprentices in each trade occupation between 2011 and 2015 as well as a summary of the changes from 2013/2014 to 2014/2015 by trade. Strong gains were seen in several trades such as Mobile Crane Operator, Refrigeration and Air Conditioning Mechanic, Sheet Metal Worker, and Gas Fitter, while skilled trades such as Cook, Machinist, and Industrial Electrician saw large decreases. Overall, the majority of trades were stable between the two years with overall numbers showing stable numbers across apprenticeship in Nova Scotia.

TABLE 1: ACTIVE APPRENTICESHIPS BY SECTOR, TRADE, AND YEAR

<i>Trade</i>	2011/2012	2012/2013	2013/2014	2014/2015	One Year Change
Construction Sector					
<i>Boilermaker</i>	35	28	35	38	8.57%
<i>Bricklayer</i>	83	91	86	93	8.14%
<i>Carpenter</i>	621	675	639	614	-3.91%
<i>Construction Electrician</i>	1065	1170	1230	1189	-3.33%
<i>Gas Fitter</i>	124	123	139	154	10.79%
<i>Glazier</i>	1	1	1	1	0.00%
<i>Heavy Duty Equipment Technician</i>	46	49	45	43	-4.44%
<i>Insulator (Heat & Frost)</i>	46	59	62	53	-14.52%
<i>Ironworker (Generalist)</i>	29	21	9	7	-22.22%
<i>Ironworker (Reinforcing)</i>	24	52	59	51	-13.56%
<i>Ironworker (Structural/Ornamental)</i>	7	26	44	44	0.00%
<i>Mobile Crane Operator</i>	104	121	100	115	15.00%
<i>Oil Heat System Technician</i>	87	77	82	81	-1.22%
<i>Painter and Decorator</i>	4				
<i>Plumber</i>	444	422	418	415	-0.72%
<i>Powerline Technician</i>	67	32	30	38	26.67%
<i>Refrigeration and Air Conditioning Mechanic</i>	124	120	128	157	22.66%
<i>Restoration Stone Mason</i>	2	2			
<i>Roofer</i>	8	8	10	18	80.00%
<i>Sheet Metal Worker</i>	148	132	116	143	23.28%
<i>Sprinkler System Installer</i>	61	58	63	58	-7.94%
<i>Steamfitter/Pipefitter</i>	485	521	530	510	-3.77%
Motive Power Sector					
<i>Agricultural Equipment Technician</i>	1	1	1	1	0.00%
<i>Automotive Service Technician</i>	561	545	578	589	1.90%
<i>Automotive Service Technician (Front End and Brakes)</i>	3	3	1		-100.00%

<i>Automotive Service Technician (Service Station Mechanic)</i>	3	2	1	1	0.00%
<i>Automotive Service Technician (Transmission)</i>	1	1	1	1	0.00%
<i>Motor Vehicle Body Repairer (Metal and Paint)</i>	63	65	74	72	-2.70%
<i>Truck and Transport Mechanic</i>	253	255	269	277	2.97%
Industrial/Manufacturing Sector					
<i>Boat Builder</i>	22	23	20	17	-15.00%
<i>Industrial Electrician</i>	177	245	239	206	-13.81%
<i>Industrial Mechanic (Millwright)</i>	164	156	143	141	-1.40%
<i>Instrumentation and Control Technician</i>	61	62	64	59	-7.81%
<i>Machinist</i>	97	91	81	65	-19.75%
<i>Metal Fabricator (Fitter)</i>	99	124	119	103	-13.45%
<i>Power Engineer</i>	144	161	165	164	-0.61%
<i>Power Engineer (Plant Operator)</i>	12	8	5	4	-20.00%
<i>Welder</i>	134	128	148	162	9.46%
Service Sector					
<i>Cook</i>	265	279	289	230	-20.42%
<i>Landscape Horticulturalist</i>			6	9	50.00%
Total Apprentices By Sector					
Construction Sector	3615	3788	3826	3822	-0.10%
Motive Power Sector	885	872	925	941	1.73%
Industrial/Manufacturing Sector	910	998	984	921	-6.40%
Service Sector	265	279	295	239	-18.98%
Total Apprentices	5675	5937	6030	5923	-1.77%

Figure 1 represents five trades that have the most registered apprentices in the past four years. While Construction Electrician is nearly twice the size of the next most populated trade, the top five trades in Nova Scotia are showing stable trends over the past four years.

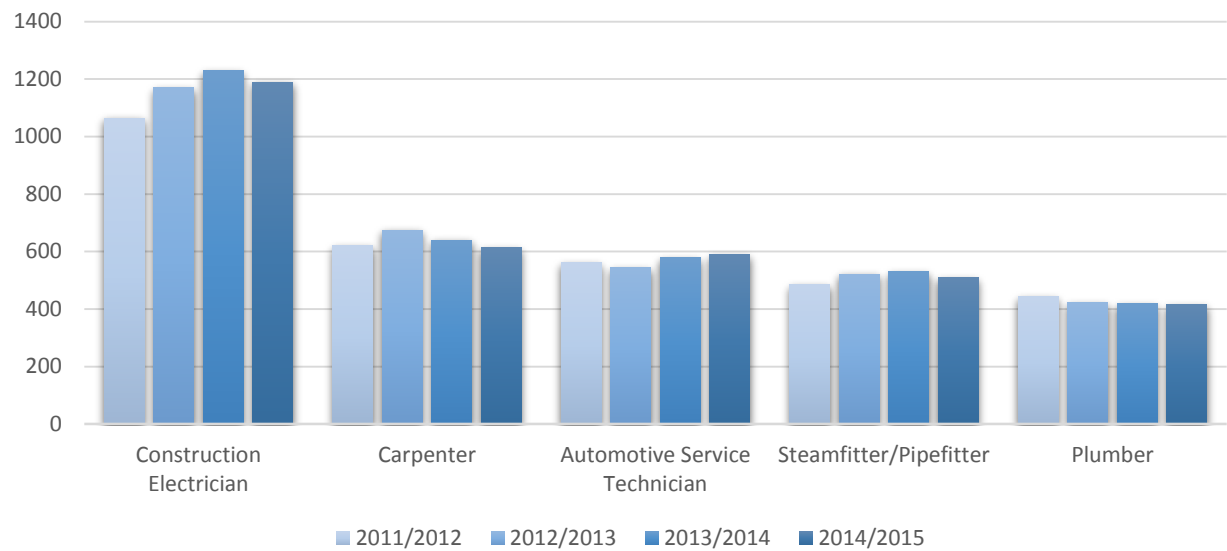


Figure 1: Five trades with the most apprentices across the past four years

Since 2000, Apprenticeship has grown in Nova Scotia despite declines between 2002 and 2007. Since then there has been a steady increasing trend with stabilizing numbers in apprenticeship since 2012. Figure 2 shows the number of active apprentices by fiscal year since year-end 2001.

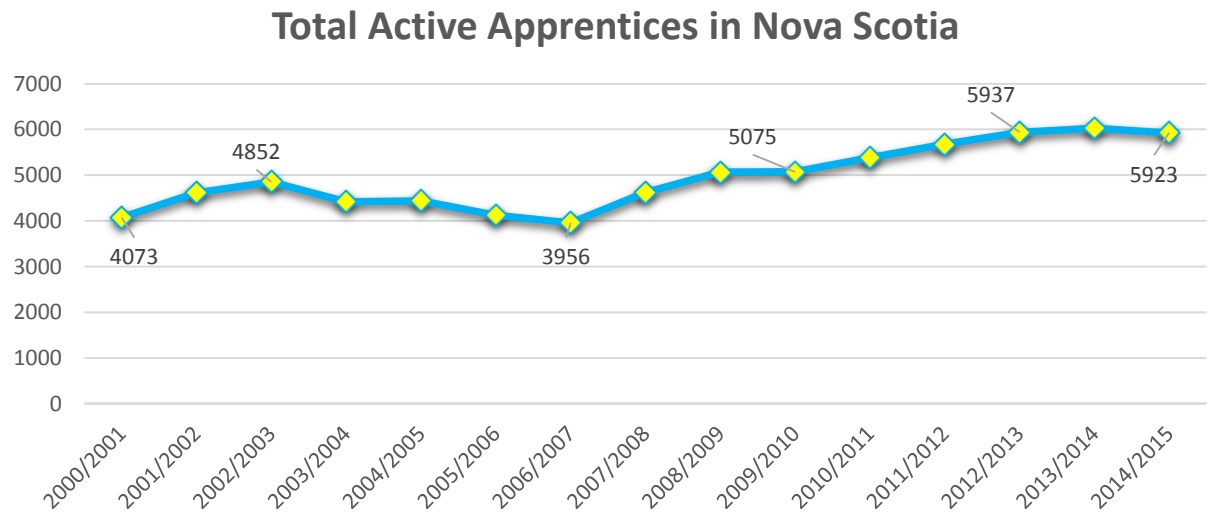


FIGURE 2: ACTIVE APPRENTICES BY FISCAL YEAR

Similar to the overall numbers of active apprentices, the number of registered apprentices as measured by fiscal year has remained relatively stable since year-end 2010. While there was a decline in newly registered apprentices by 11% this past year, overall trends suggest a stable apprenticeship system.

TABLE 2: ACTIVE AND NEWLY REGISTERED APPRENTICES IN NOVA SCOTIA BY FISCAL YEAR

Year	2009/2010	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015
<i>Active Apprentices</i>	5075	5381	5675	5937	6030	5923
<i>Registered Apprentices</i>	1352	1431	1395	1583	1536	1366

Every year a number of employers join the apprenticeship system by hiring an apprentice for the first time. From April 1, 2014-March 31, 2015, new employers joined the apprenticeship system. For the 2014-2015 year, there were 223 new employers representing 301 apprentices in the apprenticeship system. FIGURE 3 shows the new employers by sector:

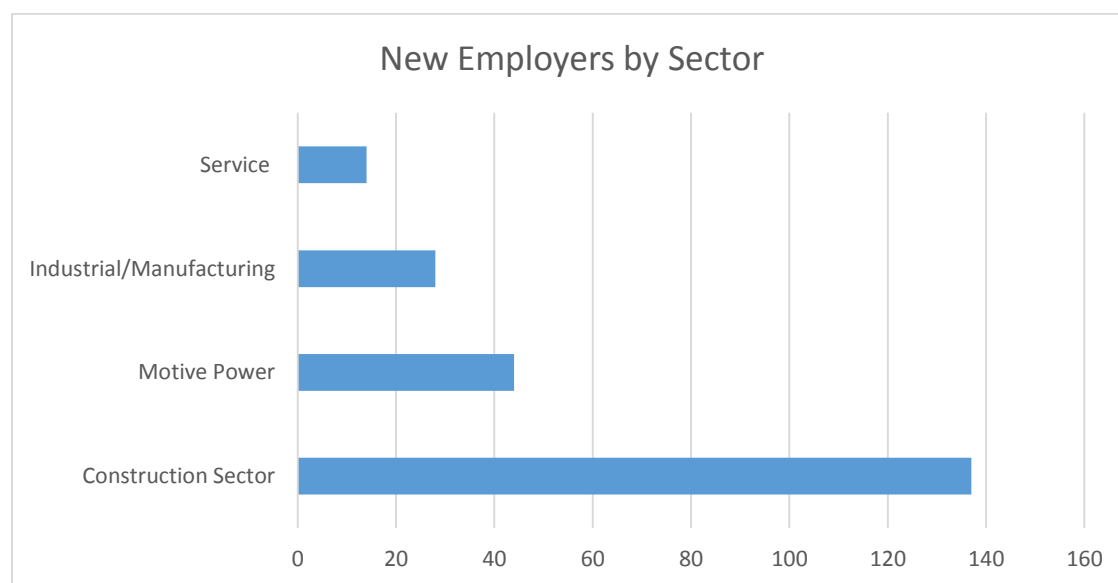


Figure 3: New Employers with apprentices in 2015 (April 1, 2014-March 31, 2015) by Sector

TABLE 3: DESIGNATED TRADES IN ATLANTIC REGION

Province	Number of Trades	Number of Compulsory Trades
<i>New Brunswick</i>	71	12
<i>Newfoundland</i>	63	8
<i>Nova Scotia</i>	69	13
<i>Prince Edward Island</i>	60	4

Nova Scotia also engages in Joint Registration Agreements (JRAs) with local unions, associations, and First Nation Bands allowing larger organizations to operate as intermediaries between employers and the apprenticeship system. Apprentices in represented trades are listed in Table 4. Table 5 shows the number of active apprentices with Aboriginal JRA Holders.

TABLE 4: APPRENTICES IN Joint REGISTRATION AGREEMENTS BY JRA HOLDER (EXCLUDING FIRST NATIONS JRAs)

<i>JRA Holder</i>	Trade	Registered Apprentices as of March 31, 2015
<i>International Association of Heat and Frost Insulators and Asbestos Workers, Local 116</i>	Insulator (Heat & Frost)	51
<i>International Brotherhood of Boilermakers Local 73</i>	Boilermaker	37
<i>International Brotherhood of Electrical Workers, Local Union 625</i>	Construction Electrician	166
<i>International Brotherhood of Electrical Workers, Local Union 1852</i>	Construction Electrician, Industrial Electrician, Instrumentation and Control Technician	110
<i>International Union of Bricklayers and Allied Crafts Workers Local 1</i>	Bricklayer	33
<i>International Union of Operating Engineers Local 721 and Construction Management Bureau Limited</i>	Mobile Crane Operators	104
<i>Joint Apprenticeship Training Committee of Ironworkers</i>	Ironworker (Generalist, Reinforcing, Structural/Ornamental)	77
<i>Mainland Nova Scotia JTC, Local 83</i>	Carpenter	79
<i>Mainland Nova Scotia JTC, Local 1392</i>	Carpenter	1
<i>Millwright and Machine Erectors Local Union 1178</i>	Millwright	19
<i>Nova Scotia Boat Builders Association</i>	Boat Builder	4
<i>Sheet Metal Workers' International Association Joint Apprenticeship Training Committee, Local 56 and the Construction Management Bureau Ltd. of Nova Scotia</i>	Sheet Metal Worker, other Relevant Trades	9
<i>United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of United States and Canada Locals 244,682,56</i>	Gas Fitter, Instrumentation Control Technician, Metal Fabricators, Oil Heat System Technicians, Plumber, Refrigeration and Air Conditioning Mechanic, Sprinkler System Installer, Steamfitter/Pipefitter, Welder	824
<i>United Brotherhood of Carpenters and Joiners of America Joint Apprenticeship Training Committee Local Union 1588</i>	Carpenter	70
	Total	1584

TABLE 5: NUMBER OF APPRENTICES IN JOINT REGISTRATION AGREEMENTS WITH FIRST NATIONS ORGANIZATIONS

Joint Registration Agreement Holder	Number of registered Apprentices as of March 31, 2015
<i>Eskasoni Band</i>	9
<i>Membertou Band</i>	45
<i>Pictou Landing First Nation Band</i>	2
<i>Potlotek (Chapel Island) First Nation Band</i>	1
Total	57

The following Joint Registration Agreements are in place with local unions, associations, and First Nation Bands. Currently, no apprentices are registered under these agreements.

TABLE 6: JOINT REGISTRATION AGREEMENTS WITHOUT REGISTERED APPRENTICES

Joint Registration Agreement Holder	Trades Represented
<i>Construction Association of Nova Scotia (CANS)</i>	Youth
<i>International Union of Painters and Allied Trades</i>	Painter/Decorator
<i>Joint Apprenticeship Training Committee Local Unions 1945 and 1439</i>	

TABLE 7: OTHER JOINT REGISTRATION AGREEMENTS WITH FIRST NATIONS ORGANIZATIONS

Joint Registration Agreement Holder	Trades Represented
<i>Paqtnkek Mi'kmaw Nation Band</i>	Construction and relevant trades
<i>Wagmatcook First Nation Band</i>	Construction and relevant trades
<i>Waycobah First Nation Band</i>	Construction and relevant trades

APPRENTICESHIP BREAKDOWN BY REGION

TABLE 8 shows the number of newly registered apprentices by fiscal year and location. Central Nova Scotia on average accounts for nearly 48% of all new registrations followed by Cape Breton at 21%, while apprentices registered out- of- province make up a small percentage of the total numbers.

TABLE 8: NEWLY REGISTERED APPRENTICES IN NOVA SCOTIA BY REGION AND FISCAL YEAR

Year	Cape Breton	Central	Northeastern	Northern	Out of Province	Southwestern	Total
2000/2001	327	476	45	158	20	154	1180
2001/2002	274	515	42	158	25	139	1153
2002/2003	254	511	12	179	22	145	1123
2003/2004	132	432	20	148	21	143	896
2004/2005	225	416	41	124	14	115	935
2005/2006	175	523	31	142	14	137	1022
2006/2007	258	526	43	134	12	172	1145
2007/2008	295	664	81	192	14	201	1447
2008/2009	332	716	91	177	17	179	1512
2009/2010	272	669	58	171	16	166	1352
2010/2011	274	749	46	179	11	172	1431
2011/2012	301	711	45	178	11	149	1395
2012/2013	322	811	56	222	13	159	1583
2013/2014	285	744	53	222	7	225	1536
2014/2015	292	601	103	184	5	181	1366

Figure 4 shows the data from TABLE 8 represented graphically by region and year. This Figure demonstrates the relative stability of new apprentice registrations since 2007/2008.

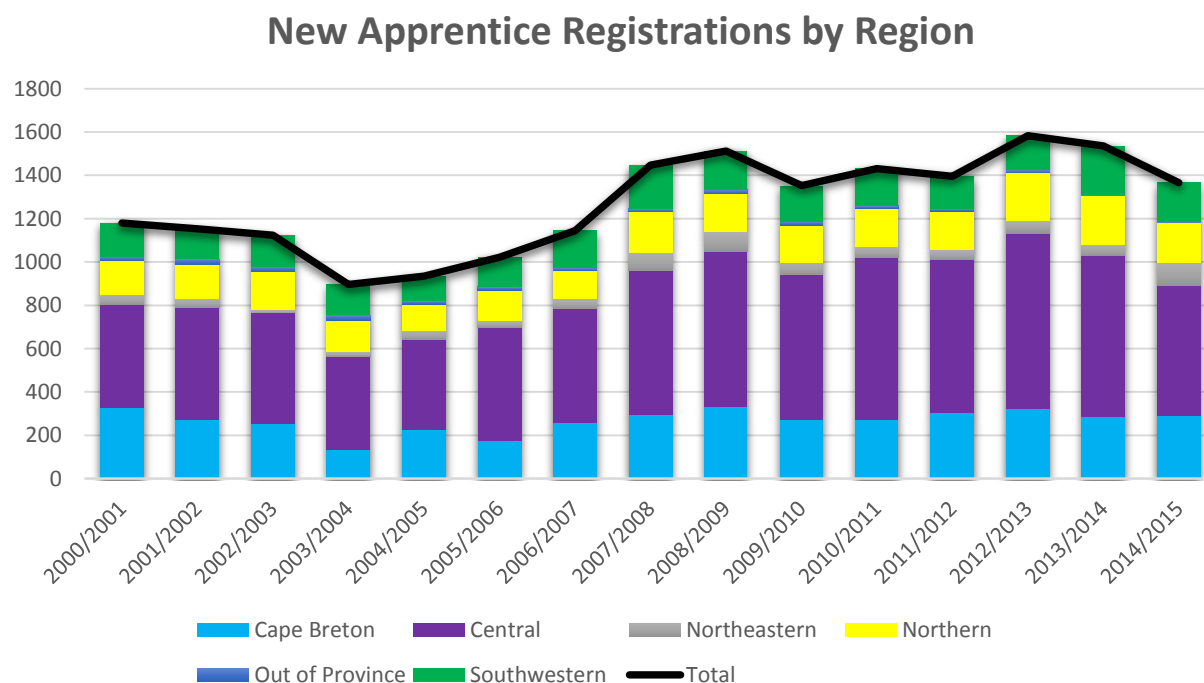


FIGURE 4: NEWLY REGISTERED APPRENTICES IN NOVA SCOTIA BY REGION AND FISCAL YEAR

When examining trends of registration over the past five years across regions in Nova Scotia, data shows similarly stable numbers in registrations in most areas with a slight decrease in the Central Region and an increase of 94% in the Northeastern region of Nova Scotia in 2014/2015. The decline in the Central Region can be attributed to a decline specifically within Halifax and accounts predominately for the overall decline in new registrations in 2014/2015.

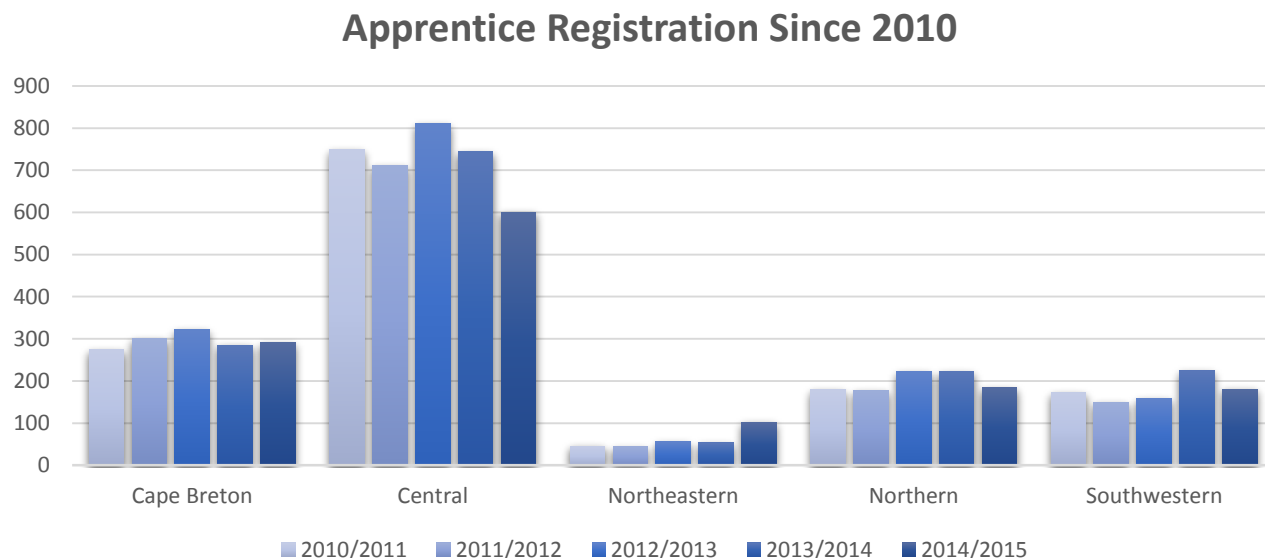


FIGURE 5: TRENDS BY LOCATION FOR NEWLY REGISTERED APPRENTICES

The following map highlights the areas represented by the regional division within Nova Scotia and the most recent numbers for newly registered apprentices in Nova Scotia.

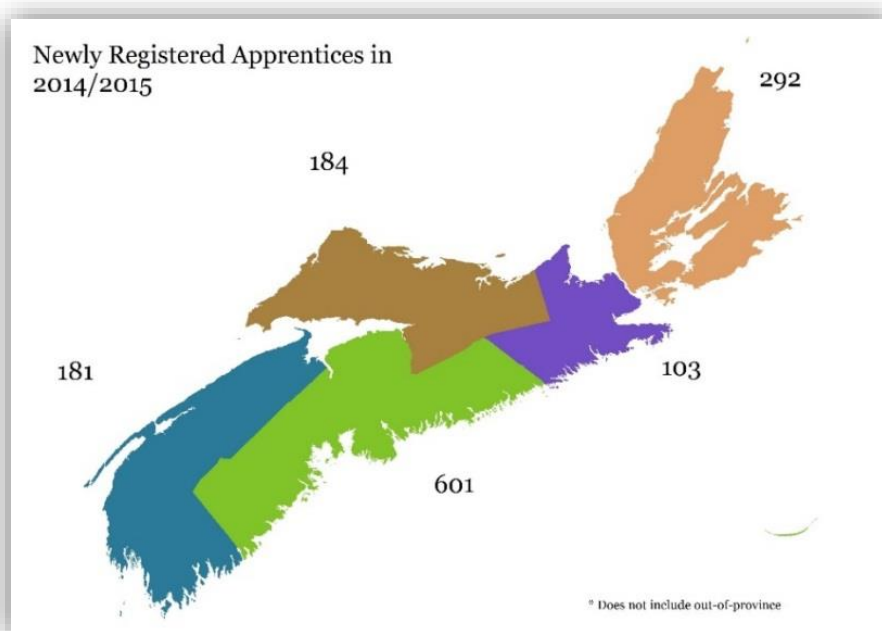
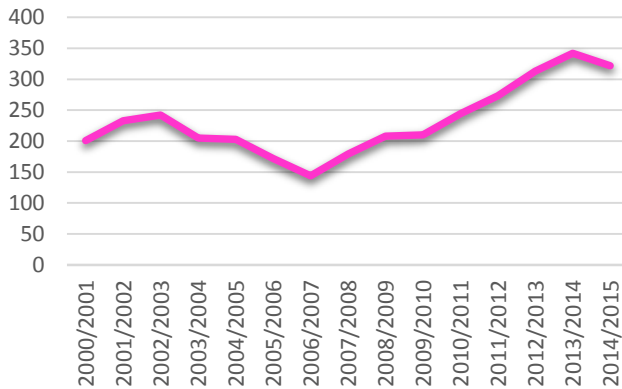


FIGURE 6: NEWLY REGISTERED APPRENTICES IN 2014/2015 BY REGION, DOES NOT INCLUDE OUT OF PROVINCE

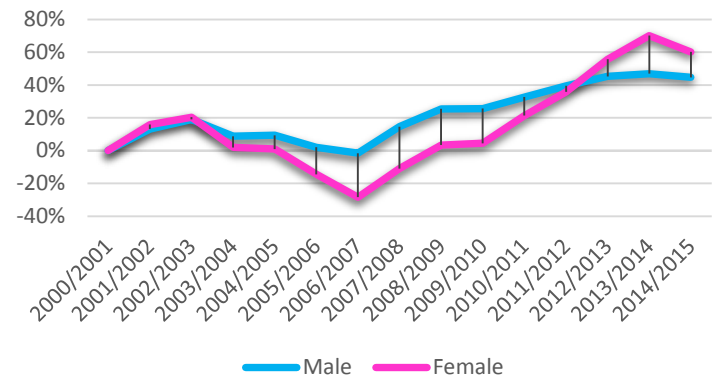
APPRENTICESHIP

While representation from women in the skilled trades is low in Nova Scotia, since 2007 there has been

Female Apprentices in Nova Scotia



Changes in Active Apprentices Since 2000



an increasing trend in the numbers of females entering these occupations as an apprentice. Relative numbers baselined in the 2001/2002 show that since 2007, females have been registering for apprenticeship at a greater rate than males in Nova Scotia with growth in apprenticeship being seen in the non-traditional trades. Since 2011/2012, there has been a 37% increase in women in non-traditional trades in Nova Scotia.

FIGURE 7: FEMALE APPRENTICES IN NOVA SCOTIA SINCE 2000

FIGURE 8: PERCENTAGE GROWTH OF APPRENTICES SINCE 2000

Female Distribution by Non-Traditional Trade

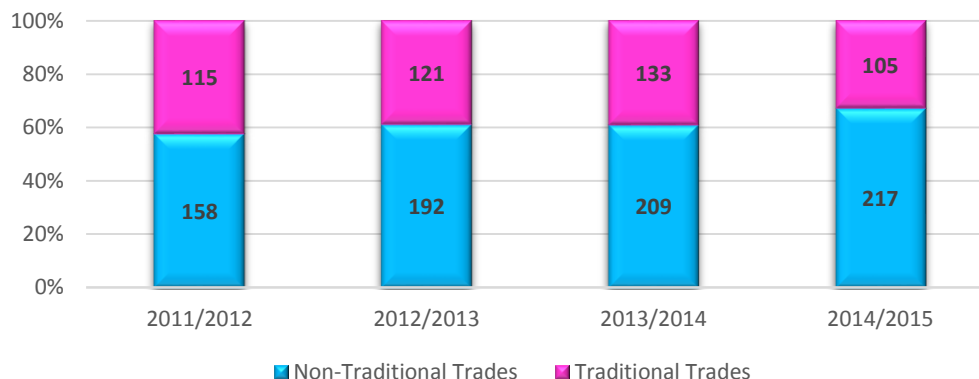
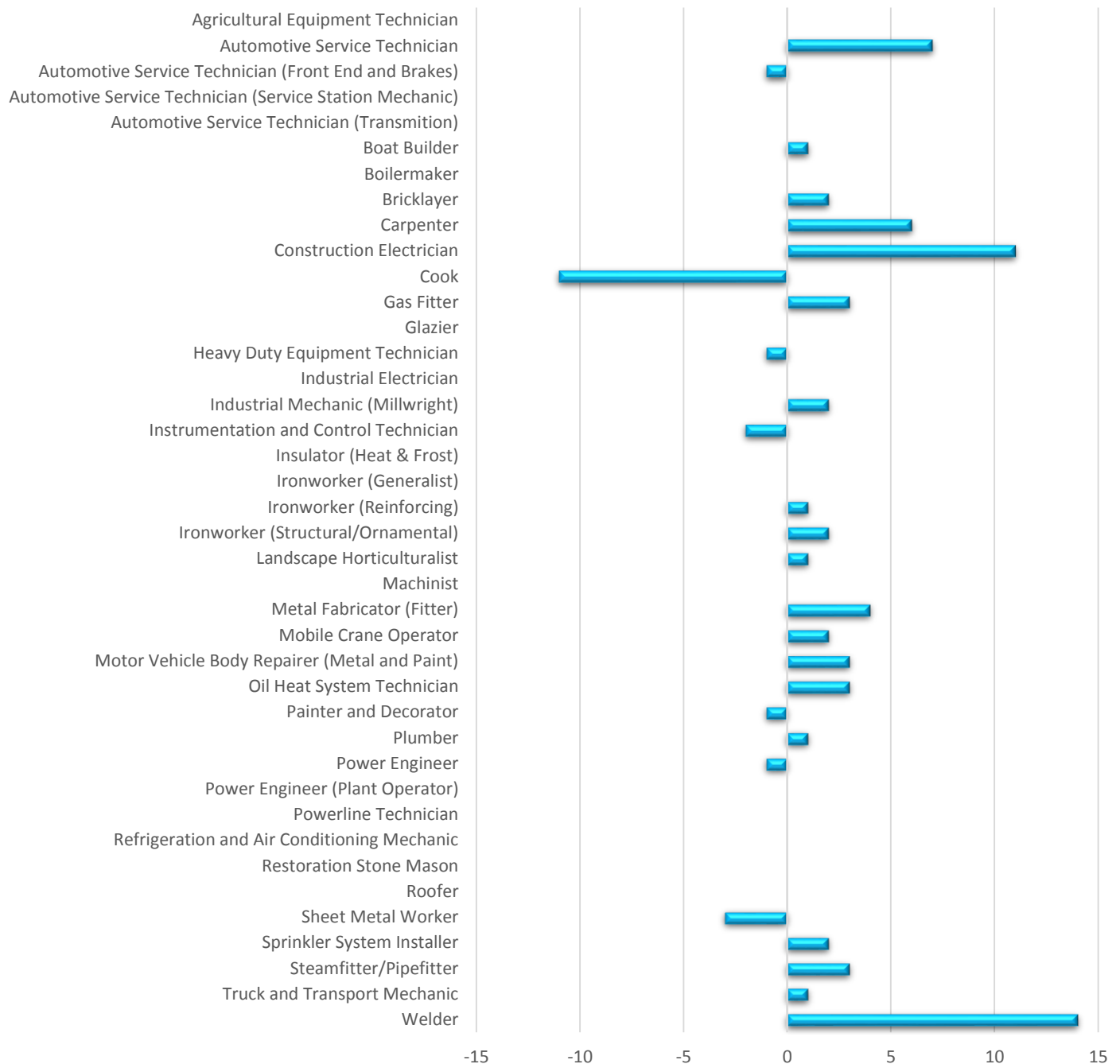


FIGURE 9: PERCENTAGE BREAKDOWN OF WOMEN IN TRADITIONAL AND NON-TRADITIONAL TRADES

Figure 10 highlights the changes between 2011 and 2015 for women in the trades. While there has been a large decrease in the number of female cooks in Nova Scotia, trades such as Welder and Construction Electrician have seen a large increase in the number of female apprentices.

Changes from 2011/2012 to 2014/2015 for Females by Trade



In 2012, the Nova Scotia Government implemented the START program. This program was designed to provide a financial incentive to employers to hire apprentices from rural communities working in small and medium sized enterprises and apprentices from diverse groups working in both rural and metro areas. In 2014-2015, there were 126 START recipients.

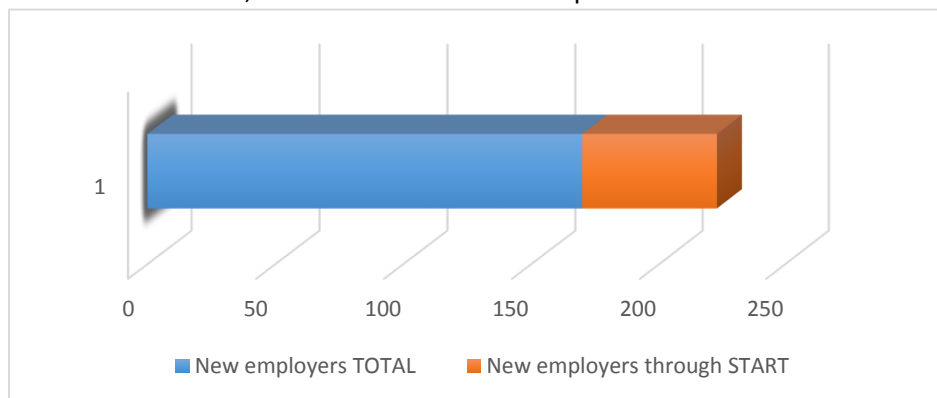


FIGURE 11: TOTAL NEW EMPLOYERS AND NEW EMPLOYERS ACCESSING START APRIL 1, 2014 – MARCH 31, 2015.

The following Figure shows the dispersion of grant funding across Nova Scotia, while Figure 13 shows the disbursement distribution concerning underrepresented groups.

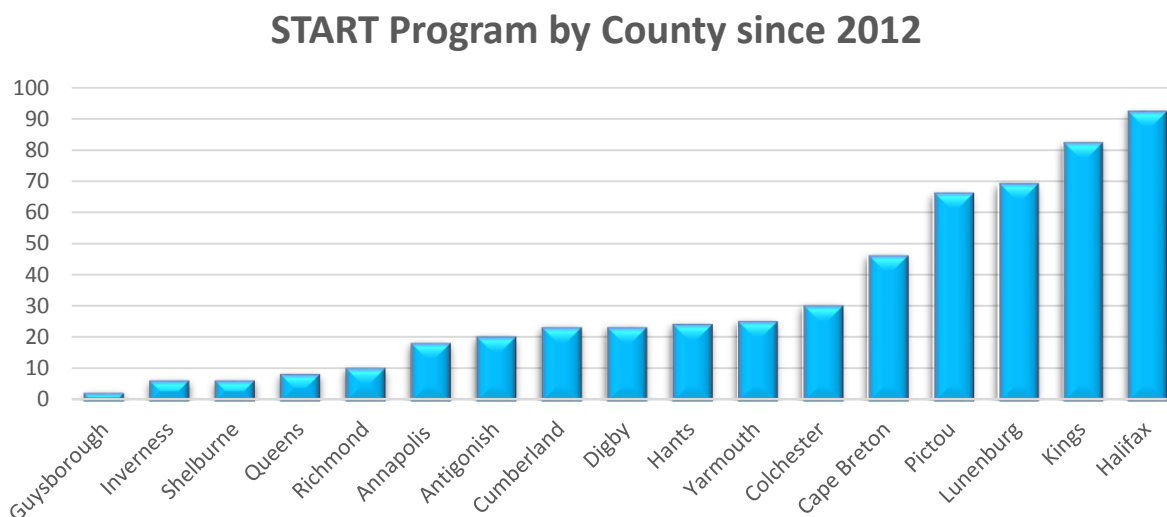


FIGURE 12: DISTRIBUTION OF APPROVED START GRANTS ACROSS NOVA SCOTIA SINCE INCEPTION

START Program: Underrepresented Populations

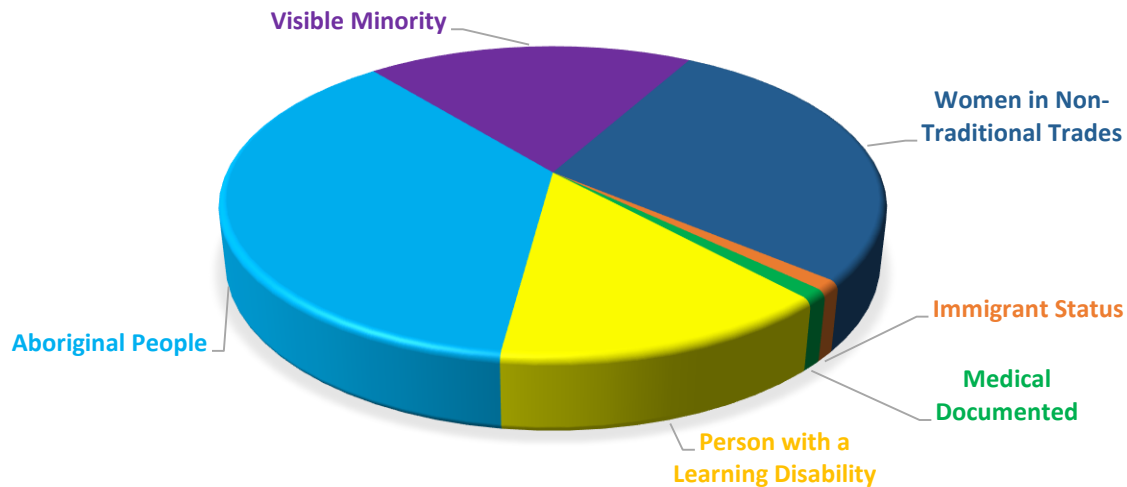


FIGURE 13: START GRANT DISTRIBUTION BY UNDERREPRESENTED GROUPS

* Does not include non-disclosed applicants from rural areas

The Nova Scotia Apprenticeship Agency is dedicated to increasing representation from underrepresented groups in the Trades in Nova Scotia. The following graphs demonstrate the results of those efforts.

Underrepresented Groups in Nova Scotia Apprenticeship System

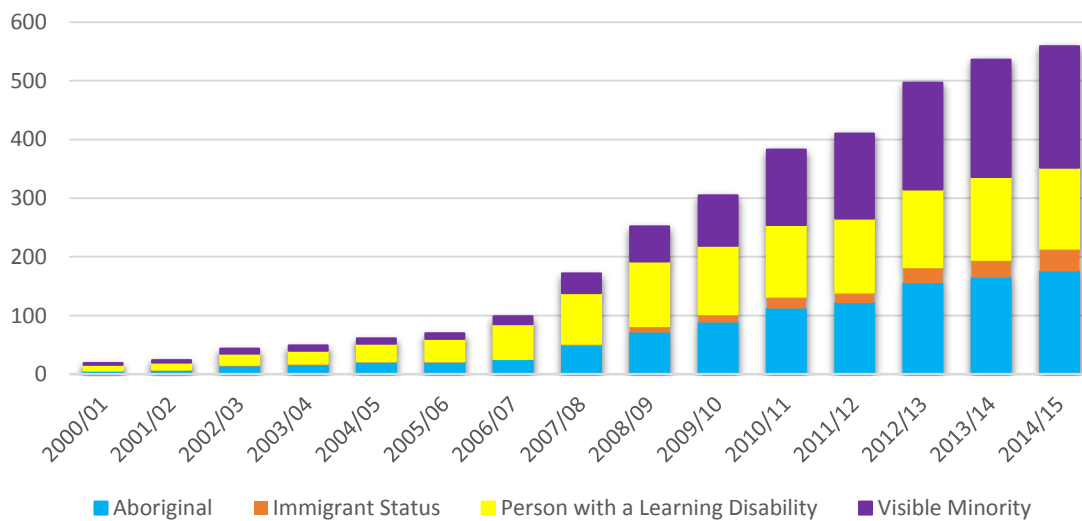


FIGURE 14: UNDERREPRESENTED POPULATIONS IN APPRENTICESHIP SINCE 2000/2001

Representation of Underrepresented Groups

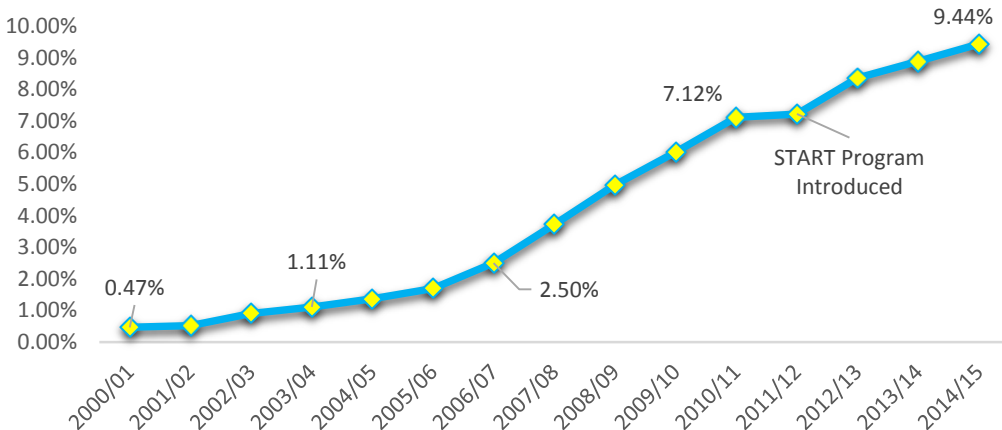


FIGURE 15: UNDERREPRESENTED POPULATIONS AS A PERCENTAGE OF TOTAL APPRENTICES

** DOES NOT INCLUDE NON-DISCLOSED PARTICIPANTS

TECHNICAL TRAINING AND APPRENTICE PROGRESSION

The Apprenticeship Award Trust is a funding source for a scholarship program that provides financial incentives to apprentices as they progress through the apprenticeship system. Awards are given for progressing through technical training levels and for completing the apprenticeship program. In total, the Nova Scotia Apprenticeship Agency awarded \$374,000 through the Apprenticeship Award Trust in the 2014/2015 fiscal year. The following Table highlights the number of successful applications by trade.

TABLE 9: APPRENTICESHIP AWARD TRUST DISBURSEMENT IN 2014 BY TRADE

<i>Apprentice Progression/Completion Award in 2014/2015 Fiscal Year</i>	
<i>Automotive Service Technician</i>	55
<i>Carpenter</i>	64
<i>Construction Electrician</i>	102
<i>Gas Fitter</i>	9
<i>Heavy Duty Equipment Technician</i>	3
<i>Industrial Electrician</i>	45
<i>Industrial Mechanic (Millwright)</i>	11
<i>Instrumentation and Control Technician</i>	1
<i>Machinist</i>	6
<i>Metal Fabricator (Fitter)</i>	5
<i>Plumber</i>	51
<i>Power Engineer</i>	9
<i>Powerline Technician</i>	1
<i>Refrigeration and Air Conditioning Mechanic</i>	12
<i>Sheet Metal Worker</i>	7
<i>Steamfitter/ Pipefitter</i>	64
<i>Truck & Transport Mechanic</i>	42
Total	487

Figures 16 and 17 represent measures of progression of apprentices working through technical training. Since 2008, the year the scholarship program through the Apprenticeship Awards Trust was introduced, there has been a relatively steady increase in the number of graduates from the apprenticeship system. Graduates in Figure 16 have gone through the entire apprenticeship system and have attained their Certificate of Qualification. Figure 17 shows the number of graduates since 2001/2002 by region along with an average across the fourteen years. Figure 18 shows increasing examination pass rates for both Apprentices and Trade Qualifiers.

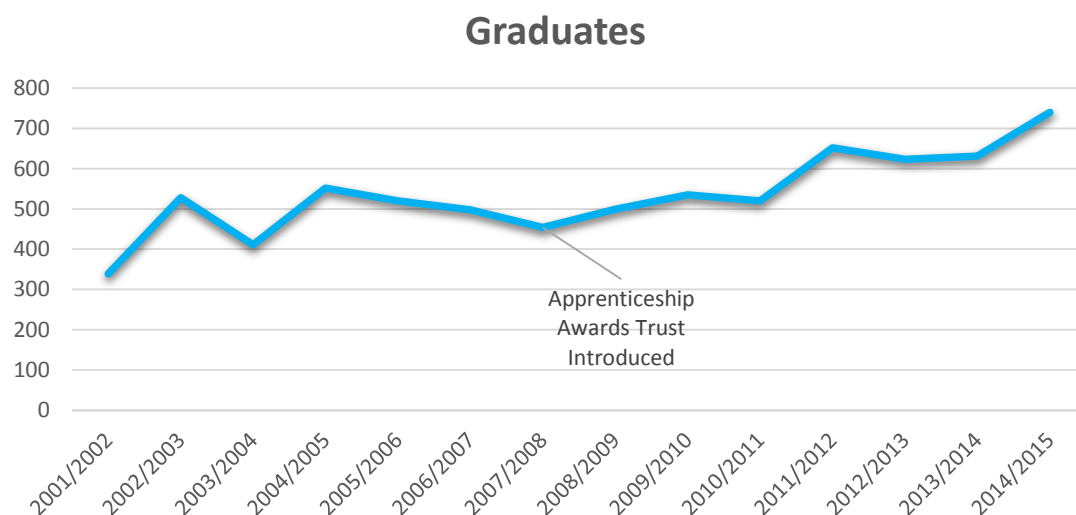


FIGURE 16: INCREASING TREND OF GRADUATES IN NOVA SCOTIA APPRENTICESHIP SYSTEM

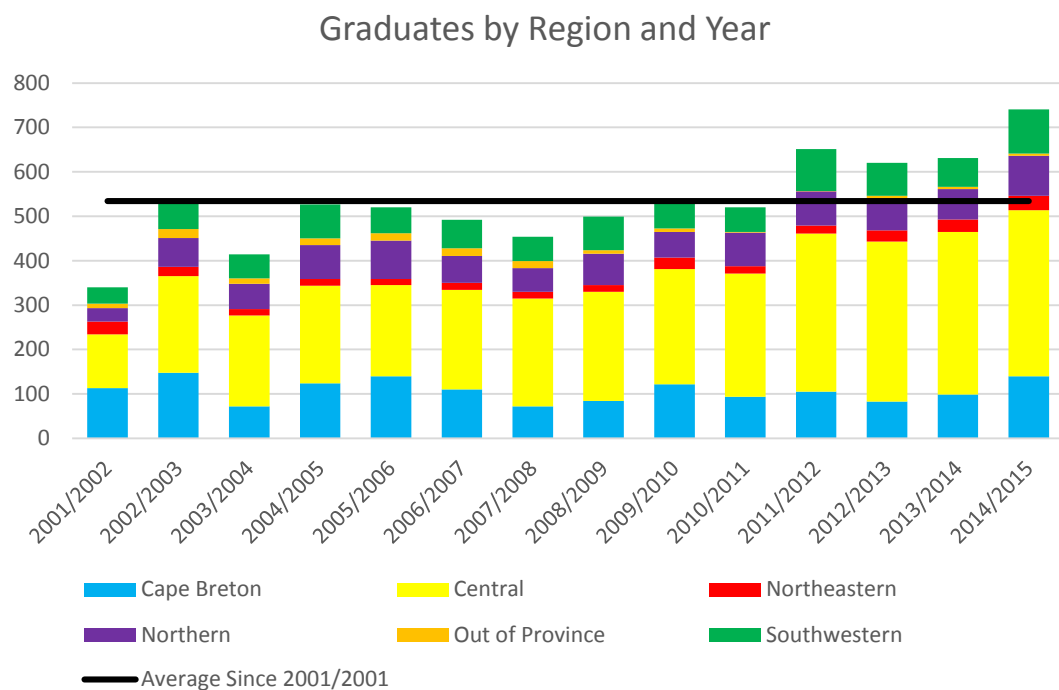


FIGURE 17: GRADUATES BY REGION AND YEAR

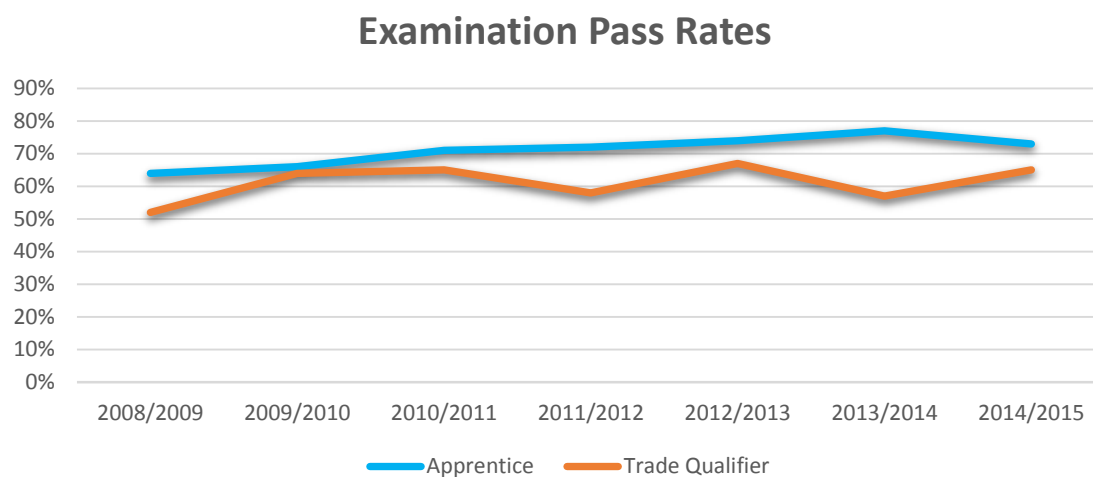


FIGURE 18: EXAMINATION PASS RATES FOR RED SEAL TRADES

Table 10 shows the distribution of Certificates of Qualification by trade in Nova Scotia over the past three years. The number of Certificate of Qualifications remained stable with a modest increase of just over 3%, with the exception of Industrial Mechanic (Millwright), Plumber, Construction Electrician, and Truck and Transport Mechanic, which saw moderate increases from last year.

TABLE 10: ALL CERTIFICATES OF QUALIFICATION ISSUED BY TRADE AND YEAR IN NOVA SCOTIA

<i>Trade</i>	2012/2013	2013/2014	2014/2015	One Year Change
<i>Automotive Glass Technician</i>	1	2		-100.00%
<i>Automotive Service Technician</i>	109	101	92	-8.91%
<i>Automotive Service Technician (Service Station Mechanic)</i>	1			
<i>Baker</i>		1	2	100.00%
<i>Blaster</i>	11	5	2	-60.00%
<i>Boat Builder</i>	3	3	2	-33.33%
<i>Boilermaker</i>	17	12	7	-41.67%
<i>Bricklayer</i>	12	12	8	-33.33%
<i>Cabinetmaker</i>	1			
<i>Carpenter</i>	71	57	56	-1.75%
<i>Concrete Finisher</i>	1	1		-100.00%
<i>Construction Electrician</i>	112	150	177	18.00%
<i>Cook</i>	33	25	22	-12.00%
<i>Gas Fitter</i>	56	19	17	-10.53%
<i>Hairstylist*</i>		1	4	300.00%
<i>Heavy Duty Equipment Technician</i>	16	19	22	15.79%
<i>Industrial Electrician</i>	20	23	23	0.00%
<i>Industrial Mechanic (Millwright)</i>	35	51	71	39.22%
<i>Instrumentation and Control Technician</i>	11	14	7	-50.00%
<i>Insulator (Heat & Frost)</i>		3	6	100.00%
<i>Ironworker (Generalist)</i>	7	6		-100.00%
<i>Ironworker (Reinforcing)</i>	8	12	10	-16.67%
<i>Ironworker (Structural/Ornamental)</i>	7	1	2	100.00%
<i>Landscape Horticulturist</i>	14	7	1	-85.71%
<i>Machinist</i>	2	17	27	58.82%
<i>Marine Service Technician</i>	6	4	6	50.00%
<i>Metal Fabricator (Fitter)</i>	7	12	17	41.67%
<i>Mobile Crane Operator</i>	9	17	22	29.41%
<i>Motor Vehicle Body Repairer (Metal and Paint)</i>	13	3	9	200.00%
<i>Motorcycle Mechanic</i>	1	3	5	66.67%
<i>Oil Heat System Technician</i>	21	15	12	-20.00%
<i>Painter and Decorator</i>	1		1	
<i>Partsperson</i>		1		-100.00%
<i>Plumber</i>	42	54	61	12.96%
<i>Powerline Technician</i>	43	5	12	140.00%
<i>Refrigeration and Air Conditioning Mechanic</i>	17	32	23	-28.13%
<i>Restoration Stone Mason</i>		3		-100.00%
<i>Roofer</i>		4	6	50.00%
<i>Sheet Metal Worker</i>	20	13	18	38.46%
<i>Sprinkler System Installer</i>	6	12	12	0.00%
<i>Steamfitter/Pipefitter</i>	83	89	90	1.12%
<i>Tilessetter</i>	1			
<i>Truck and Transport Mechanic</i>	57	46	67	45.65%
<i>Welder</i>	63	44	49	11.36%
Total Certificate of Qualifications	980	943	975	3.39%

* Hairstylist data taken from the Cosmetology Association of Nova Scotia

While there have been increases in graduation rates and certificates earned, trends from 2000 showed more consistent and better attendance records for qualification exams in Nova Scotia.

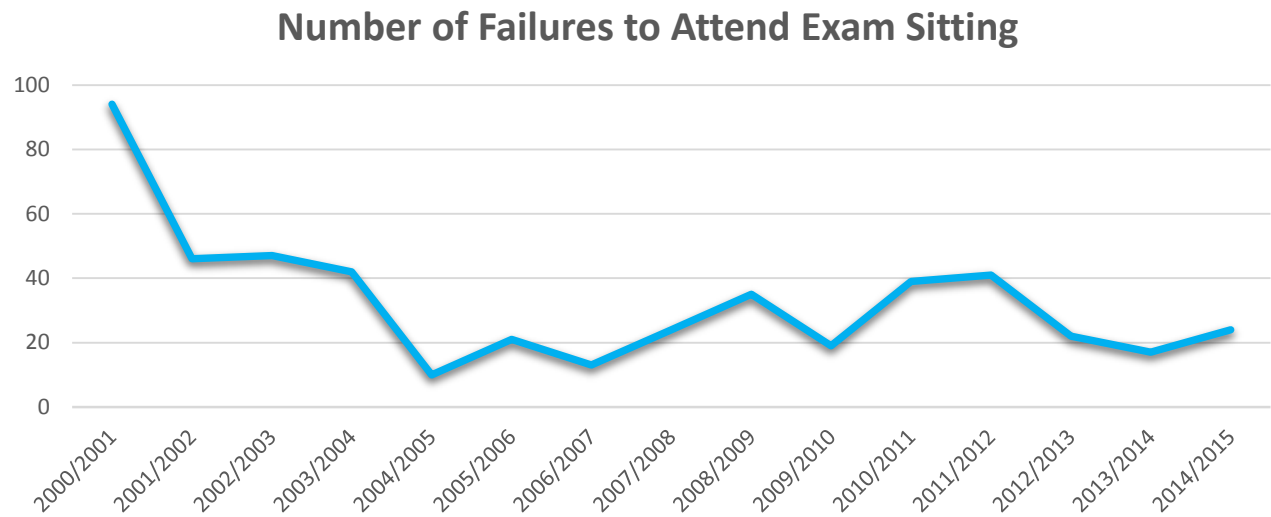


FIGURE 19: NUMBER OF STUDENTS NOT ATTENDING EXAMS

Nova Scotia has also seen growth in participation in technical training. The following Figure shows the increasing trend of persons attending technical training.

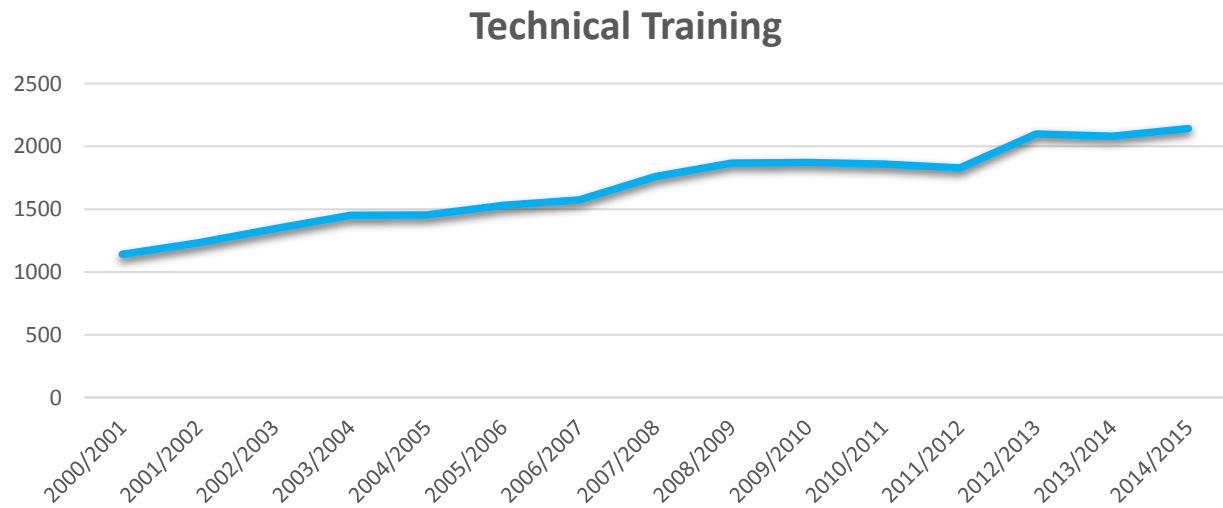


FIGURE 20: TRENDS FOR TECHNICAL TRAINING NUMBERS BY FISCAL YEAR

Table 11 shows a breakdown of the number of people registered in technical training by fiscal year and location. Of note, there have been increases in nearly all areas, with the exception of Out of Province which has declined.

TABLE 11: TECHNICAL TRAINING BASED ON YEAR AND LOCATION

Year	Cape Breton	Central	Northeastern	Northern	Out of Province	Southwestern	Total
2000/2001	278	484	70	147	46	117	1142
2001/2002	237	569	75	179	51	121	1232
2002/2003	253	616	53	228	47	148	1345
2003/2004	225	699	47	246	40	194	1451
2004/2005	248	725	47	223	40	172	1455
2005/2006	293	765	52	215	40	165	1530
2006/2007	320	774	59	195	36	189	1573
2007/2008	332	864	84	232	30	218	1760
2008/2009	329	934	101	250	14	240	1868
2009/2010	383	958	85	236	19	192	1873
2010/2011	394	953	54	227	19	213	1860
2011/2012	364	989	53	214	19	190	1829
2012/2013	388	1130	83	230	23	246	2100
2013/2014	402	1112	78	248	18	222	2080
2014/2015	390	1115	108	257	17	256	2143

Figure 21 shows the changes in wait lists for courses in technical training.

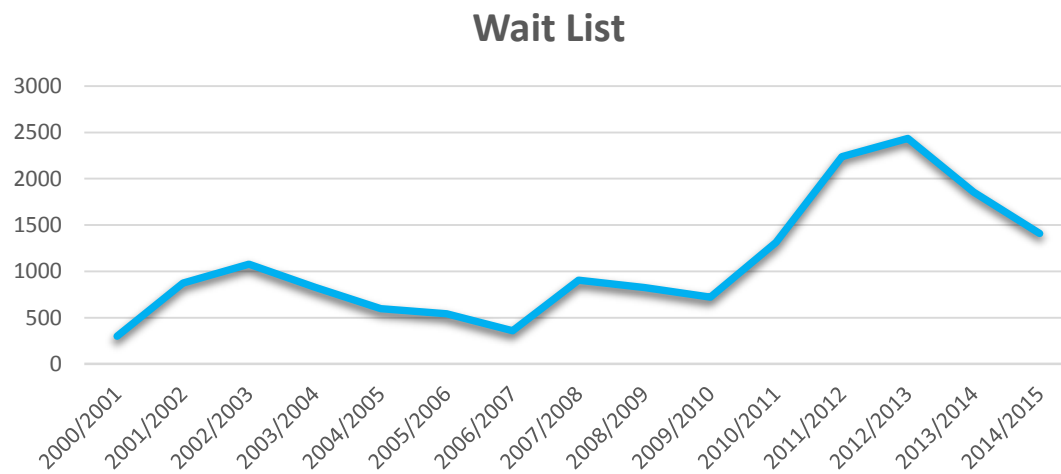


FIGURE 21: TRENDS FOR TECHNICAL TRAINING COURSE WAITLISTS

DEMOGRAPHICS AND LABOUR MARKET COMPARISONS

Figure 22 shows the distribution of age for registered apprentices in Nova Scotia in 2014.

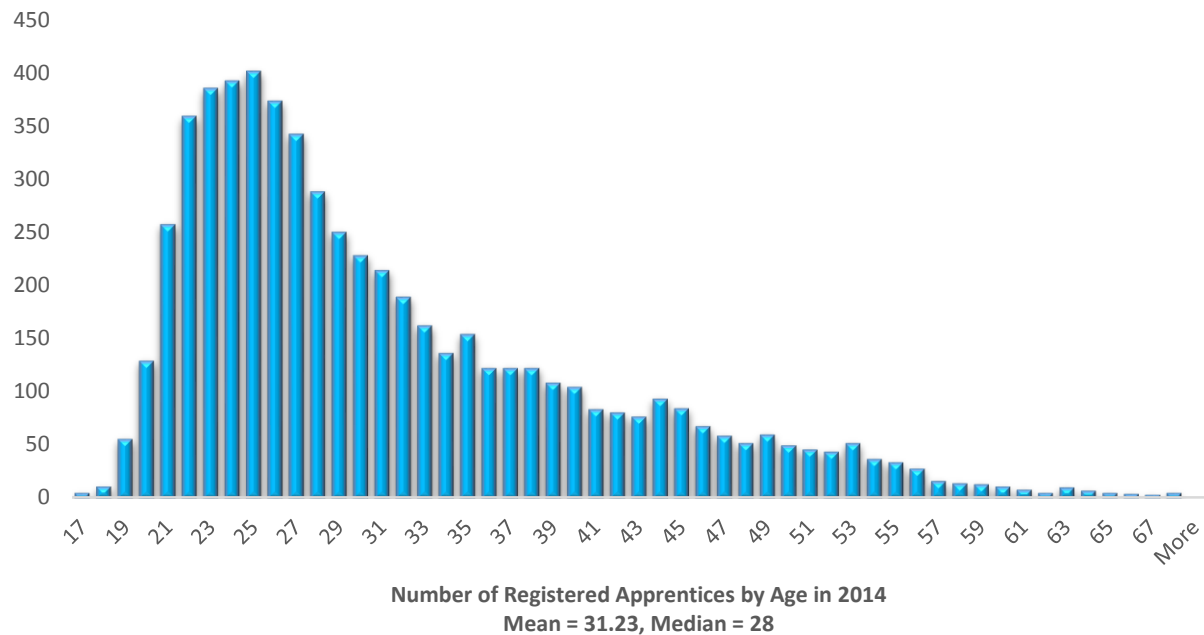


FIGURE 22: AGE DISTRIBUTION OF ACTIVE APPRENTICES IN 2014/2015

Figure 23 shows the trends for the number of employers participating in the apprenticeship system. Trends reveal relatively stable numbers since 2000.

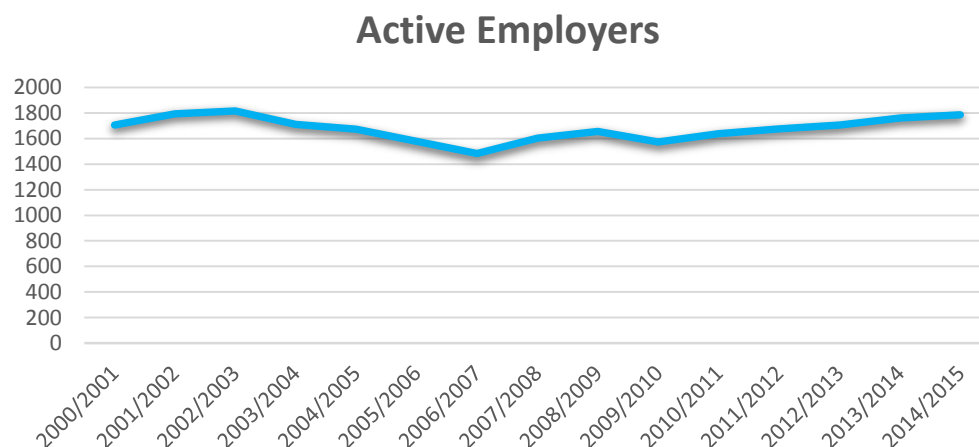


FIGURE 23: NUMBER OF INDENTURED EMPLOYERS BY FISCAL YEAR

Figures 24 and 25 show the numbers of apprentices relative to the unemployment rate in Nova Scotia. There are also the numbers for newly registered apprentices and participating employers (respectively). These trends demonstrate that apprenticeships in Nova Scotia are not greatly affected by unemployment rates and shows a resiliency and demand for the trades within Nova Scotia.

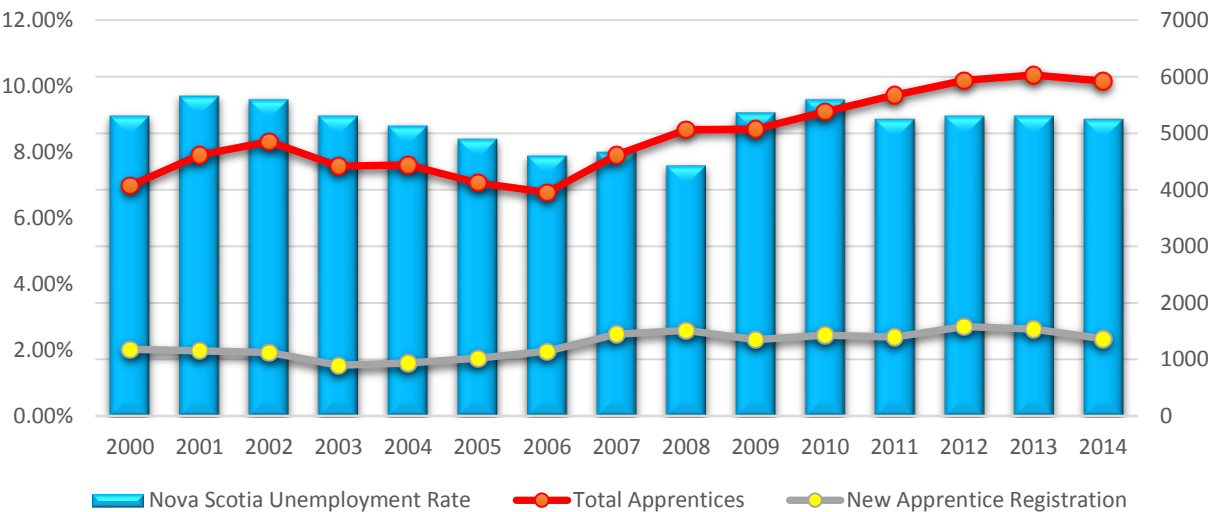


FIGURE 24: APPRENTICES IN NOVA SCOTIA COMPARED WITH EMPLOYMENT RATE

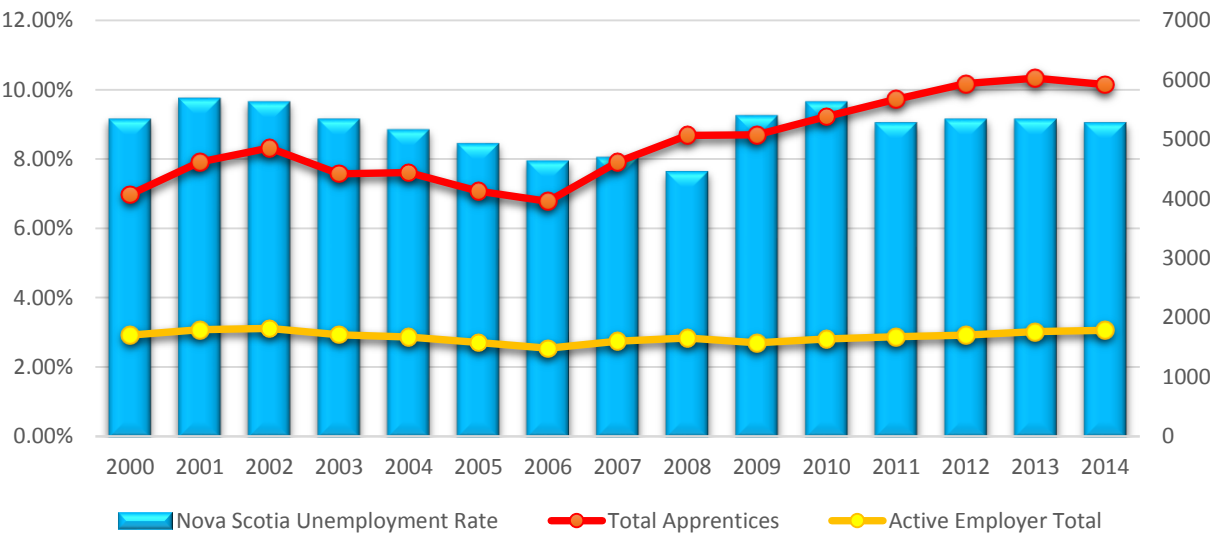


FIGURE 25: APPRENTICE AND EMPLOYER TRENDS COMPARED WITH EMPLOYMENT RATE

SATISFACTION SURVEY ON APPRENTICESHIP IN NOVA SCOTIA

In a survey conducted by Corporate Research Associates Inc., in 2014, results show that most apprentices (76%) and employers (89%) are satisfied with their experience in apprenticeship in Nova Scotia. Further, 79% of polled individuals were satisfied in their experience with customer service at the Nova Scotia Apprenticeship Agency.

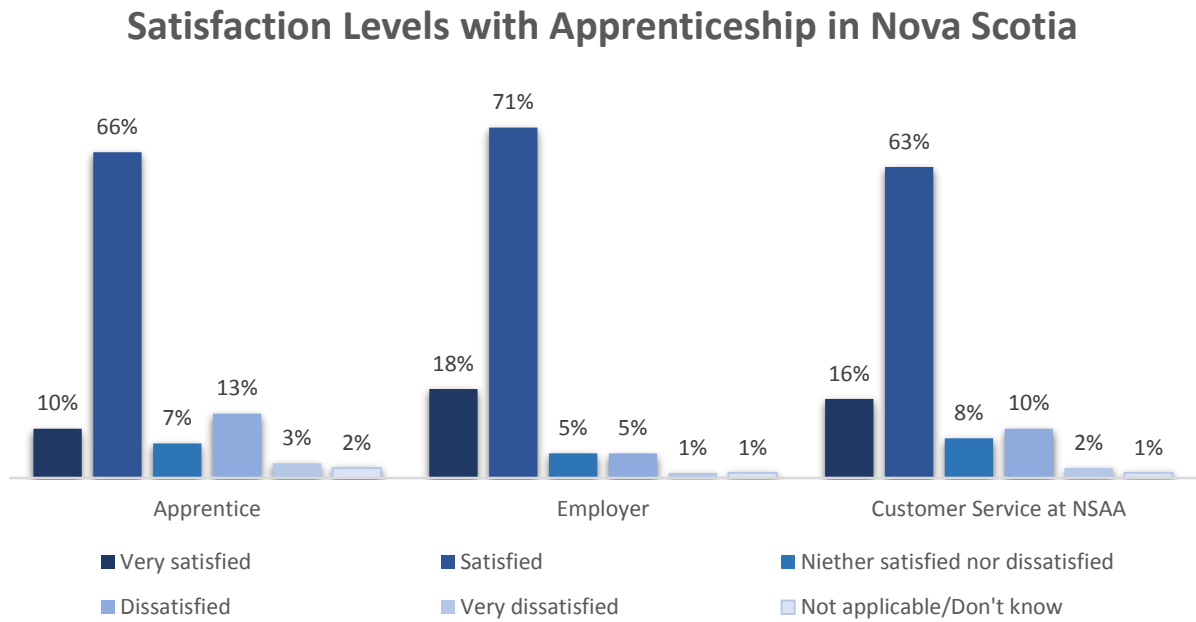
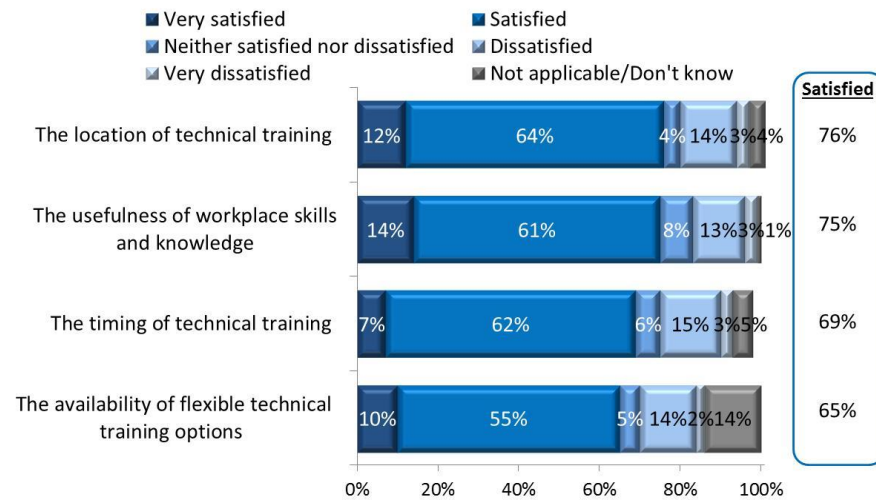


FIGURE 26: RESULTS TAKEN FROM CORPORATE RESEARCH ASSOCIATES INC. SURVEY OF 2014

The survey also asked about employer satisfaction with Technical Training. The results were that employers were satisfied in four areas identified: location of technical training, usefulness of workplace skills and knowledge, timing of technical training, and availability of flexible technical training options.

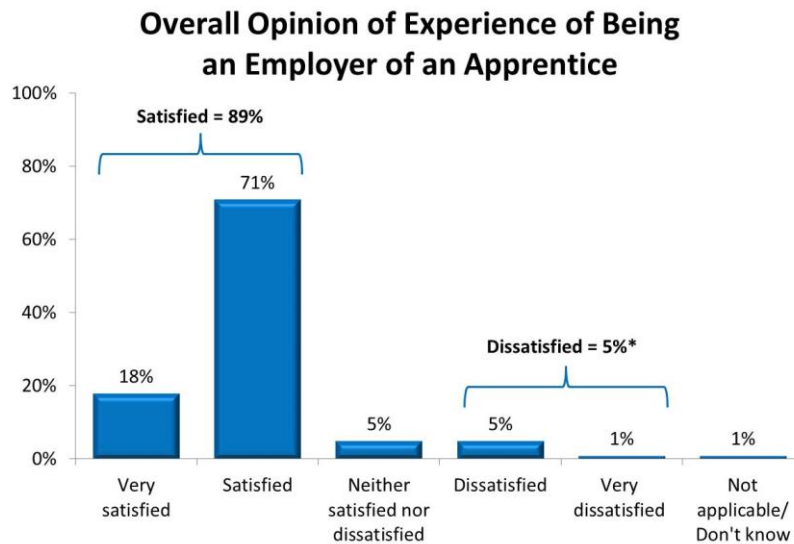
Satisfaction with Aspects of Technical Training Received by Apprentices



Q.3a-d: I will now ask about various aspects of the technical training that apprentices receive. All things considered, are you very satisfied, satisfied, neither satisfied nor dissatisfied, or dissatisfied in terms of ...: (n=500)

FIGURE 27: RESULTS TAKEN FROM CORPORATE RESEARCH ASSOCIATES INC. SURVEY OF 2014

Lastly, most employers are satisfied with their experience of being an employer to an apprentice.



Q.8: And overall, are you very satisfied, satisfied, neither satisfied nor dissatisfied, dissatisfied, or very dissatisfied with the experience of being an employer of an apprentice? (n=500) *Due to rounding.

FIGURE 28: RESULTS TAKEN FROM CORPORATE RESEARCH ASSOCIATES INC. SURVEY OF 2014