

NOVA SCOTIA APPRENTICESHIP AGENCY STATISTICAL REPORT 2016-2017

TABLE OF CONTENTS

Summary of Apprenticeship System in Nova Scotia	
Apprenticeship Breakdown by Region	
Women and Underrepresented Groups in Apprenticeship	
Employers	15
Technical Training and Apprenticeship Progression	
Employer/Employee Satisfaction	

Summary of Apprenticeship System in Nova Scotia

In the 2016-17 fiscal year, Nova Scotia saw a decrease of 1.47% in the number of registered apprentices. All sectors witnessed a slight decrease, except the Motive Power Sector, which increase at a rate of 1.07%. This increase may be a result of the downturn in the Alberta economy, where slow recovery is expected. While there has been a decrease overall, Nova Scotia has experienced a continued increase the number of underrepresented groups registering as apprentices, and for the first time this number is above 10% (10.41%).

Apprentices

Figure 1 highlights the total number of apprentices from 2007-2017. The total number of apprentices has increased over 33% since 2007.

FIGURE 1: ACTIVE APPRENTICES BY FISCAL YEAR

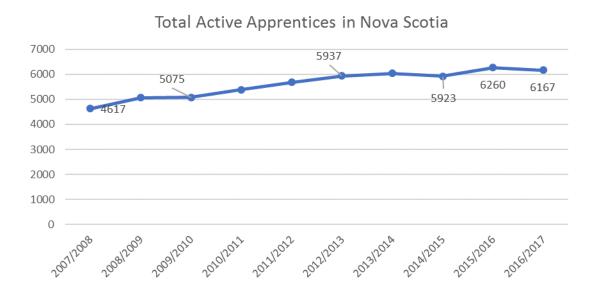


TABLE 1: ACTIVE APPRENTICESHIPS BY SECTOR, TRADE, AND YEAR

Table 1 shows the number of apprentices by trade from 2012-2017 and shows that the number of apprentices is has remained relatively stable across all sectors. Over the past 5 years there has been a 20% increase in the number of apprentices in the Motive Power trades. This could be influenced by the designation of Motor Vehicle Body Repairer as a compulsory trade and some labour market shortages in the Automotive Service Sector. Over the last 5 years, there has been a decrease of 19% in the Service Sector due to smaller numbers of apprentices in the Cook trade.

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

Trade	2012/2013	2013/2014	2014/2015	2015/2016	2016/2017	One Year Change
Construction Sector						
Boilermaker	28	35	38	37	31	-16.22%
Bricklayer	91	86	93	88	74	-15.91%
Carpenter	675	639	614	616	621	0.81%
Construction Electrician	1170	1230	1189	1258	1199	-4.69%
Gas Fitter	123	139	154	132	102	-22.73%
Glazier	1	1	1			0.00%
Heavy Duty Equipment Technician	49	45	43	46	48	4.35%
Insulator (Heat & Frost)	59	62	53	44	58	31.82%
Ironworker (Generalist)	21	9	7	5	3	-40.00%
Ironworker (Reinforcing)	52	59	51	51	47	-7.84%
Ironworker (Structural/Ornamental)	26	44	44	41	46	12.20%
Mobile Crane Operator	121	100	115	128	140	9.38%
Oil Heat System Technician	77	82	81	79	79	0.00%
Plumber	422	418	415	416	412	-0.96%
Powerline Technician	32	30	38	62	75	20.97%
Refrigeration and Air Conditioning Mechanic	120	128	157	183	193	5.46%
Roofer	8	10	18	26	27	3.85%
Sheet Metal Worker	132	116	143	150	154	2.67%
Sprinkler System Installer	58	63	58	63	64	1.59%
Steamfitter/Pipefitter	521	530	510	563	550	-2.31%
	Motive Pow	er Sector				
Agricultural Equipment Technician	1	1	1	1	1	0.00%
Automotive Service Technician	545	578	589	623	645	3.53%
Marine Service Technician					2	
Motor Vehicle Body Repairer (Metal and Paint)	65	74	72	94	101	7.45%
Truck and Transport Mechanic	255	269	277	313	294	-6.07%
Industrial/Manufacturing Sector						
Boat Builder	23	20	17	18	15	-16.67%
Industrial Electrician	245	239	206	196	151	-22.96%
Industrial Mechanic (Millwright)	156	143	141	166	152	-8.43%
Instrumentation and Control Technician	62	64	59	72	75	4.17%
Machinist	91	81	65	64	62	-3.13%

Metal Fabricator (Fitter)
Power Engineer
Power Engineer (Plant
Operator)
Welder

124	119	103	123	139	13.01%
161	165	164	167	169	1.20%
8	5	4	4	16	300.00%
128	148	162	197	193	-2.03%

Service Sector

Cook

Landscape Horticulturalist

279	289	230	223	215	-3.59%
	6	9	9	12	33.33%

Construction Sector Motive Power Sector Industrial/Manufacturing Sector Service Sector

T	otal Appren	tices by Sect	or			
	3788	3826	3822	3988	3923	-1.63%
	872	925	941	1032	1043	1.07%
	998	984	921	1007	972	-3.48%
	279	295	239	232	227	-2.16%
	5937	6030	5923	6259	6167	-1.47%

Figure 2 represents five trades that have the most registered apprentices since 2012. Over the past five years, Automotive Service Technician has had significant growth (18%); Construction Electrician (-2.5%) and Plumber (-2.4%) have maintained steady enrolment; and Carpenter (-8%) and Steamfitter/Pipefitter (-6%) have experienced a slight decline.

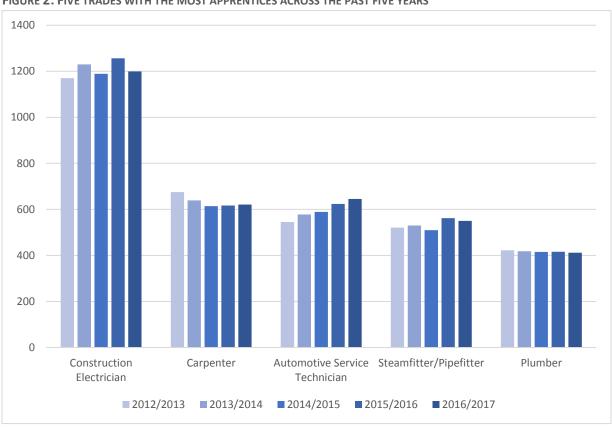


FIGURE 2: FIVE TRADES WITH THE MOST APPRENTICES ACROSS THE PAST FIVE YEARS

Table 2 shows the number of newly registered apprentices by fiscal year and location. Since 2007, in the Central Region, which includes Halifax, the number of new apprentices by year has increased by 49% and in the Northern Region by 58%. However, the Southwestern Region has decreased by almost 34%. The total number of apprentices has increased 33% over the same period.

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

Year	Cape Breton	Central	North- eastern		South- western	Total NEW*	Total Active Apprentices at end of period
2007/2008	295	664	81	192	201	1433	4620
2008/2009	332	716	91	177	179	1495	5069
2009/2010	272	669	58	171	166	1336	5080
2010/2011	274	749	46	179	172	1420	5386
2011/2012	301	711	45	178	149	1384	5680
2012/2013	322	811	56	222	159	1570	5943
2013/2014	285	744	53	222	225	1529	6039
2014/2015	292	601	103	184	181	1361	5938
2015/2016	274	657	43	207	193	1374	6260
2016/2017	259	784	45	212	114	1416	6167

REGION	COUNTIES
Cape Breton	Cape Breton, Richmond, Inverness, Victoria
Central	Halifax, Hants, Lunenburg, Queens
Northeastern	Antigonish, Guysborough
Northern	Cumberland, Colchester, Pictou
Southwestern	Shelburne, Yarmouth, Digby, Kings, Annapolis



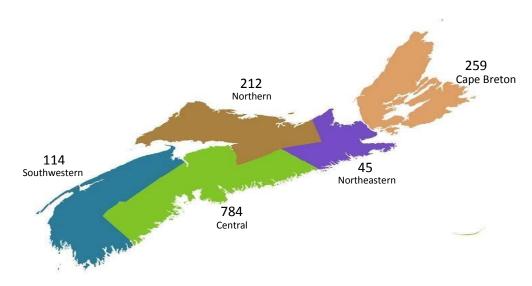


Figure 3 map highlights the areas represented by regional divisions within Nova Scotia, and the most recent numbers for newly registered apprentices in Nova Scotia.

TABLE 3: NUMBER OF APPRENTICES IN JOINT REGISTRATION AGREEMENTS (JRAS) BY JRA HOLDER AND TRADE

TABLE 5. NUMBER OF APPRENTICES IN JOINT REG	ISTRATION AGREEMENTS (JINAS) BY JINA HO	LDEK ANL	DIRADE	
JRA Holder	Trade	2015	2016	2017
International Association of Heat and	Insulator (Heat & Frost)	51	44	58
Frost Insulators and Asbestos Workers,				
Local 116		ļ		
International Brotherhood of	Boilermaker	37	37	35
Boilermakers, Local 73				
International Brotherhood of Electrical	Construction Electrician	166	178	165
Workers, Local Union 625				
International Brotherhood of Electrical	Construction Electrician, Industrial	110	114	115
Workers, Local Union 1852	Electrician, Instrumentation and			
	Control Technician			
International Brotherhood of Electrical	Industrial Electrician, Industrial	N/A	8	14
Workers, Local Union 1928	Mechanic (Millwright)			
International Union of Bricklayers and	Bricklayer	33	33	19
Allied Crafts Workers Local 1				
International Union of Operating	Mobile Crane Operators	104	121	132
Engineers Local 721 and Construction		ļ		
Management Bureau Limited				
Joint Apprenticeship Training Committee	Ironworker	77	96	93
of Ironworkers, Local 752	(Generalist, Reinforcing,			
	Structural/ Ornamental)			
United Brotherhood of Carpenters &	Carpenter	79	86	80
Joiners of America, Local 83				
Millwright and Machine Erectors, Local	Millwright	19	22	28
Union 1178				
Nova Scotia Boat Builders Association	Boat Builder	4	18	17
Recreation Facility Association of Nova	Refrigeration Plant	N/A	N/A	10
Scotia				
Sheet Metal Workers' International	Sheet Metal Worker, Roofer	9	10	18
Association Joint Apprenticeship Training		ļ		
Committee, Local 56 and Construction				
Management Bureau Ltd. of Nova Scotia				
United Association of Journeymen and	Gas Fitter, Instrumentation	824	588	525
Apprentices of the Plumbing and	Control Technician, Metal			
Pipefitting Industry of United States and	Fabricators, Oil Heat System			
Canada, Locals 244,682,56	Technicians, Plumber,			
	Refrigeration and A/C Mechanic,			
	Sprinkler System Installer,			
	Steamfitter/Pipefitter, Welder			
United Brotherhood of Carpenters and	Carpenter	70	80	70
Joiners of America Joint Apprenticeship				
Training Committee, Local Union 1588				
Total		1584	1421	1369
Table 2 does not include First Nations IBAs shown in T				

Table 3 does not include First Nations JRAs shown in Table 5

Table 3 shows the current Joint Registration Agreements, the trades that are represented under these agreements and the number of apprentices represented by each JRA. Over the past 3 years, the number of apprentices who are represented by the organizations listed in Table 3 has declined almost 14%.

TABLE 4: JOINT REGISTRATION AGREEMENTS WITHOUT REGISTERED APPRENTICES

Construction Association of Nova Scotia (CANS) International Union of Painters and Allied Trades Joint Apprenticeship Training Committee, Local Unions 1945 and 1439 Trade or Group Represented Youth Painter/Decorator

Table 4 shows that some trades are represented but no apprentices are registered under JRAs.

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

Joint Registration Agreement Holders

Registered apprentices	2015	2016	2017
Aboriginal Peoples Training & Employment Commission	N/A	N/A	1
Eskasoni First Nation	9	13	16
Membertou First Nation	45	48	31
Pictou Landing First Nation	2	2	8
Potlotek (Chapel Island) First Nation	1	1	10
Total	57	64	65

Table 5 shows the number of active apprentices with Aboriginal JRA Holders. The number of apprentices represented by Joint Registration Agreements with First Nation communities has remained stable over the last 3 years.

TABLE 6: OTHER JOINT REGISTRATION AGREEMENTS WITH FIRST NATIONS ORGANIZATIONS

Joint Registration Agreement Holder Trade or Group Represented

Mi'kmaw Friendship Centre Paqtnkek Mi'kmaw Nation Wagmatcook First Nation Waycobah First Nation

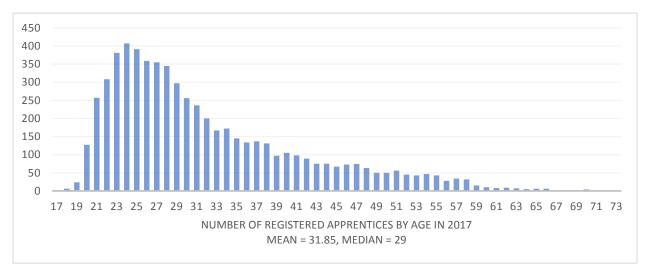
Construction and relevant trades
Construction and relevant trades
Construction and relevant trades
Construction and relevant trades

Table 6 details the other JRAs in place with First Nation Bands. There are no apprentices registered to these JRAs.

Demographics

Figure 4 shows the age distribution of registered apprentices in Nova Scotia in 2017.

FIGURE 4: AGE DISTRIBUTION OF ACTIVE APPRENTICES IN 2017



Diversity and Inclusion

Figure 5 shows a steady increase in females in the apprenticeship system. The number of female apprentices has increased from 4% in 2007/2008 to 6% in 2016/2017.

FIGURE 5: FEMALE APPRENTICES IN NOVA SCOTIA SINCE 2000

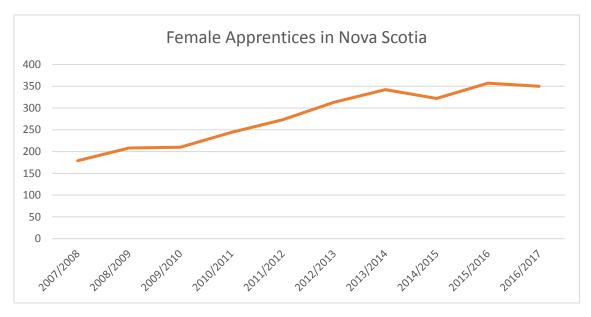


FIGURE 6: PERCENTAGE GROWTH OF APPRENTICES SINCE 2006/2007

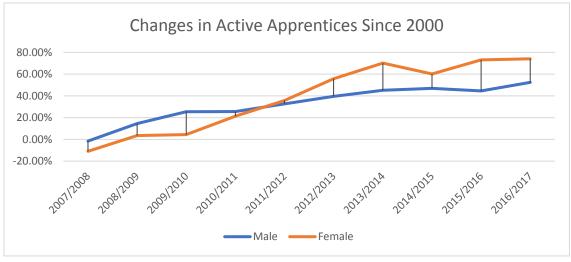


Figure 6 indicates that since 2007-08, females have been registering for apprenticeship at a greater rate than males in Nova Scotia.

Female Distribution by Non-Traditional Trade 100% 90% 99 105 113 121 133 80% 70% 60% 50% 40% 30% 20% 10% 0% 2015/2016 2012/2013 2013/2014 2014/2015 2016/2017 ■ Non-Traditional Trades ■ Traditional Trades

FIGURE 7: PERCENTAGE BREAKDOWN OF WOMEN IN TRADITIONAL AND NON-TRADITIONAL TRADES

Figure 7 shows that since 2012-13, more women are participating in the non-traditional trades by almost 31%. This indicates that the increased numbers of women in the trades is in the non-traditional trades, and not higher participation in the traditional trades.

Figure 8 shows a steady increase in the number of underrepresented groups in the apprenticeship system (not including female apprentices). There is a four-fold increase in the number of apprentices from diverse groups over the last 10 years. The number of people with a learning disability in apprenticeship has remained stable.

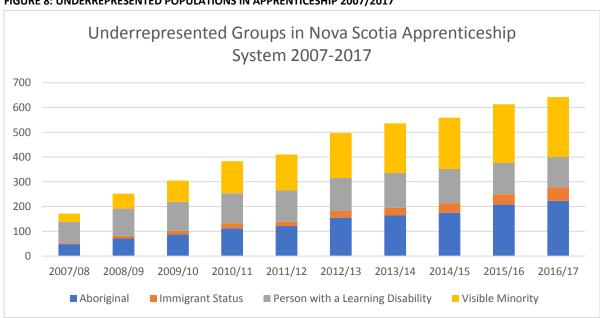


FIGURE 8: UNDERREPRESENTED POPULATIONS IN APPRENTICESHIP 2007/2017

FIGURE 9: UNDERREPRESENTED POPULATIONS AS A PERCENTAGE OF TOTAL APPRENTICES 2007-2017

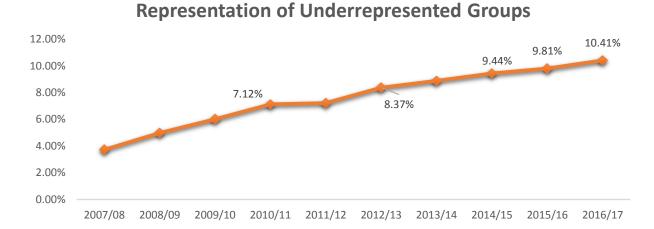


Figure 9 also depicts the increasing numbers of underrepresented groups in the Nova Scotia apprenticeship system. The percentage of unrepresented groups participating in the apprenticeship system has increased from less than 4% to over 10% in the last 10 years.

Employers

Figure 10 shows the increasing number of new employers engaged with the apprenticeship system since 2012/13. Since last year, there has been a 38% increase in the number of new employers participating in the apprenticeship system.

FIGURE 10: NEW EMPLOYERS PARTICIPATING IN THE APPRENTICESHIP SYSTEM (April 1, 2016 - March 31, 2017)



FIGURE 11: NUMBER OF ACTIVE EMPLOYERS BY FISCAL YEAR



Figure 11 shows the trend for the number of employers participating in the apprenticeship system. Although there was a decrease in the number of employers in 2009-2010, employer participation has been increasing.

Technical Training and Apprenticeship Progression

Apprenticeship Progression and Completion awards are disbursed during each fiscal year in September and April. In 2016-2017, \$395,000 was given to 495 apprentices in the form of progression and completion grants helping to defray the costs of participating in apprenticeship technical training.

TABLE 7: APPRENTICESHIP AWARD TRUST DISBURSEMENT BY TRADE

Apprentice Progression/Completion Awards

	2014/2015	2015/2016	2016/2017
Automotive Service Technician	55	46	63
Boat Builder		2	3
Bricklayer		1	1
Carpenter	64	38	33
Construction Electrician	102	128	145
Cook			1
Gas Fitter	9	15	16
Glazier		1	1
Heavy Duty Equipment Technician	3	7	8
Industrial Electrician	45	28	44
Industrial Mechanic (Millwright)	11	17	12
Instrumentation and Control	1	6	6
Technician			
Machinist	6	7	7
Metal Fabricator (Fitter)	5	11	12
MVR Body			5
Plumber	51	44	28
Power Engineer	9	11	17
Powerline Technician	1	4	
Refrigeration and Air Conditioning	12	15	24
Mechanic			
Sheet Metal Worker	7	7	11
Steamfitter/Pipefitter	64	50	34
Truck and Transport Mechanic	42	42	24
Total	487	449	495

FIGURE 12: NOVA SCOTIA APPRENTICESHIP COMPLETIONS 2007-2017



Figure 12 shows those who have completed apprenticeship training and attained a Certificate of Qualification over ten years. The number of apprentices completing the program was on a steady incline until 2015-2016, when the completions started to decline.

FIGURE 13: COMPLETIONS BY REGION AND YEAR

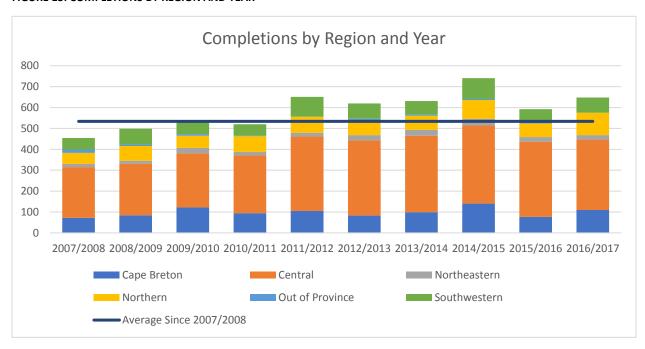


Figure 13 shows the number of apprentices who have completed their apprenticeship program over the last 10 years. There has been a 43% increase in the number of completions.

FIGURE 14: EXAMINATION PASS RATES FOR RED SEAL TRADES

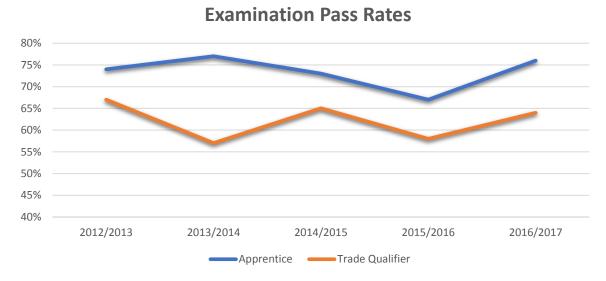


Figure 14 shows that the pass rates on the certification exams has declined over the last 5 years, from a high of 77% in 2013-2014 to a low of 67% in 2015-2016. Those numbers rebounded in 2016-2017. The pass rate for the trade qualifier exam has remained steady with a gradual decrease over the last three years.

Table 8 shows the distribution of Certificates of Qualification (CQ) by trade in Nova Scotia over the past five fiscal years. The number of Certificates of Qualification increased by 4% between 2015-16 and 2016-17 fiscal years. Of note is a 42% increase in the Carpenter trade, a 39% increase in Truck and Transport, an 88% increase in the Gasfitter trade (likely a result of phasing out the Gasfitter III), a 26% reduction in the Industrial Mechanic (Millwright) trade, and a 45% reduction in the Sheet Metal Worker trade.

TABLE 8: ALL CERTIFICATES OF QUALIFICATION ISSUED BY TRADE AND YEAR IN NOVA SCOTIA

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

ALL CERTIFICATES OF QUALIFICAT				1	2015/2017			
TRADE	2012/2013	2013/2014	2014/2015	2015/2016	2016/2017			
	Construction	. Coctor						
Division	Construction Sector 11 5 2 4							
Blaster				4	5			
Boilermaker	17	12	7	7	10			
Bricklayer	12	12	8	6	3			
Carpenter	71	57	56	33	47			
Concrete Finisher	1	1						
Construction Electrician	112	150	177	145	134			
Gas Fitter	56	19	17	24	45			
Glazier				1				
Heavy Duty Equipment	16	19	22	10	19			
Technician								
Insulator (Heat & Frost)		3	6	7	3			
Ironworker (Generalist)	7	6		3				
Ironworker (Reinforcing)	8	12	10	10	18			
Ironworker	7	1	2	15	10			
(Structural/Ornamental)								
Mobile Crane Operator	9	17	22	11	10			
Oil Heat System Technician	21	15	12	7	14			
Painter and Decorator	1		1					
Plumber	42	54	61	41	48			
Powerline Technician	43	5	12	4	5			
Refrigeration and Air	17	32	23	19	27			
Conditioning Mechanic								
Restoration Stone Mason		3						
Roofer		4	6	1	10			
Sheet Metal Worker	20	13	18	38	21			
Sprinkler System Installer	6	12	12	4	4			
Steamfitter/Pipefitter	83	89	90	51	50			
Tilesetter	1							
Tower Crane Operator	_				2			
TOTAL	561	541	564	441	485			

	Motive Power Sector					
Automotive Glass Technician	1	2				
Automotive Service Technician	109	101	92	66	63	
Automotive Service Technician	1			33	40	
(Service Station Mechanic)						
Marine Service Technician	6	4	6		1	
Motor Vehicle Body Repairer	13	3	9	10	16	
(Metal and Paint)						
Motorcycle Mechanic	1	3	5	6	3	
Partsperson		1				
Transport Trailer Technician				2		
Truck and Transport Mechanic	57	46	67	46	64	
TOTAL	188	160	179	163	187	
	Industrial/M	lanufacturing	Sector			
Boat Builder	3	3	2	3	1	
Cabinetmaker	1	3	2	3	т.	
Industrial Electrician	20	23	23	28	33	
Industrial Mechanic (Millwright)	35	51	71	46	34	
Instrumentation and Control	11	14	7 7	8	2	
Technician	**		,	J	_	
Machinist	2	17	27	7	11	
Metal Fabricator (Fitter)	7	12	17	13	1	
Welder	63	44	49	39	38	
TOTAL	142	164	196	144	120	
	Service Sect	or				
Baker		1	2	2	1	
Cook	33	25	22	28	17	
Hairstylist*		1	4	2	2	
Landscape Horticulturalist	14	7	1		2	
TOTAL	47	34	29	32	22	
	Totals by Sector and Year					
	2012/2013	2013/2014	2014/2015	2015/2016	2016/2017	
Construction Sector	561	541	564	441	485	
Motive Power Sector	188	160	179	163	187	
Industrial/Manufacturing Sector	142	164	196	144	120	
Service Sector	47	34	29	32	22	
Total *Hairstylist data taken from the Cosmetology Ass	938	899	968	780	814	

^{*}Hairstylist data taken from the Cosmetology Association of Nova Scotia

FIGURE 15: TRENDS FOR APPRENTICES SCHEDULED FOR TECHNICAL TRAINING



Figure 15 shows a fairly steady increase (23%) in the number of apprentices accessing technical training from 2007 to 2017.

Table 9 shows a breakdown of the number of people registered in technical training by fiscal year and location.

TABLE 9: TECHNICAL TRAINING BASED ON YEAR AND LOCATION

Year	Cape Breton	Central	Northeastern	Northern	Out of Province	Southwestern	Total
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
2015/2016	351	997	89	263	15	219	1934
2016/2017	378	1094	90	306	4	297	2169

Since 2015, there has been an increase in the number of weeks of technical training delivered. Of note is the significant decrease in the number of weeks needed for Construction Electrician combined with a falling fill rate. This indicates that apprentices are not accessing training at the same rate as in previous years. Further, Power Engineer training is oversubscribed and filled at 126%. There has also been a doubling of Refrigeration and Air Conditioning Mechanic training and fill rate over the last 2 years that may be reflective of the heat pump work and enforcement activities.

During the 2016/17 school year (September 2016 to July 2017), 3000 seats were made available to apprentices and 2221 seats were filled. Overall, the fill rate for classroom training during this time was 74%.

TABLE 10: CLASSROOM TRAINING OFFERED BY TRADE AND YEAR IN NOVA SCOTIA

Trade	Class-	Refresher	Fill Rates	Class-	Refresher	Fill Rates
	Room Training 2015/2 016 Total Weeks*	Training 2015/2016 Total Weeks*	Aug-Dec 2015 and Jan-July 2016****	Room Training 2016/ 2017 Total Weeks*	Training 2016/2017 Total Weeks*	Aug-Dec 2016 and Jan-July 2017****
Automotive	103		85%	120		84%
Service						
Technician						
Boilermaker	24		%	24		67%
Bricklayer	19		36%	22		42%
Carpenter	70	1	95%	84		50%
Electrician-Construction and Industrial	347	1	98%	293		80%
Cook	16		53%	24		45%
Heavy Duty			85%	11		50%
Heavy Duty/Truck and Transport				21		98%
Industrial Mechanic Millwright	38		64%	35		77%
Instrumentation	16		66%	14		77%
and Control Technician						
Insulator	12		56%	12	1	63%
(Heat & Frost)***						
Ironworker	33		85%	36		70%
Machinist	11		56%	11		37%
Metal Fabricator (Fitter)	17		80%	34		67%
Motor Vehicle	16		50%	21		65%
Body Repairer						
(Metal & Paint)						
Oil Heat	17		44%	17		40%
System Technician						
Plumber	89		83%	86		65%
Power Engineer	26		81%	18		126%
Powerline	15		81%	20		75%
Technician						
Refrigeration	29		82%	54		89%
and Air						
Conditioning Mechanic						
Roofer	15	_	60%	15		53%
Sheet Metal	25	4	66%	26	5	75%
Worker			= 401	0.1		= 00.1
Sprinkler System Installer***	24		51%	24		56%
Steamfitter/	130		108%	114		79%
Pipefitter			40001	2.5		2251
Truck and Transport Mechanic	64		100%	39		93%
Welder	32	_	56%	41	_	66%
TOTAL* *Total includes multiple NSCC locations	1246	6	78%	1218	6	74%

^{*}Total includes multiple NSCC locations and concurrent classroom sessions **Fill rates based on school year *** Training provided by Unions ****April –July 2016 rates are projected

Satisfaction Survey on Apprenticeship in Nova Scotia

FIGURE 16: RESULTS TAKEN FROM CORPORATE RESEARCH ASSOCIATES INC. SURVEY OF 2016

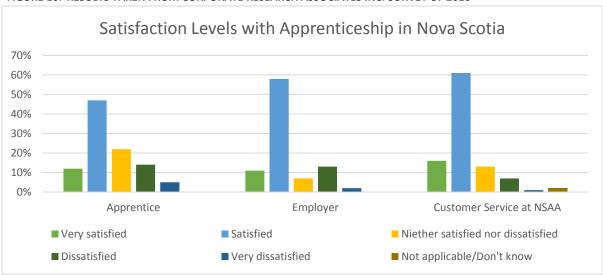
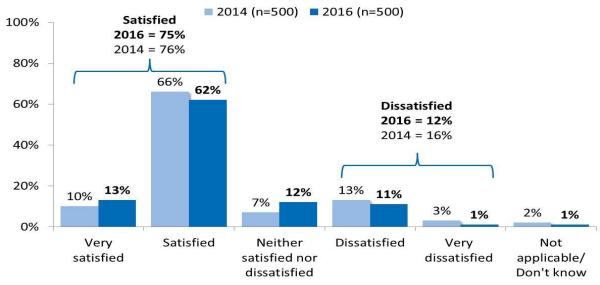


Figure 16 shows the overall satisfaction with apprenticeship in Nova Scotia.

Overall Satisfaction with Technical Training Received by Apprentices

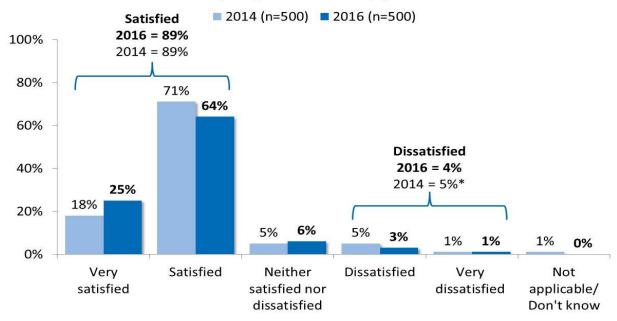


Q.6: And overall, are you very satisfied, satisfied, neither satisfied nor dissatisfied, dissatisfied, or very dissatisfied with the technical training that apprentices receive?

FIGURE 17: RESULTS TAKEN FROM CORPORATE RESEARCH ASSOCIATES INC. SURVEY OF 2016

Figure 17 demonstrate that overall, three-quarters of employers surveyed are satisfied with the technical training that apprentices receive.

Overall Opinion of Experience of Being an Employer of an Apprentice



Q.14: 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? *Due to rounding.

FIGURE 18: RESULTS TAKEN FROM CORPORATE RESEARCH ASSOCIATES INC. SURVEY OF 2016

Employers surveyed in 2016 expressed similar high levels of satisfaction with the experience of being an employer of an apprentice; nine in ten employers expressed satisfaction.