

EMPLOYER PARTICIPANTS NEEDED FOR CAF-FCA RETURN ON TRAINING INVESTMENT (ROTI) STUDY

Canadian Apprenticeship Forum – Forum canadien sur l'apprentissage (CAF-FCA) would like employers who train apprentices to complete a survey on the costs and benefits of apprenticeship training so an accurate return of training investment can be obtained. This document provides information about the project.

WHY A ROTI STUDY?

HR Challenges for Industry:

- Skills shortages, high turnover, low productivity
- Lack of substantive data to draw upon when making decisions about training
- Low participation in training in comparison to other countries
- Gaining a better understanding of the return on training investment will help inform Canadian industries when addressing these challenges

PART OF THE SOLUTION: ROTI

Background:

- In June 2006, CAF-FCA took an initial step towards enhancing the business case for apprenticeship with the publication of its original study of the return on training investment for employers, *Apprenticeship – Building a Skilled Workforce for a Strong Bottom Line*. The study identified a positive return for apprenticeship training at a national level.
- In recent discussions with employers, trade associations, Canadian Council of Directors of Apprenticeship, Sector Councils and other stakeholders, it has become clear that obtaining additional data relative to specific trades, size of business and regional differences would be of key importance to industry.
- With the support of these stakeholders, CAF-FCA proposed to collect additional data and has recently received funding from Human Resources Social Development Canada (HRSDC) to conduct a follow up study.

Current Study:

- R.A. Malatest and Associates has been hired to conduct the research.
- This work is being overseen by the CAF-FCA Board of Directors and a Working Group which includes a broad cross-section of the apprenticeship community with employers, labour representatives, and Sector Council members.
- The data will be collected from June to September 2008.
- Employers can complete the survey via telephone, paper, or online.
- Employers seeking clarification on the questions being asked can talk directly to a survey administrator. Contact information will be kept strictly confidential.
- The survey will take approximately 1 hour to complete.

Benefits of Participating:

- **Help your industry understand the financial costs and benefits of apprenticeship training in Canada:**
 - The rate of return for specific trades will be calculated.

- The costs and benefits for each year of an apprenticeship will be provided for each trade.
- This information will help you when making training decisions that can affect the entire industry's ability to sustain itself and to remain competitive.
- **Remain responsive:**
 - Employers told us and their employer associations that they would like to see more trade specific data so they can “see themselves” in the results.
- **Meet employers' information needs so they can make knowledgeable decisions:**
 - When employers were asked what evidence would most convince them that apprenticeship training is a profitable investment at a recent CAF-FCA dialogue session, employers said additional survey results based on employer data would be the most convincing.
 - The majority said they would like to see more trade-specific results.
 - More than half of the employers said they would likely use the additional data in deciding whether or not to hire an apprentice.
- **Assist employers' with human resource planning:**
 - Many employers are struggling with high turnover, high recruiting costs, and skills shortages.
 - The findings may inform and assist employers when addressing their human resource challenges.

Trades Included:

- Automotive Service Technician (NOC 7321)
- Motor Vehicle Body Repairer (NOC 7322)
- Cook (NOC 6242)
- Refrigeration & Air Conditioning Mechanic (NOC 7313)
- Heavy-Duty Equipment Technician (NOC 7312)
- Construction Millwright and Industrial Mechanic (NOC 7311)
- Electrician – construction (NOC 7241)
- Bricklayer (NOC 7281)
- Machinist (NOC 7231)
- Sheet Metal Worker (NOC 7261)
- Cabinetmaker (NOC 7272)
- Storekeeper and Parts Clerk (NOC 1472)
- Boilermaker (NOC 7262)
- Plumber (NOC 7251)
- Electrical Power Line & Cable Worker (NOC 7244)
- Hairstylist and Barber (NOC 6271)

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