



1

Access to employment opportunities

Finding employment opportunities is a key entry point into apprenticeship success. The initial matching of apprentices and employers is a crucial factor—it allows the rest of the apprenticeship process to take place. Apprenticeship is a hands-on, learn-on-the-job system, and requires the successful matching of apprentices and employers to ensure applicants have an opportunity to apply what they learn in a classroom setting to a professional platform. As this report will later explore, successful apprentices are those who have also found and established strong mentorship relationships with their employers.



2

Prior trade-related experience

Prior trade-related experience clearly matters for apprenticeship success. The data collected by apprenticeshipsearch.com shows that successful applicants have tended to be experienced ones, but this experience can come from a variety of places including past work, apprenticeships or a combinations of both. As the interviews conducted suggest, acquisition of early trade-related experience is often important for apprenticeship completion and is further enhanced by individual passion and commitment.



3

Trade-related education

Some interviewees spoke of limited applicability between school curriculum and job demands, but overall, experiences with in-school training were positive. Accordingly, of those applicants who had found employment matches through apprenticeshipsearch.com, those applicants best-prepared for apprenticeship success were more likely to have post secondary education. Yet, higher levels of education does not necessarily appear to assist applicants in finding apprenticeship positions.



4

On-the-job training and mentorship

Apprentices interviewed for this report who were most positive about their apprenticeships were those who felt that they had received a good level of training from their employers. And for their part, the employers interviewed who were most satisfied with their employees felt that these apprentices were committed to their apprenticeships and willing to learn.

A handful of employer interviewees expressed more critical perceptions, namely that administrative procedures were more supportive in the past when government representatives visited employers in person; that journey-person-to-apprentice ratios are too restrictive (particularly in the construction sector); and that base requirements for skilled trades may be out of step with actual job requirements.

KEY FINDINGS