



2024 Apprenticeship Education Survey Summary Report



May 2024



Table of Contents

<u>Study Background, Objectives, Methodology Overview, and Respondent Profile</u>	3
<u>Key Findings and Implications</u>	10
<u>Detailed Findings</u>	17
<u>1. Pre-Apprenticeship Programs</u>	18
<u>2. On-the-job Learning Experiences & Mentorship</u>	23
<u>3. Classroom Instruction Experience</u>	32
<u>4. Likelihood to Complete Apprenticeship Program</u>	39
<u>5. Employment Outcomes</u>	42
<u>6. Program Satisfaction</u>	47
<u>7. Sponsored vs. Unsponsored First Period Apprentices (Post-STAEA)</u>	68
<u>Appendices</u>	71
<u>Survey Instrument</u>	72

Study Background, Objectives, Methodology Overview, and Respondent Profile

Background & Objectives



Background

The Ministry of Advanced Education, in conjunction with the Alberta Board of Skilled Trades (ABST), recognizes that all Alberta apprenticeship system stakeholders and supporters are accountable for the results of their activities to apprentices and to taxpayers. The Government of Alberta is committed in ensuring that Albertans are able to access and experience apprenticeship as high-quality advanced learning programs that lead to rewarding careers.

The Ministry of Advanced Education conducts a biennial survey (2023/24) of apprentices to gather information on their perceptions and experiences regarding various aspects of their programs. Specifically, surveying First Period Apprentices and those who have recently graduated. Survey results are used to evaluate and inform apprenticeship policy, programming and processes.




Objectives

The specific objectives of the 2023/24 Apprenticeship Education Survey (AES) were as follows:

1. Gather the perspectives of First Period Apprentices and apprenticeship Graduates on their experiences and satisfaction with various aspects of their program (e.g., on-the-job learning and classroom instruction).
2. Explore the employment status of apprentices and Graduates, and the income outcomes of Graduates.
3. Understand how apprentices funded their classroom instruction.
4. Understand the pathways into, and following, apprenticeship education.
5. Determine the challenges faced by First Period Apprentices regarding access and progression.
6. Understand First Period Apprentices attrition rates.
7. Assess the level of familiarity apprentices and Graduates have with the role and activities of the ABST, and their satisfaction with Client Services.

Methodology



How was this research conducted?

- Advanis first contacted apprentices via email (where possible) to invite them to complete the survey online, followed up by telephone calls to provide apprentices with the opportunity to complete the survey over the phone.
- Advanis collected 4,628 web surveys and conducted 3,351 telephone interviews for a total of 7,979 surveys (out of a total 20,764 apprentices who were invited to participate), providing an overall response rate of 38% (47% for Graduates; 36% for First Period Apprentices).
 - Average survey length was 22 minutes on the telephone, and 13 minutes on the web.
- Data collection was conducted between October 11th, 2023 and January 17th, 2024.



Who participated in this research?

- The target population for this study consisted of two groups:
 - Apprenticeship Graduates: apprentices who graduated from their program between August 1, 2022 and July 31, 2023;
 - First Period Apprentices: apprentices in the first period of their apprenticeship program.
- Alberta Advanced Education provided Advanis with a file of the population of their first period apprentices, as well as recent Graduates.
 - Among Graduates, a census was conducted.
 - Among First Period Apprentices in the 15 largest apprenticeship programs, a stratified sampling approach was employed to aim for a minimum number of survey completions. For these programs, records were randomly selected from each of the strata in the population file. A census was conducted for all other apprenticeship programs.

Methodology



Sample Frame

- Margin of error on all completes (though smaller among subgroups of the total) is:
 - ± 1.5 percentage points, 19 times out of 20 for Graduates
 - ± 1.0 percentage points, 19 times out of 20 for First Period Apprentices.
- Data was weighted to population data based on apprenticeship program for First Period Apprentices.
- In previous iterations of the survey, the results included non-valid responses (i.e., ‘Don’t know’ and ‘Refused/Prefer not to answer’ responses) in the analysis. In this report, these responses have been excluded from the analysis for all years for most results.
 - As such, the results presented in this report may differ from those presented in previous reports.
 - Note that for metrics where the ‘Don’t know’ response is a valid response to the question (e.g., “would still choose to become an apprentice”), this value is still included in the analysis.



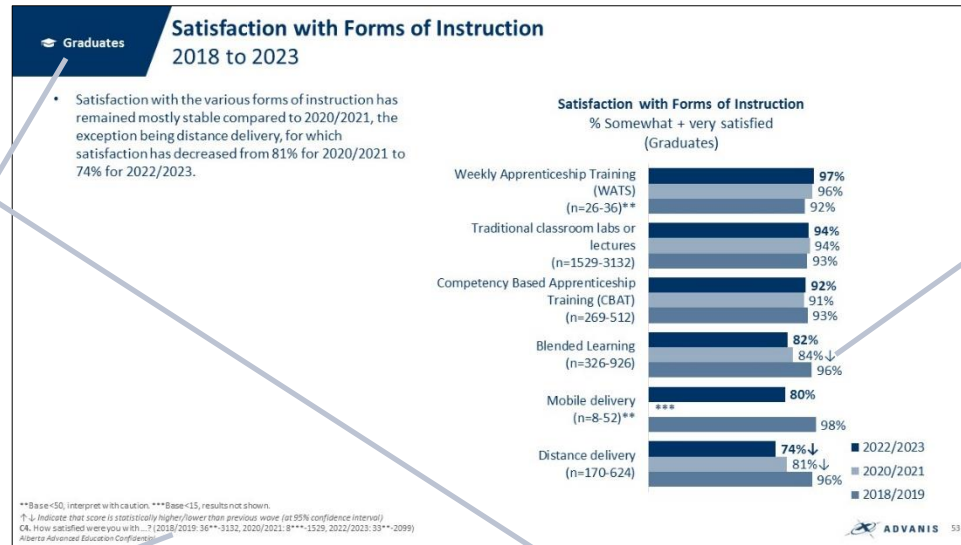
Non-valid Responses

Interpreting the Results

Not all apprentices were asked the same survey questions. Slides/charts indicate which subset of apprentices the data applies to.

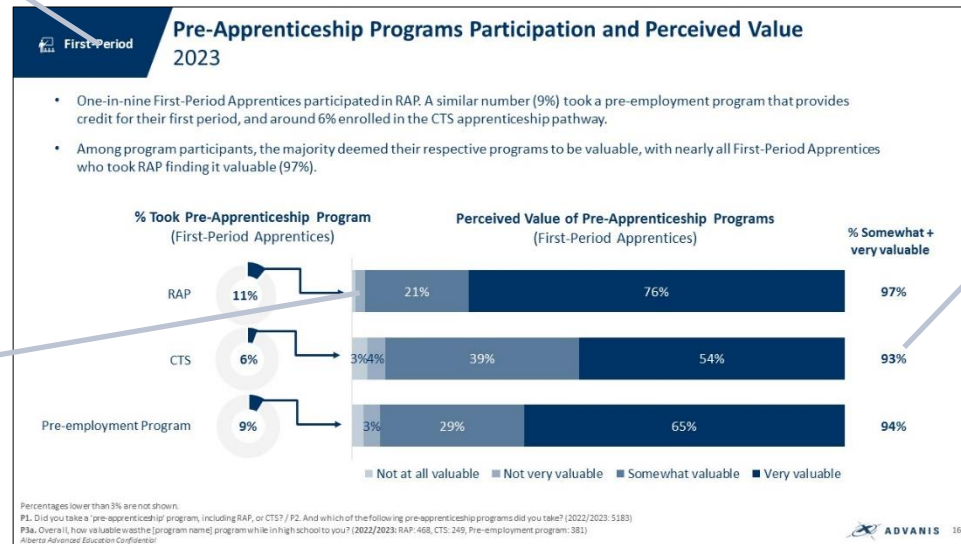
Base sizes shown on each page reflect the unweighted counts.

- When reporting results with a base size of 50 or less, results have been footnoted to indicate their wider margin of error.
- Measures with a base size (i.e., unweighted counts) less than 15 are not shown due to the margin of error exceeding acceptable limits.



Up and down arrows (↑ / ↓) indicate that score is statistically higher / lower than the previous wave at a 95% confidence interval.

Small percentages on stacked charts are not always shown for display purposes. Footnotes will indicate the % removed.



Any discrepancies between charts, graphs, or tables are due to rounding of the numbers.



Respondent Profile: First Period Apprentices

Gender

Male	83%
Female	17%

Age

Under 25	46%
25 or older	54%

Marital Status

Single (never married)	65%
Married or living with partner/Common-law	32%
Divorced/Separated/Widowed	3%

Number of Dependents (when started the program)

NET Has Dependents	34%
One	12%
Two	11%
Three	6%
Four or More	5%
None	66%

Disability status

Has a disability	11%
No disability	89%

Indigenous

NET Indigenous	12%
Métis	6%
First Nations	6%
Inuit	0%
None of these	88%

Racialized

Yes	19%
No	81%

Years living in Canada (when started the program)

Have always lived in Canada	81%
10 years or more	8%
5 years to less than 10 years	5%
3 years to less than 5 years	2%
1 year to less than 3 years	2%
Less than 1 year	1%

Respondent Profile: Apprenticeship Graduates

Gender

Male	88%
Female	12%

Age

Under 25	13%
25 or older	87%

Marital Status

Single (never married)	54%
Married or living with partner/Common-law	44%
Divorced/Separated/Widowed	3%

Number of Dependents (*when started the program*)

NET Has Dependents	36%
One	13%
Two	12%
Three	7%
Four or More	4%
None	64%

Disability status

Has a disability	8%
No disability	92%

Indigenous

NET Indigenous	8%
Métis	4%
First Nations	4%
Inuit	0%
None of these	92%

Racialized

Yes	16%
No	84%


Years living in Canada (*when started the program*)


Have always lived in Canada	85%
10 years or more	7%
5 years to less than 10 years	4%
3 years to less than 5 years	2%
1 year to less than 3 years	1%
Less than 1 year	0%

Key Findings & Implications


Key Findings: First Period Apprentices Summary

On-the-Job Learning


 **91%** Satisfied overall with quality (0) of on-the-job learning

 **91%** Satisfied overall with quality of mentorship


Top 3 Most Important Mentorship Components:


 **23%** Provides you with opportunities to develop skills and competencies

 **20%** Is willing to invest time in you

 **16%** Is knowledgeable about the trade


Classroom Instruction


 **88%** Feel/felt prepared for (-1) classroom instruction

 **88%** Satisfied overall with quality (-1) of classroom instruction

 **13%** Delayed classroom (-13↓) instruction at some point

Apprenticeship Education Program Overall


 **87%** Likely to complete their (0) apprenticeship program


 **93%** Satisfied overall with (-1) quality of service from apprenticeship staff

↑↓ Indicate that score is statistically higher or lower than the previous year (95% confidence level).


Key Findings: Apprenticeship Graduates Summary

On-the-Job Learning


 **89%** Satisfied overall with quality (+1) of on-the-job learning

 **90%** Satisfied overall with quality of mentorship

Top 3 Most Important Mentorship Components:

 **26%** Provides you with opportunities to develop skills and competencies

 **19%** Is willing to invest time in you


 **16%** Is knowledgeable about the trade

Classroom Instruction


 **94%** Satisfied overall with quality (-1) of classroom instruction


 **33%** Delayed classroom (-14↓) instruction at some point

Apprenticeship Education Program Overall

 **94%** (+4↑) Employed

 **80%** (+3) Employment very related to apprenticeship

 **93%** (+3↑) Would still have chosen to be an apprentice

 **92%** (-3↓) Satisfied overall with quality of service from apprenticeship staff

Alberta's Apprenticeship and Industry Training System provides high-quality training to apprentices

- The majority of both First Period Apprentices (91%) and Graduates (89%) are satisfied with the overall quality of the **on-the-job learning** for their apprenticeship program.
 - Overall, 9-in-10 apprentices are satisfied with the mentorship overall they receive(d).
 - The top 3 most important components of mentorship to students are: providing opportunities to develop skills and competencies (23% First Period, 26% Graduates); willingness to invest time in the apprentice (20% First Period, 19% Graduates); and knowledge of the trade itself (16% for both).
 - The vast majority of apprentices are satisfied with the various aspects of their on-the-job learning, specifically learning the skills needed to work in the profession, the availability of their mentor, and the expertise of their mentor, with 88% to 94% reporting being satisfied with each of these.
 - Over 9-in-10 apprentices indicate that they have/had a good working relationship with their mentor (94% First Period, 92% Graduates).
 - Most apprentices do not have any feedback on how the mentorship they receive(d) could be improved.
 - Among the minority who provided feedback (17% First Period, 24% Graduates), the main mentions are wanting more opportunities to engage in hands-on, relevant tasks (23% First Period, 33% Graduates), more feedback and communications with their mentors (29% First Period, 23% Graduates), and better instruction (27% First Period, 25% Graduates).

Key Findings [2 of 3]

Alberta's Apprenticeship and Industry Training System provides high-quality training to apprentices

- Approximately 1-in-10 apprentices **participated in RAP** with an overwhelming majority finding the program to be valuable (97% First Period, 92% Graduates).
- Consistent with results from 2020/2021, both First Period Apprentices (88%) and Graduates (94%) were satisfied with the overall quality of the **classroom instruction** they received.
 - Apprentices delaying their classroom instruction for 2022/2023 has dropped to pre-COVID levels, down to 33% for Graduates (from 47% in 2020/2021) and to 13% for First Period Apprentices (from 26% in 2020/2021).
 - Financial reasons are mentioned most frequently as the reason for delaying classroom instruction (45% First Period, 38% Graduates), followed closely by COVID-19 related reasons for Graduates (35%).
 - 88% of First Period Apprentices feel/felt prepared for classroom instruction.
- The majority of First Period Apprentices (87%) indicate that they are **likely to complete their apprenticeship program** with just over two-thirds (68%) indicating they are very likely to complete their program.
 - Among the minority who mention being unlikely to complete their program, 33% decided that the program or career is not the right one for them or are interested in a different career, 26% cite financial concerns, and 16% mention a lack of jobs or being unable to find an employer (up from 5% for 2020/2021).
 - Among those who have left their apprenticeship program, the realization that the program or career was not the right one for them is the most common reason for doing so as well (mentioned by 28%).
- Although down slightly from 2020/2021, satisfaction with **apprenticeship staff** remains high at 93% and 92% for First Period Apprentices and Graduates respectively.

Alberta's Apprenticeship and Industry Training System effectively prepares apprentices to work in their professions

- Nine-in-ten apprentices are satisfied with their on-the-job learning providing them with the skills needed to work in the profession.
- 94% of 2022/2023 Graduates are employed (up from 90% for 2020/2021) and among them, 93% are employed in their respective trade areas and four-fifths (80%) indicate that their current work is highly related to their certification while just 2% indicate that their work is not related.
- 93% of Graduates report that they would still have chosen to become an apprentice based on their experience with the Alberta apprenticeship program, which reflects a slight increase from 90% for 2020/2021.

Among Post-STAEA First Period Apprentices, sponsored apprentices report better on-the-job learning experiences than unsponsored apprentices.

- 70% of Post-STAEA First Period Apprentices had a sponsor when they applied to their apprenticeship education program and 77% currently have a sponsor.
- Satisfaction with the overall quality of the mentorship they receive is lower among unsponsored apprentices (83%) compared to sponsored apprentices (94%).
- As well, unsponsored apprentices indicate being less likely to complete their apprenticeship program than sponsored apprentices (70% vs. 93% respectively) and are more likely to mention a lack of jobs or being unable to find an employer as a reason for being unlikely to complete the program (24% vs. 8% for sponsored apprentices).

Implications

- With a large majority of apprentices reporting being satisfied with their on-the-job learning experiences and the mentorship they receive(d), the ability to engage in hands-on, relevant tasks, and being provided with adequate feedback and communications from their mentors, are key to ensuring the continued provision of high-quality on-the-job learning and mentorship.
- While only a small minority of First Period Apprentices mention being unlikely to complete their program, supports to further improve the likelihood of apprentices completing their program include:
 - Increasing awareness of, and enrollment in, pre-apprenticeship programs to help (potential) apprentices determine sooner whether the program or career they are interested in would be the right one for them, considering the realization that it is not the right one comes up as the most common reason for being unlikely to complete their program or having left their program already; and
 - Increasing awareness of financial supports to assist the minority of apprentices who encounter financial challenges, and to ensure that they are able to complete their classroom instruction.
- Considering sponsored apprentices report better on-the-job learning experiences, and mention being more likely to complete their apprenticeship program than unsponsored apprentices, providing additional support for unsponsored apprentices to help them find a sponsor will be important to ensuring a positive experience for all apprentices, as well as their ability to progress through and complete their apprenticeship program.

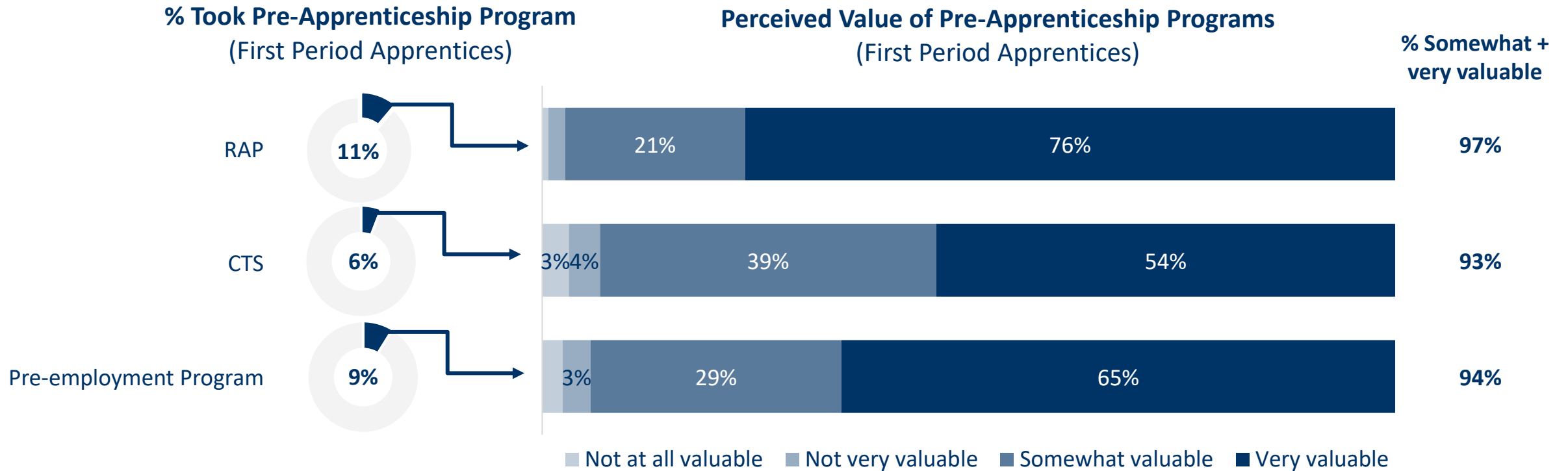
Detailed Findings

Detailed Findings

1. Pre-Apprenticeship Programs

Pre-Apprenticeship Programs Participation and Perceived Value 2023

- One-in-nine First Period Apprentices participated in RAP. A similar number (9%) took a pre-employment program that provides credit for their first period, and around 6% enrolled in the CTS apprenticeship pathway.
- Among program participants, the majority deemed their respective programs to be valuable, with nearly all First Period Apprentices who took RAP finding it valuable (97%).



Percentages lower than 3% are not shown.

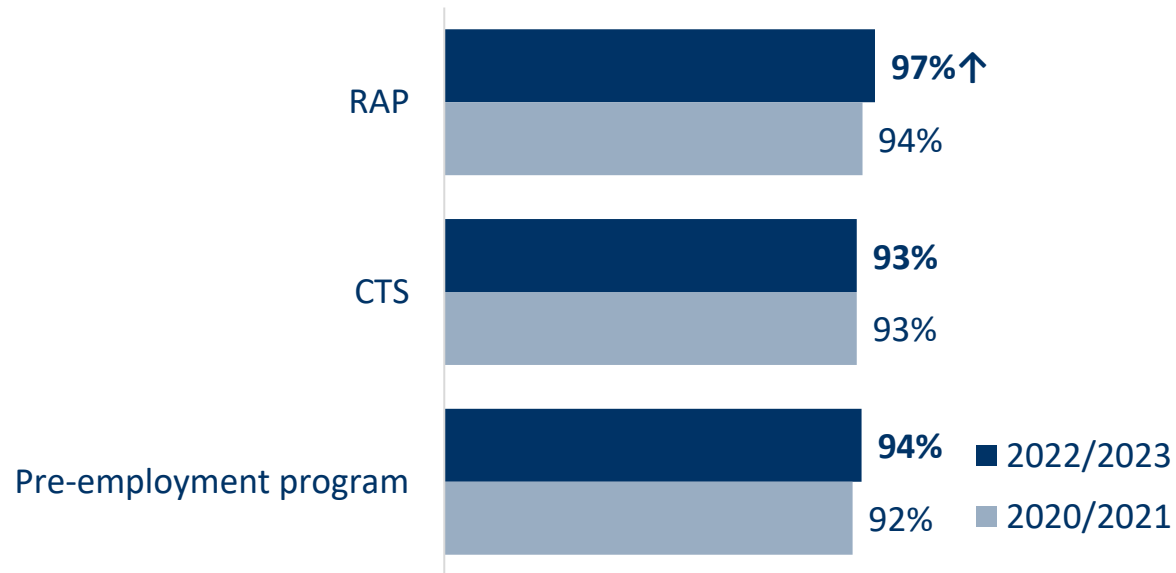
P1. Did you take a 'pre-apprenticeship' program, including RAP, or CTS? / P2. And which of the following pre-apprenticeship programs did you take? (2022/2023: 5183)

P3a. Overall, how valuable was the [program name] program while in high school to you? (2022/2023: RAP: 468, CTS: 249, Pre-employment program: 381)

Pre-Apprenticeship Programs Participation and Perceived Value 2020 to 2023

- The perceived value of RAP among First Period Apprentices has increased slightly for 2022/2023 compared to 2020/2021 (from 94% to 97%). The perceived value of CTS and pre-employment programs has remained stable.

Perceived Value of Pre-Apprenticeship Programs
% Somewhat + very valuable
(First Period Apprentices)

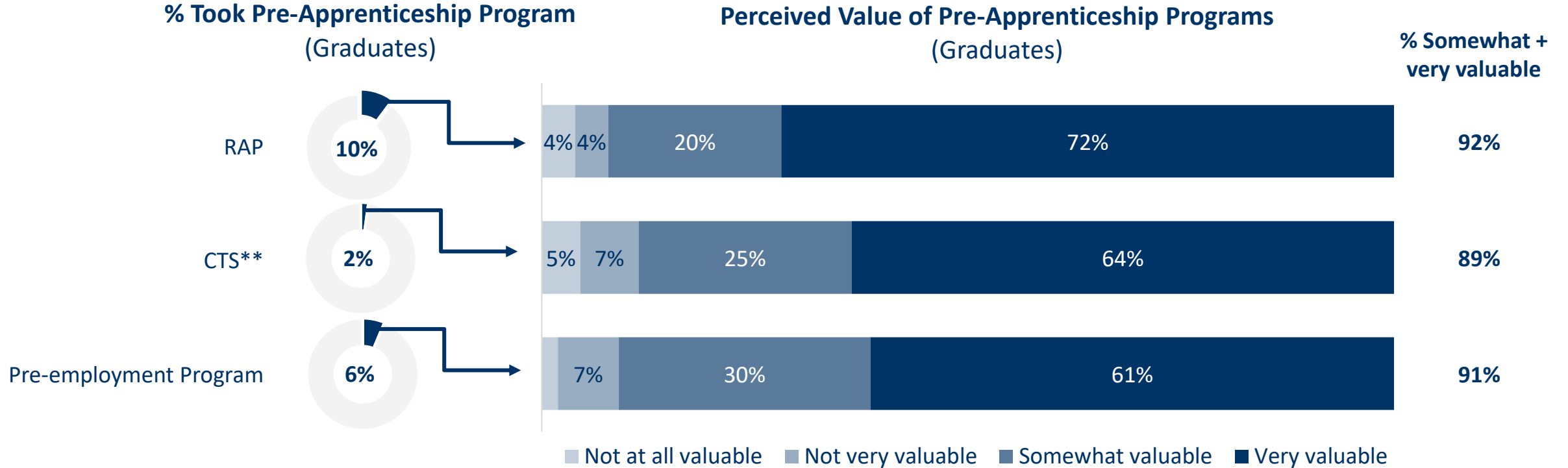


↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

P3a. Overall, how valuable was the [program name] program while in high school to you? (2020/2021: RAP: 603, CTS: 203, Pre-employment program: 486; 2022/2023: RAP: 468, CTS: 249, Pre-employment program: 381)

Pre-Apprenticeship Programs Participation and Perceived Value 2023

- Among Graduates, one-in-ten participated in RAP, the vast majority of whom (92%) considered the program to be valuable.
- Participation in CTS and pre-employment programs among Graduates is lower compared to RAP (at 2% and 6% respectively)
 - Similar to RAP though, most participants considered these programs to be valuable as well (89% for CTS and 91% for pre-employment programs)



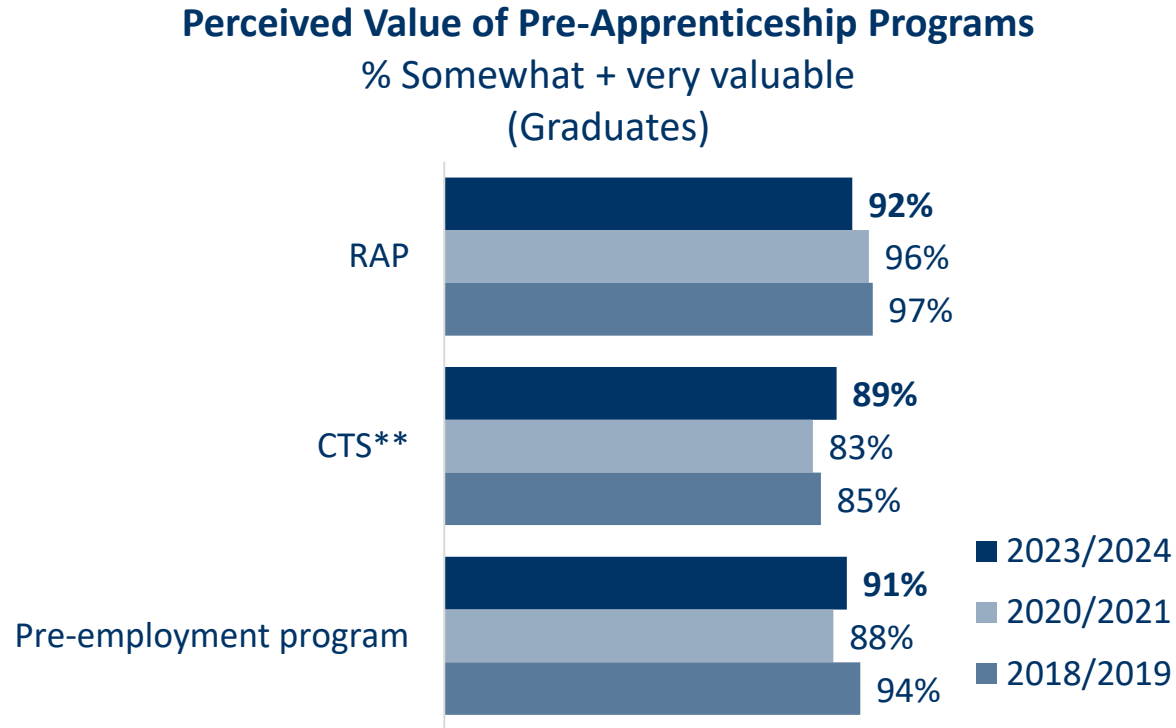
**Base <50, interpret with caution. Percentages lower than 3% are not shown.

P1. Did you take a 'pre-apprenticeship' program, including RAP, or CTS? / P2. And which of the following pre-apprenticeship programs did you take? (2022/2023: 2329)

P3a. Overall, how valuable was the [program name] program while in high school to you? (2022/2023: RAP: 128, CTS: 44, Pre-employment program: 210)

Pre-Apprenticeship Programs Participation and Perceived Value 2018 to 2023

- The perceived value of each of the pre-apprenticeship programs has remained statistically stable among Graduates.



**Base <50, interpret with caution. ↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

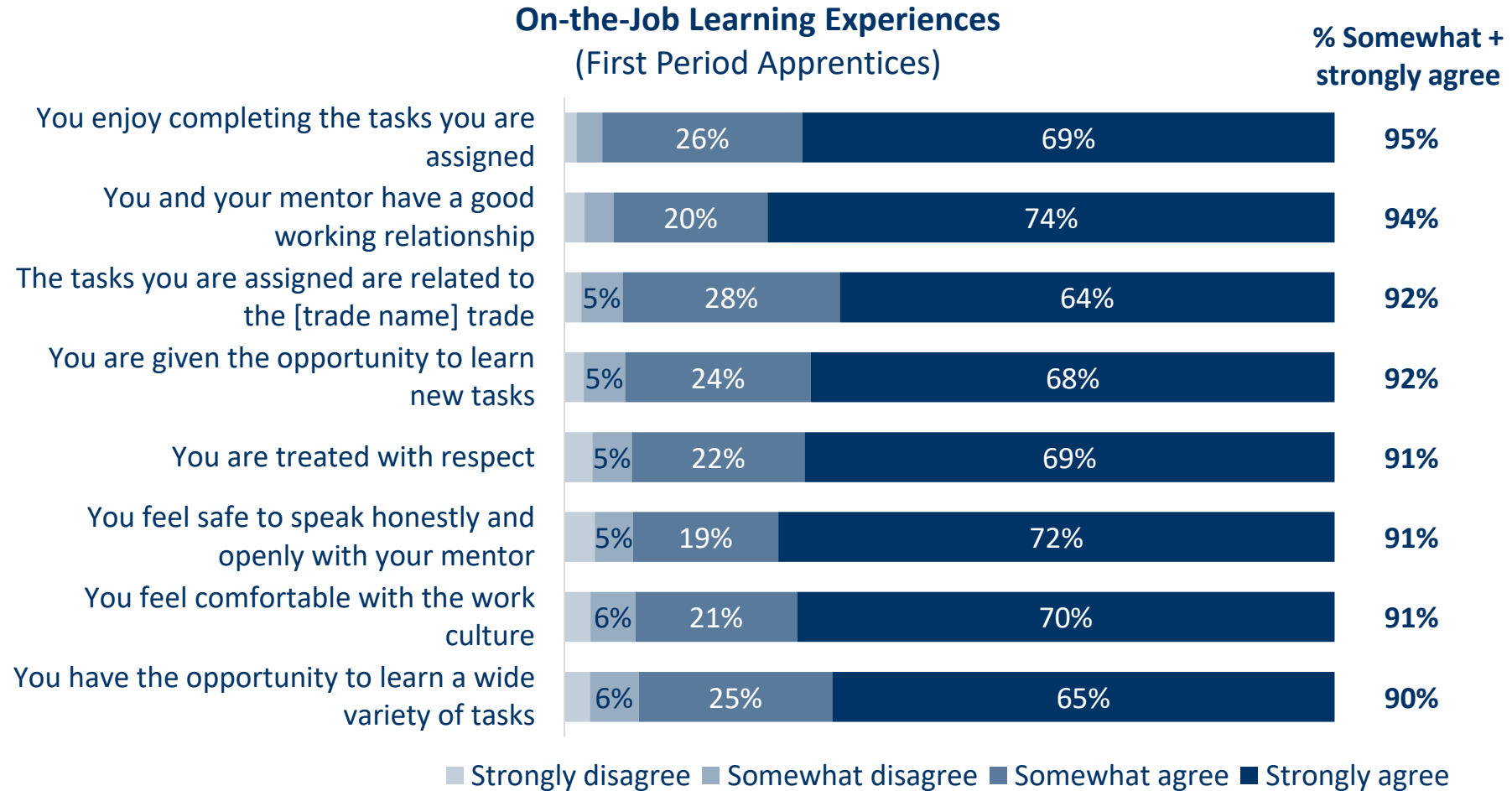
P3a. Overall, how valuable was the [program name] program while in high school to you? (2018/2019: RAP: 125, CTS: 47, Pre-employment program: 168; 2020/2021: RAP: 99, CTS: 42, Pre-employment program: 166; 2022/2023: RAP: 128, CTS: 44, Pre-employment program: 210)

Detailed Findings

2. On-the-Job Learning Experiences and Mentorship

On-the-Job Learning Experiences 2023

- At least nine-in-ten First Period Apprentices express agreement (somewhat or strongly) with each of the statements pertaining to their on-the-job learning experiences, with 95% agreeing that they enjoy completing the tasks they are assigned and 94% agreeing that they have a good relationship with their mentor.



Percentages lower than 5% are not shown.

B3. Thinking about your on-the-job learning experience, how strongly do you agree or disagree that ... ? (2022/2023: 5087-5142)

Classification: Public



On-the-Job Learning Experiences 2020 to 2023

- Satisfaction with on-the-job learning experiences among First Period Apprentices has remained consistent since 2020/2021.

On-the-Job Learning Experiences

% Somewhat + strongly agree
(First Period Apprentices)

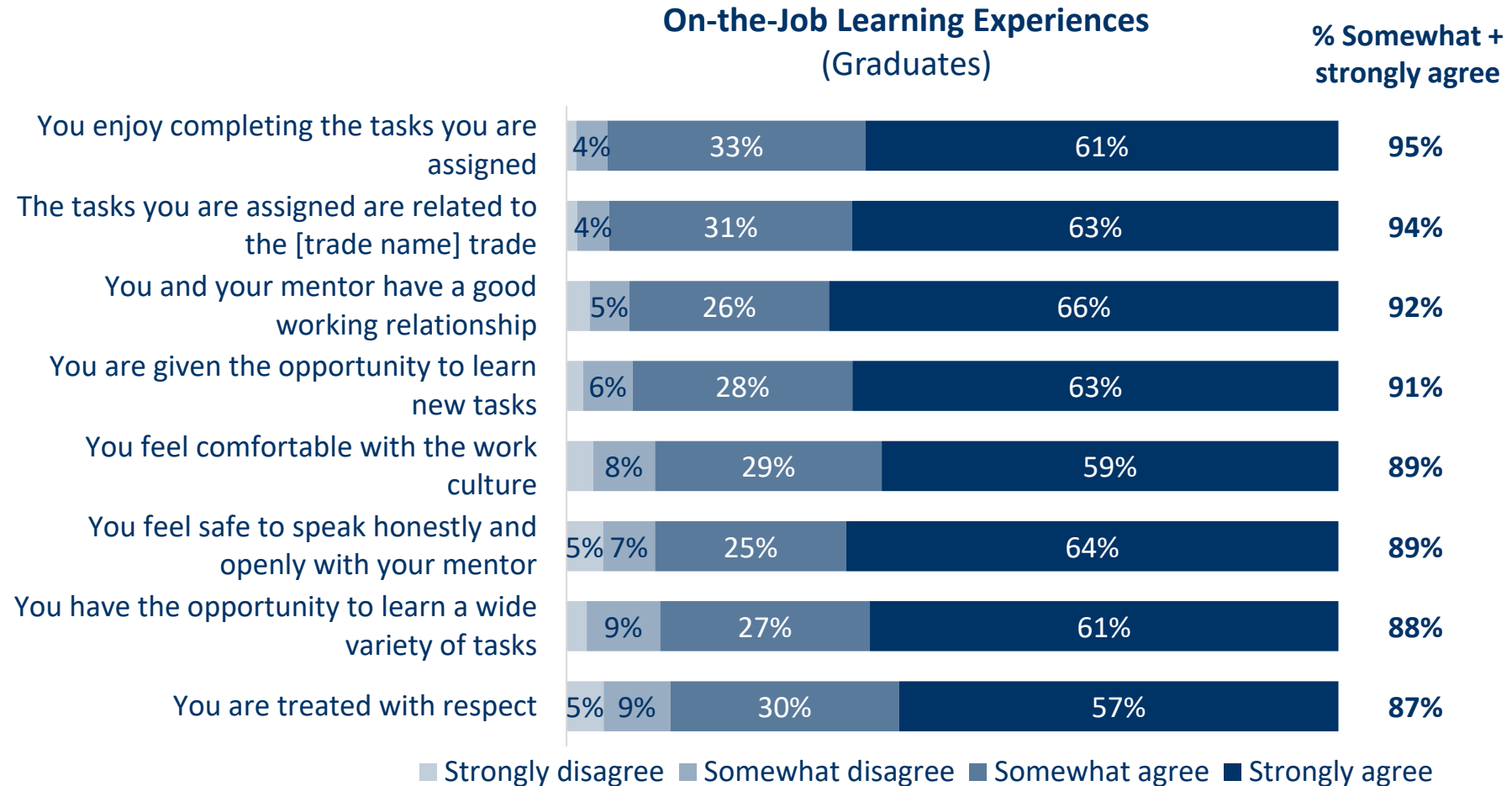


↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

B3. Thinking about your on-the-job learning experience, how strongly do you agree or disagree that ... ? (2020/2021: 4528-4589, 2022/2023: 5087-5142)

On-the-Job Learning Experiences 2023

- The majority of Graduates agree (somewhat + strongly) with each of the various components of their on-the-job learning experience with agreement ranging from 87% for being treated with respect to 95% for enjoying the tasks assigned to them.



Percentages lower than 4% are not shown.

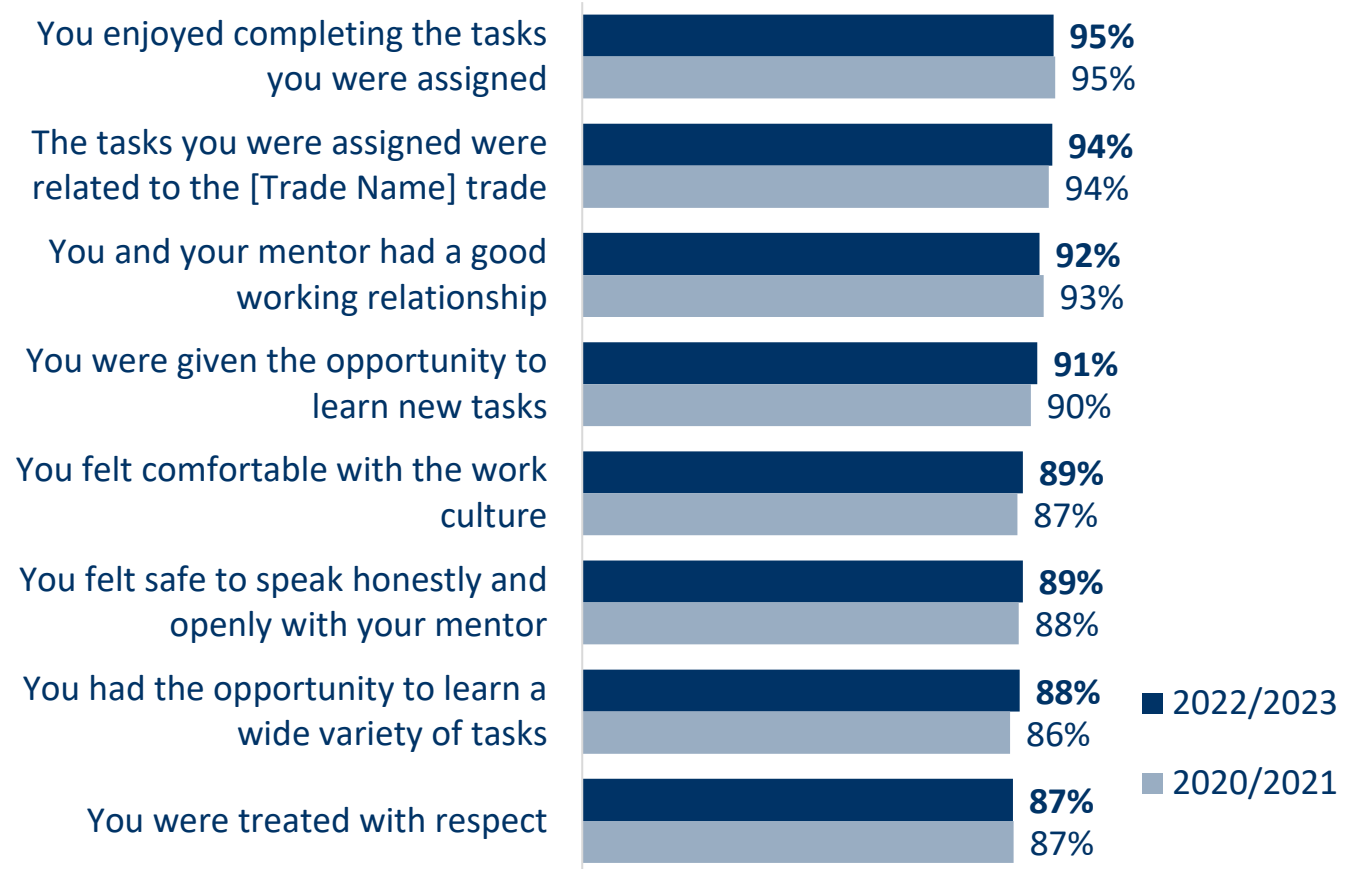
B3. Thinking about your on-the-job learning experience, how strongly do you agree or disagree that ... ? (2022/2023: 2342-2359)

Classification: Public

On-the-Job Learning Experiences 2020 to 2023

- Satisfaction with on-the-job learning experiences among Graduates has remained stable since 2020/2021.

On-the-Job Learning Experiences
% Somewhat + strongly agree
(Graduates)



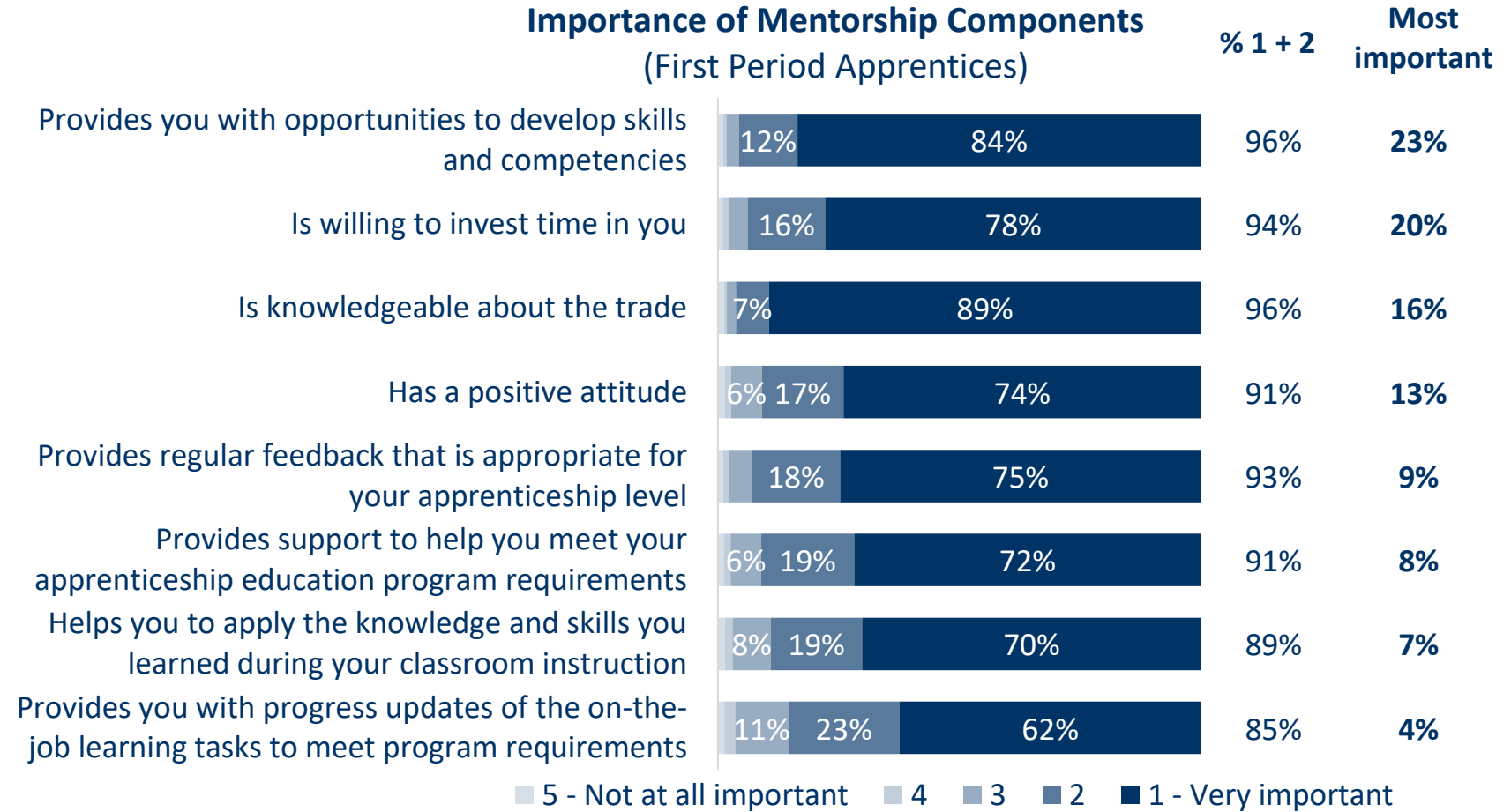
↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

B3. Thinking about your on-the-job learning experience, how strongly do you agree or disagree that ... ? (2020/2021: 1729-1754, 2022/2023: 2342-2359)



Importance of Mentorship Components 2023

- Among First Period Apprentices, the three most important aspects of mentorship are being provided with opportunities to develop skills and competencies (23%), willingness to invest time in mentoring (20%), and being knowledgeable about the trade (16%).
- That said, each of the mentorship components listed are considered important by First Period Apprentices with few (less than 15%) indicating that any are not important to them.

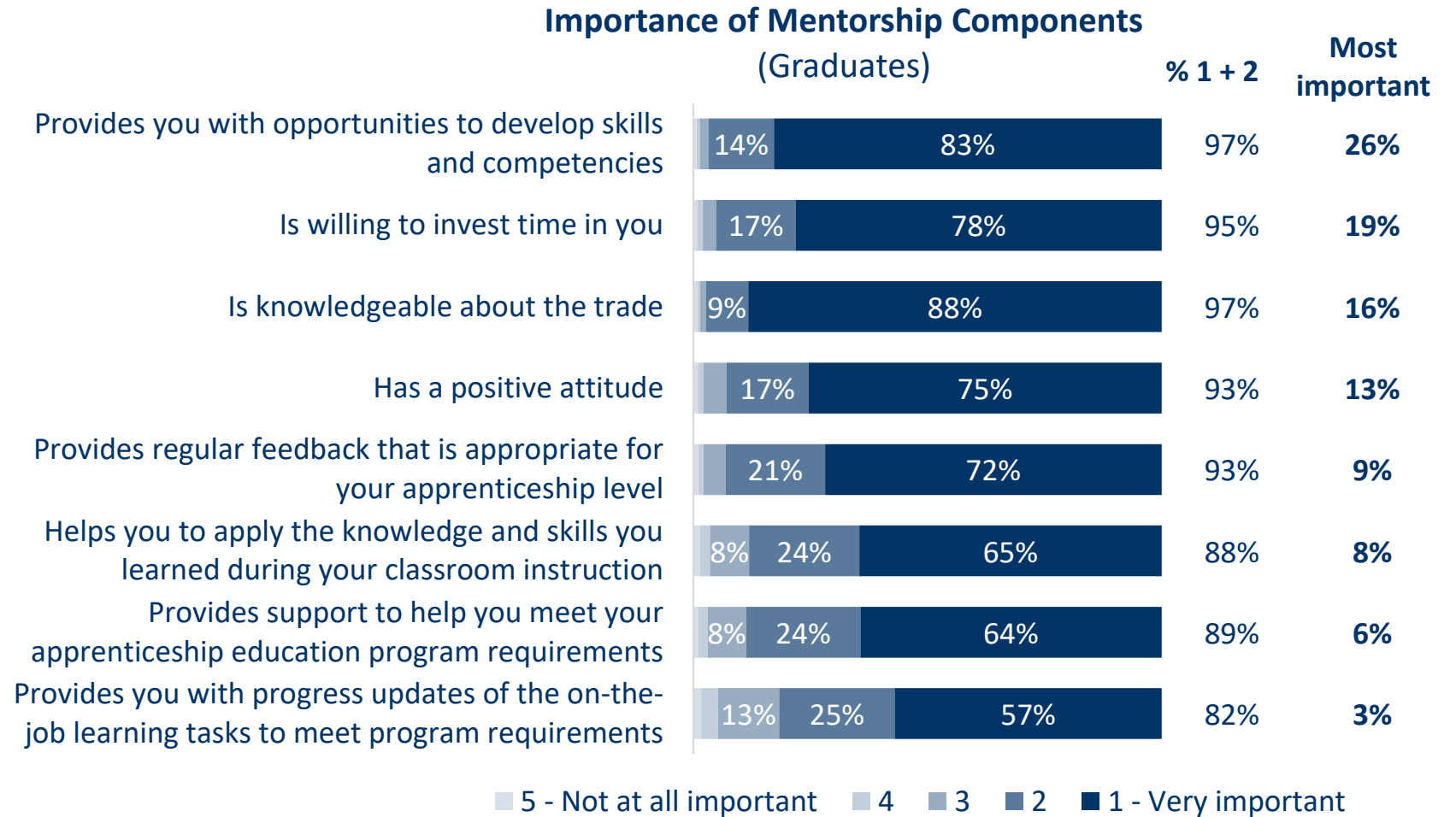


Percentages lower than 5% are not shown.

B4. How important or unimportant [were / are] each of the following to you? / B6. And which one of those do you feel is the most important for a good mentor? (2022/2023: 4958-5237)

Importance of Mentorship Components 2023

- Similar to First Period Apprentices, the three most important aspects of mentorship among Graduates are being provided with opportunities to develop skills and competencies (26%), willingness to invest time in mentoring (19%), and being knowledgeable about the trade (16%).



Percentages lower than 5% are not shown.

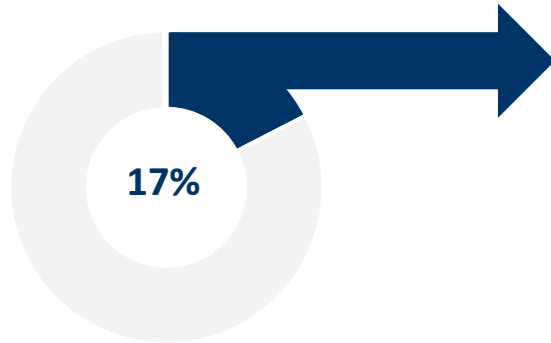
B4. How important or unimportant [were / are] each of the following to you? / B6. And which one of those do you feel is the most important for a good mentor? (2022/2023: 2242-2359)



Suggestions for Mentorship Improvement 2023

- Most First Period Apprentices (83%) do not have any feedback on how the mentorship they receive could be improved.
- Among the minority (17%) who provided feedback, 29% expressed a desire for more feedback and communications with their mentors. Additionally, around one-quarter mentioned wanting better instruction (27%) or expressed a desire for more opportunities to engage in hands-on, relevant tasks (23%).

Suggestions for Mentorship Improvement: Provided Feedback (First Period Apprentices)



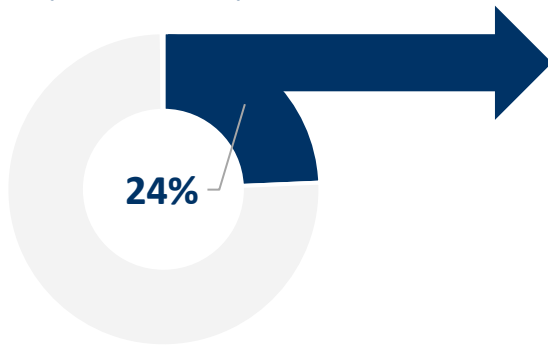
Suggestions for Mentorship Improvement (First Period Apprentices)



Suggestions for Mentorship Improvement 2023

- About one-quarter of Graduates (24%) provided feedback on how the mentorship they received could be improved, the top mention among those who provided feedback being more opportunities to engage in more hands-on, relevant, or diverse tasks (33%). Additionally, 25% mentioned wanting better instruction and 23% mentioned wanting better instruction and 23% indicated they would have liked more feedback and communications from their mentors.

Suggestions for Mentorship Improvement: Provided Feedback (Graduates)



Suggestions for Mentorship Improvement (Graduates)



Detailed Findings

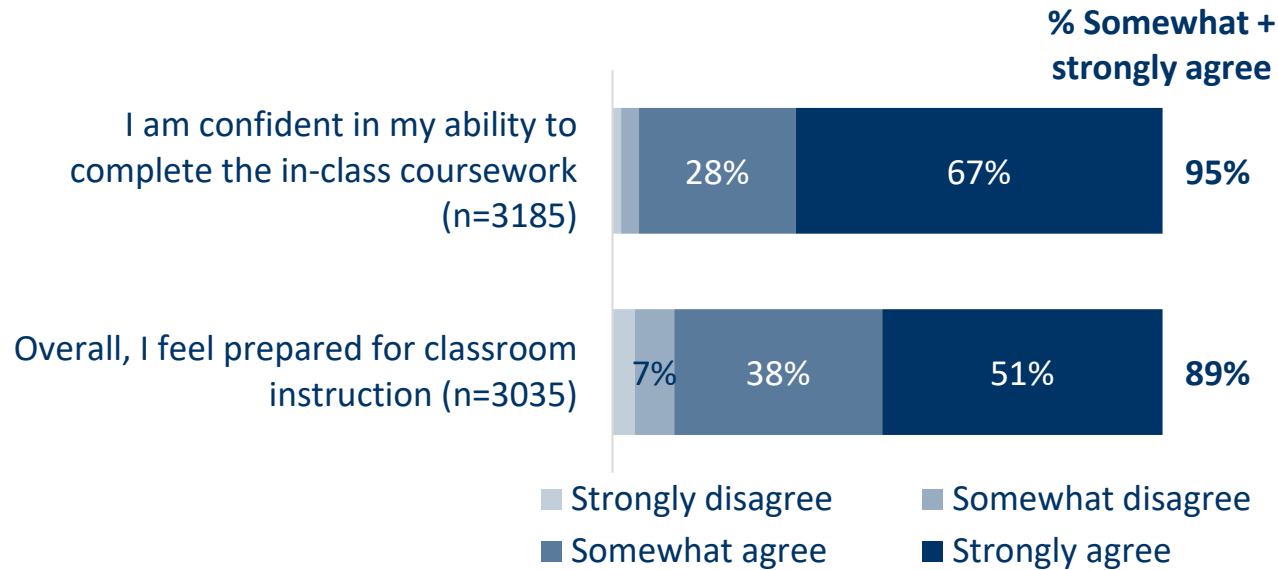
3. Classroom Instruction Experience

Classroom Instruction: Level of Preparedness 2023

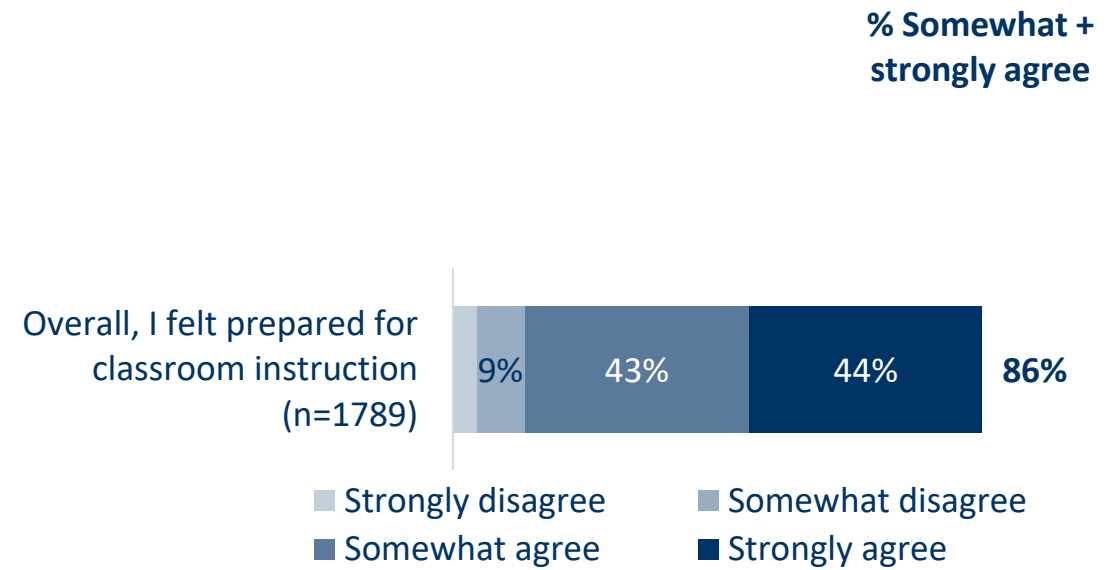
- The overwhelming majority of First Period Apprentices who have not yet attended classroom instruction express confidence in their ability to complete the in-class coursework (95%) and approximately nine-in-ten (89%) feel adequately prepared for classroom instruction. Among those who have already attended classroom instruction, most (86%) felt prepared as well.

Level of Preparedness (First Period Apprentices)

Have not yet attended classroom instruction



Have attended classroom instruction



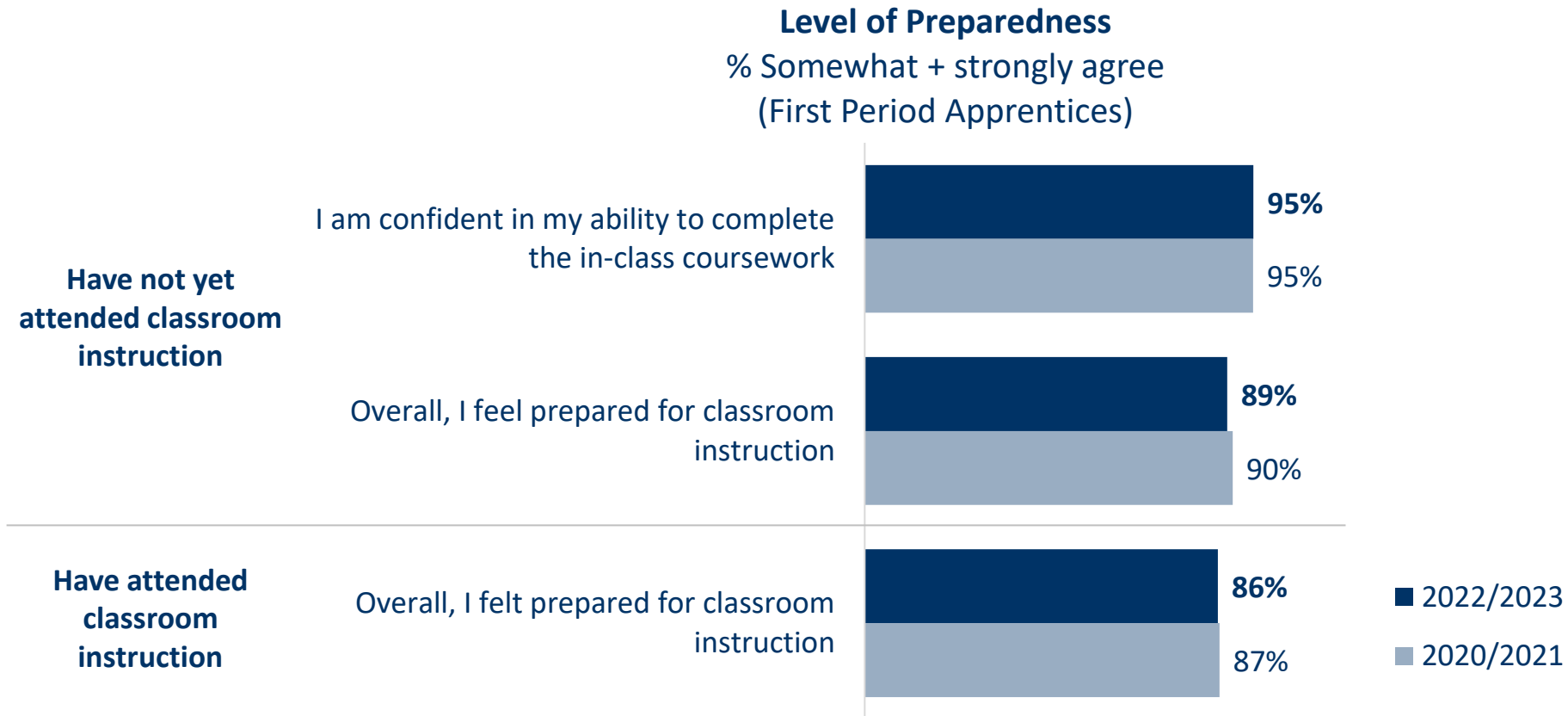
Percentages lower than 5% are not shown.

FP_TT2. Thinking about first period classroom instruction, how strongly do you agree or disagree that...? (2022/2023: 1789-3185)



Classroom Instruction: Level of Preparedness 2020 to 2023

- Confidence in the level of preparedness of First Period Apprentices for classroom instruction has remained consistent since the last wave, with the majority expressing agreement with their confidence in completing in-class coursework, as well as feeling prepared for classroom instruction.



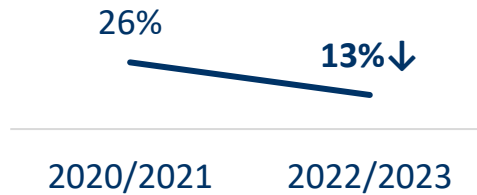
↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

FP_TT2. Thinking about first period classroom instruction, how strongly do you agree or disagree that...? (2020/2021: 1669-2572; 2022/2023: 1789-3185)

Classroom Instruction: Delayed Classroom Instruction 2020 to 2023

- Since 2020/2021, there has been a substantial decrease in First Period Apprentices who delayed classroom instruction, dropping from 26% to 13%. Presumably, this can at least in part be explained by the public health emergency due to COVID-19 pandemic having ended.

Delayed Classroom Instruction
(First Period Apprentices)
% Yes



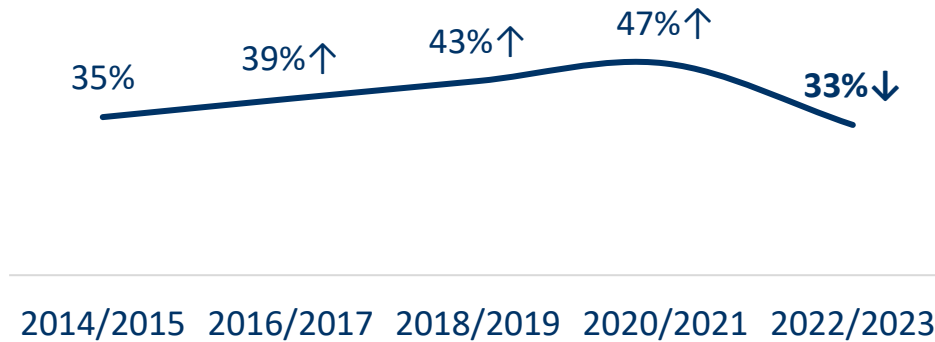
↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

C8. At any time during your apprenticeship education program, did you delay attending classroom instruction? (2020/2021: 1622; 2022/2023: 1782)

Classroom Instruction: Delayed Classroom Instruction 2014 to 2023

- One-third (33%) of 2022/2023 Graduates delayed classroom instruction at some point during their program, ending the increases seen over the past few iterations of the study. This decrease drops the numbers to below pre-pandemic levels.

Delayed Classroom Instruction
(Graduates)
% Yes



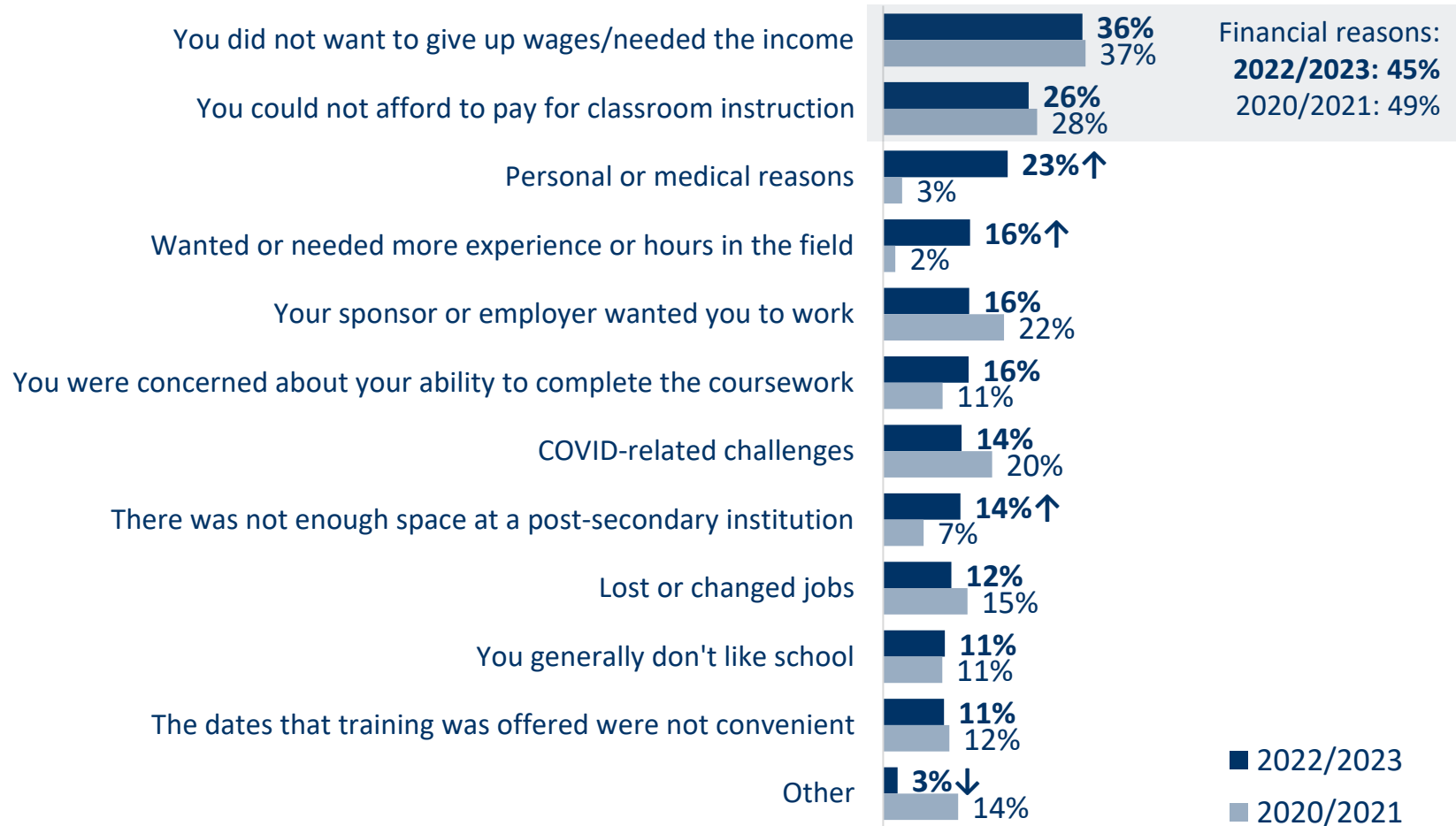
↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

C8. At any time during your apprenticeship education program, did you delay attending classroom instruction? (20214/2015: 4813, 2016/2017: 5053, 2018/2019: 3352, 2020/2021: 1691, 2022/2023: 2286)

Classroom Instruction: Reasons for Delaying Classroom Instruction 2020 to 2023

- Consistent with 2020/2021, just under half of First Period Apprentices delayed classroom instruction for financial reasons. Approximately one-third noted they did not want to give up/needed their current income (36%), while 26% mentioned an inability to pay for classroom instruction.
- 2022/2023 saw the proportion of comments relating to a lack of space at post-secondary institutions doubling from 7% to 14%.
- There was also a significant increase in those who wanted more experience/hours in the field before taking classroom instruction (16% vs. 2% for 2020/2021).

Reasons for Delaying Classroom Instruction
(First Period Apprentices)

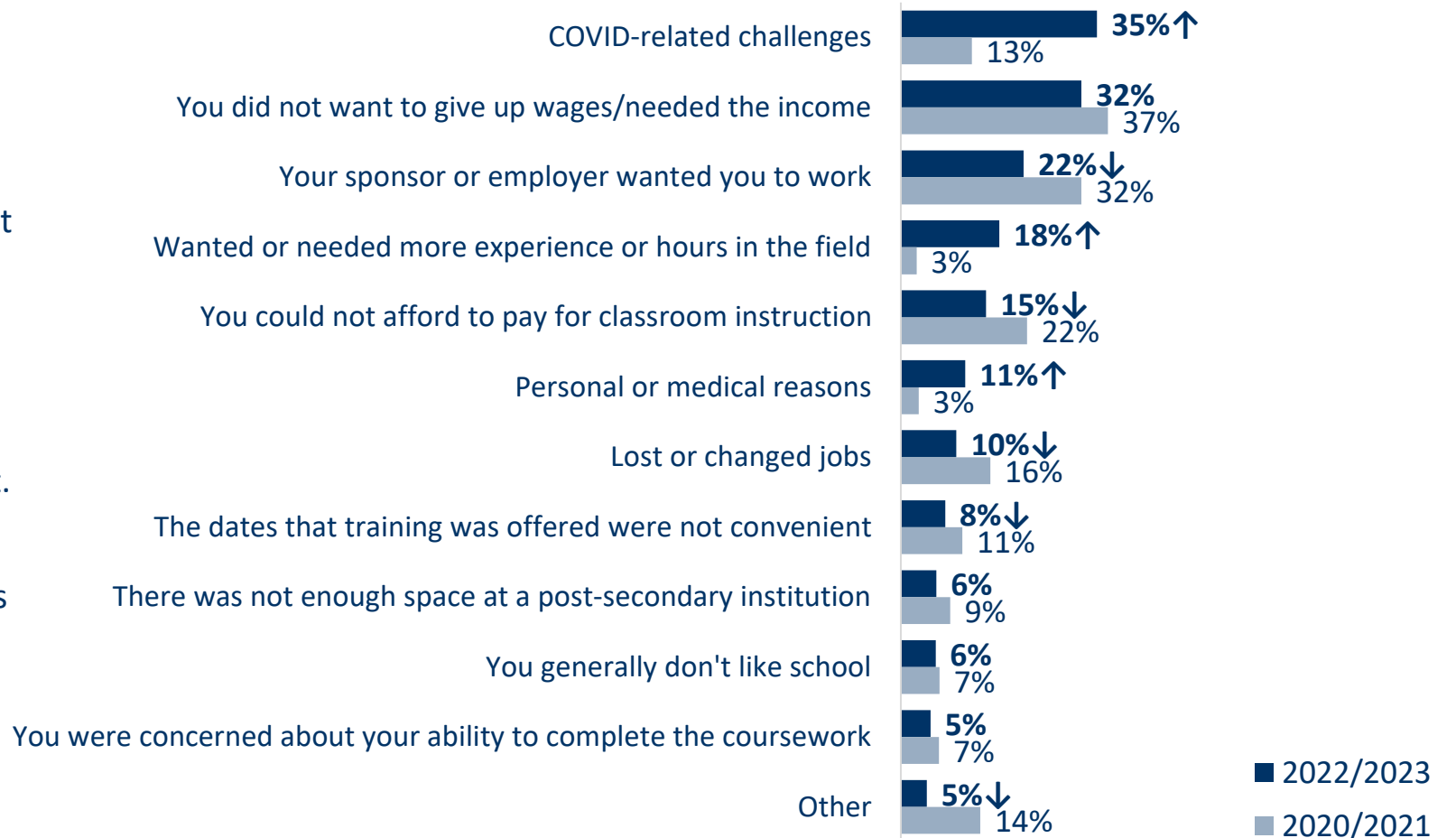


↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)
C1_1. For which of the following reasons did you delay attending classroom instruction? (2020/2021: 417, 2022/2023: 221)

Classroom Instruction: Reasons for Delaying Classroom Instruction 2020 to 2023

- The primary reason cited by Graduates for delaying classroom instruction was challenges stemming from COVID-19. Just over one-third (35%) of 2022/2023 Graduates mentioned this, a significant increase compared to 13% among 2020/2021 Graduates.
- Approximately one-third (32%) also cited not wanting to give up/needing their income as a reason for postponing instruction. Just over one-fifth (22%) mentioned their employer's requirement for them to work, representing a decrease from the 32% who cited this reason in the previous assessment.
- Same as among First Period Apprentices, there was a significant increase in Graduates wanting more experience/hours in the field before taking classroom instruction (18% vs. 3% for 2020/2021).

Reasons for Delaying Classroom Instruction (Graduates)



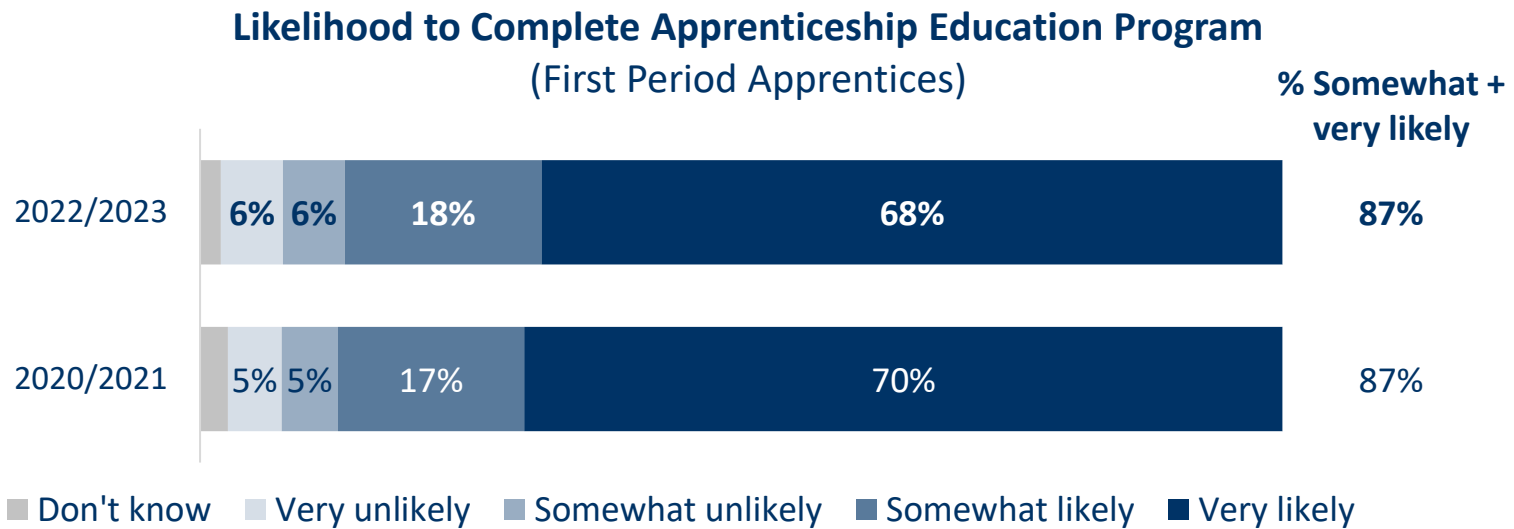
↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)
 C1_1. For which of the following reasons did you delay attending classroom instruction? (2020/2021: 783, 2022/2023: 758)

Detailed Findings

4. Likelihood to Complete Apprenticeship Education Program

Likelihood to Complete Apprenticeship Education Program 2020 to 2023

- The majority of First Period Apprentices (87%) indicate that they are likely to complete their apprenticeship program with just over two-thirds (68%) indicating they are very likely to complete their program, which is consistent with 2020/2021.



Percentages lower than 5% are not shown.

FP6A. Overall, and as of this point in time, how likely are you to complete the apprenticeship program? (2020/2021: 4461, 2022/2023: 5042)



Reasons for Being Unlikely to Complete Apprenticeship Education Program 2020 to 2023

- Among those who are unlikely to complete their apprenticeship program, approximately one-quarter (26%) cite financial reasons such as a lack of finances or financial concerns.
- This is followed by the realization that the program or career is not the right one for them and being interested in a different career (both mentioned by 19%).
- There has been a considerable increase since 2020/2021 in those who feel there is a lack of jobs in the industry (from 5% for 2020/2021 to 13% for 2022/2023).

Reasons for Being Unlikely to Complete Apprenticeship Education Program (First Period Apprentices)



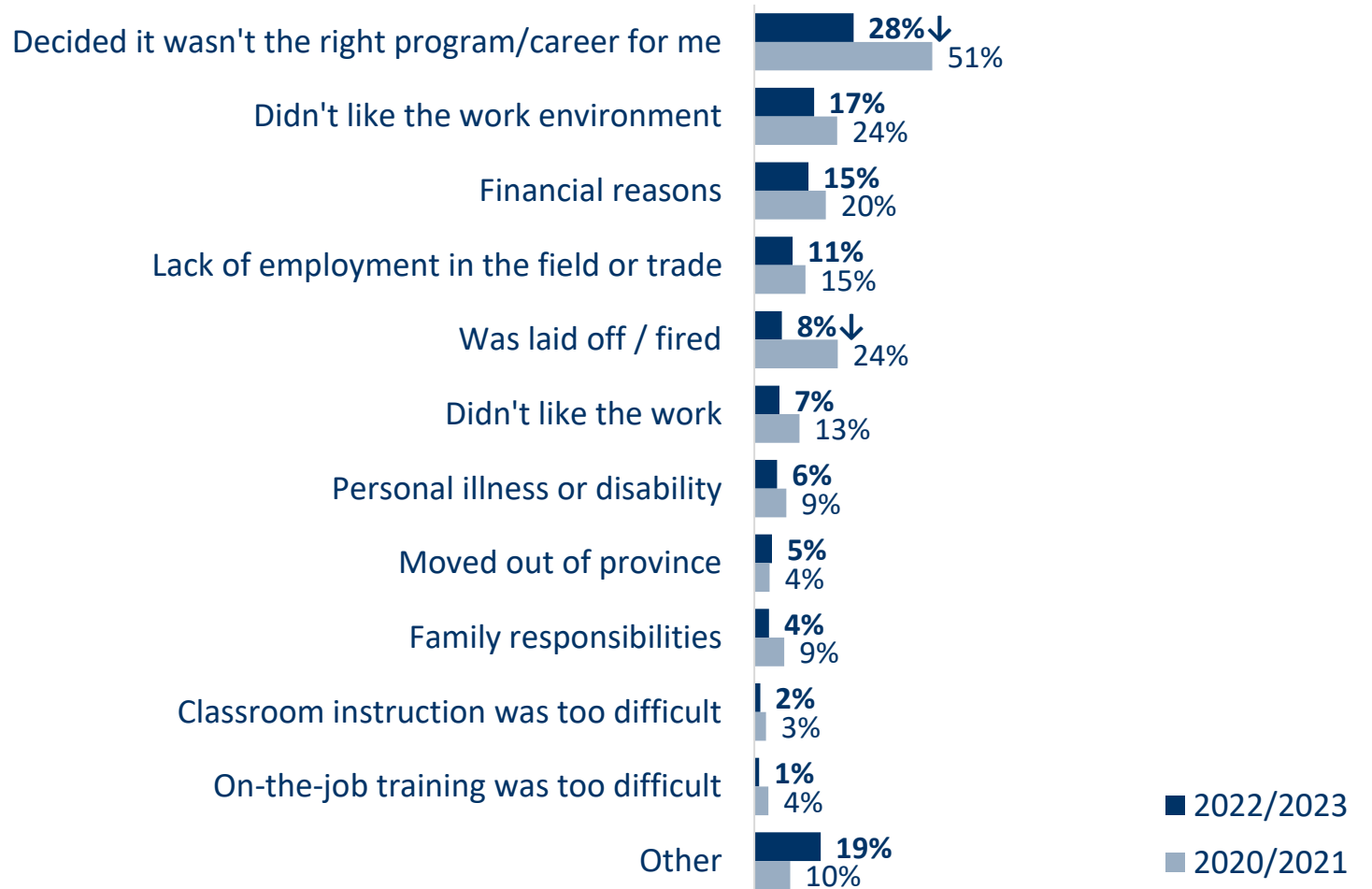
↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)
 FP6BD. Why aren't you likely to complete / continue the program? (2020/2021: 416, 2022/2023: 587)



Reasons for Leaving Apprenticeship Education Program 2020 to 2023

- Those who have left their apprenticeship program did so for a wide range of reasons, the most common one being the realization that the program or career was not the right one for them (mentioned by 28%, down from 51% in 2020/2021).
- This is followed by disliking the work environment (mentioned by 17%) and financial reasons (mentioned by 15%).

Reasons for Leaving Apprenticeship Education Program (First Period Apprentices)



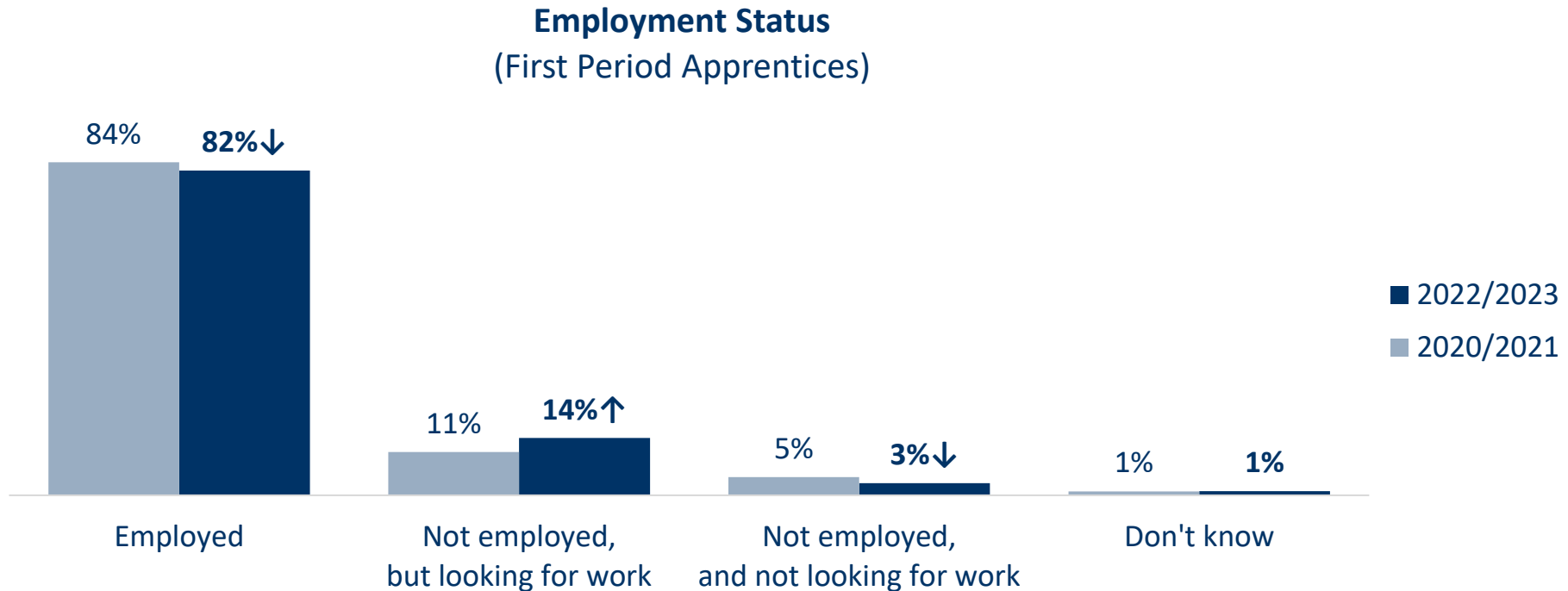
↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)
FPOA2. Why did you leave the apprenticeship program altogether? (2020/2021: 93, 2022/2023: 188)

Detailed Findings

5. Employment Outcomes

Employment Outcomes: Employment Status 2020 to 2023

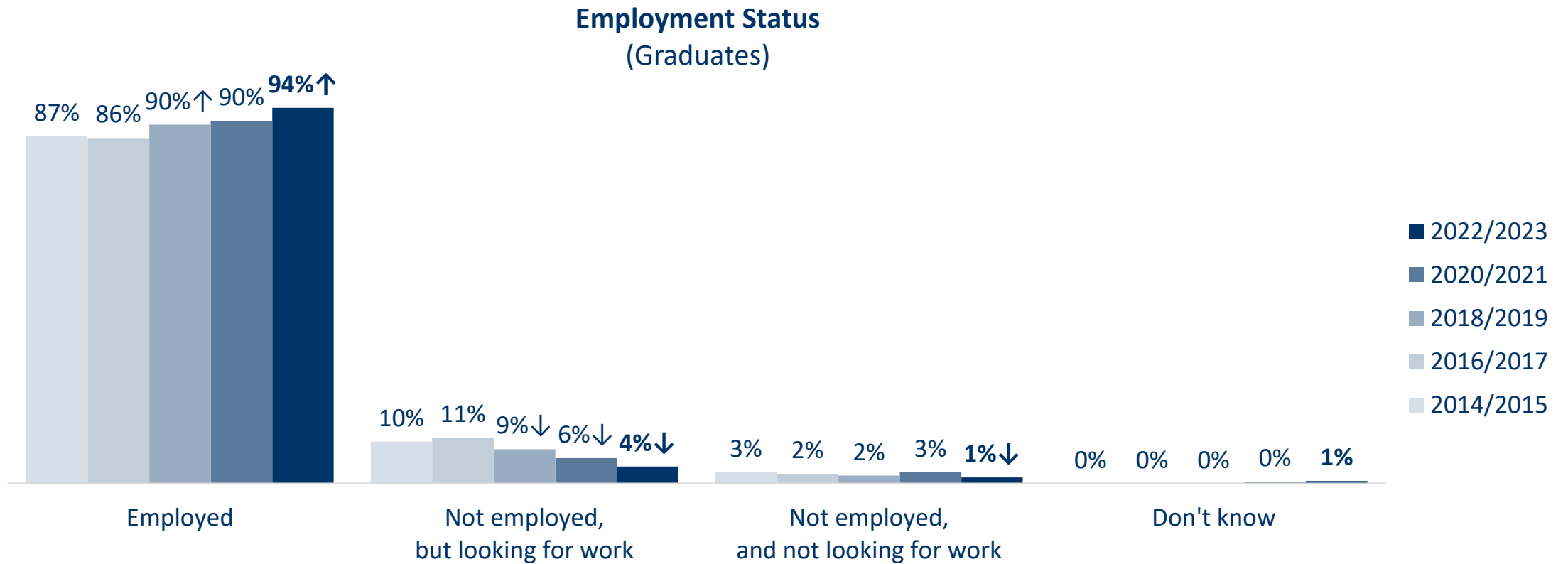
- Just over four-fifths of First Period Apprentices (82%) are currently employed, which reflects a slight decrease from the 84% employed for 2020/2021. The proportion of apprentices not employed and actively seeking work has increased since the previous iteration of the survey, rising from 11% to 14%.



↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)
 E1. Which of the following categories best describes your current employment status? (2020/2021: 4580, 2022/2023: 5317)

Employment Outcomes: Employment Status 2014 to 2023

- The employment rate among Graduates has increased from 90% for 2020/2021 to 94% for 2022/2023. For those not currently employed, there has been a decrease in those actively seeking work (4% compared to 6% in 2020/2021) and those not currently seeking employment (1% compared to 3% in 2020/2021).

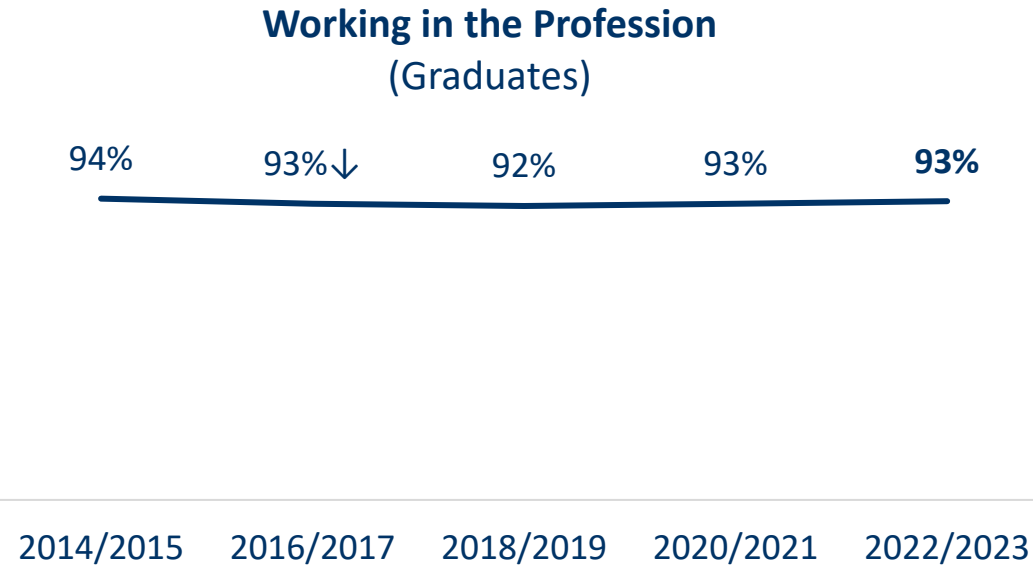


↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

E1. Which of the following categories best describes your current employment status? (2014/2015: 4826, 2016/2017: 5092, 2018/2019: 3489, 2020/2021: 1742, 2022/2023: 2336)

Employment Outcomes: Working in the Profession 2014 to 2023

- Just over nine-in-ten employed Graduates (93%) are working in their respective trade areas — a metric which has remained remarkably stable over the past 10 years.



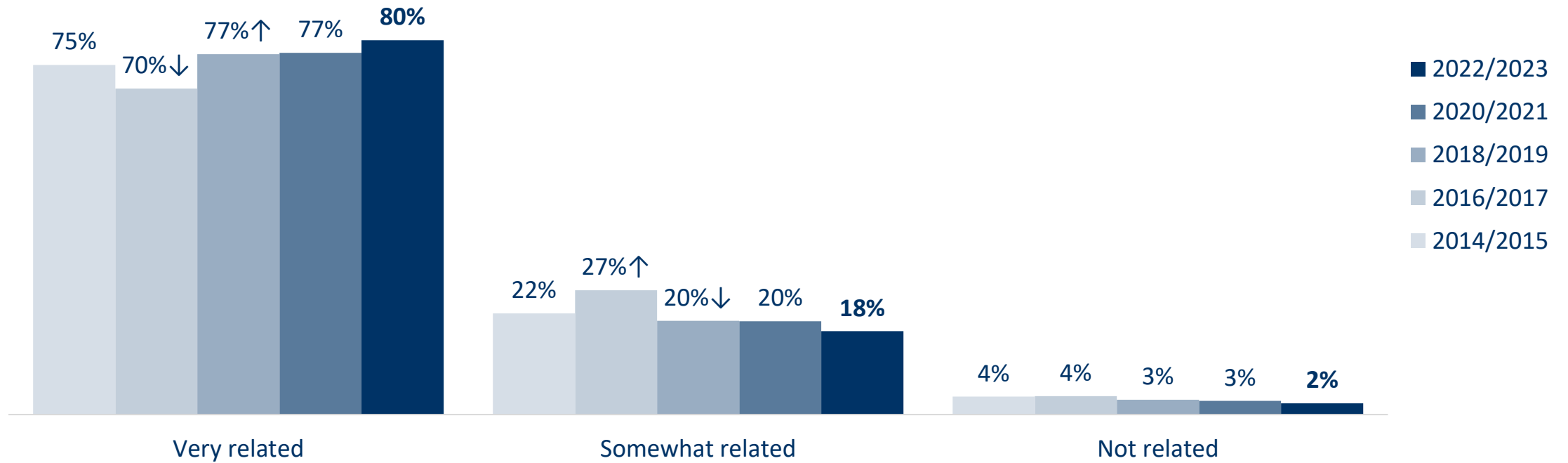
↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

E2. Are you currently working in the [Trade Name] profession? (2014/2015: 4178, 2016/2017: 4371, 2018/2019: 3117, 2020/2021: 1570, 2022/2023: 2183)

Employment Outcomes: Relevance to Certification 2014 to 2023

- Four-fifths of employed Graduates (80%) believe that their current work is highly related to their journeyman certification. This perception has remained stable since 2018/2019.

Relevance to Certification
(Graduates)



↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

E3. To what extent is the work you are currently doing related to your [Trade Name] journeyman certification? (2014/2015: 4178, 2016/2017: 4369, 2018/2019: 3015, 2020/2021: 1573, 2022/2023: 2187)

Detailed Findings

6. Program Satisfaction

Satisfaction with On-the-Job Learning 2023

- Overall, the vast majority of First Period Apprentices (91%) are satisfied with their on-the-job learning.
- Their mentor’s expertise (94%) and ability to use up-to-date practices (93%) receive particularly high satisfaction ratings.
- They also express high levels of satisfaction with learning the skills to work in the profession (92%), and the adequacy of equipment and facilities required for learning (91%).
- Satisfaction with on-the-job learning preparing them for provincial apprenticeship exams is relatively lower (82%).



Percentages lower than 5% are not shown.

B2. How satisfied were you with your on-the-job learning during your apprenticeship in terms of each of the following? (2022/2023: 4434-5085)



Satisfaction with On-the-Job Learning 2020 to 2023

- Satisfaction with the overall quality of on-the-job learning, as well as most sub-components, has remained stable for 2022/2023.
- There has been a slight increase in satisfaction with the expertise of their mentor to 94% for 2022/2023 (up from 92% for 2020/2021).
- Satisfaction with on-the-job learning preparing apprentices for provincial exams has decreased slightly from 84% for 2020/2021 to 82% for 2022/2023.

Satisfaction with On-the-Job Learning
% Somewhat + very satisfied
(First Period Apprentices)

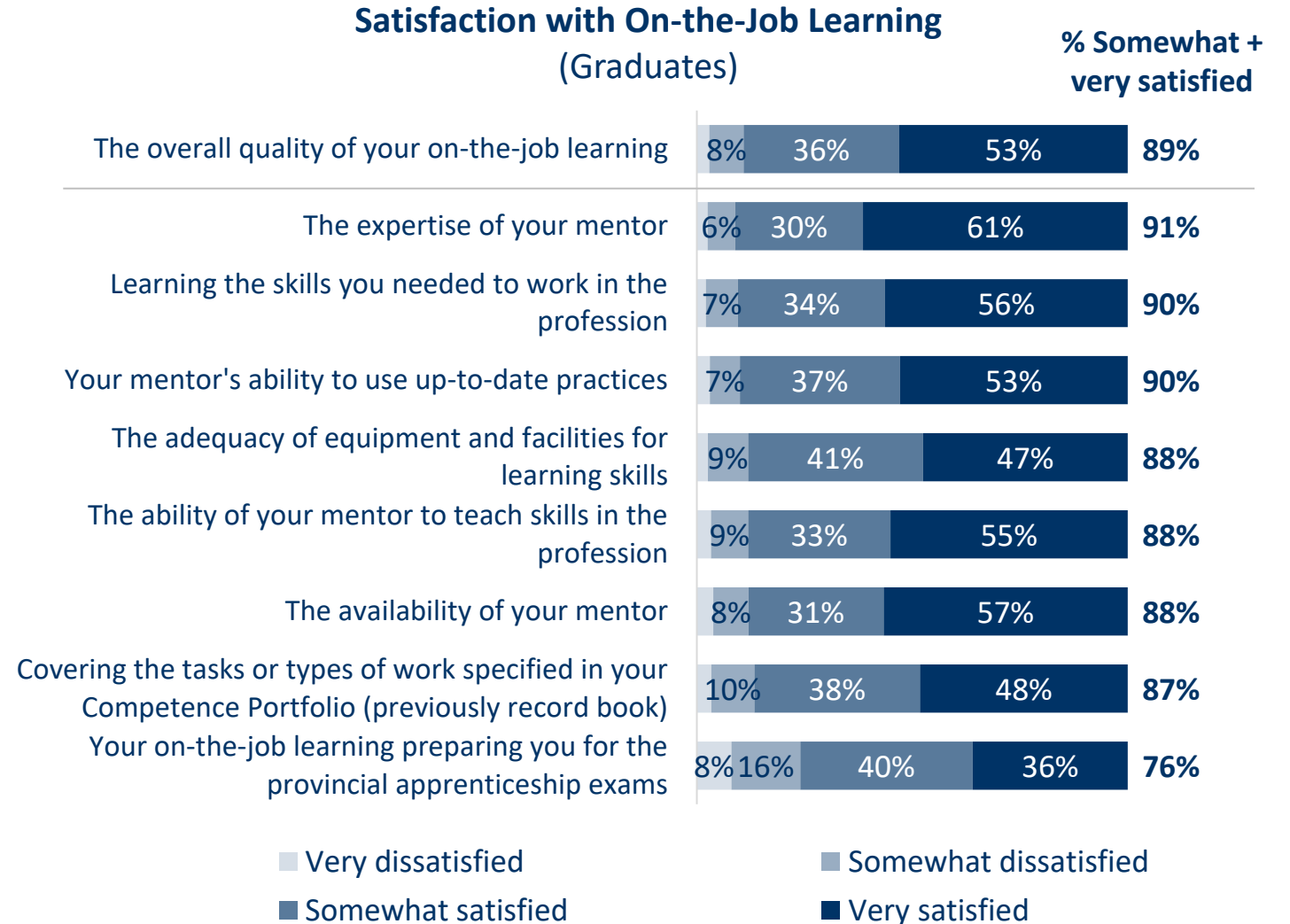


↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

B2. How satisfied were you with your on-the-job learning during your apprenticeship in terms of each of the following? (2020/2021:3808-4531, 2022/2023: 4434-5085)

Satisfaction with On-the-Job Learning 2023

- Graduates express high levels of satisfaction with the overall quality of their on-the-job learning (89%), as well as the expertise of their mentor (91%), acquiring the necessary job skills (90%), and their mentor's use of up-to-date practices (90%).
- Satisfaction with on-the-job learning preparing Graduates for provincial apprenticeship exams is relatively lower at 76%, with only just over one-third (36%) being very satisfied.



Percentages lower than 5% are not shown.

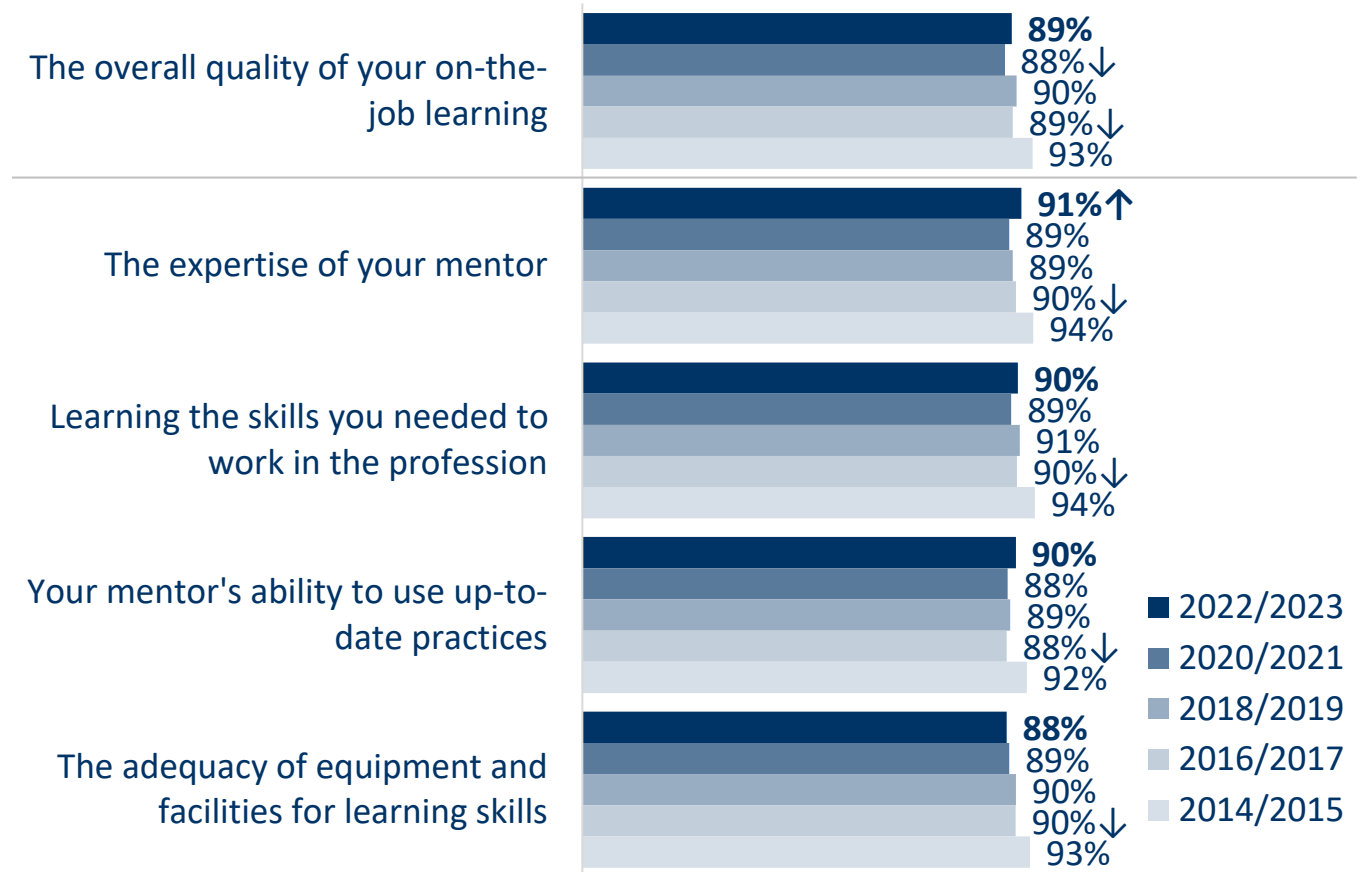
B2. How satisfied were you with your on-the-job learning during your apprenticeship in terms of each of the following? (2022/2023: 2112-2353)

Satisfaction with On-the-Job Learning

2014 to 2023 [1 of 2]

- Same as among First Period Apprentices, satisfaction with the overall quality of on-the-job learning, as well as most sub-components, has remained stable among 2022/2023 Graduates.
- Graduates express slightly higher satisfaction levels with the expertise of their mentor for 2022/2023 compared to 2020/2021 (91% vs. 89%).

Satisfaction with On-the-Job Learning
% Somewhat + very satisfied
(Graduates)



↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

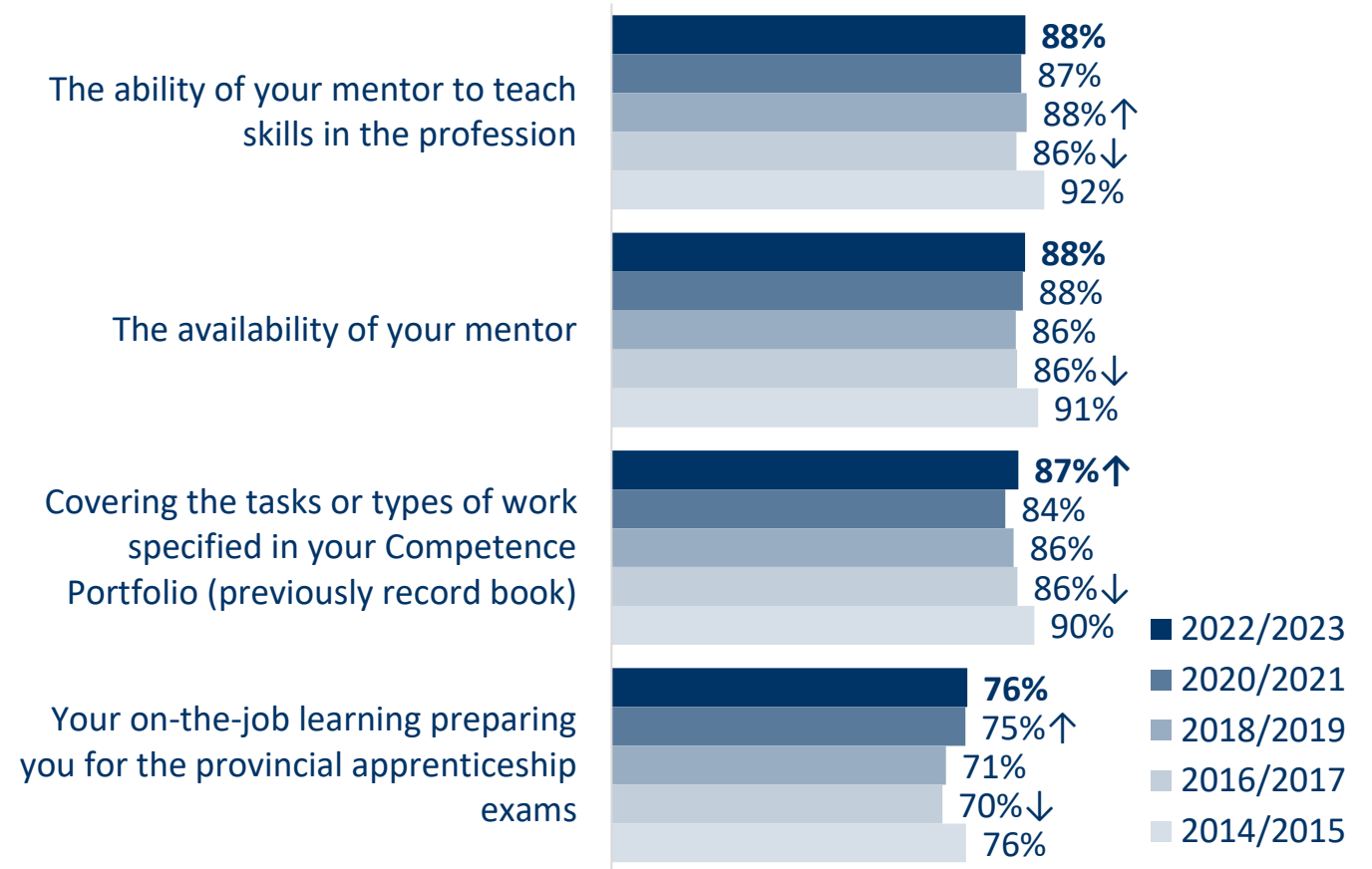
B2. How satisfied were you with your on-the-job learning during your apprenticeship in terms of each of the following? (2014/2015: 4773-4833, 2016/2017: 5094-5140, 2018/2019: 3365-3504, 2020/2021: 1720-1750, 2022:2023: 2331-2353)

Satisfaction with On-the-Job Learning

2014 to 2023 [2 of 2]

- Satisfaction with on-the-job learning covering the work specified in the Competence Portfolio has increased to 87% for 2022/2023 (compared to 84% for 2020/2021).

Satisfaction with On-the-Job Learning
 % Somewhat + very satisfied
 (Graduates)



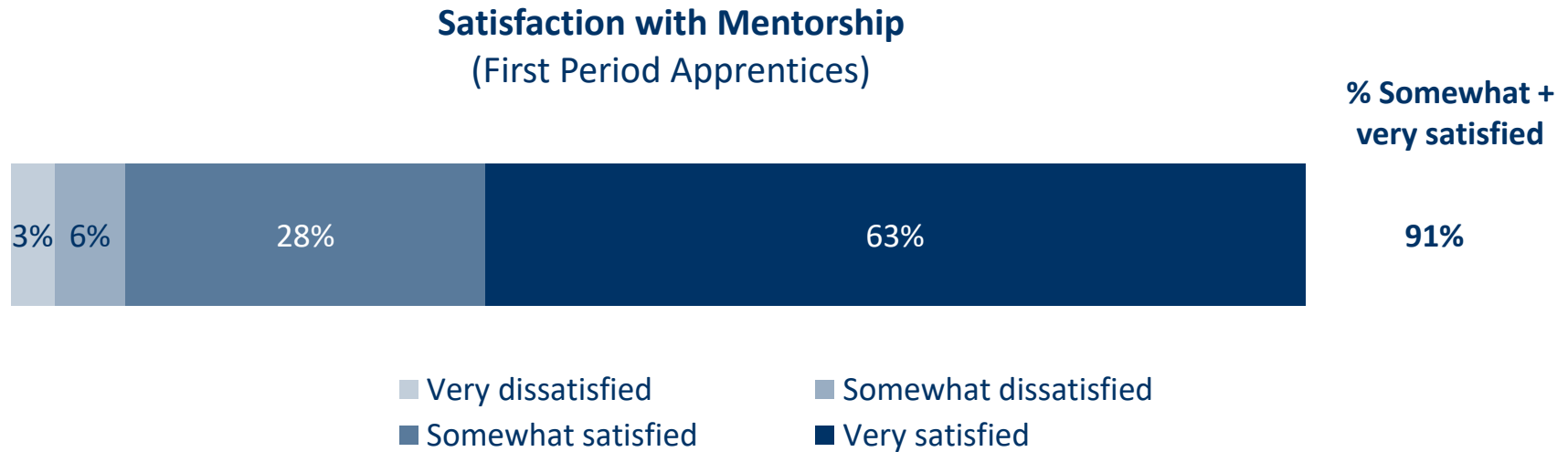
↑ ↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

B2. How satisfied were you with your on-the-job learning during your apprenticeship in terms of each of the following? (2014/2015: 4710-4788, 2016/2017: 5079-5112, 2018/2019: 3363-3378, 2020/2021: 1662-1741, 2022:2023: 2112-2336)



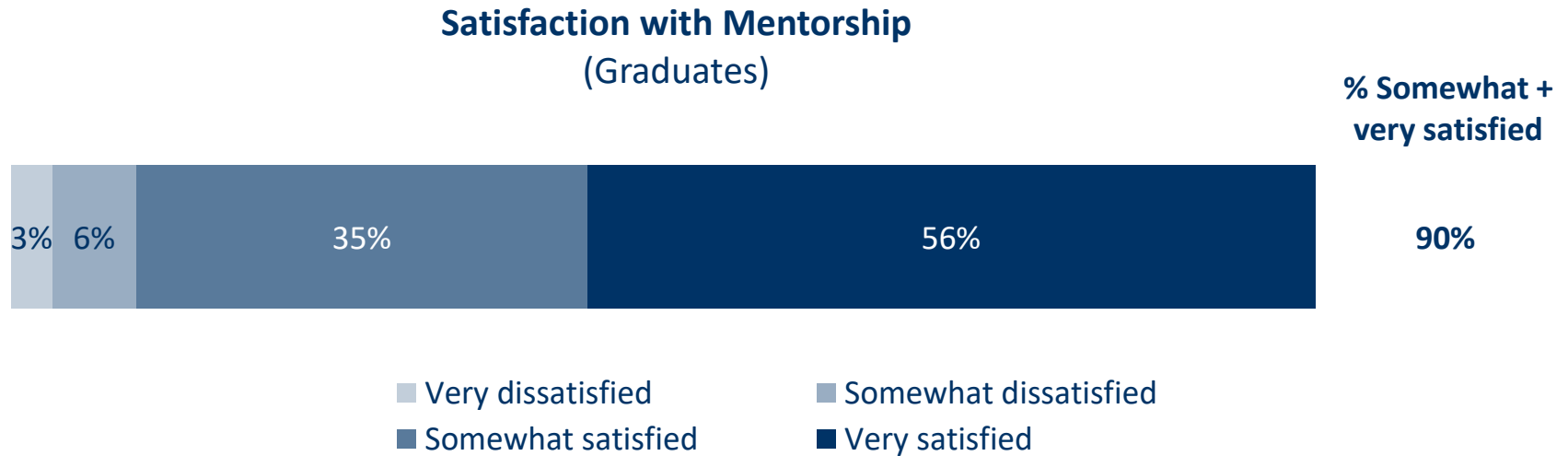
Satisfaction with Mentorship 2023

- A large majority of First Period Apprentices (91%) are satisfied with the quality of the mentorship they are receiving during their on-the-job learning and just under two-thirds (63%) report being very satisfied.



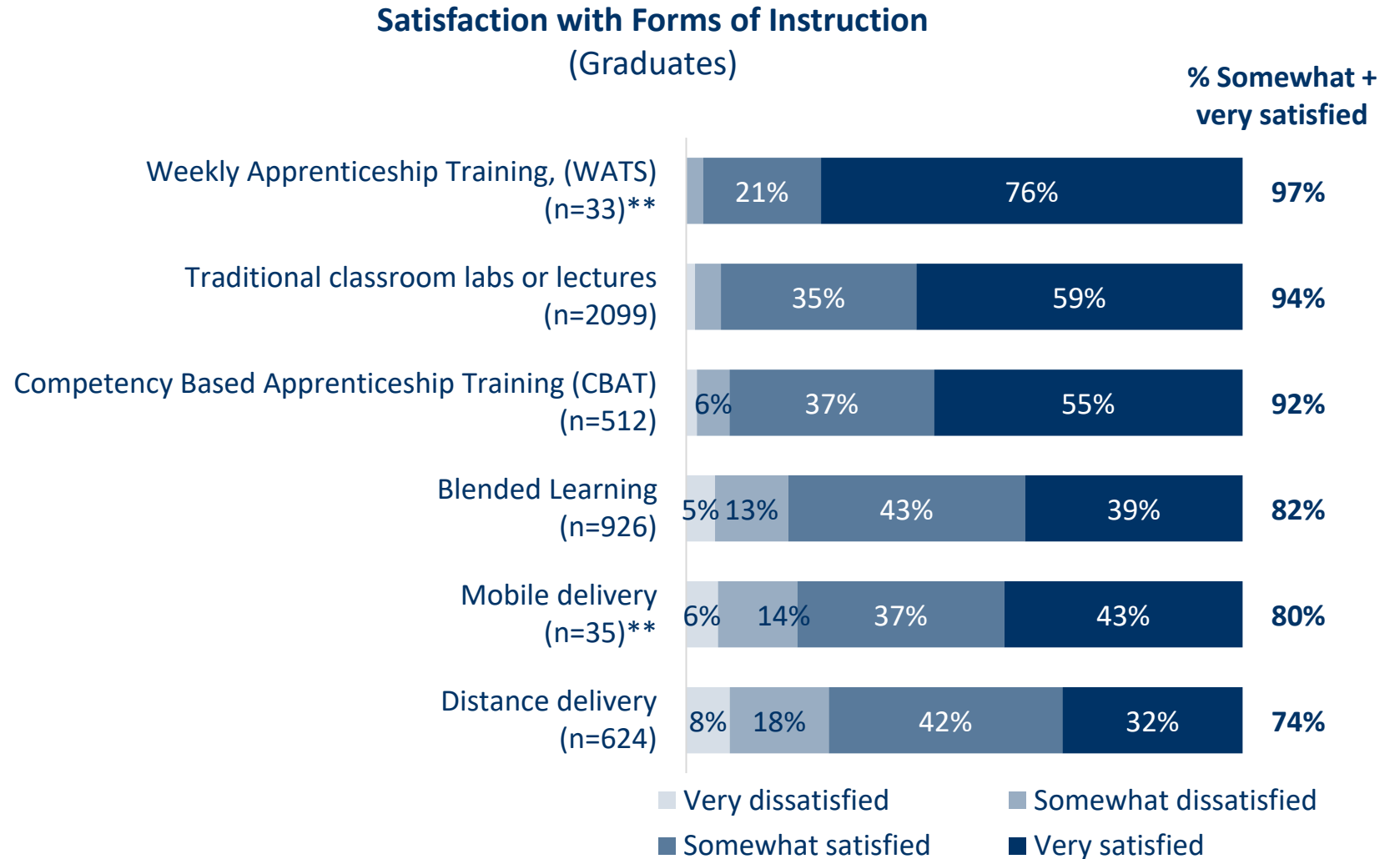
Satisfaction with Mentorship 2023

- Similar to First Period Apprentices, nine-in-ten Graduates (90%) are satisfied with the quality of the mentorship they received during their on-the-job learning with more than half (56%) reporting being very satisfied.



Satisfaction with Forms of Instruction 2023

- More than nine-in-ten Graduates were satisfied with traditional classroom labs or lectures (94%), and Competency Based Apprenticeship Training (92%).
- Graduates are least likely to be satisfied with distance learning (74%).



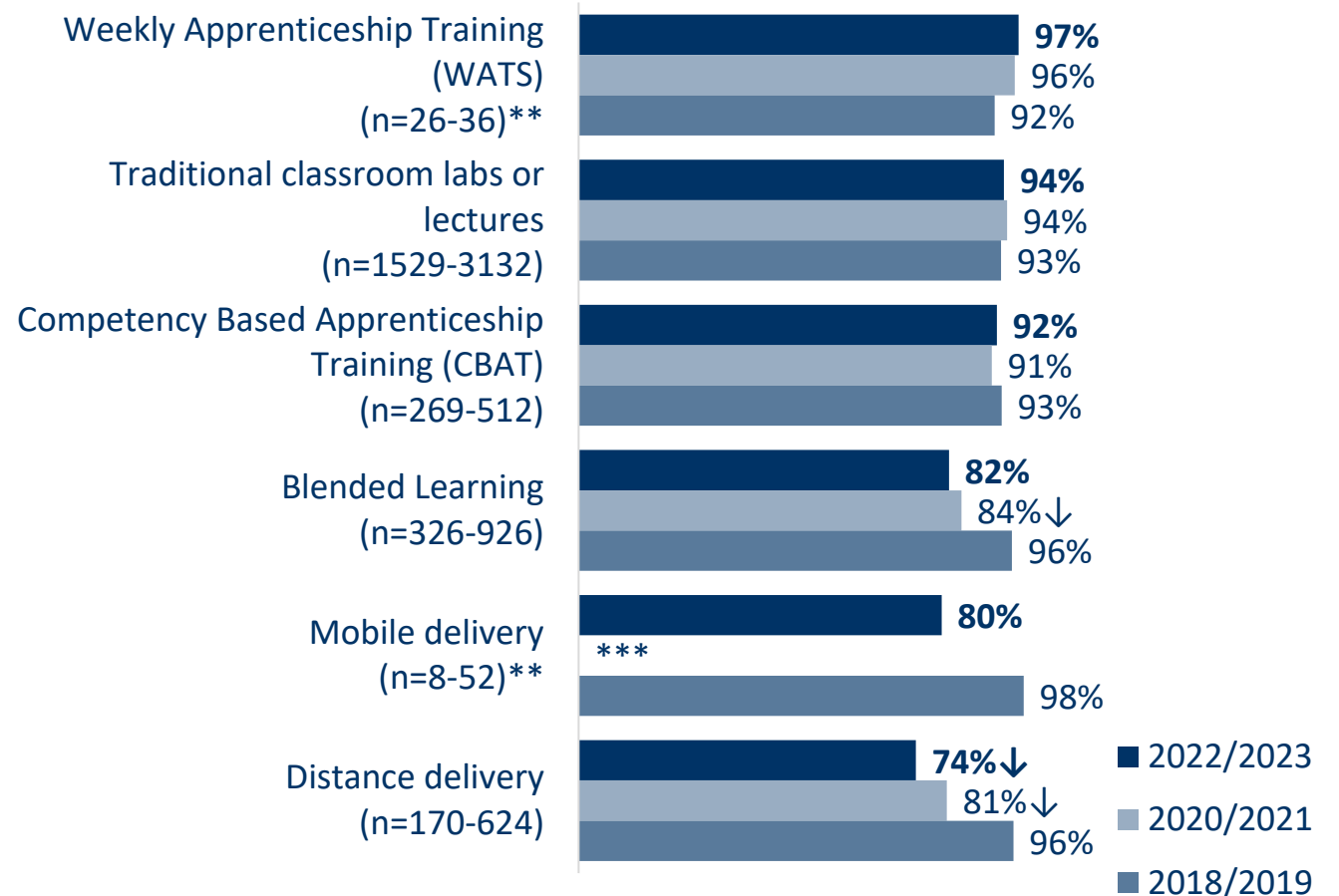
**Base <50, interpret with caution. Percentages lower than 5% are not shown.

C4. How satisfied were you with ...? (2022/2023: 33-2099)

Satisfaction with Forms of Instruction 2018 to 2023

- Satisfaction with the various forms of instruction has remained mostly stable compared to 2020/2021, the exception being distance delivery, for which satisfaction has decreased from 81% for 2020/2021 to 74% for 2022/2023.

Satisfaction with Forms of Instruction
% Somewhat + very satisfied
(Graduates)



Base <50, interpret with caution. *Base <15, results not shown.

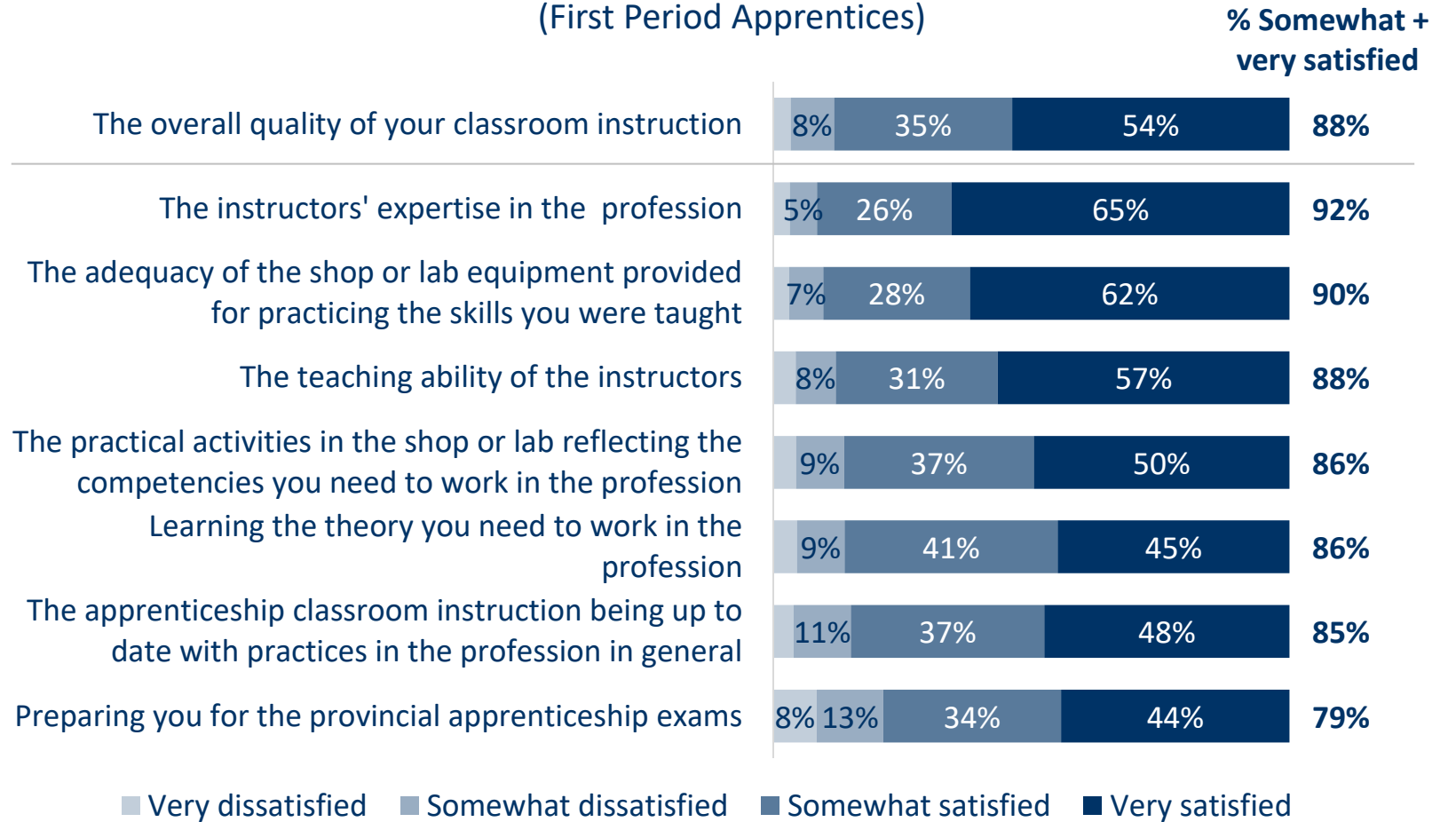
↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

C4. How satisfied were you with ...? (2018/2019: 36**-3132, 2020/2021: 8***-1529, 2022/2023: 33**-2099)

Satisfaction with Classroom Instruction 2023

- A large majority of First Period Apprentices (88%) are satisfied with the overall quality of their classroom instruction.
- Satisfaction is highest with their instructor's expertise (92%), the adequacy of the equipment for skill practice (90%), and the teaching ability of the instructors (88%).
- Satisfaction is somewhat lower when assessing the classroom instruction preparing them for the provincial apprenticeship exams (79%).

Satisfaction with Classroom Instruction
(First Period Apprentices)



Percentages lower than 5% are not shown.

C3. Generally, how satisfied were you with your classroom instruction in terms of each of the following...? (2022/2023: 1620-1791)

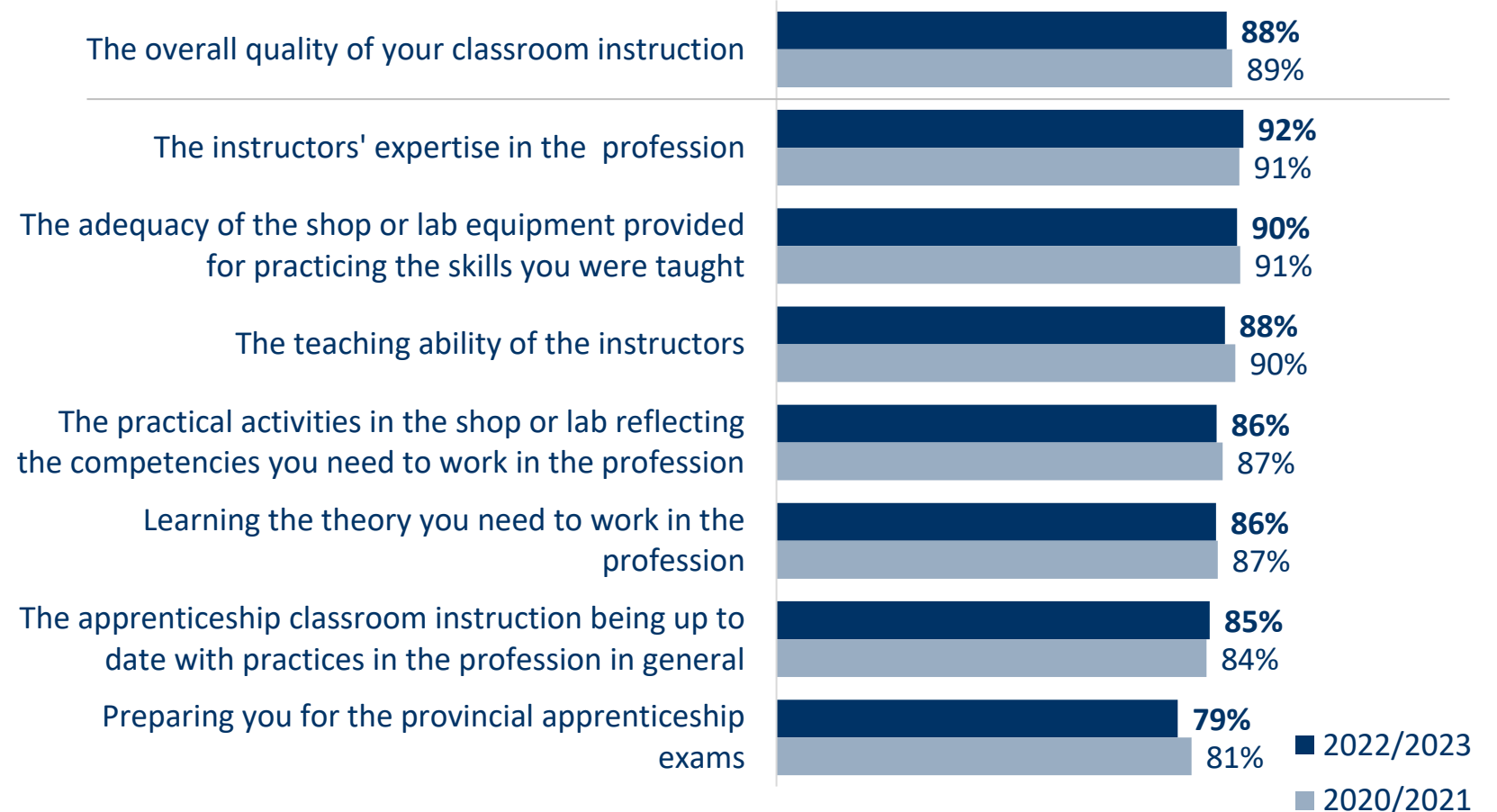


Satisfaction with Classroom Instruction 2020 to 2023

- Satisfaction with the overall quality of classroom instruction, as well as its sub-components, has remained stable compared to 2020/2021.

Satisfaction with Classroom Instruction

% Somewhat + very satisfied
(First Period Apprentices)

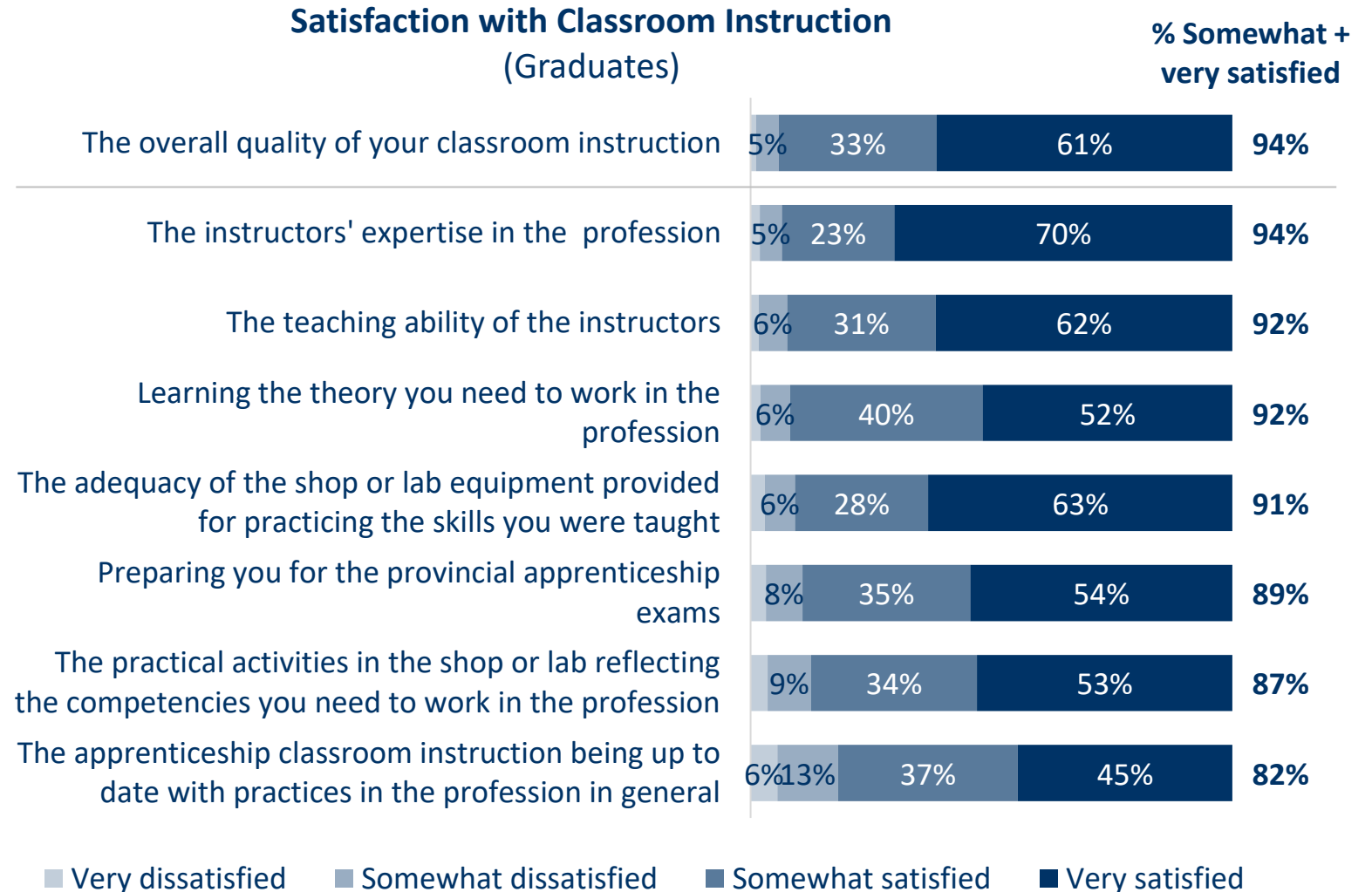


↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

C3. Generally, how satisfied were you with your classroom instruction in terms of each of the following...? (2020/2021: 1277-1667, 2022/2023: 1620-1791)

Satisfaction with Classroom Instruction 2023

- Graduates report high satisfaction levels across various aspects of classroom instruction, with 94% expressing being satisfied with the overall quality of instruction.
- Nine-in-ten or more are satisfied with the instructors' expertise (94%), the teaching ability of their instructors (92%), the theoretical knowledge needed to work in their respective trades (92%), and the adequacy of the equipment provided (91%).



Percentages lower than 5% are not shown.

C3. Generally, how satisfied were you with your classroom instruction in terms of each of the following...? (2022/2023: 2066-2322)

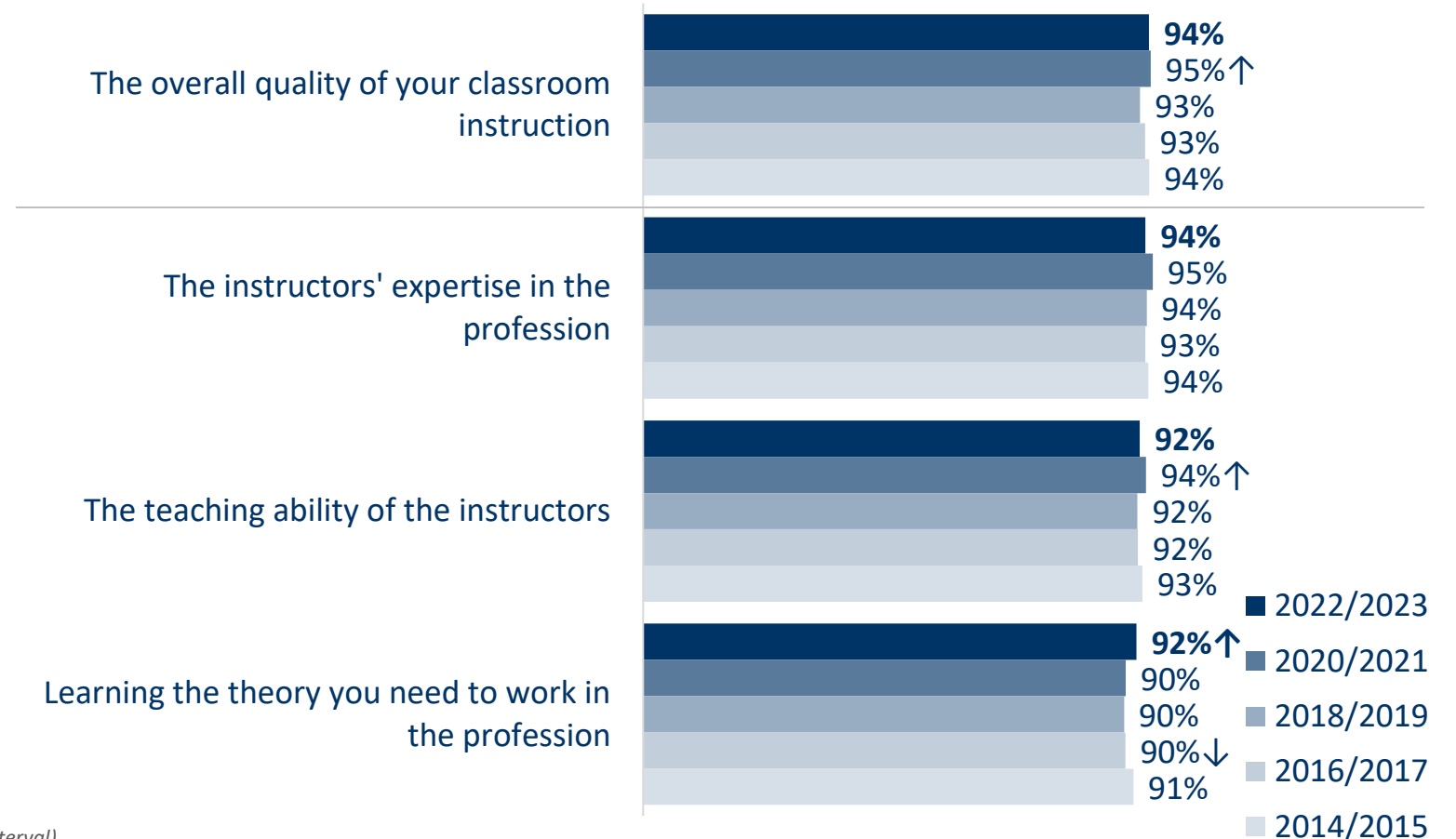
Satisfaction with Classroom Instruction

2014 to 2023 [1 of 2]

- Satisfaction with the overall quality of classroom instruction, as well as most individual aspects, have remained stable compared to 2020/2021.
- Satisfaction with learning the theory needed to work in the profession has increased slightly for 2022/2023, rising to 92% (from 90% for 2020/2021).

Satisfaction with Classroom Instruction

% Somewhat + very satisfied
(Graduates)



↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

C3. Generally, how satisfied were you with your classroom instruction in terms of each of the following...? (2014/2015: 4762-4780, 2016/2017: 5066-5091, 2018/2019: 3344-3459, 2020/2021: 1713-1720, 2022:2023: 2318-2322)

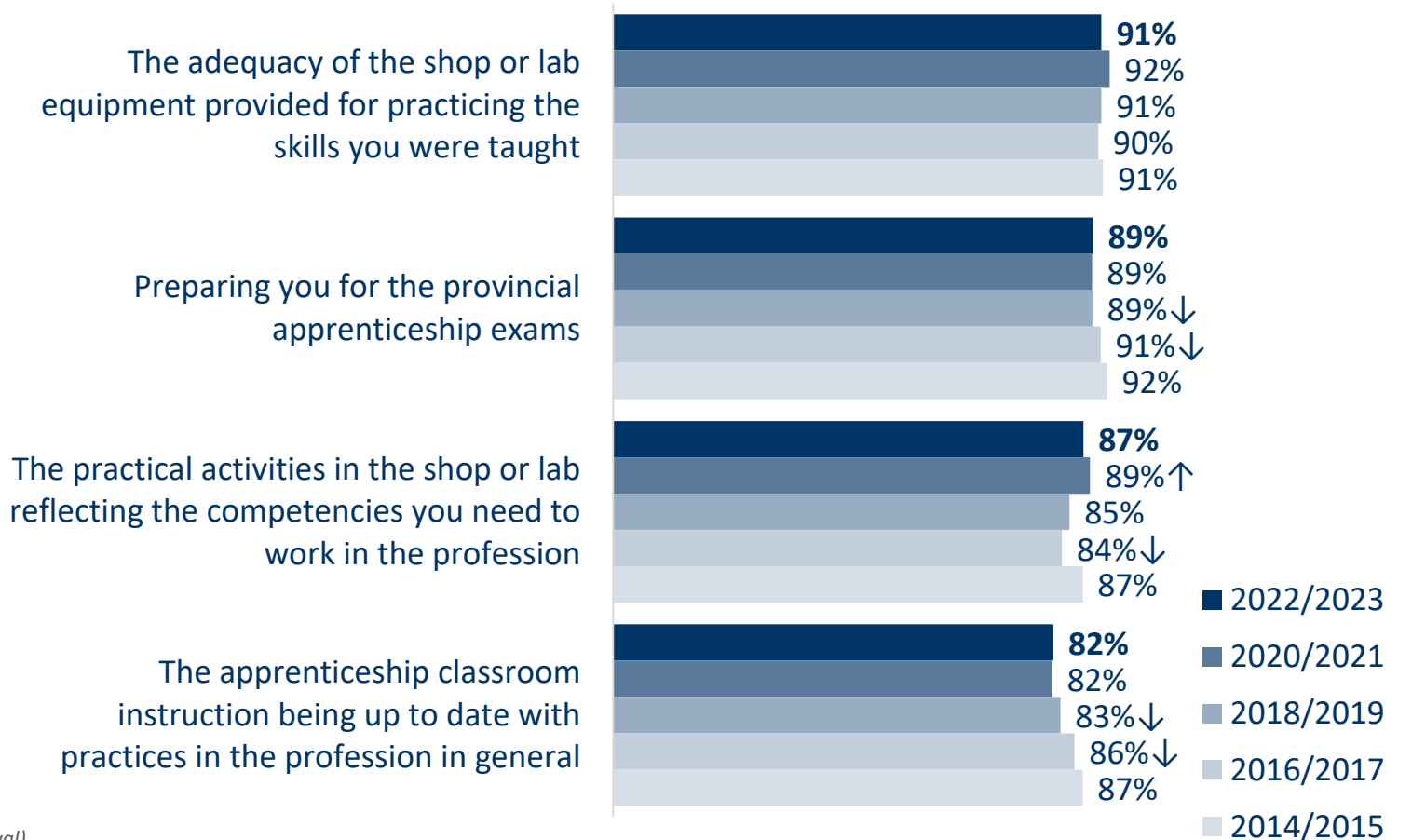
Satisfaction with Classroom Instruction

2014 to 2023 [2 of 2]

- As mentioned, satisfaction with most aspects of classroom instruction, including the ones shown here, has remained stable compared to 2020/2021.

Satisfaction with Classroom Instruction

% Somewhat + very satisfied
(Graduates)



↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

C3. Generally, how satisfied were you with your classroom instruction in terms of each of the following...? (2014/2015: 4751-4764, 2016/2017: 5070-5073, 2018/2019: 3345-3351, 2020/2021: 1712-1715, 2022:2023: 2304-2317)

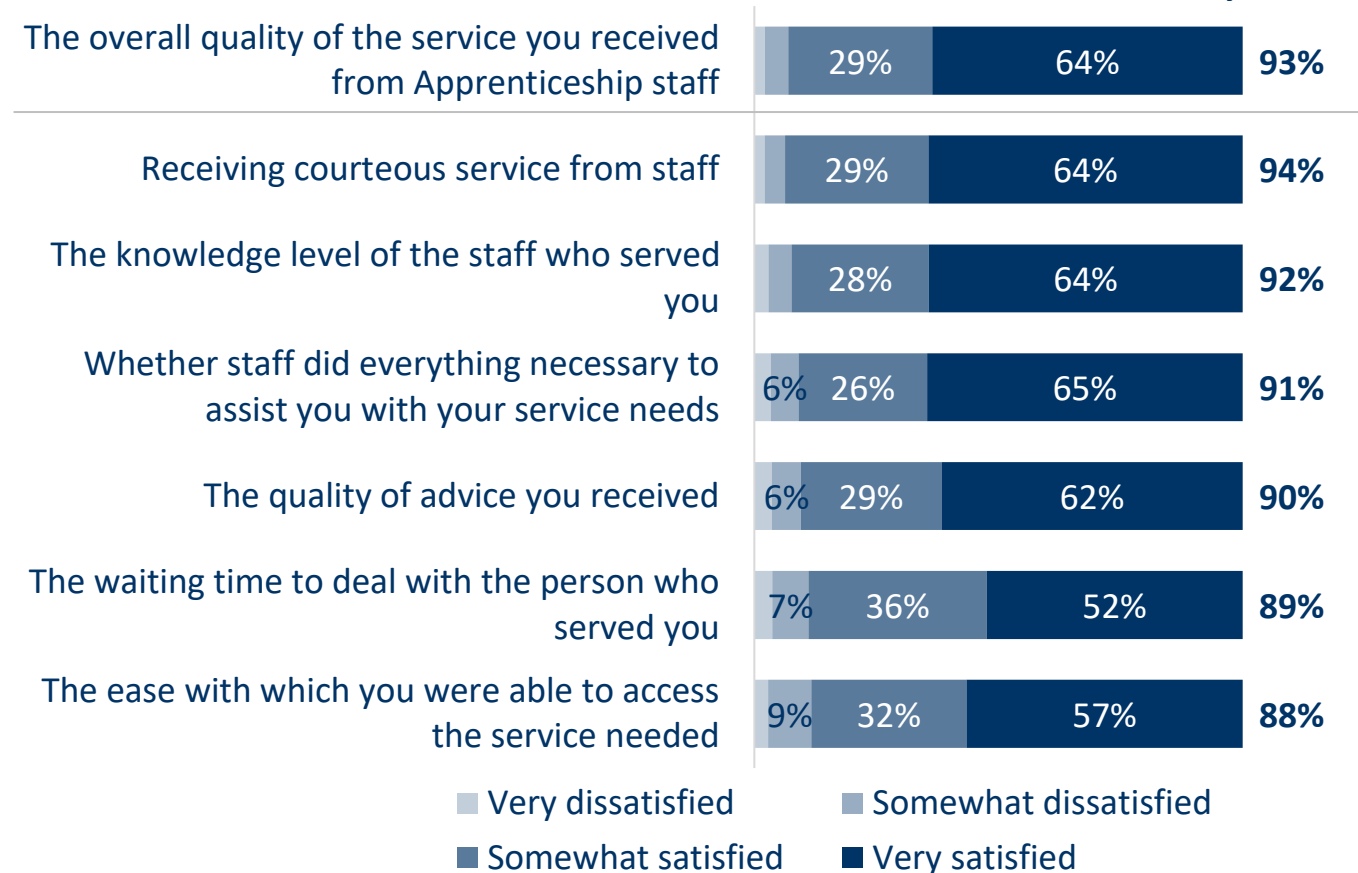


Satisfaction with Apprenticeship Staff 2023

- The vast majority of First Period Apprentices are satisfied with the services they received when contacting Apprenticeship staff — 93% report being satisfied with the overall quality of the service they received.
- Satisfaction with the various components of the service they received are high as well, ranging from 88% for the ease with which they were able to access the service they needed to 94% for staff providing courteous service.

Satisfaction with Apprentice Staff (First Period Apprentices)

% Somewhat + very satisfied



Percentages lower than 5% are not shown.

D2. Generally, how satisfied were you with Apprenticeship staff, in terms of each of the following? (2022/2023: 2181-2195)



Satisfaction with Apprenticeship Staff 2020 to 2023

- Satisfaction levels with apprenticeship staff among First Period Apprentices have remained constant since 2020/2021, both overall and across the various service components.

Satisfaction with Apprentice Staff
% Somewhat + very satisfied
(First Period Apprentices)



↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

D2. Generally, how satisfied were you with Apprenticeship staff, in terms of each of the following? (2020/2021: 1973-1991; 2022/2023: 2181-2195)

Satisfaction with Apprenticeship Staff 2023

- Graduates express high satisfaction levels with the quality of service received when contacting Apprenticeship staff, with 92% indicating being satisfied with the overall quality of the service they received.
- Graduates are most likely to be dissatisfied (very + somewhat) with the ease with which they were able to access needed services (12%).



Percentages lower than 5% are not shown.

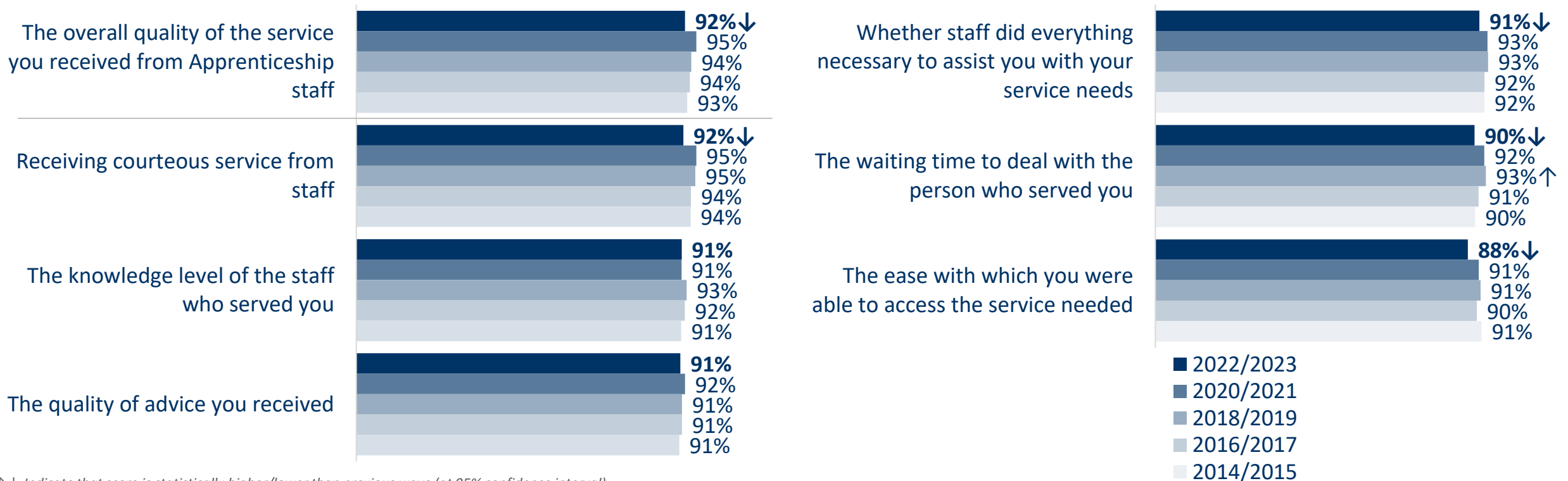
D2. Generally, how satisfied were you with Apprenticeship staff, in terms of each of the following? (2022/2023: 1524-1534)

Satisfaction with Apprenticeship Staff

2014 to 2023

- Although still high, satisfaction with the overall service received from Apprenticeship staff has decreased slightly since 2020/2021 (from 95% to 92%).
- Satisfaction levels with several service components, including staff providing courteous service, also decreased slightly.

Satisfaction with Apprentice Staff
 % Somewhat + very satisfied
 (Graduates)

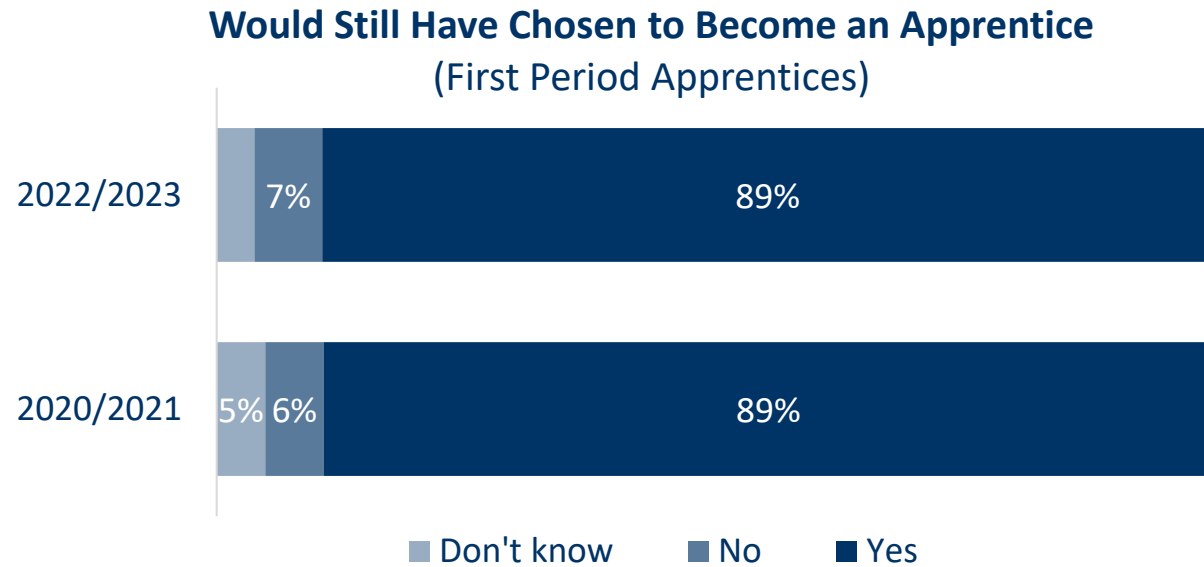


↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

D2. Generally, how satisfied were you with Apprenticeship staff, in terms of each of the following? (2014/2015: 1665-1680, 2016/2017: 1754-1776, 2018/2019: 1397-1416, 2020/2021: 1133-1140, 2022/2023: 1524-1534)

Would Still Have Chosen to Become an Apprentice 2020 to 2023

- Same as for 2020/2021, most First Period Apprentices (89%) would still have chosen to become an apprentice based on their experience with the Alberta apprenticeship program.



Percentages lower than 5% are not shown.

↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

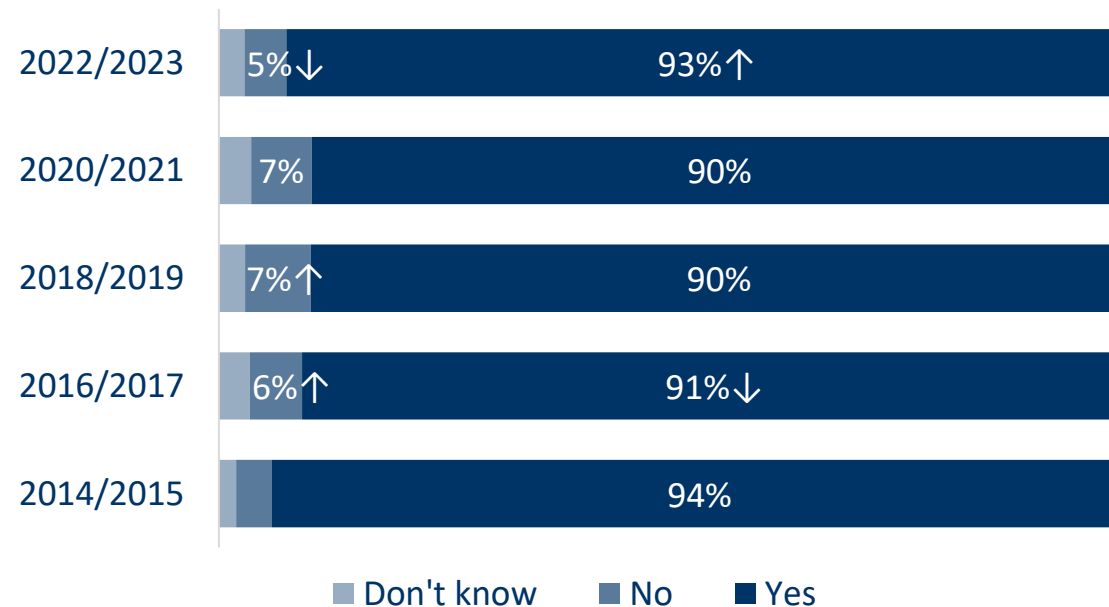
F6X. In retrospect, based on your experience with the Alberta apprenticeship program, would you still have chosen to become an apprentice? (2020/2021: 4607, 2022/2023: 5575)

Classification: Public

Would Still Have Chosen to Become an Apprentice 2014 to 2023

- Looking back on their experiences with the Alberta apprenticeship program, the vast majority of Graduates (93%) would still have chosen to become an apprentice. This reflects an increase from 90% for 2020/2021.

Would Still Have Chosen to Become an Apprentice
(Graduates)



Percentages lower than 5% are not shown.

↑↓ Indicate that score is statistically higher/lower than previous wave (at 95% confidence interval)

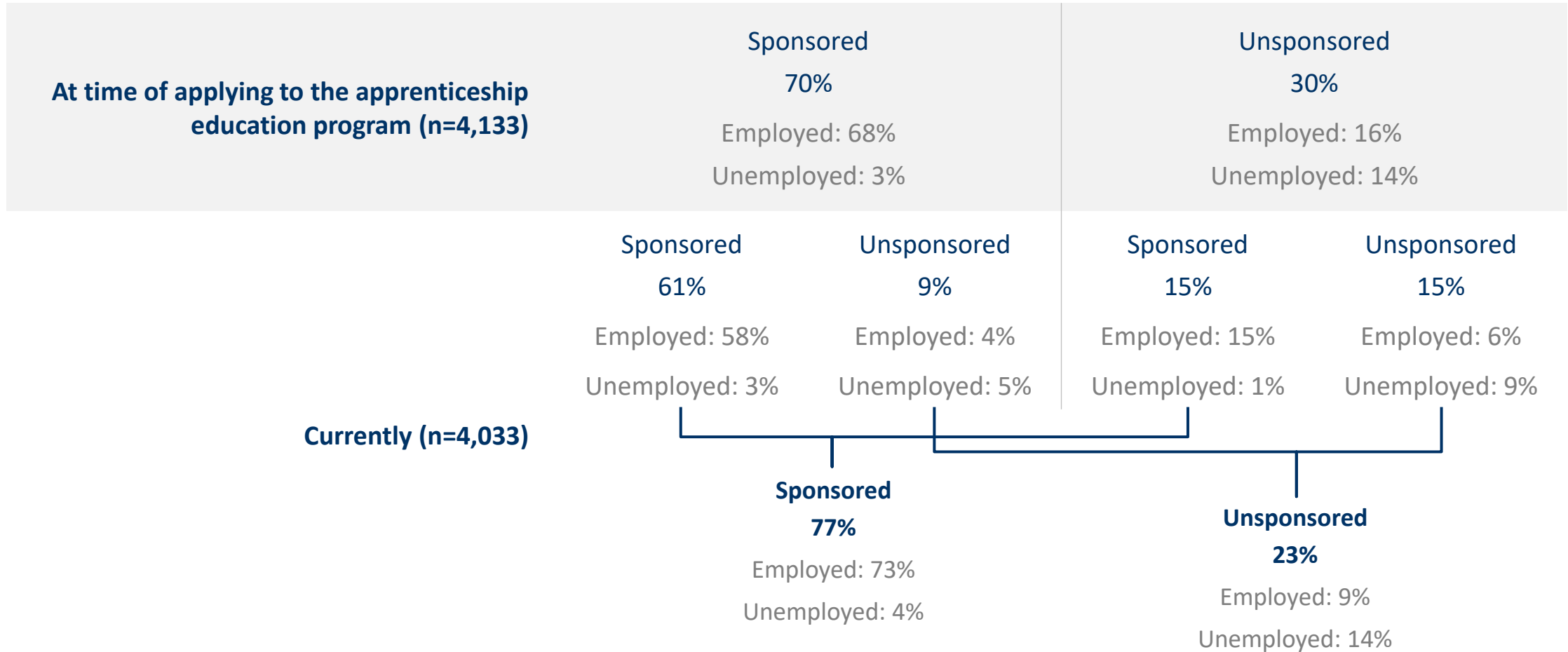
F6X. In retrospect, based on your experience with the Alberta apprenticeship program, would you still have chosen to become an apprentice? (2014/2015: 4843, 2016/2017: 5123, 2018/2019: 3503, 2020/2021: 1753, 2022/2023: 2356)

Detailed Findings

7. First Period Apprentices: Experiences by Self-Reported Sponsorship Status (Post-STAEA)

First Period Apprentices Self-Reported Sponsorship Status (Post-STAEA) 2023

- Just over two-thirds of Post-STAEA First Period Apprentices (70%) report that they had a sponsor when they applied to their apprenticeship education program*. While some of those become unsponsored (9%), more find a sponsor after applying (15%), resulting in 77% of Post-STAEA First Period Apprentices currently having a sponsor.



* Considering the changes resulting from STAEA are relatively new, there may be some confusion and/or misunderstanding of the new terminology, concepts, and roles still, which may be resulting in some misinterpretation of the sponsorship status survey questions.



Experiences by Self-Reported Sponsorship Status (Post-STAEA) 2023

- Among Post-STAEA First Period Apprentices, who are currently or were previously employed, those who indicate that they currently have a sponsor report better on-the-job learning experiences than those who indicate not having a sponsor.
- Additionally, unsponsored apprentices are less confident in their ability to complete their apprenticeship education program, largely due to finding it more difficult to find a job/sponsor, compared to sponsored apprentices.

	Sponsored	Un-sponsored	Diff.*
On-the-Job Learning**			
Overall quality of the mentorship received (<i>% somewhat + very satisfied</i>)	94%	83%	-11%pt
On-the-job learning experiences (<i>% somewhat + strongly agree</i>)			
You and your mentor have a good working relationship	96%	88%	-8%pt
You are given the opportunity to learn new tasks	94%	86%	-8%pt
You are treated with respect	94%	84%	-10%pt
You feel safe to speak honestly and openly with your mentor	94%	85%	-9%pt
You feel comfortable with the work culture	94%	85%	-9%pt
You have the opportunity to learn a wide variety of tasks	93%	84%	-9%pt
On-the-job learning satisfaction (<i>% somewhat + very satisfied</i>)			
Learning the skills you needed to work in the profession	95%	86%	-9%pt
Your mentor's ability to use up-to-date practices	95%	87%	-8%pt
The ability of your mentor to teach skills in the profession	94%	85%	-9%pt
The availability of your mentor	93%	84%	-10%pt
Covering the tasks or types of work specified in your Competence Portfolio	93%	85%	-9%pt
Your on-the-job learning preparing you for the provincial apprenticeship exams	85%	77%	-9%pt
Suggestions for mentorship improvement (<i>% mentioned</i>)			
More feedback / coaching / mentorship / communication	24%	36%	+12%pt
Apprenticeship Education Program Overall			
Likelihood to complete the apprenticeship education program (<i>% somewhat + very likely</i>)	93%	70%	-22%pt
Reasons for being unlikely to complete the program (<i>% mentioned</i>)			
Lack of jobs in the industry	8%	19%	+11%pt
Cannot find an employer/sponsor	0%	9%	+9%pt

* All differences shown are statistically significant

** Among those who are currently or were previously employed

Appendices

Appendices

Survey Instrument

Survey Instrument

2023 Apprenticeship Education Survey

Alberta Advanced Education

Generated on 2023-10-23 at 13:14:41 MT



CATI INTRO

Int0

Hi, may I please speak with <<sample.name>>?

(Show if CATI) IF ASKED: I am calling on behalf of Apprenticeship and Industry Training and Alberta Advanced Education and would like to speak to the recent graduate or first period apprentice of an Alberta apprenticeship education program.

IF NEEDED: We are contacting everyone who graduated or who started the first period of their apprenticeship program to better understand and improve the apprenticeship experience.

IF QUESTIONS: Direct them to ae.research@gov.ab.ca

If person has moved or are travelling WITHIN Canada or the US, ask if there is another number we can reach them at first.

- 1 Yes, speaking
- 2 Yes, getting person
- 3 No, call back another time
- 4 No, refused (code as household refusal)
- 5 Person is available at a different number
- 6 Not aware of a person by that name OR do not have new contact info (terminate, code as wrong number)
- 7 Person is not available for study duration (confirm they are not available before end of December and no new number in US/Canada to reach them at; if there is, select "Person avail at different number")

Int1b

Hello, my name is _____ and I am calling from Advanis on behalf of the Government of Alberta. They would like to better understand your experiences and satisfaction with the <<tradenam>> apprenticeship education program. Your input is very important and will help to make improvements for future apprentices.

It takes about 15 to 20 minutes to participate in this study and you will be eligible to enter a draw to win 1 of 10 \$100 cash prizes.

Is this a convenient time to talk to you?

(Show if CATI) IF NEEDED: We are contacting everyone who graduated or who started the first period of their apprenticeship program to better understand and improve the apprenticeship experience.

If respondent has questions, direct them to ae.research@gov.ab.ca

- 1 Yes, continue
- 2 No, call back another time
- 3 No, refused

record

Thank you. Please note that this call may be recorded for quality assurance purposes. Your participation is voluntary and any personal information is collected in accordance with section 33c of the Freedom of Information and Protection of Privacy Act for the purposes of assessing the apprenticeship system in Alberta and will only be used or disclosed in accordance with that Act. Your responses may be shared with post-secondary institutions that provide apprenticeship technical training or classroom instruction but no responses would be identifiable to an individual. When results are published, only summary or grouped information will be provided.

Do you have any questions about the collection of this information?

IF YES: You may direct your questions to ae.research@gov.ab.ca.

Survey Instrument

Web Intro

LoginClient

Thank you for participating in the Apprenticeship Education Survey. We are conducting this study to understand experiences and satisfaction with the Alberta apprenticeship education program. Your input is very important and will help to make improvements for future apprentices.

Those who complete the survey are eligible to enter a draw to win 1 of 10 \$100 cash prizes. **There will be an early bird draw for those who participate in the survey before November 30, 2023.**

[START SURVEY]

Your participation is voluntary and any information you provide will be kept confidential.

If you have any questions about the survey, please contact ae.research@gov.ab.ca. For technical issues, please email survey+apprentice23@advanis.net (<mailto:survey+apprentice23@advanis.net>).

This survey is registered with the Canadian Research Insights Council's (CRIC) Research Verification Service. The project verification number is: 20230912-AD198. Click [here](https://www.canadianresearchinsightscouncil.ca/rvs/home/) (<https://www.canadianresearchinsightscouncil.ca/rvs/home/>) to verify the legitimacy of this survey.

© 2023 Privacy Policy (<https://advanis.net/privacy-policy/english/>) CRIC Pledge (<https://www.canadianresearchinsightscouncil.ca/wp-content/uploads/2020/09/CRIC-Pledge-to-Canadians.pdf>)

WebInt

Your participation is voluntary and any personal information is collected in accordance with section 33c of the Freedom of Information and Protection of Privacy Act for the purposes of assessing the apprenticeship system in Alberta and will only be used or disclosed in accordance with that Act. Your responses may be shared with post-secondary institutions that provide apprenticeship technical training or classroom [instruction](#) but no responses will be identifiable to an individual. When results are published, only summary or grouped information will be provided.

Please select the arrow to continue.

Part 1: Screening

1-1. Survey Qualification

A1a

(if Graduate sample (grad_sample = 1) Are you an Alberta **journeyperson** in the <<tradenam>> trade?
(if First period apprentice sample (first_period = 1) Are you an Alberta **apprentice** currently in the **first period of your program** in the <<tradenam>> trade?

(Show if Web) If you have signed an apprenticeship agreement with an employer or sponsor and have not yet completed and passed your first period exam / have not progressed to the second period, you are likely a first period apprentice.

(Show if CATI) IF NEEDED: If you have signed an apprenticeship agreement with an employer or sponsor and have not yet completed and passed your first period exam / have not progressed to the second period, you are likely a first period apprentice.

(Show if CATI) IF NEEDED: 'Not gone to school yet' is not the same thing as not being in the program; this just means they haven't completed the technical training / classroom instruction yet. On-the-job learning still counts as being in the program.

(Show if CATI) DO NOT READ LIST

- 1 Yes
- 2 No
- 9 Don't know

A1b *Show if (Graduate Not in trade or DK ((grad_sample = 1) AND (A1a = 2, Don't know)))*

Participation in the survey requires that you have completed all the requirements for a Journeyperson Certificate. If you completed all the requirements by July 31, 2023 but have not received your certificate because it is still being processed or in the mail, we would like you to continue with the survey.

To confirm, have you completed all the requirements for a Journeyperson Certificate?

(Show if CATI) DO NOT READ LIST

- 1 Yes
- 2 No
- 9 Don't know

Survey Instrument

A1c Show if (First period AND Currently RAP Apprenticeship Yes ((first_period = 1) AND (currentlyrapapprenticenum = 1)))

Are you currently taking a RAP **[READ AS ONE WORD]** program while in High School **[IF NEEDED the Registered Apprenticeship Program / (the Registered Apprenticeship Program)]**?

(Show if CATI) DO NOT READ LIST

- 1 Yes
- 2 No
- .9 Don't know

T1 Show if (Graduate has not completed requirements (A1b = 2, Don't know))

Thank you for your time. Goodbye.

1-2. No Longer in Program

FP0 Show if (First period apprentice not in trade AND not currently taking RAP ((A1a = 2) AND (first_period = 1) AND (A1c ≠ 1)))

Which of the following best describes why you are not a first period Alberta <<tradenam>> apprentice?
(Show if CATI) Are you...

(Show if CATI) READ LIST

- 1 In another period
- 2 Completing first period in the <<tradenam>> trade in another province
- 3 Changed to a different apprenticeship program
- 4 Changed to a different post-secondary program **[DO NOT READ]** not an apprenticeship program)
- 5 Left the <<tradenam>> apprenticeship program altogether
- 7 **[DO NOT READ]** Already graduated/finished the program (Show if CATI)
- 8 **[DO NOT READ]** Unable to find an employer/sponsor
- 9 **[DO NOT READ]** Need to pass an entrance exam
- 6 Other reason; specify: _____
- .8 **[DO NOT READ]** Prefer not to answer
- .9 **[DO NOT READ]** Don't know

FP0A1 Show if (First period apprentice not in trade AND not currently taking RAP ((A1a = 2) AND (first_period = 1) AND (A1c ≠ 1))) AND (Changed to different apprenticeship program or post secondary program (FP0 = 3,4))

Why did you change programs?

(Show if CATI) DO NOT READ LIST. Select all that apply

(Show if Web) Select all that apply

- 1 Was laid off
- 2 Financial reasons
- 3 Decided it wasn't the right program/career for me
- 4 On-the-job training was too difficult
- 5 Technical training or classroom instruction was too difficult
- 6 Didn't like the work
- 7 Didn't like the work environment
- 8 Personal illness or disability
- 9 Family responsibilities
- 10 Moved out of province
- 11 Lack of employment in the field or trade
- 12 Other reason 1, specify: _____
- 13 Other reason 2, specify: _____
- 14 Other reason 3, specify: _____
- .8 **[DO NOT READ]** Prefer not to answer
- .9 **[DO NOT READ]** Don't know

Survey Instrument

FPOA2 Show if (First period apprentice not in trade AND not currently taking RAP ((A1a = 2) AND (first_period = 1) AND (A1c ≠ 1))) AND (Left the apprenticeship program (FPO = 5))

Why did you leave the apprenticeship program altogether?

(Show if CATI) DO NOT READ LIST. Select all that apply

(Show if Web) Select all that apply

- 1 Was laid off
- 2 Financial reasons
- 3 Decided it wasn't the right program/career for me
- 4 On-the-job training was too difficult
- 5 Technical training or classroom instruction was too difficult
- 6 Didn't like the work
- 7 Didn't like the work environment
- 8 Personal illness or disability
- 9 Family responsibilities
- 10 Moved out of province
- 11 Lack of employment in the field or trade
- 12 Other reason 1, specify: _____
- 13 Other reason 2, specify: _____
- 14 Other reason 3, specify: _____
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

FPOB1 Show if (First period apprentice not in trade AND not currently taking RAP ((A1a = 2) AND (first_period = 1) AND (A1c ≠ 1))) AND (More than one reason for changing programs (FPOA1 > 1))

And which of those was your **main reason** for changing programs?

(Show if CATI) DO NOT READ LIST

- 1 Was laid off (Show if FPOA1 1 Was laid off (FPOA1_1 = 1))
- 2 Financial reasons (Show if FPOA1 2 Financial reasons (FPOA1_2 = 1))
- 3 Decided it wasn't the right program/career for me (Show if FPOA1 3 Decided wasn't right program (FPOA1_3 = 1))
- 4 On-the-job training was too difficult (Show if FPOA1 4 On the job training too difficult (FPOA1_4 = 1))
- 5 Technical training or classroom instruction was too difficult (Show if FPOA1 5 Classroom instruction too difficult (FPOA1_5 = 1))
- 6 Didn't like the work (Show if FPOA1 6 Didn't like the work (FPOA1_6 = 1))
- 7 Didn't like the work environment (Show if FPOA1 7 Didn't like the work environment (FPOA1_7 = 1))
- 8 Personal illness or disability (Show if FPOA1 8 Personal illness (FPOA1_8 = 1))
- 9 Family responsibilities (Show if FPOA1 9 Family responsibilities (FPOA1_9 = 1))
- 10 Moved out of province (Show if FPOA1 10 Moved out of province (FPOA1_10 = 1))
- 11 Lack of employment in the field or trade (Show if FPOA1 11 Lack of employment in field (FPOA1_11 = 1))
- 12 <<FPOA1.specify(12)>> (Show if FPOA1 12 Other reason 1 (FPOA1_12 = 1))
- 13 <<FPOA1.specify(13)>> (Show if FPOA1 13 Other reason 2 (FPOA1_13 = 1))
- 14 <<FPOA1.specify(14)>> (Show if FPOA1 14 Other reason 3 (FPOA1_14 = 1))
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Survey Instrument

FP0B2 Show if (First period apprentice not in trade AND not currently taking RAP ((A1a = 2) AND (first_period = 1) AND (A1c ≠ 1))) AND (More than one reason for leaving apprenticeship program (FP0A2 > 1))
And which of those was your **main reason** for leaving the apprenticeship program?

(Show if CATI) DO NOT READ LIST

- 1 Was laid off (Show if FP0A2 1 Was laid off (FP0A2_1 = 1))
- 2 Financial reasons (Show if FP0A2 2 Financial reasons (FP0A2_2 = 1))
- 3 Decided it wasn't the right program/career for me (Show if FP0A2 3 Decided it wasn't right program (FP0A2_3 = 1))
- 4 On-the-job training was too difficult (Show if FP0A2 4 On the job training too difficult (FP0A2_4 = 1))
- 5 Technical training or classroom instruction was too difficult (Show if FP0A2 5 Classroom instruction too difficult (FP0A2_5 = 1))
- 6 Didn't like the work (Show if FP0A2 6 Didn't like the work (FP0A2_6 = 1))
- 7 Didn't like the work environment (Show if FP0A2 7 Didn't like the work environment (FP0A2_7 = 1))
- 8 Personal illness or disability (Show if FP0A2 8 Personal illness (FP0A2_8 = 1))
- 9 Family responsibilities (Show if FP0A2 9 Family responsibilities (FP0A2_9 = 1))
- 10 Moved out of province (Show if FP0A2 10 Moved out of province (FP0A2_10 = 1))
- 11 Lack of employment in the field or trade (Show if FP0A2 11 Lack of employment in field (FP0A2_11 = 1))
- 12 <<FP0A2.specify(12)>> (Show if FP0A2 12 Other reason 1 (FP0A2_12 = 1))
- 13 <<FP0A2.specify(13)>> (Show if FP0A2 13 Other reason 2 (FP0A2_13 = 1))
- 14 <<FP0A2.specify(14)>> (Show if FP0A2 14 Other reason 3 (FP0A2_14 = 1))
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

FP0_END Show if (First period apprentice not in trade or DK AND Not currently taking RAP ((A1a = 2, Don't know) AND (first_period = 1) AND (A1c ≠ 1)))

The remainder of this survey is about your experiences in the first period of the <<tradename>> apprenticeship program. Please complete this survey thinking about your experiences in this program, even if you have moved on.

Part 2: Pathways

2-1. Pre-Apprenticeship Programs

P1 Show if (NOT currently taking RAP (A1c ≠ 1))

(Show if CATI) Did you take a "pre-apprenticeship" program, including RAP **[READ AS ONE WORD]**, or CTS **[READ AS 'C-T-S']** ?

IF NEEDED: A pre-apprenticeship program teaches basic skills or prepares students for an apprenticeship program before they register. This could include the high school Registered Apprenticeship Program (or RAP) and Career and Technology Studies (or CTS) Apprenticeship Pathway programs, for example.

(Show if Web) Did you take a "pre-apprenticeship" program, including RAP, or CTS?

A pre-apprenticeship program teaches basic skills or prepares students for an apprenticeship program before they register. This could include the high school Registered Apprenticeship Program (or RAP) and Career and Technology Studies (or CTS) Apprenticeship Pathway programs, for example.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

P2 Show if (NOT currently taking RAP (A1c ≠ 1)) AND (Took pre apprenticeship program (P1 = 1))

(Show if CATI) And which of the following pre-apprenticeship programs did you take?

READ LIST. Select all that apply

(Show if Web) Please indicate the type(s) of pre-apprenticeship program(s) you took.

Select all that apply

- 1 CTS **[[READ AS 'C-T-S']]** Career and Technology Studies Apprenticeship Pathway program in High School
- 2 RAP **[[READ AS ONE WORD]]** program while in High School **[IF NEEDED the Registered Apprenticeship Program / (the Registered Apprenticeship Program)]**
- 3 Pre-employment program that provides credit for the first period **[IF NEEDED: also referred to as first year/terms can be used interchangeably]**
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Survey Instrument

P3a_1 Show if (NOT currently taking RAP (A1c # 1)) AND (Took CTS (P2_1 = 1))

Overall, how valuable was the **CTS Career and Technology Studies Apprenticeship Pathway** program in high school to you? (Show if CATI) Was it...

(Show if CATI) READ LIST.

- 1 Very valuable
- 2 Somewhat valuable
- 3 Not very valuable
- 4 Not at all valuable
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

P3a_2 Show if (NOT currently taking RAP (A1c # 1)) AND (Took RAP (P2_2 = 1))

Overall, how valuable was the **RAP** program while in high school to you? (Show if CATI) Was it...

(Show if CATI) READ LIST.

- 1 Very valuable
- 2 Somewhat valuable
- 3 Not very valuable
- 4 Not at all valuable
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

P3a_3 Show if (NOT currently taking RAP (A1c # 1)) AND (Took pre employment program (P2_3 = 1))

Overall, how valuable was the **pre-employment** program that provides credit for the first period to you? (Show if CATI) Was it...

(Show if CATI) READ LIST.

- 1 Very valuable
- 2 Somewhat valuable
- 3 Not very valuable
- 4 Not at all valuable
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

P5 Show if (NOT currently taking RAP (A1c # 1))

Before beginning your <<tradenam>> apprenticeship program, did you complete any other apprenticeship or other post-secondary programs?

(Show if CATI) IF NEEDED: This does not include a high school or pre-apprenticeship program and does not include single classes or courses completed.

DO NOT READ LIST

(Show if Web) Note this does not include a high school or pre-apprenticeship program and does not include single classes or courses completed.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

P5a Show if (NOT currently taking RAP (A1c # 1)) AND (Completed another apprenticeship or post secondary program (P5 = 1))

Which of the following did you complete?

(Show if CATI) Do not use 'other' unless necessary.
READ LIST: Select all that apply.

(Show if Web) Select all that apply

- 1 Another apprenticeship program/trade
- 2 Diploma or certificate program at a post-secondary **[(DO NOT READ: not to be confused with a high school diploma; if unsure, put under 'other' /]**
- 3 Trades/apprenticeship preparatory, introductory, transitional or vocational programs that did not provide credits toward an apprenticeship program
- 4 Bachelor's Degree
- 5 Master's Degree or Doctoral/PhD
- 6 Other program; specify: _____
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Survey Instrument

2-2. Accessing Apprenticeship

F2Y Show if (NOT currently taking RAP (A1c ≠ 1))

Were you already working in the trade before you decided to do an apprenticeship education program?

(Show if CATI) DO NOT READ LIST

- 1 Yes
- 2 No
- .8 **[(DO NOT READ)]** Prefer not to answer
- .9 **[(DO NOT READ)]** Don't know

F2Z Show if (NOT currently taking RAP (A1c ≠ 1)) AND
(Was already employed (F2Y = 1))

Was registering as an apprentice required for your employment?

(Show if CATI) DO NOT READ LIST

- 1 Yes
- 2 No
- .8 **[(DO NOT READ)]** Prefer not to answer
- .9 **[(DO NOT READ)]** Don't know

FP7H Show if (First period who applied post STAEA ((first_period = 1) AND (staea_period = 2))) AND
(NOT currently taking RAP (A1c != 1))

When you applied to the <<tradename>> apprenticeship education program, did you have a sponsor?

IF NEEDED: A sponsor is an organization that ensures you receive on-the-job learning and mentorship and that supports your progress in the apprenticeship program. Your sponsor could be an employer or another organization.

(Show if CATI) DO NOT READ LIST

- 1 Yes
- 2 No
- .8 **[(DO NOT READ)]** Prefer not to answer
- .9 **[(DO NOT READ)]** Don't know

FP7A Show if (First period who applied post STAEA ((first_period = 1) AND (staea_period = 2))) AND (NOT Working in trade when decided to do apprenticeship AND NOT currently taking RAP ((F2Y ≠ 1) AND (A1c ≠ 1)))

And when you applied to the apprenticeship education program, did you have an employer?

(Show if CATI) DO NOT READ LIST

- 1 Yes
- 2 No
- .8 **[(DO NOT READ)]** Prefer not to answer
- .9 **[(DO NOT READ)]** Don't know

E1_FP Show if (First period who applied post STAEA ((first_period = 1) AND (staea_period = 2))) AND (NOT currently taking RAP (A1c ≠ 1))

Which of the following categories best describes your current employment status?

(Show if CATI) READ LIST

- 1 Employed **[(DO NOT READ: includes those who are self-employed or employed in a full-time, part-time, casual, temporary, contract, or seasonal position, including anyone on temporary leave, such as maternity leave, and who have a position that they will be returning to /]**
- 2 Not employed, but looking for work
- 3 Not employed, and not looking for work
- .8 **[(DO NOT READ)]** Prefer not to answer
- .9 **[(DO NOT READ)]** Don't know

FP7Fa Show if (First period who applied post STAEA ((first_period = 1) AND (staea_period = 2))) AND (FPO Not employed not looking for work (E1_FP = 3))

For what reasons are you not looking for work?

(Show if CATI) DO NOT READ LIST. Select all that apply

(Show if Web) Select all that apply

- 1 Haven't been able to start looking yet
- 2 Am unsure where to look for / find work
- 3 Am interested in exploring the program, but haven't decided if I want to complete it
- 4 Am interested in learning the theory for this program
- 5 Wanted to get a head start in the program
- 7 Am working in a different field or industry
- 6 Other (specify): _____
- .8 **[(DO NOT READ)]** Prefer not to answer
- .9 **[(DO NOT READ)]** Don't know

Survey Instrument

E1_RAP Show if (Currently taking RAP (A1c = 1))

Are you currently employed?

(Show if CATI) DO NOT READ LIST

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

FP7D_RAP Show if (Currently taking RAP (A1c = 1)) AND (Post STAEA (staea_period = 2))

(Show if CATI) Do you currently have a sponsor?

IF NEEDED: A sponsor is an organization that ensures you receive on-the-job learning and mentorship and that supports your progress in the apprenticeship program. Your sponsor could be your employer or another organization.

(Show if Web) Do you currently have a sponsor?

A sponsor is an organization that ensures you receive on-the-job learning and mentorship and that supports your progress in the apprenticeship program. Your sponsor could be your employer or another organization.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

FP7C Show if (FP Post STAEA Currently Employed OR RAP AND Employed AND have sponsor ((E1zFP = 1) OR ((E1zRAP = 1) AND (FP7DzRAP = 1))))

Is your employer also your sponsor?

IF NEEDED: A sponsor is an organization that ensures you receive on-the-job learning and mentorship and that supports your progress in the apprenticeship program. Your sponsor could be your employer or another organization.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

FP7D Show if (First period who applied post STAEA ((first_period = 1) AND (staea_period = 2))) AND (Not employed OR Employer is not sponsor AND Not RAP ((E1zFP = 2,3, Prefer not to answer, Don't know) OR ((A1c != 1) AND (FP7C = 2))))

Do you currently have a sponsor?

IF NEEDED: A sponsor is an organization that ensures you receive on-the-job learning and mentorship and that supports your progress in the apprenticeship program. Your sponsor could be your employer or another organization.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

FP7E Show if (First period who applied post STAEA ((first_period = 1) AND (staea_period = 2))) AND (Currently employed AND Does not have sponsor AND Not currently taking RAP ((E1zFP = 1) AND (FP7D = 2) AND (A1c != 1))) Are you currently looking or planning to look for a sponsor in order to acquire on-the-job learning and progress in your apprenticeship program?

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Survey Instrument

FP7F Show if (First period who applied post STAEA ((first_period = 1) AND (staea_period = 2))) AND (Not looking for sponsor (FP7E = 2))

For what reasons are you not looking for a sponsor?

(Show if CATI) DO NOT READ LIST. Select all that apply

(Show if Web) Select all that apply

- 1 Haven't been able to start looking yet
- 2 Am unsure where to look for / find a sponsor
- 3 Am interested in exploring the program, but haven't decided if I want to complete it
- 4 Am interested in learning the theory for this program
- 5 Wanted to get a head start in the program
- 6 Other (specify): _____
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

FP7G Show if (First period who applied post STAEA ((first_period = 1) AND (staea_period = 2))) AND (More than one reason not looking for sponsor (FP7F > 1))

And which of those is the main reason?

(Show if CATI) DO NOT READ

- 1 Haven't been able to start looking yet (Show if FP7F 1 Haven't started (FP7F_1 = 1))
- 2 Am unsure where to look for / find an employer or sponsor (Show if FP7F 2 Unsure where to look (FP7F_2 = 1))
- 3 Am interested in exploring the program, but haven't decided if I want to complete it (Show if FP7F 3 Haven't decided if want to complete program (FP7F_3 = 1))
- 4 Am interested in learning the theory for this program (Show if FP7F 4 Interested in the theory (FP7F_4 = 1))
- 5 Wanted to get a head start in the program (Show if FP7F 5 Wanted to get a head start (FP7F_5 = 1))
- 6 <<FP7F.specify(6)>> (Show if FP7F 6 Other specify (FP7F_6 = 1))
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

FP3 Show if (First period apprentice AND Not currently taking RAP ((first_period = 1) AND (A1c ≠ 1)))

Did you experience any of the following when first trying to become an apprentice?

(Show if CATI) READ LIST. Select all that apply

(Show if Web) Select all that apply

- 1 Did not meet entrance requirements
- 2 Failed entrance exam
- 3 Couldn't find a sponsor or employer
- 4 Changed employers trying to find the right one
- 5 Lack of finances
- 6 Language barrier
- 7 Any other challenges (specify): _____
- 8 **[(DO NOT READ)]** None/no challenges (Exclusive)
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

2-3. Finding an Employer

FP4A Show if (First period apprentice sample (first_period = 1)) AND (FP Pre STAEA OR FP Post STAEA AND Currently employed DK Ref OR RAP Currently employed ((E1zFF = 1, Prefer not to answer, Don't know) OR ((first_period = 1) AND (staea_period = 1)) AND (A1c ≠ 1)) OR (E1zRAP = 1)))

How difficult was it for you to find your first employer for your apprenticeship education program?

(Show if CATI) Would you say it was...

(Show if CATI) READ LIST

- 1 Very difficult
- 2 Somewhat difficult
- 3 Somewhat easy
- 4 Very easy
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Survey Instrument

FP4B Show if (First period apprentice sample (first_period = 1)) AND (FPO Had employer when applied OR Currently employed OR Graduates (((E1zFP = 1 Prefer not to answer, Don't know) OR (((first_period = 1) AND (staea_period = 1)) AND (A1c != 1)) OR (E1zRAP = 1)) OR (FP7A = 1, Prefer not to answer, Don't know) OR (grad_sample = 1) OR (F2Y = 1)))
How long did it take you to find your first employer for your apprenticeship program?

(Show if CATI) READ LIST AS NECESSARY.

- 1 One week or less
- 2 Two to three weeks
- 3 One to two months
- 4 Three to six months
- 5 Longer than six months
- 6 Already had an employer
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

FP4C Show if (First period apprentice sample (first_period = 1)) AND (FPO Had employer when applied OR Currently employed OR Graduates (((E1zFP = 1 Prefer not to answer, Don't know) OR (((first_period = 1) AND (staea_period = 1)) AND (A1c != 1)) OR (E1zRAP = 1)) OR (FP7A = 1, Prefer not to answer, Don't know) OR (grad_sample = 1) OR (F2Y = 1)))
How did you find your first employer?

(Show if CATI) DO NOT READ LIST

If the respondent mentions that they sent / emailed resumes to employers, ask where they found the employers to contact

- 1 A friend or family member
- 2 Job search of websites such as Monster, Indeed, etc.
- 3 A general online search
- 4 RAP (the Registered Apprenticeship Program)
- 7 Recruited by an employer
- 8 A recommendation or connection of a union, labour organization, sponsor employment agency, etc.
- 9 Social media (e.g., Instagram, Facebook, LinkedIn)
- 11 Sponsor directed me to them (Show if Post STAEA (staea_period = 2))
- 12 Applied / handed out resume in-person
- 13 Was already working for the company in a different position
- 14 Through school / teachers
- 15 Previous work experience in the industry
- 10 Other (specify): _____
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Part 3: Classroom Instruction

ClassInt Show if NOT currently taking RAP (A1c != 1)

The next questions are about classroom instruction, also known as technical training.

3-1. Classroom Instruction Screening

FP_TT1 Show if (First period apprentice AND Not currently taking RAP ((first_period = 1) AND (A1c # 1)))

Have you attended or are you currently attending your first period of classroom instruction for the <<tradename>> apprenticeship education program?

(Show if CATI) IF NEEDED: This is the 20% of your learning that happens through school/your educational provider. This is the theory portion of your program.

DO NOT READ LIST.

IF YES - Probe to confirm if completed or currently taking

(Show if Web) This is the 20% of your learning that happens through school/your educational provider. This is the theory portion of your program.

- 1 Yes, I have completed my classroom instruction
- 2 Yes, I am currently taking classroom instruction
- 3 No
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Survey Instrument

3-2. Institution

C1 Show if *(Graduates OR First Period Attended classroom instruction ((FP_TT1 = 1,2) OR (grad_sample = 1)))*
(if Currently attending classroom instruction (FP_TT1 = 2)) At which college, polytechnic institute, or training centre do you attend classroom instruction?
(if Default) At which college, polytechnic institute, or training centre did you attend classroom instruction?

(Show if CATI) [IF NEEDED: By that I mean, at which school, institution or educational provider did you take your classroom instruction? If you attended more than one, what was the last post-secondary institution or educational provider you attended?]

DO NOT READ LIST.

(Show if Web) If you attended more than one, what was the last post-secondary institution or educational provider you attended?

- 16 Alberta Carpenters Training Centre
- 20 ATCO Electric
- 1 Delmar College
- 17 Edmonton Pipe Trades Education Trust
- 21 Electrical Industry Training Centre
- 22 Energy Safety Canada
- 14 Enform (previously Petroleum Industry Training Service)
- 15 FortisAlberta (previously Aquila Networks Canada, UtiliCorp Networks Canada & TransAlta Utilities)
- 3 Keyano College
- 4 Lakeland College
- 5 Lethbridge College (formerly Lethbridge Community College)
- 6 MC College (previously Marvel Trade & Business College)
- 7 Medicine Hat College
- 8 NAIT (Northern Alberta Institute of Technology)
- 9 Northern Lakes College
- 2 Northwestern Polytechnic (previously Grand Prairie Regional College (GPRC))
- 10 Olds College
- 11 Portage College
- 23 Prairie Finishing Trades Institute
- 12 Red Deer Polytechnic
- 13 SAIT (Southern Alberta Institute of Technology)
- 18 Other (specify): _____
- 19 Did not attend/classroom instruction was not required/challenged and passed exam(s)
(Show if Graduate sample (grad_sample = 1))
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

3-3. Level of Preparedness

FP_TT2 Show if *(First period AND NOT first period instruction not required AND Not currently taking RAP ((first_period = 1) AND (FP_TT1b ≠ 2) AND (A1c ≠ 1)))*

(Show if CATI)

(if FPO Attended classroom instruction (FP_TT1 = 1,2)) Thinking about first period classroom instruction, please tell me if you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with the following statement.

(if hHave not attended classroom instruction DK OR Prefer not to answer (FP_TT1 = 3, Prefer not to answer, Don't know)) Thinking about first period classroom instruction, please tell me if you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each of the following statements.

(Show if Web) Thinking about first period classroom instruction, how strongly do you agree or disagree that...?

1. Overall, I feel prepared for classroom instruction *(Show if Have not attended classroom instruction DK OR Prefer not to answer (FP_TT1 = 3, Prefer not to answer, Don't know))*
 2. I am confident in my ability to complete the in-class coursework *(Show if Have not attended classroom instruction DK OR Prefer not to answer (FP_TT1 = 3, Prefer not to answer, Don't know))*
 3. Overall, I felt prepared for classroom instruction *(Show if FPO Attended classroom instruction (FP_TT1 = 1,2))*
- 1 Strongly agree
 - 2 Somewhat agree
 - 3 Somewhat disagree
 - 4 Strongly disagree
 - 8 **[(DO NOT READ)]** Prefer not to answer
 - 9 **[(DO NOT READ)]** Don't know

3-4. Delaying Classroom Instruction

C8 Show if *(Graduates attended school OR First Period Attended classroom instruction ((FP_TT1 = 1,2) OR ((grad_sample = 1) AND (C1 = 1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,20,21,22,23))))*

At any time during your apprenticeship education program, did you delay attending classroom instruction?

(Show if CATI) If necessary, explain: Under an apprenticeship education agreement, an apprentice is expected to complete the program without large gaps and delays.

DO NOT READ

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Survey Instrument

C1_1 Show if (Delayed attending classroom instruction (CB = 1))

For which of the following reasons did you delay attending classroom instruction?

(Show if CATI) READ EACH ITEM, PAUSE FOR RESPONDENT TO SAY YES OR NO.
Select all that apply

(Show if Web) Select all that apply

- 1 [You / I] did not want to give up wages/needed the income
- 2 There was not enough space at a post-secondary institution
- 3 [Your / My] sponsor or employer wanted [you / me] to work
- 4 [You / I] could not afford to pay for classroom instruction
- 5 [You / I] generally don't like school
- 6 [You were / I was] concerned about [your / my] ability to complete the coursework
- 7 The dates that training was offered were not convenient
- 8 Lost or changed jobs (IF NEEDED) includes being laid off)
- 10 Wanted or needed more experience or hours in the field
- 11 Personal or medical reasons
- 12 [(DO NOT READ)] COVID-related challenges (Show if CATI)
- 9 Other (specify): _____
- 8 [(DO NOT READ)] Prefer not to answer
- 9 [(DO NOT READ)] Don't know

3-6. Forms of Instruction

C4A Show if (Graduates Attended School ((grad_sample = 1) AND

(C1 = 1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,20,21,22,23)))

Which of the following form(s) of classroom instruction did you have experience with during your apprenticeship?

1. **Traditional classroom labs or lectures **?**
**? [IF NEEDED: /] Also referred to as block release, this form means you attend classroom instruction full-time for a specific period of time (e.g., 8 weeks). This is the traditional way of instruction in which you leave work and go to school for a block of time. There is a set curriculum and a fixed time period.
 2. **Distance delivery **?** (Show if C4A b Trades (tradeCode = 16,21,22,23,29,36,47))
**? [IF NEEDED: /] Modular learning over a distance using telecommunication technology using theory modules. This type of instruction is intended to reduce the amount of time you spend away from the work site or home. You must still attend the post-secondary institution/educational provider during the day, and possibly during some evenings or weekends to complete the laboratory or practical competencies.
 3. **Competency Based Apprenticeship Training, or CBAT [pronounced 'C-BAT' /] **?** (Show if C4A c Trades (tradeCode = 4,10,16,19,22,23,24,26,29,36,37,43,44,46,47))
**? [IF NEEDED: /] Modular based learning program in which you proceed at your own pace. In this type of instruction, you have a fixed start date for your course but your completion date will vary depending on how quickly or slowly you are able to master the objectives of the program. Learning can be extended by up to 2 weeks longer than traditional classroom instruction.
 4. **Mobile delivery **?** (Show if Crane and hoist operator (tradeCode = 14))
**? [IF NEEDED: /] The post-secondary institution/educational provider moves to the location where the classroom instruction is required.
 5. **Weekly Apprenticeship Training, or WATS **?** (Show if C4A e Trades (tradeCode = 5,9,13,20,36))
**? [IF NEEDED: /] One day per week apprenticeship classroom instruction. The apprentice takes classroom instruction in short segments over an extended period of time and can remain employed full time while learning. The apprentice should live and work near the post-secondary institution/educational provider.
 6. **Blended Learning **?** (Show if C4A f Trades (tradeCode = 4,10,16,22,30,37,47))
**? [IF NEEDED: /] A combination of theory delivered online via e-Learning while the practical portion of classroom instruction takes place at the shop facilities of the post-secondary institution/educational provider. The e-Learning portion consists of educational materials such as digital and multimedia learning objects, simulations, videos and electronic apprentice assessments, and provides opportunities for apprentices and instructors to interact in a virtual classroom.
- 1 Yes
 - 2 No
 - 3 Not applicable
 - 8 [(DO NOT READ)] Prefer not to answer
 - 9 [(DO NOT READ)] Don't know

Survey Instrument

3-7. Satisfaction with Instruction

C4 Show if (At least one yes in C4A ((C4A_a = 1) OR (C4A_b = 1) OR (C4A_c = 1) OR (C4A_d = 1) OR (C4A_e = 1) OR (C4A_f = 1)))

How satisfied were you with ...?

(Show if CATI) READ SCALE. REPEAT AS NECESSARY.

1. Traditional classroom labs or lectures, also known as block release (Show if C4A 1 Traditional classroom (C4A_a = 1))
2. Distance delivery (Show if C4A 2 Distance delivery (C4A_b = 1))
3. Competency Based Apprenticeship Training, or CBAT [pronounced 'C-BAT' /] (Show if C4A 3 CBAT (C4A_c = 1))
4. Mobile delivery (Show if C4A 4 Mobile delivery (C4A_d = 1))
5. Weekly Apprenticeship Training, or WATS (Show if C4A 5 WATS (C4A_e = 1))
6. Blended Learning (Show if C4A 6 Blended Learning (C4A_f = 1))

- 1 Very satisfied
 2 Somewhat satisfied
 3 Somewhat dissatisfied
 4 Very dissatisfied
 -8 [[DO NOT READ]] Prefer not to answer
 -9 [[DO NOT READ]] Don't know

C3 Show if (Graduates attended school OR First Period Attended classroom instruction ((FP_TT1 = 1,2) OR ((grad_sample = 1) AND (C1 = 1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,20,21,22,23))))

(Show if CATI) For each of the following aspects of your classroom instruction, please tell me if you generally were very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied, starting with...

REPEAT SCALE AS NECESSARY.

(Show if Web) Generally, how satisfied were you with your classroom instruction in terms of each of the following...?

1. Learning the theory you need to work in the profession
2. The practical activities in the shop or lab reflecting the competencies you need to work in the profession
3. The instructors' expertise in the profession
4. The teaching ability of the instructors
5. The adequacy of the shop or lab equipment provided for practicing the skills you were taught
6. The apprenticeship classroom instruction being up to date with practices in the profession in general
7. Preparing you for the provincial apprenticeship exams **[[DO NOT READ: please select N/A if the respondent mentions these were cancelled due to the pandemic] / (please select N/A if these were cancelled for you due to the pandemic)]**
8. The overall quality of your classroom instruction

- 1 Very satisfied
 2 Somewhat satisfied
 3 Somewhat dissatisfied
 4 Very dissatisfied
 5 [[DO NOT READ]]N/A / Not encountered
 -8 [[DO NOT READ]] Prefer not to answer
 -9 [[DO NOT READ]] Don't know

Survey Instrument

Part 4: On-the-Job Learning

4-1. Satisfaction with On-the-Job Learning

OJLInt Show if (First period apprentice sample (first_period = 1)) AND (FPO Had employer when applied OR Currently employed OR Graduates (((E1zFP = 1 Prefer not to answer, Don't know) OR (((first_period = 1) AND (staea_period = 1)) AND (A1c != 1)) OR (E1zRAP = 1)) OR (FP7A = 1, Prefer not to answer, Don't know) OR (grad_sample = 1) OR (F2Y = 1))) (if First period apprentice sample (first_period = 1)) In this next section, when we refer to your mentor, we mean the person responsible for helping develop your skills and competencies on the job who was previously known as your supervising journey person. If you have had more than one journey person who has been overseeing your on-the-job learning, please answer the following questions based on your experiences across those mentors.

(if Graduate sample (grad_sample = 1)) In this next section, when we refer to your mentor, we mean the person responsible for helping develop your skills and competencies on the job who was previously known as your supervising journey person. If you had more than one journey person who oversaw your on-the-job learning, please answer the following questions based on your experiences across those mentors.

B2 Show if (First period apprentice sample (first_period = 1)) AND (FPO Had employer when applied OR Currently employed OR Graduates (((E1zFP = 1 Prefer not to answer, Don't know) OR (((first_period = 1) AND (staea_period = 1)) AND (A1c != 1)) OR (E1zRAP = 1)) OR (FP7A = 1, Prefer not to answer, Don't know) OR (grad_sample = 1) OR (F2Y = 1))) (if First period apprentice sample (first_period = 1)) How satisfied are you with your **on-the-job learning** during your first period in terms of each of the following...?
(if Graduate sample (grad_sample = 1)) How satisfied were you with your **on-the-job learning** during your apprenticeship in terms of each of the following...?

(Show if CATI) READ SCALE. REPEAT AS NEEDED.

1. Covering the tasks or types of work specified in your Competence Portfolio (previously record book)
 2. Learning the **skills** you needed to work in the profession
 3. The expertise of your mentor
 4. The **ability** of your mentor to teach skills in the profession [IF NEEDED: do not confuse with availability /]
 5. The **availability** of your mentor [IF NEEDED: do not confuse with ability /]
 6. The adequacy of equipment and facilities for learning skills
 7. Your mentor's ability to use up-to-date practices
 8. Your on-the-job learning preparing you for the provincial apprenticeship exams [(DO NOT READ: please select N/A if the respondent mentions these were cancelled due to the pandemic) / (please select N/A if these were cancelled for you due to the pandemic)]
 9. The overall quality of your on-the-job learning
- 1 Very satisfied
 2 Somewhat satisfied
 3 Somewhat dissatisfied
 4 Very dissatisfied
 5 [(DO NOT READ)] N/A / Not encountered
 -8 [(DO NOT READ)] Prefer not to answer

-9 [(DO NOT READ)] Don't know

B3Grad Show if (FPO Had employer when applied OR Currently employed OR Graduates (((E1zFP = 1, Prefer not to answer, Don't know) OR (((first_period = 1) AND (staea_period = 1)) AND (A1c != 1)) OR (E1zRAP = 1)) OR (FP7A = 1, Prefer not to answer, Don't know) OR (grad_sample = 1) OR (F2Y = 1))) AND (Graduate sample (grad_sample = 1))

(Show if CATI) Thinking about your on-the-job learning experience, do you strongly agree, somewhat agree, somewhat disagree or strongly disagree with each of the following statements.

REPEAT SCALE AS NEEDED.

(Show if Web) Thinking about your on-the-job learning experience, how strongly do you agree or disagree that...?

1. The tasks [you were / I was] assigned were related to the <<tradename>> trade
2. [You were / I was] given the opportunity to learn new tasks
3. [You / I] had the opportunity to learn a wide variety of tasks
4. [You / I] enjoyed completing the tasks [you were / I was] assigned
5. [You and your mentor / My mentor and I] had a good working relationship
6. [You / I] felt safe to speak honestly and openly with [your / my] mentor
7. [You / I] felt comfortable with the work culture
8. [You were / I was] treated with respect

- 1 Strongly agree
 2 Somewhat agree
 3 Somewhat disagree
 4 Strongly disagree
 -8 [(DO NOT READ)] Prefer not to answer
 -9 [(DO NOT READ)] Don't know

Survey Instrument

B3FP Show if (FPO Had employer when applied OR Currently employed OR Graduates (((E1zFP = 1, Prefer not to answer, Don't know) OR ((first_period = 1) AND (staea_period = 1)) AND (A1c != 1)) OR (E1zRAP = 1)) OR (FP7A = 1, Prefer not to answer, Don't know) OR (grad_sample = 1) OR (F2Y = 1))) AND (First period apprentice sample (first_period = 1))

Thinking about your on-the-job learning experience, how strongly do you agree or disagree that...?

(Show if CATI) READ SCALE. REPEAT AS NEEDED.

1. The tasks [you are / I am] assigned are related to the <<tradename>> trade
2. [You are / I am] given the opportunity to learn new tasks
3. [You / I] have the opportunity to learn a wide variety of tasks
4. [You / I] enjoy completing the tasks [you are / I am] assigned
5. [You and your mentor / My mentor and I] have a good working relationship
6. [You / I] feel safe to speak honestly and openly with [your / my] mentor
7. [You / I] feel comfortable with the work culture
8. [You are / I am] treated with respect

- 1 Strongly agree
 2 Somewhat agree
 3 Somewhat disagree
 4 Strongly disagree
 -8 **[(DO NOT READ)]** Prefer not to answer
 -9 **[(DO NOT READ)]** Don't know

B5 Show if (First period apprentice sample (first_period = 1)) AND (FPO Had employer when applied OR Currently employed OR Graduates (((E1zFP = 1 Prefer not to answer, Don't know) OR ((first_period = 1) AND (staea_period = 1)) AND (A1c != 1)) OR (E1zRAP = 1)) OR (FP7A = 1, Prefer not to answer, Don't know) OR (grad_sample = 1) OR (F2Y = 1))) (if Graduate sample (grad_sample = 1)) Overall, how satisfied were you with the quality of the mentorship that you received during your on-the-job learning while in your apprenticeship program? Would you say you were...?

(if First period apprentice sample (first_period = 1)) Overall, how satisfied are you with the mentorship that you receive during your on-the-job learning? Would you say you are...?

- 1 Very satisfied
 2 Somewhat satisfied
 3 Somewhat dissatisfied
 4 Very dissatisfied
 -8 **[(DO NOT READ)]** Prefer not to answer
 -9 **[(DO NOT READ)]** Don't know

B4 Show if (First period apprentice sample (first_period = 1)) AND (FPO Had employer when applied OR Currently employed OR Graduates (((E1zFP = 1 Prefer not to answer, Don't know) OR ((first_period = 1) AND (staea_period = 1)) AND (A1c != 1)) OR (E1zRAP = 1)) OR (FP7A = 1, Prefer not to answer, Don't know) OR (grad_sample = 1) OR (F2Y = 1)))

(Show if CATI) (if Graduate sample (grad_sample = 1)) Thinking about what makes someone a good mentor, please tell me how **important or unimportant** each of the following were to you, regardless of how satisfied or dissatisfied you were with your mentor in these areas, using a scale of 1 to 5 where 1 is very important and 5 is not at all important.

A good mentor...

(Show if CATI) (if First period apprentice sample (first_period = 1)) Thinking about what makes someone a good mentor, please tell me how **important or unimportant** each of the following are to you, regardless of how satisfied or dissatisfied you are with your mentor in these areas, using a scale of 1 to 5 where 1 is very important and 5 is not at all important.

A good mentor...

REPEAT SCALE AS NEEDED

(Show if Web) (if Graduate sample (grad_sample = 1)) Thinking about what makes someone a good mentor, how **important or unimportant** were each of the following to you, regardless of how satisfied or dissatisfied you were with your mentor in these areas?

A good mentor...

(Show if Web) (if First period apprentice sample (first_period = 1)) Thinking about what makes someone a good mentor, how **important or unimportant** are each of the following to you, regardless of how satisfied or dissatisfied you are with your mentor in these areas?

A good mentor...

1. Is knowledgeable about the trade *
2. Provides you with opportunities to develop skills and competencies *
3. Provides regular feedback that is appropriate for your apprenticeship level *
4. Provides support to help you meet your apprenticeship education program requirements *
5. Has a positive attitude *
6. Is willing to invest time in you *
7. Provides you with progress updates of the on-the-job learning tasks to meet program requirements *
8. Helps you to apply the knowledge and skills you learned during your classroom instruction *

Levels marked with * are randomized

- 1 1 - Very important
 2 2
 3 3
 4 4
 5 5 - Not at all important
 -8 **[(DO NOT READ)]** Prefer not to answer
 -9 **[(DO NOT READ)]** Don't know

Survey Instrument

B6 Show if (FPO Had employer when applied OR Currently employed OR Graduates (((E1zFP = 1, Prefer not to answer, Don't know) OR ((first_period = 1) AND (staea_period = 1)) AND (A1c != 1)) OR (E1zRAP = 1)) OR (FP7A = 1, Prefer not to answer, Don't know) OR (grad_sample = 1) OR (F2Y = 1))) AND (Multiple levels 1 in B4)

And which one of those do you feel is the most important for a good mentor?

- 1 Is knowledgeable * (Show if B4 1 Is knowledgeable (B4_a = 1))
- 2 Provides you with opportunities to develop skills and competencies * (Show if B4 2 Provides you with opportunities (B4_b = 1))
- 3 Provides regular feedback that is appropriate for your apprenticeship level * (Show if B4 3 Provides regular feedback (B4_c = 1))
- 4 Provides support to help you meet your apprenticeship education program requirements * (Show if B4 4 Provides support (B4_d = 1))
- 5 Has a positive attitude * (Show if B4 5 Has a positive attitude (B4_e = 1))
- 6 Is willing to invest time in you * (Show if B4 6 Is willing to invest time in you (B4_f = 1))
- 7 Provides you with progress updates of the on-the-job learning tasks to meet program requirements * (Show if B4 7 Provides you with progress updates (B4_g = 1))
- 8 Helps you to apply the knowledge and skills you learned during your classroom instruction * (Show if B4 8 Helps you to apply knowledge (B4_h = 1))
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Levels marked with * are randomized

B7 Show if (First period apprentice sample (first_period = 1)) AND (FPO Had employer when applied OR Currently employed OR Graduates (((E1zFP = 1 Prefer not to answer, Don't know) OR ((first_period = 1) AND (staea_period = 1)) AND (A1c != 1)) OR (E1zRAP = 1)) OR (FP7A = 1, Prefer not to answer, Don't know) OR (grad_sample = 1) OR (F2Y = 1)))

(if Graduate sample (grad_sample = 1)) Do you have any feedback you would like to share on how the mentorship you received could be improved?

(if Default) Do you have any feedback you would like to share on how the mentorship you receive can be improved?

Please do not enter personally identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

-5 No feedback

Part 8: Program Retrospective

8-1. Program Challenges

F11_2021

(if Graduate sample (grad_sample = 1)) What was the biggest challenge that you faced during your apprenticeship?

(if Default) What was the biggest challenge that you faced during your first period?

(Show if CATI) DO NOT READ.

- 1 Financial problems or lack of financial support
- 2 General dislike of school (i.e., prefer working)
- 3 Finding a sponsor or employer
- 4 Applying my classroom instruction on-the-job
- 5 Classroom instruction was too difficult, in general
- 6 On-the-job training was too difficult, in general
- 7 Travel time/was inconvenient to access classroom instruction
- 8 Too much / not enough time to learn
- 9 Moving in/out of province during apprenticeship
- 10 Unsupportive or unhelpful sponsor, employer, journey person, supervisor, or mentor
- 11 Unsupportive job site culture
- 12 Inconsistent employment
- 15 Work / life balance (e.g. school, work, family)
- 16 Nervousness / getting used to school and/or the job
- 18 Online/hybrid learning was difficult
- 19 Poor classroom instruction / teachers
- 17 COVID-related challenges (Show if CATI)
- 20 Heavy workload / long hours (Show if CATI)
- 21 Learning / gaining experience with specific new skills (Show if CATI)
- 22 Application process / Registration process / Wait time getting into the program (Show if CATI)
- 13 Other, please specify: _____
- 14 None/nothing
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Survey Instrument

FP5A Show if (First period AND FP0 NOT Changed or left program AND Not currently taking RAP ((first_period = 1) AND (FP0 ≠ 3,4,5) AND (A1c ≠ 1)))

Have you ever thought about quitting the apprenticeship program?

(Show if CATI) DO NOT READ.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

FP5B Show if (Thought about quitting (FP5A = 1))

Why have you thought about quitting the program?

(Show if CATI) DO NOT READ LIST. Select all that apply

(Show if Web) Select all that apply

- 1 Was laid off/No employer
- 2 Financial reasons
- 14 Low wages / can get better wages elsewhere
- 3 Not sure it's the right program/career for me
- 4 On-the-job training is too difficult
- 5 Classroom instruction is too difficult
- 6 Don't like the work
- 7 Don't like the work environment
- 8 Personal illness or disability
- 9 Family responsibilities / childcare (including maternity/paternity leave)
- 10 Am considering moving out of province
- 11 Lack of employment in the field or trade
- 12 To complete a different program
- 15 Issues/problems with employer, sponsor or mentor
- 13 Other; specify _____
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

8-2. Likelihood to Complete

FP6A Show if (First period AND FP0 NOT Changed or left program AND Not currently taking RAP ((first_period = 1) AND (FP0 ≠ 3,4,5) AND (A1c ≠ 1)))

Overall, and as of this point in time, how likely are you to complete the apprenticeship program?

(Show if CATI) READ LIST - BRACKETS FOR CLARIFICATION ONLY AS NEEDED

- 1 Very unlikely (**[(DO NOT READ)]**0% to 24% likely to complete it)
- 2 Somewhat unlikely (**[(DO NOT READ)]**25% to 49% likely to complete it)
- 3 Somewhat likely (**[(DO NOT READ)]**50% to 74% likely to complete it)
- 4 Very likely (**[(DO NOT READ)]**75% to 100% likely to complete it)
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

FP6C Show if (Currently taking RAP (A1c = 1))

Overall, and as of this point in time, how likely are you to continue the <<sample.trade.text>> apprenticeship program after High School?

(Show if CATI) READ LIST - BRACKETS FOR CLARIFICATION ONLY AS NEEDED

- 1 Very unlikely (**[(DO NOT READ)]**0% to 24% likely to complete it)
- 2 Somewhat unlikely (**[(DO NOT READ)]**25% to 49% likely to complete it)
- 3 Somewhat likely (**[(DO NOT READ)]**50% to 74% likely to complete it)
- 4 Very likely (**[(DO NOT READ)]**75% to 100% likely to complete it)
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Survey Instrument

FP6B Show if (Very or somewhat unlikely to complete program (FP6A = 1,2))

Why aren't you likely to complete the program?

(Show if CATI) DO NOT READ LIST. Select all that apply

(Show if Web) Select all that apply

- 1 Lack of finances/financial concerns
- 2 Too difficult
- 3 Decided it wasn't the right program/career for me
- 4 Personal issues
- 5 Health problems
- 6 Signed up or registered because I had to
- 7 Was just exploring the trade/checking it out
- 8 Still don't know what I want to do
- 9 Am interested in a different career/program
- 11 Lack of jobs in the industry
- 12 Family responsibilities / childcare (including maternity/paternity leave)
- 10 Other; specify: _____
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

FP6D Show if (Very or somewhat unlikely to continue in trade after high school (FP6C = 1,2))

Why aren't you likely to continue the program?

(Show if CATI) DO NOT READ LIST. Select all that apply

(Show if Web) Select all that apply

- 1 Lack of finances/financial concerns
- 2 Too difficult
- 3 Decided it wasn't the right program/career for me
- 4 Personal issues
- 5 Health problems
- 6 Signed up or registered because I had to
- 7 Was just exploring the trade/checking it out
- 8 Still don't know what I want to do
- 9 Am interested in a different career/program
- 11 Lack of jobs in the industry
- 12 Family responsibilities / childcare (including maternity/paternity leave)
- 10 Other; specify: _____
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

8-3. Factors in Completion

F13_1 Show if (Graduate sample (grad_sample = 1))

Is there anything that would have helped you complete your apprenticeship program sooner?

- 1 Yes
- 2 No
- 3 [You / I] completed [your / my] apprenticeship program as soon as possible
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

F1_3 Show if (Yes something could have helped complete faster (F13_1 = 1))

What would have helped you complete your apprenticeship program sooner?

Please do not enter personally identifying information (e.g., name, email address, phone number, mailing address), as anything you enter may be shared with the sponsor of this research.

- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know
- 5 Nothing/can't think of anything

8-5. Value of Program

F6X

In retrospect, based on your experience with the Alberta apprenticeship program, would you still have chosen to become an apprentice?

(Show if CATI) DO NOT READ.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Survey Instrument

F7

Compared to other post-secondary education, do you feel that apprenticeship education is equivalent, better, or worse when it comes to the following?

1. Overall public perceptions and opinions
 2. Quality of education and educators, including teachers
 3. Outcomes, such as job prospects and income
- 1 Apprenticeship is better
- 2 Apprenticeship is equivalent
- 3 Apprenticeship is worse
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Part 5: Apprenticeship Staff

5-1. Contact with Apprenticeship Staff

D1_0 Show if (NOT currently taking RAP (A1c ≠ 1))

(if Graduate sample (grad_sample = 1)) During your apprenticeship did you have contact with Apprenticeship staff?

(if Default) During your first period did you have contact with Apprenticeship staff?

(Show if CATI) READ AS REQUIRED: That is, did an Apprenticeship staff member come to your school or work place or did you visit the local apprenticeship office or call the Apprenticeship and Industry Training (AIT) Information Line or use services provided by apprenticeship staff?

IF NO or unclear: "By contact I mean did an Apprenticeship Office staff member come to your school or work place or did you visit the local apprenticeship office or call the AIT Information Line or use services provided by apprenticeship staff?"

DO NOT READ LIST:

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

D1 Show if (Had contact with staff (D1_0 = 1))

Which apprenticeship office location did you, your sponsor or your employer mainly deal with in relation to your Alberta apprenticeship program?

(Show if CATI) DO NOT READ LIST

- 1 Bonnyville
- 2 Calgary (includes Willow Park)
- 3 Edmonton
- 4 Fort McMurray
- 5 Grande Prairie
- 6 Hinton
- 7 Lethbridge
- 8 Medicine Hat
- 9 Peace River
- 10 Red Deer
- 11 Slave Lake
- 12 Vermillion
- 13 Other (specify): _____
- 14 I never called an office, I only called the AIT Info Line
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know/don't recall

Survey Instrument

5-2. Satisfaction with Apprenticeship Staff

D2 Show if (Had contact with staff (D1_0 = 1))

(Show if CATI) For each of the following, please tell me if you generally were very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied with Apprenticeship staff, starting with...

REPEAT SCALE AS NECESSARY

(Show if Web) Generally, how satisfied were you with Apprenticeship staff, in terms of each of the following?

1. The waiting time to deal with the person who served you
2. Receiving courteous service from staff
3. The quality of advice you received
4. The knowledge level of the staff who served you
5. Whether staff did everything necessary to assist you with your service needs
6. The ease with which you were able to access the service needed
7. The overall quality of the service you received from apprenticeship staff

- 1 Very satisfied
 2 Somewhat satisfied
 3 Somewhat dissatisfied
 4 Very dissatisfied
 -8 **[(DO NOT READ)]** Prefer not to answer
 -9 **[(DO NOT READ)]** Don't know

Part 6: Financial Supports

6-1. Accessing Financial Assistance

C5_C Show if (Graduates attended school OR First Period Attended classroom instruction ((FP_TT1 = 1,2) OR ((grad_sample = 1) AND (C1 = 1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,20,21,22,23))))

Did you access any of the following to help pay for your Alberta apprenticeship program?

1. Employment Insurance for classroom instruction
2. Government Student Loans **[(IF NEEDED: Federal and provincial student loans were introduced in the 2015-2016 academic year for apprentices. /]**
3. Government Grants **[(IF NEEDED: Grants are non-repayable forms of assistance for learners who demonstrate financial need and also include federal incentive grants to encourage completion of Alberta apprenticeship programs where a Red Seal is available. /]**
4. Other government subsidies such as Income Support, CPP, or the Child Tax Benefit
5. Scholarships, awards, or bursaries such as the Apprentice Training Award or the First Period Apprentice Award **[(IF NEEDED: In 2015/2016 Alberta introduced awards for apprentices taking classroom instruction through the FPAA and the ATA. /]**
6. Personal savings or investment accounts such as RRSP, TFSA, RDSP or other investments ****?***
[(IF NEEDED: Includes Registered Education Savings Plan (RESP), Registered Retirement Savings Plan (RRSP), a Tax-Free Savings Account (TFSA), Registered Disability Savings Plan (RDSP)]
7. Financial support from sponsor or employer
8. Financial support from family or friends
9. Non-government loans such as a bank loan, student line of credit, or credit cards

- 1 Yes
 2 No
 -8 **[(DO NOT READ)]** Prefer not to answer
 -9 **[(DO NOT READ)]** Don't know

C5_C_G1 Show if (Received support from employer (C5_C_g = 1))

Which of the following types of support did your employer provide you with?

(Show if CATI) READ LIST. Select all that apply

(Show if Web) Select all that apply

- 1 Paid all tuition
 2 Paid some tuition
 3 Paid all wages
 4 Paid some wages
 5 Provided another type of financial assistance, such as a loan; specify:

 6 None of the above *(Exclusive)*
 -8 **[(DO NOT READ)]** Prefer not to answer
 -9 **[(DO NOT READ)]** Don't know

Survey Instrument

C7B Show if (Employer paid some wages (CS_C_G1_4 = 1))

(if Graduate sample (grad_sample = 1)) For the most recent period of classroom instruction in which your employer made a contribution, what percentage of your regular wage did you receive?

(if First period apprentice sample (first_period = 1)) What percentage of your regular wage did you receive?

Minimum: 0, Maximum: 100
_____ %

- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Part 7: Employment Outcomes

7-1. Employment Status

E1 Show if (Graduate OR First period applied pre STAEA AND Not currently taking RAP ((A1c ≠ 1) AND ((grad_sample = 1) OR ((first_period = 1) AND (staea_period = 1)))))

Which of the following categories best describes your current employment status?

(Show if CATI) READ LIST.

- 1 Employed **[(DO NOT READ): includes those who are self-employed or employed in a full-time, part-time, casual, temporary, contract, or seasonal position, including anyone on temporary leave, such as maternity leave, and who have a position that they will be returning to /]**
- 2 Not employed, but looking for work
- 3 Not employed, and not looking for work
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

FP7Fb Show if (First period pre STAEA AND Not employed and not looking for work (((first_period = 1) AND (staea_period = 1)) AND (E1 = 3)))

For what reasons are you not looking for work?

(Show if CATI) DO NOT READ LIST. Select all that apply

(Show if Web) Select all that apply

- 1 Haven't been able to start looking yet
- 2 Am unsure where to look for / find work
- 3 Am interested in exploring the program, but haven't decided if I want to complete it
- 4 Am interested in learning the theory for this program
- 5 Wanted to get a head start in the program
- 7 Am working in a different field or industry
- 6 Other (specify): _____
- 8 **[(DO NOT READ)]** Prefer not to answer

- 9 **[(DO NOT READ)]** Don't know

E1A Show if (Graduate Not employed but looking ((grad_sample = 1) AND (E1 = 2)))

Which of the following best describes the type of work you are looking for?

(Show if CATI) READ LIST

- 1 Work that is directly related to [your / my] Alberta journeyperson certification
- 2 Work that is somewhat related to [your / my] Alberta journeyperson certification
- 3 Work that is not related to [your / my] Alberta journeyperson certification
- 4 Any kind of work at all
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

E1C Show if (Graduate Not employed and not looking ((grad_sample = 1) AND (E1 = 3)))

What is the main reason you are currently not looking for work?

(Show if CATI) DO NOT READ LIST.

- 1 I am currently enrolled in a post-secondary program
- 2 I am planning to enroll in a post-secondary program
- 4 There is no work available
- 5 I am choosing not to work at this time
- 7 I am unwell/not well enough to work (disability or illness)
- 9 Family responsibilities / childcare (including maternity/paternity leave)
- 8 Other (specify): _____
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

FP_E5 Show if (First period AND Employed ((E1_FP = 1) OR (((first_period = 1) AND (staea_period = 1)) AND (E1 = 1))))

For your current employment, how secure do you feel in your job right now?

(Show if CATI) Would you say you are...?

(Show if CATI) READ LIST.

- 1 Very secure – I am not worried about my employment
- 2 Mostly secure – but things can change
- 3 Somewhat insecure – I am a little bit worried
- 4 Very insecure – I am very worried about my employment
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Survey Instrument

7.2 Relevance of Employment to Trade

E2 Show if (Graduates and Employed ((grad_sample = 1) AND (E1 = 1)))

Are you currently working in the <<trade>> profession?

(Show if CATI) DO NOT READ.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

E3 Show if (Graduates and Employed ((grad_sample = 1) AND (E1 = 1)))

To what extent is the work you are currently doing related to your <<trade>> journeyperson certification?

(Show if CATI) IF NEEDED: In other words, to what extent are you using the skills from your Alberta journeyperson certification to fulfill your job duties?

READ LIST:

- 1 Very related
- 2 Somewhat related
- 3 Not related
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

7.3 Career Advancement

E3_6 Show if (Graduates and Employed ((grad_sample = 1) AND (E1 = 1)))

Have you started your own business since becoming a journeyperson in the <<trade>> trade?

(Show if CATI) DO NOT READ.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

7.4 Employment Income

E4X Show if (Graduates and Employed ((grad_sample = 1) AND (E1 = 1)))

We want to remind you that for the next questions, your answers are strictly confidential. We understand that many people may be struggling because of the recent rise in the cost of living; however Alberta Advanced Education wants to understand graduates' outcomes.

With that in mind, what is your average monthly income before taxes and deductions since you became a certified journeyperson in the <<trade>> trade, including gratuities and commissions?

(Show if CATI) IF NEEDED: For example, if you worked 6 months, what was your average monthly earning for those 6 months.

IF NEEDED: Income before taxes and deductions includes earnings plus holiday and vacation pay from all the jobs you hold including self-employment. Only include your income from work, do not include other kinds of income such as investments.

If given hourly rate, ask for an estimated monthly income

(Show if Web) Income before taxes and deductions includes earnings plus holiday and vacation pay from all the jobs you hold including self-employment. Only include your income from work, do not include other kinds of income such as investments.

Minimum: 0, Maximum: 99999

\$ _____ monthly

- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

E4X_a Show if (Graduates and Employed ((grad_sample = 1) AND (E1 = 1)))

What was your total employment income before taxes and deductions including gratuities or commissions for 2022?

(Show if CATI) IF NEEDED: Your best guess is fine.

(Show if Web) Your best guess is fine.

Minimum: 0, Maximum: 9999999

\$ _____

- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Survey Instrument

E4X_b Show if (Graduates and Employed ((grad_sample = 1) AND (E1 = 1))) AND (Don't know OR Prefer not to answer yearly income (E4X_a = Prefer not to answer, Don't know))

(if Don't know yearly income (E4X_a = Don't know)) Would you happen to know which of the following categories your total employment income for 2022 before taxes and deductions fell into?

(if CATI AND Prefer not to answer yearly income (Is CATI AND (E4X_a = Prefer not to answer))) Would you be comfortable letting me know which of the following categories your total employment income for 2022 before taxes and deductions fell into?

(if Web AND Prefer not to answer yearly income (Is Web AND (E4X_a = Prefer not to answer))) Would you be comfortable indicating which of the following categories your total employment income for 2022 before taxes and deductions fell into?

(Show if CATI) READ LIST.

- 1 Less than \$20,000
- 2 \$20,000 to less than \$31,000
- 3 \$31,000 to less than \$43,000
- 4 \$43,000 to less than \$53,000
- 5 \$53,000 to less than \$61,000
- 6 \$61,000 to less than \$68,000
- 7 \$68,000 to less than \$75,000
- 8 \$75,000 to less than \$81,000
- 9 \$81,000 to less than \$100,000
- 10 \$100,000 or more
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

7.5 Continuing Education

E4_2_5a Show if (Graduate OR First period in trade or DK AND Not currently taking RAP (((grad_sample = 1) OR ((A1a = 1, Don't know) AND (first_period = 1))) AND (A1c # 1)))

Are you **currently** enrolled in another apprenticeship education program?

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

E4_2_5b Show if (Graduate OR First period in trade or DK AND Not currently taking RAP (((grad_sample = 1) OR ((A1a = 1, Don't know) AND (first_period = 1))) AND (A1c # 1)))

Are you **currently** enrolled in any other post-secondary program or industry-specific training, such as fire protection, safety officer, rope access, etc.?

Select all that apply

- 4 Yes, industry-specific training
- 3 Yes, another post-secondary program
- 2 No *(Exclusive)*
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Part 10: Tools and Resources

10-1. Industry Groups

F8

How familiar are you with the Alberta Board of Skilled Trades? (Show if CATI) Would you say you are...

(Show if CATI) READ LIST.

- 1 Very familiar
- 2 Somewhat familiar
- 3 Not familiar
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

F9A

A new Skilled Trades and Apprenticeship Education Act was passed in July 2022. Before today, were you aware of this new Act?

(Show if CATI) DO NOT READ.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Survey Instrument

F9B Show if (Familiar with STAEA (F9A = 1))

How familiar are you with the new Act?

(Show if CATI) REPEAT SCALE IF NECESSARY.

- 1 Very familiar
- 2 Somewhat familiar
- 3 Not familiar
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

10-2. Competence Portfolio (Previously Record Book)

B1a Show if (Graduate sample (grad_sample = 1))

(Show if CATI) How satisfied are you with the usefulness of the Competence Portfolio, previously called the Record Book? Would you say you are...?

If needed: The Competence Portfolio (previously Record Book or Blue Book) is used to record skills learned and hours worked in the Alberta apprenticeship program.

READ LIST.

(Show if Web) How satisfied are you with the usefulness of the Competence Portfolio, previously called the Record Book?

- 1 Very satisfied
- 2 Somewhat satisfied
- 3 Somewhat dissatisfied
- 4 Very dissatisfied
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

10-3. MyTradesecrets

T2A

Every apprentice has their own MyTradesecrets account which allows you to view information specific to your apprenticeship program. Have you had any difficulties using your MyTradesecrets account?

(Show if CATI) DO NOT READ.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

T2B Show if Had trouble with MyTradesecrets (T2A = 1))

What did you have trouble with in your MyTradesecrets account?

(Show if CATI) DO NOT READ. Select all that apply

If respondent mentions they had technical issues, please ask what they had technical issues with.

(Show if Web) If you had technical issues, please indicate what you had technical issues with. Select all that apply

- 1 Applying for programs and services
- 2 Logging in/remembering my password
- 3 Using MyAlberta Digital ID
- 4 Registering for classroom instruction
- 5 Checking my marks/grades
- 6 Viewing my correspondence
- 7 Updating my personal information
- 8 Making an online payment
- 9 Checking my classroom instruction schedule
- 10 Uploading documents
- 11 Viewing or printing my apprentice ID card
- 12 Providing consent for or checking the status of an award or scholarship
- 13 Layout of the site made it difficult to find the information I was looking for
- 14 Other, please specify: _____
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Survey Instrument

Part 11: Demographics

Demo3 Show if (NOT currently taking RAP (A1c ≠ 1))

(Show if CATI) Almost there! We just have a few questions left for statistical purposes.

What was your marital status when you started the apprenticeship program?

DO NOT READ LIST

(Show if Web) We just have a few more questions for statistical purposes.

What was your marital status when you started the apprenticeship program?

- 1 Single (never married)
- 2 Married or living with partner/Common-law
- 3 Divorced/separated/widowed
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Demo4 Show if (NOT currently taking RAP (A1c ≠ 1))

When you started the program, how many dependents, including dependent adults, were you responsible for?

Minimum: 0, Maximum: 10

_____ children/dependents

- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Demo5

(Show if Currently taking RAP ((A1c = 1))) [We just have a few questions left for statistical purposes. / Almost there! We just have a few questions left for statistical purposes.]

(Show if CATI) Do you identify as First Nations, Métis, or Inuit?

Select all that apply

(Show if Web) With which, if any, of the following do you identify?

Select all that apply

- 1 First Nations
- 2 Métis
- 3 Inuit
- 4 None of these *(Exclusive)*
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Demo5_5 Show if (NOT First Nations Metis or Inuit (Demo5 = Prefer not to answer OR Don't know))

Do you identify as a person of colour or racialized person?

(Show if CATI) DO NOT READ.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer

Demo7

And have you always lived in Canada?

(Show if CATI) DO NOT READ LIST

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer

Survey Instrument

Demo8 Show if (Have not always lived in Canada (Demo7 = 2))

At the time you started your apprenticeship program, how long had you lived in Canada?

(Show if CATI) ONLY READ LIST AS NECESSARY

- 1 Less than 1 year
- 2 1 year to less than 3 years
- 3 3 years to less than 5 years
- 4 5 years to less than 10 years
- 5 10 years or more
- 8 **[(DO NOT READ)]** Prefer not to answer
- 9 **[(DO NOT READ)]** Don't know

Demo6

When you started your apprenticeship program, did you consider yourself as a person with a disability, that is, someone with a long-term physical, mental or learning disability that limits the kind or amount of activities they can do?

(Show if CATI) DO NOT READ.

- 1 Yes
- 2 No
- 8 **[(DO NOT READ)]** Prefer not to answer

Draw Show if Web

To enter the draw to win 1 of 10 \$100 cash prizes, please enter your information below:

Note that only Canadian residents who live in a province other than Quebec are eligible to enter the draw.

Your name and email will only be used for the purposes of the draw and will not be linked to your survey responses. We need both a first and last name to send the e-transfer if you are selected as a winner. The early bird draw will be held in the first week of December and the full draw will be held in January. Full draw rules can be found here (<https://surveys.advanis.ca/media/apprentice23/Drawrules2023.html>)

First and Last Name: _____

Email Address: _____

- 8 I do not want to enter the draw
- 9 I am ineligible to enter the draw (residing in Quebec or outside of Canada)

Draw1 Show if CATI

Are you a Canadian residents who lives in a province other than Quebec, and do you want to enter the draw to win 1 of 10 \$100 cash prizes?

IF 'YES': Can I please have your full name?

- 8 I do not want to enter the draw
- 9 I am ineligible to enter the draw (residing in Quebec or outside of Canada)

Draw2 Show if (Gave name for draw (Draw1 # 1 do not want to enter the draw,I am ineligible to enter the draw (residing in Quebec or outside of Canada),Not Answered))

And what email address should we contact you at if you are selected as one of the prize winners?

- 8 I do not want to enter the draw

Survey End

Those are all the questions we have for you. Thank you for your participation in this important research.



www.advanis.net

Contact:

Matthijs Visser, CAIP

Principal Consultant

T: 780.229.1141

E: mvisser@advanis.net

Edmonton | Waterloo | Montréal