



“The value in hiring an apprentice is that you have an engaged employee – someone who has a goal and who will stay with the company until that goal is achieved.”



THE APPRENTICESHIP ADVANTAGE: RETAINING YOUR BEST PEOPLE

At the Canadian Apprenticeship Forum, we’ve had the opportunity to speak with many Canadian employers about the common issues and concerns facing the trades today. One concern we often hear about is employee retention. From time to time, employees will naturally move on – to other industries, to different cities or new opportunities. No employer wants to invest time and resources in training employees only to have them leave because they’re not happy with their jobs or to have them poached by competitors.

NATURE OF APPRENTICESHIP

The nature of apprenticeship supports retention. The apprentices and employers we talked to told us that apprentices:

- Are looking for opportunities in the trades and a chance to develop a career
- Tend to be eager, motivated, flexible and loyal to the companies that invest in them
- Have made an active choice to learn on the job and a commitment to a specific career

TO LEARN MORE

Our *ApprenticeshipPays.com* website provides a one-stop shop for everything you need to know about apprenticeship. You can also find out more about building a stronger business by reading our report *Employers and Apprenticeship in Canada*, available on the Reports and Resources page at www.caf-fca.org.

While you’re on our website, click on our **Apprenticeship Advantage** fact sheets to learn about the many advantages of apprenticeship:

- **The Apprenticeship Advantage:** Building a Better Workforce
- **The Apprenticeship Advantage:** Recruiting Tomorrow’s Workers Today
- **The Apprenticeship Advantage:** Hiring Top Talent
- **The Apprenticeship Advantage:** Earning Return on Training Investment
- **The Apprenticeship Advantage:** Meeting Business Needs
- **The Apprenticeship Advantage:** Finding Resources Online

TOP FIVE

WAYS TO RETAIN APPRENTICES

If you’ve invested in apprenticeship, then you’ve spent a lot of time and resources training and coaching your apprentices to turn them into highly skilled, talented journeypersons. You’ll want to encourage your apprentices to stay with your company well into the future. Apprentices tell us there are five important ways employers can keep them engaged:

- 1 A CONSISTENTLY POSITIVE WORK ENVIRONMENT
- 2 QUALITY TRAINING FROM JOURNEYPERSONS
- 3 A WIDE VARIETY OF WORK EXPERIENCES
- 4 AN ESTABLISHED CAREER PATH IN THE COMPANY
- 5 AN OPPORTUNITY TO SHARE IDEAS ON WORK PROCESSES

Canada

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Canadian Apprenticeship Forum
Forum canadien sur l’apprentissage

“To retain apprentices, treat them with respect, acknowledge their opinions and ideas, but guide them as much as necessary. Plenty of coaching followed by earned independence makes for happy employees.”