

Total Per Apprentice Costs and Benefits by Trade

Trade	Duration of Apprenticeship (Years) ¹	Costs ² (\$)	Benefits ³ (\$)		Net Benefit ⁴ (\$)		Benefit-Cost Ratio ⁵	
			Excl. Tax Credits	Incl. Tax Credits	Excl. Tax Credits	Incl. Tax Credits	Excl. Tax Credits	Incl. Tax Credits
Automotive Service Technician	4	219,354	327,835	342,835	108,481	123,481	1.49	1.56
Bricklayer	4	202,530	270,729	285,729	68,200	83,200	1.34	1.41
Carpenter	4	192,080	214,207	229,207	22,127	37,127	1.12	1.19
Construction Electrician	5	275,424	338,040	353,040	62,616	77,616	1.23	1.28
Cook	3	77,601	119,703	na	42,102	na	1.54	na
Heavy Duty Equipment Mechanic	4	208,231	304,247	319,247	96,016	111,016	1.46	1.53
Industrial Mechanic (Millwright)	4	246,061	298,493	313,493	52,432	67,432	1.21	1.27
Insulator	4	202,149	267,441	282,441	65,292	80,292	1.32	1.40
Machinist	4	184,956	283,669	298,669	98,713	113,713	1.53	1.61
Mobile Crane Operator	4	248,068	256,318	271,318	8,250	23,250	1.03	1.09
Motor Vehicle Body Repairer	4	180,647	295,281	310,281	114,634	129,634	1.63	1.72
Refrigeration and Air Conditioning Mechanic	4	242,960	319,084	334,084	76,124	91,124	1.31	1.38
Sheet Metal Worker	4	251,698	300,017	315,017	48,320	63,320	1.19	1.25
Sprinkler System Installer	4	206,153	338,933	353,933	132,780	147,780	1.64	1.72
Tool and Die Maker	4	173,469	290,473	305,473	117,004	132,004	1.67	1.76
Average	4	207,425	281,631	308,198	74,206	91,499	1.38	1.44

¹ Source: Apprenticeship Survey (Q28)² Represents the total per apprentice costs incurred over the apprenticeship period.³ Measured as the revenue generated by an apprentice.⁴ Benefits – Costs⁵ Benefits/Costs

- ⇒ The revenue generated by an apprentice increases throughout the apprenticeship;
- ⇒ Wages and benefits paid to apprentices increase commensurately with training and experience; and
- ⇒ The costs related to journey person time spent training apprentices declines through each year of the apprenticeship.

The overall results of the cost-benefit analysis indicate that the benefits of apprenticeship training exceed the costs for each of the 15 trade areas, with the net benefit ranging from \$8,250 (Mobile Crane Operator) to \$132,780 (Sprinkler System Installer). In addition, the results indicate that for every \$1 spent on apprenticeship training, an employer receives a benefit of \$1.38 or a net return of \$0.38 on average. If eligible tax credits are included, the net return to employers increases