
Boilermaker National Training

Apprentice Survey Report

2019





LISTENING TO OUR APPRENTICES

This is our Canadian Apprentice Survey report for 2019

289 SURVEYS
COMPLETED

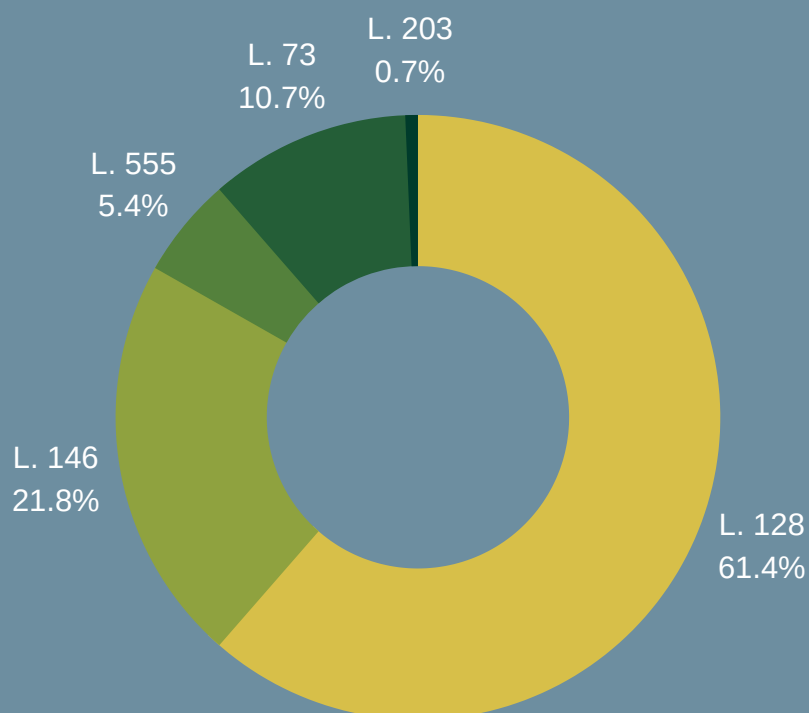
220 BOILERMAKER
APPRENTICES

69 WELDER
APPRENTICES

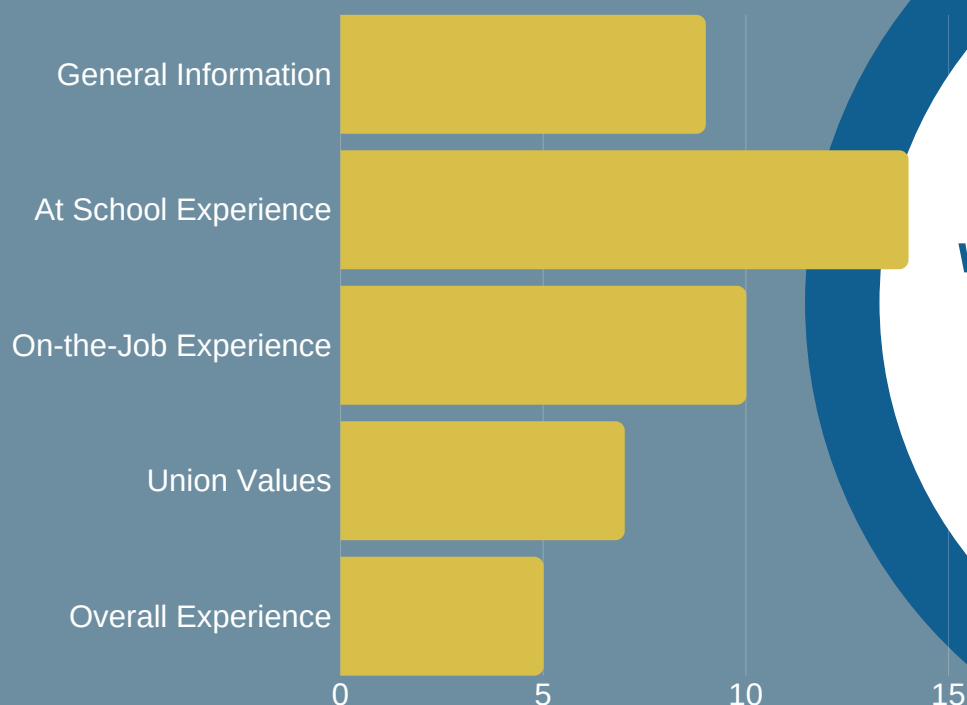
The valuable information our apprentices have provided will be beneficial for the continued development of our people and our organization. Many apprentices spent a lot of time answering the questions and clearly put thought into sharing their experiences. These insights will be shared with key stakeholders who are invested in making sure the Boilermakers continue to be a successful part of the industrial construction industry in Canada.

Experiences from across Canada

Apprentices from across Canada participated in the survey and gave us information in the areas of technical training, on-the-job experience and union values. This information will help the Boilermakers and stakeholders better understand the apprentices and how we can improve our programs.



Survey Question Breakdown



**"Industrial trade !! I love
steel how it works and
what we can build with it!!
To me it's not just a trade
i feel like i belong to this"**

-Apprentice

Almost half of all apprentices surveyed lived away from home to attend school and some of those who lived at home commuted over 3 hours a day. The commitment apprentices have to their trade is commendable.

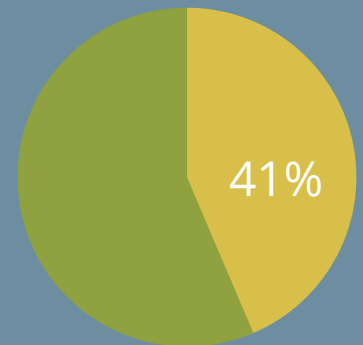
Some surveyed had only done a pre-apprenticeship program and felt they got a lot out of the training and that it would help them on the job.

The positive results on the quality of training points to the hard work and commitment of our college partners. Some apprentices commented about the challenge of the large volume of information they needed to learn in a short amount of time.

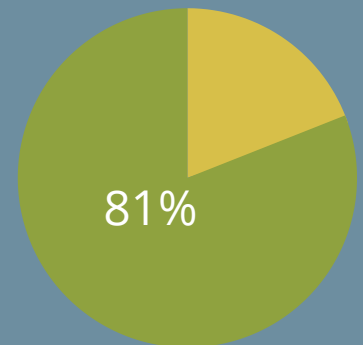
Practical training was good but many would like more time to practice their skills; this could be accomplished both on or off the job.

Welding apprentices in particular wanted more time welding.

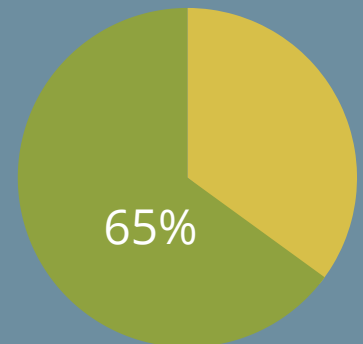
Lived away from home
to attend school



Believe training is well
structured and organized



Enough time was spent
on practical skills



AT SCHOOL



90%

Believe their instructors
are knowledgeable and
competent

85%

Overall I am satisfied with
my technical training

The majority of Apprentices praised their instructors, stating they felt supported and had all the information they needed. Many also stressed the importance of taking their learning seriously and the value of supporting each other in class.

Many of the respondents were in the early years of their apprenticeship. They lacked on-the-job experience. It will be interesting to see the results in the coming years.

**"The training is good
if you apply yourself
to it and are willing
to take on the
learning experience."**

-Apprentice



ON THE JOB



Apprentices are given many opportunities to learn on job sites and generally feel there is an effort by others on the job to teach them trade skills. Many apprentices recognize their attitude impacts the amount and quality of the teaching they receive. Not all journeypeople make good mentors and a few apprentices had concerns about poor communication and feeling excluded at work. Welding apprentices in particular were concerned they did not receive enough training on the job with skilled welders.



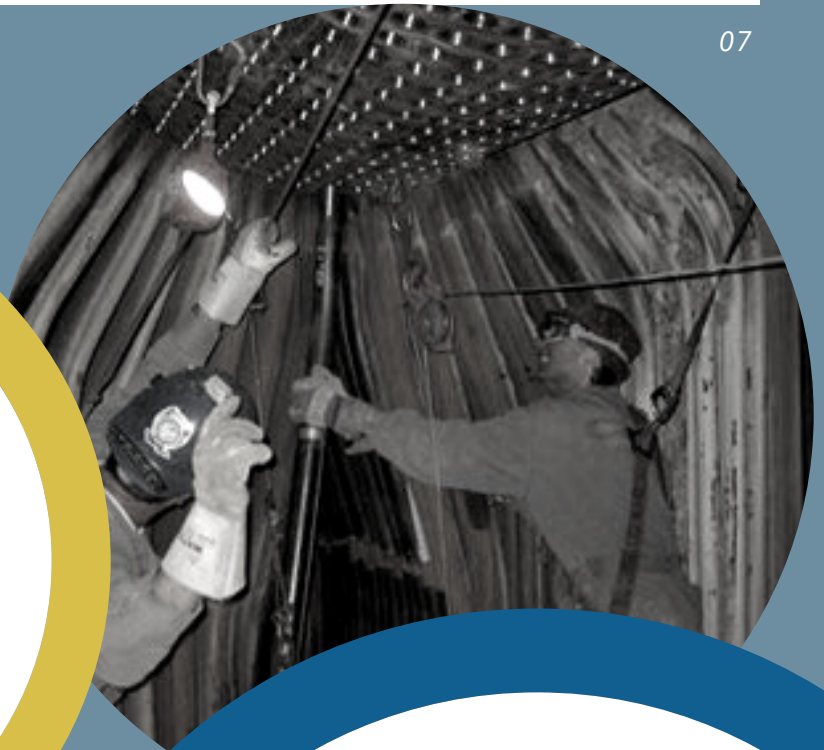
Foremen received high praise from apprentices about their role in teaching and mentoring. Many apprentices credited their foreman for ensuring they were learning on the job.

Tasks assigned to apprentices were generally easy to perform. Only 12% of apprentices felt the work was difficult. Apprentices recognize the type of jobs they are on will impact how much they learn and how challenging the work would be.

Overall, Apprentices are satisfied with their experience at work.

"As long as you're pulling slips for different companies and different aspects of boilermaking you're on the job training will be excellent."

-Apprentice



"I am very satisfied with the training I received on the job. Whenever I had a question about something I usually got a very informed answer. I learned a lot of tricks of the trade from a lot of the journeymen that were willing to share their knowledge."

-Apprentice

"A good apprentice is valued if he/she shows up on time willing to work and doesn't have a negative attitude. Also, pulls there own weight in a task. And shows improvement in their skills regularly. All depends on the individual."

-Apprentice

UNION VALUES



Instructors kept a respectful and inclusive classroom

88%

Other apprentices were respectful and focused on their learning

80%

Felt valued in the workplace

66%

Treated like a member
of the team

83%

I'm succesful because...

because...

Mentorship

experience

welding

job

work

training

hard

site

good

partner

mentor

able

trust

questions

always

welding industry

previous

trade

ethic

teacher

get

drive

learn

block

time

listening

proper

can

succeed

Listen

construction

atmosphere

Mentors

accessibility

tickets

ask

jobs

practice

Different

Show

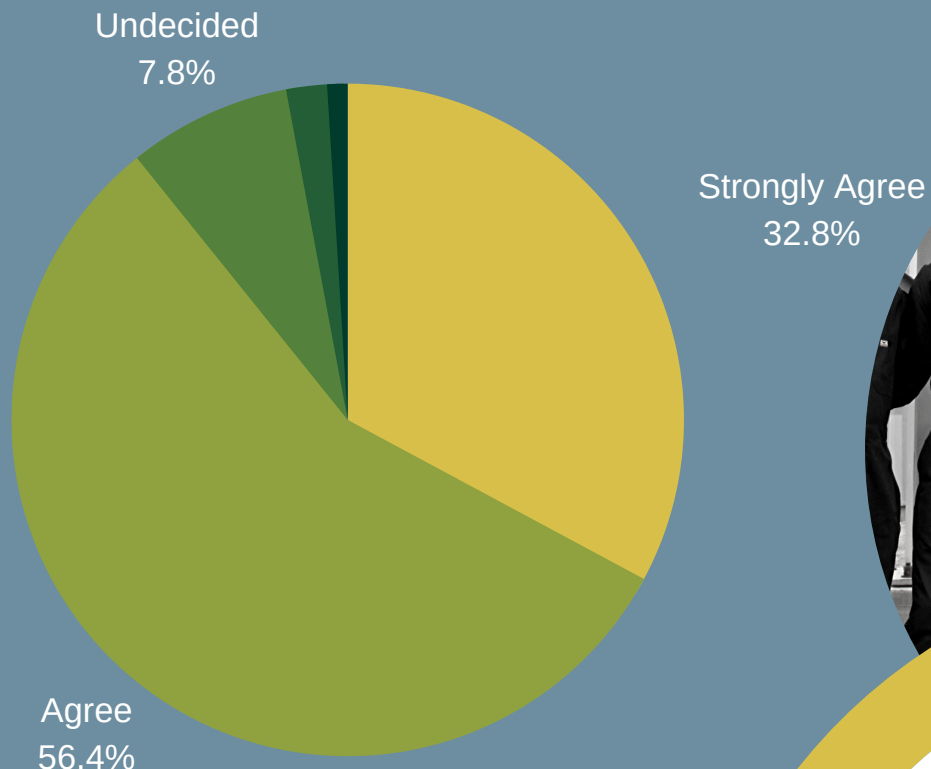
safe

shop

school

poor

Overall, I am satisfied with my apprenticeship



Apprentices final thoughts in the survey were mostly about their appreciation and excitement about their trade. Generally, apprentices feel a sense of belonging with the Boilermakers, which is something that is important if we want to retain people in the long term.

As this trade can be especially challenging due to the intermittent work and travel, it is important we offset this by supporting and engaging individuals both at the union level and at the training centers.

"From the training, and from the job-sites, many Boilermakers have shared stories with me about where they've been, what they have done, and what you shouldn't do. They have been eager to mentor me as an apprentice in the trade. A final thought - this trade is not for the uneasy, this trade is for people who are ready to give their all and commit to the IBB."

-Apprentice



Boilermakers National Training Trust Fund
2020
