

APPENDICES

**APPENDIX A: LIST OF OCCUPATIONS DESIGNATED FOR
APPRENTICESHIP TRAINING IN NEWFOUNDLAND AND LABRADOR¹**

Occupation	
Automotive Service Technician	Mobile Crane Operator
Boilermaker	Motor Vehicle Body Repairer (Metal & Paint)
Bricklayer	Oil Burner Mechanic
Cabinet Maker	Painter and Decorator
Carpenter	Plumber
Cook	Power Systems Operator
Construction Electrician	Powerline Technician (Construction)
Driller/Blaster	Powerline Technician (Operating)
Hairstylist	Refrigeration and Air Conditioning Mechanic
Heavy Duty Equipment Technician	Residential Electrician
Heavy Equipment Operator	Roofer
Industrial Electrician	Sheet Metal Worker
Industrial Instrument Mechanic	Small Equipment Repair Technician
Industrial Mechanic (Millwright)	Sprinkler System Installer
Insulator (Heat & Frost)	Steamfitter/Pipefitter
Ironworker (Generalist)	Stonemason
Lather (Interior Systems Mechanic)	Truck and Transport Mechanic
Machinist	Welder
Metal Fabricator (Fitter)	

¹Current as of December 31, 2003.

Source: Division of Institutional and Industrial Training, Department of Education

**APPENDIX B: APPRENTICESHIP PROGRAM DELIVERY 2003/04¹,
NEWFOUNDLAND AND LABRADOR PRIVATE AND PUBLIC TRAINING²
INSTITUTIONS**

Trade	Location at which Program is Registered	Entry-level (E), Advanced-level (A)
Automotive Service Technician	Academy Canada, St. John's	E
	Centrac, Marystown	E
	Highland College, St. John's	E, A
	CNA, Bay St. George	E, A
	CNA, Gander	E, A
	CNA, Happy Valley-Goose Bay	E, A
	CNA, Prince Phillip Drive, St. John's	E, A
Baker	CNA, Bay St. George	E
	Academy Canada, Corner Brook	E
	Academy Canada, St. John's	E
Bricklayer	CNA, Corner Brook	E, A
Carpenter	Academy Canada, Corner Brook	E, A
	Academy Canada, St. John's	E
	Carpenter's Training Institute, St. John's	E, A
	Centrac, Marystown	E
	DieTrac, Lewisporte	E
	CNA, Clarenville	E, A
Construction Electrician (* NOTE: These campuses offer an Entry-level Electrician program only, representing both Construction and Industrial Electrician programs)	* Academy Canada, Corner Brook	E
	Academy Canada, St. John's	E, A
	* Centrac, Marystown	E
	DieTrac, Lewisporte	E, A
	* CNA, Bonavista	E
	* CNA, Corner Brook	E
	CNA, Seal Cove	E, A
Cook	Academy Canada, Corner Brook	E
	CNA, Bay St. George	E, A
	CNA, Burin	E, A
	CNA, Happy Valley-Goose Bay	E
	CNA, Prince Phillip Drive, St. John's	E, A
	CNA, Seal Cove	E, A

THE APPRENTICESHIP EXPERIENCE: 2003 SURVEY OF REGISTERED APPRENTICES OF NEWFOUNDLAND AND LABRADOR

Trade	Location at which Program is Registered	Entry-level (E), Advanced-level (A)
Hairstylist	Academy Canada, Corner Brook	E
	Academy Canada, St. John's	E
	Corona College, Grand Falls-Windsor	E
	Kevin, Carbonear	E
	Kevin, Clarenville	E
	Lemoine's, St. John's	E
	Woodford Training Centre, Kelligrews	E
	CNA, Bay St. George	E
	CNA, Burin	E
	CNA, Gander	E
Heavy Equipment Operator	Academy Canada, Corner Brook	E
	Canadian Training Institute, Bay Roberts	E
	Centrac, Marystown	E
	Central Training Academy, Badger	E
	Operating Engineers, Holyrood	E
	CNA, Bay St. George	E, A
	CNA, Happy Valley-Goose Bay	E
Heavy Duty Equipment Technician	DieTrac, Lewisporte	E, A
	CNA, Baie Verte	E
	CNA, Bay St. George	E, A
	CNA, Happy Valley-Goose Bay	E
	CNA, Placentia	E
Industrial Electrician (* NOTE: These campuses offer an Entry-level Electrician program only, representing both Construction and Industrial Electrician programs)	* Academy Canada, Corner Brook	E
	Academy Canada, St. John's	E, A
	* Centrac, Marystown	E
	DieTrac, Lewisporte	E, A
	* CNA, Bonavista	E
	* CNA, Corner Brook	E
	CNA, Seal Cove	E, A
Industrial Instrument Mechanic	DieTrac, Lewisporte	E
Industrial Mechanic (Millwright)	DieTrac, Lewisporte	E, A
	CNA, Baie Verte	E
	CNA, Corner Brook	E
	CNA, Happy Valley-Goose Bay	E
	CNA, Placentia	E, A
Ironworker (Generalist)	Ironworker's Education and Training, St. John's	E
Machinist	DieTrac, Lewisporte	E
	CNA, Baie Verte	E
	CNA, Placentia	E, A

THE APPRENTICESHIP EXPERIENCE: 2003 SURVEY OF REGISTERED APPRENTICES OF NEWFOUNDLAND AND LABRADOR

Trade	Location at which Program is Registered	Entry-level (E), Advanced-level (A)
Metal Fabricator (Fitter)	CNA, Burin	E
	CNA, Port aux Basques	E
Mobile Crane Operator	Operating Engineers, Holyrood	E
	CNA, Bay St. George	E, A
Motor Vehicle Body Repairer (Metal and Paint)	Academy Canada, St. John's	E
	CNA, Prince Phillip Drive, St. John's	E, A
Oil Bumer Mechanic	CNA, Seal Cove	E
Painter and Decorator	Academy Canada, St. John's	E
	Centrac, Marystown	E
Plumber	Academy Canada, St. John's	E
	DieTrac, Lewisporte	E
	UA Training Centre, Mt. Pearl	E
	CNA, Clarenville	E
Powerline Technician (Construction)	CNA, Seal Cove	E, A
Powerline Technician (Operating)	CNA, Seal Cove	E, A
Refrigeration and Air Conditioning Mechanic	CNA, Ridge Road, St. John's	E, A
Residential Electrician	CNA, Happy Valley-Goose Bay	E, A
Roofer	Academy Canada, St. John's	E
Sheet Metal Worker	Academy Canada, St. John's	E
	CNA, Happy Valley-Goose Bay	E
Small Equipment Repairer	CNA, Bay St. George	E
Sprinkler System Installer	UA Training Centre, Mt. Pearl	E
Steamfitter/Pipefitter	Academy Canada, Corner Brook	E
	Academy Canada, St. John's	E
	Centrac, Marystown	E
	UA Training Centre, Mt. Pearl	E
	CNA, Baie Verte	E
	CNA, Clarenville	E, A
Stonemason	CNA, Carbonear	E, A
Truck and Transport Mechanic	DieTrac, Lewisporte	E
	CNA, Bay St. George	E, A

THE APPRENTICESHIP EXPERIENCE: 2003 SURVEY OF REGISTERED APPRENTICES OF NEWFOUNDLAND AND LABRADOR

Trade	Location at which Program is Registered	Entry-level (E), Advanced-level (A)
Welder	Academy Canada, Corner Brook	E, A
	Academy Canada, St. John's	E, A
	Centrac, Marystown	E
	DieTrac, Lewisporte	E, A
	CNA, Baie Verte	E
	CNA, Burin	E
	CNA, Corner Brook	E
	CNA, Happy Valley-Goose Bay	E
	CNA, Placentia	E, A
	CNA, Port aux Basques	E
	CNA, Prince Phillip Drive, St. John's	E, A

¹Current as of December 31, 2003.

²College of the North Atlantic (CNA) is the publicly-funded community college in Newfoundland and Labrador

Source: Division of Institutional and Industrial Training, Department of Education.

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APPENDIX D: 2003 SURVEY OF ACTIVE AND INACTIVE APPRENTICES OF NEWFOUNDLAND AND LABRADOR

Program Information (All Apprentices)

1. According to our records, you registered as an apprentice (INSERT TRADE) ___ YES NO
in year (INSERT YEAR) ___ YES NO

2. Where did you receive your training as a (INSERT TRADE) (DO NOT READ LIST) ___

- 1 College of the North Atlantic
- 2 Academy Canada
- 3 Canadian Training Institute
- 4 Carpenter's Training Institute
- 5 Centrac College
- 6 Corona College
- 7 DieTrac Technical Institute
- 8 Highland College of Trades and Technology
- 9 Ironworkers Training Institute
- 10 Keyin College
- 11 LeMoine's School of Esthetics and Hair Design
- 12 Operating Engineers College
- 13 UA Training Centre
- 14 Woodford Training Centre
- 15 Not applicable - I haven't started my training yet
- 16 Other (Name/Location) _____

3. What Campus? (DO NOT READ LIST) _____

(If College of the North Atlantic)

- | | |
|-------------------------------|-------------------------------------|
| 1 Baie Verte | 10 Happy Valley-Goose Bay |
| 2 Bay St. George/Stephenville | 11 Labrador West (Lab City) |
| 3 Bonavista | 12 Placentia |
| 4 Burin | 13 Port Aux Basques |
| 5 Carbonear | 14 Seal Cove |
| 6 Clarenville | 15 St. Anthony |
| 7 Corner Brook | 16 St. John's - Prince Philip Drive |
| 8 Gander | 17 St. Johns - Ridge Road |
| 9 Grand Falls-Windsor | 18 Other - Specify: _____ |

(If Academy Canada)

- | | |
|------------------------------|------------------------------|
| 1 Corner Brook | 3 St. John's - Logy Bay Road |
| 2 St. John's - Kenmount Road | 4 Other - Specify: _____ |

(If Keyin College)

- | | |
|-------------------------|--------------------------|
| 1 Carbonear | 5 Marystown |
| 2 Clarenville | 6 St. John's |
| 3 Gander | 7 Other - Specify: _____ |
| 4 Grand Falls - Windsor | |

Prior Education/Trade Information (All Apprentices)

4. Before you registered as an apprentice, what was your highest level of education completed? ____
(DO NOT READ LIST - CHECK ONE ONLY)
- 1 Grade 9 or Less
 - 2 Some high school but did not graduate
 - 3 Completed high school or equivalent (includes Adult Basic Education and GED)
 - 4 Partial completion of public/private college diploma/certificate
 - 5 Completed public/private college diploma/certificate (incl. pre-employment certificate in a trade)
 - 6 Some university experience
 - 7 University diploma/certificate below bachelor level
 - 8 Bachelor degree (e.g. BA, BSc, 4-year BEd)
 - 9 Other (Specify): _____

If answer to Question 4 is “Grade 9 or Less” or “Some high school but did not graduate”, the following question (5) is asked:

5. Did you enter the apprenticeship program: ____
- 1 Through mature student entry into a college program
 - 2 Through mature student entry with an employer
 - 3 Other - Specify: _____
6. Before registering as an apprentice, did you receive information about the apprenticeship system or your trade from any of the following sources? (PICK ALL THAT APPLY) (READ LIST)
- ____ 1 High school teachers
 - ____ 2 High school guidance counsellors
 - ____ 3 Family
 - ____ 4 Friends
 - ____ 5 Trade union
 - ____ 6 Provincial Government
 - ____ 7 HRDC/EI (Human Resources Development Canada)
 - ____ 8 Community Outreach Office
 - ____ 9 Internet
 - ____ 10 Other media, including TV/Radio/Newspaper
 - ____ 11 College or training institution
 - ____ 12 Other (Specify): _____

If answer to Question 6 is “Provincial Government”, the following question (7) is asked:

7. You indicated that you received information from the Provincial Government. Did you receive information from: (READ LIST - PICK ALL THAT APPLY)
- ____ 1 Industrial Training Division
 - ____ 2 Department of Youth Services and Post-Secondary Education or Department of Education
 - ____ 3 Human Resources and Employment or Social Services
 - ____ 4 Other - Specify: _____
 - ____ 5 Can't remember
8. Before registering as an apprentice, how knowledgeable were you about the job opportunities in this trade? ____
(READ LIST AND CHECK ONE ONLY)
- 1 Very
 - 2 Somewhat
 - 3 Not at all
9. Before registering as an apprentice, were you aware that apprenticeship involved both in-class training and on-the-job work experience? ____ YES NO

10. Please indicate if any of the following factors influenced your decision to register as an apprentice:
(READ LIST - ENTER YES OR NO FOR EACH)

- 1 Interest in trade
- 2 Employment opportunities
- 3 Cost of training program
- 4 Family encouragement
- 5 Sponsorship funding from HRDC
- 6 Other (Specify:)

11. Are you satisfied with your choice of trade? YES NO

If answer to Question 11 is "NO", the following question (12) is asked:

12. Have any of the following had an impact on your dissatisfaction with your trade? (READ LIST - ENTER YES OR NO FOR EACH)

- 1 Lack of employment opportunities
- 2 Poor wages
- 3 Unrealistic employer expectations
- 4 Trade not meeting your expectations
- 5 Poor or unsafe working conditions
- 6 Not being able to join a union
- 7 Having to leave the province to find work
- 8 Other (Specify:)

13a. Was the (INSERT TRADE) trade your first choice for post-secondary education? YES NO

If answer to Question 13a is "NO", the following two questions (13b-14) are asked:

13b. What was your first choice for post-secondary education? _____

14. What was the MAIN reason you were not able to do your first program of choice? _____
(DO NOT READ LIST; CHECK ONE ONLY)

- 1 Program was not offered in desired location
- 2 I did not have the prerequisites for the program
- 3 Program at desired location was filled
- 4 Waiting list at desired location was too long
- 5 Other - Specify: _____

15. What was your employment status IMMEDIATELY BEFORE registering as an apprentice? Were you: (READ LIST - ENTER YES OR NO FOR EACH)

- 1 Employed
- 2 Unemployed
- 3 Enrolled in high school
- 4 Enrolled in post-secondary program
- 5 Out of labour market
- 6 Other (Specify:)

If answer to Question 15 is "Employed", the following question (16) is asked:

16. Was your employment: (READ LIST - CHECK ONE ONLY) _____

- 1 In the trade in which you were enrolled in training
- 2 In another apprenticeship trade
- 3 Other employment

Apprenticeship Training Information (All Apprentices)

17. Did you complete all of your (INSERT ENTRY-LEVEL/PRE-EMPLOYMENT) courses? ____ YES ____ NO
18. When did you finish your (INSERT ENTRY-LEVEL/PRE-EMPLOYMENT) training? Month: ____ Year: ____

Apprentices Who Did Not Complete Entry-Level/Pre-Employment Training

19. Did you discontinue your (INSERT ENTRY-LEVEL/PRE-EMPLOYMENT) training: (READ LIST - CHECK ONE ONLY) ____
- 1 Before the end of the first semester (first 15 weeks)
 - 2 During the second semester (second 15 weeks)
 - 3 During the final intersession (final 7 weeks)
 - 4 Other - Specify: _____
- 20a. Please indicate whether any of the following factors had an impact on you not completing your (INSERT ENTRY-LEVEL/PRE-EMPLOYMENT) training?
- _____ 1 Lost interest in the trade
 - _____ 2 Felt that you would not get a job in the trade
 - _____ 3 Couldn't get a student loan
 - _____ 4 Couldn't pay for in-class training
 - _____ 5 Didn't feel training was necessary to work in the trade
 - _____ 6 Difficulty of program
 - _____ 7 Not interested in classroom training
 - _____ 8 Personal/family issues
 - _____ 9 Transportation
 - _____ 10 Feeling that wages in trade would not be high enough
 - _____ 11 Started a job
 - _____ 12 Pursued other education or training
 - _____ 13 Other (Specify:) _____
- 20b. What would you say was the main factor for not completing your training? ____

All Apprentices (Except Direct Entry who have not yet done entry-level/pre-employment training)

21. Was the instruction method for your (INSERT ENTRY-LEVEL/PRE-EMPLOYMENT) training lecture-based or self-paced? ____
- (Note: Self-paced courses do not have lectures)
- 1 Lecture-based
 - 2 Self-paced
 - 3 Don't know/Can't remember
22. Were you satisfied with the (INSERT ENTRY-LEVEL/PRE-EMPLOYMENT) training that you received? ____
- 1 Yes
 - 2 No
 - 3 N/A - Reason: _____

If answer to Question 22 is "No", the following question (23) is asked:

23. Did any of the following have an impact on your dissatisfaction with your (INSERT ENTRY-LEVEL/PRE-EMPLOYMENT) training? (READ LIST - ENTER YES OR NO FOR EACH)

- _____ 1 Quality of teaching or delivery
- _____ 2 Course content
- _____ 3 Course materials
- _____ 4 Equipment
- _____ 5 Facilities
- _____ 6 Instructors
- _____ 7 Other students
- _____ 8 Other (Specify:)

24a. What sources were used to finance your training? (READ EACH AND ENTER YES OR NO FOR EACH ITEM)

- _____ 1 Personal savings and/or money earned while working
- _____ 2 HRDC (includes EI/UIC/TAGS)
- _____ 3 Government student loans
- _____ 4 Other types of loans (family, employers, banks/credit unions, etc)
- _____ 5 Income support (HRE/Social Services)
- _____ 6 Parents
- _____ 7 Workers' compensation
- _____ 8 Other: _____

24b. What was your MAIN source of funding to support your in-class training? _____

On the Job (All Apprentices)

25. Have you logged on-the-job hours or had employment in your trade as a (INSERT TRADE)?
_____ YES NO

26. Were these hours: (ENTER YES OR NO - CHECK ALL THAT APPLY)

- _____ 1 In your local area in Newfoundland and Labrador
- _____ 2 Outside your local area, but within the province
- _____ 3 Outside of the province

If answer to Question 26 is "Outside of the province", the following two questions (27-28) are asked:

27. Where did you log your hours out of the province? (ENTER YES OR NO - CHECK ALL THAT APPLY)

- _____ 1 Nova Scotia
- _____ 2 Prince Edward Island
- _____ 3 New Brunswick
- _____ 4 Quebec
- _____ 5 Ontario
- _____ 6 Manitoba
- _____ 7 Saskatchewan
- _____ 8 Alberta
- _____ 9 British Columbia
- _____ 10 The Territories (Northwest Territories, Nunavut and Yukon)
- _____ 11 Outside Canada

28. Why did you choose to work outside the province? (DO NOT READ LIST - CHECK ALL THAT APPLY)

- _____ 1 Couldn't find a job in your trade in province
- _____ 2 Couldn't find any type of job in the province
- _____ 3 Higher wages outside Newfoundland and Labrador
- _____ 4 Better opportunities
- _____ 5 Needed skills only available outside the province
- _____ 6 Wanted to live outside Newfoundland
- _____ 7 Other: _____

29. Were you satisfied with the range of skills you were exposed to on the job site?

- 1 Yes
- 2 No
- 3 N/A - Reason: _____

30. Were you satisfied with your overall on-the-job experience?

- 1 Yes
- 2 No
- 3 N/A - Reason: _____

If answer to Question 30 is "No", the following question (31) is asked:

31. Why were you dissatisfied with your on-the-job training? (DO NOT READ - ENTER YES OR NO FOR EACH ITEM)

- _____ 1 Lack of guidance from journeyman
- _____ 2 Unrealistic employer expectations
- _____ 3 The job did not meet my expectations
- _____ 4 Poor or unsafe working conditions
- _____ 5 Insufficient exposure to skills required for the occupation
- _____ 6 Insufficient tools and/or equipment
- _____ 7 Poor wages
- _____ 8 Other: _____

32. Given your current situation, do you intend to write the journeyman exam in your trade?

_____ YES NO

For apprentices who answer "Yes" to Question 32 and have completed their entry-level courses more than 5 years ago, the following question (33) is asked:

33. Why have you not yet written your journeyman's exam? (DO NOT READ LIST - CHECK ALL THAT APPLY)

- _____ 1 Haven't completed necessary courses
- _____ 2 Haven't had skilled checked off in log book
- _____ 3 Haven't logged enough on-the-job hours
- _____ 4 Haven't been called back to class
- _____ 5 Employer doesn't want me to leave
- _____ 6 Can't afford to go back to school
- _____ 7 Other: _____

If answer to Question 33 is "Haven't logged enough on-the-job hours", the following question (34) is asked:

34. Is there any particular reason why you haven't logged enough hours?

If answer to Question 32 is "No", the following question (35) is asked:

35. Have any of the following had an impact on your decision NOT to write the exam? (READ LIST - ENTER YES OR NO)

- _____ 1 Not interested in trade
- _____ 2 Cannot find a job in trade
- _____ 3 Found a job outside the trade
- _____ 4 Afraid I would lose my job
- _____ 5 Don't think I need certification
- _____ 6 Do not feel I am ready to write the exam
- _____ 7 Lack of financing
- _____ 8 Personal/family issues
- _____ 9 Other: _____

36. Have you had difficulty finding trade-related employment during your apprenticeship? ____

- 1 Yes
- 2 No
- 3 N/A - Reason: _____

If answer to Question 36 is "Yes", the following five questions (37-41) are asked:

37. Why do you think you have had difficulty finding related employment?
(DO NOT READ LIST - ENTER YES OR NO) (NOTE: If no reason given, select Other and specify: no reason)

- _____ 1 No jobs
- _____ 2 Unable to get into union
- _____ 3 Other - Specify: _____

38. Have you researched jobs in other parts of the province? ____ YES NO

39. Have you researched jobs outside the province? ____ YES NO

40. Are you willing to move to another part of the province? ____ YES NO

41. Are you willing to move outside the province? ____ YES NO

Industrial Training (All Apprentices)

"The Industrial Training Section with the Department of Youth Services and Post-Secondary Education is responsible for working with apprentices and employers during a person's apprenticeship. The next few questions relate to your dealings with them."

42. Did an Industrial Training Officer make an in-class presentation during your training or meet with you personally to explain the apprenticeship logbook? ____

- 1 Yes
- 2 No
- 3 Can't remember

43. Are you aware that to gain active status as an apprentice, you need to contact the Industrial Training Office nearest you when you begin working in your trade? ____ YES NO

44. Are you aware that if you do not tell the Industrial Training Office nearest you of your employment in your trade, you may not be called back for training? ____ YES NO

Additional Training (All Apprentices)

45. Have you pursued any additional training in your trade or any other education since registering as an apprentice? ____
YES NO

If answer to Question 45 is "YES", the following four questions (46a-48) are asked:

46a. Regarding your further studies, did you attend: ____
1 Full-time
2 Part-time

46b. Institution Name: _____
Campus Location: _____
Program/Course Name: _____

47. Was your program directly, indirectly or not at all related to your apprenticeship training? ____
1 Directly related
2 Indirectly related
3 Not at all related

48. Did any of the following factors affect your decision to take further education/training?
(READ LIST - ENTER YES or NO FOR EACH)

_____	1 Required for apprenticeship
_____	2 Your job required training (excluding apprenticeship)
_____	3 Wanted to find a job related to your training
_____	4 Could not find a job in your trade
_____	5 Could not find other employment
_____	6 Wanted to explore other career opportunities
_____	7 Personal interest
_____	8 Other (Specify): _____

If answer to Question 45 is "NO", the following two questions (49-50) are asked:

49. Did waitlists for programs discourage you from pursuing additional training in your trade or any other education? ____
YES NO

If NO; What were the programs? _____

50. Other than waitlists, which of the following factors have discouraged you from pursuing additional training in your trade or any other education? (READ LIST - ENTER YES OR NO FOR EACH)

_____	1 Could not get time off work from employer.
_____	2 Lack of financing.
_____	3 Not needed for employment.
_____	4 Other, please specify: _____

Current Status (All Apprentices)

51. What is your current employment situation? Are you: (READ LIST - ENTER YES OR NO FOR EACH)

_____	1 Employed full-time (30 hours or more per week, including self-employment)
_____	2 Employed part-time (> 30 hours per week, including self-employment)
_____	3 Unemployed
_____	4 Enrolled in an education or training program
_____	5 Out of the labour market
_____	6 Other - Specify: _____

If answer to Question 51 is "Employed full-time" or "Employed Part-time", the following question (52) is asked:

52. In terms of your current employment, are you: (READ LIST - CHECK ONE ONLY) ____
- 1 Employed as an apprentice in the trade in which you received training
 - 2 In a job directly related to your trade training, but not as an apprentice
 - 3 In a job indirectly related to your trade training
 - 4 In a job not related to your trade training

If answer to Question 52 is "In a job not related to your trade training", the following question (53a) is asked:

- 53a. Is your employment in another trade? ____ YES NO

If NO, continue with Question 54.

If YES:

What is the trade? _____

Have any of the following factors influenced you in choosing this other trade? (READ LIST - ENTER YES OR NO)

- _____ 1 More job opportunities in the trade in general
- _____ 2 More job opportunities during the apprenticeship program
- _____ 3 Better training
- _____ 4 Higher wages
- _____ 5 Better work environment
- _____ 6 Able to work in my local area
- _____ 7 Other - Specify: _____

Are you registered as an apprentice or journeyman in this other trade? ____ YES NO

Would you like to be registered? ____ YES NO

We can give you a contact number at the end of this survey to register.

Is there any reason in particular why you haven't registered? ____ YES NO

If yes, state reason: _____

If answer to Question 51 is "Employed full-time" or "Employed Part-time", the following two questions (54-55) are asked:

54. On average, how many hours per week do you normally work in paid employment? ____

55. What is your current hourly wage before taxes?
(FILL IN HOURLY RATE or OTHER AMOUNT & TIMEFRAME - DO NOT FILL IN BOTH)
\$ __.00 per hour **OR** \$ ____ per _____

If answer to Question 51 is "Unemployed", the following question (56) is asked:

56. Are you seeking employment: (READ LIST - CHECK ONE ONLY) ____
- _____ 1 As an apprentice in the trade in which you received training
 - _____ 2 In an area directly related to your trade training
 - _____ 3 Any type of employment
 - _____ 4 Not currently seeking employment

If answer to Question 56 is "Not currently seeking employment", or answer to Question 51 is "Out of the labour market", the following question (57) is asked:

57. If you are not currently seeking employment, is it because you are: (READ LIST - CHECK ONE ONLY) ____
- 1 On temporary layoff
 - 2 Maintaining a household
 - 3 Other - Specify: _____

If answer to Question 51 is "Enrolled in an education or training program", the following three questions (58-59b) are asked:

58. Where are you enrolled in your current education or training program? (READ LIST AND CHECK ONE ONLY) ____
- 1 Memorial University (excluding the Marine Institute)
 - 2 Marine Institute
 - 3 College of the North Atlantic
 - 4 Private College in Newfoundland and Labrador
 - 5 Post-secondary institution outside the province
 - 6 Other - Specify: _____

59a. What is the name of the program? _____

59b. What is the name and location of the institution?
Name: _____
Location: _____

Union Membership (All Apprentices)

60. Do you currently belong to a union? ____ YES NO
- If YES; Which one? (DO NOT READ LIST - CHECK ONE ONLY) ____
- 1 CUPE - Canadian Union of Public Employees
 - 2 IBEW - International Brotherhood of Electrical Workers
 - 3 IUOE - International Union of Operating Engineers
 - 4 NAPE - Newfoundland and Labrador Association of Public and Private Employees
 - 5 UAP - United Association of Plumbers and Pipefitters of Canada
 - 6 UBC - United Brotherhood of Carpenters and Joiners of America (Millwrights)
 - 7 UFCW - United Food and Commercial Workers
 - 8 USWA - United Steelworkers of America
 - 9 Other - Specify: _____

Computer Use (All Apprentices)

61. Have you ever accessed the Internet or the World Wide Web? ____ YES NO

If answer to Question 61 is "YES", the following question (62) is asked:

62. If theory-based courses that prepared you for certification were available online, would you take them? ____ YES NO

If NO; Are any of the following factors influencing you not wanting to take courses online?
(READ LIST - ENTER YES OR NO FOR EACH)

- _____ 1 Not owning a computer
- _____ 2 Not having Internet access
- _____ 3 Lack of computer skills
- _____ 4 Other - Specify: _____

Discrimination/Harassment (All Apprentices)

Now I am going to ask you some questions regarding discrimination. I would like to remind you that all information will remain confidential and that your individual responses will not be able to be identified.

63. Do you think you have been the target of discrimination, harassment or a hostile working environment during your classroom training or on the job? ____ YES NO

If answer to Question 63 is "YES", the following question (64) is asked:

Discrimination involves "treating people differently or negatively" based on race or colour, sex (which includes pregnancy or childbirth), religion or creed, national or ethnic origin, family or marital status, age, physical or mental disability or sexual orientation.

64. Based on this definition, which I can read again if you like, have you ever been subject to discrimination: (if N/A enter No)
During your classroom training - ____ YES NO
During your on-the-job experience - ____ YES NO

If answer to Question 64 is "YES" to classroom training, the following question (65) is asked:

65. Did you take any of the following actions regarding discrimination in class?
(READ LIST - ENTER YES OR NO FOR EACH)
____ 1 Discussed with instructor
____ 2 Discussed with union representative
____ 3 Discussed with human rights officer
____ 4 Other - Specify: _____

If answer to Question 64 is "YES" to on-the-job experience, the following question (66) is asked:

66. Did you take any of the following actions regarding discrimination on the job?
(READ LIST - ENTER YES OR NO FOR EACH)
____ 1 Discussed with supervisor
____ 2 Discussed with union representative
____ 3 Discussed with human rights officer
____ 4 Other - Specify: _____

If answer to Question 63 is "YES", the following question (67) is asked:
Harassment is "any unwanted physical or verbal conduct that offends or humiliates you." As with discrimination, it is based on your race or colour, sex (which includes pregnancy or childbirth), religion or creed, national or ethnic origin, family or marital status, age, physical or mental disability, or sexual orientation.

67. Based on this definition, which I can read again if you like, have you ever been subject to harassment: (if N/A enter No)
During your classroom training - ____ YES NO
During your on-the-job experience - ____ YES NO

If answer to Question 67 is "YES" to classroom training, the following question (68) is asked:

68. Did you take any of the following actions regarding harassment in the classroom?
(READ LIST - ENTER YES OR NO FOR EACH)
____ 1 Discussed with instructor
____ 2 Discussed with union representative
____ 3 Discussed with human rights officer
____ 4 Other - Specify: _____

If answer to Question 67 is "YES" to on-the-job experience, the following question (69) is asked:

69. Did you take any of the following actions regarding harassment on the job?
(READ LIST - ENTER YES OR NO FOR EACH)

- _____ 1 Discussed with supervisor
- _____ 2 Discussed with union representative
- _____ 3 Discussed with human rights officer
- _____ 4 Other - Specify: _____

Women in Industrial Trades (All Women excluding Hairstylist)

Many women entering industrial trades experience barriers as they carry out their apprenticeship training. I would like to ask you about your own personal experiences related to this.

70. Have any people in the following groups tried to discourage you from pursuing your training?
(READ LIST - ENTER YES OR NO FOR EACH)

- _____ 1 Spouse (including common-law)
- _____ 2 Family (excluding spouse)
- _____ 3 Friends
- _____ 4 Other Students
- _____ 5 Instructors
- _____ 6 Employers
- _____ 7 Other - Specify: _____

If any answers for Question 70 are "YES", the following question (71) is asked:

71. What reasons were given by people who discouraged you?
(DO NOT READ LIST - ENTER YES OR NO FOR EACH)

- _____ 1 Hard to find a job in the trade
- _____ 2 Would have to move away to find work
- _____ 3 Not a suitable job for women in general
- _____ 4 Not a suitable job for you personally
- _____ 5 Other - Specify: _____

Stereotypes are a set of ideas that are generally held about the characteristics of a particular group which are believed to be shared by all people in that group. For example, one stereotype of women is that they are not physically able to do tradeswork.

72. Do you feel that stereotypes about women held by your peers and/or your supervisors have made your apprenticeship more difficult. ____ YES NO

If YES; How did you deal with this? _____

73. Have family responsibilities affected your ability to participate in the apprenticeship program?
____ YES NO

If YES; What type of family responsibilities were they? (READ LIST - ENTER YES OR NO FOR EACH)

- _____ 1 Childcare
- _____ 2 Eldercare (parents or other older relatives)
- _____ 3 Maintaining household
- _____ 4 Other - Specify: _____

Personal Information (All Apprentices)

74. Are you currently... ____
1 Single
2 Married or living common-law, or
3 Other

75. In what year were you born? 19__

76. Do you have any children financially dependent on you? ____ YES NO

Thanks very much for your time. That's all the questions we have. Do you have any additional comments you would like to make?

COMMENTS: _____

(If they want a contact number, they can reach the Industrial Training Division at 709-729-2729)