

Apprenticeship Wage Scale

Purpose: Provides information on how an employer should define their program wage scale, and provides example wage scales for various types of apprenticeships.

What

A minimum wage scale must be defined for every occupation in a registered apprenticeship program. The wage scale represents the minimum wages that an employer will pay its apprentices throughout the program and must include at least one wage increase. The scale is set by the employer in their Appendix A for each occupation.

Why

The requirement for at least one wage increase in registered apprenticeships is meant to ensure that apprentices are compensated for their increased skills throughout their program.



Apprentice wages can always exceed the levels defined in their program's Appendix A, but they can never be below them!

How

Time-Based Occupations

In a time-based program, wage increases are typically tied to the number of hours an apprentice has worked (on-the-job learning). It is common to see one wage increase per year, though only one wage increase is required throughout the life of the program.

EXAMPLE – 8000 hour program

Starting Wage: \$11.00/hr
2000 hrs: \$12.00/hr
4000 hrs: \$13.50/hr
6000 hrs: \$14.00/hr
8000 hrs: \$14.75/hr
Ending Wage: \$14.75/hr

Competency-Based Occupations

In a competency-based program, wage increases are typically tied to a proportion of competencies achieved on the part of apprentices, though they may also be tied to hours completed, as in the examples shown to the left. A hybrid program may use either approach.

EXAMPLE – Competency-Based program

Starting Wage: \$13.00/hr
50% Competencies Achieved: \$15.00/hr
100% Competencies Achieved: \$16.00/hr
Ending Wage: \$16.00/hr