

How is the apprentice-to-journeyman ratio changing?

Employers must assign a certified journeyman to supervise on-the-job training and ensure apprentices are provided guidance, feedback, and opportunities to develop their skills. This ratio is changing to 1:1.

When will the regulations come into effect?

Apprenticeship agreements registered **on or after** October 30, 2024 will be subject to a 1:1 apprentice-to-journeyman ratio.

Why is the change being implemented?

The Manitoba government supports the 1:1 ratio and this decision follows through on the commitment made in Budget 2024. Manitoba is prioritizing quality education and safety of apprentices. This change is being implemented alongside efforts to modernize the apprenticeship system in Manitoba.

How will the changes impact existing apprenticeship agreements?

Apprenticeship agreements registered before October 30, 2024 will be authorized to continue to continue to use a 2:1 ratio provided each of the following conditions are met:

- The employer has been permitted to have their journeymen supervise more than one apprentice.
- The apprentices actively demonstrate continued progress in their apprenticeship program under their preexisting employment agreement.
- The journeyman does not take on additional apprentices.

I am an employer, what happens if I cannot employ enough journeymen to meet the 1:1 ratio requirement?

The Manitoba government has preserved the flexibility employers have when making new training arrangements.

Employers will continue to have the option of applying for ratio adjustments or using designated trainers as detailed below:

Ratio Adjustments

Employers who are unable to meet the 1:1 ratio requirement may be eligible for a ratio adjustment. Ratio adjustments permit employers to use a 2:1 ratio for a limited time based on demonstrated need. Additional information and the Ratio Adjustment Application can be found [here](#).

Designated Trainers

In voluntary trades only, employers may employ a Designated Trainer in lieu of a journeyman to supervise and train an apprentice. Designated Trainers are experienced tradespersons without journeyman certification. Additional information and the Designated Trainer Application can be found [here](#).

Is my trade impacted by this change?

All trades are impacted by the return to a 1:1 ratio except Esthetician.

I am in a non-compulsory trade. Does this change apply to me?

Yes, the 1:1 ratio is in place for all of Manitoba's designated trades, except Esthetician, including both voluntary and compulsory trades.

I am in my final level of apprenticeship training, does the 1:1 ratio apply to me?

In trades where there are three or more levels, apprentices in the final level of their training program will continue to be exempt from required apprentice-to-journeyman ratios.

Who can I contact with concerns?

You can email the Apprenticeship and Certification Board at ApprenticeshipBoard@gov.mb.ca with any questions or concerns about this matter.