

# **Apprentice Minimum Wage Rate Review**

**Advanced Education and Training**

**Advanced Education**

**Apprenticeship Manitoba**

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## Executive Summary

In 2022, the Manitoba government announced plans to increase the minimum wage rate to \$15.00 per hour, on October 1, 2023. In Manitoba, there are 55 skilled trades, each with their own consolidated regulation. Trade-specific wage rates are directly linked to the provincial minimum wage for 26 of those trade regulations.

Many employers in low-income earning industries pay their journeypersons the provincial minimum wage rate or slightly above. Therefore, if the department maintains the current wage rate requirements for apprentices, apprentices in certain trades will be entitled to earn a higher pay than the journeypersons who train them. In this case, employers will struggle to, and possibly refrain from hiring new or additional apprentices resulting in fewer opportunities for new apprentices.

At the same time, in the recent 2022 Speech from the Throne, apprenticeship is promoted as a first-choice career option that leads to financial success. The department aims to attract skilled workers to the trades to the apprenticeship program, and recognizes the value of apprentices, in part, through regulated wage rates.

To better understand the full scope of options available to mitigate the minimum wage rate increase issue and its impact on the trades, the Apprenticeship and Certification Board (Board) is conducting a public consultation in order to gain industry feedback on the issue, to help make a recommendation to the Minister on how to proceed.

As part of the public consultation, the Board is considering the following options with industry stakeholders:

- Adopt a restructured wage model whereby the wage rates for all apprentices are based on a percentage of the journeyperson's wage rate.
- Status quo: maintain the apprentice minimum wage rate structure currently in place, whereby apprentices are paid either a percentage of the provincial minimum wage or a percentage of the journeyperson wage, as identified in the Construction Industry Wages Act. Wage rates are currently determined on a trade-by-trade bases.

## Literature Review

As of December 2022, Manitoba's minimum wage rate sits at \$13.50 per hour. Manitoba's minimum wage rate is the second lowest in Canada, directly above Saskatchewan's minimum wage. The minimum wage rate national average in Canada is between \$13.00 and \$14.00 per hour. The highest minimum wage rates in Canada presently derive from Nunavut, the Yukon, and British Columbia. However, six jurisdictions currently have a minimum wage rate that is \$15.00 or more: Nunavut, the Yukon, British Columbia, Ontario, the Northwest Territories and Alberta.

At its core, increasing minimum wage rates is about making the cost-of-living coupled with rising inflation, more affordable. Quoted in a news release, Manitoba's Premier said, "Our government recognizes the financial challenges many Manitobans are facing as a result of global inflationary pressures"<sup>1</sup>. The Premier was further echoed by Labour, Consumer Protection and Government Services Minister: "This wage increase will provide much-needed support to hard-working Manitobans who have been burdened by soaring cost-of-living increases"<sup>2</sup>. The cost-of-living has been made a priority within the province, and the increase to the minimum wage has been deemed necessary in providing Manitobans with a liveable wage.

## Industry Response

In fall 2022, concerns were raised by industry over how the provincial minimum wage rate increase would affect the apprenticeship program. Given that the minimum wage rate increase is rapidly-approaching, the Board determined that a review of all trades in Manitoba would be conducted to determine how each trade would be impacted by the wage rate increase.

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<sup>1</sup> [Province of Manitoba | News Releases | Manitoba Government Announces Plan to Increase Minimum Wage to \\$15 by October 2023](#)

<sup>2</sup> [Province of Manitoba | News Releases | Manitoba Government Announces Plan to Increase Minimum Wage to \\$15 by October 2023](#)

## Jurisdictional Scan: Calculating Minimum Wage Rates

Province/Territory	Current Minimum Wage-Rate (per hour) <sup>3</sup>	Contains an Apprenticeship Wage-Rate Legislation or Policy
British Columbia	\$15.65	No
Alberta	\$15.00	Yes
Saskatchewan	\$13.00	Yes
Manitoba	\$13.50	Yes
Ontario	\$15.50	No
Quebec	\$14.25	No
Yukon	\$15.70	Yes
Northwest Territories	\$15.20	Yes
Nunavut	\$16.00	Yes <sup>4</sup>
Newfoundland and Labrador	\$13.70	Yes <sup>5</sup>
Prince Edward Island	\$13.70	No
Nova Scotia	\$13.60	Yes
New Brunswick	\$13.75	Yes

### Manitoba

The skilled trades in Manitoba are regulated by the regulations under *The Apprenticeship and Certification Act*. Each trade has its own consolidated regulation, detailing the specificities pertaining to the trade. This includes the breakdown of the calculation used to determine each apprentices' wage rate, at each level of their apprenticeship program.

Most trades have a wage rate that is determined in accordance with the Manitoba provincial minimum wage rate. In Manitoba, many of the construction industry trades and their wage rates are calculated based on the journeyman wage rate under *The Construction Industry Wages Act (CIWA)*, not the provincial minimum wage.

<sup>3</sup> [Minimum Wage by Province | Retail Council of Canada](#)

<sup>4</sup> As far as the Government of Nunavut's official website indicates, their jurisdiction follows the same legislative document that the NWT works in compliance to. Meaning that the wage rate for apprentices in both jurisdictions are determined in the exact same manner.

<sup>5</sup> According to Section 27 of the Government of Newfoundland and Labrador's Labour Standards Act, apprentices are entitled to trade-specific wage rates, as a percentage of their journeyman's wage rate. These are visible through each trades' Progression Schedule.

Trades that fall under the provision of CIWA that are not impacted by the provincial minimum wage rate/minimum wage increase:		
Boilermaker	Glazier	Refrigeration & Air-Conditioning Mechanic
Boom Truck Hoist Operator	Insulator (Heat & Frost)	Rofer
Bricklayer	Lather	Sheet Metal Worker
Carpenter	Mobile Crane Operator	Sprinkler System Installer
Concrete Finisher	Painter & Decorator	Steamfitter–Pipefitter
Construction Electrician	Plumber	Tower Crane Operator

## Analysis

Once the minimum wage rate in Manitoba increases to \$15.00 per hour on October 1, 2023, if no regulatory amendments are made to the existing minimum wage rate structure for apprentices, distortion will occur; many apprentices will be entitled to earn a higher wage rate than their journeyman.

That said, apprenticeship is promoted as a career option that leads to financial success. Removing or decreasing minimum wage rates for apprentices could challenge the department's ability to promote the trades as a first-choice career option.

Regardless of whether the apprentice minimum wage structure is restructured or maintained, apprentices can be paid no less than the provincial minimum wage rate. Furthermore, the Board is only reviewing minimum wage rates for apprentices; journeyman wage rates are considered out of scope of this review.

Many regions across Canada regulate minimum wage rates for apprentices, however, the way it is regulated varies across jurisdictions. Manitoba would be an outlier if eliminates minimum wage rates for apprentices.

## Potential Outcomes

**Outcome 1:** Adopt a restructured wage model whereby the wage rates for all apprentices are based on a percentage of the journeyman's wage rate.

- Scales apprentice wage rates with journeyman rates for all trades, whereby, journeymen would earn a higher wage than their apprentices.
- Aligns with the existing structure for trades that fall under the CIWA wage structure. In this case, the percentages would be made consistent, rather than having different percentages of CIWA wages for each trade.
- Establishes a framework that is consistent across all trades, making the wage framework easier to understand for clients and stakeholders.
- Apprentice wage rates are proportional and based on a percentage of the journeyman wage rate.

**Outcome 2:** Status quo: maintain the apprentice minimum wage rate structure currently in place, whereby apprentices are paid either a percentage of the provincial minimum wage or a percentage of the journeyman wage, as identified in the Construction Industry Wages Act. Wage rates are currently determined on a trade-by-trade basis.

- Apprentices earn an increased wage rate in all trades that is based on a percentage of the provincial minimum wage, which aligns with the government's objective to increase wages for Manitobans.
- Apprentice wage rates in some trades may continue to be higher than the journeyman wage.
- Apprentice wage rates will continue to increase with the provincial minimum wage for many trades. Labour costs may increase which may discourage employers' participation in the apprenticeship system.

## **Conclusion**

The provincial minimum wage rate in Manitoba is set to increase October 1, 2023 to \$15.00 per hour. The provincial government has committed to promoting the skilled trades as a first-choice career path, in part, by maintaining higher minimum wage rates for apprentices. However, prior to the government's announcement to increase the provincial minimum wage, the department had already begun receiving feedback stating that the wage rates for apprentices are too high and employers have become limited in their capacity to hire and retain apprentices as a result.

Based on a jurisdictional scan, it was found that an overwhelming majority of jurisdictions regulate wage rates for apprentices. Removing minimum wage rates for apprentices would create a discrepancy in wage rates between Manitoba and the other jurisdictions, which could result in the outward migration of apprentices.

Given that the provincial minimum wage is set to increase in April 2023 and again in October 2023, the Board and the department must come to a decision quickly in order to minimize any negative impacts in advance of the coming into force of the new provincial minimum wage. It is anticipated that the Board and the department will receive an increasing amount of correspondence from stakeholders about this issue. Taking steps to further consider the impacts of the increased minimum wage and gain further perspectives from all stakeholders will contribute greater clarity for the Board and the Minister to come to an informed decision.

## Appendix A: Apprentice Wage Rates in Manitoba Before and After Minimum Wage Increase

The minimum wage rates for apprentices is reported in the tables below, and is calculated based on the following:

- 1) *The Construction Industry Wages Act (CIWA)* or the provincial minimum wage; and
- 2) The regulated wage rate, for the corresponding trade and level (illustrated as a percentage).

The most recent minimum wage rate increase in Manitoba occurred October 1, 2022 when the wage increased from \$11.95 to \$13.50 per hour. As of January 2023, minimum wage in Manitoba sits at \$13.50 per hour. The next provincial minimum wage rate increase(s) are scheduled for:

- 1) **April 1, 2023** – From \$13.50 to \$14.15
- 2) **October 1, 2023** – From \$14.15 to \$15.00

CIWA regulates the wage rates for journeypersons and other workers in the construction sector. The most recent wage rate increase for employees under CIWA occurred September 1, 2022. The next wage rate increases are scheduled for:

- 1) **April 1, 2023**
- 2) **April 1, 2024**

Please note: The "Corresponding Journeyperson Wage Rate" column is reported in two different ways:

- 1) The first is in accordance with CIWA. For the trades that fall under CIWA, the wage rate that has been reported in the tables below, are the wages that the journeyperson is entitled to earn at the time that provincial minimum wage reaches \$15.00 per hour.
- 2) The second, for trades that are not part of CIWA, is in accordance with industry and labour market demands. For the trades that do not fall under CIWA, journeypersons are paid based on labour market demands, meaning that, the journeyperson wages are not fixed to a regulation. Instead, these wages are dependent on a variety of different external factors. To report these wages, an asterisk (\*) has been included to indicate that the wage that has been reported may be different once the provincial minimum wage rate increases on October 1, 2023.

CONSTRUCTION TRADES						
Trade	Based on CIWA or Provincial Minimum Wage	Level	Regulated Wage Rate	Apprentice Wage Rate at \$13.50	Apprentice Wage Rate at \$15.00	Corresponding Journeyman Wage Rate <sup>6</sup>
Insulator (Heat and Frost)	CIWA	1	58%	\$17.83	\$18.85	\$32.51
		2	69%	\$21.21	\$22.43	
		3	81%	\$24.90	\$26.33	
		4	92%	\$28.29	\$29.90	
Ironworker	Minimum Wage	1	200%	\$27.00	\$30.00	N/A
		2	225%	\$30.37	\$33.75	
		3	275%	\$37.12	\$41.25	
Landscape Horticulturalist	Minimum Wage	1	115%	\$15.52	\$17.25	N/A
		2	130%	\$17.55	\$19.50	
		3	145%	\$19.57	\$21.75	
		4	160%	\$21.60	\$24.00	
Lather	CIWA	1	60%	\$19.18	\$20.14	\$33.57
		2	70%	\$22.37	\$23.49	
		3	80%	\$25.57	\$26.85	
		4	90%	\$28.77	\$30.21	
Painter & Decorator	Minimum Wage (Bold) or CIWA (whichever is higher)	1	140%	<b>\$18.90</b>	<b>\$21.00</b>	\$30.70
			55%	\$16.08	\$16.88	
		2	180%	<b>\$24.30</b>	<b>\$27.00</b>	
			75%	\$21.93	\$23.02	
		3	200%	<b>\$27.00</b>	<b>\$30.00</b>	
85%	\$24.85	\$26.10				
Pre-Engineered Building Erector	Minimum Wage	1	150%	\$20.25	\$22.50	\$33.13
		2	200%	\$27.00	\$30.00	
Roofer	CIWA	1	55%	\$17.29	\$18.16	\$33.02
		2	70%	\$22.01	\$23.11	
		3	85%	\$26.73	\$28.06	
Sloped Roofer	Minimum Wage	1	110%	\$14.85	\$16.50	N/A
		2	120%	\$16.20	\$18.00	
Bricklayer	CIWA	1	60%	\$22.87	\$24.01	\$40.02
		2	70%	\$26.68	\$28.01	
		3	80%	\$30.50	\$32.01	
Carpenter	CIWA	1	65%	\$21.56	\$22.64	\$34.84
		2	75%	\$24.88	\$26.13	
		3	80%	\$26.54	\$27.87	
		4	90%	\$29.86	\$31.35	
Concrete Finisher	CIWA	1	65%	\$18.63	\$19.56	\$30.10
		2	80%	\$22.93	\$24.08	
Construction Craft Worker	Minimum Wage	1	110%	\$14.85	\$16.50	N/A
		2	120%	\$16.20	\$18.00	
	CIWA	1	80%	\$22.76	\$23.90	\$29.88

<sup>6</sup> All CIWA journeyman wages posted will be in effect April 1, 2023 (they are the wages that will be in effect once the provincial minimum wage rate reaches \$15 per hour).



Boom Truck Hoist Operator		2	90%	\$25.61	\$26.89	
Mobile Crane Operator	CIWA	1	70%	\$24.95	\$26.20	\$37.43
		2	80%	\$28.52	\$29.94	
		3	90%	\$32.08	\$33.68	
Tower Crane Operator	CIWA	1	80%	\$32.42	\$34.04	\$42.56
		2	90%	\$36.47	\$38.30	
Floorcovering Installer	Minimum Wage	1	150%	\$20.25	\$22.50	\$32.03
		2	200%	\$27.00	\$30.00	
		3	250%	\$33.75	\$37.50	
Glazier	CIWA	.5	60%	\$19.02	\$19.98	\$33.30
		1	65%	\$20.61	\$21.64	
		1.5	70%	\$22.19	\$23.31	
		2	75%	\$23.78	\$24.97	
		2.5	80%	\$25.36	\$26.64	
		3	85%	\$26.95	\$28.30	
		3.5	90%	\$28.53	\$29.97	
4	95%	\$30.12	\$31.63			

MECHANICAL/ELECTRICAL TRADES						
Trade	Based on CIWA or Provincial Minimum Wage	Level	Regulated Wage Rate	Apprentice Wage Rate at \$13.50	Apprentice Wage Rate at \$15.00	Corresponding Journeyman Wage Rate <sup>7</sup>
Construction Electrician	CIWA	1	40%	\$15.70	\$16.49	\$41.23
		2	50%	\$19.63	\$20.61	
		3	65%	\$25.52	\$26.79	
		4	80%	\$31.41	\$32.98	
Gasfitter	Minimum Wage	1	165%	\$22.27	\$24.75	\$40.21
		2	195%	\$26.32	\$29.25	
		3	235%	\$31.72	\$35.25	
		4	265%	\$35.77	\$39.75	
Industrial Electrician	<i>Apprentices in this trade are paid according to the general wage of a journeyman. This wage is set by the market – not by industry stakeholders.</i>	1	40%	-	-	-
		2	50%			
		3	65%			
		4	80%			
Industrial Mechanic (Millwright)	Minimum Wage	1	160%	\$21.60	\$24.00	N/A
		2	170%	\$22.95	\$25.50	
		3	180%	\$24.30	\$27.00	
		4	190%	\$25.65	\$28.50	

<sup>7</sup> All CIWA journeyman wages posted will be in effect April 1, 2023 (they are the wages that will be in effect once the provincial minimum wage rate reaches \$15 per hour).

Plumber	CIWA	1	50%	\$19.05	\$20.10	\$40.21
		2	60%	\$22.86	\$24.12	
		3	70%	\$26.67	\$28.14	
		4	80%	\$30.48	\$32.16	
Power Electrician	Minimum Wage	1	130%	\$17.55	\$19.50	N/A
		2	150%	\$20.25	\$22.50	
		3	170%	\$22.95	\$25.50	
		4	190%	\$25.65	\$28.50	
Refrigeration and Air-Conditioning Mechanic	CIWA	1	50%	\$18.49	\$19.50	\$39.01
		2	60%	\$22.18	\$23.40	
		3	70%	\$25.88	\$27.30	
		4	80%	\$29.58	\$31.20	
Sheet Metal Worker	CIWA	1	50%	\$19.62	\$20.70	\$41.40
		2	65%	\$25.50	\$26.91	
		3	75%	\$29.43	\$31.05	
		4	85%	\$33.35	\$35.19	
Sprinkler Fitter/Sprinkler System Installer	CIWA	1	50%	\$20.65	\$21.78	\$43.57
		2	60%	\$24.78	\$26.14	
		3	70%	\$28.91	\$30.49	
		4	80%	\$33.04	\$34.85	
Steamfitter-Pipefitter	CIWA	1	50%	\$38.11	\$20.10	\$40.21
		2	60%	\$22.86	\$24.12	
		3	70%	\$26.67	\$28.14	
		4	80%	\$30.48	\$32.16	

### MANUFACTURING TRADES

Trade	Based on CIWA or Provincial Minimum Wage	Level	Regulated Wage Rate	Apprentice Wage Rate at \$13.50	Apprentice Wage Rate at \$15.00	Corresponding Journeyman Wage Rate
Cabinetmaker	Minimum Wage	1	125%	\$16.87	\$18.75	N/A
		2	175%	\$23.62	\$26.25	
		3	200%	\$27.00	\$30.00	
		4	225%	\$30.37	\$33.75	
CNC Machinist	Minimum Wage	1	110%	\$14.85	\$16.50	N/A
Electric Motor Systems Technician	Minimum Wage	1	110%	\$14.85	\$16.50	N/A
		2	120%	\$16.20	\$18.00	
		3	130%	\$17.55	\$19.50	
		4	140%	\$18.90	\$21.00	
Instrumentation and Control Technician	Minimum Wage	1	160%	\$21.60	\$24.00	N/A
		2	180%	\$24.30	\$27.00	
		3	220%	\$29.70	\$33.00	
		4	260%	\$35.10	\$39.00	
Machinist	Minimum Wage	1	115%	\$15.52	\$17.25	N/A

		2	135%	\$18.25	\$20.25	
		3	155%	\$20.92	\$23.25	
		4	175%	\$23.62	\$26.25	
Pork Production Technician	Minimum Wage	1	120%	\$16.20	\$18.00	N/A
		2	130%	\$17.55	\$19.50	
Rig Technician	-	-	-	-	-	-
Steel Fabricator	Minimum Wage, Plus an Additional Percentage	.5	30%	\$17.55	\$19.50	N/A
		1	40%	\$18.90	\$21.00	
		1.5	50%	\$20.25	\$22.50	
		2	60%	\$21.60	\$24.00	
		2.5	70%	\$22.95	\$25.50	
		3	80%	\$24.30	\$27.00	
		3.5	90%	\$25.65	\$28.50	
		4	95%	\$26.32	\$29.25	
Tool and Die Maker	Minimum Wage	1	115%	\$15.52	\$17.25	N/A
		2	135%	\$18.25	\$20.25	
		3	155%	\$20.92	\$23.25	
		4	175%	\$23.62	\$26.25	
Water and Wastewater Technician <i>Comprised of four sub-component trades</i>	Minimum Wage	Apprentice without certificate of qualification in two of four sub-component trades	150%	\$20.25	\$22.50	N/A
		Apprentice with certificate of qualification in two of four sub-component trades	160%	\$21.60	\$24.00	
Welder	Minimum Wage	1	125%	\$16.87	\$18.75	N/A
		2	145%	\$19.57	\$21.75	
		3	165%	\$22.27	\$24.75	

### TRANSPORTATION TRADES

Trade	Based on CIWA or Provincial Minimum Wage	Level	Regulated Wage Rate	Apprentice Wage Rate at \$13.50	Apprentice Wage Rate at \$15.00	Corresponding Journeyman Wage Rate
Agricultural Equipment Technician	Minimum Wage	1	150%	\$20.25	\$22.50	N/A
		2	170%	\$22.95	\$25.50	
		3	190%	\$25.65	\$28.50	
		4	200%	\$27.00	\$30.00	

Aircraft Maintenance Journeyperson	Minimum Wage	1	125%	\$16.87	\$18.75	N/A
		2	155%	\$20.92	\$23.25	
		3	175%	\$23.62	\$26.25	
		4	200%	\$27.00	\$30.00	
Automotive Painter	Minimum Wage	1	115%	\$15.52	\$17.25	\$25.30*
		2	150%	\$20.25	\$22.50	
Automotive Service Technician	Minimum Wage	1	135%	\$18.22	\$20.25	\$36 – \$42.00*
		2	155%	\$20.92	\$23.25	
		3	175%	\$23.62	\$26.25	
		4	195%	\$26.32	\$29.25	
Diesel Engine Mechanic	Minimum Wage	1	110%	\$14.85	\$16.50	\$28 – \$32.00*
		2	120%	\$16.20	\$18.00	
		3	130%	\$17.55	\$19.50	
Gas Turbine and Repair Overhaul Technician	Minimum Wage	1	110%	\$14.85	\$16.50	\$23 – \$47.00*
		2	120%	\$16.20	\$18.00	
Heavy Duty Equipment Technician	Minimum Wage	1	150%	\$20.25	\$22.50	N/A
		2	170%	\$22.95	\$25.50	
		3	190%	\$25.65	\$28.50	
		4	200%	\$27.00	\$30.00	
Marine and Outdoor Power Equipment Technician	Minimum Wage	1	115%	\$15.52	\$17.25	N/A
		2	135%	\$18.22	\$20.25	
		3	155%	\$20.92	\$23.25	
Motor Vehicle Body Repairer	Minimum Wage	1	115%	\$15.52	\$17.25	N/A
		2	135%	\$18.22	\$20.25	
		3	155%	\$20.95	\$23.25	
		4	175%	\$23.62	\$26.25	
Partsperson	Minimum Wage	1	110%	\$14.85	\$16.50	N/A
		2	125%	\$16.87	\$18.75	
		2	150%	\$20.25	\$22.50	
Railway Car Technician	Minimum Wage	1	110%	\$14.85	\$16.50	\$32 – \$39.00*
		2	120%	\$16.20	\$18.00	
		3	130%	\$17.55	\$19.50	
Recreation Vehicle Service Technician	Minimum Wage	1	115%	\$15.52	\$17.25	N/A
		2	130%	\$17.55	\$19.50	
		3	150%	\$20.25	\$22.50	
Transport Trailer Technician	Minimum Wage	1	115%	\$15.52	\$17.35	N/A
		2	135%	\$18.22	\$20.25	
		3	155%	\$20.92	\$23.25	
Truck and Transport Mechanic	Minimum Wage	1	135%	\$18.22	\$20.25	N/A
		2	155%	\$20.92	\$23.25	
		3	175%	\$23.62	\$26.25	
		4	195%	\$26.32	\$29.25	

**SERVICE TRADES**

Trade	Based on CIWA or Provincial Minimum Wage	Level	Regulated Wage Rate	Apprentice Wage Rate at \$13.50	Apprentice Wage Rate at \$15.00	Corresponding Journeyperson Wage Rate
Cook	Minimum Wage	1	120%	\$16.20	\$18.00	\$14 – \$23.00*
		2	145%	\$19.57	\$21.75	
Electrologist	Minimum Wage	1	110%	\$14.85	\$16.50	N/A
Esthetician	Minimum Wage	1	110%	\$14.85	\$16.50	\$15 – \$20.00*
		2	120%	\$16.20	\$18.00	
Nail Technician	Minimum Wage	1	110%	\$14.85	\$16.50	N/A
Skin Care Technician		2	110%	\$14.85	\$16.50	
Hairstylist	Minimum Wage	1	110%	\$14.85	\$16.50	\$15 – \$45.00*
		2	120%	\$16.20	\$18.00	