

CANADIAN
APPRENTICESHIP
FORUM



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L'APPRENTISSAGE

Canadian Apprenticeship Forum: Key Apprenticeship Trends

CAF-FCA.ORG

CAF-FCA Member Supported Research

- CAF is a national, non-profit organization.
- The findings being shared today come from CAF member research.
- Members support the National Women's Leadership Program
- Each year members receive these benefits:
 - Discounts for the National Apprenticeship Conference
 - Annual information on registrations and completions
 - Apprenticeship specific LMI about trades in demand
 - Member only webinars and newsletters
 - Member login credentials with full access to the CAF-FCA reports and resources

Key Topics

- Apprentice Demand in Red Seal and Non-Red Seal Trades
- Apprentice Attraction
- Apprentice Retention
- Barriers to Progression and Completion
- Factors Supporting Progression and Completion

Apprentice Demand in Red Seal and Non-Red Trades

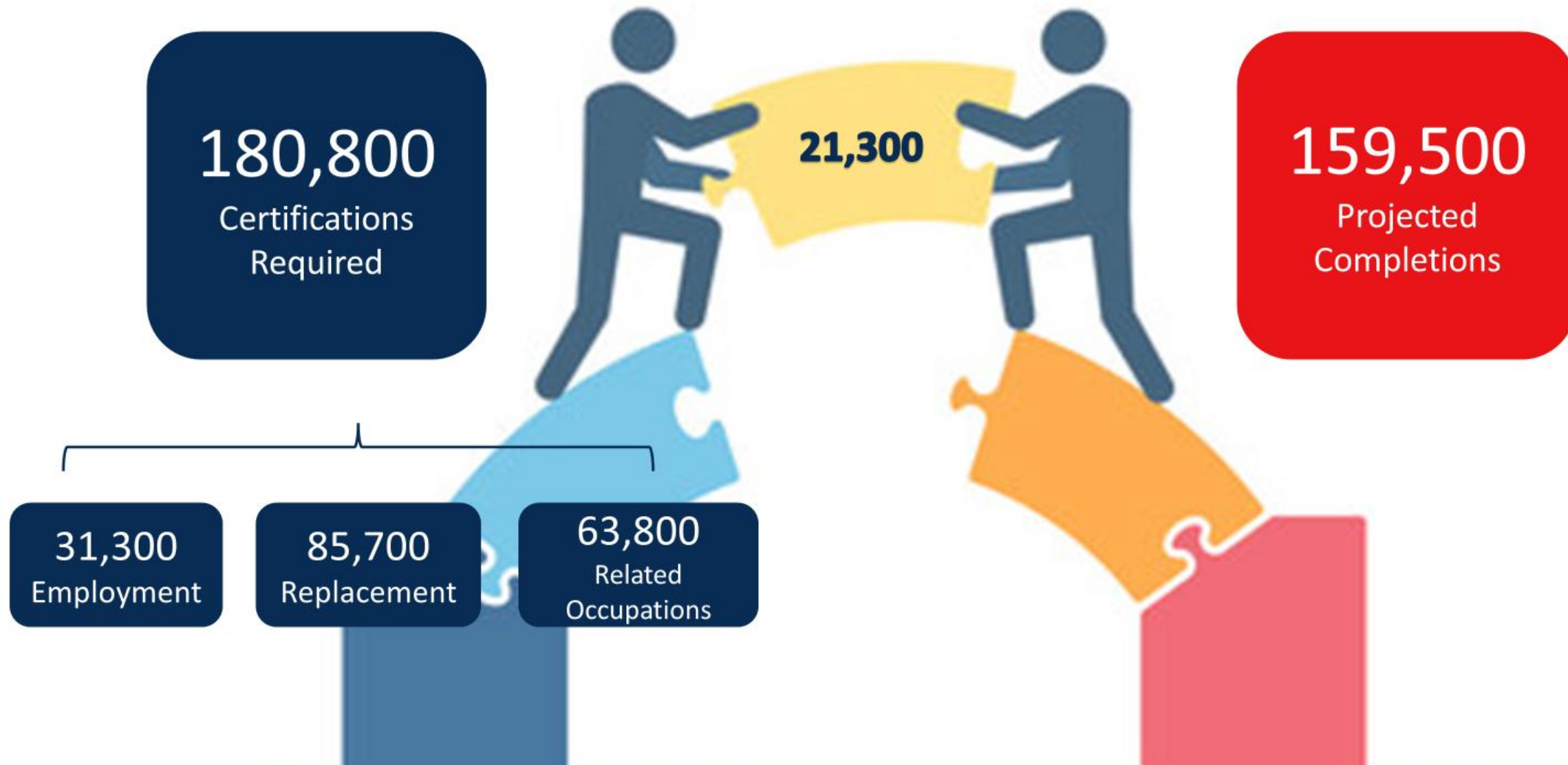
Sources

Direct feedback from
apprentices and
journeypersons from
the Apprentices in
Canada ePanel

Statistics Canada
Registered
Apprenticeship
Information System

CANTRAQ

Canada will need more than 180,000 newly certified Tradespeople by 2028



More than a third of Red Seal trades are anticipated to see increased recruiting challenges:

- Boilermaker
- Bricklayer
- Cabinetmaker
- Construction Craft Worker
- Cook
- Hairstylist
- Industrial Electrician
- Industrial Mechanic (Millwright)
- Instrumentation and Control Technician
- Insulator (Heat and Frost)
- Landscape Horticulturist
- Lather (Interior Systems Mechanic)
- Machinist
- Mobile Crane Operator
- Partsperson
- Roofer
- Tool and Die Maker
- Tower Crane Operator
- Welder

Trades in Demand

Trade	Projected Completions	Certifications Required
● Cook	2,491	13,541
● Hairstylist	5,037	17,105
● Welder	4,538	11,341
● Industrial Electrician	2,717	3,194
● Industrial Mechanic (Millwright)	7,741	8,713
● Painter and Decorator	2,298	2,126
● Carpenter	21,594	19,756
● Heavy Duty Equipment Technician	6,106	5,172
● Construction Electrician	30,147	25,373
● Automotive Service Technician	10,813	8,193
● Refrigeration and Air Conditioning Mechanic	5,995	4,363
● Plumber	11,138	7,633
● Sheet Metal Worker	4,746	3,173
● Truck and Transport Mechanic	5,808	3,747
● Steamfitter/Pipefitter	4,547	2,238
● Other Red Seal Trades	33,763	45,091
Total	159,479	180,759

Source: Statistics Canada, RAIS Custom Data Request; Prism Economics and Analysis, 2024

●	At Risk: Certifications Required Exceed Projected Completions
●	Balanced Conditions: Certifications Required In-Line with Projected Completions
●	Ample Supply: Projected Completions Exceed Certifications Required

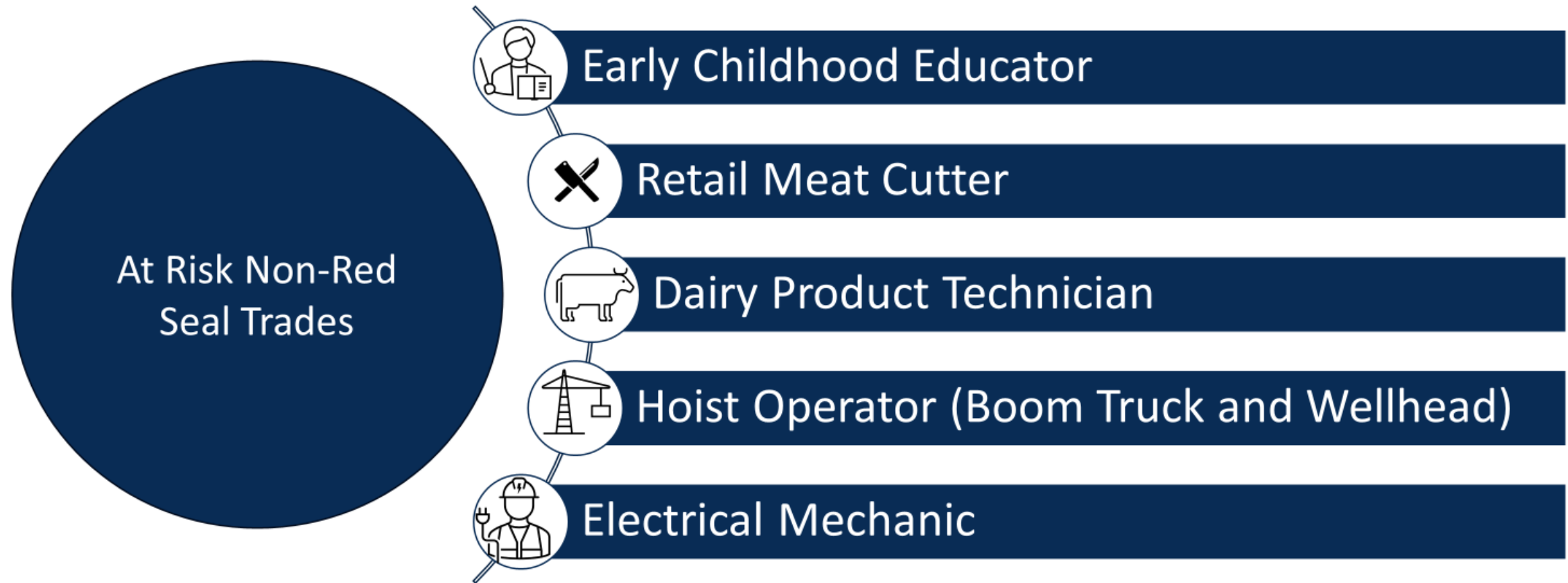
Trades in Demand by Province

Trade	BC	AB	MB	SK	ON	QC	ATL
Automotive Service Technician	●	●	●	●	●	--	●
Carpenter	●	●	●	●	●	●	●
Construction Electrician	●	●	●	●	●	●	●
Cook	●	●	●	●	●	●	●
Hairstylist	●	●	●	●	●	●	●
Heavy Duty Equipment Technician	●	●	●	●	●	●	●
Industrial Electrician	●	--	●	--	●	●	●
Industrial Mechanic (Millwright)	●	●	●	●	●	●	●
Painter and Decorator	●	●	●	--	●	●	--
Plumber	●	●	●	●	●	●	●
Refrigeration and Air Conditioning Mechanic	●	●	●	●	●	●	●
Sheet Metal Worker	●	●	●	●	●	●	●
Steamfitter/Pipefitter	●	●	●	●	●	●	●
Truck and Transport Mechanic	●	●	●	●	●	--	●
Welder	●	●	●	●	●	●	●

Source: Statistics Canada, RAIS Custom Data Request; Prism Economics and Analysis, 2024

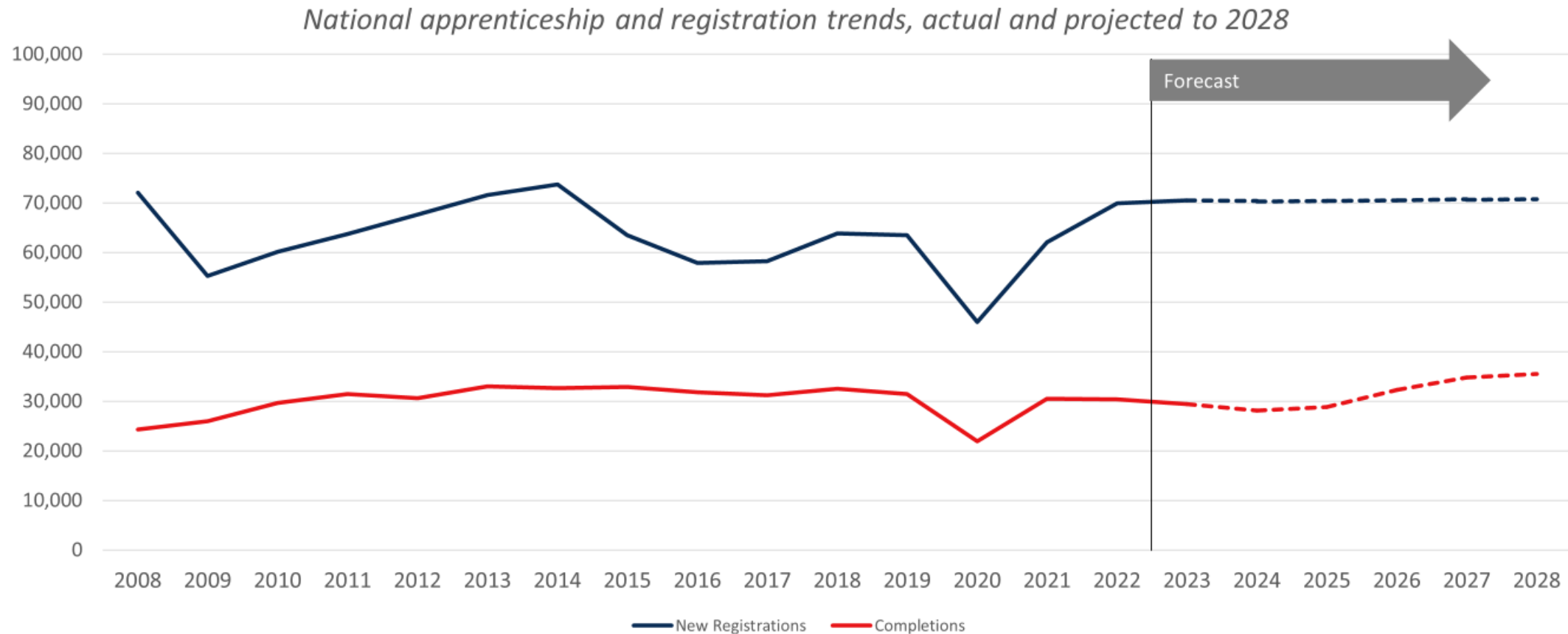
- **At Risk:** Certifications Required Exceed Projected Completions
- **Balanced Conditions:** Certifications Required In-Line with Projected Completions
- **Ample Supply:** Projected Completions Exceed Certifications Required

Non-Red Seal trades at risk for supply challenges over the outlook period:



Apprentice Attraction

National Trends in Apprenticeship: New Registrations and Completions, Red Seal Trades



Source: Statistics Canada, RAIS Custom Data Request; Prism Economics and Analysis, 2024

Record Number of New Registrations in 2022



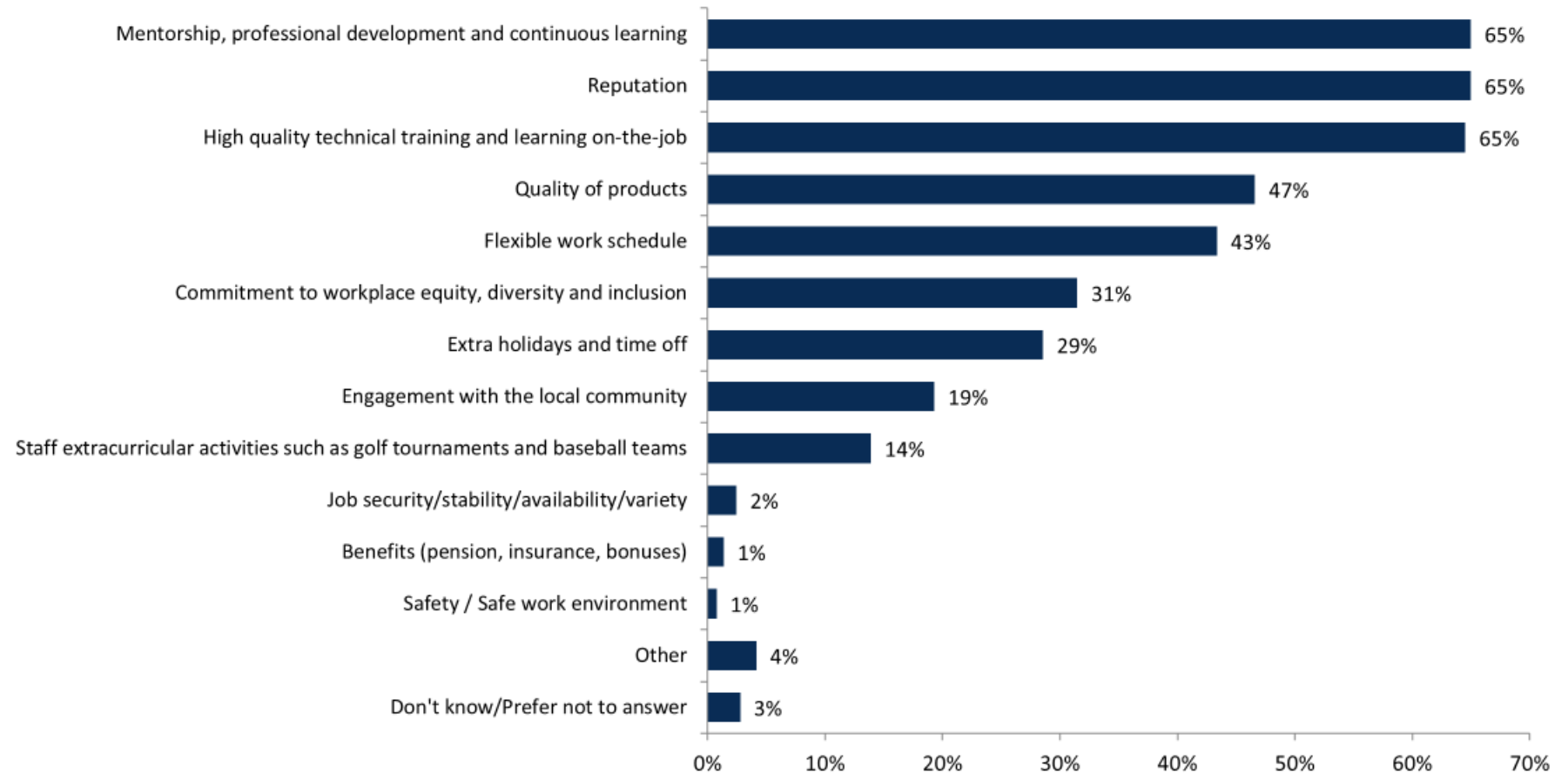
Source: Statistics Canada, RAIS, Custom Aggregation

Apprentice Attraction Factors

Respondents were asked, other than wages, what characteristics attract them to certain companies. The three top factors were:

- Mentorship, professional development and continuous learning
- An employer's reputation
- High-quality training

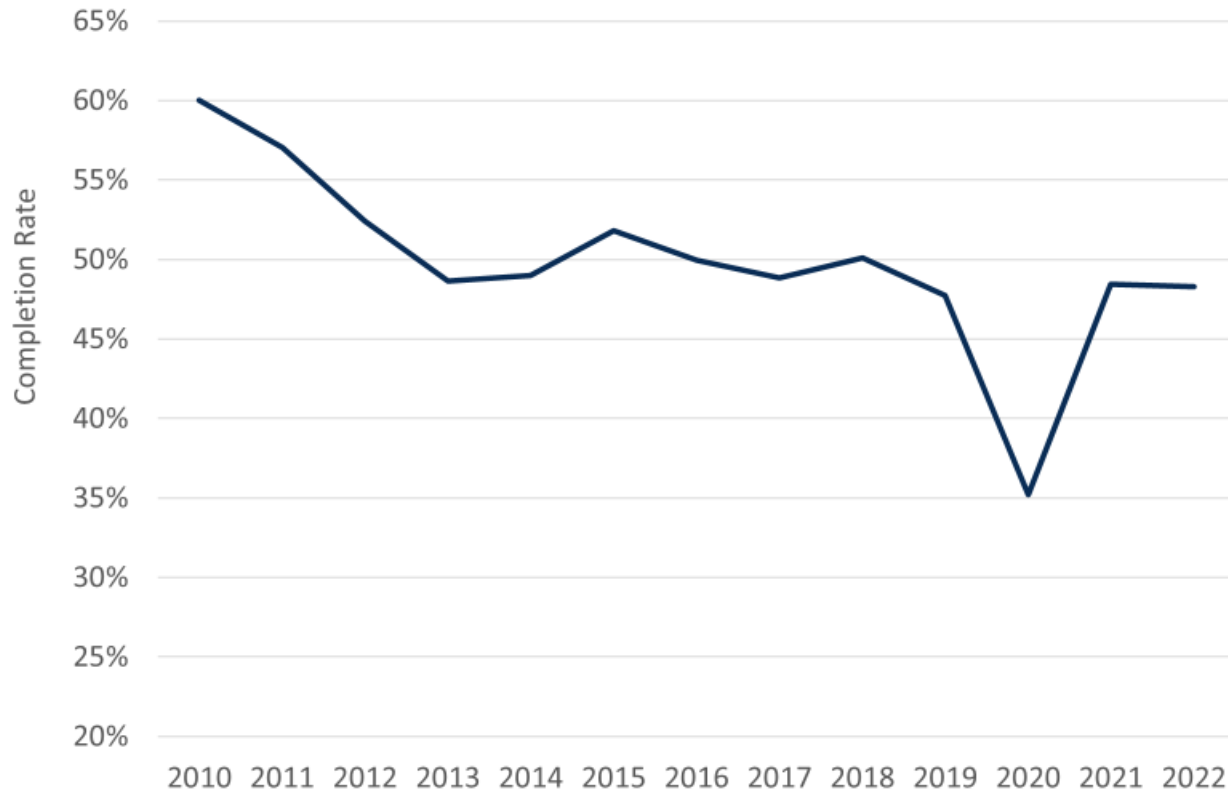
Apprentice Attraction Factors



Apprentice Retention

National Trends in Apprenticeship: Completion Rates

*National average completion rate, Red Seal trades, 2010
to 2022*



- Downward trend in the completion rate of apprentices
- The certification rate averaged 48% in 2022, down from 60% in 2010
- Statistics Canada data suggests fewer apprentices are completing their program and becoming certified within the given program duration

Source: Statistics Canada, RAIS Custom Data Request; Prism Economics and Analysis, 2024

Completions Have Been Slower to Recover



Source: Statistics Canada, RAIS, Custom Aggregation

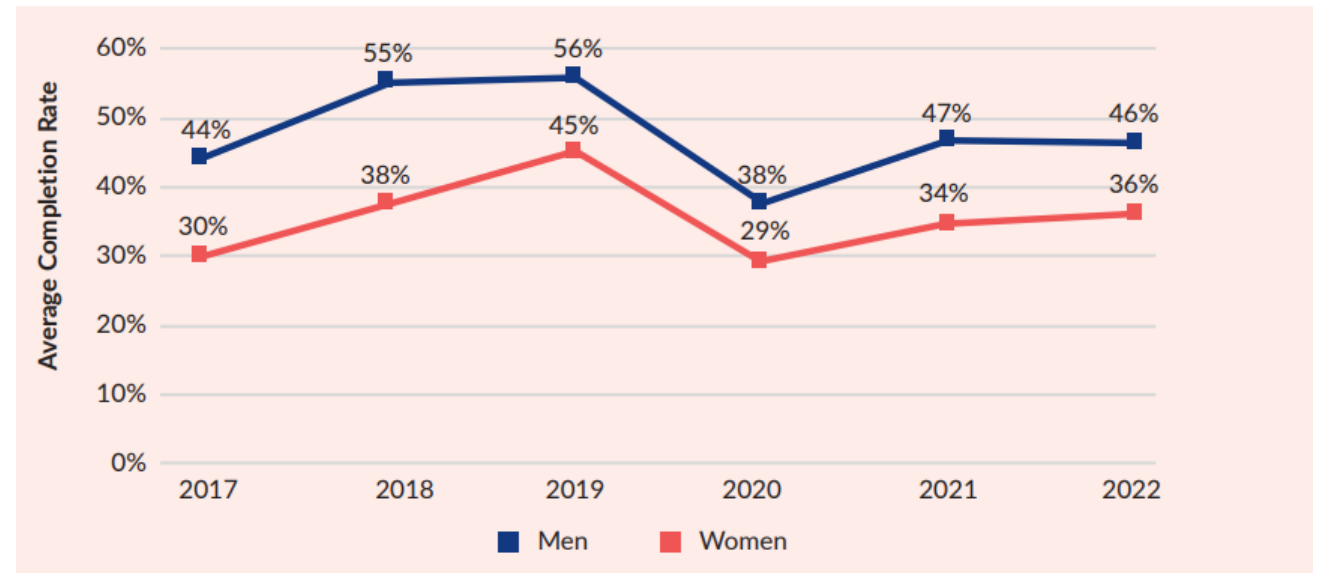
Men and Women's Completion Rates

2022

Men: 46%

Women: 36%

Figure 7 – Average Historic Completion Rate, Top 15 Red Seal Trades, Canada



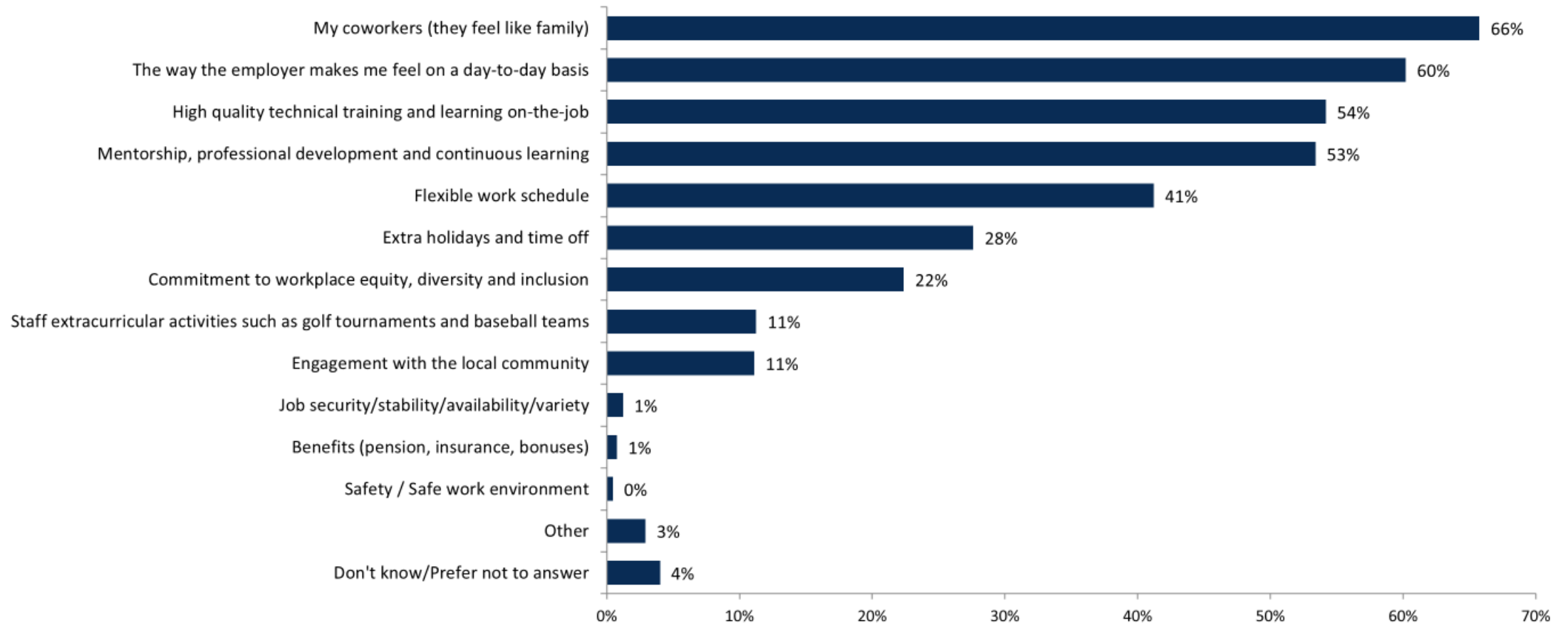
Source: Statistics Canada (RAIS), 2022; CANTRAQ Prism Economics (2024)

Apprentice Retention Factors

Respondents were also asked what motivated them to stay with employers. The three top factors were:

- Co-workers because “they feel like family”
- The way their employers make them feel on a day-to-day basis
- High quality training and learning on-the-job

Apprentice Retention Factors



Career Goals

Respondents shared their top five career goals:

- “To be an expert in my chosen skilled trade” (71 per cent)
- “To secure a job that gives me financial security” (63 per cent)
- “To mentor future apprentices and tradespeople” (55 per cent)
- “To work with a reputable company” (48 per cent)
- “To help other people through my work” (43 per cent)

Apprentice Barriers to Progression and Completion

Barriers to Progression

Common barriers to progression for Level 1 to Level 2 apprentices are:

- Delays in accessing technical training (48%)
- Concerns about reduced income during training (31%)
- Employer would not release apprentice for technical training (9%)

Barriers to Progression

Common barriers to progression for Level 4 apprentices are:

- Test anxiety (20%)
- Family issues (14%)
- Reluctance to write exam (9%)

Factors Supporting Progression and Completion

Progression Motivators

Apprentices identified the factors that motivate them to progress in their training:

- High quality training (55%)
- Support of my employer (51%)
- Government programs (31%)

Factors Facilitating Progression

Apprentices identified key factors that facilitate progression:

- Encouragement from journeyperson (59%)
- Learning all aspects of the trade and a variety of tasks (56%)
- Free tutoring to improve skills (19%)
- Having a training plan and regular discussion about it with an employer or journeyperson (17%)

Completion Motivators

Apprentices identified the factors that motivate them to complete their apprenticeship training:

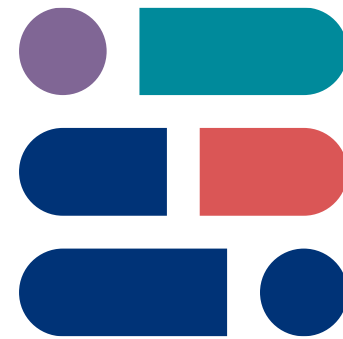
- A sense of accomplishment (68%)
- Higher wages (68%)
- Employers value the Red Seal (52%)
- Labour mobility (37%)
- Compulsory trade (30%)

SAVE THE DATE

Supporting Equity in
Trades Conference

Toronto, ON

May 24-26, 2025



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