



CAF-FCA Projects and Programs Fall 2024 Update

CAF-FCA.ORG

2024-2027 CAF-FCA Strategy Map

Vision *Apprenticeship is **HIGHLY VALUED & BROADLY USED** to build tomorrow's skilled trades workforce*

Value Proposition

Brings together apprenticeship partners from across trades, across sectors and across Canada to share information and promising practices, identify challenges and propose joint solutions.

A **national voice** for the apprenticeship community, CAF-FCA influences apprenticeship strategies through qualitative and quantitative research, discussions and collaboration.

Provides partners with **accurate and unbiased** insights into apprenticeship challenges and barriers and illustrates the substantial benefits of hiring and training apprentices.

Strategic Objectives

Champion an inclusive community that will support the national dialogue on Apprenticeship

Lead, through research and knowledge sharing, the critical conversations around apprenticeship in Canada and globally

Obtain diversity of funding to support the continued work of the organization

Develop and manage national initiatives that improve apprenticeship outcomes

Strengthen the value proposition for our members and continue to grow the membership base

Operational Priorities

Manage Infrastructure

- Retain & recruit a highly skilled and engaged workforce
- Ensure adequate resources are in place to sustain growth

Maintain Financial Health

- Achieve operational efficiencies
- Generate increased membership revenues
- Strategically invest in activities
- Continue to seek new funding opportunities

Engage & Lead By Example

- Ensure all sectors are included in conversations
- Consult and engage standing committees and members when undertaking the work
- Act in a way that fosters reconciliation and inclusion

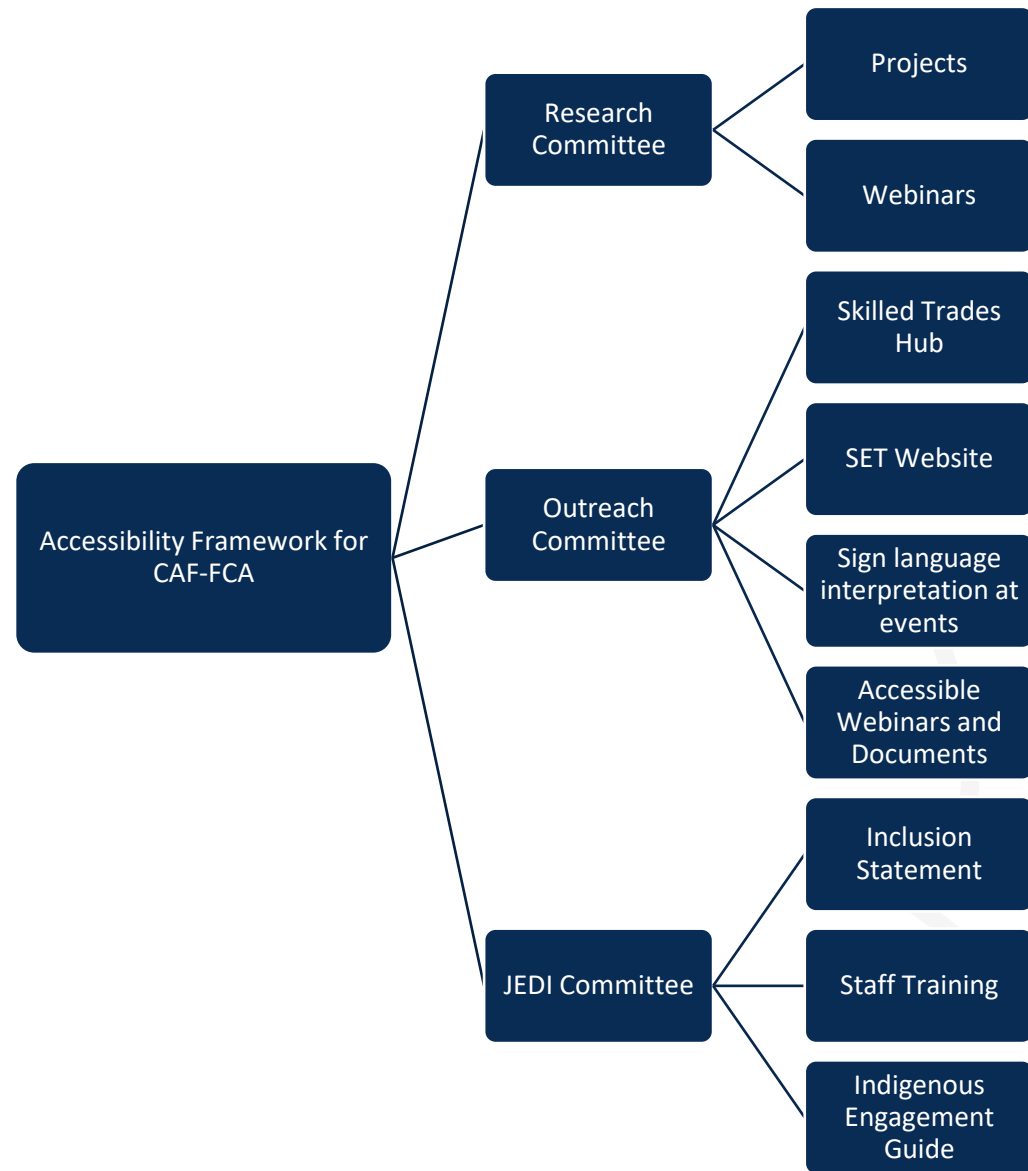
Impact

Increased # of underrepresented people in apprenticeship

Increased # of youth entering the trades through apprenticeship

Increased # of employers hiring and training apprentices and supporting completion

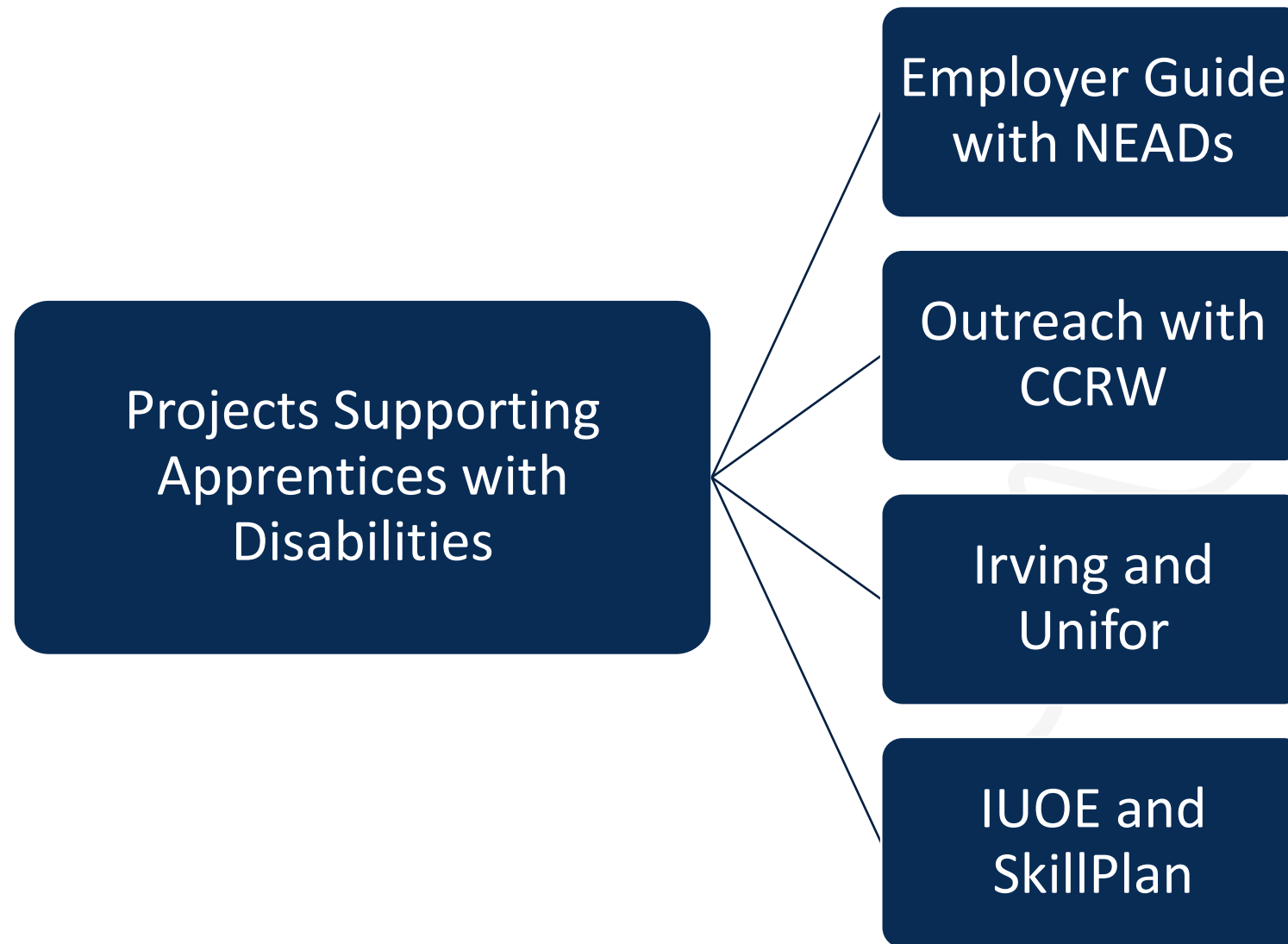
Innovative and adaptable apprenticeship system



Research Projects

CAF-FCA has **9** funded projects

1. Coaching and Learning Strategist Workplace Supports for Unifor Apprentices at Irving (UTIP, ends 2028)
2. Improving Pass Rates for Apprentices (ESDC, UTIP, ends January 2026)
3. Skills for Success (ESDC, Skills for Success Office, ends March 2025)
4. Promoting Careers in the Skilled Trades (Government of Alberta, ends May 2025)
5. Employer Guide (Government of Ontario, ends January 2025)
6. WORBE Promoting Women in the Trades (ESDC, WORBE, ends 2026)
7. National Mentorship Program for Women in the Skilled Trades (ESDC, WIST, ends 2027)
8. Sheridan College (ends 2026)
9. CCRW (ends 2026)



Employer Guide

- Trade Focus: All trades
- Province: Ontario
- Partners: National Education Association of Disabled Students (NEADS)
- Key Activities:
 - 60 stakeholders engaged
 - Guide written
 - 3 webinars planned (ODEN, NEADS, and WSPS)
 - 1 NEADS event
- Current Status: Guide created and webinars being hosted.

CCRW Project

- Trade Focus: All trades
- Province: National focus
- Partners: Canadian Council for Rehabilitation and Work (CCRW)
- Key Activities:
 - Staff training related to accessible events
 - Funding for ALS and translation for any virtual elements at our conferences
 - Discussion Session at SETT 2025
 - 3 vignettes with key messages about supporting persons with disabilities
 - 5 regional events
 - 10 infographics
 - 20 social media posts
 - 5 one pager
 - 5 webinars
- Current Status: 5 webinars and 5 events planned (College of North Atlantic, BCIT, VCC, St Lawrence and Fanshawe)

Irving Shipbuilding and Unifor Project

- Trade focus: Welder, Metal Fabricator, Industrial Electrician, Steamfitter/Pipefitter, Industrial Mechanic (Millwright), Plumber and Machinist
- Partners: Irving and Unifor
- Key Activities:
 - Apprentices have access to Skills Coaches who are monitoring logbooks and progression.
 - Apprentices have access to Learning Strategists, assessments and learning supports. Early intervention and preparation it is hoped will result in increased pass rates.
- Current Status: Apprentice assessment underway.

Improving Pass Rates for Apprentices

- Trades focus: Heavy Equipment and Mobile Crane Operators
- Partners: IUOE and SkillPlan
- Key Activities:
 - Access to online resource to help with learning and preparing for the Red Seal exam
 - 900 plus IUOE apprentices using the tool
- Current Status: Full Pilot Launch

Projects Supporting Women

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graph LR; A[Projects Supporting Women] --- B[Sheridan College]; A --- C[WORBE]; A --- D[Mentorship Program]; A --- E[Leadership Program];
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Sheridan
College

WORBE

Mentorship
Program

Leadership
Program

Sheridan College Project

- Trade Focus: All trades
- Province: Ontario focus
- Partners: Sheridan College
- Key Activities :
 - Implement surveys
 - Conduct interviews
 - Analyze data
 - Write a report
- Current Status: Implementing surveys

WORBE

- Trade Focus: Transportation
- Partners: Bison Transport
- Key Activities :
 - Create a Guide outlining recruitment and retention promising practices.
 - Engage employers in learning about recruitment and retention promising practices at events and webinars.
- Current Status: CAF-FCA is engaging employers by participating in or hosting events and webinars.
 - 10 in-person events are done (target is 13 by Feb 2026)
 - Webinar series starts in September (target is 7 webinars)

Mentorship Program

- Trade Focus: Construction and Manufacturing
- Partners: EMC and OAWA
- Key Activities :
 - Create a Mentorship Program
 - Offer the program to women and gender diverse individuals
- Current Status: CAF-FCA is implementing the program with instructors and coaches.

Leadership Program

- Trade Focus: Construction and Manufacturing
- Partners: OAWA
- Key Activities:
 - Create a Leadership Program
 - Offer the program to women and gender diverse individuals
- Current Status: CAF-FCA is implementing the program with instructors and coaches.

Projects Supporting Recruitment and Retention



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graph LR; A[Projects Supporting Recruitment and Retention] --- B[Promoting Careers in the Skilled Trades to Youth and Newcomers]; A --- C[Skills for Success Supporting Retention for Indigenous Peoples]
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Promoting Careers in
the Skilled Trades to
Youth and Newcomers

Skills for Success
Supporting Retention
for Indigenous Peoples

Promoting Careers in the Skilled Trades

- Trades Focus: All trades
- Province: Alberta
- Partners: [Apprenticesearch.com](https://www.apprenticesearch.com)
- Key Activities:
 - CAF-FCA hosted 13 workshops with 686 newcomers.
 - To engage high school students across Alberta, CAF-FCA is using Chatter High (online resource used at high schools) to ask students CAF-FCA approved questions about apprenticeship and to engage students in learning about CAF-FCA resources.
 - CAF-FCA and [Apprenticesearch.com](https://www.apprenticesearch.com) are working together to plan the remaining 5 workshops.
- Current Status: Events planned for September 23rd, 25th and October 25th.

Skills for Success

- Trade focus: All trades
- Partners: United for Literacy
- Key Results:
 - 77 consultations with Indigenous tradespeople and apprenticeship stakeholders in every region in Canada, including Nunavut, were conducted.
 - Co-developed Framework and report with the Project Advisory Committee
- Current Status: The report is on the CAF-FCA website. An event is being planned for October 23rd at Algonquin College. Indigenous tradespeople have been invited to be on a panel to share their apprenticeship journeys.

COMING WEBINARS & EVENTS



- October 3rd Ontario Disability Employment Network Webinar
- October 23rd Algonquin College
- October 25th SAIT
- November 5th CCRW Webinar

PUBLICATIONS



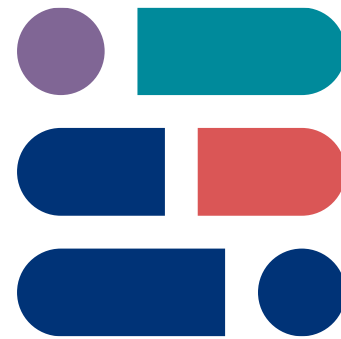
- Skills for Success Report
- Preparing for Tests and Exams ePanel Report

SAVE THE DATE

Supporting Equity in
Trades Conference

Toronto, ON

May 24-26, 2025



**SUPPORTING
EQUITY IN
TRADES**