



The Literacy Link South Central

APPRENTICESHIP CONDUIT

Connecting Get SET to Skilled Trades Research



About this newsletter

The Canadian Apprenticeship Forum – Forum canadien sur l'apprentissage (CAF-FCA) is a national, not-for-profit organization.



Literacy Link South Central (LLSC) is a member of CAF-FCA. In this newsletter we share apprenticeship intelligence gained through this membership.

For more information about the research, events, or information shared in the **Apprenticeship Conduit** newsletter, please contact Literacy Link South Central.



Apprentice Perspectives About Workplace Learning

In 2025, the Canadian Apprenticeship Forum (CAF) surveyed and interviewed 344 apprentices.¹ Apprentices identified factors that contributed to their positive learning experiences. The results identified a top 5 list of success factors:

- 1. Having an attentive and professional coach:** Learning experiences are better when coaches or mentors take time to get to know apprentices and find out what they had learned already and what they still needed to practice.
- 2. Communications and feedback:** Apprentices who receive regular feedback (ex. on a weekly basis) have a better understanding of their work and what they need to improve.
- 3. Teamwork and respect:** Being part of a team from the beginning was important to apprentices.
- 4. Hands-on experience:** Hands-on experiences are the main focus of apprenticeship and how the most valuable learning takes place.
- 5. Financial rewards:** Getting paid while learning was identified as a huge benefit to any apprenticeship.



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Indigenous Tradespeople Share their Experiences in Apprenticeships and the Skilled Trades

In 2025 CAF-FCA consulted with 50 Indigenous tradespeople working in a variety of trades as carpenters, electricians, powerline technicians, machinists, steamfitters / pipefitters, automotive service technicians and plumbers.

This report compiles the learning from those consultations, including that:

- Promoting the apprenticeship pathway at the high school level is essential.
- Indigenous organizations play a positive role in helping Indigenous tradespeople secure apprenticeships and a crucial role in supporting them on-the-job.
- The most important piece of advice that Indigenous tradespeople offer to young people is to “Go for it!”
- The most consistent and important recommendation from Indigenous tradespeople is the need for more opportunities for career exploration.

The report goes on to recommend a variety of pathways for entering the trades, describes barriers encountered by Indigenous tradespeople, and identifies helpful supports. Recommendations are identified for organizations supporting Indigenous clients with career exploration and employment supports as well.



Did You Know?

Apprenticeship training can be a stressful experience. Apprentices are looking for resources related to dealing with anxiety and mental health.

Apprentices are seeking information about coping with discrimination, and need to understand their right to a harassment-free, bullying-free workplace.

Apprentices want to talk to each other about their experiences – they are looking for spaces where they can support one another

Many apprentices need to travel or live away from their family during their apprenticeship, which creates financial and emotional hardship.

Source: CAF-FCA Apprentice Perspectives About Workplace Learning