



## 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.



### Preparing for Tests and Exams

To gather insights about studying and exams, the Canadian Apprenticeship Forum (CAF-FCA) and R.A. Malatest & Associates (Malatest) surveyed 1,062 tradespeople. Respondents were asked about:

- preferred format of learning materials
- study habits
- supports accessed when preparing for an exam
- barriers
- exam anxiety
- number of exam attempts
- accommodations
- perceptions of certification and the Red Seal endorsement.

Key findings include:

- When getting ready for exams, apprentices sought strategies to tackle multiple choice questions
- 85% of survey respondents experienced exam-related anxiety
- 38% of respondents benefited from accommodations, such as extra time to complete their exams
- Apprentices prefer training materials such as PDFs of Word documents (37%) or information received through their smartphones (36%).



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### Supporting Retention for Indigenous Peoples in the Skilled Trades

CAF-FCA contracted Sisco & Associates Consulting Services Inc. (SISCO) to create an inclusion framework to support and retain Indigenous Peoples in the trades, including Métis citizens, Inuit and First Nations people.

This framework reflects Indigenous peoples' lived experiences and:

- considers both individual and community wellbeing
- promotes pre-apprenticeship skills for individual employment that also benefit families and communities
- creates a community of support, composed of Indigenous Elders and community leaders, as well as employers, trade unions, and colleges.

The four elements of the framework include:

1. **Awareness:** inspiring Indigenous peoples to pursue a career in the trades
2. **Engagement:** creating ways to increase Indigenous cultural inclusion and community participation
3. **Supports and resources:** meeting participant needs and encouraging individual success
4. **Retention:** providing opportunities to grow within a chosen trades career that aligns with individual goals to increase Indigenous retention within the trades.



### Did You Know?

Apprentices spend roughly 80% of their time learning on-the-job and 20% of their time learning at a college or union training centre (sometimes called in-school or trade school technical training).

Program length varies by trade, but most apprentices participate in four levels of technical training.

During each level apprentices must pass tests and finish projects.

After completing the required levels and work hours, apprentices take a multi-hour multiple-choice examination.

Apprentices must earn 70% or higher in order to earn their Certificate of Qualification (sometimes called the C of Q).

*Source: CAF-FCA Preparing for Tests and Exams Report*