



## 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.



### Hiring, Training and Retaining Apprentices with Disabilities: A Guide for Employers

CAF-FCA created this guide for employers interested in supporting apprentices at their worksites, including those who may have visible and invisible disabilities. In this guide employers learn about:

1. promising practices for apprentice recruitment and retention
2. available supports and resources for both employers and apprentices
3. relevant terms and legislative requirements.

The information in this guide was based upon insights from 25 representatives from national or provincial organizations that support persons with disabilities and those with lived experience. It breaks down three key steps for employers to take to effectively support apprentices with disabilities:

- Step 1** – Educate Yourself
- Step 2** – Seek Advice
- Step 3** – Hire, Train and Retain

Each step is fully explained, with key terminology, resources, and helpful tips.



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### Facilitating Pathways into Apprenticeship: Barriers and Opportunities

In 2024, CAF-FCA organized a combination of online and in-person workshops in Alberta with 920 participants. The goal was to identify ways to better support youth and newcomers to Canada seeking employment, particularly in the skilled trades.

After identifying key barriers impacting both target groups (including language barriers and a lack of understanding what the apprenticeship system has to offer), this report provides recommendations and “how to” next steps for job seekers and organizations promoting the skilled trades.

For job seekers:

- Learn about the trades
- Prepare yourself for work
- Find an employer sponsor
- Demonstrate positive worksite behaviours

For organizations:

- Promote apprenticeship and careers in the skilled trades
- Reach out and engage different communities

While based in Alberta, the information shared in this report is relevant nationally.



### Did You Know?

27% of Canadians identify as having disabilities and 80% of those are invisible.

Employers are required to accommodate employees with disabilities throughout the hiring process and the entirety of their employment

A 2016 CIBC survey found that 30% of Canadians with disabilities do not require any workplace accommodation. The average cost of accommodation for those who do is less than \$500.

According to a 2018 study by the University of British Columbia, employees with disabilities not only performed as well or better than average on productivity, they also had a 93% retention rate.

*Source: CAF-FCA Hiring, Training and Retaining Apprentices with Disabilities: A Guide for Employers*