

Pre-Apprenticeship in Canada: Measuring Student Success

8:30am	Registration
9:00am	Opening Remarks
9:15am	CAF-FCA Presentation Pre-Apprenticeship in Canada: An Overview and Q&A
9:45am	Discussion #1 Sharing Best Practices <ul style="list-style-type: none"> Describe current pre-apprenticeship programs. Share best practices.
10:30am	Discussion #2 Tracking Results <ul style="list-style-type: none"> Are participant transition rates to employment, further schooling or apprenticeship tracked? How is this information tracked at your organization? What does the participant data indicate in terms of outcomes?
11:30am	Networking Lunch
12:30pm	CAF-FCA Presentation Evaluating Success in Pre-Apprenticeship: Identifying Success Factors
12:45pm	Discussion #3 Defining Success <ul style="list-style-type: none"> What are the provincial/territorial criteria for measuring success in pre-apprenticeship programs? What is your definition of success when it comes to pre-apprenticeship?
1:45pm	Discussion #4 Supporting Learner Progression and Achievement <ul style="list-style-type: none"> How can we better support learners in pre-apprenticeship programs?
2:30pm	Evaluation Form Completion
2:45pm	Closing Remarks
3:00pm	End of Event

*Preliminary Agenda – subject to change

Backgrounder: Pre-Apprenticeship in Canada

Readiness for an apprenticeship and connecting with an employer sponsor are common challenges in the skilled trades. Individuals may have the desire to enter into a skilled trades career, but they may lack hands-on experience with tools, work experience or the required safety certificates. Challenges with their reading or math skills may need to be improved before they can work productively for an employer. They may be unclear about what working in the skilled trades means and what employer expectations are.

Pre-apprenticeship programs offer individuals the opportunity to explore the trades, learn basic skills and gain work experience. A variety of terms across the country are used including foundations programs, pre-employment and pre-apprenticeship.

Common components of these programs include:

- ✓ Essential skills
- ✓ Safety training
- ✓ Personal and professional development
- ✓ Hands-on skills development
- ✓ Potential job opportunities
- ✓ Job shadowing
- ✓ Employer contacts and interview preparation
- ✓ Ongoing support

Pre-apprenticeship programs may range from two weeks to two years. They may focus on one trade, a sector or multiple trades. Participants may be recruited for pre-apprenticeship programs through direct outreach, referral solicitations, workshops and program champions.

Unlike an apprenticeship, no employer sponsor is required, but many programs include a work placement. While completing one of these pre-apprenticeship programs, an individual may connect with an employer during a work placement who ends up employing or sponsoring them after the program is over. Pre-apprenticeship programs provide employers a chance to observe the individual's work habits and behaviors. Depending on the pre-apprenticeship program and the jurisdiction, an individual may be able to earn credits or advanced standing when they enter into an apprenticeship.

Overview of Organizations Involved in Pre-Apprenticeship Training

A number of different organizations offer pre-apprenticeship programs.

High School/Colleges

High Schools and colleges offer a range of pre-apprenticeship programs from co-op, pre-employment and trades diploma programs.

Community or Women's Organizations

Community organizations such as the YMCA and women's organizations offer pre-apprenticeship programs for immigrants and women.

Indigenous Education and Training Organizations

Indigenous organizations across the country are funded through Employment and Social Development Canada to provide training to Indigenous clients. All Indigenous people, regardless of status or location, may access its programs and services, which include:

- ✓ skills development
- ✓ training for high-demand jobs
- ✓ job finding
- ✓ programs for youth
- ✓ programs for urban and Indigenous people with disabilities
- ✓ access to child care

Joint Training Committees

Joint training employer and union committees may require potential candidates complete a pre-apprenticeship course, which includes a work placement, a test and an interview.

Unions/Employer Associations

Unions or employer associations offer pre-apprenticeship programs to young people and underrepresented groups.