



CANADIAN
APPRENTICESHIP
FORUM



FORUM
CANADIEN SUR
L'APPRENTISSAGE

RESULTS REPORT

2 0 2 2

CONTENTS

INTRODUCTION.....	2
Letter from the Executive Director.....	2
Letter from the Board Chair.....	2
CAF-FCA Team.....	3
CAF-FCA MEMBERS	4
Member list	5
NATIONAL RESEARCH AGENDA.....	7
2022 RESEARCH HIGHLIGHTS	8
National Registration and Completion Trends in Red Seal Trades.....	8
Supporting Women in Trades National Strategy.....	9
National Leadership Program for Women in the Skilled Trades	9
LMI Report.....	10
Apprentices in Canada ePanel	11
Current Funded Projects	12
OUTREACH TO THE APPRENTICESHIP COMMUNITY	13
ADVOCACY & LEADERSHIP	14
National Apprenticeship Conference.....	15
2022 Supporting Women in Trades Conference	16
HOW CAF PERFORMED	17
BOARD OF DIRECTORS.....	18

INTRODUCTION

Letter from the Executive Director



This year our organization powered through times of uncertainty. With struggle came innovation, followed by resiliency and an enthusiasm for reconnecting. This past spring, CAF-FCA hosted two successful in-person conferences. The National Apprenticeship and the Supporting Women in Trades Conferenced were held just days apart and each was a resounding success. The excitement of delegates was heartwarming and a reminder of all we have endured to get to this moment of reconnection. Seeing our members and stakeholders completely engaged and full of ideas at the conferences was incredibly inspiring.

As CAF-FCA continues to grow and meet the needs of our members, we are also working to sustain the organization's future. This year we undertook a full review of CAF-FCA's membership program, identifying opportunities to enhance the value proposition in an environment where traditional outside funding sources are fewer. A new CAF-FCA Membership Program begins as of January 2023. Leading up to its launch, I committed to connecting with each member to discuss the new benefits and program. I have enjoyed the opportunity to connect with many of you already.

I want to extend my gratitude to CAF-FCA Board of Directors for their dedication and generosity of time and ideas. I especially would like to acknowledge Lionel Railton, Board Chair as he completes his second and final term in the role. Lionel had immense impact on the expansion of CAF-FCA's stakeholder network during his two terms in the position. He provided a steady hand, leading through a global pandemic, the creation of a new strategic plan, and several changes in governance items. Despite his own demanding work for IUOE, his guidance was always just a text or phone call away. He was never too busy to support when needed. I also want to thank the CAF-FCA team for their unwavering commitment to their work and to our members. They each genuinely believe in the organizational mission and value of our network of members. I am fortunate to be a part of this exceptional team.

In closing, I wish to thank each CAF-FCA member for their continued support and confidence in the work we do each year. It was a pleasure seeing many of you in-person again this year and I sincerely appreciate your willingness to provide feedback, input and support.

With gratitude,

A handwritten signature in black ink that reads "France Daviault".

France Daviault

Letter from the Board Chair



On behalf of the Board of Directors I am pleased to share the Canadian Apprenticeship Forum's 2022 Annual Results Report. Working in the first year of a new strategic plan, CAF-FCA continues to conduct research and produce world class reports and resources, host successful national conferences, and act as an asset to our federal, provincial, and territorial governments.

CAF-FCA has now expanded its range of expertise to program management, including the creation of a first of its kind, National Leadership Program for Women in the Skilled Trades. CAF-FCA was also awarded funding through the federal government's Canadian Apprenticeship Service, an employer incentive program to support the hiring and training of apprentices. In addition, through a restructuring of our membership program, CAF-FCA can continue to offer cutting-edge value and exclusive benefits and programs.

As my term as Chair ends, I want to thank my colleagues on the Board of Directors and extend my sincere appreciation for their dedication, commitment, and leadership. Your support and engagement are inspiring. I am honoured to pass the role of Board Chair on to my colleague, Rebecca Kragnes. This is a monumental occasion, as the Canadian Apprenticeship Forum will be led by a strong, Indigenous woman for the first time in its history.

I want to congratulate the entire CAF-FCA team on a year like no other. Through your efforts, the Canadian Apprenticeship Forum continues to be the leading voice for apprenticeship in Canada.

Yours sincerely,

A handwritten signature in black ink that reads "Lionel Railton".

Lionel Railton

CAF-FCA Team

France Daviault
Executive Director

Emily Arrowsmith
Director, Research & Programs

Melissa D'Alonzo
Membership & Administrative Coordinator

Emma Montford
Events & Outreach Coordinator

Amin Rawjani
Director, Finance

Stephanie Shrum
Program Manager, Canadian Apprenticeship Service

Shawn Watson
Manager, Communications & Events

Lufan Yang
Graphic Designer

CAF-FCA MEMBERS

The Canadian Apprenticeship Forum – Forum canadien sur l'apprentissage (CAF-FCA) is a non-profit organization that connects Canada's apprenticeship community. Participants work collaboratively to support vibrant and innovative apprenticeship systems and policies with a view to developing a highly skilled, inclusive and mobile skilled trades workforce. Employers, unions, equity-seeking groups, educational institutions and the jurisdictions support CAF-FCA operations through membership.

Through an ongoing dialogue with members, insights are gathered to inform organizational decisions. CAF-FCA priority areas of work considers the needs of members, funders and other stakeholders, as well as trends. Members participate on standing committees for Outreach and Research activities and this year, a working group for Justice, Equity, Diversity and Inclusion was established. In collaboration with the Board of Directors and staff, committee members help guide strategic areas of the organization as well as activities related to specific projects.



Member list

We thank our members for their support of our work as the national voice of the Canadian apprenticeship community. CAF-FCA Champion members are highlighted.

Aboriginal Apprenticeship Board

ACCESS Trades

Aboriginal Labour Force
Development Circle

Alberta Apprenticeship and Industry Training

Algonquin College of Applied Arts & Technology

American Technical Publishers

Apprenticeship Manitoba

ArcelorMittal Dofasco

Assiniboine Community College

Atlantic Workforce Partnership

Aurora College

Automotive Industries Association
of Canada

Automotive Sector Council of
Nova Scotia

BC Centre for Women in the
Trades

BC Construction Association

Bird Construction

Boilermaker National Training
Trust Fund

Brampton, Georgetown, Milton,
Oakville (BGMO) Skilled Trades
Council

British Columbia Federation of
Labour

British Columbia Institute of Technology

Build A Dream

BUSY At Work

Cambrian College

Camosun College

Canada's Building Trades Unions

Canadian Construction
Association

Canadian Culinary Federation

Canadian Labour Congress

Canadian Nursery Landscape
Association

Canadian Roofing Contractors
Association

Canadian Trades Education
Council

Canadian Union of Public
Employees BC

Canadian Union of Skilled Workers

Canadian Welding Bureau
Association

Career Development College

Centennial College of Applied Arts
and Technology

CLAC

CLAC Local 68

Coast Mountain College

Collège Boréal

Collège communautaire du
Nouveau-Brunswick

College of New Caledonia

College of the North Atlantic

College of the Rockies

Colleges & Institutes Canada

Colleges Ontario

Commission de la construction du
Québec

Conestoga College Institute of Technology and Advanced Learning

Construction Foundation of BC

Construction Labour Relations
Association of BC

Construction Labour Relations
Association of Saskatchewan Inc.

Construction Labour Relations of
Alberta

Construction Opportunities
Development Council Inc.

Construction Workers Union,
CLAC Local 6

CWB Welding Foundation

Douglas College - Training Group

Durham College

Durham Workforce Authority

Electrical Apprentice Training Alliance

Electrical Joint Training Committee

EPCOR

Fanshawe College, Faculty of
Science, Trades and Technology

Fenestration Association of BC

Finning Canada

Forest Products Association of
Canada

Fort McMurray Construction
Association

George Brown College

Government of Northwest
Territories

Government of Yukon, Advanced
Education

Halton Industry Education Council/
ApprenticeSearch.com

Heads of Apprenticeship Training

Humber Institute of Technology & Advanced Learning

Hydro Ottawa

IBEW Construction Council of Ontario

IBEW Local 353

Independent Contractors and
Businesses Association

Industry Training Authority BC

International Brotherhood of Electrical Workers - Canada

International Union of Operating Engineers

Irving Shipbuilding Inc.

Keyano College

KIEWIT Canada Inc.

Member list

Kwantlen Polytechnic University

Labourers' International Union of North America (LiUNA)

LEDCOR

L'Institut des métiers spécialisés de La Cité

LiUNA Canadian Tri-Fund

LiUNA Western Canada

London and Area Skilled Trades Council UNIFOR / LASTC

Loyalist College

Manitoba Building Trades

MAP Strategic Workforce Services Inc.

Mechanical Contractors Association of Canada

Medicine Hat College

Merit Contractors' Association of Alberta

Métis Nation of Ontario

Ministry of Labour, Training and Skills Development

Mohawk College of Applied Arts & Technology

Mott Electric GP

National Council of Deans of Apprenticeship, Trades and Technology

National Electrical Trade Council (NETCO)

National Union of Public and General Employees

NB Post Secondary Education, Training and Labour

New Brunswick Community College

Newfoundland & Labrador Hydro

Niagara College

North Island College

North Superior Workforce

Planning Board

Northern Alberta Institute of Technology (NAIT)

Northern Lakes College

Nova Scotia Apprenticeship Agency

Nova Scotia Community College

Nova Scotia Construction Sector Council

OCAS

Office to Advance Women Apprentices - Newfoundland and Labrador

Okanagan College

Ontario Construction Secretariat

Ontario Ironworkers District Council

Ontario Secondary School Teachers' Federation

Open Circle - Alberta

Operating Engineers Training Institute of Ontario

Ottawa-Carleton District School Board

OYAP Coordinators' Provincial Affiliation

PCL Constructors Westcoast Inc

Polytechnics Canada

Plan Group Inc.

Power Workers' Union Local 1000

Progressive Contractors Association of Canada

R. A. Malatest & Associates Ltd

Red Deer College

Red River College

Residential Construction Council of Ontario

RJW Stonemasons Ltd.

Roofing Contractors Association of BC

Saskatchewan Apprenticeship and Trade Certification Commission

Saskatchewan Polytechnic

Sheridan College

Sherrard Kuzz LLP, Employment and Labour Lawyers

Shift IQ

Skilled Trades Ontario

Skillplan

Skills Ontario

Skills/Compétences Canada

Social Research and Demonstration Corporation

Southern Alberta Institute of Technology (SAIT)

St. Clair College of Applied Arts and Technology

St. Lawrence College

The Career Foundation

Thompson Rivers University

TOLKO Industries Ltd.

Toromont CAT

Trades and Apprenticeship Division (ESDC)

Trades NL: Indigenous Apprentices Office Inc.

Trades Training Consortium of BC

UA Canadian Piping Trades

Unifor - National

Unifor - Skilled Trades Council

Unifor BC Area Skilled Trades Council

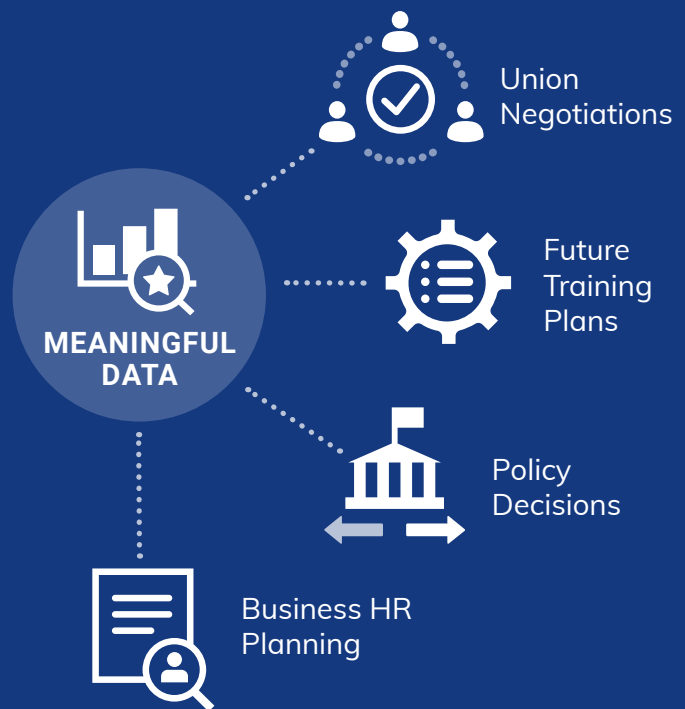
Unifor NB Skilled Trades Council

Unifor Windsor and Essex County Skilled Trades Council

University of the Fraser Valley

NATIONAL RESEARCH AGENDA

In this second year of CAF-FCA's 2021-2024 Organizational Strategy, our work is guided by a comprehensive, stakeholder lead National Research Agenda designed to provide members and partners with accurate and unbiased insights into apprenticeship challenges and barriers and illustrates the substantial benefits of hiring and training apprentices.



Data analysis, research reports and resources support the work of the national apprenticeship community. To meet the needs of our industry partners, we:

- Adhere to research ethics standards and apply best practices
- Enhance functionality and interactivity of our products and services across a wider range of delivery platforms
- Integrate advanced data analytics into our research, making it relevant, accessible and widely used to inform policy and practice

CAF-FCA Value Proposition



CANADIAN APPRENTICESHIP FORUM



FORUM CANADIEN SUR L'APPRENTISSAGE

Trade Specific	Insights from Apprentices in the System
Multiple Regions & Sectors	National distribution Networks & Events
Insights from Broad & Diverse Network	Consistent Methodology
P/T insights from System Administrators	Consultative with Apprenticeship Community
ROTI Methodology Intellectual Copyright	

2022 RESEARCH HIGHLIGHTS

MEMBER FUNDED INITIATIVES

National Registration and Completion Trends in Red Seal Trades

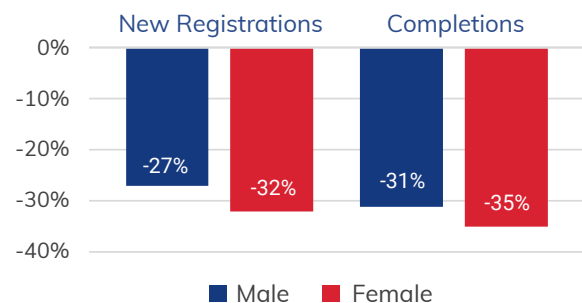
From 2019 to 2020, new registrations fell in all provinces and all trade programs, with three trades dropping by more than 40%, namely cook, welder and heavy-duty equipment technician. Significant but lesser declines were recorded for carpenter, painter and decorator and plumber trade programs, where registrations fell by up to 20% from 2019 levels. New registrations retreated to historically low levels, and Newfoundland and Labrador reported its lowest number of new registrations since the beginning of the series in 1991.

Like registrations, program completions also declined across all Red Seal trades in 2020. Cook and steamfitter/pipefitter trade programs saw the largest decline in completions, falling by 54% and 48% respectively. These trade occupations reported significant declines in employment in 2020.

A crucial characteristic of the COVID-19 pandemic is its disproportional impact across genders. In 2020, female apprentices were more affected by barriers imposed by the pandemic than male apprentices. The decline in female apprentices was proportionately larger than that of male apprentices for both new registrations and completions.



Figure 1 - Percentage (%) Decline in New Registrations and Completions, 15 Largest Red Seal Programs, Canada, 2019 to 2020



Source: Statistics Canada, RAIS, Custom Aggregation, Top 15 Red Seal Trades

Supporting Women in Trades National Strategy: Year One Report

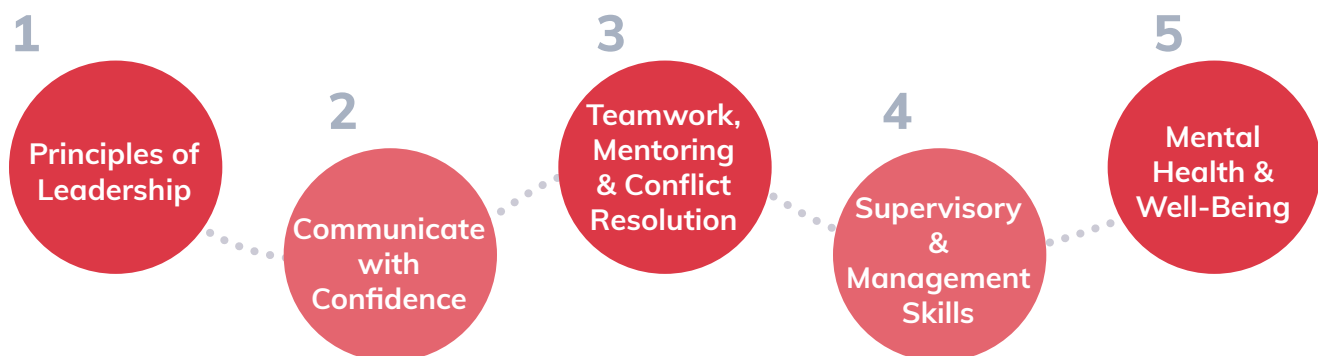
CAF-FCA is encouraging employers to hire more women in the trades through its Champions4Change program. In 2020, women apprentices made up 5% of the registrations across the construction, manufacturing and transportation sectors. The goal is to increase this figure to 15% by 2030.



National Leadership Program for Women in the Skilled Trades

Now is the time to invest in women's leadership development in the skilled trades. As journeypersons retire and leave the workforce, their technical knowledge, mentoring abilities and leadership expertise goes with them. Women could play an important role in addressing skills shortages first as apprentices, and then, as journeypersons, forepersons, managers and business owners. We know there are so many

talented women working in the skilled trades right now who have technical proficiency, safety knowledge and mentoring skills, but they need some extra training and support to advance in their careers. This program will offer a chance for women to build their confidence so they feel comfortable taking on leadership positions in the skilled trades. The five pilot modules include:



LMI Report

CAF-FCA labour market analysis provides important insights into the demand for apprentices. Last year, our work featured analysis of labour market information and considered the impacts of COVID-19. Members benefitted from a webinar and report outlining registration trends and completion rates. Insights about women's registration numbers in the construction, manufacturing and transportation sectors was provided as well as comparative data on male and female completion rates. According to the Canadian Apprenticeship Forum (CAF-FCA), over the five-year period from 2022 to 2026, an estimated 122,380 new journeypersons will be required to sustain workforce certification levels across the 50-plus Red Seal trades – the nationally recognized standard for skilled trades in Canada. The recruitment of 256,000 apprentices will be required to keep pace with certification demand. Nationally, trades in high demand are cook, industrial electrician, painter and decorator and welder. Workforce retirements are driving this demand.





Apprentices in Canada
ePanel

The Impacts of COVID-19 a Year Later: Apprentice Perspectives

COVID-19 has exacerbated the decline in apprenticeship registrations and completions and has had a negative impact on apprentice employment and training. In the spring of 2021, CAF-FCA conducted a survey of 619 apprentices and journeypersons. Although journeyperson employment has rebounded to pre-pandemic levels, apprentice employment has not. Only 29% of apprentices identified that they were employed, compared to 43% prior to the pandemic. Level 1 apprentices reported the highest unemployment levels. During COVID-19, more than half of apprentices reported losing income (65%) and falling behind in their technical training (56%). Many were unable to earn hours towards their apprenticeship (45%) and could not write their certification examinations (28%). The full report is available to members at caf-fca.org

CANADIAN APPRENTICESHIP FORUM | Apprentices in Canada ePanel

**HAVE YOUR SAY
SHARE YOUR
VIEWS**

Apprentices Wanted.
Join now at apprenticesinCanada.com

Current Funded Projects

Employer Engagement

- **BC Ministry of Advanced Education and Skills Training**
British Columbia Return on Training Investment
Results: survey underway
- **AB Ministry of Labour and Immigration**
Alberta Return on Training Investment
Results: survey underway

Innovation

- **Future Skills Centre**
Best Practice Models for Industry Engagement
Results: 2,013 pilot participants with access to VALID-8 tool

BENEFITS OF USING DIGITAL TOOLS
Future Skills Centre Pilot

- SPECIFIC FEEDBACK
- CONFIDENCE BUILDING
- TIMELY FEEDBACK
- AUTHENTIC
- FLEXIBLE
- ACCESSIBLE

CANADIAN APPRENTICESHIP FORUM
FORUM CANADIEN SUR L'APPRENTISSAGE

Future Skills Centre

- **International Union of Operating Engineers, Employment and Social Development Canada, UTIP**
Innovation: Improving Pass Rates for Apprentices
Results: tool created to help apprentices pass their exams with pilot underway

Increasing the Number of Under-Represented Groups in the Trades

- **Employment and Social Development Canada**
Canadian Apprenticeship Service
Results: \$5,00 and \$10,000 grants to be distributed to SMEs starting Fall 2022



- **Colleges and Institutes Canada, Employment and Social Development Canada**
Pre-Apprenticeship Project
Results: evaluation report completed

Other

- **Health Canada**
Reducing Apprentice Drug Use in the Skilled Trades: Best Practices for Safe Canadian Workplaces
CAF-FCA will work with apprentices, the Canadian Centre for Occupational Health and Safety, Canada's Building Trades Unions and the Canadian Association for People who Use Drugs to investigate the use of drugs amongst apprentices and other tradespeople and to develop an apprentice/peer-driven drug prevention and harm reduction strategy.



OUTREACH TO THE APPRENTICESHIP COMMUNITY

CAF-FCA provides a national forum for apprenticeship in Canada, facilitating knowledge exchange with the community. By promoting research and generating discussion, CAF-FCA has become recognized as the national voice for apprenticeship.

Results:

- Hosted a National Apprenticeship Conference with 450+ participants highlighting initiatives and strategies that reflect three themes: Recovery, Resilience and Readiness
- Hosted a Supporting Women in Trades Conference with 350+ participants with interactive workshops, educational breakout sessions and dedicated networking and support spaces
- Launched a National Leadership Development Program for Women in the Skilled Trades
- Hosted a webinar on Apprenticeship Registration and Completion Trends in Canada for CAF-FCA members
- Hosted a webinar on Inclusive Promising Practices for Pre-Apprenticeship Programs and The Costs and Benefits of Training Apprentices for the wider community
- Recorded a webinar on Promoting Careers in the Skilled Trades
- Hosted a webinar with Skills Canada to support the launch of the updated Educator Guide to Careers in the Skilled Trades after a year of community consultations and research
- Created 4 one-pagers on Relieving Exam-Anxiety: Techniques for Apprentices with tips and techniques for coping with the physical and emotional symptoms, specifically for apprentices preparing for a Red Seal exam

RELIEVING EXAM ANXIETY TECHNIQUES FOR APPRENTICES

A 4-in-1 resource to help apprentices prepare for certification exams.

Discover tips and strategies for:

- Stress Reduction
- Improving Study Habits
- Building Confidence
- Accessing Practice Resources

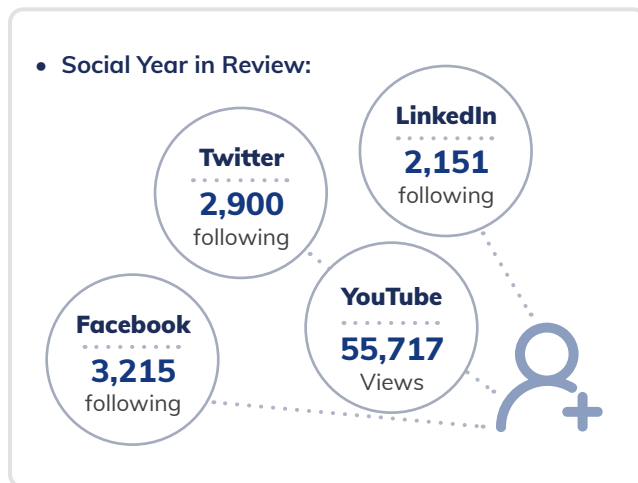
CANADIAN APPRENTICESHIP FORUM FORUM CANADIEN SUR L'APPRENTISSAGE

ADVOCACY & LEADERSHIP

To influence support for apprenticeship and certification, CAF-FCA works to increase awareness of the value of apprenticeship and the skilled trades as a first-choice career path. We share our research and resources with apprentices, employers, underrepresented groups, young people, educators and the public.

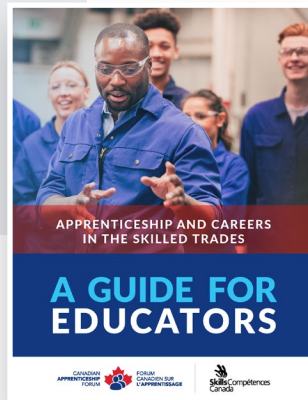
Results:

- **21** new download-able resources at caf-fca.org and careersintrades.ca
- **31%** average open rate for CAF-FCA eNewsletters



- Published new version of:

Apprenticeship and Careers in the Skilled Trades: An Educator's Guide in partnership with Skills/Competences Canada



- Presentations and meetings across Canada with employers, union representatives, educational institutions, equity groups and government representatives including:
 - Office to Advance Women Apprentices
 - Royal Bank of Canada
 - Bank of Canada
 - Sisters in the United Brotherhood of Carpenters (UBC)
 - NCDATT
 - Women in Construction Event
 - CCDA
 - Advisory Committee on Learning
 - Sarnia-Lambton Workforce Planning and Development Board
 - Elgin-Middlesex-Oxford Workforce Planning and Development Board
 - Canadian Labour Congress
 - Cross-Trade Pathways Steering Committee
 - SAIT
 - Labour Market Information Council
 - Ottawa Carleton District School Board
 - Canadian Building Trades Unions
 - Leadership Program Facilitators
 - Inclusive Promising Practices for Pre-Apprenticeship Programs, ESDC
 - Revive and Thrive: Creating an Inclusive Workforce Post Pandemic Conference
 - 2022 Inclusion Summit: Closing the Diversity Gap
 - Bird Construction
 - Alberta Building Trades
 - La Cite Collegiale
 - Government of Newfoundland and Labrador
 - Office of Minister of ESDC and Disability Inclusion
 - SkillPlan
 - BuildForce
 - BC Construction Association
 - Kitamaat Valley Education Society
 - Bow Valley College
 - Mapping the Adult Learner Landscape, ESDC Workshop
 - Webinar with Colleges and Institutes Canada about Pre-Apprenticeship
 - Canadore College
 - BCIT
 - Skills Canada Booth at Level Up Event
 - Ottawa Catholic District School Board at Career Promotion Event

National Apprenticeship Conference

\$247 Million Federal Investment in Apprentices Announced at National Conference

The Minister of Employment, Workforce Development and Disability Inclusion, Carla Qualtrough, traveled to the CAF-FCA's National Apprenticeship Conference in Halifax to announce a \$247 million investment in employer supports across the country. CAF-FCA is the recipient of \$45 million of that funding to administer grants to employers who hire new first-year apprentices in 39 Red Seal trades. It also helps first-year apprentices get the hands-on work experience they need for a career in the skilled trades. CAF-FCA will collaborate with partners at BuildForce Canada, SkillPlan, ApprenticeSearch.com, Aboriginal Apprenticeship Board and the Canadian Construction Association to provide a range of supports, in addition to the grants, to the expert trainers of



CAF-FCA hosted its first in-person National Apprenticeship Conference since 2018 in Halifax,

2 Keynote Presenters	25 Exhibitors	450+ delegates from across Canada
5 Plenary Sessions	20 Breakout Sessions	+ Opening Banquet, Membership Reception, Technical Tour and more

On May 29 -31, 2022, CAF-FCA hosted its biennial National Apprenticeship Conference, bringing members of the apprenticeship community together to highlight promising practices and innovative solutions in apprenticeship training. The 2022 program reflected three themes: Recovery, Resilience and Readiness. National Apprenticeship Conference delegates included representatives from education, labour, business, federal and provincial/territorial governments, equity seeking groups and other organizations that support skilled trades training.

Many thanks to our 2022 National Apprenticeship

PLENARY FIVE
TRC Call to Action #92
Learning Industry's Responsibility to Make Space for Indigenous Participation
May 31st, 2022 1:00pm-2:15pm

PLENARY THREE
A Rising Tide: Women in Apprenticeship & Trades Training
May 30th, 2022 1:00pm-2:00pm

- Canadian Operating Engineers Joint Apprenticeship and Training Council
- CLAC
- Unifor - National
- Nova Scotia Apprenticeship Agency
- Build Right Nova Scotia

- General Presidents' Maintenance Committee of Canada
- Halton Industry Education Council/ApprenticeSearch.com
- Industry Training Authority BC
- National Union of Public and General Employees
- Nova Scotia Construction Sector Council



2022 Supporting Women in Trades Conference

 **350**
delegates

 **40**
high school
students

 **50**
sponsored
tradeswomen
& apprentice

 **4**
Trailblazer
Workshops

The first Supporting Women in Trades Conference since 2019 would not have been possible without the enthusiastic support of our Conference Partners. A huge thanks to the following organizations for helping us provide the opportunity to learn, share and connect with apprentices and skilled trades workers who identify as women, their champions and community allies.

2022 SWiT Partners

Office to Advance Women Apprentices
-Newfoundland and Labrador

Canadian Operating Engineers Joint
Apprenticeship and Training Council

CLAC

IUOE Local 904

Industry Training Authority BC

Iron Ore Company of Canada

Worley

Halton Industry Education Council/
ApprenticeSearch.com

BN Crane Services Ltd.

CLAC

IBEW Local 1620

IBEW Local 353

International Brotherhood of Electrical Workers
- Canada

Trades NL: Indigenous Apprentices Office Inc.

United Brotherhood of Carpenters and Joiners of
America (UBCJA)

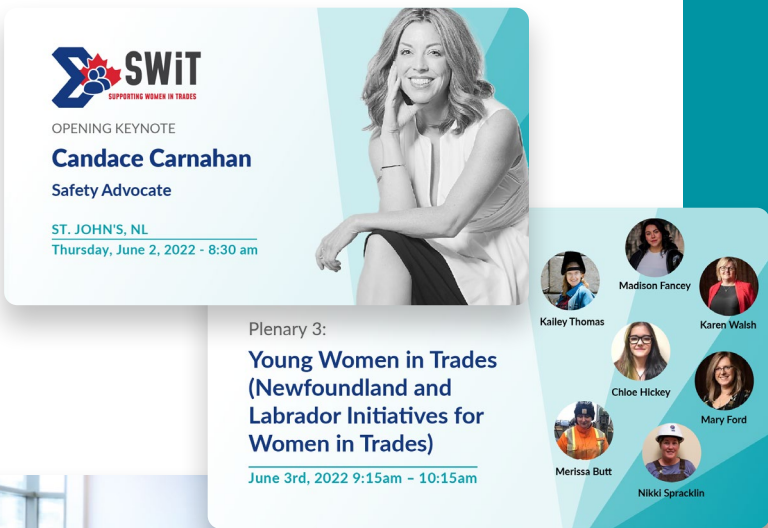
Canadian Union of Skilled Workers

BC Centre for Women in the Trades

MAP Strategic Workforce Services Inc.

Women Building Futures

Women in Resource Development Corporation








SWiT
SUPPORTING WOMEN IN TRADES

OPENING KEYNOTE
Candace Carnahan
Safety Advocate

ST. JOHN'S, NL
Thursday, June 2, 2022 - 8:30 am

Plenary 3:
**Young Women in Trades
(Newfoundland and
Labrador Initiatives for
Women in Trades)**
June 3rd, 2022 9:15am - 10:15am

 Kailey Thomas
 Madison Fancy
 Karen Walsh
 Chloe Hickey
 Mary Ford
 Merissa Butt
 Nikki Spracklin



HOW CAF PERFORMED

Financial Summary

Statement of Financial Position

	MAR-2022	MAR-2021
Assets		
Capital assets net of amortization	9,686	9,156
Cash, deposits and investments	2,322,476	1,784,874
Receivables and prepayments	302,005	196,403
	2,634,167	1,990,433
Liabilities and net assets		
Accounts payable and accrued liabilities	101,962	152,236
Deferred conference and membership revenue	641,723	209,892
Deferred contributions	168,582	2,417
Reserve	1,721,900	1,625,888
	2,634,167	1,990,433

Statement of Operations

	MAR-2022	MAR-2021
Revenue		
Conference	599	347,417
Events	-	39,837
Membership	342,750	346,918
Other revenue	270,810	18,465
Projects revenue	1,690,266	1,136,866
	2,304,425	1,889,503
Expenses		
Conference	19,607	133,129
Operation	134,884	152,586
Professional fees	1,275,706	614,031
Salaries	690,423	649,602
Strategic activities	84,743	60,261
Travel	3,050	1,241
	2,208,413	1,610,850
Excess (deficiency) of revenues over expenses	96,012	278,653

This financial summary is based on the audited statements for the fiscal year 2021-2022.

The summary is prepared to share with the members, prior to AGM in accordance with the rules set by the Industry Canada under the provisions of Not for Profit Act.

Copies of annual audit report and audited financial statements will be made available per member's

BOARD OF DIRECTORS

The Canadian Apprenticeship Forum and wider national apprenticeship community benefit from the expertise, leadership and commitment of our Board of Directors. The Board is a strategic body that translates priorities identified by the membership into organizational goals and objectives.

Directors consider a broad range of stakeholder input, establish strategic objectives, approve annual business plans and monitor results/impact of the organization's activities. Many thanks go out to the dedicated Directors who served the Canadian apprenticeship community in the past year:

Shaun Augustin	Saskatchewan Apprenticeship & Trade Certification Commission	Saskatchewan
Don Austin	Worley	Alberta
Shaun Barr	Algonquin College	Ontario
j'Amey Bevan	Apprenticeship and Industry Training Board	Alberta
John Breslin	Unifor	Ontario
Randy Callaghan	PCL Construction	British Columbia
David Cameron	ArcelorMittal Dofasco	Ontario
Cordell Cole	IBEW Canada	Nova Scotia
Marjorie Davison	Nova Scotia Apprenticeship Agency	Nova Scotia
Steve Di Nardo	LiUNA	Ontario
Shelley Gray	Industry Training Authority	British Columbia
Joann Greeley	Office to Advance Women Apprentices	Newfoundland & Labrador
Rebecca Kragnes	Bird Construction	Alberta
Matthew Lindberg	NAIT	Alberta
Lionel Railton	IUOE	British Columbia
Jeff Murrell	Niagara College	Ontario
Frank Rossi	College of New Caledonia	British Columbia