





BUILDING WHAT'S NEXT

2026 ANNUAL RESULTS REPORT

CANADIAN APPRENTICESHIP FORUM

FORUM CANADIEN SUR L'APPRENTISSAGE





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WELCOME TO WHISTLER

This Results Report reflects a year of research, collaboration, member engagement and national leadership. It is being released as Canada's apprenticeship community gathers in Whistler for the 2026 National Apprenticeship Conference and CAF-FCA Annual General Meeting.

Over the next few days, we will build on the work captured in these pages, exchange ideas across sectors and regions, and begin shaping CAF-FCA's next Strategic Plan for 2027–2031.

Thank you for being part of the conversation, and for helping build what's next. dialogue, we drive innovation and impact.



MESSAGE FROM THE CEO

Building the Future of Apprenticeship

Skilled trades have never been more important to Canada's future. As our country works to strengthen its economy, improve productivity and build more resilient communities, apprenticeship remains one of our greatest opportunities—not only to address workforce needs, but to create meaningful careers and lasting prosperity for Canadians.

At the Canadian Apprenticeship Forum – Forum canadien sur l'apprentissage (CAF-FCA), we believe lasting progress happens when governments, employers, labour organizations, educators, Indigenous partners, equity-deserving communities, and apprentices themselves come together around evidence, collaboration and a shared commitment to strengthening apprenticeship.

Over the past year, we continued to provide trusted research and labour market intelligence, convened national conversations on the issues that matter most, and developed practical tools that help employers recruit, train and retain apprentices. Throughout our work, we remained focused on turning knowledge into action—ensuring that research informs better policy, stronger programs and better outcomes for apprentices and employers alike. We also challenged ourselves and our partners to think differently, recognizing that complex challenges require innovative solutions and that strengthening apprenticeship means building systems that are more responsive, inclusive and shaped by the lived experiences of those they are intended to serve.

We must continue to look beyond recruitment and ensure apprentices have the support they need to complete their training and build lifelong careers in the skilled trades. That means recognizing that one-size-fits-all approaches will not address the realities experienced by every apprentice. Whether advancing Indigenous-led approaches that help decolonize apprenticeship, strengthening opportunities for equity-deserving groups, or supporting employers to create safer and more inclusive workplaces, meaningful progress requires us to be willing to challenge assumptions and embrace new ways of thinking.

One of the achievements I am most proud of this year is the launch of CAF-FCA's Youth Apprenticeship Council (YAC). By creating a national platform for young apprentices to share their lived experience directly with decision-makers, we are ensuring that the future of apprenticeship is shaped not only for youth, but with youth. Their perspectives have already strengthened policy discussions and reinforced the importance of listening to those experiencing the apprenticeship system firsthand.

We also expanded Canada's conversation beyond our borders through our Global Apprenticeship Symposium, welcoming participants and speakers from five countries. These discussions reminded us that while every apprenticeship system is unique, we share many common challenges—and tremendous opportunities to learn from one another.

Looking ahead, Canada has an important opportunity to strengthen its skilled trades workforce in ways that support economic growth, productivity and resilient communities. Achieving that vision will require continued collaboration across governments, industry, labour, educators and community partners. As CAF-FCA develops its next Strategic Plan for 2028–2031, we remain committed to serving as a trusted national convener, providing the research, insight and partnerships needed to help shape a stronger apprenticeship system for the future.

None of this work happens in isolation. I want to thank our members, Board of Directors, staff, funders, and members for your continued collaboration, trust and leadership. Together, we are strengthening apprenticeship—not only for today's workforce, but for the generations that will follow.



CEO, CAF-FCA



OUR IMPACT AT A GLANCE



2,351

pre-apprentices and apprentices accessed learning supports



877

report/resource downloads



22

new downloadable resources



118,514

website page views



373

webinar registrations



23

new members



4

member upgrades



5,446

LinkedIn followers

BUILDING WHAT'S NEXT

A YEAR OF RESEARCH, CONNECTION AND NEW VOICES IN APPRENTICESHIP.

FALL 2025

Research with apprentices, Indigenous tradespeople, youth and training organizations deepened the evidence base on barriers, completion and the transition to a greener economy.



SEPTEMBER 2025

LMI EDGE launched for Champion Members on September 17, providing a new way to access apprenticeship registration, completion, labour-market and demographic data.



MARCH 2026

The inaugural Youth Apprenticeship Council began its leadership and policy-development journey.



APRIL & SEPTEMBER 2026

CAF-FCA convened Champions' Table meetings, bringing senior leaders from member organizations together to exchange perspectives on emerging apprenticeship priorities.



SPRING–SUMMER 2026

Youth Apprenticeship Council members brought apprentice perspectives to national media, public dialogue and a federal ministerial roundtable.



OCTOBER 2026

CAF-FCA's community gathers in Whistler for NAC 2026 and the AGM, where the next chapter begins.

FUTURE BUILT 2026

OCTOBER 4-6, WHISTLER BC

NATIONAL APPRENTICESHIP CONFERENCE | CONFÉRENCE NATIONALE D'APPRENTISSAGE

RESEARCH THAT INFORMS BETTER DECISIONS

CAF-FCA continued to provide members, governments, employers and apprenticeship partners with evidence they can use. Research examined apprentice completion, Indigenous experiences, youth recruitment, equity, workplace supports and the changing skills needs of a greener economy.



PREPARING APPRENTICES FOR CERTIFICATION

Through the *Improving Pass Rates for Apprentices* project, learning content was integrated into the Build Your Skills online resource and accessed by 2,351 pre-apprentices and apprentices. Resources covered study and test-taking strategies, Red Seal preparation, trade math and science, financial literacy, health and well-being, respectful workplaces and Indigenous awareness.

61%
said materials improved awareness of study skills

63%
said materials improved their approach to multiple-choice tests

46%
said materials reduced test anxiety

25%
strongly agreed materials helped improve their skills

INDIGENOUS EXPERIENCES AND SCHOOL-TO-WORK TRANSITIONS

CAF-FCA consulted 50 Indigenous tradespeople through the Skills for Success work. Participants emphasized earlier career exploration, the positive role Indigenous organizations can play in helping people secure apprenticeships, and the need to give young people more opportunities to experience skilled trades careers.

In partnership with the Southern First Nations Secretariat, CAF-FCA also engaged 74 First Nations apprentices and tradespeople to discuss their experiences and identify recommendations for stronger school-to-work transitions for Indigenous youth.

RESEARCH FOR A CHANGING WORKFORCE

THE GREEN ECONOMY AND THE SKILLED TRADES

CAF-FCA's green-economy research assessed apprenticeship training demand as Canada moves toward decarbonization. Under an accelerated greening scenario, more than 264,000 apprentices would need to be trained and certified across the 26 trades analyzed, a 49% increase compared with the baseline scenario. The analysis also identified six trades at high risk and 11 at moderate risk of future recruitment challenges.

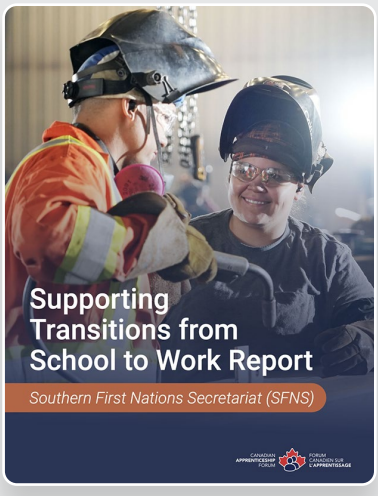
YOUTH, SUSTAINABILITY AND SKILLED TRADES CAREERS

For Natural Resources Canada, CAF-FCA consulted 22 organizations involved in apprenticeship training or sustainability initiatives and surveyed 450 youth across Canada. The work explored perceptions of skilled trades careers, sustainability, barriers to participation and approaches that could attract more youth and Indigenous Peoples to trades careers.

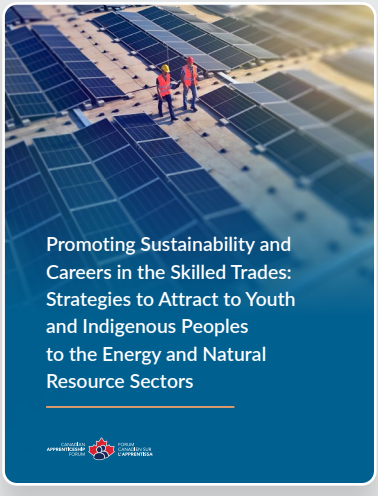
KEY PUBLICATIONS

- The Green Economy and its Impact on the Skilled Trades
- Supporting Transitions from School to Work
- Indigenous Tradespeople Share their Experiences in Apprenticeships and the Skilled Trades
- Exploring Youth and Indigenous Apprenticeship Recruitment in Net-Zero Energy and Natural Resource Sectors









CONNECTING CANADA'S APPRENTICESHIP COMMUNITY

CAF-FCA's role as a national convener extends beyond individual projects. Throughout the year, we created opportunities for members, policymakers, employers, educators, labour, apprentices and community partners to exchange information, identify challenges and contribute to practical solutions.

50+

participants in the Canada–Germany Apprenticeship Roundtable



6

webinars delivered

373

webinar registrations



70+

member meetings supporting the 2025 LMI EDGE introduction

MEMBER ENGAGEMENT

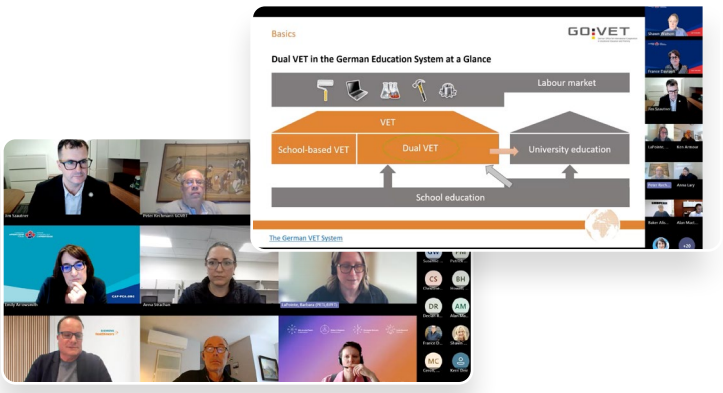
More than 70 meetings introduced members to LMI EDGE, a Champion Member resource that brings apprenticeship registration and completion trends, labour supply and demand information, and demographic data together in one place. Regional meetings and member webinars created additional opportunities to share information and surface priorities from across the country.

ADVOCACY AND POLICY DIALOGUE

CAF-FCA maintained an active dialogue with government and apprenticeship stakeholders, bringing evidence and sector perspectives into conversations about workforce needs, apprenticeship barriers and opportunities to strengthen Canada's skilled trades pipeline.

INTERNATIONAL COLLABORATION

On April 15, 2026, CAF-FCA convened an invitation-only Canada–Germany Apprenticeship Roundtable, bringing together more than 50 senior leaders, policy experts and system builders from both countries. Participants explored employer and workforce needs, innovation in training models, equity and access, and opportunities for continued bilateral collaboration.



A GLOBAL CONVERSATION ON APPRENTICESHIP

In 2026, CAF-FCA launched the inaugural online Global Apprenticeship Symposium (GAS), creating a new forum for apprenticeship leaders to exchange international perspectives, practical insights and promising practices.

The symposium welcomed 186 attendees and brought perspectives from Canada, Germany, Guatemala, New Zealand and Australia. The three-hour virtual program opened with a Global Panel exploring innovations shaping apprenticeship systems worldwide, followed by two rounds of concurrent sessions. A Canadian Response Panel closed the learning program by considering how global lessons could translate into action in Canada.

Designed as an exchange rather than a one-way presentation, GAS connected international experience with Canadian priorities and created new relationships among apprenticeship leaders across borders.

186
attendees

5
countries represented

2
rounds of concurrent sessions

"Thank you ... for initiating and conducting this event, bringing us together, and leading a session that was certainly a great start into the GAS." — Symposium speaker, Germany

"It was such an informative event ... I'm so glad to have attended the symposium!" — Symposium attendee

BUILDING THE NEXT GENERATION OF APPRENTICESHIP LEADERSHIP

In 2026, CAF-FCA launched the Youth Apprenticeship Council (YAC) to ensure the experiences and perspectives of young apprentices have a meaningful place in national conversations about apprenticeship.

More than 30 applications were received for the inaugural Council. Ten apprentices were selected, representing five provinces and territories and ten skilled trades.

The Council is designed to be more than an advisory group. Members are participating in a structured year-long leadership and policy-development program that moves from orientation and leadership development through issue identification, policy, storytelling, public speaking and engagement with decision-makers.

To broaden the conversation beyond the Council itself, YAC members reached out to young people across Canada to better understand their experiences, priorities and perspectives on apprenticeship. More than 1,000 responses were received, providing a strong foundation for the Council's emerging recommendations. Findings will be shared at the 2026 National Apprenticeship Conference, where YAC members will lead the Closing Plenary and bring youth perspectives directly to Canada's apprenticeship community.

YOUTH VOICES IN ACTION

- Participated in a roundtable with the Honourable Patty Hajdu Minister of Jobs and Families, in Ottawa.
- Contributed an op-ed published in The Future Economy.
- Participated in two CBC Radio interviews.
- Gathered **1,000+ responses** to inform youth-led recommendations on apprenticeship.
- Will share survey findings and lead the Closing Plenary at the 2026 National Apprenticeship Conference.

1,000+
youth survey responses

30+
applications

10
Council members

10
trades represented

5
provinces and territories

YOUTH APPRENTICESHIP COUNCIL | CONSEIL D'APPRENTISSAGE CHEZ LES JEUNES



Allyson Mirth
Landscape Horticulturist
Ontario



Felix Mbella
Insulator (Heat and Frost)
Alberta



Gabrièle Larocque (Vice Chair)
Industrial Mechanic (Millwright)
Ontario



Isabelle Ouellette
Auto Body and Collision Technician
Alberta



Joellah Fletcher (Chair)
Carpenter
Ontario



Matthew Rupert
Electrician
British Columbia



Phoebe Clark
Steamfitter / Pipefitter
British Columbia



Shane Clennett
Cook
Yukon



Wade Coulter
Refrigeration and Air Conditioning Mechanic
Ontario

SUPPORTING MENTORSHIP AND LEADERSHIP

CAF-FCA continued to support initiatives that strengthen the people at the heart of apprenticeship, including government-funded mentorship development and opportunities for graduates of the National Leadership Development Program to reconnect and continue learning.

NATIONAL MENTOR DEVELOPMENT PROGRAM

CAF-FCA continued delivery of the online National Mentor Development Program with EMC and OAWA, with 20 participants successfully completing the program. Across cohorts 1–5, more than 90% of participants reported greater confidence in their mentoring abilities, stronger commitment to mentoring women and gender-diverse individuals in the trades, and greater empowerment to take the next step in their careers.

90%+

more confident in mentoring abilities

90%+

more committed to mentoring women and gender-diverse tradespeople

90%+

more empowered to advance their careers



NLDP ALUMNI

In October 2025, CAF-FCA brought 22 graduates of the National Leadership Development Program together at Wakefield Mill Inn & Spa in Quebec for the program's first alumni retreat, made possible through the generous support of RBC. The multi-day experience gave alumni an opportunity to reconnect with peers, deepen their leadership skills and continue building on relationships established through NLDP.

22 alumni | 3 days | 1 national alumni network





"Networking from BC to NL. I now feel like I have a national support system."

"The safe space to share was incredibly valuable."

MEMBER VALUE, REACH AND SUSTAINABILITY

CAF-FCA closed 2025–26 with a continued focus on fiscal discipline, member value and organizational sustainability. Despite a shifting funding environment, the organization continued to secure project support, strengthen member engagement and maintain a strong national communications presence.

$454,325
audited 2025–26 membership revenue

23
new members

4
members upgraded

5,446
LinkedIn followers

76
member outreach campaigns

158
current CAF-FCA members

GROWING MEMBER VALUE

LMI EDGE remained a central member-value initiative, giving Champion Members access to a consolidated view of apprenticeship registration and completion trends, labour supply and demand, and demographic information. More than 70 member meetings supported its introduction and adoption.

EXTENDING OUR REACH

From October 1, 2025 through June 30, 2026, CAF-FCA recorded at least 118,514 website page views and 877 report/resource downloads. LinkedIn grew from 5,006 followers at the start of Q1 2026–27 to 5,446 at June 30, an increase of 8.8% in one quarter.

FINANCIAL SUMMARY

STATEMENT OF FINANCIAL POSITION

	MAR-2026	MAR-2025
Assets		
Capital assets net of amortization	7,670	11,765
Cash, deposits and investments	3,004,004	3,032,132
Receivables and prepayments	340,795	249,350
	3,352,469	3,293,247
Liabilities and net assets		
Accounts payable and accrued liabilities	71,929	188,305
Deferred conference and membership revenue	351,400	559,812
Deferred contributions	301,963	265,591
Reserve	2,627,177	2,279,539
	3,352,469	3,293,247

STATEMENT OF OPERATIONS

	MAR-2026	MAR-2025
Revenue		
Conference and events	375,100	531,538
Membership	454,325	461,100
Other revenue	105,887	101,966
Projects revenue	2,184,371	2,539,656
	3,119,683	3,634,260
Expenses		
Conference and events	321,654	390,726
Operation	336,900	137,276
Professional fees	1,074,006	1,424,483
Salaries	845,819	1,019,856
Strategic activities	99,252	175,478
Travel	94,414	95,132
	2,772,045	3,242,951
Excess (deficiency) of revenues over expenses	347,638	391,309

This financial summary is based on the audited statements for the fiscal year 2025-2026.

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 upon request.

FUTURE BUILT 2026

OCTOBER 4-6, WHISTLER BC

NATIONAL APPRENTICESHIP CONFERENCE | CONFÉRENCE NATIONALE D'APPRENTISSAGE

As this report is released, Canada's apprenticeship community is gathering in Whistler for the 2026 National Apprenticeship Conference under the theme Future-Built: Apprenticeship for a Changing Canada.

Months of program development, partner engagement, sponsorship, communications and planning have shaped a national gathering designed to explore the forces changing apprenticeship and the skilled trades workforce.

The conference brings together leaders from industry, labour, education, government and the apprenticeship community to share promising practices, challenge assumptions and strengthen connections across Canada's apprenticeship system.

A CONFERENCE BUILT FOR WHAT'S NEXT

- A three-day national program spanning plenaries, concurrent sessions and a pre-conference forum.
- Five concurrent-session blocks plus an extended learning session.
- A Youth Apprenticeship Council Closing Plenary, bringing apprentice voices to the centre of the conversation.
- A collaborative mural inviting delegates to help create the conference's 'Building What's Next' artwork.
- Member, sponsor and exhibitor experiences designed to create connection beyond the formal program.

BOARD OF DIRECTORS (2025-26)

CAF-FCA is guided by volunteer Directors representing the breadth of Canada's apprenticeship community. We thank the Board members who provided strategic oversight, sector insight and leadership during the reporting period.



Jim Szautner (Chair)
SAIT



Kathryn Andrews
Apprenticeship & Industry Training



Shaun Augustin
Saskatchewan Apprenticeship & Trade Certification Commission



Shaun Barr
Algonquin College



John Breslin
Unifor - National



Michelle Bussey
Nova Scotia Apprenticeship Agency



Kerri Deir
Forge Strategies



Steve Di Nardo
LIUNA Local 527



Shelley Gray
SkilledTrades BC



Nour Hachem
We Build A Dream To Empower Women



Lorna Harnum
International Union of Operating Engineers



Beth Hill
Irving Shipbuilding



Rebecca Kragnes
Bird Construction



Patrick Mainville
Collège La Cité



Danny Marques
Okanagan College



Jove Nazatul
BC Centre for Women in the Trades



Keeley Prockiw
PCL Industrial Management



Shaudia Ricketts
KIEWIT Corporation



Chris Taran
IBEW First District



Valerie Vanderwyk
Indigenous Skills, Employment, Apprenticeship and Development (ISEAD)



OUR MEMBERS

CAF-FCA extends sincere thanks to our members, Canada's apprenticeship champions. Employers, educators, trades professionals, labour organizations, governments, equity-serving organizations and sector leaders bring insight, experience and momentum to our work.

Your participation in research, member meetings, webinars, working groups, national events and policy conversations strengthens CAF-FCA's ability to connect the apprenticeship community and advance practical solutions.

OUR FUNDERS AND PARTNERS

CAF-FCA gratefully acknowledges the Government of Canada and the provincial, institutional, industry and community partners whose financial support, expertise and collaboration made this year's work possible.

Government and Public-Sector Partners: Canadian Heritage, Employment and Social Development Canada, Government of Alberta, Government of New Brunswick, Indigenous Services Canada and Natural Resources Canada.

Corporate Partners: CIBC, Oil Sands Alliance, RBC and Scotiabank.

Delivery, Sector and Knowledge Partners: ApprenticeSearch.com, CCRW, EMC, Future Skills Centre, ISEAD, IUOE, OAWA, Open Circle, Sheridan College, SkillPlan and Virtual Learning Strategy, along with others who contributed knowledge, time and resources.

MAPPING THE ROAD AHEAD

This report captures another year of progress under CAF-FCA's 2024–2027 Strategic Plan. As we gather at the Annual General Meeting and National Apprenticeship Conference, we are also beginning to shape what comes next.

The ideas, experiences and priorities shared by members and partners will help inform CAF-FCA's next Strategic Plan for 2027–2031, ensuring our work continues to respond to the needs of apprentices, employers and Canada's evolving skilled trades workforce.

Together, we're building what's next for apprenticeship in Canada.

CAF-FCA TEAM

France Daviault – CEO

Emily Arrowsmith – Director, Research & Programs

Amin Rawjani – Director, Finance

Shawn Watson – Director, Communications & Member Engagement

Geneviève Laclef – Coordinator, Communications & Digital Engagement

Lufan Yang – Digital & Visual Designer, Communications & Events

John Viktorin - Project Manager

Lisa Deacon – Manager, Membership & Administration

Laura Cardozo – Coordinator, Programs

CAF-FCA.ORG