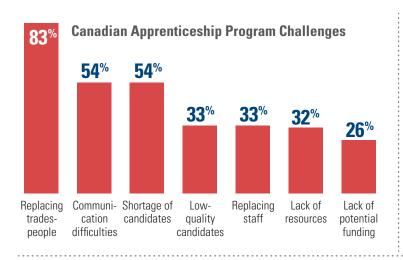
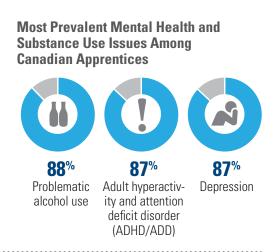
Reproduced with permission from *Plans & Trusts*, Volume 40, No. 2, March/April 2022, page 11, published by the International Foundation of Employee Benefit Plans (www.ifebp.org), Brookfield, Wis. All rights reserved. Statements or opinions expressed in this article are those of the author and do not necessarily represent the views or positions of the International Foundation, its officers, directors or staff. No further transmission or electronic distribution of this material is permitted.



Faced with a growing number of tradespeople retiring as well as the disruptive effects of the COVID-19 pandemic, apprenticeship programs in Canada and the United States are dealing with a host of new challenges. A recent International Foundation survey provides details on a variety of apprenticeship program initiatives, including mental health and substance use programs as well as efforts to recruit and retain a diverse workforce. *Top Trends in Apprenticeship Programs: 2022 Survey Results* represents responses from 172 apprenticeship programs.



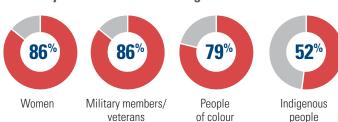


Individual Apprentice Challenges in Canada and the U.S.

of Canadian respondents
cited increased workhours due
to reduced hires as a challenge.

81% Child- and/or elder-care issues
66% Injuries due to nature of work
65% Decreased job security
64% Unemployment due to cyclical/seasonal nature of work

Populations Targeted in Recruitment/Outreach Efforts by Canadian and U.S. Programs





Personal safety behaviour Service Skills Initiatives 86% 81% 80% 80% Mathematical Employability skills skills