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.

### Canadian Apprenticeship Program Challenges

- **Replacing tradespeople**: 83%
- **Communication difficulties**: 54%
- **Shortage of candidates**: 54%
- **Low-quality candidates**: 33%
- **Replacing staff**: 33%
- **Lack of resources**: 32%
- **Lack of potential funding**: 26%

### Most Prevalent Mental Health and Substance Use Issues Among Canadian Apprentices

- **Problematic alcohol use**: 88%
- **Adult hyperactivity and attention deficit disorder (ADHD/ADD)**: 87%
- **Depression**: 87%

### Individual Apprentice Challenges in Canada and the U.S.

- **82%** of Canadian respondents cited increased workhours due to reduced hires as a challenge.

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

- **Women**: 86%
- **Military members/veterans**: 86%
- **People of colour**: 79%
- **Indigenous people**: 52%

### Canadian and U.S. Life Skills Initiatives

- **Personal safety**: 90%
- **Work/jobsite behaviour**: 86%
- **Mathematical skills**: 81%
- **Employability skills**: 80%