

CANADIAN COUNCIL OF DIRECTORS OF APPRENTICESHIP (CCDA)

2020 ANNUAL REVIEW



**CANADIAN STANDARD OF EXCELLENCE
FOR SKILLED TRADES**



red-seal.ca

Contents

Message from the Chair	4
Red Seal by the Numbers.....	6
<i>Total Number of Red Seal Endorsements Issued by Province/Territory.....</i>	<i>6</i>
<i>Top 10 Red Seal Trades by Number of Red Seal Endorsements Issued in 2020.....</i>	<i>6</i>
<i>Top 10 Red Seal Trades with the Most Red Seal Endorsements Issued (Since Inception) ...</i>	<i>6</i>
Harmonization Initiative	7
Red Seal Product Development	8
Red Seal Occupational Standard (RSOS)	8
Examination Development	8
Apprenticeship Statistical Information.....	9
<i>New data linkages</i>	<i>9</i>
<i>Impact of COVID-19.....</i>	<i>9</i>
2019 Registered Apprenticeship Information System (RAIS) Data Highlights.....	9
<i>Statistical Profiles – Red Seal Trades.....</i>	<i>10</i>
<i>Top 10 Red Seal Trade Registrations in 2018 and in 2019</i>	<i>13</i>
Members of the CCDA for 2021	15

Canadian Council of Directors of Apprenticeship (CCDA) 2020 Annual Review

Message from the Chair

It is my pleasure to introduce the Canadian Council of Directors of Apprenticeship (CCDA) 2020 review. The past year was unlike any we have seen before. The skilled trades sector has been impacted by sector-specific downturns and global economic hardships before, but the economic impacts of the COVID-19 pandemic were unique. All industries across Canada felt the effects, and their way of doing business changed, in some cases drastically. Apprentices experienced challenges both in on-the-job training and in technical training, as jobs were lost and classes moved online. I am glad to say that most jobs have returned, and apprentices have been able to continue working toward their Red Seal.

At the start of the pandemic, CCDA members held frequent videoconferences to share how each jurisdiction was responding to the challenges brought by the pandemic. Keeping apprentices working and ensuring technical training was available to those out of work were key priorities. Provincial and territorial apprenticeship authorities focused on assisting training providers in pivoting to online training and level examinations. The number of candidates allowed in the room to write a Red Seal examination was reduced, and some sittings were outright postponed. Many of these practices remain in place as we currently find ourselves in the third wave of the pandemic.

The behind-the-scenes work on the Red Seal Program also faced challenges during the pandemic. Our 2017-2022 strategic priorities include



1) harmonizing Red Seal trades, 2) implementing enhanced occupational standards for Red Seal trades, 3) improving the knowledge base on apprenticeship, with a focus on understanding barriers faced by women, Indigenous people, youth, and other underrepresented groups, and 4) strengthening the CCDA's leadership role.

Priorities 1 and 2 are a significant portion of our work, which includes developing the Red Seal standards, Red Seal examinations, and harmonizing curriculum by bringing together experienced tradespeople from across the country. These workshops were traditionally conducted in-person. In recent years, we have experimented with conducting these product development processes in different ways, including online; however, the pandemic forced us move everything to a virtual format.

While not without its difficulties, this accelerated change has been positive and allowed us to minimize the delays in product development brought on by the pandemic. I would like to take this time to express my sincere thanks to all of our industry collaborators who participated in our product development workshops. We are grateful to everyone who contributed over the years, and we are particularly thankful to those who worked with us as we navigated the new normal this last year.

With regard to priority 3, diversity and inclusion, one of our newest initiatives is our Supporting Indigenous Apprentices Community of Practice. The goal of the Community of Practice is to inspire and support all of the participating provinces and territories to share information on and deliver their initiatives that support Indigenous apprentices. Some highlights from these discussions include British Columbia's Indigenous Professional Cook curriculum, New Brunswick's specialized carpentry training with Oromocto First Nation, and Nova Scotia's collaborative planning and implementation practices with their Aboriginal Apprenticeship Advisory Committee. These programs each take a different approach to reconciliation and increasing opportunities for Indigenous apprentices to succeed. CCDA is exploring hosting more communities of practice focused on supporting other equity-seeking groups, with the goal of establishing toolkits to guide our members in building more inclusive apprenticeship systems.

For priority 4, I would like to highlight our continued connection with apprenticeship stakeholders this year. Another positive of moving our work online this past year was that we were able to engage a wider group of stakeholders at our

annual National Stakeholder Meeting. Historically, we have hosted national stakeholders for a full-day in-person meeting in Ottawa. This year, we hosted the event by videoconference, which allowed us to welcome a greater number of attendees from across the country. Stakeholders shared their priorities with CCDA, which included helping apprentices find jobs, maintaining the quality of technical training in an online setting, and supporting diversity and inclusion in the skilled trades.

Looking forward, CCDA remains focused on apprentices' long-term recovery from the effects of the pandemic. Provincial and territorial apprenticeship authorities are hoping to return to in-person technical training in the fall and, in collaboration with the federal government and industry partners, are looking to encourage employers to hire more apprentices and train them to get their Red Seal.

I want to congratulate each of the CCDA members on their jurisdiction's ability to respond quickly to the changing circumstances of the past year and adapt their apprenticeship systems accordingly. Thank you to all of our industry and community partners who have supported the Red Seal Program, whether it be through Red Seal product development workshops or working to improve the overall apprenticeship experience. I look forward to continued collaboration with all of you as we work together to build stronger apprenticeship systems across Canada.

Mike Barnett,
Chair, Canadian Council of Directors of
Apprenticeship

Red Seal by the Numbers

Each year the Red Seal Secretariat collects Red Seal trade statistics from each of the provinces and territories. These statistics focus on the number of Red Seal endorsements issued, the number of Red Seal examinations written,

examination pass rates, and the top Red Seal trades in the given reporting year. Listed below are the 2020 statistical highlights for the Red Seal Program and Red Seal trades.

Total Number of Red Seal Endorsements Issued by Province/Territory

Provinces and Territories	Since 1959 (Inception)	2020 Total	Apprentices	Trade Qualifiers
1 Ontario	216,248	5,538	4,069	1,469
2 Alberta	215,650	3,279	2,970	309
3 British Columbia	129,731	3,949	3,255	694
4 Saskatchewan	40,556	759	657	102
5 Manitoba	37,997	913	772	141
6 Nova Scotia	28,855	462	382	80
7 New Brunswick	28,592	475	392	83
8 Newfoundland and Labrador	23,836	218	166	52
9 Prince Edward Island	4,558	92	64	28
10 Quebec	2,579	19	19	0
11 Yukon	2,084	30	25	5
12 Northwest Territories	1,639	24	21	3
13 Nunavut	74	3	2	1
	773,800	15,761	12,794	2,967

Top 10 Red Seal Trades by Number of Red Seal Endorsements Issued in 2020

1 Construction Electrician	3,132
2 Automotive Service Technician	1,610
3 Plumber	1,331
4 Truck and Transport Mechanic	1,123
5 Carpenter	1,071
6 Industrial Mechanic (Millwright)	793
7 Heavy Duty Equipment Technician	754
8 Welder	658
9 Refrigeration and Air Conditioning Mechanic	492
10 Steamfitter/Pipefitter	329

Top 10 Red Seal Trades with the Most Red Seal Endorsements Issued (Since Inception)

1 Construction Electrician	139,214
2 Automotive Service Technician	103,008
3 Carpenter	57,811
4 Industrial Mechanic (Millwright)	49,289
5 Plumber	48,571
6 Welder	47,206
7 Heavy Duty Equipment Technician	43,274
8 Cook	31,544
9 Truck and Transport Mechanic	27,886
10 Steamfitter/Pipefitter	26,738

Harmonization Initiative

Thanks to the continued collaboration with industry, the Harmonization Initiative continues to make progress on the substantive alignment of apprenticeship programs across Canada. Harmonization benefits apprentices, employers, and training providers. It improves mobility of apprentices and supports completion rates.

Recommendations regarding the Red Seal name, total training hours, levels of training and sequencing of training are developed by examining and comparing programming in each of the provinces and territories. Stakeholders are consulted on recommendations. Discussions are held at workshops to draft the Red Seal Occupational Standard and at follow-up national webinars.

The selection of trades for harmonization in the early phases of the project was strongly influenced by the ambitious goal to harmonize trades that cover 80% of apprentices by 2020. Trades were selected for the subsequent phases based on provincial/territorial feedback and the Pan-Canadian work plan.

As of the end of 2020, participating provinces and territories have now reached consensus for harmonization in 40 trades, comprised of over 95% of apprentices in participating jurisdictions. Implementation is completed or underway for 32 of these trades.

Work will continue on the remaining Red Seal trades, as well as maintaining and improving harmonization in trades that have already gone through the process. The CCDA would like to thank all industry stakeholders who have achieved significant progress on harmonizing Canada's apprenticeship systems.

Trade	Target Year for Implementation
Carpenter	2016
Metal Fabricator (Fitter)	2016
Welder	2016
Ironworker (Generalist)	2016
Ironworker (Reinforcing)	2016
Ironworker (Structural/Ornamental)	2016
Mobile Crane Operator	2016
Tower Crane Operator	2016
Heavy Duty Equipment Technician	2017
Truck and Transport Mechanic	2017
Agricultural Equipment Technician	2017
Construction Electrician	2017
Industrial Electrician	2017
Industrial Mechanic (Millwright)	2017
Automotive Service Technician	2017
Plumber	2017
Steamfitter/Pipefitter	2017
Boilermaker	2018
Concrete Finisher	2018
Landscape Horticulturist	2018
Sheet Metal Worker	2018
Sprinkler Fitter	2018
Machinist	2019
Rig Technician	2019
Insulator (Heat and Frost)	2019
Refrigeration and Air Conditioning Mechanic	2019
Tool and Die Maker	2019
Automotive Refinishing Technician	2020
Auto Body and Collision Technician	2020
Powerline Technician	2020
Cook	2020
Hairstylist	2020
Bricklayer	2021
Glazier	2021
Instrumentation and Control Technician	2021
Motorcycle Technician	2021
Parts Technician	2021
Roofer	2021
Cabinetmaker	2022
Lather (Interior Systems Mechanic)	2022

Red Seal Product Development

To ensure Red Seal products remain current and up-to-date, the CCDA works closely with industry to develop and revise Red Seal standards and Red Seal examinations. The CCDA strives to be responsive to industry needs and ensure that its standards and examinations reflect today's workplace requirements. As such, a variety of product development activities are held for many of the Red Seal trades every year.

Even before the pandemic accelerated the pace of change in how these consultations take place, the Red Seal product development team was exploring and piloting new ways of working. Where feasible, webinars, online surveys, and industry review sessions were being used instead of in-person workshops. These new methods introduced efficiencies and, in many cases, allowed for broader consultations with industry.

In 2015, a new format for standards for Red Seal trades was introduced - the Red Seal Occupational Standard (RSOS). Since that time, this format has been applied as trades' standards come up for renewal. To the end of 2020, RSOS have been published for 25 trades, with the goal of eventually having this format used for all trades' standards. All Red Seal trades' standards are available on the Red Seal website.

In 2020, the CCDA continued to be committed to developing quality Red Seal examinations by quickly pivoting to using industry expertise virtually, in-person or combinations of both. As always, a priority was given to maintaining the security and integrity of the Red Seal examinations.

The RSOS and Red Seal examinations developed, reviewed and published during 2020 are listed here.

Red Seal Occupational Standard (RSOS)

Six RSOS development activities were launched:

- Bricklayer (industry review & follow-up in-person workshop)
- Cabinetmaker (virtual workshop)
- Carpenter (virtual workshop)
- Lather (Interior Systems Mechanic) (industry review)
- Mobile Crane Operator (virtual workshop)
- Roofer (in-person workshop)

Six RSOSs were completed:

- Cook
- Glazier
- Instrumentation and Control Technician
- Motorcycle Technician
- Parts Technician
- Roofer

Examination Development

Four Examination Development Workshops were held:

- Cook (in-person workshop)
- Glazier (combination of both virtual and in-person workshop)
- Instrumentation and Control Technician (virtual workshop)
- Parts Technician (combination of both virtual and in-person workshop)

Four Red Seal trades had new examinations released, totaling 14 new examinations:

- Automotive Refinishing Technician
- Construction Electrician
- Refrigeration and Air Conditioning Mechanic
- Tool and Die Maker

Apprenticeship Statistical Information

New data linkages

A collaboration between Employment and Social Development Canada (ESDC) and Statistics Canada led to the development of the Education and Labour Market Longitudinal Platform (ELMLP) in 2018. The ELMLP consists of three core linked files: the Registered Apprenticeship Information System (RAIS), the Postsecondary Student Information System (PSIS), and T1 Family File of annual income. The core files enable researchers and policymakers to study the earnings trajectories of registered apprentices and other longitudinal indicators such as apprenticeship pathways and inter-provincial mobility. The ELMLP also allows for linkages between the core files and additional datasets, including apprentice / student grants and loans, and Census 2016. Some recent work by Statistics Canada based on ELMLP include:

- [Earnings and mobility indicators for newly certified journeypersons in Canada, 2018](#) (March 10, 2021)
- [Completing apprenticeship training in Canada](#) (December 9, 2020)

Impact of COVID-19

In light of the COVID-19 pandemic, the CCDA recommended gathering more timely data to better understand the impact of the pandemic on apprenticeship. As a result, provinces and territories, except Quebec, and ESDC have undertaken a special data collection effort beginning in March 2020. Data elements include new registration, certification, and discontinuation. Preliminary results suggest that new registrations (-43.0%) and certifications (-48.7%) in the trades have decreased by almost half in the first nine months of 2020 compared with the same period in 2019.

2019 Registered Apprenticeship Information System (RAIS) Data Highlights

The Registered Apprenticeship Information System (RAIS) is an annual survey conducted since 1974 by Statistics Canada. The purpose of the survey is to gather information from provinces and territories on individuals who receive training or certification within a trade where apprenticeship training is being offered. Results vary considerably by province and territory*.

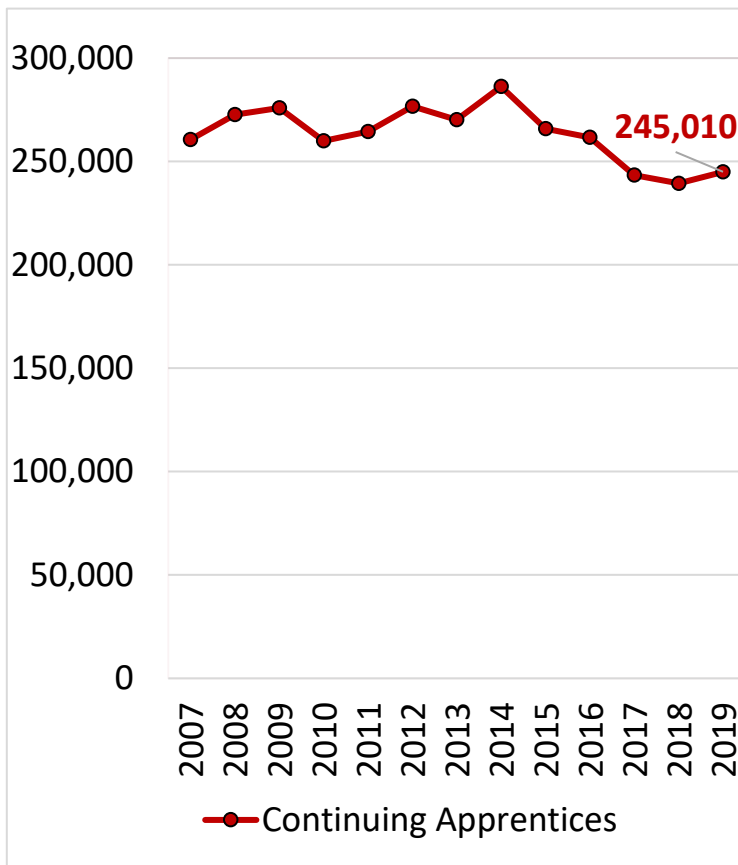
On December 9, 2020, Statistics Canada released the 2019 RAIS data. This release was accompanied by [an article](#) in *The Daily* highlighting the main findings of the data. The remainder of this section provides highlights from the RAIS data.

* In 2018, some jurisdictions implemented administrative and operational changes to their apprenticeship administrative data, which impacted all data collected including the number of registered apprentices, discontinuations and certifications. Interpretation of the data should be made within the context of these administrative and operational changes. Statistics Canada's 2019 RAIS release did not include any trend analysis.

Statistical Profiles – Red Seal Trades

Red Seal trades accounted for 77% of registered apprentices at the end of 2019, with 245,010 apprentices (Figure 1).

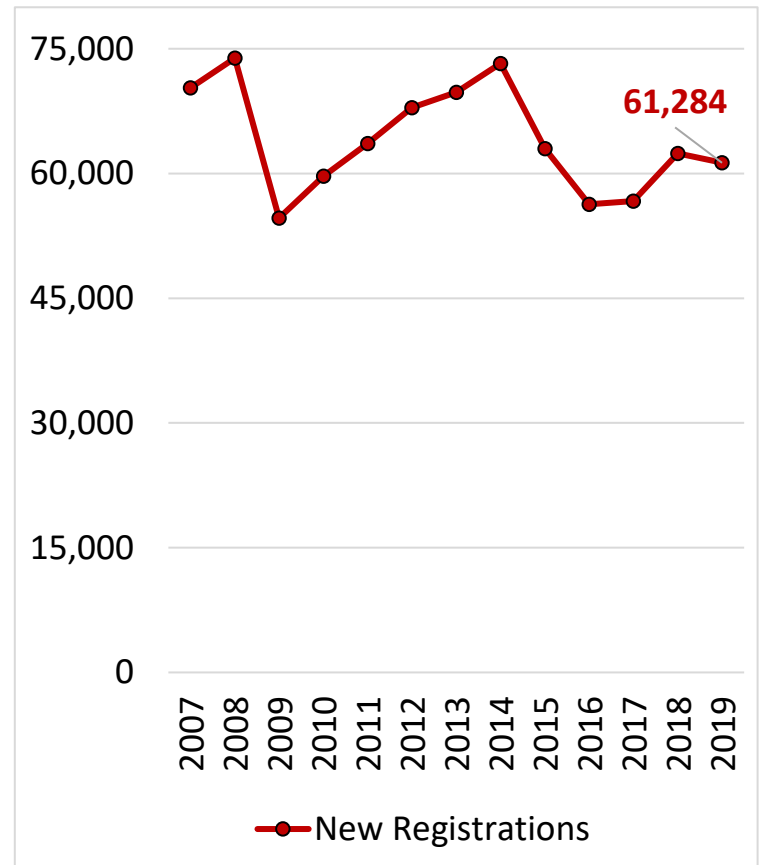
Figure 1—Continuing Registered Apprentices in Red Seal Trades 2007–2019



Source: Registered Apprenticeship Information System (RAIS), 2019

There were 61,284 new registrations in 2019 (Figure 2). Of all registered Red Seal apprentices in 2019, 87% were in Ontario, Quebec, Alberta, and British Columbia.

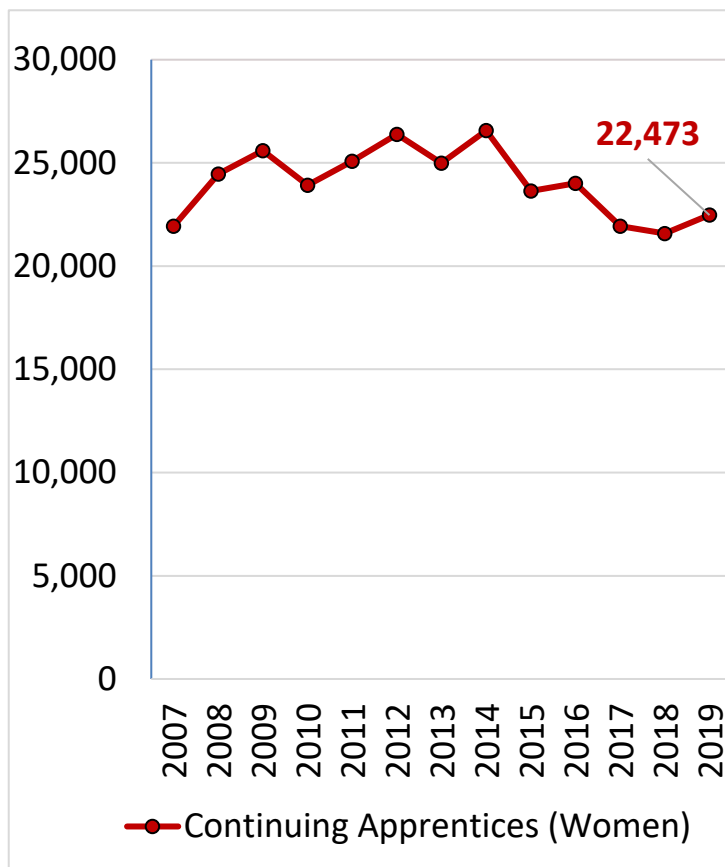
Figure 2—New Registered Apprentices in Red Seal Trades 2007–2019



Source: Registered Apprenticeship Information System (RAIS), 2019

There was an increase in the number of continuing women apprentices in Red Seal trades from 21,582 in 2018 to 22,473 in 2019 (Figure 3).

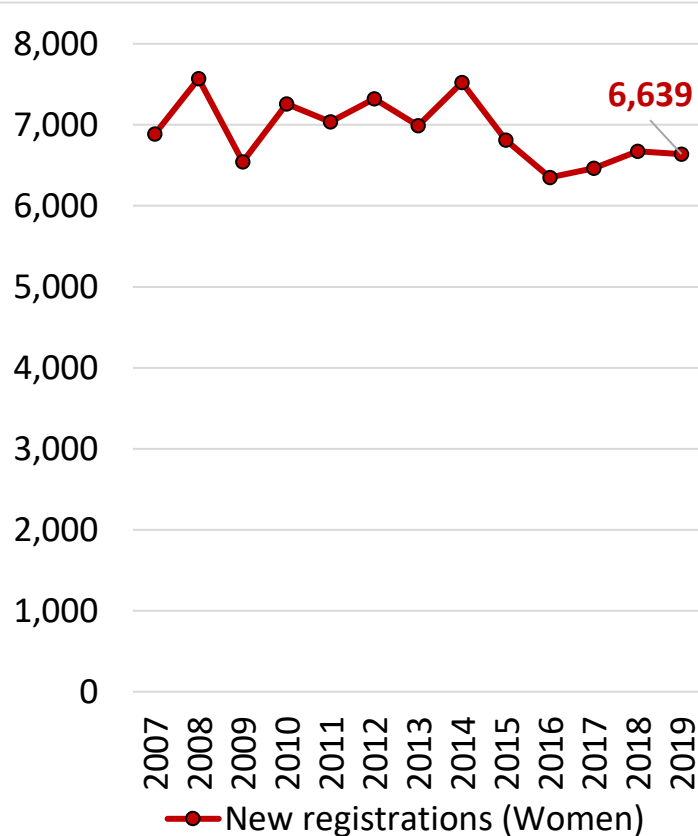
Figure 3—Women Continuing in Red Seal Trades 2007–2019



Source: Registered Apprenticeship Information System (RAIS), 2019

There was a small decrease in the absolute number of women registering in Red Seal trades from 6,672 in 2018 to 6,639 in 2019 (Figure 4). Because overall new registrations also decreased (as seen in Figure 2) the proportion of newly registered women apprentices remained unchanged at 11%. The Red Seal trades with the highest proportion of women as new registrations were hairstylist (84%), baker (71%), and cook (40%).

Figure 4—New Registrations of Women in Red Seal Trades 2007–2019

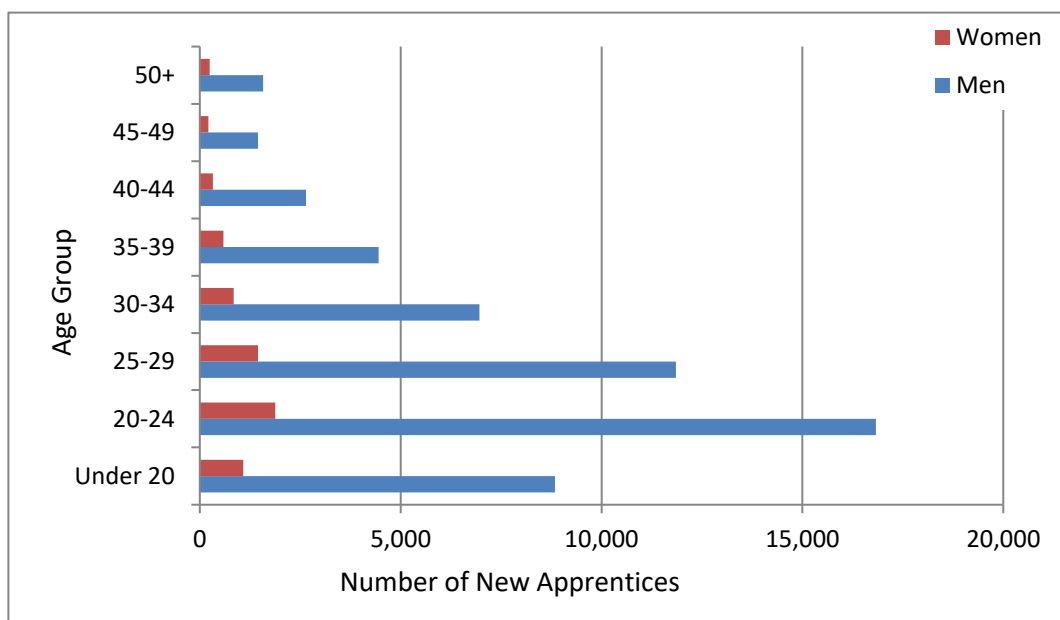


Source: Registered Apprenticeship Information System (RAIS), 2019

In 2019, the median age of new apprenticeship registrants in Red Seal trades was 25 for men and 26 for women. Men made up 89% (54,648) of all new registrations, while women

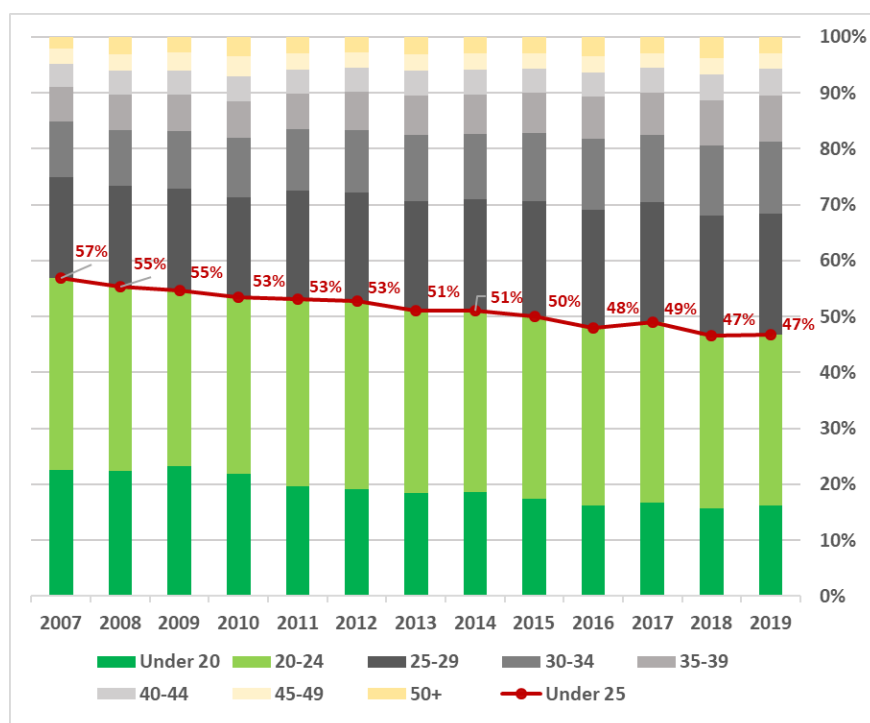
represented the remaining 11% (6,639). The age distribution of new registrants in Red Seal trades is shown in Figure 5. The proportion of new registrants under 25 has been steadily decreasing from 2007 to 2019 (Figure 6).

Figure 5—Age Distribution by Gender in Red Seal Trades 2019



Source: Registered Apprenticeship Information System (RAIS), 2019

Figure 6—Age Distribution of New Registrants in Red Seal Trades Over Time



Source: Registered Apprenticeship Information System (RAIS), 2019

Top 10 Red Seal Trade Registrations in 2018 and in 2019

In terms of new registrations, the charts below show the number of new registrations for the top ten Red Seal trades in 2018 and in 2019.

Chart 1—Number of New Registrations for the Top 10 Red Seal Trades in 2018	
Trade	2018
Carpenter	8,703
Construction Electrician	8,670
Automotive Service Technician	3,867
Plumber	3,525
Hairstylist	3,021
Welder	2,952
Heavy-Duty Equipment Technician	2,472
Industrial Mechanic (Millwright)	2,136
Steamfitter/Pipefitter	2,109
Cook	2,106
Top 10 Red Seal Trades (Total)	39,561
New Registrations in all Red Seal Trades (Total)	62,415

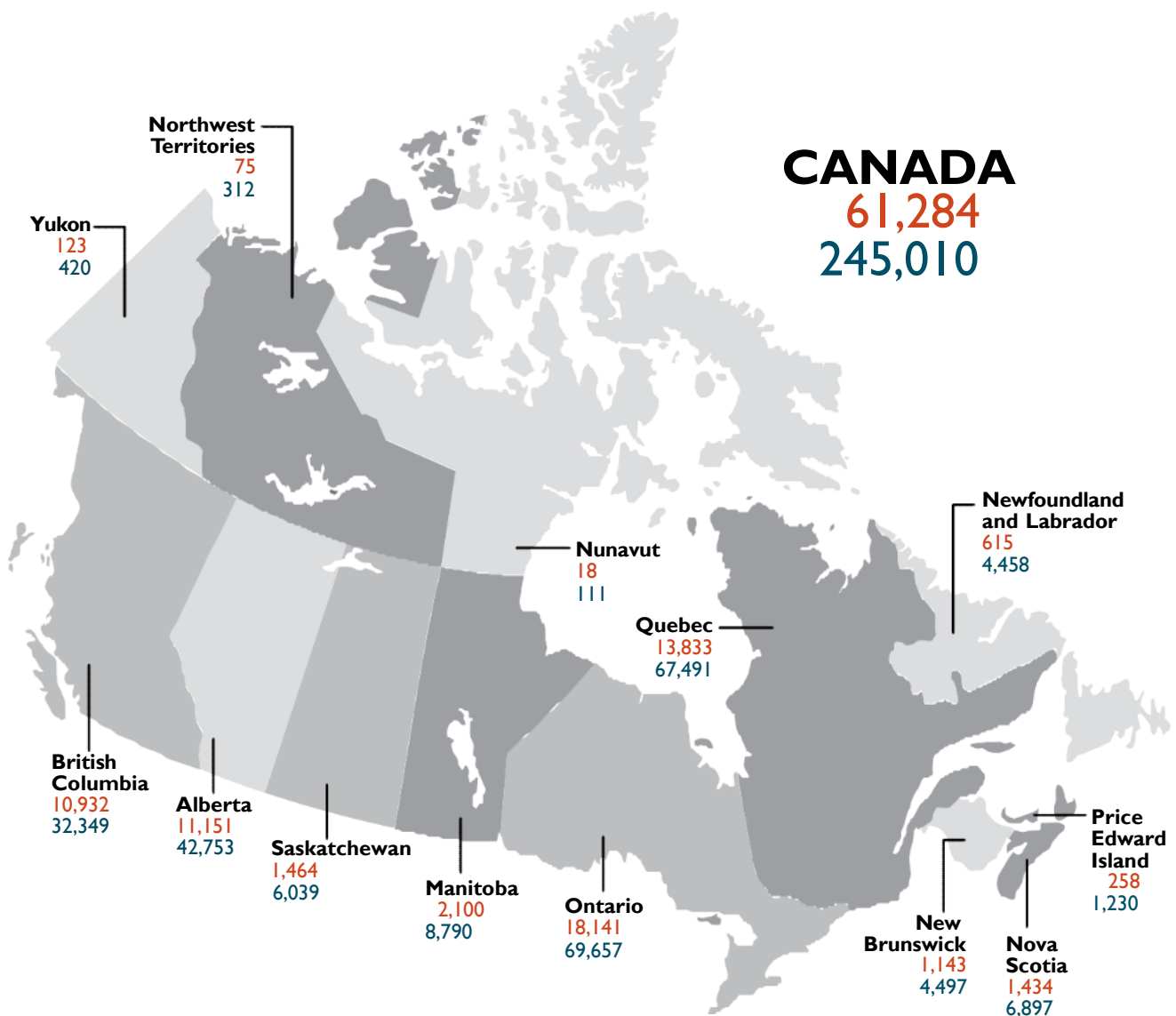
Source: Registered Apprenticeship Information System (RAIS), 2018

New registration in these ten trades accounted for two-thirds (65%) of all new apprenticeship registrations in Red Seal trades in 2019.

Chart 2—Number of New Registrations for the Top 10 Red Seal Trades in 2019	
Trade	2018
Carpenter	9,126
Construction Electrician	8,844
Automotive Service Technician	4,479
Plumber	3,492
Welder	2,700
Hairstylist	2,691
Heavy-Duty Equipment Technician	2,364
Industrial Mechanic (Millwright)	2,184
Cook	2,007
Truck and Transport Mechanic	1,950
Top 10 Red Seal Trades (Total)	39,837
New Registrations in all Red Seal Trades (Total)	61,284

Source: Registered Apprenticeship Information System (RAIS), 2019

Figure 7—Number of Registered Apprentices in Red Seal Trades in Canada in 2019



RED: Number of Newly Registered Apprentices in Red Seal Trades in 2019

BLUE: Number of Registered Apprentices in Red Seal Trades at the end of 2019

Source: Registered Apprenticeship Information System (RAIS), 2019

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