

Summary of the Evaluation of the Union Training and Innovation Program

Launched in 2017-2018, the Union Training and Innovation Program aims to strengthen union-based apprenticeship training, innovation and enhanced partnerships in the Red Seal trades. The Program invested **\$127.4M** through grants and contributions, to fund **217 projects** via two funding streams:

- Stream 1 - "Investments in Training Equipment," to share with unions the cost of new, up-to-date equipment and materials that meet industry standards or investments in technology in the Red Seal trades; and,
- Stream 2 - "Innovation in Apprenticeship," to support innovative approaches and enhanced partnerships to address challenges that limit apprenticeship outcomes.

Approximately **24,300 participants** attended the Program's activities.



ABOUT THIS EVALUATION

- ✓ Evaluation coverage: from the Program's inception in fiscal year 2017-2018 to fiscal year 2020-2021.
- ✓ Evaluation scope: Program's design, implementation and early achievements.
- ✓ Lines of evidence: Key Informant Interviews, Document Review and the 2019-2020 Federal Apprenticeship Programs Survey.



KEY FINDINGS



The Program funding focussed on projects that improved the **quality of training**, **addressed barriers** limiting participation and success in trades, and **enhanced partnerships**. Ontario had the largest number of funded projects, consistent with the fact that it has the largest number of union training centres.



The Program exceeded the targeted number of participants for 2019-2020 by **24%**. Of the **24,300 participants** in projects funded since the inception, **26%** are from key groups, **11%** of whom are Black Canadians.



The Program is meeting its expected outcomes: **95%** of Program participants reported they are currently employed in a Red Seal trade; **16%** of them are from key groups, of which **90%** are Newcomers.



Although a performance framework was in place, there were limitations in performance measurement reporting.



RECOMMENDATIONS

1) Improve the Program's performance monitoring, data collection and performance records.

2) Explore how other apprenticeship trainings could target regions where union involvement in training is less prevalent.

The full Evaluation of the Union Training and Innovation Program is available at:

<https://www.canada.ca/en/employment-social-development/corporate/reports/evaluations.html>

