



The Apprenticeship Grants: Summary of the evaluation report

ABOUT THE PROGRAM



The Apprenticeship Grants (AG) Program included: the **Apprenticeship Incentive Grant (AIG)**, implemented from 2007 to March 2025, the **Apprenticeship Completion Grant (ACG)**, implemented from 2009 to March 2025, and the **Apprenticeship Incentive Grant for Women (AIG-W)**, implemented in 2018 as a 5-year pilot project. Eligible apprentices could receive up to \$4,000 in combined grants. Female apprentices in Red Seal trades where women were under-represented could receive up to \$8,000 before April 2023.

KEY FINDINGS



Apprentices in interviews and focus groups stated that the AG Program's influence upon apprenticeship entry or continuation is limited. While AG recipients had higher progression and certification rates than similar non-recipients, various factors may contribute to these higher rates, including the AG Program, program eligibility requirements, factors other than AG such as changing motivation, securing another job, and the range of other financial supports available to apprentices.



Apprentices who have obtained their certification are more likely to have higher employment incomes. AG recipients therefore have higher post-apprenticeship incomes than similar non-recipients because they have higher certification rates due to various factors.



The proportion of women choosing male-dominated Red Seal trades has increased at a higher rate since the AIG-W was introduced in 2018. There are most likely multiple causes for this increase, including the AIG-W pilot project.



The AIG-W helped women overcome financial barriers (for example, paying for tools and living expenses), though some financial and non-financial barriers remained.



The pandemic delayed apprenticeship progression and certification, and affected employment outcomes in several ways. For example, it prompted reductions in employment, income, new apprentice registrations, grant eligibility, and grant applications.

OBSERVATIONS



1

A large proportion of apprentices only discovered the AG after starting their apprenticeship. Greater awareness of available supports to apprentices could help Canadians consider a career in the trades.

2

The AG Program helped apprentices mitigate the financial costs of apprenticeship. In addition to the range of financial supports available to apprentices, exploring measures to reduce non-financial barriers would improve apprentice progression and certification.

3

Unwelcoming workplace cultures were reported as a major barrier for women working in male-dominated trades. Measures toward gender diversity and inclusion across industries or occupations should also consider workplace cultures.

4

Apprentices continued to face financial challenges after receiving the AIG and the AIG-W. Better coordination between AG and other ESDC programs to which apprentices are entitled would allow for more comprehensive financial support. For example, awareness activities could promote the AG, Canada Apprentice Loan, and Employment Insurance in an integrated manner.

The full report is available at:

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



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