



Project Insights

65 Apprentices have been served through FIRST

25% of FIRST Apprentices identify as women

9% of FIRST Apprentices identify as Indigenous

23% of FIRST Apprentices identify as a Visible Minority

6 Apprentices received their Red Seal

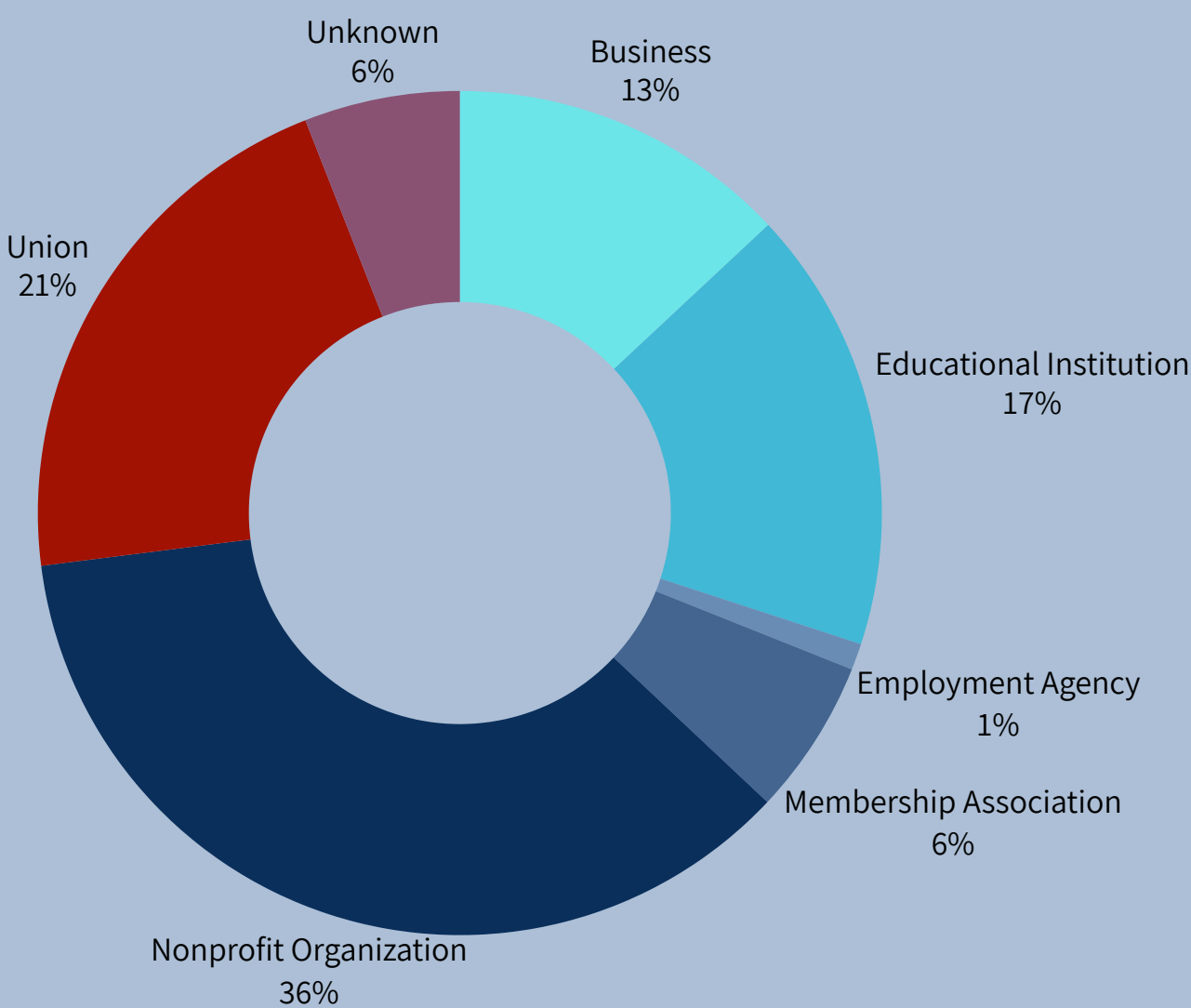
According to Statistics Canada, 13.7% of apprentices are women.

According to Statistics Canada, 6% of apprentices identify as Indigenous.

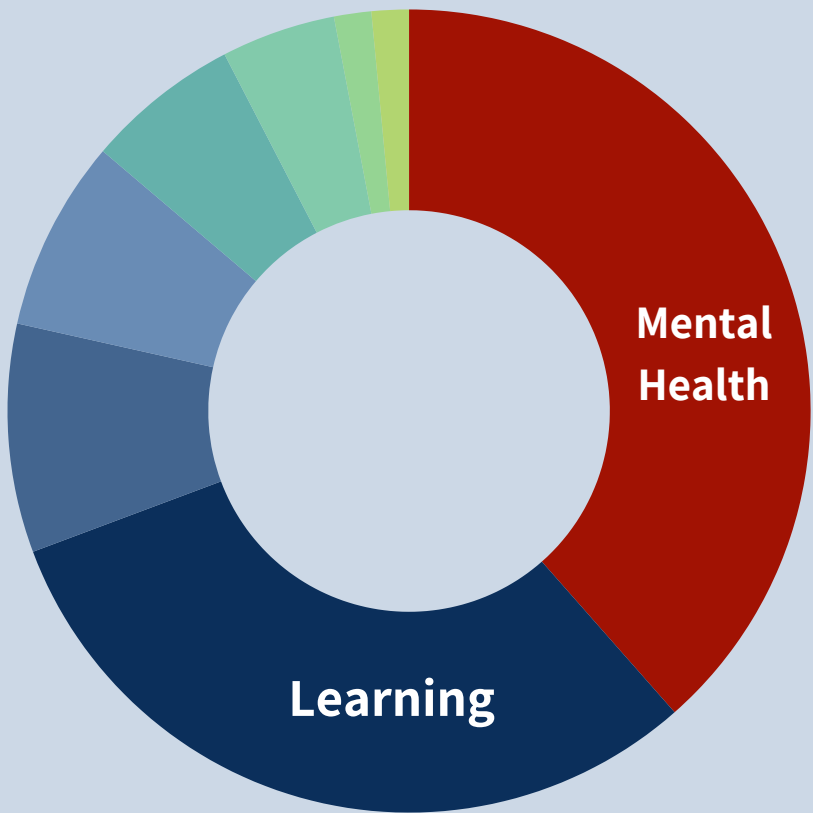
FIRST is successful at attracting diverse apprentices!

Partnerships

The FIRST team fostered 101 partnerships, the majority of whom are Nonprofit Organizations or Unions



Apprentice Disability Type



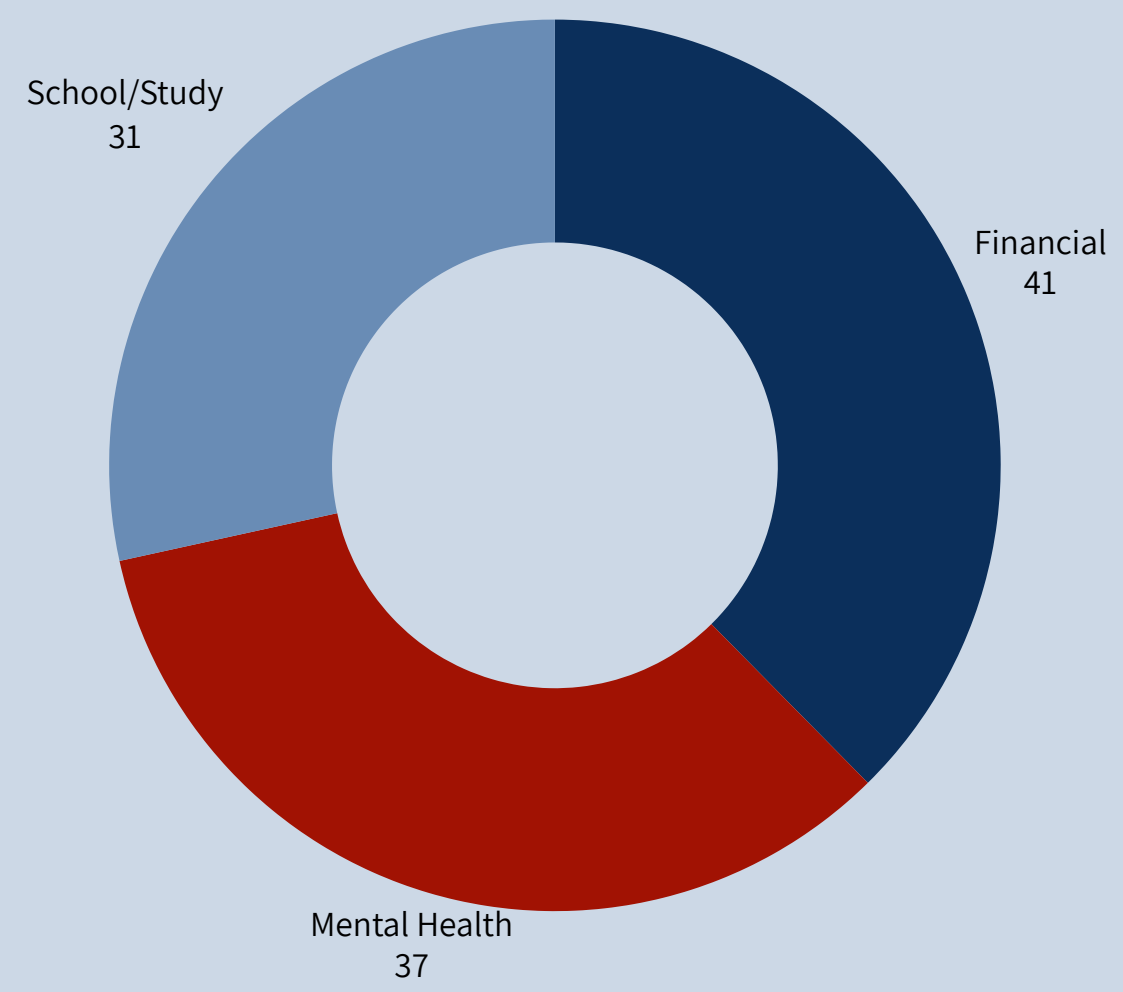
The most common disability types of FIRST Apprentices are **Mental Health** (38.5%) and **Learning** (30.8%).

According to the 2022 Canadian Survey on Disability, the most common disability types are related to pain (61.8%), flexibility (40.3%), mobility (39.2%), and mental health (38.6%). Disabilities related to learning were only identified in 20.7% of the population, although it was the second most common among FIRST Apprentices. This means FIRST is successful at inviting in individuals with learning disabilities.



Disabilities can be episodic, meaning they fluctuate over time. Disabilities can be permanent or temporary, visible or hidden. Most people will have a disability at some point in their life.

Apprentice Barriers in the Trades



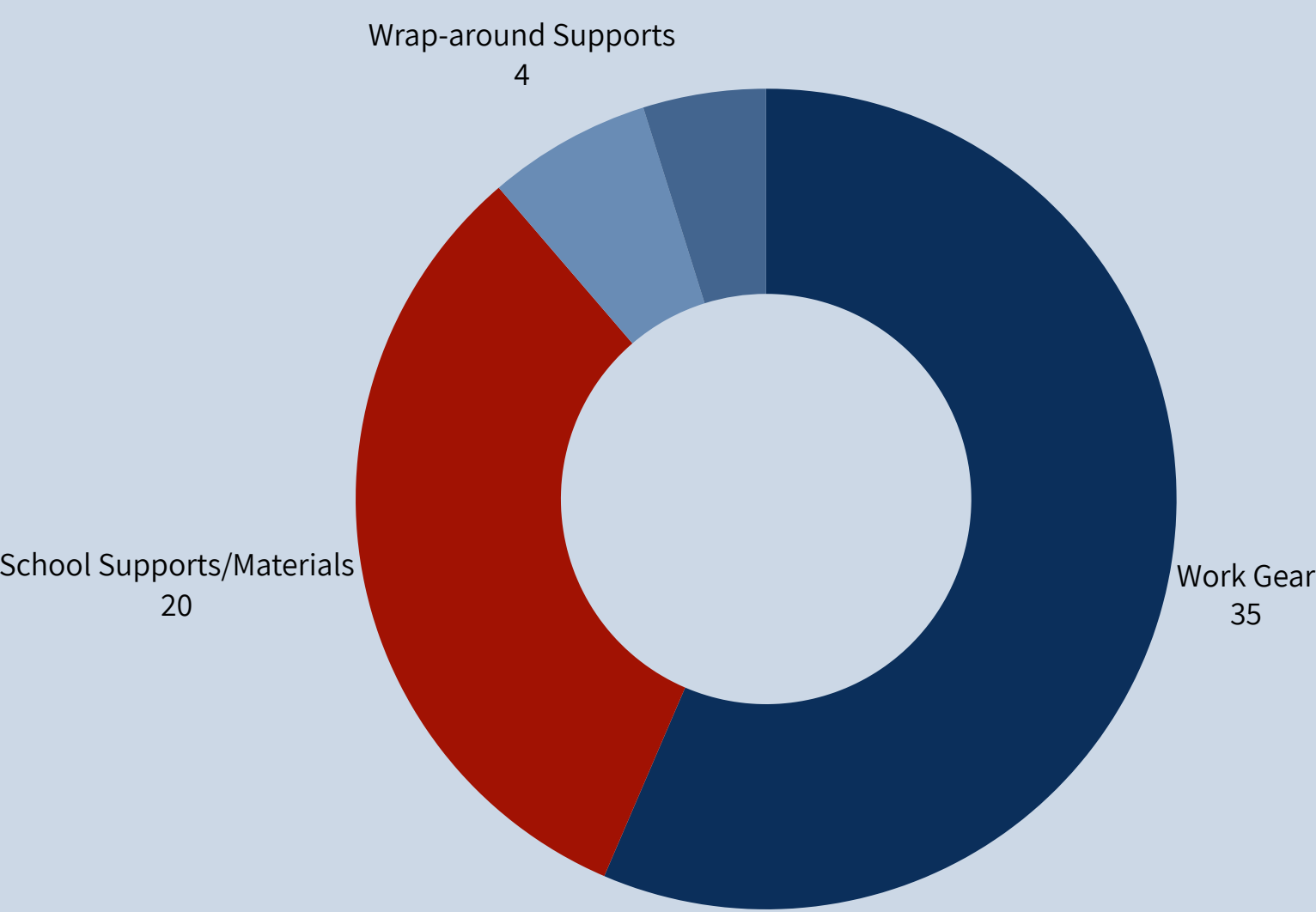
The most prevalent **barriers** identified by Apprentices are:

- **Financial** (e.g., tuition costs, equipment costs, opportunity costs)
- **Mental Health** (e.g., heightened stress/anxiety, depression)
- **School/Study** (e.g., comprehension difficulties, lack of support for tests and studying)

Supporting Apprentices in the Trades

The most prevalent barriers for Apprentices were Financial. At this point in FIRST, 62 paid supports were provided to Apprentices.

- 35 paid supports were for work gear (e.g., tools, work apparel)
- 20 paid supports were for school supports/materials (e.g., laptops, books, accommodations)
- 4 paid supports were for wrap-around supports (e.g., childcare, housing supports, medical treatment)
- 3 paid supports were for school costs (e.g., tuition, Red Seal exam fee)



The most prominent disability type of FIRST Apprentices are Learning and Mental Health. **Learning disabilities** affect the acquisition, organization, retention, understanding or use of verbal or nonverbal information. **Mental health-related disabilities** alter thinking, mood, and/or behaviour.

Both of these disability types are non-apparent, and affect individuals differently. Supporting these individuals often involves discussion between the employer and the employee. It is therefore essential to create an environment without stigma, and a safe space for disclosing one’s disability and discussing the types of supports needed to thrive.

Disability confidence is part of having a safe working environment.



Apprentice Testimonial:

“With my mental health issues, I did not think finding myself an actual career would be possible but with CCRW/first's help, I have been able to get the next level of my driver's license and am now attending college to join the automotive trades. Something I did not foresee myself doing a year ago. A year ago, I just thought ‘I'm going to be stuck doing basic things in life such as flipping burgers or working at a grocery store.’ Now I can work with vehicles and meet new people and for that, I am forever grateful to CCRW and the first program!”