

# Challenges and Barriers Faced by Apprentices

We found challenges and barriers faced by apprentices. Our aim was to better understand how adult education programs can help apprentices succeed.

## Research Methods

We held focus groups with apprenticeship experts to identify challenges and barriers.

We interviewed 18 apprentices to understand the challenges and barriers experienced during different stages of training.



**in-school learning**



**on-the-job training**



**preparing for the certifying exam**

## Key Challenges Identified



**Finding a sponsor**

- lack of sponsors willing to train
- harder for those without personal contacts in the trades



**Navigating the system**

- limited supports available
- information and training opportunities are hard to find



**Finances**

- lack of income during in-school learning
- high cost of supplies, tools, transportation and childcare



**Transportation**

- unreliable public transit
- long commute times
- transportation costs



**Literacy and numeracy**

- highest reported skills gap in math
- other skills gaps in literacy, test-taking and memorization
- few accommodations for diverse needs

## Suggested Supports



increase awareness and accessibility of learning supports and resources



provide more financial support and build awareness of existing supports



build opportunities for mentorship support



personalize support for diverse groups like women, newcomers and people with learning difficulties