



Canadian Council of Directors of Apprenticeship (CCDA) Activity Review – 2023 & 2024

Published: September 2025

Contents




- Message from the CCDA Chair 3**
- Overview 4**
 - The Canadian Council of Directors of Apprenticeship (CCDA) 4**
 - The Red Seal Program 4**
 - The CCDA Secretariat 4**
- Highlights of CCDA Work 5**
 - Harmonization Initiative 5**
 - Red Seal Product Development 5**
 - Stakeholder Engagement 7**
 - Awards 8**
 - Equity, Diversity and Inclusion 8**
 - Addressing Labour Demand 9**
- Members of the CCDA (2024) 10**

Message from the CCDA Chair

It is my pleasure to introduce the Canadian Council of Directors of Apprenticeship (CCDA) 2023-2024 biennial activity review. The CCDA continues to provide oversight and work collaboratively to ensure consistent delivery of the Red Seal Program and maintain the Red Seal endorsement as a publicly recognized standard of excellence across Canada.



In 2023 and 2024, the CCDA continued the implementation of its five-year strategic plan. This plan strives to maintain the quality and excellence of the Red Seal Program, promote apprenticeship and skilled trades careers, and ensure the program provides equitable and inclusive opportunities for all apprentices. Our 2022-2027 strategic priorities include:

	Apprenticeship in Canada is valued, and the Red Seal endorsement is recognized as a standard of excellence.
	The Red Seal Program is publicly recognized, relevant, and held to a high standard
	Apprenticeship and the Red Seal Program are reflective of the Canadian population and afford equitable, inclusive, and meaningful experience for all.

The CCDA remains focused on its core mission of ensuring Red Seal standards and examinations are reflective of industry and maintain a high standard of excellence for aspiring journeypersons. In the past two years, we continued to engage industry participants, both in-person and virtually, to update standards, develop new exams and create models for harmonization in provincial and territorial apprenticeship training.

I would like to also highlight our continued connection with apprenticeship stakeholders. In Fall 2023 and 2024, the CCDA successfully hosted its National Trades and Apprenticeship Meetings (formerly known as the National Stakeholders Meeting) in Ottawa. The National Trades and Apprenticeship Meetings allow national stakeholders across the country to gather and discuss best practices and challenges associated with engaging equity-deserving groups and addressing labour shortages in apprenticeship and the skilled trades.

The CCDA's five-year plan continues to focus on removing barriers and ensuring inclusivity for all Canadians involved in apprenticeship and the skilled trades. To that end, apprenticeship authority staff across the country developed a summary of challenges and best practices for CCDA to consider when engaging with equity-deserving apprentices. The findings are summarized in this report on [Page 9](#). The five-year plan is also adapting to respond to emerging priorities, including new technology in the skilled trades and strategies for addressing labour demand.

I wish to thank all our industry and community partners who have supported the Red Seal Program. I look forward to our continued collaboration to build stronger apprenticeship systems across Canada.



Barbara Lapointe
Chair, Canadian Council of Directors of Apprenticeship

Overview

The Canadian Council of Directors of Apprenticeship (CCDA)

The Canadian Council of Directors of Apprenticeship (CCDA) is a voluntary intergovernmental partnership among the provinces and territories, which are responsible for apprenticeship training and trade certification, and the federal government. The CCDA supports the development of skilled trades in Canada and manages the Red Seal Program.

The CCDA consists of 15 members, including one official from each province and territory and two federal government representatives from the department of Employment and Social Development Canada (ESDC).

The Red Seal Program

The Red Seal Program sets common standards and examinations to assess the skills of trades professionals across Canada. Industry is integral in developing the national standard and examinations for each Red Seal trade. This partnership involves the federal government and the provinces and territories, each of which oversees apprenticeship training and trade certification in their respective jurisdictions.

Provinces and territories are also responsible for the administration of the Red Seal Program in their jurisdictions (for example, Red Seal examinations). Most provinces and territories use the Red Seal examination as the final certification exam in designated Red Seal trades.

The CCDA Secretariat

Sponsored by Employment and Social Development Canada (ESDC), the CCDA Secretariat provides strategic and secretariat support to the CCDA and the Red Seal Program. The CCDA Secretariat serves as single point of contact to CCDA and its Committee members and facilitates connection with national stakeholders and partners. The CCDA Secretariat also engages in activities including coordination of CCDA meetings, dissemination of public communications, and promotion of the Red Seal Program at apprenticeship and skilled trades events and conferences.

Highlights of CCDA Work

Harmonization Initiative

Since 2015, the CCDA has overseen the development, implementation, and maintenance of the Harmonization Initiative¹. The Harmonization Initiative aligns apprenticeship systems across Canada by making training requirements more consistent in the Red Seal trades. As part of this work, the CCDA identified harmonization priorities in consultation with industry and training stakeholders. 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.

Since 2015, nearly all Red Seal trades have achieved harmonization, with all participating provinces and territories reaching consensus on each of the four designated elements for each respective trade. As of the end of 2024/2025, participating provinces and territories have now reached consensus for harmonization in more than 48 trades, covering about 98 percent of apprentices in participating jurisdictions. Each provincial and territorial apprenticeship authority is responsible for implementation of the harmonized models in their own jurisdiction.

Now that almost all trades have been harmonized, maintaining harmonization is now directly linked to each trade's Red Seal Occupational Standard and are published on the Red Seal website. The CCDA would like to thank all industry stakeholders and partners who have achieved significant progress on harmonizing Canada's apprenticeship systems.

Red Seal Product Development

In 2023 and 2024, the CCDA continued its work developing quality Red Seal standards and examinations. A variety of product development activities are held for many of the Red Seal trades every year in consultation with industry. These consultations took place via virtual workshops, in-person workshops and online surveys.

The CCDA continues to support Red Seal exam candidates by offering new online tools, including [self-assessment guides](#) for all 54 trades and a comprehensive [exam preparation guide](#). These resources, now available on the Red Seal website, help candidates evaluate their skills and understand exam formats. Trade-specific question types and formula sheets are also provided where applicable.

Over these two years, 35 Red Seal trades had work done to update their Red Seal Occupational Standards (RSOS) and/or examinations. The RSOS and Red Seal examinations developed and completed during 2023 and 2024 are listed in the following table:

Red Seal Occupational Standard (RSOS)

RSOS development workshops took place for 14 trades

Boilermaker	Ironworker (Structural/Ornamental)
Construction Craft Worker	Landscape Horticulturist
Drywall Finisher and Plasterer	Oil Heat System Technician
Gasfitter – Class A	Refrigeration and Air Conditioning Mechanic
Gasfitter – Class B	Sprinkler Fitter
Ironworker (Generalist)	Tilesetter
Ironworker (Reinforcing)	Tower Crane Operator

RSOS were published for 15 trades

Automotive Service Technician	Ironworker (Reinforcing)
Baker	Ironworker (Structural/Ornamental)
Drywall Finisher and Plasterer	Plumber
Floorcovering Installer	Refrigeration and Air Conditioning Mechanic
Gasfitter – Class B	Tilesetter
Gasfitter – Class A	Tower Crane Operator
Heavy Duty Equipment Technician	Welder
Ironworker (Generalist)	

Examination Development

Examination development work was done for 27 trades:

Agricultural Equipment Technician	Metal Fabricator (Fitter)
Appliance Service Technician	Mobile Crane Operator
Automotive Service Technician	Painter and Decorator
Baker	Parts Technician
Cabinetmaker	Plumber
Carpenter	Recreation Vehicle Service Technician
Construction Electrician	Refrigeration and Air Conditioning Mechanic
Drywall Finisher and Plasterer	Steamfitter/Pipefitter
Floorcovering Installer	Tilesetter
Gasfitter - Class A	Tower Crane Operator
Gasfitter – Class A	Transport Trailer Technician
Heavy Duty Equipment Technician	Truck and Transport Mechanic
Industrial Mechanic (Millwright)	Welder
Instrumentation and Control Technician	

New examinations were released for 21 trades

Agricultural Equipment Technician	Industrial Mechanic (Millwright)
Auto Body and Collision Technician	Instrumentation and Control Technician
Baker	Metal Fabricator (Fitter)
Bricklayer	Mobile Crane Operator
Cabinetmaker	Motorcycle Technician
Carpenter	Painter and Decorator
Construction Electrician	Parts Technician
Gasfitter – Class A	Plumber
Gasfitter – Class B	Transport Trailer Technician
Glazier	Welder
Industrial Electrician	

Ellis Chart

The [Ellis Chart website](#) is an important reference tool to compare elements of apprenticeship programs for more than 300 trades across Canada. Information about each province's/territory's apprenticeship program is continually being updated.

Stakeholder Engagement

CCDA at the 2023 International Labour Conference



Chris Stubbs at the 2023 ILC in Geneva

The CCDA nominated Chris Stubbs, Innovation and Inclusion Director at Saskatchewan Apprenticeship and Trade Certification Commission and Harmonization Analyst of the Red Seal Program, to represent Canada at the 2023 International Labour Conference (ILC) in Geneva, Switzerland. The International Labour Organization (ILO) is a United Nations agency, which brings together governments, employers, and workers from its 187 member states to set labour standards, develop policies, and devise programs promoting decent work for all persons. The ILO began discussions in 2022 to develop and adopt international labour standards in apprenticeship.

National Trades and Apprenticeship Meetings



National Trades and Apprenticeship Meeting 2023 (Ottawa)

The CCDA hosted its National Trades and Apprenticeship meetings in 2023 and 2024, bringing together over fifty national skilled trade stakeholder representatives and partners. The meetings featured presentations from apprenticeship authorities across Canada and partner organizations, such as the Canadian Apprenticeship Forum (CAF) and Immigration, Refugees and Citizenship Canada (IRCC). There were additionally updates provided by the CCDA on its strategic priorities, panel conversations, and small group discussions. The theme of the meetings were Equity, Diversity and Inclusion in Apprenticeship (2023) and Responding to the Demand for Skilled Trades (2024).

Awards

In 2023, CCDA awarded four members of the apprenticeship community to recognize their contributions in the promotion, development or top-quality delivery of apprenticeship program in Canada.

The 2023 Red Seal Award for Excellence Winner – Christopher Stubbs

Christopher Stubbs, Director of Innovation and Inclusion at Saskatchewan Apprenticeship and Trade Certification Commission (SATCC), was selected by the CCDA as the recipient of the 2023 Red Seal Award of Excellence. The award is given to an apprenticeship authority staff member who demonstrates inspiring leadership in the development of and promotion of apprenticeship and trade certification.

The 2023 CCDA Award for Excellence in Apprenticeship Education Winner – Eric Ellefsen



Eric Ellefsen, Refrigeration and Air Conditioning Instructor at New Brunswick Community College (NBCC) St. Andrews, was selected by the CCDA as the recipient of the 2023 Award for Excellence in Apprenticeship Education. The award honours apprenticeship educators and training instructors who deliver innovative and top-quality instructional programming to apprentices in Red Seal Trades.

No CCDA awards were issued in 2024.

Equity, Diversity and Inclusion

In 2023, CCDA concluded the work of two communities of practice (CoPs) that were established to provide a forum for staff across jurisdictions to discuss engaging the under-represented groups in apprenticeship and the skilled trades. Members from these CoPs shared information, best practices, and challenges for enhancing equity, diversity and inclusion within the apprenticeship community, and developed a report on promising practices to engage and empower equity-deserving groups. A summary of these findings are provided in the table below.

Additionally, starting in 2022, the CCDA has begun collecting demographic information on national workshop participants through voluntary surveys. The goal is to understand where to conduct more targeted recruitment to improve representation of equity-deserving groups in Red Seal product development. Recent findings have indicated that CCDA has representation at workshops that is reflective of the demographic profile of the country but could improve representation of younger and newly certified journeypersons.

Findings from the CCDA's Community of Practice to support Equity, Diversity and Inclusion

What are our challenges?

- Lack of data and information.
- Poor perception of skilled trades careers.
- Structural barriers (e.g. financial, transportation, immigration complexity, isolated communities).

What is working well?

- Direct outreach
- Partnerships with community-based organizations.
- Trades exploration programs and events.
- Embedding equity, diversity and inclusion in organizational goals.

How can we do better?

- Provide enhanced mentorship programs.
- Develop alternative options for technical training.
- Develop and promote resources for employers.
- Be better informed about the experiences of equity-deserving apprentices.

Addressing Labour Demand

The CCDA worked collaboratively to respond to emerging priorities affecting the Red Seal Program, with a particular emphasis on issues related to labour demand. More than a third of Red Seal trades are anticipated to see increased recruiting challenges in the next several years. Although new registrations in Canada's largest Red Seal trades attained record levels in 2022, the CCDA is working collaboratively to ensure that all trades continue to effectively respond to growing demand.

Initiatives include conducting research on data sources and methodologies to identify labour shortages and demand in the skilled trades, as well as working with Statistics Canada to establish higher frequency apprentice registration data collection. This information will help inform the CCDA in its decision making, particularly as it relates to the delivery of technical training. Additionally, the CCDA is documenting and sharing the current state and best practices for international credential recognition processes used in Canadian provinces and territories. By sharing what is working in each jurisdiction, CCDA can use its resources more efficiently to better support employers engaging in international recruitment.

Members of the CCDA (2024)

<p>NEWFOUNDLAND & LABRADOR Bonnie Steele, Director Apprenticeship and Trades Certification Division Department of Advanced Education and Skills P.O. Box 8700, 1170 Topsail Road, Mount Pearl, NL A1B 4J6</p>	<p>SASKATCHEWAN Jeff Ritter, Chief Executive Officer Saskatchewan Apprenticeship & Trade Certification Commission 2140 Hamilton Street Regina, SK S4P 2E3</p>
<p>PRINCE EDWARD ISLAND Grant Sweet, Director Post-Secondary and Continuing Education Department of Innovation and Advanced Learning Atlantic Technology Centre, Suite 212 P.O. Box 2000, 90 University Ave. CHARLOTTETOWN, PE C1A 7N8</p>	<p>ALBERTA Jacqueline Hammond, Executive Director Apprenticeship Delivery and Support Services Alberta Advanced Education 20th Floor, Commerce Place 10155-102 Street NW, Edmonton, AB T5J 4L5</p>
<p>NOVA SCOTIA Michelle Bussey, Chief Executive Officer Nova Scotia Apprenticeship Agency Thompson Building, 3rd Floor, 1256 Barrington Street, P.O. Box 578 Halifax, NS B3J 2P8</p>	<p>BRITISH COLUMBIA Shelley Gray, Chief Executive Officer SkilledTradesBC 800 – 8100 Granville Avenue, Richmond, BC V6Y 3T6</p>
<p>NEW BRUNSWICK <i>Chair of the CCDA</i> Barbara Lapointe, Director Post-Secondary Education, Training and Labour Apprenticeship and Occupational Certification P.O. Box 6000, 70 York Street, Fredericton, NB E3B 5H1</p>	<p>YUKON Kirsti DeVries, Director Post-Secondary and Future Skills, Department of Education 1000 Lewes Boulevard Whitehorse, YT Y1A 5C6</p>
<p>QUEBEC Nathalie Vallières, Director Ministère de l'Emploi et de la Solidarité sociale 800, rue duSquare Victoria, 29th Floor, C.P. 100 Montreal, QC H4Z 1B7</p>	<p>NORTHWEST TERRITORIES Gwen Woodward, Manager Labour Development and Standards Department of Education, Culture and Employment Lahm Ridge Tower, 4501 - 50th Avenue Yellowknife, NT X1A 2L9</p>
<p>ONTARIO Melissa Young, Chief Executive Officer and Registrar Skilled Trades Ontario 65 Queen Street West, Suite 410 Toronto, ON M5H 2M5</p>	<p>NUNAVUT Zsolt Munkacsy, Supervisor of Apprenticeship, Trade and Occupation Career Development, Department of Family Services P.O. Box 1000, Stn 980 Iqaluit, NU X0A 0H0</p>
<p>MANITOBA Meghan Lavallee, Executive Director Apprenticeship Manitoba, Advanced Education and Training 100-111 Lombard Avenue Winnipeg, MB R3B 0T4</p>	<p>EMPLOYMENT AND SOCIAL DEVELOPMENT CANADA Sarah Strapps, Director Lise Caron, Manager Trades and Apprenticeship Division, Employment and Social Development Canada 140 Promenade du Portage, Phase IV, 5th Floor, Gatineau, QC K1A 0J9</p>