



SKILLED**TRADES**<sup>BC</sup>



2024–2025 *Year in Review*



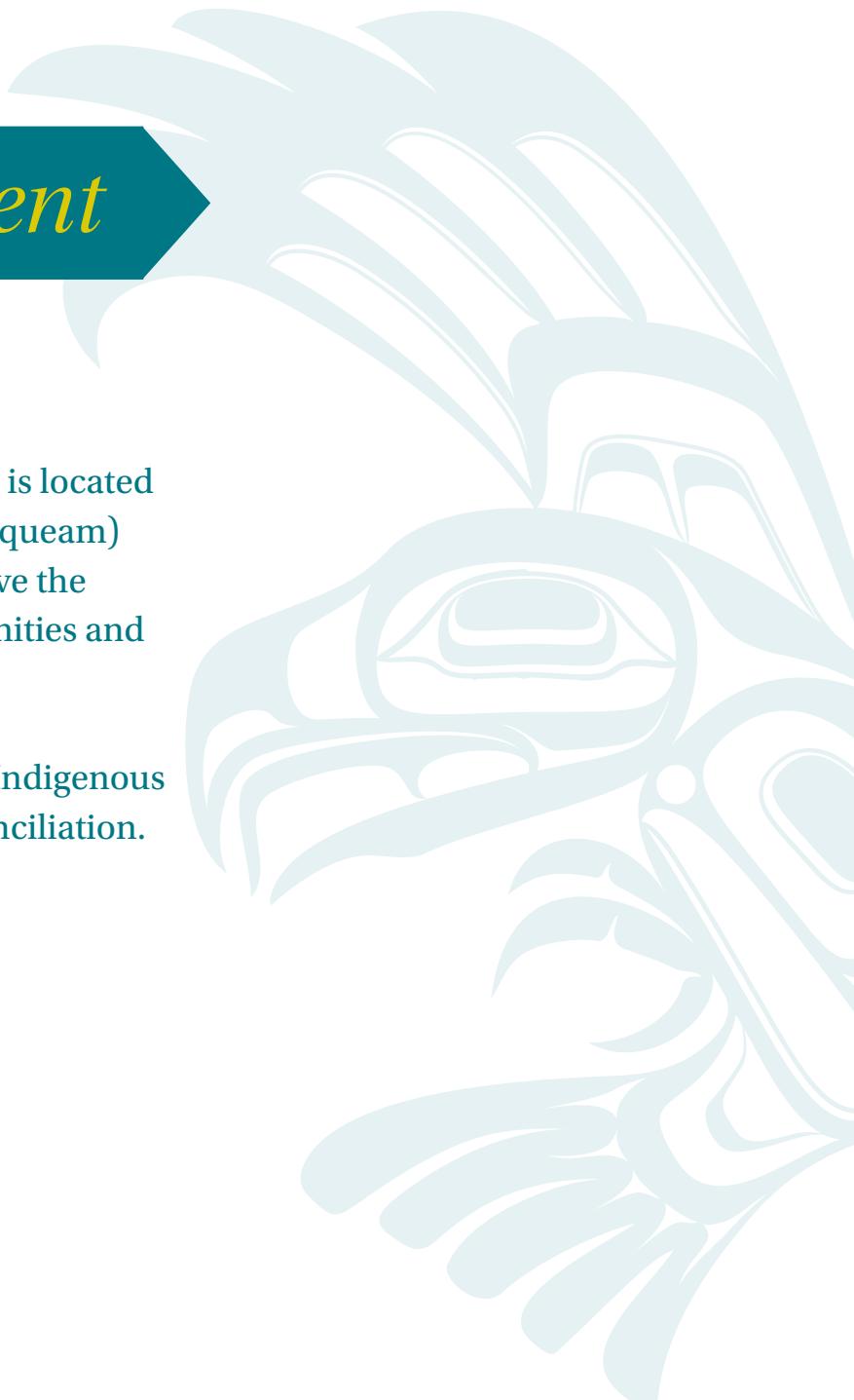
# Territorial *Acknowledgement*

SkilledTradesBC respectfully acknowledges that our head office is located on the traditional unceded territories of the xʷməθkʷəy̓əm (Musqueam) people. As a provincial crown corporation, we are grateful to have the opportunity to operate across a diverse province of 203 communities and 35 nations.

SkilledTradesBC is committed to supporting and working with Indigenous peoples to establish a clear and sustainable path to lasting reconciliation.



**Read more online about our commitment to  
Truth and Reconciliation.**



# Message from the *Board Chair* and *CEO*

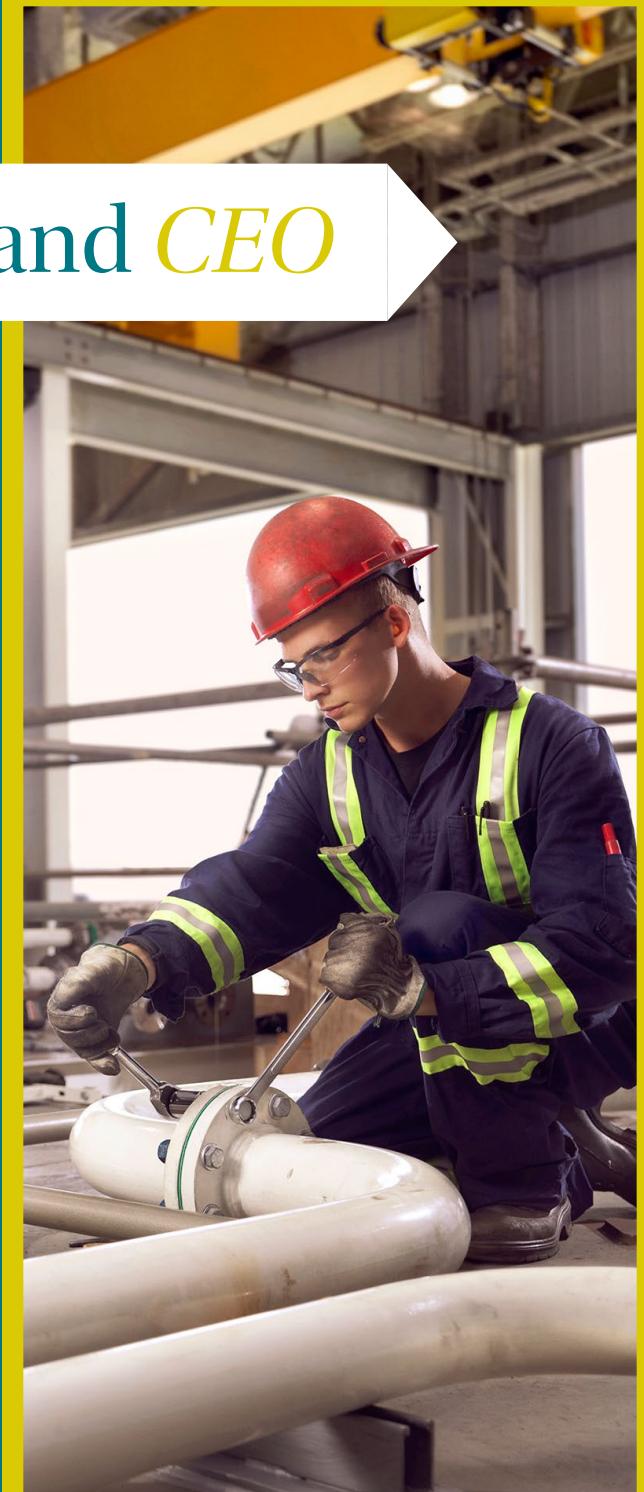
**B.C.'s trades training system is stronger than ever, with participation reaching new heights and growing interest among underrepresented groups. Apprenticeships and skilled trades are integral to the continued growth of British Columbia's economy and communities and we are excited to share the great progress and achievements from 2024-2025.**

Our goal is to build an inclusive, world-class skilled trades workforce that meets the needs of British Columbians and we have diligently collaborated with government, Indigenous communities, labour associations, industry, training partners and beyond to do just that.

There are nearly 50,000 apprentices throughout B.C., each on a journey toward a rewarding future in skilled trades. Over the past year, we have been working hard to build more accessibility, resources and supports into each step of the apprenticeship pathway—from pre-apprenticeship to certification.

Thank you for reading and celebrating the year of accomplishments with us.

Cindy Oliver, *Board Chair*  
Shelley Gray, *CEO*





Celebrating the  
*Apprenticeship Pathway*

## PRE-APPRENTICESHIP

## APPRENTICESHIP

## CERTIFICATION

**Over 100,000 skilled trades jobs are expected in the province over the next decade. More than ever, it is critical to attract more British Columbians to skilled trades and get them started on the apprenticeship journey, including youth and underrepresented groups, to build the workforce that we need.**

### Our impact this year:

- Partnered with over 50 school districts and schools to deliver a range of youth programs to encourage more students to think about apprenticeship and promote skilled trades as a valued career option
- Under the Canada-British Columbia Workforce Development Agreement, awarded 12 service providers with two-year contracts to deliver skills training, trades exploration and job readiness programs for Indigenous people, women and other equity-deserving groups



**\$6M**

invested in Youth in Trades programs



**\$8M**

invested in Equity and Indigenous Peoples in Trades Training programs\*



**11,034**

youth participating in skilled trades



**1,132**

participants in Equity and Indigenous Peoples in Trades Training programs\*

\* Under the Canada-British Columbia Workforce Development Agreement.



### SUCCESS STORY

#### Building the Next Generation of Tradespeople

Surrey's Youth Train in Trades Carpentry Program gives high school students hands-on experience building real projects like tiny homes and sheds for community members while completing their level 1 technical training.



Read the full story online

## PRE-APPRENTICESHIP

## APPRENTICESHIP

## CERTIFICATION

We are a customer-focused organization and prioritize creating seamless experiences throughout the apprenticeship journey for all involved, including trade workers, sponsors, training providers, Indigenous communities, industry partners and labour groups.

### B.C.'S APPRENTICES:



Nearly  
**50,000**  
active apprenticeship registrations



Over  
**4,000**  
self-identified  
Indigenous peoples in  
apprenticeships



Nearly  
**17,000**  
new apprenticeship registrations



Over  
**3,000**  
women in  
underrepresented  
trades apprenticeships

### SUCCESS STORY

#### Investing in Apprenticeship, Building Community

Curtis Thomas was inspired by his late uncle, Chief Leonard George, to build a better future for himself through the plumbing trade. He worked his way up, earned his Red Seal, and is now the owner and president of Warrior Plumbing. Curtis is dedicated to mentoring Indigenous apprentices and creating career paths that help the next generation succeed, giving back to the community that supported him.



Read the full  
story online

## PRE-APPRENTICESHIP

## APPRENTICESHIP

## CERTIFICATION

**Providing the right supports and services are integral to apprenticeship progression. We are continuously modernizing our systems, processes and technologies to enhance access and convenience for apprentices and sponsors.**

### Our impact this year:

- Provided 24/7 access to apprenticeship information, tracking work-based hours and submitting forms and requests through an online customer portal
- Launched a new self-serve exam booking and payment system on the online customer portal for greater convenience
- Provided apprentices with access to Virtual Learning Strategist, an online learning platform that offers learning assessments, customized study plans and tutoring at no charge



**80%**  
customer portal  
adoption rate



Over  
**87,200**  
email and customer portal  
enquiries supported



Over  
**25,000**  
exams administered



Over  
**71,000**  
customer service  
calls supported



## PRE-APPRENTICESHIP

## APPRENTICESHIP

## CERTIFICATION

In an apprenticeship, technical training in the classroom is just as important as the hands-on experience gained at work. We are proud of our partnerships with over 70 training providers across the province to deliver quality trades training that meets the evolving standards of industry.



Over  
**\$72M**  
invested in trades  
training seats



Nearly  
**28,000**  
trades training  
seats funded



**82%**  
apprentice satisfaction  
with technical training



**83%**  
employer satisfaction with  
technical training



# Truth and *Reconciliation*

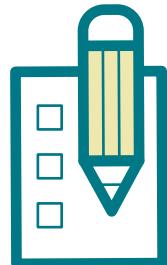
Relationship-building, listening and collaboration guide our journey toward meaningful reconciliation. It is imperative that our skilled workforce is representative of the diversity of our province, and we are proud of the work we are doing to make skilled trades more accessible for Indigenous peoples.

## Our impact this year:

- Worked closely with Indigenous communities, industry partners and training providers to deliver Community-Based Training—so that Indigenous learners can receive trades training close to home, have access to culturally relevant training and spaces, local mentors and receive wrap-around supports to meet their specific needs
- Solidified our partnership with the B.C. Aboriginal Training Employment Alliance Members with the signing of a memorandum of understanding at the first ever B.C. Indigenous Apprenticeship Forum



Over  
**\$335K**  
invested in 17 Community-Based Training programs



**96.5%**  
pass rate in Community-Based Training programs with Standard Level Exams



**185**  
Indigenous learners participated in Community-Based Training programs



**100%**  
of employees have completed mandatory Indigenous cultural competency training

**SkilledTradesBC receives guidance and perspectives from an Indigenous Advisory Council on policies and programs that impact Indigenous learners, workers, businesses and communities.**

**We're committed to supporting each individual along the pathway to certification. Every time a trade worker becomes a certified journeyperson, it's a proud accomplishment for everyone involved, including us!**

#### **Our impact this year:**

- Provided comprehensive supports for apprentices and trade workers to help them achieve certification, including expanded tutoring services and exam accommodations (e.g., extended time, translation support and assistive technology)
- Connected apprentices and trade workers who failed their exam to an Apprenticeship Advisor who provides individualized recommendations, exam preparation guidance and referrals for additional support as needed



#### **SUCCESS STORY**

#### **Unlocking Opportunities Through Skilled Trades**

While working as a power engineer, Niri Sohpaul pursued plumbing to develop the specialized skills needed to follow her dream of owning a business. Apprenticing alongside her father, a Red Seal Plumber, she successfully achieved her Red Seal and together they built their family business, 2G Mechanical. Niri is dedicated to mentoring and inspiring more youth from South Asian communities to see the skilled trades as valuable, rewarding careers, while advocating for more diverse voices in the industry.



**Read the full story online**

## PRE-APPRENTICESHIP

## APPRENTICESHIP

## CERTIFICATION

### SUCCESS STORY



### Forging a New Path as a Powerline Technician

It is always a good time to start a career in skilled trades and Brandon Widen can attest to that. Brandon was a traffic control person until conversations with the tradespeople on site sparked something in him. The prospect of a rewarding career path and being part of an in-demand trade inspired him to start his skilled trades career journey with BC Hydro's Try-a-Trade program. Today, Brandon is thriving as a powerline technician apprentice with BC Hydro, building valuable hands-on experience and technical knowledge towards certification.



Read the full story online



**4,865**

Trade Qualifier applications processed



**6,162**

Certificates of Qualification issued



**197**

one-on-one supports for final certification exams provided



**1,451**

exam accommodations provided

# Skilled Trades *Certification*

We've officially passed the one-year mark since Skilled Trades Certification—also known as compulsory trades—came into effect for the seven electrical and mechanical trades, and the impact is clear, with apprenticeship registrations at an all-time high and more trade workers becoming certified in these trades. Skilled Trades Certification ensures that B.C.'s tradespeople are equipped with the right skills, training and supports to respond to evolving labour market needs.

## SKILLED TRADES CERTIFICATION TRADES SINCE 2022/23:



+28%

new apprenticeship registrations (compared to 5% for all other trades)



+110%

Trade Qualifier applications (compared to 70% for all other trades)



+19%

Certificates of Qualifications issued (compared to 14% for all other trades)



**As we continue to support trade workers and employers in meeting the new requirements through outreach and education, we are also shifting our focus to compliance activities, ensuring that employers are meeting their obligations under the *Skilled Trades BC Act*.**

**Our impact this year:**

- Leveraged technology to develop a modern and efficient approach to manage compliance
- Collected employee qualification records through an online Employer Workforce Submission on the SkilledTradesBC Portal to understand how employers are aligning with the requirements
- Implemented a process in which Certification Advisors across the province work directly with employers not in compliance, to better understand the reason(s) and help develop plans for pathways to becoming compliant



Over  
**3,000**  
Employer Workforce  
Submissions collected



Over  
**4,500**  
Certification Advisor  
interactions to support  
employers

