

Workforce Readiness Initiative

APPLICATION PROCESS, REQUIREMENTS & PRIORITY FRAMEWORK

Introduction

The B.C. Government's [Look West Strategy, Pillar 1 – Strengthening Our Workforce](#), focuses on investing in skills training to help build the workforce needed to support B.C.'s major projects over the next decade.

SkilledTradesBC is advancing this goal by investing in expanded capacity within the skilled trades training system and strengthening support for apprentices across the province. Through improved access to training, enhanced pathways into the skilled trades, and stronger supports throughout the apprenticeship journey, SkilledTradesBC and its partners are helping to develop a resilient and highly skilled workforce.

Building on these efforts, SkilledTradesBC has established the Workforce Readiness Initiative (WRI). Delivered in collaboration with eligible partners, the WRI aims to strengthen the apprenticeship workforce and support B.C.'s economic growth.

Specifically, the WRI supports projects that:

- Advance trades training in B.C.'s strategic economic sectors and major project areas.
- Improve apprenticeship progression, retention, and completion outcomes.
- Strengthen capacity to deliver higher-quality, more accessible, and expanded training opportunities, for Indigenous Peoples, rural and remote communities and equity-deserving groups.
- Support apprentices in overcoming barriers to completing their training.
- Enhance on-the-job training and apprenticeship pathways through partnerships between communities, training providers, unions and employers.

As a provincially delivered initiative, the WRI is intended to support apprenticeship and workforce development across B.C. To achieve this, SkilledTradesBC will apply a regionally balanced approach when considering projects.

The following two sections outline the WRI application process, requirements, and priority framework.

Section 1 - WRI Eligibility and Requirements

This section outlines the requirements for the WRI application process. It describes the criteria that must be met for an application to be considered eligible, including applicant eligibility, submission and documentation expectations, funding parameters, and general project requirements.

1.1 **Applicant Eligibility and Participation**

Applicant Eligibility

- Designated funded SkilledTradesBC training providers: public post-secondary institutions, union-affiliated training schools, and designated specialized training institutions.
- Organizations delivering Indigenous Skills and Employment Training (ISET) Programs in B.C.

Participation

Eligible applicants may:

- Collaborate on a single project; and/or
- Submit more than one funding application, provided each application is for a different project.

1.2 Funding Available

There are two funding levels available:

- Projects under \$250,000; and
- Projects from \$250,000 up to \$3,000,000.

1.3 Application Intake and Submission

Applications must be received no later than 11:59 p.m. (PT), September 15, 2026.

This deadline applies to the first application intake for the WRI this financial year. Additional intakes may be scheduled based on application volume and available funding.

Applications must be submitted by email to **WRI@SkilledTradesBC.ca**.

Detailed application requirements—including project description, alignment to WRI priority areas (see Section 2), and budget—are outlined in the applicable funding application form.

The two application forms are available at skilledtradesbc.ca/wri.

- For projects under \$250,000
- For projects from \$250,000 to \$3,000,000

1.4 Application Review and Notification

SkilledTradesBC will review all applications and, during the review period, may contact applicants to request clarification or additional information.

Applicants will be notified of the outcome of their application by **November 16, 2026**, or earlier.

1.5 Documentation Requirements

Applicants must submit the following documentation:

- A completed funding application form, including the Attestation, signed by an authorized representative of the applicant organization

1.6 General Project Requirements

Applications must meet the following criteria.

NOTE: All projects must clearly align with one or more WRI Apprenticeship Workforce and Economic Growth Priority areas, as outlined in Section 2.

- Demonstrate a clear and direct link to one or more of the WRI priority areas.
- Focus on Skilled Trades Certification, Red Seal and/or BC priority trades relevant to the priority area(s).
- Ensure training delivery and approaches align with applicable Red Seal Program standards and SkilledTradesBC's Program Outlines and Profiles.
- Include one or more of the following approaches:
 - Development of a new initiative
 - Improvement of an existing program or project (funding will not support projects already in delivery unless they include clear, demonstrable improvements).
- Pre-apprenticeship training may be considered where it supports a defined apprenticeship pathway, is linked to employment or improved apprenticeship outcomes, and aligns with one or more WRI priority areas.
- Minor equipment costs (e.g., hand tools) are not eligible for standalone expenses and may only be included where they directly support project activities aligned with one or more WRI priority areas.

1.7 Ineligible Costs

Funding is not available for the following:

- Major capital costs (e.g., buildings, large infrastructure).
- Ongoing operational costs beyond March 31, 2029.

1.8 Project Timeline

All funded projects must be completed no later than March 31, 2029.

1.9 Reporting Requirements

Reporting requirements will vary based on project scope and funding amount. Generally:

- Projects below \$250,000 will be required to submit a progress report at the midpoint of the project and upon final completion.
- Projects from \$250,000 and up to \$3,000,000 will be required to submit quarterly progress reports, in addition to a final report upon completion.

1.10 Application Assessment

Applications must meet all requirements included in Section 1 (see above) to proceed to assessment under Section 2 (see below). Section 2 requires clearly defined alignment with at least one of the priority areas included in section 2.1.

Key considerations include alignment with the WRI Apprenticeship Workforce and Economic Growth Priority areas (see below) and a clear and coherent project description, including well-defined project deliverables and outcomes.

In addition, SkilledTradesBC may consider regional distribution and the overall balance of investments across the province when making final funding decisions.

Section 2 - Apprenticeship Workforce and Economic Growth Priority Requirements

The WRI **Apprenticeship Workforce and Economic Growth Priority** advances provincial economic growth by ensuring B.C.'s apprenticeship workforce is prepared to meet the needs of strategic sectors and major projects. It directs funding toward projects that expand and enhance training capacity while strengthening supports for apprentices.

This section sets out the WRI Apprenticeship Workforce and Economic Growth Priority areas along with alignment requirements.

2.1 Alignment Requirements:

Projects **must** demonstrate:

- Enhancements to training delivery and/or improvements to apprenticeship outcomes, and
- Alignment with one or more of the following priority areas:
 - **Priority sector(s)**
 - Shipbuilding and Marine
 - Aerospace (e.g., manufacturing, maintenance, parts, and service)
 - Construction (e.g., support for home building)
 - **Major project area(s)**
 - Mining & Resource Development
 - Future Industries (e.g., clean energy and low carbon industries)
 - Natural Gas (e.g., LNG)
 - Transportation Infrastructure (e.g., road and bridge building)
 - Forestry Resiliency (e.g., electrical systems and machinery)
 - **High-demand trades, levels, or regions**

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- Strengthening training delivery in areas where demand is greatest. See [Appendix A: High-Demand Trades, Levels, or Regions](#) below for further details.
- **Priority communities**
 - A focus on rural and remote communities and/or Indigenous Peoples and/ or equity-deserving groups.
 - For rural and remote communities guidance, see B.C. Government's [Rural Initiative – Draft Guidance](#)

Appendix A: Workforce Readiness Initiative

HIGH-DEMAND TRADES, LEVELS OR REGIONS

HIGH-DEMAND TRADES, LEVELS OR REGIONS OVERVIEW

The table below corresponds to the **Apprenticeship Workforce and Economic Growth Priority: High-demand trades, levels or regions**. See Section 2.1 – Alignment Requirements above.

GUIDE TO INFORMATION

This table is a planning tool which identifies trades, levels, and regions where a comparison of April 1, 2026 provincial Training Plans with apprenticeship data has indicated opportunities to expand training capacity.

The legend and table below provide details on where WRI funding may be applied for under the *High-demand trades, levels or regions* priority.

Where a trade or region is not shown in the table, records indicate that existing training capacity in that area is meeting the underlying need based on April 1, 2026 training seat and apprenticeship information.

Legend

Colour	Description
	Trades, levels and economic regions where local training capacity has an opportunity to increase
	Trade level not applicable (e.g., where a trade has fewer levels than the four columns shown in the table, such as Gasfitter Class B)
	No capacity expansion requirement identified from the available information

Table

The table below is based on April 1, 2026 provincial Training Plans and SkilledTradesBC’s apprenticeship data.

Trades, levels, and economic regions where local training capacity has an opportunity to increase				
Trade / Region	Level 1	Level 2	Level 3	Level 4
Construction Electrician				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				

Trades, levels, and economic regions where local training capacity has an opportunity to increase

Trade / Region	Level 1	Level 2	Level 3	Level 4
Refrigeration and Air Conditioning Mechanic				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Sheet Metal Worker				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Gasfitter - Class B				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Steamfitter/Pipefitter				
Cariboo				
Kootenay				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Powerline Technician				
Cariboo				
Kootenay				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				

Trades, levels, and economic regions where local training capacity has an opportunity to increase				
Trade / Region	Level 1	Level 2	Level 3	Level 4
Mobile Crane Operator				
Cariboo				
Kootenay				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Gasfitter - Class A				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Thompson / Okanagan				
Vancouver Island / Coast				
Industrial Electrician				
Cariboo				
Lower Mainland / Southwest				
North Coast				
Northeast				
Vancouver Island / Coast				
Tower Crane Operator				
Lower Mainland / Southwest				
Thompson / Okanagan				
Vancouver Island / Coast				
Carpenter				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Plumber				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				

Trades, levels, and economic regions where local training capacity has an opportunity to increase				
Trade / Region	Level 1	Level 2	Level 3	Level 4
Heavy Mechanical Trades				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Automotive Service Technician				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Industrial Mechanic (Millwright)				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Welder				
Cariboo				
Lower Mainland / Southwest				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Sprinkler Fitter				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				

Trades, levels, and economic regions where local training capacity has an opportunity to increase				
Trade / Region	Level 1	Level 2	Level 3	Level 4
Roofer				
Cariboo				
Kootenay				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Auto Body and Collision Technician				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Painter And Decorator				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Thompson / Okanagan				
Vancouver Island / Coast				
Architectural Sheet Metal Worker				
Cariboo				
Kootenay				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Landscape Horticulturist				
Kootenay				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				

Trades, levels, and economic regions where local training capacity has an opportunity to increase				
Trade / Region	Level 1	Level 2	Level 3	Level 4
Insulator (Heat and Frost)				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Cabinetmaker				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Thompson / Okanagan				
Vancouver Island / Coast				
Machinist				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Metal Fabricator (Fitter)				
Cariboo				
Kootenay				
North Coast				
Thompson / Okanagan				
Vancouver Island / Coast				
Glazier				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				

Trades, levels, and economic regions where local training capacity has an opportunity to increase				
Trade / Region	Level 1	Level 2	Level 3	Level 4
Parts Technician				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Construction Craft Worker (Labourer)				
Cariboo				
Lower Mainland / Southwest				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Automotive Glass Technician				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Lather (Interior Systems Mechanic)				
Cariboo				
Kootenay				
North Coast				
Thompson / Okanagan				
Vancouver Island / Coast				
Instrumentation and Control Technician				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Northeast				
Vancouver Island / Coast				

Trades, levels, and economic regions where local training capacity has an opportunity to increase				
Trade / Region	Level 1	Level 2	Level 3	Level 4
Piledriver And Bridgeworker				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Ironworker (Generalist)				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Utility Arborist				
Cariboo				
Kootenay				
North Coast				
Northeast				
Thompson / Okanagan				
Vancouver Island / Coast				
Drywall Finisher				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
Thompson / Okanagan				
Vancouver Island / Coast				
Concrete Finisher				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Thompson / Okanagan				
Vancouver Island / Coast				

Trades, levels, and economic regions where local training capacity has an opportunity to increase				
Trade / Region	Level 1	Level 2	Level 3	Level 4
Bricklayer				
Cariboo				
Kootenay				
North Coast				
Thompson / Okanagan				
Vancouver Island / Coast				
Marine Service Technician				
Kootenay				
Lower Mainland / Southwest				
Northeast				
Thompson / Okanagan				
Floorcovering Installer				
Cariboo				
Lower Mainland / Southwest				
Thompson / Okanagan				
Vancouver Island / Coast				
Ironworker (Reinforcing)				
Cariboo				
Lower Mainland / Southwest				
Thompson / Okanagan				
Vancouver Island / Coast				
Boilermaker				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
Thompson / Okanagan				
Vancouver Island / Coast				
Marine Mechanical Technician				
Kootenay				
North Coast				
Thompson / Okanagan				
Vancouver Island / Coast				
Automotive Refinishing Technician				
Cariboo				
Kootenay				
North Coast				
Northeast				
Vancouver Island / Coast				

Trades, levels, and economic regions where local training capacity has an opportunity to increase				
Trade / Region	Level 1	Level 2	Level 3	Level 4
Saw Filer				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
North Coast				
Northeast				
Vancouver Island / Coast				
Residential Building Maintenance Worker				
Cariboo				
Lower Mainland / Southwest				
North Coast				
Thompson / Okanagan				
Vancouver Island / Coast				
Arborist Technician				
Cariboo				
Kootenay				
North Coast				
Thompson / Okanagan				
Vancouver Island / Coast				
Mobile Crane Operator - Hydraulic 80 tonnes and under				
Cariboo				
Kootenay				
Lower Mainland / Southwest				
Thompson / Okanagan				
Vancouver Island / Coast				
Asphalt Paving/Laydown Technician				
Lower Mainland / Southwest				
North Coast				
Vancouver Island / Coast				