

where an AA could play a mediator role.

- Provide additional support to non-traditional apprentices. Apprentices from minority groups working amongst trades workers of the typical profile may face specific problems of harassment and bullying that are barriers to completion, and the AAs should be equipped with strategies to deal with this. In particular, we think it is important for the ITA to have female AAs that can be a source of support for women entering the trades. Currently, only nine percent of all apprentices are women, and of those, only a small minority are enrolled in male-dominated trades training programs – just two to three percent. It is notable the professional cook trade with the highest proportion of female learners also has the lowest completion rate. While the low wage premium of the trade is likely the most significant factor affecting this trade's completion rate, the low level of unionization also indicates that the absence of support for learners encountering problems of this nature may be a significant barrier to completion.
- Act as a referral counselor for other support resources. The research indicates that as apprentices progress in their training, the nature of the attrition problem changes.

Financial issues are often a significant problem, especially for apprentices in project-based industries where work is intermittent, tempting many to other lines of work outside of their training program. AAs should be knowledgeable about financial assistance programs, especially in regard to various funding programs available