

# The TRADES Report

for Ontario high school students

SEPTEMBER 2022



## 6 REASONS TO CONSIDER A SKILLED TRADE

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*Skilled trade: a career path that requires hands-on work and specialty knowledge.*

There are real advantages to pursuing a skilled trade. Here are six reasons why pursuing a skilled trade is worth considering:

#### #1. The demand for skilled trades is high.

It is estimated that by 2025, [40% of all occupations](#) will be in skilled trades. Many tradespeople today will be retiring in the next ten years leading to a shortage of skilled employees. Ontario's construction industry alone will need 116,000 new workers by 2030.

#### #2. Skilled trades careers have great earning potential.

Individuals with certificates in Red Seal trades earn on average \$64,000 in their first year. After four years of certification, income can increase substantially. Five years after receiving their certifications or graduating, journeypersons in most trades earn more than bachelor's degree graduates, on average.

#### #3. You can "earn while you learn" during an apprenticeship.

Apprentices are paid while they learn on-the-job. They are paid by the employers that hire them. The apprentice's salary may increase each year as they progress toward certification. The federal and provincial governments also offer grants (free money) to students pursuing apprenticeships. This typically results in lower student debt than that of university or college graduates.

#### #4. Students can choose from many trade careers.

The skilled trades are diverse with [144 recognized trades with apprenticeship programs](#) in Ontario alone, e.g., educational assistant, gemsetter/goldsmith, optics technician, and horticultural technician. Explore the various career options and find something you love to do.

#### #5. There are many opportunities to advance in the skilled trades.

Skilled trades offer careers where people have the chance to advance as supervisors, foremen/women, and managers. Or they can become mentors and instructors. Trades also offer the possibility of starting your own business.

#### #6. The traditional trades are evolving into [technologically advanced jobs and careers](#).

New opportunities in skilled trades will emerge due to these advances in technology. Many trades now require the use of computer equipment and technology where mental ability is combined with manual skills.

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## TERMS YOU NEED TO KNOW

**Apprenticeship:** An apprenticeship is a pathway to a career in the trades. You train on the job and in the classroom. It takes between two to five years to complete an apprenticeship.

**Registered apprentice:** An individual in a supervised work training program in a designated trade. The apprentice must be registered with the appropriate governing body (usually a ministry of education or labour, or a trade-specific industry governing body).

**Certification:** In most cases, apprentices are issued a certificate when they fulfill such requirements as supervised on-the-job training, technical training, and by passing one or more examinations.

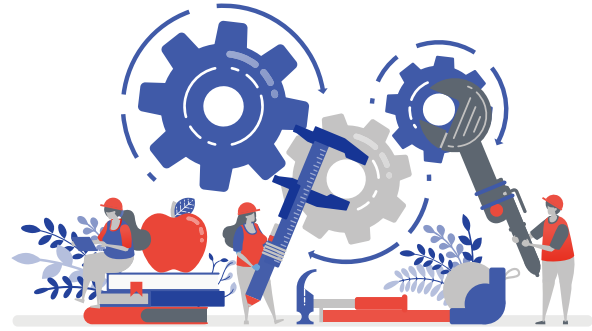
**Journeyman:** A journeyman is a certified expert in a particular trade. Once an apprentice is certified, he/she becomes a journeyman and earns the full journeyman wage.

**Compulsory trade:** A trade where workers are required to undertake or complete an apprenticeship program to be able to be employed in the trade.

**Designated trade:** A trade for which apprenticeship training and trade qualifications are available in Canada.

**Non-compulsory trade:** A trade in which certification is not legally required to practice the trade. Non-compulsory trades do not require apprenticeship.

**Red Seal Program:** This program sets common standards to assess the skills of tradespeople across Canada. Journeymen who meet the [Red Seal](#) standards, through examination, receive a Red Seal endorsement on their provincial trade certificates. The Red Seal is highly valued by employers and widely recognized. Red Seal-endorsed (RSE) tradespeople can practice anywhere in Canada.



## EXPLORE TRADES WHILE IN HIGH SCHOOL

There are job skills programs in high school that can assist you in exploring the trades. You can gain practical experience in your field of interest and more opportunity to decide if this is the right career path for you. Talk to your guidance counsellors and/or teachers if you are interested in any of the following programs.

**1 [Ontario Youth Apprenticeship Program \(OYAP\):](#)** OYAP is a school to work program that gives high school students the opportunity to explore and work in apprenticeship occupations starting in Grade 11 or Grade 12 through the Cooperative Education program. Students can earn credits towards their high school diploma while their Co-op/OYAP hours can be counted towards their apprenticeship. Students have an opportunity to become registered apprentices and work towards becoming certified journeymen while completing their secondary school diplomas.

To qualify for OYAP, you must:

- be at least 15 years old
- be studying part-time or fulltime in high school
- be either enrolled in Grade 11 or 12 or equivalent
- have earned at least 14 credits

**2 [Specialist High Skills Majors \(SHSM\):](#)** The SHSM program allows high school students in Grades 11 and 12 to focus on a career path by taking a bundle of courses that matches their skills and interests while earning their Ontario Secondary School Diploma.

**3 [Dual credit program:](#)** Dual credit allows high school students to take college or apprenticeship courses that count towards their Ontario Secondary School Diploma (OSSD) and a postsecondary certificate, diploma, degree, or a Certificate of Apprenticeship. Dual credit courses can help students move from high school to college and apprenticeship programs. You can [search for dual credit courses at your local college](#) and talk to your high school guidance counsellor to see if dual credit courses are offered at your school.

**4 [Cooperative \(Co-op\) education:](#)** Co-op education allows high school students to earn credits while completing a work placement in the community along with classroom learning or online learning activities. Co-op work placements are arranged for students by their high school. All Ontario school boards with high schools offer co-op programs. You can earn co-op education credits through work placements in a skilled trade.

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## VOLUNTEER

- ★ Your involvement in the local community may be one of the most important elements in a job application, and/or a bursary or scholarship application.
- ★ Volunteer in an area that may align with your future goals. This can help you in your exploration of potential careers and give you experience in a field you're considering.
- ★ Volunteering can provide you with networking opportunities and future recommendations for applications.

### Myth

*“Working in the skilled trades is too physically demanding.”*

### Fact

Most positions are hands-on, but jobs in the trades are diverse – there’s something for everyone. Working in the skilled trades results in an active career, but not all positions require tedious physical labour. Lots of careers in the skilled trades break the ‘too physically demanding’ myth, as some include design, planning, project management, and administration careers.

Taken from OYAP’s Myths vs Truth. More [HERE](#).

## GRANTS AND LOANS FOR APPRENTICES

Financial assistance to train as an apprentice may come in the form of grants, loans, scholarships, and/or bursaries. You do not have to repay a government grant.

The [Apprenticeship Incentive Grant \(AIG\)](#) is a \$1,000 grant per year or level, for a lifetime maximum amount of \$2,000 per person while you train as an apprentice in a designated [Red Seal trade](#). You must complete your first year/level to apply.

The [Apprenticeship Incentive Grant for Women \(AIG-W\)](#) is a \$3,000 grant per year/level up to a maximum amount of \$6,000 per person while you train as an apprentice in a designated Red Seal trade where women are underrepresented. You must complete your first year/level to apply.

The [Apprenticeship Completion Grant \(ACG\)](#) is a \$2,000 grant for registered apprentices who complete their apprenticeship training and obtain their journey person certification in a designated Red Seal trade.

The [Tools Grant](#) is to help apprentices pay for tools, protective equipment, and clothing for their trade. The amount of the grant depends on which trade sector you’re apprenticing in. To qualify for the grant, you must have: completed or been exempted from level one in-class training; a registered training agreement; been registered as an apprentice for at least twelve months.

The grant amounts are as follows:

- \$1,000 for motive power sector trades
- \$600 for construction sector trades
- \$600 for industrial sector trades
- \$400 for service sector trades

The [Canada Apprentice Loan](#) is a loan of up to \$4,000 per period of technical training to help registered Red Seal apprentices cover the cost of their training. You can use it to help pay for tools, tuition, equipment, and living expenses for example. You need to pass a credit check. You are not eligible if you are receiving a [Canada Student Loan](#) for the same technical training.

\*See [Apprenticeship Grants Program Definitions](#).



🌐 (O) Coalition of Black Trade Unionists (CBTU) Ontario/Canada Chapter: Ann Newman Scholarship

For a member, child, grandchild, or family member of a CBTU member in good standing, or a youth in the Black community who will be graduating from high school.

**Award:** One \$1000 scholarship.

**Deadline:** October 28 (last Friday in October).

🌐 Skills Ontario Pin & Medal Design Contests

Create the official lapel pin and/or medal to commemorate the 2023 Skills Ontario Competition. Winning designs for both pin and medal are immortalized in metal and reproduced by the thousands for the Skills Ontario Competition.

**Eligibility:** Any registered Ontario student in Secondary or Post-Secondary may participate in this contest.

**Prize:** \$500.

**Deadline:** November 11.

## SKILLED TRADES FALL INTO FOUR SECTORS:

- Construction, e.g., Steamfitter, Brick and Stone Mason, Heavy Equipment Operator.
- Motive Power, e.g., Automotive Service Technician, Heavy Duty Equipment Technician, Motorcycle Technician.
- Industrial, e.g., Tool and Die Maker, Industrial Mechanic Millwright, Welder.
- Service, e.g., Horticultural Technician, Baker, Hairstylist, and Child and Youth Worker.

### Top in-demand skilled trades in Ontario:



**Boilermaker**  
(Construction Boilermaker)



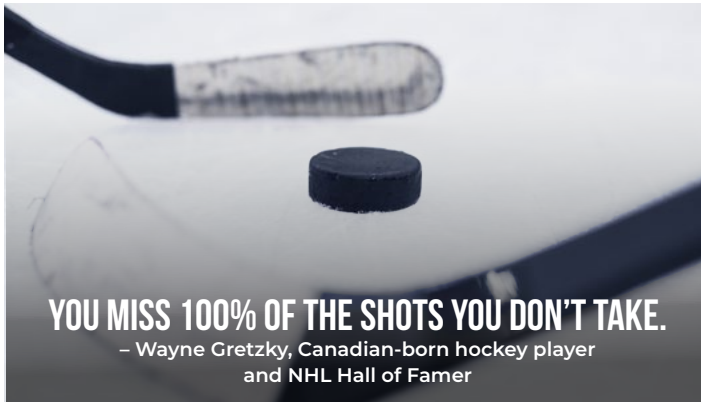
**Bricklayer**  
(Brick and Stone Mason)



**Cook**



**Welder**



## RESEARCH CAREERS:

**Career quizzes and tests:** Career quizzes and tests can help you discover careers that match your skills and interests.

**Labour Market Information (LMI):** Discover what trades are in demand by researching the Ontario Government's labour market page. Click on Explore Job Profiles, and you can find information that includes the five-year outlook of an occupation, the average annual income, and industries that employ people in these occupations.

## TRADES FROM THE FOUR TRADES SECTORS

Trades in Ontario have different requirements depending on whether they are non-compulsory, or compulsory trades.

A non-compulsory trade does not require you to write an exam (even if one is offered) in order to work in the trade.

A compulsory trade requires you to write and pass an exam (and receive a Certificate of Qualification) in order to work in the trade.

\*On the next page:

C = compulsory

NC = non-compulsory

Exam = exam is available. Keep in mind that those in non-compulsory trades are not required to write the exam, even though it is offered.

	<b>CONSTRUCTION</b> <u>Brick and Stone Mason (Bricklayer) (NC/Exam) Red Seal</u>	<b>INDUSTRIAL</b> <u>Welder (NC/Exam) Red Seal</u>	<b>MOTIVE POWER</b> <u>Recreation Vehicle (Service) Technician (NC/Exam) / Red Seal</u>	<b>SERVICE</b> <u>Cook (NC/Exam) Red Seal</u>
<b>Average wage in Ontario</b>	<u>\$22.00-\$42.75/hour</u>	<u>\$18.00-\$35.58/hour</u>	<u>\$16.00-34.00/hour</u>	<u>\$15.00-\$20.00/hour</u>
<b>What they do</b>	Bricklayers build and repair walls, floors, partitions, fireplaces, chimneys, smokestacks, and other structures. They work with materials such as brick, stone, tiles, and glass blocks, as well as with masonry products, insulation, and membranes. They erect, install, maintain, repair, and alter masonry structures ranging from simple masonry to ornate exteriors on multi-level buildings. They may specialize in stone work, restoration work, or ornamental work. They may also specialize in installing refractories or corrosion resistant materials.	Welders permanently join pieces of metal by applying heat, using filler metal, or fusion process. They join parts being manufactured, build structures, and repair damaged or worn parts. They also fabricate parts, tools, machines, and equipment used in the construction and manufacturing industries. Welders may specialize in custom fabrication, ship building and repair, aerospace, pressure vessels, pipeline, structural welding, and machinery and equipment repair.	Recreation vehicle (service) technicians diagnose, repair, replace, install, adjust, test, maintain, and modify the systems and components of recreation vehicles. This includes electrical components, plumbing, propane gas components, appliances, exterior and interior components, structural frames, and towing systems. They may also perform maintenance and repairs on trailer frames and running gear. They may also develop specialized skills in areas such as electronics, appliances, hitching systems, and interior and exterior finishing.	Cooks prepare, assemble, and season a wide variety of foods. They plan menus, determine the size of food portions, and estimate food requirements and cost. They also monitor and order supplies and oversee others. They follow food safety standards for hygiene, sanitation, and safety.
<b>Examples of employment</b>	Bricklayers work on industrial, commercial, institutional, and residential buildings. Experienced bricklayers may advance to supervisory positions for masonry contractors or in fields such as construction management, estimating, or building inspection. They may also become contractors.	Welders may contract or be employed by companies such as fabrication shops, steel and platform manufacturers, petrochemical refineries, mechanical contractors, transportation contractors, and specialized welding shops. With experience, welders may advance to positions such as lead hand, welding supervisor, welding inspector, and project manager.	Recreation vehicle (service) technicians are typically employed at RV dealerships, independent RV repair shops, RV manufacturers, and they may also be self-employed. Experienced recreation vehicle (service) technicians may advance to supervisory or training positions. They may also move into positions with manufacturers, wholesalers, and sales divisions of RV dealerships.	Cooks work in the hospitality and tourism sector or in institutional settings. Most cooks work shift work. The number of hours worked each week varies. With experience, cooks may act as mentors and trainers to apprentices. They can also move into other positions such as sous-chefs, kitchen managers, chefs, banquet managers, general managers, or food editors. They may also own their own restaurant.
<b>Skills needed to succeed</b>	Key attributes for people in this trade are manual dexterity, mechanical aptitude, the ability to problem solve and think sequentially, and the ability to work at heights. Bricklaying is physically demanding work. Bricklayers need to have an eye for detail to create accurate and aesthetically pleasing work.	In order to meet high quality standards, welders require attributes such as good mechanical ability, manual dexterity, good vision, excellent hand-eye coordination, and the ability to concentrate on detail work. They should be able to work independently or as part of a team. They also require the ability to work efficiently and accurately, to visualize a finished product, to reason logically, and to understand metallurgy.	Important attributes include mechanical and mathematical skills, manual dexterity, an ability to plan and think sequentially, and an ability to work as a team member. Customer relations skills are critical when providing on-site services. Sales skills are required.	Cooks must possess creativity, interest in precision work, and a good memory for details. Cooks must be able to work independently and as part of a team. They must have good organizational skills, and the ability to multi-task. Cooks must possess solid mathematical, communication, and customer service skills. They must be able to stand for extended periods of time, to function in close quarters, and to lift heavy objects.

## We Build a Dream: Career Discovery Expo

**Two Dates:** September 29 and October 27

**Time:** 6pm-8:30pm EDT

**Cost:** FREE

**Where:** Virtual event

**Who can attend:** Students in Grades 7-12 and parents/guardians

### Explore careers in:

- STEM (science, technology, engineering, math)
- Skilled Trades
- Emergency Response
- Entrepreneurship
- Leadership



Interested in the [Skills Ontario Competition](#) - the annual province-wide competition that celebrates secondary and post-secondary students who are the best in their skilled trade/technology field? Students who are interested in competing must let their instructor know. Then the instructor can pass along your request to your school board's designated contact person.  
Questions? Contact [competitions@skillsontario.com](mailto:competitions@skillsontario.com).



## **Reminder**

College Open Houses are being held in October and November.

Check out Skilled Trades programs at your local college.

This newsletter contains curated information from the following sources:

- [BuildForce Canada](#)
- [Canadian Apprenticeship Forum](#)
- [Careersintrades.ca](#)
- [Government of Canada: Job Bank](#)
- [Labour Market Information Council \(LMIC\)](#)
- [Ontario: Apprenticeship in Ontario](#)
- [Ontario: Ontario's Labour market](#)
- [Ontario: Skilled trades in Ontario schools](#)
- [Ontario Youth Apprenticeship Program \(OYAP\) \(1\)](#)
- [Ontario Youth Apprenticeship Program \(OYAP\) \(2\)](#)
- [ontariocolleges.ca](#)
- [Red Seal Program](#)
- [Skilled Trades Ontario](#)
- [Skills Canada](#)
- [Skills Ontario](#)
- [Statistics Canada: Earnings and mobility indicators for newly certified journeypersons in Canada, 2018](#)
- [Statistics Canada: Pathways indicators for registered apprentices in Canada, 2019](#)

