

The TRADES Report

JUNE 2023

for Ontario high school students

FROM UNIVERSITY TO TRADES TO BUSINESS OWNER: The Career Path of an Automotive Service Technician

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An interview with Emily Chung, licensed Automotive Service Technician and Automotive Writer. Emily owns and operates [Auto Niche](#), a family-friendly auto repair shop in Markham, Ontario.

1. Please describe your job/career. What does a typical day look like for you?

As an auto repair shop owner, I have many different roles. I make executive decisions for the shop in terms of technology, suppliers, new services, training, etc. I plan one quarter in advance, so while my team is working in the current season, I am working on what's to come for the next quarter. As an automotive service technician in an aftermarket shop, we work on all makes and models. Work ranges from maintenance services such as engine oil changes, tire changes, fluid services, alignments, etc., to mechanical repairs such as brake, steering, and suspension component replacements. We also have diagnostic work when vehicles come in with warning lights on, noise symptoms, or drivability issues.

2. What factors went into choosing to pursue trades after high school?

I went to university after high school and got an Honours Bachelor of Arts degree. I worked in corporate for a while before going into the skilled trades. I worked for my family's business as a project manager. My father owns an auto parts wholesale company. He could have been selling water bottles for all I knew. I understood the product in terms of how to manufacture, logistics, marketing, etc. I didn't know the technical aspect. I was also frustrated when I took my car in for service, so I decided that I wanted to learn more about my car. I had no intention of pursuing the trades at the time. I enrolled in Centennial College's pre-apprenticeship program and placed very well in the class. Around that time, I felt called to open an auto repair shop. I followed that calling and here I am fourteen years later.

If we continue to focus on our skill, become lifelong learners, and work towards acquiring skill, there is no limit.

3. (Two-part): A) What are some of the challenges of working in trades?

I firmly believe in the impact of having the right mindset. There are many problems to solve daily as a technician and it's important to enjoy finding solutions to problems. With respect to being an aftermarket automotive service technician, one

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of the most challenging things is having access to proper repair information. As vehicles become more complex, we need to have access to the right information to diagnose and repair these vehicles.

B) Do you have any tips for female students considering skilled trades as a postsecondary pathway?

When I mentor women in skilled trades a lot of our work is in examining our own beliefs about what it means to be a female in a non-traditional sector. If we don't have the right perspective about it first, it will affect our experience in the trade. I emphasize that we are measured by our skill ONLY. When clients come into my repair facility, they want the car fixed. They are not bringing the vehicle here because I'm female. If we continue to focus on our skill, become lifelong learners, and work towards acquiring skill, there is no limit. I also give this advice to male students. Get the skills--it takes time, perseverance, and commitment. To be frank, I do not use gender in my vocabulary because I don't give others permission to. So, whether I can or can't do something, it has nothing to do with my gender, race, age, etc. It has everything to do with my skill level and I can work towards improving that.

Emily is a proud mom of two teen boys who spend most of their time eating everything that's in the fridge! Emily is passionate about her work. Together with her staff, [AutoNiche's](#) purpose is to bring better communication and client service to the auto repair experience. Emily also teaches in the Automotive Business School of Canada at Georgian College and is currently completing her Executive MBA. She serves on the Board of Directors for the Automotive Aftermarket Retailers of Ontario (AARO). She has appeared on various media including Breakfast Television, Cityline, and The Marilyn Denis Show.

HOW DO I BECOME AN APPRENTICE AFTER GRADUATION?

Find an employer who will sponsor you. Talk to family, friends, and neighbours for potential contacts.

Check the websites of professional Trade Associations or Unions. Or drop by their respective offices. These organizations may run their own training centres. See what they have to offer.

Contact your local employment office. They will have information on trades-related training and employment.

Pre-apprenticeship Training Programs: Need more skills or experience? The government is funding nearly 100 pre-apprenticeship training programs for those in the skilled trades. Colleges and community agencies provide free trades-specific training, course materials, and safety training for up to 52 weeks starting at different times throughout the year. These programs also include an eight-week paid work placement with local employers which can lead to full time employment and apprenticeship opportunities. For example, [Humber](#) and [Mohawk](#) offer Pre-apprenticeship Training Programs. You can search for pre-apprenticeship training near you – then apply directly to the organization offering it. If you want help finding and applying to an organization, contact [Employment Ontario](#).

WIST (Women in Skilled Trades) Pre-Apprenticeships: This funded program is tuition-free. For example, Conestoga offers the [Women in Skilled Trades \(WIST\) General Carpenter Pre-Apprenticeship](#). Attending an information session is the first step in the application process. The participants will receive details about general carpentry, the WIST program, and next steps. FYI: Next session--July 5.

College:

- [Pre-Trades](#) Programs (Fundamentals, Foundations, and Technique programs). If you're looking to explore the trades but aren't sure which specialty you want to choose, consider a pre-trades program. Pre-trades programs give students a well-rounded look at the skills and techniques used across a variety of skilled trades.
- Certificate and diploma programs, such as [Cabinetmaking](#). Many programs will involve a workplace component. Check your local college for more information. Start your online search [here](#). You can refine your search by College, Program Availability, Program Start Date. *There are open programs as of June 2023.

TIPS FOR HIGH SCHOOL STUDENTS

Ways you can start preparing for an apprenticeship this summer:

- Prove you can work on a team: Join a sports team or a club.
- Demonstrate you can be responsible: Get a summer job. Volunteer, e.g., *Habitat for Humanity*.
- Job shadow for a day or a week. Work for free on a job site. Explore trades that interest you.
- If possible, obtain your driver's licence.
- Take safety courses, e.g., First Aid.

The [Ontario Youth Apprenticeship Program](#) is available for Grade 11 and 12 students to earn co-op education credits through work placements in a skilled trade. Speak with your co-op teacher, guidance counsellor, or the [OYAP coordinator](#) for your school board.



PROGRAMS

The [Hammer Heads](#) Program is a skill and employment-based training program within the construction industry offering apprenticeship career opportunities to the youth of under-resourced neighbourhoods. The program runs three times a year, each with separate intake dates. Apply [here](#).

Eligibility:

- All applicants must be between the ages of 18-26 and reside in an under-resourced community in the Greater Toronto Area.
- A minimum of Grade 10 Math, English, and Science Credits are required or a GED.
- You must submit a complete application including your resume and high school transcript or GED.

[Gateway to the Trades](#) is a part-time skilled trades exploration and employment-readiness program that will equip participants with the skills and connections to find meaningful employment in the skilled trades. Five weeks of programming include topics such as skilled trades career awareness; health and safety training; numeracy skills for the trades; financial literacy; and job search training. Participants will also make connections with skilled trades employers who are hiring, and receive supports such as tools and safety equipment. Apply [here](#).

Eligibility:

- Applicants must be aged 17-30.
- Living in southwestern Ontario.
- Finished high school.

[Tools in the Trades Boot Camps](#): *“Experience a day of skilled trades!”* Open to Senior Specialist High Skills Major (SHSM) who are ready to graduate and enter a career in the skilled trades. You are eligible to apply to an adult Boot Camp in a city near you!

“Apprenticeship IS post-secondary education.”

Many students are surprised to discover that people who earn trade certifications spend the same amount of time in training as those who earn a four-year bachelor’s degree, often more. They are required to develop and refine complex math and science, critical thinking, and problem-solving skills. Their expertise is deep, highly technical, and very much in demand. The average debt for a student in Canada earning a bachelor’s degree is close to \$30,000. Skilled trades pay you to learn, you finish with money in the bank rather than debt, and you know you have practical experience and skills that appeal to employers — both at home and abroad. With a red seal you can work internationally. It also gives you a huge entrepreneurial edge — the freedom to start your own business and the skills to expand that business in numerous directions.

- Excerpt from [“So many skilled trades jobs, so few people to take them.”](#) – The Hamilton Spectator, April 2, 2023.

10 REASONS YOU SHOULD ABSOLUTELY CONSIDER A CAREER IN THE SKILLED TRADES

- 1 There is huge demand for skilled tradespeople right now.
- 2 Your annual salary could hit \$75K—or more.
- 3 Education is accessible (and you can get paid to learn).
- 4 Red Seal Certification allows you to travel the country, or even the world.
- 5 The skilled trades are evolving with technological innovations.
- 6 There is room for people with all sorts of skillsets.
- 7 There are lots of opportunities for advancement.
- 8 Some trades are recession-resistant.
- 9 There is a greater diversity of trades than many people realize.
- 10 Job satisfaction is high—and so is job security.


- [Macleans](#), January 14, 2020



“If you like to work with your hands, see the results of your efforts and are a creative problem-solver, a career in the trades might be right for you.” Watch CAF FCA’s: [Consider a Career in the Skilled Trades](#).

EXPLORE

To explore careers:

- [Skilled Trades Ontario](#). The website provides [trade information and apprenticeship resources](#) such as training standards and curriculum standards.
- [Job Talks](#) on YouTube. See interviews with tradespeople and learn about their work. 

Did You Know?

Some trades are part of the [Red Seal Program](#) – the national standard for the trade. A Red Seal endorsement shows you have the knowledge and skills necessary to practice your trade across Canada.

Quick Facts

- Canada is experiencing a record high shortage in skilled trades workers. By 2028, approximately 700,000 skilled trades workers will have retired and there are not nearly enough skilled workers to replace them.
- One in three skilled tradespeople is older than 55.
- Women only represent 2.4% of apprenticeship certificate holders.

NEWS

[New High School Graduation Requirement](#)

Starting with students entering Grade 9 in September 2024, all students will now be required to earn a Grade 9 or 10 Technological Education credit as part of their Ontario Secondary School Diploma.

[“Grade 11 students can soon apprentice full-time and still earn their high-school diploma”](#)

The Ontario government will be allowing students in Grade 11 to transition to a full-time skilled trades apprenticeship program. Upon receiving their Certificate of Apprenticeship, they can apply for their Ontario Secondary School Diploma as mature students.

Myth:

“Working in the skilled trades is a dead end.”

Fact:

Skilled trades aren't just jobs, they're careers. There are plenty of opportunities for advancement within the skilled trades--from supervisory roles to management roles to owning your own business! A career in the trades is the farthest thing from a dead end--so get ready and be excited!

Source: [OYAP's Myths vs Truth](#).

SUMMER JOBS

SUMMER JOB SEARCH IDEAS

- Many municipalities (townships, villages, towns, cities) offer summer jobs, although the deadlines to apply tend to occur early in the year. If you want to check out if there are any openings where you live, just search for the township or city website where you live. They will have an Employment Opportunities or Jobs section where you will find summer student employment opportunities, and part-time and seasonal positions.
- Search the Government of Canada's [Job Bank](#). Make sure to search by filtering using the term *student* and your location.
- The Ontario government offers many programs to help students find summer jobs. Check them out [here](#).
- [Indeed](#) is an employment website where many businesses such as grocery stores, pharmacies, dollar stores, manufacturers, and department stores, list job opportunities including summer jobs and part-time jobs for students.
- You may find it rewarding to start your own business. For example, a student with a green thumb can become an independent landscaper!

DYK

The Ontario government is increasing the minimum wage to [\\$16.55 an hour on October 1, 2023](#).

For tips on how to write a resume, see [High School Student Resume Template](#).

Have you thought about job shadowing? Job shadowing (for a day or a week) offers students who are thinking about a career in the trades a valuable opportunity to learn about prospective jobs. You will get the chance to experience what it's like to work in a trade by observing an experienced employee work in their role.

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) to work in the trade.

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

*Below:

C = compulsory.

NC = non-compulsory.

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

	CONSTRUCTION <u>Architectural Glass & Metal Technician</u> (NC/Exam) <u>Red Seal (Glazier)</u>	INDUSTRIAL <u>Metal Fabricator</u> (NC/Exam) <u>Red Seal</u>	MOTIVE POWER <u>Automotive Service Technician</u> (C/Exam) <u>Red Seal</u>	SERVICE <u>Parts Technician</u> (NC/Exam) <u>Red Seal</u>
Average wage in Ontario	<u>\$18.00-\$39.93/hour</u>	<u>\$18.00-\$32.15/hour</u>	<u>\$17.00-\$39.00/hour</u>	<u>\$19.00-\$31.98/hour</u>
What they do	They cut, fit, install, and replace glass in residential, commercial, and industrial buildings, on exterior walls of buildings and other structures, and in furniture and other products.	They fabricate, assemble, fit, and install steel or other metal components for buildings, bridges, tanks, towers, boilers, pressure vessels, and other similar structures and products.	They inspect, diagnose, repair, and service mechanical, electrical, and electronic systems and components of cars, buses, and light and commercial transport trucks.	They sort, store, and issue parts and supplies for use by the establishment in which they work and for sale to the public.
Examples of employment	They are employed by construction glass installation contractors, retail service and repair shops, and glass fabrication shops, or they may be self-employed.	They are employed in structural steel, boiler and platework fabrication plants and by heavy machinery manufacturing and shipbuilding companies.	They are employed by motor vehicle dealers, garages, truck and trailer dealerships, fleet maintenance companies, and service stations, automotive specialty shops, transportation companies, and retail establishments which have automotive service shops.	They are employed by manufacturing companies, warehouses, retail and wholesale establishments, mining, forestry and construction companies, repair shops, hospitals, and other establishments.
Skills needed to succeed	Good reading, writing, and communication skills. Manual dexterity, analytical ability, and troubleshooting skills. Good knowledge of mathematics, the ability to use metric and imperial measurements, an understanding of building science, problem-solving skills, and the ability to work independently or as part of a team.	The ability to visualize in three-dimensions, good coordination, mechanical aptitude, manual dexterity, and the ability to perform work-related mathematical calculations. The ability to interpret fabrication drawings and specifications.	Good hand-eye coordination, mechanical aptitude, time management skills, logical thinking, and decision-making skills, excellent communication skills, computer skills, and the ability to continue learning as technology advances. Valid driver's licence. The work often requires considerable standing, bending, crawling, lifting, pulling, and reaching.	Excellent interpersonal and customer service skills, computer application skills, problem solving skills, mathematical skills, manual dexterity, mechanical aptitude, organizational skills, multi-tasking skills and the ability to work independently. An up-to-date knowledge of the industry as well as technical knowledge and the ability to describe parts and their applications to customers.

SCHOLARSHIPS & BURSARIES

RBC Future Launch Scholarship

- For Canadian youth between 15–29 years old.
- Enrolled part time in school or not in school at all.
- A Canadian Citizen or Permanent resident.
- Grades and transcripts are not required.
- Hundreds of scholarships available throughout the year.
- Not working at RBC or a dependent of someone working at RBC.

The \$1,500 scholarship can be used for many different things, including:

- Short-term courses
- Workshops
- Certificates
- Necessary equipment or books

Canerector Foundation Scholarship in Skilled Trades

Canerector Foundation Scholars receive scholarship funding (typically \$1,000 per semester) to apply towards their tuition fees. Scholars who mentor current and prospective students in skilled trades; and / or participate in co-curricular activities; and maintain a minimum ‘B’ average (clarify with the college) will be awarded an additional \$1,000 per term up to a maximum of \$4,000. Canerector scholars will receive ongoing social and career support, including mentorship and increased access to employers and alumni. Interested students can find these scholarship programs at [Algonquin College](#) (Deadline September 21), [Centennial College](#) (Fall 2023), [Durham College](#) (Fall 2023), and [Conestoga College](#) (September 2023). Check with each college for the specific deadline to apply, or access your student portal, and / or check any email communication for award information. Check with your Financial Aid / Student Awards office if you need assistance.

GENERAL BURSARIES

If you need financial assistance, you can apply for a General Bursary in the fall. There is also an expectation that students apply for all funding available to them including OSAP before completing the application form to be considered for bursary funds. Check with your Financial Aid / Student Awards office if you need assistance.

FOR INDIGENOUS STUDENTS

United Steelworkers (USW) Indigenous Scholarships

Six \$1,500 scholarships distributed across three regions (two scholarships per region). Open to active or retired members of the United Steelworkers, or their children, grandchildren, or immediate family members (including by birth, adoption, or by other equivalent relationship) who self-identify as First Nations, Inuit, or Métis, and will attend a post-secondary educational institution in Canada (including a skilled trades program at a college or technical institute).

Deadline: June 30.

Indspire’s Building Brighter Futures (BBF): Scholarships, Bursaries, and Awards

- [Petro-Canada Award for Indigenous Students](#). Open to First Nation (status and non-status) high school students under the age of 19 who live in communities listed within the application. **Award:** \$750. **Deadline:** July 1.

- [Scholarships, Bursaries and Awards for Postsecondary Education – Skilled Trades](#). Open to a member of a recognized Canadian First Nation Band, Inuit Settlement, or Métis Nation. **Award:** \$1,000-\$30,000. **Deadline:** August 1; November 1; February 1.

- [Canada Post Awards for Indigenous Students](#). Open to a member of a First Nation, Métis, or Inuit community. **Award:** \$2,000 grants. **Deadline:** August 31.

ATCO Indigenous Education Awards Program

Open to Canadian Indigenous students.

Eligibility: Applicants must be enrolled fulltime in high school (including upgrading) or in an accredited postsecondary institution or training program. The awards are given to students who demonstrate leadership capabilities and strive to be role models in their schools and communities. The application requires a short essay (500-1,000 words) describing why you are a suitable candidate. Preference will be given to students from Indigenous communities where ATCO has business interests.

Awards: Students may re-apply each year if they wish to be considered for another award.

Merit Awards: \$750 for students completing Grades 9-12.

Bursaries: \$1,200 for students enrolled in trade / community technical college diploma or certificate programs.

Scholarships: \$1,800 for students enrolled in degree or graduate programs.

Bridging Awards: \$1,000 for students registered in an upgrading program (Adult Basic Education) or University Preparation program.

Deadline: August 15.



FOR BLACK STUDENTS

⑥ **Jamaican Canadian Association (JCA) Scholarship Program: Ivan Dawns Scholarship**

This scholarship is geared towards students who are pursuing a career in the trades. Open to students from the Caribbean / African community. Most scholarships are geared towards students entering or in their first year of studies.

Award: \$1,000.

Deadline: July 10.

⑥ **Black Business and Professional Association (BBPA) Scholarships**

Specialty Scholarship: The BBPA Skilled Trades Scholarship recognizes an outstanding student in the Black community who wishes to pursue a skilled trade. It will be awarded to a student who has completed high school, exhibits academic performance, social contribution, and statements of personal need.

Award: TBA.

Deadline: July 18.

SCHOLARSHIPS & BURSARIES BY DEADLINE

⑥ **Build A Dream #HerPower Awards**

CATEGORY: SKILLED TRADE

Open to a woman with financial need who has graduated with a secondary school diploma (or equivalent) and who is registered in a Skilled Trades program as a full-time student in an accredited college (or authorized training facility) starting no later than the fall semester of 2023. Your official acceptance letter to a skilled trades program at an accredited college in Canada (or equivalent) is required. Applications must be received in Spring 2023.

Inquiries: INFO@WEBUILDADREAM.COM.

⑥ **Automotive Industries Association (AIA) Canada and the University of the Aftermarket Foundation (UofAF) Scholarship Program**

Award: \$1,000. A \$1,000 matching grant is awarded to scholarship recipients who become technicians in the automotive aftermarket.

Deadline: June 15.

⑥ **Horatio Alger Association of Canada Vocational & Technical Education Scholarships**

Open to students who have completed high school (or earned high school equivalency credential) by July 1, and who will be enrolled in a three-year (or less) career or technical degree / certificate program. They must have critical financial need (\$65,000 or less annual net income per family is required) and demonstrated perseverance in overcoming adversity.

Award: Twenty-five \$3,000 scholarships.

Deadline: June 15. Note: Applications will continue to be accepted until all scholarships have been awarded.

⑥ **Automotive Retailers Foundation Inc. (ARFI) Scholarships and Bursaries**

See the list of scholarships and bursaries on the website. Please refer to the individual award guidelines for the specific details and criteria.

Deadline: June 30.

⑥ **BOLT Women in Construction Scholarship**

Open to those (17 to 29 years old) who identify as female and are working in a Construction trade. They must be a Registered Apprentice and have financial need.

Award: \$500.

Deadline: June 30; September 30.

Inquiries: info@supportontarioyouth.ca.

⑥ **Co-operative Housing Federation of Canada (CHF Canada) Awards, Grants & Scholarships: Diversity Scholarships**

Central Ontario Co-operative Housing Federation

(COCHF): You could be eligible for a scholarship if you are going to attend a publicly funded Canadian college, university, or approved apprenticeship-training program and you have financial need.

Awards: Up to \$5,000 scholarships.

Deadline: June 30, 4 p.m.

⑥ **Joseph G. Doria Exemplary Student Award**

Open to a graduating Canadian secondary school student who shows exemplary academic excellence, a demonstrated passion for the welding industry, and community involvement, who is entering a fulltime welding technician or welding engineering technology program.

Award: One \$3,000 award.

Deadline: June 30.

Inquiries: awards@cwbweldingfoundation.org.

*Also see the *Forged by Youth Award* and the *CWB Association Chapter Awards* (The CWB Hamilton Chapter: Victor Oreskovich Award).

⑥ **Nicole LeClair Welding Bursary Award**

Open to students pursuing welding or a welding-related skilled trade at the post-secondary education level at a publicly funded post-secondary school within Ontario.

Award: Four \$2,000 bursaries.

Deadline: June 30.

Inquiries: Nicole LeClair at chickwelder@yahoo.com.

8 **Ontario Credit Union Foundation (OCUF): CU (“See You”) Succeed Youth Bursary**

Applicants (or their parent) must belong to a credit union which is a member of the OCUF and pursuing a college diploma, undergraduate degree, or red seal. Grades 65% or higher are required. The bursary will be awarded based primarily on two criteria – demonstrated financial need and community involvement.

Award: Eighty awards from \$1,000-\$3,000.

Deadline: June 30.

8 **Ontario Horticultural Trades Foundation (OTHF) Scholarships**

Apprenticeship Scholarship: Five \$600 scholarships for students in a horticulture apprenticeship program at an accredited college or university. Required: Application; a two-page essay.

The Peter Olsen Scholarship Fund: This Fund provides a scholarship for an entering, basic-level horticulture apprenticeship student and a scholarship for an entering, advanced-level student.

Deadline: June 30.

8 **TransAlta Women in Trades Scholarship**

Open to women enrolled in a fulltime postsecondary trade program or applied apprenticeship programs related to TransAlta’s operations. **Eligibility:** The application requires a maximum 500-word essay responding to a prompt on the website.

Award: Up to \$2,500.

Deadline: June 30.

8 **Skills Ontario Scholarship**

Open to students who received a bronze, silver, or gold medal at the 2023 Skills Ontario Competition.

Eligibility: Applicants must be an Ontario resident and they must possess a Canadian citizenship or landed immigrant status. They must have earned high school credits any time during the current school year (September 2022 to June 2023) and will graduate in the spring, summer, or fall of 2023. Applicants must be pursuing a postsecondary education as an apprentice or through a postsecondary institution within Ontario. They must provide two letters of recommendation and proof of volunteer work / community service.

Award: \$1,000.

Deadline: Postmarked by August 4.

Contact: Gael Loro, gloro@skillsontario.com.

8 **Ontario Federation of Agriculture (OFA) Bursary Program**

Open to residents of Ontario who are OFA members, a child of, or an employee of, an OFA member.

Applicants are judged based on demonstrated leadership skills, involvement in the community, and varied accomplishments in both school and the agriculture industry. **Eligibility:** Applicants must be entering, or are currently completing, an undergraduate program, an apprenticeship, or a postgraduate, or leadership development, program.

Award: Five \$2,000 bursaries--one bursary to a person completing an apprenticeship.

Deadline: August 31.

