

A CAREER GUIDE FOR THE

SKILLED TRADES

IN WINDSOR-ESSEX



What is an
APPRENTICESHIP?

HOW MUCH  CAN I MAKE?

EXPLORE **IN-DEMAND**
26 SKILLED
TRADE JOBS

workforce
WindsorEssex
YOUR LOCAL EMPLOYMENT PLANNING COUNCIL

www.workforcewindsor-essex.com





ACKNOWLEDGMENTS

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HOW DID WE DO?

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ABOUT

Workforce WindsorEssex is a workforce and community development board. Our mandate is to plan, facilitate and advocate for regional workforce development, defined as the development, retention, and recruitment of a wide range of skilled workers to meet the current and future economic and social development needs of Windsor-Essex.

We are an experienced leader in the development of regional labour market tools, research and guides that save others time, money and effort. These resources, created in close coordination with employment, education and industry partners, are designed to help job seekers, employers, students & educators, as well as the community, make more informed labour market decisions using locally-responsive, data-rich and unbiased resources.

Resources for Jobseekers



WEjobs

Submit your resume to our database
Sign up for job posting emails



WEsearch

Connect with local programs and services
Learn about apprenticeships and training



WEexplore

Find up-to-date job postings by profession
Discover career paths, profiles and blogs



WEmap

Explore jobs and services around the region

Resources for Students



WEdata

Request local statistics for projects
Access local labour market information



WEsearch

Learn more about apprenticeships
Connect with our Experiential Learning Hub



WEexplore

Find information on in-demand jobs
Discover career paths, profiles and blogs



WEmap

Explore jobs and services around the region

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SKILLED TRADES CAREER GUIDE FOR WINDSOR-ESSEX

EDUCATION PATHS

While in high school, students choose an education path after carefully weighing a wide range of considerations, including their interests, knowledge, skills, abilities, and experience. Possible education paths are University, College, Apprenticeship, and direct entry into the labour market. This guide will explore Apprenticeships.



UNIVERSITY



COLLEGE



APPRENTICESHIP



WORK

WHAT JOBS ARE SKILLED TRADES JOBS?

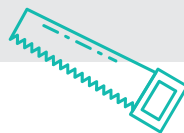
A skilled tradesperson refers to a worker who has completed both in-class and on the job training in a particular trade. There are four skilled trades sectors: Industrial, Motive Power, Construction, and Service.



INDUSTRIAL



MOTIVE POWER



CONSTRUCTION



SERVICE

The schooling and apprenticeship process was three years... Some of it was classroom talking about safety and procedure, but a lot was leaning from doing... For me, painting is a stress reliever; and it allows me to be creative.
– Drew, Industrial Painter

WHAT IS APPRENTICESHIP?

An apprenticeship is a form of education where a skilled trade is learned through both in-class and on-the-job training. An apprentice works for an employer, learning the trade through work, and completes schooling on a full-time or part-time basis. It often takes 2-5 years to complete an apprenticeship, depending on the trade. While not all skilled trades jobs require you to complete an apprenticeship, there are many benefits to becoming certified in a trade, including higher wages, economic mobility, and increased employment opportunities.

TRAINING OPTIONS

SECONDARY STUDENTS

OYAP
└─ APPRENTICESHIP

OYAP

The Ontario Youth Apprenticeship Program is for grade 11 and 12 students to work as tradespeople while completing their secondary schooling. Some programs offer participants the potential to complete Level 1 of their trade. Participants can complete their apprenticeship after graduating secondary school. These programs are helpful to secondary students who are looking to enter a career in the skilled trades and want to get a head-start on their training.

NO TRADE EXPERIENCE

PRE-APPRENTICESHIP
└─ APPRENTICESHIP

PRE-APPRENTICESHIP

Pre-apprenticeship programs introduce one or more trades to students and offer short-term work placements for participants. Some programs offer participants the potential to complete Level 1 of their trade. These programs are helpful to those looking to learn more about a trade before beginning formal training.

WITH/WITHOUT TRADE EXPERIENCE

CODA
OR
APPRENTICESHIP

CODA

Co-op Diploma Apprenticeship programs allow students to complete a college diploma simultaneously with an apprenticeship. Work placements are completed following schooling. These programs benefit those who want to obtain two levels of education in a shortened period of time.

WHY SHOULD I COMPLETE AN APPRENTICESHIP?



STABLE EMPLOYMENT OPPORTUNITIES IN CANADA

Industries that employ tradespeople are expected to grow 6% nationally in the next five years.¹ Locally, the Gordie Howe International Bridge and mega-hospital projects will require thousands of tradespeople over the next decade.

HIGHER SALARY WHEN CERTIFIED AS A JOURNEYPERSON

In Windsor-Essex, those with a trade certificate have a median income of \$42,938 while those with a high school diploma have a median income of \$22,393.²

TUITION COSTS ARE MUCH LOWER THAN OTHER POST-SECONDARY EDUCATION

The average cost of in-class schooling for an apprenticeship is \$400-600 per course, while a university education can cost \$4500 per semester and a college education can cost \$2400 per semester.^{3,4,5} Some employers will reimburse the cost of courses after they are completed to promote their apprentice moving through their trade levels.

1. Emsi Analyst, 2018.3.
2. Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016261
3. Apprenticeship Career Connections, "What is the cost of an apprenticeship program?," Apprenticeship Career Connections, January 19 2012, <http://apprenticeshipcareerconnections.ca/what-is-the-cost-of-an-apprenticeship-program/>
4. Ontario Youth Apprenticeship, "Financial Information," Ontario Youth Apprenticeship Program, https://oyap.com/en/about_apprenticeship/financial_information/
5. Ontario Colleges, "College Tuition Fees in Ontario", 2019, <https://www.ontariocolleges.ca/en/colleges/paying-for-college>

3 CAN START CAREER EARLY, EVEN DURING HIGH SCHOOL WITH THE ONTARIO YOUTH APPRENTICESHIP PROGRAM

The Ontario Youth Apprenticeship Program allows students in grade 11 or 12 to work as a registered apprentice while they complete their secondary school diploma. Students that participate in OYAP may graduate secondary school having already completed Level 1 of their training.

LESS CLASSROOM WORK THAN TRADITIONAL SCHOOLING

Schooling is done through block release training, where apprentices are in school full-time for approx. 8-12 weeks per course session, or through part-time schooling, often consisting of night classes twice a week.

5 LEARN TECHNIQUES AND PRACTICES THAT ARE ACTUALLY USED IN THE JOB

As approximately 85% of the training is done on the job, apprentices learn proper techniques in their work setting by experienced co-workers. Concepts taught in the classroom are taught by certified tradespeople who have worked in the industry for many years.



LEARN THROUGH HANDS-ON WORK

Apprenticeships are educational paths that will properly train apprentices on the skills that will be required of them as certified trades workers. With most of the training taking place on the job, techniques are taught to apprentices by co-workers while completing work required by their employer. In-class learning often incorporates hands-on learning as well while using relevant tools and machinery.

GET PAID WHILE TRAINING ON THE JOB

Apprentices are often paid for their work by their employer. Many apprentices will earn higher wages as they complete training milestones.

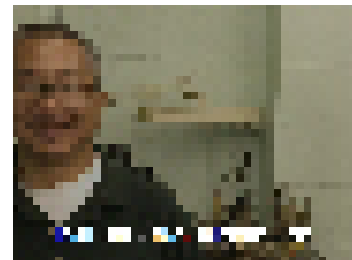
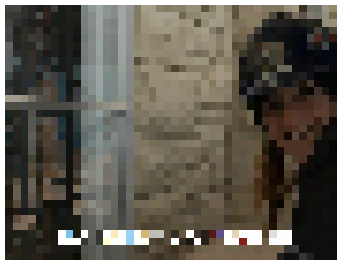
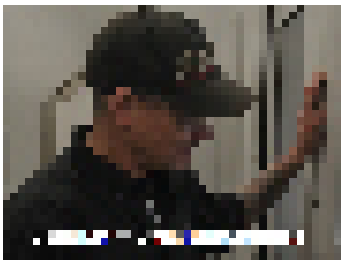
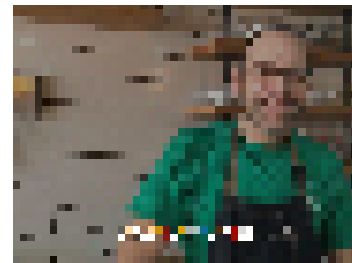
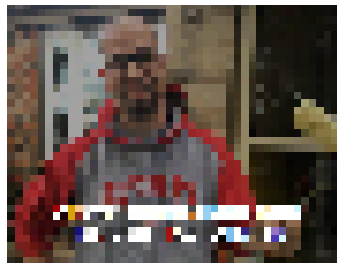
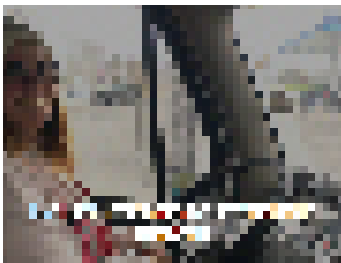
“When I was in the tenth grade, I had applied for the OYAP placement and my amazing career took off from there... I went from being a student that no one thought would make it because I am a girl to becoming the best OYAP student in my grade/workplace and achieving a bursary for manufacturing. I was able to skip my first year of college and jump right into the second year, learn many important life lessons and be the youngest girl operating a CNC at my employment.” – **Jillianne, General Machinist Apprentice**

FIND THE RIGHT IN-DEMAND JOB

There are over 150 apprenticeable skilled trades in Ontario. The following section includes career profiles of over 28 in-demand skilled trades jobs in Windsor-Essex. In this section you can learn about skilled trades jobs that can be found in many different fields, including construction, manufacturing, agriculture, transportation and logistics, tourism and hospitality, service, education, healthcare, and more.

All of the jobs included are in-demand in Windsor-Essex, which means that there are many companies looking to hire multiple people in many different positions. Employers have indicated that these jobs are in-demand currently, and will be for many years to come.

Each profile includes a job description, local median wage, working conditions, and local education and training opportunities. Local median wages are provided separately for apprentices and journeypersons, with apprentices often receiving a starting wage more reflected by the lower end wage (25th percentile, 2017), and journeypersons' starting wages more reflected by the median wage (2017). Educational programs listed are those offered locally or the closest program offered outside Windsor-Essex. Keep in mind that there are apprenticeship training opportunities available across Ontario.



Meet people who work in these jobs at www.workforcewindsorsex.com/workforce-profiles

LIST OF TRADES

CONSTRUCTION

401A: Brick and Stone Mason
244G: Cement (Concrete) Finisher
450A: Construction Craft Worker
451A: Drywall, Acoustic & Lathing Applicator
309A: Electrician- Construction and Maintenance
403A: General Carpenter
636A-C: Heavy Equipment Operators
404C: Painter and Decorator- Commercial and Residential
306A: Plumber
313A: Refrigeration and Air Conditioning Systems Mechanic
449A: Roofer

INDUSTRIAL

429A: General Machinist
420A: Ironworker- Structural and Ornamental
442A: Industrial Electrician
433A: Industrial Mechanic Millwright
431A: Mould Maker
404D: Painter and Decorator- Industrial
430A: Tool and Die Maker
456A: Welder

MOTIVE POWER

310B: Auto Body Collision Damage Repairer
310S: Automotive Service Technician
310T: Truck and Coach Technician

SERVICE

423C: Baker-Patisier
415A: Cook
332A: Hairstylist
441C: Horticultural Technician

I was an immigrant and didn't have too many choices when I came here. This was easy for me... I will be here for a long time. I changed careers a lot in the past, but I want to stay here for good.

– **Bai Lin, Mold Finisher**



BRICK & STONE MASON

TRADE 401A

WAGE:
APPRENTICE:
\$22.12/HR
JOURNEYPERSON:
\$32.58/HR

DESCRIPTION

Brick and Stone Masons lay bricks, concrete blocks, stone, and other similar materials to construct or repair walls, arches, chimneys, fireplaces, and other structures in accordance with blueprints and specifications. They perform a variety of residential, commercial, or industrial work.

WORKING CONDITIONS

- ☐ Work indoors
- ☐ Work Outdoors
- ☐ Tool use
- ☐ Equipment use

SKILLS

- ✖ Blueprint reading
- ✖ Teamwork
- ✖ Oral and written communication
- ✖ Self-motivated
- ✖ Work independently
- ✖ Detail oriented
- ✖ Problem solving
- ✖ Tool use
- ✖ Time management

EDUCATION

St. Clair College
BRICK & STONE MASON





CEMENT (CONCRETE) FINISHER

TRADE 244G

WAGE:
APPRENTICE:
\$24.42/HR
JOURNEYPERSON:
\$32.31/HR

DESCRIPTION

Concrete Finishers smooth and finish freshly poured concrete, apply curing or surface treatments and install, maintain and restore various masonry structures such as foundations, floors, ceilings, sidewalks, roads, patios and high-rise buildings.

WORKING CONDITIONS

- ☐ Work indoors
- ☐ Work Outdoors
- ☐ Tool use
- ☐ Equipment use

SKILLS

- ✦ Detail oriented
- ✦ Team player
- ✦ Blueprint reading
- ✦ Problem solving
- ✦ Critical thinking

EDUCATION

LiUNA Local 625
CEMENT FINISHER RED SEAL





**CAREER
PROFILES
CONSTRUCTION**

CONSTRUCTION CRAFT WORKER

TRADE 450A

WAGE:
APPRENTICE:
\$15.16/HR
JOURNEYPERSON:
\$20.21/HR

DESCRIPTION

A Construction Craft Worker works on a wide variety of structures, such as residential, industrial, commercial, and institutional sites as well as hydroelectric dams, roadways, bridges, tunnels, mining and railways. They may also work on utility, landscape and pipeline projects.

WORKING CONDITIONS

- ☐ Work Indoors
- ☐ Work Outdoors
- ☐ Tool use
- ☐ Equipment use

SKILLS

- ✖ Blueprint reading
- ✖ Communication
- ✖ Creativity
- ✖ Tool use
- ✖ Manual dexterity
- ✖ Teamwork
- ✖ Detail oriented
- ✖ Problem solving
- ✖ Critical thinking

EDUCATION

LiUNA Local 625
CONSTRUCTION CRAFT WORKER RED SEAL





CAREER
PROFILES
CONSTRUCTION

DRYWALL, ACOUSTIC & LATHING APPLICATOR

TRADE 451A

WAGE:
APPRENTICE:
\$19.03/HR
JOURNEYPERSON:
\$28.55/HR

DESCRIPTION

A Drywall Finisher and Plasterer tapes and finishes wallboard (drywall), applies, maintains and restores plaster and similar materials on interior and exterior walls, ceilings and building partitions to make them more decorative, soundproof and fire-rated. A Drywall Finisher and Plasterer also textures concrete, applies coats of plaster to foundation materials, and installs, repairs and restores mouldings and ornaments.

WORKING CONDITIONS

- ☐ Work Indoors
- ☐ Tool use
- ☐ Work Outdoors
- ☐ Equipment use

SKILLS

- ✖ Tool use
- ✖ Blueprint reading
- ✖ Manual dexterity
- ✖ Detail oriented
- ✖ Self-motivated
- ✖ Work independently
- ✖ Teamwork
- ✖ Problem solving
- ✖ Critical thinking
- ✖ Numeracy
- ✖ Oral and written communication

EDUCATION

Ottawa Walls & Ceiling Training Centre
**DRYWALL, ACOUSTIC & INTERIOR
SYSTEMS MECHANIC**



**CAREER
PROFILES
CONSTRUCTION**

ELECTRICIAN (CONSTRUCTION & MAINTENANCE)

TRADE 309A

WAGE:
APPRENTICE:
\$18.66/HR
JOURNEYPERSON:
\$29.85/HR

DESCRIPTION

Electricians lay out, assemble, install, test, troubleshoot, and repair electrical wiring, fixtures, control devices, and related equipment in buildings and other structures.

WORKING CONDITIONS

- ☐ Work Indoors
- ☐ Work Outdoors
- ☐ Tool use

SKILLS

- ✖ Mathematics
- ✖ Communication
- ✖ Reading
- ✖ Manual dexterity
- ✖ Planning
- ✖ Organization
- ✖ Management
- ✖ Work independently
- ✖ Problem solving
- ✖ Precision work
- ✖ Computer skills

EDUCATION

St. Clair College
ELECTRICIAN - CONSTRUCTION & MAINTENANCE





GENERAL CARPENTER

TRADE 403A

WAGE:
APPRENTICE:
\$18.85/HR
JOURNEYPERSON:
\$23.81/HR

DESCRIPTION

Carpenters construct, erect, install, maintain, and repair structures and components made of wood, wood substitutes, lightweight steel, and other materials. Carpenters use tools to measure, cut, shape, assemble, and join materials made of wood, wood substitutes, lightweight steel, and other materials.

WORKING CONDITIONS

- ☐ Work Indoors
- ☐ Tool use
- ☐ Work Outdoors
- ☐ Equipment use

SKILLS

- ✖ Blueprint reading
- ✖ Detail oriented
- ✖ Problem solving
- ✖ Tool use
- ✖ Manual dexterity
- ✖ Creativity
- ✖ Teamwork
- ✖ Work independently
- ✖ Oral and written communication
- ✖ Critical thinking
- ✖ Time management
- ✖ Numeracy

EDUCATION

St. Clair College
GENERAL CARPENTRY



HEAVY EQUIPMENT OPERATORS

TRADE 636A-C

WAGE:
APPRENTICE:
\$19.37/HR
JOURNEYPERSON:
\$23.98/HR

DESCRIPTION

Heavy Equipment Operators operate heavy equipment used in the construction and maintenance of roads, bridges, airports, gas and oil pipelines, tunnels, buildings, and other structures; in surface mining and quarrying activities; and in material handling work.

WORKING CONDITIONS

- ☐ Work Indoors
- ☐ Work Outdoors
- ☐ Sitting for Long Periods of Time
- ☐ Tool use
- ☐ Equipment use

SKILLS

- ✖ Detail oriented
- ✖ Teamwork
- ✖ Oral and written communication
- ✖ Problem solving
- ✖ Work independently
- ✖ Manual dexterity
- ✖ Critical thinking
- ✖ Computer use
- ✖ Adaptable
- ✖ Time management

EDUCATION

Operating Engineers Training Institute of Ontario
TRACTOR LOADER BACKHOE- 636A
EXCAVATOR- 636B
BULL-DOZER- 636C





PAINTER & DECORATOR

COMMERCIAL AND RESIDENTIAL

TRADE 404C

WAGE:
APPRENTICE:
\$15.06/HR
JOURNEYPERSON:
\$20.08/HR

DESCRIPTION

Painters apply paint, wallpaper and other finishes to interior and exterior surfaces of buildings and other structures.

WORKING CONDITIONS

- ☐ Work Indoors
- ☐ Work Outdoors
- ☐ Standing for long periods of time

SKILLS

- ✖ Marketing
- ✖ Oral and written communication
- ✖ Work independently
- ✖ Detail oriented
- ✖ Creativity
- ✖ Time management
- ✖ Organizational skills
- ✖ Self-motivated
- ✖ Problem solving
- ✖ Team player

EDUCATION

Interior Finishing Systems Training Centre
PAINTER DECORATOR



PLUMBER

TRADE 306A

WAGE:
APPRENTICE:
\$19.30/HR
JOURNEYPERSON:
\$27.02/HR

DESCRIPTION

Plumbers install, repair, and maintain pipes, fixtures, and other plumbing equipment used for water distribution and waste water disposal in residential, commercial, and industrial buildings.

WORKING CONDITIONS

- ☐ Work Indoors
- ☐ Tool use
- ☐ Equipment use
- ☐ Work in tight spaces

SKILLS

- ✖ Tool use
- ✖ Teamwork
- ✖ Blueprint reading
- ✖ Oral and written communication
- ✖ Problem solving
- ✖ Interpersonal
- ✖ Work independently
- ✖ Detail oriented
- ✖ Troubleshooting
- ✖ Self-motivated
- ✖ Critical thinking

EDUCATION

St. Clair College
PLUMBING





REFRIGERATION & AIR CONDITIONING

SYSTEMS MECHANIC

TRADE 313A

WAGE:
APPRENTICE:
\$21.83/HR
JOURNEYPERSON:
\$30.14/HR

DESCRIPTION

Refrigeration and Air Conditioning Mechanics install, maintain, repair, and overhaul residential central air conditioning systems, commercial and industrial refrigeration and air conditioning systems, and combined heating, ventilation, and cooling systems.

WORKING CONDITIONS

- ☐ Work Indoors
- ☐ Tool use
- ☐ Work in tight spaces
- ☐ Work Outdoors
- ☐ Equipment use

SKILLS

- ✕ Reading
- ✕ Numeracy
- ✕ Problem solving
- ✕ Tool use
- ✕ Teamwork
- ✕ Document use
- ✕ Oral and Written communication
- ✕ Detail oriented
- ✕ Work independently

EDUCATION

Fanshawe College
RESIDENTIAL AIR CONDITIONING SYSTEMS MECHANIC



CAREER
PROFILES
CONSTRUCTION

ROOFER

TRADE 449A

WAGE:
APPRENTICE:
\$17.12/HR
JOURNEYPerson:
\$21.15/HR

DESCRIPTION

A Roofer installs, repairs and replaces flat and sloped roofs involving a variety of materials with different application methods including shingles, slate, shakes, and roofing tiles on sloped roofs.

WORKING CONDITIONS

- ☐ Work Outdoors
- ☐ Tool use

SKILLS

- ✖ Teamwork
- ✖ Blueprint reading
- ✖ Detail oriented
- ✖ Problem solving
- ✖ Oral and written communication
- ✖ Critical thinking
- ✖ Tool use
- ✖ Self-motivated
- ✖ Leadership
- ✖ Troubleshooting

EDUCATION

Conestoga College
ROOFER





GENERAL MACHINIST

TRADE 429A

WAGE:
APPRENTICE:
\$18.72/HR
JOURNEYPERSON:
\$23.65/HR

DESCRIPTION

Machinists set up and operate a variety of machine tools to cut or grind metal, plastic, or other materials to make or modify parts or products with precise dimensions.

WORKING CONDITIONS

- ☐ Work indoors
- ☐ Standing for long periods of time
- ☐ Tool use
- ☐ Equipment use

SKILLS

- | | |
|----------------------------------|----------------------|
| ✕ Blueprint reading | ✕ Detail oriented |
| ✕ Teamwork | ✕ Problem solving |
| ✕ Oral and written communication | ✕ Work independently |
| ✕ Manual dexterity | ✕ Troubleshooting |
| ✕ Critical thinking | ✕ Adaptability |
| ✕ Time management | ✕ Computer use |

EDUCATION

St. Clair College
GENERAL MACHINIST





IRONWORKER

STRUCTURAL AND ORNAMENTAL

TRADE 420A

WAGE:
APPRENTICE:
\$22.00/HR
JOURNEYPERSON:
\$35.39/HR

DESCRIPTION

An Ironworker fabricates and installs both structural and ornamental steel and iron works and components, as well as precast structural concrete members and laminated timber products in all buildings and structures.

WORKING CONDITIONS

- ☐ Work Indoors
- ☐ Work Outdoors
- ☐ Tool use
- ☐ Equipment use
- ☐ Work in tight spaces

SKILLS

- ✖ Document use
- ✖ Writing
- ✖ Numeracy
- ✖ Measurement skills
- ✖ Oral communication
- ✖ Problem solving
- ✖ Decision making
- ✖ Critical thinking
- ✖ Teamwork

EDUCATION

Ironworkers Local 700





INDUSTRIAL ELECTRICIAN

TRADE 442A

WAGE:
APPRENTICE:
\$28.57/HR
JOURNEYPERSON:
\$33.87/HR

DESCRIPTION

An Industrial Electrician lays out, inspects, assembles, installs, troubleshoots, repairs and maintains electrical fixtures, apparatus, control equipment and wiring for industrial electrical systems.

WORKING CONDITIONS

- ☐ Work indoors
- ☐ Work Outdoors
- ☐ Tool use

SKILLS

- | | |
|----------------------|---------------------|
| ✖ Detail oriented | ✖ Teamwork |
| ✖ Manual dexterity | ✖ Analytical |
| ✖ Time management | ✖ Management |
| ✖ Work independently | ✖ Self-motivated |
| ✖ Problem solving | ✖ Critical thinking |
| ✖ Tool use | |

EDUCATION

St. Clair College
INDUSTRIAL ELECTRICIAN





INDUSTRIAL MECHANIC MILLWRIGHT

TRADE 433A

WAGE:
APPRENTICE:
\$25.44/HR
JOURNEYPERSON:
\$32.86/HR

DESCRIPTION

An Industrial Mechanic Millwright works on industrial machinery, mechanical equipment and components, including mechanical, pneumatic, hydraulic, fuel, lubrication, cooling and exhaust systems, and pumps, fans, tanks, conveyors, presses, generators and pneumatic and hydraulic controls.

SKILLS

- ✖ Document use
- ✖ Detail oriented
- ✖ Maintenance
- ✖ Problem solving
- ✖ Computer use
- ✖ Manual dexterity
- ✖ Time management
- ✖ Troubleshooting
- ✖ Blueprint reading
- ✖ Teamwork
- ✖ Work independently
- ✖ Critical thinking
- ✖ Creativity
- ✖ Oral and written communication

WORKING CONDITIONS

- ☐ Work Indoors
- ☐ Work Outdoors
- ☐ Tool use
- ☐ Equipment use
- ☐ Work in tight spaces

EDUCATION

St. Clair College
INDUSTRIAL MECHANICAL MILLWRIGHT





MOULD MAKER

TRADE 431A

WAGE:
APPRENTICE:
\$17.58/HR
JOURNEYPERSON:
\$23.73/HR

DESCRIPTION

Mould Makers read and interpret complex engineering drawings and work-process documentation and design, build, and repair moulds and models used to mass produce plastic or metal components or products.

WORKING CONDITIONS

- ☐ Work indoors
- ☐ Standing for long periods of time
- ☐ Tool use
- ☐ Equipment use

SKILLS

- | | |
|----------------------|----------------------------------|
| ✖ Blueprint reading | ✖ Detail oriented |
| ✖ Teamwork | ✖ Problem solving |
| ✖ Work independently | ✖ Manual dexterity |
| ✖ Troubleshooting | ✖ Critical thinking |
| ✖ Adaptability | ✖ Time management |
| ✖ Computer use | ✖ Oral and written communication |

EDUCATION

St. Clair College
MOULD MAKER





PAINTER & DECORATOR INDUSTRIAL

TRADE 404D

WAGE:
APPRENTICE:
\$17.53/HR
JOURNEYPERSON:
\$21.65/HR

DESCRIPTION

Industrial Painters operate and tend machines or use brushes and spray equipment to apply paint, enamel, lacquer or other non-metallic protective and decorative coatings to surfaces of various products.

WORKING CONDITIONS

- ☐ Work Indoors
- ☐ Tool use

SKILLS

- ✕ Detail oriented
- ✕ Team player
- ✕ Oral and written communication
- ✕ Blueprint reading
- ✕ Manual dexterity
- ✕ Work independently
- ✕ Self-motivated
- ✕ Preventive maintenance

EDUCATION

Finishing Trades Institute Ontario
PAINTER DECORATOR





CAREER
PROFILES
INDUSTRIAL

TOOL & DIE MAKER

TRADE 430A

WAGE:
APPRENTICE:
\$17.58/HR
JOURNEYPerson:
\$23.73/HR

DESCRIPTION

A Tool and Die Maker designs, creates, repairs and tests prototypes and production tools such as dies, cutting tools, jigs, fixtures, gauges and specialty tools using various metals, alloys and plastics.

WORKING CONDITIONS

- ☐ Work indoors
- ☐ Standing for long periods of time
- ☐ Tool use
- ☐ Equipment use

SKILLS

- ✖ Blueprint reading
- ✖ Teamwork
- ✖ Work independently
- ✖ Troubleshooting
- ✖ Adaptability
- ✖ Computer use
- ✖ Detail oriented
- ✖ Problem solving
- ✖ Manual dexterity
- ✖ Critical thinking
- ✖ Time management
- ✖ Oral and written communication

EDUCATION

St. Clair College
TOOL & DIE MAKER





WELDER

TRADE 456A

WAGE:
APPRENTICE:
\$17.61/HR
JOURNEYPERSON:
\$22.26/HR

DESCRIPTION

A Welder permanently joins pieces of metal or manufactured parts using metal filler and heat and/or pressure; builds structures and repairs broken or cracked parts according to specifications; and carries out special processes, such as welding studs and brazing.

WORKING CONDITIONS

- ☐ Work indoors
- ☐ Work Outdoors
- ☐ Tool use
- ☐ Equipment use
- ☐ Work in tight spaces

SKILLS

- ✦ Manual dexterity
- ✦ Detail oriented
- ✦ Problem solving
- ✦ Teamwork
- ✦ Time management
- ✦ Oral and written communication
- ✦ Blueprint reading
- ✦ Work independently
- ✦ Self-motivated
- ✦ Critical thinking
- ✦ Analytical

EDUCATION

Windsor Welding Institute





CAREER
PROFILES
MOTIVE POWER



AUTO BODY COLLISION DAMAGE REPAIRER

TRADE 310B

WAGE:
APPRENTICE:
\$15.80/HR
JOURNEYPERSON:
\$19.97/HR

DESCRIPTION

Auto Body Repairers repair and restore damaged motor vehicle body parts and interior finishing, repaint body surfaces, and repair and/or replace automotive glass.

WORKING CONDITIONS

- ☐ Work Indoors
- ☐ Tool use
- ☐ Equipment use
- ☐ Work in tight spaces

SKILLS

- ✖ Detail oriented
- ✖ Team player
- ✖ Manual dexterity
- ✖ Work independently
- ✖ Oral and written communication
- ✖ Time management
- ✖ Tool use

EDUCATION

Fanshawe College
AUTO BODY REPAIRER





**CAREER
PROFILES**
MOTIVE POWER

AUTOMOTIVE SERVICE TECHNICIAN

TRADE 310S

WAGE:
APPRENTICE:
\$15.88/HR
JOURNEYPERSON:
\$22.23/HR

DESCRIPTION

Automotive Service Technicians inspect, diagnose, repair, and service mechanical, electrical, and electronic systems and components of cars. They often use computerized diagnostic equipment to test, adjust, and repair key vehicle components such as engines, steering systems, braking systems, drive trains, vehicle suspensions, and electrical systems.

SKILLS

- ✖ Detail oriented
- ✖ Maintenance
- ✖ Troubleshooting
- ✖ Computer use
- ✖ Time management
- ✖ Teamwork
- ✖ Manual dexterity
- ✖ Work independently
- ✖ Problem solving
- ✖ Oral and written communication

WORKING CONDITIONS

- ☐ Work indoors
- ☐ Tool use
- ☐ Equipment use
- ☐ Work in tight spaces

EDUCATION

St. Clair College
AUTOMOTIVE SERVICE TECHNICIAN





CAREER
PROFILES
MOTIVE POWER

TRUCK & COACH TECHNICIAN

TRADE 310T

WAGE:
APPRENTICE:
\$15.88/HR
JOURNEYPERSON:
\$22.23/HR

DESCRIPTION

A Truck and Coach Technician inspects, repairs and maintains commercial trucks, emergency vehicles, buses, road transport vehicles, performing work on structural, mechanical, electrical and electronic systems.

WORKING CONDITIONS

- ☐ Work Indoors
- ☐ Tool use
- ☐ Equipment use
- ☐ Work in tight spaces

SKILLS

- ✖ Detail oriented
- ✖ Maintenance
- ✖ Troubleshooting
- ✖ Self motivated
- ✖ Problem solving
- ✖ Oral and written communication
- ✖ Teamwork
- ✖ Manual dexterity
- ✖ Work independently
- ✖ Computer use
- ✖ Time management

EDUCATION

St. Clair College
TRUCK AND COACH TECHNICIAN
AUTO BODY REPAIRER



BAKER/ PATISSIER

TRADE 423C

WAGE:
APPRENTICE:
\$14.00/HR*
JOURNEYPERSON:
\$14.00/HR*

*Wages are provided as of 2017, those that had wages below the increased minimum wage were noted as \$14.00.

DESCRIPTION

Bakers prepare bread, rolls, muffins, pies, pastries, cakes and cookies in retail and wholesale bakeries and dining establishments.

WORKING CONDITIONS

- ☐ Work indoors
- ☐ Stand for long periods of time

SKILLS

- ✖ Detail oriented
- ✖ Food preparation
- ✖ Food handling
- ✖ Management skills
- ✖ Organizational skills
- ✖ Team player
- ✖ Creativity
- ✖ Manual dexterity
- ✖ Problem solving
- ✖ Oral and written communication

EDUCATION

Niagara College Canada
BAKER AND PASTRY ARTS





CAREER
PROFILES
SERVICE

COOK

TRADE 415A

WAGE:
APPRENTICE:
\$14.00/HR*
JOURNEYPERSON:
\$14.00/HR*

*Wages are provided as of 2017, those that had wages below the increased minimum wage were noted as \$14.00.

DESCRIPTION

Cooks prepare, season, and cook a wide variety of foods. These foods may include soups, salads, entrees, and desserts.

WORKING CONDITIONS

- ☐ Work indoors
- ☐ Stand for long periods of time

SKILLS

- ✖ Teamwork
- ✖ Food handling
- ✖ Problem solving
- ✖ Time management
- ✖ Critical thinking
- ✖ Customer service oriented
- ✖ Detail oriented
- ✖ Oral and written communication
- ✖ Creativity
- ✖ Self motivated
- ✖ Multitasking

EDUCATION

St. Clair College
COOK





HAIRSTYLIST

TRADE 332A

WAGE:
APPRENTICE:
\$14.00/HR*
JOURNEYPERSON:
\$14.00/HR*

*Wages are provided as of 2017, those that had wages below the increased minimum wage were noted as \$14.00.

DESCRIPTION

Hairstylists and Barbers cut and style hair and perform related services.

WORKING CONDITIONS

- ☐ Work Indoors
- ☐ Standing for long periods of time

SKILLS

- ✖ Work independently
- ✖ Creativity
- ✖ Detail oriented
- ✖ Dependability
- ✖ Manual dexterity
- ✖ High Energy
- ✖ Customer service
- ✖ Coaching
- ✖ Oral and written communication
- ✖ Self-motivated
- ✖ Problem solving

EDUCATION

St. Clair College
HAIRSTYLIST





HORTICULTURAL TECHNICIAN

TRADE 441C

WAGE:
APPRENTICE:
\$14.00/HR*
JOURNEYPERSON:
\$19.30/HR

*Wages are provided as of 2017, those that had wages below the increased minimum wage were noted as \$14.00.

DESCRIPTION

A Horticultural Technician grows, installs, and maintains indoor and outdoor plants, builds urban and rural landscapes, maintains outdoor properties, cares for turf grass and golf courses and installs and maintains irrigation systems.

WORKING CONDITIONS

- ☐ Work outdoors
- ☐ Tool use
- ☐ Equipment use

SKILLS

- ✖ Document use
- ✖ Writing
- ✖ Numeracy
- ✖ Oral and Written Communication
- ✖ Thinking
- ✖ Digital technology
- ✖ Manual Dexterity

EDUCATION

Fanshawe College
HORTICULTURE TECHNICIAN

I learnt how to stand up and show women could work in a shop setting just as much as men could and just as well.
– Sophia, OYAP Student

GETTING HIRED

To find apprenticeship opportunities in Windsor-Essex, check out:

- ✓ **WEjobs: workforcewindsorsex.com/wejobs**
- ✓ **Job Bank www.jobbank.gc.ca**
- ✓ **Local Employment Ontario Offices: ontario.ca/page/employment-ontario**
- ✓ **Apprenticesearch.com**
- ✓ **Kijiji, Eluta, Indeed**
- ✓ **Lawn Advertisements Outside Businesses**
- ✓ **Local Job Fairs**

WHY EMPLOYERS WANT TO HIRE APPRENTICES?

- 1** Opportunity to train future employees on their company's preferred techniques and processes during long-term training.
- 2** Apprentices are often loyal to their sponsors after certification.
- 3** On average, sponsors make \$1.47 in return for every \$1 invested in an apprentice.⁶
- 4** Provides mentorship opportunities for experienced employees.
- 5** Access young talent through the Ontario Youth Apprenticeship Program.

For more employer resources, visit workforcewindsorsex.com/trades.

6. Canadian Apprenticeship Forum, "It pays to hire an apprentice: Calculating the return on training investment for skilled trades employers in Canada," Canadian Apprenticeship Forum, June 2009.

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KEY TERMS

Apprentice: An apprentice is an employee who works under the supervision of a certified journeyperson to learn the skills of their trade. An apprentice has signed a training agreement with a sponsor.

Journeyman: A journeyperson has completed all training requirements to be certified. They may act as a mentor to a registered apprentice in addition to working in their trade.

Sponsor: A sponsor is the employer of an apprentice, who they have signed a training agreement with. The employer pays the apprentice during their training.

Compulsory Trade: If a trade is considered a compulsory trade then completion of an apprenticeship and journeyperson status is required to work in the trade. For example, construction electricians require certification to work, but welders do not require certification. While not all trades are compulsory, journeypersons are often paid more than those working without certification.

Red Seal Trades: After receiving a Certificate of Qualification, journeypersons can write the red seal exam. After passing the exam, a journeyperson can work in some other provinces without the need for further certification.

OYAP: The Ontario Youth Apprenticeship Program allows high school students to register as an apprentice as early as grade 11 and begin their training while completing high school credits.

Block Release Training: Block release training is in-class training completed on a full-time basis for several weeks while not working. Some apprentices complete their schooling through this model or on a part-time or evening schedule based on the school's class availability.

ADDITIONAL RESOURCES

Ministry of Training, Colleges and Universities: www.ontario.ca/page/start-apprenticeship

OYAP: oyap.com

Canadian Apprenticeship Forum: caf-fca.org/apprenticeship-101/becoming-an-apprentice/

Red Seal Trades: www.red-seal.ca

Government of Canada: www.canada.ca/en/employment-social-development/services/apprentices/grants

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