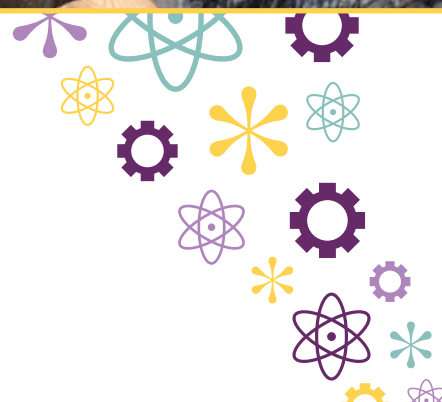
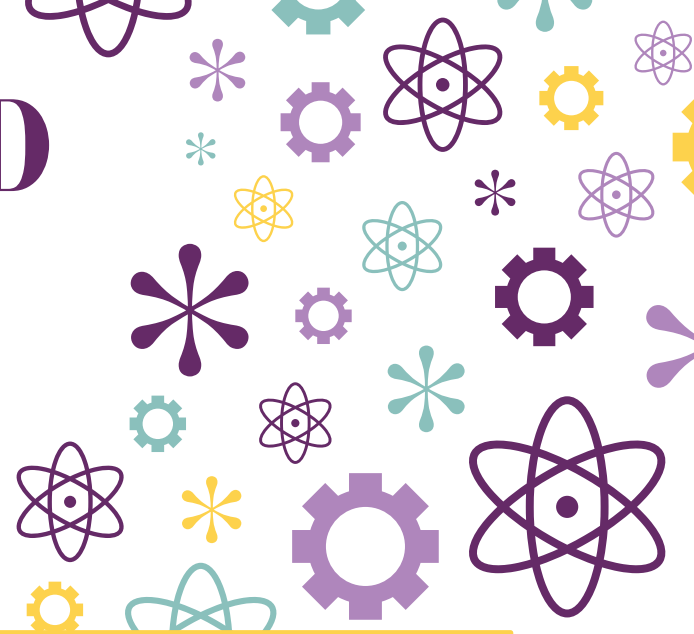


HELP ME FIND A JOB

APPRENTICESHIP &
SKILLED TRADES GUIDE



PURPOSE OF THE GUIDE

Thinking about the future can be very exciting, however, it can also be overwhelming and stressful when you can't quite figure out which careers best compliment your interests, goals, values, and lifestyle. Our world is constantly changing, and our understanding of education and associated careers continues to evolve. This guide will help parents and students explore opportunities that are often overlooked due to a lack of awareness, misinformation or mis-perception. It offers insight on how parents can address careers with their child(ren) and offers pathway information for youth who may be interested in taking the next step. Together with thoughtful discussion, this guide serves as a resource and navigational tool as parents and students plan for the future.

ABOUT BUILD A DREAM



Build a Dream delivers specialized programs to encourage and empower female students to explore careers where women are under-represented, while also working to create a gender-balanced workforce, and changing global perspectives on women's contribution to society.

Focused programs include hands-on learning camps, advancement workshops, and high-demand Career Discovery Expos, which highlight opportunities in skilled trades, STEM, emergency response, entrepreneurship, and leadership.

CAREER DISCOVERY EXPOS

Unsure about the future? We're here to help!

Check out Build a Dream's website for our virtual Career Discovery Expos.

- Pathways: Discover opportunities you can access in high school
- Dream Makers: Hear inspirational women share their career journeys
- Industry Secrets: Learn what companies look for and how to get an edge.

**VISIT: WWW.WEBUILDADREAM.COM/EVENTS/
TO REGISTER FOR FREE.**

POWER OF TRADES

Power of Trades program is a free of cost pre-employment training program for newcomers to Canada. During a 4-week session, participants receive information and practical advice about finding and keeping a job in the skilled trades in Ontario. Examples of material covered in the training includes: understanding the apprenticeship process in Ontario, labour laws and regulations in Ontario, understanding what Canadian trades employers look for in a new employee, resume and interview preparation, guest speakers from local industry, access to health and safety workplace certifications, an ongoing individualized job search support and other useful information and activities.

After completing the 4-week classroom training, participants take part in a 3-week work placement in the skilled trade of their choice.



Eligibility Criteria to participate in the 4-week training:

- Be a permanent resident or convention refugee.
- Be an Ontario resident.
- Have a strong interest in the skilled trades.
- 18 years of age or older.

At this time, the 4-week training is only offered in English.

The primary goal of Power of Trades is for newcomers to be more informed, knowledgeable and connected to pursuing a career in the Skilled Trades in Ontario. Power of Trades is a Client-Centered program, offering solutions that are tailored and personalized to the needs of newcomers from very different backgrounds, with different levels of language skills and work experience.

The secondary goal is to support skilled trades employers with staffing needs, giving them access to a pool of pre-screened candidates.

**FOR MORE INFORMATION, PLEASE VISIT:
WWW.YMCASWO.CA/POWEROFTRADES**



Funded by:

Immigration, Refugees
and Citizenship Canada

Financé par :

Immigration, Réfugiés
et Citoyenneté Canada

THE SKILLED TRADES: WHAT ARE THEY?

In Ontario, there are 144 careers in the skilled trades industry across 4 main sectors:



CONSTRUCTION



INDUSTRIAL



**MOTIVE
POWER**



SERVICE

The career opportunities range widely across these sectors and are learned through a combination of education and on-the-job learning through apprenticeship.

Apprenticeship is a great way to learn the skills and competencies necessary to perform tasks to an industry standard and to work toward earning the trade certificate and a rewarding career.

WHAT ARE SOME EXAMPLES OF CAREERS IN THE SKILLED TRADES?

CONSTRUCTION:

- Brick and Stone Mason
- Carpenter
- Drywall Finisher and Plasterer
- Electrician
- Heavy Equipment Operator
- Iron Worker
- Painter and Decorator
- Plumber
- Power line Technician

INDUSTRIAL:

- Electric Motor System Technician
- Facilities Technician
- General Machinist
- Industrial Electrician
- Locksmith
- Mold Designer or Maker
- Millwright
- Railway Car Technician
- Sheet Metal Worker
- Welder

MOTIVE POWER:

- Aircraft Mechanic and Maintenance
- Alignment and Brakes Technician
- Auto Body and Collision Damage Repairer
- Automotive Painter
- Fuel and Electrical Systems Technician
- Heavy Duty Equipment Technician
- Marine Engine Technician
- Power Lift Truck Technician
- Truck-Trailer Service Technician
- Turf Equipment Technician

SERVICE:

- Aboriginal Child Development Practitioner
- Agricultural Equipment Technician
- Appliance Service Technician
- Arborist
- Chef
- Child & Youth Worker
- Electronic Service Technician
- Hairstylist / Barber
- IT Network Technician
- Native Clothing and Crafts Artisan

6 REASONS TO CONSIDER A CAREER IN THE SKILLED TRADES

1. Respect

Each of these careers play an important role in our daily lives whether that be designing the roads we drive on, building the house we live in, or keeping us safe in the community. Canada is dependent on the work that these industries do.



2. Job Security

There are so many career options to choose from and endless opportunities available. The careers we highlight are in demand and for many (i.e. manufacturing). There are often skills shortages which means higher pay and greater opportunities for growth.



3. Financial Independence

Due to the nature of the work and the high demand, these careers pay very well. By utilizing programs for students, some even provide wages and valuable work experience while in high school.

4. Industry Growth

As new technologies continue to develop, certain industries will grow. For example, 59% of manufacturers anticipate greater labour shortages within the next 5 years. These industries are advancing at an exponential speed but do not have the workforce in place to sustain this growth.

5. Transferable Skills

Not only do you gain valuable technical skills when you are working on a job, you also get to further develop your soft skills. If there is a chance for advancement or a different job, employers don't look at grades, they look for experience and a balance of skills (including teamwork, organizational skills, communication skills).

6. Do What You Love

Why discount a career because you have not seen yourself represented in that field? If something interests you and makes you happy, look for ways to pursue it as a career. Job satisfaction is extremely important - it will help keep you motivated and build your confidence throughout your career!



THE TRUTHS ABOUT THE TRADES...

Is for Smart People!

Tradespeople are highly skilled, highly knowledgeable individuals who utilize skills like math and critical thinking every day. Tradespeople spend years in on-the-job training combined with schooling to become skilled in their area of expertise.

Is a #1 career choice!

Since tradespeople are required to design, build, and maintain most things we come in contact with on a daily basis, trades are a high-demand, high-paying way to fast-track education and get into a stable career.

Pays!

After high school (and sometimes during!) apprentices are paid for their on-the-job training. With grants and a wage that increases as they learn, apprentices often complete training with little to no debt. In addition, licensed journeypersons often have high starting wages and significant earning potential.

Has endless possibilities!

After apprenticeship is complete, the opportunities begin! Travel, teach, lead a team, manage a company, start a business, head an organization. Journeyperson status (particularly Red Seal trades) opens up doors to advancement and mobility.

Offers variety!

Skilled tradespeople work in a very long list of industries and environments and often say that every day is different. Students should choose what they see themselves doing and look for trades that match that vision. Do they want to work outdoors or indoors? Get dirty or stay clean?

Is for everyone!

While some involve physical labour, trades require skills like creativity, problem-solving, teamwork, and comfort with technology. Remember, there are 144 skilled trades in Ontario alone!

WHO REGULATES THE TRADES?



Ministry of Labour, Training and Skills Development

- Regulates and sets standards for the trades, training and grants certification.
- Establishes which trades are compulsory Register apprentices & coordinate training agreements between apprentices and employers.
- Confirms completion of apprenticeship Administer Certificate of Qualification exams.

APPRENTICESHIP IN ONTARIO

1

Is an apprenticeship right for you?

2

Education requirements and finding a sponsor.

3

Are you qualified for an apprenticeship?

4

Apply for, and complete an apprenticeship.

5

Obtain certificate of apprenticeship.

6

Write and pass certificate of qualification.

As an apprentice, you take classes and learn your trade by working under the direction of experienced workers – and get paid while you do it.



Certificate of Apprenticeship

- Certificate of Qualification Exam Awarded once all training is completed.
- Eligible to apply to write Certificate of Qualification.

Certificate of Qualification Exam

- Contact the Ontario College of Trades' Client Services to pay \$150+HST exam fee.

PRE-APPRENTICESHIP TRAINING

Intended for those interested in apprenticeship training but lacking work experience or skills to enter the job market.



ONTARIO YOUTH APPRENTICESHIP PROGRAM (OYAP)

- School to work program for high school students in either Grade 11 or 12.
- Helps students explore apprenticeship and trades through coop education while gaining valuable work experience.
- Hours worked will count towards apprenticeship completion.

Student Eligibility

- be at least 16 years old;
- have completed 16 credits towards the Ontario Secondary School Diploma (OSSD) prior to starting the program;
- be enrolled as a full-time student during the program;
- be working towards the completion of all OSSD requirements.



SKILLED TRADES CAREER PATHWAYS: YOUR FUTURE, YOUR CHOICE.

APPRENTICESHIP

100%

Have jobs in related field after graduation. Employed while training!



Earn While Your Learn! Starting Salary \$30-60K, depending on certification.

Red Seal

- Certificate of Apprenticeship.
- Certificate of Qualifications.

2-5
YEARS

Average cost per year:
\$400-600.



Get hired by employers! Employer incentive grants:

- www.tcu.gov.on.ca
- www.oyap.com

85%

Tuition paid.

Available grants per year:

- \$4,000 for completing Red Seal Trade.
- \$2,000 for completing Red Seal Trade.
- \$1,500 for In-school training.
- \$800 loan for schools.

Average Student Debt:

\$0

- 80% on-the-job training
- 20% in classroom
- Student/Mentor Ratio - 1:1

Course Requirements:

- E,C,N, or U courses.
- Math Skills.
- OYAP Level 1.
- Dual Credit.



SKILLED TRADES CAREER PATHWAYS: YOUR FUTURE, YOUR CHOICE.

COLLEGE

83%

Have jobs in related field after graduating.



Average cost per year:
\$4,500.

Available grants per year:

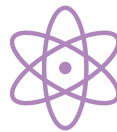
- \$5,500 average OSAP loan.
- Scholarships.
- Bursaries.

Average Student Debt:

\$25,000



College Diploma



- 70% in classroom
- 30% in co-op
- Student/Faculty Ratio - 40:1



**1-3
YEARS**

Course Requirement:

- C, M, or U courses.
- Dual Credit.
-

www.ontariocolleges.ca



SKILLED TRADES CAREER PATHWAYS: YOUR FUTURE, YOUR CHOICE.

UNIVERSITY

72%

Have jobs in related field after graduating. May require post-graduate studies.



Average cost per year:
\$7,500

Available grants per year:

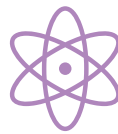
- \$5,500 average OSAP loan.
- Scholarships.
- Bursaries.

Average Student Debt:

\$37,000



Undergraduate Degree



- 100% in classroom
- Student/Faculty Ratio - 85:1



**3-5
YEARS**

Course Requirement:

- M or U courses.

www.ouac.ca

www.electronicinto.ca





PRE-APPRENTICESHIP (OPTIONAL)

If you can, access pre-apprenticeship programs in high school that cover Year 1 of apprenticeship while you work towards your diploma. This gives students an edge when seeking a sponsor.

APPRENTICESHIP (2-5 YEARS)

Find an employer to sponsor you as an apprentice and sign a training agreement. The company must have a certified journeyman who can oversee the training. Along with training hours, you will need to enroll in relevant technical classes (usually completed in night school, or taken in a block during a voluntary layoff).



JOURNEYPERSON

With training hours signed off and the successful completion of technical classes, you get a Certificate of Apprenticeship. Some trades require an exam schedule and pass the provincial exam to receive a Certificate of Qualification (CofQ) that is recognized within your province.

RED SEAL (OPTIONAL)

A journeyman may challenge the Inter-provincial Standards Red Seal Examination to have their qualifications recognized across Canada. There are 50 Red Seal trades including cabinetmaker, automotive service technician, tool & die maker, and industrial electrician.



NEED HELP?

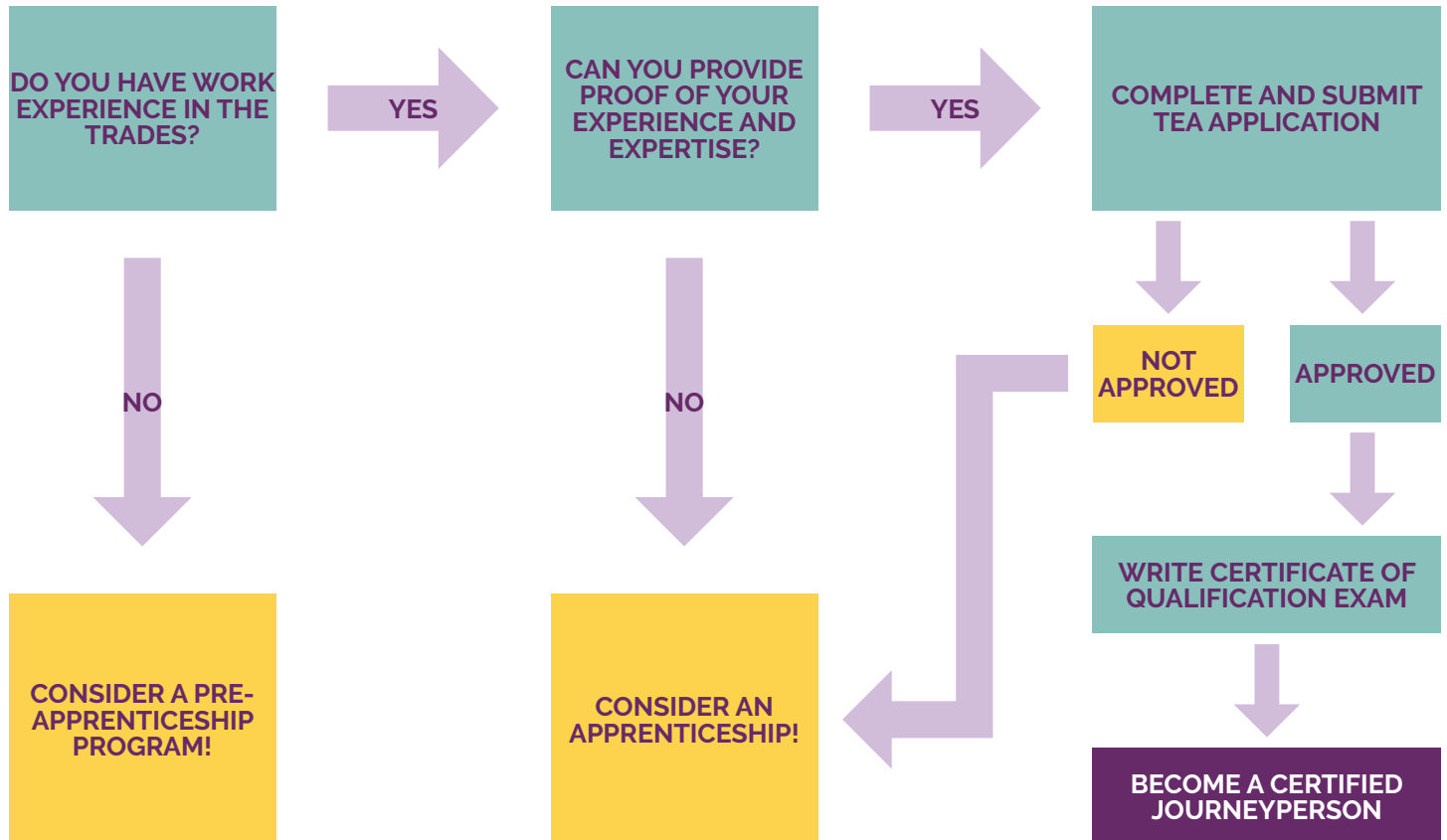
Guidance counsellors, college career centres, local employment offices, union halls, trade associations (like the Carpenters' District Council of Ontario or the Canadian Union of Skilled Workers), and people in your network should all be able to help connect you to a potential sponsor.

TRADES EQUIVALENCY ASSESSMENT

New to Canada and have equivalent skills and experience?

The Trade Equivalency assessment may be for you if you have trades experience gained

- outside of Canada; or
- from another Canadian province or territory but you don't have an equivalent authorizing certificate; or
- from the Canadian Forces.



QUESTIONS?



Nour Hachem-Fawaz
President & Founder
Build a Dream
nour@webuildadream.com



Ronnie Haidar
Program Coordinator,
Power of Trades
YMCA of Southwestern
Ontario
ronnie.haidar@swo.ymca.ca

Funded by:

Financé par :



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Funded in part by the Government of
Canada's Skilled Trades Awareness
and Readiness Program

