

**REVIEW OF THE CONSTRUCTION  
SECTOR TRADES  
DURHAM REGION PERSPECTIVE**

**Last Revised March 16, 2010**

**Prepared by: [tradeability.ca](http://tradeability.ca)**

## **REVIEW OF THE CONSTRUCTION SECTOR TRADES**

### **DURHAM REGION PERSPECTIVE**

**Last Revised March 16, 2010**

#### **BACKGROUND**

The tradeability.ca project has been led by the Durham Region Local Training Board since 2003. Tradeability.ca serves as a virtual employment resource centre and single point of access for information and referral in regards to apprenticeship training and the skilled trades in Durham Region.

In September 2009 the project undertook a study to determine the supply and demand issues in the construction sector trades, identify imbalances or gaps and make recommendations to address these issues.

#### **Research Objectives**

1. To identify short term (1-3 years) demands for construction tradespeople required in Durham Region.
2. Identify gaps by construction trade, establish recommendations and identify partnerships to implement an action plan.

For the purpose of this report 39<sup>1</sup> of the 40 construction trades were examined, 20 which are designated Red Seal and 6 requiring compulsory certification. Thirty two fall under the Trades Qualification Apprenticeship Act (TQAA) and 7 under Apprenticeship Certification Act (ACA).

#### **EXECUTIVE SUMMARY**

The tradeability project undertook this study of the construction sector trades in Durham Region in September 2009. To our knowledge, no such regional review of the construction sector had occurred before.

Aside from developing a better understanding of labour issues faced by the industry and establishing new relationships with key stakeholders in the industry, particularly the labour unions and trainers, we had two primary objectives in mind as we conducted our research and consultation: to identify short term (1 - 3 years) demand for construction tradespeople required in the region by trade; and to identify labour supply-demand imbalances by trade which could lead to action planning and potential partnerships.

We found it difficult to obtain basic levels of information regarding the construction trades, including the number of registered apprentices, attrition rates, average ages of journeypersons, and future plans to recruit entry level apprentices.

---

<sup>1</sup> The native residential construction worker trade has no registered apprentices in Durham Region and therefore it has not been included in our research.

We did discover that there will be opportunities in some construction sector trades such as general carpenter, heavy equipment operators and roofers, in the next one to three years that were not identified in the Intake Forecast 2010 Table.

All research methods generally reported the same key factor in isolation, that to find consistent employment in the sector, construction sector workers need to be mobile, flexible, adaptable and able to move through the region and often the province. When these workers understand this, they will find rewarding employment and attractive wages.

This report will be distributed to Employment Ontario service providers, Durham College, trade unions, training centres, students, job seekers and employers. It will inform the work of the tradeability project moving forward.

### **Study Methodology**

An eight member stakeholder task force was convened with representatives from the Economic Development Departments from Pickering, Ajax and Clarington, a local non-union employer, a trade union, Durham Region Local Training Board and Ministry of Training, Colleges and Universities. The task force met on October 6, 2009 at the Durham Region Local Training Board office in Whitby to discuss the current state of the construction sector trades in Durham Region, identify key industry informants, and review the planned non-residential projects in the region.

Next steps included hosting community consultation and interviews with key informants. Two community consultations were held in Pickering on October 21, 2009 at the Pickering Recreation Complex and in Oshawa on November 10, 2009 at the Oshawa Main Public Library. Three local employers along with thirteen other stakeholders including representatives from the Durham Region Homebuilders Association, trade and labour unions, and Training Delivery Agents (TDAs) attended the sessions. A list of participants is included in Appendix I. Participants provided feedback on a series of questions on retirement rates, supply and demand as well as training.

In December and January, tradeability contacted 25 trade unions/training centres by telephone and/or by e-mail to provide additional quantitative data including the number of apprentices they registered in 2009, a forecast of apprentices they planned to register in 2010, attrition rates, average age of their members, training delivery agent for their trade, whether or not they provided a pre-apprenticeship training program, as well as entrance requirements to be considered for an apprenticeship.

Several reports, studies and media releases were reviewed which highlighted skilled trade shortages and related developments in the construction trades. These included:

**Citizenship and Immigration Canada** – Under changes to the Immigration and Refugee Protection Act, 38 in demand occupations were identified for which skilled immigrants would be eligible to be fast-tracked into Canada. Construction sector occupations included electricians, plumbers, steamfitters, pipefitters, sprinkler system installers, and crane operators<sup>2</sup>.

---

<sup>2</sup> <http://www.cic.gc.ca/english/immigrate/skilled/apply-who-instructions.asp>

**Ontario Construction Sector Council - Construction Looking Forward 2009–2017 Key Highlights** - This report forecasts a decrease in residential construction jobs but an increase in non-residential construction jobs due to infrastructure spending. The workforce will have to be increasingly mobile to avoid tight markets for selected trades and occupations in the GTA. The trades that will be most affected by retirements later in the forecast period include: bricklayers, millwrights, crane operators, heavy equipment operators and residential home builders.

**Ontario Construction Secretariat - Future Building 2009** – This report stated that Ontario’s construction industry could be facing shortages of skilled labour in many trades in the near future. Negative perceptions of the construction industry have had an undesirable effect on individuals considering careers. These factors along with an increase in construction activity and retirements have created a situation where some sectors of the construction industry are concerned about meeting their current and future labour supply and skills training needs. The majority of the participants (64%) at Future Building strictly participate to build profile for the unionized construction industry as well as their trade and/or organization. Only plasterers/cement masons, Interior Finishing Systems Training Centre and Operative Plasterers’, Cement Masons’ and Restoration Steeplejacks’ International Association Skills Centre cited recruitment as their primary motivation for participating in Future Building.

**Ontario Construction Secretariat - 2009 Survey of Ontario’s ICI Construction Industry April 2009** – This survey of more than 1,000 non-residential contractors, conducted by Ipsos Reid, found boilermakers, roofers and shinglers, refrigeration and air conditioning mechanics, glaziers, and bricklayers were among some of the trades reported in short supply by contractors across the province.

**Employment Ontario - Labour Market Indicators for Second Career 2009** – 9 construction trade occupations were identified in Ontario Job Futures at National Occupational Classification (NOC) skill level B or C as having good employment prospects in Ontario from 2009 to 2013: electricians (except industrial and power system); plumbers; carpenters; tile setters; plasterers, drywall installers, finishers and lathers; roofers and shinglers; painters and decorators; refrigeration and air conditioning mechanics; and heavy equipment operators (except crane)<sup>3</sup>.

**Ontario Chamber of Commerce – Taking Action on Skilled Trades: Establishing the Business Case for Investing in Apprenticeship September 2005** - This report concluded that the current education and training system in Ontario is not producing enough skilled trades workers to meet current industry demand, and that this shortage will impede Ontario businesses' ability to compete, grow and prosper.

**Durham Region Local Training Board - Integrated Local Labour Market Plan (ILLMP) Durham Region 2009** - Community focus group sessions reported current needs for boilermakers and pipefitters, and future needs for

---

<sup>3</sup> [www.eopg.ca](http://www.eopg.ca)

construction trades for Darlington New Build (i.e. ironworkers, steamfitters), “green industry” occupations including trades in construction (i.e. building retrofit), and skilled tradespersons to replace retirees.<sup>4</sup>

### **Construction Plans for Durham Region and Surrounding Area**

Three sources were used to identify the planned construction plans for the Durham Region and surrounding area. The five municipal Economic Development Departments in the lakeshore municipalities in Durham Region were asked to provide a list of planned construction projects within their jurisdiction. We then tracked the larger projects planned/scheduled within a 100 mile radius of Durham Region through the Data Construction Data website<sup>5</sup> (Reed Construction Data Building Reports). Finally, we acquired a summary of the planned infrastructure projects<sup>6</sup> by community. This information was compiled and we found that 1.6 billion dollars of construction projects have been planned within the scope of our search and is included in Appendix II.

### **Community Consultations - What we heard**

- Some of the more experienced/older workers are not retiring as originally forecasted. This is a result of the declining return on their retirement investments. By working longer to recoup their losses, fewer opportunities are becoming available for younger apprentices.
- Some employers are using general labourers to perform skill sets of a licenced tradesperson. Underqualified individuals are performing the work and setting a lower pay scale.
- The location of the training centre is not convenient and apprentices will not travel that far to school.
- Some trades only have one Training Delivery Agent (TDA) for the province. This limits opportunities for apprentices to complete their training.
- Apprentices’ income is affected when they attend day or block release training. Alternatives, such as offering training on weekends or after work, were suggested.
- There is no shortage in the number of individuals interested in an apprenticeship. The shortage lies in finding qualified individuals with the right skills. Key concerns included understanding and adhering to health and safety practices as well as acceptable work ethic skills such as showing up for work.
- Some trades such as roofer are not glamorous and therefore less popular than others. They can be perceived as less lucrative and attract fewer people.
- Employers are looking for individuals who are multi-skilled and who can perform other skills beyond their certification level. Lifelong learning is encouraged.

### **Key Informant Interviews – What we heard**

It was difficult to gather significant information because some of the unions or union administered training centres represent their trade on a provincial level and were unable to provide a specific target for Durham Region/GTA. Opportunities may exist in those trades where information has not been provided however the forecast number was not available for this report or unknown. Information that we were able to gather is included in Appendix III.

---

<sup>4</sup> <http://www.drltb.com/includes/viewfile.php?id=157&type=doc>

<sup>5</sup> <http://dconl.com/>

<sup>6</sup> [http://www.infrastructureapp.mei.gov.on.ca/en/results\\_projects.asp?region=28](http://www.infrastructureapp.mei.gov.on.ca/en/results_projects.asp?region=28)

- Attrition rates, average age of their members, number of apprentices registered in 2009 and forecast for 2010, was either not tracked or not available.
- Less qualified individuals are performing the tasks that should be performed by an apprentice or journey person.
- Key informants felt that if compulsory certification was required for their trade, more apprentices would be registered, which would increase the supply of skilled tradespeople.
- There is no shortage in the number of individuals looking for an apprenticeship.
- Identified shortages were in specific skill sets, individuals working for less than union rates, and apprentices who do not complete their apprenticeship.
- A number of the finishing trades such as architectural glass and metal technician, electricians, drywall and painting decorating trades indicated that there will be a demand for more tradespeople required for the Pan Am Games which will be held in the Greater Toronto Area, Hamilton and St. Catharines in 2015.

### **Intake Forecasts – What we know**

The following table reflects the number of individuals that the trade unions and/or union administered training centres plan on hiring in 2010. The intake number generally represents the number of entry level apprentices that will be registered. For plumbers this may include apprentices who have transferred into the union and does not reflect only new hires.

**Forecast of 2010 Intake for Trade Unions/Training Centres**

Trade	Durham Region/GTA	Provincial
Architectural Glass and Metal Technicians		130
Brick and Stone Masons – Local 183 Cobourg	24-30	
Construction Boilermaker		28
Construction Craft Worker – Local 183 Cobourg	24-30	
Construction Millwright	20	
Drywall, Acoustic and Lathing Applicator Drywall, Finisher and Plasterer		185
Exterior Insulated Finishing Systems Mechanic		16
Painter and Decorator, Commercial and Residential		124
Painter and Decorator, Industrial		88
Plumber, Steamfitters – Local 46 - Toronto	175	
Power line Technician		80
Sheet Metal Worker	150-200	
Terrazzo, Tile and Marble Setter		40

Based on the intake numbers there are opportunities in the province and GTA. The trades in demand appear to be more in the finishing trades and will be required in the commercial and institutional sector.

### **Entrance Requirements to Become a Member with a Trade Union/Training Centre**

The academic standard, set by the Ministry of Training, Colleges and Universities, for entry into an apprenticeship is Grade 10 for construction boiler maker, construction millwright, electrician, exterior insulated finishing systems mechanic, plumber, refrigeration and air conditioning systems mechanic, residential air

conditioning systems mechanic, sheet metal worker, terrazzo tile and marble setter. However, the trade unions and/or training centres require Grade 12 and, in some cases, specific math and English credits. These differing entry requirements can cause confusion and in some cases may delay an individual from entering into the trade because they need academic upgrading. Perhaps with the implementation of the College of Trades, the entry grade requirements will be reviewed and clarified to avoid any misunderstanding. In addition, applicants are given a mechanical aptitude and/or literacy test and interviewed prior to acceptance into the trade union and/or union administered training centre.

## **Training**

All in-school apprenticeship training is delivered by a designated Training Delivery Agent (TDA). In 2008, 48 designated TDAs delivered in-school apprenticeship training for the construction sector trades throughout the province. The TDAs consisted of 18 community colleges and 30 union administered training facilities<sup>7</sup>.

In Durham Region, Durham College is the only designated TDA. The College offers in-school apprenticeship training for Electrician, Construction & Maintenance, Hoisting Engineer: Mobile Crane Operator Br. 1 & 2, and plumber.

The four factors that affect training are:

- Location of the TDA
- Number of TDAs approved for the trade
- Timing (pre-apprenticeship, training offered upfront and traditional training)
- Method of delivery (day or block release)

The lack of multiple TDAs across the province impacts the supply and demand because apprentices are unable or unwilling to attend “8 week block” training that requires the upheaval of their family and financial situation. When the apprentice is gone from the workplace for 8 weeks, this impacts both the employer and the apprentice negatively and training may be delayed or not taken at all. The lack of training impacts completion and the achievement of a C of Q. Some unions have suggested that training could be offered during the evenings and on weekends so not to impact the workplace or the wages of an apprentice.

“Block release” training is delivered prior to working in the field for Architectural Glass and Metal Technician; Drywall, Acoustic and Lathing Applicator; Drywall, Finisher and Plasterer; Exterior Insulated Finishing Systems Mechanic; Floor Covering Installer; Painter and Decorator; Roofer; and Terrazzo, Tile and Marble Setters. Only union administered provincial training centres deliver this training.

Union administered training centres also offer pre-apprenticeship training for Architectural Glass and Metal Technician; Brick and Stone Mason; Construction Craft Worker; Floor Covering Installer; General Carpenter; Heavy Equipment Operators; and Painter and Decorator. These two training models allow the individual to become more familiar with the trade and in some cases, complete some or all of the apprenticeship training.

---

<sup>7</sup> OCS Building on a Foundation of Investment in Construction Trades Apprenticeship and Skills Training – October 2008

By participating in pre-apprenticeship training, an individual will have an opportunity to determine if they are suited to that particular trade, and gain some practical and theoretical experience without the expense and investment to the employer and individual. On the other hand, if they decide to continue in the trade, they will have acquired skill sets that could be applied to their apprenticeship.

### **Other Factors**

There is a decentralized approach as to how and when trade unions and union administered training centres hire entry level apprentices. In some cases a provincial office hires all of the apprentices for the province. Despite the recession, 13 trade unions plan to take on new apprentices in 2010. Local area unions hire Brick and Stone, Construction Craft Worker, Construction Millwright, Electricians, Plumbers, Roofers and Sheet Metal Workers. The local plumbing and electrical unions set a target for the number of apprentices they will hire and only accept applications during a specific time frame.

In most cases the trade unions and union administered training centres accept applications on a continuous basis and will hire either when they get enough candidates to fill a training class or when their “out of work” list is cleared. In some instances, the candidate must find an employer prior to taking the training and/or becoming a member of the trade union.

The Ontario Canada Masonry Centre will accept applications on a continuous basis; they do not set a target. Based on interest and suitability of the candidate they will sponsor a qualified candidate if they do not have an employer.

Sheet metal workers and construction millwright had indicated that they have succession plans in place. They encourage their members to complete their apprenticeship and write their Certificate of Qualification (C of Q). This would enable the trade unions to hire more apprentices because they are able to meet the journeyman apprentice ratio.

### **RECOMMENDATIONS**

The results of the study point to a number of issues and partnership opportunities. Four specific recommendations, each meant to address those one or more labour supply-demand issues in the construction sector trades in Durham Region, follow.

1. Create an awareness program for trades in demand. Pre-qualify students and job seekers for those trades and organize tours of the training facilities and site locations. (Partner with employment service providers, school boards, training facilities, potential employers, and business associations such as the Chambers of Commerce).
2. Conduct a skills inventory of displaced workers to identify if they are pre-qualified and fast track into the intake process at trade unions/training centres that have indicated that they will be accepting apprentices. (Partner with Action Centres, trade unions/training centres).

3. Conduct a bi-annual survey with the trade unions to identify any changes in their current status. Due to the lack of concrete evidence of the supply and demand requirements, a local and timely report is important to identify trends and changes, and to adapt and respond to the needs of Durham Region. Share findings with employment service providers and work to develop strategies to address emerging shortages. (Partner with trade unions/training centres, employment service providers)
4. Explore alternative training options to meet the needs of the job seekers/apprentice and trade union/training centres. This would include offering training either night school or weekends to allow more flexibility for the apprentices and employers. Review the needs of the local roofing union, who experience problems attracting individuals into the trade. Many of their members have language and literacy barriers. These barriers prohibit them from becoming registered as apprentices. Even if they were registered apprentices they would have to travel to Conestoga College, which is the closest TDA. Many would probably not attend the in-school training due to the distance. Recommend Durham College apply for TDA status and/or investigate having Conestoga College deliver the in-school training in Durham Region. (Partner with Durham and Conestoga College, Sheet Metal Workers' & Roofers Local Union No.30, Literacy Network of Durham Region, Action Centres)

Recommendation number 2 has been targeted for action over the next 12 months.

This will be accomplished by partnering with unions and organized labour, Durham College, industry and the Employment Ontario service delivery network to conduct a skills inventory of displaced workers. One of the skilled trades which have identified a significant intake in 2010 will be selected and the entry level requirements will be profiled. We will match the skill sets of the pool of displaced workers against the requirements, identify gaps and develop strategies to close the gaps.

The expected outcomes would be improving opportunities for those seeking employment in the construction trades, and providing the construction trade unions and employers with a greater pool of qualified candidates from the Durham Region.

Deliverables would include: creating a successful partnership with business, labour, education and service sector; a displaced worker skill inventory; and profile of the entry level requirements in one of the construction trades. Timeline is April 2010 to March 2011.

## ATTENDEES AT TASK FORCE AND COMMUNITY CONSULTATIONS

### Task Force – October 6, 2009

- Catherine Hodge – City of Pickering, Economic Development Officer
- Heather McMillan – Durham Region Local Training Board, Project Officer
- John Poirier – LIUNA 183 Training Centre, Training and Facility Coordinator – Eastern campus
- Andrew Poray – Town of Ajax, Economic Development Officer
- Sandy Smiles – tradeability Project Officer
- John Vickery – Vickery Electric, Employer
- Bonnie Wrightman – Clarington, Economic Development Coordinator
- George Yarwood – MTCU, Service Delivery Coordinator

### Pickering Community Consultation – October 21, 2009

- Amy Tam - CUSW, Training Consultant
- David Semen - Interior Finishing Systems Training Centre, Industry Apprentice Liaison
- John Vickery – Vickery Electric, Employer
- Sandy Smiles – tradeability Project Officer
- Valerie Mason - Durham Continuing Education – English @ Work Project, Outreach Coordinator

### Oshawa Community Consultation – November 10, 2009

- Rebecca Evans – Durham Region Home Builders Association, President and Project Manager for Midhaven Homes
- Donna Donaldson – Durham Region Home Builders Association, Executive Officer
- John Maceroni – Durham College, Principal
- Joe Manso - Sheet Metal Workers' & Roofers' Local Union 30, Roofers' Business Representative
- Henry Vertolli – Sheet Metal Workers' & Roofers Local Union 30, Sheet Metal Business Representative
- Tim Maxson – Ontario Masonry Training Centre, Training Co-coordinator
- Heather McMillan – Durham Region Local Training Board, Project Officer
- Jim Freeman – Durham Region Labour Council, President
- Patrick Flontek – Flontek Home Crafters, owner
- Jane Snyder – Snyder Construction, owner
- Howard Brown – Electrician

**CONSTRUCTION PROJECTS PROPOSED, PLANNED AND APPROVED - January 2010**

Location	Type of Project	Funded By	Amount	Status
Ajax	82 unit for individuals living on low income	Canada-Ontario Affordable Housing Program	13,700,000	
Etobicoke	Market Warf Condominium and Retail Building	Context Development Inc.	90,000,000	
Kawartha Lakes	Widening and repairing Scugog River Bridge	Provincial	9,000,000	
Markham	Condominium and Townhouses	Times Group Corporation	56,000,000	
Oshawa	32 unit project for individuals living in low income and individuals with special needs	Canada-Ontario Affordable Housing Program	3,900,000	not tendered yet
Oshawa	Repair of Local Sidewalks	Community Adjustment Fund	280,000	
Oshawa	Improvements to Oshawa Municipal Airport	Community Adjustment Fund	1,072,050	
Oshawa	Rehabilitation of a vacant lot for redevelopment	Community Adjustment Fund	270,000	
Oshawa	Improvements to Streetlights and Parking Meters	Community Adjustment Fund	1,900,000	
Oshawa	Energy retrofits to municipal funds	Green Municipal Fund Grant	2,200,000	
Oshawa	Clean up Oshawa harbour lands	Federal Contaminated Action Sites Plan	9,200,000	
Oshawa	Revitalization of Genosha Hotel by converting to student residences	Summers & Company	N/A	
Oshawa	Scheduled construction of the Four Points by Sheraton Hotel and Oshawa Convention Centre		45,000,000	
Oshawa	29 unit for individuals living on low income and individuals with special needs	Canada-Ontario Affordable Housing Program	5,100,000	
Oshawa	12 unit project for individuals living on low-incomes	Canada-Ontario Affordable Housing Program	2,800,000	
Peterborough	Widen Highway 7 east of Peterborough	Provincial	13,900,000	Awarded
Pickering	132,000 sq. ft office tower	Urbacon	N/A	
Pickering	Parking structure at base of office tower	GO Transit	20,000,000	
Pickering	Retirement Home and Daycare	Private	N/A	
Scarborough	Centennial GO Station Multi-Level parking structure		15,000,000	Out for Tender
Toronto	Mount Sinai Hospital – Women & Infants Health Program Fit-up		100,000,000	Out for Tender
Toronto	St. Joseph's Health Centre, Toronto Our Lady of Mercy Wing		60,000,000	Out for Tender
Toronto	Planned 200 room convention hotel (\$80 million – CNE grounds Toronto – LEED Silver certification)		80,000,000	Planning/preparing plans
Toronto	Steeles Avenue Roadwork		15,000,000	
Toronto	Scarborough, 256 condo building		22,500,000	preparing plans
Toronto	Retail development - Woodbine Live		300,000,000	Negotiated/planning
Toronto	Spadina Subway Extension Downsview	TTC	142,000,000	
Toronto	Commercial Office Building LEED Gold	Ontario Realty Corp	100,000,000	

**CONSTRUCTION PROJECTS PROPOSED, PLANNED AND APPROVED - January 2010**

Location	Type of Project	Funded By	Amount	Status
	Certified			
Trenton	Construction and Maintenance Hangers 8 Wing, Trenton	Federal	105,000,000	
Trenton	Air Mobility Training Centre	Federal	59,000,000	
Uxbridge	5 unit project for seniors	Canada-Ontario Affordable Housing Program	666,655	
Waterloo	University of Waterloo: Environment 3 Building		12,500,000	
Whitby	Parking Lot Expansion – Seniors Activity Centre	Town of Whitby	250,000	
Whitby	Abilities Centre	Town of Whitby	32,000,000	
Whitby	Roof Replacement - Fire Hall #2	Town of Whitby	50,000	
Whitby	Partial Roof Replacement – Centennial Building	Town of Whitby	30,000	
Whitby	Taunton/Garden plaza – Phase II		N/A	
Whitby	Taunton/Thickson – Liza commercial/residential development		N/A	Out for Tender
Whitby	Senator Homes – new residential development		N/A	Tenders due
Whitby	Liza Eco-community – new residential development on Gordon Street		N/A	
Whitby	Re-open Lakeridge Health Whitby Site	Infrastructure provincial	7,400,000	Out for tender
		Sub-total <sup>1</sup>	1,316,518,705	
Infrastructure Projects for Durham Region <sup>2</sup>			343,108,452	
		Total	1,659,627,157	

<sup>1</sup> Information gathered from Economic Development Departments and Reed Construction Data Website as at November 2009

<sup>2</sup> [www.infrastructureapp.mei.gov.on.ca](http://www.infrastructureapp.mei.gov.on.ca) for Durham Region

**CONSTRUCTION SECTOR TRADE UNIONS/TRAINING CENTRE INPUT December 2009 - January 2010**

Trade	Trade Union	Training Centre/TDA	Pre-apprenticeship Programs	Entrance Requirements	Are there opportunities	Apprentices Registered in 2009	Forecast for 2010	Do they accept applications for entry level apprentices	Comments
Architectural Glass and Metal Mechanic	International Union of Painters & Allied Trades, IUPAT Local 1819	Ontario Industrial & Finishing Skills Centre, Toronto - Harry Lush	yes in Ottawa location	Grade 10	yes	130	130	yes, continuous basis	average age 30-40
Brick and Stone Mason	Labourers' International Union of North America (LIUNA) Local 183	L.I.U.N.A. Local 183 Training Centre, Cobourg - John Poirier	no	Grade 8	limited	20	24-30	yes, continuous basis, indentured by union and encouraged to find employer to complete apprenticeship	average age 50
		L.I.U.N.A. Local 183 Training Centre, Vaughan - Risa Rabella	yes	Grade 8	yes	information not available	information not available	yes, continuous basis, union sponsors apprentices	
	Ontario Masonry Training Centre	Ontario Masonry Training Centre, Mississauga - Tim Maxson	no	Grade 8	yes	11	5+	yes, will sponsor qualified applicants who do not have an employer. No target for 2010, based on interest and need.	average age is 50 - 55
Cement (Concrete) Finisher	Labourer's International Union of North America (LIUNA) Local 183	L.I.U.N.A. Local 183 Training Centre, Vaughan - Risa Rabella	no		yes	information not available	information not available	yes, continuous intake, union indentures apprentices and they are encouraged to find an employer to complete their apprenticeship	
Cement Mason	Operative Plasterer's, Cement Masons' Association Local 598, Etobicoke - Tony Mollica	Same location	no	Grade 8	limited	10	not sure	yes, continuous intake and offer basic in-school apprenticeship program up front. May be sponsored by union or employers.	age range 25 - 45, only 2 -3 retired last year, provincial training school, little work for unionized members
Concrete Pump Operator	International Union of Operating Engineers Local 793, Gord Petschke	Operating Engineers Training Institute of Ontario (OETIO), Oakville - Corinne Schutte	no	Grade 12		information not available	information not available		

**CONSTRUCTION SECTOR TRADE UNIONS/TRAINING CENTRE INPUT December 2009 - January 2010**

<b>Trade</b>	<b>Trade Union</b>	<b>Training Centre/TDA</b>	<b>Pre-apprenticeship Programs</b>	<b>Entrance Requirements</b>	<b>Are there opportunities</b>	<b>Apprentices Registered in 2009</b>	<b>Forecast for 2010</b>	<b>Do they accept applications for entry level apprentices</b>	<b>Comments</b>
Construction Boiler Maker	International Brotherhood of Boilermakers Local 128, Scot McMahon	Humber College	no	Grade 12		30	28	yes	these are a provincial local numbers are for the province, average age of apprentice is 26
Construction Craft Worker	Labourers' International Union of North America (LIUNA) Local 183	L.I.U.N.A. Local 183 Training Centre, Cobourg - John Poirier	no	Grade 10	limited	24	24-30	yes, continuous intake, union indentures apprentice and apprentices are encouraged to find an employer to complete apprenticeship	average age is 45 - 50
		L.I.U.N.A. Local 183 Training Centre, Vaughan - Risa Rabella	yes in May 2010 acceptance done by Employment Ontario agency	Grade 10	yes	information not available	information not available	yes, continuous intake, union indentures apprentice and apprentices are encouraged to find an employer to complete apprenticeship	
Construction Millwright	Millwright Local Union 2309, Toronto - Ed Spence	George Brown College	no	Grade 12, Pass mark of 70% on independent aptitude test	yes	none	20	yes, generally they have an intake once a year, they didn't have one in 2009. Hired 50 in 2008.	
Drywall, Acoustic and Lathing Applicator - Drywall, Finisher and Plasterer	Interior Finishing Systems Training Centre	Interior Finishing Systems Training Centre, Woodbridge - David Semen	no	Grade 12	yes	information not available	185	yes, provide basic level of apprenticeship training, union indentures, classes full until June 2010	average age is 42

**CONSTRUCTION SECTOR TRADE UNIONS/TRAINING CENTRE INPUT December 2009 - January 2010**

<b>Trade</b>	<b>Trade Union</b>	<b>Training Centre/TDA</b>	<b>Pre-apprenticeship Programs</b>	<b>Entrance Requirements</b>	<b>Are there opportunities</b>	<b>Apprentices Registered in 2009</b>	<b>Forecast for 2010</b>	<b>Do they accept applications for entry level apprentices</b>	<b>Comments</b>
Electrician - Construction and Maintenance, Domestic & Rural	International Brotherhood of Electrical Workers Local 353, Toronto - Barry Stevens (Mississauga to west, Lake Simcoe to the north, Rouge Valley to the east)	Durham College and community colleges	no	Grade 12 with specific math and English courses		information not available	information not available	yes, generally they have an intake once a year, they didn't have one in 2009 due to economy, may have one in Spring 2010	average age is 40, number of journeypeople and apprentices not working, predicts a need to replace a number of journeypeople due to retirement.
Electrician - Construction and Maintenance, Domestic & Rural	International Brotherhood of Electrical Workers Local 894, Bowmanville - John Gillett (Rouge Valley to the west, Trent River to the east, Algonquin Park to the north)	Durham, Fleming and other community colleges			No	5	not sure	yes, only hire when they need to, hired 5 this year to ensure they had some first year apprentices.	average age is 45 - 50, a number of apprentices and journeypeople not working, hopeful the Pan Am games and GM will bring work. Sees employers will hire 1st and 2nd year apprentices due to tax credits, 3rd to 5th can't complete
	Power Workers Union, Toronto - John Ives	Durham College and other community colleges	no		yes	30	30	yes	provincial number - average age is 48

**CONSTRUCTION SECTOR TRADE UNIONS/TRAINING CENTRE INPUT December 2009 - January 2010**

Trade	Trade Union	Training Centre/TDA	Pre-apprenticeship Programs	Entrance Requirements	Are there opportunities	Apprentices Registered in 2009	Forecast for 2010	Do they accept applications for entry level apprentices	Comments
	Canadian Union of Skilled Workers - Amy Tam	Durham College and other community colleges	no	Grade 12	yes	30	30	yes	CUSW is a national union; however, these numbers are for Ontario and also represent powerline worker both transfers and new registrations
Exterior Insulated Finishing Systems Mechanic	International Union Painters & Allied Trades, Local 46	Interior Finishing Systems Training Centre, Woodbridge - David Semen	no	Grade 12	yes	information not available	16	yes	average age is 39
Floor Covering Installer	Carpenters Union, Central Ontario Regional Council	Carpenters' Local Union 27 Training Centre, Lesley Halliday-McVey	yes, run 3-4 classes a year for 10 weeks, 12 people per class	Grade 10	yes	information not available	information not available	yes	average age is 40 - 50
General Carpenter	Carpenters Union, Central Ontario Regional Council	Carpenters' Local Union 27 Training Centre, Marlene Grossi	yes, May and July which runs for 8 weeks. Take in total of 45 participants, covers basic level of apprenticeship	Grade 10	yes	information not available	information not available	yes, when they can provide basic level of training, class full until May, individuals apply to become part of the union, union indentures them	
Heat and Frost Insulator	Insulators and Asbestos Workers Local 95, Markham Dave Gardner	Same location	no	Grade 12	no	5	0	yes, hired 178 in 2008 at the request of the national union, now has many members not working	over 25% of their members are not working combination of Apprentices and Journeypeople. 12% over the age of 50 and 38% over age of 40

**CONSTRUCTION SECTOR TRADE UNIONS/TRAINING CENTRE INPUT December 2009 - January 2010**

<b>Trade</b>	<b>Trade Union</b>	<b>Training Centre/TDA</b>	<b>Pre-apprenticeship Programs</b>	<b>Entrance Requirements</b>	<b>Are there opportunities</b>	<b>Apprentices Registered in 2009</b>	<b>Forecast for 2010</b>	<b>Do they accept applications for entry level apprentices</b>	<b>Comments</b>
Heavy Equipment Operator: Dozer	International Union of Operating Engineers Local 793, Gord Petschke	Operating Engineers Training Institute of Ontario (OETIO), Oakville - Corinne Schutte	yes, in April, only 30 participants 18-25 years old	Grade 12	Information not available	information not available	information not available	yes, continuous but only hire when Out of Work list of existing members is cleared. Individuals who join the union will be scheduled for training and then put on the Out of Work list.	
Heavy Equipment Operator: Excavator									
Heavy Equipment Operator: Tractor Loader, Backhoe									
Hoisting Engineer: Mobile Crane Operator, Br. 1 and Br. 2	International Union of Operating Engineers Local 793, Gord Petschke	Durham College and Operating Engineers Training Institute of Ontario (OETIO), Oakville - Corinne Schutte	no	Grade 12	Information not available	information not available	information not available		
Hoisting Engineer: Tower Crane Operator	International Union of Operating Engineers Local 793, Gord Petschke	Operating Engineers Training Institute of Ontario (OETIO), Oakville - Corinne Schutte	no	Grade 12	Information not available	information not available	information not available		
Ironworker - Generalist, Br. 1	Ironworkers Local 721 - Toronto	Ironworkers Local 721 Training Centre, Toronto, Clint Knowlten, Apprentice Coordinator	no	Grade 10	no	21	0	not at this time	a number of apprentices and journeypeople out of work and not taking on new members.
Ironworker - Structural and Ornamental, Br. 2									
Reinforcing Rod Worker Br. 3						38	0		
Painter and Decorator, Commercial and Residential	International Union Painters & Allied Trades, Local 46 - Toronto	Ontario Industrial & Finishing Skills Centre, Toronto - Harry Lush	no	Grade 10 Math and English	yes	124	124	yes	provincial training centre, basic and intermediate is core for both

**CONSTRUCTION SECTOR TRADE UNIONS/TRAINING CENTRE INPUT December 2009 - January 2010**

Trade	Trade Union	Training Centre/TDA	Pre-apprenticeship Programs	Entrance Requirements	Are there opportunities	Apprentices Registered in 2009	Forecast for 2010	Do they accept applications for entry level apprentices	Comments
Painter and Decorator, Industrial			yes, in Ancaster location		yes	88	88	yes	trades, advanced is when they specialize.
Plumber	United Association Local 46, Toronto (Oakville to the west, Barrie to the norther, Ajax to east) - Vince Kacaba	United Association Local 46 offers training as well as community colleges	no	Grade 12 with specific math and English courses, G2 or M2 Driver's licence	yes	175	175	yes, individuals should check their website for the intake schedule	average age is 42, number of apprentices are not working for various reasons.
	United Association Local463, Bowmanville - Brad Hill (Ajax to the west)	Durham College and community colleges	no	18 years of age, Grade 12 with math	no	10	not sure	yes, accept applications in July, hired 10 apprentices this year, some hired in 2008 still not working	30% of members not working, this includes apprentices and journeypeople
Powerline Technician	Power Workers Union, Toronto - John Ives	Hydro One for unionized and Electrical Utilities Safety Association for non-union	no	Grade 12 with math and english	yes	80	80	yes	average age is 48
Precast Concrete Erector	Labourers Intl Union of North America	Information not available				information not available	information not available		
Precast Concrete Finisher									
Refrigeration & Air Conditioning Systems Mechanic	United Association Local 787 Refrigeration Workers of Ontario	JTAC, Local 787 Brampton, Shane McCarthy/Gino Difebo	no	Grade 12		information not available	information not available	no, must find unionized employer and then register with union. JTAC assists them in doing so (per website) www.jtac787.org	average age is less than 50 - Members generally work for one employer and there is 5% less work due to the economy and government funding
Residential Air Conditioning Systems Mechanic									

**CONSTRUCTION SECTOR TRADE UNIONS/TRAINING CENTRE INPUT December 2009 - January 2010**

<b>Trade</b>	<b>Trade Union</b>	<b>Training Centre/TDA</b>	<b>Pre-apprenticeship Programs</b>	<b>Entrance Requirements</b>	<b>Are there opportunities</b>	<b>Apprentices Registered in 2009</b>	<b>Forecast for 2010</b>	<b>Do they accept applications for entry level apprentices</b>	<b>Comments</b>
Restoration Mason	Operative Plasterer's, Cement Masons' Association Local 598, Etobicoke - Tony Mollica	Same location	no	Grade 10		60	not available	yes, continuous basis, offer basic in-school training maybe sponsored by union or unionized employer	only 2-3 retired last year, age range is 25-45
Roofer	Sheet Metal Workers & Roofers Local 30, Joe Manso	Conestoga College, Stoney Creek	no	Grade 10	Yes	140	not sure unable to forecast, no set target	yes, continuous basis, generally wouldn't start a new apprentice when the weather could cause a health and safety issue.	age range 45 - 60, union will dispatch members but are encouraged to look for work on their own. They union recruited 140 in 2009 but this does not represent registered apprentices. Many members will not travel to Conestoga for training and therefore will not receive in-school training.
Sheet Metal Worker	Sheet Metal Workers & Roofers Local 30, Henry Vertolli	George Brown College, Ontario Sheet Metal Workers Training Centre			Yes	167	150 - 200		average age is 47
Sprinkler and Fire Protection Installer	Sprinkler Fitters of Ontario Local 853, Ted Ryan	853 Corp runs training centre - provincial local and only TDA	no		no	See comments	not sure if any	yes, continuous basis, will hire on an as needed basis	90 fitters retired in 2009, lull in trade for last 18 months, some members out of work. Hired 12-14 in previous 18 months. Not a hiring hall.
Steamfitter	See plumber comments	George Brown College	no	Grade 12	limited				numbers combined with plumber

**CONSTRUCTION SECTOR TRADE UNIONS/TRAINING CENTRE INPUT December 2009 - January 2010**

<b>Trade</b>	<b>Trade Union</b>	<b>Training Centre/TDA</b>	<b>Pre-apprenticeship Programs</b>	<b>Entrance Requirements</b>	<b>Are there opportunities</b>	<b>Apprentices Registered in 2009</b>	<b>Forecast for 2010</b>	<b>Do they accept applications for entry level apprentices</b>	<b>Comments</b>
Terrazzo, Tile and Marble Setter	Terrazzo, Tile & Marble Guild of Ontario, Inc.	Terrazzo, Tile & Marble School Inc., Jean Quelch	no	Grade 10	yes	40	40	yes, guild provides in-school training up front to those accepted by the guild. MTCU funds 40 students a year. Apprentices can find work in a union or non-union environment at the end of the training. Union would only consider hiring them after training is completed.	only training school in Ontario