

# Skilled Trades 101

*Presented by*

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# Skilled Trades in Ontario

- ✓ High labour market demand
- ✓ Great source of income
- ✓ Only Grade 10 or 12 required
- ✓ Total 156 skilled trades sectors :
  - ✓ Construction (42), Industrial (54),
  - ✓ Motive Power Trades (21), Service sector (39)

## Reference:

<http://www.collegeoftrades.ca/about/trades-in-ontario>



# Labour Market Need

Skilled trades people are in great demand and Canada is not training sufficient numbers of people to meet this demand. This shortage could significantly limit our economic growth in the future.

Source: “Knowledge Matters – Canada’s Innovation Strategy”  
Human Resources Development Canada

Published by Skills Competences Canada



# Trades in Ontario

- ✓ **Compulsory trades (23):** in order to work in these trades persons must be licensed or registered as apprentices.
- ✓ **Voluntary trades (133):** licensing or apprenticeship in these trades are optional (many employers still ask for a license).



# Regulatory Body

Ontario College of Trades (OCOT)  
governs trades  
[www.collegeoftrades.ca](http://www.collegeoftrades.ca)

655 Bay Street, suite 600, Toronto  
1-855-299-0028  
647-847-3000



# Trades Mobility



The Interprovincial Red Seal License  
allows mobility in trades across Canada

56 RED SEAL Trades

[www.red-seal.ca](http://www.red-seal.ca)



# Trades Designations

- ✓ **Pre-Apprentice:** person enrolled in a Pre–Apprenticeship Training program which helps potential entrants to the apprenticeship system develop their job skills and trade readiness so that they will be prepared to find work as apprentices.
- ✓ **Apprentice:** person who has signed a registered training agreement with a sponsor and MAESD to provide them with the required experience, skills and knowledge needed to practice in a specific trade.
- ✓ **Journeyman:** person who holds a valid C of Q (license) in a trade or trade(s).



# Pre-Apprenticeship

## MAESD funded Pre – App programs:

- ✓ Expose participants to a primary trade and one or more secondary trades.
- ✓ Provide mandatory work placement (up to 12 weeks).
- ✓ May include completion of level 1 apprenticeship in school curriculum standards for the primary trade.
- ✓ Free for participants.
- ✓ Target groups- high school graduates, early school leavers, unemployed/underemployed youth and adults, EI/Non-EI Eligible, Indigenous peoples, newcomers.





# Pre-Apprenticeship

## Other Pre-App Programs

- ✓ Ontario Women's Directorate, Status of Women – funded programs through YWCA.
- ✓ The private-public partnership e.g. Centennial College/Bombardier Aircraft Assembly program funded by Ministry of Economic Development, Employment and Infrastructure.
- ✓ Paid programs at colleges (public and private).
- ✓ Programs through unions and school boards.



# Apprenticeship

- ✓ On the job training under a journeyperson.
- ✓ Paid Learning, increases with level of skills.
- ✓ On the job (80 to 85%) and
- ✓ Technical training (15 to 20%) with colleges, unions or private contractors.



# Road to Apprenticeship

- ✓ Find a sponsor.
- ✓ Sign a registered training agreement.
- ✓ Become a member with OCOT.



# Journeypersons – Bridging Programs

## Trades Win Support Program

- ✓ Construction/Maintenance Electricians\* (309A)
- ✓ Industrial Electricians (442A)
- ✓ Millwrights (433A)
- ✓ Refrigeration & Air Conditioning Mechanics\* (313A)
- ✓ Plumbers\* (306A)



# Program Overview

## 6 weeks (144 Hours)

- ✓ RED SEAL license exam preparation training at Humber College or Stanford College.
- ✓ Canadian Codes and Standards.
- ✓ Exam Strategies.
- ✓ Technical Skills.

## 5 weeks

- ✓ Employment preparation training at Skills for Change.
- ✓ Trade-specific Language Training.
- ✓ Job Search Strategies.
- ✓ Career Planning.



# Eligibility Criteria

- ✓ Canadian Citizen, Landed Immigrant, Convention Refugee.
- ✓ Grade 10 or equivalent education.
- ✓ 4-5 years work experience in related trade.
- ✓ CLB Assessment.
- ✓ Internationally trained in chosen trade.



# Program Components

## Intake and Assessment

- ✓ Language Assessment.
- ✓ Documents Verification.
- ✓ Foreign experience approval by OCOT.
- ✓ Guidance, Counselling and Referrals.



# Program Components

## Job Development Support

- ✓ Connections with employers, unions
- ✓ Test to hire
- ✓ Work experience placement

## Mentoring

- ✓ Exam preparation support
- ✓ Professional network development
- ✓ Career advice and guidance

## Job Retention Support

Guidance to help employed persons Settle into jobs and pursue career Advancement in the labour market.





# Fees

- ✓ OCOT Application Fees: \$235 + tax.
- ✓ Program Participation Fees: \$300, includes books and other material (can be reimbursed).
- ✓ Exam Fees: \$150 + tax.



# Job Development for Skilled Trades Clients

- ✓ Client profile.
- ✓ Finding sponsors.
- ✓ Working with employers.



# Client Profile

- ✓ Technical skills.
- ✓ Positive attitude and behavior.
- ✓ Responsibility.
- ✓ Adaptability.
- ✓ Communication Skills.
- ✓ Dealing with difficult / unexpected situations.
- ✓ Interpersonal Skills.
- ✓ Team work.



# Finding Sponsors

- ✓ Company research.
- ✓ Networking, Cold Calling, In person visit.
- ✓ Online applications.
- ✓ Pre-Apprenticeship programs.
- ✓ Training Institutes.
- ✓ Unions and Associations.
- ✓ Employment Ontario.
- ✓ LinkedIn Script.



# Working with Employers

## Techniques used

- ✓ Advocacy of clients' strengths.
- ✓ Marketing of training programs.
- ✓ Using EO incentives.
- ✓ Research Employers.
- ✓ Marketing versus social work.
- ✓ Knowledge of Employer's business.
- ✓ Develop "authentic" relationships.
- ✓ Establish that your services are valuable.
- ✓ Keep dialogue going and determine needs.



# Working with Employers

## Challenges faced

- ✓ Developing and maintaining the employer relationship.
- ✓ Job leads, no client that meet employer's requirement.
- ✓ Lack of team work support.
- ✓ Client not job ready; more time needed for mentoring.
- ✓ Encouraging "Self-Reliance."
- ✓ Placing the "Hard to Place."
- ✓ Deadlines and time with clients.



# Contact Information

## Trades Win Support Program

**York Region | Markham**  
344 John Street  
Markham, Ontario L3T 5W5  
Tel: 905-764-0202 x101

**Peel Region | Brampton**  
21 Nelson Street West, Unit 1A  
Brampton, Ontario L6X 1B6  
Tel: 905-595-1679

## Connect with us!



[www.skillsforchange.org](http://www.skillsforchange.org)

