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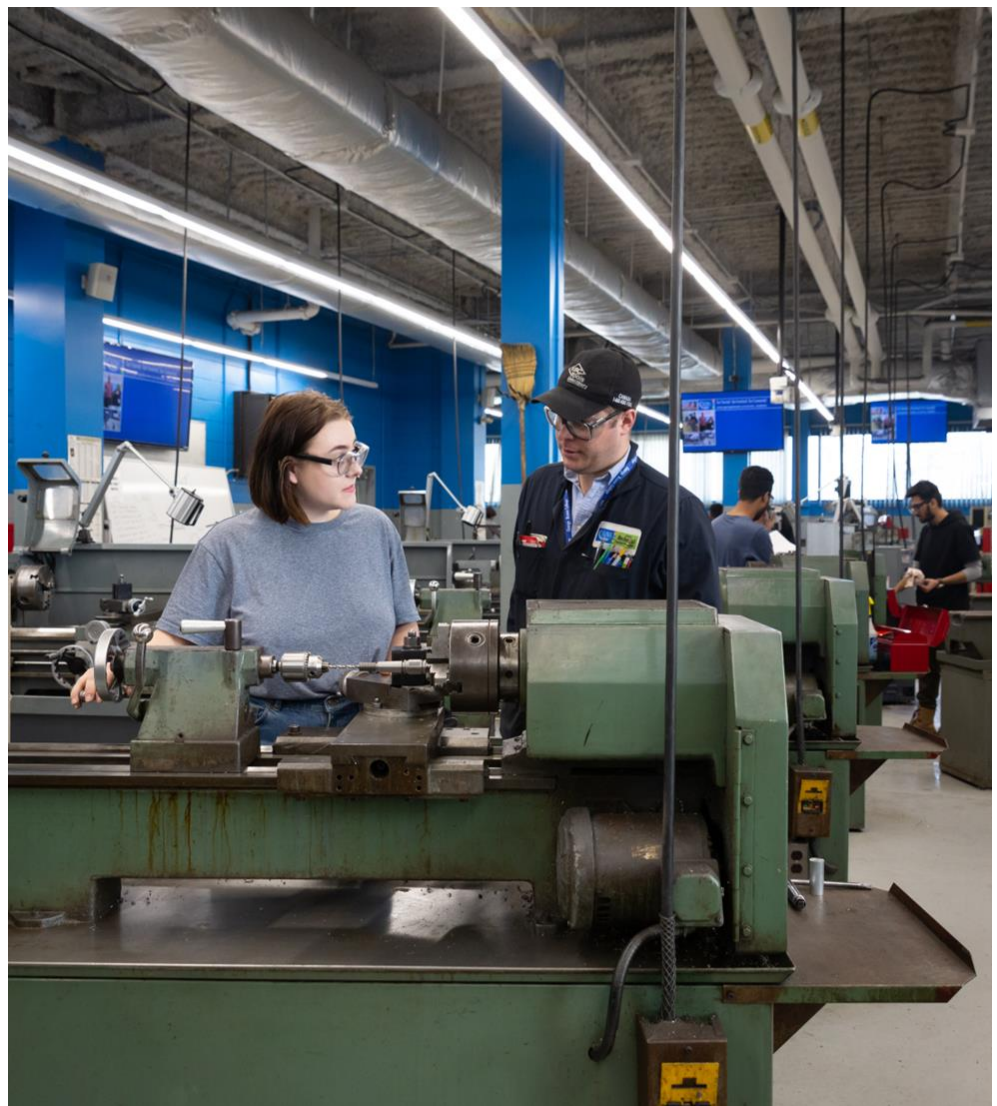
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SKILLED TRADES IN ONTARIO

A skilled trade is a career path that requires hands-on work and specialty knowledge. Skilled trades-related training and certification are the responsibility of the provinces and territories (Red Seal Program, 2018).

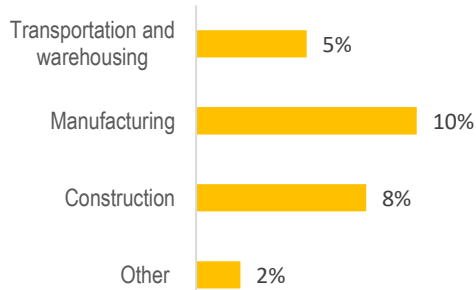
As of June 2022, approximately 24% of Ontario's total employed population work in the skilled trades sectors. Figure 1 shows that of these jobs, 5% are in transportation and warehousing; 10% in manufacturing; 8% in construction; 2% in other sectors. Unfortunately, only 5% of these jobs are held by women (Statistics Canada, 2022).

“Looking across the province, we have 200,000 to 250,000 trades jobs sitting empty with paychecks”.

-Jill Dunlop, Associate Minister of Children and Women's Issues, Ontario

TRADE GROUPING BY SECTOR

Figure 1: Employment in Trades Sector, June 2022



Source: Statistics Canada, 2022

Statistics Canada Registered Apprenticeship Information System (RAIS) groups trades into four sectors based upon the North American Industrial Classification System (Canadian Apprenticeship Forum, 2022a). As shown in figure 1, these four sectors in skilled trades are: construction, manufacturing, transportation and other. Considering the very lower percentage of employment in the mining, quarrying, and oil and gas extraction and utilities sectors, they are grouped together under the other category.

Trade jobs under these sectors are summarized in table 1.

Table 1: Trade Jobs by Sector

| Construction | Manufacturing | Transportation | Other |
|--|--|-------------------------------|--|
| Carpenters | Machinists | Automotive Service Technician | Oil and Gas Well |
| Electricians | Metal workers (other) | | Drillers, Servicers, Testers and Related Workers |
| Exterior Finishing | Stationary Engineers and Power Plant Operators | | Workers |
| Plumbers, Pipefitters and Steamfitters | Electronics and Instrumentation | | Refrigeration and Air Conditioning |
| Heavy Equipment and Crane Operators | Welders | | Mechanic |
| Interior Finishing | | | |
| Millwrights | | | |
| Sheet Metal Workers | | | |
| Construction workers (other) | | | |

Source: Canadian Apprenticeship Forum, 2022a

Worldwide Decline in Skilled Trade Profession

Despite being a rewarding career, the past few years saw a decline in people working in the skilled trades. With the baby boomer generation retiring, the trades professional shortage has been acute worldwide. A multi-country analysis projected that a global human talent shortage will be more than 85 million by 2030. The Society for Human Resource Management report indicated that 75% of HR professionals reported having difficulty recruiting skilled candidates. Trade skills were the highest among the top three reportedly missing technical skills (Workwave, 2022). Canada is no exception. Jill Dunlop, Ontario's Associate Minister of Children and Women's Issues told that there are 200,000 to 250,000 trades jobs in Ontario sitting empty as there are not enough skilled people to fill in those positions (Hurren, 2020).

Reasons Behind the Shortage

The reasons are complex and multifaceted:

- Schools and curriculums cutting vocational classes
- A push for high school students to attend universities
- Very low female participation in the skilled trade jobs
- A lack of funding for Tech-Prep programs or grants for vocational or technical students
- The current workforce aging into retirement
- Deficits in employer or company-provided training programs.

(Workwave, 2022)

CATEGORIES OF SKILLED TRADES AND REQUIREMENTS FOR PURSUING THOSE TRADES IN ONTARIO

Skilled Trades Ontario lists 144 jobs as skilled trades. There are different ways of pursuing these trades that combine completion of academic components, apprenticeship, passing exams, and where possible, earning a Certificate of Qualification. To be able to work on some trades, the tradesperson's name must appear on the Ministry's public registrar. Also, having membership in professional associations is required for some trades (Skilled Trades Ontario, 2022).

Demand for Certified Skilled Trades Professionals in Ontario

New Apprenticeship Positions in Next 10 Years

Data presented at the 2022 Ontario Labour Market Conference predicted number of new apprenticeship positions that will be available in certain sectors. Matched with the RAIS categories (i.e., Manufacturing and Utilities; Trades, Transport and Equipment; Natural Resources and Agriculture; Sales and Services), it was predicted that **115,300 new apprenticeship positions** will be created in Ontario in the next 10 years.

The 10-year projection shown in figure 3 indicates there will be 35,830 new apprenticeship positions for cooks; 19,020 for automotive service technicians, truck and bus mechanics and mechanical repairers; 17,440 for hairstylists and barbers; 9,710 for estheticians and related occupations; 8,220 for bakers; 8,100 for contractors and supervisors, heavy equipment operator crews and so on.

Figure 3: Number of New Apprenticeship Positions Available in 10 Years

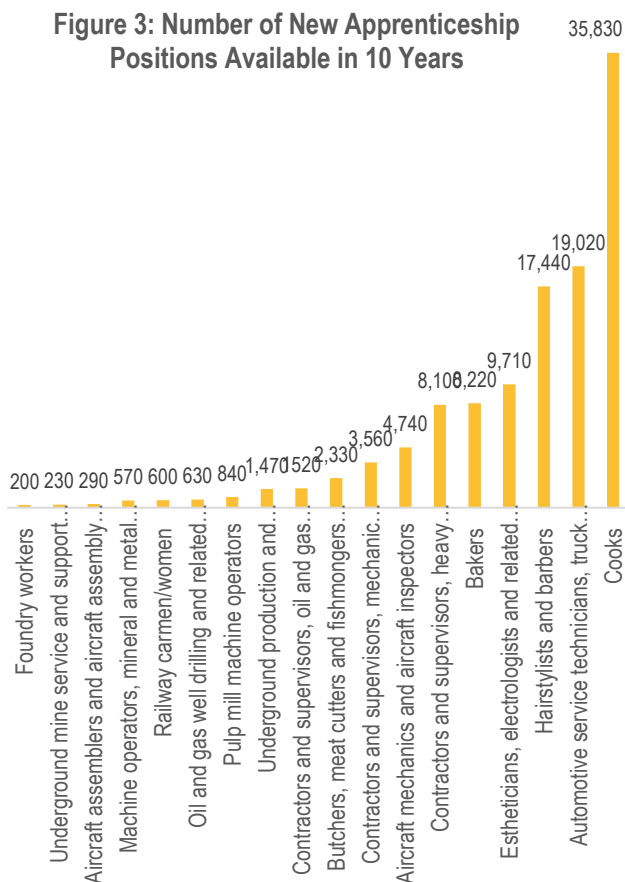


Figure 2 illustrates skilled trades categories and qualification requirements for pursuing those trades in Ontario.

Figure 2: Skilled Trades Categories and Required Qualification



Source: (Skilled Trades Ontario, 2022).

RED SEAL TRADES

In Canada, skilled trades-related training and certification are the responsibility of the provinces and territories. Having certification from one province will not allow trades professionals to work in another province or territory. The Red Seal Program develops national standards and examinations for certain trades that are common to most jurisdictions. Having a Red Seal Certification allows trades professionals to work in that trade all over Canada (Red Seal Program, 2018).

There are 55 skilled trades that are Red Seal Certified

(Red Seal Program, 2018).

PATHWAYS TO SKILLED TRADES

Different paths can be taken towards a skilled trades occupation. It usually combines apprenticeship, academic training in the classroom, on the job training and passing multiple exams. Certification must be earned for certain trades. Finally, Red Seal certification gives the privilege to work across the country.

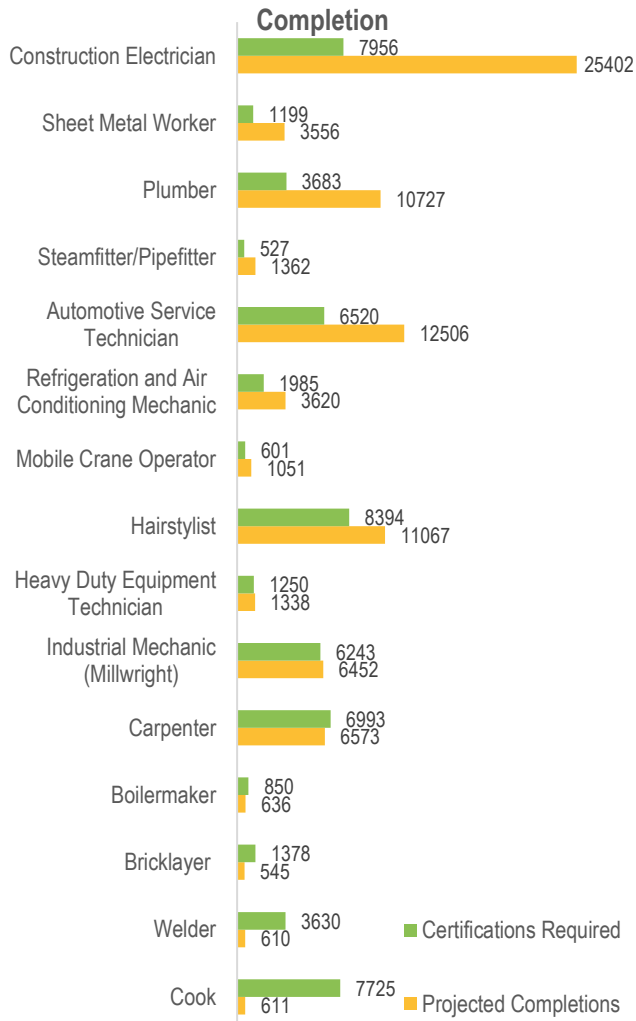
Figure 4 shows what is required to complete each segment in the skilled trades career journey.

Figure 4: Pathways to Skilled Trades

Canadian Apprenticeship Forum (CAF) Prediction

On the other hand, Canadian Apprenticeship Forum analyzed the number of new apprenticeship registration and completion rates. Based on this data, CAF predicts that Ontario will likely require approximately **88,960 new certified trades people** over the next decade to keep pace with economic growth and rising retirements. This will necessitate attracting more than 296,350 new apprentices in more than 50 Red Seal trades (Canadian Apprenticeship Forum, 2022b).

Figure 5: Projected Certified Trade Jobs in Demand in the Next Decade vs. Certificate Completion



Source: (Canadian Apprenticeship Forum, 2022b)

The 10-year projection as shown in figure 5, depicts that certain skilled trade jobs that are high in demand in Ontario will have enough certified tradespeople, while other jobs are at risk of not having enough certified professionals.

Apprenticeship

Pre-Apprenticeship Training

Through different organizations: colleges or community agencies

Free: costs for textbooks, safety equipment and tools are also covered.

Ontario Youth Apprenticeship Program

High school students to earn credits through work placements in a skilled trade.

Grade 11 or 12 students can opt for OYAP

Students completing grade 10 can enroll OYAP in the summer

Guidance counsellor or local OYAP Coordinator can help

Start an Apprenticeship

1. Find an employer/ sponsor (can be union or trade association)
 2. Application for apprenticeship through the Ministry
 3. Training agreement with sponsor/employer
- ***Provincial and federal supports/ fundings available for apprenticeship**

Finish an Apprenticeship

1. Get a Certificate of Apprenticeship
 2. Sponsor/employer sends documents of completion to the Ministry
- ***It may take up to 5 years to complete apprenticeship. May also require completion of additional academic components***

Certificate of Qualification

- Write and pass Ministry exam to obtain a Certificate of Qualification
- Required for 23 Compulsory trades & 60 non-compulsory trades
- Name appear on Ministry's public register

Red Seal

- Write and pass exam in a Red Seal trade to get a Red Seal Certification
- 55 Red Skill Trades
- Allows working all over Canada

Source: Ontario, 2022, Red Seal Program, 2018

Upon Completion of apprenticeship, an **Apprentice** becomes a **Journey Person** and begins his/her career in skilled trades.

STRATEGIES TO ADDRESS SKILLED TRADES PROFESSIONAL SHORTAGE

Skilled trades professional shortage will soon be acute in Canada. To address this, the Government at all levels, is introducing new policies and strategies. Encouraging more youth, women and underrepresented demographic groups pursuing careers in skilled trades; creating inclusive and welcoming work environments that can address the skilled trades professional shortage. The following policies and strategies are in place:

Ontario Youth Apprenticeship Program: For high school students, co-op education credits.

The National Strategy to Support Women in the Trades: with goals of increasing number of women in entry level skilled trade jobs; creating respectful and welcoming workplaces for women.

Champions4Change Program: designed to encourage employers, unions, and other training organizations to hire, train and retain women in the trades (Canadian Apprenticeship Forum, 2022a).

APPRENTICESHIP PROGRAM: NEW FUNDING

The Government of Canada has announced Apprenticeship Service grants so that Small and Medium Enterprises (SMEs) can offer apprenticeship training opportunities. Under this program SMEs will receive \$5,000 for new, first-year apprentice (maximum of two apprentices/year) and can use the incentive to pay for salaries and training costs. SMEs can obtain another \$5000 if the apprentice identifies as a Woman, Indigenous Person, Racialized Person, LGBTQ Person, People with Disabilities. In Ontario **Canadian Institute of Steel Construction, Canadian Skills Training and Employment Coalition, Christian Labour Association of Canada, Family Services of Peel** are distributing these grants (Canada, 2022). If you are a JD/RA or JC/EA, you may refer your client and/or employer to Family Services of Peel to participate in the Apprentice Service grants. The client and/or employer will remain registered with the original WoodGreen program. Contact: Lyn Caine, Program Director: lcaine@fspeel.org

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Table 2 lists trades jobs according to their risk of having or not having enough certified professionals in the next decade.

Table 2: Trades Jobs Risk Level

| Trades | |
|---|--|
| Cook Welder Bricklayer Boilermaker | At Risk: Certifications Required Exceed Projected Completions |
| Carpenter Industrial Mechanic (Millwright) Heavy Duty Equipment Technician Hairstylist | Balanced Conditions: Certifications Required In-Line with Projected Completions |
| Mobile Crane Operator Refrigeration and Air Conditioning Mechanic Automotive Service Technician Steamfitter/Pipefitter Plumber Sheet Metal Worker Construction Electrician | Ample Supply: Projected Completions Exceed Certifications Required |

Source: (Canadian Apprenticeship Forum, 2022b)

Job Bank Trend Analysis Outlook

Canada job bank analyzes each occupation and predicts job availability of that occupation. However, instead of predicting actual numbers, job bank rates job availability of each occupation as Undetermined, Limited, Fair and Good. This indicates that Red Seal occupations in Ontario will have fair to good prospects in the future.

However, in terms of job bank trend analysis, we have to keep in mind that:

- Currently, it is available for 2021-2023 period.
- This trend analysis includes all jobs, from entry level to experienced positions.

(Job Bank, 2022)