

# Electrify your career



## Construction Trades

Be the generation to help build  
a brighter tomorrow

Guidance Counsellor Info

**ONTARIO**POWER  
GENERATION

### Benefits of pursuing a career in Construction Trades



**Rising job  
opportunities in  
Construction Trades**



**Competitive wages  
and benefits**



**Opportunity to work  
with cutting-edge  
technology**



**Flexible working  
schedule**



**Opportunity to  
work for major  
companies**



**Cost-effective alternative  
to postsecondary  
education**

# Construction Trades Pathway

01

**Grade 9 to 12:**  
Meet with his/her  
**Guidance Counsellor**  
and consider **OYAP\***

Your student has come to you about a career in Construction Trades. Let them know that **prerequisites** for apprenticeship opportunities can **vary** depending on the trade. Support the student by determining the prerequisites in their **trade of interest**.

**OYAP** is a specialized program that allows high school students to **explore apprenticeship**. This is a program worth considering when there is interest in a skilled trades career path.

02

Graduate

Enroll in  
College &  
PreApprenticeship  
Programs

03

Find an **Employer** or a  
**Union** to **Sponsor** the  
Apprenticeship

Your student has graduated and what's next? There are **multiple pathways** to apprenticeship. In every case, the individual will require an **apprenticeship sponsor**. The most **direct path** to a sponsor is to approach an **employer or union hall**. **College or preapprenticeship programs** are a great way to develop experience and a skillset that can make **you more attractive** to potential sponsors.

04

**Register** and **Start** an  
**Apprenticeship**

Once a sponsor has been found, they can begin their apprenticeship. The **sponsor** acts as an **approver** for hours completed as an apprentice.

05

**Complete** the  
Apprenticeship,  
Take **Certificate of  
Qualification (CofQ)  
exam** (if needed)

As an apprentice, there are requirements to complete **in-class training and on-the-job experience hours**. The **length of time** for each of these components varies depending on the trade. In most cases, a **CofQ** exam is written at the conclusion of the hours being completed. A **passed CofQ exam** would indicate that an individual is **certified**.

06

**Employment  
Opportunities:**  
Continue through your  
**Union** for dispatch  
to job sites, continue  
with your **Employer  
Sponsor**

Lots of opportunities are out there! **Once certified**, the individual can choose to continue work with their **sponsor organization** or seek **other opportunities**. If the sponsor was a **union hall**, they can be **dispatched to work sites** as a **journey person** as they were already a union member. If the sponsor was an **independent employer**, they can continue to work with them or seek other employment.

# Frequently Asked Questions

## ▶ **Is going to college the only way to become an apprentice?**

### **What benefit, if any, is there to attending college for a skilled trades program?**

There are multiple pathways to apprenticeship. In every case, students will require an apprenticeship sponsor. The most direct path to a sponsor is to approach an employer or union hall.

In terms of benefits, college is a great way to develop theoretical knowledge from in-class learning, specific experience and a skillset that makes students more attractive to potential sponsors.

## ▶ **Can an individual switch from one skilled trades program to another?**

### **If yes, how does it work?**

To participate in an apprenticeship program, the individual is required to have the skills and experience necessary to that specific trade. They should be able to switch to their new trade of choice if they have the right qualifications and a sponsor for the apprenticeship.

## ▶ **How can a student access a trade union?**

Once the student identifies their trade of interest, the student can contact the trade union that represents their trade of interest. The list of unions commonly on OPG sites are listed in this package.

## ▶ **What are the most in-demand trades?**

Based on information from Canada.ca <sup>1</sup>, the top projected in-demand skilled trades in Canada from 2022-2026 include: Industrial Electrician, Industrial Mechanic (Millwright), Painter & Decorator, Welder.

The top projected in-demand trades in Ontario from 2022-2026 are: Heavy Duty Equipment Technician, Industrial Electrician, Painter & Decorator, Welder.

## ▶ **What supports are there that support opportunities for women in the skilled trades?**

There are several organizations across Canada and Ontario that support self-identifying females by providing skills development, funding programs, mentorship, employment services. Some of these organizations include:

- Women's Enterprise Skills Training (website: <https://www.westofwindsor.com/>)
- Skills Ontario (website: <https://www.skillsontario.com/young-womens-initatives>)
- Ontario Building & Construction Tradeswomen (OBCT) (website: [obctradeswomen.com](http://obctradeswomen.com))
- Supporting Women in Trades (SWiT) (website: <https://switcanada.caf-fca.org/>)

## ▶ **What is the recently announced Grade 11 apprenticeship pathway about? How does the new change impact the apprenticeship process?**

The Ontario Government recently announced that they will allow students in grade 11 to transition to full-time, skilled trades apprenticeship program <sup>2</sup>. Upon receiving their Certificate of Apprenticeship, students can apply for their Ontario Secondary School Diploma as mature students.

More information / consultation is scheduled for the fall of 2023 as Ontario is considering lowering the grade 12 requirements for some trades. This change means that more students will be able to enter the trades faster than ever before to help build Ontario.

### Sources:

[1] [Top in-demand skilled trades across Canada](#)

[2] [Ontario Helping More Students Enter the Skilled Trades Faster](#)

# Government Funded Apprenticeship Grants

## Apprenticeship Financial Support

Below is a list of apprenticeship grants provided by the Ontario Government to support an apprentice during in-school and on-the job training.

01

### Support for Apprentices in any Trade Tools Grant

Registered apprentices for at least 12 months in Construction Trades can get \$600 for tools. For more information, visit: [ontario.ca/page/financial-supports-apprentices](http://ontario.ca/page/financial-supports-apprentices)

02

### Apprentice Development Benefit

This funding provides support to full-time apprentices, with in-class training at a ministry-approved training delivery agent. For more information, visit: [ontario.ca/page/financial-supports-apprentices](http://ontario.ca/page/financial-supports-apprentices)

03

### Support for Apprentices with Disabilities

This funding is provided through Ontario's 24 colleges of applied arts and technology to help people with disabilities participate in apprenticeship programs, pre-apprenticeship programs, and Ontario Youth Apprenticeship Programs (OYAP). For more information, visit: [ontario.ca/page/financial-supports-apprentices](http://ontario.ca/page/financial-supports-apprentices)

04

### Apprenticeship Incentive Grant

This funding provides a maximum of \$2000 per person for those who are out of high school and training in a red seal trade. For more information, visit: [canada.ca/en/employment-social-development/services/funding/apprenticeshipincentive-overview.html](http://canada.ca/en/employment-social-development/services/funding/apprenticeshipincentive-overview.html)

05

### Apprenticeship Completion Grant

This funding provides a one time \$2000 taxable cash grant to individuals who have gotten their Certificate of Apprenticeship and Certificate of Qualification in a red seal trade. For more information, visit: [canada.ca/en/employment-socialdevelopment/services/funding/apprenticeship-completion-overview.html](http://canada.ca/en/employment-socialdevelopment/services/funding/apprenticeship-completion-overview.html)

06

### Apprenticeship Completion Bonus

This funding provides \$2000 taxable cash grant to apprentices who have gotten their Certificate of Apprenticeship in a non-red seal trade. For more information, visit: [ontario.ca/page/financial-supports-apprentices](http://ontario.ca/page/financial-supports-apprentices)



# Construction Trades Information Guide

## Want to learn more about Construction Trades?

Check out the following:

### **Construction Training & Apprenticeship Ontario (CTAO):**

Provides exploration, education and apprenticeship application opportunities in the skilled trades, targeting explorers, pre-apprentices and apprentices.

(website: [ctaontario.ca](http://ctaontario.ca))

### **Canada's Building Trades Unions (CBTU):**

Represents workers in the building, construction, fabrication and maintenance industry and supports their efforts to improve their working conditions and quality of life.

(website: [buildingtrades.ca](http://buildingtrades.ca))

### **Construction Ontario:**

Offers innovative and flexible training and employment solutions to meet the industry's needs of today and tomorrow.

(website: [constructionontario.ca](http://constructionontario.ca))

### **Ontario Building & Construction Tradeswomen (OBCT):**

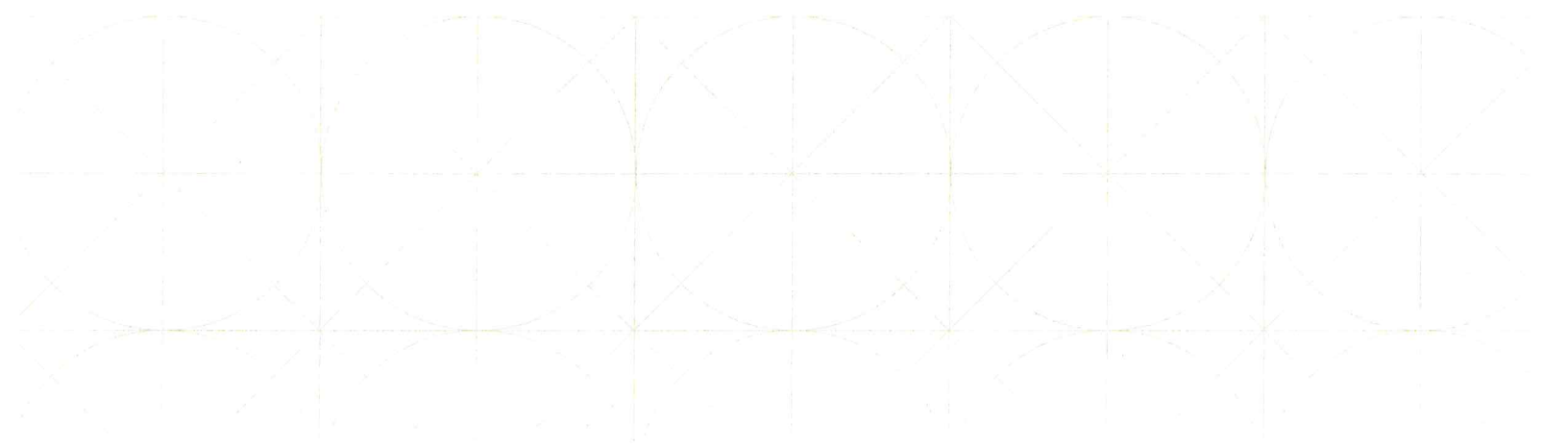
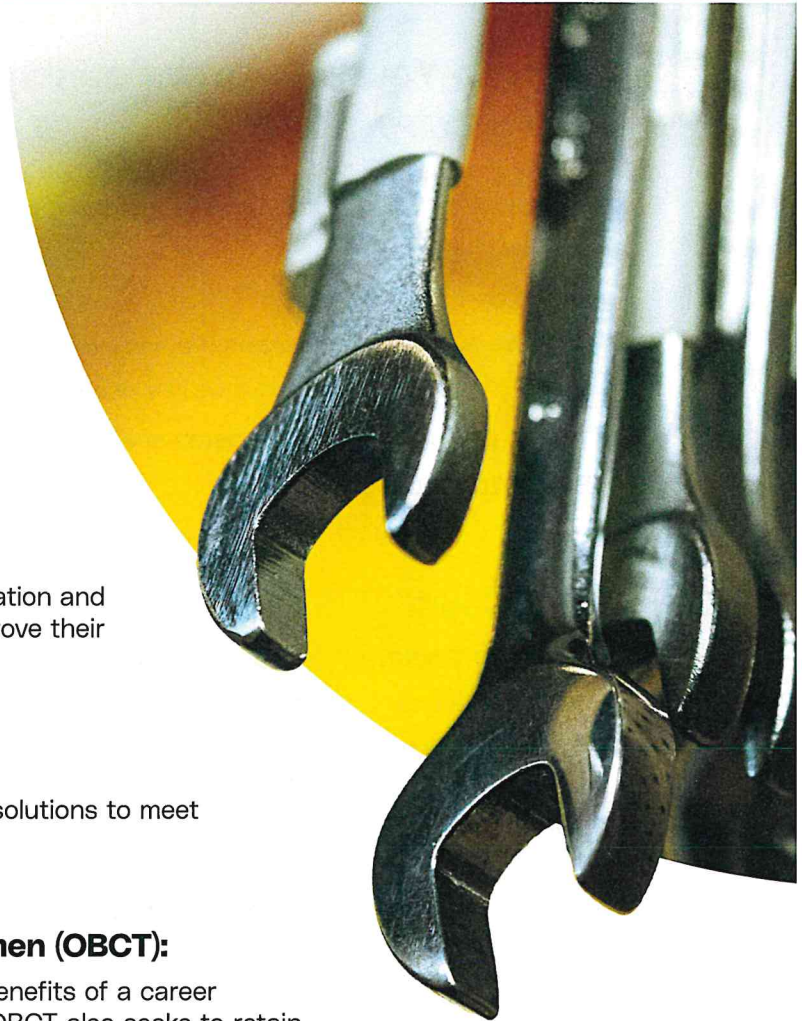
Builds awareness among women in Ontario about the benefits of a career in trades (i.e. financial independence, job stability, etc). OBCT also seeks to retain the women who have already chosen a career in trades.

(website: [obctradeswomen.com](http://obctradeswomen.com))

### **Skilled Trades Ontario (STO):**

Responsible for establishing apprenticeship, assessing experience and qualifications, issuing Certificates of Qualification, renewing Certificates of Qualification, maintaining a Public Register, and conducting research.

(website: [skilledtradesonatrio.ca](http://skilledtradesonatrio.ca))



# List of Programs You Need to Know

01

## Ontario Youth Apprenticeship Program (OYAP)

### What is OYAP?

OYAP is a specialized program that allows high school students to explore apprenticeship and consider careers in the skilled trades, generally starting in Grade 11 or Grade 12 through a co-op program.

### Who qualifies?

- At least 15 years of age
- Have successfully completed a minimum of 14 credits toward a high school diploma
- Enrolled full-time or part-time in a secondary school at a school board
- Are participating in a cooperative education placement in an apprenticeship trade

### Ready to apply?

- Visit [oyap.com](http://oyap.com) for more information

02

## Dual Credit Program

### Who can provide this opportunity?

- All publicly funded school boards with secondary schools
- All Ontario colleges of applied arts and technology

**College-delivered dual credit courses:** these are college or level 1 apprenticeship programs delivered by a participating publicly funded Ontario college, website: [gotocollege.ca/gtccourses.php](http://gotocollege.ca/gtccourses.php)). For more information, visit [ontario.ca/page/dual-credit-programs](http://ontario.ca/page/dual-credit-programs)

**Team-taught dual credit course:** These courses are delivered jointly by college instructors and high school teachers. Students learn material from the secondary school curriculum and college or apprenticeship curriculum. Paired high school and college courses must have significant content overlap. For more information, please visit [ontario.ca/page/dual-credit-programs](http://ontario.ca/page/dual-credit-programs)

**Who may be eligible?** The school board principal or guidance department oversees which students can take a dual credit program, on a case-by-case basis.

For more information, please visit [ontario.ca/page/dual-credit-programs](http://ontario.ca/page/dual-credit-programs)

03

## The Specialist High Skills Major (SHSM)

SHSM is a Ministry of Education approved specialized program where students can focus their learning on any one of 19 sectors, such as construction or energy. This program is available in all publicly funded school boards with high schools in the province.

You can get the SHSM seal on your diploma if:

- You complete a specific bundle of 8-10 courses in a selected field
- You earn industry certifications like first aid and CPR qualifications
- You gain important skills on the job through co-op placements

For more information, visit: [ontario.ca/page/specialist-high-skills-major](http://ontario.ca/page/specialist-high-skills-major)

04

## The Ontario Curriculum

The Ontario curriculum includes courses that students can take towards their desired career. Please speak to your guidance counsellor to assist you in tailoring our courses to your desired career. Visit [dcp.edu.gov.on.ca/en/](http://dcp.edu.gov.on.ca/en/) for more information.

# Unions You Need to Know

## Some of the Building Trades Unions present on OPG sites



**Canadian Union of  
Skilled Workers**

([cusw.ca](http://cusw.ca))



**Carpenters' Regional  
Council**

([thecarpentersunion.ca](http://thecarpentersunion.ca))



**International  
Brotherhood of  
Boilermakers**

([128.boilermaker.ca](http://128.boilermaker.ca))



**International  
Brotherhood of Electrical  
Workers**

([ibew353.org](http://ibew353.org))



**International Union of  
Operating Engineers**

([iuoelocal793.org](http://iuoelocal793.org))



**International Union of  
Painter and Allied Trades**

([iupat.on.ca](http://iupat.on.ca))



**International Association  
of Bridge, Structural,  
Ornamental and Reinforcing  
Iron Workers**

([iw721.org](http://iw721.org))



**Labourers' International  
Union of North America**

([liuna.ca](http://liuna.ca))



**Millwright Regional  
Council**

([millwrightont.com](http://millwrightont.com))



**Ontario Insulators**

([ontarioinsulators.com](http://ontarioinsulators.com))



**Ontario Sheet Metal  
Workers' & Roofers'  
Conference**

([osmwrc.com](http://osmwrc.com))



**United Association  
Canada (Plumbers &  
Pipefitters)**

(website: [uacanada.ca](http://uacanada.ca))

# Vendors You Need to Know

Some of the major vendor partners working on OPG sites

**AECON**



**Black & McDonald**



**framatome**

**stuartolson**  
INDUSTRIAL CONSTRUCTORS

**CANMEC**



**bird**



**GDB**  
gdbconstruct.ca