

BUILDING TRADES



YOUR GUIDE TO OPPORTUNITIES IN THE CONSTRUCTION INDUSTRY
NOVEMBER 2019



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GETTY IMAGES

Ontario's construction industry needs to recruit new workers to keep pace with demand for skilled tradespersons.

Attracting new workers to construction 'crucial'

LINDA WHITE

Special to Postmedia Network

Filling the demand for skilled tradespersons in the construction industry will "remain a challenge" through 2028 thanks to major nuclear refurbishment projects and continued investment in public transportation and infrastructure.

According to BuildForce Canada's 2019-2028 Construction and Maintenance Looking Forward report for Ontario, the province's construction industry needs to recruit an additional 103,900 workers to keep pace with additional demand and the expected retirement of 91,100 workers - one quarter of its current labour force - through the scenario period.

The pace of activity in new housing construction will

likely moderate in that time but population growth will continue to push high demand for apartment and condo units in urban centres. Investment in non-residential construction is expected to peak in 2020 before plateauing for three years, though employment should remain well above historical levels, according to the annual labour market forecast.

"Ontario's five regions - Central, Eastern, Greater Toronto Area, Northern and Southwestern - each tell a slightly different labour market story as employment demands stack up across the province," says BuildForce executive director Bill Ferreira. The mandate of the industry-led organization is to provide labour market data and analysis, as well as programs and

initiatives, to help manage the industry's labour force needs.

The GTA, for instance, will likely require an additional 5,300 workers through 2021 to meet peak demands for the Eglinton LRT (light rail transit), Ontario Power Generation's Darlington nuclear refurbishment, and other major public transportation and infrastructure projects.

"Competing non-residential demands across regions are likely to limit the potential for labour force mobility to meet peak major project requirements, which draw on many of the same trades and occupations," says Ferreira. "The anticipated slowing pace of residential construction presents a potential supply pool of workers for those with matching skills and qualifications."

Attracting new workers to

the industry will be "crucial" to meet long-term needs. The industry can potentially draw 77,800 new entrants aged 30 and younger from the local population but a projected gap of nearly 26,100 workers must be filled from outside the province's construction labour force.

That will require increased recruitment from groups traditionally underrepresented in the construction labour force. That includes women, who accounted for just 3.9% of workers employed in direct on-site construction in 2018, Indigenous Canadians, who accounted for a little more than 2.7% of the labour force last year, and new Canadians, who made up about 26% of last year's labour force, according to BuildForce.

HOW DO YOU STACK UP?

BuildForce offers a free online tool that enables firms to evaluate their construction practices against a series of best practices. The tool then ranks them against their peers and provides them with resources they can explore if their firm is lacking in a particular area.

BuildForce has developed an online evaluation tool to help firms measure their performance in maintaining a respectful and inclusive workplace. It also provides free of charge a template policy framework that firms can review and use to supplement their own human resources policies and practices.

Visit www.buildforce.ca to learn more.

Hammer Heads opens door to 'rewarding, viable' careers

LINDA WHITE

Special to Postmedia Network

Since it was created a decade ago to help at-risk youth become registered skilled trade apprentices, Hammer Heads has produced 475 success stories. Fourth-term electrical apprentice Haider Zahid is among them.

The 28-year-old father of two had been studying biology life sciences at a Toronto university when he decided a medical career wasn't for him. "My brother did the Hammer Heads program and got into plumbing. He was doing well for himself, so I decided to check out the program."

Upon successful application to the pre-apprenticeship program, Zahid began its 12-week bootcamp, which includes health and safety training, peer-to-peer mentoring with alumni, and mandatory academic upgrading that ensures participants can meet union prerequisites, such as Grade 12 math and physics to become an electrician.

Created by the Central Ontario Building Trades



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Hammer Heads is now accepting applications for its January intake. To learn more, visit www.hammerheadsprogram.com.

(COBT) in 2009 to support at-risk youth aged 18 to 26 years from under-resourced and Aboriginal communities, Hammer Heads introduces participants to a variety of construction trades, including electricians, plumbers, sheet metal workers, ironworkers, bricklayers, insulator, marble and tile installers, boilermakers and sprinkler fitters.

"Most of our participants

don't have any construction experience at all," says James St. John, COBT's business manager/financial secretary and director of Hammer Heads. "We're looking for people who want to embark on a career in construction and are ready to put in an extremely high amount of effort every single day."

After visiting training centres and construction sites,

Zahid was placed into the International Brotherhood of Electrical Workers Local 353 to become an electrician. "It's the perfect fit for me. Not only is it hands on, there's a lot of thinking, knowledge and theory involved," he says.

In his first job with employer State Group, a multi-trade contractor, Zahid worked on the TTC extension from Vaughan to York University. For the past



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Haider Zahid

few years, he's been at General Motors' assembly plant in Oshawa. "I've been lucky to work with good people who are teaching me the ways," he says. "I love my career and believe you've got to love what you do to be successful. If I had gotten into this right out of high school, I'd be a journeyman and maybe even a foreman by now."

Hammer Heads' primary objective is job retention. "Getting a job is a start but maintaining full-time employment is a career. We average about a 98% reten-

tion rate a year after we graduate our participants," says St. John. The program monitors its graduates throughout their first year of apprenticeship by accompanying them to work on their first day and then following up at the end of the first day, first week, second week, third week and monthly thereafter.

Contrary to negative stigmas, construction jobs are neither last resort nor dead-end careers. "Especially in our mechanical trades, most of the people applying have a university degree. Once you're inside the trade, the opportunities are endless. The trades are a viable and rewarding opportunity where you can make a really good living and support a family," St. John says.

"They offer a sense of pride and accomplishment. We start with a pile of dirt and when we leave, there's a beautiful structure in its place that makes a huge impact on the community. With Hammer Heads, we're helping those that we get to work on our projects change their lives as well."

From Helmets to Hardhats

'You find a camaraderie very similar to the military'

LINDA WHITE

Special to Postmedia Network

When Stefan Chin joined the Canadian Forces (CF) 11 years ago as a member of the part-time reserves, he found "a real home" he appreciates to this day. When he became a skilled tradesperson with the help of Helmets to Hardhats Canada (H2H), he found the same sense of family.

"From the time you become an apprentice, you feel a camaraderie that's very similar to the military," he says. "The worksite is not without its hazards and everyone recognizes that, so your best defence is the guy beside you looking out for you. The same with the military. Everybody recognizes that you really succeed or fail together."

The 34-year-old is a member of the 32 Combat Engineer Regiment, the primary reserve

unit of the Canadian Military Engineers in Toronto. Over the years, he's also held down numerous other jobs, including warehousing. When he learned about H2H through his regiment, he applied immediately. "I had already tried and failed (to enter the skilled trades) on my own so didn't hold out a lot of hope but they were extremely helpful and gave me options with several trade unions," says Chin.

H2H (www.helmetsto-hardhats.ca) is a not-for-profit organization that provides opportunities for anyone who has served or is currently serving in the CF to transition to an apprenticeship in an approved building and construction industry. Regardless of their military occupation, they may choose to pursue any of the 14 applicable trade fields with full apprenticeship

training provided as required.

H2H is not a placement company. It refers candidates to local business managers/training coordinators and refers local business managers/training coordinators to promising candidates. The building trades unions and employers that support H2H recognize the valuable contributions CF members have made to Canada, as well as qualities and experience that include interpersonal skills, leadership abilities, professionalism and dedication, H2H reports.

With the help of H2H, Chin began exploring his options and landed on millwright. "It seemed like a natural fit because of my background as a combat engineer," Chin says. He began his four-year apprenticeship in 2015, wrote his certification of qualification exam this past summer



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Stefan Chin found a career as a millwright through Helmet to Hardhats Canada.

and is now a fully-licensed journeyman and construction millwright with United Brotherhood of Carpenters (UBC) Millwright Local 2309.

UBC millwrights install, maintain, diagnose and repair such equipment as compressors, pumps, conveyors, gas and steam turbines, mon-

orails and extruders. They can be found working at gas, nuclear and alternative energy power plants. Their skills are also vital in industries such as automotive, aerospace, food processing, lumber, material handling, mining, petrochemical, steel and alloys, pharmaceuticals and mechanical construction.

"The union finds work for its members through contractors, which allows me to see all different environments and lets me exercise the different skills and facets of the trade. You could be on a job from a couple of days to a couple of years if it's big enough," says Chin. His union is "incredibly supportive" of his part-time job with the CF reserves. "I love taking my skillset from the jobsite back to my home regiment. It's transferrable and I've found that extremely useful."

Modular construction among trends

LINDA WHITE

Special to Postmedia Network

Prefabrication and modularization are construction processes that have been used for centuries but are new again, thanks in large part to the rise of building information modelling (BIM) and green building.

Here's a look at that trend, along with others that are defining today's construction industry:

Modularization, panelization. Modularization involves constructing a finished project offsite and then delivering it to the construction site to assemble with other modules to create the final product. In panelization, walls, floors and ceilings are built in an off-site manufacturing site. Once complete, they're hauled to the construction site for installation.

The benefits are numerous. The factory-controlled processes generate less waste than traditional construction and because construction occurs simultaneously with site work, projects can

be completed in less time than traditional construction, notes John Romanov, a professor and coordinator of Centennial College's architecture and construction management program.

His own firm, Romanov, Romanov Architects Inc., has taken advantage of panelization on several projects, including one located adjacent to powerlines. "We were able to drop the wall panels in over the wires and put them into place without having any people in proximity to those wires," he says. "The individuals working on the panels just love working in the factory as opposed to working on the site and freezing in the winter."

Modularization and panelization could open the door to increased use of 3D printing and robots. "Imagine an assembly line producing cars," says Romanov. "Now you're using a robotized system to producing building components, panels or modules."

Construction management. Thanks at least in part

to the impact of pre-fabrication, a growing number of construction employers want project managers with a formal educational background in construction techniques such as scheduling and estimating contracts. "Previously, people came up through the ranks and learned on the job," says Romanov.

Centennial offers a construction project management post-graduate certificate that's open to applicants with an advanced diploma or degree in architectural, engineering or construction-related discipline. It considers applicants with a combination of post-secondary education and experience in architecture, engineering or construction.

Skilled labour shortage. "The skilled labor shortage issue has been trending for a few years now and there doesn't appear to be any light at the end of the tunnel," says Shervan Khanna, Canada division engineer with BASF Master Builders Solutions. "This shortage has significantly affected the construc-

tion industry, specifically the concrete sector."

In response, the company has developed technologies and solutions that speed up construction for concrete contractors. Its Master X-Seed admixture's nanoparticle technology, for instance, allows contractors to reach concrete psi strengths (an expression used to express how many pounds per square inch it can support before it cracks and fails) much faster than traditional concrete mixes. Fibre technology is another product that helps address the skilled labour shortage issue, eliminating the need for steel and welded-wire mesh in concrete slab-on-ground construction.

Healthier buildings. Elements of sustainability – such as environmental production declarations (EPD) – are trending in construction. Like nutritional food labels, EPDs are environmental labels that presents relevant and verified environmental information about goods or services, Khanna explains.



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BASF Master Builders Solutions' extending joint spacing methodology allows contractors to work more efficiently while speeding up the construction cycle time. It believes it will become the new standard in slab-on-ground concrete construction.

Material transparency reports, commonly referred to as 'ingredient reports,' are being developed to provide transparency of substances used in the manufacture of finished products. "A movement toward healthier buildings continues to grow, requiring manufacturers to disclose the potential health

impacts of all substances used in the creation of their products," he says.

"Regardless of good or bad results, sustainability is a benchmark from which products, organizations and industries can evaluate their results for reducing potential harm to human health and the environment."

SPONSORED BY LIUNA LOCAL 506 TRAINING CENTRE

New LiUNA Local 506 Training Centre here to meet demand for skilled trade workers

KATHRYN BOOTHBY

Postmedia Content Works

A new training centre owned and operated by the Labourers' International Union of North America (LiUNA) Local 506 in Richmond Hill is set to double its apprentice training, and meet the increasing demand for skilled construction trade workers in the Greater Toronto Area.

"With continued growth in construction projects, there is a severe shortage of skilled workers that meet today's training standards and mandatory health and safety requirements," says Ted Gedney, training director. "Many contractors tell us they are unable to bid on additional work because they do not have the labour capacity to take it on. This new centre gives us the room we need to better serve our members and feed these contractors with the qualified workforce they need."

The expanded facility, triple its former size, will help deliver more than 250 site-ready trade apprentices to the industrial, commercial and institutional (ICI)

construction sector each year.

When LiUNA Local 506 began training construction labourers in the 1980s, it operated with two forklifts and a single skid steer. Today the new 46,000 sq. ft. building, with its 40-foot ceilings, houses more than a million dollars in equipment including two overhead cranes, soon-to-be-installed elevator platform simulators, and a fully-equipped welding studio. Outside, two mobile cranes and a self erecting crane are used to teach hoisting and rigging techniques to apprentices. A lecture hall and nine classrooms round out the available training space.

The centre runs four different high-demand apprenticeship programs: construction craft worker, concrete finisher and precast erector, which are eight weeks in length, and hazmat worker, which is four weeks. At the end of each program, students are placed on active ICI projects with contractor partners throughout the GTA that include transit, demolition, factories, hospitals and commercial



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"Being a woman doesn't mean you can't do this kind of work," says Amanda Da Silva, who completed a trade-skills course.

developments, among others.

Wayne Brown and Amanda Da Silva have completed LiUNA's construction craft worker program, and both now have full-time positions on large construction projects: Brown as an apprentice working on the new Eglinton Crosstown LRT (Light Rail Transit), and Da Silva as a recently-qualified journey person working on the CIBC Square development. Both say the training helped change their lives for the better.

Brown, 44, is a trained telecom professional. After 11 years in the



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Since completing training, Wayne Brown has found full-time work as an apprentice on the new Eglinton Crosstown LRT

business – and his third layoff – he took a second look at his career. "I met LiUNA at a trade fair. I had a preconceived notion of what construction people look like and figured it wasn't me, but after learning more I decided to give it a try," he says. "The training really prepared me for the work I would be doing, such as operating power tools, generators and pumps, as well as scaffolding and form work. The most important part was the safety training and learning how to be aware of your surroundings



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LiUNA Local 506 Training Centre opens up career opportunities for its apprentices.

when on-site."

The training has led to consistent work opportunities, he says. "That was two years ago and I haven't been out of work since. I'm so grateful because it has benefitted both me and my family. It really pays to have an open mind."

For Da Silva, a 32-year-old single mother of two, providing for her family is her priority. "I was working at a physiotherapy clinic. I liked what I did, and it was what I went to school for, but it wasn't paying the bills," she says. Recognizing she likes using her hands, she decided to try a trade-skills course.

"At 5'2 and 120 pounds, I don't fit the typical image of a construction

worker and at first I couldn't even swing a hammer. But I persevered," she says. Da Silva completed her apprentice hours in record time, and is now a qualified journey person earning full-rate. She has not looked back.

"Being a woman doesn't mean you can't do this kind of work. Sure, I had to prove myself a lot early on, but I showed everyone that there is no limit to what we can do," she says. "I am now content, physically fit, and I don't just get by – I live comfortably."

For those who are interested in pursuing similar careers through training, Gedney foresees plenty of similar opportunities.

"In the last 15 years, construction in the GTA has been going gang-busters and I don't see that slowing anytime soon, given the project announcements that continue to be made," he says. "I believe opportunities for graduates of our programs will continue for at least the next two decades."

To apply for upcoming apprenticeship training in 2020 go to www.506tc.org or call 905-883-4268 for more information.

SPONSORED BY LIUNA LOCAL 183 TRAINING CENTRE

LiUNA Local 183 Training Centre equips workers for versatile, in-demand work

LINDA WHITE

Postmedia Content Works

As a cement finisher who helps construct high-rise condominiums, Dallas Potter enjoys working up to 40 storeys in the sky and takes pride in a job well done.

"I find it really rewarding to look back at a site I worked on and know I levelled the floors," says the 25-year-old. He began working with concrete 10 years ago when he built pools for his grandparents' company in Oshawa and later went on to work with several small construction companies.

He became discouraged because those companies used him as a labourer rather than teach him about working with concrete. They also laid him off each winter. His search for a cement finisher program led him to the Labourers' International Union of North America (LiUNA) Local 183 Training Centre.

After completing its eight-week apprenticeship program, Potter began working and now has enough hours under his belt to write the Red Seal exam. He enjoys

being on the job site alongside other trades, including scaffolders and carpenters. He also appreciates the benefits of being a Local 183 member, which include a pension plan, benefits, vacation pay and access to training, should he decide to develop additional skills down the road.

That training could include sewer and water main, road construction, high-rise forming, house framing, residential handyman and utilities, among other programs. "We're really proud of our ability to reflect the different sectors we represent in the construction industry," says LiUNA Local 183 Training Centre executive director Sandro Pinto. (With 60,000 members in the Greater Toronto Area, Local 183 is the largest local in Canada.)

Hands-on training simulates construction settings and incorporates the newest materials, tools and techniques that are making their way onto job sites, ensuring contractors receive workers ready to hit the ground running. "At our Vaughan campus, we typically have seven to 14 programs happening at once," Pinto says. "That can include



Supplied

LiUNA Local 183 Training Centre offers a variety of hands-on training programs.

apprenticeship programs like construction craft worker and construction skills programs like residential house framing and residential high-rise forming."

Its Cobourg campus, meanwhile, offers programs related to the industrial, commercial and institutional sector, including pipe coating and blasting, bridge construction, and demolition worker training. LiUNA Local 183 Training Centre also has campuses in Barrie, Cambridge, Kingston and Toronto.

The diversity of its training is a message the LiUNA Local 183 Training Centre shares with high

school students, guidance counsellors and parents. "Trades like plumbers and electricians are the first ones that come to mind when you're in high school but take a look at LiUNA and you'll see the construction industry requires a wide variety of tradespeople and skillsets in a variety of sectors."

Through the LiUNA Local 183 Training Centre's partnerships with the Toronto and Peel school boards, Ontario Youth Apprenticeship Program (OYAP) students can begin a construction craft worker apprenticeship while still in high school and earn credits towards

their diploma. Some return to their co-op employer upon graduation or can be placed on a hiring list available to contractors.

If you have little to no hands-on experience, the construction craft worker apprenticeship is a good starting place. "It gives the apprentice a wide range of skillsets, like cement finishing, scaffold building, rigging and hoisting, and basic carpentry skills," says Pinto. After gaining some experience, a construction craft worker might choose to complete additional training.

Because of the wide variety of training available, LiUNA Local 183 members can easily move from one sector or skillset to another for any of numerous reasons. "If there's a slowdown in residential construction, for example, a residential framer can take a crash course on heavy civil formwork and roll right into that sector and continue working.

"That's a luxury we can offer our members and a highlight of our training," Pinto says. "We work with our employment partners to understand what skills are in demand and can build new pro-

grams or a new component within a program to ensure our members are prepared."

Apprenticeship Programs

The Labourers' International Union of North America (LiUNA) Local 183 Training Centre has Training Delivery Agent status in these eight-week apprenticeship programs:

• Construction craft worker.

Apprentices develop a broad base of skills, including form setting, scaffolding and concrete placement, and can work on a wide variety of sectors and construction fields, such as residential buildings, roadways and bridges.

• Brick and stone masonry.

A bricklayer specializes in preparing and laying brick, concrete blocks, stone and structural tiles and other masonry units.

• **Cement finishing.** Cement finishers work on a wide variety of vertical and horizontal surfaces and structures, such as concrete floors, walls, sidewalks, bridges and tunnels.

To learn more, including information on construction skills programs, visit www.183training.com.

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Founded in 1952 by our first member, Brother Gerry Gallagher, with a little more than 400 members in their first year, LIUNA! Local 183 has grown to now represent over 60,000 construction and industrial workers, making us the largest Construction Local Union in North America.

Safety for all workers is a prime concern of LIUNA! Local 183. We are very active in the promotion of safe work practices in the construction industry, and provide the most up to date and comprehensive training with a focus on the skills that are in the most demand.

We know the value of hard work and like the many members we represent who toil in adverse environments and under severe circumstances, we take the needs and wants of our membership very seriously. In fact, our members enjoy premium wage rates, fruitful and comfortable retirement, and a benefits package that is the best, not just in the Construction Industry, but throughout organized labour.

We also support and sponsor many charities, fund raising initiatives, and social events throughout the year. Our goal is to maintain a constant view on, and participation in each community so that LIUNA! Local 183 is better able serve the specific needs of each group.

Strength in numbers always prevails, and we recognize the need to grow. We employ substantial resources to expand both our membership and our jurisdiction with the intent of continuing our growth trend that has seen LIUNA! Local 183 attain our significant status.

BARRIE - KINGSTON - TORONTO - COBOURG - CAMBRIDGE

Sherry Holmes makes own mark in construction

LINDA WHITE

Special to Postmedia Network

Her father is arguably the most trusted contractor in Canada so it's perhaps no surprise Sherry Holmes is following in his work-boot steps and making a name for herself in the skilled trades while educating others. But it wasn't a given.

"When my dad started his company (Make it Right), he asked me to join his crew a few times and I absolutely refused...I didn't think of it as a real career option for me. I thought of it as a fun bonding thing to do with my dad on weekends," says Holmes.

She remembers playing alongside her brother on construction sites where their dad, Mike Holmes, was working and later helping him around the house, from building a backyard shed to refinishing a fireplace. She turned down repeated invitations to join his construction crew and be on camera but the opportunity to lend a helping hand in the aftermath of Hurricane Katrina as part of Holmes in New Orleans changed her mind.

Then 21 years old, she didn't yet love construction but did love to travel and to help others. Holmes "couldn't say no" to building one of the first houses in the 9th Ward for a family who had nowhere else to go. She was learning on the go but her determination to earn the respect of the crew she was working with paid off. She proved to everyone – including herself – that she had what it takes to be part of a construction crew and to be a leader.

That was 2008. Since then, Holmes has been a permanent member of her father's Make it Right crew, first on Holmes Inspection, then on Holmes Makes It Right, and now on Holmes: Next Generation on DIY Network. She's also part of a dream team of HGTV renovators, builders, DIYers, designers and landscapers renovating a century home on Home to Win: For the Holidays.

A strong advocate for women in the trades, Holmes is pleased to see more women



THE HOLMES GROUP

Sherry Holmes will be participating in Habitat for Humanity Greater Toronto Area's Gingerbread Build 2019 on Saturday, Dec. 7 at Toronto City Hall.

on construction sites than when she first strapped on a toolbelt. She served as Habitat for Humanity Greater Toronto Area's Women Build Ambassador in 2017 and 2018. The project empowers women from all walks of life to come together in a shared mission to give a hand up to families in need of a decent place to live.

"Most have never touched a tool in their life and are volunteering for a day to use power tools and to build something with their hands. It's great to see them get out of their comfort zones and realize they can do it too and give back to the community. Their excitement is contagious," she says. Next up: Holmes will participate in Habitat's 17th Annual Ginger-

bread Build in Toronto on Dec. 7. (A second build takes place the next day in Vaughan.)

While extreme weather can be a challenge, Holmes appreciates the opportunity to learn something new every day. "My favourite part is helping people. You're working on projects for families who couldn't do it for themselves. It's a fun atmosphere; it's a great learning experience. You're really making a difference."

A skilled tiler and framer, Holmes has learned countless hands-on skills from her father but the life lessons he's shared have had an even greater impact. "One of the biggest lessons I learned is that I can do anything everyone else can. It doesn't matter what my

gender is. He's the one who pushed me to be a woman in the trades and not care if anyone else had a problem with it.

"He told me to just work hard enough to prove them wrong. I wouldn't have gotten into the trades without him and I couldn't imagine where I'd be career wise. He also always told me that happiness is a choice. That's always stuck with me. You choose where you're going to be in life. Whether it's your career or personal life, it's up to you. Nobody else can control that."

The new mom plans to share those lessons with her own daughter, Cali, who is just months old but already has her own construction boots and toys.



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Elementary and high school students were invited to try a trade at the 15th National Skilled Trades and Technology Week in B.C. earlier this month.

Essential Skills key to trades success

For the past three decades, Skills Canada has been hosting events and competitions to introduce young people to skilled trades and technology careers. In more recent years, it has also been underscoring the importance of Essential Skills to those careers.

"They're foundational skills for every job, including the skilled trades," Skills Canada CEO Shaun Thorson says of the nine skills the federal government has identified as needed for the workplace. "We want to help students understand the choices they're making in high school and the skills they'll need if they choose to pursue a skilled trade," he says.

Apprentices with the Essential Skills needed for their trade are eight times more likely to pass their technical exams. Skills Canada has added technical skills to its own list of Essential Skills and provides examples of how each skill relates to the skilled trades:

1. Numeracy. Skilled tradespersons use this skill when doing numerical estimating, money math, scheduling or budgeting math and analyzing measurements or data.

2. Oral Communication. Workers use this skill to greet people, take messages, reassure, persuade, seek information and resolve conflicts.

3. Working with others. Skilled tradespersons use this skill when working as a member of a team or jointly with a partner and when engaging in supervisory or leadership activities.

4. Continuous learning. Workers use this skill when learning as part of regular work or from co-workers and when accessing workplace or offsite training.

5. Reading text. Workers use this skill to scan for information, skim overall meaning, evaluate what they read and integrate information from multiple sources.

6. Write. Workers use this skill when they organize, record, document, provide information to persuade, request information from others and justify a request.

7. Thinking. This involves problem solving, decision making, critical thinking, job task planning and organizing, significant use of memory and finding information.

8. Document use. Skilled tradespersons use this skill to read and interpret graphs, charts, lists, tables, blueprints, schematics, drawings, signs and labels.

9. Digital skills. Skilled tradespersons use these skills to input, access, analyze, organize, measure, manufacture and communicate information and ideas using digital tools and other digital devices.

Skills Canada's Essential Skills Mobile App, available free for download in the App Store and Google Play, offers profiles of more than 40 trade and technology careers. After completing a set of questions, students will receive a star rating link to careers in trade and technology sectors.

- Linda White

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HVAC and Refrigeration
Mechanical, Electrical and Plumbing (MEP)



Manufacturing and Maintenance
Industrial Maintenance
Machining
Welding

Construction and Trades Information Sessions

Learn more about our Construction and Trades certificates and courses by attending an upcoming information session. These sessions are your chance to meet with staff and/or teachers in person before you register. You can ask questions, learn about college services and visit our facilities. Better yet, they're free!

DATE(S): Wednesday, December 11, 2019
Wednesday, April 15, 2020

TIME: 6:30 p.m.

LOCATION: Casa Loma Campus,
146 Kendal Ave., Building E
(CLE), Room E430

coned.georgebrown.ca/construction
Register now for winter courses!

For more information, contact us at 416-415-5000, ext. 4861, or cetechnology@georgebrown.ca.