

Construction Academy

Building Our Community



Revised September 2018

Fall 2018



Welcome to
the future of
Construction in Canada



CONSTRUCTION ACADEMY

Building Our Community

BEGIN AN
APPRENTICESHIP WHILE
STILL IN HIGH SCHOOL!



WEConstructionacademy.ca



Our Community and Industry Partners

Workforce WindsorEssex

Ontario Masonry Centre

Habitat for Humanity

Windsor Construction Association

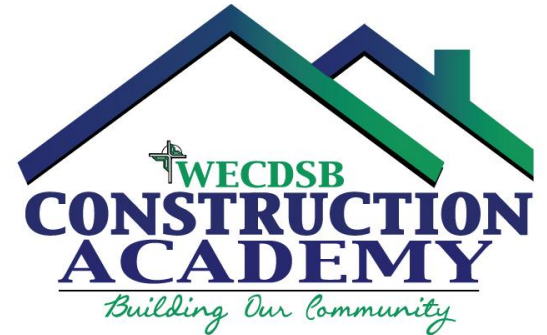
Windsor Essex Home Builders' Association

St. Clair College

Ministry of Advanced Education & Skills Development

School-College-Work Initiative

Ontario Youth Apprenticeship Program



Labour market outlook in Construction

Katie Renaud

Workforce Windsor Essex



YOUR LOCAL EMPLOYMENT PLANNING COUNCIL

PROJECTED GROWTH OCCUPATIONS

- Construction Labourer
- Project Managers
- Construction Millwrights
- Contractors, Supervisors & Carpentry Trades

AVAILABLE LOCAL TRAINING

- Ontario Youth Apprenticeship

ST. CLAIR COLLEGE

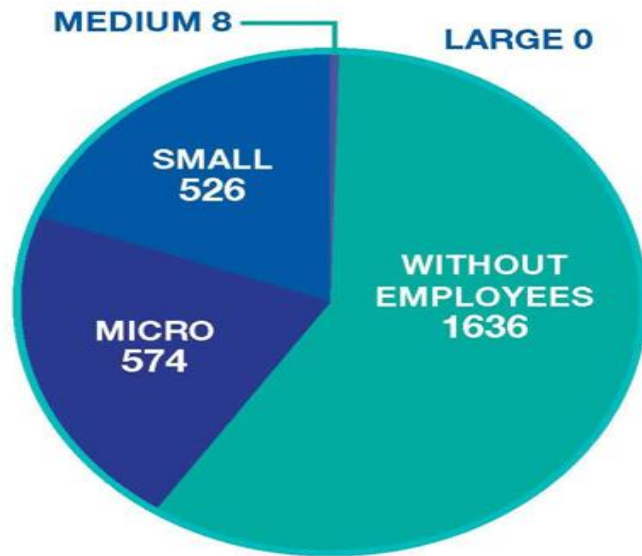
- Apprenticeship
- Carpentry Techniques
- Electrical Techniques
- Welding Techniques
- Plumbing Techniques
- Architectural Technology
- Civil Engineering Technology
- Electronics Engineering Technology

UNIVERSITY OF WINDSOR

- Civil Engineering
- Electrical Engineering

Number of Job Postings: 18 For December- May 2016, classifiable by industry Source: Vicinity Jobs, 2016

CONSTRUCTION



2744 BUSINESSES

Source: Canadian Business Counts



WITHOUT EMPLOYEES

MICRO (1-4)

SMALL (5-99)

MEDIUM (100-499)

LARGE (500+)

*Training offerings represent a sample of local opportunities and is current as of the date of publishing

Quarterly Employer Bulletin Two: The Construction Sector

September 2016

Location of Respondents



This quarter, local employers participated in the Quarterly Survey. Respondents were asked to provide information on their organization's workforce. The aggregated responses are found on this page.

Join in the conversation at www.workforcewindsor-essex.com



88%

Hired employees in the last 3 months

Full time: 80%
Part-time: 4%
Contract: 4%
Seasonal: 12%

Top Positions Hired For

Architectural Drafter \$12.01-\$20.00	CAD Operator \$15.01-\$20.00
General Labourer \$30.01-\$35.00	Plumber Apprentice \$15.01-\$20.00
Plumber \$25.01-\$45.00	Restoration Mechanic \$25.01-\$30.00

48% Of new hires were youth



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Top 4 Reasons Positions Were Hard to Fill

- 1 Lack of qualifications (educational level/credentials)
- 2 Lack of work experience
- 3 Lack of technical skills
- 4 No applicants at all

29%
Had hard-to-fill positions

Top Hard-to-Fill Positions

Architectural Drafter \$15.01-\$20.00
Construction Estimator \$25.01-\$30.00
Project Coordinator \$15.01-\$20.00
Project Manager \$35.01-\$40.00

50%
Experienced separations

Quits: 11%
Temporary Layoffs: 85%
Permanent Layoffs: 0%
Dismissals: 4%

71%

Plan to hire in the next 3 months

Anticipated Hires

Accounts Receivable Clerk \$15.01-\$20.00
General Labourer \$12.01-\$15.00
Project Coordinator \$15.01-\$20.00
Project Manager \$20.01-\$25.00
Restoration Mechanic \$25.01-\$30.00



Top Barriers to Growth Experienced by Organizations

- Workforce skills shortage
- Industry slowdown



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The future in construction looks bright

This industry needs sharp, talented, and competent young people. It needs people like you! Due to an aging workforce, this industry needs them now and will need them next year, five years from now, and thereafter. Hundreds of jobs and a major economic boost for Windsor is less than a couple years away now that the final stage of bidding has been launched to select a builder for the Gordie Howe International Bridge. Positions in this industry have been hard to fill due to a lack of qualified applicants. In a recent employer survey, 71% of employers plan to hire in the next year.



Construction Myths

1. "Construction work is just tool-slinging."
2. "You need a university degree to get a good job."
3. "People end up in construction because they have no other career choices."
4. "Construction is an ordinary job that nobody respects."
5. "Working in construction is dangerous."
6. "Construction workers are mostly men with little respect for women workers."
7. "Construction work pays poorly."
8. "Construction is only done during the summer."



Why choose a career path in Construction?

- You can take pride in the work you do and see the results every day
- You can be part of a vibrant community that continually impacts the Canadian way of life
- There are many ways to build a long and rewarding career—you can become a supervisor, get into planning or management ... even start your own business
- There are dozens of careers to choose from and four construction sectors—that means limitless opportunities to advance and plenty of chances to travel across Canada and around the world
- The industry is built on team work—you have the chance to work with Canada's top construction professionals
- Whether you're a skilled construction worker or manager you can earn up to six figures annually

Program Overview



Two Focus Streams, Two Locations

General Carpentry : St. Joseph's

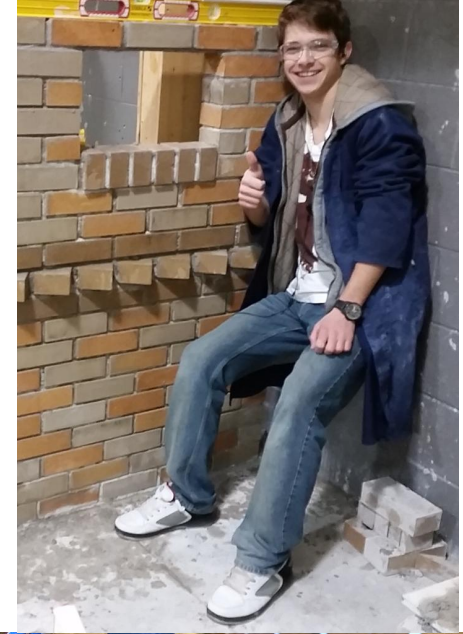
Brick and Stone Masonry: F.J. Brennan



Program Overview

This program incorporates a combination of learning experiences including: in school Construction Technology credits, Dual Credits, Co-op credits, and an accelerated OYAP component with two (2) focus streams, namely: Carpentry and Masonry. An opportunity to expedite a student's apprenticeship journey will be achieved by offering a Level 1 apprenticeship (Basic Level) in-school curriculum for the trades of: Brick and Stone Mason and General Carpenter.

The program will be delivered at two (2) WECDSB high schools: **F. J. Brennan CHS (Masonry)** and **St. Joseph's CHS (Carpentry)** but is open to all WECDSB students.



Technology Credits



Carpentry Focus

Year 1: TCJ3C Construction Engineering Technology

TCC3E Construction Technology Carpentry

Year 2: TCJ4C Construction Technology Carpentry

TCC4E Construction Technology Carpentry

OR

MAP-4C Foundations for College
Mathematics

Masonry Focus

Year 1: TCM3E Construction Technology Masonry

TCJ3C Construction Engineering Technology

TCC3E Construction Technology Carpentry

Year 2: TCM4E Construction Technology Masonry

TDJ40 Technological Design



Carpentry Focus

TID4T Surveying I (45 hours)

ELC 12 Electricity 1 (45 hours)

WLD208 Basic Welding Process &
Fabricating (45 hours)

2 of 3 above taken one day per
week for 15 weeks

Sem 2 in Grade 11 and

Sem 1 in Grade 12

Masonry Focus

Year 1:

BDT210 Home Renovation Trade Skills

OR ELC 12 Electricity 1 (45 hours)

taken one day per week for 15 weeks

MAS01320: Masonry Theory (80 hours)

Year 2: OZK4T Level 1 Apprenticeship:

Brick and Stone Mason (240 hours, 2 credit

value) taken November, December and

January

Students in Dual Credit Home Renovation Trade Skills course at St Clair College



Co-operative Education Opportunities



Carpentry Focus:

Year 1: April, May, June: full day 4 days per week (2 credits, min 220 hours)

Summer: Paid Co-op 2 credits and up to 400 hours

Year 2: February to June: full day 4 days per week (min 220 hours)

Masonry Focus:

Year 1: April, May, June: 4 days / week (2 credits, min 220 hours)

Summer: Paid Co-op for 2 credits and up to 400 hours

Year 2: Sept to November full day Mon - Fri (2 credits, min 220 hours)



Program Overview

Habitat for Humanity established partnership





St Joseph's Students on Habitat job site



Free Industry Recognized Certifications



- WHMIS
- CPR and Automated External Defibrillator(AED)
- Working at Heights
- Health and Safety
- Standard First Aid
- Elevated Work Platform
- Leadership Skills



SHSM Red Seal Diploma

This program will meet the requirements to graduate with an SHSM Red Seal diploma. The requirements include:

- A bundle of grade 11 and 12 credits
- Seven sector recognized certifications and/or training courses
- Experiential learning activities
- Reach Ahead experiences
- Co-op credits (minimum 2)



What is apprenticeship: General Carpenter

An apprenticeship training program consists of on-the-job and in-school training.

IN-SCHOOL TRAINING

A **General Carpenter** apprenticeship includes three levels of theoretical training, which includes but is not limited to instruction in:

- safety, materials and tools
- plans, specifications and building codes
- estimating, calculations and layout
- metal cutting and welding
- residential, institutional, commercial and industrial construction
- excavation, shoring and re-shoring
- footings, foundations and drainage systems
- formwork and concrete structures
- wall and ceiling framing and floor systems
- roofs and trusses
- exterior and interior finishing



What is apprenticeship: Brick and Stone Mason

An apprenticeship training program consists of on-the-job and in-school training.

IN-SCHOOL TRAINING

A **Brick and Stone Mason** apprenticeship includes three levels of theoretical training, which includes but is not limited to instruction in:

- health and safety
- use of tools and equipment
- worksite preparation
- wall systems
- job layout
- grout and mortar
- structural masonry
- non-structural masonry
- water proofing below grade
- fire place and chimneys
- restoration



Accelerated OYAP

General Carpenter Trade

7200 hours (approx 4 years)

- 6480 hours on-the-job work experience
- 720 hours of in-school training

Academy can provide:

- 240 hours of in-school training
- Up to 1000 hours on-the-job work experience

Brick and Stone Mason trade

5600 hours (approx 3 years)

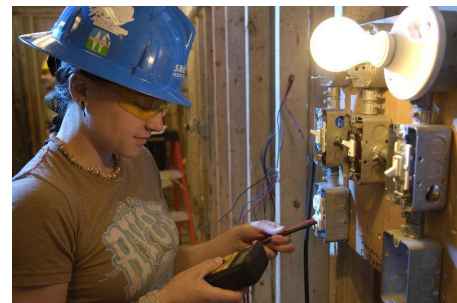
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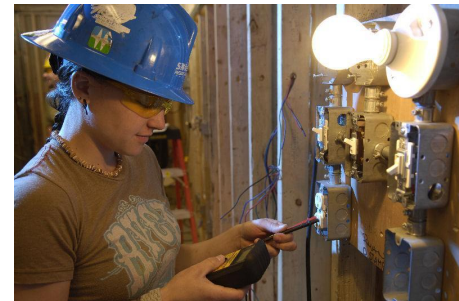
Benefits

- **career in the construction industry provides: good income, technology, career advancement, variety, opportunities and challenge, the chance to create something that lasts and is useful, the chance to work on a team – then choose a career in the construction industry**
- **Start your apprenticeship early; save \$500 in tuition costs and expedite becoming a certified journeyperson in the trade**
- **Free industry recognized certifications**



Benefits

- Enhance knowledge and skills learned in school
- Develop transferable and trade-specific skills to improve qualifications for future employment
- Earn secondary school credits while gaining practical experience
- Obtain employment references
- May gain part-time, full-time or apprenticeship employment



Who should apply?



Grade 10 students interested in pursuing a career pathway in the construction industry with particular interest in apprenticeship and employment opportunities. Student wishing to pursue SHSM certification in Construction should also apply.

Eligibility

You must have 14 credits before 1st semester of Grade 11

You must be 16 years of age before April 1, 2019

You must have a Social Insurance Number