

Butchers & Meat Cutters

(Retail & Wholesale)

NOC 6251

NATURE OF WORK

Butchers and meat cutters, retail and wholesale, prepare standard cuts of meat, poultry, fish and shellfish for sale in retail or wholesale food establishments. They are employed in supermarkets, grocery stores, butcher shops, fish stores or may be self-employed. Butchers who are supervisors or heads of departments are included in this group.

EXAMPLE TITLES

Butcher (retail), butcher apprentice, head butcher (wholesale), meat cutter, supermarket meat cutter

MAIN DUTIES

Butchers and meat cutters in this unit group perform some or all of the following duties:

- Cut, trim, and otherwise prepare standard cuts of meat, poultry, fish and shellfish for sale at self-serve counters or according to customers' orders
- Grind meats and slice cooked meats using powered grinders and slicing machines
- Prepare special displays of meat, poultry, fish and shellfish
- Shape, lace and tie roasts and other meats, poultry or fish and may wrap prepared meats, poultry, fish and shellfish
- Determine amount and type of meat cuts to be prepared, maintain inventories and keep records of meat sales
- May supervise other butchers or meat cutters



WAGES & SALARIES

Low - \$ 9.50 per hour

Average - \$ 14.00 per hour

High - \$ 18.75 per hour

Note - 2007 Reference Period

AREA EMPLOYMENT POTENTIAL

Limited



Northwest
Training and Adjustment Board
113 - 100 Casimir Avenue
DRYDEN, Ontario P8N 3L4
Tel: 807.223.3813

www.ntab.on.ca

LOCAL EMPLOYMENT REQUIREMENTS

Good customer service skills are required. Previous experience an asset.

EMPLOYMENT TRENDS

Compared to other occupations, this is a relatively small occupational group in the Kenora/Dryden/Fort Frances area. For this reason opportunities for butchers and meat cutters are expected to be limited over the next two years.

Although overall employment for retail outlets is on the decline, a growing number of smaller butcher shops cater to the growing demand for specialty meats. This may be a source of some employment growth for this occupational group.

In Ontario, employment for this occupation is expected to grow about as fast as the average for all occupations through the year 2009. The growing trend towards "ready-to-heat" meat products will provide some employment opportunities for semi-skilled meat, poultry and seafood cutters. This trend reflects a continuing shift of meat cutting and processing from the retail store to the food processing plant, which are more automated and less labour intense than the customized work at the local butcher shop or supermarket.

Within the retail sector "people" skills and delivering good customer service are important attributes.

EMPLOYMENT REQUIREMENTS

- Completion of secondary school may be required
- Completion of a college or other meat-cutting training program or a three-year meat cutting apprenticeship may be required
- On-the-job training in food stores is usually provided for retail butchers and meat cutters
- Trade certification is available

LOCAL SKILLS REQUIREMENTS

Most employers who advertise are looking for workers who have the following experience and skills:

Experience: 0 - 2 years

Specific Skills:

Cut, trim and prepare standard cuts of meat. Remove bones from meat. Cut carcasses, sides and quarters. Grind meats.

Additional Skills:

Wrap and package prepared meats. Clean meats to prepare for processing or cutting. Weigh meats for sale. Sell meats to customers.

Essential Skills:

Oral communication, working with others and reading text.

WHERE TO GET TRAINING

For information on college programs visit the CanLearn Interactive website at: www.canlearn.ca

Information on apprenticeship programs in Ontario is available on the Ministry of Education/Ministry of Training, Colleges and Universities website at: www.edu.gov.on.ca

WORKING CONDITIONS

Working conditions are highly dependent on the scale and nature of operations. Larger meat cutting operations use highly technical machinery that pose unique dangers to the user.

Smaller butchers still use manual knives and tools, which offer quite a different type of danger in protecting hands from accidental injury. Health and safety regulations require butchers to maintain a clean, sanitary work environment. Refrigeration of the work area is also very common. The work is repetitive in nature.

Butchers and meat cutters normally work 40 hours per week. Evening work may be a mandatory part of the job.

RELATED OCCUPATIONS

- Industrial Butchers and Meat Cutters, Poultry Preparers and Related Workers (9462)

POTENTIAL EMPLOYERS

- Canada Safeway
- Consumer's Frosted Foods Ltd.
- IGA Garden Market
- Keewatin Place

Construction Millwrights & Industrial Mechanics (Except Textile)

NOC 7311

NATURE OF WORK

Construction millwrights and industrial mechanics install, maintain, troubleshoot and repair stationary industrial machinery and mechanical equipment. Construction Millwrights are employed by millwrighting contractors. Industrial mechanics are employed in manufacturing plants, utilities and other industrial establishments.

EXAMPLE TITLES

Construction millwright, industrial mechanic, industrial mechanic apprentice, maintenance millwright, millwright, millwright apprentice, plant equipment mechanic, treatment plant mechanic

MAIN DUTIES

Construction millwrights and industrial mechanics perform some or all of the following duties:

- Read blueprints, diagrams and schematic drawings to determine work procedures
- Install, align, dismantle and move stationary industrial machinery and mechanical equipment, such as pumps, fans, tanks, conveyors, furnaces and generators according to layout plans using hand and power tools
- Operate hoisting and lifting devices such as cranes, jacks and tractors to position machinery and parts during the installation, set-up and repair of machinery
- Inspect and examine machinery and equipment to detect and investigate irregularities and malfunctions
- Install, troubleshoot and maintain power transmission, vacuum, hydraulic and pneumatic systems and programmable logic controls
- Adjust machinery and repair or replace defective parts
- Operate machine tools such as lathes and grinders to fabricate parts required during overhaul, maintenance or set-up of machinery
- Clean, lubricate and perform other routine maintenance work on machinery



WAGES & SALARIES

Low - \$ 20.00 per hour
Average - \$ 25.64 per hour
High - \$ 30.91 per hour

Note - 2007 Reference Period

AREA EMPLOYMENT POTENTIAL

Limited



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LOCAL EMPLOYMENT REQUIREMENTS

Construction millwrights are mostly engaged in the initial installation of industrial plant machinery and equipment; industrial mechanics are more concerned with the post-installation maintenance and repair of machinery and equipment.

Industrial mechanics and millwrights may be cross-trained in a second trade such as pipefitting, welding, machining or electrical maintenance. Progression to supervisory positions is possible with experience. Red Seal certification allows for inter-provincial mobility.

EMPLOYMENT TRENDS

Any change in the economic climate of the pulp and paper manufacturing industry will impact on the level of employment for this occupation.

Millwrights in the area mills are often multi-skilled, with additional qualifications in components such as pipefitting, welding, machining and electrical maintenance.

Within Ontario as a whole, employment for this occupation is expected to grow about as fast as the average for all occupations through the year 2009. While job growth will create new positions, many more job openings will stem from replacement needs as experienced millwrights retire. Millwrights and industrial mechanics are employed in a variety of industries where they maintain and repair existing machinery, dismantle old machinery and install new equipment.

New technologies like hydraulic torque wrenches, ultrasonic measuring tools and laser shaft alignment will affect the work of millwrights and they must acquire the skills to use these devices.

EMPLOYMENT REQUIREMENTS

- Completion of secondary school is usually required
- Completion of a three to four year apprenticeship program OR
- A combination of over five years of work experience in the trade and some high school, college or industry courses in industrial machinery repair or millwrighting is usually required to be eligible for trade certification
- Industrial mechanic trade certification is compulsory in Quebec and available, but voluntary, in all other provinces and territories
- Construction millwright trade certification is available, but voluntary, in Ontario
- Inter-provincial trade certification (Red Seal) is also available to qualified industrial mechanics or millwrights

LOCAL SKILLS REQUIREMENTS

Construction Millwrights and Industrial Mechanics need the following skills and abilities:

- An interest in building and repairing a variety of mechanical systems
- Knowledge of computerized machinery
- Physical strength and stamina
- Ability to read blueprints & technical specifications
- Ability to visualize a layout by looking at plans
- Good verbal communication skills
- Mathematical and mechanical aptitude
- An analytical approach to problem-solving
- Good eye-hand coordination & manual dexterity
- Ability to get along well with co-workers
- Ability to work at heights or in cramped spaces
- Have a concern for safety and a responsible work attitude

WHERE TO GET TRAINING

Information on apprenticeship programs in Ontario is available on the Ministry of Education/Ministry of Training, Colleges and Universities website at:
www.edu.gov.on.ca

WORKING CONDITIONS

While some activities occur in industrial and commercial construction, work is usually indoors at industrial plants or in commercial or institutional buildings, where noise, vibrations and other hazards are common on the job. A five-day, 40-hour work week, including occasional shift work and overtime is common.

In the Kenora/Dryden/Fort Frances area, the majority of millwrights are employed in pulp and paper mills, forest product manufacturing plants, sawmills and mines.

Many worksites operate on a 24 hour per day basis where shift work and 12 hour shifts are common.

RELATED OCCUPATIONS

- Heavy-Duty Equipment Mechanics (7312)
- Industrial Instrument Technicians & Mechanics (2243)
- Supervisors of Industrial Mechanics & Millwrights (in 7216 Contractors and Supervisors, Mechanic Trades)
- Textile Machinery Mechanics & Repairers (7317)

POTENTIAL EMPLOYERS

- Abitibi Bowater
- Ainsworth Engineered Canada
- Atikokan Generating Station
- Domtar
- Goldcorp Inc.

Electrical & Electronics Engineering Technologists & Technicians

NOC 2241

NATURE OF WORK

Electrical and electronics engineering technologists and technicians may work independently or provide technical support and services in the design, development, testing, production and operation of electrical and electronic equipment and systems. They are employed by electrical utilities, communications companies, manufacturers of electrical and electronic equipment, consulting firms and in governments and a wide range of manufacturing, processing and transportation industries.

EXAMPLE TITLES

Communications technologist, electrical engineering technician, electrical engineering technologist, electricity distribution network technologist, electronics design technologist, electronics engineering technician, electronics engineering technologist, electronics manufacturing technician, electronics manufacturing technologist, lighting technologist, metering technologist, microwave maintenance technician, production support technician (electronics manufacturing)

MAIN DUTIES

Electrical and electronics engineering technologists perform some or all of the following duties:

- Design, develop and test power equipment and systems, industrial process control systems, telecommunication, broadcast, recording and audiovisual systems, micro-electronic systems and circuits, computers, computer systems and networks and computer software
- Supervise the building and testing of prototypes according to general instructions and established standards
- Conduct or supervise the installation, commissioning, and operation of electrical and electronic equipment and systems other than aircraft electronics or instruments
- Carry out applied research in fields of electrical and electronic engineering and physics under the direction of scientists or engineers
- Set up and operate specialized and standard test equipment to diagnose, test and analyze the performance of electrical and electronic components, assemblies and systems
- Write specifications, schedules and technical reports and control schedules and budgets



WAGES & SALARIES

Low - Data Unavailable
Average - \$ 30.63 per hour
High - Data Unavailable

Note - 2007 Reference Period

AREA EMPLOYMENT POTENTIAL

Limited



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LOCAL EMPLOYMENT REQUIREMENTS

In Ontario, the Ontario Association of Certified Engineering Technicians and Technologists (OACETT) certifies electrical and electronics engineering technologists and technicians.

EMPLOYMENT TRENDS

In Ontario, employment for this occupation is expected to grow about as fast as the average for all occupations through the year 2009.

Continued expansion of electrical and electronic products and systems into all areas of industry and manufacturing processes will create employment opportunities. Manufacturing, business services and utilities account for most of the employment for this occupational group.

Innovations and rapid change in microcomputers and telecommunications applications means that people working in this occupational group will need continuous upgrading and professional development to keep up with the changes.

EMPLOYMENT REQUIREMENTS

- Completion of a two or three year college program in electrical or electronics engineering technology, computer engineering technology, telecommunications technology or an equivalent is usually required for electrical or electronics engineering technologists
- Completion of a one or two year college program in electrical or electronics engineering technology is usually required for electrical or electronics engineering technicians
- Certification in electrical or electronics engineering technology or in a related field is available through provincial associations of engineering/applied science technologists and technicians and may be required for some positions
- A period of supervised work experience, usually two years, is required before certification

LOCAL SKILLS REQUIREMENTS

Experience: Varies

Specific Skills:

Assist in inspecting, testing and adjusting electronic components. Install, maintain and service equipment. Operate electronic equipment.

Additional Skills:

Know and use computer hardware and software. Assist in preparing estimates, schedules, budgets, specifications and reports.

Essential Skills:

Oral communication, working with others, computer use, problem solving, reading text, critical thinking and continuous learning.

WHERE TO GET TRAINING

The Ontario Association of Certified Engineering Technicians and Technologists (OACETT) and the Ministry of Training, Colleges and Universities developed a web-based fact sheet on how to become certified in the engineering and applied science technology professions in Ontario. Included on the Web site is information for foreign trained technologist and technicians who would like to know how to become certified in Ontario. This information can be found on the OACETT Web site at:

www.oacett.org
www.ocas.on.ca

WORKING CONDITIONS

Most engineering technicians and technologists work a standard work week in a laboratory, office, electronics shop, industrial plant or construction site, depending on the nature of the work.

Dangers related to the work conducted may include electrical shocks or radiation.

RELATED OCCUPATIONS

- Aircraft Instrument, Electrical and Avionics Mechanics, Technicians & Inspectors (2244)
- Electronic Service Technicians (Household and Business Equipment) (2242)
- Industrial Instrument Technicians & Mechanics (2243)
- Technical Sales Specialists - Wholesale Trade (6221)

POTENTIAL EMPLOYERS

- Atikokan Generating Station
- Domtar
- Dryden Municipal Telephone Services
- Hydro One

Graphic Designers & Illustrators

NOC 5241

NATURE OF WORK

Graphic designers conceptualize and produce graphic art and visual materials to effectively communicate information for publications, advertising, films, packaging, posters, signs and interactive media such as web sites and CD-ROMs. They are employed by advertising and graphic design firms, by establishments with advertising or communications departments and by multimedia production companies or they may be self-employed. Graphic designers who are also supervisors, project managers or consultants are included in this unit group. Illustrators conceptualize and create illustrations to represent information through images. They are almost solely self-employed.

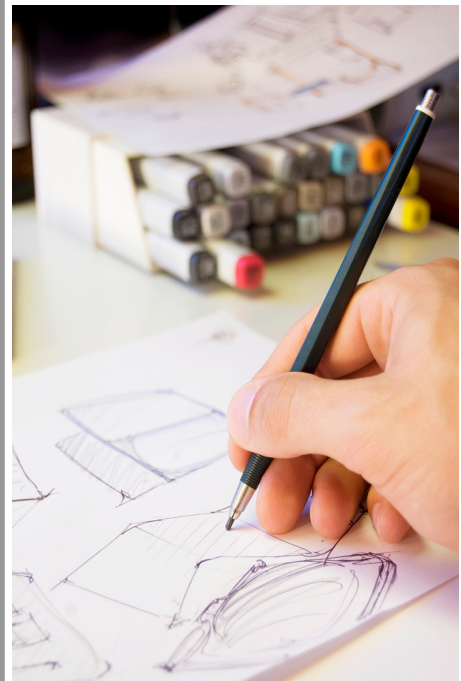
EXAMPLE TITLES

Advertising designer, animator - animated films, cartoonist, commercial artist, cybergraphic designer, graphic artist, graphic designer, graphic designer (multimedia, interactive media or new media), illustrator, layout designer, medical illustrator, multimedia illustrator, scientific illustrator

MAIN DUTIES

Graphic designers perform some or all of the following duties:

- Consult with clients to establish the overall look, graphic elements and content of communications materials in order to meet their needs
- Determine medium best suited to produce desired visual effect and the most appropriate vehicle for communication
- Develop the graphic elements that meet the clients' objectives
- Prepare sketches, layouts and graphic elements of the subjects to be rendered using traditional tools, multimedia software and image processing, layout and design software
- Estimate cost of materials and time to complete graphic design
- Use existing photo and illustration banks and typography guides or hire an illustrator or photographer to produce images that meet clients' communications needs
- Establish guidelines for illustrators or photographers



WAGES & SALARIES

Low - \$ 12.36 per hour
Average - \$ 20.85 per hour
High - \$ 31.35 per hour

Note - 2007 Reference Period

AREA EMPLOYMENT POTENTIAL

Limited



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LOCAL EMPLOYMENT REQUIREMENTS

The Association of Registered Graphic Designers of Ontario grants designers who qualify the right to the exclusive use of the designations Registered Graphic Designer and R.D.G.

RDG Ontario is the only graphic design association in Canada to have such provincial legislation.

EMPLOYMENT TRENDS

In Ontario, employment for this occupation is expected to grow about as fast as the average for all occupations through the year 2009. Despite this, many talented people are attracted to the profession, creating keen competition for any available job openings.

According to the Statistics Canada Census, the number of people working in this occupation has increased over the past few years in Ontario. The workforce is relatively young, so retirement will not create job opportunities in this occupation for some time.

Computer-based workstations have long replaced drawing boards. More and more, people in these occupations rely on computers to present concepts to clients, produce final designs and manage projects. The increased range of media presents new opportunities for these workers as well as the need to keep up with the latest trends in technology. People in this occupation increasingly use computerized page layout and graphic design systems in their work. Multimedia presentations and animated graphics are two types of work made far easier by computers. Web-site design and the expansion of the video entertainment market may offer good opportunities for graphic designers and illustrators, especially those with multimedia skills.

EMPLOYMENT REQUIREMENTS

- A university degree in visual arts with specialization in graphic design, commercial art, graphic communications or cartooning is usually required OR
- Completion of a college diploma in graphic arts is required
- Experience or training in multimedia design at a post-secondary college or technical institution may be required
- In addition to the arts, training in biology, engineering, architecture or a scientific field is usually required for medical, technical and scientific illustrators
- Creative ability and artistic talent, as demonstrated by a portfolio of work, is required for graphic designers and illustrators

LOCAL SKILLS REQUIREMENTS

Experience: 1 - 2 years

Specific Skills:

Produce final designs or illustrations. Prepare specifications for design. Consult with clients to establish nature and context of designs and illustrations for reproduction.

Business Equipment and Computer Applications:
Photoshop and Illustrator

Additional Skills:

Estimate costs of materials and time to complete graphic designs and illustrations.

Essential Skills:

Oral communication, working with others, computer use, problem solving, job task planning and organizing, writing, reading text, document use, finding information, critical thinking, decision making and continuous learning.

WHERE TO GET TRAINING

There are several training institutes that provide training for this occupation in Ontario. Please see the listing from the RGD Ontario site: www.rgdontario.com

WORKING CONDITIONS

Graphic Designers and Illustrators generally work full time hours (40 hrs/wk) during the week. They may however, be required to work overtime to meet client demands and project deadlines. Freelance work and contract work are frequent.

The majority of Graphic Designers and Illustrators work in the professional, scientific and technical services industry while others work in the printing, and publishing sector. Normally the work is done in a well-lit office or studio environment, such as advertising agencies, graphic design firms, print shops or book publishers. About one third is self-employed and many work from home. Some travel may be required to the client's place of business. Attention to detail is necessary and much work is done at close proximity. Good visual colour discrimination is needed among designers. This occupation involves a lot of sitting and prolonged use of a computer mouse. On-going training and development is essential to keep up with technological changes. Job search is usually done by professional publications; associations, job fairs, newspapers and internet job sites, including the Canada Job Bank. A portfolio is normally required. Recent graduates often receive job search assistance from their training institute.

RELATED OCCUPATIONS

- Advertising Managers (in 0611 Sales, Marketing and Advertising Managers)
- Graphic Arts Technicians (5223)
- Interior Designers (5242)
- Painters, Sculptors and Other Visual Artists (5136)

POTENTIAL EMPLOYERS

- Alpine Printing Promotions & Signs
- CSP Print & Marketing Ltd.
- Fort Frances Times
- MacPrint
- MacLeod & Matheson Graphic Design
- Overdrive Design Labs Inc.
- Sand Bay Design

Industrial Electricians

NOC 7242

NATURE OF WORK

Industrial electricians install, maintain, test, troubleshoot and repair industrial electrical equipment and associated electrical and electronic controls. They are employed by electrical contractors and maintenance departments of factories, plants, mines, shipyards and other industrial establishments.

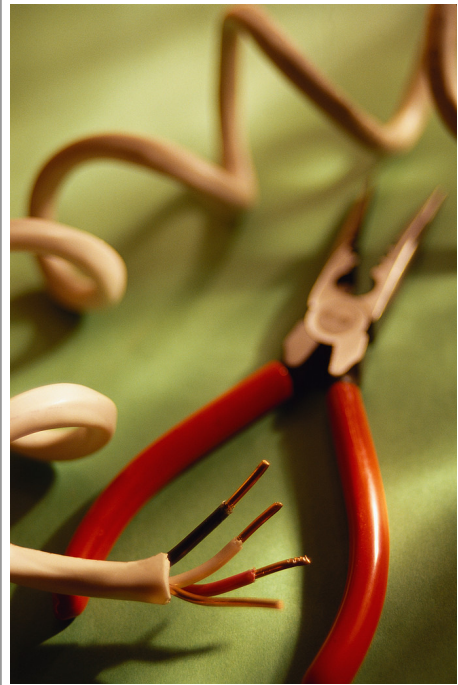
EXAMPLE TITLES

Electrician (shipyard), industrial electrician, industrial electrician apprentice, marine electrician, mill electrician, mine electrician, plant electrician, plant maintenance electrician

MAIN DUTIES

Industrial electricians perform some or all of the following duties:

- Read and interpret drawings, blueprints, schematics and electrical code specifications to determine layout of industrial electrical equipment installations
- Install, examine, replace or repair electrical wiring, receptacles, switch boxes, conduits, feeders, fibre-optic and coaxial cable assemblies, lighting fixtures and other electrical components
- Test electrical and electronic equipment and components for continuity, current, voltage and resistance
- Maintain, repair, install and test switchgear, transformers, switchboard meters, regulators and reactors
- Maintain, repair, test and install electrical motors, generators, alternators, industrial storage batteries and hydraulic and pneumatic electrical control systems
- Troubleshoot, maintain and repair industrial, electrical and electronic control systems and other related devices
- Conduct preventive maintenance programs and keep maintenance records
- May install, maintain and calibrate industrial instrumentation and related devices



WAGES & SALARIES

Low - \$ 23.55 per hour
Average - \$ 27.03 per hour
High - \$ 32.50 per hour

Note - 2007 Reference Period

AREA EMPLOYMENT POTENTIAL

Limited



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LOCAL EMPLOYMENT REQUIREMENTS

Trade certification for this occupation is available in Ontario but it is not a compulsory work requirement for the occupation in Ontario. It does indicate a certain level of achievement that is required by some employers. Inter-provincial trade (Red Seal) certification, which allows qualified industrial electricians to work in other provinces and territories is also available in Ontario.

Entry to apprenticeship requires a job and usually completion of Grade 12. In the traditional route, the aspiring apprentice applies directly to the employer, union or joint industry committee for an apprenticeship opening. Students who have completed Grade 10 have an opportunity to become registered apprentices while finishing high school under the Ontario Youth Apprenticeship Program. Alternatively, entry into apprenticeship can be pursued through pre-apprenticeship training.

EMPLOYMENT TRENDS

Similar to the provincial trend, employment in this occupation is concentrated in manufacturing and is sensitive to the activity of that sector.

The largest employer of industrial electricians is the pulp and paper manufacturing industry, followed by mining, construction, rail transport and utilities. Possible deterioration in economic conditions facing pulp and paper could moderate demand for this occupation.

In Ontario, employment for this occupation is expected to grow about as fast as the average for all occupations through the year 2009.

Production technologies involving robotics and automated transfer machinery have created new areas of work for industrial electricians. As robots and automated manufacturing systems become the norm in many manufacturing industries, industrial electricians will need to focus more on networking, programming and software use. They will need to keep up with the increasing use of technology in industrial processes.

EMPLOYMENT REQUIREMENTS

- Completion of secondary school is usually required
- Completion of a four or five year industrial electrician apprenticeship program OR
- A combination of over five years of work experience in the trade and some high school, college or industry courses in industrial electrical equipment is usually required to be eligible for trade certification
- Trade certification for industrial electricians is compulsory in Prince Edward Island, Quebec and the Yukon and available, but voluntary, in Newfoundland, Nova Scotia, New Brunswick, Ontario and Manitoba
- Inter-provincial trade certification (Red Seal) is also available to qualified industrial electricians
- Trade certification for marine electricians is available, but voluntary, in New Brunswick
- Trade certification for mine electricians is available, but voluntary, in Nova Scotia

LOCAL SKILLS REQUIREMENTS

Industrial Electricians need the following skills and abilities:

- Have a concern for safety and a responsible work attitude
- Good background in mathematics and science
- Have a wide range of technical and mechanical knowledge and skills
- Manual dexterity, good eyesight, and hand-eye coordination
- Creativity and an analytical approach to problem-solving
- Physical strength and stamina
- Ability to read and interpret blueprints and specifications
- Knowledgeable about computerized systems
- Ability to work alone or as a member of a team
- Ability to deal with customers and co-workers courteously

WHERE TO GET TRAINING

Information on apprenticeship programs in Ontario is available on the Ministry of Education/Ministry of Training, Colleges and Universities website at:

www.edu.gov.on.ca

WORKING CONDITIONS

This trade is similar to that of the construction and maintenance electrician, except that an industrial electrician is employed in an industrial plant and works generally indoors on a variety of problems. Much of electrical work is done in a standing position, frequently on ladders, scaffolds or in confined spaces. Risks involved include falling from a height or receiving an electrical shock. Shift work is usually required.

In the Kenora/Dryden/Fort Frances area, most work sites operate on a 24 hour per day basis where shift work and 12 hour shifts are common. The majority of industrial electricians are employed full time, year round in the pulp and paper manufacturing industry. Those employed by private contractors work on a project-by-project basis and are often laid off between jobs.

RELATED OCCUPATIONS

- Construction Electricians (in 7241 Electricians - Except Industrial and Power System)
- Power System Electricians (7243)
- Supervisors of Industrial Electricians (in 7212 Contractors & Supervisors, Electrical Trades & Telecommunications Occupations)

POTENTIAL EMPLOYERS

- Abitibi Bowater
- Ainsworth Engineered Canada
- Atikokan Generating Station
- W.J. Bowman Ltd.
- Canadian Pacific Railway
- Domtar
- Goldcorp Ltd.
- Hydro One
- M. C. Lough Electric Inc.
- Ross M. Johnson Surveying Ltd.

Machinists & Machining & Tooling Inspectors

NOC 7231

NATURE OF WORK

Machinists set up and operate a variety of machine tools to cut or grind metal, plastic or other materials to make or modify parts or products with precise dimensions. Machining and tooling inspectors inspect machined parts and tooling in order to maintain quality control standards. They are employed by machinery, equipment, motor vehicle, automotive parts, aircraft and other metal products manufacturing companies and by machine shops.

EXAMPLE TITLES

Automotive machinist, aviation machinist, general machinist, machine shop inspector, machined parts inspector, machining inspector, machinist, machinist apprentice, tooling inspector

MAIN DUTIES

Machinists perform some or all of the following duties:

- Read and interpret engineering drawings, blueprints, charts and tables or study sample parts to determine machining operation to be performed and plan best sequence of operations
- Compute dimensions and tolerances and measure and lay out work pieces
- Set up, operate and maintain a variety of machine tools including computer numerically controlled (CNC) tools to perform precision, non-repetitive machining operations such as sawing, turning, milling, boring, planing, drilling, precision grinding and other operations
- Fit and assemble machined metal parts and sub-assemblies using hand and power tools
- Verify dimensions of products for accuracy and conformance to specifications using precision measuring instruments
- May set up and program machine tools for use by machining tool operators



WAGES & SALARIES

Low - \$ 16.00 per hour

Average - \$ 19.60 per hour

High - \$ 32.27 per hour

Note - 2007 Reference Period

AREA EMPLOYMENT POTENTIAL

Limited



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LOCAL EMPLOYMENT REQUIREMENTS

In Ontario certification in the General Machinist trade is voluntary. However, completion of high school and apprenticeship is preferred by unions and most employers.

Apprentices are often hired from community college or other training programs. Certification improves job opportunities and wages. The ability to operate a wide variety of conventional, CNC and hybrid machines increases job opportunities.

EMPLOYMENT TRENDS

In Ontario, employment for this occupation is expected to grow about as fast as the average for all occupations through the year 2009.

Job openings will also occur each year from the need to replace workers who retire. The majority of machinists are employed in the manufacturing industries.

The work of machinists continues to be transformed by the increasing use of sophisticated numerical control machine tools, autoloaders and high speed machining. New apprentices entering this field are increasingly expected to have a higher level of math and reading skills than what was traditionally expected prior to the adoption of these new technologies.

EMPLOYMENT REQUIREMENTS

- Completion of secondary school is usually required
- Completion of a four-year apprenticeship program OR
- A combination of over four years of work experience in the trade and some college or industry courses in machining is usually required to be eligible for trade certification
- Trade certification for machinists is available, but voluntary in all provinces and territories
- Trade certification for automotive machinists is available, but voluntary in Ontario
- Trade certification for machinists (CNC) is available, but voluntary in New Brunswick
- Interprovincial trade certification (Red Seal) is also available to qualified machinists
- Several years of experience as a machinist, tool and die maker or machining tool operator may be required for machining and tooling inspectors

LOCAL SKILLS REQUIREMENTS

Experience: 1 - 5 years

Specific Skills:

Set up and adjust production machinery. Program computer numerically controlled (CNC) machine tools.

Machining Tools and Machines:

CNC machines and milling machines.

WHERE TO GET TRAINING

Completion of a four-year apprenticeship program or a combination of work experience in the trade and post-secondary or non-secondary courses in machining is usually required to be eligible for trade certification. There are two apprenticeship programs for this trade in Ontario. Inter-provincial (Red Seal) trade certification, which allows qualified machinists to work in other provinces and territories is also available in Ontario.

Entry to a machinist apprenticeship requires a sponsor (usually an employer) and completion of Grade 12. Entry into apprenticeship can be pursued through pre-apprenticeship training through a community college.

Several years of experience as a machinist, tool and die maker or machining tool operator may be required for machining and tooling inspectors.

WORKING CONDITIONS

Workers work indoors, usually in industrial settings that are noisy and potentially hazardous. Frequent lifting and carrying of objects is required, as are prolonged periods of standing.

A five-day, 40-hour work week is standard. Shift work is not unusual. The work can be repetitive through long production runs. Computerized numeric control machines perform the more repetitious functions.

The majority of machinists in the local area work in machine shops and small manufacturing facilities.

RELATED OCCUPATIONS

- CAD-CAM Programmers (in 2233 Industrial Engineering & Manufacturing Technologists)
- Machining Tool Operators (9511)
- Supervisors, Machinists and Related Occupations (7211)
- Tool and Die Makers (7232)

POTENTIAL EMPLOYERS

- Basic Machining
- Busch's Auto Supplies Ltd
- Calmang Steel Ltd.
- Docks & Lifts Unlimited
- Interlake Docks & Lifts
- John Gavel Custom Manufacturing Ltd.
- Metal Works Keewatin Ltd.

Medical Lab Technologists & Pathologists Assistants

NOC 3211

NATURE OF WORK

Medical laboratory technologists conduct medical laboratory tests, experiments and analyses to assist in the diagnosis, treatment and prevention of disease. They are employed in medical laboratories in hospitals, private clinics, research institutions and universities. Pathologists' assistants assist at autopsies and examinations of surgical specimens or perform autopsies under a pathologist's supervision. They are usually employed in hospitals. Medical laboratory technologists who are also supervisors are included in this unit group.

EXAMPLE TITLES

Clinical immunology technologist, cytology technologist, cytotechnologist, histology technologist, immunohematology technologist, medical laboratory technologist, medical technologist, pathologist's assistant

MAIN DUTIES

Medical laboratory technologists perform some or all of the following duties:

- Conduct chemical analyses of blood, urine, cerebro-spinal and other body fluids
- Study blood cells and other tissue to determine their relation to various physiological and pathological conditions
- Prepare tissue sections for microscopic examinations using techniques to demonstrate special cellular tissue elements or other characteristics
- Establish procedures for the analysis of specimens and for medical laboratory experiments
- Perform blood group, type and compatibility tests for transfusion purposes
- May supervise and train other medical laboratory technologists and other medical laboratory workers
- May perform the duties of a pathologist's assistant in some hospitals

Pathologists' assistants perform some or all of the following duties:

- Prepare for autopsies by obtaining patients' medical records and arranging for radiographic examinations



WAGES & SALARIES

Low - Data Unavailable
Average - \$ 27.32 per hour
High - Data Unavailable

Note - 2007 Reference Period

AREA EMPLOYMENT POTENTIAL

Limited



**Northwest
Training and Adjustment Board**
113 - 100 Casimir Avenue
DRYDEN, Ontario P8N 3L4
Tel: 807.223.3813

www.ntab.on.ca

LOCAL EMPLOYMENT REQUIREMENTS

The regulatory body in Ontario is the College of Medical Laboratory Technologists of Ontario.

EMPLOYMENT TRENDS

In Ontario, employment for this occupation is expected to grow about as fast as the average for all occupations through the year 2009 as the volume of laboratory tests increases with population growth and the development of new types of tests.

In addition, many job openings will result from the need to replace workers who retire. According to the Canadian Society for Medical Laboratory Science, approximately half of Canada's medical laboratory technologists are expected to retire within the next 13 years. As well, more powerful new diagnostic techniques, such as DNA testing, will increase the demand for medical technologists. On the other hand, automation of diagnostic and treatment procedures may have an offsetting effect. In addition, the preparation of specimens in high technology laboratories is increasingly being done with computerized systems and robotics, which may moderate the demand for laboratory technologists.

The rapid development of new medical technologies means that medical technologists must continually update their skills.

EMPLOYMENT REQUIREMENTS

- Medical laboratory technologists require a bachelor of science or medical laboratory science degree OR
- A two or three year college program in medical laboratory technology AND
- A period of supervised practical training
- Registration with a regulatory body is required in New Brunswick, Quebec, Ontario, Saskatchewan and Alberta
- Certification by the Canadian Society of Medical Laboratory Science is available for medical laboratory technologists and is usually required by employers
- Pathologists' assistants require a bachelor of science degree OR
- Training and experience as a registered nurse, licensed practical nurse or medical laboratory technologist AND
- Specialized on-the-job training
- Certification by the Canadian Society of Medical Laboratory Science may be required for pathologists' assistants

LOCAL SKILLS REQUIREMENTS

Good verbal and written communication skills. An interest in the health and well-being of people of all kinds, and compassion for patients.

WHERE TO GET TRAINING

A list of all the approved programs in Ontario is available on the Ontario Society of Medical Technologists website at: www.osmt.org

WORKING CONDITIONS

In hospitals and large laboratories and clinics, medical laboratory technologists are usually required for day, evening and nighttime hours and weekends.

In smaller clinics that are not open on a continuous basis and in universities, medical laboratory technologists generally work a more standard 40 hour work week. The work involves some exposure to potentially harmful chemicals and diseases.

RELATED OCCUPATIONS

- Medical Laboratory Technicians (3212)
- Physical and Life Science Technologists in non-medical Laboratories (in 221 Technical Occupations in Physical Sciences and 222 Technical Occupations in Life Sciences)

POTENTIAL EMPLOYERS

- Atikokan General Hospital
- Dryden Regional Health Centre
- Family Health Teams
- La Verendrye Hospital
- Lake of the Woods District Hospital
- M D S Labs
- Rainy River Health Centre
- Red Lake Margaret Cochenour Hospital
- Sioux Lookout Meno-Ya-Win Health Centre

Outdoor Sport & Recreational Guides

NOC 6442

NATURE OF WORK

Outdoor sport and recreational guides organize and conduct trips or expeditions for sports enthusiasts, adventurers, tourists and resort guests. They are employed by private companies and resorts or may be self-employed.

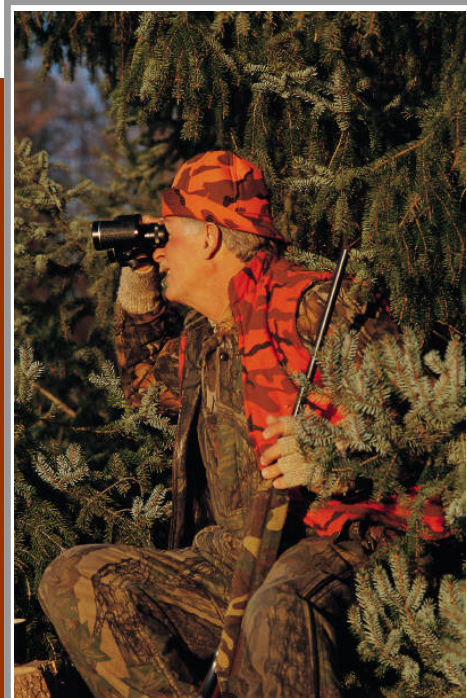
EXAMPLE TITLES

Canoeing guide, fishing guide, hunting guide, mountain climbing guide, outfitter and rafting guide

MAIN DUTIES

Outdoor sport and recreational guides perform some or all of the following duties:

- Plan itinerary for trip or expedition and arrange transportation or transport individuals or group to site
- Assemble necessary equipment and supplies, such as camping gear, rafts, life jackets, fishing tackle and food
- Lead or escort individuals or groups and advise on safety and emergency measures, techniques and the use of equipment
- Provide instruction for activities such as canoeing, rafting and mountain climbing
- Advise on specific regulations such as hunting and fishing laws and boating regulations, follow environmental guidelines and prevent violations
- Provide first aid in emergency situations
- May prepare meals for group and set up camp



WAGES & SALARIES

Low - \$ 10.00 per hour
Average - \$ 14.66 per hour
High - \$ 20.00 per hour

Note - Above Wages 2007 Reference Period

The minimum wage for hunting & fishing guides is based on blocks of time instead of by the hour. They get a minimum amount for working five hours or more in a day - whether or not the hours are consecutive.

March 31, 2009 - \$47.50 - \$95.00
March 31, 2010 - \$51.25 - \$102.50

AREA EMPLOYMENT POTENTIAL

Limited (Seasonal)



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LOCAL EMPLOYMENT REQUIREMENTS

Good knowledge of local area, terrain and lakes. Hunting and fishing experience is highly desirable as well as relevant licenses to operate boats, ATV's, snow machines and firearms are required for employment in this group.

Certification in first aid and CPR (cardiopulmonary resuscitation) may be required.

EMPLOYMENT TRENDS

Compared to other occupations, this is a relatively small occupational group in the Kenora / Dryden / Fort Frances area. For this reason opportunities are expected to be limited over the next two years.

Fishing Guides represent the majority of jobs in this category.

EMPLOYMENT REQUIREMENTS

Knowledge of a particular terrain or body of water, demonstrated ability in the guided activity and relevant licenses are required for employment in this group.

Certification in first aid and CPR (cardiopulmonary resuscitation) may be required.

Other certification and licenses may be required.

LOCAL SKILLS REQUIREMENTS

Most employers who advertise are looking for workers who have the following experience and skills:

Experience: Experience an asset

Specific Skills:

Escort groups on outdoor sport and recreational trips. Advise on safety and regulations. Provide outdoor, wilderness and wildlife instruction.

Additional Skills:

Maintain equipment. Operate and maintain watercraft. Operate communication (including emergency) devices.

WHERE TO GET TRAINING

For information on college programs visit the CanLearn Interactive website at :

www.canlearn.ca

WORKING CONDITIONS

In the Kenora/Dryden/Fort Frances area, a substantial proportion of outdoor guides are self-employed and have created their own business opportunities in a recreation location with which they are familiar.

Outdoor sport and recreational guides usually work on a seasonal basis.

RELATED OCCUPATIONS

- Program Leaders and Instructors in Recreation and Sport (5254)
- Tour and Travel Guides (6441)

POTENTIAL EMPLOYERS

- Andy Myer's Lodge
- Anderson's Lodge
- Big Cannon Lake Lodge
- Brown's Clearwater West Lodge
- Cobblestone Lodge
- Huber's Lone Pine Lodge
- Kabeelo Lodge Inc.
- Kingfisher Resort
- Moose Point Lodge
- Route Lake Lodge
- Sandy Beach Lodge
- Stanley's Resort
- Temple Bay Lodge
- Totem Resorts

Secretaries (Except Legal & Medical)

NOC 1241

NATURE OF WORK

Secretaries perform a variety of administrative duties in support of managerial and professional employers. They are employed throughout the private and public sectors.

EXAMPLE TITLES

Executive secretary, private secretary, secretary, technical secretary

MAIN DUTIES

Secretaries perform some or all of the following duties:

- Prepare, key in, edit and proofread correspondence, invoices, presentations, brochures, publications, reports and related material from shorthand, machine dictation and handwritten copy using computers
- Open and distribute incoming regular and electronic mail and other material and co-ordinate the flow of information internally and with other departments and organizations
- Schedule and confirm appointments and meetings of employer
- Order office supplies and maintain inventory
- Answer telephone and electronic enquiries and relay telephone calls and messages
- Set up and maintain manual and computerized information filing systems
- Determine and establish office procedures
- Greet visitors, ascertain nature of business and direct visitors to employer or appropriate person
- Record and prepare minutes of meetings
- Arrange travel schedules and make reservations
- May compile data, statistics and other information and may conduct research
- May organize conferences
- May supervise and train other staff in procedures and in use of current software



WAGES & SALARIES

Low - \$ 10.99 per hour
Average - \$ 17.19 per hour
High - \$ 21.88 per hour

Note - 2007 Reference Period

AREA EMPLOYMENT POTENTIAL

Limited



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LOCAL EMPLOYMENT REQUIREMENTS

Ability to adapt to changing conditions. Good organizational skills. Confidentiality. Ability to work in a team environment.

EMPLOYMENT TRENDS

In the Kenora/Dryden/Fort Frances area, limited employment growth is projected for this occupation to the year 2009.

A number of factors are responsible for the low employment growth of this occupational group. Office automation has increased productivity and, at the same time, reduced the demand for these professionals across all industries. The impact of computerization has been accompanied by the trend towards downsizing. Clerical and administrative staffs have often been the target of job cuts, leaving many secretaries doing a greater share of the remaining clerical work than before.

In Ontario, employment for this occupation is expected to decline through the year 2009 due to the widespread application of new office automation. Each year, however, a substantial number of job openings will be created from the need to replace workers who retire because of the large size of this occupational group.

Experienced secretaries with specialized skills in the latest office software applications are expected to be more successful in the labour market.

EMPLOYMENT REQUIREMENTS

- Completion of secondary school is usually required
- Completion of a one or two-year college or other program for secretaries OR
- Previous clerical experience is required

LOCAL SKILLS REQUIREMENTS

Experience: 0 - 2 years

Specific Skills:

Answer telephone and relay telephone calls and messages. Maintain filing system. Schedule and confirm appointments.

Business Equipment and Computer Applications:

Windows, general office equipment, word processing software and electronic mail.

Additional Skills:

Supervise other workers

WHERE TO GET TRAINING

For information on college and university programs visit the CanLearn Interactive website at:

www.canlearn.ca

WORKING CONDITIONS

The work environment is dependent on the specific nature or location of the job. Secretaries usually work in an office environment although with advances in electronic communications, telework from an offsite location may occur.

In the Kenora/Dryden/Fort Frances area, normal hours of work reflect a nine-to-five pattern, though some after-hours or weekend work may be required, depending on specific demands.

RELATED OCCUPATIONS

- Court Recorders & Medical Transcriptionists (1244)
- Executive Assistants (1222)
- Legal Secretaries (1242)
- Medical Secretaries (1243)
- Office Managers (in 1221 Administrative Officers)

POTENTIAL EMPLOYERS

- City of Dryden
- City of Kenora
- Family & Children's Services
- Keewatin-Patricia District School Board
- Kenora Catholic District School Board
- La Verendrye Hospital
- Lake of the Woods District Hospital
- Northwestern Health Unit
- Patricia Centre for Children & Youth
- Rainy River District School Board
- Red Lake Margaret Cochenour Hospital
- Sioux Lookout Meno-Ya-Win Health Centre
- Tikingan Child & Family Services
- Townships of Atikokan, Red Lake & Pickle Lake

Specialists in Human Resources

NOC 1121

NATURE OF WORK

Specialists in human resources develop, implement and evaluate human resources and labour relations policies, programs and procedures and advise managers and employers on personnel matters. Specialists in human resources are employed throughout the private and public sectors or they may be self-employed.

EXAMPLE TITLES

Business agent (labour organization), classification officer, classification specialist, compensation research analyst, conciliator, consultant (human resources), employee relations officer, employment equity officer, human resources research officer, job analyst, labour relations officer, mediator, union representative, wage analyst

MAIN DUTIES

Specialists in human resources perform some or all of the following duties:

- Plan, develop, implement and evaluate personnel and labour relations strategies including policies, programs and procedures to address an organization's human resource requirements
- Advise managers and employees on the interpretation of personnel policies, compensation and benefit programs and collective agreements
- Negotiate collective agreements on behalf of employers or workers, mediate labour disputes and grievances and provide advice on employee and labour relations
- Research and prepare occupational classifications, job descriptions, salary scales and competency appraisal measures and systems
- Plan and administer staffing, total compensation, training and career development, employee assistance, employment equity and affirmative actions programs
- Manage programs and maintain human resources information and related records systems
- Hire and oversee training of staff
- Co-ordinate employee performance and appraisal programs
- Research employee benefit and health and safety practices and recommend changes or modifications to existing policies



WAGES & SALARIES

Low - \$ 13.67 per hour
Average - \$ 28.69 per hour
High - \$ 43.33 per hour

Note - 2007 Reference Period

AREA EMPLOYMENT POTENTIAL

Limited



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Tel: 807.223.3813

www.ntab.on.ca

LOCAL EMPLOYMENT REQUIREMENTS

Professional certification, such as Certified Human Resources Professional (CHRP) available through the Human Resources Professionals Association of Ontario, is an asset.

EMPLOYMENT TRENDS

In Ontario, employment for this occupation is expected to grow about as fast as the average for all occupations through the year 2009.

The widespread use of computerized human resource information systems that make workers more productive could limit the demand for these workers. However, many job openings will become available each year resulting from the need to replace workers who retire or leave. Over the longer term, the trend to "contract-out" human resource functions to employment agencies and payroll firms may moderate future employment growth for this occupation.

Human resources specialists are increasingly important to the competitive success of an organization, helping it to re-structure, improve performance and plan for job-specific training programs to assist staff to acquire new skills. The human resources specialist is also expected to promote change in leadership style in organizations and improve working relations between employees and management. An ageing labour force, with increased numbers of retirees will also increase demand for retirement specialists.

EMPLOYMENT REQUIREMENTS

- A university degree or college diploma in a field related to personnel management, such as business administration, industrial relations, commerce or psychology OR
- Completion of a professional development program in personnel administration is required
- Some experience in a clerical or administrative position related to personnel administration may be required

LOCAL SKILLS REQUIREMENTS

Experience: 3 - 5 years

Specific Skills:

Co-ordinate employee performance and appraisal programs. Advise managers and employees on the interpretation of personnel policies, compensation and benefit programs and collective agreements. Research and prepare occupational classifications, job descriptions, salary scales and competency appraisal measures and systems.

WHERE TO GET TRAINING

A university degree or college diploma in a field related to personnel management, such as business administration, industrial relations, commerce or psychology, or the completion of a professional development program in personnel administration is required. Some experience in a clerical or administrative position related to personnel administration may also be required. Professional certification, such as Certified Human Resources Professional (CHRP) available through the Human Resources Professionals Association of Ontario, is an asset.

Currently, courses leading to a career in Human Resources can be taken at community colleges and universities. However, by January 2011, individuals wanting to obtain the Certified Human Resources Professional (CHRP) designation must have a university degree.

For more information on training offered for this occupation in Ontario or in other provinces, please visit the CanLearn website at: www.canlearn.ca

WORKING CONDITIONS

Specialists in human resources work in an office environment. A standard 35 to 40 hour work week is the norm; however, many put in longer hours.

RELATED OCCUPATIONS

- Human Resources Managers (0112)
- Personnel and Recruitment Officers (1223)
- Personnel Clerks (1442)
- Professional Occupations in Business Services to Management (1122)
- Training Officers and Instructors (in 4131 College and Other Vocational Instructors)

POTENTIAL EMPLOYERS

- City of Dryden/Kenora
- Dryden Regional Health Centre
- Family & Children's Services
- Keewatin-Patricia District School Board
- Kenora Association for Community Living
- Kenora Catholic School Board
- La Verendrye Hospital
- Lake of the Woods District Hospital
- Municipality of Sioux Lookout
- Northwest Catholic District School Board
- Northwestern Health Unit
- Red Lake Margaret Cochenour Hospital
- Sioux Lookout Meno-Ya-Win Health Centre
- Town of Fort Frances

Steamfitters, Pipefitters & Sprinkler System Installers

NOC 7252

NATURE OF WORK

Steamfitters and pipefitters lay out, assemble, fabricate, maintain, troubleshoot and repair piping systems carrying water, steam, chemicals and fuel in heating, cooling, lubricating and other process piping systems. Sprinkler system installers fabricate, install, test, maintain and repair water, foam, carbon dioxide and dry chemical sprinkler systems in buildings for fire protection purposes. Steamfitters, pipefitters and sprinkler system installers are employed in maintenance departments of factories, plants and similar establishments, by pipefitting and sprinkler system contractors or they may be self-employed.

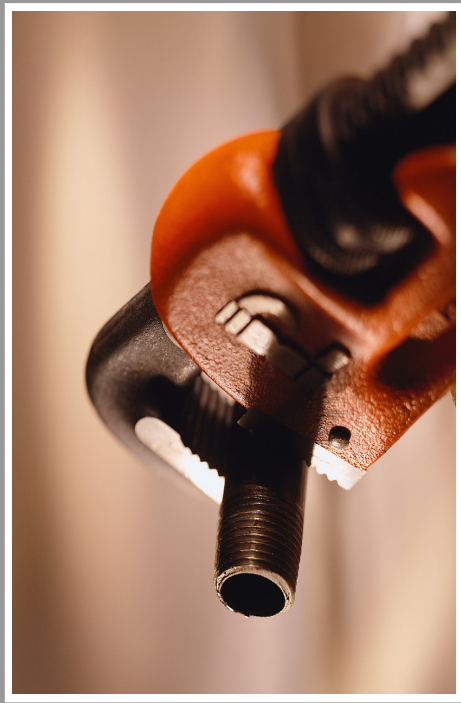
EXAMPLE TITLES

Apprentice pipefitter-steamfitter, fire sprinkler fitter, marine pipefitter, pipefitter, sprinkler system fitter, sprinkler system installer, sprinkler system installer apprentice, steamfitter

MAIN DUTIES

Steamfitters and Pipefitters perform some or all of the following duties:

- Read and interpret drawings, blueprints and specifications to determine layout requirements
- Cut openings for pipe in walls, floors and ceilings using hand or power tools or machines
- Select type and size of pipe required
- Measure, cut, thread and bend pipe to required shape using hand and power tools
- Weld, braze, cement, solder and thread joints to join pipes and fabricate sections of piping system
- Install supports, valves, piping and control systems
- Test system for leaks using testing equipment
- Clean and maintain pipe units and fittings and flush system
- Remove and replace worn components and reactivate system
- May prepare cost estimates for clients



WAGES & SALARIES

Low - \$ 20.00 per hour
Average - \$ 32.20 per hour
High - \$ 34.30 per hour

Note - 2007 Reference Period

AREA EMPLOYMENT POTENTIAL

Limited



**Northwest
Training and Adjustment Board**
113 - 100 Casimir Avenue
DRYDEN, Ontario P8N 3L4
Tel: 807.223.3813

www.ntab.on.ca

LOCAL EMPLOYMENT REQUIREMENTS

Apprenticeship programs are available in these trades in Ontario. A person working in the steamfitter-pipefitter trade must hold a valid Certificate of Qualification or be registered as an apprentice. Upon the successful completion of the apprenticeship program and passing a trade examination, a person working in this trade is entitled to a Certificate of Apprenticeship and a Certificate of Qualification.

The sprinkler system installer trade certification is not mandatory but still requires work experience and some high school, college or industry courses over four to five years. Inter-provincial (Red Seal) trade certification, which allows qualified steamfitters-pipefitters and sprinkler system installers to work in other provinces and territories, is also available in Ontario. There is a great deal of overlap between the plumber and steamfitter trades.

Entry to apprenticeship requires a job and usually completion of Grade 12. In the traditional route, the aspiring apprentice applies directly to the employer, union or joint industry committee for an apprenticeship opening. Students who have completed Grade 10 have an opportunity to become registered apprentices while finishing high school under the Ontario Youth Apprenticeship Program. Alternatively, entry into apprenticeship can be pursued through pre-apprenticeship training.

EMPLOYMENT TRENDS

Similar to the provincial trend, employment in this occupation is concentrated in manufacturing and is sensitive to the activity of that sector. Job openings will derive from the need to replace experienced workers who retire. Locally, over half the workforce in this occupation are employed in pulp and paper manufacturing. As such, any changes in the economic climate of this industry will impact on the level of employment for this occupation.

In Ontario, employment for this occupation is expected to grow about as fast as the average for all occupations through the year 2009. Employment in the piping trades is determined by the volume of new construction requiring piping installation and by the existing stock of piping that must be maintained. The growing use of plastic pipe and fittings, which are much easier to install and repair than other types, may limit job growth for this occupation in some applications. There is growing demand for fitting sprinkler systems to meet changes in fire code regulations.

In this area, computer literacy is becoming essential, as sprinklers are increasingly electronically controlled. As building codes change, sprinkler fitters will need a better knowledge of products, applications and fire protection requirements. Integration of sprinkler systems with thermal storage systems is expected to be an increasing element in the work of sprinkler fitters.

EMPLOYMENT REQUIREMENTS

- Completion of secondary school is usually required
- Completion of a four to five year apprenticeship program OR
- Combination of over five years of work experience in the trade and some high school, college or industry courses in steamfitting, pipefitting or sprinkler system installation is usually required to be eligible for trade certification
- Steamfitter-Pipefitter trade certification is compulsory in Ontario
- Sprinkler system installer trade certification is voluntary in Ontario
- Inter-provincial trade certification (Red Seal) is also available to qualified steamfitters-pipefitters and sprinkler system installers

LOCAL SKILLS REQUIREMENTS

Steamfitters, Pipefitters and Sprinkler System Installers need the following skills and abilities:

- Mechanical and mathematical abilities
- Manual dexterity, physical strength and stamina
- Ability to read and interpret blueprints and complex instructions
- An analytical approach to problem-solving
- Ability to work alone or as a member of a team
- Have a concern for safety and a responsible work attitude
- Progression to supervisory positions is possible with experience
- Red Seal trade certification allows for interprovincial mobility

WHERE TO GET TRAINING

Information on apprenticeship programs in Ontario is available on the Ministry of Education/Ministry of Training, Colleges and Universities website at:

www.edu.gov.on.ca

WORKING CONDITIONS

The work is done both indoors and outdoors. Workers frequently must lift heavy pipes, stand for long periods and sometimes work in confined positions.

Those engaged in construction generally work a standard 40-hour week; those involved in maintaining pipe systems, including those who provide contract maintenance services, may have to work evening or weekend shifts, as well as be on call.

Workers have to be aware of the dangers of working on rigging and scaffolding and in and around trenches.

RELATED OCCUPATIONS

- Gas Fitters (7253)
- Plumbers (7251)
- Supervisors of Steamfitters, Pipefitters and Sprinkler System Installers (in 7213 Contractors & Supervisors, Pipefitting Trades)

POTENTIAL EMPLOYERS

- Abitibi Bowater
- Domtar
- Hydro One
- Weyerhaeuser iLevel

Truck Drivers

NOC 7411

NATURE OF WORK

Truck drivers operate heavy trucks to transport goods and materials over urban, inter-urban, provincial and international routes. They are employed by transportation companies, manufacturing and distribution companies, moving companies and employment service agencies or they may be self-employed.

EXAMPLE TITLES

Bulk goods truck driver, dump truck driver, flatbed truck driver, logging truck driver, long haul truck driver, moving van driver, tow truck driver, truck driver (heavy truck or tractor-trailer)

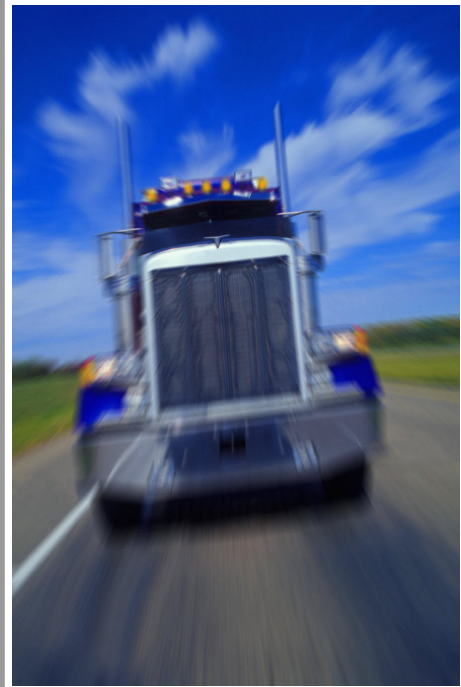
MAIN DUTIES

Long-haul truck drivers perform some or all of the following duties:

- Operate and drive straight or articulated trucks, weighing over 4600 kg with three or more axles to transport goods and materials to destinations
- Oversee all aspects of vehicles, such as condition of equipment, loading and unloading and safety and security of cargo
- Perform pre-trip inspection of vehicle systems and equipment such as tires, lights, brakes and cold storage
- Perform emergency roadside repairs
- Obtain special permits and other documents required to transport cargo on international routes
- Record cargo information, distance traveled, fuel consumption and other information in log book or on on-board computer
- Communicate with dispatcher and other drivers using citizens' band (CB) radio, cellular telephone and on-board computer
- May drive as part of a two-person team or convoy
- May transport hazardous products or dangerous goods

Line-haul and local truck drivers perform some or all of the following duties:

- Operate and drive straight trucks to transport goods and materials over urban and short inter-urban routes
- May drive lighter, special purpose trucks such as tow trucks, dump trucks, hydrovac trucks or cement mixing trucks
- Perform pre-trip inspection and oversee all aspects of vehicles



WAGES & SALARIES

Low - \$ 15.83 per hour

Average - \$ 20.53 per hour

High - \$ 27.17 per hour

Note - 2007 Reference Period

AREA EMPLOYMENT POTENTIAL

Limited



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LOCAL EMPLOYMENT REQUIREMENTS

Employers often look for individuals who have taken training at an industry recognized school. With few exceptions, no operating authority will be granted without a Certificate of Competency. The competency test can be taken at any Ontario Ministry of Transportation Driver Examination Centre. A Class 1 or Class 3 driver's license appropriate to the class of vehicle being driven is required and a good driving record is also necessary, but it will not guarantee employment unless the individual has been trained to industry standards.

In the Kenora/Dryden/Fort Frances area, most advertised positions require between one to five years of experience. The ability to perform basic truck maintenance is also generally required. Inability to cross international borders limits career opportunities.

EMPLOYMENT TRENDS

One issue highlighted by area employers is the high cost of insurance for new drivers under the age of 25. While larger companies may have the capacity to absorb the cost, smaller firms in this area report that the cost of hiring this age cohort is somewhat prohibitive. As such, younger drivers may have more difficulty finding employment. Also noteworthy, are restrictions placed on employers by insurance companies relating to driver training. Some insurance providers in the area will only insure individuals completing driver training at specific training institutions.

While the skill requirements related to driving will not change greatly, the physical burdens placed on the driver will be reduced through improvements in ride quality, vehicle controls, heating, ventilation, air conditioning, visibility, noise and other driver amenities. Changes in truck technology will mean that trucks will be more "user friendly" and easier to drive. Technology is also changing the nature of the driver's job. On-board electronics have added some monitoring and recording duties to the driver's tasks. With the growing use of computerized satellite systems in trucks, drivers will need to become computer literate. Truck drivers with experience, clean abstract (of driver's record) and insurance record will have the best job prospects, especially if they are bondable for the U.S. and have other certifications such as carrying dangerous goods.

Within the industry, drivers with literacy (reading text, document use) and numeracy problems are encouraged to take upgrading courses. New drivers may be required to take upgrading if they are found to be deficient.

EMPLOYMENT REQUIREMENTS

- Completion of secondary school is usually required
- On-the-job training is provided
- A Class-D license is required to drive straight trucks
- A Class-A license is required to drive articulated trucks
- Air brake endorsement (Z) is required for drivers who operate vehicles equipped with air brakes
- Transportation of dangerous goods (TDG) certification is required for drivers who transport hazardous products or dangerous goods

LOCAL SKILLS REQUIREMENTS

Truck drivers need the following skills and abilities:

- Enjoy driving and have some mechanical ability for inspection and minor repairs
- Enjoy working alone and ability to be alert for long periods
- Good judgment and ability to react quickly in emergency situations
- Have a concern for safety and ability to follow safe procedures, both on the road and when loading and unloading
- Reading and writing skills to be able to read maps, complete record sheets and paperwork accurately
- Mathematical skills for measurement and calculation, scheduling and budgeting
- Physical strength may be required for securing loads, loading and unloading
- Good health and vision
- Good interpersonal skills and a customer service orientation

WHERE TO GET TRAINING

The Truck Training Schools Association of Ontario also provides a list of schools which meet the standards of their organization. Consult their web site at:

www.ttsao.com

WORKING CONDITIONS

Truck drivers work in the cab of the truck while driving, and outside when needed to load or unload. They can encounter all kinds of road, weather and traffic conditions. Long haul truck drivers usually cross provincial and/or international borders and may be away from home for extended periods. Partner arrangements are often used for long distance driving. Truck drivers generally work without direct supervision. Truck drivers may be paid on a per mile/kilometer basis, hourly or a combination of both. The number of hours a driver may drive in a given period is subject to regulation. Overtime and weekend work is, however, common.

This occupational group is broad and includes long haul, logging, tractor trailer, dump truck and delivery drivers employed in various industrial sectors throughout the Kenora/Dryden/Fort Frances area. Seasonal employment is predominant in the construction and forestry sectors. The forest products sector relies heavily on drivers to bring logs out of the bush and then to move the finished product to provincial, national and U.S. markets. Logging truck drivers are normally unemployed in the spring, when bush roads are no longer accessible, and during the fall freeze-up period. Drivers employed in the construction industry are subject to seasonal work from April to October of each year. Many truck drivers are self-employed as "owner/operators", providing trucking services on a contract basis for larger companies.

RELATED OCCUPATIONS

- Drivers of Light Trucks (in 7414 Delivery and Courier Service Drivers)
- Snow Plough and Garbage Truck Drivers (in 7422 Public Works Maintenance Equipment Operators)
- Supervisors, Motor Transport and Other Ground Transit Operators (7222)
- Truck Dispatchers (in 1475 Dispatchers and Radio Operators)
- Truck Driver Trainers (in 4131 College and Other Vocational Instructors)

POTENTIAL EMPLOYERS

- Andre Tardiff Agency Ltd.
- Manitoulin Transport
- Reimer Express Lines
- Steven Blair Contracting Ltd.