

# LABOUR MARKET NEWS

Alberta Employment and Immigration



NORTHEAST REGION  
MORINVILLE / FORT SASKATCHEWAN / REDWATER

## JOB SEEKER CONNECTIONS

# Careers in Construction: Getting started in the construction trades.

Choosing a career in the construction industry can offer both men and women a wide variety of opportunities. The Alberta Occupational Profiles (OCC) list 31 different careers descriptions just under the banner of construction, repairing and renovating alone – from blaster to interior designer to water well driller – and another 22 occupations relating to the construction industry.

Construction trades are needed in numerous areas including the oil industry; for municipal and provincial infrastructure projects; and new housing and

commercial developments across Alberta. According to Alberta Industry Labour Force Statistics 2007, the construction industry led the way in employment gains with an additional 20,507 people over the previous year - a larger gain than mining, oil and gas extraction.

The Government of Alberta, in its paper “A Workforce Strategy for Alberta’s Construction,” forecast that a “large proportion of Alberta’s major construction projects over the next five to 10 years will be in communities outside major urban centres.” This outlook has the potential to provide rural tradespeople with construction opportunities within their region.

With so many choices and opportunities for employment around the province, there has never been a better time to start your career in the construction field.

### Career choices in construction

The Construction Sector Council of Canada outlines four categories of production within the construction industry: new home building and renovations, heavy industrial, institutional and commercial, and civil engineering. Many of the career choices in these areas are transferable across construction categories, giving people variety in their work and opportunities to improve their skills



Over 195,000 men and women were employed in the construction industry across Alberta as of April 2008.

and knowledge.

**New home building and renovations** includes careers that deal with the construction and/or renovation of residential buildings. Some of the many career choices in this area include carpenter, insulator, tilesetter, roofer, and painter/decorator.

**Heavy industrial** deals with the construction of industrial projects such as refineries, production plants and power plants. Opportunities in this area can include plumber, sheet metal worker, steamfitter-pipefitter, welder, and refrigeration and air conditioning mechanic.

**Institutional and commercial construction** is the building of institutions such as schools and hospitals, as well as commercial centres such as shopping malls and office buildings. Careers in this

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### Next issue...

### Career options after high school

This publication has been prepared by Alberta Employment and Immigration. We would like to thank Service Canada for their assistance and insight in the development of this bulletin.

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sector include sprinkler systems installer, elevator constructor, glazier, floorcovering installer, and gasfitter.

**Civil engineering** involves the construction of large-scale public engineering projects including highways, bridges, and sewer lines. Career opportunities can include civil engineering technologist, ironworker, occupational health and safety advisor, heavy equipment operator, and concrete finisher.

There are also opportunities for specializing in a particular area and branch off into other jobs as your career evolves over time. For example, electricians can expand their careers through supplemental training and choose to specialize as a lighting technician or power systems electrician, just to name a few.

The Construction Sector Council, in their report "Construction Looking Forward: Labour Requirements from 2006 to 2014" identifies that between "2006 and 2014, Alberta will have to replace an estimated 16% of its construction workforce (16,812 workers) to maintain the 2004 labour force levels." These numbers represents the impact of not only new building projects, but also the impact of skilled trades people retiring or moving out of the province. If you have ever considered a job in the construction industry, this is a great time to begin your journey.

**Apprenticing in Alberta**

Apprenticeship is a great way to gain hands-on training in the construction industry. Apprenticeship and Industry Training (AIT) defines apprenticeship as "a combination of on-the-job training, work experience and technical training in a trade." There are approximately 50 government designated trades in which a person can apprentice in a variety of industries.

Once you have chosen a trade you wish to work in, you must find an employer who is looking to take on an apprentice. Often, companies looking to take on an apprentice will advertise in local papers or on websites and indicate that the position is available for apprenticeship.

When you have found an employer in

the field, you and the employer must fill out an Apprenticeship Training Application Contract and submit the form to AIT.

The final step to becoming an apprentice is creating an Apprenticeship Contract with your employer. This contract will outline your responsibilities, as well as your employer's responsibilities, for successful completion of your apprenticeship. While you are responsible for completing your training – both on the job and through course work – your employer is responsible for such factors as paying you at a percentage of a journeyman wage rate, providing you with on-site training, and giving you time off to attend training sessions. If your

employer does not have a standard Apprenticeship Contract, AIT can assist with this step.

Apprenticing can take between one to four years to complete with approximately four to 12 weeks of in-class training, depending on the trade. The apprentice is responsible for their tuition costs, however financial assistance is available through AIT for qualifying applicants.

For high-school youth looking to pursue a career in the trades, the Registered Apprenticeship Program (RAP) allows students to work part-time as an apprentice and earn school credits towards a high-school diploma. If you are currently a student in grades 10-12, speak to the

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**Bonnyville**

New Park Place  
Box 8115, 5201 44 Street  
Bonnyville, AB T9N 2J4  
Tel: (780) 826-6142  
Fax: (780) 826-1904

**Edmonton**

Capital Health Centre  
7th Floor, South Tower  
10030 107 Street  
Edmonton, AB T5J 4X7  
Tel: (780) 427-8517  
Fax: (780) 422-3734

**Fort McMurray**

7th Floor, Provincial Building  
Box 19, 9915 Franklin Avenue  
Fort McMurray, AB T9H 2K4  
Tel: (780) 743-7150  
Fax: (780) 743-7492

**Grande Prairie**

Suite 100, Towne Centre Mall  
9845 99 Avenue  
Grande Prairie, AB T8V 0R3  
Tel: (780) 538-5240  
Fax: (780) 538-5237

**Hinton**

568 Carmichael Lane  
Hinton, AB T7V 1S8  
Tel: (780) 865-8293  
Fax: (780) 865-8376

**Peace River**

9715 100 Street  
Bag 900-28  
Peace River, AB T8S 1T4  
Tel: (780) 624-6529  
Fax: (780) 624-6476

**Slave Lake**

3rd Floor, Lakeland Centre  
Box 787, 101 Main Street SE  
Slave Lake, AB T0G 2A0  
Tel: (780) 849-7228  
Fax: (780) 849-7121

**Vermilion**

1st Floor, Provincial Building  
Box 26, 4701 52 Street  
Vermilion, AB T9X 1J9  
Tel: (780) 853-8150  
Fax: (780) 853-8203

**To be connected to any Apprenticeship and Industry Training office toll-free from anywhere in Alberta, call 310-0000 and dial the telephone number you wish to reach.**



## Employer Profile... *Pleasant Homes*

### What is your company's primary service in the community?

**Gary Hauk, Operations Manager:**

We are a retailer of modular manufactured homes. There are two sides to the business: full sales and full service. We do all our own set-up and get any service needed on the homes contracted back to us by the manufacturer.

We've been in Morinville for just over two years, but have been in business for 25 years.

### How many employees do you employ in total?

**Gary Hauk:** We currently have 13 employees in everything from sales to tech to labourers.

### What types of trades positions does your company employ?

**Gary Hauk:** Our service technicians know carpentry, electrical and plumbing; one person can do numerous jobs. They are the people that are in charge of fixing and putting things together to make everything fit in the homes.

We are always looking for people who have a willingness to work and to learn. With our labourers and general handymen there is a lot of on-the-job training. We provide a good training ground for people.

### Have you in the past, or do you currently, take on apprentices?

**Gary Hauk:** We are not involved in apprenticing at this point, however we have been looking at working with Women Building Futures. We have been talking to them for a few years and are look-

ing forward to working with them in the future.

### What are some of the challenges of working in this industry?

**Gary Hauk:** We are currently moving from a time when there was big demand and we were trying to keep up with requests. Now the demand is leveling off and we are now focusing on offering a superior product. There is a challenge to build what people need.

Modular housing is an affordable option for people and we want to keep it that way. Currently, we have partnered with someone in Clyde to create Gora Vista Estates - a community where someone can purchase a home and land for under \$200,000. With this project, we will be able to create housing for 45 families in the region.

### What are some of the rewards of working in this industry?

**Gary Hauk:** We are working more and more with two sectors: young families and people going into retirement. The smiles we receive are invaluable. It really satisfies a need in the community.

**For more information, please contact:**

**Pleasant Homes**  
#4 Heritage Industrial  
Park, Box 3249  
Morinville, AB T8R 1S2  
Phone: 780.939.3584



**Quick Links...  
Careers in  
Construction**

### Job Seekers

**Construction JobStore**

<http://ab.constructionjobstores.com>

**Alberta Builder Connect**

[www.albertabuilderconnect.com](http://www.albertabuilderconnect.com)

**Alberta Job Centre**

[www.albertajobcentre.ca](http://www.albertajobcentre.ca)

**Service Canada Job Bank**

[www.jobbank.gc.ca](http://www.jobbank.gc.ca)

### Training Opportunities

**Tradesecrets**

*Apprenticeship and Industry Training*

[www.tradesecrets.gov.ab.ca](http://www.tradesecrets.gov.ab.ca)

**Women Building Futures (WFB)**

[www.womenbuildingfutures.com](http://www.womenbuildingfutures.com)

**Aboriginal Construction Careers**

[www.aboriginalconstructioncareers.com](http://www.aboriginalconstructioncareers.com)

**Construction Boot Camp**

*Merit Contractors Association*

[www.meritalberta.com](http://www.meritalberta.com)

**Trades & Heavy Industrial Programs**

*Keyano College*

[www.keyano.ca](http://www.keyano.ca)

**Trades & Technical Programs**

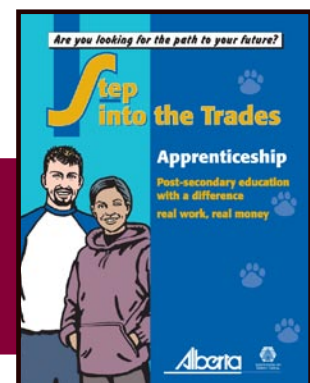
*Portage College*

[www.portagecollege.ca](http://www.portagecollege.ca)

**Apprenticeship & Trades Programs**

*NAIT*

[www.nait.ca](http://www.nait.ca)



## Build your career through apprenticeship.

To receive a free copy of the "Step into the Trades" publication, contact your local Alberta Apprenticeship and Industry Training centre at 310-0000 or visit [www.tradesecrets.gov.ab.ca](http://www.tradesecrets.gov.ab.ca).



## Spotlight On: Women Building Futures

Women Building Futures (WBF) started in 1998 with a dream to help women escape poverty through career training. Their mission is to provide women from around Alberta with the opportunity for economic independence through training, employment and mentorship in the trades.

### Home away from home

The organization recently opened the new Women Building Futures Petro-Canada Training Centre. The Centre has 42 furnished affordable housing suites to assist students who are in need of housing due to financial constraints. The suites are also available for women who have traveled from small communities, reserves and settlements outside of Edmonton for training.

“We are excited about the potential to reach women from across Alberta,” says Wanda Wetterberg, Operations Manager for Women Building Futures. “We believe this will be a strong factor in making our training accessible to those outside of Edmonton.”

Of the 42 bachelor, one-bedroom and two-bedroom suites, 18 two-bedroom suites have been earmarked for single mothers with up to four children.

Over the past 10 years, WBF has helped approximately 330 women start their careers in the trades. With the expansion of their program in the new facility, the organization projects that they will be able to train 400 in one year.

The WBF Petro-Canada Training Centre received \$1.5 million from Petro-Canada towards the new facility. The project also received over \$3.4 million from the Canada-Alberta Affordable Housing Program, \$2.4 million from Western Economic Development, \$1.5 million from the Alberta Community Ma-

nor Facilities Program, \$1.5 million from the Edmonton Housing and Trust Fund, \$1.5 million from the City of Edmonton and \$336,000 through the Residential Rehabilitation Assistance Program - Conversion.

### Starting your career in the trades

Women Building Futures is always looking for students from around Alberta who want to make a significant change in their lives through training in the trades. With the addition of the affordable housing suites, Women Building Futures will begin actively promoting their program in rural Alberta.

“In the Fall, we will be launching Information Sessions and Career Decision Making Workshops in locations throughout Central and Northern Alberta. We are still in the planning stages around locations and dates,” indicates Wetterberg. “If individuals want to attend an Information Session prior to the Fall they can go to the website at [www.womenbuildingfutures.com](http://www.womenbuildingfutures.com) and see dates and times, or call us at 1-866-452-1201.”

There are three steps in the process to start training with WBF: attendance at an information session, participation in an applicant assessment, and selection of a program area.

Information sessions are held on a regular basis throughout the month. To attend an information session, you must pre-register.

The Applicant Assessment looks at transferable skills, math and reading comprehension, aptitude, values, work ethic and commitment. It also gives potential participants the opportunity to learn about the benefits and challenges of working in the construction industry.

WBF programs combine academic upgrading with hands-on learning, work

### Women Building Futures Quick Facts:

- 95% of Women Building Futures students completed the program.
- 85% were employed within two months of graduation.
- 70% were indentured within three months.
- 4% of Alberta’s construction trades workforce are women.
- 30% of Women Building Futures clients are Aboriginal.

experience, workplace culture and career development, and job retention support.

The 16-week Journeywoman Start program prepares participants for the construction workplace through hands-on skill training and safety certifications. This program will also prepare students to successfully complete the Alberta Apprenticeship Entrance Exam and help with your apprenticeship placement and job maintenance.

The Journeywomen Start Accelerated runs for eight weeks and is designed for highly motivated students looking to start their careers in boiler making, carpentry pipefitting/steamfitting and electrical trades.

The Women In Construction Bootcamp is a four-week crash course is designed for students motivated to obtain entry-level employment in residential and commercial construction.

Women Building Futures can assist you with choosing the career in construction that is right for you.

**For more information on  
Women Building Futures  
(WBF) please contact:**

**Women Building Futures**  
10326 107 Street  
Edmonton, AB T5J 1K2  
Toll Free: 1.866.452.1201  
[www.womenbuildingfutures.com](http://www.womenbuildingfutures.com)

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RAP Coordinator for your school - school counsellor, principal or teacher – to find out about opportunities in your area.

For full information on apprenticing in Alberta, visit the TradeSecrets website at [www.tradesecrets.gov.ab.ca](http://www.tradesecrets.gov.ab.ca) or contact your local AIT centre. Please refer to page 2 of this publication for the AIT centre in your area.

**Certifications in Alberta**

Once a person has completed their apprenticeship training, they can apply for the Alberta Journeyman Certificate. This certification allows the person to work in their chosen trade within the province of Alberta. To receive this certification, the apprentice must complete their apprenticeship hours and have a satisfactory recommendation from their on-site supervisor, complete all courses and pass all required examinations, and forward their apprenticeship record book to AIT.

People entering Alberta from another province or territory with previous certification as a journeyman can apply for the Alberta Journeyman Equivalency. This certificate can be applied for in two ways: based on a recognized certificate, or based on another journeyman or completion of apprenticeship trade certificate. A list of transferable trades is available through AIT. If your trade is not listed as a designated transferable trade, you can apply to have your certificate assessed based on Alberta standards. For complete information on Equivalency certificates, contact your local AIT centre.

The Red Seal certificate allows a tradesperson to work anywhere in Canada. There are currently 45 trades that are eligible for Red Seal certification

**Did you know?**

**In 2006, 46,642 men and women were registered apprentices in Alberta.**

Source: "Construction Looking Forward: Labour Requirements from 2007 to 2015 for Alberta" Construction Sector Council.

including carpenter, cabinet maker and construction craft worker, just to name a few. To apply for Red Seal designation, a person must hold a valid trade or journeyman certificate in a Red Seal designated trade. To receive the designation, the journeyman must submit their application, pay a non-refundable fee, and pass a required interprovincial examination. For more information on the Red Seal program, visit their website at [www.red-seal.ca](http://www.red-seal.ca) or contact your local AIT centre.

**Building your career**

The best place to start your career path in construction is to research some of the areas you are interested in working. Played with Lego as a child? Maybe bricklaying appeals to you as a career. Enjoy puzzles and mathematics? Maybe tilesetting is for you. Researching your opportunities can help you match your interests to a rewarding career.

Take some time to talk to people in your area of interest and ask them about how they got started, what their work day is like, and the pros and cons of the job. Talking to people in the industry is not only a good way to learn about a career, it can also be a great networking opportunity.

To learn more about jobs in construction, visit the Alberta Learning Information Services (ALIS) website at [www.alis.gov.ab.ca/occinfo](http://www.alis.gov.ab.ca/occinfo) for complete Occupational Profile descriptions in the construction industry, or phone the Alberta Career Information Hotline at 1-800-661-3753 for more information. With so many opportunities in the industry, research can help put you on the path to a career in construction.

**EMPLOYER CONNECTIONS****Working with an Apprentice**

Taking on an apprentice has a long and rich history that dates back to medieval Europe. In times past, skilled labourers took on apprentices not only to help them with their own work, but to pass on their knowledge to another generation of artisans and crafts people.

Today, business owners are bringing apprentices into their operations to fill an important need within their company, as well as train future employees.

For business owners who have not taken on an apprentice, but are considering the prospect, here is some quick information about the program.

- Employers are responsible for providing their apprentice with on-the-job training by a qualified journeyman or tradesperson.
- Alberta Apprenticeship and Industry Training (AIT) sets out apprentice ratios to ensure that companies have an adequate number of certified trades people for every apprentice working in the business.
- Once an apprentice has been hired, an Apprenticeship Contract must be created between the employer and employee, to ensure both parties understand the expectation of the position.
- Employers are responsible for paying the apprentice's wages based on a percentage of a journeyman's pay scale.
- Employers must allow their apprentice time off, if necessary, to complete their in-class training.
- Employers must keep the apprentice's Record Book up to date with activities learned on the job.

**For more information on working with apprentices in Alberta, please contact: Apprenticeship and Industry Training at 310-0000 or visit [www.tradesecrets.gov.ab.ca](http://www.tradesecrets.gov.ab.ca)**

**Did you know?**

**Alberta's construction industry is expected to grow an average of 5.2% annually from 2006-2011.**

Source: "A Workforce Strategy for Alberta's Construction Industry", Government of Alberta.



## In the news...

### Alberta launches record setting construction season

*Province invests \$1.9 billion in 2008 on highway infrastructure*

The province will invest a record \$1.9 billion through the Capital Plan in 2008 on the ring roads in Edmonton and Calgary, on highway and bridge construction, and on repaving and widening work across the province.

“The province is investing a record amount of funding this year for highway infrastructure,” said Luke Ouellette, Minister of Transportation. “Alberta is committed to investing in priority highway and bridge construction, as a safe and efficient highway network supports Alberta’s economy and contributes to the province’s continuing prosperity.”

In 2008, the province will re-pave 1,240 kilometres of highway, including 82 kilometres of widening work. In addition, the province will complete 50 kilometres of new paved highway.

“Although we will invest more in our provincial highway network during 2008-11 than ever before, we recognize there is still work to do to improve our highway infrastructure and we will continue to address these needs based on priority and available funds,” said Ouellette.

Based on the 2008-11 Capital Plan, government will invest \$5.2 billion in Alberta’s provincial highway network over the next three years, an increase of \$548 million from 2007-10 levels.

*Government of Alberta, May 1, 2008*

### Province invests \$79 million to enhance students’ career pathways

Students who choose career and technology studies (CTS) as an option will benefit from the Alberta government’s refocused curriculum, an expansion of programs and \$79 million in funding support.

Alberta Education’s 2008/09 budget provides \$21.5 million per year over the next three years to expand CTS programming, support curriculum development and upgrade equipment.

“Enhancing CTS options for our students opens a wide variety of opportunities to become part of Alberta’s skilled and knowledgeable workforce,” said Education Minister Dave Hancock. “Such training is essential to support the province’s industries and improve the long-run sustainability of our economy.”

In addition, through Skills Canada Alberta, the provincial government provided more than \$14 million to school jurisdictions for equipment upgrades to more than 100 CTS labs throughout the province. Out of the province’s 62 school boards and authorities, a total of 53 proposals submitted and approved for funding.

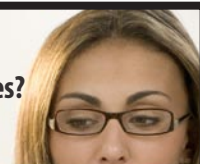
“This partnership between Skills Canada Alberta and the government complements innovative strategies such as regional skills centres and mobile CTS labs,” said Hancock. “Education will also be working with the ministries of Advanced Education and Technology and Employment and Immigration to further enhance CTS delivery, accessibility and students’ transitions into their chosen careers.”

#### Regional Grant Recipients include:

- Living Waters Catholic Regional Division No 42 - \$143,700

*Government of Alberta, April 29, 2008*

Looking for work?  
Looking for employees?  
We can help.



## Regional career and employment services

### Career Employment & Counselling Services

9815 100 Street  
Morinville, AB T8R 1R3  
p. 780.939.2353  
f. 780.939.6795  
[www.cecs-careers.com](http://www.cecs-careers.com)

### Careers Under Construction

Market Square Shopping Centre  
162, 10404 99 Avenue  
Fort Saskatchewan, AB T8L 3W2  
p. 780.992.0250  
f. 780.992.9264  
[www.careersunderconstruction.ca](http://www.careersunderconstruction.ca)

For more information on Alberta Employment & Immigration centres and services, call the Alberta Career Information Hotline at 1.800.661.3753 or visit <http://employment.alberta.ca>

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## Registered Apprenticeship Program (RAP)

Start your career in the trades, while you are in high school.

RAP opens the door for high school students to gain work experience and develop skills in trades while finishing high-school studies. In partnership with high schools and employers, RAP students can create a schedule to balance on-the-job and in-school learning.

For more information on RAP opportunities in your community, visit [www.tradesecrets.org](http://www.tradesecrets.org) or call 310-0000.