

MOVING WITH THE TIMES



A guide to employment
opportunities through the LRT

June 2018



Workforce Planning Hamilton
Planification de main d'oeuvre de Hamilton



The Hamilton Light Rail Transit system is a go!

In 2015, the Ontario government announced up to \$1 Billion for the Light Rail Transit in Hamilton¹ and the wheels were set in motion.



The LRT construction is set to begin in 2019 with service starting in

2024

This is a BIG construction project for Hamilton and a real job creation opportunity! As our community prepares for this new infrastructure, Workforce Planning Hamilton created the following guide to share skills information on the occupations required to build and maintain the LRT. This guide will reveal the impact on jobs of this major infrastructure development and will inspire students and job seekers to explore the great opportunities available.

Our guide highlights the types of jobs that will be available throughout the construction of the LRT and skills, competencies and training necessary to be successful in a career in these fields. It also offers some insights into the jobs required to maintain it after it is built.

During construction, there will be approximately 3,500 construction jobs in Hamilton and another 300 jobs to deliver regular operations and maintenance.²

To determine which occupations appeared in the guide, Workforce Planning Hamilton consulted with industry partners and other LRT projects regarding information on education, salary, work environment/hours of work and future prospects. In addition, national resources and other Canadian studies were used to develop a full range of information for each occupation featured in the guide.

Workforce Planning Hamilton has selected only a few of the many careers required for the LRT project in Hamilton. Readers are urged to explore the many other career opportunities available in this area through excellent on-line resources appearing throughout the guide.

The occupations are organized in this document by which phase of the LRT the job is required.

PHASE 1: Planning and preparing for the LRT (jobs required from current day- 2019)

PHASE 2: Construction of the LRT (jobs required from 2019- 2024)

PHASE 3: Maintaining and operating the LRT (jobs required from 2024- unknown)

Workforce Planning Hamilton is a leader in local workforce development, providing evidence-based analysis and engaging a broad range of labour market stakeholders.

For more information visit our website at www.workforceplanninghamilton.ca

¹ <https://news.ontario.ca/opo/en/2015/05/ontario-investing-up-to-1-billion-for-light-rail-transit-in-hamilton>

² http://www2.hamilton.ca/NR/rdonlyres/76D38C17-DC96-4C54-8E55-3A6EA1C71D73/0/Feb25EDRMS_n414203_v1_5_1_PW13014.pdf

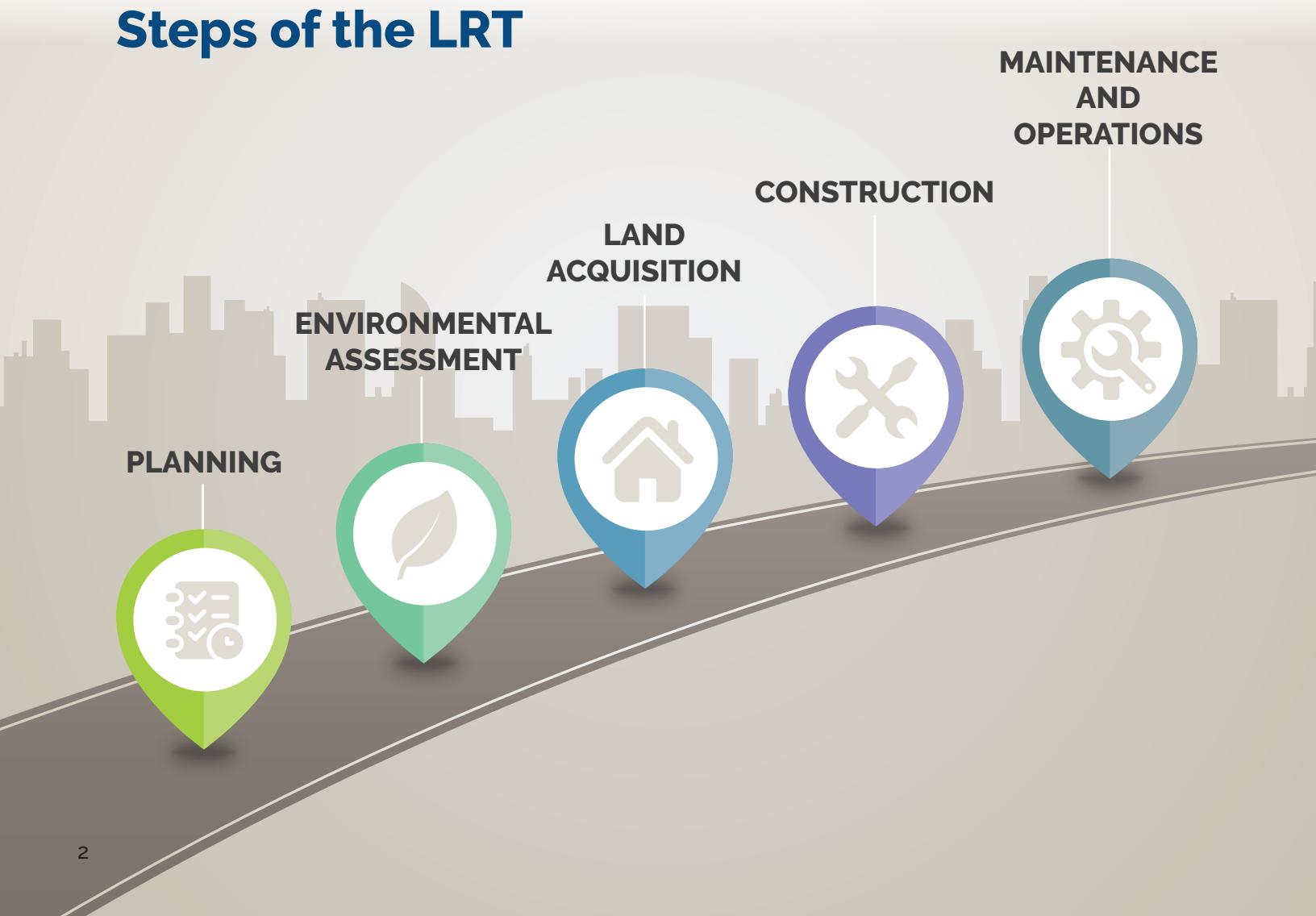
HOW TO USE THIS DOCUMENT

This document is divided into three main phases of the LRT. Each section includes the kinds of jobs required for the LRT implementation. The employment profile includes:

- The job title
- The NOC and NAICs Code
- A job description
- Wage information
- Training and education information

This document includes full career guides for 20 of the most in-demand occupations for the LRT. This document also includes some of the employers involved in the LRT project as well as the educational, training, and community organizations to help with education, employment and training.

Steps of the LRT



PLANNING



Planning

Since the 2015 announcement from the Ontario government about the LRT funding, the City of Hamilton, Metrolinx, and provincial employees along with consultants and stakeholders have been planning for the LRT.

Some occupations involved in the planning process include:

Management Occupations

- Auditors
- Business process analyst
- Community consultants
- Contracts director
- Director, safety
- Engineers
- Manager, station construction & commissioning
- Manager, performance and managed service contracts
- Manager, land development
- Manager, HR services
- Planners
- Senior manager, real estate operations

Government and Law Occupations

- City councillors
- Provincial ministers
- Lawyers
- Zoning officer

Business and Finance Occupations

- Accounts payable administrator
- Administrator, requisition and receiving
- Administrative officers, *career guide included*
- Buyer- supply chain
- Financial analysts
- HR specialist
- Information technology – network technician
- Insurance program officer
- Payroll clerks, *career guide included*
- Special events coordinator
- Transit safety officer

ENVIRONMENTAL ASSESSMENT AND STUDIES



Environmental Assessment and studies

Before the LRT approval, environmental studies were conducted to determine baselines and the feasibility of the project.

Some of the occupations required were:

- City councillors and staff
- Engineers
- Hydrologists
- Biologists
- Archeologists
- Land planners
- Project managers
- Surveyors

LAND ACQUISITION



Land Acquisition

To accommodate the LRT route, land is purchased.

Occupations required in this phase include:

- Auditors
- Accountants
- Real estate developers
- Lawyers
- Land assessors
- Project managers
- City councillors and staff

CONSTRUCTION



Construction

During LRT construction there will be major disruptions, streetlights and utilities will be relocated, temporary traffic signals might be installed, traffic will be diverted and all of this will be accomplished by a large workforce. During the implementation of the LRT, tracks, landscaping around the tracks, traffic islands, LRT stops, LRT shelters and other infrastructure will be created.

To complete these tasks, these occupations, among others will do the job:

- Construction managers (NOC 0711)
- Crane operators (NOC 7371)
- Plumbers (NOC 7251)
- Carpenters (NOC 7271)
- Landscaping and grounds keepers (NOC 8612)
- Machinists (NOC 7231)
- Electricians (NOC 7241)
- Heavy equipment operators (NOC 7521)
- Concrete finishers (NOC 7282)
- Construction trades helpers (NOC 7611)
- Welders (NOC 7237)
- Civil engineer technologists (NOC 2231)

All of the job titles above are included in this guide.

MAINTENANCE AND OPERATIONS



Maintenance and Operations

Hundreds of jobs are required to maintain and operate the LRT system in Hamilton. People of different skill levels and education are required across multiple sectors to ensure the success of the project.

Some of the jobs required to maintain and operate the LRT system in Hamilton are:

- Public works maintenance workers (NOC 7522)
- Transit operators (NOC 7512)
- Various professional and technical jobs

The job titles above are included in this guide.

The next section of this report highlights some of the most in-demand occupations required for the LRT project.



Needed in
which phase
of the LRT?



Planning
2015-2017



Construction
2019 -2024



Operation/ Maintenance
starting 2024

What will I be doing?

Administrative officers oversee and implement administrative procedures, establish work priorities, conduct analyses of administrative operations and co-ordinate acquisition of administrative services such as office space, supplies and security services.

During the LRT process, an administrative officer might be assisting with files, clients and office work.

To learn more about this job, visit the www.jobbank.gc.ca

How much will I make?

Average wage in the
Hamilton region

\$23.00
per hour

Average wage in
Ontario is between:
\$13.00 - \$35.71

What is the job outlook in Hamilton?



GREAT

- A large number of people are expected to retire
- This occupation has recently experienced moderate levels of unemployment

What is the career track?

COMPLETE HIGH SCHOOL



- For help completing your high school, contact your school board or **Adult Basic Education Association** (for adult learners)
- Useful websites: **HWDSB** and **HWCDSB**

COMPLETE TRAINING



- A university degree or college diploma in business or public administration may be required.
- Consider Mohawk College's **office administration programs**

LEARN MORE



- Contact an association to learn more about this career
- Option: **Association of Administrative Professionals**

APPLY TO WORK



- Contact an **employment service agency** to help with finding work
- Visit **WIN Hamilton** for a list of service providers www.winhamilton.ca

What should I bring to the job?



EDUCATION

- High school diploma
- A university degree or college diploma



SOFT SKILLS

- Strong reading comprehension and writing skills
- Organizational ability
- Time and project management skills
- Self-initiative/decision making skills



TECHNICAL SKILLS

- Experience working with databases and computers (may be assembling data and preparing reports)
- Experience working in a computerized environment (may be working with Microsoft Office, EXCEL, Internet, office equipment, software)



OTHER

- Must be willing to move in a fast-paced, office environment





Needed in
which phase
of the LRT?



Planning
2015-2017



Construction
2019 -2024



Operation/ Maintenance
starting 2024

What will I be doing?

Payroll clerks collect, verify and process payroll information and determine pay and benefit entitlements for employees within a department, company or other establishment. They are employed by payroll administration companies and by establishments throughout the private and public sectors.

During the LRT process, a payroll clerk will be making sure all employees are paid on-time.

To learn more about this job, visit the www.jobbank.gc.ca

How much will I make?

Average wage in
Ontario

**\$22.56
per hour**

Average wage in
Ontario is between:

\$15.00 - \$32.56

What is the job outlook in Hamilton?



GOOD

- Employment growth will lead to several new positions.
- A moderate number of positions will become available due to retirements.

What is the career track?

COMPLETE HIGH SCHOOL



- For help completing your high school, contact your school board or **Adult Basic Education Association** (for adult learners)
- Useful websites: **HWDSB** and **HWCDSB**

COMPLETE TRAINING



- A university degree or college diploma in business or public administration may be required.
- Consider Mohawk College's **Business-Accounting** program

LEARN MORE



- Contact an association to learn more about this career
- Option: **Association of Administrative Professionals**

APPLY TO WORK



- Contact an **employment service agency** to help with finding work
- Visit **WIN Hamilton** for a list of service providers www.winhamilton.ca

What should I bring to the job?



EDUCATION

- High school diploma
- A university degree or college diploma



SOFT SKILLS

- Strong reading comprehension and writing skills
- Attention to detail and accuracy
- Communication skills (may be working with customer service, correspondence, email, filing)



TECHNICAL SKILLS

- Experience working with databases and computers (may be assembling data and preparing reports)
- Experience with QuickBooks, payroll, bookkeeping, recordkeeping, billing, invoicing, calendars, scheduling
- Strong numeracy skills



OTHER

- Must be willing to move in a fast-paced, office environment
- May need knowledge of legal and accounting terminology



For more information, visit
www.workforceplanninghamilton.ca



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Ontario



Needed in
which phase
of the LRT?



Planning
2015-2017



Construction
2019 -2024



Operation/ Maintenance
starting 2024

What will I be doing?

Construction managers plan, organize, direct, control and evaluate the activities of a construction company or a construction department within a company, under the direction of a general manager or other senior manager.

During the LRT construction, a construction manager might be managing the construction around the LRT routes

To learn more about this job, visit the www.jobbank.gc.ca

How much will I make?

Average wage in
Ontario

Average wage in
Ontario is between:
\$24.04 to \$57.69

**\$36.06
per hour**

What is the job outlook in Hamilton?



GOOD

- Employment growth is expected to be strong
- A large number of people are expected to retire

What is the career track?

COMPLETE HIGH SCHOOL



- For help completing your high school, contact your school board or **Adult Basic Education Association** (for adult learners)
- Useful websites: **HWDSB** and **HWCDSB**

COMPLETE TRAINING



- Contact your guidance counselor or a local college to help with this
- Consider Mohawk College's **Construction Engineering Technician** diploma

APPLY TO WORK



- Contact an **employment service agency** to help with finding work
- Visit **WIN Hamilton** for a list of service providers

What should I bring to the job?



EDUCATION

- High school diploma, specifically Grade 12 English, C or U or equivalent and Grade 12 Mathematics
- Visit **Ontario Colleges** for more information



SOFT SKILLS

- Strong leadership skills (Must be able to hire and supervise activities of subcontractors. Recruit, hire and supervise staff)
- Strong time management and people management skills
- Ability to remain calm under pressure



TECHNICAL SKILLS

- Experience working with construction schedules and preparing reports
- Experience evaluating projects and outcomes
- Knowledge of scheduling budgets, costs, and risk management
- Good knowledge of building methods and regulations



OTHER

- Driver's license
- WHMIS
- First Aid
- Occupational Health and Safety Certification



NOC
7371

Crane Operator



Needed in
which phase
of the LRT?



Planning
2015-2017



Construction
2019 -2024



Operation/ Maintenance
starting 2024

What will I be doing?

Crane operators operate cranes or draglines to lift, move, position or place machinery, equipment and other large objects at construction or industrial sites, ports, railway yards, surface mines and other similar locations.

During the LRT construction, a crane operator might be working to set track down or moving large, heavy pieces.

Learn more about this job at www.jobbank.gc.ca

What is the job
outlook in Hamilton?



FAIR

How much will I make?

Average wage in the
Hamilton region

Average wage in
Ontario is between:
\$17.95-\$40.00

**\$28.00
per hour**

- Employment is expected to decline
- A large number of people are expected to retire
- This occupation has recently experienced high levels of unemployment

What is the career track?

COMPLETE HIGH SCHOOL



- For help completing your high school, contact your school board or **Adult Basic Education Association** (for adult learners)
- Useful websites: **HWDSB** and **HWCDSB**

COMPLETE TRAINING



- Contact your guidance counselor or a local college to help with this
- Consider **Crane Training Canada** and the **Tower Crane Apprenticeship Program**

LEARN MORE



- Contact a union to learn more about this career
- Option: **Local 793**

APPLY TO WORK



- Contact an **employment service agency** to help with finding work
- Visit **WIN Hamilton** for a list of service providers www.winhamilton.ca

What should I bring to the job?



EDUCATION

- High school diploma
- Visit **Ontario Colleges** for more information



SOFT SKILLS

- Oral communication, working with others, problem solving, critical thinking, decision making
- Must be able to work independently and self-monitor performance



TECHNICAL SKILLS

- Must be able to perform routine maintenance work, clean, and lubricate cranes
- Strong dexterity skills to operate equipment and systems
- Knowledge of relevant equipment, policies, and procedures



OTHER

- DZ or AZ driver's license
- Must be willing to work in heights
- Must be willing to travel



For more information, visit
www.workforceplanninghamilton.ca



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Ontario



Needed in
which phase
of the LRT?



Planning
2015-2017



Construction
2019 -2024



Operation/ Maintenance
starting 2024

What will I be doing?

Plumbers install, repair and maintain pipes, fixtures and other plumbing equipment used for water distribution and wastewater disposal in residential, commercial and industrial buildings.

During the LRT construction, a plumber might be working on the pipes on and around the LRT routes.

To learn more about this job, visit the www.jobbank.gc.ca

How much will I make?

Average wage in the
Hamilton region

Average wage in
Ontario is between:
\$14.25 - \$45.45

**\$32.00
per hour**

What is the job outlook in Hamilton?



GOOD

- Employment growth is expected to be strong.
- A moderate number of people are expected to retire.

What is the career track?

COMPLETE HIGH SCHOOL



- For help completing your high school, contact your school board or **Adult Basic Education Association** (for adult learners)
- Useful websites: **HWDSB** and **HWCDSB**

COMPLETE TRAINING



- Contact your **OYAP** representative or a local college to help with this
- Plumbers require a certificate to work in Ontario. For more information, contact: **the College of Trades** website

LEARN MORE



- Contact a union or association to learn more about this career
- Options: **UA Local 67**

APPLY TO WORK



- Contact an **employment service agency** to help with finding work
- Visit **WIN Hamilton** for a list of service providers

What should I bring to the job?



EDUCATION

- High school diploma
- A plumbing certificate
- Visit the **Ontario Colleges** website for more information
- Training to become a Plumber is available through **UA Local 67**
- Consider Mohawk College's plumbing programs



SOFT SKILLS

- Strong reading comprehension (must be able to read and understand the Canadian Plumbing Code to learn the regulations that govern the plumbing system)
- Attention to detail, problem solving skills



TECHNICAL SKILLS

- Experience working with tools, blueprints, installing, repairing and maintaining fixtures
- Knowledge of repairing and maintaining domestic, commercial, and industrial plumbing fixtures and systems
- Manual dexterity and good control of hands to manipulate small objects



OTHER

- Must be able to lift 20-30 lbs
- Must be willing to work in small spaces
- Plumbing is a restricted trade which means that you must be registered as an apprentice or hold a Certificate of Qualification to work in this trade



NOC
7271

Carpenter



Needed in
which phase
of the LRT?



Planning
2015-2017



Construction
2019 -2024



Operation/ Maintenance
starting 2024

What will I be doing?

Carpenters construct, erect, install, maintain and repair structures and components of structures made of wood, wood substitutes, lightweight steel and other materials.

During the LRT construction, a carpenter might be creating, erecting, and installing structures to keep the trenches and tracks stable.

Learn more about this job at www.jobbank.gc.ca

How much will I make?

Average wage in the
Hamilton region

**\$22.60
per hour**

Average wage is
between:
\$14.00 - \$36.43

What is the job outlook in Hamilton?



GOOD

- Employment growth is expected to be strong
- A moderate number of people are expected to retire

What is the career track?

COMPLETE HIGH SCHOOL



- For help completing your high school, contact your school board or **Adult Basic Education Association** (for adult learners)
- Useful websites: **HWDSB** and **HWCDSB**

COMPLETE TRAINING



- Contact your **OYAP** representative or a local college to help with this
- Consider Mohawk College's carpentry programs

LEARN MORE



- Contact a union or association to learn more about this career
- Options: **Local 18** or **Hamilton-Halton Construction Association**

APPLY TO WORK



- Contact an **employment service agency** to help with finding work
- Visit **WIN Hamilton** for a list of service providers www.winhamilton.ca

What should I bring to the job?



EDUCATION

- Minimum Grade 10

RESOURCES

- The **Apprenticeship Incentive Grant (AIG)**
- The **Apprenticeship Completion Grant (ACG)**



SOFT SKILLS

- Strong reading comprehension (must be able to read and understand job site safety procedures, blueprints, and drawings)
- Strong problem solving skills to troubleshoot problems on the job



TECHNICAL SKILLS

- Experience working with wood products and how to select the best material for a job
- Strong math skills to measure, estimate cost and quantity of material



OTHER

- Completion of a 7,200-hour Apprenticeship (on-the-job work experience & three mandatory eight week blocks of in-school training.)
- Once apprentices have completed the required schooling and work experience, they may write the Carpentry Certificate of Qualification examination. A provincial C of Q and inter-provincial or "Red-Seal" certificate will be granted to those scoring 70% or above.



For more information, visit
www.workforceplanninghamilton.ca



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Ontario



Needed in
which phase
of the LRT?



Planning
2015-2017



Construction
2019 -2024



Operation/ Maintenance
starting 2024

What will I be doing?

Landscaping and grounds maintenance labourers perform work to assist in the construction of landscapes and related structures, and to maintain lawns, gardens, athletic fields, golf courses, cemeteries, parks, landscaped interiors and other landscaped areas. They are employed by landscaping and lawn care companies, golf courses, cemeteries, and landscaping operations of public works departments and private establishments.

Learn more about this job at www.jobbank.gc.ca

How much will I make?

Average wage in the
Hamilton region

**\$15.00
per hour**

Average wage is
between:
\$14.00 - \$25.00

What is the job outlook in Hamilton?



GOOD

- A small number of people are expected to retire.
- This occupation has recently experienced moderate levels of unemployment.

What is the career track?

COMPLETE HIGH SCHOOL



- For help completing your high school, contact your school board or **Adult Basic Education Association** (for adult learners)
- Useful websites: **HWDSB** and **HWCDSB**

COMPLETE TRAINING



- Some secondary school education may be required
- A provincial license to apply chemical fertilizers, fungicides, herbicides and pesticides may be required

LEARN MORE



- Contact a union or association to learn more about this career
- Options:
Liuna Local 837, Hamilton-Halton Construction Association

APPLY TO WORK



- Contact an **employment service agency** to help with finding work
- Visit **WIN Hamilton** for a list of service providers www.winhamilton.ca

What should I bring to the job?



EDUCATION

- High school diploma
- A provincial license to apply chemical fertilizers, fungicides, herbicides and pesticides may be required



SOFT SKILLS

- Strong reading comprehension (Must be able to read instructions and warnings written on signs, labels and packaging)
- Creativity and ability to envision a project and design is an asset



TECHNICAL SKILLS

- Experience working with specialized tools and equipment
- Knowledge of soil, fertilizers, irrigation systems, grafting and botany



OTHER

- Must be able to lift 20-30 lbs
- Must be willing to work outdoors in various conditions





Needed in
which phase
of the LRT?



Planning
2015-2017



Construction
2019 -2024



Operation/ Maintenance
starting 2024

What will I be doing?

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

During the LRT construction, a machinist might be setting up and operating a variety of machine tools needed for the tracks

Learn more about this job at www.jobbank.gc.ca

How much will I make?

Average wage in the
Hamilton region

\$25.00
per hour

Average wage is
between:
\$18.00 - \$36.00

What is the job outlook in Hamilton?



GOOD

- A moderate number of people are expected to retire
- This occupation has recently experienced moderate levels of unemployment

What is the career track?

COMPLETE HIGH SCHOOL



- For help completing your high school, contact your school board or **Adult Basic Education Association** (for adult learners)
- Useful websites: **HWDSB** and **HWCDSB**

COMPLETE TRAINING



- Contact your **OYAP** representative or a local college to help with this and with finding an **apprenticeship**

LEARN MORE



- Contact a union to learn more about this career
- Option: **IAM District 78**

APPLY TO WORK



- Contact an **employment service agency** to help with finding work
- Visit **WIN Hamilton** for a list of service providers www.winhamilton.ca

What should I bring to the job?



EDUCATION

- High school diploma
- Including: Grade 11 English, E, C or U
- Grade 10 Mathematics, L, D or P
- Consider Mohawk College's **General Machinist** program

SUPPORTS FOR EDUCATION

- The **Apprenticeship Incentive Grant (AIG)**
- The **Apprenticeship Completion Grant (ACG)**



SOFT SKILLS

- Strong reading comprehension (must be able to read and interpret engineering drawings, blueprints, charts and tables)
- Ability to complete checklists and other forms
- Ability to review graphs, sketches and estimate measurements



TECHNICAL SKILLS

- Experience working with measuring instruments such as dial indicators, fixed gauges, height gauges and other measuring devices
- Experience calculating dimensions and distance
- Knowledge of tools, materials, equipment and measuring instruments for the job



OTHER

- **Apprenticeship**
- WHMIS training
- First Aid Training



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Ontario



Needed in
which phase
of the LRT?



Planning
2015-2017



Construction
2019 -2024



Operation/ Maintenance
starting 2024

What will I be doing?

Electricians lay out, assemble, install, test, troubleshoot and repair electrical wiring, fixtures, control devices and related equipment in buildings and other structures.

During the LRT construction, an electrician might be wiring and re-wiring existing and future wires

Learn more about this job at www.jobbank.gc.ca

How much will I make?

Average wage in the
Hamilton region

Average wage is
between:
\$15.00 - \$43.24

**\$26.00
per hour**

What is the job outlook in Hamilton?



Employment growth is expected to be moderate

What is the career track?

COMPLETE HIGH SCHOOL



- For help completing your high school, contact your school board or **Adult Basic Education Association** (for adult learners)
- Useful websites: **HWDSB** and **HWCDSB**

COMPLETE TRAINING



- Contact your **OYAP** representative or a local college to help with this.
- Option: www.collegeoftrades.ca

LEARN MORE



- Contact a union or association to learn more about this career
- Options: **IBEW Local 105**, Electrical Construction Association Hamilton (**ECAH**)

APPLY TO WORK



- Contact an **employment service agency** to help with finding work
- Visit **WIN Hamilton** for a list of service providers www.winhamilton.ca

What should I bring to the job?



EDUCATION

- Math, science and tech knowledge
- High school diploma
- Electrician certificate
- Consider Mohawk College's **Electrician** programs



SOFT SKILLS

- Strong work ethic
- Strong communication skills
- Customer service skills to work with and attract new customers
- Dependability, patience, and endurance



TECHNICAL SKILLS

- Experience working with electrical wires
- The ability to follow technical drawings, building plans and wiring diagrams.



OTHER

- Must be able to lift 20-30 lbs
- Must be willing to work in small and tight spaces
- The ability to work carefully, methodically and safely



NOC
7521

Heavy Equipment Operator



Needed in
which phase
of the LRT?



Planning
2015-2017



Construction
2019 -2024



Operation/ Maintenance
starting 2024

What will I be doing?

Heavy equipment operators operate heavy equipment used in the construction and maintenance of roads, bridges, airports, gas and oil pipelines, tunnels, buildings and other structures; in surface mining and quarrying activities; and in material handling work.

During the LRT construction, a heavy equipment operator might be drilling and digging trenches for the tracks and LRT infrastructure

Learn more about this job at www.jobbank.gc.ca

How much will I make?

Average wage in the
Hamilton region

**\$25.50
per hour**

Average wage is
between:
\$18.00 - \$35.00

What is the job outlook in Hamilton?



Employment growth is expected to be moderate

What is the career track?

COMPLETE HIGH SCHOOL



- For help completing your high school, contact your school board or **Adult Basic Education Association** (for adult learners)
- Useful websites: **HWDSB** and **HWCDSB**

COMPLETE TRAINING



- Contact your guidance counsellor, local college or training institution to help with this
- Options: **Robar Centre, Transport Training Centres of Canada**

LEARN MORE



- Contact a union to learn more about this career
- Option: **Local 793** international union of operating engineers

APPLY TO WORK



- Contact an **employment service agency** to help with finding work
- Visit **WIN Hamilton** for a list of service providers www.winhamilton.ca

What should I bring to the job?



EDUCATION

- High school/GED



SOFT SKILLS

- Strong work ethic
- Strong communication skills
- Problem-solving abilities
- Self-discipline and the ability to work independently



TECHNICAL SKILLS

- Math, science and tech knowledge
- Experience working with backhoes, bulldozers, loaders and graders



OTHER

- Certificate from a training centre
- Good physical condition
- A high degree of physical coordination, full range of body motion
- Manual and finger dexterity and eye-hand and foot coordination



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Ontario

15



Needed in
which phase
of the LRT?



Planning
2015-2017



Construction
2019 -2024



Operation/ Maintenance
starting 2024

What will I be doing?

Concrete finishers smooth and finish freshly poured concrete, apply curing or surface treatments and install, maintain and restore various masonry structures such as foundations, floors, ceilings, sidewalks, roads, patios and highrise buildings.

During the LRT construction, concrete finishers might be setting the foundation for the LRT stops

Learn more about this job at www.jobbank.gc.ca

How much will I make?

Average wage in the
Hamilton region

**\$25.75
per hour**

Average wage is
between:
\$18.00 - \$33.77

What is the job outlook in Hamilton?



Employment growth is expected to be moderate

What is the career track?

COMPLETE HIGH SCHOOL



- For help completing your high school, contact your school board or **Adult Basic Education Association** (for adult learners)
- Useful websites: **HWDSB** and **HWCDSB**

COMPLETE TRAINING



- Contact your school representative or training institution to help with this.
- Option: **LiUNA Local 183**

LEARN MORE



- Contact a union to learn more about this career
- Option: **LiUNA Local 183**

APPLY TO WORK



- Contact an **employment service agency** to help with finding work
- Visit **WIN Hamilton** for a list of service providers www.winhamilton.ca

What should I bring to the job?



EDUCATION

- High school/GED
- Training with a union
 - Option: **LiUNA Local 183**
- Training in health and safety



SOFT SKILLS

- Strong work ethic
- Strong communication skills
- An ability to follow instructions
- Must be willing to work as part of a team on physically and mentally challenging projects



TECHNICAL SKILLS

- Experience with repairing, and replacing items
- The ability to: Operate hand and power tools to compact and level concrete and to create the desired finish



OTHER

- The physical strength, stamina and ability to use proper lifting techniques required to shovel and move wet concrete sometimes in excess of 25 kilograms



NOC
7611

Construction Trades Helpers



Needed in
which phase
of the LRT?



Planning
2015-2017



Construction
2019 -2024



Operation/ Maintenance
starting 2024

What will I be doing?

Construction trades helpers and labourers assist skilled tradespersons and perform labouring activities at construction sites

During the LRT construction, construction trades helpers and labourers might be working on the tracks, infrastructure, and landscaping

Learn more about this job at www.jobbank.gc.ca

How much will I make?

Average wage in the
Hamilton region

**\$18.50
per hour**

Average wage is
between:
\$14.00 - \$30.00

What is the job outlook in Hamilton?



- Employment growth is expected to be moderate

What is the career track?

COMPLETE HIGH SCHOOL



- For help completing your high school, contact your school board or **Adult Basic Education Association** (for adult learners)
- Useful websites: **HWDSB** and **HWCDSB**

COMPLETE TRAINING



- Contact your **OYAP** representative or a local college to help with this

LEARN MORE



Visit these websites to learn more about this job, the salary and the skills needed
iaccess.gov.on.ca
www.iaccess.gov.on.ca/labourmarket/search.xhtml
www.jobbank.ca

APPLY TO WORK



- Contact an **employment service agency** to help with finding work
- Visit **WIN Hamilton** for a list of service providers www.winhamilton.ca

What should I bring to the job?



EDUCATION

- High school diploma
- Visit ontariocolleges.ca for more information
- Knowledge of codes, environmental regulations, safety codes, and labor agreements



SOFT SKILLS

- Strong communication and decision-making skills.
- A strong memory
- Working with others
- Active listening



TECHNICAL SKILLS

- Experience working with tools, blueprints
- Strong reading and math skills
- Experience or willingness to learn about installation, finishing, demolition



OTHER

- Must be able to lift 20-30 lbs
- Must be willing to work outdoors in various weather conditions
- Manual dexterity and coordination
- Excellent vision and depth perception



For more information, visit
www.workforceplanninghamilton.ca



Workforce Planning Hamilton
 Planification de main d'œuvre de Hamilton



Ontario



Needed in
which phase
of the LRT?



Planning
2015-2017



Construction
2019 -2024



Operation/ Maintenance
starting 2024

What will I be doing?

Welders operate welding equipment to weld ferrous and non-ferrous metals. This unit group also includes machine operators who operate previously set up production welding, brazing and soldering equipment.

During the LRT construction, a welder might be welding tracks

Learn more about this job at www.jobbank.gc.ca

How much will I make?

Average wage in the
Hamilton region

Average wage is
between:
\$16.50 - \$33.00

**\$21.50
per hour**

What is the job outlook in Hamilton?



FAIR

- Employment growth is expected to be moderate

What is the career track?

COMPLETE HIGH SCHOOL



- For help completing your high school, contact your school board or **Adult Basic Education Association** (for adult learners)
- Useful websites: **HWDSB** and **HWCDSB**

COMPLETE TRAINING



- Contact a local college and training institution to help with this
- Consider **Mohawk College's welding courses**

LEARN MORE



- Option: **UA Local 67** Canadian Piping Trades
- Visit these websites to learn more about this job, the salary and the skills needed
iaccess.gov.on.ca
www.iaccess.gov.on.ca/labourmarket/search.xhtml
www.jobbank.ca

APPLY TO WORK



- Contact an **employment service agency** to help with finding work
- Visit **WIN Hamilton** for a list of service providers
www.winhamilton.ca

What should I bring to the job?



EDUCATION

- High school diploma
- Completion of a three-year apprenticeship program or a combination of over three years of work experience in the trade and some college or industry courses in welding
- Red Seal endorsement is also available to qualified welders upon successful completion of the interprovincial Red Seal examination.



SOFT SKILLS

- Strong reading skills (must be able to read and understand procedures and instructions)
- Ability to examine and interpret invoices, time-sheets, blueprints and diagrams



TECHNICAL SKILLS

- Must be able to measure degrees of angles by using a level with a digital readout
- Must be skilled in both mechanical and manual welding practices



OTHER

- Must be able to lift 20-30 lbs
- Must be willing to work outdoors in various weather conditions
- Must be able to know products and materials to decide on the most efficient use of materials during construction





Needed in
which phase
of the LRT?



Planning
2015-2017



Construction
2019 -2024



Operation/ Maintenance
starting 2024

What will I be doing?

Civil engineering technologists and technicians provide technical support and services to scientists, engineers and other professionals.

Prior to and during the LRT construction civil engineer technologists will support the logistics and execute plans and projects

Learn more about this job at www.jobbank.gc.ca

How much will I make?

Average wage in the
Hamilton region

Average wage is
between:
\$17.00 - \$46.67

**\$27.40
per hour**

What is the job outlook in Hamilton?



GOOD

- Employment growth is expected to be strong
- A large number of people are expected to retire

What is the career track?

COMPLETE HIGH SCHOOL



- For help completing your high school, contact your school board or **Adult Basic Education Association** (for adult learners)
- Useful websites: **HWDSB** and **HWCDSB**

COMPLETE TRAINING



- Two- or three-year college program in civil engineering technology or a closely related discipline is usually required for civil engineering technologists
- A period of supervised work experience, usually two years, is required before certification
- Contact your guidance counsellor or a local college to help with this
- Consider Mohawk College's **civil engineering technology course**
- Other options: **Ontario College of Trades**

CONTACT AN ASSOC.



- Contact an association to learn more about this career
- Option: The Ontario Association of Certified Engineering Technicians and Technologists (**OACETT**)

APPLY TO WORK



- Contact an **employment service agency** to help with finding work
- Visit **WIN Hamilton** for a list of service providers www.winhamilton.ca

What should I bring to the job?



EDUCATION

- Civil engineering technology diploma
- High school diploma
- Health and Safety training
- WHMIS training



SOFT SKILLS

- Strong reading skills (must be able to read project, procedure, equipment and reference manuals)
- Must have strong analytical skills to increase efficiency on projects
- Strong attention to detail



TECHNICAL SKILLS

- Must be able to use computer-assisted design, manufacturing and machining software
- Strong level of Mathematics and Physics knowledge to identify and solve engineering problems



OTHER

- Civil engineering technologists and technicians need to be open to continuous learning in order to remain knowledgeable about changes in their industries.



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Workforce Planning Hamilton
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Ontario



Needed in
which phase
of the LRT?



Planning
2015-2017



Construction
2019 -2024



Operation/ Maintenance
starting 2024

What will I be doing?

This unit group includes workers who operate vehicles and equipment to maintain streets, highways and sewer systems. This group also includes workers who clear vegetation close to power lines, workers who inspect the condition of utility poles and workers who locate underground utility lines and pipes.

Throughout the LRT construction and operation, a public works worker might be removing trees along the LRT corridor, keeping the corridor clean and free of debris and inspecting the utility poles.

Learn more about this job at www.jobbank.gc.ca

What is the job outlook in Hamilton?



• Employment growth is expected to be moderate

How much will I make?

Average wage in the
Hamilton region

**\$22.50
per hour**

Average wage is
between:
\$16.00 - \$29.81

What is the career track?

COMPLETE HIGH SCHOOL



- For help completing your high school, contact your school board or **Adult Basic Education Association** (for adult learners)
- Useful websites: **HWDSB** and **HWCDSB**

COMPLETE TRAINING



- Contact your school representative or a local college to help with this
- Option: **Ontario College of Trades**

LEARN MORE



- Contact a union to learn more about this career
- Option: **CUPE** (Canadian Union of Public Employees)

APPLY TO WORK



- Contact an **employment service agency** to help with finding work
- Visit **WIN Hamilton** for a list of service providers www.winhamilton.ca

What should I bring to the job?



EDUCATION

- High school diploma



SOFT SKILLS

- Strong reading skills (must be able to read work orders describing assignments)
- Ability to solve problems to determine the origins of malfunctions



TECHNICAL SKILLS

- Experience working with maps, specialized equipment, land surveys and computer-controlled equipment
- Experience with determining the kind of tools and equipment needed to do a job



OTHER

- Must be able to lift 20-30 lbs
- Must be willing to work outdoors in various weather conditions
- Driver's license





Needed in
which phase
of the LRT?



Planning
2015-2017



Construction
2019 -2024



Operation/ Maintenance
starting 2024

What will I be doing?

Following the LRT construction a transit operator will be: transporting passengers on established routes

Learn more about this job at www.jobbank.gc.ca

How much will I make?

Average wage in the
Hamilton region

Average wage is
between:
\$15.00 - \$29.00

**\$27.00
per hour**

What is the job outlook in Hamilton?



GOOD

- Employment growth is expected to be moderate
- A large number of people are expected to retire

What is the career track?

COMPLETE HIGH SCHOOL



- For help completing your high school, contact your school board or **Adult Basic Education Association** (for adult learners)
- Useful websites: **HWDSB** and **HWCDSB**

COMPLETE TRAINING



- Contact a guidance or employment counselor, or a local training institution to help with this
- Options: your school board, **WIN Hamilton**

LEARN MORE



- Contact a union to learn more about this career
- Option: **ATU Local 107** (Amalgamated Transit Union)

APPLY TO WORK



- Contact an **employment service agency** to help with finding work
- Visit **WIN Hamilton** for a list of service providers www.winhamilton.ca

What should I bring to the job?



EDUCATION

- High school diploma
- A bus driver's license; for more information about this license, visit www.mto.gov.on.ca
- A three-year program leading to the Certified Professional Bus Operator (CPBO) designation is available for bus drivers.



SOFT SKILLS

- Strong reading skills (must be able to read short text entries on forms and log books)
- Conflict resolution and customer service skills
- Communication skills to greet passengers and answer questions



TECHNICAL SKILLS

- Experience working with maps, manuals, and GPS
- Knowledge about the instruments and buttons on the dashboard and in the bus



OTHER

- Up to three months of on-the-job training
- A minimum of one year of safe driving experience
- Knowledge of local street and driving laws



For more information, visit
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Workforce Planning Hamilton
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Ontario

Workforce Planning Hamilton

Business, Labour & Community: Planning for Prosperity

Since 1997 Workforce Planning Hamilton has provided planning, partnerships and projects that highlight local labour market trends and support workforce development.

WPH is a member of Workforce Planning Ontario, a network of 25 labour market planning areas across Ontario.

Our evidence-based approach relies on key industry sector and demographic data combined with local intelligence from employers and other local partners to develop a strategic vision for Hamilton.

Log on to WPH's website at www.workforceplanninghamilton.ca and you will:

Discover our community [Projects and Partners](#) that promote labour force development.

Learn about local labour market trends, opportunities, and priorities in our [Publications](#).

Connect to [Links](#) on training, employment, and labour market information.



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