



**Ontario**  
Home Builders'  
Association



*Serving Bruce Grey Huron Perth*

# FOUR COUNTY

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# WORKFORCE SUMMIT

- John Meinen -  
Ontario Home Builders' Association  
1<sup>st</sup> Vice President

# Working in the Skilled Trades

- Are key to the construction of quality homes, from foundation to framing to finishing
- Are the “doers” who turn plans and designs into reality.
- Part of a team, working together to bring building projects in on time, in compliance with codes and regulations.
- Use the latest technology and tools, to build better, faster and more efficiently
- Continuously advance the way we build homes – adopting new technologies and finding solutions to new challenges.

# Careers in Construction

- It takes more than 30 different trades and other occupations working to build a home.
- These trades include:
  - Carpenter, concrete finisher, roofer, electrician, gasfitter, plumber, refrigeration and air conditioning mechanic, sheet metal worker, sprinkler system installer, water well driller, bricklayer, cabinet maker, floorcovering installer, landscaper, painter, tile setter,...



# High Demand

- In Ontario there are 322,100 jobs in the new home and renovation sectors. One of the largest employers in the province
- \$43.3 billion worth of economic activity
- \$17.1 billion in wages – the residential construction industry supports tens of thousands of individuals and families.
- Renovation sector actually larger than new home sector \$23.2 billion vs. \$16.2 billion.



# Who is Hiring?

- There are two main types of employments for skilled trades in the residential construction industry. You can work directly for a new home builder or renovation contractor, or for a trade contractor
- Workforce challenges – present and future in the construction sector. What skills and education is needed, what is lacking and what is changing.

# Workforce Challenges

- Perception of the trades – still seen as a 2<sup>nd</sup> option for young people in high school, despite strong wages and high demand
- For regulated trades such as electricians, plumbers, and sheet metal workers there is a regulatory barrier known as ‘journeyperson-to-apprentice’ ratio which limits number of people that can enter the trade.

# Promotion of Skilled Trades

Many high school students and parents have the wrong impression of skilled trades.

- Government and industry need to work closer with local school boards to ensure that information on opportunities in the skilled trades is a key part on educating students on their options
- Encourage the development of partnerships between local schools and private sector to align training with employer demands
- Promote more women entering the trades
- Promote and raise the awareness amongst Ontarians of the value and the importance of skilled trades sector to our province's future prosperity.

# Apprenticeship Ratios

- In order to hire an apprentice, employers must abide by ratios established by the Province. In the majority of Provinces, there is an across-the-board 1 to 1 ratio for construction trades. Meaning an employer can hire 1 apprentice for every 1 journeyperson
- OHBA passed a resolution calling on the government to change the journeyperson-to-apprenticeship ratio for construction trades to 1:1.
- We believe that the current ratio's do not provide sufficient apprenticeship opportunities and creates a barrier to entry for new apprentices.

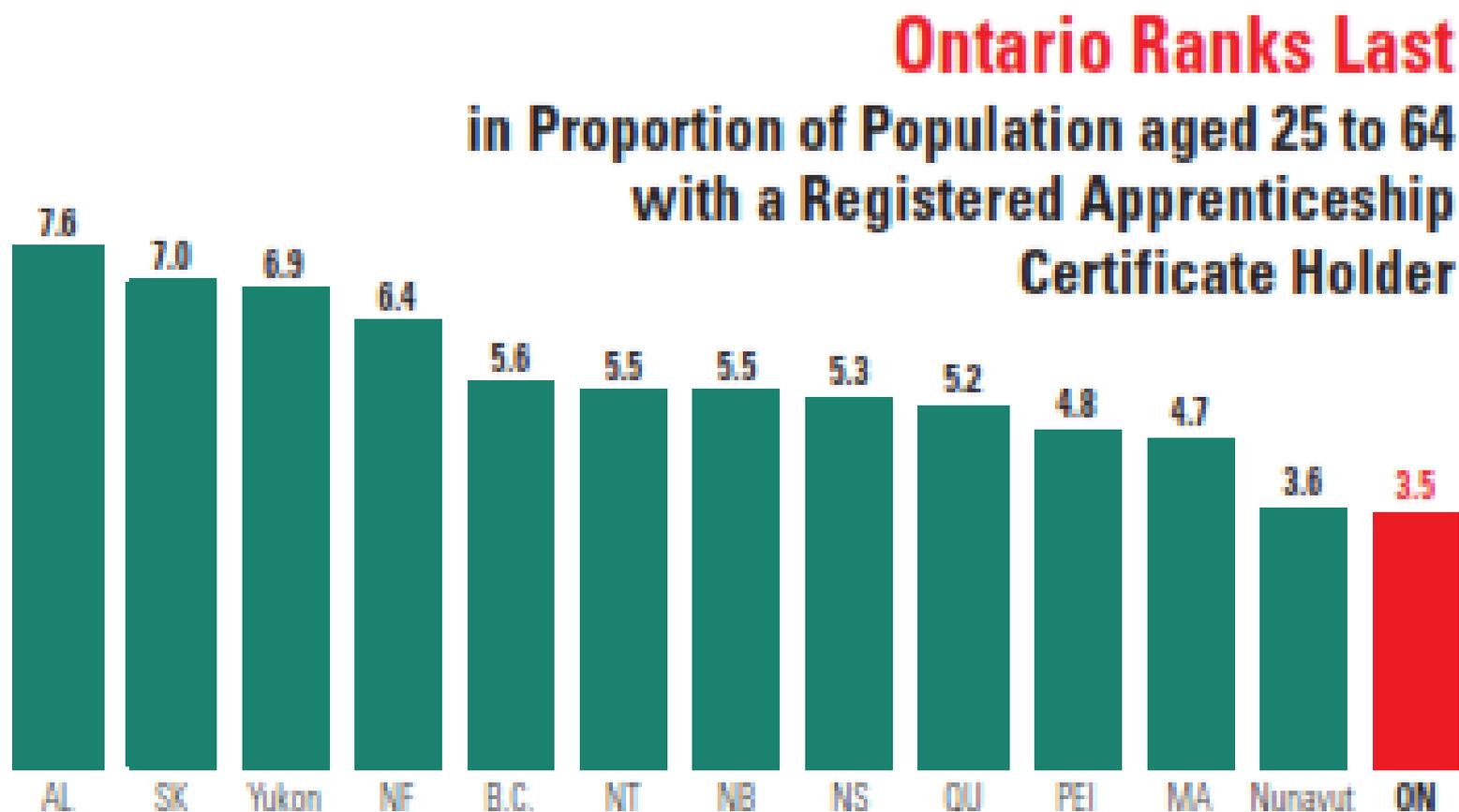
# Apprenticeship Ratios

- Create opportunities for young people entering the trades
- Helps address skills shortages
- Allows us to compete with other provinces and internationally
- Address demographic realities of an aging workforce

<b>Trade</b>	<b>Average Age</b>
Plumber	49
Electrician	49
Air Conditioning Mechanic	49
Sprinkler and Fire Protection Installer	51
Roofer	51
General Carpenter	65

Source: Ontario College of Trades

# Changes needed



Source: 2011 Statistics Canada National Household Survey

Questions?