

SKILLED TRADES WORKFORCE

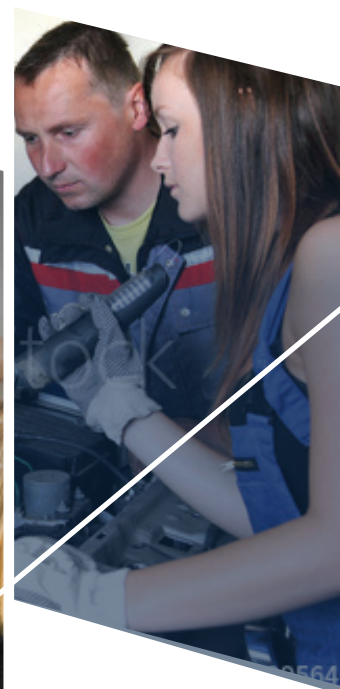
CHANGES BETWEEN
MARCH 2016 & JUNE 2018



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**GREATER SUDBURY
AND DISTRICTS
OF SUDBURY AND
MANITOULIN**



Workforce Planning for Sudbury & Manitoulin
www.planningourworkforce.ca

JULY 2019

SKILLED TRADES WORKFORCE

Greater Sudbury and
Districts of Sudbury and Manitoulin
changes between
March 2016 and June 2018

July 2019

Workforce Planning for
Sudbury & Manitoulin (WPSM)
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SKILLED TRADES WORKFORCE

Greater Sudbury and Districts of Sudbury and Manitoulin

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INTRODUCTION

Workforce Planning for Sudbury & Manitoulin (WPSM), one of 26 workforce planning boards¹ funded by the Ministry of Training, Colleges and Universities (MTCU), is collecting geographically specific trades data for its catchment area which includes Greater Sudbury and the Districts of Sudbury and Manitoulin. Trades data shines an important light on the local trades workforce and is essential for effective workforce planning. It also helps to identify current and emerging shortages and which skilled trades may be most impacted by these shortages in the near future.

Trades data is collected by MTCU and the Ontario College of Trades (OCoT). The local MTCU Apprenticeship Office manages Registered Training Agreements (RTA) between employers/sponsors and apprentices, and efforts that promote apprenticeship completions. At the time of this research project, OCoT received regular daily uploads from MTCU field offices of new RTAs and tracked registration data. OCoT also collects data on apprentices (APP) in all trades, journeypersons (JP) in the compulsory trades and some journeypersons in the voluntary trades who choose to register.²

Recently, however, in an effort to modernize the apprenticeship system, the Government of Ontario announced its intention to make changes to Ontario's skilled trades and apprenticeship systems. On October 23rd, 2018, legislation introduced as Bill 47 proposed the following changes:

- Setting the journeyperson to apprentice ratios to one-to-one for all compulsory trades;
- Establishing a moratorium on trade classification and reclassification; and
- Abolishing the Ontario College of Trades by repealing the *Ontario College of Trades and Apprenticeship Act, 2009*, on a future date to be proclaimed.

This will result in a transfer of responsibilities from OCoT to a Registrar that will be managed by MTCU. Legislation is already in place to support this transition, however many details regarding the roles and responsibilities within this new system are unclear and still being developed. Additionally, on July 1, 2019, 12 "low-volume" trades were removed from Ontario's 156 trades, although 24 were subject to removal meaning more change may be on the horizon.

Last, it is also unclear as to whether or not timely and relevant real-time trades data will still be available. It is anticipated that provincially, trades and apprenticeship data will continue to be collected, compiled and stored, however, with these impending changes, where data will be stored and/or by what process it may be accessed by the public has not yet been addressed. Changes such as these at the provincial level will undoubtedly change the Ontario landscape re: skilled trades and the apprenticeship system.

For this report, WPSM was successful in requesting and receiving skilled trades workforce data in March 2016 and once again in June 2018 from OCoT for the three geographic regions it serves: City of Greater Sudbury; District of Sudbury; and District of Manitoulin. This report is a "snapshot" of each of these two time periods and allows us to compare and identify changes that have transpired.

¹ 8 of these local boards have been designated as Local Employment Planning Councils (LEPCs) as part of a MTCU pilot project

² All apprentices must register and pay an annual fee to work in Ontario as an apprentice and all journeypersons in the compulsory trades must also register and pay an annual fee to work in Ontario as a journeyperson. Journeypersons in the voluntary trades are not required to register or pay a fee however some choose to do so and become a member of OCoT. There are 23 compulsory trades.

EXECUTIVE SUMMARY

Data for this report was collected from the Ontario College of Trades (OCoT) in March 2016 and again in June 2018. The following highlights comparative findings between these two time periods.

- From 2016 to 2018, there has been a small increase (N=37) in the number of journeypersons from 4,305 (2016) to 4,342 (2018), however a significant decrease in number of apprentices from 1,670 (2016) to 1,331 (2018). Most of the decrease for number of apprentices has been in Greater Sudbury with 316 fewer apprentices in 2018. While the increase in journeypersons may be attributed to apprentices who have successfully completed their exams and transitioned to journeyperson status, the decrease in the number of apprentices is well beyond the increase in number of journeypersons;
- Understandably, given the population of Greater Sudbury, most of the skilled trades workforce across the three census areas is located in Greater Sudbury. In June 2018, Greater Sudbury had 84% of the total share of the journeyperson workforce and 84% of the apprentice workforce (**Tables 1.a and 1.b**). Greater Sudbury had a small increase in the number of journeypersons (N=24; up 0.7%), however as noted, accounted for a significant decrease in the number of apprentices;
- Between 2016 to 2018, changes in the average ages of journeypersons and apprentices across all trades (**Tables 3.a and 3.b**) was not significant, except for Greater Sudbury's industrial sector where the average age for journeypersons decreased by 4.6 years to 36.7 years of age;
- The number of female journeypersons continues to be low except for *Hairstylist*. In 2016, there were 446 female *Hairstylists* and in 2018, there was a slight increase to 468. As in other trades, Greater Sudbury has the majority of female journeypersons, but as noted, most are *Hairstylists*; and,
- With a few exceptions, the pass rate for apprentices is reasonably good however in some trades, the exam was attempted more than once. Outcomes regarding trade-qualifier exams however are another story. The results are very poor. Those who challenged this exam have very low success/pass rates and in some trades such as *Brick and Stone Mason*, all 7 examinees failed after 2 attempts.

DATA OVERVIEW AND LIMITATIONS:

- Journeypersons in the compulsory trades (see Appendix A) and all apprentices across all trades must be registered with OCoT to work in Ontario. As a result, this data is reasonably accurate. Data on the journeypersons in the voluntary trades (who are not required to register) will not be. On all tables, compulsory trades are identified in bold to distinguish between compulsory and voluntary trades.
- The three census areas covered in this report (City of Greater Sudbury, and the Districts of Sudbury and Manitoulin) are located within the WPSM catchment area and will be referred to as this.
- OCoT data is based on postal codes to extract the numbers in each trade in each census area.

KEY TRADE DATA SUMMARY TABLES

WPSM AREA - OVERALL TRADES ACTIVITY:

From 2016 to 2018, in the WPSM area, there was a slight increase in the number of journeypersons overall (N=37) but a significant decrease in the number of apprentices (N=-339), most of this occurring in Greater Sudbury as noted in **Tables 1.a** and **1.b** below.

TABLE 1.a
JOURNEYPerson TRADES ACTIVITY – WPSM AREA
(MARCH 2016 TO JUNE 2018)

Location	JOURNEYPersonS		JOURNEYPersonS	
	2016 (N)	% of 2016 total	2018 (N)	% of 2018 total
Greater Sudbury	3,628	84%	3,652	84%
District of Sudbury	444	10%	461	11%
District of Manitoulin	233	5%	229	5%
Total	4,305		4,342	

TABLE 1.b
APPRENTICE TRADES ACTIVITY – WPSM AREA
(MARCH 2016 TO JUNE 2018)

Location	APPRENTICES		APPRENTICES	
	2016 (N)	% of 2016 total	2018 (N)	% of 2018 total
Greater Sudbury	1,428	86%	1,112	84%
District of Sudbury	165	10%	146	11%
District of Manitoulin	77	5%	73	6%
Total	1,670		1,331	



What does a decrease in the number of apprentices from 2016 to 2018 suggest? Have some apprentices transitioned to journeyperson status? Is it due to a lack of employment (i.e., lay-off, seasonal work) or a lack of employers willing to hire apprentices? And to what extent might loss of employment, intermittent employment, lay-offs and undocumented cessation of apprenticeship training skew apprenticeship numbers? Did apprentices simply drop out of the system?



NUMBER OF TRADES REPRESENTED:

As noted, prior to July 1, 2019 OCoT was responsible for 156 trades in Ontario. In 2018, in the WPSM area, journeypersons are identified with 63 trades that are active and apprentices with 68. As expected, the number of trades linked to journeypersons and apprentices shrinks outside Greater Sudbury (**Tables 2.a** and **2.b**).

TABLE 2.a
SUMMARY OF ACTIVE TRADES (JOURNEYPersonS) – WPSM AREA
(MARCH 2016 TO JUNE 2018)

	Trades with Journeypersons 2016	Trades with Journeypersons 2018
Greater Sudbury	51	59
District of Sudbury	28	29
District of Manitoulin	20	24
Total active trades	55	63

TABLE 2.b
SUMMARY OF ACTIVE TRADES (APPRENTICES) – WPSM AREA
(MARCH 2016 TO JUNE 2018)

	Trades with Apprentices 2016	Trades with Apprentices 2018
Greater Sudbury	67	65
District of Sudbury	33	30
District of Manitoulin	24	24
Total active trades	67	68



What does the increase in the number of active trades in 2018 suggest, particularly in Greater Sudbury? Have new employers requiring different trades moved to the Sudbury area? Have more journeypersons registered with OCoT?



AGE BY TRADE SECTOR:

Tables 3.a and 3.b show the overall average age by trade sector for journeypersons and apprentices in 2016 and 2018. A comparison of 2016 to 2018 data does not show any significant change. Apprentice ages are close to the Ontario average of 29 years.

It is important to note that the average age for each trade is based on the number of people in that trade. For example, an average age of 45 could represent one person in a trade or 850 people. This skews the average age by sector, especially if there are many trades with a small number of journeypersons.

TABLE 3.a
AVERAGE AGE BY TRADE SECTOR (JOURNEYPersonS) – WPSM AREA
(MARCH 2016 TO 2018)

SECTOR	Greater Sudbury		Sudbury District		Manitoulin District	
	JP 2016	JP 2018	JP 2016	JP 2018	JP 2016	JP 2018
CONSTRUCTION	40.7	41.3	43.6	38.8	50.3	51.2
INDUSTRIAL	41.3	36.7	34.0	35.3	74.0	49.0
MOTIVE POWER	47.5	49.0	43.6	46.4	48.1	53.0
SERVICE	38.6	40.4	41.6	38.8	38.7	36.7
ALL TRADES	41.8	41.9	42.3	39.8	49.6	47.5

The average age of Greater Sudbury’s Industrial sector journeypersons decreased by 4.6 years from 41.3 to 36.7 years of age. There is also a large decrease in the average age of Manitoulin’s Industrial sector journeypersons - but this results from very small numbers (2016 - one journeyperson age 74; 2018 – two journeypersons aged 76 and 22).

TABLE 3.b
AVERAGE AGE BY TRADE SECTOR (APPRENTICES) - WPSM AREA
(MARCH 2016 TO 2018)

SECTOR	Greater Sudbury		Sudbury District		Manitoulin District	
	APP 2016	APP 2018	APP 2016	APP 2018	APP 2016	APP 2018
CONSTRUCTION	29.6	30.1	27.8	28.1	28.8	26.5
INDUSTRIAL	30.5	28.7	27.8	31.5	25.8	28.5
MOTIVE POWER	30.9	30.3	25.6	24.1	32.9	32.6
SERVICE	34.7	36.4	25.9	23.6	30.8	37.2
ALL TRADES	31.1	31.4	27.3	26.8	29.5	31.2

10 MOST ACTIVE TRADES:

Tables 4.a and 4.b summarize the 10 most active trades in 2016 and 2018 in the WPSM area. Identifying the 10 most active trades provides a truer picture of the average age as more journeypersons and apprentices are concentrated in these top 10 trades.

In 2018, journeypersons in the 10 most active trades represent 90% of the total journeyperson population (N=3,892). Apprentices represent 73% of the total apprentice population (N=975).

Using this model, in the WPSM area, the average age of journeypersons in the 10 most active trades is 51.0 years. For apprentices, it is 27.2 years.



We don't know the impact of missing journeyperson data (i.e., low membership counts for voluntary trades) on the level of activity by trade or the overall average age.

The trend (older journeypersons, younger apprentices) warrants further research.

How is the analysis skewed by incomplete journeyperson data (i.e., voluntary trades)?

Where is the future supply of journeypersons most threatened by a retiring workforce?



TABLE 4.a
TOP 10 MOST ACTIVE TRADES (JOURNEYPERSONS) BY AVERAGE AGE AND GENDER – WPSM AREA
(MARCH 2016 TO JUNE 2018)

Overall Top 10 Trades by Journeypersons 2016					Overall Top 10 Trades by Journeypersons 2018				
	JP	Age	M	F		JP	Age	M	F
Automotive Service Technician	910	51	909	1	Automotive Service Technician	885	52	884	1
Electrician - Construction & Maintenance	851	52	838	13	Electrician - Construction & Maintenance	827	52	811	16
Truck and Coach Technician	758	53	758	0	Truck and Coach Technician	723	54	723	0
Hairstylist	555	48	109	446	Hairstylist	565	49	97	468
Plumber	274	50	274	0	Plumber	258	49	258	0
Sheet Metal Worker	107	52	106	1	Heavy Duty Equipment Tech	113	42	112	1
Heavy Duty Equipment Tech	92	49	91	1	Sheet Metal Worker	109	53	109	0
Refrigeration & Air Conditioning Systems Mechanic	91	52	91	0	Refrigeration & Air Conditioning Systems Mechanic	98	54	98	0
Auto Body & Collision Damage Repairer	89	52	89	0	Auto Body & Collision Damage Repairer	91	53	91	0
Steamfitter	82	58	82	0	Steamfitter	75	56	75	0
Total	3,809		3,347	462	Total	3,892		3,403	489
as a % of all Journeypersons	88%				as a % of all Journeypersons	90%			
AVERAGE AGE		52			AVERAGE AGE		51		

TABLE 4.b
TOP 10 MOST ACTIVE TRADES (APPRENTICES) BY AVERAGE AGE AND GENDER – WPSM AREA
MARCH 2016 TO JUNE 2018

Overall Top 10 Trades by Apprentices 2016					Overall Top 10 Trades by Apprentices 2018				
	App	Age	M	F		App	Age	M	F
Electrician - Construction & Maintenance	172	30	166	6	Electrician - Construction & Maintenance	160	30	155	5
Heavy Duty Equipment Tech	162	26	156	6	Automotive Service Technician	152	26	148	4
Automotive Service Technician	160	27	155	5	Heavy Duty Equipment Tech	130	31	127	3
Truck & Coach Technician	134	26	134	0	Truck & Coach Technician	110	27	110	0
General Carpenter	110	31	104	6	General Carpenter	109	27	101	8
Industrial Mechanic Millwright	109	28	103	6	Industrial Mechanic Millwright	75	30	68	7
Industrial Electrician	106	26	98	8	Hairstylist	57	27	5	52
Plumber	69	27	68	1	Plumber	51	27	51	0
Hairstylist	65	25	6	59	Powerline Technician	37	24	37	0
Powerline Technician	59	26	59	0	Industrial Electrician	35	27	31	4
Total	1,146		1,049	97	Total	975		860	115
as a % of all Apprentices	69%				as a % of all Apprentices	73%			
AVERAGE AGE		27			AVERAGE AGE		27		

MOST ACTIVE TRADES BY TRADE SECTOR FOR WPSM AREA:

Tables 5.a and 5.b present the most active trades by trade sector for 2016 and 2108 and include information on average age and gender. The top 10 trades were selected in the construction sector (more activity) and 5 trades in each of the following sectors: industrial, motive and service. Once again,

this underscores challenges with accurate journeyperson data and further shows logical inconsistencies between the number of apprentices and the number of qualified journeypersons needed to train them.

TABLE 5.a
MOST ACTIVE TRADES BY SECTOR (JOURNEYPersonS) BY AGE AND GENDER – WPSM AREA
(MARCH 2016 TO JUNE 2018)

TOP 10 TRADES BY JOURNEYPersonS 2016					TOP 10 TRADES BY JOURNEYPersonS 2018				
Construction	JP	Age	M	F	Construction	JP	Age	M	F
Electrician - Construction and Maintenance	851	52	838	13	Electrician - Construction and Maintenance	827	52	811	16
Plumber	274	50	274	0	Plumber	258	49	258	0
Sheet Metal Worker	107	52	106	1	Sheet Metal Worker	109	53	109	0
Refrigeration and Air Conditioning Systems Mechanic	91	51	91	0	Refrigeration and Air Conditioning Systems Mechanic	98	54	98	0
Steamfitter	82	58	82	0	Steamfitter	75	56	75	0
Hoisting Engineer - Mobile Crane Operator 1	74	53	74	0	Hoisting Engineer - Mobile Crane Operator 1	73	51	73	0
Hoisting Engineer - Mobile Crane Operator 2	38	52	38	0	Residential Air Conditioning Systems Mechanic	36	36	36	0
Residential Air Conditioning Systems Mechanic	31	35	31	0	Hoisting Engineer - Mobile Crane Operator 2	35	53	35	0
General Carpenter	20	29	20	0	General Carpenter	21	30	21	0
Powerline Technician	14	31	14	0	Powerline Technician	21	31	21	0
TOP 5 TRADES BY JOURNEYPersonS 2016					TOP 5 TRADES BY JOURNEYPersonS 2018				
Industrial	JP	Age	M	F	Industrial	JP	Age	M	F
Industrial Mechanic Millwright	51	45	49	2	Industrial Mechanic Millwright	75	46	72	3
Industrial Electrician	41	39	39	2	Industrial Electrician	53	40	52	1
General Machinist	13	33	12	1	General Machinist	16	34	16	0
Instrumentation & Control Tech	5	41	5	0	Instrumentation & Control Tech	11	37	11	0
Metal Fabricator (Fitter)	4	34	4	0	Metal Fabricator (Fitter)	10	69	10	0
Motive Power	JP	Age	M	F	Motive Power	JP	Age	M	F
Automotive Service Technician	910	51	909	1	Automotive Service Technician	885	52	884	885
Truck and Coach Technician	758	53	758	0	Truck and Coach Technician	723	54	723	723
Heavy Duty Equipment Tech	92	49	91	1	Heavy Duty Equipment Tech	113	42	112	113
Auto Body/ and Collision Damage Repairer	89	52	89	0	Auto Body and Collision Damage Repairer	91	53	91	91
Motorcycle Technician	23	43	23	0	Motorcycle Technician	23	45	23	23
Service	JP	Age	M	F	Service	JP	Age	M	F
Hairstylist	555	48	109	446	Hairstylist	565	49	97	468
Information Technology - Contact Centre Technical Support Agent	21	55	1	20	Information Technology - Contact Centre Sales Agent	19	49	2	17
Information Technology - Contact Centre Sales Agent	20	53	2	18	Information Technology - Contact Centre Technical Support Agent	18	50	1	17
Information Technology - Contact Centre Customer Service Agent	12	53	0	12	Information Technology - Network Technician	17	52	2	15
Child Development Practitioner	9	45	0	9	Information Technology - Contact Centre Customer Service Agent	14	49	0	14

TABLE 5.b
MOST ACTIVE TRADES BY SECTOR (APPRENTICES) BY AGE AND GENDER – WPSM AREA
(MARCH 2016 TO JUNE 2018)

TOP 10 TRADES BY APPRENTICES 2016					TOP 10 TRADES BY APPRENTICES 2018				
Construction	App	Age	M	F	Construction	App	Age	M	F
Electrician - Construction and Maintenance	172	30	166	6	Electrician - Construction and Maintenance	160	30	155	5
General Carpenter	110	31	104	6	General Carpenter	109	27	101	8
Plumber	69	27	68	1	Plumber	51	27	51	0
Powerline Technician	59	26	59	0	Powerline Technician	37	24	37	0
Sheet Metal Worker	36	34	36	0	Ironworker - Structural and Ornamental	29	28	27	2
Ironworker - Structural and Ornamental	30	25	28	2	Sheet Metal Worker	27	33	27	0
Refrigeration and Air Conditioning Systems Mechanic	25	24	24	1	Refrigeration and Air Conditioning Systems Mechanic	23	27	22	1
Steamfitter	21	31	21	0	Steamfitter	20	31	20	0
Construction Craft Worker	20	29	15	5	Construction Craft Worker	15	25	14	1
Reinforcing Rod Worker	15	29	15	0	Construction Millwright	13	26	13	0
TOP 5 TRADES BY APPRENTICES 2016					TOP 5 TRADES BY APPRENTICES 2018				
Industrial	App	Age	M	F	Industrial	App	Age	M	F
Industrial Mechanic Millwright	109	28	103	6	Industrial Mechanic Millwright	75	30	68	7
Industrial Electrician	106	26	98	8	Industrial Electrician	35	27	31	4
Welder	34	22	31	3	Welder	17	25	15	2
General Machinist	22	30	22	0	General Machinist	16	30	15	1
Instrumentation and Control Technician	19	32	18	1	Metal Fabricator (Fitter)	12	27	9	3
Motive Power	App	Age	M	F	Motive Power	App	Age	M	F
Heavy Duty Equipment Technician	162	26	156	6	Automotive Service Technician	152	26	148	4
Automotive Service Technician	160	27	155	5	Heavy Duty Equipment Technician	130	31	127	3
Truck and Coach Technician	134	26	134	0	Truck and Coach Technician	110	27	110	0
Auto Body and Collision Damage Repairer	27	30	25	2	Auto Body and Collision Damage Repairer	20	29	18	2
Recreation Vehicle Technician	9	42	9	0	Transmission Technician	5	43	5	0
Service	App	Age	M	F	Service	App	Age	M	F
Hairstylist	65	25	6	59	Hairstylist	57	27	5	52
Child Development Practitioner	35	27	1	34	Child Development Practitioner	30	32	0	30
Information Technology - Network Technician	22	50	2	20	Parts Technician	16	41	9	7
Cook	18	28	13	5	Information Technology - Hardware Technician	14	50	2	12
Parts Technician	17	40	10	7	Information Technology - Network Technician	10	33	3	7

NOTE: little changed with the top 10 and 5 trades, but other trades showed as active in 2018 for journeypersons: Information Technology - Network Technician; for apprentices: Construction Millwright; Metal Fabricator (Fitter); Transmission Technician; and Information Technology - Hardware Technician.

MOST ACTIVE TRADES BY TRADE SECTOR FOR GREATER SUDBURY:

Greater Sudbury continues to have the largest percentage of journeyperson (84%) and apprentice (84%) trade activity within the WPSM area as noted in **Tables 6.a** and **6.b**. There has been very little change in the top 10 and top 5 trades from 2016 to 2018.

TABLE 6.a
MOST ACTIVE TRADES BY SECTOR (JOURNEYPersonS) BY AGE AND GENDER – GREATER SUDBURY
(MARCH 2016 TO JUNE 2018)

TOP 10 TRADES BY JOURNEYPersonS 2016					TOP 10 TRADES BY JOURNEYPersonS 2018				
Construction	JP	Age	M	F	Construction	JP	Age	M	F
Electrician - Construction and Maintenance	738	48	727	11	Electrician - Construction and Maintenance	715	48	701	14
Plumber	233	46	233	0	Plumber	228	47	228	0
Sheet Metal Worker	96	46	95	1	Sheet Metal Worker	97	47	97	0
Refrigeration and Air Conditioning Systems Mechanic	84	46	84	0	Refrigeration and Air Conditioning Systems Mechanic	91	47	91	0
Steamfitter	67	52	67	0	Steamfitter	65	51	65	0
Hoisting Engineer - Mobile Crane Operator 1	61	52	61	0	Hoisting Engineer - Mobile Crane Operator 1	59	51	59	0
Hoisting Engineer - Mobile Crane Operator 2	34	53	34	0	Residential Air Conditioning Systems Mechanic	34	42	34	0
Residential Air Conditioning Systems Mechanic	29	40	29	0	Hoisting Engineer - Mobile Crane Operator 2	31	55	31	0
General Carpenter	15	33	15	0	General Carpenter	19	33	19	0
Powerline Technician	13	29	13	0	Powerline Technician	16	34	16	0
TOP 5 TRADES BY JOURNEYPersonS 2016					TOP 5 TRADES BY JOURNEYPersonS 2018				
Industrial	JP	Age	M	F	Industrial	JP	Age	M	F
Industrial Mechanic Millwright	43	32	42	1	Industrial Mechanic Millwright	61	32	59	2
Industrial Electrician	36	39	34	2	Industrial Electrician	45	38	45	0
General Machinist	13	33	12	1	General Machinist	16	34	16	0
Metal Fabricator (Fitter)	4	34	4	0	Metal Fabricator (Fitter)	9	36	9	0
Instrumentation and Control Tech	3	47	3	0	Instrumentation and Control Tech	9	38	9	0
Motive Power	JP	Age	M	F	Motive Power	JP	Age	M	F
Automotive Service Technician	742	50	741	1	Automotive Service Technician	712	50	711	1
Truck and Coach Technician	618	51	618	0	Truck and Coach Technician	573	52	573	0
Heavy Duty Equipment Technician	82	35	81	1	Heavy Duty Equipment Technician	98	36	97	1
Auto Body and Collision Damage Repairer	68	51	68	0	Auto Body and Collision Damage Repairer	69	52	69	0
Motorcycle Technician	18	52	18	0	Motorcycle Technician	18	52	18	0
Service	JP	Age	M	F	Service	JP	Age	M	F
Hairstylist	474	46	89	385	Hairstylist	491	46.3	81	410
Information Technology - Contact Centre Technical Support Agent	21	50	1	20	Information Technology - Contact Centre Sales Agent	19	49	2	17
Information Technology - Contact Centre Sales Agent	20	50	2	18	Information Technology - Contact Centre Technical Support Agent	18	50	1	17
Information Technology - Contact Centre Customer Service Agent	12	49	0	12	Information Technology - Network Technician	17	52	2	15
Child Development Practitioner	8	40	0	8	Information Technology - Contact Centre Customer Service Agent	14	49	0	14

TABLE 6.b
MOST ACTIVE TRADES BY SECTOR (APPRENTICES) BY AGE AND GENDER – GREATER SUDBURY
(MARCH 2016 TO JUNE 2018)

TOP 10 TRADES BY APPRENTICES 2016					TOP 10 TRADES BY APPRENTICES 2018				
Construction	App	Age	M	F	Construction	App	Age	M	F
Electrician - Construction and Maintenance	149	27	143	6	Electrician - Construction and Maintenance	134	28	129	5
General Carpenter	85	27	81	4	General Carpenter	87	27	81	6
Plumber	61	28	60	1	Plumber	46	30	46	0
Powerline Technician	44	25	44	0	Ironworker - Structural and Ornamental	25	28	25	0
Sheet Metal Worker	33	30	33	0	Powerline Technician	24	25	24	0
Ironworker - Structural and Ornamental	24	28	23	1	Sheet Metal Worker	23	32	23	0
Refrigeration and Air Conditioning Systems Mechanic	23	27	22	1	Refrigeration and Air Conditioning Systems Mechanic	20	28	19	1
Steamfitter	20	29	20	0	Steamfitter	19	30	19	0
Construction Craft Worker	18	28	14	4	Construction Craft Worker	14	26	13	1
Reinforcing Rod worker	12	28	12	0	Construction Millwright	12	26	12	0
TOP 5 TRADES BY APPRENTICES 2016					TOP 5 TRADES BY APPRENTICES 2018				
Industrial	App	Age	M	F	Industrial	App	Age	M	F
Industrial Electrician	94	26	87	7	Industrial Mechanic Millwright	59	27	54	5
Industrial Mechanic Millwright	89	27	84	5	Industrial Electrician	30	28	28	2
Welder	30	27	28	2	General Machinist	16	30	15	1
General Machinist	22	30	22	0	Welder	13	29	12	1
Instrumentation and Control Tech	18	25	17	1	Metal Fabricator (Fitter)	12	27	9	3
Motive Power	App	Age	M	F	Motive Power	App	Age	M	F
Heavy Duty Equipment Technician	143	26	138	5	Automotive Service Technician	127	27	123	4
Automotive Service Technician	137	27	133	4	Heavy Duty Equipment Tech.	119	26	116	3
Truck and Coach Technician	117	28	117	0	Truck and Coach Technician	87	28	87	0
Auto Body and Collision Damage Repairer	21	28	19	2	Auto Body and Collision Damage Repairer	14	25	12	2
Recreation Vehicle Technician	9	42	9	0	Transmission Technician	4	26	4	0
Service	App	Age	M	F	Service	App	Age	M	F
Hairstylist	58	27	6	52	Hairstylist	51	27	5	46
Child Development Practitioner	25	30	0	25	Child Development Practitioner	25	30	0	25
Information Technology - Network Technician	22	50	2	20	Information Technology - Hardware Technician	14	50	2	12
Cook	13	32	11	2	Parts Technician	11	36	7	4
Parts Technician	12	37	7	5	Information Technology - Network Technician	8	40	2	6

NOTE – other trades that showed as active in 2018 in Greater Sudbury for journeypersons: Information Technology – Network Technician; **for apprentices:** Construction Millwright; Metal Fabricator (Fitter); Transmission Technician; Information Technology – Hardware Technician; Parts Technician.

MOST ACTIVE TRADES BY TRADE SECTOR FOR SUDBURY DISTRICT:

As shown in **Tables 7.a** and **7.b**, the District of Sudbury has 11% of all journeypersons and 11% of all apprentices in the WPSM area with very few changes since 2016.

TABLE 7.a
MOST ACTIVE TRADES BY SECTOR (JOURNEYPersonS) BY AGE AND GENDER – SUDBURY DISTRICT
(MARCH 2016 TO JUNE 2018)

Sudbury District Top 10 Trades by Journeypersons 2016					Sudbury District Top 10 Trades by Journeypersons 2018									
Construction	JP	Age	M	F	Construction	JP	Age	M	F					
Electrician – Construction and Maintenance	81	52	79	2	Electrician - Construction and Maintenance	82	54	80	2					
Plumber	25	50	25	0	Plumber	20	51	20	0					
Steamfitter	14	58	14	0	Sheet Metal Worker	10	44	10	0					
Sheet Metal Worker	8	39	8	0	Steamfitter	10	60	10	0					
Hoisting Engineer - Mobile Crane Operator 1	7	53	7	0	Hoisting Engineer - Mobile Crane Operator 1	7	46	7	0					
Refrigeration and Air Conditioning Systems Mechanic	6	54	6	0	Refrigeration and Air Conditioning Systems Mechanic	5	53	5	0					
Hoisting Engineer - Mobile Crane Operator 2	4	51	4	0	Powerline Technician	4	34	4	0					
General Carpenter	3	26	3	0	Hoisting Engineer - Mobile Crane Operator 2	4	53	4	0					
Residential Air Conditioning Systems Mechanic	2	29	2	0	General Carpenter	2	27	2	0					
Hoisting Engineer - Tower Crane Operator	2	83	2	0	Ironworker - Structural and Ornamental	2	28	2	0					
Top 5 Trades by Journeypersons 2016					Top 5 Trades by Journeypersons 2018									
Industrial	JP	Age	M	F	Industrial	JP	Age	M	F					
Industrial Mechanic Millwright	7	30	6	1	Industrial Mechanic Millwright	13	31	12	1					
Industrial Electrician	5	38	5	0	Industrial Electrician	8	41	7	1					
Instrumentation and Control Tech	2	34	2	0	Instrumentation and Control Tech	2	36	2	0					
N/A					Metal Fabricator (Fitter)	1	33	1	0					
N/A					N/A									
Motive Power					Motive Power									
JP	Age	M	F	JP	Age	M	F	JP	Age	M	F			
Automotive Service Technician	101	50	101	0	Automotive Service Technician	106	52	106	0	JP	Age	M	F	
Truck and Coach Technician	88	51	88	0	Truck and Coach Technician	96	51	96	0	Automotive Service Technician	106	52	106	0
Auto Body and Collision Damage Repairer	11	57	11	0	Heavy Duty Equipment Technician	12	43	12	0	Truck and Coach Technician	96	51	96	0
Heavy Duty Equipment Technician	9	40	9	0	Auto Body and Collision Damage Repairer	11	57	11	0	Auto Body and Collision Damage Repairer	12	43	12	0
Motorcycle Technician	4	43	4	0	Motorcycle Technician	4	45	4	0	Heavy Duty Equipment Technician	9	40	9	0
Service					Service									
JP	Age	M	F	JP	Age	M	F	JP	Age	M	F			
Hairstylist	52	45	11	41	Hairstylist	47	48	10	37	JP <td>Age <td>M <td>F</td> </td></td>	Age <td>M <td>F</td> </td>	M <td>F</td>	F	
Child Development Practitioner	1	49	0	1	Child Development Practitioner	2	30	0	2	Hairstylist	47	48	10	37
Parts Technician	1	31	1	0	N/A					Child Development Practitioner	2	30	0	2
N/A					N/A					Parts Technician	1	31	1	0
N/A					N/A					N/A				
N/A					N/A					N/A				

TABLE 7.b
MOST ACTIVE TRADES BY SECTOR (APPRENTICES) BY AGE AND GENDER – SUDBURY DISTRICT
(MARCH 2016 TO JUNE 2018)

Sudbury District Top 10 Trades by Apprentices 2016					Sudbury District Top 10 Trades by Apprentices 2018				
Construction	App	Age	M	F	Construction	App	Age	M	F
General Carpenter	19	33	17	2	Electrician - Construction and Maintenance	21	32	21	0
Electrician - Construction and Maintenance	17	31	17	0	General Carpenter	17	30	15	2
Plumber	5	29	5	0	Ironworker - Structural and Ornamental	4	28	2	2
Ironworker - Structural and Ornamental	5	26	4	1	Plumber	3	29	3	0
Powerline Technician	4	30	4	0	Refrigeration and Air Conditioning Systems Mechanic	3	26	3	0
Sheet Metal Worker	2	26	2	0	Powerline Technician	3	23	3	0
Refrigeration and Air Conditioning Systems Mechanic	2	20	2	0	Sheet Metal Worker	2	26	2	0
Reinforcing Rod worker	2	34	2	0	Residential Air Conditioning Systems Mechanic	2	46	2	0
Steamfitter	1	33	1	0	Heavy Equip. Operator - Excavator	2	21	2	0
Hoisting Engineer - Mobile Crane Operator 1	1	21	0	1	Heavy Equip. Operator -Tractor Loader Backhoe	2	21	2	0
Top 5 Trades by Apprentices 2016					Top 5 Trades by Apprentices 2018				
Industrial	App	Age	M	F	Industrial	App	Age	M	F
Industrial Mechanic Millwright	18	24	17	1	Industrial Mechanic Millwright	14	29	12	2
Industrial Electrician	12	26	11	1	Industrial Electrician	4	31	3	1
Welder	3	20	2	1	Welder	3	20	2	1
Pressure Systems Welder	2	25	2	0	Pressure Systems Welder	2	27	2	0
Instrumentation and Control Technician	1	39	1	0	Tractor-Trailer Commercial Driver	1	46	1	0
Motive Power	App	Age	M	F	Motive Power	App	Age	M	F
Heavy Duty Equip. Technician	16	26	15	1	Truck and Coach Technician	18	28	18	0
Truck and Coach Technician	13	30	13	0	Automotive Service Technician	13	25	13	0
Automotive Service Technician	11	28	10	1	Heavy Duty Equip. Technician	10	27	10	0
Auto Body and Collision Damage Repairer	2	22	2	0	Auto Body and Collision Damage Repairer	3	21	3	0
Small Engine Technician	2	23	2	0	Marine Engine Technician	1	19	0	1
Service	App	Age	M	F	Service	App	Age	M	F
Hairstylist	7	23	0	7	Hairstylist	6	26	0	6
Child Development Practitioner	7	23	0	7	Child Development Practitioner	3	26	0	3
Cook	3	26	1	2	Retail Meat Cutter	1	19	1	0
Utility Arborist	1	32	1	0	N/A				
N/A					N/A				

NOTE – other trades that showed as active in 2018 in the Sudbury District for journeypersons: Powerline Technician; Ironworker – structural and ornamental; and Metal Fabricator; for apprentices: Heavy Equipment Operator (excavator); Heavy Equipment Operator (Tractor-Loader-Backhoe); Tractor Trailer Commercial Driver; Marine Engine Technician; and Retail Meat Cutter.

MOST ACTIVE TRADES BY TRADE SECTOR FOR MANITOULIN DISTRICT:

As shown in **Tables 8.a** and **8.b**, the Manitoulin District has 5% of all journeyperson activity and 6% of apprentice activity in the WPSM area.

TABLE 8.a
MOST ACTIVE TRADES BY SECTOR (JOURNEYPersons) BY AGE/GENDER – MANITOULIN DISTRICT
(MARCH 2016 TO JUNE 2018)

Manitoulin District Top 10 Trades by Journeypersons 2016					Manitoulin District Top 10 Trades by Journeypersons 2018				
Construction	JP	Age	M	F	Construction	JP	Age	M	F
Electrician - Construction and Maintenance	32	55	32	0	Electrician - Construction and Maintenance	30	54	30	0
Plumber	16	52	16	0	Plumber	10	49	10	0
Hoisting Engineer - Mobile Crane Operator 1	6	55	6	0	Hoisting Engineer - Mobile Crane Operator 1	7	57	7	0
Electrician - Domestic and Rural (residential)	4	62	4	0	Refrigeration and Air Conditioning Systems Mechanic	2	64	2	0
Sheet Metal Worker	3	73	3	0	Sheet Metal Worker	2	69	2	0
General Carpenter	2	29	2	0	Electrician - Domestic and Rural (residential)	2	55	2	0
Construction Craft Worker	2	43	2	0	Powerline Technician	1	26	1	0
Steamfitter	1	65	1	0	Residential (Low Rise) Sheet Metal Installer	1	36	1	0
Refrigeration and Air Conditioning Systems Mechanic	1	54	1	0	N/A				
Powerline Technician	1	32	1	0	N/A				
Top 5 Trades by Journeypersons 2016					Top 5 Trades by Journeypersons 2018				
Industrial	JP	Age	M	F	Industrial	JP	Age	M	F
Industrial Mechanic Millwright	1	74	1	0	Industrial Mechanic Millwright	1	76	1	0
N/A					Welder	1	22	1	0
N/A					N/A				
N/A					N/A				
N/A					N/A				
Motive Power					Motive Power				
JP	Age	M	F	JP	Age	M	F	JP	F
Automotive Service Technician	67	53	67	0	Automotive Service Technician	67	55	67	0
Truck and Coach Technician	52	57	52	0	Truck and Coach Technician	54	59	54	0
Auto Body and Collision Damage Repairer	10	47	10	0	Auto Body and Collision Damage Repairer	11	51	11	0
Heavy Duty Equipment Technician	1	74	1	0	Heavy Duty Equipment Technician	3	47	3	0
Motorcycle Technician	1	35	1	0	Motorcycle Technician	1	37	1	0
Service					Service				
JP	Age	M	F	JP	Age	M	F	JP	F
Hairstylist	29	51	9	20	Hairstylist	27	52	6	21
Arborist	2	26	2	0	Arborist	2	28	2	0
N/A					Retail Meat Cutter	1	25	1	0
N/A					Parts Technician	1	44	1	0
N/A					Utility Arborist	1	24	1	0

TABLE 8.b
MOST ACTIVE TRADES BY SECTOR (APPRENTICES) BY AGE/GENDER – MANITOULIN DISTRICT
(MARCH 2016 TO JUNE 2018)

Manitoulin District Top 10 Trades by Apprentices 2016					Manitoulin District Top 10 Trades by Apprentices 2018				
Construction	App	Age	M	F	Construction	App	Age	M	F
Powerline Technician	11	22	11	0	Powerline Technician	10	23	10	0
General Carpenter	6	32	6	0	Electrician - Construction and Maintenance	5	31	5	0
Electrician - Construction and Maintenance	6	32	6	0	General Carpenter	5	25	5	0
Plumber	3	24	3	0	Plumber	2	23	2	0
Construction Millwright	2	24	2	0	Sheet Metal Worker	2	40	2	0
Ironworker - Structural and Ornamental	1	20	1	0	Heavy Equipment Operator - Excavator	1	22	1	0
Sheet Metal Worker	1	45	1	0	Heavy Equipment Operator -Tractor Loader Backhoe	1	22	1	0
Reinforcing Rod worker	1	26	1	0	Heavy Equipment Operator -Dozer	1	22	1	0
Construction Craft Worker	1	36	1	0	Steamfitter	1	33	1	0
Residential (Low Rise) Sheet Metal Installer	1	26	1	0	Construction Millwright	1	25	1	0
Top 5 Trades by Journeypersons 2016					Top 5 Trades by Apprentices 2018				
Industrial	App	Age	M	F	Industrial	App	Age	M	F
Industrial Mechanic Millwright	2	33	2	0	Industrial Mechanic Millwright	2	35	2	0
Welder	1	19	1	0	Welder	1	27	1	0
N/A					Industrial Electrician	1	23	0	1
N/A					Tractor-Trailer Commercial Driver	1	27	1	0
N/A					Instrumentation and Control Technician	1	31	1	0
Motive Power	App	Age	M	F	Motive Power	App	Age	M	F
Automotive Service Technician	12	26	12	0	Automotive Service Technician	12	26	12	0
Truck and Coach Technician	4	22	4	0	Truck and Coach Technician	5	26	5	0
Auto Body and Collision Damage Repairer	4	41	4	0	Auto Body and Collision Damage Repairer	3	41	3	0
Heavy Duty Equipment Tech	3	26	3	0	Heavy Duty Equipment Technician	1	39	1	0
Transmission Technician	2	55	2	0	Transmission Technician	1	60	1	0
Service	App	Age	M	F	Service	App	Age	M	F
Parts Technician	27	52	6	21	Parts Technician	5	47	2	3
Child Development Practitioner	2	28	2	0	Developmental Services Worker	3	49	0	3
Developmental Services Worker	1	25	1	0	Utility Arborist	2	24	2	0
Cook	1	44	1	0	Child Development Practitioner	2	39	0	2
Utility Arborist	1	24	1	0	Information Technology - Network Technician	2	27	1	1

NOTE – other trades that showed as active in 2018 for Manitoulin District for journeypersons: Welder; Retail Meat Cutter; Parts Technician; Utility Arborist; **for apprentices:** Heavy Equipment Operator (Excavator); Heavy Equipment Operator (Tractor-Loader-Backhoe); Heavy Equipment Operator (Dozer); Steamfitter; Industrial Electrician; Tractor Trailer Commercial Driver; Instrumentation Control Technician; and Information Technology – Network Technician.

WOMEN IN THE TRADES:

Women are still underrepresented in all trades except *Hairstylist*. **Table 9** shows the total number of female journeypersons and apprentices across the WPSM area for 2018. In 2018, there were 43 more female journeypersons and 19 fewer apprentices than in 2016.

**TABLE 9
FEMALE JOURNEYPersonS AND APPRENTICES IN THE WPSM AREA
(JUNE 2018)**

TRADE SECTOR	Greater Sudbury		District of Sudbury		District of Manitoulin	
	JP	App	JP	App	JP	App
Service						
Hairstylist	410	46	37	6	21	3
Information Technology - Contact Centre Technical Support Agent	17	1				
Information Technology - Contact Centre Sales Agent	17	1				
Information Technology - Contact Centre Customer Service Agent	14					
Child Development Practitioner	1	25	2	3		2
Information Technology - Network Technician	15	6				1
Information Technology - Hardware Technician	12					
Baker	1					
Parts Technician	1	4				3
Baker-Patisier	2					
Developmental Services Worker	1	3			1	3
Educational Assistant		2				
Industrial						
General Machinist		1				
Industrial Mechanic Millwright	2	5	1	2		
Tractor-Trailer Commercial Driver		2				
Metal Fabricator (Fitter)		3				
Instrumentation and Control Technician		1				
Cabinetmaker		1				
Welder		1		1		
Industrial Electrician		2	1	1		1
Construction						
Electrician - Construction and Maintenance	14	5	2			
Construction Craft Worker	3	1				
Construction Boilermaker				1		
General Carpenter		6		2		
Ironworker - Structural and Ornamental				2		
Refrigeration and Air Conditioning Systems Mechanic		1				
Heavy Equipment Operator -Excavator		1				
Heavy Equipment Operator -Dozer		1				
Heavy Equipment Operator -Tractor Loader Backhoe	1	1				
Motive Power						
Heavy Duty Equipment Technician	1	3				
Marine Engine Technician				1		
Auto Body and Collision Damage Repairer		2				
Automotive Electronic Accessory Technician		1				
Automotive Service Technician	1	4				

EXAM SUCCESS RATES FOR APPRENTICES FOR MOST ACTIVE TRADE SECTORS

Tables 10.a and 10.b present 2018 data on trade examinees' success rate with exams. Two populations are presented, apprentices and trade qualifiers. Data are presented for the most active trades sorted by trade sector. The data show the number of examinees, number of attempts, average number of attempts by examinees, percentage of examinees who passed on the first attempt and the percentage of examinees who successfully passed the exam. Successful completion of the trade exams leads to certification in the trade. With some exceptions, apprentices are completing their exams after 1 or 2 attempts (Table 10.a). Trade qualifiers tend to have more attempts and less success passing exams (Table 10.b).

TABLE 10.a
SUMMARY OF APPRENTICES' SUCCESS RATES FOR MOST ACTIVE TRADES SORTED BY SECTOR
WPSM AREA
(JUNE 2018)

Overall - Top Trades by Apprentices and Examination Attempts					
	Examinees	Total Attempts	Attempts (Average)	Passed 1 st Attempt (%)	Total Passed (%)
Construction					
Electrician - Domestic and Rural (residential)	434	793	1.8	65%	88%
General Carpenter	236	485	2.1	25%	44%
Plumber	207	443	2.1	46%	84%
Construction Craft Worker	138	168	1.2	67%	74%
Powerline Technician	105	132	1.3	83%	100%
Ironworker - Structural and Ornamental	81	123	1.5	49%	79%
Refrigeration and Air Conditioning Systems Mechanic	67	88	1.3	76%	85%
Sheet Metal Worker	65	104	1.6	65%	82%
Steamfitter	36	134	3.7	25%	64%
Drywall, Acoustic and Lathing Applicator	29	47	1.6	48%	69%
Industrial					
Industrial Mechanic Millwright	325	642	2.0	41%	79%
Industrial Electrician	181	320	1.8	50%	84%
General Machinist	65	104	1.6	58%	91%
Welder	28	44	1.6	32%	64%
Instrumentation and Control Technician	23	42	1.8	43%	83%
Motive Power					
Heavy Duty Equipment Technician	324	598	1.8	52%	74%
Automotive Service Technician	226	312	1.4	74%	89%
Truck and Coach Technician	184	427	2.3	45%	74%
Auto Body and Collision Damage Repairer	17	26	1.5	82%	82%
Motorcycle Technician	7	7	1.0	100%	100%
Service					
Hairstylist	267	387	1.4	73%	93%
Utility Arborist	18	18	1.0	100%	100%
Parts Technician	15	18	1.2	60%	80%
Cook	10	16	1.6	40%	40%
Arborist	6	12	2.0	50%	100%

TRADE QUALIFIERS SUCCESS RATES BY MOST ACTIVE TRADE SECTORS:

TABLE 10.b
SUMMARY OF TRADE QUALIFIER SUCCESS RATES FOR MOST ACTIVE TRADES SORTED BY SECTOR
WPSM AREA
(JUNE 2018)

Overall - Top Trades by Trade Qualifiers and Examination Attempts					
	Examinees	Total Attempts	Attempts per Examinee (Average)	Passed 1st Attempt (%)	Total Passed (%)
CONSTRUCTION					
Electrician - Domestic and Rural (residential)	85	205	2.4	31%	66%
General Carpenter	66	128	1.9	9%	20%
Residential Air Conditioning Systems Mechanic	26	32	1.2	54%	62%
Plumber	25	53	2.1	44%	68%
Steamfitter	16	44	2.8	13%	50%
Powerline Technician	14	14	1.0	86%	86%
Sheet Metal Worker	13	16	1.2	69%	69%
Refrigeration and Air Conditioning Systems Mechanic	11	31	2.8	0%	27%
Brick and Stone Mason	7	14	2.0	0%	0%
Painter and Decorator - Commercial and Residential	7	15	2.1	0%	14%
INDUSTRIAL					
Industrial Mechanic Millwright	96	182	1.9	18%	35%
Welder	33	55	1.7	15%	18%
Industrial Electrician	32	98	3.1	6%	34%
General Machinist	18	24	1.3	28%	33%
Metal Fabricator (Fitter)	16	26	1.6	19%	31%
MOTIVE POWER					
Heavy Duty Equipment Technician	206	419	2.0	25%	39%
Truck and Coach Technician	67	178	2.7	13%	37%
Automotive Service Technician	44	68	1.5	43%	48%
Auto Body and Collision Damage Repairer	12	19	1.6	0%	50%
Auto Body Repairer	7	15	2.1	29%	43%
SERVICE					
Cook	37	56	1.5	3%	3%
Hairstylist	36	53	1.5	56%	67%
Network Cabling Specialist	5	6	1.2	0%	0%
Arborist	2	2	1.0	50%	50%
Baker-Patisserie	2	2	1.0	0%	0%



Preparation for and successful completion of trade exams is a well-recognized factor in apprenticeship completion. It appears the apprentices, with a few exceptions (carpenter, cook), are being successful. Many apprentices struggle on their first attempt but pass with additional rewrites.

Trade qualifiers, on the other hand, appear to be challenged by the exam with very low success rates. What are the issues (literacy, test writing skills, specialized language, numeracy, etc.) and how might service providers help apprentices and trade qualifiers successfully complete their exam?



Appendix 1: List of Compulsory Trades in Ontario

TRADE NAME AND SECTOR	TRADE CODE
Sheet Metal Worker	308A
Refrigeration and Air Conditioning Systems Mechanic	313A
Hoisting Engineer - Mobile Crane Operator 1	339A
Electrician - Domestic and Rural (residential)	309C
Electrician - Construction and Maintenance	309A
Plumber	306A
Residential (Low Rise) Sheet Metal Installer	308R
Hoisting Engineer - Tower Crane Operator	339B
Hoisting Engineer - Mobile Crane Operator 2	339C
Steamfitter	307A
Sprinkler and Fire Protection Installer	427A
Residential Air Conditioning Systems Mechanic	313D
Alignment and Brakes Technician	310E
Truck and Coach Technician	310T
Transmission Technician	310D
Automotive Service Technician	310S
Auto Body and Collision Damage Repairer	310B
Motorcycle Technician	310G
Truck-Trailer Service Technician	310J
Auto Body Repairer	310Q
Automotive Electronic Accessory Technician	310K
Hairstylist	332A
Fuel and Electrical Systems Technicians	310C