

**Apprenticeship**  
Manitoba  
The future is in your hands.

2011/2012  
**Program Handbook**



Manitoba 

# Apprenticeship

Earn while you learn  
Learn while you earn

Apprenticeship is a form of post-secondary education like university or college. But there's a big difference. Apprentices not only learn technical skills in a classroom, they receive paid on-the-job training and practical experience with an employer. Apprenticeship Manitoba offers training in over 50 skilled trades leading to certification as a journeyman in a skilled trade.

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# Apprenticeship: How it Works

## Apprenticeship: How it Works

### LEARN

As an apprentice, approximately 80 per cent of your time is spent receiving practical, on-the-job training with an employer while 20 per cent of your time will be spent in technical training at a college or technical institute such as Red River College, Assiniboine Community College or University College of the North. Most apprenticeship programs in Manitoba take approximately two to five years to complete.

### EARN

Unlike attending university or college, apprenticeship training begins on the job where you receive a wage for your work as you learn. When you are ready to attend the classroom portion of your training, you register for classes through Apprenticeship Manitoba. The majority of your tuition costs are covered by the Manitoba government and Employment Insurance becomes available to you. As you successfully progress through each year or level of your apprenticeship program, your wage for on-the-job training continues to increase and when you graduate, you earn journeyman wages.

### BECOME CERTIFIED

Through a combination of hands-on training and in-school learning, you will earn a Certificate of Qualification (commonly referred to as "your ticket") in a skilled trade. This means your expertise and industry-proven skills are formally and financially recognized. With most trades available for an Interprovincial Red Seal endorsed certification, your credentials are recognized across Canada. If you already have experience in a trade but are not certified, you may qualify to have your experience recognized to fast-track your apprenticeship or challenge the certification exam.

**When you join Manitoba's apprenticeship program, you're signing yourself up for life-long learning and earning potential.** With more than 50 trades to choose from, apprenticeship is an important consideration when planning for your post-secondary education and career path.

### Did You Know?

Most of the 50+ trade careers in Manitoba offer Interprovincial Red Seal endorsed certification, which means your credentials are recognized across Canada.



# Benefits of Apprenticeship

## Benefits of Apprenticeship and a Career in the Skilled Trades

### RESPECT

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- **Skilled trades play an important role in Canada's knowledge-based economy.**  
Trades professionals are involved in every aspect of our day-to-day lives: from building safe, energy-efficient homes, to repairing the vehicles we rely on to get to work and preparing mouth-watering dishes at our favourite restaurants. In our communities, skilled tradespeople get things done.
- **Successfully completing an apprenticeship takes intelligence, creativity, dedication, focus and hard work.**  
Individual success in skilled trades is based on a strong academic foundation in reading, writing, math, science, critical analysis and communication skills.
- **Red Seal-endorsed certification can take you anywhere in Canada.**  
Like a university or college diploma, your Red Seal certification means your expertise and industry-proven skills are recognized in every province and territory in Canada.

### OPPORTUNITY

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- **Trades are in demand**  
More than one million people work in the skilled trades in Canada and that number is growing. The number of people required to fill all skilled-trades positions has been increasing two per cent every year since the early 1990s. Manitoba's 50 trades are categorized in four sectors: Industrial, Construction, Transportation and Service.
- **Accessible programs**  
Getting started on your apprenticeship is easy and accessible. There are no wait lists to start an apprenticeship. Once you've decided on the trade you're interested in, you can find a qualified employer to hire you and register as an apprentice, even if you don't have any experience. Once you're employed and ready to attend the classroom portion of your training, refer to the *Apprenticeship Manitoba Technical Training Calendar* for instructions about class registration. If you don't live in a community where the classroom training is offered, Apprenticeship Manitoba may be able to bring the classroom training to your area.
- **Career advancement**  
As with all careers and post-secondary educations, apprenticeship is just the beginning. As an apprentice, you will learn skills that will last a lifetime and prepare you for a future of continued opportunities for advancement. These opportunities include supervisory positions to teaching and management positions. It even allows for the possibility of owning your own business.

### GOOD PAY

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- **Minimize student debt**  
Apprenticeship training is a very affordable post-secondary opportunity because of the 80/20 rule. With 80 per cent of your time spent making money and learning new skills, and your tuition costs for your classroom training heavily subsidized by the provincial government, your student debt load will be much lower than other post-secondary students. Not only that, but other federal and provincial tax incentives and scholarship opportunities make apprenticeship an even more attractive option.
- **Many trades professionals earn more than the average salary**  
With increasing demand for skilled-trades professionals and their services, many trades professionals earn salaries above the national average income.



# Myth Busters

## Myth Busters

### WHO SAYS SKILLED TRADES ARE NOT FOR STUDENTS WHO GET GOOD GRADES?

Skilled trades require a strong academic foundation, intelligence, creativity and dedication. Like other post-secondary programs, reading, writing, math, science, critical analysis and communication skills are essential for success. Tradespeople often need to perform a range of complex tasks. Some examples include: reading complicated blue prints, identifying potential volumes of water and the resulting pressure when installing a sewage system for a high rise, analyzing programmable logic controllers for maintenance and repair of on-site technology or calculating weight and distance while operating a crane situated on a 10-storey building.

### WHO SAYS UNIVERSITY IS THE ONLY PATH TO A GOOD CAREER?

Like all post-secondary educations, earning your Certificate of Qualification through an apprenticeship is also a ticket to a more secure future. Given the high demand, good pay and travel opportunities, becoming certified in a skilled trade can lead to opportunity for advancement, including teaching, supervisory and management positions or starting your own business.

Statistics Canada reports that tradespeople generally earn a salary approximately 3.1 per cent above the national average of all Canadian careers combined.

*The Manitoba Construction Sector Council Report, Spring 2006, states: "From 2006 to 2014, Manitoba will have to replace an estimated 18 per cent of its construction workforce (4,034 workers) to maintain the 2004 labour force levels. In addition to this, the province will require almost 2,500 additional workers to meet the demand over the forecasting period. This translates into significant training requirements."*

### WHO SAYS ALL SKILLED TRADES ARE DIRTY, NOISY AND PHYSICALLY DEMANDING?

Although the skilled trades will continue to involve hands-on work, not all trades are noisy and physically demanding. Technological advances have changed the day-to-day activities of many trades today. It isn't uncommon to find tradespeople who work indoors using sophisticated computer equipment and technology. For example, tool and die makers use computer-aided designs to develop new tools, dies and special molds, while motor vehicle mechanics often rely on computers before they work under the hood.

### WHO SAYS WOMEN DON'T HAVE THE PHYSICAL STRENGTH TO PERFORM IN THE SKILLED TRADES?

Physically demanding work doesn't necessarily imply strength. Physical work in the trades also requires dexterity, stamina, good eye-hand co-ordination and balance, attributes that both women and men possess.



# How do I know if Apprenticeship is for Me?

## How do I Know if Apprenticeship is For Me?

### Apprenticeship is for you, if you:

- enjoy learning by doing
- look forward to new challenges every day
- are naturally-skilled at building and repairing things
- enjoy working as part of a team
- want to earn an above-average salary
- like to be physically active and constantly on the move
- are detail-oriented
- enjoy solving mathematical problems
- have a good imagination and creative flair
- enjoy working with new technologies
- want to earn as you learn

### Generally, a career in trades requires:

- good literacy skills
- ability to solve problems
- good communication skills
- aptitude for technology
- creativity and imagination
- attention to detail
- mathematical and analytical skills
- co-ordination and dexterity
- visualization of the end product

Most importantly, you need to have **PASSION** for what you do.



# Prepare for Success

## Essential Skills

Developing the practical skills, knowledge and experience to succeed in a career in the trades is important. But you must also have basic skills for effective learning during all your apprenticeship training.

Skills in key areas such as reading, math, interpersonal communication and using computers contribute to your success as a student, apprentice and, finally, as a journey person. If you have been out of school for some time or you feel your learning skills are a bit rusty, here are some steps to help you assess and improve your essential skills.

### 1. Do a reality check

Think about your school skills. Be honest with yourself. How good is your math? When was the last time you wrote a test? How ready are you to tackle homework? When did you last read a textbook?

### 2. Inform yourself about what's required

Do some research on the apprenticeship training program for your trade. What are you good at? What could you use some help with? Talk to representatives from Apprenticeship Manitoba or someone at the college or school you will be attending. What kinds of documents or textbooks will you have to read? What kind of math will you be doing? Then think about how your skills compare to what is needed. Talk to people who have been through technical training to find out what they found easy or difficult. Getting good information can help reduce anxiety.

### 3. Do some upgrading

Anything you do to refresh your essential skills will help you during your classroom training. If you think you will need extra tutoring, or if you have learning challenges, contact an adult learning or training centre.

### 4. Plan your time

Don't leave it to the last minute. Start refreshing your skills at least two or three months before technical training starts. Even doing one or two practice exercises a week can make a difference. If you don't meet the academic standing, Apprenticeship Manitoba will provide an essential skills assessment and recommend upgrading options.

### Did You Know?

aWEST is an Essential Skills Upgrading Centre for the trades. If you're preparing for an exam or certification, or just want to build up your knowledge in one or more of the essential skills used in every workplace and jobsite, then drop in and talk to one of the trades-experienced instructors. The aWEST drop-in centre for the trades is located at 1000 Waverley Street in Winnipeg. More information is available at [wem.mb.ca/awest\\_essential\\_skills\\_for\\_trades.aspx](http://wem.mb.ca/awest_essential_skills_for_trades.aspx).

# Immigrants and Internationally Trained Skilled Workers

People from around the world continue to choose Manitoba as their destination to work, live and play. Manitoba offers a rich and varied geography, abundant natural resources, an enviable standard of living and a diversified, growing economy. Our province also offers support to qualified, skilled, experienced workers to help with immigration, working in Canada or in obtaining recognition of foreign credentials.

## Immigration Assistance for Internationally Trained Skilled Workers

International trades professionals interested in apprenticeship and certification in Manitoba are encouraged to apply under the Manitoba Provincial Nominee Program (MPNP). This program allows the Manitoba government to nominate and help applicants in the immigration process by selecting skilled workers who have the training and language ability to be employed in Manitoba. Once approved under the MPNP, the program also helps applicants obtain permanent resident status and a work permit.

Another option is to apply under the Temporary Foreign Worker Program, which allows international trades professionals to work temporarily in Manitoba in jobs that help employers address skill shortages. Although this program helps applicants get temporary resident status and a work permit, the first step in applying for this program is to have a job offer from a Manitoba employer.

## English Language Requirements

A good command of the English language is required to enter and successfully complete an apprenticeship program. For most trade programs, a minimum Canadian Language Benchmark Level of 6 or 7 is recommended. Some programs require Level 8 or higher.

For more information about immigrant support programs, including how to immigrate to Manitoba, working in Manitoba and English language training options, visit [immigratemanitoba.com](http://immigratemanitoba.com). For application details, see section on *Post-secondary Apprenticeship* (page 19) or *Skilled Workers and Certification* (page 22).

## Did You Know?

Many new immigrants interested in apprenticeship and certification in Manitoba make use of the following support services:

**Manitoba Start** - Learn about employment, local laws, and medical and health services and register for the Entry orientation program.

**Winnipeg English Language Assessment and Referral Centre (WELARC)** - Get help in language benchmarking and referrals to language training options.

**Enhanced English Skills for Employment** – Get help with essential skills upgrading to adequately prepare for an apprenticeship program and certification exams.



# How to Start



## High School Apprenticeship Program (HSAP)

Combine high school instruction with paid, part-time, on-the-job training and receive credit for on-the job training hours.

This option is available for most Manitoba-designated trades and lets you start your apprenticeship training while you are enrolled in a Grade 10, 11 or 12 or an equivalent program.

Apply your on-the-job training hours to continued, full-time apprenticeship training after graduation. Use this opportunity to complete Level 1 practical on-the-job experience before high school graduation.

Many students continue their apprenticeship training after high school with the same employer.

- Earn up to **eight** supplemental academic credits for graduation based on 110 working hours per credit (up to six credits for mature diploma students).
- Get paid more than minimum wage. Employers are responsible for paying students enrolled in the HSAP a regulated wage of minimum wage plus 10 per cent.
- Get hands-on experience using highly-specialized technological equipment.
- Obtain an apprenticeship tuition exemption (up to a maximum of four in-school training levels) for every 220 hours of HSAP on-the-job training.

## Vocational and Pre-employment Programs

Attend a vocational school or pre-employment program accredited by Apprenticeship Manitoba and receive credit for technical in-school training hours.

Apprenticeship Manitoba recognizes trades-related courses or programs of study offered by other training institutions, colleges and high schools. Students who complete accredited courses and programs can, within a specific time period, apply their credits to the technical in-school training requirements of full-time apprenticeship.

For a list of institutions with programs recognized by Apprenticeship Manitoba, visit: [gov.mb.ca/tce/apprent/apprentice/accredited\\_programs](http://gov.mb.ca/tce/apprent/apprentice/accredited_programs).

### Did You Know?

Combine your practical on-the-job hours obtained through the HSAP with technical in-school hours obtained through a vocational or pre-employment program and complete your first level of apprenticeship. This means you could enter Level 2 apprenticeship as soon as you graduate from high school.

## High School / Secondary School Programs

# How to Start High School Apprenticeship Program (HSAP)

## HSAP – STEPS TO BEGIN

### 1. Research your trade of interest

HSAP is available in more than 50 designated trades in Manitoba. To find what interests you most, research different trades, talk to your school apprenticeship contact, connect with a trade professional and assess your interests, skills, aptitude and the kind of lifestyle you want.

### 2. Know Your Requirements

#### Eligibility includes:

- minimum 16 years of age
- completion of Grade 9 (including core subjects)
- enrolled in an approved Manitoba Grade 10, 11 or Grade 12 program (including core subjects)\*

\* Mature diploma students are also eligible and must have completed Manitoba Grade 9 math and English (or their equivalents); or be assessed with current standing in Manitoba Grade 10, 11 or Grade 12 math and Grade 10, 11 or Grade 12 English.

Note: Students who are enrolled in modified (M) courses are eligible for HSAP. Upgrading, however, may be required to continue the apprenticeship program after high school. To be successful in most trade programs, strong math, science, computer and communication skills are required.

### 3. Find an Employer to Hire You

Once you have chosen a trade, you must find a certified journeyperson/employer to hire you as a high school apprentice.\* Approach this task like a job search, knowing that 80 per cent of all job openings are never advertised.

Note: Prospective electrologists, estheticians and hairstylists are required to first be enrolled in, or have successfully completed, training at an accredited institution before they are hired by an employer as a high school apprentice.

*\*In non-compulsory trades, high school apprentices may also obtain employment with a designated trainer (uncertified tradesperson). To qualify, the Apprenticeship Application must include a Designated Trainer Application form and Work Experience form.*

#### Tips for Finding an Employer

- Speak to your high school apprenticeship contact about businesses in your area that hire high school apprentices.
- Visit businesses that are in the trade of your interest.
- Consult with joint labour/management training boards and trade associations or unions to see if they know any employers who are looking to hire a high school apprentice.
- Tell everyone you know and everyone you meet that you are looking for an employer.
- Carry a resume with you everywhere. Ask to speak with a manager or supervisor and leave your resume even if they aren't hiring.
- Get the names and phone numbers of the employers and their managers and supervisors that you've contacted. Follow up with them after a couple of weeks. That tells them that you really want the job.
- Scan the classified and want ads in the newspapers and on the Internet.

### 4. Register as a High School Apprentice and Submit your Application Fee

Once you have found an employer who wants to hire you, you will need to apply as a high school apprentice with Apprenticeship Manitoba. Liaise with your school guidance counsellor/HSAP school coordinator or contact the HSAP co-ordinator at Apprenticeship Manitoba to make sure you meet all the academic requirements. Download or submit your application on-line at [www.manitoba.ca/tradecareers](http://www.manitoba.ca/tradecareers).

The following application forms are required ;

- The Apprenticeship Application (requires information from the high school apprentice and employer)
- The HSAP Registration Form (school verification form completed by the HSAP coordinator)

\*Homeschooling and Non-funded Independent School Applicants – It's necessary to have an HSAP representative and to confirm a contact at either a non-funded independent school, public school or provincially-funded independent school that will be responsible for assessing the learning outcomes of, and granting the credits for, the on-the-job experience. A letter from a public school or provincially-funded independent school accepting responsibility to grant HSAP credit or a letter from a non-funded independent school accepting responsibility to grant HSAP credit must also be submitted with the HSAP application package.

\* Mature Diploma Applicants - Students must also obtain a contact at either the Adult Learning Centre or school (ex: guidance counsellor) who will be responsible for assessing the learning outcomes of, and granting the credits for, the on-the-job experience.

### 5. Get Paid and Start Your Career

After your apprenticeship application is approved and your agreement is registered, you will receive a letter of acceptance, permanent pocket card and report of hours, required to document your practical, on-the-job training hours.

You will work closely with certified trades professionals, learn the skills of your chosen trade, obtain credit towards both high school and apprenticeship program completion and be paid a regulated wage of minimum wage plus 10 per cent.

Note: You can begin working for an employer prior to the acceptance of the apprenticeship application.\* Applicants may begin to accumulate hours starting from the date the apprenticeship application is submitted to Apprenticeship Manitoba. You can also obtain time credit for hours worked prior to the submission of an apprenticeship application. To obtain time credit for previous hours worked, employers must document these hours on the apprenticeship application.

*\*Under Manitoba legislation for compulsory trades, you can only begin working in your trade and receive credit for hours worked beginning on the date your application has been submitted to Apprenticeship Manitoba. Employers in compulsory trades should make this part of the standard first-day paper work. See the Manitoba Trade Chart for a listing of compulsory trades.*

#### Remember to:

**Set up a Work Schedule** - Set up a suitable on-the-job/academic timetable with your employer that allows you to attend all your required high school classes.

**Regularly Contact your Apprenticeship Co-ordinator** - Inform the designated HSAP apprenticeship co-ordinator/contact at your school each time you have achieved 110 on-the-job training hours to receive appropriate high school credit.

#### Apprenticeship Training after High School

Once you receive your high school transcript, submit it to Apprenticeship Manitoba and include the completed report of hours (all hours up to June 30 of your graduation year must be documented). You have 14 days from your graduation date to submit the above documents and receive automatic transfer into the full-time apprenticeship stream. Documents submitted beyond this time frame require additional processing time and may be subject to additional fees.

Note: The employer is responsible for providing workplace accident insurance coverage for an apprentice the same way this coverage must be provided to the employer's other employees.



# How to Start Post-secondary Apprenticeship Program

## FIVE EASY STEPS

### 1 Research your Trade of Interest

As with all post-secondary options, choosing a specialty from the more than 50 designated trades in Manitoba isn't easy. To find what interests you most, research different trades, connect with a trade professional and assess your interests, skills, aptitude and the kind of lifestyle you want. Get a head start by entering the High School Apprenticeship Program or enrolling in a vocational course or pre-employment program (see page 19). See section on preparation tools for more information about how to prepare if you are a recent immigrant, English is not your first language and/or assessing your essential skills to be successful in apprenticeship training.

### 2 Know Your Requirements

**a. General Admission** - A high school diploma or equivalent is required for most trades programs. As many of the trades are technology-based, require calculations and strong people skills, it's important to have a strong academic foundation with courses in English, math and the sciences.

**b. Access Program Trainee (formally known as Mature Students)** - If you do not hold a high school diploma, you may qualify as an Access Program Trainee. A Canadian Language Benchmark of Level 6 or 7 is recommended for all trades with some trades requiring Level 8 or Level 9. Upgrading may be required based on a mandatory essential skills assessment.

Note: Access Program Trainees will be able to accumulate on-the-job hours however they will not be enrolled in technical in-school training until an essential skills assessment has been undertaken and any gap training has been completed.

Prior Learning Assessment and Recognition (PLAR) may be used to identify skills and knowledge that can be credited toward apprenticeship training. Review your essential skills to ensure you have the skills to succeed in the trade.

Canadian citizenship or permanent residence status is recommended to begin an apprenticeship. If you are not a Canadian citizen or permanent resident, a temporary work permit and study permit will be required to work, receive wages and attend technical in-school training. For more information, contact Citizenship and Immigration Canada at [cic.gc.ca](http://cic.gc.ca) or at 1-888-242-2100. The Manitoba Provincial Nominee Program will also be able to help with immigration. Visit the website at: [immigratemanitoba.com](http://immigratemanitoba.com) or call 204-945-2806.

# Post-secondary Apprenticeship Program

# How to Start

## Post-secondary Apprenticeship Program

### 3 Find an Employer to Hire You

Once you have chosen a trade, you must find a certified journeyman/employer to hire you as an apprentice.\* Approach this task like a job search, knowing that 80 per cent of all job openings are never advertised.

Note: Electrologists, estheticians and hairstylists are required to first be enrolled in, or have successfully completed, training at an accredited institution before they are hired by an employer as an apprentice.

*\*In non-compulsory trades, apprentices may also obtain employment with a designated trainer (uncertified tradesperson). To qualify, the Apprenticeship Application must include a Designated Trainer Application form and Work Experience form.*

#### Tips for Finding an Employer

- Discover the hidden job market by visiting businesses that are in the trade of your interest.
- Consult with joint labour/management training boards and trade associations or unions to see if they know any employers who are looking for an apprentice.
- Tell everyone you know and everyone you meet that you are looking for a job.
- Carry a resume with you everywhere. Ask to speak with a manager or supervisor and leave your resume even if they aren't hiring.
- Get the names and phone numbers of the employers and their managers and supervisors that you've contacted. Follow up with them after a couple of weeks. That tells them that you really want the job.
- Scan the classified and want ads in the newspapers and on the Internet.

### 4 Register as an Apprentice and Submit your Application Fee

Once you have found an employer who wants to hire you, you will need to register as an apprentice with Apprenticeship Manitoba. Complete and submit the Apprenticeship Application which will require information and signature from both you and your employer. Download or submit your application online at: [manitoba.ca/tradecareers](http://manitoba.ca/tradecareers).

### 5 Get Paid and Start Your Career

After your apprenticeship application is approved and your agreement is registered, you will receive a letter of acceptance, permanent pocket card and report of hours (blue book) required to document your practical on-the-job training hours. You will work closely with certified trades professionals, learn the skills of your chosen trade and be paid the regulated apprenticeship wage. A list of trades and their regulated wages is available on the Apprenticeship Manitoba website. After six months of on-the-job training, you will be able to register for technical in-school training and apply for Employment Insurance so you can continue to collect an income while you are going to school.\*

Once you've successfully completed the apprenticeship program requirements, you will receive your Certificate of Qualification. In most trades, achieving 70 per cent or higher on your final exam qualifies you for an interprovincial or Red Seal endorsement. The Red Seal endorsement on your Certificate of Qualification means you are a journeyman who can practice your trade in any province or territory in Canada.

*\*Apprentices who have work and study permits will not be eligible to receive Employment Insurance during the technical in-school portion of their training.*

#### Begin working for an employer prior to the acceptance of the apprenticeship application.\*

Applicants may begin to accumulate hours starting from the date the apprenticeship application is **submitted** to Apprenticeship Manitoba. You can also obtain time credit for hours worked prior to the submission of an apprenticeship application. To obtain time credit for previous hours worked, employers must document these hours on the apprenticeship application.

*\*Under Manitoba legislation for compulsory trades, you can only begin working in your trade and receive credit for hours worked beginning on the date your application has been submitted to Apprenticeship Manitoba. Employers in compulsory trades should make this part of the standard first-day paper work. See the Trades Training Requirement Chart for a listing of compulsory trades.*

### Did You Know?

Community-delivered training makes apprenticeship accessible for rural and northern communities, including Aboriginal and Hutterian communities.

It allows apprentices to fulfill the on-the-job training requirements in their communities without leaving home to take the required classroom training portion of their apprenticeship. The communities provide the required classroom and shop space, tools and equipment; Apprenticeship Manitoba organizes the instructors. Two mobile training trailers are available to travel across the province and meet the training demand in communities that don't have access to required classroom space, tools and equipment.

Community-delivered training opportunities in Manitoba are based on labour demand and available instruction. If you are in a community that may benefit from this initiative, please send your request to [apprenticeship@gov.mb.ca](mailto:apprenticeship@gov.mb.ca).



# Skilled Workers and Certification

As the labour market becomes more competitive, employers are hiring people with credentials that certify their skills. Obtaining a Certificate of Qualification in a trade has helped many people keep jobs, get promotions or have the ability to keep the apprenticeship system going because they can hire and train apprentices. In addition, for many of the trades, when you have a Certificate of Qualification, you also qualify for Red Seal or interprovincial status. This means your trade skills and training are recognized in other jurisdictions in Canada. You will not have to take further examinations or testing.

## ALREADY CERTIFIED IN CANADA?

### Red Seal Certification

If you have a Red Seal Interprovincial Certificate of Qualification, you can work in your trade anywhere in Canada without any further examination.

### Provincial/Territorial Certification

If you hold a Certificate of Qualification from a province/territory (non-Red Seal), in a Manitoba non-compulsory trade\*, you are eligible to work in Manitoba without further application or examination.

- **Certificate of Qualification Recognition**

If you hold a Certificate of Qualification from a province/territory (non-Red Seal), in a Manitoba compulsory trade\* and would like to work in that trade in Manitoba, you may be approved under the Agreement on Internal Trade (AIT).

The AIT allows people with a provincial/territorial Certificate of Qualification (non-Red Seal) to work in a Manitoba compulsory trade if there is a high level of commonality in scope (core trade requirements outlined in the National Occupational Analysis) with the Manitoba compulsory trade. For a listing of provinces/territories with certificates similar in scope to Manitoba compulsory trades, see [www.manitoba.ca/tradecareers](http://www.manitoba.ca/tradecareers). If your provincial/territorial Certificate of Qualification is not listed, an application (no fee) to review the certificate will be required.

- **Provincial Certificate Holder for Interprovincial (Red Seal) Status**

If you hold a Certificate of Qualification from a province/territory (non-Red Seal) and would like to obtain Red Seal certification, you may challenge the interprovincial exam if Red Seal certification is available for that trade.

## ALREADY CERTIFIED INTERNATIONALLY?

If you are certified in a country outside of Canada, and would like to receive certification in Manitoba in your trade, you may apply through the Trades Qualification process (see below). Additional permits or licenses may be required to work in your trade.

## EXPERIENCED BUT NOT CERTIFIED?

### Transfer Credit

When you apply for apprenticeship training in Manitoba, the technical and practical training you completed as an apprentice in another province or country can be assessed for credit toward the completion of Manitoba apprenticeship training.

### Trades Qualification

If you already have a number of years and hours accumulated in a designated trade, but do not hold a Manitoba Certificate of Qualification in that trade, you may qualify to challenge the certification exam and become a fully qualified and certified journeyman.

**Note:** In addition to certification, some trades require additional permits and licences for you to be eligible to work in these trades in Manitoba. For application details, see section *How to Start* on page 46. For more information about permits and licenses, or to obtain an application form, visit: [www.manitoba.ca/tradecareers](http://www.manitoba.ca/tradecareers)

\*For listing of compulsory/non-compulsory trades, see the Trades Training Requirement Chart at the back of this book.

# How to Start Trades Qualifiers (Exam Challengers)

## GENERAL REQUIREMENTS FOR CERTIFICATION BASED ON PREVIOUS WORK EXPERIENCE

### Eligibility includes:

**Applicant status** - Canadian citizens/permanent residents, landed immigrants or international trades professionals experienced in countries outside of Canada or applicants entering Manitoba who have a provincial/territorial Certificate of Qualification from another Canadian jurisdiction in a trade that is compulsory in Manitoba and that does not have a high level of commonality in the scope of the trade as outlined in the Manitoba Regulation for that trade.

Note: Applicants entering Manitoba with a provincial or territorial Certificate of Qualification should visit [gov.mb.ca/tce/apprent/skilledworker/ait](http://gov.mb.ca/tce/apprent/skilledworker/ait) for a listing of provincial/territorial Certificate of Qualifications issued across Canada that are similar in scope to the Manitoba trade (see page 21).

**Experience in a designated trade** - For each trade, a minimum number of years and hours over a specified length of time is required to qualify. Since the Trades Qualification Exam is based on the experience in the scope of the trade, it is necessary for the applicant to demonstrate experience in at least 70 per cent of the scope of the trade as outlined in the Manitoba Trade Regulation. Refer to the requirement chart (see page 56).

Note: If you do not meet the necessary requirements for Trades Qualification, but have some experience in a trade, you may apply for apprenticeship training. Your previous work experience and skills will be assessed through Prior Learning Assessment and Recognition (PLAR) and your experience will be credited accordingly. This may reduce the overall length of your apprenticeship program.

Note: It's recommended that prospective trade qualifiers have strong essential skills prior to application for Trades Qualification.

### Internationally Trained Skilled Workers

To assist in the immigration process and obtaining a work permit, international applicants applying under Trades Qualification are encouraged to consider the following support services: **Manitoba Provincial Nominee Program** or **Temporary Foreign Worker Program**. More information is available at [immigratemanitoba.com](http://immigratemanitoba.com); or call 204-945-2806.

## HOW TO APPLY

1. Confirm that you have fulfilled the necessary requirements for Trades Qualification.
2. Complete and submit the following (available at [manitoba.ca/tradecareers](http://manitoba.ca/tradecareers)):

- **Trades Qualification Application** and required application fee

- **Work Experience Form**

This form is used to assess experience in the scope of the trade. If weak areas are identified, Apprenticeship Manitoba will recommend learning options available to improve success on the Trades Qualification Exam.

- **Employer Letter(s)** on company letterhead from past and present employers outlining:

- exact dates of employment
- total hours worked
- brief description of duties performed

**Note:** Documents must be submitted in one of the two official languages. If it is not possible to obtain an employer letter(s) due to self-employment, an unknown address or business closure, a self-declaration letter from the applicant outlining the employment details listed above is required.

- **Trade-related certificates**

## NEXT STEPS

### Written Examination

Once your application has been reviewed and accepted, you will be notified of the examination dates and locations. Exam preparation resources are available under the Skilled Worker section of [www.manitoba.ca/tradecareers](http://www.manitoba.ca/tradecareers). You have four hours to complete a multiple-choice theory examination. You must score 70 per cent or higher on your examination and successfully complete the practical exam (where applicable) to receive a Certificate of Qualification. Internationally trained skilled workers who have pre-qualified for Trades Qualification will be required to write their exams in Manitoba. Special accommodations for exams are available upon request.

Following the exam, Apprenticeship Manitoba will give you a summary of your results. If you fail the exam, the summary will show which areas require improvement and outline application requirements to re-write the exam. If you are not successful after the second attempt, you must take approved upgrading before attempting the exam again. If the exam is not challenged within one year, applicants must re-apply and pay the appropriate fees.

**Exam exemption for compulsory trades:** When an existing trade regulation is amended to include compulsory apprenticeship training, or a new trade is designated as compulsory, trades professionals have a limited time frame (usually one year) in which to apply and qualify for certification through Trades Qualification without examination (grandparenting clause).

# Finances

Apprenticeship is a cost-effective choice among post-secondary training options. Apprentices are paid as they learn on the job, and the Manitoba government supports a major portion of their financial training obligations. As a result, apprentices can complete their training with little or no debt. In some cases, employers may also choose to help apprentices with tuition fees and books, making apprenticeship an affordable choice.

## Apprentice Wages

Apprentices are paid regulated apprenticeship wages based on their level or year of apprenticeship training (Exception: High school apprentices earn a standard regulated wage of minimum wage plus 10 per cent). Apprenticeship wages are calculated using the provincial minimum wage rate and adding a percentage of the journeyman rate. For example, a Level 1 automotive service technician apprentice makes minimum wage plus 30 per cent, or \$10 + 30 per cent = \$13 per hour. The apprenticeship wages increase with each level or year completed. For more information on apprenticeship wages, visit [manitoba.ca/tce/apprent/training\\_wages](http://manitoba.ca/tce/apprent/training_wages).

## Financial Assistance

Financial assistance from the Manitoba government covers the majority of tuition fees for apprentices. In addition, other training support allowances are available through an application process such as allowances for child care, commuting, living away from home, travel assistance, disabilities and being able to collect Employment Insurance during the technical in-school portion of the training.

If you have questions about your eligibility for training support allowances, contact Employment Manitoba at 1-800-523-4732 or visit [manitoba.ca/employment](http://manitoba.ca/employment). If you have questions about Employment Insurance, call Service Canada at 1-800-206-7218 or visit [servicecanada.gc.ca](http://servicecanada.gc.ca).

## Application, Program and Other Fees

Fees vary based on type of application, program and class length. See *Applications and Fees* on page 64.

# Grants and Incentives

## GRANTS AND INCENTIVES FOR APPRENTICES

### High School Apprenticeship Program (HSAP) Incentive

HSAP participants are eligible for financial help to offset tuition costs for full-time, post-secondary apprenticeship training following their high school studies. For every 220 hours of on-the-job training obtained as a high school apprentice (up to a maximum of 880 hours), students who transfer into a full-time apprentice program after high school will receive a tuition exemption for one level of in-school training (to a maximum of four levels).

### Apprenticeship Incentive Grant

Apprentices who have successfully completed their first or second level in good standing in a Red Seal trade are eligible to receive a \$1,000 taxable grant to continue their training.

### Apprenticeship Completion Grant

Apprentices who complete their certification in a Red Seal trade can qualify for a taxable grant of \$2,000.

### Manitoba Public Insurance Apprenticeship Grant and Tool Allowance

Apprentices in the motor vehicle body repairer program and the motor vehicle body painter program are eligible to receive a \$2,000 taxable grant after successful completion of

each level of either program. Up to \$5,000 is also available to apprentices in these above programs to help cover the cost of purchasing tools.

### Tuition Fee Income Tax Rebate

Apprentice graduates are eligible to receive a 60 per cent income tax rebate on eligible tuition fees. This includes personal tuition fee contributions and tuition fee contributions paid for you by the Manitoba government. The Tuition Fee Income Tax Rebate helps support recently certified journeypersons while living and working in Manitoba.

### Tradesperson's Tools Deduction

Employed tradespersons can deduct up to \$500 annually to help cover the cost of new tools necessary to their trades. The tax deduction applies to the total cost of eligible tools, over \$1,000, acquired by an employed tradesperson. Tool deductions are also available for apprentice mechanics.

### Capital Cost Allowance (CCA)

The CCA is a non-refundable tax deduction. It reduces taxes owed by allowing the cost of business-related assets, such as tools, to be deducted from income over a set number of years.

Deductions of up to \$500 are available on the cost of tools eligible for the 100 per cent capital cost deduction.

## GRANTS AND INCENTIVES FOR EMPLOYERS

### Early-Level Apprentice Hiring Incentive (ELA-HI) - Non Red Seal

Employers who are not eligible for the federal Apprenticeship Job Creation Tax Credit (AJCTC) will be able to claim a 10 per cent tax credit for wages paid to apprentices in levels 1 and 2, up to a maximum of \$2,000 per year, per apprentice, effective Jan. 1, 2011. Both taxable and tax-exempt employers who are ineligible for the AJCTC will be able to apply for this fully refundable credit.

### Apprenticeship Job Creation Tax Credit (AJCTC) - Red Seal trades only

A federal non-refundable tax credit equal to 10 per cent of eligible salaries and wages or up to \$2,000 is available to employers/businesses who hire apprentices in the Red Seal trades.

### Advanced-Level Apprentice Hiring Incentive (ALA-HI) - All trades

Employers will be able to claim a five per cent tax credit for wages paid to apprentices for levels 3, 4 and 5, effective Jan. 1, 2009.

For more information, visit [manitoba.ca/tradecareers](http://manitoba.ca/tradecareers).

### Journeyman Hiring Incentive (J-HI)

The Journeypersons Hiring Incentive (J-HI) provides a tax credit to employers of recent graduates of apprenticeship programs. An eligible employer may earn a refundable tax credit for each of the first two 12-month periods of permanent, full-time employment of journeypersons for work performed in their certified trades, primarily in Manitoba. The credit equals five per cent of wages and salaries paid to the journeyperson (net of other government assistance), up to \$2,500 per 12 months of employment for each journeyperson.

# Scholarships and Awards

## SCHOLARSHIPS AND AWARDS

### Apprenticeship Endowment Fund Bursary

Two annual bursaries are awarded to prospective or current registered apprentices in Manitoba, based primarily on financial need. Applications are available from Apprenticeship Manitoba. There is an annual spring deadline.

### Highest Achievement Awards

Each spring, the highest achieving apprentice graduates are honoured in each designated trade. This prestigious event also recognizes the significant contributions that employers make to the success of these graduates. No applications are required.

### Apprenticeship Awards of Distinction

Each fall, the Apprenticeship Awards of Distinction gala dinner recognizes the outstanding contributions that employers, journeypersons and instructors make to the Manitoba Apprenticeship training program. It also honours the valued support and commitment of members from the Apprenticeship Provincial Advisory Committees and the Apprenticeship and Certification Board. A call for nominations is circulated annually in spring.

### Automotive Industry Scholarship

The Red River Exhibition Foundation Inc. awards this annual scholarship to help people who are working on their Red Seal Certification as an automotive service technician, motor vehicle body repairer or motor vehicle body painter. Scholarships are awarded to students at the high school and post-secondary levels. There is an annual spring deadline.

### Manitoba Trucking Association (MTA) Apprenticeship Awards

#### **Associated Trades Division Apprenticeship Award**

A \$1,000 scholarship will be presented to the MTA member company employee who achieves the highest marks on his or her Level 2 examinations in the Manitoba truck and transport mechanic and Manitoba transport trailer technician apprenticeship program. No applications are required.

#### **Vehicle Maintenance Council Apprenticeship Award**

A \$1,000 scholarship will be presented to the MTA member company employee who achieves the highest marks on his or her Level 1 examinations in the Manitoba truck and transport mechanic and Manitoba transport trailer technician apprenticeship program. No applications are required.

### Manitoba Wall and Ceiling Association Bursary

The Manitoba Wall and Ceiling Association generates an annual bursary to be awarded to prospective or current apprentice(s) with financial need entering apprenticeship training to obtain certification in interior systems mechanic trades. Applications should be submitted to the Manitoba Wall and Ceiling Association.

For more information, visit [manitoba.ca/tradecareers](http://manitoba.ca/tradecareers).



# Designated Manitoba Trades

# Understanding Trade Lingo

## What is a designated trade?

Legislation allows each province and territory to designate occupations and trades for apprenticeship under certain conditions. These include: economic demand, industry support, training facilities and available training content. This also means there are specific regulations that outline the standards and conditions of training for specific trades, such as the type of course content and certification. Currently, there are more than 50 designated trades in Manitoba.

## WHAT DOES IT MEAN TO BE A CERTIFIED JOURNEYPELSON OR REGISTERED APPRENTICE?

In Manitoba, a certified journeyman is someone who has a Certificate of Qualification issued by Apprenticeship Manitoba. A registered apprentice is someone who has signed a formal apprenticeship training agreement with his or her employer and has had that apprenticeship agreement registered with Apprenticeship Manitoba.

## WHAT IS A COMPULSORY TRADE?

Designated trades are classified as either compulsory or voluntary. Generally, compulsory occupations require workers to be certified or registered as apprentices to be able to work in that trade. Compulsory trades are noted in the Trades Training Requirement Chart.

In a voluntary trade, it is not necessary to be a registered apprentice, or certified, to work. However, with apprenticeship and certification, you have the ability to enhance both your career and earning potential and keep the apprenticeship system strong in Manitoba.

## WHAT DOES RED SEAL, INTERPROVINCIAL CERTIFICATION MEAN?

The Red Seal Program was established to provide greater mobility across Canada for skilled workers. Through the program, apprentices who have completed their training and are certified journeymen are able to obtain a Red Seal endorsement on their Certificate of Qualification by successfully completing an Interprovincial Standards Examination. There are almost 50 Red Seal-endorsed trades in Manitoba.

The Red Seal Program encourages standards for provincial and territorial apprenticeship training and certification. It allows qualified trades professionals to practise their trade in any province or territory in Canada, where the trade is designated, without having to write further examinations.

With this endorsement, you can also build respect in your community for your designation and knowledge. As a qualified and certified journeyman, you can expect to increase your average annual income.



# Industrial Trades Sector

- Boilermaker
- Electric Motor System Technician
- Industrial Electrician
- Industrial Instrument Mechanic
- Industrial Mechanic (Millwright)
- Machinist
- Power Electrician
- Rig Technician
- Steel Fabricator
- Tool and Die Maker
- Welder

# TRADE OVERVIEWS

## LEGEND:

RS = Red Seal trade  
HS = High School Apprenticeship Program available

CC = Compulsory Certification trade  
AL = Additional licencing required

## Boilermaker RS, HS

Years: 3  
Minimum Apprentice Annual Wage: \$27,040  
Average Journeyman Annual Wage: \$54,600 - \$76,440

A boilermaker, after reading and interpreting blueprints, lays out and cuts steel plate and sheet steel, welding them together to construct equipment for boiler units, such as steam drums, air ducts and fans. Boilermakers assemble and install nozzles, rings, fins and trays onto finished units. They also assemble and dismantle hoisting equipment.

Boilermakers should not be intimidated by heights, should enjoy completing projects and working with metal.

Boilermakers are employed by boiler fabrication contractors and manufacturing companies.

### Related Organizations:

Canadian Boilermakers Local 555- ph: 204-987-9200 in Winnipeg; e-mail: local555@mts.net; web: www.boilermakerslocal555.org

## Electric Motor System Technician RS, HS

Years: 4  
Minimum Apprenticeship Annual Wage: \$22,880  
Average Journeyman Annual Wage: \$26,208 - \$32,760

An electric motor system technician is someone who tests, rebuilds and repairs electric motors, generators, transformers and controllers.

An electric motor system technician has an interest in electronics and electronic motors. They also have good manual dexterity, mathematical ability and communication skills.

Electric motor system technicians are employed by electrical repair shops and manufacturing plants.

## Industrial Electrician RS, HS, CC, AL

Years: 4  
Minimum Apprentice Annual Wage: \$26,591  
Average Journeyman Annual Wage: \$58,380 - \$67,200

An industrial electrician plans, installs, tests, inspects, troubleshoots and services all types of industrial electrical equipment vital to the operation of commercial and industrial businesses. These include all equipment or components directly or indirectly exposed to electric power, such as motors, generators, pumps, lighting systems and associated electrical and electronic controls. They also do preventive maintenance and keep maintenance records.

Industrial electricians have an interest in electricity and electrically-powered equipment as well as an understanding of the physics behind them. Because of the increased use of computer-based equipment, industrial electricians also have experience using computers and keep up with new technology and trade developments. A strong background in mathematics and science is essential because industrial electricians are required to understand and apply a range of technical knowledge in addition to reading blueprints and solving problems.

Industrial electricians are employed by electrical contractors, government, and maintenance departments in factories, plants or mines.

### Related Organizations:

Winnipeg Construction Association- ph: 204-775-8664 in Winnipeg; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca  
Construction Association of Rural Manitoba- ph: 204-727-4567 in Winnipeg; e-mail: carm@westman.wave.ca; web: www.carm.ca  
Merit Contractors- ph: 204-888-6202 in Winnipeg; e-mail:hmler@meritmb.com or val.meritmb@mts.net; web: www.meritmb.com/  
Manitoba Electrical League- 204-783-4125 in Winnipeg; e-mail: Dave@meleague.net or Judy@meleague.net; web: www.meleague.net/

## Industrial Instrument Mechanic RS, HS

Years: 4  
Minimum Apprentice Annual Wage: 22,880  
Average Journeyman Annual Wage: \$71,400 - \$78,7500

An industrial instrument mechanic is someone who installs, examines, removes, repairs and/or replaces items such as sensors, indicators, tubing and wiring. They also work on x-ray equipment, closed-circuit television systems, monitoring and alarm systems, gas analysis equipment and other lab equipment.

Industrial instrument mechanics need to be detail-oriented and have good analytical skills and mathematical abilities. They also need to be effective problem-solvers.

Industrial instrument mechanics are employed by water sewage treatment plants, mining and large manufacturing companies.

### Related Organizations:

Manitoba Hydro- ph: 204-474-3311 in Winnipeg; web: www.hydro.mb.ca/

## Industrial Mechanic (Millwright) RS, HS

Years: 4  
Minimum Apprentice Annual Wage: \$33,280  
Average Journeyman Annual Wage: \$49,424 - \$60,900

An industrial mechanic, also known as a millwright, installs, tests, removes, repairs and services a wide variety of industrial machinery and equipment. Industry depends on industrial mechanics to install machinery and keep important equipment running smoothly and efficiently. Industrial mechanics read blueprints, drawings and manuals to determine repairs and work procedures and perform preventative and operational maintenance.

Industrial mechanics are mechanically-inclined, enjoy fixing things and have good communication skills. They also enjoy a variety of tasks and working to high standards. Problem-solving and trouble-shooting skills, as well as excellent co-ordination and manual dexterity, are essential in this trade.

Industrial mechanics are employed by construction contractors, mining and manufacturing companies and pulp and paper mills.

### Related Organizations:

Winnipeg Construction Association- ph: 204-775-8664; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/

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## Machinist RS, HS

Years: 4  
Minimum Apprentice Annual Wage: \$23,920  
Average Journeyman Annual Wage: \$37,800 - \$54,600

Machinists set up and operate a variety of machine tools to precision cut, mill, turn, bore, drill or grind metal and similar materials into parts or products. They study specifications and drawings, calculate dimensions and tolerances, and then measure, set up and manufacture their projects.

Machinists enjoy working with metal using hand and power tools. Their work is both creative and precise, requiring a high degree of skill. Machinists need manual dexterity, good eyesight, good hand-eye co-ordination, mechanical ability and estimation abilities. They work in both metric and imperial measurements and have strong fundamentals in mathematics and metallurgy.

You can also train to be a **CNC machinist** after you complete either your machinist or tool and die certification. A CNC machinist is someone who programs, sets up and operates metal-cutting computer numerical control machines. Machinists are employed in machine shops, railways, metal product and farm machinery manufacturing and the aerospace industry.

### Related Organizations:

Machinist and Aerospace Workers International-Manitoba- ph: 204-988-3111; e-mail: info@iamaw.ca; web: www.iamaw.ca/indexen.php  
Canadian Manufacturers and Exporters-Manitoba- ph: 204-949-1454; e-mail: mb.reception@cme-mec.ca; web: www.daretocompete.ca  
Canadian Tooling and Machining Association- e-mail: info@ctma.com; web: www.ctma.com/

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## Power Electrician HS, AL

Years: 4  
Minimum Apprentice Annual Wage: \$27,040  
Average Journeyman Annual Wage: \$57,540 - \$65,520

A power electrician is certified to install, test, repair and maintain electrical apparatuses in generating and converter stations and substations. This equipment is used to generate, transmit, distribute and convert electricity. One very important requirement of this trade, in addition to the technical knowledge, is the need to observe and practise safety at all times because of the hazards and dangers associated with electricity. Power electricians work both inside and outside buildings and structures such as thermal and hydraulic generating stations, substations and other utility-owned buildings. Maintenance work takes place on the ground and at various heights requiring bucket-truck or ladder work.

A background in mathematics and physics and good communication skills are necessary to become a power electrician. Strong analytical skills are required in a wide range of applications. Power electricians work as part of a team and are in good physical condition.

Power electricians are employed by electrical utility companies such as Manitoba Hydro.

### Related Organizations:

Manitoba Hydro- ph: 204-474-3311 in Winnipeg; web: hydro.mb.ca.  
International Brotherhood of Electrical Workers- e-mail: ibew@hydro.mb.ca; web: www.ibew.org/, in Manitoba: www.ibew2034.com/

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## Rig Technician RS, HS

Years: 3  
Minimum Apprentice Annual Wage: \$22,880  
Average Journeyman Annual Wage: \$60,000 - \$65,000

Rig Technicians operate and maintain drilling rig equipment, systems, pumps and engines.

This includes duties of the **Motorhand** which looks after the engines and other machinery and who trains and supervises junior crewmembers, the **Derrickhand** who assists the Driller with equipment maintenance and looks after the pumps and mud system and the Driller who monitors and records the progress of the drilling operation, as well as being responsible to develop a well-trained, responsible and safety-conscious crew.

A strong work ethic, physical stamina, willingness to travel and work in any type of weather conditions with heavy and hazardous materials are all important if you are interested in becoming a rig technician. Rig technicians are employed by contractors who own and operate oil and gas well drilling rigs and contract with oil producers to drill wells.

### Related Organizations:

The Canadian Association of Oilwell Drilling Contractors-ph: (403) 264-4311, e-mail: info@caodc.ca, web: www.caodc.ca

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## Steel Fabricator RS, HS

Years: 4  
Minimum Apprentice Annual Wage: \$27,040  
Average Journeyman Annual Wage: \$42,000 - \$60,900

After reading and interpreting drawings and sketches, a steel fabricator lays out, saws, cuts, shears, punches holes, shapes and forms metals to specifications. Steel fabricators join metals by welding, riveting or bolting, and prepare, prime and paint completed pieces.

Steel fabricators enjoy working with metal, enjoy completing projects and have a willingness to do physically demanding work.

Steel fabricators are employed by railways, steel manufacturing companies, heavy duty equipment manufacturers and the aerospace industry.

### Related Organizations:

Machinist and Aerospace Workers International-Manitoba- ph: 204-988-3111; e-mail: info@iamaw.ca; web: www.iamaw.ca/indexen.php  
Canadian Manufacturers and Exporters-Manitoba- ph: 204-949-1454; e-mail: mb.reception@cme-mec.ca; web: www.daretocompete.ca  
Winnipeg Construction Association- ph: 204-775-8664; e-mail : wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/  
United Steelworkers of America Local 6166-Manitoba- ph: 204-677-1700 in Winnipeg; web: www.usw6166.com/

## Tool and Die Maker RS, HS

Years: 4  
Minimum Apprentice Annual Wage: \$23,920  
Average Journeyman Annual Wage: \$45,465 - \$55,650

A tool and die maker fabricates, repairs and modifies custom-made prototypes and a wide variety of tools, jigs, fixtures, gauges and dies for use in industrial and manufacturing production. Jigs and fixtures are devices that hold work pieces while they are bored, stamped, milled or drilled. Dies are metal forms used to shape metal in stamping and forging operations.

Tool and die makers are detail-oriented and creative. They enjoy making items to strict specifications and working with machinery. Logical reasoning ability, visualization and the ability to read and interpret blueprints are all required in this trade. To become a tool and die maker, you must have good eyesight, good hand-eye co-ordination and mechanical ability. The ability to work with both metric and imperial measurements, and a strong standing in math, physics and engineering drawing are assets.

Tool and die makers are employed by aircraft, machinery and farm equipment manufacturers, machine shops and metal fabricator shops.

### Related Organizations:

Machinist and Aerospace Workers International-Manitoba- ph: 204-988-3111; e-mail: info@iamaw.ca; web: www.iamaw.ca/indexen.php  
Canadian Manufacturers and Exporters-Manitoba- ph:204-949-1454; e-mail: mb.reception@cme-mec.ca; web: www.daretocompete.ca  
Canadian Tooling and Machining Association- e-mail: info@ctma.com; web: www.ctma.com/

## Welder RS, HS

Years: 3  
Minimum Apprentice Annual Wage: \$24,960  
Average Journeyman Annual Wage: \$39,312 - \$61,152

A certified welder has the knowledge, ability and skills required to lay out, cut, prepare, repair, form, bend, install and join metals using a variety of welding equipment. Since the range of industrial items made of metal is extensive, welders must not only be versatile but also highly skilled.

Welders enjoy working with their hands and with metal and often work on scaffolds, ladders and in awkward or cramped locations. Producing a variety of projects, welders require good communication and planning skills, three-dimensional thinking, knowledge of metallurgy and knowledge of codes, regulations and laws.

Welders are employed by boiler and heavy machinery manufacturers, metal fabrication shops, the aerospace industry, transportation companies and welding shops.

### Related Organizations:

Canadian Welding Bureau (Manitoba)- ph: 1-800-844-6790; e-mail: info@cwbgroupp.org; web: www.cwbgroupp.org/  
Canadian Welding Association- e-mail: winnipeg@cws-acis.org; web: www.cwa-acis.org/  
Winnipeg Construction Association- ph: 204-775-8664; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph:204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/



# Transportation Trades Sector

- Agricultural Equipment Technician
- Aircraft Maintenance Journeyman
- Automotive Service Technician
- Diesel Engine Mechanic
- Gas Turbine Repair and Overhaul Technician
- Heavy Duty Equipment Technician
- Marine and Outdoor Power Equipment Technician
- Motor Vehicle Body Painter
- Motor Vehicle Body Repairer
- Railway Car Technician
- Recreation Vehicle Service Technician
- Transport Trailer Technician
- Truck and Transport Mechanic

# TRADE OVERVIEWS

## LEGEND:

RS = Red Seal trade

HS = High School Apprenticeship Program available

CC = Compulsory Certification trade

AL = Additional licencing required

## Agricultural Equipment Technician RS, HS

Years: 4

Minimum Apprentice Annual Wage: \$31,200

**Average Journeyman Annual Wage: \$41,580 - \$56,784**

An agricultural equipment technician is certified to service, repair, assemble and maintain any agricultural equipment and attachments used for farming operations. To become an agricultural equipment technician, you must possess a wide range of highly-technical skills related to the repair and maintenance of agricultural equipment used in farming operations.

Good physical condition and agility are necessary because heavy lifting and climbing may be required. A mechanical aptitude and manual dexterity are important qualifications for people working in this trade. Good communication skills are also important.

Agricultural equipment technicians are employed by farm machine retail and service shops.

### Related Organizations:

Canada West Equipment Dealers Association- e-mail: [info@cweda.ca](mailto:info@cweda.ca); web: [www.cweda.ca](http://www.cweda.ca).

Agricultural Manufacturers of Canada- e-mail: [amc@a-m-c.ca](mailto:amc@a-m-c.ca); web: [www.a-m-c.ca/](http://www.a-m-c.ca/)

## Aircraft Maintenance Journeyman HS, AL

Years: 4

Minimum Apprentice Annual Wage: \$23,920

**Average Journeyman Annual Wage: \$49,770 - \$55,650**

An aircraft maintenance journeyman inspects aircraft, completes aircraft weight and balance reports, tows and taxis aircraft, and troubleshoots and repairs aircraft systems.

Required skills include mechanical inclination, attention to detail and the willingness to work in all types of weather. Good communication skills, including reading and writing, are also essential.

Aircraft maintenance journeymen are employed by passenger and aircraft carriers and in specialty repair shops.

### Related Organizations:

Canadian Aviation Maintenance Council- ph: 1-800-448-9715 or 613-727 8272; e-mail: [secretariat@camc.ca](mailto:secretariat@camc.ca); web: [www.camc.ca](http://www.camc.ca)

Central Aircraft Maintenance Engineers Association- ph:204-885-1631; e-mail: [camea@mts.net](mailto:camea@mts.net); web: [www.camea.ca/](http://www.camea.ca/)

## Automotive Service Technician RS, HS

Years: 4

Minimum Apprentice Annual Wage: \$23,920

**Average Journeyman Annual Wage: \$36,750 - \$49,350**

A motor vehicle mechanic diagnoses malfunctions in automobiles, buses and trucks and repairs them. They work on all parts of both gas- and diesel-powered motor vehicles, perform scheduled maintenance and advise customers on work performed, general vehicle conditioning and future repair requirements. Motor vehicle mechanics also perform safety checks for licensing and insurance.

People who enjoy repair work and have a strong sense of responsibility will be interested in a career as a motor vehicle mechanic. An interest in mechanics and motor vehicles and good analytical and troubleshooting skills are assets for those interested in a career as a motor vehicle mechanic. Communication, customer service and computer skills are also crucial in this trade.

Potential employers include automotive dealerships, garages, service stations, specialty shops, manufacturers and public transit systems.

### Related Organizations:

Automotive Trades Association, Manitoba- ph: 204-475-3235; e-mail: [ata@mts.net](mailto:ata@mts.net); web : [www.atamb.ca/](http://www.atamb.ca/)

Manitoba Motor Dealers Association- ph: 204-985-4200; e-mail: [info@mmda.mb.ca](mailto:info@mmda.mb.ca); web: [www.mmda.mb.ca/](http://www.mmda.mb.ca/)

Canadian Automotive Repair and Service Council (CARS)- e-mail: [jennifer@carscouncil.ca](mailto:jennifer@carscouncil.ca); web: [www.cars-council.ca/home.aspx](http://www.cars-council.ca/home.aspx)

## Diesel Engine Mechanic HS

Years: 3

Minimum Apprentice Annual Wage: \$22,880

**Average Journeyman Wage: 45,000 – 50,000**

Diesel engine mechanics diagnose, service, adjust, overhaul and maintain and test diesel engines and related equipment and components as well as related electrical and electronic systems. Much of the heavy equipment used in the construction, transportation and farming industries, such as bulldozers, cranes and tractors are powered by diesel.

Diesel engine mechanics either work in the field or in specialized repair and overhaul shops. These workers must stay up-to-date on the latest diesel engine technology. A familiarity with computer diagnostic tools and the ability to reprogram control modules is also necessary. This trade is ideal for those who love solving problems and working with precision machinery.

### Related Organizations:

Railway Association of Canada-ph: (613) 567-8591, e-mail: [rac@railcan.ca](mailto:rac@railcan.ca), web: [www.railcan.ca/](http://www.railcan.ca/)

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## Gas Turbine Repair and Overhaul Technician HS

Years: 3  
Minimum Apprentice Annual Wage: \$22,880  
**Average Journeyperson Annual Wage: \$49,980 – \$73,710**

A gas turbine repair and overhaul technician works in a facility that has a dedicated engine overhaul, heavy maintenance or repair shop capable of disassembly, inspection and reassembly of internal engine components using engine manuals and engine-specific tooling.

Gas turbine repair and overhaul technicians must have good literacy and numeracy skills. Technicians need to be able to refer to and follow technical manuals written in abbreviated language, read and understand technical references and interpret technical drawings. Problem-solving skills are important in handling challenging and complex engine system defects. Sound knowledge of engine systems, aerodynamics and basic applied mechanics are also required. Computer skills are important.

Much of the technician's work is hand work; consequently, manual dexterity and strong manual skills are important. Technicians must be able to use a wide range of hand and power tools.

Gas turbine repair and overhaul technicians are found in various aircraft manufacturing facilities.

**Related Organizations:**  
Canadian Aviation Maintenance Council- ph: 1-800-448-9715 or 613-727-8272; e-mail: secretariat@camc.ca; web: www.camc.ca

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## Heavy Duty Equipment Technician RS, HS

Years: 4  
Minimum Apprentice Annual Wage: \$31,200  
**Average Journeyperson Annual Wage: \$41,580 - \$56,784**

A heavy duty equipment technician is certified to diagnose, troubleshoot, assemble, service, repair and maintain heavy duty equipment. This includes any mobile equipment and attachments used to construct buildings, roads or highways, logging or mining operations, and railway operations.

People interested in becoming a heavy duty equipment technician must be in good physical condition and have some agility because heavy lifting and climbing are required. Mechanical aptitude and manual dexterity are fundamental. Good communication and analytical skills, as well as adaptability, are assets in this career, as are knowledge of safety and various heavy duty equipment systems.

Heavy construction companies, railways and companies involved in forestry, farming, oil and gas, material handling, landscaping and land clearing all employ heavy duty equipment technicians.

**Related Organizations:**  
Manitoba Heavy Construction Association- ph: 204-947-1379; web: www.mhca.mb.ca/  
Winnipeg Construction Association- ph: 204-775-8664; e-mail : wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/

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## Marine and Outdoor Power Equipment Technician HS

Years: 3  
Minimum Apprentice Annual Wage: \$23,920  
**Average Journeyperson Annual Wage: \$36,750 - \$49,350**

A marine and outdoor power equipment technician is certified to repair, service and maintain small gasoline and diesel powered equipment such as outboard and inboard motors, jet drives in boats and personal watercraft (PWC), stern drives, lawn and garden equipment, snowmobiles, all terrain vehicles (ATVs) and similar multi-wheeled vehicles and related trailers.

Marine and outdoor power equipment technicians need mechanical ability and interest in all types of machinery and engines, electronics and precision equipment. They also must be comfortable working in awkward, tight or confined spaces in all types of weather.

Marine and outdoor power equipment technicians are employed by equipment distributors, retailers, rental companies, parks and recreation (landscaping maintenance and builders, golf courses, forestry companies) and original equipment manufacturers (OEMs).

**Related Organizations:**  
Mid-Canada Marine Dealers Association- Ph: (204) 864-3062; web: www.midcanadamarinedealers.com

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## Motor Vehicle Body Painter RS, HS

Years: 2  
Minimum Apprentice Annual Wage: \$23,920  
**Average Journeyperson Annual Wage: \$36,750 - \$48,048**

Motor vehicle body painters sand, fill, prime, finish and paint motor vehicles. They handle exterior trim and hardware, apply decals, transfers and stencils, and clean and maintain spray guns, spray booths and other equipment.

A good eye for colour, capability to meet strict standards of cleanliness and being detail-oriented are all required of motor vehicle body painters. Because they work with paints and other potentially harmful mixtures, motor vehicle body painters must follow safety procedures. The ability to match paint colours and estimate materials is also essential. People who are detail-oriented, artistic and enjoy meeting a customer's expectations will enjoy a career as a motor vehicle body painter.

Autobody repair shops, auto dealerships, specialty automobile shops and public transit systems all employ motor vehicle body painters.

**Related Organizations:**  
Automotive Trades Association, Manitoba- ph: 204-475-3235; e-mail: ata@mts.net; web : www.atamb.ca/  
Manitoba Motor Dealers Association- ph: 204-985-4200; e-mail: info@mmda.mb.ca; web: www.mmda.mb.ca/  
Canadian Automotive Repair and Service Council (CARS)- e-mail: jennifer@carscouncil.ca; web: www.cars-council.ca/home.aspx

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## Motor Vehicle Body Repairer RS, HS

Years: 4  
Minimum Apprentice Annual Wage: \$23,920  
**Average Journeyman Annual Wage: \$36,750 - \$48,048**

Motor vehicle body repairers restore the structural integrity of damaged vehicles by straightening frames, fixing minor body damage, removing badly damaged sections and priming and painting all repaired surfaces. As a motor vehicle body repairer, you will also repair and/or replace vehicle glass and interior and exterior components of the vehicle. Duties also include verifying dimensional accuracy, system functions, passenger protection, proper alignment and proper handling.

If you enjoy working with vehicles and to precise specifications, you will enjoy a career as a motor vehicle body repairer. Requirements include strength, stamina, manual dexterity, creativity, patience, an eye for detail and good colour vision. Good customer service skills and a commitment to safe work habits are assets in this trade.

Employers include autobody repair shops, auto dealerships, specialty automobile shops and public transit systems.

### Related Organizations:

Automotive Trades Association, Manitoba- ph: 204-475-3235; e-mail: ata@mts.net; web : www.atamb.ca/  
Manitoba Motor Dealers Association- ph: 204-985-4200; e-mail: info@mmda.mb.ca; web: www.mmda.mb.ca/  
Canadian Automotive Repair and Service Council (CARS)- e-mail: jennifer@carscouncil.ca; web: www.cars-council.ca/home.aspx

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## Railway Car Technician HS

Years: 3  
Minimum Apprentice Annual Wage: \$22,880  
**Average Journeyman Annual Wage: \$45,000 – 55,000**

Railway car technicians inspect, repair, replace and recondition mechanical or structural components and systems of freight cars and passenger coaches.

People interested in this trade must have a mechanical aptitude and hands on skills and be able to use many different types of power, pneumatic, and hydraulic tools or equipment. These individuals work for railway companies, public transportation companies or rail car repair facilities.

### Related Organizations:

Railway Association of Canada-ph: (613) 567-8591, e-mail: rac@railcan.ca, web: www.railcan.ca/

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## Recreation Vehicle Service Technician RS, HS, AL

Years: 3  
Minimum Apprentice Annual Wage: \$23,920  
**Average Journeyman Annual Wage: \$36,750 - \$49,350**

Recreation vehicle service technicians are trained to inspect, test, replace and service all systems contained within a recreation vehicle, except for its engine and drive train. They work on systems such as propane, electrical, water, heating, braking, stabilizing and security systems and, therefore, have a broad base of knowledge and many different skills.

Requirements include mechanical and mathematical aptitude, trouble-shooting and problem-solving skills, and the ability to plan and think sequentially. The ability to work alone or as a part of a team, as well as good communication skills, are essential as a recreation vehicle service technician. Keeping up with advancing technology is an asset in this trade.

RV/mobile home dealerships, repair shops, manufacturers, and RV sites all employ recreation vehicle service technicians.

### Related Organizations:

Recreation Vehicle Dealers Association- ph: 204-864-2112; e-mail: rvdamb@mts.net; web: www.manitobarvda.com/

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## Transport Trailer Technician RS, HS

Years: 3  
Minimum Apprentice Annual Wage: \$23,920  
**Average Journeyman Annual Wage: \$51,450 - \$64,050**

A transport trailer technician is certified to service, repair, assemble and maintain transport trailers used to carry commercial or non-commercial goods as registered under *The Highway Traffic Act*. They work on all parts and systems of a transport trailer, including framework, body work, suspension, brakes, wheels, electrical, hydraulic, refrigeration and heating.

Good physical condition, manual dexterity and agility are all important because the work can be physically demanding. An understanding of computerized machinery, good communication skills, good analytical skills and adaptability are also important in this trade.

Transport trailer technicians are employed by fleet repair shops, trailer dealerships and general and specialized repair shops.

### Related Organizations:

Manitoba Trucking Association- ph: 204-632-6600; e-mail: info@trucking.mb.ca; web: www.trucking.mb.ca

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## Truck and Transport Mechanic RS, HS

Years: 4  
Minimum Apprentice Annual Wage: \$28,080  
**Average Journeyman Annual Wage: \$51,450 - \$64,050**

A truck and transport mechanic is certified to service, repair, assemble and maintain transport trucks and buses, including those with a gross weight of 4,500 kilograms or more. Equipment registered to carry people, equipment or goods on a highway as designated under *The Highway Traffic Act*, are also included in this certification.

The work is physically demanding, so good physical condition and agility are important. Mechanical aptitude and manual dexterity are also important to work in this trade. People interested in entering this trade should also have an understanding of computerized machinery, good communication and analytical skills, and be able to quickly adapt to a changing work environment.

Potential employers include truck and transport dealerships, trucking firms and repair centres.

### Related Organizations:

Manitoba Trucking Association- ph: 204-632-6600; e-mail: info@trucking.mb.ca; web: www.trucking.mb.ca/



# TRADE OVERVIEWS

## LEGEND:

RS = Red Seal trade  
 HS = High School Apprenticeship Program available

CC = Compulsory Certification trade  
 AL = Additional licencing required

## Bricklayer RS, HS

Years: 4  
 Minimum Apprentice Annual Wage: \$38,688  
 Average Journeyman Annual Wage: \$34,965 - \$43,961

Using properly-selected mortars and precisely-cut stone, bricks, concrete blocks or other materials, bricklayers build interior and exterior walls and paths and apply brick to chimneys and smokestacks. They are also responsible for preparing surfaces to be covered, such as caulking and cleaning, and placing damp proofing and masonry flashing.

An enjoyment of building, mathematical ability, a keen eye for alignment, and attention to detail are all required as a bricklayer.

Bricklayers are employed by construction companies.

### Related Organizations:

Manitoba Masonry Contractors Association- ph: 204-633-4117; e-mail: [harry@euro-can.com](mailto:harry@euro-can.com); web: [www.manitobamasonry.ca/](http://www.manitobamasonry.ca/)  
 Winnipeg Construction Association- ph: 204-775-8664; e-mail: [wca@wpgca.com](mailto:wca@wpgca.com); web: [www.winnipegconstruction.ca/](http://www.winnipegconstruction.ca/)  
 Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: [carm@westman.wave.ca](mailto:carm@westman.wave.ca); web: [www.carm.ca/](http://www.carm.ca/)

## Cabinetmaker RS, HS

Years: 4  
 Minimum Apprentice Annual Wage: \$26,000  
 Average Journeyman Annual Wage: \$36,036 - \$50,400

Cabinetmakers produce furniture, cabinetry and architectural millwork from a variety of natural and manufactured materials for both commercial and residential markets. Cabinetmakers use ancient and modern tools and techniques to produce high quality millwork and other wood specialties, including staircases, doors, furniture, moulding, joinery, veneers, inlays and laminates.

Cabinetmakers are good at visualizing, interpreting drawings and specifications, creating layouts and patterns, planning work and estimating costs. Client relations are a significant part of this trade and good communication skills are important.

Furniture manufacturers, construction companies and custom cabinet shops all employ cabinetmakers.

### Related Organizations:

Manitoba Home Builders Association- ph: 204-925-2560; e-mail: [info@homebuilders.mb.ca](mailto:info@homebuilders.mb.ca); web: [www.homebuilders.mb.ca/](http://www.homebuilders.mb.ca/)  
 Winnipeg Construction Association- ph: 204-775-8664; e-mail: [wca@wpgca.com](mailto:wca@wpgca.com); web: [www.winnipegconstruction.ca/](http://www.winnipegconstruction.ca/)  
 Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: [carm@westman.wave.ca](mailto:carm@westman.wave.ca); web: [www.carm.ca/](http://www.carm.ca/)

# Construction Trades Sector

- Bricklayer
- Cabinetmaker
- Carpenter
- Concrete Finisher
- Construction Craft Worker
- Construction Electrician
- Crane and Hoisting Equipment Operator
- Gasfitter
- Glazier
- Insulator (Heat and Frost)
- Interior Systems Mechanic (Lather)
- Ironworker
- Painter and Decorator
- Plumber
- Pre-Engineered Building Erector
- Refrigeration and Air Conditioning Mechanic
- Roofer
- Sheet Metal Worker
- Sprinkler System Installer
- Steamfitter-Pipefitter
- Water and Wastewater Technician

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## Carpenter RS, HS

Years: 4  
Minimum Apprentice Annual Wage: \$37,440  
**Average Journeyperson Annual Wage: \$39,270 - \$58,863**

Carpenters work on a wide variety of tasks associated with building and repairing whole, or parts of, buildings and other structures made of wood, wood substitutes, steel and other materials. Working in all areas of both the private and commercial construction industries, as well as in maintenance and renovations, carpenters crib basements, build house frameworks, walls, roofs and exterior finishes, and install doors, windows, flooring, cabinets, stairs, handrails, panelling, moulding and ceiling tiles. They are also responsible for building concrete forms, scaffolding, bridges, trestles, tunnels, shelters, towers and other structures.

Carpenters are good at working with their hands and enjoy using hand and power tools. They also need to be able to read and interpret architectural drawings and plans and solve mathematical problems quickly and accurately. Carpenters need to work accurately, be able to estimate the cost of jobs and order the materials needed for the job. Communication skills are important since carpenters work with other trades professionals.

Potential employers include construction companies, carpentry contractors and maintenance departments of large companies.

### Related Organizations:

Manitoba Home Builders Association- ph: 204-925-2560; e-mail: info@homebuilders.mb.ca; web: www.homebuilders.mb.ca/  
Winnipeg Construction Association- ph: 204-775-8664; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/  
United Brotherhood of Carpenters and Joiners of America, Manitoba- e-mail: jrowe@council.mb.ca; web: www.carpenters.org.

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## Concrete Finisher RS, HS

Years: 3  
Minimum Apprentice Annual Wage: \$29,120  
**Average Journeyperson Annual Wage: \$48,048 - \$65,520**

Concrete finishers plan, prepare, place and finish concrete on many different types of residential, industrial and commercial projects including floors, walls, driveways, sidewalks, streets, highways and airport runways. They understand the properties and types of concrete and apply the proper techniques for the desired finish, using both traditional and contemporary tools. Other projects include restoration and resurfacing of damaged concrete.

Concrete finishers often work closely with other tradespeople, so good interpersonal and technical skills are an asset. Organizational skills, accuracy, good vision, hand-eye co-ordination, spatial perception and an ability to estimate size and dimensions are required. People interested in a career in concrete finishing enjoy physical exercise, working with their hands and taking pride in seeing the results of their work. Artistic skills are a strong asset for much of this work.

Construction companies are the major employers of concrete finishers.

### Related Organizations:

Manitoba Heavy Construction Association- ph: 204-947-1379; web: www.mhca.mb.ca/  
Manitoba Ready-Mix Concrete Association- e-mail: info@mrmca.com; web: www.mrmca.com/

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## Construction Craft Worker RS, HS

Years: 2  
Minimum Apprentice Annual Wage: \$22,800  
**Average Journeyperson Annual Wage: \$45,000 - \$55,000**

Construction craft workers are responsible for site preparation and cleanup, setting up and removing access equipment, working on concrete and masonry, steel, wood and pre-cast erecting projects. They handle materials and equipment and perform demolition, excavation and compaction activities. They may also be responsible for site security and management of pedestrian and vehicular traffic. They are usually found working on a variety of structures including residential, commercial and industrial buildings, as well as hydroelectric dams, roadways, bridges and railways. In some areas, they may also work on utility, landscape and pipeline projects.

Key attributes are mechanical aptitude, manual dexterity and an ability to do hard physical work. They must also be able to work as part of a team, and sometimes, interact directly with the public. Organizational, leadership and plan-reading skills are assets to progress in this trade. With experience, construction craft workers may advance to supervisory/foreman positions or specialize in off-road vehicle operation, drilling and blasting, diving, tunneling and performing emergency rescue.

Construction craft workers are mostly found on construction sites and work for private as well as municipal, provincial and federal governments.

### Related organizations:

Merit Contractors Association- ph: 204-888-6202 in Winnipeg; e-mail: hmiller@meritmb.com or val.meritmb@mts.net; web: www.meritmb.com/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/  
Winnipeg Construction Association- ph: 204-775-8664; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca/  
Manitoba Heavy Construction Association- ph: 204-947-1379; web: mhca.mb.ca/

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## Construction Electrician RS, HS, CC, AL

Years: 4  
Minimum Apprentice Annual Wage: \$26,582  
**Average Journeyperson Annual Wage: \$50,820 - \$61,530**

Construction electricians plan, assemble, install, repair, test and maintain electrical fixtures and systems that provide heat, light, power or control in residential, commercial and industrial buildings. They also troubleshoot and repair or re-install electrical systems. Many specialize in specific types of installations such as new home construction or in the commercial and industrial sectors.

Those who like precision work and are interested in electrical systems will enjoy a career as a construction electrician. Staying current with technological advances by learning about, and operating, computer-controlled equipment are important in this trade, as are learning to deal with fibre optics, local area networks and coaxial cable.

A strong background in mathematics and science is essential to understand and apply a range of technical knowledge in addition to blueprint reading and problem-solving. Good communication, interpersonal and reading skills are required.

Employers in this industry include electrical contractors, government, railways, mining companies, maintenance departments of large companies and electrical utility companies.

### Related Organizations:

Winnipeg Construction Association- ph: 775-8664; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/  
Merit Contractors- ph: 204-888-6202 in Winnipeg; e-mail: hmiller@meritmb.com or val.meritmb@mts.net; web: www.meritmb.com/  
Manitoba Electrical League- ph: 204-783-4125 in Winnipeg; e-mail: Dave@meleague.net or Judy@meleague.net; web: www.meleague.net/  
International Brotherhood of Electrical Workers- e-mail: ibew@hydro.mb.ca; web: www.ibew2034.com/

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## Crane and Hoisting Equipment Operator Specializations:

Mobile Crane Operator	RS, HS, CC, Years: 3
Boom Truck Hoist Operator	HS, CC, Years: 2
Tower Crane Operator	HS, CC, Years: 2
Power Generation and Transmission: Mobile Crane Operator*	Must be employed with Manitoba Hydro, Years: 3
Power Generation and Transmission: Boom Truck Hoist Operator*	Must be employed with Manitoba Hydro, Years: 3

Minimum Apprentice Annual Wage: \$33,280  
Average Journeyman Annual Wage: \$52,395 - \$105,000

A crane and hoisting equipment operator operates and maintains specific types of cranes or draglines that lift, move, position or place machinery, equipment and other large objects. This does not apply to equipment used exclusively for fire fighting or towing motor vehicles. Operators use mobile cranes, boom trucks and tower cranes to lift, move, position, unload and reload materials and equipment at construction sites, on offshore oil rigs, in rail yards, docks and plants.

A mechanical aptitude and mathematical ability are essential to the trade. Operators must have excellent vision, a high degree of physical co-ordination and the ability to concentrate for long periods of time. They may often work under time deadlines, for long hours in isolation in cramped cab quarters and during bad weather.

Construction companies, railways and industrial cargo-handling companies are major employers in the crane and hoisting trade.

### Related Organizations:

Winnipeg Construction Association- ph: 204-775-8664; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/  
Operating Engineers of Manitoba- ph: 204-786-8658; e-mail: local987@oe987.mb.ca; web: www.oe987.mb.ca/  
Manitoba Hydro- ph: 204-474-311 in Winnipeg; web: hydro.mb.ca

\*Manitoba Hydro is the only employer for the crane and hoisting power generation and transmission trades.

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## Gasfitter HS, AL

Gasfitter*	Years: 4	*Domestic Gasfitter prerequisite required [(2) + 2]
Domestic Gasfitter	HS, AL, Years: 2	

Minimum Apprentice Annual Wage: 34,320  
Average Journeyman Wage: 55,000 – 60,000

Gasfitters install, inspect, repair and maintain gas lines and gas equipment such as meters, regulators, heating units and appliances in residential, commercial and industrial establishments. This also includes testing and replacing defective equipment, attending to gas-escape calls and assisting in the investigation of gas fires and explosions, advising clients on safety features and maintenance of gas units, converting cars or appliances to use natural gas fuels, preparing work reports, reading and interpreting drawings and blueprints.

There are two types of gasfitters based on the licence they obtain;

- Gasfitter - works on all equipment, commonly referred to as Commercial / Industrial
- Domestic Gasfitter - works on equipment with up to and including 400,000 BTUs (British thermal units)

Gasfitters work both indoors and outdoors at physically demanding tasks. They are expected to do precision work and adhere to industry standards for installation, repairs and safety. A good background in mathematics and science is essential. People interested in the gasfitting trade should also have good high manual dexterity, mechanical ability, teamwork and problem solving skills.

Gasfitters are employed by gas utility companies and gas servicing companies and also work in new home building and renovation, heavy industrial, and institutional and commercial construction sectors.

### Related Organizations:

Plumbers and Pipefitters Union Local 254- ph: 204-947-0497; web: www.ualocal254.ca  
Mechanical Contractors Association- ph: 204-774-2404; e-mail: mcac@mcac.ca; web: www.mcac.ca/  
Merit Contractors- ph: 204-888-6202 in Winnipeg; e-mail: hmiller@meritmb.com or val.meritmb@mts.net; web: www.meritmb.com/  
Winnipeg Construction Association- ph: 204-775-8664; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/  
The Heating, Refrigeration and Air Conditioning Institute of Canada- ph: 204-633-0531; e-mail: hramail@hrai.ca; web: www.hrai.ca/

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## Glazier RS, HS

Years: 4  
Minimum Apprentice Annual Wage: \$32,198  
Average Journeyman Annual Wage: \$32,762 - \$54,600

A glazier cuts, prepares, fabricates and handles all glass materials for buildings and fixtures of all types. They set, attach, install and remove glass, and install and attach architectural metals or related substitutes in commercial and residential buildings.

People interested in entering the glazier trade enjoy working with glass, have good manual dexterity and are in good physical condition. Major employers include commercial and residential construction companies, architectural glass firms, interior design firms, retail glass shops and contract glass shops.

### Related Organizations:

Winnipeg Construction Association- ph: 204-775-8664; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/

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## Insulator (Heat and Frost) RS, HS

Years: 4  
Minimum Apprentice Annual Wage: \$32,198  
Average Journeyman Annual Wage: \$37,128 - \$54,600

Heat and frost insulators read and interpret drawings and specifications to determine the requirements, amount and type of materials for any specific project. They measure, cut, fit, install and secure insulation in the required area, and remove or seal off old asbestos insulation.

Good reading, communication and teamwork skills are required. Insulators also have high manual dexterity, good problem solving skills and the ability to work under pressure and in uncomfortable conditions.

Potential employers include construction companies, insulation companies and industrial plants.

### Related Organizations:

International Association of Heat and Frost Insulators and Asbestos Workers Local 99- ph: 204-694-0726; web: www.heatandfrostinsulators.ca  
Winnipeg Construction Association- ph: 204-775-8664; e-mail : wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/

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## Interior Systems Mechanic (Lather) RS, HS

Years: 4  
Minimum Apprentice Annual Wage: \$22,880  
**Average Journeyperson Annual Wage: \$40,110 - \$54,600**

Interior systems mechanics install and apply lath, stucco wire, frameworks, vapour barrier, sound baffling, shielding, thermal and sound insulation, and access flooring systems to nearly all parts of the interior and exterior of a house or building. They also install decorative finishes and accessories.

People interested in entering this trade have a high level of manual dexterity, are creative and innovative, and enjoy working with hand and power tools on a variety of tasks.

Interior system mechanics usually work indoors in new construction, renovation and repair projects in the residential, commercial, institutional and industrial construction sectors.

### Related Organizations:

Manitoba Wall and Ceiling Association- ph: 204-772-1700.  
United Brotherhood of Carpenters and Joiners of America, Manitoba- ph: 204-774-1609; e-mail: jrowe@council.mb.ca; web: www.carpenters.org.  
Winnipeg Construction Association- ph: 204-775-8664; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/

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## Ironworker RS, HS

Years: 3  
Minimum Apprentice Annual Wage: \$41,600  
**Average Journeyperson Annual Wage: \$39,690 - \$61,000**

Ironworkers are skilled tradespeople with a range of skills. They erect structural steel components, reinforce steel, post tension tendons, install conveyors and robotic equipment and perform reconstructive work on existing structures and bridges. The full range of tasks as an ironworker includes planning and co-ordination of equipment, materials and human resources; construction and demolition of structures; and storage and inventory of materials and equipment.

Being comfortable with heights, a willingness to travel and an ability to act quickly and decisively in emergencies are all important if you are interested in becoming an ironworker. Other requirements include co-ordination, agility and balance, and teamwork. Construction contractors, insulation contractors, and industrial plants are major employers of ironworkers.

### Related Organizations:

International Association of Bridge, Structural, Ornamental and Ironworkers- ph: 204-783-7853; e-mail: ironworkers728@mts.net; web: www.ironworkers728.com.  
Winnipeg Construction Association- ph: 204-775-8664; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/

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## Painter and Decorator RS, HS

Years: 3  
Minimum Apprentice Annual Wage: \$29,120  
**Average Journeyperson Annual Wage: \$40,110 - \$54,600**

Responsibilities of painters and decorators include blending and mixing paints, creating colour schemes, and using a variety of techniques to paint a wide range of surfaces. They also work with neutralizing agents, putty, varnish, lacquer, and stipple-texturing, and match and apply fabric or vinyl products to ceilings and walls.

Being comfortable with heights is important because painters and decorators often work from ladders and scaffolding. Good communication skills, artistic ability, the ability to visualize a finished project, and an appreciation of design, colour and detail are all required as a painter and decorator.

Potential employers include construction contractors, building maintenance firms and painting contractors.

### Related Organizations:

International Union of Painters and Allied Trades- ph: 204-943-2497; e-mail: iupat@mts.net; web: www.iupat739mb.ca/  
Manitoba Home Builders Association- ph: 204-925-2560; e-mail: info@homebuilders.mb.ca; web: www.homebuilders.mb.ca.  
Winnipeg Construction Association- ph: 204-775-8664; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/

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## Plumber RS, HS, AL

Years: 5  
Minimum Apprentice Annual Wage: \$32,864  
**Average Journeyperson Annual Wage: \$47,502 - \$64,050**

Plumbers plan, install, maintain, inspect and repair plumbing systems, fixtures, equipment and controls in residential and commercial buildings. Some plumbers install piping systems in new home construction, commercial, industrial and public buildings. Others are experts in the retrofitting, repair and maintenance of existing systems. In smaller communities, plumbers generally do a wider variety of plumbing and related tasks, including installing private sewage disposal systems and potable (drinking) water distribution systems. Plumbers must be able to read blueprints and project specifications to determine the layout for the plumbing and other materials. They may work with pipes made from iron, steel, lead, copper, plastic, glass and cement and need to know the particular characteristics of the substances being carried in the pipes.

Plumbers enjoy a variety of work, pay close attention to detail, are mechanically inclined and constantly update their skills and knowledge. They have good manual dexterity, good communication skills and enjoy working with other trades people and members of the public.

Construction companies, heating and plumbing contractors, and maintenance departments of plants, factories, governments and schools are all major employers of plumbers.

### Related Organizations:

Plumbers and Pipefitters Union Local 254- ph: 204-947-0497; web: www.ualocal254.ca  
Mechanical Contractors Association- ph: 204-774-2404; e-mail: mcac@mcac.ca; web: www.mcac.ca/  
Merit Contractors- ph: 204-888-6202 in Winnipeg; e-mail: hmiller@meritmb.com or val.meritmb@mts.net; web: www.meritmb.com/  
Winnipeg Construction Association- ph: 204-775-8664; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/

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## Pre-Engineered Building Erector (under development) HS

Years: 2  
Minimum Apprentice Annual Wage: \$22,880  
**Average Journeyperson Wage: 40,000- 50,000**

Pre-engineered building erectors fabricate, construct and join scaffolding, and erect pre-engineered buildings. They are limited to work on one-storey, steel framed buildings generally referred to pre-engineered buildings.

To be successful in the trade, pre-engineered building erectors need good communication skills, mechanical ability, ability to work at heights and willingness to travel and work outdoors. Most pre-engineered building erectors are employed by a variety of construction contractors.

### Related Organizations:

Merit Contractors Association- 204 888-6202; e-mail: hmiller@meritmb.com; web: www.meritmb.com  
Winnipeg Construction Association- ph: 204-775-8664; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/  
Metal Building Contractors and Erectors Association. Web:www.mbcea.ca/

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## Refrigeration and Air Conditioning Mechanic

Residential HS, CC, Years 4  
Commercial RS, HS, CC, Years: 5

Minimum Apprentice Annual Wage: \$31,928  
**Average Journeyman Annual Wage: \$49,140 - \$60,690**

In Manitoba, you can train to be a commercial refrigeration and air conditioning mechanic OR a residential refrigeration and air conditioning mechanic. Mechanics in this trade install, repair, service, replace and maintain a variety of air conditioning and heating equipment, as well as ventilation and air exchange systems. Commercial mechanics work in buildings such as apartments, restaurants, hospitals and ice rinks. Residential mechanics work in private residences.

Strong analytical and trouble-shooting skills, and the ability to read and interpret blueprints are requirements of the trade. Knowledge of basic electricity and motors, as well as a mechanical ability and interest, are important. Good co-ordination, manual dexterity and customer service skills are all needed, as is the ability to work unsupervised.

Major employers include air conditioning contractors, refrigeration equipment dealers, truck transportation firms and storage warehouses.

### Related Organizations:

Mechanical Contractors Association- ph: 204-774-2404; e-mail: mcac@mcac.ca; web: www.mcac.ca/  
The Heating, Refrigeration and Air Conditioning Institute of Canada- ph: 204-633-0531; e-mail: hramail@hrai.ca; web: www.hrai.ca/  
Plumbers and Pipefitters Union Local 254- ph: 204-947-0497; web: www.ualocal254.ca  
Winnipeg Construction Association- ph: 204-775-8664; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/

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## Roofer RS, HS

Years: 3  
Minimum Apprentice Annual Wage: \$29,286  
**Average Journeyman Annual Wage: \$30,975 - \$45,150**

Roofers estimate, prepare, install and repair roofs and install vapour barriers and insulation.

Good communication and mathematical skills, the ability to work alone or with a group and good balance are all required of a roofer. An enjoyment of demanding physical work and a willingness to work outdoors in all kinds of weather are assets in this trade.

Potential employers include construction contractors and roofing contractors.

### Related Organizations:

Roofing Contractors Association- ph: 204-783-6365; web: www.rcam.ca/  
Manitoba Home Builders Association- ph: 204-925-2560; e-mail: info@homebuilders.mb.ca; web: www.homebuilders.mb.ca.  
Winnipeg Construction Association- ph: 204-775-8664; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/

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## Sheet Metal Worker RS, HS

Years: 4  
Minimum Apprentice Annual Wage: \$33,862  
**Average Journeyman Annual Wage: \$46,675 - \$57,960**

After reading blueprints and orders, sheet metal workers lay out, cut, shape and finish sheet metal using hand and power tools and join the sheet metal using welding tools, rivets, screws and folding.

People who enjoy working with their hands, have a high manual dexterity, have good communication skills and enjoy seeing final results of what they have been working on are well-suited to this trade.

Potential employers include:

- bus, farm equipment and aircraft manufacturers
- metal fabrication shops and railways
- air conditioning and heating contractors in residential, commercial and industrial construction
- roofing contractors

### Related Organizations:

Mechanical Contractors Association- ph: 204-774-2404; e-mail: mcac@mcac.ca; web: www.mcac.ca/  
Winnipeg Construction Association- ph: 204-775-8664; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/

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## Sprinkler System Installer RS, HS, CC

Years: 4  
Minimum Apprentice Annual Wage: \$35,630  
**Average Journeyman Annual Wage: \$60,900 - \$73,710**

A sprinkler system installer plans, lays out, assembles, installs, tests, maintains, modifies, repairs, and inspects sprinkler systems and other fire protection systems installed in buildings. These systems include substances such as water, foam, carbon dioxide and dry chemicals. Sprinkler system installers also calculate and prepare written cost estimates, communicate with customers and read and interpret drawings and specifications to determine layouts.

People well-suited to this trade are mechanically inclined, enjoy a variety of tasks and are detail-oriented. They enjoy planning and accomplishing tasks from start to finish while working to specific safety standards. Good communication and visualization skills are required and computer literacy is an asset. Being in good physical condition is important because the work is often done on scaffolding or ladders.

Mechanical construction firms, plumbing contractors, heating and air-conditioning companies, and building developers all employ sprinkler system installers.

### Related Organizations:

Mechanical Contractors Association- ph: 204-774-2404; e-mail: mcac@mcac.ca; web: www.mcac.ca/  
Plumbers and Pipefitters Union Local 254- ph: 204-947-0497; web: www.ualocal254.ca  
Winnipeg Construction Association- ph: 204-775-8664; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/

## Steamfitter-Pipefitter RS, HS, CC, AL

Years: 5  
Minimum Apprentice Annual Wage: \$26,291  
Average Journeyman Annual Wage: \$47,980 - \$73,710

Steamfitter-pipefitters lay out, assemble, fabricate, install, maintain and repair piping systems used to carry steam, water, air, gases, chemicals, solids and fuel in industrial and manufacturing plants and water purification and water treatment systems. Duties include reading and interpreting blueprints and drawings, sketching details for fabrication and installation, and working to codes and specifications.

Physical strength and stamina, co-ordination, manual dexterity and attention to detail are required for this trade. Good communication and analytical skills, the ability to read and understand complicated blueprints and instructions, and the ability to work with little supervision are also required.

Potential employers include pipeline and general construction contractors, thermal or steam generating plants, manufacturers, hospitals, schools, chemical plants, pulp mills and oil refineries.

### Related Organizations:

Mechanical Contractors Association- ph: 204-774-2404; e-mail: mcac@mcac.ca; web: www.mcac.ca/  
Plumbers and Pipefitters Union Local 254- ph:204-947-0497; web: www.ualocal254.ca  
Winnipeg Construction Association- ph: 204-775-8664; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/

## Water and Wastewater Technician HS

Years: 2  
Minimum Apprentice Annual Wage: \$31,200  
Average Journeyman Wage: 40,000 – 50,000

Water and wastewater technicians operate and are responsible for the maintenance of public and private water treatment plants, water distribution systems, wastewater treatment plants and wastewater collection systems.

People who like to work with their hands and have an interest in biology, chemistry, and mathematics are well suited for a career as a water and wastewater technician. Good communication and problem solving skills are also essential.

Water and wastewater technicians are employed in municipal water and wastewater facilities, environmental departments in mines and other industries, solid waste management facilities, and in government.

### Related Organizations:

Manitoba Water and Wastewater Association-ph: 204) 239-6868, e-mail: mwwa@mts.net, web: www.mwwa.net  
Canadian Water and Wastewater Association-ph: (613) 747-0524, e-mail: admin@cwwa.ca, web: www.cwwa.ca



# Service Trades Sector

- Cook
- Electrologist
- Esthetician
- Floorcovering Installer
- Hairstylist
- Landscape Horticulturist
- Partsperson
- Pork Production Technician

# TRADE OVERVIEWS

## LEGEND:

RS = Red Seal trade  
HS = High School Apprenticeship Program available

CC = Compulsory Certification trade  
AL = Additional licencing required

## Cook RS, HS

Years: 3  
Minimum Apprentice Annual Wage: \$24,960  
**Average Journeyman Annual Wage: \$27,762 - \$43,575**

Cooks plan menus, prepare a variety of foods according to health and safety regulations and manage commercial kitchens. While specific duties vary depending on the establishment, cooks generally prepare meals and are responsible for food costing, safety and sanitation. Cooks also supervise kitchen helpers and food preparation personnel in food preparation, cooking and handling. Respect for diets due to culture, health or religion is important.

In addition to a refined palette, cooks need good hand-eye co-ordination and enjoy working with food and people in fast-paced and detailed-oriented environments. Good basic mathematics and supervisory skills are essential. Cooks must be able to read, memorize and follow recipes easily. As tracking inventory, budgeting and costing are all done on a computer, basic computer skills are required.

Restaurants, cafeterias, hotels, hospitals and health care institutions, schools, food commissaries, clubs and resorts are all major employers.

**Related Organizations:**  
Canadian Culinary Federation, Manitoba- web: [www.winnipegchefs.org](http://www.winnipegchefs.org)  
Manitoba Restaurant and Food Services Association- ph: 204-783-9955; e-mail: [info@mrfa.mb.ca](mailto:info@mrfa.mb.ca); web: [www.mrfa.mb.ca/](http://www.mrfa.mb.ca/)

## Electrologist HS, CC, AL

Years: 1  
Minimum Apprentice Annual Wage: \$22,880  
**Average Journeyman Annual Wage: \$26,901 - \$36,750**

Electrologists perform pre-epilation (pre-hair removal) treatments, electrolysis using galvanic and/or short-wave currents, and post-epilation (post-hair removal) treatments to remove unwanted hair for clients. Electrologists consult with clients to determine the treatment needed and to outline any risks. They also sterilize equipment and keep their work areas clean and sanitary, sometimes performing reception and management duties.

Electrologists enjoy working with people and have a conscientious and caring attitude, and a respect for client privacy and well-being. Strong organizational and communication skills are also assets.

In addition to a provincial certification-theory examination, electrologists must also complete a practical examination.

Potential employers include beauty shops, esthetics salons and spas.

**Related Organizations:**  
Manitoba Electrologist Association- ph: 204-204-476-5034; e-mail: [mdrq@explornet.com](mailto:mdrq@explornet.com); web: [www.meai.org/](http://www.meai.org/)  
Canadian Allied Beauty Association- web: [www.abacanada.ca](http://www.abacanada.ca)  
School Listing of Accredited Electrologist Programs- web: [www.gov.mb.ca/tce/apprent/future/accredited\\_programs.html](http://www.gov.mb.ca/tce/apprent/future/accredited_programs.html)

## Esthetician HS, CC, AL

Years: 2

Nail Technician HS, CC, AL, Years: 1  
Skin Care Technician HS, CC, AL, Years: 2

Minimum Apprentice Annual Wage: \$22,880  
**Average Journeyman Annual Wage: \$26,901 - \$36,750**

The esthetician trade is comprised of two sub-trades: nail technician and skin care technician. Nail technicians perform manicures and pedicures and apply artificial nail products. Skin care technicians perform body treatments, facial treatments, make-up applications, depilatory hair removal, and lash and brow tint services. Estheticians have completed and performed services in both sub-trades.

Estheticians should have knowledge of fashion and beauty trends, strong organizational and communication skills, and enjoy working with people.

In addition to a provincial certification-theory examination, estheticians must also complete a practical examination.

Estheticians work in beauty shops, esthetics salons and spas.

**Related Organizations:**  
Canadian Allied Beauty Association- web: [www.abacanada.ca](http://www.abacanada.ca)  
School Listing of Accredited Esthetics Programs- web: [www.gov.mb.ca/tce/apprent/future/accredited\\_programs.html](http://www.gov.mb.ca/tce/apprent/future/accredited_programs.html)

## Floorcovering Installer RS, HS

Years: 3  
Minimum Apprentice Annual Wage: \$31,200  
**Average Journeyman Annual Wage: \$38,220 - \$49,140**

Floorcovering installers assess, prepare, plan, repair, remove and install all kinds of floorcoverings such as carpet, resilient flooring, wood flooring and associated trim.

Strong mathematical and estimation skills are important because floorcovering installers evaluate and plan materials and work plans. The ability to work with your hands while crouching and kneeling for long periods is also required.

Major employers include construction companies and sub-contractors as well as floorcovering retail and wholesale outlets.

**Related Organizations:**  
Winnipeg Construction Association- ph: 204-775-8664; e-mail: [wca@wpgca.com](mailto:wca@wpgca.com); web: [www.winnipegconstruction.ca/](http://www.winnipegconstruction.ca/)  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: [carm@westman.wave.ca](mailto:carm@westman.wave.ca); web: [www.carm.ca/](http://www.carm.ca/)  
Manitoba Home Builders Association- ph: 204-925-2560; e-mail: [info@homebuilders.mb.ca](mailto:info@homebuilders.mb.ca); web: [www.homebuilders.mb.ca](http://www.homebuilders.mb.ca)

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## Hairstylist RS, HS, CC, AL

Years: 2  
Minimum Apprentice Annual Wage: \$22,880  
**Average Journeyperson Annual Wage: \$27,762 - \$47,250**

Hairstylists use a range of specialty equipment and products to cut, style, colour and chemically treat hair. Duties also include treating the hair and scalp and related skin conditions. Classroom instruction includes developing a working knowledge of workplace health and safety, as well as personal and public hygiene.

Hairstylists enjoy working with, and meeting people. They need to be able to stand for long periods of time, maintain a well-groomed and professional appearance, and keep up-to-date with styles, supplies and technologies.

Good co-ordination, manual dexterity, colour vision, depth perception, creativity, and discretion are also required.

In addition to an interprovincial certification-theory examination, hairstylists must also complete a practical examination.

Employers include salons, hair replacement clinics, studios and retail product sales companies.

### Related Organizations:

Manitoba Hairstylists Association- ph: 204-775-8633; e-mail: info@manitobahairstylists.com; web: www.manitobahairstylists.com/  
Canadian Allied Beauty Association- web: www.abacanada.ca  
School Listing of Accredited Hairstylist Programs- web: www.gov.mb.ca/tce/apprent/future/accredited\_programs.html

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## Landscape Horticulturist RS, HS

Years: 3  
Minimum Apprentice Annual Wage: \$23,920  
**Average Journeyperson Annual Wage: \$33,894 - \$54,600**

Landscape horticulturists design, construct, install and maintain landscaping. Projects include walkways, fences, decks, outbuildings, and irrigation systems. Responsibilities include maintaining inventory and facilities in greenhouses and garden retail centres and advising customers and clients on plants, plant materials, pesticides, fertilizers and other landscaping products.

Creative people with an interest in plants and gardens and who enjoy working hard indoors and outdoors are well-suited to this trade.

Landscape construction companies, nurseries, greenhouses, garden centres, yard and tree care companies, golf courses, public parks and other horticulture and gardening-related fields are major employers of landscape horticulturalists.

### Related Organizations:

Winnipeg Construction Association- ph: 204-775-8664; e-mail: wca@wpgca.com; web: www.winnipegconstruction.ca/  
Construction Association of Rural Manitoba- ph: 204-727-4567; e-mail: carm@westman.wave.ca; web: www.carm.ca/  
Canadian Nursery Landscape Association-Manitoba- ph: 204-889-5981; e-mail: info@canadanursery.com; web: www.canadanursery.com/

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## Partsperson HS, RS

Years: 3  
Average Apprenticeship Annual Wage: \$22,880  
**Average Journeyperson Annual Wage: \$29,400 - \$48,048**

Partspersons manage and sell parts for vehicles, appliances, machinery and equipment. They are responsible for maintaining parts storage systems, ordering parts for sale, tracking inventory, receiving orders and ensuring they are filled accurately. Partspersons also price parts and assist both the general public and other tradespeople in finding the parts they need.

Partspersons enjoy solving practical problems related to repairs, have good manual dexterity and spatial ability, and enjoy working with people.

Employers include dealerships, service shops, tool cribs, warehouses and parts distribution outlets.

### Related organizations:

Automotive Trades Association Manitoba Inc. – ph: 204-475-3235; e-mail: ata@mts.net; web: www.atamb.ca  
Canadian Automotive Repair and Service Council- ph: 613-798-0500; e-mail: jennifer@carscouncil.ca; web: www.cars-council.ca

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## Pork Production Technician HS

Years: 2  
Minimum Apprentice Annual Wage: \$22,880  
**Average Journeyperson Annual Wage: \$33,600 - \$39,720**

Pork production technicians are certified to handle and care for pigs in the breeding, farrowing, nursery and finishing stages of pork production. Overall duties include caring for the breeding herd and growing pigs in their development from birth to market, including feeding, watering, care, stockmanship, and keeping a safe and sanitary barn environment.

Compassion for animals, keen observation skills and the ability to work in a team environment are essential. Attention to detail and good record keeping skills are also important. Having the ambition to move into positions of more responsibility within the pork production industry is an asset.

Pork production technicians are employed in specialized farms.

### Related Organizations:

Manitoba Pork Council- ph: 204-237-7447; e-mail: info@manitobapork.com; web: www.manitobapork.com/  
Canadian Swine Breeders Association- e-mail: canswine@canswine.ca; web: www.canswine.ca/

# Trades Training Requirement Chart

APPRENTICESHIP TRAINING REQUIREMENTS						TRADES QUALIFICATION EXPERIENCE (MINIMUM YEARS REQUIRED)		
Trade	Certificate of Qualification	Length  <i>(Minimum Years)</i>	Level Requirements			Minimum years experience required  <i>(within last 10 years)</i>	Minimum hours experience required	Practical Exam Required
			Total Level Hours (on-the-job and school)	Technical Training/Year (in-school weeks)	Delivered By			
<b>Industrial</b>								
Boilermaker	Interprovincial	3	1,600	(6)-6-6-6	RRC	5	8,000	
CNC Machinist	Provincial	1	1,800	10	RRC	1.5 (in last 3 years)	2,700	
Electric Motor System Technician	Interprovincial	4	1,500	8-8-8-8	SAIT	6	9,000	
Industrial Electrician*	Interprovincial	4	1,800	10-10-10-10	UCN (LEVEL 4 ONLY), RRC, ACC	6	10,800	
Industrial Instrument Mechanic	Interprovincial	4	1,600	10-10-10-10	NAIT, SAIT, SIAST	6	9,600	
Industrial Mechanic (Millwright)	Interprovincial	4	1,600	8-8-8-8	UCN	6	9,600	
Machinist (prerequisite for CNC Machinist)	Interprovincial	4	1,800	9-8-8-4	RRC	6	10,800	Yes
Power Electrician ▲	Provincial	4	1,600	10-10-10-10	RRC (LEVEL 4 ONLY), UCN, ACC	5	8,000	
Rig Technician	Interprovincial	3	1,620	4-4-4	NAIT, SAIT, MHG, RDC	under development		
Steel Fabricator	Interprovincial	4	1,800	8-8-8-0	NAIT	6	10,800	
Tool & Die Maker (prerequisite for CNC Machinist)	Interprovincial	4	1,800	9-8-8-9	RRC	6	10,800	Yes
Welder	Interprovincial	3	1,600	8-8-8	ACC	4.5	7,200	Yes
<b>Transportation</b>								
Agricultural Equipment Technician	Interprovincial	4	1,800	8-8-6-4	ACC	6	10,800	
Aircraft Maintenance Journeyman	Provincial †	4	1,800	9-9-9-9	RRC (SAATC)	n/a	n/a	
Automotive Service Technician	Interprovincial	4	1,800	8-8-6-6	RRC, ACC	6	10,800	
Diesel Engine Mechanic	Provincial	3	1,800	9-7-6	RRC	under development		
Gas Turbine Repair and Overhaul Technician	Provincial	3	1,800	12-16-6	RRC/Standard Aero	n/a	n/a	
Heavy Duty Equipment Technician	Interprovincial	4	1,800	8-8-6-4	ACC	6	10,800	
Marine and Outdoor Power Equipment Technician	Provincial	3	1,800	9-9-9	RRC	4.5	8,100	
Motor Vehicle Body Painter	Interprovincial	2	1,800	6-5	RRC	4	7,200	Yes
Motor Vehicle Body Repairer	Interprovincial	4	1,800	7-7-7-6	RRC	6	10,800	Yes
Railway Car Technician	Provincial	3	1,800	9-9-9	RRC	under development		
Recreation Vehicle Service Technician	Interprovincial	3	1,600	8-8-8	SAIT	4.5	7,200	
Transport Trailer Technician	Interprovincial	3	1,800	8-8-8	RRC	4.5	8,100	
Truck & Transport Mechanic	Interprovincial	4	1,800	8-8-6-4	RRC	6	10,800	
<b>Construction</b>								

LEGEND
<b>ACC</b> Assiniboine Community College (Brandon)
<b>MHC</b> Medicine Hat College (Medicine Hat, AB)
<b>NAIT</b> Northern Alberta Institute of Technology (Edmonton, AB)
<b>RDC</b> Red Deer College (Red Deer, AB)
<b>RRC</b> Red River College (Winnipeg)
<b>SAATC</b> Stevenson Campus (Southport - Portage la Prairie)
<b>SAIT</b> Southern Alberta Institute of Technology (Calgary, AB)
<b>SIAST</b> Saskatchewan Institute of Applied Science and Technology (Saskatoon/ Moose Jaw, SK)
<b>UCN</b> University College of the North (The Pas & Thompson)

\* Compulsory apprenticeship or a Certificate of Qualification is required to work in these trades.

\*\* Enrollment in, or completion of technical training is required before an apprenticeship.

† Used towards final federal certification as an Aircraft Maintenance Engineer.

▲ Must be employed with Manitoba Hydro.

APPRENTICESHIP TRAINING REQUIREMENTS						TRADES QUALIFICATION EXPERIENCE (MINIMUM YEARS REQUIRED)			
Trade	Certificate of Qualification	Length  <i>(Minimum Years)</i>	Level Requirements			Minimum years experience required  <i>(within last 10 years)</i>	Minimum hours experience required	Practical Exam Required	
			Total Level Hours (on-the-job and school)	Technical Training/ Year (in-school weeks)	Delivered By				
Bricklayer	Interprovincial	4	1,200	9-8-6-0	RRC	6	7,200	Yes	
Cabinetmaker	Interprovincial	4	1,600	9-9-8-8	RRC	6	9,600		
Carpenter	Interprovincial	4	1,800	8-8-9-7	RRC, ACC, UCN	6	10,800	Yes	
Concrete Finisher	Interprovincial	3	1,200	4-4-0	SAIT	4.5	5,400		
Construction Craft Worker	Interprovincial	2	1,800	8-8	RRC	3	5,400		
Construction Electrician*	Interprovincial	4	1,800	10-10-10-10	RRC, ACC, UCN (UP TO LEVEL 3)	6	10,800		
Crane and Hoisting Equipment Operator									
• Mobile Crane Operator*	Interprovincial	3	1,700	7-7-0	RRC	4.5	7,650		
• Boom Truck Hoist Operator*	Provincial	2	1,250	7-5	RRC	3	3,750		
• Tower Crane Operator*	Provincial	2	1,500	7-7	RRC	3	4,500		
• PGT: Mobile Crane Operator▲	Provincial	3	300	7-6-6	RRC/MB Hydro (level 3)	4.5	1,350		
• PGT: Boom Truck Hoist Operator▲	Provincial	3	300	7-4-5	RRC/MB Hydro (level 3)	4.5	1,350		
Gasfitter	Provincial	4 (2)+2	1,800	(10-10)10-8	RRC	6	10,800		
• Domestic Gasfitter (prerequisite)	Provincial	2	1,800	10-10	RRC, ACC	3	5,400		
Glazier	Interprovincial	4	1,800	6-6-6-6	SAIT	5	9,000		
Insulator (Heat & Frost)	Interprovincial	4	1,500	6-6-6-0	RRC	6	9,000		
Interior Systems Mechanic (Lather)	Interprovincial	4	1,800	8-8-8-8	RRC	6	10,800		
Ironworker	Interprovincial	3	1,800	9-6-9	RRC	4.5	8,100		
Painter & Decorator	Interprovincial	3	1,800	8-8-8	RRC	4.5	8,100		
Plumber	Interprovincial	5	1,800	10-9-8-8-10	RRC, ACC	7.5	13,500		
Pre-Engineered Building Erector	Provincial	2	1,800	← under development →					
Refrigeration & Air Conditioning Mechanic*									
• Commercial	Interprovincial	5	1,800	9-9-9-9-10	RRC	7	12,600		
• Residential	Provincial	4	1,800	9-9-9-10	RRC	6	10,800		
Roofer	Interprovincial	3	1,400	6-6-6	RRC	4.5	6,300		
Sheet Metal Worker	Interprovincial	4	1,800	8-8-8-6	RRC	6	10,800		
Sprinkler System Installer*	Interprovincial	4	1,700	7-7-0-7	RRC	6	10,200		
Steamfitter - Pipefitter*	Interprovincial	5	1,800	9-9-9-8-10	RRC	7.5	13,500		
Water and Wastewater Technician	Provincial	2	1,600	9-10	RRC	3	4,800		
<b>Service Trades</b>									
Cook	Interprovincial	3	2,700	12-12	RRC	4.5	8,100		
Esthetician*/**	Provincial	2	1,600	1060 hrs.	Various locations in MB	3	4,800	Yes	
• Nail Technician	Provincial	1	1,000	400 hrs.	Various locations in MB	1.5	1,500	Yes	
• Skin Care Technician	Provincial	2	1,100	800 hrs.	Various locations in MB	3	3,300	Yes	
Electrologist*/**	Provincial	1	1,000	500 hrs.	Various locations in MB	1.5	1,500	Yes	
Floorcovering Installer	Interprovincial	3	1,400	7-6-0	SAIT	4.5	6,300		
Hairstylist*/**	Interprovincial	2	1,500	1400 hrs.	Various locations in MB	3	4,500	Yes	
Landscape Horticulturist	Interprovincial	3	1,700	11-11-11	RRC	4.5	7,650		
Partsperson	Interprovincial	3	1,800	8-8-6	SIAST	4.5	8,100		
Pork Production Technician	Provincial	2	1,800	185 hrs.	ACC, Various locations in MB	3 (in the last 5)	5,400		

LEGEND
<b>ACC</b> Assiniboine Community College (Brandon)
<b>MHC</b> Medicine Hat College (Medicine Hat, AB)
<b>NAIT</b> Northern Alberta Institute of Technology (Edmonton, AB)
<b>RDC</b> Red Deer College (Red Deer, AB)
<b>RRC</b> Red River College (Winnipeg)
<b>SAATC</b> Stevenson Campus (Southport - Portage la Prairie)
<b>SAIT</b> Southern Alberta Institute of Technology (Calgary, AB)
<b>SIAST</b> Saskatchewan Institute of Applied Science and Technology (Saskatoon/ Moose Jaw, SK)
<b>UCN</b> University College of the North (The Pas & Thompson)

\* Compulsory apprenticeship or a Certificate of Qualification is required to work in these trades.

\*\* Enrollment in, or completion of technical training is required before an apprenticeship.

† Used towards final federal certification as an Aircraft Maintenance Engineer.

▲ Must be employed with Manitoba Hydro.

# Applications and Fees

Apprenticeship Manitoba applications are available at [manitoba.ca/tradecareers](http://manitoba.ca/tradecareers); or call 204-945-3337, toll-free in Manitoba 1-888-978-7233.

## GENERAL APPLICATION AND LICENCE / PERMIT FEES ISSUED BY APPRENTICESHIP MANITOBA

Fee Description:	Amount:
Apprenticeship Application - New - Apply Online (including change of trade and change of employer) . . . . .	\$50
Temporary Permit. . . . .	\$15
Renewable Endorsement on Certification (Authorization to Practise) . . . . .	\$75
for Hairstylist, Esthetician and Electrologist trades	
* For licences that have been expired for two years and a day in hairstylist, esthetician and electrologist trades, additional fees will apply	
Provincial Certificate Holder for Interprovincial Red Seal Exam . . . . .	\$75
Canadian Certificates of Qualification Recognition Application . . . . .	n/a
*Applications are not required from candidates with a Certificate of Qualification from jurisdictions already approved for Certificate of Qualification recognition.	

## TRADES QUALIFICATION FEES

Fee Description:	Amount:
Trades Qualification Application (includes PLAR services). . . . .	\$100
Trades Qualification Certification Exam . . . . .	\$250
Trades Qualification Certification Re-Examination . . . . .	\$75
(inc. provincial, interprovincial and practical exams)	
Trades Qualification without Exam Application (grandparenting). . . . .	\$50
(available for a limited time only; for compulsory certification trades only)	
Practical Examination for Certification. . . . .	\$75

## TUITION AND BOOK FEES

Fee Description:	Amount:
For class length up to eight weeks . . . . .	\$200
For each additional week of class after the initial eight weeks . . . . .	\$25
Books and materials (approximately, per program). . . . .	\$800 - \$1,500
Books are available for purchase from the corresponding college.	

# Apprenticeship Information Contacts

Toll-free in Manitoba: 1-877-97-TRADE (8-7233)

Website: [manitoba.ca/tradecareers](http://manitoba.ca/tradecareers)

E-mail: [apprenticeship@gov.mb.ca](mailto:apprenticeship@gov.mb.ca)

## Four Locations in Manitoba

### WINNIPEG

1010-401 York Ave.

Phone: 204-945-3337

### BRANDON

128, 340-9th St.

Phone: 204-726-6365

### THE PAS

305 Fourth St. W.

Phone: 204-627-8290

### THOMPSON

118-3 Station Rd.

Phone: 204-677-6346