

IMAGINE YOUR FUTURE

In the residential construction industry



Canadian
Home Builders'
Association



...BE PART OF AN EXCITING INDU

**Looking for a rewarding career with great prospects
for employment today and in the future?**

Then take a close look at the residential construction industry.

Building and renovating homes combine practical skills with creative thinking. It is a great fit for those who thrive on challenges, who like working with others, and who love seeing tangible results of their efforts.

Residential construction offers one of the most satisfying working experiences—creating homes and communities that are fundamental to people's lives.

Working in the Skilled Trades

The backbone of the residential construction industry is the skilled trades—the people who physically build and renovate homes. Here is why:

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

Skilled trades—an essential part of the residential construction industry, creating homes and communities for Canadians.



**IT TAKES MORE THAN
30 DIFFERENT TRADES
AND OTHER OCCUPA-
TIONS WORKING
ON-SITE TO BUILD
A TYPICAL HOME.**

**THIS NUMBER GROWS
QUICKLY WHEN THE
HOME HAS FEATURES
THAT REQUIRE SPECIAL
TRADES EXPERTISE, SUCH
AS GEOTHERMAL HEAT-
ING OR GREY WATER
RECOVERY SYSTEMS.**

YOU CAN MAKE A DIFFERENCE!

A home is the biggest investment most people will ever make. They dream about owning a home and work hard to get there. Whether building a brand new home or renovating an existing home, skilled trades are in the business of helping people realize their dreams.

Think about it: Your skills can make a difference in people's lives and in their enjoyment of their home.

"Green" construction and renovation help to reduce the environmental impact of housing. Through years of research and innovation, the homebuilding industry has made great advances in energy efficiency, water conservation and other environmental areas. The industry is always striving to achieve more, and skilled trades are an important part of this effort.

Think about it: Help build a better tomorrow for everyone. Your knowledge can contribute to making homes "greener" and better to live in.

What Exactly are "Skilled Trades"?

The Canadian Home Builders' Association has identified approximately 40 provincially designated skilled trades in the residential construction industry, including:

- Carpenter
- Concrete finisher
- Roofer
- Electrician
- Gasfitter
- Plumber
- Refrigeration and air conditioning mechanic
- Sheet metal worker
- Sprinkler system installer
- Water well driller
- Bricklayer
- Cabinet maker
- Floorcovering installer
- Landscaping horticulturist
- Painter and decorator
- Tile setter
- and more...

The list of designated trades varies slightly from one province to another. Some provinces have designated various specialized residential trades and occupations as part of the apprenticeship program, such as framer and communications technician.

Beyond the apprenticeship programs, there are many other occupations involving installation of specific products. Training in those jobs is often provided by trade associations, manufacturers or retailers, and may involve certification.



10 GOOD REASONS TO CONSIDER A SKILLED TRADES CAREER

- 1 SECURITY.** You know there will always be a demand for new homes and renovation. That's a sound foundation for a life-long career.
- 2 SOLID INVESTMENT.** Extensive on-site and classroom training will give you recognized skills, hands-on experience and certification. Those are assets you can bank on.
- 3 HIGH DEMAND.** The workforce in the residential construction industry is aging, and many skilled trades will retire over the next few years. At the same time, the demand for trades with technological skills is growing. This means greater job prospects for you!
- 4 CHOICE.** Whatever your interests and aptitudes, there are plenty of options and opportunities to find the career and employment situation just right for you.
- 5 EARNINGS.** The residential construction industry offers you fair pay for fair effort with wages that compare favourably with many other sectors.
- 6 HANDS-ON.** Working on a construction site, you are physically active, not stuck behind a desk. Construction is tangible, and you can see the results of your efforts.
- 7 INTERESTING WORK.** Trades work on a variety of job sites and projects. New challenges, new situations and continuous learning on the job—you will continue to grow and develop your skills.
- 8 MOBILITY.** A career in the skilled trades means that you are not tied to one place. You can go wherever life may take you—for love, family, adventure, or greater prospects elsewhere.
- 9 SATISFACTION AND PRIDE.** At the end of the day, or at the completion of a job, you know the contribution you made to a project and to a homeowner's dreams. You can point to it, and say with pride: *I did that!* That's a great feeling of accomplishment.
- 10 FUTURE GROWTH.** Working in the trades opens the door to many opportunities. You can become a specialist in your field. You can become a site supervisor or manager. You may even want to start your own business.

CANADA IS WELL KNOWN FOR ITS WORLD-CLASS CONSTRUCTION TECHNOLOGY. WORKING IN THE INDUSTRY LETS YOU ACQUIRE SKILLS THAT ARE IN DEMAND ELSEWHERE—AN OPPORTUNITY TO TRAVEL AND EXPLORE!



Who Are the Main Employers of Trades?

There are two main types of employment situations for skilled trades in the residential construction industry. You can work directly for a new home builder or renovation contractor, or for a trade contractor.

- New home builders and renovators hire trades on staff, particularly carpenters, framers and site supervisors.
- Trade contractors are independent companies who are specialists, e.g. plumbing contractors or heating, ventilation and air-conditioning (HVAC) contractors. They range from small two- or three-person companies to larger ones with dozens of employees.

Trade contractors work on contracts for new home builders and renovators on specified projects, and they also offer services directly to the public. Many companies are owned and operated by trades who started out with other firms and then set up their own business.

ALL EMPLOYERS OF TRADES ARE OBLIGED BY LAW TO PROVIDE A SAFE WORK ENVIRONMENT FOR THEIR EMPLOYEES. EACH PERSON MUST BE TRAINED IN SAFE WORK PRACTICES.



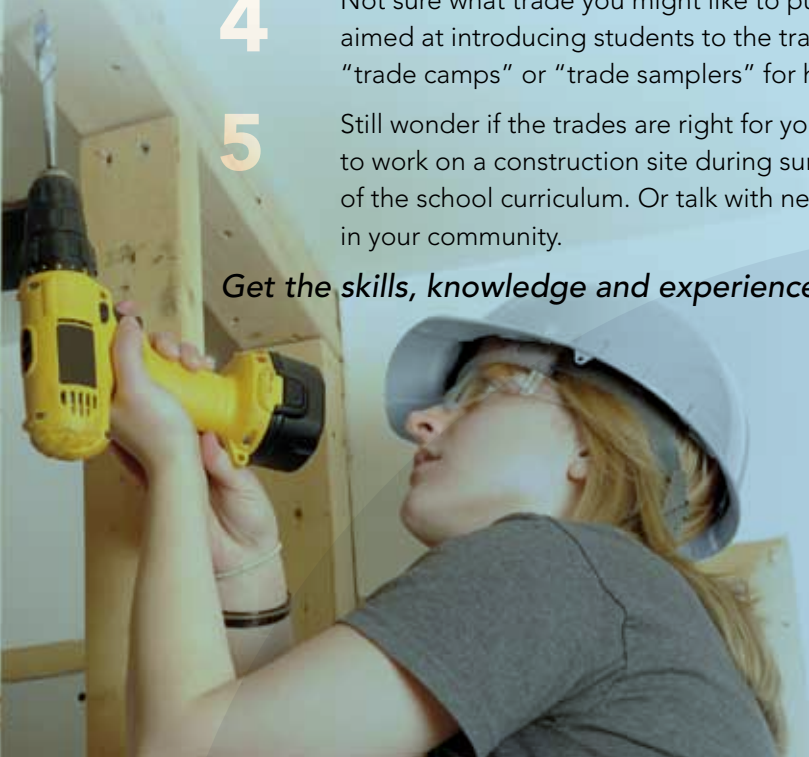
HOW YOU GET INTO THE TRADES

There are several different ways you can become a skilled trade. Keep in mind that education and training are provincial responsibilities, so the details may vary from one province to another.

Overall, becoming a provincially certified skilled trade (also known as a journey person) under the apprenticeship system requires a combination of on-site experience and classroom and shop learning in a trade school or college. Typically, you will spend 6 to 8 weeks per year in the classroom. At the end of the process, you will need to complete an exam in order to receive your certificate of qualification. Here are some options to consider:

- 1** You can be formally sponsored by a contractor or builder, who will provide on-site training, guidance and encouragement. Depending on the trade, certification takes 2 to 5 years.
In this scenario, you find an employer (who must meet certain requirements) to take you on for the duration of the training period, and then register as an apprentice with your province. On-site work will be interspersed with classroom and shop learning.
In some provinces, you may be sponsored by a local Home Builders' Association or other industry organization that will help you find an employer to train with.
- 2** You can also secure your own employment outside the apprenticeship system and work to get enough experience while also taking classroom and shop courses. When you feel ready, you can take the test leading to certification.
- 3** Alternatively, you can start with post-secondary college education to get some knowledge and practice under your belt before approaching employers to take you on as an apprentice. You might even be able to get started on your apprenticeship training in high school through various supporting programs.
- 4** Not sure what trade you might like to pursue? Colleges offer short-term courses and programs aimed at introducing students to the trades and exposing them to options. Some colleges hold "trade camps" or "trade samplers" for high school or even younger students.
- 5** Still wonder if the trades are right for you? Get a first-hand look at the industry. You may be able to work on a construction site during summer holidays or through a job placement as part of the school curriculum. Or talk with new home builders, renovators and trade contractors in your community.

Get the skills, knowledge and experience to excel. You choose how and where.



Questions to Ask Before You Make Any Decisions

When exploring the trades to determine which ones are interesting to you, and worth pursuing, it is important to ask the right questions:

- What are the responsibilities of a particular trade? In detail, what does the job consist of?
Then ask yourself: Would I enjoy this job? Can I see myself doing it?
- What personal abilities, skills and knowledge are needed, or desired?
Then ask yourself: Does this describe me? Am I that kind of person? Am I suited to this type of work?
- What education and training are required in my province?
Then ask yourself: What steps do I need to take to research the options that would work best for me? And who might help me out?
- What are the employment opportunities in my area, community and province?
Then ask yourself: Am I ready, willing and able to go where the best opportunities exist?
- What are the opportunities for advancement?
Then ask yourself: If I look ahead 5, 10, 15 years, what do I see for myself?

**EARN WHILE YOU LEARN.
AS AN APPRENTICE YOU
GET PAID FOR WORKING
WHILE YOU LEARN
VALUABLE SKILLS.**



GET MORE INFORMATION

1

Education and training fall under provincial jurisdiction, so a good starting point for more information is the provincial government where you live. Check online or call to find out about trades training options.

2

At the national level, there are several helpful sources of information:

WorkinginCanada.gc.ca assists individuals who are searching for work or making career decisions. It offers information such as educational requirements, main duties, wage rates and salaries, current employment trends, and more.

The Job Bank (www.jobbank.gc.ca) posts jobs by region. The Training and Careers section identifies career options matched to individual interests, strengths and skills. You can also learn about trends, employment prospects and salary ranges of skilled trades and occupations.

3

Local colleges offer a wide range of information on career choices. Explore online, call, or visit the colleges to discuss your options in detail.

4

If you are a high-school student, talk with your guidance counselor who can help you to explore your options and determine what's best for you.

RESIDENTIAL CONSTRUCTION IS ONE OF CANADA'S LARGEST EMPLOYERS AND A POWERFUL ECONOMIC ENGINE THAT IS IMPORTANT TO THE WELL-BEING OF COMMUNITIES FROM COAST TO COAST.

IT PROVIDES CLOSE TO A MILLION JOBS IN NEW HOME CONSTRUCTION, RENOVATION AND RELATED FIELDS.

THE VALUE OF RESIDENTIAL CONSTRUCTION AND RENOVATION IS OVER \$100 BILLION PER YEAR.

THIS BROCHURE WAS CREATED BY THE CANADIAN HOME BUILDERS' ASSOCIATION (CHBA), THE NATIONAL ORGANIZATION REPRESENTING THE RESIDENTIAL CONSTRUCTION INDUSTRY, WITH 8 PROVINCIAL AND 50 LOCAL HOME BUILDERS' ASSOCIATIONS ACROSS THE COUNTRY, AND MORE THAN 8,000 MEMBER FIRMS.

chba.ca



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