

# CONSTRUCTION

## Career Ladder

### LEARN ABOUT THE CONSTRUCTION CAREER PATH

Advance your skills and learn what it takes to move up the Construction Career Ladder!

Each career level contains information about hourly wages, job descriptions, main job duties, examples of job titles, general skills, and links to educational courses and training opportunities.

If you have further questions about local labour market information, email [helpdesk@wdb.ca](mailto:helpdesk@wdb.ca) or visit [wdb.ca](http://wdb.ca).

**\* Many other career paths branch out from apprenticeship within the construction industry.**

**\$24.00 APPRENTICESHIP\***

### APPRENTICESHIP

**\$ HOURLY WAGES** → **LOW \$18.50** **MEDIAN \$24.00** **HIGH \$27.00**

## WHAT YOU DO:

Learn on-the-job and in school while earning an hourly wage.

### TECHNICAL SKILLS

JUDGEMENT

CREATIVITY

### EDUCATION & TRAINING RESOURCES

Ministry of Labour, Training and Skills Development

• [Apprenticeship in Ontario](#)

Skilled Trades Ontario

• [Starting an Apprenticeship](#)

Fleming College

• [Apprenticeship Programs](#)

Construction Training & Apprenticeship Ontario

• [Explore the Trades](#)

### WHAT IS APPRENTICESHIP?

- A pathway to a rewarding career in the trades that require a high level of skill, judgement and creativity
- A combination of on-the-job training & in-school learning
- An opportunity to earn an hourly wage while learning from experienced workers
- A 2-5 year process wherein apprentices work for a year, then switch to studying in class for 8-12 weeks
- 144 trades in Ontario support mechanical, electrical, automotive, manufacturing, building and service industries

### EXAMPLES OF TRADES WITH APPRENTICESHIPS

Plumber, General Carpenter, Heavy Equipment Technician, Refrigeration and Air Conditioning Mechanic, Heavy Equipment Operator

Ontario Youth Apprenticeship Program

• [Why Apprenticeship?](#)

Support Ontario Youth

• [Is an Apprenticeship Right for You?](#)

**VIEW JOB POSTINGS**

### CONSTRUCTION TRADES HELPERS & LABOURERS

**\$ HOURLY WAGES** → **LOW \$17.72** **MEDIAN \$21.89** **HIGH \$31.27**

## WHAT YOU DO:

Assist skilled tradespersons and perform labouring activities at construction sites.

### WORK ETHIC

NUMERACY

PROBLEM SOLVING

INTERPERSONAL SKILLS

CUSTOMER SERVICE

### EDUCATION & TRAINING RESOURCES

SECONDARY SCHOOL

Specialist High Skills Major (SHSM) – Construction

• [Kawartha Pine Ridge District School Board](#)

• [Trillium Lakelands District School Board](#)

• [Peterborough Victoria Northumberland and Clarington Catholic District School Board](#)

FLEMING COLLEGE

Post-Secondary Education

• [Trades Fundamentals](#)

**VIEW JOB POSTINGS**

### MAIN JOB DUTIES

- Load and unload construction materials, and move materials to work areas
- Assist tradespersons such as carpenters, bricklayers, cement finishers, roofers and glaziers in construction activities
- Assist in demolishing buildings using prying bars and other tools, and sort, clean and pile salvaged materials
- Mix, pour and spread materials such as concrete and asphalt

### JOB TITLE EXAMPLES

Construction Labourer  
Carpenter's Assistant  
Asphalt Spreader

### SERVICE PROVIDERS

Find your [local employment service provider here](#) or [adult education and training provider here](#) and contact them for current training programs such as:

- Apprenticeship Preparation
- Better Jobs Ontario
- Employment Readiness
- Sector-Focused Career Training
- Pathways To Prosperity

### RESIDENTIAL & COMMERCIAL INSTALLERS & SERVICERS

**\$ HOURLY WAGES** → **LOW \$18.39** **MEDIAN \$22.48** **HIGH \$25.54**

## WHAT YOU DO:

Install and service a wide variety of interior and exterior prefabricated products such as windows, doors and fences, etc.

### ORGANIZATION

DETAIL ORIENTED

TIME MANAGEMENT

CUSTOMER SERVICE

WORK INDEPENDENTLY

### EDUCATION & TRAINING RESOURCES

On-the-job training and several months of related installing, repairing and servicing experience usually required. A driver's license may be required.

SECONDARY SCHOOL

Specialist High Skills Major (SHSM) – Construction

• [Kawartha Pine Ridge District School Board](#)

• [Trillium Lakelands District School Board](#)

• [Peterborough Victoria Northumberland and Clarington Catholic District School Board](#)

FLEMING COLLEGE

Post-Secondary Education

• [Carpentry and Renovation Technician](#)

### MAIN JOB DUTIES

- Read blueprints or work order specifications to determine layout and installation procedures
- Install, repair and service interior prefabricated products such as doors, windows, kitchen cupboards, bathroom vanities, water heaters and household appliances using hand and power tools
- Install, repair and service exterior prefabricated products such as siding, shutters, awnings, fencing, decks, septic and irrigation systems, signs and play structures using hand and power tools

### JOB TITLE EXAMPLES

Siding Installer  
Fence Builder  
Window Installer

### SERVICE PROVIDERS

Find your [local employment service provider here](#) or [adult education and training provider here](#) and contact them for current training programs such as:

- Apprenticeship Preparation
- Better Jobs Ontario
- Employment Readiness
- Sector-Focused Career Training

**VIEW JOB POSTINGS**

### CARPENTERS

**\$ HOURLY WAGES** → **LOW \$23.83** **MEDIAN \$28.37** **HIGH \$38.58**

## WHAT YOU DO:

Construct, maintain and repair structures made of wood, wood substitutes, lightweight steel and other materials.

### ADAPTABILITY

ATTENTION TO DETAIL

TEAMWORK

CUSTOMER SERVICE

INTERPERSONAL SKILLS

### EDUCATION & TRAINING RESOURCES

Trade certification for general carpenters is non-compulsory in Ontario. Apprenticeship training consists of 6,480 hours on-the-job work experience and 720 hours of in-school training (approximately 4 years).

SECONDARY SCHOOL

Specialist High Skills Major (SHSM) – Construction

• [Kawartha Pine Ridge District School Board](#)

• [Trillium Lakelands District School Board](#)

• [Peterborough Victoria Northumberland and Clarington Catholic District School Board](#)

FLEMING COLLEGE

Post-Secondary Education

• [Carpenter - General Apprentice](#)

### MAIN JOB DUTIES

- Read and interpret blueprints, drawings and sketches to determine specifications and calculate requirements
- Measure, cut, shape, assemble and join materials made of wood, wood substitutes, lightweight steel and other materials
- Build foundations, install floor beams, lay subflooring and erect walls and roof systems
- Fit and install trim items, such as doors, stairs, molding and hardware

### JOB TITLE EXAMPLES

Framing Carpenter  
Finish Carpenter  
Rough Carpenter

### SERVICE PROVIDERS

Find your [local employment service provider here](#) or [adult education and training provider here](#) and contact them for current training programs such as:

- Apprenticeship Preparation
- Better Jobs Ontario
- Sector-Focused Career Training

Red Seal Program

• [Carpenter](#)

**VIEW JOB POSTINGS**

### CONTRACTORS & SUPERVISORS, CARPENTRY TRADES

**\$ HOURLY WAGES** → **LOW \$31.39** **MEDIAN \$39.23** **HIGH \$45.96**

## WHAT YOU DO:

Supervise and co-ordinate the work of carpenters and cabinetmakers.

### CUSTOMER SERVICE

LEADERSHIP

TIME MANAGEMENT

COMMUNICATION

PLANNING

### EDUCATION & TRAINING RESOURCES

Several years of experience as a carpenter are required. Trade certification is usually required.

FLEMING COLLEGE

Post-Secondary Education

• [Construction Engineering Technician](#)

### MAIN JOB DUTIES

- Establish methods to meet work schedules and coordinate work activities with other departments
- Resolve work problems and recommend work measures to improve productivity
- Ensure standards for safe working conditions are observed
- Requisition materials and supplies, prepare schedules and other reports, and train or arrange training of workers

### JOB TITLE EXAMPLES

Construction Foreman  
Carpenter Supervisor  
Carpentry Contractor

### SERVICE PROVIDERS

Find your [local employment service provider here](#) or [adult education and training provider here](#) and contact them for current training programs such as:

- Apprenticeship Preparation
- Better Jobs Ontario
- Sector-Focused Career Training

**VIEW JOB POSTINGS**

### CONSTRUCTION MANAGERS

**\$ HOURLY WAGES** → **LOW \$31.55** **MEDIAN \$41.07** **HIGH \$53.09**

## WHAT YOU DO:

Plan, organize, direct and evaluate the activities of a construction company under the direction of a senior manager.

### CUSTOMER SERVICE

LEADERSHIP

TIME MANAGEMENT

COMMUNICATION

PLANNING

### EDUCATION & TRAINING RESOURCES

Several years of experience in the construction industry, including experience as a construction supervisor or field superintendent, are usually required.

Trade certification or a college diploma in construction technology is usually required. A post-graduate certification in project management may be required.

Extensive experience in the construction industry may substitute for post-secondary education requirements.

**VIEW JOB POSTINGS**

### MAIN JOB DUTIES

- Establish methods to meet work schedules and co-ordinate work activities with other departments
- Resolve work problems and recommend work measures to improve productivity
- Ensure standards for safe working conditions are observed
- Requisition materials and supplies, prepare schedules and other reports, and train or arrange training of workers

### JOB TITLE EXAMPLES

Site Superintendent  
Construction Project Manager  
Residential Construction Manager

### FLEMING COLLEGE

Post-Secondary Education

- [Construction Trade Management](#)
- [Project Management](#)
- [Leadership in a Team Environment](#)
- [Leading Responsibly - Leadership Development](#)
- [Leading Teams - Leadership Development](#)
- [Performance Management - Leadership Development](#)
- [Managing Change - Leadership Development](#)

Red Seal Program

• [Carpenter](#)

**VIEW JOB POSTINGS**

### ENTREPRENEUR / BUSINESS OWNER

60 new construction businesses in the WDB Region are launched annually.

## WHAT YOU DO:

Organize and operate a business, taking on greater than normal financial risks to so.

### CUSTOMER SERVICE

WORK INDEPENDENTLY

TIME MANAGEMENT

ORGANIZATION

ACCOUNTING

### EDUCATION & TRAINING RESOURCES

ONTARIO SUMMER COMPANY

Grant for students aged 15 to 29 to start a new summer business

• [Northumberland Summer Company Program](#)

• [Peterborough Summer Company Program](#)

• [Kawartha Lakes Summer Company Program](#)

STARTER COMPANY PLUS

Grant for Canadians 18+ to start a new business or grow a business that has been in operations for fewer than five years

• [Northumberland Starter Company Program](#)

• [Peterborough Starter Company Program](#)

• [Kawartha Lakes Starter Company Program](#)

COMMUNITY FUTURES

Financing, mentorship and community support for local small businesses

• [Haliburton County Development Corporation](#)

• [Kawartha Lakes CFDC](#)

• [Community Futures Peterborough](#)

• [Northumberland CFDC](#)

### MAIN JOB DUTIES

- Creating and managing a business plan, ongoing research and planning, hiring staff, creating policies and forecasting
- Maintaining business accounts, payments processing, taxes and general bookkeeping
- Develop marketing campaigns, manage social media and conduct other marketing activities
- Respond to customer service inquiries, including answering phone calls and emails to build a positive reputation for the business

### JOB TITLE EXAMPLES

Small Business Owner  
Franchisee

### INNOVATION CLUSTER

Supports entrepreneurs in the innovation and growth of tech-driven companies

• [Innovation Cluster](#)

FLEMING COLLEGE

Post-Secondary Education

- [Business Development for Entrepreneurship and Small Business](#)
- [Fundamentals of Entrepreneurship](#)
- [Entrepreneurship](#)
- [Social Entrepreneurship](#)
- [Small Business Financial Management](#)
- [Construction Trade Management](#)

TRENT UNIVERSITY

Post-Secondary Education

- [Business Administration \(B.B.A.\), Entrepreneurship Specialization](#)

**WDB** | Workforce Development Board

**Peterborough & THE KAWARTHAS**

**Kawartha Lakes Jump In**

**FLEMING**  
School of Trades and Technology & Muskoka-Kawarthas Employment Services

ECONOMIC DEVELOPMENT

Wage data comes from Lightcast (2021.3).

Job posting data is from WDB Local Jobs Hub (WDB Region, 2022).

These Career Ladders were developed as part of the [Pathways to Prosperity Program](#).

Canada

EMPLOYMENT ONTARIO

EMPLOI ONTARIO

Ontario

This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.