

# 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\***

MEDIAN HOURLY WAGE  
**VARIES**

**ENTREPRENEUR / BUSINESS OWNER**

**\$41.07**

**CONSTRUCTION MANAGERS**

**\$39.23**

**CONTRACTORS & SUPERVISORS, CARPENTRY TRADES**

**\$28.37**

**CARPENTERS**

**\$22.48**

**RESIDENTIAL & COMMERCIAL INSTALLERS & SERVICERS**

**\$21.89**

**CONSTRUCTION TRADES HELPERS & LABOURERS**

*Apprenticeships can lead to careers in carpentry. It is also possible to enter this career path directly.*

### 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](#)

### MAIN JOB DUTIES

- Load and unload construction materials, and move materials to work areas
- Assist tradespersons such as carpenters, bricklayers, cement finishers, roofers and gazers 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](#)

**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).

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