

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 or visit wdb.ca.

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

\$24.00 APPRENTICESHIP*

MEDIAN HOURLY WAGE **VARIES** ENTREPRENEUR / BUSINESS OWNER

\$43.65 CONSTRUCTION MANAGERS

\$39.23 CONTRACTORS & SUPERVISORS, CARPENTRY TRADES

\$29.59 CARPENTERS

\$22.75 RESIDENTIAL & COMMERCIAL INSTALLERS & SERVICERS

\$21.97 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.

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 \$18.15** **MEDIAN \$21.97** **HIGH \$31.27**

WHAT YOU DO:
Assist skilled tradespersons and perform labouring activities at construction sites.

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 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:

- Occupational-specific training, career planning, job search, resume writing, or government-funded programs
- Upgrading and skills development including grade 12 support, customer service, money math, computers, and more

VIEW JOB POSTINGS

RESIDENTIAL & COMMERCIAL INSTALLERS & SERVICERS

\$ HOURLY WAGES → **LOW \$18.96** **MEDIAN \$22.75** **HIGH \$25.59**

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

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

• [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

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VIEW JOB POSTINGS

CARPENTERS

\$ HOURLY WAGES → **LOW \$23.83** **MEDIAN \$29.59** **HIGH \$38.58**

WHAT YOU DO:
Construct, maintain and repair structures made of wood, wood substitutes, lightweight steel and other materials.

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](#)

COLLEGE

Post-Secondary Education

• [Fleming College: Carpenter - General Apprentice](#)

• [Durham College: Carpentry - Building Construction Technician](#)

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:

- Occupational-specific training, career planning, job search, resume writing, or government-funded programs
- Upgrading and skills development including grade 12 support, customer service, money math, computers, and more

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.

EDUCATION & TRAINING RESOURCES

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

COLLEGE

Post-Secondary Education

• [Loyalist College: 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

VIEW JOB POSTINGS

CONSTRUCTION MANAGERS

\$ HOURLY WAGES → **LOW \$31.55** **MEDIAN \$43.65** **HIGH \$54.75**

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

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

• [Leadership Development](#)

• [Construction Trade Management](#)

• [Project Management](#)

• [Leadership in a Team Environment](#)

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.

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 formation and growth of tech-driven companies

• [Innovation Cluster](#)

FLEMING COLLEGE

Post-Secondary Education

• [Business Case Development](#)

• [Fundamentals of Entrepreneurship](#)

• [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-Kawartha Employment Services

ECONOMIC DEVELOPMENT

Sources:
National Occupational Classification (NOC)
Lightcast (2023.3)
Job Bank

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

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Ontario

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