

MANUFACTURING

Career Ladder

LEARN ABOUT THE MANUFACTURING CAREER PATH

Advance your skills and learn what it takes to move up the Manufacturing 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 manufacturing industry.**

MEDIAN HOURLY WAGE **VARIES** ENTREPRENEURS / BUSINESS OWNERS

\$44.91 MANUFACTURING MANAGERS

\$31.42 INDUSTRIAL ENGINEERING TECHNOLOGISTS & TECHNICIANS

\$28.48 SUPERVISORS, MANUFACTURING & ASSEMBLY

\$22.44 MACHINE OPERATORS

\$18.68 PRODUCTION LINE WORKERS

Apprenticeship can lead to careers in manufacturing. It is also possible to enter this career path directly.

APPRENTICESHIP

\$ HOURLY WAGES → **LOW \$16.55** **MEDIAN \$21.00** **HIGH \$24.00**

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](#)

ONTARIO YOUTH APPRENTICESHIP PROGRAM

• [Why Apprenticeship?](#)

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

General Machinist
Metal Fabricator (Fitter)
Draftsperson Tool and Die Design
Tool and Die Maker

SUPPORT YOUTH ONTARIO

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

VIEW JOB POSTS

PRODUCTION LINE WORKERS

\$ HOURLY WAGES → **LOW \$16.55** **MEDIAN \$18.68** **HIGH \$24.00**

WHAT YOU DO:

Perform material handling, clean-up, packaging and other elemental activities.

TECHNICAL SKILLS

ATTENTION TO DETAIL
RELIABILITY TEAMWORK
INTERPERSONAL SKILLS
PUNCTUALITY

EDUCATION & TRAINING RESOURCES

SECONDARY SCHOOL
Specialist High Skills Major (SHSM) – Manufacturing

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

• [Trillium Lakelands District School Board](#)

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

MAIN JOB DUTIES

- Transport raw materials, finished products and equipment throughout plant manually or using powered equipment
- Check and weigh materials and products
- Sort, pack, crate and package materials and products
- Clean work areas and equipment

JOB TITLE EXAMPLES

General Labourer
Machine Packager
Production Worker

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 apprenticeship preparation

MACHINE OPERATORS

\$ HOURLY WAGES → **LOW \$19.01** **MEDIAN \$22.44** **HIGH \$27.08**

WHAT YOU DO:

Operate one or more automatic or multi-purpose machines to produce a variety of parts and products.

TECHNICAL SKILLS

ATTENTION TO DETAIL
QUALITY CONTROL TEAMWORK
MECHANICAL APPTITUDE
TIME MANAGEMENT

EDUCATION & TRAINING RESOURCES

On-the-job-training is often provided. Previous experience as a labourer with the same company may be required.

FLEMING COLLEGE

Post-Secondary Education

• [Trade Fundamentals](#)

MAIN JOB DUTIES

- Fit and assemble components using hand and power tools
- Clean, polish, file or otherwise finish products
- Check products for quality and other specifications
- May clean and lubricate machinery

JOB TITLE EXAMPLES

Machine Set-Up Operator
Machine Setter
Machine Feeder

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- Upgrading and skills development including grade 12 support, customer service, money math, computers, and apprenticeship preparation

VIEW JOB POSTS

SUPERVISORS, MANUFACTURING & ASSEMBLY

\$ HOURLY WAGES → **LOW \$22.91** **MEDIAN \$28.48** **HIGH \$34.85**

WHAT YOU DO:

Supervise and co-ordinate the activities of workers who assemble, fabricate and inspect a variety of products.

TECHNICAL SKILLS

ORGANIZATION
INTERPERSONAL SKILLS
ATTENTION TO DETAIL
TIME MANAGEMENT
LEADERSHIP
CONFLICT RESOLUTION

EDUCATION & TRAINING RESOURCES

Several years experience working with the same company may be required.

FLEMING COLLEGE

Post-Secondary Education

• [Electrical Engineering Technician \(Diploma\)](#)

• [Welding and Fabrication Technician \(Diploma\)](#)

• [Mechatronics \(Graduate Certificate\)](#)

• [Project Management](#)

MAIN JOB DUTIES

- Establish methods to meet work schedules and co-ordinate work activities with other departments
- Resolve work problems and recommend measures to improve productivity and product quality
- Train workers in job duties, safety procedures and company policy
- Prepare production and other reports
- May set up machines and equipment

JOB TITLE EXAMPLES

Assembly Supervisor
Manufacturing Foreperson
Manufacturing Supervisor

CONTINUING EDUCATION

• [Leadership Development](#)

• [Leadership in a Team Environment](#)

ONTARIO TOURISM EDUCATION CORPORATION

• [Leadership Excellence Series](#)

VIEW JOB POSTS

INDUSTRIAL ENGINEERING TECHNOLOGISTS & TECHNICIANS

\$ HOURLY WAGES → **LOW \$25.14** **MEDIAN \$31.42** **HIGH \$38.21**

WHAT YOU DO:

Provide technical support and services in the development of production methods, facilities and systems, and the planning, estimating, measuring and scheduling of work.

TECHNICAL SKILLS

INTERPERSONAL SKILLS
MECHANICAL APPTITUDE
ATTENTION TO DETAIL
FLEXIBILITY
WORK INDEPENDENTLY

EDUCATION & TRAINING RESOURCES

SERVICE PROVIDERS

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- 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 apprenticeship preparation

MAIN JOB DUTIES

- Develop and conduct production, inventory and quality assurance programs in manufacturing
- Collect and analyze data and samples in support of quality assurance and industrial health and safety programs
- Assist in the design of plant layouts
- Develop manufacturing and processing procedures and variables, set machine or equipment controls, oversee production and inspect processes

JOB TITLE EXAMPLES

Manufacturing Technician
Quality Assurance Technologist
Machinist

FLEMING COLLEGE

Post-Secondary Education

• [Electrical Engineering Technician \(Diploma\)](#)

• [Welding and Fabrication Technician \(Diploma\)](#)

• [Mechatronics \(Graduate Certificate\)](#)

RED SEAL PROGRAM

• [Machinist](#)

• [Industrial Mechanic \(Millwright\)](#)

• [Tool and Die Maker](#)

MANUFACTURING MANAGERS

\$ HOURLY WAGES → **LOW \$34.02** **MEDIAN \$44.91** **HIGH \$58.97**

WHAT YOU DO:

Plan, organize, direct, control and evaluate the operations of a production department or manufacturing establishment.

TECHNICAL SKILLS

LEADERSHIP
ORAL COMMUNICATION
TIME MANAGEMENT
ORGANIZATION PLANNING
CONFLICT RESOLUTION

EDUCATION & TRAINING RESOURCES

Several years experience working with the same company may be required. A college diploma as an engineering technologist or technician may be required.

FLEMING COLLEGE

Post-Secondary Education

• [Project Management](#)

MAIN JOB DUTIES

- Develop and implement plans to efficiently use materials, labour and equipment to meet production targets
- Plan and manage the operational budget
- Plan and implement changes to machinery and equipment, productions systems and methods of work
- Hire, supervise and train or oversee training of employees in the use of new equipment or production techniques

JOB TITLE EXAMPLES

Plant Manager
Factory Operations Manager
Production Manager

CONTINUING EDUCATION

• [Leadership Development](#)

• [Leadership in a Team Environment](#)

ONTARIO TOURISM EDUCATION CORPORATION

• [Leadership Excellence Series](#)

VIEW JOB POSTS

ENTREPRENEURS / BUSINESS OWNERS

Approximately 20 new manufacturing businesses are launched annually in the WDB Region.

WHAT YOU DO:

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

TECHNICAL SKILLS

WORK INDEPENDENTLY
CUSTOMER SERVICE
ORGANIZATION
TIME MANAGEMENT
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 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](#)

TRENT UNIVERSITY

Post-Secondary Education

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