

September 2019

# MOTIVE POWER TRADES



IN-DEMAND   
**Skilled Trades**  
HAMILTON

Ontario 

 Workforce Planning Hamilton  
Planification de main d'oeuvre de Hamilton

# ARE YOU STRUGGLING TO FIND SKILLED TRADES WORKERS?

## WHAT ADVICE DO YOU HAVE FOR THE ONTARIO GOVERNMENT ABOUT THE APPRENTICESHIP SYSTEM?

## HOW CAN OUR COMMUNITY BETTER SUPPORT YOU AS A SKILLED TRADES EMPLOYER?



Workforce Planning Hamilton, a labour market planning organization funded by the Ministry of Training Colleges & Universities, has been asked to consult with employers in Hamilton about their experience finding skilled trades workers. What skilled trades positions are hard-to-fill? How can the skilled trades system be improved?

The following questions are designed to gather your perspective on a range of issues related to the skilled trades. In the pages that follow we have also included a brief profile of the Motive Power Trades sector with labour market indicators for a listing of the key occupations in this sector as context for these questions.

PLEASE TAKE A MOMENT TO REVIEW THESE QUESTIONS AND BE PREPARED TO DISCUSS.

### **Number of apprentices/journeypersons**

1. Do you currently have fully qualified journeypersons on staff?
2. Do you only hire fully qualified tradespersons?
3. Has your organization sponsored or is currently sponsoring an apprentice?

### **Hard to Fill**

4. What skilled trade positions (journeypersons and apprentices) are hardest for your organization to fill and why?
5. What methods has your organization used to fill those positions?
6. What needs to be done (by employers and/or the Ontario government) to increase the number of apprentices and journeypersons in in-demand trades?

### **Apprentice completion**

7. What has been your organization's experience with respect to apprentices dropping out of their apprenticeship training?
8. In your experience, what are some of the reasons that apprentices leave their apprenticeship, and are there things the Ontario government could do to help them complete?

### **Group sponsorship**

9. Has your organization participated or considering participating in group sponsorship training, whereby two or more employers form a group to sponsor apprenticeship training?
  - 9a. If yes, how important is this approach to addressing your organization's skills requirements?
  - 9b. If no, what support or assistance would your organization need to make group sponsorship training of apprentices a worthwhile option?

### **Apprenticeship – does it work? Changes?**

10. How well has apprenticeship worked as a way of addressing your organization's skill requirements?
11. What barriers, if any does your organization face related to apprenticeship
12. What changes could the Ontario government make to the apprenticeship program to better respond to the needs of employers?

### **Broader questions**

13. How is technological change impacting the skilled trades in your organization?
14. Please describe what you see as the most important issues that are expected to impact the skilled trades in your community over the next five years.
15. Do you have any further comments with respect to apprenticeship and/or the skilled trades?

In Ontario there are **21 Motive Power Trades** that are categorized under eight occupations in the National Occupations Codes (NOC). In order to align the skilled trades categorization with the NOC we used a program chart produced by the Ontario College of Trades that shows the corresponding NOC for each skilled trade.

In the chart below we have taken a closer look at the top Motive Power Trades occupations and identified the trades that exhibit potential skills shortages. We have used the NOC to categorize these trades in order to access the 2016 Census information for each occupation. The key indicators below give us a sense of the availability of qualified workers for each of these trades occupations.

## UNDERSTANDING KEY INDICATORS

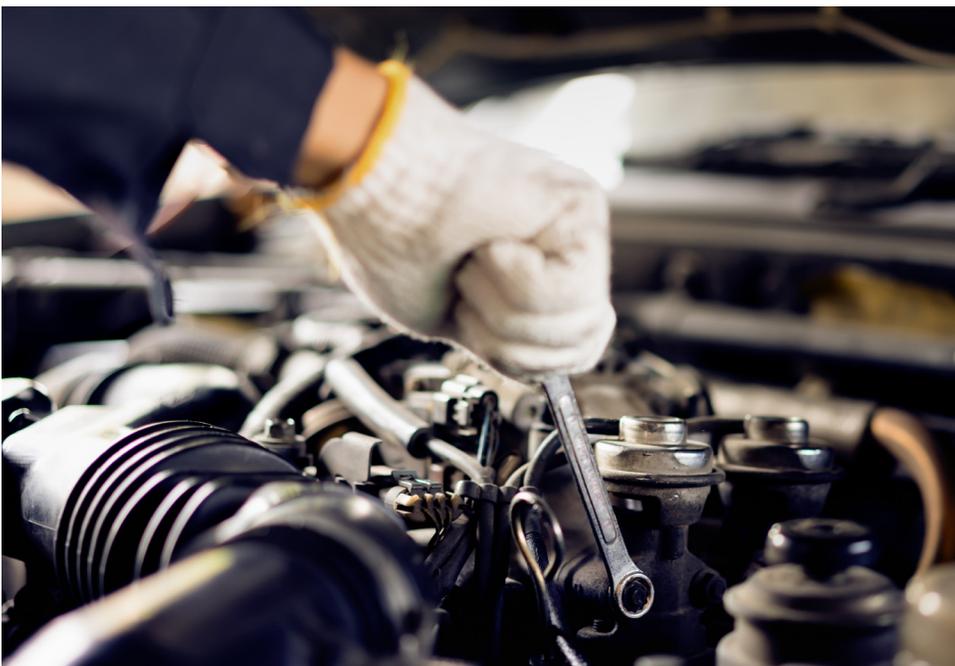
<b>Change in employment</b>	Suggests whether the number of workers in this occupation is growing or declining. Growing occupations may have increased demand for workers.
<b>* % Workers over 55 years</b>	Indicates that there may be retirements pending that will increase demand for these workers.
<b>* Unemployment rates</b>	A low unemployment rate suggests that there are few available workers looking for work.
<b>* Change in median income</b>	Increasing income for an occupation can signal increased demand for that occupation.
<b>Number of job postings</b>	Suggests whether the occupation is high demand.

Yellow indicates a trade occupation that has all three major indicators highlighted. The areas shaded with mauve indicate that this occupation is above the average for all occupations. These indicators (indicated with a star in the list above) point to an existing or potential skills shortage. The arrows indicate whether the indicator is greater or less than the average across all occupations.

## MOTIVE POWER TRADES

OCCUPATION	NUMBER OF PEOPLE EMPLOYED 2016	% CHANGE IN EMPLOYMENT 2011 -2016	% OF WORKERS 55+ 2016	UNEMPLOYMENT RATE 2016	% CHANGE IN MEDIAN INCOME 2011 - 2016	JOB POSTINGS	ACTIVE JOURNEYPERSON CERTIFICATES
ALL HAMILTON OCCUPATIONS	203,330	5%	38%	7	10% \$53,880		
7322 MOTOR VEHICLE BODY REPAIRERS	280	↑	↑	3.7	↑ (16%) \$53,989	13	141 (C)
7334 MOTORCYCLE, ALL-TERRAIN VEHICLE AND OTHER RELATED MECHANICS	40	↓	↑	0	↑ (31%) \$65,112	2	31 (C)

OCCUPATION	NUMBER OF PEOPLE EMPLOYED 2016	% CHANGE IN EMPLOYMENT 2011 - 2016	% OF WORKERS 55+ 2016	UNEMPLOYMENT RATE 2016	% CHANGE IN MEDIAN INCOME 2011 - 2016	JOB POSTINGS	ACTIVE JOURNEYPERSON CERTIFICATES
7321 AUTOMOTIVE SERVICE TECHNICIANS, TRUCK AND BUS MECHANICS AND MECHANICAL REPAIRERS	1710	↑	↓	1.2	(7%) \$53,439	133	AUTOMOTIVE SERVICE TECHNICIAN -1,696 (C) TRUCK AND COACH TECHNICIAN - 941 (C) TRUCK-TRAILER SERVICE TECHNICIAN - 39 (C) TRANSMISSION TECHNICIAN - 14 (C) ALIGNMENT AND BRAKES TECHNICIAN - 13 (C) AUTOMOTIVE ELECTRONIC ACCESSORY TECHNICIAN - 11 (C)
7312 HEAVY-DUTY EQUIPMENT MECHANICS	265	↑	↑	0	(3%) \$67,414	39	0



**31%**  
change in median  
income for  
motorcycle, all-  
terrain vehicle  
and other related  
mechanics

## WHERE DO MOTIVE POWER TRADES WORK?

These industries are where the Motive trade occupations are most likely to be found:



# 1710

people are employed  
as Automotive Service  
Technicians

## RECENT TRENDS IN THE MOTIVE POWER TRADES

The following broad trends are derived from the *Under Pressure: Skilled Trades in Hamilton* report completed by Workforce Planning Hamilton in January 2018. The full report highlights many findings from our consultations with motive power employers but only some of the key issues are outlined below.

- The experience of motive power skilled trade employers is mixed in terms of finding skilled trades workers and apprentices. It seems that finding experienced and certified workers is difficult, but they can, for the most part, find apprentices, particularly Automotive Service Technicians
- Smaller employers have more difficulty training apprentices and have loss of productivity when they leave for in-school training
- The soft skills for many of the apprentices were a major concern. Many of the youth also have not had enough experience in the trades and employers feel that they need significant training before they can tackle bigger jobs
- Many employers raised the issue of expectations for new apprentices. Apprentices expect a higher starting wage rate and more complex work opportunities than they are prepared for

# ABOUT WORKFORCE PLANNING HAMILTON

Workforce Planning Hamilton (WPH) has been Hamilton's leader in local workforce development for over 20 years.

Funded by the Ministry of Training, Colleges and Universities we share timely local labour market information and work with our numerous partners on projects that help to contribute to a prosperous Hamilton community.



*Your Workforce. Our Future.*

WPH's annual EmployerOne survey allows local employers of all sizes and sectors to share their challenges and plans for the future with employment service providers, educational institutions, job seekers and the broader Hamilton community.

For more information about Workforce Planning Hamilton see [www.workforceplanninghamilton.ca](http://www.workforceplanninghamilton.ca)