Key Research Findings

This analysis was based on the pre-determined criteria listed below:

Section	Description	Measures
Student Demand	Includes an assessment of OCAS (2007 - 2011) enrolment data at other colleges in terms of mean growth rate with a specific focus on Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham) Trends in certificate, diploma, degree, apprenticeship and continuing education (where available). **Click Below to Access Full Source Document:** Fall Enrollment Trend	• Strong = Fleming enrolment growth is outpacing system and is equal to or greater than 3% • Moderate = Fleming enrolment growth is equivalent to system demand and is between 1.0 to 2.9% • Weak = Fleming enrolment growth is less than the system demand and is less than 1%
Labour Market	Includes projected employment rate growth based on a consolidation of various Ontario, Canadian, and US sources including HRSDC, Sector Council Reports US Bureau of Labour Statistics, and the MTCU Employment Profile.	• Strong = Between 5-6 positive labour market indicators • Moderate = Between 3-5 positive labour market indicators • Weak = Between 1-2 or no positive labour market indicators
Competitive Analysis	Includes the number of actual colleges offering the program as well as the ratio of applications to acceptances at Fleming compared to other colleges and specific comment about Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham) **Click Below to Access Full Source Document:** Fall Conversion Report	• Strong = Fleming conversion ratio is greater than 2 below the system • Moderate = Fleming conversion ratio is 1 above, below or equal to the system • Weak = Fleming conversion ratio is greater than 2 above than the system
Financial Analysis	Includes a review of Contribution to Overhead (CTO) for existing programs (2010-11) **Click Below to Access Full Source Document:** Costing Analysis	• Strong = CTO is greater than 35% • Moderate = CTO is between 30 - 34% • Weak = CTO is between 20 – 30% **No Contribution = 19% or less**

Key Research Findings

Key Performance Indicators	Includes KPI trends from the Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012. **Click Below to Access Full Source Document:** Key Performance Indicators	• Strong = Above system average in 6-7 indicators • Moderate = Above system average in 3-5 indicators • Weak = Above system average in 0-2 indicators.
Resource Analysis	Requires school level assessment regarding space, technology, capital equipment and human resources. Recommendations from recent Program Review Reports included here	

Key Research Findings

Construction Skills (47600)

Student Demand[1]	• STRONG

The following information consists of OCAS yearly student fall registration data as well as a mean growth rate and average student registration for each program under these categories:

Certificate

- Nine colleges offer this program, including one of Fleming's main competitors
- Fleming has a **15%** mean growth rate, higher than the system rate of **3%**
- Georgian, the key competitor, has a low mean growth rate of **-1%**
- Overall, Canadore has the highest mean growth rate **(83%)** and Sault has the lowest rate **(-38%)**
- Georgian has the highest average registration with **76 students** and Canadore the lowest with **4 students**

Diploma

- Six colleges offer this program, none of which are direct competitors to Fleming
- Overall, Lambton has the highest mean growth rate **(21%)** and George Brown has the lowest rate **(-26%)**
- George Brown has the highest average registration with **83 students** and Lambton the lowest with **26 students**

Advanced Diploma

- George Brown is the only school to offer this program, which has experienced a mean growth rate of **25%** and an average registration of **72 students**

[1] Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011. Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset Prepared by Fleming Data Research (07-2012)

Key Research Findings

Certificate

Program: 47600 - RENOVATION TECHNIQUES														
	2007	2008	% Change (07-08)	2008	2009	% Change (08-09)	2009	2010	% Change (09-10)	2010	2011	% Change (10-11)	% Mean Growth Rate (07-11)	5 Year Average Reg. Students
CANADORE	3	1	-67	1	4	300	4	4	0	4	8	100	83	4
CONFEDERATION								19		19	21	11	11	20
→ FLEMING	39	39	0	39	40	3	40	82	105	82	43	-48	15	49
GEORGIAN	75	71	-5	71	91	28	91	77	-15	77	68	-12	-1	76
LAMBTON	17	20	18	20	19	-5	19	25	32	25	17	-32	3	20
LOYALIST	20				30		30	21	-30	21	19	-10	-20	22
NIAGARA	61	29	-52	29	29	0	29	27	-7	27	24	-11	-18	34
SAULT								21		21	13	-38	-38	17
ST. CLAIR								23		23	21	-9	-9	22
Total	***215***	***160***	***-26***	***160***	***213***	***33***	***213***	***299***	***40***	***299***	***234***	***-22***		

Diploma

Program: 57600 - CARPENTRY - RENOVATION														
	2007	2008	% Change (07-08)	2008	2009	% Change (08-09)	2009	2010	% Change (09-10)	2010	2011	% Change (10-11)	% Mean Growth Rate (07-11)	5 Year Average Reg. Students
ALGONQUIN	81	73	-10	73	60	-18	60	74	23	74	44	-41	-11	66
CONESTOGA	60	58	-3	58	67	16	67	58	-13	58	53	-9	-2	59
GEORGE BROWN	124	148	19	148	64	-57	64	50	-22	50	28	-44	-26	83
HUMBER					60		60	56	-7	56	50	-11	-9	55
LAMBTON								24		24	29	21	21	26
NIAGARA		30		30	32	7	32	39	22	39	43	10	13	36
Total	***265***	***309***	***17***	***309***	***283***	***-8***	***283***	***301***	***6***	***301***	***247***	***-18***		

Advanced Diploma

Program: 67600 - BUILDING RENOVATION TECHNOLOGY														
	2007	2008	% Change (07-08)	2008	2009	% Change (08-09)	2009	2010	% Change (09-10)	2010	2011	% Change (10-11)	% Mean Growth Rate (07-11)	5 Year Average Reg. Students
GEORGE BROWN					58		58	69	19	69	90	30	25	72
Total					***58***		***58***	***69***	***19***	***69***	***90***	***30***		

Key Research Findings

Labour Market	• MODERATE

Employment Ontario
Not Available

HRSDC[2]
Trades Helpers and Labourers (NOC - 761)

	Level	Share
Expansion Demand:	15,316	46%
Retirements:	13,079	39%
Other Replacement Demand:	2,190	7%
Emigration:	2,561	8%
Projected Job Openings:	33,146	100%
	Level	**Share**
School Leavers:	67,208	164%
Immigration:	10,736	26%
Other	-37,039	-91%
Projected Job Seekers:	40,905	100%

- "Based on projections and considering that labour supply exceeded demand in this occupation, it is expected that there will continue to be more job seekers than job openings over the 2011-2020 period. Despite a retirement rate comparable to the average for all occupations, most job openings will arise from replacement needs due to retirement. The number of job openings resulting from economic growth will be slightly higher than over the 2001-2010 period. However, job growth will remain weak compared to other occupations given the expected decrease in spending by municipalities and other levels of government as they deal with major deficits. In terms of supply, the majority of job seekers will come from the school system."

[2]"Trades Helpers And Labourers (761)." *Canadian Occupational Projection System (COPS)*. N.p., n.d. Web. 31 Aug. 2012. <http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=114>.

Key Research Findings

US Bureau of Labour[3]

Construction Laborers and Helpers

Occupational Title	SOC Code	Employment, 2010	Projected Employment, 2020	Change, 2010-20	
				Percent	Numeric
Construction Laborers and Helpers	—	1,250,200	1,564,400	25	314,200
Construction Laborers	47-2061	998,800	1,211,200	21	212,400
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	47-3011	29,400	47,000	60	17,600
Helpers--Carpenters	47-3012	46,500	72,400	56	25,900
Helpers--Electricians	47-3013	73,500	96,000	31	22,500
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	47-3014	11,900	14,500	22	2,600
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	47-3015	57,900	84,200	45	26,300
Helpers--Roofers	47-3016	12,700	13,900	10	1,200
Helpers, Construction Trades, All Other	47-3019	19,600	25,200	29	5,600

- "Employment of construction laborers is expected to grow 21 percent from 2010 to 2020, faster than the average for all occupations. Laborers work in all fields of construction, and demand for laborers will mirror the level of overall construction activity. Repairing and replacing the nation's infrastructure, such as roads, bridges, and water lines, should result in steady demand for laborers."

- "Although employment growth of specific types of helpers is expected to vary (see table above), demand for helpers will be driven by the construction of schools, office buildings, factories, and powerplants. Population growth also is expected to result in new-home construction, which will stimulate the need for many additional helpers. Remodeling needs will also result in some new jobs."

- "However, demand for helpers is also affected by economic downturns. In the slowdown in construction since the 2007-09 recession, the number of jobs for helpers decreased faster than jobs for the workers they help. Contractors kept their more experienced workers and had them do tasks that helpers would normally do. As construction returns to normal levels, helpers will be needed to do their standard tasks again."

- "Construction laborers with the most skills should have the best job opportunities. Opportunities also will vary by occupation; for example, carpenters' helpers should have the best job prospects, while painters', paperhangers', plasterers', and stucco masons' helpers will likely find fewer job openings. Prospective employees with military service often have better opportunities when applying for a job."

[3]"Construction Laborers and Helpers ." *Occupational Outlook Handbook*. N.p., n.d. Web. 31 Aug. 2012. <http://www.bls.gov/ooh/construction-and-extraction/construction-laborers-and-helpers.htm#tab-6>.

Key Research Findings

- “Employment of construction laborers and helpers is especially sensitive to the fluctuations of the economy. On the one hand, workers in these trades may experience periods of unemployment when the overall level of construction falls. On the other hand, shortages of these workers may occur in some areas during peak periods of building activity.”

Key Research Findings

Sector Council Report

Trades Helpers and Labourers (for the province of Ontario)[4]

Data Type	Units	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Employment (construction, industrial maintenance)	# of Workers	337	474	241	245	238	234	233	235	239	242	246	249	253	256	259
Employment (construction, maintenance total)	# of Workers	7,092	7,426	7,265	7,958	7,900	7,923	8,002	8,105	8,195	8,283	8,364	8,449	8,537	8,617	8,693
Employment (construction, new)	# of Workers	39,813	40,581	38,922	34,959	39,489	40,738	42,018	43,185	43,336	45,265	45,634	46,181	46,319	46,734	46,472
Employment (Non-Residential)	# of Workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Employment (Residential)	# of Workers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Employment (Total)	# of Workers	46,905	48,007	46,187	42,916	47,388	48,661	50,020	51,289	51,531	53,548	53,998	54,631	54,856	55,351	55,164
Excess Supply (Total)	# of Workers	5,290	5,367	6,319	7,721	5,894	6,221	6,213	6,272	6,347	5,764	5,987	5,908	5,963	5,854	6,049
Excess Supply Rate (Total)	%	10.1	10.1	12.0	15.2	11.1	11.3	11.0	10.9	11.0	9.7	10.0	9.8	9.8	9.6	9.9
Labour Force (Total)	# of Workers	52,195	53,374	52,506	50,637	53,283	54,882	56,233	57,561	57,878	59,312	59,985	60,539	60,819	61,205	61,213
Labour Force - Average Age	# of Workers	35	35	36	36	36	37	37	38	38	38	39	39	39	40	40
Labour Force Change: Construction	# of Workers	2,646	1,179	-868	-1,870	2,646	1,599	1,351	1,328	318	1,434	673	554	280	386	8
Labour Force Change: Mortality (Deaths)	# of Workers	-	96	106	109	108	119	125	131	136	137	141	143	144	145	147
Labour Force Change: Net In-Mobility	# of Workers	-	2,032	62	-919	3,588	2,632	2,441	2,469	1,506	2,645	1,931	1,843	1,599	1,733	1,388
Labour Force Change: New Entrants	# of Workers	-	1,187	1,229	1,208	1,159	1,204	1,276	1,296	1,315	1,324	1,342	1,364	1,369	1,375	1,382
Labour Force Change: Retirements (construction)	# of Workers	-	757	824	842	834	914	964	1,011	1,053	1,074	1,117	1,146	1,175	1,202	1,232
Labour Market Rankings	Rankings (?)	-	-	-	-	-	3	3	3	3	4	4	4	4	4	4

[4] *Construction Sector Council -Construction Forecasts*. N.p., n.d. Web. 31 Aug. 2012. <http://www.constructionforecasts.ca/>.

Key Research Findings

Peak Employment (Total)	# of Workers	51,551	52,765	50,773	47,190	52,126	53,512	55,042	56,450	56,705	58,897	59,362	60,036	60,265	60,800	60,591
Peak Excess Supply (Total)	# of Workers	4,268	4,311	5,375	6,964	4,876	5,199	5,136	5,164	5,248	4,573	4,802	4,696	4,745	4,608	4,817
Peak Excess Supply Rate (Total)	%	8	8	10	13	9	9	9	8	8	7	7	7	7	7	7
Peak Labour Force (Total)	# of Workers	55,819	57,077	56,148	54,155	57,002	58,711	60,178	61,614	61,953	63,470	64,164	64,732	65,010	65,408	65,408

"For Labour Market Rankings: 1=Excess supply... 5=Excess demand"

"Demand requirements related to civil and other engineering projects rise steadily from current levels across the scenario period, tightening conditions from 2015 to 2020. Regional market conditions are tightest in the Greater Toronto Area as well as in the Northern and Southwest regions. Employment is divided between the residential and non-residential sectors. A potential for mobility between these sectors may help to meet market requirements. The age profile for this group is much younger than average. Replacement demand requirements are not met by new entrants into the labour force. Workers from outside the local market may be required across the scenario period to meet increasing demand requirements"

Key Research Findings

Employment Profile[5]

In 2010-2011, **42.6%** of graduates were employed in a full time position which related to this program of study provincially

Civil

Total Graduates:	1,754	Total Graduates in Survey:	1,241	Response Rate:	71.2%

594 graduates were reported after the survey window had closed. While program information for these graduates has been included wherever possible, these graduates are not included in survey results, such as response rates.

Programs in Civil

Programs	Duration	Total Grads	Total in Survey	Total in Labour Force	Colleges
Alternative (Sustainable) Energy Engineering Technology	3 Years	24	12	7	Lambton
Architecture – Project And Facility Management – Bachelor Of Applied Technology	4 Years	29	25	25	Conestoga
Building Construction Technician	2 Years	62	46	40	Algonquin, Canadore
Building Inspection Technician	2 Years	4	3	2	Northern
Civil Engineering Technician	2 Years	104	72	52	Cambrian, Loyalist, Mohawk, Sault, Seneca
Civil Engineering Technology	3 Years	448	332	267	Algonquin, Cambrian, Conestoga, Confederation, Fanshawe, Humber, La Cité, Loyalist, Mohawk, Northern, Seneca, St. Clair, St. Lawrence
Construction And Environment – Regulations And Compliance – Bachelor Of Applied Technology	4 Years	12	7	4	George Brown
Construction Craft Worker Foundations	1 Year	11	5	5	George Brown
Construction Engineering Technician	2 Years	262	177	118	Algonquin, Boréal, Fanshawe, George Brown, La Cité, Loyalist, Mohawk, Northern, Sault, St. Clair
Construction Engineering Technology	3 Years	248	168	143	Boréal, Conestoga, Fanshawe, George Brown, Niagara
Construction Management	Post Diploma	20	17	15	George Brown
Construction Science And Management – Bachelor Of Applied Technology	4 Years	31	21	19	George Brown
Construction Techniques	1 Year	137	105	53	Conestoga, Fanshawe, George Brown, Sault
Geographic Information System	Post Diploma	25	16	14	Algonquin
Geographic Information Systems	Post Diploma	8	7	7	Fanshawe
Geographic Information Systems – Cartographic Specialist	Post Diploma	60	42	34	Niagara, Sir Sandford Fleming
Geographic Information Systems Technician	2 Years	14	9	7	Fanshawe
Geomatics Technician	2 Years	20	15	12	Sir Sandford Fleming
Green Architecture	Post Diploma	17	9	9	Algonquin

Employment Profile: 2009–2010 Graduates 219

[5]"Employment Profile." *Ontario*. N.p., 2011. Web. 19 July 2012. <http://www.tcu.gov.on.ca/pepg/audiences/colleges/serials/eprofile09-10/profile10.pdf>.

Key Research Findings

Civil

Programs in Civil (cont.)

Programs	Duration	Total Grads	Total in Survey	Total in Labour Force	Colleges
Masonry – Heritage And Traditional	2 Years	23	15	14	Algonquin, George Brown
Masonry Techniques	1 Year	5	2	1	Conestoga
Renovation Techniques	1 Year	159	115	97	Canadore, Georgian, Lambton, Loyalist, Niagara, Sir Sandford Fleming
Survey Technician	2 Years	6	5	3	Loyalist
Sustainable Building Design And Construction	1 Year	25	16	14	Sir Sandford Fleming

Summary of Survey Data

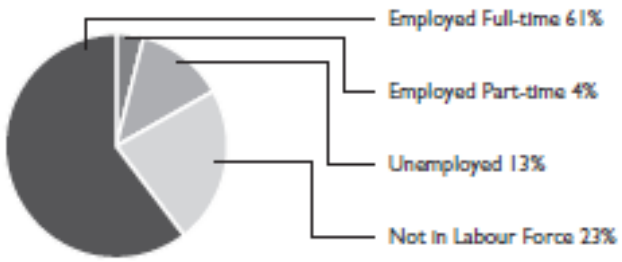
	Program Cluster	All Programs
Survey Population	1,241	50,622
Labour Force Participation	78%	74%
Employment Rate[a]	**84%**	**83%**
Employed Part-time[a]	5%	18%
Employed Full-time[a]	79%	65%
Average Annual Earnings – Total	**$39,800**	**$33,199**
Average Annual Earnings – Female	$38,213	$31,897
Average Annual Earnings – Male	$40,067	$34,607
Graduate Satisfaction	78%	79%
Employer Satisfaction	91%	93%

a. As a percentage of graduates in the labour force.

Key Research Findings

Civil

Graduate Outcomes for Program Cluster (as a percentage of all respondents)



Top Five Industries of Employment

	#	%
Construction of Buildings	193	24.5%
Professional, Scientific and Technical Services	176	22.3%
Specialty Trade Contractors	113	14.3%
Heavy and Civil Engineering Construction	47	6.0%
Local, Municipal and Regional Public Administration	29	3.7%

Top Five Occupational Categories

	#	%
Construction Managers	80	10.1%
Civil Engineering Technologists and Technicians	72	9.1%
Carpenters	67	8.5%
Drafting Technologists and Technicians	42	5.3%
Construction Estimators	41	5.2%

Key Research Findings

Civil

Summary of Graduate Outcomes by Program

	Full-time Employed, Program Related		Full-time Employed, Program Unrelated		Part-time Employed, Program Related		Part-time Employed, Program Unrelated		Unemployed		Not in Labour Force	
	#	%	#	%	#	%	#	%	#	%	#	%
Alternative (Sustainable) Energy Engineering Technology	4	33.3	–	–	–	–	1	8.3	2	16.7	5	41.7
Architecture – Project And Facility Management – Bachelor Of Applied Technology	20	80.0	–	–	–	–	–	–	5	20.0	–	–
Building Construction Technician	24	52.2	8	17.4	1	2.2	–	–	7	15.2	6	13.0
Civil Engineering Technician	33	45.8	9	12.5	–	–	3	4.2	7	9.7	20	27.8
Civil Engineering Technology	195	58.7	25	7.5	2	0.6	4	1.2	41	12.3	65	19.6
Construction Craft Worker Foundations	1	20.0	1	20.0	–	–	1	20.0	2	40.0	–	–
Construction Engineering Technician	77	43.5	21	11.9	2	1.1	3	1.7	15	8.5	59	33.3
Construction Engineering Technology	106	63.1	15	8.9	1	0.6	3	1.8	18	10.7	25	14.9
Construction Management	7	41.2	1	5.9	–	–	1	5.9	6	35.3	2	11.8
Construction Science And Management – Bachelor Of Applied Technology	16	76.2	2	9.5	–	–	–	–	1	4.8	2	9.5
Construction Techniques	30	28.6	14	13.3	–	–	1	1.0	8	7.6	52	49.5
Geographic Information System	8	50.0	1	6.3	1	6.3	2	12.5	2	12.5	2	12.5
Geographic Information Systems	1	14.3	3	42.9	–	–	1	14.3	2	28.6	–	–
Geographic Information Systems – Cartographic Specialist	22	52.4	2	4.8	–	–	1	2.4	9	21.4	8	19.0
Geographic Information Systems Technician	6	66.7	1	11.1	–	–	–	–	–	–	2	22.2
Geomatics Technician	7	46.7	3	20.0	1	6.7	–	–	1	6.7	3	20.0
Green Architecture	3	33.3	4	44.4	–	–	–	–	2	22.2	–	–
Masonry – Heritage And Traditional	7	46.7	1	6.7	–	–	2	13.3	4	26.7	1	6.7
Renovation Techniques	49	42.6	19	16.5	4	3.5	8	7.0	17	14.8	18	15.7
Sustainable Building Design And Construction	7	43.8	–	–	–	–	2	12.5	5	31.3	2	12.5
All Programs in Cluster*	**623**	**50.9**	**130**	**10.6**	**12**	**1.0**	**33**	**2.7**	**154**	**12.6**	**272**	**22.2**

* Does not include 4 programs with fewer than 5 graduates in the labour force.

Key Research Findings

Civil

Earnings of Full-time Employed Participants

Program	Average – Females	Average – Males	Median – Females	Median – Males	Average for Program	Median for Program
Alternative (Sustainable) Energy Engineering Technology	–	–	–	–	–	–
Architecture – Project And Facility Management – Bachelor Of Applied Technology	–	$41,555	–	$42,000	$42,059	$42,000
Building Construction Technician	–	$29,180	–	$28,679	$29,163	$28,679
Civil Engineering Technician	–	$41,885	–	$37,771	$41,064	$37,271
Civil Engineering Technology	$40,903	$43,119	$40,857	$41,714	$42,899	$41,714
Construction Craft Worker Foundations	–	–	–	–	–	–
Construction Engineering Technician	–	$39,219	–	$36,292	$38,956	$35,770
Construction Engineering Technology	$36,618	$43,000	$36,271	$41,149	$42,536	$40,679
Construction Management	–	$58,464	–	$60,000	$58,464	$60,000
Construction Science And Management – Bachelor Of Applied Technology	–	$44,106	–	$46,500	$44,165	$46,000
Construction Techniques	–	$31,985	–	$28,157	$31,587	$28,157
Geographic Information System	–	$39,081	–	$43,000	$44,926	$48,142
Geographic Information Systems	–	–	–	–	–	–
Geographic Information Systems – Cartographic Specialist	$44,659	$46,311	$46,929	$47,000	$45,733	$46,964
Geographic Information Systems Technician	–	$35,960	–	$31,286	$34,967	$31,286
Geomatics Technician	–	$36,879	–	$35,457	$36,879	$35,457
Green Architecture	–	$48,041	–	$45,000	$45,867	$43,000
Masonry – Heritage And Traditional	–	$37,081	–	$34,414	$37,081	$34,414
Renovation Techniques	$28,072	$30,790	$25,029	$29,600	$30,560	$29,200
Sustainable Building Design And Construction	–	–	–	–	$33,295	$31,286
All Programs in Cluster*	**$38,122**	**$40,099**	**$39,629**	**$40,000**	**$39,913**	**$40,000**

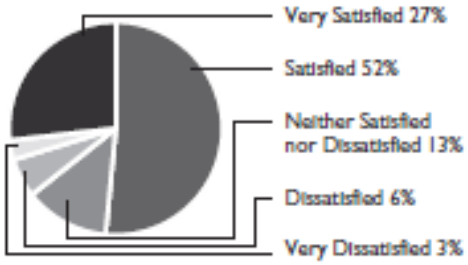
* Does not include 4 programs with fewer than 5 graduates in the labour force.

Key Research Findings

Civil

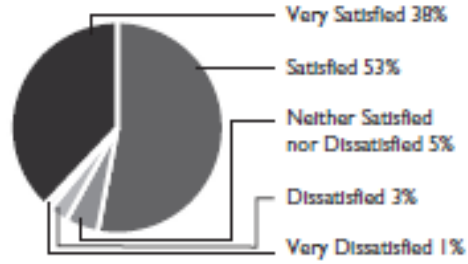
Program Cluster Satisfaction

Graduate Satisfaction with the usefulness of his/her college education in achieving his/her goals after graduation:*



* 1,187 graduates participated in this question.

Employer Satisfaction with employee overall college preparation for the type of work he/she was doing:*



* 203 employers participated in this survey.

Program Cluster Historical Data

	00-01 Grads	01-02 Grads	02-03 Grads	03-04 Grads	04-05 Grads	05-06 Grads	06-07 Grads	07-08 Grads	08-09 Grads	09-10 Grads
Percentage Employed	89.2%	87.8%	89.2%	89.7%	89.2%	91.9%	92.5%	92.0%	85.8%	83.8%
Percentage Employed Full-time	85.8%	84.1%	85.4%	86.5%	85.2%	88.3%	88.8%	87.3%	78.2%	78.9%
Percentage Employed Full-time Related Jobs	75.0%	71.5%	74.0%	72.7%	74.2%	75.3%	78.2%	76.9%	65.5%	65.1%
Average Annual Salary Full-time Related Jobs	$33,600	$33,675	$35,107	$37,379	$36,165	$37,915	$38,792	$40,824	$40,676	$41,303

Key Research Findings

Working in Canada[6]

Construction Trades Helpers and Labourers (NOC 7611)

- **Employment Rating by Region:**

Location	Employment Potential
Hamilton--Niagara Peninsula Region	Fair
Kingston - Pembroke Region	Fair
Kitchener--Waterloo--Barrie Region	Fair
London Region	Fair
Muskoka-Kawarthas Region	Fair
Northeast Region	Fair
Northwest Region	Fair
Ottawa Region	Fair
Stratford--Bruce Peninsula Region	Fair
Toronto Region	Good
Windsor-Sarnia Region	Fair

- **Wage Range by Region:**

Location	Wage ($/hr)		
	Low	Median	High
Ontario	11.00	17.00	30.25
Hamilton--Niagara Peninsula Region	12.00	19.50	31.00
Kingston - Pembroke Region	11.00	15.00	23.00
Kitchener--Waterloo--Barrie Region	11.00	16.23	30.00
London Region	11.00	17.00	29.86
Muskoka-Kawarthas Region	11.00	17.00	30.25
Northeast Region	11.50	17.00	27.00
Northwest Region	11.00	17.00	30.25
Ottawa Region	11.00	16.00	27.17
Stratford--Bruce Peninsula Region	11.00	16.00	25.00
Toronto Region	11.15	18.00	31.41
Windsor-Sarnia Region	11.00	16.00	30.00

[6]"Construction Trades Helpers and Labourers (NOC 7611)." *Working In Canada*. N.p., n.d. Web. 31 Aug. 2012. <http://www.workingincanada.gc.ca/report-eng.do?lang=eng&noc=7611&area=8792&titleKeyword=construction+labourer®ionKeyword=Peterborough,+Ontario&source=2&action=final>.

Key Research Findings

Competitive Analysis[7]	• MODERATE

The following information consists of OCAS yearly fall application and registration data as well as a conversion ratio for each program under this category:

Certificate

- Fleming's ratio **(4:1)**was slightly higher than the system's **(5:1)** in 2011
- Georgian, the only direct competitor, also had a **(4:1)**ratio in 2011
- Overall, Canadore had the lowest ratio in 2011 **(8:1)**

Diploma

- Overall, Lambton had the highest conversion ratio in 2011 **(2:1)** which was higher than the system's ratio **(5:1)**, and George Brown had the lowest ratio in 2011 **(12:1)**

Advanced Diploma

- George Brown had a high conversion ratio in 2011 **(3:1)**

Certificate

Program: 47600 - RENOVATION TECHNIQUES

	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
CANADORE	88	3	29:1	84	1	84:1	69	4	17:1	62	4	16:1	60	8	8:1
CONFEDERATION	0			0			0			77	19	4:1	79	21	4:1
→ FLEMING	180	39	5:1	179	39	5:1	188	40	5:1	240	82	3:1	162	43	4:1
GEORGIAN	0	75	0:1	267	71	4:1	343	91	4:1	307	77	4:1	276	68	4:1
LAMBTON	35	17	2:1	96	20	5:1	119	19	6:1	101	25	4:1	90	17	5:1
LOYALIST	92	20	5:1	88			100	30	3:1	89	21	4:1	78	19	4:1
NIAGARA	217	61	4:1	168	29	6:1	195	29	7:1	176	27	7:1	171	24	7:1
SAULT	0			0			0			61	21	3:1	56	13	4:1
ST. CLAIR	0			0			4			119	23	5:1	103	21	5:1
Total	***612***	***215***	***3:1***	***882***	***160***	***6:1***	***1018***	***213***	***5:1***	***1232***	***299***	***4:1***	***1075***	***234***	***5:1***

[7]Application data obtained from OCAS College Count Cube October 19, 2011Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011.Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset Prepared by Fleming Data Research (07-2012)

Key Research Findings

Diploma

Program: 57600 - CARPENTRY - RENOVATION															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
ALGONQUIN	451	81	6:1	381	73	5:1	330	60	6:1	334	74	5:1	263	44	6:1
CONESTOGA	195	60	3:1	214	58	4:1	205	67	3:1	209	58	4:1	187	53	4:1
GEORGE BROWN	538	124	4:1	527	148	4:1	470	64	7:1	380	50	8:1	322	28	12:1
HUMBER	0			0			353	60	6:1	382	56	7:1	347	50	7:1
LAMBTON	0			0			0			73	24	3:1	70	29	2:1
NIAGARA	0			229	30	8:1	175	32	5:1	188	39	5:1	165	43	4:1
Total	***1184***	***265***	***4:1***	***1351***	***309***	***4:1***	***1533***	***283***	***5:1***	***1566***	***301***	***5:1***	***1354***	***247***	***5:1***

Advanced Diploma

Program: 67600 - BUILDING RENOVATION TECHNOLOGY															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
GEORGE BROWN	0			7			150	58	3:1	298	69	4:1	312	90	3:1
Total	***0***			***7***			***150***	***58***	***3:1***	***298***	***69***	***4:1***	***312***	***90***	***3:1***

Financial Analysis

- **WEAK**

Source: Program Costing Analysis 2010/2011

- Contribution to Overhead: 25.4%
- Program Weight: 1.30
- Funding Unit: 1.10

Key Performance Indicators

- **WEAK**

Source: Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012

KPI1-Graduation Rate	-8% below system
KPI2-Working	-10% below system
KPI3-Working Related	-4% below system
KPI4-Grad. Satisfaction	-12% below system
KPI8-Student Satisfaction-Learning	-4% below system
KPI9-Student Satisfaction- Teachers	-7% below system
KPI11-Grad. Satisfaction-Program	-4% below system

Key Research Findings

Resource Analysis

Equipment

Staffing

Space

Key Research Findings

Appendix

The following is the original environmental scan conducted by the Library Researchers to form the basis of the previous summary of Key Research Findings Report.

CONSTRUCTION SKILLS
Profession Research August 2012

Overview of the Profession

NOC: 7611
Construction trades helpers and labourers assist skilled tradespersons and perform labouring activities at construction sites, in quarries and in surface mines. They are employed by construction companies, trade and labour contractors, and surface mine and quarry operators.
Example Titles
asphalt spreader
bricklayer helper
carpenter helper
concrete mixer helper
construction helper
construction labourer
demolition worker
driller helper – surface mining
drywall sander
flagman/woman
glazier helper
labourer, concrete paving
labourer, excavation
pipeline mandrel operator
plumber helper
roofer helper
stabber – pipeline construction

Main duties

Construction trades helpers and labourers perform some or all of the following duties:

- Load and unload construction materials, and move materials to work areas
- Erect and dismantle concrete forms, scaffolding, ramps, catwalks, shoring and barricades required at construction sites
- Mix, pour and spread materials such as concrete and asphalt
- Assist tradespersons such as carpenters, bricklayers, cement finishers, roofers and glaziers in construction activities
- Assist heavy equipment operators to secure special attachments to equipment, signal operators to guide them in moving equipment and provide assistance in other activities
- Assist in aligning pipes and perform related activities during oil and gas pipeline construction
- Assist in drilling and blasting rock at construction sites

Key Research Findings

- Assist miners in excavating and in setting up and operating various drills and other surface mining machinery
- Level earth to fine grade specifications using rake and shovel
- Assist in demolishing buildings using prying bars and other tools, and sort, clean and pile salvaged materials
- Remove rubble and other debris at construction sites using rakes, shovels, wheelbarrows and other equipment
- Operate pneumatic hammers, vibrators and tampers as directed
- Tend or feed machines or equipment used in construction such as mixers, compressors and pumps
- Clean up chemical spills and other contaminants, and remove asbestos and other hazardous materials
- Oil and grease hoists and similar equipment
- Direct traffic at or near construction sites
- Perform other activities at construction sites, as directed

Employment requirements

- Some experience as a general construction labourer may be required for construction trade helpers.
- Some pipeline workers, such as stabbers, mandrel operators and pre-heater tenders, usually require one season of experience in oil and gas pipeline construction.
- Flagmen/women may require a traffic control certificate

http://www5.hrsdc.gc.ca/NOC/English/NOC/2011/ProfileQuickSearch.aspx?val=7&val1=7611&val65=*

Labour Market

Trades Helpers And Labourers (761)
Skill Level:
Occupations Usually Requiring only On-the-job Training
Occupations in this Group:
Construction Trades Helpers and Labourers (7611),Other Trades Helpers and Labourers (7612)
Employment (non-student) in 2010:
114,396
Median Age of workers in 2010:
32.7 years old
Average Retirement Age in 2010:
63 years old
Over the 2008-2010 period, this occupation experienced a significant decrease in employment and an increase in the unemployment rate, which remained high in comparison to the rate for all occupations (15.6% compared to 7.6% in 2010). The average hourly wage for this occupation increased at the same rate as for all of the economy. According to the key labour market indicators, the number of job seekers was more than sufficient to fill job openings in this occupation.
Over the 2011-2020 period, an occupation will be in excess demand (a shortage of workers) if the projected number of job openings is significantly greater than the projected number of job seekers. An

Key Research Findings

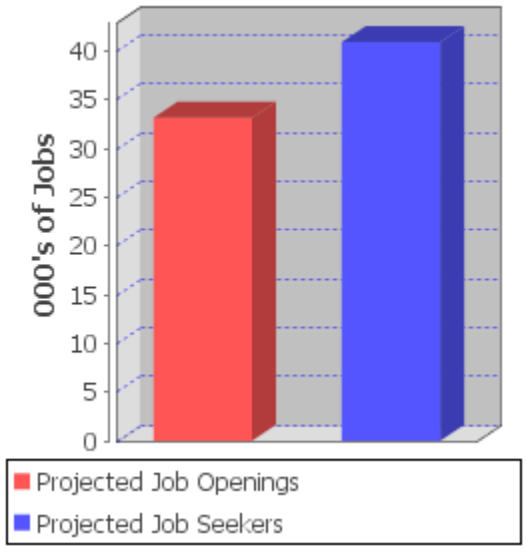
occupation will be in excess supply (a surplus of workers) if the projected number of job openings is smaller than the projected number of job seekers. For **Trades Helpers And Labourers**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **33,146** and **40,905** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.

Based on projections and considering that labour supply exceeded demand in this occupation, it is expected that there will continue to be more job seekers than job openings over the 2011-2020 period. Despite a retirement rate comparable to the average for all occupations, most job openings will arise from replacement needs due to retirement. The number of job openings resulting from economic growth will be slightly higher than over the 2001-2010 period. However, job growth will remain weak compared to other occupations given the expected decrease in spending by municipalities and other levels of government as they deal with major deficits. In terms of supply, the majority of job seekers will come from the school system.

Projection of Cumulative Job Openings and Job Seekers over the Period of 2011-2020

	Level	Share
Expansion Demand:	15,316	46%
Retirements:	13,079	39%
Other Replacement Demand:	2,190	7%
Emigration:	2,561	8%
Projected Job Openings:	33,146	100%

	Level	Share
School Leavers:	67,208	164%
Immigration:	10,736	26%
Other	-37,039	-91%
Projected Job Seekers:	40,905	100%



http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=114

Key Research Findings

For the Muskoka-Kawartha area:

Median Wage: $17.00
Outlook: Fair
Certification : not regulated

http://www.workingincanada.gc.ca/report-eng.do?lang=eng&noc=7611&area=8792&titleKeyword=roofer+helper&regionKeyword=Peterborough,Ontario&source=2&action=final

U.S. Bureau of Labour
http://www.bls.gov/ooh/construction-and-extraction/construction-laborers-and-helpers.htm

Construction Laborers and Helpers
Summary

Construction laborers often compact soil.

Quick Facts: Construction Laborers and Helpers

2010 Median Pay	$28,410 per year $13.66 per hour
Entry-Level Education	See How to Become One
Work Experience in a Related Occupation	None
On-the-job Training	Short-term on-the-job training
Number of Jobs, 2010	1,250,200

Key Research Findings

Quick Facts: Construction Laborers and Helpers

Job Outlook, 2010-20	25% (Faster than average)
Employment Change, 2010-20	314,200

What Construction Laborers and Helpers Do
Construction laborers and helpers do many basic tasks that require physical labor on construction sites.
Work Environment
Most construction laborers and helpers work full time and do physically demanding work. Some work at great heights or outdoors in all weather conditions. Construction laborers have one of the highest rates of injuries and illnesses.
How to Become a Construction Laborer or Helper
Most construction laborers and helpers learn their trade through short-term on-the-job training.
Pay
The median annual wage of construction laborers and helpers was $28,410 in May 2010.
Job Outlook
Employment of construction laborers and helpers is expected to grow 25 percent from 2010 to 2020, faster than the average for all occupations. Those with the most skills should have the best job opportunities.
Similar Occupations
Compare the job duties, education, job growth, and pay of construction laborers and helpers with similar occupations.

Sector Council
http://www.csc-ca.org/Construction Sector Council

Educational Programs Leading to this Occupation

Programs in the order in which they are most likely to supply graduates to this occupation (Construction Trades Helpers and Labourers):

- Technology Education/Industrial Arts Programs
- Basic Skills

[Source: 2006 Census - Statistics Canada]

Local Training
On-the-job training is normal in this occupation. However, most employers consider experience an asset and there is an ongoing demand for versatile workers who use several skills in the workplace.

Community colleges offer several construction related courses. For more information visit: www.ontariocolleges.ca

A formal apprenticeship may be available after some time on the job. Visit the Ontario Ministry of Training, Colleges and Universities. http://www.tcu.gov.on.ca/eng/employmentontario/training/

Students who have completed Grade 10 can apply to become registered apprentices while finishing high

Key Research Findings

school under the Ontario Youth Apprenticeship Program (OYAP). Information about OYAP can be found at http://oyap.ca/

http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=7611&action=final&regionKeyword=Peterborough%2COntario&s=4&source=3&titleKeyword=roofer+helper#report_tabs_container2

Employment Opportunities

Construction helper
Peterborough (ON)
Salary:
Hourly: min. $20 max. $24
Job Number:
6616384
Terms of Employment:
Permanent
Full-Time
Source:
Job Bank
Anticipated Start Date:
As soon as possible
Number of positions:
1
Employer
Employer:
Eagleson Construction
Job requirements
Education
Completion of high school
.
Credentials (certificates, licences, memberships, courses, etc.)
Not required
.
Experience
5 years or more
.
Languages
Speak English ; Read English ; Write English
.
Weight Handling
Up to 9 kg (20 lbs)
.
Own Tools/Equipment
Steel-toed safety boots ; Hard hat ; Safety glasses/goggles
.

Key Research Findings

Work Conditions and Physical Capabilities
Fast-paced environment ; Tight deadlines ; Repetitive tasks ; Physically demanding
.
Work Site Environment
Outdoors
.
Transportation/Travel Information
Own transportation ; Willing to travel
.
How to Apply
By e-mail:
eaglesonkelly@nexicom.net
By fax:
(705)-932-2995
Date Posted:
2012-08-24

General construction labourer
Peterborough (ON)
Salary:
Hourly: min. $10.25 max. $20
Job Number:
6592789
Terms of Employment:
Permanent
Full-Time
Source:
Job Bank
Anticipated Start Date:
As soon as possible
Number of positions:
1
Employer
Employer:
Access Plus Door Automation Inc.
Job requirements
Education
Completion of high school ; Some college/CEGEP/vocational or technical training
.
Credentials (certificates, licences, memberships, courses, etc.)
WHMIS Certificate
.
Experience
Experience an asset
.
Languages

Key Research Findings

Speak English ; Read English ; Write English

.

Type of Construction

Industrial, commercial and institutional ; Residential

.

Equipment and Machinery Experience

Reciprocating saws ; Circular saws ; Grinding machines ; Drills

.

Weight Handling

Up to 45 kg (100 lbs)

.

Specific Skills

Load, unload and transport construction materials ; Clean and pile salvaged materials ; Remove rubble and other debris at construction sites

.

Security and Safety

Bondable ; Criminal record check ; Driving record check (abstract)

.

Own Tools/Equipment

Steel-toed safety boots

.

Work Conditions and Physical Capabilities

Repetitive tasks ; Handling heavy loads ; Physically demanding ; Manual dexterity

.

Work Site Environment

Outdoors ; At heights

.

Transportation/Travel Information

Vehicle supplied by employer ; Willing to travel regularly ; Willing to travel overnight ; Valid driver's licence ; Drive manual transmission vehicle ; Travel expenses paid by employer

.

Work Location Information

Various locations

.

Essential Skills

Reading text ; Document use ; Numeracy ; Writing ; Oral communication ; Working with others ; Problem solving ; Decision making ; Critical thinking ; Job task planning and organizing ; Significant use of memory ; Finding information ; Computer use ; Continuous learning

.

How to Apply

By e-mail:

mydoorman@hotmail.com

By fax:

(705)-657-7791

By mail:

P.O. Box 161, Buckhorn, K0L1J0

Date Posted:

2012-08-15