

Key Research Findings

This analysis was based on the pre-determined criteria and measures 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

Heavy Equipment Techniques (46705)

Student Demand¹

• **MODERATE**

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

- Fleming and Conestoga only offer this certificate program in the Winter semester
- Fleming has had a consistently negative percent change within the last five years

Diploma

- For Motive Power Technician, there are 14 colleges that also offer this diploma program, one of which is Durham, a direct competitor to Fleming
- Durham has experienced an almost continuous decline between 2007-2011, especially in 2008 when it lost **-40%** of its previous average intake levels, leaving the school with an average registration of **37 students** and a mean growth rate of **-9%** compared to the system rate of **4%**
- Fanshawe has the highest mean growth rate with **82%** and the lowest is Sault with **-20%**
- Centennial has the highest average registration of **131 students** and Boreal has the lowest with **8 students**
- The program that Canadore offers is 3 semesters long
- For Heavy Equipment Technician, there are 3 schools offering the program
- Cambrian has the highest mean growth rate (**50%**), however it has a very small average registration of **2 students**
- Sault has the lowest mean growth rate (**-44%**) and Boreal has the highest student registration of **21 students**

Apprenticeship

- Centennial offers a 2 year/6 semester co-op program
- Conestoga and Northern also offers a co-op certificates

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: 46705 - MOTIVE POWER TECHNIQUES - HEAVY EQUIPMENT														
	2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			2011 2012 % Change (11-12)			% Mean Growth Rate (08-12)	5 Year Average Reg. Students
CONESTOGA	0	3		3	0	-100	0	0		0	0		-100	1
FLEMING	70	51	-27	51	45	-12	45	33	-27	33	40	21	-11	48
Total	70	54	-23	54	45	-17	45	33	-27	33	40	21	-11	48

Diploma

Program: 56405 - MOTIVE POWER TECHNICIAN														
	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	60	60	0	60	59	-2	59	61	3	61	60	-2	0	60
CAMBRIAN	14	30	114	30	36	20	36	22	-39	22	27	23	30	26
CANADORE	20	32	60	32	38	19	38	39	3	39	28	-28	13	31
CENTENNIAL	164	120	-27	120	128	7	128	98	-23	98	143	46	1	131
COLLÈGE BORÉAL				8			8	9	13	9			12	8
DURHAM	55	33	-40	33	32	-3	32	33	3	33	34	3	-9	37
FANSHAWE	108	15	-86	15	54	260	54	146	170	146	120	-18	82	89
LA CITÉ COLLÉGIAL	19	19	0	19	33	74	33	36	9	36	46	28	28	31
LOYALIST	21			16			16	17	6	17	18	6	6	18
MOHAWK	53	43	-19	43	60	40	60	60	0	60	49	-18	1	53
NIAGARA	32	34	6	34	38	12	38	37	-3	37	29	-22	-2	34
SAULT	3			20			20	20	0	20	12	-40	-20	14
ST. CLAIR	29	39	34	39	29	-26	29	53	83	53	32	-40	13	36
ST. LAWRENCE				22			22	10	-55	10	19	90	18	17
Total	578	425	-26	425	573	35	573	641	12	641	617	-4	4	567

Program: 56705 - HEAVY EQUIPMENT TECHNICIAN														
	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
CAMBRIAN	1	1	0	1	1	0	1	2	100	2	4	100	50	2
COLLÈGE BORÉAL	15	22	47	22	31	41	31	20	-35	20	15	-25	7	21
SAULT	17	16	-6	16	3	-81	3						-44	12
Total	33	39	18	39	35	-10	35	22	-37	22	19	-14	-11	30

Key Research Findings

Labour Market

• **STRONG**

Employment Ontario²

- Employment Ontario Rating (2009-2013):
 - **Average**
- Education and Training:
 - Apprenticeships exists for heavy and farm equipment mechanics but certification is **not compulsory**
 - To be eligible for certification you must: complete a 4 year apprenticeship program or a combination of 4 years of work experience and schooling
 - To enter the apprenticeship program you need a job and usually completion of grade 12
 - If student has grade 10 you can try and become an apprentice under the Ontario Youth Apprenticeship program and also entry to apprenticeship can happen through pre-apprenticeship training
 - Red Seal trade certification is available
 - The Ontario government supports programs that can help newcomers get their license or certificate in their profession or trade so that they can work in Ontario.
- Demand
 - Relative to the overall health of the economy mainly focused around construction, mining and wholesale trade sectors
 - Overall trends in these sectors are all expected to have positive growth
 - Skills learned in this trade are transferable to other occupations such as automotive/truck/coach/ and motorcycle mechanics
 - Due to the federal governments stimulus package investing in infrastructure there is expected to be good employment opportunities in this occupation
 - Due to the increase in technology demand for skills in this trade now include more computerized training

²"7312 Heavy-Duty Equipment Mechanics." *EmploymentOntario*. N.p., 2009. Web. 14 June 2012. <http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/7312_e.pdf>.

Key Research Findings

HRSDC³

- Job Openings (2011/2020):**77,600**
- Job Seekers(2011/2020):**75,688**
- Post-Secondary Education Graduates: **47,677**
- With only **63%** of job seekers being graduates the majority of the remaining of **37%** come from net mobility (**29%**)

US Bureau of Labour⁴

- Employment Growth : **Increased16%**
 - **179,200 (2010) to 207,500 (2020)**
- “Overall employment of heavy vehicle and mobile equipment service technicians is projected to grow 16 percent from 2010 to 2020, about as fast as the average for all occupations.”
- “As the stock of heavy vehicles and mobile equipment continues to increase, more service technicians will be needed to maintain them. In particular, demand for heavy equipment used in construction, mining, and energy exploration will result in employment growth for service technicians. Growth rates will vary by specialty.”
- “Employment of farm equipment mechanic and service technicians is projected to grow 13 percent, about as fast as the average for all occupations. Demand for farm equipment repairers will be primarily driven by the need for agricultural products to feed a growing population. Demand for other products, such as biofuels, will also increase repairer employment.”
- “Employment of mobile heavy equipment mechanics is projected to grow 16 percent, about as fast as the average for all occupations. Employment growth of mobile heavy equipment mechanics will be spurred by increased construction activity. Population and business growth will result in the construction of more houses, office buildings, roads, bridges, and other structures.”
- “Employment of rail car repairers is projected to grow 17 percent, about as fast as the average for all occupations. Rail car repairers will be needed to accommodate the continued expansion of railways for freight shipping and transportation.”
- “Most job opportunities will come from the need to replace workers who retire or leave the occupation. Those with certificates from vocational schools or 2-year degrees from community colleges should have very good job opportunities as employers strongly prefer these candidates. Those without formal training will have difficulty finding jobs.”

³“Machinery And Transportation Equipment Mechanics (Except MotorVehicle) (731).” *Human Resources and Skills Development Canada*.N.p., 14 June 2012. Web. 14 June 2012.
<<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=101>>.

⁴Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2012-13 Edition*, Heavy Vehicle and Mobile Equipment Service Technicians, Web.<http://www.bls.gov/ooh/installation-maintenance-and-repair/heavy-vehicle-and-mobile-equipment-service-technicians.htm> , June 14, 2012

Key Research Findings

- “The majority of job openings are expected to be in sectors that sell, rent, or lease heavy vehicles and mobile equipment, where a large proportion of service technicians are employed.”
- “The construction and mining industries, which use large numbers of heavy equipment, are sensitive to fluctuations in the economy. As a result, job opportunities for service technicians in these sectors will vary with overall economic conditions.”
- “Job opportunities for farm equipment mechanics are seasonal, and are, generally, best during warmer months.”

Sector Council Report⁵

- Labour market conditions are balanced
- Employment is concentrated in non-residential construction
- Age profile is average
- New workers (graduates) are estimated to meet required job vacancies

⁵“Forecast Data.” *Construction Sector Council*. Government of Canada's Sector Council Program, 2011. Web. 14 June 2012.

Key Research Findings

Employment Profile⁶

- In 2010-2011, **40.9%** of graduates were employed in a full time position which related to this program of study provincially

Automotive

Total Graduates:	767	Total Graduates in Survey:	530	Response Rate:	69.2%
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 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 Automotive

Programs	Duration	Total Grads	Total in Survey	Total in Labour Force	Colleges
Auto Body Repair Techniques	1 Year	36	29	21	Centennial
Heavy Equipment Operator	1 Year	96	75	68	Sir Sandford Fleming
Heavy Equipment Technician	2 Years	79	44	34	Bordal, Cambrian, Sault, Sir Sandford Fleming
Motive Power Fundamentals	1 Year	118	87	55	Conestoga, Fanshawe, Loyalist, Mohawk, Niagara, Northern, Sault
Motive Power Technician	2 Years	296	195	167	Algonquin, Cambrian, Canadore, Centennial, Durham, Fanshawe, La Cité, Loyalist, Mohawk, Niagara, St. Clair, St. Lawrence
Motive Power Techniques – Heavy Equipment	1 Year	120	85	44	Cambrian, Conestoga, Confederation, Northern, Sir Sandford Fleming
Motive Power Techniques – Small Powered Equipment	1 Year	22	15	9	Centennial

Summary of Survey Data

	Program Cluster	All Programs
Survey Population	530	50,622
Labour Force Participation	75%	74%
Employment Rate ^a	79%	83%
Employed Part-time ^a	10%	18%
Employed Full-time ^a	69%	65%
Average Annual Earnings – Total	\$30,286	\$33,199
Average Annual Earnings – Female	\$23,490	\$31,897
Average Annual Earnings – Male	\$30,456	\$34,607
Graduate Satisfaction	79%	79%
Employer Satisfaction	89%	93%

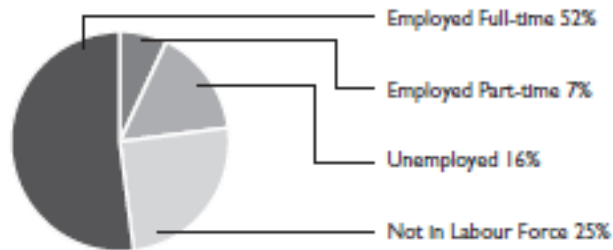
a. As a percentage of graduates in the labour force.

⁶"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

Automotive

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



Top Five Industries of Employment

	#	%
Repair and Maintenance	70	23.8%
Motor Vehicle and Parts Dealers	42	14.3%
Specialty Trade Contractors	24	8.2%
Administrative and Support Services	13	4.4%
Building Material and Garden Equipment and Supplies Dealers	13	4.4%

Top Five Occupational Categories

	#	%
Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers	83	28.2%
Heavy-Duty Equipment Mechanics	23	7.8%
Heavy Equipment Operators (Except Crane)	18	6.1%
Retail Salespersons and Sales Clerks	16	5.4%
Automotive Mechanical Installers and Servicers	11	3.7%

Key Research Findings

Automotive

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	
	#	%	#	%	#	%	#	%	#	%	#	%
Auto Body Repair Techniques	6	20.7	3	10.3	1	3.4	5	17.2	6	20.7	8	27.6
Heavy Equipment Operator	30	40.0	14	18.7	3	4.0	5	6.7	16	21.3	7	9.3
Heavy Equipment Technician	18	40.9	6	13.6	1	2.3	—	—	9	20.5	10	22.7
Motive Power Fundamentals	19	21.8	13	14.9	—	—	5	5.7	18	20.7	32	36.8
Motive Power Technician	88	45.1	34	17.4	7	3.6	8	4.1	30	15.4	28	14.4
Motive Power Techniques – Heavy Equipment	25	29.4	14	16.5	—	—	2	2.4	3	3.5	41	48.2
Motive Power Techniques – Small Powered Equipment	2	13.3	4	26.7	—	—	2	13.3	1	6.7	6	40.0
All Programs in Cluster	188	35.5	88	16.6	12	2.3	27	5.1	83	15.7	132	24.9

Earnings of Full-time Employed Participants

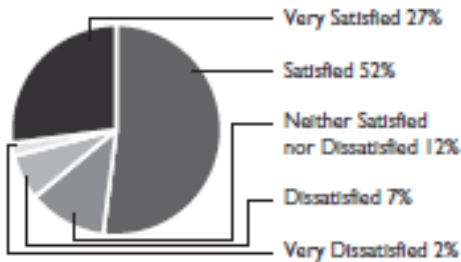
Program	Average – Females	Average – Males	Median – Females	Median – Males	Average for Program	Median for Program
Auto Body Repair Techniques	—	\$33,539	—	\$30,000	\$33,539	\$30,000
Heavy Equipment Operator	—	\$35,520	—	\$33,241	\$35,520	\$33,241
Heavy Equipment Technician	—	\$39,139	—	\$34,750	\$38,725	\$33,000
Motive Power Fundamentals	—	\$28,242	—	\$27,114	\$28,347	\$27,114
Motive Power Technician	—	\$26,344	—	\$24,638	\$26,159	\$24,436
Motive Power Techniques – Heavy Equipment	—	\$34,415	—	\$33,437	\$34,415	\$33,437
Motive Power Techniques – Small Powered Equipment	—	—	—	—	\$25,491	\$26,400
All Programs in Cluster	\$23,490	\$30,456	\$21,900	\$27,532	\$30,286	\$27,114

Key Research Findings

Automotive

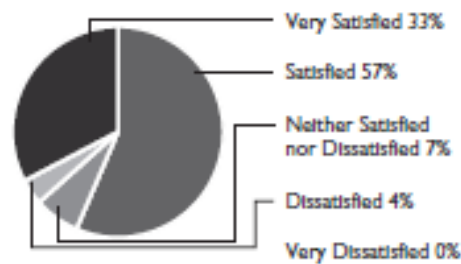
Program Cluster Satisfaction

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



* 491 graduates participated in this question.

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



* 83 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	89.9%	85.3%	88.0%	85.4%	86.6%	92.2%	90.1%	88.9%	80.7%	79.1%
Percentage Employed Full-time	86.0%	79.0%	81.0%	79.5%	81.9%	84.8%	85.4%	81.9%	67.7%	69.3%
Percentage Employed Full-time Related Jobs	66.7%	59.4%	59.9%	58.9%	65.3%	63.0%	67.0%	61.2%	50.8%	47.2%
Average Annual Salary Full-time Related Jobs	\$25,156	\$26,554	\$26,994	\$26,578	\$28,811	\$29,372	\$29,955	\$31,900	\$31,771	\$31,847

Key Research Findings

Working in Canada⁷

Heavy-Duty Equipment Mechanics (NOC 7312)

- **Employment Rating by Region**

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

- **Wage Range by Region:**

Location	Wage (\$/hr)		
	Low	Median	High
Ontario	15.00	25.00	33.20
Hamilton--Niagara Peninsula Region	15.00	25.00	33.20
Kingston - Pembroke Region	N/A	N/A	N/A
Kitchener--Waterloo--Barrie Region	15.00	25.00	33.20
London Region	15.00	25.00	33.20
Muskoka-Kawarthas Region	15.00	25.00	33.20
Northeast Region	18.00	29.00	33.60
Northwest Region	15.00	25.00	33.20
Ottawa Region	N/A	N/A	N/A
Stratford--Bruce Peninsula Region	N/A	N/A	N/A
Toronto Region	15.00	25.00	33.20
Windsor-Sarnia Region	15.00	25.00	33.20

⁷"Heavy-Duty Equipment Mechanics (NOC 7312)." *Working in Canada*. N.p., 23 May 2012. Web. 14 June 2012.

<http://www.workingincanada.gc.ca/report-eng.do;jsessionid=0D6580C68559EC938779D7FA4846866D.imnav9?area=8792&lang=eng&noc=7312&s=1#report_tabs_container2>.

Key Research Findings

Competitive Analysis⁸

• **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

- For certificate offerings Fleming has far better conversion ratios than Conestoga who have nothing from 2010-on
- Fleming has had over **120** students apply each year and a minimum of **33** register out of that

Diploma

- For Motive Power Technician, in 2011 Durham's conversion ratio was equal to the system's conversion ratio (**4:1**)
- In 2011, La Cite has the highest conversion ratio (**2:1**) and Niagara has the lowest (**7:1**)
- For Heavy Equipment Technician, Boreal had the highest conversion ratio (**2:1**) and Cambrian had the lowest (**12:1**)

Certificate

Program: 46705 - MOTIVE POWER TECHNIQUES - HEAVY EQUIPMENT												
	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio	App. 2012	Reg. 2012	Conversion Ratio
→ CONESTOGA	15	3	5:1	0	0		0	0		0	0	
FLEMING	149	51	3:1	135	45	3:1	125	33	4:1	124	40	3:1
Total	164	54	3:1	135	45	3:1	125	33	4:1	124	40	3:1

⁸ Application data obtained from OCAS College Count Cube October 19, 2011

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

Diploma

Program: 56405 - MOTIVE POWER TECHNICIAN															
	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	185	60	3:1	202	60	3:1	201	59	3:1	211	61	3:1	203	60	3:1
CAMBRIAN	84	14	6:1	103	30	3:1	123	36	3:1	96	22	4:1	109	27	4:1
CANADORE	112	20	6:1	128	32	4:1	134	38	4:1	140	39	4:1	123	28	4:1
CENTENNIAL	559	164	3:1	427	120	4:1	410	128	3:1	376	98	4:1	498	143	3:1
COLLÈGE BORÉAL	0			1			30	8	4:1	33	9	4:1	18		
DURHAM	173	55	3:1	110	33	3:1	98	32	3:1	118	33	4:1	120	34	4:1
FANSHAWE	389	108	4:1	346	15	23:1	261	54	5:1	509	146	3:1	533	120	4:1
LA CITÉ COLLÉGIAL	78	19	4:1	46	19	2:1	83	33	3:1	106	36	3:1	108	46	2:1
LOYALIST	73	21	3:1	73			71	16	4:1	72	17	4:1	92	18	5:1
MOHAWK	167	53	3:1	183	43	4:1	200	60	3:1	203	60	3:1	199	49	4:1
NIAGARA	162	32	5:1	170	34	5:1	148	38	4:1	169	37	5:1	190	29	7:1
SAULT	45	3	15:1	13			29	20	1:1	90	20	5:1	48	12	4:1
ST. CLAIR	71	29	2:1	93	39	2:1	102	29	4:1	155	53	3:1	117	32	4:1
ST. LAWRENCE	40			0			45	22	2:1	59	10	6:1	58	19	3:1
Total	2138	578	4:1	1895	425	4:1	1935	573	3:1	2337	641	4:1	2416	617	4:1

Program: 56705 - HEAVY EQUIPMENT TECHNICIAN															
	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
CAMBRIAN	40	1	40:1	56	1	56:1	43	1	43:1	35	2	18:1	46	4	12:1
COLLÈGE BORÉAL	67	15	4:1	42	22	2:1	67	31	2:1	40	20	2:1	36	15	2:1
SAULT	70	17	4:1	61	16	4:1	46	3	15:1	25			3		
Total	177	33	5:1	159	39	4:1	156	35	4:1	100	22	5:1	85	19	4:1

Financial Analysis

• MODERATE

Source: Program Costing Analysis 2010/2011

- Contribution to Overhead: 30.5%
- Program Weight: 1.30
- Funding Unit: 1.20

Key Research Findings

Key Performance Indicators

• **MODERATE**

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

KPI1-Graduation Rate	+7% above system
KPI2-Working	+4% above system
KPI3-Working Related	+9% above system
KPI4-Grad. Satisfaction	Even with system
KPI8-Student Satisfaction-Learning	+3% above system
KPI9-Student Satisfaction- Teachers	Even with system
KPI11-Grad. Satisfaction-Program	+2% above system

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.

Overview of the Profession:

NOC: 7312 (Heavy Duty Equipment Technician)

http://www.workingincanada.gc.ca/print_report-eng.do?noc=7312&area=8792

Description

Heavy-duty equipment mechanics repair, troubleshoot, adjust, overhaul and maintain mobile heavy-duty equipment used in construction, transportation, forestry, mining, oil and gas, material handling, landscaping, land clearing, farming and similar activities. They are employed by companies which own and operate heavy equipment, and by heavy equipment dealers, rental and service establishments, and railway transport companies and urban transit systems.

Job Duties

Heavy-duty equipment mechanics perform some or all of the following duties:

- Check bulldozers, cranes, graders and other heavy construction, agricultural, logging and mining equipment for proper performance and inspect equipment to detect faults and malfunctions
- Diagnose faults or malfunctions using computerized and other testing equipment to determine extent of repair required
- Adjust equipment and repair or replace defective parts, components or systems, using hand and power tools
- Test repaired equipment for proper performance and to ensure that work meets manufacturers' specifications
- Clean, lubricate and perform other routine maintenance work on equipment
- Service attachments and working tools such as harvesting and tillage equipment, blades, ploughs, winches and side booms
- May perform repair work on heavy trucks
- May attach components and adjust new farm equipment.

Heavy-duty and farm equipment mechanics may specialize in specific types of machinery such as combines or tracked vehicles, or in engine overhaul, power shift transmissions, fuel injection, hydraulics or electronics.

Labour Market

Working in Canada

1. Employment potential for the Kawartha Region is “Not available” (Working in Canada)

http://www.workingincanada.gc.ca/print_report-eng.do?noc=7312&area=8792

HRDSC

2. National Outlook – 10-Year Projection (2011-2020)

This occupation (**Heavy-Duty Equipment Mechanics**) is part of a larger occupational group called **Machinery and Transportation Equipment Mechanics (Except Motor Vehicle) (NOC 731)**.

(Note : This occupation includes Heavy-Equipment Technician)

Occupations in this group	Construction Millwrights and Industrial Mechanics (Except Textile) (7311)
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Key Research Findings

	Heavy-Duty Equipment Mechanics (7312) Refrigeration and Air Conditioning Mechanics (7313) Railway Carmen/women (7314) Aircraft Mechanics and Aircraft Inspectors (7315) Machine Fitters (7316) Textile Machinery Mechanics and Repairers (7317) Elevator Constructors and Mechanics (7318)
Employment (non-student) in 2010	177,513
Median Age of workers in 2010	41
Average Retirement Age in 2010	60

- Estimated that there will be more job seekers in this field than job openings for the 2011-2020 periods (job openings are expected to total 77,600. It is expected that 75,688 job seekers will be available to fill these job openings). Job seekers will come from the school system (63%), net mobility (19%) and 8% from immigration
- Over the 2008-2010 period, this occupation experienced a decrease in employment and an increase in unemployment
- According to Employment Ontario http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/7312_e.pdf the Opportunities for employment in this occupation are expected to be average over the period from 2009 to 2013.
- According to Employment Ontario (Estimates 2006), 7% of workers in this group were self-employed, and 95% Full-Time
- Local wage for Muskoka/Kawartha Region :
 - Low: \$15.00 Average: \$25.00 High: \$ 32.20http://www.workingincanada.gc.ca/print_report-eng.do?noc=7312&area=8792

“Occupation Projection for Canada

Over the 2008-2010 period, this occupation experienced a decrease in employment and an increase in the unemployment rate, which is slightly higher than the average for all occupations. The average hourly wage increased slightly. It remained very high compared to other trades. According to key labour market indicators, the number of job seekers was 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 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 **Machinery And Transportation Equipment Mechanics (Except Motor Vehicle)**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **77,600** and **75,688** 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 and demand in this occupation were balanced, it is expected that the number of job seekers will remain sufficient to fill job openings over the 2011-2020 period. The majority of these job openings will arise from retirements. The retirement rate for this occupation will nevertheless be on par with the average, as the average age of workers and the age at

Key Research Findings

which they retire will be comparable to the average ages for all the occupations. The number of job openings resulting from economic growth will be greater than for the 2001-2010 period. In terms of supply, the majority of job seekers over the projection period will come from the school system. It should also be noted that workers from other occupations will continue to represent a major source of labour supply in this occupation. The competitive wages in this occupation will attract skilled and experienced workers from other occupations.”

US Bureau of Labour

<http://www.bls.gov/ooh/installation-maintenance-and-repair/heavy-vehicle-and-mobile-equipment-service-technicians.htm>

Job Outlook

Overall employment of heavy vehicle and mobile equipment service technicians is projected to grow 16 percent from 2010 to 2020, about as fast as the average for all occupations.

As the stock of heavy vehicles and mobile equipment continues to increase, more service technicians will be needed to maintain them. In particular, demand for heavy equipment used in construction, mining, and energy exploration will result in employment growth for service technicians. Growth rates will vary by specialty.

Employment of farm equipment mechanic and service technicians is projected to grow 13 percent, about as fast as the average for all occupations. Demand for farm equipment repairers will be primarily driven by the need for agricultural products to feed a growing population. Demand for other products, such as biofuels, will also increase repairer employment.

Employment of mobile heavy equipment mechanics is projected to grow 16 percent, about as fast as the average for all occupations. Employment growth of mobile heavy equipment mechanics will be spurred by increased construction activity. Population and business growth will result in the construction of more houses, office buildings, roads, bridges, and other structures.

Employment of rail car repairers is projected to grow 17 percent, about as fast as the average for all occupations. Rail car repairers will be needed to accommodate the continued expansion of railways for freight shipping and transportation.

Job Prospects

Most job opportunities will come from the need to replace workers who retire or leave the occupation. Those with certificates from vocational schools or 2-year degrees from community colleges should have very good job opportunities as employers strongly prefer these candidates. Those without formal training will have difficulty finding jobs.

The majority of job openings are expected to be in sectors that sell, rent, or lease heavy vehicles and mobile equipment, where a large proportion of service technicians are employed.

The construction and mining industries, which use large numbers of heavy equipment, are sensitive to fluctuations in the economy. As a result, job opportunities for service technicians in these sectors will vary with overall economic conditions.

Job opportunities for farm equipment mechanics are seasonal, and are, generally, best during warmer months.

Professional Associations:

- Canadian Association of Equipment Distributors (www.caed.org)
- Interprovincial Standards “Red Seal” Program
Red Seal Interprovincial Standards Red Seal Program (www.red-seal.ca)

Key Research Findings

<http://www.red-seal.ca/tr.1d.2@-eng.jsp?tid=101>

[Construction Sector Council](#)

[Ontario Good Roads Association \(OGRA\)](#)

Employment requirements

<http://www5.hrsdc.gc.ca/NOC/English/NOC/2011/QuickSearch.aspx?val65=7312>

- Completion of secondary school is usually required.
- Completion of a three- to five-year apprenticeship program
or
A combination of over four years of work experience in the trade and some high school, college or industry courses in heavy equipment repair is usually required to be eligible for trade certification.
- Heavy-duty equipment technician trade certification is compulsory in Quebec and Alberta and available, but voluntary, in all other provinces and the territories.
- Agricultural equipment technician trade certification is available, but voluntary, in Newfoundland and Labrador, Nova Scotia, Prince Edward Island, New Brunswick, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia.
- Red Seal endorsement is also available to qualified heavy duty equipment technicians and agricultural equipment technicians upon successful completion of the interprovincial Red Seal examination.

Additional information

- The Red Seal endorsement allows for interprovincial mobility.
- Progression to supervisory positions is possible with experience.

Education/Training

http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/7312_e.pdf

(This is geared to Heavy Equipment Mechanic and not Heavy Equipment Technician)

Apprenticeship training programs exist for heavy-duty equipment mechanic and farm equipment mechanic but certification is not a compulsory work requirement for these occupations in Ontario. Interprovincial (Red Seal) trade certification, which allows qualified individuals in these trades to work in other provinces and territories, is also available in Ontario.

Completion of a four-year apprenticeship program or a combination of over four years of work experience

in the trade and some high school, college or industry courses in heavy equipment repair is usually required to be eligible for trade certification.

Entry to apprenticeship requires a job and usually completion of Grade 12. The apprentice applies directly

to the employer, union or joint industry committee for an apprenticeship opening. Students who have completed Grade 10 have an opportunity to become registered apprentices while finishing high school under the Ontario Youth Apprenticeship Program. Alternatively, entry into apprenticeship can be pursued

through pre-apprenticeship training.

The Ontario government supports programs that can help newcomers get their license or certificate in their profession or trade so that they can work in Ontario. For more information, visit the Ministry of

Key Research Findings

Citizenship and Immigration website at <http://www.citizenship.gov.on.ca/english/working/experience/>
Educational Competitors

Fleming College

<http://flemingcollege.ca/programs/heavy-equipment-techniques>

Boreal College

Technicien en réparation de machinerie lourde

(4 semesters)

<http://www.collegeboreal.ca/programmes-cours/etudes-a-temps-plein/technicien-en-reparation-de-machinerie-lourde/>

Boreal College

Heavy Equipment mechanic

(3 semesters -

<http://www.collegeboreal.ca/programs-courses/full-time-studies/heavy-equipment-mechanic/>

Boreal College

Heavy Equipment Mechanic

(4 semesters -

<http://www.collegeboreal.ca/programs-courses/full-time-studies/heavy-equipment-mechanic-repair/>

Cambrian College – Heavy Equipment Techniques

(1 year certificate)

<http://www.cambriancollege.ca/Programs/Programs/201209HDTQ.HTM>

Cambrian College – Heavy Equipment Technician

(Prerequisite – semester 1 & 2 of Heavy Equipment Techniques)

<http://www.cambriancollege.ca/Programs/Programs/201209HDTN.HTM>

Canadore – Motive Power Technician

(3 semester – diploma)

<http://www.canadorec.on.ca/programs-courses/motive-power-technician>

Centennial College – Heavy Duty Equipment Technician

(Co-Op Apprentice 2 years / 6 semesters)

<http://www.centennialcollege.ca/Programs/ProgramOverview.aspx?Program=8205>

Conestoga College – Heavy Equipment Techniques

(Co-Op - Certificate)

<http://www.conestogac.on.ca/fulltime/0461C.jsp>

Conestoga College – Motive Power Technician - Heavy Duty Equipment

<http://www.conestogac.on.ca/fulltime/0737.jsp>

Confederation College – Motive Power Techniques – Heavy Equipment

Key Research Findings

<http://www.confederationnc.on.ca/heavyequip/>

Kemptville College - Agriculture & Heavy Duty Equipment Technician
(Co-Op/Apprenticeship) (4 semesters)

<http://www.kemptvillec.uoguelph.ca/agriculturecoop.html>

Kemptville College – Diesel Equipment Mechanic
(Certificate – 2 semesters)

<http://www.kemptvillec.uoguelph.ca/diesel.html>

Northern College – Heavy Equipment Techniques
(2 semesters – certificate)

<http://www.northernc.on.ca/heavy-equipment>

Northern College – Motive Power Technician – Heavy Equipment
(4 semesters – diploma)

<http://www.northernc.on.ca/motive-heavy-equipment>

Northern College – Heavy Duty Equipment Technician Apprenticeship

<http://www.northernc.on.ca/equipment-technician>

Sault College - Motive Power Fundamentals - Heavy Equipment and Truck Repair (5085)

1 Year - 2 Semesters Ontario College Certificate

<http://www.saultcollege.ca/Programs/Programs.asp?progcode=5085&cat=overview&groupcode=AUM#bd-header>

Sault College - Motive Power Technician - Advanced Repair (4044)

2 years – 4 semesters

<http://www.saultcollege.ca/Programs/Programs.asp?progcode=4044&cat=overview&groupcode=AUM#bd-header>

College	APS	APS Title	MTCU	MTCU Title	WT	FU	TF
BORE	1126	Technicien En Réparation De Machinerie Lourde	56705	Heavy Equipment Technician	1.80	2.10	2.00
BORE	1135	Techniques des véhicules automobiles	56405	Motive Power Technician	1.30	2.60	2.00
CAMB	1211	Heavy Equipment Technician	56705	Heavy Equipment Technician	1.80	2.10	2.00
CAMB	1210	Motive Power Techniques - Heavy Equipment	46705	Motive Power Techniques - Heavy Equipment	1.30	1.20	1.00
CANA	1158	Motive Power Technician	56405	Motive Power Technician	1.30	2.60	2.00
CENT	1089	Motive Power Technician - Technical	56405	Motive Power Technician	1.30	2.60	2.00

Key Research Findings

CONF	1084	Motive Power Techniques - Heavy Equipment	46705	Motive Power Techniques - Heavy Equipment	1.30	1.20	1.00
CONF	1135	Motive Power Techniques - Equipment Systems	46705	Motive Power Techniques - Heavy Equipment	1.30	1.20	1.00
CONS	1237	Motive Power Fundamentals	46405	Motive Power Fundamentals	1.30	1.10	1.00
CONS	1197	Motive Power Technician	56405	Motive Power Technician	1.30	2.60	2.00
CONS	1262	Motive Power Technician – Heavy Duty Equipment	56405	Motive Power Technician	1.30	2.60	2.00
CONS	1223	Heavy Equipment Techniques	46705	Motive Power Techniques - Heavy Equipment	1.30	1.20	1.00
NORT	1226	Motive Power Technician - Heavy Equipment	56405	Motive Power Technician	1.30	2.60	2.00
NORT	1209	Heavy Equipment Techniques	46705	Motive Power Techniques - Heavy Equipment	1.30	1.20	1.00
SAUL	1183	Motive Power Technician - Advanced Repair	56405	Motive Power Technician	1.30	2.60	2.00
SAUL	1184	Motive Power Fundamentals - Heavy Equipment & Truck Repair	46705	Motive Power Techniques - Heavy Equipment	1.30	1.20	1.00
SSFL	1184	Heavy Equipment Techniques	46705	Motive Power Techniques - Heavy Equipment	1.30	1.20	1.00

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Employment Postings:

Job Number: 6476120

Title: Diesel mechanic helper (Shop Help) ([NOC: 7612](#))

Terms of Employment: Permanent, Full Time, Evening

Salary: \$13.00 Hourly for 44 hours per week, Group Insurance Benefits

Anticipated Start Date: As soon as possible

Location: Etobicoke, Ontario (1 vacancy)

Skill Requirements:

Education: Completion of high school

Credentials (certificates, licences, memberships, courses, etc.): Driver's licence

Key Research Findings

Experience: No experience

Languages: Speak English, Read English, Write English

Trades Helper Experience: Maintenance

Area of Specialization: Heavy equipment, Motor vehicles

Weight Handling: Up to 23 kg (50 lbs)

Specific Skills: Move tools, equipment and other materials, Clean work areas and equipment, Perform miscellaneous labouring activities to help tradespersons, apprentices and other workers as directed

Security and Safety: Bondable

Own Tools/Equipment: Steel-toed safety boots

Work Conditions and Physical Capabilities: Combination of sitting, standing, walking, Bending, crouching, kneeling

Work Site Environment: Noisy, Dusty

Transportation/Travel Information: Own transportation, Valid driver's licence, Own vehicle, Drive manual transmission vehicle

Essential Skills: Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Job task planning and organizing

Employer: U-Pak Disposals

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# Key Research Findings

**Job Number:** 6483081

**Title:** Heavy equipment mechanic (#1761) ([NOC: 7312](#))

**Terms of Employment:** Permanent, Full Time, Day

**Salary:** \$28.00 to \$40.00 Hourly for 40 hours per week, Medical Benefits, Dental Benefits, Disability Benefits, Life Insurance Benefits, Group Insurance Benefits

**Anticipated Start Date:** As soon as possible

**Location:** Timmins area, Ontario (1 vacancy)

**Skill Requirements:**

**Education:** Completion of college/CEGEP/vocational or technical training

**Credentials (certificates, licences, memberships, courses, etc.):** Heavy Duty Equipment Mechanic Trade Certification, 4th Period Apprentice, Heavy-Duty Equipment Technician Red Seal Endorsement

**Experience:** 3 years to less than 5 years

**Languages:** Speak English, Read English, Write English

**Major Work Area:** Repair, Overhaul, Maintenance, Service, Recondition

**Type of Equipment Repair:** Heavy construction equipment

**Diesel Engine Repair Specialization:** Fuel injection systems, Exhaust systems, Cooling systems, Lubrication systems, Engine control systems, Major internal engine repairs or overhaul, Installation and alignment of engines and machinery

**Mechanical Repair Specialization:** Mechanical transmissions, Drive trains and final drives, Hydraulic transmissions, Power take-offs, Tracked vehicle suspensions and steering, Vehicle brake systems, Off-road vehicle tires and wheels

**Powered Equipment Repair Specialization:** Hydraulic-operated working attachments

**Weight Handling:** Up to 45 kg (100 lbs)

**Specific Skills:** Troubleshoot and inspect equipment to detect faults and malfunctions, Determine extent of repair required, Adjust equipment and repair or replace defective parts, Test repaired equipment for proper performance, Clean, lubricate and perform other maintenance work, Service attachments and working tools

**Additional Skills:** Instruct apprentices, Keep maintenance reports and documentation, Welding experience



# Key Research Findings

**Own Tools/Equipment:** Tools, Steel-toed safety boots, Safety glasses/goggles, Gloves

**Work Conditions and Physical Capabilities:** Physically demanding, Attention to detail

**Transportation/Travel Information:** Own transportation

**Work Location Information:** In shop

**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

**Employer:** Maizis & Miller Consultants (Placement Agency)

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Job Number: 6480291

Title: Parts technician (Certified Parts Advisor - Heavy Equipment) ([NOC: 1472](#))

Terms of Employment: Permanent, Full Time, On Call, Overtime, Weekend, Day

Salary: \$38,000.00 to \$48,000.00 Yearly for 40 hours per week, Bonus, Life Insurance Benefits, Group Insurance Benefits, Pension Plan Benefits

Anticipated Start Date: As soon as possible

Location: Mississauga, Ontario (1 vacancy)

Skill Requirements:

Education: Completion of college/CEGEP/vocational or technical training

Credentials (certificates, licences, memberships, courses, etc.): Partsperson Trade Certification

Experience: 2 years to less than 3 years

Languages: Speak English, Read English, Write English

Business Equipment and Computer Applications: Windows, Electronic Mail, Spreadsheet software, Internet browser

Typing (Words Per Minute): 0 - 40 wpm

Weight Handling: Up to 23 kg (50 lbs)

Work Setting: Construction company, Retail establishment, Wholesale establishment, Repair shop

Parts Specialization: Heavy equipment

Key Research Findings

Specific Skills: Receive, unpack and sort incoming parts, supplies and materials, Identify, label and catalogue items received, Store items in warehouse, tool room or supply area, Process incoming requisitions, Issue and distribute parts and supplies for internal use, Ship, deliver or pick up parts, products or equipment, Dispatch deliveries, Prepare requisition orders to replenish parts and supplies, Prepare and track work orders, Advise on use and appropriateness of goods or parts, Maintain records on inventory control system, Sell spare and replacement parts, Answer customer inquiries, Handle cash transactions

Additional Skills: Set-up displays of retail parts and accessories, Answer telephone and relay telephone calls and messages, Schedule mechanics, Perform general office duties, Clean and maintain office, supply area or warehouse

Security and Safety: Criminal record check

Work Conditions and Physical Capabilities: Fast-paced environment, Work under pressure, Tight deadlines, Repetitive tasks, Manual dexterity, Attention to detail, Bending, crouching, kneeling

Transportation/Travel Information: Valid driver's licence, Own transportation

Work Location Information: In shop

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

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**Job Number:** 6477969

**Title:** Mechanic helper, heavy equipment (Trailer Mechanic) ([NOC: 7612](#))

**Terms of Employment:** Permanent, Full Time, Shift, Weekend, Day, Night, Evening

**Salary:** \$12.00 to \$20.00 Hourly for 40 hours per week

**Anticipated Start Date:** As soon as possible

**Location:** Concord, Ontario (2 vacancies )

**Skill Requirements:**

**Education:** Completion of high school

**Credentials (certificates, licences, memberships, courses, etc.):** Driver's licence

**Experience:** 3 years to less than 5 years

**Languages:** Speak English, Read English, Write English

**Trades Helper Experience:** Maintenance, Repair

**Area of Specialization:** Motor vehicles

**Weight Handling:** Up to 23 kg (50 lbs)

# Key Research Findings

**Specific Skills:** Move tools, equipment and other materials, Clean work areas and equipment, Signal safety procedures to other workers and to the general public, Perform miscellaneous labouring activities to help tradespersons, apprentices and other workers as directed

**Security and Safety:** Criminal record check, Driver's validity license check

**Own Tools/Equipment:** Steel-toed safety boots, Hard hat

**Work Conditions and Physical Capabilities:** Physically demanding, Manual dexterity, Combination of sitting, standing, walking, Bending, crouching, kneeling

**Work Site Environment:** Noisy, Dusty

**Transportation/Travel Information:** Own transportation, Valid driver's licence

**Work Location Information:** In shop

**Essential Skills:** Reading text, Writing, Oral communication, Working with others, Problem solving, Significant use of memory, Continuous learning

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Key Research Findings

Journeyman Heavy Equipment Technician About the Job

Description: Experienced Heavy Equipment Technicians are needed for an immediate opening in Calgary. Those with field experience or extensive engine and generator experience will be given strong preference. These positions are available with an industry leader that will provide ongoing training to ensure their technicians are the highest trained. This role will involve working in shop and in the field primarily on construction and mining equipment. The shop and service trucks are well equipped with the latest in diagnostic and shop tools. There is a lot of room for advancement within the company for those with aspirations of moving into supervisory and management roles down the road. Journeyman Heavy Equipment Technician certification is a requirement for these positions.

Compensation: \$38.00 - \$43.00/hour. Extras include annual tool and boot allowance, comprehensive benefits and pension plan.

Shifts: 7:30am - 7:30pm, 4 days on 4 days off.

We encourage all who are qualified and interested to apply in confidence, however, only those in consideration will be contacted for this role.

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## Heavy Equipment Field Technician - \$48.50/Hour About the Job

**Description:** An experienced Heavy Equipment Technician is required to perform repairs and maintenance to Construction and Mining equipment in the field. This role will be based out of Edmonton but will involve travel throughout Western Canada including to Fort McMurray. While working outside of Edmonton all accommodations and travel expenses will be covered by the company. Travel time will be paid at regular rate but will not count toward overtime. To be considered for this role you must have several years of field experience, a valid drivers license with clean abstract as well as a Red Seal Heavy Equipment Technician license. Those with extensive CAT and Komatsu mining equipment experience and training will be given preference.

**Compensation:** \$48.50/hour. In addition to wages there is also travel allowance, accommodations provided, group benefits plan, matching RRSP plan, tool allowance and an education

# Key Research Findings

assistance plan.

**Shifts:** Must be flexible.

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Heavy Equipment Technician

About the Job

Wajax Power Systems is one of North America's largest and most trusted distributors of large diesel/natural gas engines and transmission brands.

Are you **energetic, dedicated, and driven** by your success and the success of those around you?

Are you **are team player**? Are you a **talented communicator** and **collaborator** with a **positive attitude**? If this is you and you're looking to make a mark at Wajax Power Systems then you need to apply.

What's in it for you?

- **Competitive wages and benefits including a pension plan, medical, dental, vision, RRSP and so much more**
- **Company-paid Factory accredited training and room to grow**
- **Career and Branch to Branch opportunities**

The ideal candidate:

- Has a Journeyperson Heavy Equipment Technician certificate or enrolled in an accredited apprenticeship program
 - Experience in servicing and troubleshooting MTU, Detroit Diesel Engines, Allison Transmissions and/or Power Generation equipment would be an asset
 - Has strong diagnostic abilities
 - Is currently licensed in the Commercial Vehicle Inspection Program (CVIP) or willing to enroll
 - Has previous repower or fabrication experience
 - Works effectively in a fast-paced team environment
 - Has excellent communication and computer skills with a strong customer service focus
- Holds a valid Driver's License and clean Driver's Abstract

Individuals who believe they have the necessary skills and initiative for this role are asked to submit their resume and cover letter to:

Human Resources, Wajax Power Systems
10 Diesel Drive,
Toronto, ON M8W 2T8
E-mail: wpsccareers@wajax.com

Wajax Power Systems is an Equal Opportunity Employer. We welcome diversity and encourage applications from all qualified individuals. Resumes will be kept confidential and on file for six months.

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# Key Research Findings

## Heavy Equipment Technician - Field Service About the Job

- Description:** Heavy Equipment Technicians experienced in repairing construction and forestry equipment are needed to join a large multi national company. The ideal candidate will have their Heavy Equipment Technician Certification and experience working on a variety of equipment such as excavators, loaders, bunchers, and log loaders. Mechanics must also be able to diagnose faults and repair or replace all defective equipment parts, components or systems serviced at customer locations.
- Compensation:** \$36. 50 - \$40.25/hour. Wage range is based on experience with field premiums. The package includes full benefits and all Field Technicians are able to take the service truck home as well.
- Shifts:** Days: 7:30am - 4:00pm. Monday to Friday. Overtime is paid after 40 hours per week.

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