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

Powered Lift Technician

Student Demand	NOT AVAILABLE

Labour Market	• MODERATE

Employment Ontario[1]

Motorcycle and Other Related Mechanics (NOC – 7334)

- Employment Ontario Rating (2009-2013):
  - **Average**
- Education and Training
  - "Completion of secondary school is usually required"
  - "For motorcycle mechanics, completion of a three- to four-year apprenticeship program or a combination of over three years of work experience in the trade and some high school or college courses in motorcycle repair is usually required to be eligible for trade certification"
  - "Motorcycle mechanic trade certification is compulsory in Ontario"
  - "Other mechanics in this unit group may require several years of on-the-job training"
  - "Interprovincial trade certification (Red Seal) is also available for qualified motorcycle mechanics"
  - "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 Citizenship"
- Demand
  - "Opportunities for employment in this occupation are expected to be average over the period from 2009 to 2013."
  - "This is a small occupational group and only a few opportunities are expected to result from employment growth and replacement needs due to retirements. Many of the job openings for this occupation will result from the need to replace experienced mechanics who are expected to transfer to other occupations, retire, or stop working for other reasons."
  - "An increase in the population of retired people is expected to increase the number of people who have leisure time and income to spend on recreational equipment such as motorcycles and all-terrain vehicles."
  - "In addition, continued motorcycle use among 18-24 -year-olds will contribute to rising motorcycle sales."

[1] "7334 Motorcycle and Other Related Mechanics." *Employment Ontario*. N.p., n.d. Web. 9 Aug. 2012. <http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/7334_e.pdf>.

Key Research Findings

- "The need for mechanics to maintain and repair motorcycles and recreational equipment is expected to increase with sales. At the same time however, technological advancements have improved the quality and durability motorcycles and other small engine equipment and have constrained demand for servicing and repairs."

- "Those with formal training, good diagnostic and problem-solving skills and training in basic electronics and computer courses will have the best job prospects. Employers prefer mechanics who have knowledge of emissions-reducing technology as the government increases regulation of the emissions produced by small engines. This occupation is impacted during an economic downturn as people tend to postpone non-essential maintenance and repairs. However, employers usually cut back on hiring new workers rather than lay off current staff."

HRSDC[2]

Motorcycle and Other Related Mechanics (NOC – 7334)

- Job Openings (2011/2020): **10,304**
- Job Seekers(2011/2020): **8,710**
- Post Secondary Education Graduates: **7,658 (88%)**

- "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 job openings will arise from retirements although the retirement rate is comparable to the average. Employment growth due to economic activity will be very weak. Expansion demand will be weaker over the 2011-2020 period than over the 2001-2010 period. This occupation experienced a certain boom during the years before the last recession because of the strong growth in the construction sector and the overall strength of the economy. However, in the coming years, the slowdown in activity in the construction industry and, more generally, the real estate market, will limit the new job openings in this occupation. In terms of supply, nearly all job seekers in this occupation will come from the school system."

[2] "Other Mechanics (733)." *Human Resources and Skills Development Canada*. N.p., n.d. Web. 9 Aug. 2012. <http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=103>.

Key Research Findings

US Bureau of Labour[3]

Small Engine Mechanics (SOC – 49-3053)

- Employment Growth (2010/2020): **Increase 21%**
  - **68,800**(2010) to **83,100**(2020)

- "Employment of small engine mechanics is expected to grow 21 percent from 2010 to 2020, faster than the average for all occupations. Employment growth will vary be specialty."

- "Employment of motorcycle mechanics is expected to grow 24 percent, faster than the average for all occupations. The number of registered motorcycles has increased steadily in recent years, leading to corresponding greater demand for motorcycle repair services. This trend is expected to continue, leading to new job opportunities for motorcycle mechanics. Most new jobs will continue to be in the motorcycle dealer industry, as service operations are an important aspect of business for many firms in this industry."

- "Employment of motorboat mechanics is expected to grow 21 percent, faster than the average for all occupations. Although the retail boat industry, the primary employer of motorboat mechanics, has consolidated in recent years, demand for repair services is expected to rise as boat engines become increasingly sophisticated."

- "Employment of outdoor power equipment mechanics is expected to grow 19 percent, about as fast as the average for all occupations. Demand for repair services is expected to rise as outdoor power equipment becomes more complex. Most new jobs are projected in the industries that are related to lawn and garden care, in which small engine equipment is frequently used and regular servicing of that equipment is required."

- "Job opportunities are expected to be very good for candidates with formal training. Those without formal training can expect to face strong competition for jobs."

[3] Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2012-13 Edition*, Small Engine Mechanics, on the Internet at http://www.bls.gov/ooh/installation-maintenance-and-repair/small-engine-mechanics.htm (visited *August 09, 2012*).

Key Research Findings

Working in Canada[4]

Motorcycle and Other Related Mechanics (NOC – 7334)

- Ontario Rating: **Not Available**

- **Wage Range by Region:**

Location	Wage ($/hr)		
	Low	Median	High
Ontario	12.00	18.31	26.00
Hamilton--Niagara Peninsula Region	12.00	20.00	26.00
Kingston - Pembroke Region	N/A	N/A	N/A
Kitchener--Waterloo--Barrie Region	12.75	18.17	27.00
London Region	N/A	N/A	N/A
Muskoka-Kawarthas Region	N/A	N/A	N/A
Northeast Region	N/A	N/A	N/A
Northwest Region	N/A	N/A	N/A
Ottawa Region	N/A	N/A	N/A
Stratford--Bruce Peninsula Region	12.00	18.30	26.00
Toronto Region	12.00	20.00	28.00
Windsor-Sarnia Region	N/A	N/A	N/A

Competitive Analysis	NOT AVAILABLE

Financial Analysis	NOT AVAILABLE

Source: Program Costing Analysis 2010/2011

- Contribution to Overhead: -
- Program Weight: -
- Funding Unit: -

Key Performance Indicators	NOT AVAILABLE

Resource Analysis

Equipment

Staffing

Space

[4] "Motorcycle and Other Related Mechanics (NOC 7334)." *Working in Canada*. N.p., n.d. Web. 9 Aug. 2012. <http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=7334&action=final&ln=p®ionKeyword=Peterborough%2C+Ontario&s=1&source=0&titleKeyword=motorcycle+mechanic#wages>.

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:

Motorcycle and Other Related Mechanics

NOC 7334

Description

Mechanics in this unit group test, repair and service motorcycles, motor scooters, snowmobiles, forklifts and all-terrain vehicles. They are employed by service shops of motorcycle dealers and retailers and by independent service establishments.

Included Job Titles

all-terrain vehicle repairer, forklift mechanic, industrial truck repairer, motor scooter repairer, motorcycle mechanic, motorcycle mechanic apprentice, snowmobile repairer.

Job Duties

Mechanics in this unit group perform some or all of the following duties:

- Review work orders and discuss work to be performed with supervisor
- Inspect and test engine and other mechanical components using test devices to diagnose and isolate faults
- Adjust, repair or replace mechanical or electrical system parts and components using hand tools and equipment
- Test and adjust repaired systems for proper performance
- Perform scheduled maintenance service on equipment
- Advise customers on work performed and general condition of equipment
- Determine estimates of repair cost
- **May repair and rebuild hoisting mechanism and other mechanical systems on industrial trucks and forklifts.**

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7334 Motorcycle, all-terrain vehicle and other related mechanics

National Occupational Classification · 2011

Mechanics in this unit group test, repair and service motorcycles, motor scooters, snowmobiles, forklifts and all-terrain vehicles. They are employed by service shops of motorcycle dealers and retailers and by independent service establishments.

Example titles

all-terrain vehicle repairer

Key Research Findings

forklift mechanic
industrial truck repairer
motor boat mechanic
motorcycle mechanic
motorcycle mechanic apprentice
motor scooter repairer
outboard motor mechanic
snowmobile repairer

Main duties

Mechanics in this unit group perform some or all of the following duties:

· Review work orders and discuss work to be performed with supervisor
· Inspect and test engine and other mechanical components using test devices to diagnose and isolate faults
· Adjust, repair or replace mechanical or electrical system parts and components using hand tools and equipment
· Test and adjust repaired systems for proper performance
· Perform scheduled maintenance service on equipment
· Advise customers on work performed and general condition of equipment
· Determine estimates of repair cost
· **May repair and rebuild hoisting mechanism and other mechanical systems on industrial trucks and forklifts.**

Employment requirements

· Completion of secondary school is usually required.
· For motorcycle mechanics, completion of a three- to four-year apprenticeship program
Or A combination of over three years of work experience in the trade and some high school or college courses in motorcycle repair is usually required to be eligible for trade certification.
· Motorcycle mechanic trade certification is compulsory in Ontario and Alberta and available, but voluntary, in Newfoundland and Labrador, Nova Scotia, Prince Edward Island, New Brunswick and British Columbia.
· Other mechanics in this unit group may require several years of on-the-job training.
· Red Seal endorsement is also available to qualified motorcycle mechanics upon successful completion of the interprovincial Red Seal examination.

Additional information

· The Red Seal endorsement allows for interprovincial mobility.
· There is mobility among some occupations in this unit group.
· Progression to supervisory positions is possible with experience.

Labour Market

Working in Canada

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

Key Research Findings

http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=7334&action=final&regionKeyword=Lindsay%2C+Ontario&s=2&source=0&titleKeyword=forklift+mechanic#report_tabs_container2

HRDSC

2. National Outlook – 10-Year Projection (2011-2020)
   http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=103

This occupation (Powered Lift Technician) is part of a larger occupational group called Motorcycle, all-terrain vehicle and other related mechanics 7334 which falls under another occupational group called **Other Mechanics** (**NOC 733**).

Occupations in this group	Oil and Solid Fuel Heating Mechanics (7331) Electric Appliance Servicers and Repairers (7332) Electrical Mechanics (7333) Motorcycle and Other Related Mechanics (7334) Other Small Engine and Equipment Mechanics (7335)
Employment (non-student) in 2010	30,601
Median Age of workers in 2010	41.5
Average Retirement Age in 2010	59

3. Estimated that there will be sufficient number of seekers in this field to fill job openings for the 2011-2020 periods (job openings are expected to total **10,304**. It is expected that **8,710** job seekers will be available to fill these job openings). Nearly all job seekers will come from the school system (88%) with 9% from immigration
4. Over the 2006-2008 period, this occupation experienced a slight increase in employment and an increase in the unemployment rate. However, the average hourly wage increased at a rate higher than the rate for all occupations. They key labour market indicators suggest that the number of job seekers was sufficient to fill job openings.
5. According to Employment Ontario the Opportunities for employment in this occupation are expected to be average over the period from 2009 to 2013.
   http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/7334_e.pdf

Key Research Findings

6. According to Employment Ontario (Estimates 2006), 12% of workers in this group were self-employed, and 92% Full-Time
   http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/7334_e.pdf
7. Local wage for Peterborough/Kawartha Region 2010: Not available

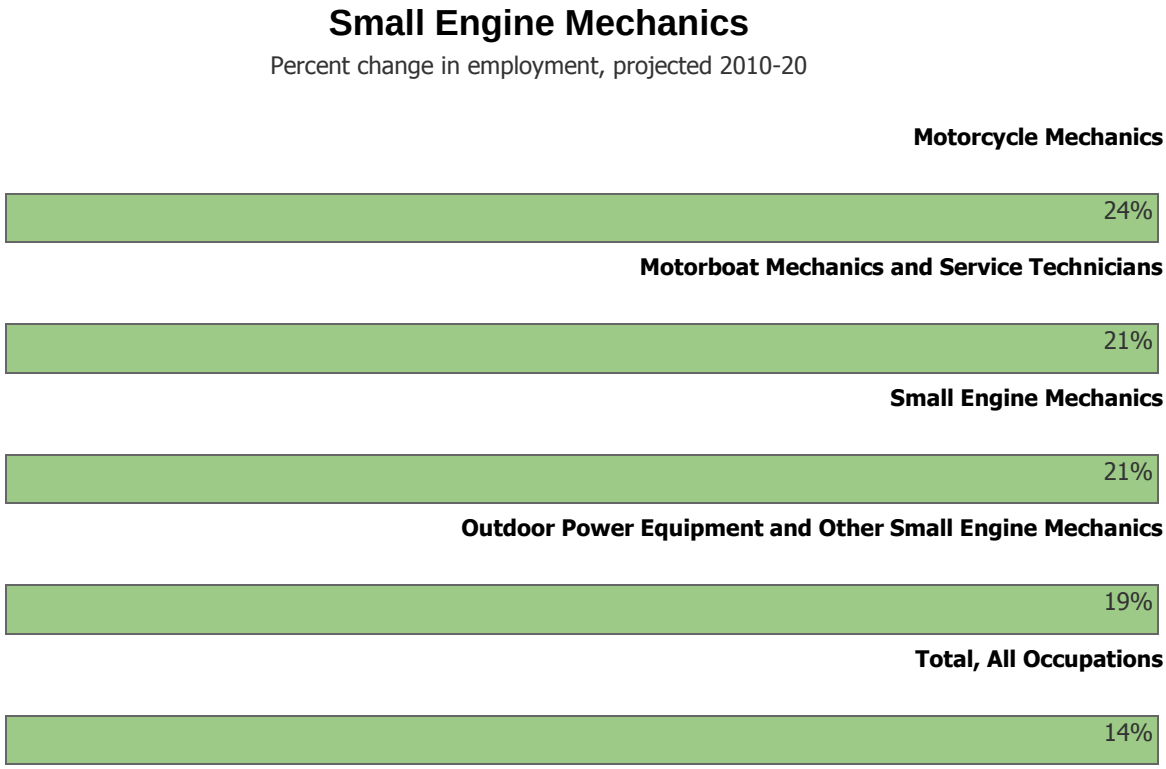
   http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=7334&action=final&regionKeyword=Lindsay%2C+Ontario&s=1&source=0&titleKeyword=forklift+mechanic#report_tabs_container2

US Bureau of Labour

(Closest match I could find was small engine mechanic)

http://www.bls.gov/ooh/installation-maintenance-and-repair/small-engine-mechanics.htm#tab-2

Job Outlook



Note: All Occupations includes all occupations in the U.S. Economy.
Source: U.S. Bureau of Labor Statistics, Employment Projections program

Employment of small engine mechanics is expected to grow 21 percent from 2010 to 2020, faster than the average for all occupations. Employment growth will vary be specialty.

Employment of motorcycle mechanics is expected to grow 24 percent, faster than the average for all occupations. The number of registered motorcycles has increased steadily in recent years, leading to

Key Research Findings

corresponding greater demand for motorcycle repair services. This trend is expected to continue, leading to new job opportunities for motorcycle mechanics. Most new jobs will continue to be in the motorcycle dealer industry, as service operations are an important aspect of business for many firms in this industry.
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Employment of outdoor power equipment mechanics is expected to grow 19 percent, about as fast as the average for all occupations. Demand for repair services is expected to rise as outdoor power equipment becomes more complex. Most new jobs are projected in the industries that are related to lawn and garden care, in which small engine equipment is frequently used and regular servicing of that equipment is required.

Job Prospects

Job opportunities are expected to be very good for candidates with formal training. Those without formal training can expect to face strong competition for jobs.

Employment projections data for small engine mechanics, 2010-20

Occupational Title	SOC Code	Employment, 2010	Projected Employment, 2020	Change, 2010-20		Employment by Industry
				Percent	Numeric	

SOURCE: U.S. Bureau of Labor Statistics, Employment Projections program

Professional Associations:

Interprovincial Standards Red Seal Program (http://www.red-seal.ca/

Employment Requirements (for Motorcycle, all-terrain vehicle and other related mechanics)

Employment requirements

- Completion of secondary school is usually required.
- For motorcycle mechanics, completion of a three- to four-year apprenticeship program
  or
  A combination of over three years of work experience in the trade and some high school or college courses in motorcycle repair is usually required to be eligible for trade certification.
- Motorcycle mechanic trade certification is compulsory in Ontario and Alberta and available, but voluntary, in Newfoundland and

Key Research Findings

Labrador, Nova Scotia, Prince Edward Island, New Brunswick and British Columbia.

- Other mechanics in this unit group may require several years of on-the-job training.

- Red Seal endorsement is also available to qualified motorcycle mechanics upon successful completion of the interprovincial Red Seal examination.

Additional information

- The Red Seal endorsement allows for interprovincial mobility.
- There is mobility among some occupations in this unit group.
- Progression to supervisory positions is possible with experience.

Education / Training

- • Completion of secondary school is usually required.
- • For motorcycle mechanics, completion of a three- to four-year apprenticeship program or A
- combination of over three years of work experience in the trade and some high school or college
- courses in motorcycle repair is usually required to be eligible for trade certification.
- • Motorcycle mechanic trade certification is compulsory in Ontario.
- • Other mechanics in this unit group may require several years of on-the-job training.
- • Interprovincial trade certification (Red Seal) is also available for qualified motorcycle mechanics.
- 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 Citizenship and
- Immigration website at http://www.citizenship.gov.on.ca/english/working/experience/

http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/7334_e.pdf

Educational Competitors

(Can't find any Ontario College competitors – also it is not offered by us at this time)

Okanagan College – Certificate 35 week
http://www.okanagan.bc.ca/AssetFactory.aspx?did=1645

Forklift Technician
This program introduces students to many aspects of the trade including safety, operation, maintenance, troubleshooting and repair of forklifts, loader systems, and components. Students will also have the opportunity to receive other certificates including: Forklift Operator, Propane Filling, Propane Equipment Installation, CFC, and AC Retrofit as well as Air Brake Endorsement.

Private Institutions

Key Research Findings

Most of the schools on this list offer "Forklift Training" which, it seems is Forklift driving not Forklift technician
http://www.ttsao.com/schools_area1.asp

Centennial's Heavy Equipment Technician program includes a course on Hoisting & Rigging Technology
http://www.centennialcollege.ca/Programs/ProgramOverview.aspx?Program=8205

College	APS	APS Title	MTCU	MTCU Title	WT	FU	TF
CENT	1089	Motive Power Technician - Technical	56405	Motive Power Technician	1.30	2.60	2.00

Key Research Findings

Employment Postings:

A search for “Lift technician” found 0 postings for all of Canada at www.jobbank.ca

From other sources:

Hoist Technician

About the Job

Looking for a challenging position with an industry leader, in a relaxed and motivated atmosphere? We are seeking a bright, friendly, hard working team player with excellent communication skills to join our growing team. We offer a dynamic work environment with competitive compensation and a full benefits package.

Job Purpose: Hoist Technician

Duties:

Assembling hoists for shipment, contribute to the team effort by performing other job duties as required.

Skills/Qualifications:

Technical and mechanical skills, customer service, product knowledge, quality focus, problem solving, documentation skills, phone skills, forklift experience

About Kito Canada:

Kito Canada is a leader in Hoist and Crane products, in the Canadian Market.
www.kito.ca

Email to:
rprice@kito.ca

Key Research Findings

HYDRAULIC HOIST ASSEMBLER

Owen Sound (ON)

Salary:
Hourly: min. $16.83

Job Number:
6543322

Terms of Employment:
Permanent
Full-Time

Source:
Job Bank

Anticipated Start Date:
As soon as possible

Number of positions:
1

Job Type
Placement Agency

EMPLOYER

Employer:
The Agency Temporary Employment Services Inc.
Employer Profile: A placement service to employers. We recruit for many types of positions- full time, part time and temporary.
Web Site: http://www.theagencyemployment.com/

JOB REQUIREMENTS

Education Completion of high school ; Completion of college/CEGEP/vocational or technical training
Credentials (certificates, licences, memberships, courses, etc.) Driver's licence
Experience 3 years to less than 5 years
Languages Speak English ; Read English ; Write English
Area of Specialization Assembly ; Installation ; Inspection ; Testing
Area of Assembly Specialization Assemble or connect electrical components
Area of Inspection Specialization Electrical assemblies or wiring
Type of Work Experience Bench
Work Conditions and Physical Capabilities Physically demanding ; Attention to detail

HOW TO APPLY
By e-mail:
marcella.agency@bmts.com

Key Research Findings

HYDRAULIC HOIST ASSEMBLER

Collingwood (ON)

Salary:

Hourly: min. $16.83

Job Number:
6543325

Terms of Employment:
Permanent

Full-Time

Source:
Job Bank

Anticipated Start Date:
As soon as possible

Number of positions:
1

Job Type
Placement Agency

EMPLOYER

Employer: The Agency Temporary Employment Services Inc.

Employer Profile: A placement service to employers. We recruit for many types of positions- full time, part time and temporary.

Web Site: http://www.theagencyemployment.com/

JOB REQUIREMENTS

Education Completion of high school ; Completion of college/CEGEP/vocational or technical training

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

Experience 3 years to less than 5 years

Languages Speak English ; Read English ; Write English

Area of Specialization Assembly ; Installation ; Inspection ; Testing

Area of Assembly Specialization Assemble or connect electrical components

Area of Inspection Specialization Electrical assemblies or wiring

Type of Work Experience Bench

Work Conditions and Physical Capabilities Physically demanding ; Attention to detail

HOW TO APPLY

By e-mail:

marcella.agency@bmts.com

Date Posted:
2012-07-13

Advertised until:
2012-08-02

Key Research Findings

Crane and Hoist Technicians - Tri Cities area, Ontario

Posted date [Jul-13-12] (ID: 14522)

ICC Recruitment Solutions Ltd. » See all jobs by this advertiser

Share on facebookShare on favoritesShare on print| More Sharing ServicesMore

Back|

Our client is currently recruiting for a Crane and Hoist Technicians.

This position is responsible for performing maintenance, repair and rebuilding of cranes and utilities equipment.
The candidate should have experience on digger derricks, bucket trucks, Knuckle and straight boom trucks.
All work will be completed in a safe, efficient and capable manner within a shop environment.
The Technician must be able to diagnose faults or malfunctions and adjust, repair, or replace all defective equipment parts, components or systems serviced.
This requires strong proficiency in reading and interpreting technical manuals relating to manufacturer specifications and warranty environments.
In order to ensure that the work done satisfies manufacturer's specifications, the Technician must also test the repaired equipment for proper performance.
Must be able to work with minimal supervision but also participate in the work of other technicians and apprentices within the shop environment.
Candidate should have a minimum of five (5) to eight (8) years of experience in the field.
They must have a demonstrated ability to efficiently troubleshoot and repair issues in electronic, mechanical, electro/hydraulic systems common to crane utilities equipment products.
The candidate should have good communications skills along with a positive attitude.

Send resume to jordank@iccrecruitment.com

Job Title	Crane and Hoist Technicians - Tri Cities area, Ontario
Company Name	ICC Recruitment Solutions Ltd
Email	jordank@iccrecruitment.com
Category	Category -> Engineering / Architecture
Job Type	Job Type -> Full-Time
Salary	
Location	Tri Cities
Area	Area -> Other Locations

Key Research Findings

Overhead Crane Service Technician

Maxsys - Mississauga, ON
See original job posting at Maxsys »
Full-Time Opportunity

DUTIES & RESPONSIBILITIES:

- Visit customer sites to perform inspections, repairs, and modifications to all types of overhead cranes and hoists, as well as working on-site for the company.
- Resolve emergency breakdown situations
- Complete daily timesheets and inspection reports
- Provide excellent customer service
- Identify customer needs and communicate the sales opportunities to appropriate sales staff
- Ensure employer and customer specific safety procedures are followed at all times

QUALIFICATIONS:

- Journeyman Electrician preferred, will consider Industrial Electrician or Industrial Millwright (preferably with Overhead Crane Repair experience).
- Good mechanical background
- Motor Control experience is an asset
- Fall Protection Training
- Aerial Work Platform Operator Training
- Forklift Operator Training
- Lockout / Tag out – essential for an electrician
- WHMIS Training
- Must possess a valid driver's license
- Ability to take the initiative, prioritize and manage time effectively
- Enthusiastic and team oriented

HOW TO APPLY:
Interested and qualified applicants are invited to submit their resume for consideration by email to:

t.thow@maxsys.ca

While we appreciate your interest in this position, due to a high volume of applicants, only those qualified will be contacted.
Maxsys

Key Research Findings

Key Research Findings