



Labour Market Research & Wages

Table of Contents

Labour Market Research & Wages. Page 3

Job Openings for Heavy Equipment & Crane Operators. Page 3

Job Prospects over the 2011 to 2020 period. Page 4-5

Job Listings for NL / Canada. Page 5

Heavy Equipment Operator. Page 5-6

Crane Operators.. Page 6-7

Operating Engineers, Local 904.. Page 7-8

Resources. Page 8

New Wage Subsidy Program. Page 8-9

Graduate Employment Program.. Page 9

Employment Assistance Services.. Page 10

Job Creation Partnerships Program. Page 10

NL Works. Page 10-11

Companies Who Have Employed OEC Students.. Page 11

Testimonials. Page 12

OEC Graduate Employment Survey 2011-2012.. Page 13

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Labour Market Research & Wages

Newfoundland and Labrador Labour Market Report was released **July 13, 2011**. The report shows an outlook for job prospects in 120 occupations in NL for 2011 to 2020. You can view this report containing all numbers represented in the information below at <http://www.aes.gov.nl.ca/hrle/publications/LMOutlook2020.pdf>.

The information inside the report helps answer questions such as:

- ⊕ What types of jobs are available?
- ⊕ Where will job opportunities be available in the future?
- ⊕ What education and training is required to get a job?
- ⊕ What industries are growing?
- ⊕ How many workers are in the province and what skills do they have?
- ⊕ Where do people work?

The demand for skilled workers has been increasing. The distribution of Employment by Skill Level (**Statistics Canada, Census 2006** - completed every 5 years) for Occupations usually requiring college education or apprenticeship training is **40.5%**. The change in employment by skill level over 5 years increased by 8.7%. The distribution of employment by skill level, NL, 2020 forecast shows a demand of **41.4%** in occupations usually requiring college education or apprenticeship training (*source: HRLE Occupational Demand Forecast - March 2011*).

Included in the job openings (new job growth) between **2011-2020**, **75%** of the jobs are in trades, transportation, and equipment operators. These occupations have strong and above average job prospects. Opportunities will continue to grow as a result of planned project developments, including Hebron and Lower Churchill projects.

During the 2011 to 2015 period, occupations that will experience notably stronger recruitment pressures include **Heavy Equipment Operators**.

Job Openings for Heavy Equipment & Crane Operators

Occupation (Operators)	Reference Year			Job Openings		
	2010	2015	2020	2011-2015	2016-2020	2011-2020
Heavy Equipment	4142	4566	3915	845	-216	629
Crane	451	502	430	114	-12	102

Job Prospects over the 2011 to 2020 period in Newfoundland and Labrador

Newfoundland and Labrador led the country in terms of employment growth in 2010. Employment grew by 3.3% or 7100 people on an average monthly basis, to stand at 219,300 in 2010 - the highest level recorded in the past 35 years. Comparatively, employment grew by 1.4% in Canada between 2009 and 2010.

The following key is provided to assist in the interpretation of Heavy Equipment and Crane job prospects.

Occupations Rated as 1:

It is anticipated that there will be an available work force in the local labour market to fill job openings in these occupations over the next ten years, at the current offered rate of compensation and other current working conditions. While job growth may occur, current trends indicate that the existing labour force will grow to meet demands.

Occupations Rated as 2:

It is anticipated that there will be enough workers available in the local labour market to meet anticipated demands over the next decade, at the current offered rate of compensation and other current working conditions. Labour gaps may arise for several years during the projection period as a result of increased demands during peak construction for various major projects, however, these opportunities will not be sustained over the long-term. Employers will need to actively compete to attract workers during peak periods.

Occupations Rated as 3:

Labour pressures are expected to tighten in these occupations. On average, anticipated labour imbalances will be on par with the overall average for all occupations. Increased participation among non-traditional workers in these occupations will be essential. Employers will need to actively compete to attract and retain the workers they need, with strategies that extend beyond traditional methods. Wages and compensation are likely to increase.

Occupations Rated as 4:

Excess labour demands are anticipated and recruitment pressure in these occupations are anticipated to be strong as a result of new jobs and job openings from retirements, high skill requirements and strong competition from other jurisdictions. Increased participation among non-traditional workers in these occupations will be essential, including immigration and repatriation. Employers will need to use proactive recruitment strategies. Wages and compensation are likely to increase.

Occupations (Operators)	Year									
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Heavy Equipment	4	4	4	4	3	3	3	3	3	3
Crane	3	3	3	3	3	3	3	2	2	3

Job Listings for Newfoundland Labrador / Canada

Listings, Wages, and Tools/Resources are Taken From the following Website Addresses. These are exceptional sites for anyone seeking information on employment and resources. Information contained within these websites can help you find a job or start up a business of your own.

www.workingincanada.gc.ca
www.jobsinnl.ca
www.jobbank.gc.ca
www.iuoe904.com
www.youth.gov.nl.ca
www.aes.gov.nl.ca/lmda/apprenticeship
www.lmiworks.nl.ca/Hotline

The following table shows the name of 1 company out of the # of job postings available around the St. John's area. For more information on each job posting, please see the website addresses listed above. Your individual search can be broken down into different areas/locations.

Occupation	# of Job Postings & Date	Average Wage	Outlook	Name of 1 Company Listing Job	Job Position
Heavy Equipment Operator	2 jobs March 20, 2012	\$22.90	Fair	Alltask Excavating Inc.	Excavator Operator
Mobile Crane Operator	5 jobs March 20, 2012	\$30.00	Fair	Billiard's Trucking & Crane Rental	Boom Truck Crane Operator

Heavy Equipment Operator

A number of factors can affect the wage paid for the same occupation in different Canadian communities such as the geographic location, labour agreements or availability of workers.

The graph displayed on the following page shows the median hourly wage earned in this occupation in comparison to the Canadian median wage across all occupations.

According to the **Labour Force Survey (2009)**, the median hourly wage for Heavy Equipment Operators was **\$22.90**. That is to say that half of all workers in this occupation earned less than this amount and half earned more. The median hourly wage for all occupations was \$21.00.

Community/Area	Wage (\$/hr)			Reference Period
	Low	Average	High	
Newfoundland & Labrador	\$15.00	\$22.90	\$34.70	2009
Fort McMurray, Alberta	\$18.09	\$29.73	\$38.47	2011

In Canada, the occupational demand can vary from one community to another. Occupational demand increases and decreases for a number of reasons: changes in technology, the economy, a growth in natural resources, or a demand for a particular kind of product or service.

Heavy Equipment Operators make up a large occupational group in Newfoundland and Labrador. Heavy Equipment Operators are employed in all regions of the province. However, when compared with all occupations, a larger portion of them are employed in the Central and Labrador regions. Individuals employed in this occupation are older than average. This could potentially result in an increase in job openings due to retirement over the next 5 years.

Employment is mainly in Construction (40%), with remainder in Mining/oil and Gas (24%), Public Administration (21%) and Manufacturing (6%). The fluctuation in numbers employed in this industry confirms the seasonal nature of this occupation.

A **Graduate Follow-Up Survey** was conducted in 2006 by the Department of Advanced Education and Skills and 32% of these people responded to the survey. During the reference week (*June 25 to July 1, 2007*), an average of **97%** of job-seeking respondents were working compared to 84% for all one-year, entry-level programs. The success rate for finding related employment was 63% compared to 61% for all one-year, entry level programs. Overall, results for these programs were above average.

Crane Operators

Community/Area	Wage (\$/hr)			Reference Period
	Low	Average	High	
Newfoundland & Labrador	\$16.25	\$30.00	\$41.20	2009/2010

Crane Operators make up a small occupational group in Newfoundland and Labrador. According to the **2006 Census**, the labour force for this occupation consisted of 235 persons. At this time of the Census (May), 210 of these persons were employed. This was an increase of 31% from 2001 levels. Over the same period, employment in all occupations increased by 7%.

People employed in this occupation work within a variety of industries including Construction (36%), Transportation (23%), and Mining/Oil and Gas (21%).

According to the 2006 Census, the unemployment rate for this occupation was low (11%) compared to 16% for occupations in general. Monthly reporting, November 2008 to October 2009, indicates that the number of persons collecting Employment Insurance benefits ranged from a low of 44 in November to a high of 112 in January. The fluctuation in numbers employed in this industry confirms the seasonal nature of this occupation.

According to the **Labour Force Survey (2009)**, the median hourly wage for Crane Operators was **\$24.20**. That is to say that half of all workers in this occupation earned less than this amount and half earned more. The median hourly wage for all occupations was \$21.00. According to the same survey, the average wage for Crane Operators was \$24.30.

Operating Engineers, Local 904

Successful graduates of the Operating Engineers College who completed a 24-Week Heavy Equipment or Mobile Crane Program will have an opportunity to join the **International Union of Operating Engineers (IUOE), Local 904**. To be recommended, you must achieve a mark of not less than 70% in all program courses; have a record of good standing with the school (tuition fees are paid, attendance and punctuality are acceptable); and conforms with the Code of Behaviour and other rules, regulations and policies of the College.

Procedure

During the final week of your program, a union application will be explained and provided to you; and you will have one year from the end date of your program to submit your application. The College will submit your application to the union, along with a letter of recommendation to be voted on at the earliest general membership meeting. Local 904 will notify you of your acceptance and the procedure to complete your membership status.

There are benefits to becoming a member of Local 904. Becoming a member means you will have access to a **Job Line** where there are postings of jobs for union members. The job line number is **1-855-747-9040**. Anyone can view the job listings to see just what is available in each occupation, what positions are filled and the Collective Agreements for each company.

The wages for each job is dependant on what company is offering employment and the agreement that is put in place. There are many classifications that also reflect what your wages will be. For example, there are 6 periods applicable to being an apprentice, therefore, there are 6 different wage categories (ex: Vale Inco. (May 2010) - 1st period Apprentice, 60% of Group 2 = \$18.58/hr.; 6th period Apprentice, 90% of Group 2 = \$27.87/hr.). There would also be a different rate for a Journeyperson who has years of experience.

Resources

There are many resources you can take advantage of that can help in your search for your desired career path. One site, www.jobbank.gc.ca, can help you make career decisions by giving you helpful tools, such as a career quiz for you to test your skills and see what occupation might be well suited to you. This, among other sections can be found under “**Job Seekers/Workers**” section on the Job Bank Site. You will need to create an account in order to use the tools available on this site: Job Match, Job Alert, Resume Builder and the Career Navigator. There ‘Resume Builder’ can help you with compiling the perfect resume.

New Wage Subsidy Program to Benefit Aspiring Apprentices

Prior to submitting the application for the **Apprenticeship Wage Subsidy Program**, the applicant is required to contact the Department of Advanced Education & Skills (*Industrial Training Division*) to begin the verification process of eligibility for the program. Call 1-877-771-3737 for the officer in your region.

Below is a News Release from Human Resources, Labour and Employment from April 1, 2011 (www.lmiworks.nl.ca/releases/2011).

Building a qualified and skilled workforce to address the future demands of the province’s labour market was the focus of an announcement made today at College of the North Atlantic’s Prince Philip Drive Campus during the Skills Canada - Annual Skilled Career Day.

The Honourable **Darin King**, Minister of Human Resources, Labour and Employment, made the **\$2.6 million** announcement to implement the Apprenticeship Wage Subsidy Program, which is funded in part under the Labour Market Development Agreement and the Labour Market Agreement. The program is a joint initiative of the Department of Human Resources, Labour and Employment and the Department of Advanced Education and Skills.

“The Apprenticeship Wage Subsidy Program will provide apprentices with the opportunity to gain work experience to successfully progress through their training to become journeyperson certified,” said Minister King. “Our government recognizes the increased demand for skilled tradespeople that is developing throughout our province.

As the provincial economy grows and labour market demands increase, we will depend heavily on the individuals who are progressing through the apprenticeship program to ensure our province's success."

Under the program, the financial incentive to employers will help offset salary costs of hiring apprentices. A contribution rate for wage subsidies will be applied to participating apprentices based on their years of experience, as follows: **90%** for first year apprentices; **80%** for the second year; and **60%** for the third and fourth year apprentices.

"This program will help address the difficulties apprentices have had in gaining employment experience, especially those in their first and second year blocks of training," said Honourable **Joan Burke**, Minister of Education.

Priority groups eligible for the funding will include first and second year apprentices, particularly under-represented groups such as women, Aboriginals, persons with disabilities, and youth.

"Through this new program, the Province of Newfoundland and Labrador, as a whole, will benefit from having a larger pool of skilled and certified workers to address growing labour demands," said Minister King. *"In light of impending major construction projects on the horizon, our government feels this investment is timely and will be extremely effective in supporting apprentices and their potential employers throughout the province."*

For additional information about this program and other labour market initiatives of the Provincial Government, visit www.lmiworks.nl.ca or call the Hotline at 1-800-563-6600.

Graduate Employment Program

Not Applicable to graduates of the Operating Engineers College.

The Graduate Employment Program is designed to assist recent post-secondary graduates secure valuable work experience in their field of study. The program must be a minimum duration of **one year**.

Eligible Participants are:

- 👤 individuals who have successfully completed a post-secondary program of a minimum duration of one year (includes degree, diploma, and certificate programs)
- 👤 are currently unemployed or are underemployed (working less than 20 hours per week, or working in an area not related to their field of study)
- 👤 have graduated in the past two years (includes individuals who have completed an apprenticeable trade from a recognized post-secondary institution)

Employment Assistance Services

Employment Assistance Services is a support measure that provides funding to organizations to assist unemployed individuals prepare for, obtain and maintain employment.

Services may include:

- provision and sharing of labour market information;
- employment needs assessment, career planning;
- employment counselling;
- job search skills;
- job placement services;
- development of a Return to Work Action Plan;
- case management, and;
- follow-up of a participant in an employment program

Individuals should contact 1-800-563-6600 for information on where they can receive employment assistance from the nearest Employment Assistance Service provider. For general information and applications, visit www.aes.gov.nl.ca/lmda. A list of offices for each region can be found on this site.

Job Creation Partnerships Program

The **Newfoundland and Labrador Job Creation Partnerships (JCP)** employment program provides opportunities for eligible job seekers to gain meaningful work experience and to develop and maintain the employment skills they need to successfully find long-term employment. These opportunities are made available through the implementation of projects that support communities and local economic development.

The JCP Program is administered by the Department of Human Resources, Labour and Employment (HRLE) under the Canada/Newfoundland and Labrador Market Development Agreement (CA/NL LMDA).

Potential project participants and project sponsors are strongly encouraged to read the entire document prior to applying to the JCP program. HRLE also offers a range of other employment programs. To learn more about these programs, including the ones provided under the CA/NL LMDA, visit: www.aes.gov.nl.ca/LMDA/jcp.htm.

NL Works

NL Works is designed to provide individuals with valuable work experience and skills to improve their employment prospects and attachment to the labour market by providing profit and not for profit employers and making an attachment to the labour market.

Profit and not for profit employers who agree to provide a blend of training and work experience to assist the individual in improving his/her employment prospects and making an attachment to the labour market are eligible as an employer for the NL Works.

Individuals receiving, or eligible to receive Income Support and who are non EI eligible; or unemployed/under-employed individuals who are non EI eligible and actively seeking work are eligible as individuals for the NL Works.

The program is comprised of a Seasonal and Long Term component. Both components provide employers with funding to assist them in creating new employment opportunities. For additional information, call **1-800-563-6600** or visit the web site at www.aes.gov.nl.ca/hrle/.

Companies Who Have Employed OEC Students

Heavy Equipment Operator 24-Week Program

A & A Construction, CBS, NL	Kelly's, Brig Bay, NL
Allard Distributing Limited, Labrador City, NL	Long Harbour, NL
Anthony Construction, Bay Roberts, NL	Marquee Construction, St. John's, NL
B.J. Services, AB	Miller Equipment, St. Phillips, NL
Capital Ready Mix	Pardy's Industrial, Mt. Pearl, NL
Central Ready Mix, Lewisporte, NL	Pennecon
City of St. John's, NL	Professional Paving, St. John's, NL
Clarke's Construction, Paradise, NL	Progressive Paving, Gould's, NL
Coal Mine, AB	Shaw Ventures, NL
Cooper Construction, South Dildo, NL	Taylor's Limited, CBS, NL
D.F. Barnes Services Limited, St. John's, NL	Town of CBS, NL
Department of Highways, Foxtrap, NL	Trident Construction, Mt. Pearl, NL
Farrell's Excavating, Clarke's Beach, NL	Triple A Excavating, NL
Hickey's, NL	Twin City Paving
Humber Valley Construction, NL	Wally Drakes Trucking & Equipment Rentals,
Iron Ore Company of Canada (IOC), NL	Marystown, NL
J & N Excavating, Paradise, NL	Weirs Construction, CBS, NL
Jim Earle's Construction, NL	

Mobile Crane Operator 24-Week Program

ALLCRANE, NL	Mammoet, Canada
Bishop's Crane, St. John's, NL	Max Duffett & Son's, NL
Capital Crane, St. John, NL	North Atlantic Refinery Limited, AB
Coast Guard, St. John's, NL	Parsons Trucking Ltd., NL
Come-by-Chance, NL	Sterling Crane, AB
DCH Crane Rentals Ltd., St. John's, NL	Billiard's Trucking & Crane Rental Ltd., St.
Holden's Transport Limited, St. John's, NL	John's, NL
JD Irving Equipment, NL	Iron Ore Company of Canada (IOC), NL
Long Harbour, NL	

Testimonials from Student at the Operating Engineers College

Crane and Heavy Equipment Testimonials

The following testimonials are from current students and recent graduates.

“I went from knowing nothing to knowledgeable.” (Barb Hawco)

“I have really enjoyed my training at the school and I’m amazed at how much I’ve learned and how comfortable I have become operating the cranes in just 5 months.” (Jackie O’Brien)

“OEC (Operating Engineers College) is a great course! I definitely learned what I needed to know in the field, the theory and I enjoyed every bit of it.” (Travis Hopkins)

“By far one of the best training experiences I have had.” (John Casey)

“So far, so good!” (Unknown)

“There are no better teaching materials than knowledge and experience in the subject you are teaching! My knowledgeable instructors were the most valuable part of my course.” (Robin Dooley)

“The field instructors are very knowledgeable and very friendly.” (Dave Murrin)

“They (the instructors) are very knowledgeable because they know their field of work. I really enjoyed the program.” (Unknown)

“Great experience in learning how to operate some of the equipment.” (Roland Parsons)

“By far the best training I have ever received over my years of training. This training is the best you can have.” (John Casey)

“Yes. If you want to be an Operating Engineer, OEC can help put you on the right track.” (Myron Wheaton)

“Training Program was amazing! Went way too fast though. I have learned a tremendous amount of knowledge and skill that will allow me to excel in this trade. The instructors in this program were outstanding.” (Perry Spurrell)

“My experience here was next to none. The instructors were awesome and they made it easy to learn new things.” (Jesse Bickford)

“Operating Engineers College Program is second to none.” (Darrell Brown)

Operating Engineers College Graduate Employment Survey 2011-2012

From the **Employment Survey** conducted **June 2012** for both Heavy Equipment and Mobile Crane Graduates **August 2011 - May 2012**, the following information was determined. Some graduates were unreachable by phone and email, therefore the numbers are approximate based on the graduates that we could reach. The majority of graduates we did get in contact with were working.

Heavy Equipment Operator Program (22/27 Graduates). **81% Working**
Mobile Crane Operator Program (28/30 Graduates). **93% Working**

Percentage of Graduates Working in Newfoundland Labrador

The statistics of graduates whom we did reach who are working in their trade in **Newfoundland Labrador** are outstanding.

Heavy Equipment Operator (19/22). **86% Working in NL**
Mobile Crane Operator (25/28). **89% Working in NL**