

## **Labour Market Research & Wages**

Labour Market Outlook 2025 provides an outlook for job prospects in 120 occupational groups in the province from 2015 to 2025. You can view this full report at <https://www.gov.nl.ca/ipgs/files/publications-pdf-labour-market-outlook2025.pdf>. This report projects the provinces labour demands for the next decade and outlines the prospects for various occupations.

Significant job openings are anticipated over the next decade due to an increase of retiring workers. Almost 64,000 job openings are anticipated between 2015 and 2025 in Newfoundland and Labrador. Replacement of retiring workers will be a priority over the forecast period and a main source of opportunities for job seekers in the Newfoundland and Labrador job market.

Between 2015 and 2025, approximately 57% of job openings will be in occupations that are in management or require some form of post-secondary education. There will also be considerable openings in jobs requiring secondary school and on-the-job training.

### **Employment**

Over the next ten years, employment in the province is anticipated to fluctuate based on major project employment cycles. Over the 2019 to 2025 period, the number of workers is expected to increase by about 12,000 (or 4.5%). This reflects higher activity levels around production from other major projects including Vale's Voisey's Bay underground mining development and Statoil's Bay du Nord discovery, as well as expanding employment in the service sector to meet demands generated by an aging population.

Industries that are expected to experience the largest increase in employment over the 2015 to 2025 period are:

- Health Care and social assistance;
- Mining and oil and gas extraction;
- Arts, entertainment and recreation/accommodations and food services;
- Finance, insurance, real estate, and leasing; and
- Wholesale and retail trade.

Industries that are expected to experience the largest employment declines are:

- Construction;
- Professional, scientific and technical services;
- Other manufacturing (excluding seafood processing);
- Public administration; and
- Educational services

Of particular importance to future labour market policy is the fact that new entrants, specifically young people at the beginning of their careers, will be the biggest single source of new labour supply.

## **Economic Outlook**

Economic activity between 2015 and 2025 will vary from year-to-year depending on major project timelines, and the level of oil and mineral production.

The current forecast indicates less activity for the first few years of the period as major projects begin to mature past peak development. Development of major projects has been a significant source of economic and employment growth over the past several years. As development winds down and large projects move toward the production phase, there is often a lull in activity.

In the longer term, economic expansion is expected to resume due to production from Hebron, Muskrat Falls and the Voisey's Bay underground mine, as well as development of other offshore resources, such as Statoil's Bay du Nord discovery.

## **Skill Levels**

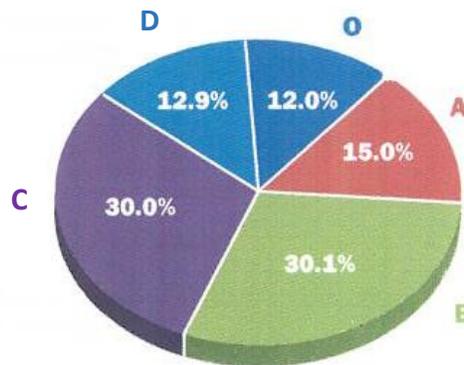
The Government of Canada provides a National Occupational Classification for Statistics (NOC-S) matrix to allow occupational classification based on skill level. There are five skill level categories:

- O** – Management Occupations;
- A** – Occupations usually require university education;
- B** – Occupations usually require college education or apprenticeship training;
- C** – Occupations usually require secondary school and/or occupation specific training; and
- D** – On-the-job training is usually provided for occupations.

Over the 2019 to 2025 period, the percentage increases 57.7%, partially reflecting increased demand for skilled jobs because of the development of major projects in the province over this time period.

### **Job Openings by Skill Level, 2015 to 2025**

Source: Department of Finance



## **Job Openings for Heavy Equipment & Crane Operators**

Detailed Forecast for Newfoundland and Labrador

Occupation	Reference Year			Expansion/Contraction			Attrition			Job Openings		
	2014	2018	2025	2015-2018	2019-2025	2015-2025	2015-2018	2019-2025	2015-2025	2015-2018	2019-2025	2015-2025
<b>Total Across all Occupations</b>	<b>292,060</b>	<b>267,987</b>	<b>279,980</b>	<b>-24,073</b>	<b>11,993</b>	<b>-12,080</b>	<b>26,477</b>	<b>49,493</b>	<b>75,970</b>	<b>2,404</b>	<b>61,486</b>	<b>63,890</b>
<b>Heavy Equipment</b>	4,236	3,359	3,286	-877	-72	-949	308	545	854	-569	473	-96
<b>Crane Operators, drillers/blasters</b>	634	487	470	-147	-17	-164	45	83	128	-103	66	-37

## **Occupational Job Prospects**

The Department of Finance carried out an analysis of 120 occupational categories taking both supply and demand considerations into account to identify occupations with the strongest job prospects over the 2015 to 2025 period. This occupational forecast has included the following variables:

- Employment growth rates (historical and projected);
- Attrition;
- New entrants;
- Participation rates;
- Age of the workforce;
- Unemployment; and
- Migration.

The following key is provided to assist in the interpretation of job prospects for various occupations over the 2015 to 2025 period in Newfoundland and Labrador:

### **Occupation Rated as 1:**

Projected labour supply is expected to be able to meet projected job openings, and an excess supply of workers may exist.

### **Occupation Rated as 2:**

Projected labour supply is expected to be able to meet projected job openings.

### **Occupation Rated as 3:**

Projected labour supply to meet job openings will require increased labour supply responses (ex: in-migration, higher participation rates, inter-occupational shifts). Additional supplies of qualified workers to meet unanticipated short-term increases in demand in the province are limited.

### **Occupation Rated as 4:**

Projected labour supply is expected to lag projected job openings. Significant labour supply responses (ex: in-migration and inter-occupational shifts) will be required to meet demand. Competition for qualified labour will be strong.

### **Labour Market Outlook 2025 Occupational Ratings**

	2019	2020	2021	2022	2023	2024	2025	2019-2025	2015-2025
<b>Heavy Equipment Operators</b>	2	2	2	2	1	2	1	2	2
<b>Crane Operators, Drillers/Blasters</b>	2	3	3	2	1	2	2	2	2

### **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.jobbank.gc.ca](http://www.jobbank.gc.ca)

<https://www.nlclassifieds.com/Jobs/c26000>

<https://ca.indeed.com/jobs-in-Newfoundland-and-Labrador>

[www.simplyhired.ca](http://www.simplyhired.ca)

[www.iuoe904.com](http://www.iuoe904.com)

<https://www.gov.nl.ca/pep/>

<https://www.gov.nl.ca/ipgs/students/>

<https://www.gov.nl.ca/atcd/apprentices-youth/becoming-an-apprentice/>

<https://www.careersinconstruction.ca/en/career/heavy-equipment-operator>

The following table shows the name of 1 company out of the # of job postings available around the Avalon Peninsula. 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.

<b>Occupation</b>	<b>Company</b>	<b>Job Position</b>	<b>Salary</b>	<b>Posted</b>
Heavy Equipment Operator	Modern Paving Limited, St. John's, NL	Excavator, RTB Operator	\$19-25 per hr.	July 2021
Mobile Crane Operator	Mid-Sized Construction Company, Fortune, NL	Crane Operator	\$39,000-\$60,000 per year	September 2021

## Heavy Equipment Operator

The salary range is based on all experience levels, from first-year apprentices through to highly experienced journeypersons. Wages can vary depending on the contract, company, location, and collective agreement (if applicable), as well as local and national economic conditions.

**Heavy Equipment Operators** in Canada earn between **\$19.00/hour** and **\$38.00/hour**.

Community/Area	Wage (\$/hr)		
	Low	Median	High
Newfoundland & Labrador	\$19.00	\$25.00	\$34.58
Alberta	\$20.00	\$30.00	\$37.00
Ontario	\$18.50	\$25.55	\$37.36

<https://www.jobbank.gc.ca/marketreport/wages-occupation/15029/ca>

## Mobile Crane Operator

The salary range is based on all experience levels, from first-year apprentices through to highly experienced journeypersons. Wages can vary depending on the contract, company, location, and collective agreement (if applicable), as well as local and national economic conditions.

**Mobile Crane Operators** in Canada earn between **\$21.10/hour** and **\$45.00/hour**.

Community/Area	Wage (\$/hr)		
	Low	Median	High
Newfoundland & Labrador	\$27.00	\$30.00	\$40.00
Alberta	\$20.19	\$38.00	\$46.00
Ontario	\$24.00	\$30.00	\$45.00

<https://www.jobbank.gc.ca/marketreport/wages-occupation/7891/ca>

## International Union of Operating Engineers, Local 904

Successful graduates of the Operating Engineers College who completed a 21-Week Heavy Equipment or a 25-Week 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 30 days 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 dependent 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 Journeyman 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](http://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.

## **Apprenticeship Wage Subsidy (AWS) Program**

The Apprenticeship Wage Subsidy (AWS) program assists apprentices to gain work experience in their skilled trade, and progress to journeyman certification by providing a wage subsidy to employers who hire apprentices. The program supports apprentices across all levels – First, Second, Third and Fourth year.

The program provides a subsidy of 75%, to a maximum of \$14 an hour, for all apprentices funded under the program, and is paid directly to the employers who hire the apprentice.

Apprentices are only eligible to be subsidized for two levels of their apprenticeship certification training under the AWS program.

EI eligible and Non EI eligible apprentices are eligible under the program. The apprentice must be eligible to register, or already be registered, with the Institutional and Industrial Training Division as an apprentice.

Apprentices will need to complete an Apprentice Application and submit to the department. This application will be kept on file with the department and may be shared with an employer looking to hire someone with a particular skilled trade.

Apprentices looking for employment in their skilled trade may use a “Marketing Letter” (<https://www.gov.nl.ca/ipgs/files/lmda-pdf-aws-marketing-letter-2.pdf>) as part of their job search with employers. Apprentices are encouraged to connect with the department to determine their eligibility as an apprentice and how they may use this letter as a job search tool and access other job search supports.

For further information on how to apply, and the eligibility requirements, please visit: [www.aesl.gov.nl.ca/lmda/apprenticeship](http://www.aesl.gov.nl.ca/lmda/apprenticeship). General inquiries: **1-800-563-6600**.

### **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 counseling;
- 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](http://www.aes.gov.nl.ca/lmda). A list of offices for each region can be found on this site.

### **Job Creation Partnership 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:

<https://www.gov.nl.ca/ipgs/lmda/jcp/>.

### **JobsNL Wage Subsidy**

JobsNL Wage Subsidy is designed to connect employers and employees by providing funding to employers to create sustainable, long-term, or seasonal employment. Priority for funding may be given to occupations and sectors identified by the department with consideration given to the equitable distribution of funding, especially in areas of high unemployment.

Private and not-for-profit employers that are incorporated or sole proprietorships and have a location or base in the province.

JobsNL is not limited to but will give priority to income support clients, persons with disabilities, recent post-secondary graduates and other client groups that may be identified by the department. An individual hired prior to the date of application is submitted is not eligible for funding.

Two funding options are available under JobsNL. For more information and how to apply, please visit: <https://www.gov.nl.ca/jpgs/empservices/jobsnl> or call 1-800-563-6600.

## **Companies Who Have Employed OEC Students**

### **Heavy Equipment Operator 22-Week Program**

A & A Construction, CBS, NL	Kelly's, Brig Bay, NL
Allard Distributing Limited, Labrador City, NL	Long Harbour, NL
Anthony Construction, Bay Robert, 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 25-Week Program**

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

## **Testimonials from Students at the Operating Engineers College**

### **Crane and Heavy Equipment Testimonials**

*The following testimonials are from graduates of the Operating Engineers College.*

"I loved my experience at the Operating Engineers College! I learned so much about safety and hands on with the equipment. The instructors were very knowledgeable and helpful!" (Kelsey Dean)

"I had a great experience with the staff and at the college; I would like to thank everyone who helped me out." (Steadman Coles)

"I had the greatest experience at OEC, I continue to tell people about the program and always recommend it. I still enjoy visiting the school to see the instructors and staff. They always show great interest in what I have moved on too. Couldn't be more grateful for the effort the staff puts in at OEC." (Lynn Perry)

"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)

"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)

“The instructors and administration are very professional and helpful. Great people. The equipment is kept in great shape. Good College.” (Cole Parsons)

“Roy is a very good instructor and is very knowledgeable about what he is teaching and provides good stories for us to learn from.” (Andrew Power)

“Adapts to possible disabilities, such as ADHD when instructing which makes it easier. Makes you feel comfortable while instructing.” (Unknown)

“Mr. Peach is an excellent instructor, and you can certainly tell that he has many years of experience in the field. When you have an instructor like him, you obtain the best results. I’ll certainly miss his stories.” (Drew Jordan)

“The in-class is very informative, and the field was a lot of fun!” (Ashley Lawlor)

## **Operating Engineers College Graduate Employment Survey 2018-2020**

From the **Employment Survey** conducted **July 2021** for Mobile Crane Graduates **September 2018 – March 2019**, and for Heavy Equipment Graduates **November 2019 – September 2020** (program interrupted by COVID), 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.

**Heavy Equipment Operator Program (9/16 Graduates)..... 56% Working**  
**Mobile Crane Operator Program (8/12 Graduates)..... 67% 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 (8/9).....89% working in NL**  
**Mobile Crane Operator (5/8).....63% working in NL**