

College of Trades + Compulsory Certification = Reduced Opportunities for New Workers



Ontario
Home Builders'
Association

OHBA represents
4,000 member
companies organized
into a network
of 29 local
associations across
the province.

**Together we build
80% of the
new housing in
Ontario.**

**Residential
Construction
represents:**

- **334,000 jobs**
- **\$16.9 billion
in wages**
- **\$34.4 billion
annually to
Ontario's GDP**

What is the College of Trades?

- The College of Trades is a new self-regulating body for Ontario's apprenticeship and skilled trade system. The College is currently creating regulations and will begin charging fees to employers and employees in 2013.
- The College structure includes a Board of Directors, an Appointments Council, Divisional Boards, Trade Boards and ad hoc Review Panels supported by a new bureaucracy funded by employers and employees.
- The College has the ability to increase the number of compulsory certified trades – meaning a person must hold a valid certificate of qualification or be a registered apprentice in a given trade to work in that trade. Today there are four certified trades in residential construction: plumbers, electricians, sheet metal workers, and crane operators.
- The College will also determine the journeyman-to-apprenticeship ratio for all trades. Employers must have a minimum number of certified tradespeople to register an apprentice.

Timelines

- **May 2007:** The Ministry of Training Colleges and Universities began a consultation examining compulsory certification in the trades.
- **2008/2009:** "Compulsory Certification Review" is released calling for a "College of Trades" to govern the apprenticeship system. A subsequent review outlines structure of College.
- **October 2009:** Ontario College of Trades Act becomes law.
- **Summer 2011:** Appointments made to the Board of Directors and Review Panels.
- **2012:** Review Panels to review journeyman-to-apprenticeship ratio.
- **2013:** Review Panels to consider compulsory certification for different trades.
- **2013:** College will begin charging fees to employers and employees.

Where does OHBA stand?

OHBA is opposed to the current structure of the College of Trades because:

1. The College of Trades framework is biased towards unions and large employers.
2. The residential sector is grouped together with the Institutional/Commercial/Industrial (ICI) sectors on the Divisional Board. The ICI sector consists of much larger employers which are typically unionized firms. The voice of the residential renovation industry and non union builders is lost in this structure.
3. We believe that the process for designating new trades as compulsory is biased towards those advocating for more compulsory trades. Compulsory certification will compartmentalize labour supply, reduce labour mobility, flexibility and employment opportunities for new workers. Outside the GTA, labourers often perform a variety of tasks touching on several trades. If there are more certified trades smaller builders will experience labour shortages and increased costs.
4. Residential construction currently has minimal representation at the College of Trades. And there are no guarantees of representation in the future.

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