

LABOURER



ANNUAL SALARY: \$48,000 - \$73,000* | NOC: 7611 | Nova Scotia Designated & Red Seal Trade¹

**Based on a 40-hour work week at current collective agreement rates for journeypersons. Does not include benefits.*

WHAT WE DO

Labourers are responsible to assist other skilled tradespersons on the job site, employed by construction companies and trade and labour contractors.² Primary work involves institutional and commercial job sites such as schools, hospitals, hotels, shopping malls, and windmills, and apartments and condos. On various large-scale and small-size projects, labourers participate in the expansion, renovation, or initial construction of heavy water plants, refineries, pulp mills, petro-chemical plants, automobile manufacturing plants, rubber plants, steel mills, metal producing facilities, power generators, ore reduction plants, and deep water ports. Specific job titles include: mason tenders, form workers, pipe layers, rakers, and finishers.³

Labourers might perform jackhammering, sandblasting, forklift operating, or demolition in the course of their duties.⁴ Various other tasks include: cleaning sites (including spills), salvaging materials, operating pneumatic hammers, vibrators and tampers, feeding machines or equipment such as mixers, compressors and pumps, and directing traffic. While trade certification is not mandatory in the province and apprenticeship training is not provided by all employers, by pursuing trade designation as a Construction Craft Worker (Labourer) in Nova Scotia, a tradesperson can obtain Red Seal endorsement that enables them to work interprovincially.⁵

Labourers should be prepared to **work long hours outdoors, in shifts, and seasonally** as the weather permits. They require **stamina and strength, agility, and coordination** to perform their tasks. Persons suited for this trade will also have **mechanical aptitude, strong work ethic, time management skills**, and the ability to be **flexible, take instructions, and work in a team**. As they become more experienced, they are able to move into supervisory roles such as foremen, or transfer these skills to other trades.⁶

PREPARATORY WORK

- Research the labour market, job shadow or take a test drive in a trade
- Enrol in the Cooperative Education, Building Futures for Youth, Skilled Trades, or Options and Opportunities (O₂) Programs.⁷ Please note: students can receive academic credits and experience but are not eligible to receive apprenticeship hours from these programs, as there is no formal apprenticeship program in the province for labourers. New entrants must be industry trained as on-the-job apprentices (described in the next section).
- Take youth health and safety courses where offered in the province of NS
- High School Diploma or Equivalency (preferred)

DIRECT ENTRY

- Apprenticeship available in some jurisdictions (e.g., mainland NS)
- Find an employer or union for indenturing (join the union and receive membership benefits)
- Average apprenticeship length varies with each union or employer
- Training is available through the Labourers' International Union of North America, Locals 615 and 1115 (LiUNA)⁸
- Local 615 in mainland NS requires 3000 hours before someone is recognized as a journeyperson in the union (under 2000 hours to be considered a 1st Level Apprentice and over 2000 hours but under 3000 hours to become a 2nd Level Apprentice) (example of apprenticeship on back pathway)⁹
- Challenge the Red Seal exam as a Trade Qualifier (TQ) after 6000 hours of trade experience if you wish to become certified¹⁰

¹ <http://nsapprenticeship.ca/trades>. Certification/apprenticeship is not presently needed in this trade in NS, but encouraged.

² <http://www5.hrsdc.gc.ca>

³ http://www.nsclra.ca/documents/6147_Labourer%20615%202012%202015%20Amend%201.pdf

⁴ http://www.nsclra.ca/documents/1500_CBI%20Comm%202014%202017%20LABOURER%20Corr%201.pdf and

http://www.nsclra.ca/documents/1247_CBI%20Ind%202014%202017%20LABOURER%20Corr%201.pdf

⁵ <http://www5.hrsdc.gc.ca> and <http://nsapprenticeship.ca/trades>

⁶ <http://careers.novascotia.ca/occupation/373>, <http://www.careersinconstruction.ca/en/career/trades-helper-and-labourer> and

<http://www.red-seal.ca>

⁷ <http://nsapprenticeship.ca>, <http://www.ednet.ns.ca>, <http://www.workitns.ca> and <http://www.buildingfutures.ca>

⁸ <http://www.liuna.ca>

⁹ http://www.nsclra.ca/documents/6147_Labourer%20615%202012%202015%20Amend%201.pdf

¹⁰ <http://www.nsapprenticeship.ca>

LABOURERS' CAREER PATHWAY

Cooperative Education: Grades 10, 11 and 12 and at least 16 years of age to be eligible.

Skilled Trades: High school courses satisfying academic requirements. The Grade 12 course offers a co-op placement.

O₂ Program: In-school learning and on-the-job training through co-op placements. Available in select high schools. The *Building Futures for Youth Program* is offered primarily for students already enrolled in O₂ or cooperative education and provides upwards to 3 co-op credits.

Grade Twelve Diploma or Equivalent

Direct Entry:

Obtain employment on own or apply to union with resume for indenturing. Fees for training are dependent on employer or union deductions at source.

Probationary Worker

4 weeks if in union on mainland NS.

Level 1 Apprenticeship

Upwards to 2000 hours* of on-the-job experience under a journeyperson mentor with NS mainland apprenticeship in the union.

\$17.54 -
\$18.51 / hr**

Level 2 Apprenticeship

Upwards to 3000 hours of on-the-job experience under a journeyperson mentor with NS mainland apprenticeship in the union.

\$21.50 -
\$22.48 / hr

Journeyman Status:

May advance to further levels of experience (in the union this includes the roles Finisher 1, 2 and 3, requiring completion of more hours) for other wage levels. May also obtain provincial designation as a Construction Craft Worker with Red Seal endorsement (TQ fee of \$740.77) for interprovincial mobility.

Technical Training from Union or Employer

Safety training, equipment training, or other certifications

* All hours worked in industry can be counted toward union apprenticeship in mainland NS if verifiable.

** Average hourly pay for Commercial and major Industrial work under collective agreement rates for mainland NS apprentices as of 2014. Pay in industry may be affected by type of labourer work done, e.g., masonry, cement finisher, demolition, heavy civil, etc.

Note: NS TQ fee is current as of April 2015