

Trade Reports Frequently Asked Questions (FAQs)

Section 1 – Overview

Q: Where does the trade description at the top of the report come from?

A: The trade description at the top of the report comes from a combination of sources, namely:

- i. Labour Market Information - Job Bank
- ii. Trade Details - Skilled Trades Ontario website
- iii. National Occupational Classification (NOC) 2021 trade descriptions - Statistics Canada
- iv. Trade description - Red Seal website
- v. Building Opportunities in the Skilled Trades Act, 2021 – Ontario Regulation 875/21

Q: What is a trade ‘scope of practice’?

A: A trade ‘scope of practice’ is a description of the work of a specific trade. It outlines the tasks, activities, and responsibilities that individuals in that trade are authorized to perform.

Scopes of practice are used to support various functions under the Building Opportunities in the Skilled Trades Act, 2021 (BOSTA), including apprenticeship training and curriculum standards, determining the classification of a trade as compulsory or voluntary, and enforcing prohibitions against the unauthorized practice of compulsory trades.

Retrieved from: [Government of Ontario website](#)

Section 2 – Workforce Profile

Q: What is the definition of ‘Workforce’?

Appears in (i) the title bar for the Workforce Profile section, (ii) the top left tile of the Workforce Profile section, (iii) the bottom left tile of the Workforce Profile section, (iv) the bar chart in the Age Profile section, (v) the Workforce Demographics title bar, (vi) right side stacked bar chart in Education Pathway section.

A: ‘Workforce’ refers to all persons in Canada of working age who are willing and able to work.

It can also refer to parts of that population identifiable by qualification, eligibility, or geography and from which an employer may reasonably be expected to draw employees.

Retrieved from: [Government of Canada website](#)

Q: What is the definition of ‘Employed’?

Appears in the top left tile of the Workforce Profile section.

A: ‘Employed’ refers to persons who did any work at a job or business, that is, paid work in the context of an employer-employee relationship, or self-employment.

It includes persons who did unpaid family work contributing directly to the operation of a farm, business, or professional practice owned and operated by a related member of the same household.

It also includes persons who had a job but were not at work due to factors such as their own illness or disability, personal or family responsibilities, vacation, or a labour dispute.

Retrieved from: [Statistics Canada website](#)

Q: What is the definition of ‘Self-employed’?

Appears in the top left tile of the Workforce Profile section.

A: ‘Self-employed’ refers to persons whose job consisted mainly of operating a business, farm, or professional practice, alone or in partnership.

Retrieved from: [Statistics Canada website](#)

Q: What is the definition of ‘Unemployed’?

Appears in the top left tile of the Workforce Profile section.

A: ‘Unemployed’ individuals are those who currently lack paid employment or self-employment opportunities and are actively available for work. This category encompasses individuals actively seeking paid employment, those on temporary layoff with the expectation of returning to their previous job, and those with confirmed plans to start a new job within four weeks or less.

Retrieved from: [Statistics Canada website](#)

Q: What is the Labour Force Survey?

Listed as a source in the top left section of the Workforce Profile section.

A: The Labour Force Survey (LFS) is a monthly survey that measures the state of Canada's labour market. It is used to calculate provincial and regional employment/unemployment rates.

Retrieved from: [Statistics Canada website](#)

Q: Where can I find more information about the Canadian Census?

Listed as a source in (i) the top right tile of the Workforce Profile section (ii) the bottom left tile of the Workforce Profile section (iii) the left textbox of the Age Profile section (iv) the Workforce Demographics section (v) the Education Pathway section.

A: You can find more information about the Canadian Census from Statistics Canada, which is the government agency responsible for conducting the Canadian Census. Their website is the primary source for all census-related information.

Retrieved from: [Statistics Canada website](#)

Q: How are the regions in Ontario defined?

Appears at the bottom left tile of the Workforce Profile section.

A: Ontario's 5 regions are Northern Ontario, Eastern Ontario, Southwestern Ontario, Central Ontario, and Greater Toronto Area. These regions are based on the Ministry of Finance's groupings of Statistics Canada's economic Regions.

Retrieved from: [Government of Ontario website](#)

Q. What is the definition of a 'Certificate of Qualification'?

Appears in (i) the bottom right tile of the Workforce Profile section (ii) the bottom left textbox of the Education Pathway section (iii) the bottom right textbox of the Education Pathway section.

A: A 'Certificate of Qualification' (C of Q) is an official document that proves a person's qualification to work in a specific skilled trade in Ontario. Certificates of Qualification are issued to individuals who:

- i. hold a certificate of apprenticeship in the trade or have experience or qualifications that the Registrar considers equivalent to those required to obtain such a certificate;
- ii. achieve a grade satisfactory to the Registrar on the certifying examination for the trade;
- iii. submit a completed application and pay any required fee for the application; and
- iv. meet any other criteria prescribed by the Minister.

Retrieved from: [Government of Ontario website](#)

Q: Why do some trade reports show that the Number of Certificates of Qualification Issued, 2022 is <10?

Appears in some bottom right tiles of the Workforce Profile section.

A: Some Trade Reports show that the Number of Certificates of Qualification Issued in 2022 is <10 instead of showing the actual counts to protect the privacy of individuals as is defined in the Statistics Act.

Section 3 – Age Profile

Q: What is a ‘Red Seal’ trade?

Appears in (i) the left text box of the Age Profile section (ii) the legend at the bottom of the Workforce by Age Group bar chart.

A: A ‘Red Seal’ trade is a skilled trade that is part of the Red Seal Program (Interprovincial Standards Red Seal Program). This program was established to standardize and certify the skills and qualifications of tradespeople across the country.

Retrieved from: [Red Seal Program website](#)

Q: How are ‘All Occupations’ defined?

Appears in the legend at the bottom of the Workforce by Age Group bar chart.

A: ‘All Occupations’ refers to all jobs and professions in the Canadian labour market undertaken for pay or profit, including people who hold full-time and part-time positions, as well as those who are self-employed.

Retrieved from: [Statistics Canada website](#)

Q: How are ‘core-aged workers’ defined?

A: ‘Core-aged workers’ are individuals between the ages of 25 and 54 and are associated with the highest levels of labour force participation.

Retrieved from: [Government of Ontario website](#)

Section 4 – Workforce Demographics

Q: What does the term ‘Women+’ mean?

A: ‘Women+’ refers to all people who identify as women, whether they are cisgender or transgender women.

Non-binary persons whose reported gender on the census is not exclusively male or female are denoted by the + symbol. Individuals could identify in more than one category.

Retrieved from: [Statistics Canada website](#)

Q: What is the definition of ‘Immigrants’?

A: The term ‘Immigrants’ is used to define individuals who are, or have ever been, landed immigrants or permanent residents, having been granted the right to reside in Canada permanently by immigration authorities. This category also includes immigrants who have acquired Canadian citizenship through naturalization.

Retrieved from: [Statistics Canada website](#)

Q: Who are considered ‘Racial Minorities’?

A: In the 2021 Census of Population, ‘Racial Minorities’ are referred to as visible minorities.

Visible minorities are defined as persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour. The main groups designated as visible minorities are South Asian, Chinese, Black, Filipino, Arab, Latin American, Southeast Asian, West Asian, Korean, and Japanese.

Retrieved from: [Statistics Canada website](#)

Q: Who are ‘Indigenous Peoples’?

A: ‘Indigenous Peoples’ are those who identify as First Nations (North American Indian), Métis and/or Inuk (Inuit), and/or those who report being Registered or Treaty Indians (that is, registered under the Indian Act of Canada), and/or those who have membership in a First Nation or Indian band.

Indigenous peoples are also referred to as Aboriginal people of Canada in the Constitution Act, 1982, Section 35 (2).

Retrieved from: [Statistics Canada website](#)

Q: Who is considered a ‘Person with a disability’?

A: A ‘Person with a disability’ is a person whose daily activities are limited as a result of an impairment or difficulty with particular tasks.

The only exception to this is for developmental disabilities where a person is considered to be disabled if the respondent has been diagnosed with this condition.

Retrieved from: [Statistics Canada website](#)

Section 5 – Education Pathway

Q: What are ‘compulsory trades’?

Appears in the left side text box of the Education Pathway section.

A: Under Building Opportunities in the Skilled Trades Act, 2021 (BOSTA), trades which have been prescribed in regulation are classified in regulation as being ‘compulsory’.

No individual shall engage in the practice of a compulsory trade and no person shall employ or otherwise engage an individual to perform work in the practice of a compulsory trade unless the individual holds:

- i. a Certificate of Qualification (“C of Q”) in that trade that is not suspended;
- ii. a Provisional Certificate of Qualification (“p C of Q”) in that trade that is not suspended;
- iii. is an apprentice in that trade working pursuant to a registered training agreement that is not suspended;
- iv. or the individual is exempted from the prohibition by regulation.

Retrieved from: [Government of Ontario website](#)

Q: What is a ‘non-compulsory trade’?

Appears in the left side text box of the Education Pathway section.

A: A ‘non-compulsory trade’ is a voluntary trade which does not require an individual to possess either a Certificate of Qualification, Provisional Certificate of Qualification, or a Registered Training Agreement.

Some non-compulsory trades offer certifying exams and Certificates of Qualification; however, successful completion of these examinations is not required to practice in non-compulsory trades.

Retrieved from: [Skilled Trades Ontario website](#)

Q: How is the apprenticeship program length in years calculated?

Appears in the left side text box of the Education Pathway section.

A: The apprenticeship program length in years is based on a formula that uses 1,800 hours per year.

Q: How is the share of workforce with post-secondary credential calculated?

Appears in the right side of the Education Pathway section.

A: The share of workforce with post-secondary credentials is requested from Statistics Canada Census data. The categories are taken from the census table for labour force and education.

Section 6 – Income

Q: Why is the Hourly Wage Range and the Annual Salary Range in some trade reports less than the current minimum wage?

Appears in the left and right textboxes of the Income section.

A: The low Hourly Wage Range and Annual Salary Range in some trade reports were in line with the Minimum Wage Rates detailed in 2022. Effective October 1, 2023, minimum wage rates in Ontario have increased to \$16.55 per hour. This increase is tied to the Ontario Consumer Price Index for 2023.

Retrieved from: [Government of Ontario website](#)

Q: What factors affect the Hourly Wage Range and Annual Salary Ranges listed in the Income section of the trade report?

Listed in left and right textboxes of the Income section.

A: The hourly and annual income ranges vary based on different factors including location, other certifications, and work experience. In Ontario, employers, unions, and organizations may offer benefits such as: Health Insurance, Retirement Plans, Dental Insurance, and Training Programs, among others.

Q: What is ‘Workforce Planning Ontario’?

Listed as a source in the left textbox of the Income section.

A: ‘Workforce Planning Ontario’ (WPO) is made up of a network of 26 Workforce Planning Board areas covering four regions across the province. Workforce Planning Boards gather intelligence about the supply of labour and the demand side of the local labour market by working with employers to identify and meet their current and emerging skills needs. The primary role of Workforce Planning Boards is to help improve understanding of and coordinate community responses to labour market issues and needs.

Retrieved from: [Workforce Planning Ontario website](#)

Section 7 – National Occupational Classification

Q: What is the NOC?

A: The National Occupational Classification (NOC) is the national reference for occupations in Canada.

It provides a systematic classification structure that categorizes the entire range of occupational activity in Canada for collecting, analyzing, and disseminating occupational data for labour market information and employment-related program administration.

Retrieved from: [Government of Canada website](#)