

RESIDENTIAL CONSTRUCTION

Careers for Life





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jobs, or become entrepreneurs and start their own businesses.

In residential construction you acquire world class skills. Canadians are recognized and sought after all over the world for their knowledge and expertise in construction.



Residential construction is BIG



Residential construction, which includes new housing and renovation work is a 1.4 billion dollar¹ industry in Saskatchewan, making up almost half of the value of all construction in the province.

Residential construction is one of the province's biggest employers, with jobs ranging from framer to painter & decorator to architect to engineer. The demand for skilled people in this industry within Saskatchewan and across Canada is high and will continue to grow.

¹ Statistics Canada

Trends

Technological change, environmental awareness, energy efficiency, cost effectiveness, increased safety awareness, and waste control are major trends in the residential construction industry.

Technology is taking some of the physical work out of on-site construction and is having an effect on the skills required of workers and management. New materials and methods are being introduced, computerized machinery and equipment is being used, and computer-assisted design and planning techniques are being implemented.

And, thanks to new construction methods, residential construction is no longer a seasonal industry – it is year round.

A career in residential construction

Residential construction offers numerous career opportunities. The pay is good and the work is challenging and rewarding – you can be an active participant in building a family's biggest asset, their home.

Another benefit is the excellent opportunities to advance – many people that start out in a trade move into supervisory or management

Did you know

The home building industry across North America faces a shortage of skilled workers – the workforce is aging and these workers are not being replaced fast enough.



Safety is job one!

From 2000 to 2004, residential construction had a lower 5-year average injury frequency rate than the manufacturing sector for dairy products and soft drinks, the meat, poultry and fish processing industry and the agricultural manufacturing and processing industry.



Safety is job one!

A note about the photos

Most of the photographs in this publication are posed for illustration purposes and may not meet all current safety standards and regulations.

A safe working environment is the law. Occupational Health and Safety regulations require that everyone in the workplace work together to identify and control health and safety hazards. Companies can be fined for not complying.

The Home Builders' Associations that represent Saskatchewan's residential construction industry are continually developing safety programs and promoting them to their members. The Associations believe that the residential construction job site can be one of the safer working environments.

The Saskatchewan Construction Safety Association (SCSA) is one of the primary organizations offering safety training to the construction industry. In addition to specific courses on safety techniques and equipment, such as first aid or fall protection devices, the SCSA offers larger programs designed to develop a company-wide commitment to safety. The Home Builders' Associations work closely with the SCSA in promoting its courses and programs to members of the residential construction industry. For more information on the SCSA go to www.scsaonline.ca

The industry is always looking for new ways to promote safety, and it is only through this commitment that the safest work environment can be achieved. Safety is not just the law, safety is job one.

Safety requirements may vary depending on the site conditions and/or the job being done. Generally, basic personal protection equipment (PPE) is considered to be a hard hat, safety glasses and safety boots. These items are required by all workers at all times. Clothing should be long pants, and a shirt with sleeves (6 inches or more). Other PPE, such as fall protection, hearing protection and safety gloves are also required for certain situations. It is the responsibility of the employer to provide a safe working environment and the responsibility of the individual to use PPE and follow safety procedures and guidelines.

Safety training is the right of all workers and should be completed prior to working on a job site. Contact the Home Builders' Associations or the Saskatchewan Construction Safety Association for more information on available safety courses:

Saskatchewan Construction Safety Association (SCSA)
 Regina: (306) 525-0175 or 1-800-817-2079
 Saskatoon: (306) 652-0907 or 1-800-817-2081
www.scsaonline.ca

Regina & Region Home Builders' Association
 (306) 546-5221
www.reginahomebuilders.com

Saskatoon & Region Home Builders' Association
 (306) 955-5188
www.saskatoonhomebuilders.com

*Here are just some
of the occupations in
residential construction:*



*This is what people on
the job are saying . . .*

Ernie Hart (shop worker)

*What I like about my job is the
independence.*



- Estimator
- Project Manager
- Accountant
- Accounting Technician
- Human Resources Manager
- Administrative Assistant
- Sales and Marketing Manager
- Sales Representative



- Cabinetmaker
- Cabinet Installer
- Interior Finisher
- Fireplace Installer
- Painter & Decorator
- Floor Covering Installer
- Tilesetter
- Concrete Finisher

- Land Developer
- New Home Builder
- Renovation Contractor
- Architect
- Designer/Draftsperson
- Lawyer
- Engineer
- Building Inspector
- Appraiser
- Mortgage Broker
- Insurance Broker
- Real Estate Agent
- Advertising Agent
- Environmental Consultant
- Construction Manager



- Customer Service Manager
- Service and Repair Technician
- Site Supervisor/Foreperson
- Site Assistant
- Surveyor
- Interior Decorator

- Excavator
- Concrete Former
- Framer
- Roofer
- Plumber
- Sheet Metal Worker
- HVAC Installer
- Gas Fitter
- Electrician
- Insulation Installer
- Drywall Installer & Finisher
- Exterior Finisher
- Bricklayer
- Stucco Applicator
- Window and Door Installer



- Landscaper
- Building Materials Supplier
- Salesperson (Retail and Wholesale)
- House Cleaner
- Safety Training/Equipment Supplier
- Trades Instructor

New Home Builder

New Home Builders own, operate and manage companies engaged in the construction of new residential homes.



Responsibilities Could Include:

- Establishes goals and objectives for the company
- Develops plans for marketing and sales, finance, operations, and human resources
- Prepares bids for home construction
- Reads and interprets plans, specifications and codes
- Consults with customers, architects and engineers regarding plans and specifications
- Performs administrative tasks (depending on size of the company)
- Performs construction activities (depending on size of the company)

Abilities, Skills & Knowledge

- Construction experience and knowledge
- Planning and organizational skills
- Analytical skills
- Ability to coordinate and manage
- Ability to conceptualize
- Negotiation skills
- Communication skills
- Interpersonal skills
- Leadership skills
- Ambition and perseverance

Education & Training Requirements

- A business background or considerable experience in a construction trade

Employment & Advancement

New Home Builders are self-employed.

Salary

\$50,000+ per year

This is what people on the job are saying . . .

Rebecca Poole (framer)

I enjoy everything about working in residential construction, especially being outside.

Renovation Contractor

Renovation Contractors own, operate and manage companies engaged in the renovation of existing homes.



Responsibilities Could Include:

- Reads and interprets plans, specifications and codes
- Prepares bids
- Consults with customers, architects and engineers regarding plans and specifications
- Selects and employs trade subcontractors to do specialized work if necessary
- Plans and prepares work schedules and coordinates the activities of subcontractors
- Performs administrative tasks (depending on size of the company)
- Performs carpentry and/or other trade work (depending on size of the company)

Abilities, Skills & Knowledge

- Construction experience and knowledge
- Planning and organizational skills
- Mathematical ability
- Analytical skills
- Ability to conceptualize
- Ability to coordinate and manage
- Negotiation skills
- Communication skills
- Interpersonal skills

Education & Training Requirements

- Training in a particular trade such as carpentry
- A business background is a definite asset

Employment & Advancement

Renovation Contractors are self-employed.

Salary

\$50,000+ per year

Designer/Draftsperson

Designer/Draftspersons prepare designs, drawings and related technical information.

Responsibilities Could Include:

- Analyzes building codes, by-laws, space requirements, site requirements and other technical documents and reports
- Uses computer-aided design (CAD) applications to develop and prepare drawings from preliminary concepts, sketches, engineering calculations, specification sheets and other data
- Develops working plans showing floor plans, walls, fixture locations and dimensions
- Lays out roofing system, indicating locations of trusses, structural walls, posts/beams, etc.
- Ensures designs meet or exceed the building code requirements
- Transfers lot plans to working drawings indicating building dimensions and relationship to survey markers
- Produces building permit drawings

Abilities, Skills & Knowledge

- Attention to detail
- Mathematical ability
- Ability to work within timelines
- Creativity
- Organizational skills
- Communication skills
- Interpersonal skills



Education & Training Requirements

- Post-secondary education such as Architectural Technology or Civil Engineering Technology

Employment & Advancement

Designer/Draftspersons are typically employed by drafting service companies, homebuilders, and architects/engineers. Possible career path options include management and self-employment.

Salary

\$24,000 to \$50,000+ per year

Did you know

Apprentices spend about 80% of their time learning on-the-job.

Construction Manager

Construction Managers manage the activities of residential construction projects from start to finish.

Responsibilities Could Include:

- Provides advice to senior management
- Makes sure homes are built within budget and on schedule
- Encourages and motivates employees, subcontractors and suppliers
- Cultivates good customer service relations
- Complies with all government regulations related to home building
- Monitors new systems that are being used in housing
- Manages relationships with other builders operating in the same subdivision
- Regularly compares costs to projected costs
- Develops and implements quality control programs
- Establishes working relationship with suppliers
- Prepares progress reports and issues progress schedules to clients

Abilities, Skills & Knowledge

- Familiar with all home building trades
- Ability to plan, schedule and organize
- Ability to motivate and lead staff
- Ability to work within timelines
- Problem-solving skills
- Communication skills
- Interpersonal skills

Education & Training Requirements

- Most employers prefer to hire candidates who have 10 years or more of work experience, with expertise in one or more of the construction trades



Employment & Advancement

Construction Managers are employed by medium to large homebuilders. Possible career options include senior management and New Home Builder.

Salary

\$36,000 to \$70,000+ per year

Estimator

Estimators analyze costs and prepare estimates on residential construction projects.

Responsibilities Could Include:

- Reads and interprets working drawings for new home construction
- Prepares, updates and maintains job specifications
- Calculates quantities of building materials required
- Sets up cost monitoring and reporting systems and procedures
- Prepares cost statements at regular intervals
- Consults and communicates with engineers, architects, owners, contractors and subcontractors on changes and adjustments to cost estimates
- Ensures that materials that require selections are identified on time
- Prepares substitution lists for materials not available
- Maintains a good working relationship with suppliers

Abilities, Skills & Knowledge

- Numerical and analytical ability
- Knowledge of computers/spreadsheets
- Knowledge of drafting
- Complete understanding of construction procedures
- Organizational skills
- Negotiation skills
- Communication skills
- Interpersonal skills



Education & Training Requirements

- Post-secondary education is typically required
- Several years of construction experience

Employment & Advancement

Estimators are typically employed by homebuilders, suppliers and subcontractors. Possible career path options include senior management, supervisory positions, and inspectors.

Salary

\$40,000 to \$60,000 per year

This is what people on the job are saying . . .

Carol Daniels (drywall installer)

I like working in construction because of the physical aspect and the opportunity to learn new things.

Sales Representative

Sales Representatives act as agents for the sale of newly constructed homes and assist prospective buyers.

Responsibilities Could Include:

- Develops a professional sales presentation
- Maintains sales offices
- Keeps sales book updated with current pricing and floor plans
- Develops and maintains a database of show home visitors
- Assists prospective buyers in making offers to purchase
- Assists prospective buyers in making required financial arrangements
- Assists prospective buyers in completion of colour and finishing checklists
- Assists buyers in making appointments with approved suppliers and change orders
- Assists buyers in inspecting
- Draws up sales agreements
- Explains the New Home Warranty Program
- Maintains continuous contact with buyers during construction
- Provides customer service after possession

Abilities, Skills & Knowledge

- Knowledge of construction
- Computer skills
- Engaging, charismatic personality
- Ability to communicate technical information
- Strong organizational skills
- Ability to work in a team environment
- Ability to work within timelines
- Self-motivated
- Goal oriented
- Competitive
- High achiever



Education & Training Requirements

- A post-secondary education is not typically required
- An employer may require 3 to 10 years of sales experience

Employment & Advancement

Sales Representatives in the residential construction industry are typically employed by homebuilders. Possible career path options include senior management.

Salary

\$35,000 to \$100,000+ per year (Commission Sales)

Site Supervisor/Foreperson

Site Supervisors/Forepersons supervise and coordinate the construction activities of a building project.



Responsibilities Could Include:

- Supervises, coordinates and schedules construction activities for the various trades
- Requisitions materials and supplies
- Ensures that the trades are given sufficient notice and that the site is in a condition to properly carry out the work
- Ensures that one trade has completed a job properly before the next one starts
- Maintains effective communication with employees, trades, suppliers, and inspectors
- Revises construction schedule if necessary to accommodate changes

- Communicates construction standards to all workers - trains workers in job duties, safety procedures and company policies
- Conducts regular inspections
- Ensures that the work being done is technically accurate in terms of the building code, bylaws, and the guidelines that the New Home Warranty Program uses
- Prepares work progress reports

Abilities, Skills & Knowledge

- Knowledge of construction and building codes
- Ability to plan, schedule and organize
- Mathematical ability
- Problem-solving skills
- Communication skills
- Interpersonal skills

Education & Training Requirements

- Post-secondary education is typically required
- Several years of construction experience

Employment & Advancement

Site Supervisor/Forepersons are typically employed by homebuilders. Possible career path options include construction manager, estimator and inspector.

Salary

\$45,000 to \$60,000 per year



Excavator

Excavators use a bulldozer or power shovel to excavate basements for new construction.

Education & Training Requirements

- Post-secondary education is not required
- Most workers receive on-the-job training

Employment & Advancement

Excavators are typically employed by excavation contractors. Possible career path options include supervisory/foreperson positions, project manager, estimator and owner of an excavation contracting business.

Salary

\$15.00 to \$25.00 per hour (based on knowledge, skills and abilities)

Responsibilities Could Include:

- Reads drawings and blueprints and determines the materials needed and details of work to be performed
- Checks with local utility companies prior to digging to ensure that the excavation will not interfere with buried services
- Locates, reads and interprets surveyor stakes to determine depth and location of excavation
- Strips and stores the topsoil for reuse
- Determines the steepness of the back slope by the type of soil encountered
- Assures that the excavation does not affect the foundations of adjacent buildings
- Digs trenches for tying in electrical, gas, plumbing and sanitation lines

Abilities, Skills & Knowledge

- Good physical health, with good balance, vision and spatial awareness
- Mechanical ability
- Manual dexterity and motor coordination
- Mathematical ability
- Ability to work within timelines
- Communication skills
- Interpersonal skills

Did you know?

From day one, apprentices earn money for their time on the job.

Concrete Former

Concrete Formers construct and assemble wood and plastic forms, and place concrete to shape footings and foundation walls of homes.

Responsibilities Could Include:

- Reads drawings and blueprints and determines the materials needed and details of work to be performed
- Determines foundation location and level based upon surveyor's pins, takes and blueprints
- Constructs forms for footings, walls and grade beams
- Constructs slab and beam forms, column forms and stair forms
- Installs embedded steel reinforcement
- Places concrete using equipment such as crane and bucket, line or boom pump truck, wheelbarrow and shovel
- Finishes concrete
- Constructs concrete joints, cures and protects concrete, and installs foundation protection
- Strips forms, bracing and platforms from structures after concrete has hardened

Abilities, Skills & Knowledge

- Good to excellent physical condition
- Ability to stand, crouch and kneel for long periods of time
- Manual dexterity and motor coordination
- Mathematical ability
- Communication skills
- Interpersonal skills



Education & Training Requirements

- Designated subtrade in Saskatchewan (pending)
- Skills can be acquired through on-the-job training

Employment & Advancement

Concrete Formers are typically employed by foundation contractors. Possible career path options include supervisory/foreperson positions and owner of a foundation contracting business. With additional training, individuals can transfer their skills to other carpentry trades such as framer, interior finisher, or exterior finisher.

Salary

\$8.00 to \$22.00 per hour (based on knowledge, skills and abilities)

This is what people on the job are saying . . .

Bryce Stav (framer)

I like the company, the people I work with and the money is good.

Framer

Framers build the structural shell (foundation, floors, walls and roof) of a house.

Responsibilities Could Include:

- Reads drawings and blueprints and determines the materials needed and details of work to be performed
- Erects and disassembles scaffolds
- Installs all components of floor systems
- Builds and installs all components of wall systems
- Lays out and frames floor framing features (stairwells, cantilever, sunken or drop floors)
- Lays out and installs all components of roof systems
- Installs sheathing on floors, walls, and roof
- Installs exterior windows and doors
- Builds and/or installs exterior and interior stairs
- Builds decks and porches
- Installs specialty framing (e.g., steel studs)

Abilities, Skills & Knowledge

- Physical stamina
- Manual dexterity
- Balance for working on scaffolding
- Ability to work on a team
- Ability to work at heights
- Mathematical ability
- Communication skills
- Interpersonal skills

Education & Training Requirements

- Designated subtrade in Saskatchewan
- Trade certification not compulsory in Saskatchewan
- Skills can be acquired through on-the-job training



Employment & Advancement

Framers are typically employed by framing contractors. Possible career path options include supervisory/foreperson positions, project manager, estimator and owner of a framing contracting business. With additional training, individuals can transfer their skills to other carpentry subtrades such as concrete former, interior finisher, or exterior finisher.

Salary

\$10.00 to \$20.00 per hour (based on knowledge, skills and abilities)

Residential Roofer

Residential Roofers install, repair or replace shingles, shakes or other roofing tiles on residential buildings.



Responsibilities Could Include:

- Estimates materials required and costs
- Fits, caulks, installs and fastens skylights into roof openings
- Silicones and fastens attic ventilation stacks
- Measures and cuts shingles
- Installs shingles, shakes, tiles or metal roofing on sloped roofs
- Installs flashings and seals around roof penetrations
- Removes and repairs or replaces existing roofs

Abilities, Skills & Knowledge

- Good physical health including good vision and spatial awareness
- Basic carpentry skills
- Physical stamina
- Agility and good balance
- Manual dexterity
- Ability to work at heights
- Communication skills
- Interpersonal skills

Education & Training Requirements

- Designated trade in Saskatchewan (apprenticeship training is available at SIAST)

- Trade certification is not compulsory in Saskatchewan
- Skills may be acquired through on-the-job training

Employment & Advancement

Roofers are typically employed by roofing contractors. Possible career path options include supervisory/foreperson positions and owner of a roofing contracting business.

Salary

\$20,000 to \$70,000+ per year (work is mainly piecework so this will vary considerably)

Did you know

Skilled tradespersons can go on to become managers, supervisors, trade teachers, sales representatives or start their own businesses.

Electrician

Electricians lay out, assemble, install, test and repair electrical wiring, fixtures, control devices and related equipment.



Responsibilities Could Include:

- Reads drawings and blueprints and determines the materials needed and details of work to be performed
- Determines service requirements in accordance with the provincial electrical code
- Plans the layout and construction of the wiring system
- Drills holes through floors, walls, studs or joists and threads electric wires through to connect all components in the wiring system
- Installs switch and outlet boxes, circuit breaker panel, meter box and main switch
- Connects ends of installed wires to circuit breakers, transformers and other components to complete the circuit
- Grounds and bonds electrical equipment, systems and structures
- Installs security, communication and data systems
- Uses instruments to test and measure voltage, loads, ground faults, integrity of circuits, etc.
- Performs routine maintenance tests and checks on installed equipment, components and devices

Abilities, Skills & Knowledge

- Good physical health including good vision and spatial awareness
- Manual dexterity and motor coordination
- Mechanical ability
- Mathematical ability
- Analytical ability
- Ability to distinguish colours
- Ability to do very precise work
- Communication skills
- Interpersonal skills

Education & Training Requirements

- Designated trade in Saskatchewan (apprenticeship training is available at SIAST)
- Trade certification is compulsory in Saskatchewan

Employment & Advancement

Electricians are typically employed by electrical contractors. Possible career path options include owner of an electrical contracting business.

Salary

\$10.00 to \$27.00 per hour (based on knowledge, skills and abilities)

Plumber

Plumbers install, repair and maintain pipes, fixtures and other plumbing equipment used for water distribution and waste water disposal.

Responsibilities Could Include:

- Studies building plans to determine the materials needed and details of work to be performed based on builder specifications and building codes
- Extends water and sanitary pipes from city line into basement foundation
- Cuts holes in wall studs, joists, ceilings and floors
- Measures, cuts and assembles copper and/or pex piping for water system piping
- Measures, cuts, threads and assembles copper or flexible piping
- Secures piping using brackets, clamps, screws and nails
- Connects copper plumbing lines to main water and hot water tank and plastic plumbing pipes to sanitary drainage system
- Connects gas lines to appliances such as furnace, hot water tank, dryer, stove, fireplace and barbeque
- Installs plumbing fixtures including toilet, bath tub, sink, shower head and taps
- Tests lines for leaks using compressed air or water

Abilities, Skills & Knowledge

- Good physical health and vision, spatial awareness and strength



- Manual dexterity and motor coordination
- Mathematical ability
- Mechanical ability
- Ability to do precise work
- Ability to work alone or with others
- Communication skills
- Interpersonal skills

Education & Training Requirements

- Designated trade in Saskatchewan (apprenticeship training is available at SIAST)
- Trade certification is compulsory in Saskatchewan

Employment & Advancement

Plumbers are typically employed by plumbing contractors and plumbing & heating contractors. Possible career path options include owner of a plumbing contracting business.

Salary

\$10.00 to \$25.00 per hour (based on knowledge, skills and abilities)

Exterior Finisher

Exterior Finishers install and repair the exterior trim, including roof coverings, window and door trim, soffits, fascia, eavestroughing, and siding.

Responsibilities Could Include:

- Reads drawings and blueprints and determines the materials needed and details of work to be performed
- Measures, marks, cuts and attaches weather barrier over wall sheathing
- Cuts, levels and secures strapping to building exterior to provide support for siding material
- Measures, cuts, fits and fastens siding materials to building exterior
- Cuts and fastens flashing around window and door openings
- Installs exterior trim
- Installs roof coverings and components
- Measures, cuts and fits eavestroughing and downspouts
- Installs soffits and fascia

Abilities, Skills & Knowledge

- Good physical health including good vision and spatial awareness
- Manual dexterity and motor coordination
- Mathematical ability
- Ability to do precision work
- Ability to work at heights
- Communication skills
- Interpersonal skills

Education & Training Requirements

- Designated subtrade in Saskatchewan (pending)
- Skills may be acquired through on-the-job training



Employment & Advancement

Exterior Finishers are typically employed by exterior finishing contractors. Possible career path options include supervisory/foreperson positions, senior management and owner of an exterior finishing contracting business. With additional training, individuals can transfer their skills to other carpentry trades such as concrete former, framer or interior finisher.

Salary

\$25,000 to \$65,000 per year (work is mainly piecework so this will vary considerably)

Bricklayer

Bricklayers make exterior and interior finishes for homes, using bricks and stone tile applications.



Responsibilities Could Include:

- Reads drawings and blueprints and determines the materials needed and details of work to be performed
- Measures, cuts and staples underlay paper over exterior sheathing
- Prepares and mixes mortar
- Measures walls and determines amount of spacing required between bricks
- Measures, cuts, levels and installs steel angle iron around base of wall to support load of bricks
- Assembles bricks and mortar

- Installs brick ties into exterior wall studding, securing brick wall to housing structure
- Washes bricks with acid and water to remove mortar and provide a clean finish

Abilities, Skills & Knowledge

- Good physical health including vision and spatial awareness
- Manual dexterity and motor coordination
- Ability to do precision work
- Mathematical ability
- Good balance to work on ladders and scaffolding
- Communication skills
- Interpersonal skills

Education & Training Requirements

- Designated trade in Saskatchewan (apprenticeship training is available at SIAST)
- Trade certification not compulsory in Saskatchewan
- Skills can be acquired through on-the-job training

Employment & Advancement

Bricklayers are typically employed by masonry contractors. Possible career path options include supervisory/foreperson positions, project manager, estimator and owner of a masonry contracting business.

Salary

\$10.00 to \$25.00 per hour (based on knowledge, skills and abilities)



Responsibilities Could Include:

- Studies building plans and determines materials required and details of work to be performed based on builder specifications and building codes
- Erects and disassembles scaffolding
- Measures, cuts and fastens wire mesh onto underlay
- Mixes stucco compound to desired density
- Applies stucco compound to wire mesh
- Applies finishing coat of stucco using an assortment of trowels to provide decorative finishes
- Applies parging mix to basement foundation above backfill line

Abilities, Skills & Knowledge

- Good physical health including vision and spatial awareness
- Manual dexterity and motor coordination
- Ability to do precision work
- Ability to work at heights
- Communication skills
- Interpersonal skills

Stucco Applicator

Stucco Applicators select, mix and apply stucco to exterior walls to produce plain or decorative surfaces.

Education & Training Requirements

- Post-secondary education is not typically required
- Skills can be acquired through on-the-job training

Employment & Advancement

Stucco Applicators are typically employed by exterior building products companies and stucco contractors. Possible career path options include supervisory/foreperson positions and owner of a stucco contracting business.

Salary

\$12.00 to \$25.00 per hour (based on knowledge, skills and abilities)

Did you know?

Technology is taking some of the physical work out of on-site construction.

Window and Door Installer

Window and Door Installers fit new or replacement windows and doors.

Responsibilities Could Include:

- Determines doors and windows required
- Removes existing windows and doors with hand and power tools
- Installs and adjusts frames
- Inserts new windows and doors, fixing them in place and making them weatherproof, level and secure
- Installs hardware

Abilities, Skills & Knowledge

- Physical stamina
- Manual dexterity and motor coordination
- Numerical ability
- Precision work
- Ability to work at heights
- Ability to work unsupervised
- Communication skills
- Interpersonal skills

Education & Training Requirements

- Post-secondary education is not required
- Carpentry experience is an asset
- Skills may be acquired through on-the-job training

Employment & Advancement

Window and Door Installers are typically employed by building products companies. Possible career path options include supervisory and management positions, sales and owner of a window and door installation contracting business.

Salary

\$8.00 to \$22.00 per hour (based on knowledge, skills and abilities)



This is what people on the job are saying . . .

Jason MacDonald (exterior finisher)

It makes you feel proud to see a job finished. I like to drive by people's houses and say "I actually did that"

Interior Finisher

Interior Finishers fit and install trim items such as interior doors, frames, baseboards, and other finishing details.



Responsibilities Could Include:

- Reads drawings and blueprints and determines the materials needed and details of work to be performed
- Inspects building interior to ensure that drywall and framing work is complete and does minor preparatory work
- Installs door frames and fits and hangs all interior doors
- Constructs and installs stair components
- Measures, cuts and installs baseboards
- Installs hardware such as door handles and knobs, locks, closet rods and door stops
- Installs items such as attic access doors, book cases, fireplace mantels, dividers, planters, window and door glass panels, wall panelling, and other interior trim

Abilities, Skills & Knowledge

- Good physical health including good vision and spatial awareness
- Manual dexterity and motor coordination
- Mathematical ability
- Ability to do precision work
- Communication skills
- Interpersonal skills

Education & Training Requirements

- Designated subtrade in Saskatchewan (pending)
- Skills may be acquired through on-the-job training

Employment & Advancement

Interior Finishers are typically employed by carpentry contractors, cabinet manufacturing companies, millwork companies and stair and railing specialty shops. Possible career path options include supervisory positions, senior management and owner of an interior finishing contracting business. With additional training, individuals can transfer their skills to other carpentry subtrades such as concrete former, framer or exterior finisher.

Salary

\$15.00 to \$20.00 per hour (based on knowledge, skills and abilities)

Drywall Installer

Drywall Installers install and finish drywall sheets and ceiling systems.

Responsibilities Could Include:

- Reads drawings and blueprints and determines the materials needed and details of work to be performed
- Measures and marks reference points on drywall sheets to prepare for installation on walls and ceilings
- Measures, cuts and secures drywall panels to walls and ceilings
- Removes drywall from window openings, light switches and electrical plug outlets using a router
- Locates screws protruding from drywall surface using hand drill
- Applies drywall compound to seams, screw heads, gouges and corners in ceilings and walls using hand trowels and broad knives
- Measures and cuts drywall tape, plastic, metal and paper corner beading, and sets into drywall mud, removing excess compound with hand tools
- Applies drywall compound until build up reaches desired specifications, sanding between applications if necessary
- Sprays textured ceilings

Abilities, Skills & Knowledge

- Good physical health including good vision and spatial awareness
- Manual dexterity and motor coordination
- Mathematical ability
- Precision working



- Communication skills
- Interpersonal skills

Education & Training Requirements

- Designated trade in Saskatchewan (apprenticeship training is available in Alberta)
- Trade certification is not compulsory in Saskatchewan
- Skills can be acquired through on-the-job training

Employment & Advancement

Drywall Installers are typically employed by drywall contractors. Possible career path options include supervisory and management positions, estimator and owner of a drywall installation contracting business.

Salary

\$8.00 to \$25.00 per hour (based on knowledge, skills and abilities)

Painter & Decorator

Painter & Decorators apply paint, wall coverings and other finishes to interior and exterior surfaces of residential buildings.

Responsibilities Could Include:

- Estimates the quantity of materials required
- Assembles ladders, staging planks, scaffolds, etc.
- Removes and labels interior and exterior doors, and fills dents and scrapes
- Applies an undercoat primer or sealer before painting, or applies "sizing" before wallpapering
- Uses brushes, rollers or spray guns to apply liquid coatings such as paint, stain or varnish to surfaces of wood, brick, concrete, plaster, stucco or stone
- Applies finishes that are sponged, ragged and layered
- Applies paper, or natural and synthetic fabric wall coverings
- Removes old wall coverings and adhesives
- Applies exterior paint and finishes

Abilities, Skills & Knowledge

- Good physical health, vision, balance and spatial awareness
- Manual dexterity and motor coordination
- Good colour sense
- Desire to do a precise and thorough job
- Communication skills
- Interpersonal skills

Education & Training Requirements

- Designated trade in Saskatchewan (apprenticeship training is available in Alberta)
- Trade certification not compulsory in Saskatchewan
- Skills may be acquired through on-the-job training



Employment & Advancement

Painter & Decorators are typically employed by painting contractors. Possible career path options include supervisory and management positions and owner of a painting and decorating contracting business.

Salary

\$8.00 to \$22.00 per hour (based on knowledge, skills and abilities)

Floor Covering Installer



Floor Covering Installers install, repair and replace floor-covering materials such as underlayment, carpet, vinyl, resilient tile and ceramic tile.

Responsibilities Could Include:

- Reads and interprets drawings and specifications
- Inspects and prepares subfloors for covering
- Determines where to place any necessary seams or joints, and estimates the quantity of material required
- Measures and cuts floorcovering materials to fit around permanent obstructions
- Lays and tacks down or glues a foam or rubber pad over floors to be carpeted
- Sews carpet seams together or uses special heat tape to join carpet pieces
- Stretches carpet and fastens it with a tackless strip around the perimeter of the room, or by gluing it to the floor
- Installs vinyl flooring and resilient tiles by applying adhesive to the subfloor, laying the covering and rolling it with a roller
- Installs ceramic tiles
- Removes existing floorcoverings and contaminants if necessary

Abilities, Skills & Knowledge

- Good physical health including good vision and spatial awareness
- Manual dexterity and motor coordination
- Mathematical ability
- Communication skills
- Interpersonal skills

Education & Training Requirements

- Post-secondary education is not required
- Skills are acquired through on-the-job training

Employment & Advancement

Floor Covering Installers are typically employed by flooring retailers and floor covering contractors. Possible career path options include hardwood flooring installer, supervisory and management positions and owner of a floor covering installation contracting business.

Salary

\$20,000 to \$80,000 per year (work is mainly piecework, so this will vary considerably)

This is what people on the job are saying . . .

Samantha Evans (exterior finisher)

I like working outside and the job keeps me in shape.



Responsibilities Could Include:

- Studies building plans and determines the materials needed and details of work to be performed
- Inspects cabinetry and does minor preparatory work before installation
- Shims and levels cabinets both vertically and horizontally
- Measures, cuts and installs filler wood (spacers from walls) on ends of cabinetry
- Fastens cabinetry and bathroom vanities to walls using hand drills and screws
- Cuts out sink, plumbing, heating and electrical openings
- Hangs and makes adjustments to doors, pull out shelves, swing-out garbages, flip-front doors and drawers
- Measures, cuts and fastens laminate tops
- Installs and fastens toe kick plates
- Sets nails and fills dents, scratches and nail holes with plastic wood or putty compound
- Applies caulking on all joints at walls
- Installs door handles and screw caps

Abilities, Skills & Knowledge

- Good physical health including vision and spatial awareness
- Manual dexterity and motor coordination
- Mathematical ability
- Ability to visualize a finished product from drawings, blueprints or specifications
- Communication skills
- Interpersonal skills

Cabinet Installer

Cabinet Installers secure and level kitchen cabinets, islands and bathroom vanities, and install drawers, cupboards, decorative trim and hardware.

Education & Training Requirements

- Not a designated trade in Saskatchewan
- Skills are acquired through on-the-job training

Employment & Advancement

Cabinet Installers are employed by cabinet suppliers. Possible career path options include supervisory and management positions and owner of a cabinet installation contracting business.

Salary

\$12.00 to \$25.00 per hour (based on knowledge, skills and abilities)

Did you know?

Residential construction makes up almost 50% of the value of all construction in Saskatchewan.

Concrete Finisher

Concrete Finishers pour and finish basement floors, carport or garage floors, patios, driveways and walkways.



Education & Training Requirements

- Designated trade in Saskatchewan (apprenticeship training available in Alberta)
- Trade certification is not compulsory in Saskatchewan
- Skills can be acquired through on-the-job training

Employment & Advancement

Concrete Finishers are typically employed by concrete finishing contractors. Possible career path options include supervisory/foreperson positions, estimator and owner of a concrete finishing contracting business.

Salary

\$8.00 to \$20.00 per hour (based on knowledge, skills and abilities)

Did you know

The demand for skilled trades-people is growing and more demand means more money.

Responsibilities Could Include:

- Reads drawings and blueprints and determines the materials needed and details of work to be performed
- Assesses on-site conditions such as truck accesses, pump placement, lighting, heating, ventilation and protection
- Measures, cuts and assembles wood forms
- Measures, cuts and installs wire mesh or rebar upon leveled gravel
- Places wet concrete into forms and spreads it to a specified depth
- Levels and smoothes the surface, rounds the edges, and makes joints or grooves to help control cracking on the surface
- Measures, cuts and assembles risers for walkways and exterior stairs
- Installs specialty concrete (colour, architectural finishes and texturing techniques)

Abilities, Skills & Knowledge

- Good physical health and the ability to lift 25 kg
- Manual dexterity and motor coordination
- Ability to estimate a level surface
- Communication skills
- Interpersonal skills

Service and Repair Technician

Service and Repair Technicians are responsible for completing repairs after construction of the home has been completed.



Responsibilities Could Include:

- Repairs all pre-occupancy defects within a reasonable period of time
- Responds promptly to items noted in the walk-through
- Responds within a reasonable time frame to warranty and service issues brought to the builder's attention
- Consults with staff, management and suppliers
- Maintains customer contact according to company warranty policy
- Schedules and conducts warranty reviews
- Ensures that all issues are completed by the end of the first year warranty period

Abilities, Skills & Knowledge

- Working knowledge of residential construction
- Knowledge of various subtrade job requirements
- Ability to communicate technical information
- Ability to work within timelines
- Excellent attention to detail
- High level of professionalism
- Good problem solving skills
- Interpersonal skills
- Strong organizational skills
- Communication skills

Education & Training Requirements

- Work experience in the construction field
- Customer service experience

Employment & Advancement

Construction Service and Repair Technicians are typically employed by homebuilders.

Possible career path options include senior management and supervisory/foreperson positions.

Salary

\$30,000 to \$36,000 per year

This is what people on the job are saying . . .

Myrna Bird (painter)

I like everything about my job – especially my boss and keeping physically active.

What is an apprentice?

An apprentice learns a trade while he or she is employed and becomes certified in that trade after completing a combination of on-the-job and in-school training.



What is an apprentice?

2. Next, complete the apprenticeship contract, which is an agreement between you, your employer and the Saskatchewan Apprenticeship and Trade Certification Commission.

3. Complete your on-the-job training, technical training and work experience.

4. Write your certification exam.

More information about apprenticeship training may be obtained by contacting:

Saskatchewan Apprenticeship and Trade Certification Commission
2140 Hamilton Street
Regina, SK S4P 3V7

Phone: (306) 787-2444

Fax: (306) 787-5105

Toll Free: 1-877-363-0536

E-mail: Apprenticeship@sasked.gov.sk.ca

Website: www.saskapprenticeship.ca

Or

The Regina and Saskatoon Home Builders' Associations (see back cover)

Apprenticeship can be described as “earn while you learn” – you earn a wage while learning a trade. This is a big advantage over university where you may not even get a job when you’re finished. And you’re not piling up huge student loans – tuition fees are minimal for apprenticeship.

In-school training

During an apprenticeship, you will attend periods of technical training for instruction in subjects related to your trade. This is where the theory, such as math, science and communication skills are taught. However, about 80% of your learning will be on-the-job. If you enjoy hands-on learning, apprenticeship is for you!

What is a journeyman?

A journeyman is an individual who has worked at a trade for a few years, passed all exams and has been certified by the Apprenticeship and Trade Certification Commission. Certification demonstrates proof that a person is qualified to work in a specific trade. And, with what’s known as a

“Red Seal” endorsement, journeymen can practice their trade in any province or territory in Canada where the trade is designated.

What construction occupations can I apprentice in?

In Saskatchewan you can apprentice in 16 trades and 5 subtrades in construction:

Trades

Bricklayer
Cabinetmaker
Carpenter
Concrete Finisher
Construction Craft Labourer
Crane and Hoist Operator
Drywall and Acoustical Mechanic
Electrician
Floorcovering Installer
Insulator
Painter and Decorator
Plasterer
Plumber
Roofer
Sheet Metal Worker
Tilesetter

Subtrades

Concrete Former (pending)
Framer
Exterior Finisher (pending)
Interior Finisher (pending)
Scaffolder

The subtrades, concrete former, framer, exterior finisher and interior finisher, together make up the carpentry trade. Apprenticing in one of these subtrades allows you to specialize and become certified within a year. Once you are certified in one subtrade you may be interested in learning another one. If you obtain certification in all four subtrades and have completed the required work time you will automatically receive journeyman status in carpentry. The residential construction industry is working with the Saskatchewan Apprenticeship and Trade Certification Commission to develop more subtrades that will be geared towards residential construction.

What do I need to do to become certified in a trade or subtrade?

1. To enter an apprenticeship program, you must first find an employer who is willing to take you on as an apprentice. The employer must have someone who is designated in the trade or subtrade you wish to study. Contact the Saskatoon and Regina offices of the Home Builders' Association for help in finding an employer (see the back cover).





Make a smart decision

Interested in a post-secondary education?

Some bursaries and scholarships are available. Contact SIAST or the Home Builders' Associations (see below).

Consider a career in the trades.

For those in high school, there are credit programs available in construction. Check with your local school board or contact the Home Builders' Associations in Regina or Saskatoon for details.

Here's what you can expect when you become an apprentice:

- 1 to 5 years to become certified
- Only 6 to 10 weeks a year of technical training
- Tuition fees: \$180 to \$300 per year
- Books included
- No student loan (because you are earning while learning)

Regina & Region Home Builders' Association
(306) 546-5221
www.reginahomebuilders.com

Saskatoon & Region Home Builders' Association
(306) 955-5188
www.saskatoonhomebuilders.com

Are you suited for a career in the trades?

- Do you enjoy working with your hands?
- Are you good at mathematics?
- Do you like to build and repair things?
- Do you get a feeling of satisfaction when you see a project from start to finish?
- Are you physically fit?
- Are you comfortable working at heights?
- Do you like working outdoors?

This is what people on the job are saying . . .

Aaron Bonkowski (apprentice electrician)

I was interested in being an electrician since I was 10 when I was helping my dad.

Violet Hobbs (new home sales person)

It's very rewarding to see a satisfied customer.



Skilled trades offer a wide array of interesting and challenging careers for those who prefer hands-on learning and a flexible lifestyle.

Don't listen to anyone who thinks that a career in the trades is second class. Many people who start out in a trade go on to earn just as much money, or more, as a doctor or lawyer. And they are skilled in math, science, communications and business.

In residential construction, there is a shortage of skilled trades across Canada. The high demand for skilled workers is expected to continue, as more and more baby boomers retire. This means high employment rates and good money.

What should you do if you're interested in a career in the trades?

1. Call the Regina and Saskatoon Home Builders' Associations (see back cover).
www.reginahomebuilders.com
www.saskatoonhomebuilders.com
2. Check out descriptions of different occupations in this book and at the Human Resources Development Canada website:
www.hrdc-drhc.gc.ca
3. Check out the Saskatchewan Apprenticeship and Trade Certification Commission to see which trades are apprenticeshipable:
www.saskapprenticeship.ca

4. Contact the Home Builders' Associations or go directly to employers to ask them details about specific occupations and whether or not they are hiring. If you are interested in apprenticeship ask if they are willing to teach you.



Opportunities for youth in trades occupations

What are you doing after high school?

There is a whole world of career possibilities. Many students, parents and counsellors think that going to university is the only way to succeed in life, but this just isn't true.



Did you know

*Employers look for workers
with a good work ethic,
positive attitude, initiative,
interpersonal and teamwork
skills, adaptability and cultural
sensitivity.*

Opportunities for Aboriginals in trades occupations



Construction Careers Saskatoon
229A – 4th Avenue South
Saskatoon, SK
S7K 4K3
Phone: (306) 373-4695 or 373-4694
Fax: (306) 373-5717

Or

The Regina and Saskatoon Home Builders'
Associations (see back cover)

Opportunities for Aboriginals in trades occupations

The participation of Aboriginals in construction is higher than in all other industries in Canada.

Residential construction is a key area where Aboriginal people can develop skills and find employment. The continuing shortage of skilled workers means there are increasing opportunities for young Aboriginals to enter the job market.

The Saskatchewan Indian Institute of Technologies (SIIT) has developed Construction Career Projects to help Aboriginal people develop skills and provide opportunities to establish careers in the construction industry.

Two projects, Construction Careers Regina (CCR) and Construction Careers Saskatoon (CCS) provide the following services:

- Links to employment
- Job coaching
- Career planning
- Counselling
- Indenturing (apprenticeship)
- Technical training
- Driver license training
- Upgrading
- Safety courses

For more information go to www.siiit.sk.ca

Or contact the following:

Construction Careers Regina
2430 – 8th Avenue
Regina, SK
S4R 5E3
Phone: (306) 721-4473
Fax: (306) 721-4478

*This is what
people on the job
are saying . . .*

Tim Larsen (shop worker)

*I was always interested in
building things – I want to build
houses someday.*

*William Adams (exterior
finisher)*

*The best things about my job are
the money and the hours.*



Opportunities for women in trades occupations

Valerie Overend, Executive Director of Saskatchewan Women in Trades and Technology (SaskWITT) is excited about the recent changes in the construction industry. "When you drive by a construction site these days, chances are that you will see one or two women wielding tools, climbing ladders or hauling materials alongside the rest of the crew. This is not an unusual sight. What is unusual is their profile. Up until recently, the average age of women entering trades has been approximately 30, with many women choosing to try it out after a series of jobs that left them dissatisfied.

The past few years has seen a surge of young women in their late teens or early 20s who are planning to make a career in a construction trade. Public support for their choices is beginning to sway and it is more acceptable for a young woman to enter occupations in a previously male domain. These women are expressing enjoyment in their jobs and cite the challenges, good pay and particularly the physical aspects of the work as being the biggest rewards."

Valerie often hears from women who wanted to try working in a trade but did not pursue their dreams. The most common reason was concern about their strength. However, as someone who spent several years as a carpenter, she knows that tradeswomen quickly learn to use body mechanics for leverage to perform a difficult task or how to choose the proper equipment or tools to move a heavy object.¹

Now is the perfect time to pursue a career in the construction trades. An impending skills shortage means jobs are opening up to women. Opportunities to enter into construction occupations are becoming available to women in the same way as the medical and legal professions did in the '70s and engineering technologies did in the '80s and '90s."²

Young women who want a non-traditional career that is physically and intellectually challenging should definitely check out the construction industry.

For information on women in the trades contact:

Valerie Overend at overend@siast.sk.ca

Shelley Macnab at macnabs@siit.sk.ca

Kris Wall at kwall@dcre.gov.sk.ca

^{1,2} Valerie Overend, "Trade Jobs are for **Boys** Girls!", Briarpatch Magazine, March 2005.

*This is what
people on the job
are saying . . .*

*Kris Wall
(housing inspector)*

I have always enjoyed being active and spending time outdoors, so I began an apprenticeship in carpentry and earned a journeyman certificate. Since that time, I have done some teaching, worked as an apprenticeship consultant, and presently I am working as a housing inspector for Saskatchewan Housing Corporation. I found my career as a carpenter very rewarding, and my journeyman certification has provided me with many other career opportunities.



The future of home building

The home building industry offers a multitude of opportunities for individuals interested in new technology. People are becoming increasingly concerned about conserving energy, water and natural resources and reducing waste. Health and quality of life are also major issues.

Renewable energy systems such as solar water heating, solar air pre-heating, wind power, drainwater heat recovery and photovoltaic panels are all being used today to reduce fuel-based energy consumption in homes. In addition to reducing utility costs and increasing independence from the utilities, they typically feature many benefits including longevity and low maintenance relative to many conventional systems.

“Green” houses reduce the adverse effects of traditional building techniques through sustainable building practices that conserve natural resources, minimize waste products and reduce greenhouse gas emissions.

Better ventilation systems and the use of non-toxic building materials and finishes are helping to create a healthier home environment. Improved construction methods better protect homes from rain and ground water and reduce the use of outside services.

“Smart” homes are the homes of the future, allowing occupants to control their living space with computer-aided systems that do everything from automatically turning on the lights when you get home to reminding you to lock the back door or turn off the oven.

“The construction industry is more than bricks and mortar, more than life on the end of a shovel. In fact, the industry employs sophisticated technology on a day-to-day basis” (Saskatchewan Construction Association). The industry needs talented and creative individuals to move home building into the future.

Internet resources

Visit the following sites to help you in your career decisions:



Saskatchewan
Home Builders'
Association

www.saskhomebuilders.ca



Regina & Region
Home Builders'
Association

www.reginahomebuilders.com



Saskatoon & Region
Home Builders'
Association, Inc.

www.saskatoonhomebuilders.ca
www.homebuilderscareers.com

Human Resources Development Canada: www.hrdc-drhc.gc.ca

Saskatchewan Apprenticeship and Trade Certification Commission: www.saskapprenticeship.ca

Saskatchewan Institute of Applied Science and Technology (SIAST): www.siastr.sk.ca

Saskatchewan Indian Institute of Technologies (SIIT): www.siit.sk.ca

Saskatchewan Construction Safety Association: www.scsaonline.ca

Saskatchewan Workers' Compensation Board: www.websask.com

Occupational Health & Safety: www.labour.gov.sk.ca/safety

WorkSafe Saskatchewan: www.worksafesask.ca

SaskNetWork www.sasknetwork.gov.sk.ca

Acknowledgements

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Regina & Region Home Builders' Association

Bill Langman
Dundee Developments Corp/Homes by Dundee

Jason Raymer
MacKenzie Plumbing & Heating (1989) Ltd.

Dale Metcalf
Nu-Fab Burton L.P.

Linda Huynink
RBC Royal Bank

Bevan Sthamann
Sthamann Homes Inc.

Hugh Howard
TD Canada Trust

Dan Turgeon
Town & Country Plumbing & Heating (2004)

Brenda Braaten
Regina Construction Association

Karen Main
SaskEnergy

Randy Pekar
North Ridge Development Corporation

Rob Fiorante
Fiorante Homes and Commercial Ltd.

Terry Gilroy
Gilroy Homes Inc.

Tom Moore
Westmount Developments Ltd.

Bill Johnson
Jim Morgan
Saskatchewan Construction Safety Association

Cheryl-Lynn Swalm
Construction Careers Connection Project

Saskatoon & Region Home Builders' Association Education and Training Committee

Alan Thomarat
Saskatoon & Region Home Builders' Association

Jackie Zemlak
Zemco Door Products

Sandy Sitkowski
Nu-Fab Burton L.P.

James Neufeld
Superior Cabinets

Robert Graham
Superior Safety Services

Garry Long
North Ridge Development Corp.

Russell Walsh
Superior Cabinets

Ken Connick
Energy Star Homes Ltd.

Barry MacDougall
Saskatoon Public Schools

Lana Bauer
Saskatoon Catholic Board of Education

This is what people on the job are saying . . .

I began my journey in the construction industry as a small boy building our own homes with my father. In my teenage years I was able to find part time work in the summer in varied areas of construction. I attained a position at Superior Millwork Ltd in the shipping/production department and soon advanced into the sales division where I would truly find my calling. The experience I had obtained from practical experience became extremely valuable in my ability to secure great confidence from my customers. Eventually I found an opportunity to open my own retail store selling Superior Cabinets. The construction industry has obviously been a great career choice. What I find very interesting is that young people tend to think construction occupations have limited income potential in comparison to university disciplines. This I have found is furthest from the truth.

*Jason Coroy,
President
Kitchenhaus Cabinets Ltd.*

For information on careers in residential construction contact:



Regina & Region Home Builders' Association
100 – 1801 MacKay Street
Regina, SK S4N 6E7
Phone: (306) 546-5221
Fax: (306) 569-9144
www.reginahomebuilders.com



Saskatoon & Region Home Builders' Association
11 – 3012 Louise Street
Saskatoon, SK S7J 3L8
Phone: (306) 955-5188
Fax: (306) 373-3735
www.saskatoonhomebuilders.com