



Forestry Sector Employment Timeline



Note to Readers

The data presented in this report is representative of the latest publicly available information at the time of research for this report.

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1.0 Disclaimer

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Please note that data collection and analysis conducted for this report occurred before the 2020 COVID-19 outbreak. As such, the impacts of the virus on the forestry sector have not been factored into this report.

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2.0 Introduction

The forestry sector has long been a major driver of the economy in Northwestern Ontario, with forestry operations, in most cases, being a leading regional employer. The industry has faced tremendous challenges in the past decade, including changing market trends and a global recession.

As the global economy recovers, and the demand for forest products again rises, challenges remain, as the forestry sector still deals with the consequences of the previous decade, leading to difficulties in attracting youth, recruiting new workers, and retaining existing workers.

Outlining the existing and potential opportunities presented by the forestry sector is critical to assuaging doubts related to the sustainability of the industry and its ability to attract and retain workers.

The Local Employment Planning Council (LEPC) has been at the forefront of the effort to find innovative labour market solutions by:

- Providing authoritative, evidence-based research
- Identifying employment trends
- Identifying workforce opportunities
- Initiating workforce development strategies

By executing on its mandate, the LEPC continues to work toward ensuring that the human resource pool will be strategically aligned, competitively positioned, and progressively developed to meet future social needs and economic demands across Northwestern Ontario.

The LEPC has identified the need to accurately describe regional employment in the forestry sector in Northwestern Ontario and to quickly analyze new operations as they become established, as well as determine the impacts of any downsized or shut down operations.

The LEPC has retained Riverlight Consulting Inc. to study active forestry operations in Northwestern Ontario to provide evidence-based research and identify employment trends in the forestry sector. The goals of this study are to:

- Provide a detailed inventory of direct employment in Northwestern Ontario's forestry sector
- Outline the staffing requirements of each forestry operation using defensible assumptions
- Identify employment trends
- Develop a functional model, which can be used to update the findings of this study as new data becomes available or if market conditions change
- Customize the model to facilitate LEPC use

It is our objective to provide the LEPC with a thoroughly researched, intuitive model, which can serve its mandate for years to come, while promoting economic development in Northwestern Ontario.

3.0 Ontario Forestry Sector

3.1 Ontario Challenges

The US recession of 2007–2009 and the subsequent collapse of the US housing market heralded a period of reduced global demand for wood products, which significantly affected Canadian forestry production. In Canada, lumber and pulp output declined sharply. Between 2006 and 2009, lumber production fell from 81.2 million cubic metres to 45.5 million cubic metres annually, a decline of 44%.¹ The corresponding monthly sales of Ontario-manufactured wood products fell by over 50% during this period. Figure 1 illustrates this decline.



Figure 1. Ontario Wood Product Manufacturing Sales, June 2005–June 2020²

Figure 1 also shows that while sales of Ontario-manufactured wood products remained steady during the 2009–2012 period, a significant uptick in sales occurred in 2013 and continued until 2017. Sales numbers have softened since the end of 2018 due to several market factors, including evolving trade policies.

The biggest sustained decline, even after the recession, has been in the pulp, paper, and paperboard manufacturing sector. As consumers turned away from traditional printed newspapers, magazines, and telephone directories in favour of digital applications, print advertising revenues plunged and publishers shrank their publications or stopped printing altogether.

¹ Statistics Canada: Manufacturing sales by province.

² Statistics Canada: Manufacturing sales by province.

As shown in Figure 2, below, monthly pulp, paper, and paperboard sales fell by more than 60% between 2005 and 2009. Unlike the resurgence of manufactured wood products, which returned to near prerecession sales values, the evolving nature of paper products has led to only a modest increase in average sales between 2009 and 2020.



Figure 2. Ontario Pulp, Paper, and Paperboard Mill Manufacturing Sales, June 2005–June 2020³

Overall job numbers in Ontario’s forestry sector have also decreased between 2006 and 2019, as shown in Table 1 and Figure 3.

The forestry sector has long been an important pillar of the economy in Northwestern Ontario, integral to the livelihoods of regional workers. The impacts on the region from this type of major event leaves a mark on the workforce indefinitely, and this contributes to the challenges facing the forestry sector.

Key challenges and barriers to sustained growth in the forestry sector following the recession include:

- The current negative image of the forestry sector
- The migration of forestry sector workers to occupations in other sectors
- Challenges attracting youth and recruiting new workers
- Challenges retaining workers

³ Statistics Canada: Manufacturing sales by province.



- The shortage of skilled workers
- The dwindling local workforce because of population decline and out-migration
- The rural and remote nature of the sector's operations⁴

Despite these challenges, there are indications that the forestry sector has the opportunity for growth, provided it can overcome or mitigate these challenges.

⁴ Renewing Canada's Greenest Workforce: A Labour Market Intelligence Report.

Table 1. Ontario Forestry Sector Jobs, 2006–2019⁵

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Forestry and logging industry	7,930	7,185	6,360	4,775	4,815	5,155	4,540	4,515	3,985	4,180	4,405	4,340	4,255	4,080
Pulp and paper product manufacturing industry	29,425	26,615	24,635	23,055	21,990	21,090	20,815	20,810	19,430	18,540	18,280	19,525	19,325	19,650
Support activities for forestry industry	2,640	2,680	2,735	3,025	3,140	3,770	3,435	3,385	3,475	3,260	3,255	3,095	2,730	2,580
Wood product manufacturing industry	30,130	23,805	20,700	17,380	17,845	16,275	16,395	17,240	17,055	17,355	17,365	18,295	17,740	17,600
Total	70,125	60,285	54,430	48,235	47,790	46,290	45,185	45,950	43,945	43,335	43,305	45,255	44,050	43,910

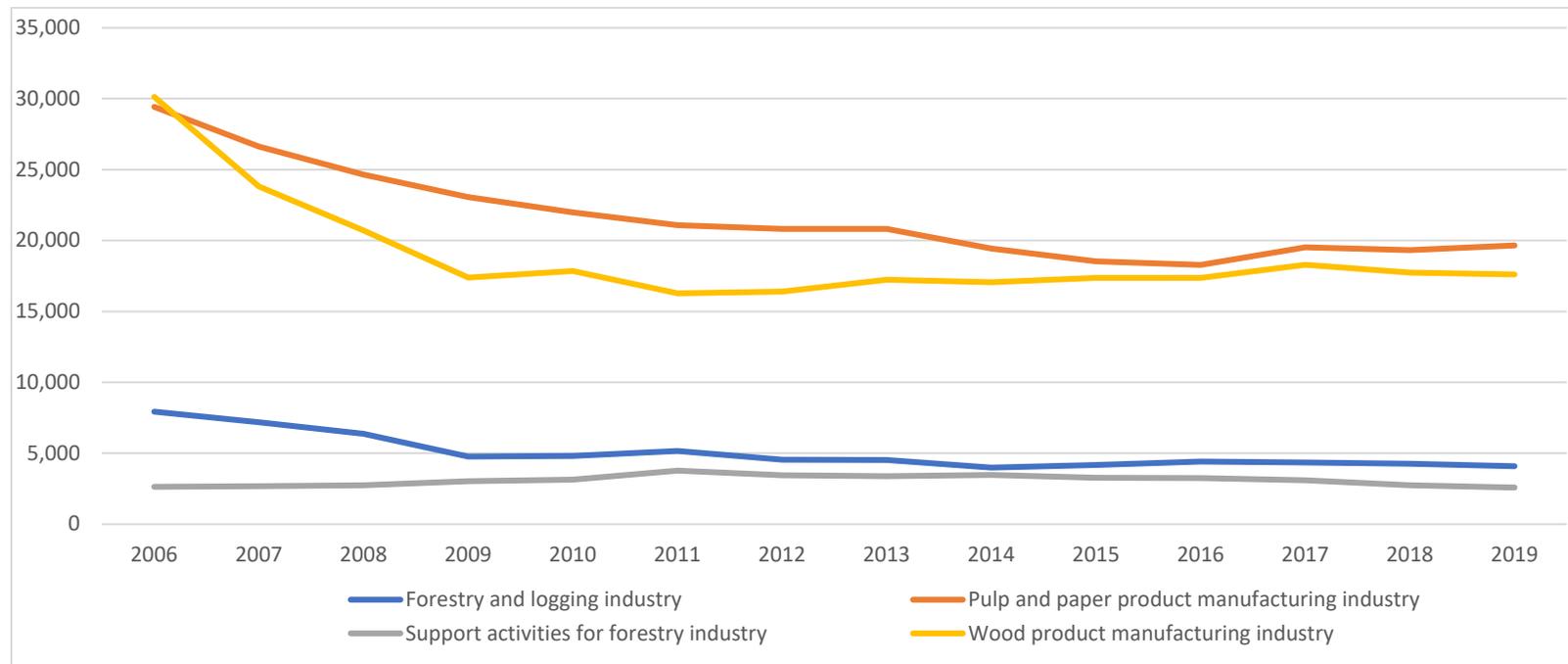


Figure 3. Ontario Forestry Sector Jobs, 2006–2019

⁵ Statistics Canada: CANSIM table 383-0031, Labour statistics consistent with the System of National Accounts (SNA).

3.2 Ontario Forest Sector: Renewed Optimism

Despite the challenges faced by Ontario’s forestry sector, there are reasons for renewed optimism. Efforts have been made to develop strategies to guide long-term development in this sector. These efforts include lowering costs, expanding the market for wood products, and promoting pathways to forestry careers.⁶ In addition, structural characteristics that led to the ascension of the forestry industry in Ontario in the past—including the sheer abundance of resources, as well as proximity to markets—could help accelerate the resurgence of the industry in the future.⁷

3.2.1 Diverse and Abundant Resource

Ontario’s forest industry generated \$16.6 billion in total revenues in 2017, and there is room for growth. Overall, the province’s forests can support a sustainable harvest of 30 million cubic metres annually, not all of which is currently being used. The Ministry of Natural Resources and Forestry works with forest management unit managers and existing industry stakeholders to estimate the available wood supplies on each management unit in Ontario.⁸ The actual harvest volume compared with the available harvest volume is illustrated in Figure 4.

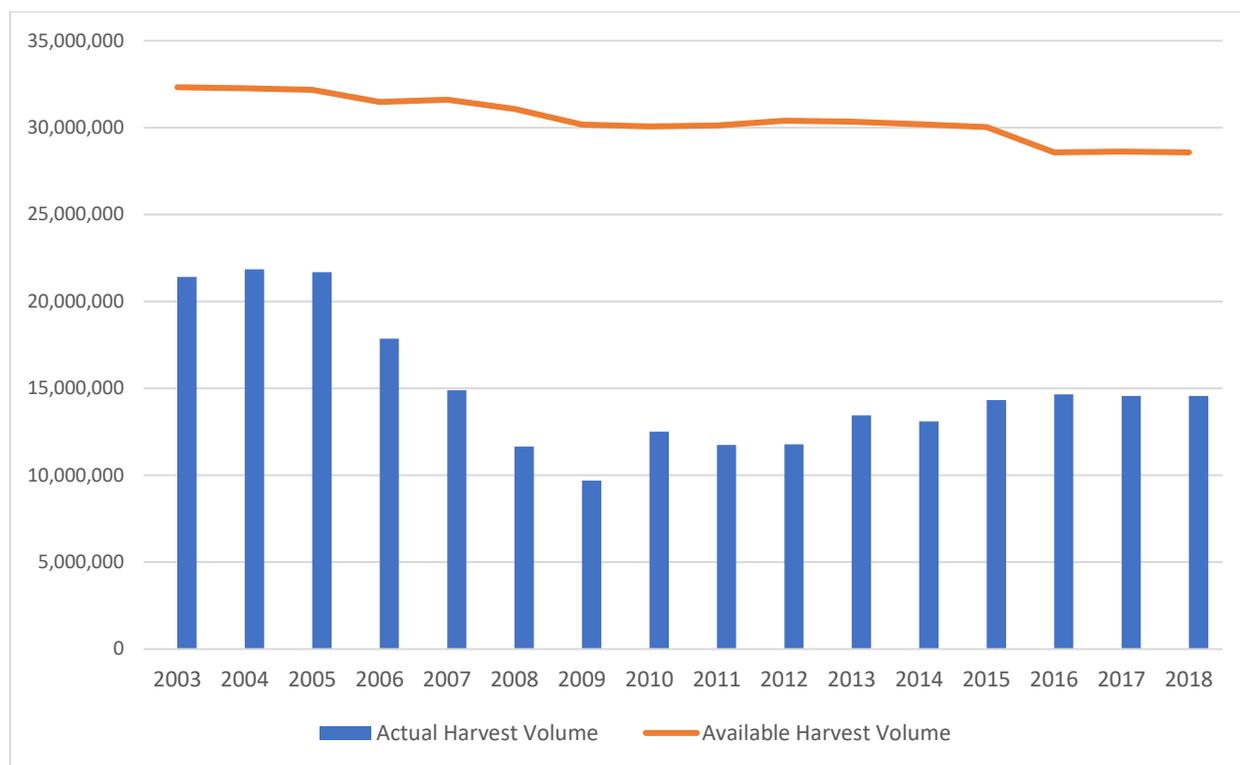


Figure 4. Available Sustainable Harvest Volume versus Actual Harvest Volume, Ontario

As shown in Figure 4, Ontario’s forestry sector as a whole has significant room for additional sustainable growth.

⁶ Sustainable Growth: Ontario’s Forest Sector Strategy, August 2020.

⁷ <https://www.investinontario.com/forestry#largest-markets>

⁸ <https://www.investinontario.com/forestry#largest-markets>

3.2.2 Proximity to Markets

Ontario is favourably located, in close proximity to the world’s largest economy. In 2018, Ontario exported almost \$6.5 billion in forest products to the US, accounting for over 96% of the province’s total wood product exports.⁹

As the US and global economies grow, the demand for Ontario forest products will continue to rise. Given the particularly high percentage of exports currently geared toward the US market, the success of the Ontario forestry sector can be largely linked to market conditions affecting that key trading partner.

The US experienced significant economic growth over the 10 years that followed the 2007–2009 recession. This has been particularly evident in the recovery of the US residential construction sector, which is consequential to the Ontario forest products sector, as illustrated in Figure 5, below.

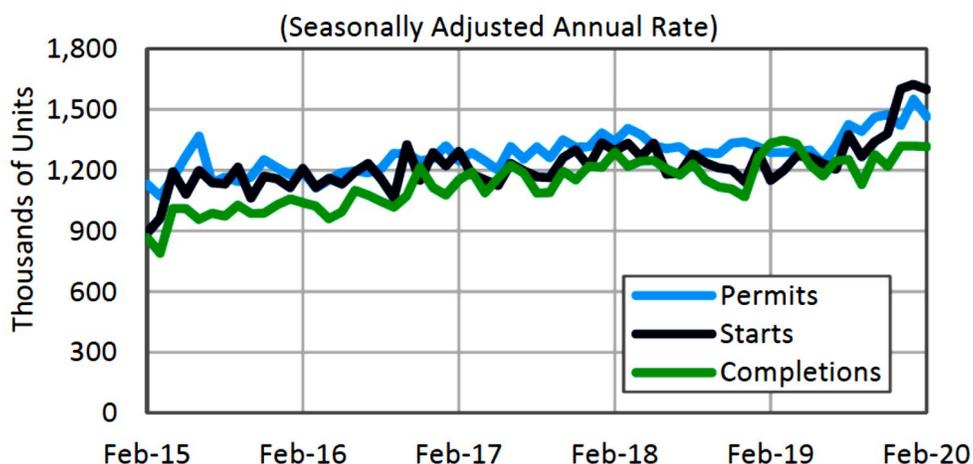


Figure 5. New Residential Construction in the US¹⁰

As illustrated in data from the US Census Bureau, there has been an increase of nearly 75% in new housing construction starts between 2016 and 2020, including an increase of over 40% in residential construction completion and an increase of over 30% in permits issued for construction. The demand for forest products (particularly lumber, wood panels, and engineered wood products) has increased to facilitate construction in the US, and Ontario is well positioned to supply that market.

While the US remains an indispensable trading partner, measures have been taken to manage market volatility resulting from trade policies affecting Ontario’s forest sector.¹¹ These measures include:

- Funding of Ontario’s first cross-laminating timber mill, which will use northern lumber to produce new products that may increase the range of wood-based building materials
- Finding more potential uses for wood fibre, including face masks from bio-active papers, clothing, car parts, cosmetics, and as a natural replacement for single use plastics

⁹ <https://www.investinontario.com/forestry#largest-markets>.

¹⁰ US Census Bureau, HUD, March 2020.

¹¹ Sustainable Growth: Ontario’s Forest Sector Strategy, August 2020.

- Promoting Ontario-produced wood products to the public by developing the Ontario Wood brand
- Developing trading relationships in other emerging international markets

3.2.3 Strategic Regional Initiatives

Increased investment in Northwestern Ontario's forestry sector by both public and private sector investors confirms not only the opportunities available in the region, but also the commitment from multiple levels of government to addressing challenges and facilitating sustainable development of the forestry sector in this region. Notable recent developments include:

- The construction of a new sawmill in the Rainy River District in 2014 by Resolute Forest Products
- \$3.2 million in provincial funding in 2019, which has allowed Columbia Forest Products to modernize and streamline its Hearst hardwood plywood mill¹²
- \$2.8 million of federal funding and just under \$1 million in provincial funding in 2017, which has facilitated the development of the Whitesand Bio-Energy Centre, an industrial park hosting new biomass and wood processing facilities in Whitesand First Nation¹³
- A \$4 million investment into Hornepayne Lumber and Hornepayne Power (which had been shut down since 2015) by Northeast Superior First Nations Investment LP, a First Nations consortium formed in 2017¹⁴
- The development of the 2017 Forestry Sector Strategic Plan by Confederation College, which aims to identify opportunities and address workforce needs among employers in the regional forestry sector and to develop solutions in partnership with employment and training providers that support skill development and employment opportunities for unemployed and employed workers¹⁵
- The development of "Sustainable Growth: Ontario's Forest Sector Strategy" between 2019 and 2020 by Ontario's Ministry of Natural Resources and Forestry. This undertaking involved roundtable discussions with Indigenous, municipal, and industry leaders; entrepreneurs and innovators; and industry experts and individuals from communities across Ontario who shared their experiences and ideas. This forest sector strategy presents steps that could be taken to help businesses take full advantage of the tremendous economic potential of Ontario's forests, while ensuring high standards of sustainable forest management.

Continued investment in modernizing forestry operations, as well as developing strategies for sustainable development and community readiness will ensure responsible growth by Ontario's forestry sector as it ramps up to meet increasing local, regional, and global demand.

¹² <https://www.northernontariobusiness.com/industry-news/forestry/columbia-forest-products-nets-32m-to-modernize-hearst-plant-1481795>.

¹³ <https://www.tbnewswatch.com/local-news/whitesand-first-nation-getting-biomass-and-wood-pellet-plants-744951>.

¹⁴ <https://www.northernontariobusiness.com/industry-news/forestry/hornepayne-lumber-power-operation-lauds-new-forestry-strategy-1971258>.

¹⁵ Sector Partnership Planning Grant Forestry Sector Strategic Plan. November 2017.

4.0 Regional Context

Northwestern Ontario has a long history in the forest products sector. To provide full context to the available regional labour force, we have conducted a review of regional statistics. For the purposes of this study, we have considered Thunder Bay, Kenora, and Rainy River Districts, as illustrated in Figure 6, below.



Figure 6. Study Catchment Area

Statistics Canada 2006, 2011, and 2016 census data for each of these districts was reviewed to determine the current makeup of the population of Northwestern Ontario and to determine major trends regarding population, labour force, and educational attainment.

4.1 Regional Educational Attainment

Table 2 shows educational attainment levels in the Districts of Thunder Bay, Kenora, and Rainy River recorded during the 2016 Census. To best represent the working population, our investigation considered published data for those aged 25 to 64.



Table 2. Educational Attainment, 2016 Census¹⁶

Educational Attainment	Thunder Bay			Kenora			Rainy River		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total population aged 25 to 64 years	77,495	38,265	39,240	32,335	16,070	16,260	10,165	4,980	5,185
High school certificate or equivalent	25%	25%	25%	25%	25%	25%	31%	30%	32%
Apprenticeship or trades certificate or diploma	9%	15%	3%	10%	16%	4%	11%	18%	5%
College, CEGEP, ¹⁷ or other non-university certificate or diploma	29%	25%	33%	23%	19%	27%	28%	21%	35%
University certificate, diploma, or degree	22%	18%	25%	13%	9%	16%	13%	11%	16%
No certificate, diploma, or degree	13%	15%	12%	27%	29%	25%	14%	18%	11%

The purpose of this study is to project labour requirements for Northwestern Ontario over the next 10-year period. With this goal in mind, this study considers recent trends based on Statistics Canada data for each of the relevant districts for census years 2006 and 2011. Due to the age of the information, data from the 2006 Census will not be tabulated in this report but will be referenced in discussions elsewhere. Table 3, below, presents educational attainment information for the 25 to 64 age range from the 2011 Census.

Table 3. Educational Attainment, 2011 Census¹⁸

Educational Attainment	Thunder Bay			Kenora			Rainy River		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total population aged 25 to 64 years	79,600	39,265	40,330	29,075	14,530	14,545	10,455	5,115	5,335
High school certificate or equivalent	24%	24%	25%	24%	24%	25%	28%	30%	26%
Apprenticeship or trades certificate or diploma	13%	20%	6%	13%	20%	6%	12%	17%	8%
College, CEGEP, or other non-university certificate or diploma	27%	22%	32%	23%	18%	28%	27%	21%	33%
University certificate, diploma, or degree	19%	17%	14%	13%	7%	11%	14%	11%	16%
No certificate, diploma, or degree	14%	15%	13%	23%	26%	21%	16%	18%	15%

¹⁶ Statistics Canada: Census years 2006, 2011, 2016.

¹⁷ A CEGEP is a publicly funded post-secondary education pre-university, collegiate technical college.

¹⁸ Statistics Canada: Census years 2006, 2011, 2016.

Key observations from the educational requirements data presented in Tables 2–3 include the following:

- Between 2006 and 2016, the number of individuals achieving a university certificate, diploma, or degree increased in Northwestern Ontario. This was especially true for the female population in the Thunder Bay and Kenora Districts.
- The percentage of the population with no certificate or degree increased in Thunder Bay and Kenora, while a decrease in this rate in Rainy River may be attributed to the fact that more females in this region completed their education during this time frame.
- College, CEGEP, and other non-university or non-diploma recipients, both male and female, largely increased in each district.
- Certificates of apprenticeship and trades certificates or diplomas decreased significantly across the board between 2011 and 2016. By the raw numbers, the total number in this category declined from 15,195 across Northwestern Ontario in 2011 to 11,420 in 2016. This represents an almost 25% reduction in individuals qualified in the skilled trades over this five-year period. Possible reasons for this decline include the following:
 - **Retirement** (although data for individuals over the age of 15, with no upper limit, shows a similar, but less precipitous reduction).
 - **Mobility.** Consistent with many publications referencing the forestry, mining, and construction sectors, skilled tradesmen are among the most mobile workers.¹⁹
 - **Occupation of Choice.** In addition to an across-the-board reduction in this category, female participation in these programs also declined from what were already low participation rates in 2011.

4.2 Regional Labour Characteristics

Determining the population age distribution in Northwestern Ontario can serve as a defensible benchmark for the development of assumptions. While assumptions in this study were based on previously published industry reports, tying these to Statistics Canada data can serve as a guide to determining whether this study's findings are reasonable.

Retirement rates in Northwestern Ontario are a major issue of concern in several industries. Table 4, below, outlines the age distribution in each district from the 2016 Census.

¹⁹ Renewing Canada's Greenest Workforce: A Labour Market Intelligence Report, May 2011.



Table 4. Age Distribution, 2016 Census²⁰

Age Range	Thunder Bay	Kenora	Rainy River	Northwestern Ontario
Total Population	146,050	65,535	20,110	231,695
0 to 14 years	15%	22%	18%	17%
15 to 19 years	6%	7%	6%	6%
20 to 24 years	6%	7%	5%	6%
25 to 29 years	6%	6%	5%	6%
30 to 34 years	6%	6%	5%	6%
35 to 39 years	5%	6%	5%	6%
40 to 44 years	6%	6%	6%	6%
45 to 49 years	6%	6%	6%	6%
50 to 54 years	8%	7%	7%	8%
55 to 59 years	9%	7%	9%	8%
60 to 64 years	8%	6%	8%	7%
65 years and over	19%	14%	19%	18%

Table 4 shows us that, in 2016, the age ranges of 50–54, 55–59, and 60–64 represented the largest portions of the working-age population in Northwestern Ontario. These age ranges—illustrated as a proportion of the total population of Northwestern Ontario in Figure 7—are also the most relevant when discussing retirement potential over the next 10 years.

²⁰ Statistics Canada: Census years 2006, 2011, 2016.

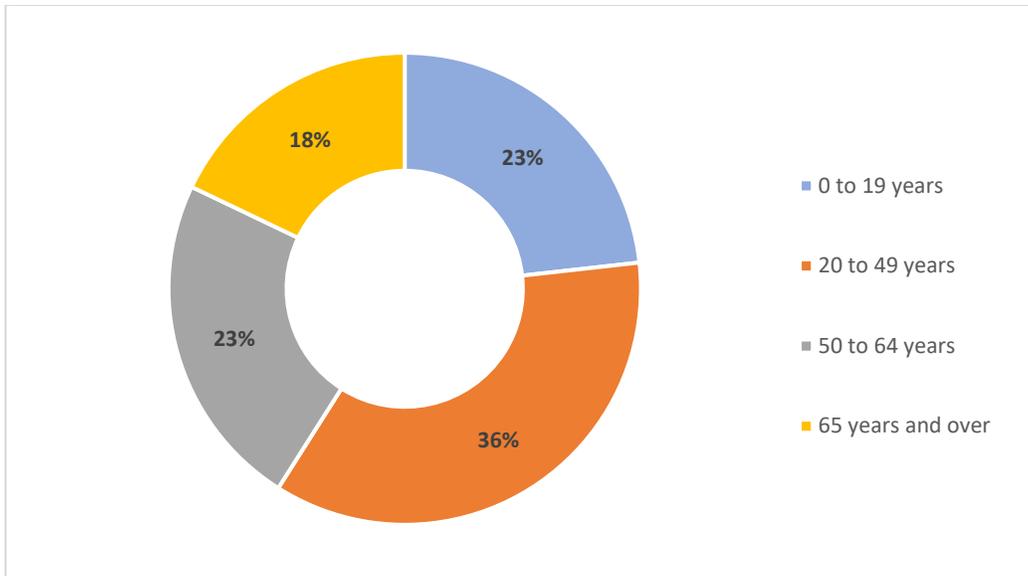


Figure 7. Age Distribution in Northwestern Ontario, 2016 Census

Figure 7 shows us that it is reasonable to expect that approximately 23% of the population in Northwestern Ontario will move into retirement age over the next ten years; although, the full magnitude of retirement rates will likely vary depending on the sector. As such, for this study, published data pertaining to the forestry sector determined assumptions for retirement rates, taking into account the 23% baseline that may be ascertained through Statistics Canada data.

5.0 Northwestern Ontario Forestry Sector Employment Model

Labour requirements for the forestry sector in Northwestern Ontario can be defined in multiple ways. Existing data provides national, provincial, as well as regional statistics specific to the forestry sector. This study takes a bottom-up approach, by which we first identify and investigate each forestry operation in Northwestern Ontario, conduct quantitative analyses, and then compile results for use in modelling projections.

While this report outlines employment projections based on the most recent data available, this section will also outline the methodology used to ensure that the LEPC is able to use this analysis to react to changes in market conditions.

5.1 Introduction to the Model

This study incorporates an analysis of forestry sector employment into an editable model that the LEPC can use to adjust findings as market conditions change. This process involved reviewing comparable operations to determine key indicators and trends, which can provide additional insight into the most recent available data related to the investigated forestry operations in Northwestern Ontario.

While there is guarded optimism concerning the future of Ontario's forestry sector and the development of innovative new forest products, this study has limited quantitative analysis to existing forestry operations in Northwestern Ontario. The model is designed to be modified as new data, such as information from new operations, becomes available.

In providing this model to the LEPC, it is our hope that the methodology and findings described in this report can prove to be of value for years to come.

5.2 Methodology

The methodology used to develop the Forestry Sector Employment Timeline included the following phases:

- Identification of active forestry operations
- Development of assumptions
- Development of the final model

5.2.1 Identification of Active Forestry Operations

Identifying active forestry operations in Northwestern Ontario was the starting point of this study and was achieved through an extensive desktop review. Relevant information was gathered in the following ways:

- By reviewing data provided by Ontario's Ministry of Natural Resources and Forestry (the ministry maintains a list of active mills that normally consume more than 1,000 cubic metres of wood)
- By reviewing regional labour market reports that identify forestry operations

- By conducting a desktop review to determine whether identified operations are still active and within the catchment area
- By reviewing company websites, news reports, and other publicly available information related to identified operations

This data collection process ensured that key statistics required to conduct the analysis in this study were available, that project data had the highest degree of accuracy, and that numbers generated in this analysis could be traced back to each individual forestry operation.

By having this level of confidence in the regional statistics, the impact of changes to the regional forestry industry can be effectively quantified as changes occur. For the most part, these changes would include the opening or closing of a forestry operation.

5.2.2 Development of Assumptions

The number of forestry operations, as well as the corresponding employment numbers were determined in the first phase of the study. To fully analyze the specific job categories, however, assumptions needed to be applied to these base statistics, as well as to new jobs generated in Northwestern Ontario's forestry sector.

Assumptions applied to identified forestry operations were based on the strongest indicators and trends associated with Ontario's forestry sector. Key assumptions included the following:

- **Job categories:** The distribution of job categories in Northwestern Ontario's forestry sector was based on the labour market information published by the Greenest Workforce.²¹ This dataset, produced by the Forest Products Association of Canada (FPAC), identifies key forestry sector job categories, as well as numbers associated with different regions of Canada. The distribution of these job categories published by the Greenest Workforce was applied to the base data collected in the first phase of this study to provide an overview of forestry employment in Northwestern Ontario.
- **Impact of Retirement:** The high median age of workers in the forestry sector has long been a concern for regional forestry operations. As such, an appropriate retirement rate has been applied in this analysis to account for its impact on job openings.
- **Impact of Staff Turnover:** Other studies show that staff retention in the forestry sector can be variable. This is particularly true for skilled trade positions where mobility is more prevalent. As such, reasonable staff turnover rates have been applied in this analysis to investigate the corresponding impact on job openings.

Each assumption made is clearly stated in the model developed for this project and has been designed to allow LEPC staff to adjust these inputs as market information changes.

²¹ <https://thegreenestworkforce.ca/index.php/en/home/>



5.2.3 Model Development

Forestry operation data and study assumptions were integrated into an Excel workbook to create the LEPC Forestry Employment Timeline. The resulting model provides an overview of cumulative employment requirements based on forestry sector operations included in this study.

The model has been designed to allow LEPC staff to edit key project information to updated projections. Key findings of this analysis are presented in the following sections.

6.0 Northwestern Ontario Forestry Sector Operations

In this study, forestry operations in Northwestern Ontario are described by the following six categories:

- **Composite Solids and Panels.**
- **Pulp, Paper, and Paperboard.**
- **Sawmills—Large.** This describes mills that consume more than 50,000 cubic metres of wood annually.
- **Sawmills—Medium.** This describes mills that consume more than 5,000 cubic metres, but less than 50,000 cubic metres of wood annually.
- **Sawmills—Small.** This describes mills that consume less than 5,000 cubic metres of wood annually.
- **Miscellaneous.** This describes other operations, including wood pellet production and industrial yard services.

Review of all available data has identified 27 active forestry sector operations in Northwestern Ontario at the time of this report’s publication. These are outlined in Table 5, below:

Table 5. Active Northwestern Ontario Forestry Operations, 2020

Facility Name	Location	Operation Type
Resolute Growth Canada Inc. ²²	Ignace	Sawmill—Large
EACOM Timber Corporation	Ear Falls	Sawmill—Large
Resolute Growth Canada Inc.	Atikokan	Sawmill—Large
Longlac Lumber Inc.	Longlac	Sawmill—Large
Nakina Lumber Inc.	Nakina	Sawmill—Large
Resolute Growth Canada Inc.	Thunder Bay	Sawmill—Large
Kenora Forest Products Ltd. ²³	Kenora	Sawmill—Large
Devlin Timber Ltd.	Kenora	Sawmill—Large
White River Forest Products LP ²⁴	Thunder Bay	Sawmill—Large
Skene Lumber	Oxdrift	Sawmill—Medium
Manitou Forest Products Ltd.	Emo	Sawmill—Medium
Nickel Lake Lumber	Fort Frances	Sawmill—Medium
E & G Custom Sawing Ltd.	Kenora	Sawmill—Medium
Garden Lake Timber	Thunder Bay	Sawmill—Medium
Makoose Wood Innovations	Perrault Falls	Sawmill—Small
Murillo Millworks	Thunder Bay	Sawmill—Small
Precision Wood Design Inc.	Murillo	Sawmill—Small
Norbord Inc.	Barwick	Composite Solids and Panels
Weyerhaeuser Company Ltd.	Kenora	Composite Solids and Panels

²² Operations were halted between April 2019 and Spring 2020.

²³ New ownership group for facility. No date released for production resumption.

²⁴ Temporary operations shutdown between March 30, 2020, and April 27, 2020.



Facility Name	Location	Operation Type
Columbia Forest Products ²⁵	Hearst	Composite Solids and Panels
Sagatay Cogeneration LP	Armstrong	Miscellaneous
Hornpayne Lumber and Hornpayne Power ²⁶	Hornpayne	Miscellaneous
Dallan Forestry LP	Fort William First Nation	Miscellaneous
Biopower Sustainable Energy Corp.	Atikokan	Miscellaneous
Domtar Inc.	Dryden	Pulp, Paper, and Paperboard
AV Terrace Bay Inc.	Terrace Bay	Pulp, Paper, and Paperboard
Resolute FP Canada Inc.	Thunder Bay	Pulp, Paper, and Paperboard

²⁵ Outside of catchment area, but regionally significant.

²⁶ Outside of catchment area, but regionally significant. Operations temporarily halted March 27–April 20, 2020.

Base employment numbers collected during the data collection phase of this project have been sorted by forestry operation type, and the corresponding numbers are illustrated in Figure 8, below.

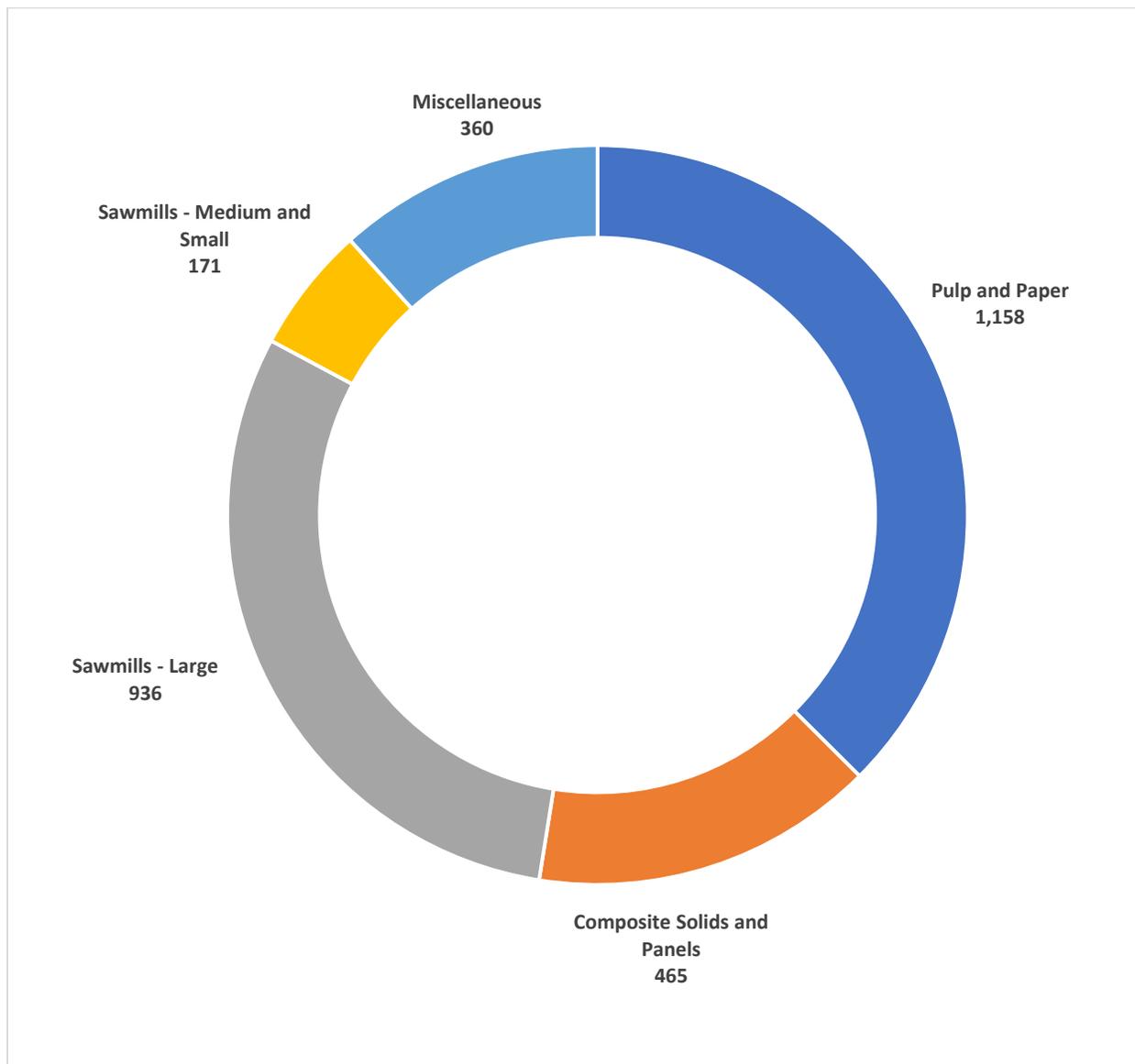


Figure 8. Northwestern Ontario Forestry Sector Employment by Operation Type, 2020

Figure 8 shows us that, at 1,158 jobs, the pulp and paper industry is the largest employer in the forestry sector in Northwestern Ontario, followed by large sawmills, at 936 jobs; composite solids and panels, at 465 jobs; small and medium sawmills, at 171 jobs; and miscellaneous operations, at 360 jobs.

6.1 Forestry Operations Distribution

The 27 forestry operations identified in our data collection phase, are dispersed throughout Northwestern Ontario. As a means of assisting in local planning, these have been organized by district (Thunder Bay, Kenora, and Rainy River). This distribution is illustrated in Figures 9, 10, and 11.

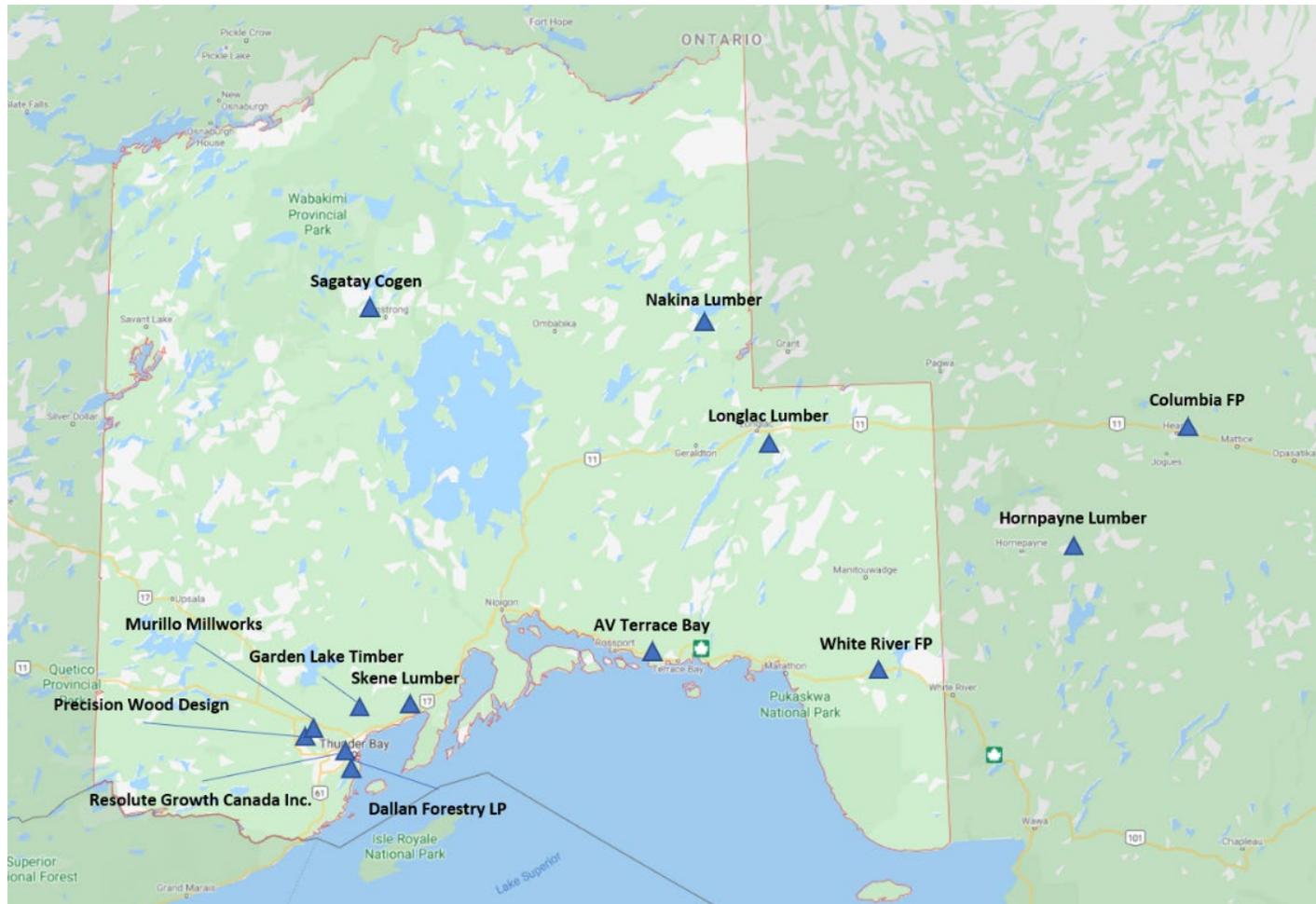


Figure 9. Thunder Bay District Forestry Operations

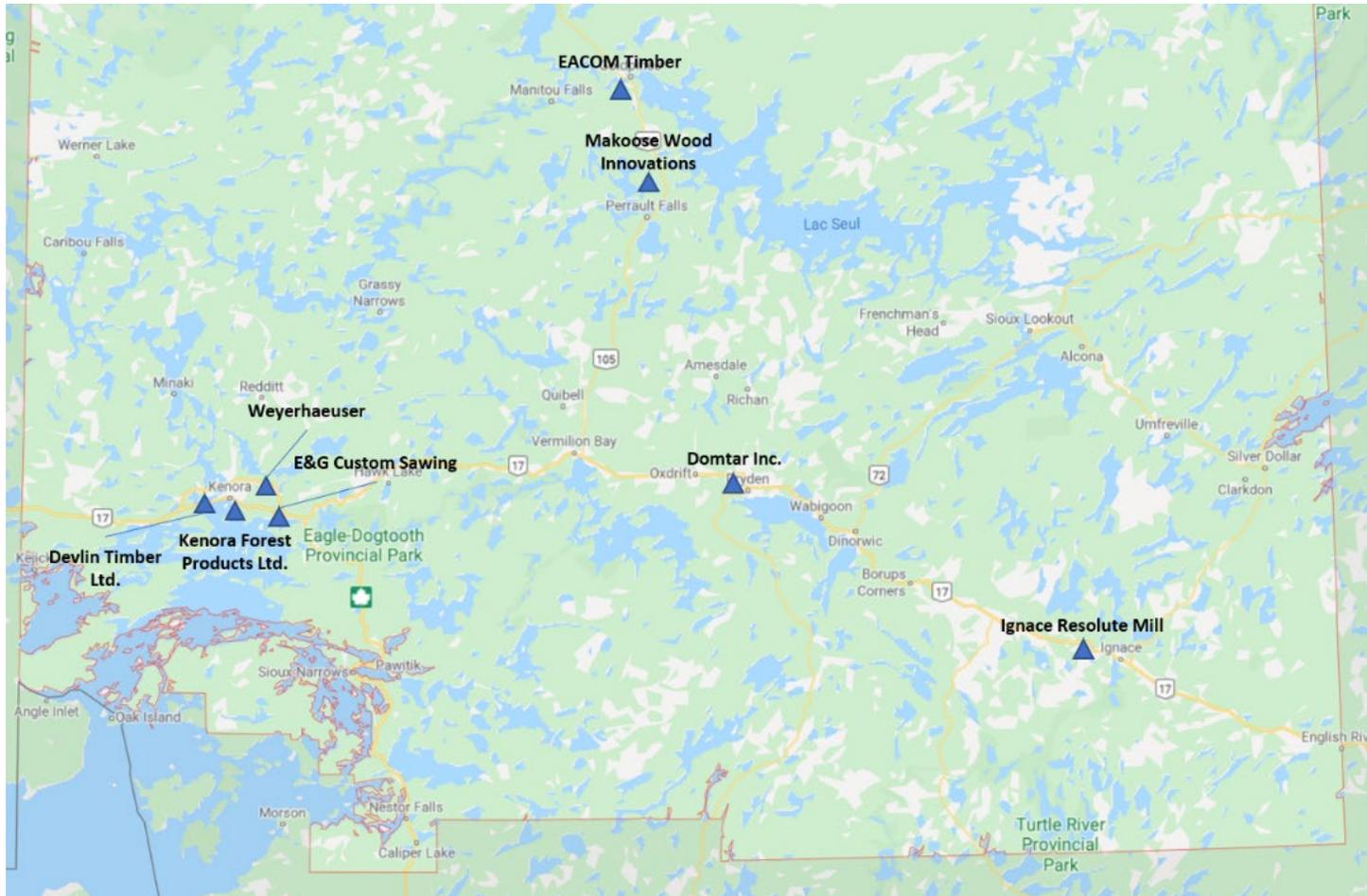


Figure 10. Kenora District Forestry Operations

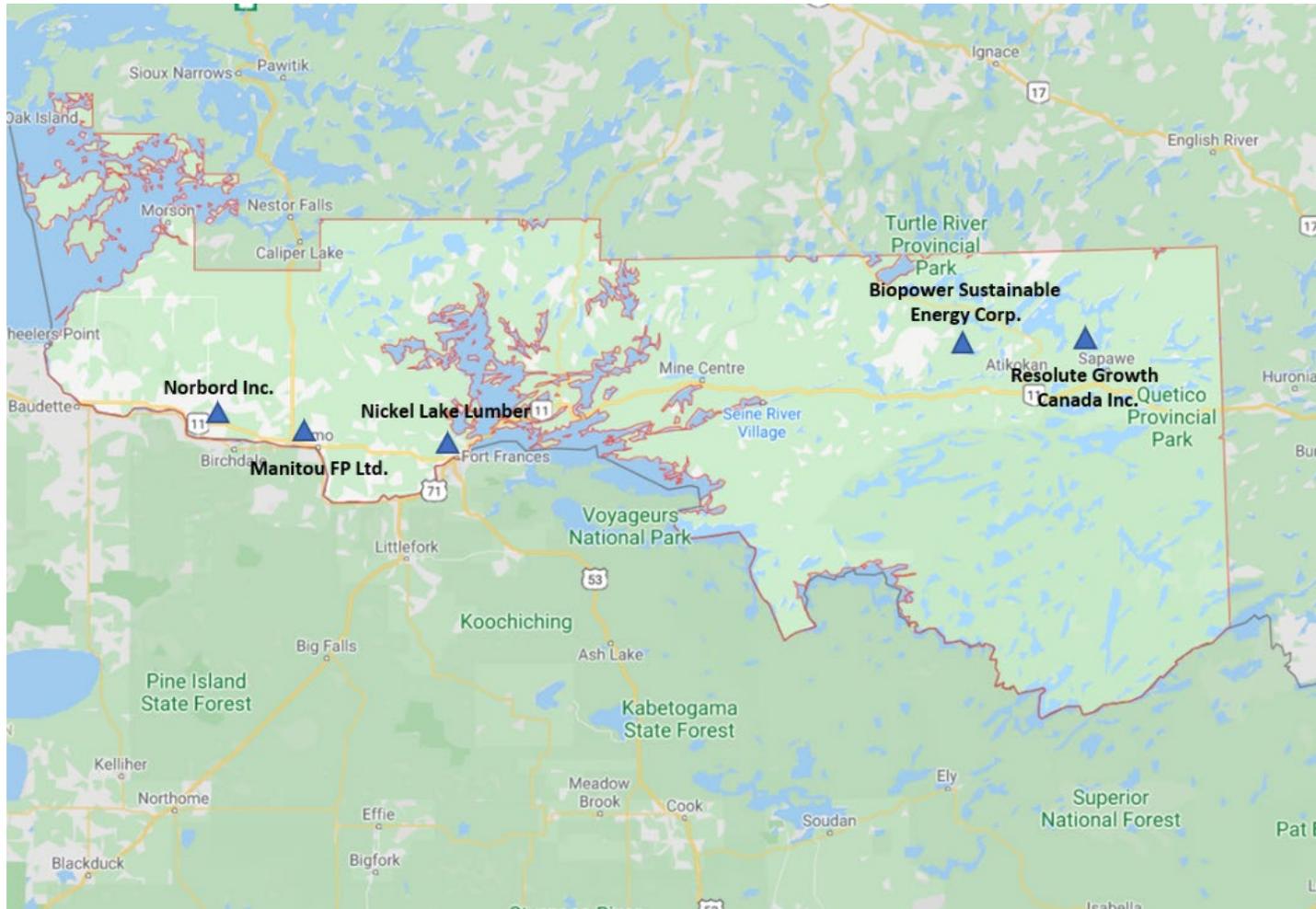


Figure 11. Rainy River District Forestry Operations

The distribution of forestry operations per region is illustrated in Figure 12.

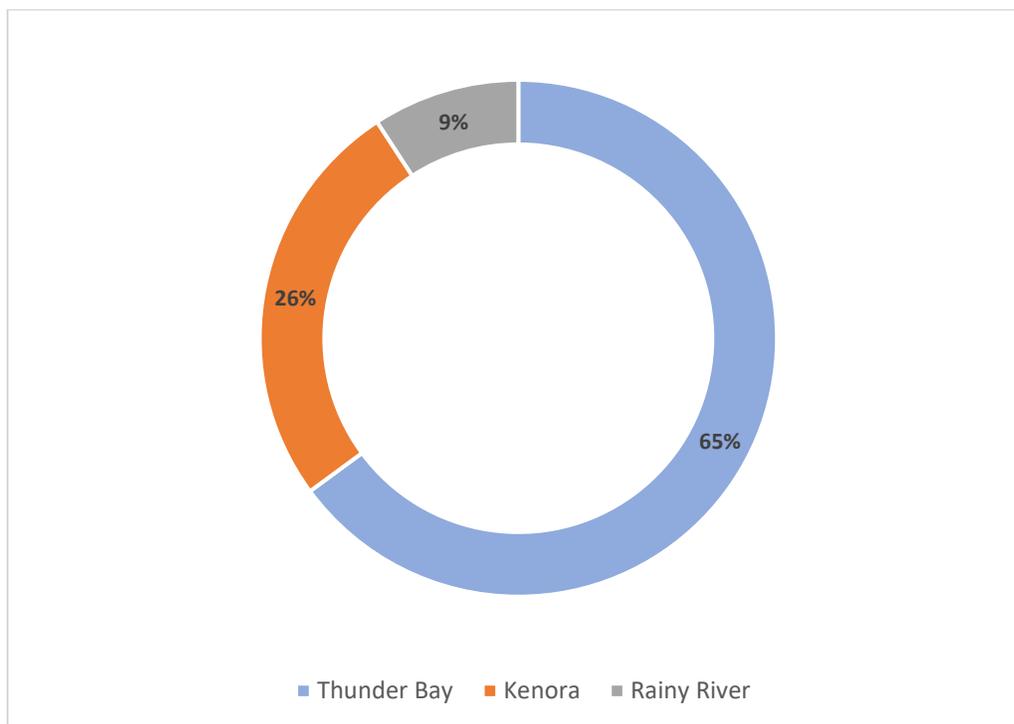


Figure 12. Distribution of Northwestern Ontario Forestry Operations by District

6.2 Forestry Sector Occupation Types

Further analysis of the 3,100 jobs projected to be sustained by Northwestern Ontario’s forestry sector over the next 10 years is based on labour market information provided by the Greenest Workforce. This information, produced by the Forest Products Association of Canada, outlines the specific job categories and numbers associated with the forestry industry across Canada.

The individual jobs are classified into five main categories:

- Woodlands
- Skilled Trades
- Sciences and Engineering
- Mill Operations
- Administration

To generate employment projections for Northwestern Ontario’s forestry sector, the proportionality of these job categories in Ontario was applied to the 3,342 jobs identified during the data collection process of this study. Full descriptions of each specific job category described in this report are provided in Appendix B. The general distribution of occupations within the five categories is illustrated in Figure 13, below.

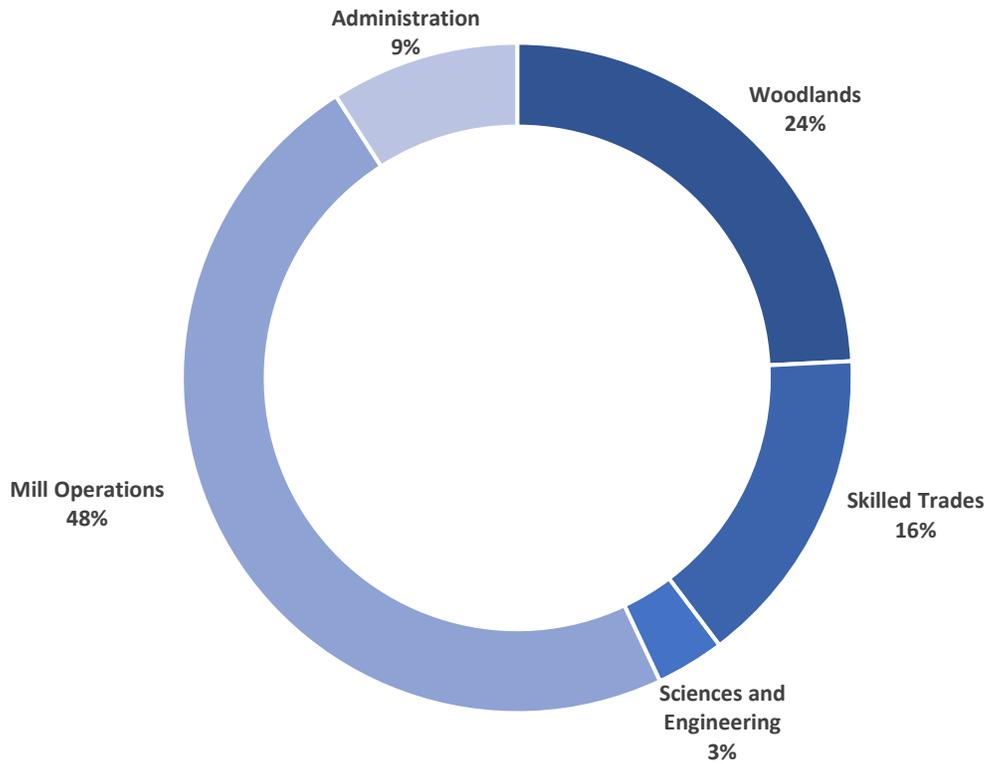


Figure 13. Northwestern Ontario Forestry Sector

Figure 13 shows that the largest proportion of workers fall into the Mill Operations category, at 48%. This is followed by Woodlands, at 24%; Skilled Trades, at 16%; Administration, at 9%; and Sciences and Engineering, at 3%.

A brief high-level description of each forestry sector occupational category is provided in Table 6. Detailed descriptions are provided in Appendix B.



Table 6 – Forestry Sector Occupation Descriptions

Forestry Sector Occupation	Job Description
Woodlands	
Forestry Professional	Forestry professionals comprise a diverse mix of jobs, each of which is related to forest operations management. Forestry professionals guide decisions and policies related to forest land management. These roles are considered professional because they require specific educational qualifications combined with operational experience.
Forestry Technician	Forestry technicians are skilled in performing technical tasks that don't usually require heavy equipment, tools, or hard physical labor. Instead, their primary tasks require applied knowledge and skills in data recording.
Heavy Equipment Operator	Heavy equipment operators operate articulated haul trucks, tractor-loader-backhoes, excavators, dozers, loaders, graders, and similar machinery.
Logging Truck Driver	Logging truck drivers operate heavy trucks to transport lumber and other wood products over urban, interurban, provincial, and US routes.
Silviculturist	Silviculturalists perform a variety of jobs related to reforestation. They also help manage, improve, and conserve forest lands.
Supervisor Logging and Forestry	Logging and forestry supervisors lead teams of workers who harvest and plant trees, and who perform all the supporting tasks associated with these operations.
Harvesting Labourer	Harvesting labourers assist other workers to harvest, sort, and load logs.
Forestry Labourer	Forestry labourers perform a variety of manual tasks, such as attaching choker cables to logs, planting trees, clearing brush, spraying chemicals, cleaning up landing areas, and assisting other workers in woodlands operations. They are employed by logging companies and contractors.



Forestry Sector Occupation	Job Description
Woodlands Manager	This unit group includes managers who plan, organize, direct, control, and evaluate forestry and logging operations.
Assembler	Workers in this unit group assemble a variety of wood products and millwork, such as window sashes and doors. Inspectors in this unit group inspect wood products to ensure product quality.
Geomatic Technician	Technical occupations in geomatics include aerial survey, remote sensing, geographic information systems, cartographic, and photogrammetric technologists and technicians, who gather, analyze, interpret, and use geospatial information for applications in natural resources, geology, environmental research, and land use planning.
Skilled Trades	
Carpenter	Carpenters construct, erect, install, maintain, and repair structures and components of structures made of wood, wood substitutes, lightweight steel, and other materials.
Control Systems Specialist	Control systems specialists maintain hardware and software systems. They also work with electrical and electronics engineers to design, plan, research, evaluate, and test electrical and electronic equipment and systems.
Drafting Technician	Drafting technologists and technicians prepare engineering designs, drawings, and related technical information independently or in multidisciplinary engineering teams that support engineers, architects, and industrial designers.
Electrical Mechanic	Electrical mechanics maintain, test, rebuild, and repair electric motors, transformers, switchgear, and other electrical apparatuses.



Forestry Sector Occupation	Job Description
Electronic Service Technician	Electronic service technicians service and repair electronic equipment, such as audio and video systems, computers and peripherals, office equipment, and other consumer electronic equipment and assemblies.
Heavy-Duty Mechanic	Heavy-duty equipment mechanics repair and maintain large machines and heavy-duty equipment. Day-to-day duties include adjusting, repairing, and replacing worn and damaged mechanical, hydraulic, and electrical parts on tractors, steam shovels, trucks, and other heavy equipment.
Industrial Electrician	Industrial electricians install, maintain, troubleshoot, and repair industrial electrical equipment and associated electrical and electronic controls.
Machinist	Machinists set up and operate a variety of machine tools to cut or grind metal, plastic, or other materials to make or modify parts or products.
Millwright and Industrial Mechanic	A millwright or industrial mechanic is a tradesperson who installs, maintains, and repairs stationary industrial machinery and mechanical equipment.
Power Engineer	A power engineer's duties include supervising staff and operating and maintaining machinery and boilers that provide steam, power, heat, refrigeration, and other utility services.
Sawfiler	A sawfiler, or saw doctor, maintains and repairs high-tech cutting equipment and saws used in a sawmill.
Steamfitter/Pipefitter	Steamfitters and pipefitters plan and lay out piping systems that carry water, steam, chemicals, and fuel for heating, cooling, and lubricating. They are also responsible for maintaining, troubleshooting, and repairing piping systems.
Vibration Analyst	Vibration analysts are described more formally as nondestructive testers and inspection technicians. They test forestry machinery and infrastructure using radiographic, ultrasonic, liquid penetrant, magnetic particle, eddy current, and other testing equipment.



Forestry Sector Occupation	Job Description
Welder	Welders cut and join pieces of metal. They may also operate previously set-up welding, brazing, and soldering equipment.
Sciences and Engineering	
Biologist	In the forest products industry, biologists ensure that forestry operations are run in an environmentally sustainable way.
Chemical Engineer	Chemical engineers design and develop chemical processes and equipment that transform raw materials into useful products. They also oversee the operation and maintenance of industrial chemical plants.
Civil Engineer	Civil engineers plan, design, develop, and manage projects for the construction or repair of buildings, earth structures, powerhouses, roads, airports, railways, rapid transit facilities, bridges, tunnels, canals, dams, ports and coastal installations, and systems related to highway and transportation services, water distribution, and sanitation.
Electrical Engineer	Electrical and electronics engineers design and test electrical and electronic equipment and systems.
Engineering Manager	Engineering managers plan, organize, direct, control, and evaluate the activities of an engineering department, service, or firm.
Environmental Supervisor	Environmental supervisors ensure that forestry operations are run in an environmentally sustainable way. They work with other land management professionals who have the knowledge and administrative skills to follow environmental regulations and laws.
Industrial Engineer	Industrial engineers conduct studies and develop ways to enhance efficiency. Their work determines how equipment is used, how human resources are deployed, and how technology is integrated into operations.



Forestry Sector Occupation	Job Description
Mechanical Engineer	Mechanical engineers design and build machinery and systems for heating, ventilation and air conditioning, power generation, transportation, and processing and manufacturing.
Manager, Energy and Environment	Energy and environment managers plan, organize, direct, control, and evaluate an organization’s energy and environmental activities.
Mill Operations	
Crane Operator	Crane operators operate cranes or draglines to lift, move, position, or place machinery, equipment, and other large objects at construction or industrial sites, ports, railway yards, surface mines, and similar locations.
Health and Safety Coordinator	Health and safety co-ordinators plan, organize, direct, control, and evaluate the operations of human resources and personnel departments, and develop and implement policies, programs, and procedures pertaining to human resource planning, recruitment, collective bargaining, training and development, occupation classification, and pay and benefit administration.
Labourer, Wood Pulp and Paper Processing	Labourers in this unit group carry out a variety of general and routine wood processing activities and assist pulp mill and papermaking machine operators.
Light Duty Cleaner	Light-duty cleaners clean lobbies, hallways, offices, and rooms in hotels, motels, resorts, hospitals, schools, office buildings, and private residences.
Lumber Grader	Lumber graders and other wood processing inspectors inspect and grade lumber, shingles, veneer, waferboard, and similar wood products to identify defects, ensure conformance to company specifications, and classify products according to industry standards.
Maintenance Planner	Maintenance planners plan, organize, direct, control, and evaluate the operations of commercial, transportation, and recreational facilities.



Forestry Sector Occupation	Job Description
Manufacturing Manager	Manufacturing managers are responsible for overseeing the safe, efficient, and cost-effective production and shipment of forest products.
Manufacturing Technician	Manufacturing technicians may work independently or provide technical support and services in the development of production methods, facilities, and systems, and in the planning, estimating, measuring, and scheduling of work.
Material Handler	These workers handle, move, stack, load, and unload materials by hand or with equipment like forklifts.
Occupational Health Nurse	Occupational health nurses are an integral part of the human resources team at forest products companies. They are responsible for diagnosing and providing primary care for work- and nonwork-related injuries and illnesses.
Paper Converting Machine Operator	Paper converting machine operators operate machines that fabricate and assemble paper bags, containers, boxes, envelopes, and similar paper products.
Production Coordinator	Production coordinators coordinate and expedite the flow of work and materials, prepare work and production schedules, and monitor the progress of production and construction projects.
Pulping, Papermaking, and Coating Control Operator	Pulping, papermaking, and coating control operators operate and monitor multi-function process control machinery and equipment to control the processing of wood, scrap pulp, recyclable paper, cellulose materials, paper pulp, and paperboard.
Sawmill Machine Operator	Sawmill machine operators operate, monitor, and control automated lumbermill equipment to saw timber logs into rough lumber; saw, trim, and plane rough lumber into dressed lumber of various sizes; and saw or split shingles and shakes.



Forestry Sector Occupation	Job Description
Security Officer	This unit group includes workers who guard and implement security measures to protect property against theft, vandalism, and fire; control access to establishments; maintain order; and enforce regulations.
Supervisor, Forest Products Processing	Forest products processing supervisors lead teams that operate pulp and paper mills, paper-converting mills, sawmills, planing mills, and plywood, waferboard, and other wood and paper products mills.
Wood Processing Machine Operator	Machine operators in this unit group operate and tend wood processing equipment and machines that remove bark from logs, produce wood chips, preserve and treat wood, and produce waferboards, particleboards, hardboards, insulation boards, plywood, veneers, and similar wood products.
Maintenance Manager	Maintenance managers plan, organize, direct, control, and evaluate maintenance departments.
Logging Machinery Operator	Logging machinery operators operate cable yarding systems, mechanical harvesters and forwarders, and mechanical tree processors and loaders to fell, yard, and process trees at logging sites.
Quality Control	This unit group includes supervisors not elsewhere classified, who supervise and co-ordinate the activities of workers who assemble, fabricate, and inspect a variety of products.
Machining Tool Operator	Machining tool operators set up and operate or tend metal-cutting machines designed for repetitive machining work.
Log Trader	Retail and wholesale log traders, or buyers, buy merchandise for resale by retail or wholesale establishments. They are usually responsible for the merchandising operations of retail or wholesale establishments.



Forestry Sector Occupation	Job Description
Operation Manager	This unit group includes managers who plan, organize, direct, control, and evaluate the operations of utility companies or heating fuel distribution companies.
Administration	
Accounting Clerk	Accounting and related administrative clerks calculate, prepare, and process bills, invoices, and accounts payable and receivable. They also keep track of budgets and manage financial records.
Accounting Professional	Accounting and related clerks calculate, prepare, and process bills, invoices, accounts payable and receivable, budgets, and other financial records according to established procedures.
Communications Director	Communications directors plan, organize, direct, control, and evaluate the activities of establishments and departments involved in commercial, industrial, and e-business advertising, marketing, and public relations.
Credit Manager	Banking, credit, and other investment managers plan, organize, direct, control, and evaluate the activities of financial establishments or operational departments within such establishments.
Economist and Risk Analyst	Forest economists and risk analysts understand and forecast the micro- and macro-economic implications of forest management.
Executive Assistant	Executive assistants coordinate administrative procedures, public relations activities, and research activities.
General Office Support Worker	General office support workers perform general clerical duties according to established procedures. They prepare correspondence, reports, statements, and other material; and they operate office equipment, answer telephones, and verify, record, and process forms and documents, such as contracts and requisitions.



Forestry Sector Occupation	Job Description
Human Resource Professional	Human resources and recruitment officers identify and advertise job vacancies, recruit candidates, and help select and reassign employees.
IT Specialist	IT specialists manage land-related data with geographic information systems (GIS), maintain computer networks, run databases, record data in the field, and manage software applications.
Project Manager, Communication/Marketing	Project managers who specialize in communications and marketing identify and advertise job vacancies, recruit candidates, and assist in the selection and reassignment of employees.
Purchasing Agent	Purchasing agents purchase general and specialized equipment, materials, land or access rights, and business services.
Sales Representative	Sales representatives plan daily sales activities and solicit sales through cold calls, door-to-door contact, networking, and other marketing efforts.
Supervisor, Supply Chain	Supervisors in this unit group supervise and coordinate the activities of workers in the following occupational categories: Shippers and Receivers, Storekeepers and Parts persons, Production Logistics Coordinators, Purchasing and Inventory Control Workers, Dispatchers, and Transportation Route and Crew Schedulers.
Administrative Officer	Administrative officers oversee and implement administrative procedures, establish work priorities, conduct analyses of administrative operations, and coordinate the acquisition of administrative services, such as office space, supplies, and security services.
Business Consultant	Business consultants, such as development officers and marketing researchers and consultants, conduct research, formulate policies, and manage programs to stimulate industrial and commercial business investment.



Forestry Sector Occupation	Job Description
Database Analyst	Database analysts design, develop, and administer data management solutions using database management software. Data administrators also develop and implement data administration policies, standards, and models.
Information Systems Consultant	Information systems analysts and consultants analyze and test systems requirements; develop and implement information systems; develop plans, policies, and procedures; and provide advice on a wide range of information systems issues.
Health and Safety Inspector	Inspectors in this unit group evaluate and monitor health and safety hazards and develop strategies to control risks.
Janitor	Janitors, caretakers, and building superintendents clean and maintain the interior and exterior of commercial, institutional, and residential buildings.
Administrative Manager	This unit group includes managers who plan, organize, direct, control, and evaluate departments responsible for corporate governance and regulatory compliance, records management, security services, admissions, and other administrative services.
Marketing Agent	This unit group includes specialists in advertising, marketing, and public relations, who analyse, develop, and implement communication and promotion strategies and information programs.
Purchasing Manager	Purchasing managers develop and implement the purchasing policies of a business or institution. They plan, organize, direct, control, and evaluate the activities of a purchasing department.
Account Representative	Account representatives sell nontechnical goods and services to retail, wholesale, commercial, industrial, professional, and other clients, both domestically and internationally.



Forestry Sector Occupation	Job Description
Executive	Executives in this unit group plan, organize, direct, control, and evaluate overall operations of goods production, utility, transportation, and construction companies.
Shipper and Receiver	Shippers and receivers ship, receive, and record the movement of parts, supplies, materials, equipment, and stock to and from an establishment. They are employed in the public sector and by retail and wholesale establishments, manufacturing companies, and other commercial and industrial establishments.
Cleaner	Specialized cleaners clean and refurbish building exteriors, carpets, chimneys, industrial equipment, ventilation systems, windows, and other surfaces, using specialized equipment and techniques.
Office Worker	Office workers' duties include word processing, record keeping and filing, operating telephones and switchboards, data entry, desktop publishing, and other activities involving general office and administrative skills.

7.0 Northwestern Ontario Forestry Sector Employment

Outputs of the Forestry Sector Employment Timeline Model are outlined in Table 7, which illustrates sustained forestry sector job projections over the 2019–2030 period.

Table 7. Forestry Employment Summary, 2019-2030

Forestry Sector Staff	Annual Average
Woodlands	
Forestry Professional	30
Forestry Technician	75
Heavy Equipment Operator	195
Logging Truck Driver	330
Silviculturalist	23
Supervisor Logging and Forestry	23
Harvesting Labourer	15
Forestry Labourer	15
Woodlands Manager	15
Assembler	15
Geomatic Technician	15
Subtotal	750
Skilled Trades	
Carpenter	48
Control Systems Specialist	48
Drafting Technician	14
Electrical Mechanic	24
Electronic Service Technician	24
Heavy-Duty Mechanic	38
Industrial Electrician	29
Machinist	38
Millwright and Industrial Mechanic	82
Power Engineer	19
Sawfiler	34
Steamfitter/Pipefitter	29
Vibration Analyst	10
Welder	43
Subtotal	480
Sciences and Engineering	
Biologist	12
Chemical Engineer	3
Civil Engineer	2
Electrical Engineer	12



Forestry Sector Staff	Annual Average
Engineering Manager	6
Environmental Supervisor	2
Industrial Engineer	27
Mechanical Engineer	33
Manager	2
Energy and Environment	2
Subtotal	102
Mill Operations	
Crane Operator	24
Health and Safety Coordinator	19
Labourer, Wood Pulp and Paper Processing	267
Light-Duty Cleaner	91
Lumber Grader	40
Maintenance Planner	3
Manufacturing Manager	48
Manufacturing Technician	50
Material Handler	146
Occupational Health Nurse	0
Paper Converting Machine Operator	114
Production Coordinator	33
Pulping, Papermaking, and Coating Control Operator	70
Sawmill Machine Operator	59
Security Officer	104
Supervisor Forest Products Processing	74
Wood Processing Machine Operator	165
Maintenance Manager	30
Logging Machinery Operator	30
Quality Control	30
Machining Tool Operator	30
Log Trader	30
Operation Manager	30
Subtotal	1,485
Administration	
Accounting Clerk	28
Accounting Professional	28
Communications Director	12
Credit Manager	0
Economist and Risk Analyst	0
Executive Assistant	21
General Office Support Worker	42



Forestry Sector Staff	Annual Average
Human Resource Professional	25
IT Specialist	25
Project Manager, Communication/Marketing	0
Purchasing Agent	31
Sales Representative	29
Supervisor, Supply Chain	1
Administrative Officer	3
Business Consultant	3
Database Analyst	3
Information Systems Consultant	3
Health and Safety Inspector	3
Janitor	3
Administrative Manager	3
Marketing Agent	3
Purchasing Manager	3
Account Representative	3
Executive	3
Shipper and Receiver	3
Cleaner	3
Office Worker	3
Subtotal	282
Total	3,100

From Table 4, notable individual job categories are:

- **Logging Truck Driver** (330 jobs). Logging truck drivers operate heavy trucks to transport lumber and other wood products over urban, interurban, provincial, and US routes. They can work directly for forest products companies, or they may be self-employed. There are also truckers who work on special-purpose trucks, as shunters who move trailers to and from loading docks within trucking yards or lots.
- **Heavy Equipment Operator** (195 jobs). In the forest products industry, heavy equipment operators operate machines such as articulated haul trucks, tractor-loader-backhoes, excavators, dozers, loaders, and graders. Their duties may include assessing worksites and terrain. Being a heavy equipment operator is a fast-paced, physically demanding job that requires attention to detail and good hand-eye coordination.
- **Labourer, Wood Pulp and Paper Processing** (267 jobs). Labourers in this unit group carry out a variety of general labouring and routine wood processing activities, and they assist pulp mill and papermaking machine operators. They are employed by pulp and paper companies, sawmills, planing mills, wood treatment plants, waferboard plants, and other wood processing companies.



- **Wood Processing Machine Operator** (165 jobs). Machine operators in this unit group operate and tend wood processing equipment and machines to remove bark from logs, produce wood chips, preserve and treat wood, and produce waferboards, particleboards, hardboards, insulation boards, plywood, veneers, and similar wood products. They are employed in sawmills, woodrooms of pulp mills, planing mills, wood treatment plants, waferboard plants, and other wood processing plants.
- **Material Handler** (146 jobs). These workers handle, move, stack, load, and unload materials by hand or using equipment like forklifts. In a sawmill, they may stack and prepare lumber for shipping by attaching labels and tracking inventories.
- **Paper Converting Machine Operator** (114 jobs). Paper converting machine operators operate machines that fabricate and assemble paper products, such as paper bags, boxes, envelopes, and similar articles. They are employed by paper products manufacturing companies.
- **Security Officer** (104 jobs). This unit group includes workers who implement security measures to protect property against theft, vandalism, and fire, and who guard and control access to establishments.

It should also be noted from this table that there is a uniform moderate need for skilled trades of various disciplines. Skills requirements for skilled trades jobs identified in this analysis range from having a high school diploma to having a postgraduate degree. Fact sheets on each job category, including general educational requirements, can be found in Appendix B.

The distribution of these jobs across Northwestern Ontario is shown in Figure 14, below:

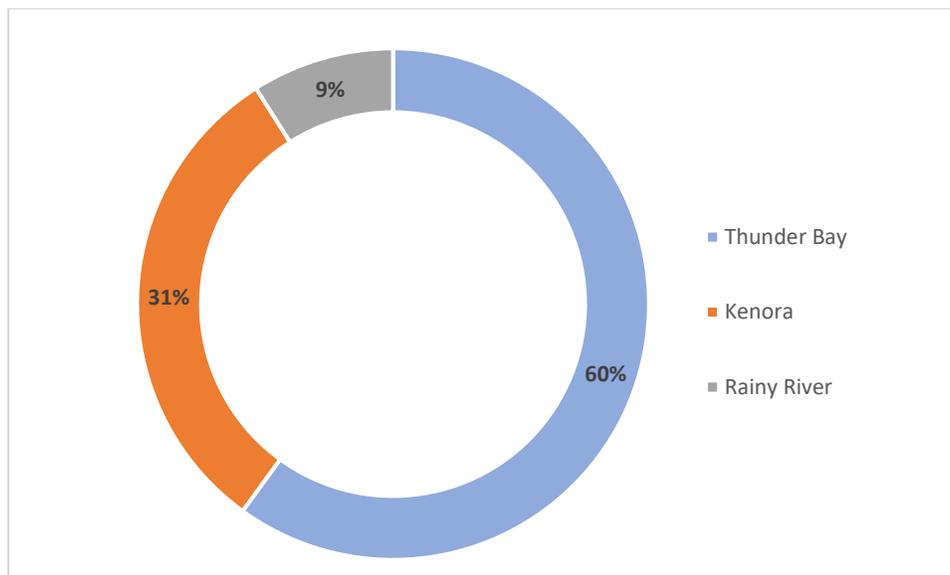


Figure 14. Northwestern Ontario Forestry Job Distribution, 2019–2030

7.1.1 Job Openings in the Forestry Sector

The high median age of workers in the forestry sector, in addition to the relatively high turnover rate in this sector, have been identified as challenges that will have to be addressed in the next ten years. This model has included conservative estimates to analyze the impact of both retirement rates and staff turnover rates on vacancies in Northwestern Ontario’s forestry sector.

In this analysis, the following assumptions were made:

- **Retirement Rate.** An annual retirement rate of 3% was applied across all job categories.
- **Turnover Rates.** The following turnover rates were applied to each of the five main job categories. Deliberate efforts have been made to keep these estimates conservative.
 - **Skilled Trades.** Workers in the skilled trades are in high demand in multiple industries, and they tend to be among the most versatile in any regional labour pool. As such, a turnover rate of 5% was applied to these occupations.
 - **Woodlands.** In other industry studies, human resource professionals expressed concern over the turnover rate in this category, as well.²⁷ Therefore, a turnover rate of 3% has been applied to these occupations.
 - **Sciences and Engineering.** A conservative estimate of 1% turnover was applied to this category.
 - **Mill Operations.** A conservative estimate of 1% turnover was applied to this category.
 - **Administration.** A conservative estimate of 1% turnover was applied to this category.

By applying these assumptions to our model, we can estimate the numbers of job openings between 2019 and 2030, even if no new forestry operations are established during this time frame, assuming no change in the number of regional operations. These are recorded in Table 8, below. Note that annual averages estimate the number of open positions available each year, while the cumulative totals estimate the total number of positions that will need to be filled by 2030.

Table 8, Projected Job Openings, 2019–2030

Forestry Sector Staff	Cumulative (2019-2030)	Annual Average (2019-2030)
Woodlands		
Forestry Professional	22	2
Forestry Technician	54	5
Heavy Equipment Operator	140	14
Logging Truck Driver	238	24
Silviculturalist	16	2
Supervisor Logging and Forestry	16	2
Harvesting Labourer	11	1

²⁷ Renewing Canada’s Greenest Workforce: A Labour Market Intelligence Report, May 2011.



Forestry Sector Staff	Cumulative (2019-2030)	Annual Average (2019-2030)
Forestry Labourer	11	1
Woodlands Manager	11	1
Assembler	11	1
Geomatic Technician	11	1
Subtotal	540	54
Skilled Trades		
Carpenter	46	5
Control Systems Specialist	46	5
Drafting Technician	14	1
Electrical Mechanic	23	2
Electronic Service Technician	23	2
Heavy-Duty Mechanic	37	4
Industrial Electrician	28	3
Machinist	37	4
Millwright and Industrial Mechanic	78	8
Power Engineer	18	2
Sawfiler	32	3
Steamfitter/Pipefitter	28	3
Vibration Analyst	9	1
Welder	41	4
Subtotal	461	46
Sciences and Engineering		
Biologist	6	1
Chemical Engineer	1	0
Civil Engineer	1	0
Electrical Engineer	6	1
Engineering Manager	3	0
Environmental Supervisor	1	0
Industrial Engineer	13	1
Mechanical Engineer	16	2
Manager	1	0
Energy and Environment	1	0
Subtotal	49	5
Mill Operations		
Crane Operator	11	1
Health and Safety Coordinator	9	1
Labourer, Wood Pulp and Paper Processing	128	13
Light-Duty Cleaner	43	4
Lumber Grader	19	2
Maintenance Planner	1	0
Manufacturing Manager	23	2



Forestry Sector Staff	Cumulative (2019-2030)	Annual Average (2019-2030)
Manufacturing Technician	24	2
Material Handler	70	7
Occupational Health Nurse	0	0
Paper Converting Machine Operator	55	5
Production Coordinator	16	2
Pulping, Papermaking, and Coating Control Operator	33	3
Sawmill Machine Operator	28	3
Security Officer	50	5
Supervisor, Forest Products Processing	36	4
Wood Processing Machine Operator	79	8
Maintenance Manager	14	1
Logging Machinery Operator	14	1
Quality Control	14	1
Machining Tool Operator	14	1
Log Trader	14	1
Operation Manager	14	1
Subtotal	713	71
Administration		
Accounting Clerk	13	1
Accounting Professional	14	1
Communications Director	6	1
Credit Manager	0	0
Economist and Risk Analyst	0	0
Executive Assistant	10	1
General Office Support Worker	20	2
Human Resource Professional	12	1
IT Specialist	12	1
Project Manager Communication/Marketing	0	0
Purchasing Agent	15	1
Sales Representative	14	1
Supervisor, Supply Chain	1	0
Administrative Officer	1	0
Business Consultant	1	0
Database Analyst	1	0
Information Systems Consultant	1	0
Health and Safety Inspector	1	0
Janitor	1	0
Administrative Manager	1	0
Marketing Agent	1	0



Forestry Sector Staff	Cumulative (2019-2030)	Annual Average (2019-2030)
Purchasing Manager	1	0
Account Representative	1	0
Executive	1	0
Shipper and Receiver	1	0
Cleaner	1	0
Office Worker	1	0
Subtotal	135	14
Total	1,898	190

Table 8 shows us that, even with very conservative estimates for retirement and turnover rates, 2,047 jobs will need to be filled in the forestry sector in Northwestern Ontario by 2030, even if no new forestry operations are established. This indicates that 61% of the entire workforce directly employed by the forestry sector in Northwestern Ontario will have to be replaced by 2030.

For each job category this means:

- **Woodlands** will require 540 new employees by 2030, representing 54 new positions per year.
- **Skilled Trades** will require 461 new employees by 2030, representing 46 new positions each year.
- **Sciences and Engineering** will require 49 new employees by 2030, representing five new positions each year.
- **Mill Operations** will require 713 new employees by 2030, representing 71 new positions each year.
- **Administration** will require 135 new employees by 2030, representing 14 new positions each year.

These increases in cumulative requirements are illustrated in Figure 15.

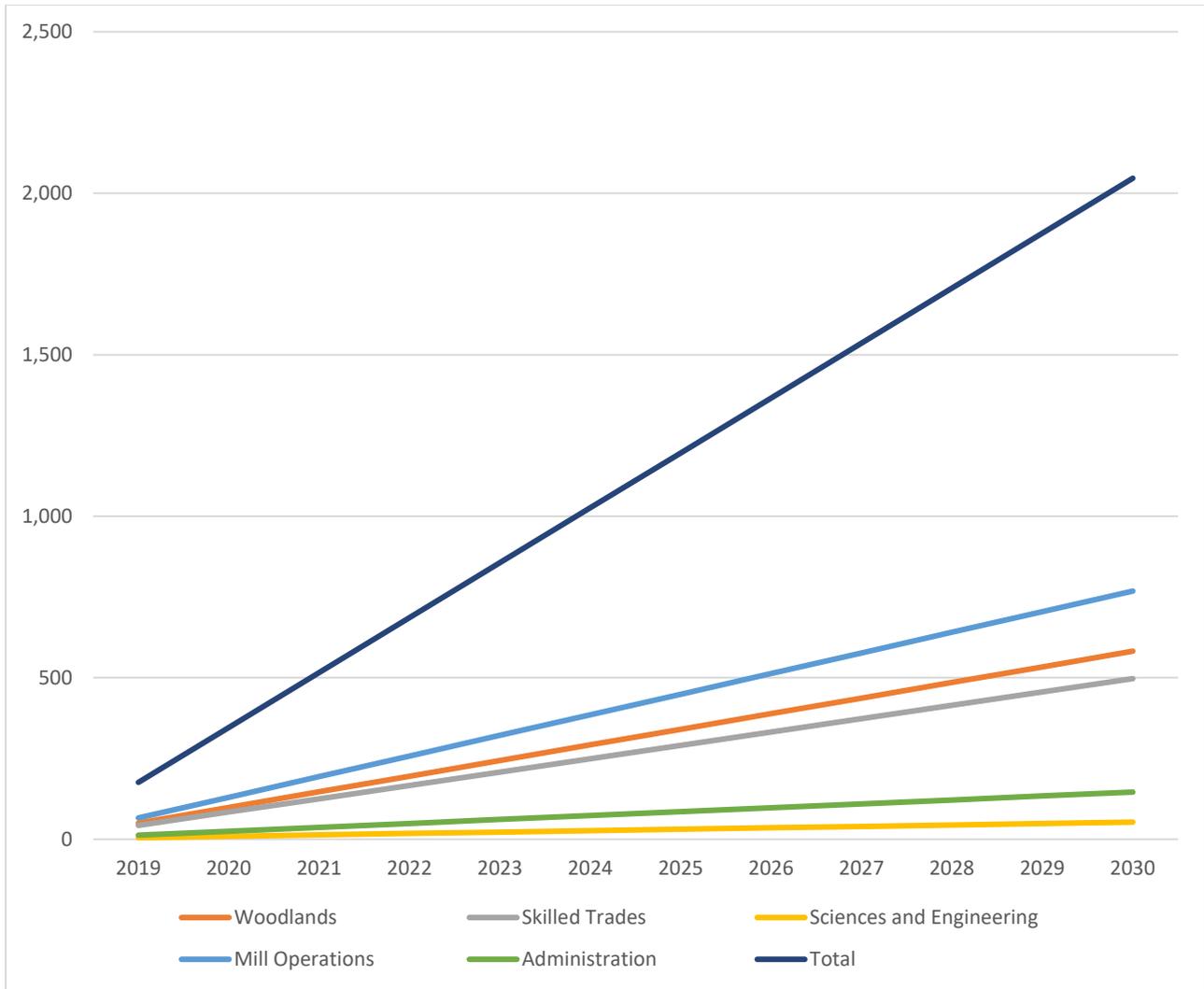


Figure 15. Cumulative Job Openings per Job Category, 2019–2030

The forestry industry in Northwestern Ontario shows some promising signs for expansion and evolution in the near future and a resulting increased demand for jobs in all categories described in this report. However, as shown by this analysis, even with a status quo progression of the forestry sector during the next 10 years, many opportunities will be available within the region.

8.0 Recommendations

The style of this report does not lend itself well to recommendations, as the primary focus of the study has been the development of an adaptive forestry sector employment timeline. Nevertheless, based on observations noted in this report, there are some key high-level recommendations for the LEPC, which could assist in the advancement of the organization's vision:

- LEPC staff should continually update the Forestry Sector Employment Timeline as new data on each forestry project becomes available. Failure to do so will result in this product being static instead of dynamic.
- The LEPC should use the Forestry Sector Employment Timeline in a conservative manner, always under-representing the potential scale of growth. This will help to ensure that expectations remain manageable and that economic development planning and other programs are designed appropriately.
- The LEPC should continue its commendable work in liaising with industry experts to identify new forestry operations as these are planned and begun.
- The LEPC should continue to work with regional education providers to ensure that current and potential future students are aware of the occupational avenues available to them in the forestry sector.



Appendix A

Forestry Sector Employment Timeline



Appendix B
Occupation Fact Sheets
The Greenest Workforce

Administration													
Accounting Clerk	29	28	28	28	28	28	28	28	28	28	28	28	28
Accounting Professional	29	28	28	28	28	28	28	28	28	28	28	28	28
Communications Director	12	12	12	12	12	12	12	12	12	12	12	12	12
Credit Manager	0	0	0	0	0	0	0	0	0	0	0	0	0
Economist and Risk Analyst	0	0	0	0	0	0	0	0	0	0	0	0	0
Executive Assistant	22	21	21	21	21	21	21	21	21	21	21	21	21
General Office Support Worker	43	42	42	42	42	42	42	42	42	42	42	42	42
Human Resource Professional	26	25	25	25	25	25	25	25	25	25	25	25	25
IT Specialist	26	25	25	25	25	25	25	25	25	25	25	25	25
Project Manager, Communication/Marketing	0	0	0	0	0	0	0	0	0	0	0	0	0
Purchasing Agent	32	31	31	31	31	31	31	31	31	31	31	31	31
Sales Representative	30	29	29	29	29	29	29	29	29	29	29	29	29
Supervisor, Supply Chain	1	1	1	1	1	1	1	1	1	1	1	1	1
Administrative Officer	3	3	3	3	3	3	3	3	3	3	3	3	3
Business Consultant	3	3	3	3	3	3	3	3	3	3	3	3	3
Database Analyst	3	3	3	3	3	3	3	3	3	3	3	3	3
Information Systems Consultant	3	3	3	3	3	3	3	3	3	3	3	3	3
Health and Safety Inspector	3	3	3	3	3	3	3	3	3	3	3	3	3
Janitor	3	3	3	3	3	3	3	3	3	3	3	3	3
Administrative Manager	3	3	3	3	3	3	3	3	3	3	3	3	3
Marketing Agent	3	3	3	3	3	3	3	3	3	3	3	3	3
Purchasing Manager	3	3	3	3	3	3	3	3	3	3	3	3	3
Account Representative	3	3	3	3	3	3	3	3	3	3	3	3	3
Executive	3	3	3	3	3	3	3	3	3	3	3	3	3
Shipper and Receiver	3	3	3	3	3	3	3	3	3	3	3	3	3
Cleaner	3	3	3	3	3	3	3	3	3	3	3	3	3
Office Worker	3	3	3	3	3	3	3	3	3	3	3	3	3
Subtotal	291	281	282										
Total	3,205	3,090	3,100										

Projected Job Openings (Cumulative)													
Construction Staff	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	Annual Average
Woodlands													
Forestry Professional	2	4	5	7	9	11	13	14	16	18	20	22	2
Forestry Technician	5	9	14	18	23	27	32	36	41	45	50	54	5
Heavy Equipment Operator	12	24	35	47	59	70	82	94	105	117	129	140	14
Logging Truck Driver	20	40	60	80	99	119	139	159	178	198	218	238	24
Silviculturalist	1	3	4	5	7	8	9	11	12	14	15	16	2
Supervisor, Logging and Forestry	1	3	4	5	7	8	9	11	12	14	15	16	2
Harvesting Labourer	1	2	3	4	5	5	6	7	8	9	10	11	1
Forestry Labourer	1	2	3	4	5	5	6	7	8	9	10	11	1
Woodlands Manager	1	2	3	4	5	5	6	7	8	9	10	11	1
Assembler	1	2	3	4	5	5	6	7	8	9	10	11	1
Geomatic Technician	1	2	3	4	5	5	6	7	8	9	10	11	1
Subtotal	47	91	136	181	226	271	316	361	406	450	495	540	54
Skilled Trades													
Carpenter	4	8	12	15	19	23	27	31	35	38	42	46	5
Control Systems Specialist	4	8	12	15	19	23	27	31	35	38	42	46	5
Drafting Technician	1	2	3	5	6	7	8	9	10	12	13	14	1
Electrical Mechanic	2	4	6	8	10	12	14	15	17	19	21	23	2

Electronic Service Technician	2	4	6	8	10	12	14	15	17	19	21	23	2
Heavy-Duty Mechanic	3	6	9	12	15	19	22	25	28	31	34	37	4
Industrial Electrician	2	5	7	9	12	14	16	18	21	23	25	28	3
Machinist	3	6	9	12	15	19	22	25	28	31	34	37	4
Millwright and Industrial Mechanic	7	13	20	26	33	39	46	52	59	65	72	78	8
Power Engineer	2	3	5	6	8	9	11	12	14	15	17	18	2
Sawfiler	3	5	8	11	13	16	19	22	24	27	30	32	3
Steamfitter/Pipefitter	2	5	7	9	12	14	16	18	21	23	25	28	3
Vibration Analyst	1	2	2	3	4	5	5	6	7	8	9	9	1
Welder	4	7	10	14	17	21	24	28	31	35	38	41	4
Subtotal	40	78	116	155	193	231	270	308	346	385	423	461	46
Sciences and Engineering													
Biologist	1	1	1	2	2	3	3	4	4	5	5	6	1
Chemical Engineer	0	0	0	0	1	1	1	1	1	1	1	1	0
Civil Engineer	0	0	0	0	0	1	1	1	1	1	1	1	0
Electrical Engineer	1	1	1	2	2	3	3	4	4	5	5	6	1
Engineering Manager	0	0	1	1	1	1	2	2	2	2	3	3	0
Environmental Supervisor	0	0	0	0	0	1	1	1	1	1	1	1	0
Industrial Engineer	1	2	3	4	6	7	8	9	10	11	12	13	1
Mechanical Engineer	1	3	4	5	7	8	9	11	12	13	14	16	2
Manager	0	0	0	0	0	1	1	1	1	1	1	1	0
Energy and Environment	0	0	0	0	0	1	1	1	1	1	1	1	0
Subtotal	4	8	12	16	21	25	29	33	37	41	45	49	5
Mill Operations													
Crane Operator	1	2	3	4	5	6	7	8	9	9	10	11	1
Health and Safety Coordinator	1	2	2	3	4	5	5	6	7	8	9	9	1
Labourer, Wood Pulp and Paper Processing	11	22	32	43	54	64	75	86	96	107	118	128	13
Light-Duty Cleaner	4	7	11	15	18	22	25	29	33	36	40	43	4
Lumber Grader	2	3	5	6	8	10	11	13	14	16	18	19	2
Maintenance Planner	0	0	0	0	1	1	1	1	1	1	1	1	0
Manufacturing Manager	2	4	6	8	10	11	13	15	17	19	21	23	2
Manufacturing Technician	2	4	6	8	10	12	14	16	18	20	22	24	2
Material Handler	6	12	18	23	29	35	41	47	52	58	64	70	7
Occupational Health Nurse	0	0	0	0	0	0	0	0	0	0	0	0	0
Paper Converting Machine Operator	5	9	14	18	23	28	32	37	41	46	50	55	5
Production Coordinator	1	3	4	5	7	8	9	10	12	13	14	16	2
Pulping, Papermaking, and Coating Control Operator	3	6	8	11	14	17	20	22	25	28	31	33	3
Sawmill Machine Operator	2	5	7	10	12	14	17	19	21	24	26	28	3
Security Officer	4	8	13	17	21	25	29	33	37	42	46	50	5
Supervisor, Forest Products Processing	3	6	9	12	15	18	21	24	27	30	33	36	4
Wood Processing Machine Operator	7	13	20	27	33	40	46	53	59	66	73	79	8
Maintenance Manager	1	2	4	5	6	7	8	9	11	12	13	14	1
Logging Machinery Operator	1	2	4	5	6	7	8	10	11	12	13	14	1
Quality Control	1	2	4	5	6	7	8	10	11	12	13	14	1
Machining Tool Operator	1	2	4	5	6	7	8	10	11	12	13	14	1
Log Trader	1	2	4	5	6	7	8	10	11	12	13	14	1
Operation Manager	1	2	4	5	6	7	8	10	11	12	13	14	1
Subtotal	61	121	180	239	298	357	417	476	535	594	653	713	71
Administration													
Accounting Clerk	1	2	3	4	6	7	8	9	10	11	12	13	1
Accounting Professional	1	2	3	5	6	7	8	9	10	11	12	14	1
Communications Director	0	1	1	2	2	3	3	4	4	5	5	6	1
Credit Manager	0	0	0	0	0	0	0	0	0	0	0	0	0
Economist and Risk Analyst	0	0	0	0	0	0	0	0	0	0	0	0	0
Executive Assistant	1	2	3	3	4	5	6	7	8	9	9	10	1
General Office Support Worker	2	3	5	7	8	10	12	13	15	17	18	20	2
Human Resource Professional	1	2	3	4	5	6	7	8	9	10	11	12	1

IT Specialist	1	2	3	4	5	6	7	8	9	10	11	12	1
Project Manager, Communication/Marketing	0	0	0	0	0	0	0	0	0	0	0	0	0
Purchasing Agent	1	3	4	5	6	7	9	10	11	12	14	15	1
Sales Representative	1	2	4	5	6	7	8	9	11	12	13	14	1
Supervisor, Supply Chain	0	0	0	0	0	0	0	0	0	0	1	1	0
Administrative Officer	0	0	0	0	1	1	1	1	1	1	1	1	0
Business Consultant	0	0	0	0	1	1	1	1	1	1	1	1	0
Database Analyst	0	0	0	0	1	1	1	1	1	1	1	1	0
Information Systems Consultant	0	0	0	0	1	1	1	1	1	1	1	1	0
Health and Safety Inspector	0	0	0	0	1	1	1	1	1	1	1	1	0
Janitor	0	0	0	0	1	1	1	1	1	1	1	1	0
Administrative Manager	0	0	0	0	1	1	1	1	1	1	1	1	0
Marketing Agent	0	0	0	0	1	1	1	1	1	1	1	1	0
Purchasing Manager	0	0	0	0	1	1	1	1	1	1	1	1	0
Account Representative	0	0	0	0	1	1	1	1	1	1	1	1	0
Executive	0	0	0	0	1	1	1	1	1	1	1	1	0
Shipper and Receiver	0	0	0	0	1	1	1	1	1	1	1	1	0
Cleaner	0	0	0	0	1	1	1	1	1	1	1	1	0
Office Worker	0	0	0	0	1	1	1	1	1	1	1	1	0
Subtotal	12	23	34	45	57	68	79	90	102	113	124	135	14
Total	164	321	479	637	794	952	1,110	1,268	1,425	1,583	1,741	1,898	190



Appendix B
Occupation Fact Sheets
The Greenest Workforce

ADMINISTRATION

Positions in the Forest Products Industry



ACCOUNT REPRESENTATIVE

sales manager, account executive, senior account representative, director - sales, sales coordinator

Sales representatives, wholesale trade (non-technical), sell non-technical goods and services to retail, wholesale, commercial, industrial, professional and other clients domestically and internationally. Sales representatives, wholesale trade who are supervisors are also included in this unit group.

KEY RESPONSIBILITIES



Sales representatives, wholesale trade (non-technical), perform some or all of the following duties:

- Promote sales to existing clients
- Identify and solicit potential clients
- Provide clients with presentations on the benefits and uses of goods or services
- Estimate or quote prices, credit or contract terms, warranties and delivery dates
- Prepare or oversee preparation of sales or other contracts
- Consult with clients after sale or signed contracts to resolve problems and to provide ongoing support
- Review and adapt to information regarding product innovations, competitors and market conditions
- Represent companies that export and import products or services to and from foreign countries
- May conduct sales transactions through Internet-based electronic commerce
- May supervise the activities of other sales representatives.

EDUCATION AND TRAINING



Completion of secondary school is required. A university degree or completion of a college or other program may be required. Experience in sales or in an occupation related to the product or service is usually required. Fluency in a foreign language and/or foreign country work or travel experience may be required for sales representatives seeking employment with companies that import or export goods or services. Supervisors and senior sales representatives require experience. Voluntary certification is available from the Canadian Professional Sales Association.

Here is a complete list of Canadian Universities and Colleges:
thegreenestworkforce.ca/education

Notice

The requirements listed are generally required qualifications for this Career Type. The qualifications may vary based on the employer and/or the geographic location of that job.

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- You take a systematic approach to problems
- You have an eye for details

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ADMINISTRATIVE MANAGER

project assistant, project coordinator, junior project manager, project director, managing director, senior project manager, project manager

This unit group includes managers who plan, organize, direct, control and evaluate departments responsible for corporate governance and regulatory compliance, records management, security services, admissions and other administrative services not elsewhere classified. Also included in this unit group are managers responsible for departments involved in two or more of the following activities: finance, human resources, purchasing or administrative services. Managers in this unit group are employed throughout the public and private sector.

KEY RESPONSIBILITIES



Managers in this unit group perform some or all of the following duties:

- Plan, organize, direct, control and evaluate the operations of a department providing a single administrative service or several administrative services
- Direct and advise staff engaged in providing records management, security, finance, purchasing, human resources or other administrative services
- Direct and control corporate governance and regulatory compliance procedures within the establishment
- Plan, administer and control budgets for contracts, equipment and supplies
- Prepare reports and briefs for management committees evaluating administrative services
- Interview, hire and oversee training for staff

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EDUCATION AND TRAINING



A bachelor's degree or college diploma in business administration or a related administrative services field is usually required. Several years of experience at a professional level in business administration, finance or administrative services are usually required. An Associate of the Institute of the Chartered Secretaries and Administrators (ACIS), Fellow of the Institute of Chartered Secretaries and Administrators (FCIS) or a Professional Administrator (P Adm) designation may be required for some occupations in this group. Certification in health information management by the Canadian Health Information Management Association (CHIMA) may be required. In Quebec, certification with the Association québécoise des archivistes médicales may be required.

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ADMINISTRATION

Positions in the Forest Products Industry



ADMINISTRATIVE OFFICER

administrative officer, administrative supervisor, manager - administration, communication coordinator

Administrative officers oversee and implement administrative procedures, establish work priorities, conduct analyses of administrative operations and co-ordinate acquisition of administrative services such as office space, supplies and security services. They are employed throughout the public and private sectors. Administrative officers who are supervisors are included in this unit group.

KEY RESPONSIBILITIES



Administrative officers perform some or all of the following duties:

- Oversee and co-ordinate office administrative procedures and review, evaluate and implement new procedures
- Establish work priorities, delegate work to office support staff, and ensure deadlines are met and procedures are followed
- Carry out administrative activities associated with admissions to post-secondary educational institutions
- Administer policies and procedures related to the release of records in processing requests under government access to information and privacy legislation
- Co-ordinate and plan for office services, such as accommodation, relocations, equipment, supplies, forms, disposal of assets, parking, maintenance and security services
- Conduct analyses and oversee administrative operations related to budgeting, contracting and project planning and management processes
- Assist in preparation of operating budget and maintain inventory and budgetary controls
- Assemble data and prepare periodic and special reports, manuals and correspondence
- May supervise records management technicians and related staff.

EDUCATION AND TRAINING



Completion of secondary school is required. A university degree or college diploma in business or public administration may be required. Experience in a senior clerical or executive secretarial position related to office administration is usually required. Project management certification may be required by some employers.

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BUSINESS CONSULTANT

junior business analyst, junior business consultant, business consultant, senior analyst, senior business consultant, business analyst

Business development officers and marketing researchers and consultants conduct research, formulate policies and manage programs to stimulate industrial and commercial business investment or tourism in urban and rural areas, or to promote commercial or industrial products and services. They are employed by government departments, international organizations, marketing firms and business associations or may be self-employed.

KEY RESPONSIBILITIES



Business development officers and marketing researchers and consultants perform some or all of the following duties:

- Develop policies and administer programs to promote industrial and commercial business investment in urban and rural areas
- Design market research questionnaires
- Conduct social or economic surveys on local, regional or national areas to assess development potential and future trends
- Plan development projects and co-ordinate activities with representatives of a wide variety of industrial and commercial enterprises, community and business associations and government agencies
- Assess business opportunities and develop strategies to attract venture capital
- Respond to enquiries from members of the business community and general public concerning development opportunities
- Review and evaluate commercial or industrial development proposals and provide advice on procedures and requirements for government approval
- Conduct surveys and analyze data on the buying habits and preferences of wholesale or retail consumers
- Evaluate customer service and store environments
- Conduct comparative research on marketing strategies for industrial and commercial products
- Develop social and economic profiles of urban and rural areas to encourage industrial and commercial investment and development.
- Prepare reports, research papers, educational texts or articles
- Plan and develop E-commerce strategies
- Provide consultation on planning and starting of new businesses.

EDUCATION AND TRAINING



A bachelor's degree in economics, commerce, business administration or public administration is required. Certification as a certified economic developer (Ec.D.) may be required. Certification as a Certified Marketing Research Professional (CMRP) may be required.

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ADMINISTRATION

Positions in the Forest Products Industry



CLEANER

building maintenance technician, manager - building maintenance, building maintenance

Specialized cleaners clean and refurbish building exteriors, carpets, chimneys, industrial equipment, ventilation systems, windows and other surfaces, using specialized equipment and techniques. They are employed by specialized cleaning service companies or they may be self-employed.

KEY RESPONSIBILITIES



The following is a summary of main duties for some occupations in this unit group:

- Carpet and upholstery cleaners operate cleaning machines to clean carpets, rugs and upholstered furniture on customers' premises or in carpet and upholstery cleaning establishments.
- Chimney cleaners clean soot and creosote from chimneys and fireplaces using hand tools and industrial vacuum cleaners.
- Furnace and ventilation system cleaners clean ducts, vents and filters of furnaces in residences and commercial buildings using hand tools and industrial vacuum cleaners.
- Sandblasters clean building exteriors, tanks, chimneys and industrial equipment using sandblasting, pressurized steam or hydroblasting equipment.
- Vehicle cleaners clean the interior and exterior of automobiles, buses, streetcars, railway cars and subway cars.
- Window cleaners wash and clean interior and exterior windows and other glass surfaces in low-rise and highrise buildings.

EDUCATION AND TRAINING



There are no specific education requirements for occupations in this unit group. On-the-job training is usually provided. Previous experience in a related position may be required for some occupations in this unit group.

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ADMINISTRATION

Positions in the Forest Products Industry



COMMUNICATIONS DIRECTOR

communications coordinator, communications manager, communications director

Communications directors plan, organize, direct, control and evaluate the activities of establishments and departments involved in commercial, industrial and e-business advertising, marketing and public relations. They are employed by commercial and industrial establishments, government departments, and advertising, marketing and public relations firms or consulting businesses.

KEY RESPONSIBILITIES



Managers in this unit group perform some or all of the following duties:

- Advertising managers plan, direct and evaluate the activities of firms and departments that develop and implement advertising campaigns to promote the sales of products and services.
- Marketing managers establish distribution networks for products and services, initiate market research studies and analyze their findings, assist in product development, and direct and evaluate the marketing strategies of establishments.
- Public relations managers direct and evaluate establishments and departments that develop and implement communication strategies and information programs, publicize activities and events, and maintain media relations on behalf of businesses, governments and other organizations.
- E-business managers plan, organize, direct, control and evaluate the design, development and maintenance of Internet, Intranet and mobile applications to manage an organization's online presence including public relations, communications, commercial activities and social media management.

EDUCATION AND TRAINING



A university degree or college diploma in communications, public relations, marketing, journalism or in a related field and Several years of experience in an advertising, public relations or communications officer position or in a related occupation are required.

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CREDIT MANAGER

Credit Coordinator, Assistant Credit Manager, credit manager

Banking, credit and other investment managers plan, organize, direct, control and evaluate the activities of financial establishments or operational departments within such establishments, or credit departments in industrial and commercial establishments. They oversee business development and manage overall performance in accordance with established strategic directions and policies. Banking managers are employed by banks, trust companies and credit unions. Credit managers are employed by credit departments in department stores, utility companies, car dealerships, insurance companies or other industrial or commercial organizations. Other investment managers are employed by credit card companies, consumer loan companies, mutual fund investment firms, mortgage investment companies or other financial establishments concerned with extending loans and financing and investments.

KEY RESPONSIBILITIES



Credit managers perform some or all of the following duties:

- Plan, organize, direct, control and evaluate the activities of a credit department in an industrial or commercial organization
- Administer corporate, commercial and personal loan accounts
- Advise customers on the commercial and personal financial services corresponding to their needs
- Evaluate and review loan and credit applications and collateral and make recommendations
- Approve or reject credit applications, establish credit limits and determine repayment plans or schedules in accordance with authorized limits
- Ensure collection of overdue or delinquent accounts
- Ensure credit policies and procedures are followed according to established guidelines and applicable legislation
- Prepare credit and loan reports
- Recruit credit personnel and identify their training needs.

EDUCATION AND TRAINING



A university degree or college diploma in business administration, commerce, economics or a related field is usually required. A master's degree in business administration, finance or management science may be required for the management of large commercial loans. Completion of company or other management training programs is usually required. Several years of experience within the industry, including supervisory experience, are required.

Here is a complete list of Canadian Universities and Colleges:
thegreenestworkforce.ca/education

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- A sense of community is important to you
- You like variety and learning new things
- You want to make a difference working in a green job
- You like working with computers
- You are methodical
- You have an eye for detail and process
- You like numbers

DARE TO COMPARE

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DATABASE ANALYST

junior database administrator, database analyst, database manager, analyst manager, database administrator

Database analysts design, develop and administer data management solutions using database management software. Data administrators develop and implement data administration policy, standards and models. They are employed in information technology consulting firms and in information technology units throughout the private and public sectors.

KEY RESPONSIBILITIES



Database administrators perform some or all of the following duties:

- Develop and implement data administration policy, standards and models
- Research and document data requirements, data collection and administration policy, data access rules and security
- Develop policies and procedures for network and/or Internet database access and usage and for the backup and recovery of data
- Conduct research and provide advice to other information systems professionals regarding the collection, availability, security and suitability of data
- Write scripts related to stored procedures and triggers
- May lead and co-ordinate teams of data administrators in the development and implementation of data policies, standards and models.

EDUCATION AND TRAINING



A bachelor's degree, usually in computer science or in mathematics or Completion of a college program in computer science is usually required. Computer programming experience is usually required.

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ECONOMIST AND RISK ANALYST

business analyst - economics, economic analyst, economist

Forest economists and risk analysts understand and forecast the micro-economic and macro-economic implications of forest management. These professionals are dedicated to following sound economic principles, financial and cost accounting, and generally accepted accounting principles.

As an economist or risk analyst in the forest products industry, you will help develop and monitor business plans. Conducting research, monitoring data, analyzing information and preparing reports will also be part of your day-to-day work responsibilities.

Working as an economist or risk analyst opens up the opportunity to move up to senior executive positions in the forest products industry.

KEY RESPONSIBILITIES



Economists and risk analysts perform a wide range of responsibilities.

On any given day you might:

- Use math and statistics to test and quantify business models
- Research conditions in local, regional, national and international markets
- Set sales levels and prices for goods and services
- Develop business strategies
- Monitor regional and local economic trends
- Recommend improvements to financial methods, production costs and techniques, and marketing policies

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- You like math
- You like solving problems
- You have an analytical mind
- Business and finance interests you

EDUCATION AND TRAINING



At a minimum, a bachelor's degree in economics or accounting is required for this position. Many of the most successful candidates earn master's degrees in economics or in a related discipline like business administration or statistics. Holding a master's in business administration is another pathway into this profession.

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ADMINISTRATION

Positions in the Forest Products Industry



EXECUTIVE

executive, president & ceo, vice president, chief forester, chief financial officer

Executives in this unit group plan, organize, direct, control and evaluate, through middle managers, the overall operations of goods production, utility, transportation and construction companies. They formulate policies which establish the direction to be taken by these companies, either alone or in conjunction with other members of a board of directors.

KEY RESPONSIBILITIES



Executives in this unit group perform some or all of the following duties:

- Establish objectives for the company and formulate or approve policies and programs
- Authorize and organize the establishment of major departments and associated senior staff positions
- Allocate material, human and financial resources to implement company policies and programs; establish financial and administrative controls; formulate and approve promotional campaigns; and approve overall personnel planning
- Select middle managers, directors or other executive staff
- Co-ordinate the work of regions, divisions or departments
- Represent the company, or delegate representatives to act on behalf of the company, in negotiations or other official functions.
- Senior managers in this unit group may specialize in areas such as finance, marketing or human resources or in a particular product area.

EDUCATION AND TRAINING



A university degree or college diploma in engineering, business administration, commerce or other discipline related to the company's product is usually required. Several years of experience as a middle manager in goods production, utilities, transportation or construction are usually required. Specialization in a particular functional area or product is possible through specific university or college training in that area or through previous experience. Senior managers in finance usually require a professional accounting designation.

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- You like people
- You are goal-oriented
- You are confident
- You like networking
- You are a good communicator

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ADMINISTRATION

Positions in the Forest Products Industry



EXECUTIVE ASSISTANT

receptionist, office administrative assistant, office administrator, administrative assistant, executive assistant

Executive assistants co-ordinate administrative procedures, public relations activities and research and analysis functions for members of legislative assemblies, ministers, deputy ministers, corporate officials and executives, committees and boards of directors. They are employed by governments, corporations and associations.

KEY RESPONSIBILITIES



Executive assistants perform some or all of the following duties:

- Establish and co-ordinate administrative policies and procedures for officials, committees and boards of directors
- Analyze incoming and outgoing memoranda, submissions and reports and prepare and co-ordinate the preparation and submission of summary briefs and reports to executives, committees and boards of directors
- Prepare agendas and make arrangements for committee, board and other meetings
- Conduct research, compile data, and prepare papers for consideration and presentation by executives, committees and boards of directors
- Meet with individuals, special interest groups and others on behalf of executives, committees and boards of directors to discuss issues and assess and recommend various courses of action
- Liaise with departmental and corporate officials and with other organizations and associations on behalf of executives, committees and boards of directors.

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- Business and finance interests you

EDUCATION AND TRAINING



Completion of secondary school is required. A bachelor's degree in public administration, political science or a related discipline is usually required. Experience in a related administrative occupation is usually required.

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ADMINISTRATION

Positions in the Forest Products Industry



GENERAL OFFICE SUPPORT WORKER

office clerk, office assistant, bookkeeper, general office support worker

General office support workers prepare correspondence, reports, statements and other material, operate office equipment, answer telephones, verify, record and process forms and documents such as contracts and requisitions and perform general clerical duties according to established procedures. They are employed in offices throughout the public and private sectors.

KEY RESPONSIBILITIES



General office support workers perform some or all of the following duties:

- Prepare correspondence, reports, statements, forms, presentations, applications and other documents from notes or dictaphone
- Respond to telephone, in person or electronic enquiries or forward to appropriate person
- Provide general information to staff, clients and the public regarding company or program rules, regulations and procedures
- Photocopy and collate documents for distribution, mailing and filing
- Sort and file documents according to established filing systems, locate and retrieve documents from files as requested and maintain records of filed and removed materials
- Maintain and prepare reports from manual or electronic files, inventories, mailing lists and databases
- Process incoming and outgoing mail, manually or electronically
- Send and receive messages and documents using fax machine or electronic mail
- Assist with administrative procedures such as budget submissions, contracts administration and work schedules
- Maintain inventory of office supplies, order supplies as required and arrange for servicing of office equipment
- May perform basic bookkeeping tasks such as preparing invoices and bank deposits
- May sort, process and verify receipts, expenditures, forms and other documents
- May organize the flow of work for other office support workers.

EDUCATION AND TRAINING



Completion of secondary school is usually required. Completion of secondary school or college business or commercial courses is usually required.

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ADMINISTRATION

Positions in the Forest Products Industry



HEALTH AND SAFETY INSPECTOR

junior health and safety inspector, health and safety inspector, health and safety specialist, manager, health and safety, environmental compliance coordinator

Inspectors in this unit group evaluate and monitor health and safety hazards and develop strategies to control risks. They inspect industrial establishments, water treatment facilities systems, and workplaces to ensure compliance with government regulations regarding sanitation, pollution control, the handling and storage of hazardous substances and workplace safety.

KEY RESPONSIBILITIES



Inspectors in this unit group perform some or all of the following duties:

- Inspect the sanitary conditions of facilities
- Conduct surveys and monitoring programs of the natural environment to identify sources of pollution
- Collect biological and chemical samples and specimens for analysis; measure physical, biological and chemical workplace hazards; and conduct safety and environmental audits
- Investigate health and safety related complaints, spills of hazardous chemicals
- Inspect workplaces to ensure that equipment, materials and production processes do not present a safety or health hazard to employees or to the general public
- Develop, implement and evaluate health and safety programs and strategies
- Provide consultation and deliver training programs to employees and the general public on issues of public health, environmental protection or workplace safety.

EDUCATION AND TRAINING



A bachelor's degree or college diploma in a discipline such as environmental studies, chemistry or health and safety is usually required. In some establishments, several years of related work experience and the completion of in-house training courses may substitute for formal education.

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HUMAN RESOURCE PROFESSIONALS

human resources coordinator, human resources business partner, manager, human resources, indigenous facilitator, diversity & inclusion advisor, director of human resources, business representative, labour organization, compensation officer, consultant, human resources, employment equity, adviser - human resources, human resources specialist, labour organization liaison officer, occupational analyst - human resources, staff relations administrator

Human resources and recruitment officers identify and advertise job vacancies, recruit candidates, and help select and reassign employees. In forest products companies, human resources officers are involved in activities in areas like working practices, recruitment, pay, employment conditions, negotiating with external suppliers, and ensuring equality and diversity are in balance at the workplace.

KEY RESPONSIBILITIES



Human resources professionals do more than manage staffing.

They also:

- Identify current and prospective staffing requirements
- Advise job applicants on employment requirements
- Contact potential applicants to arrange interviews
- Recruit new graduates
- Give advice on staffing policies and procedures
- Administer grievance procedures
- Negotiate employment settlements and terminations

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- A sense of community is important to you
- You like variety and learning new things
- You want to make a difference working in a green job
- You are a people person
- You are a strategic thinker

EDUCATION AND TRAINING



To become a human resources professional, you will need to earn a university degree or college diploma in a field related to personnel management like business administration, industrial relations, commerce or psychology. Another option is to complete a professional development program in personnel administration. Some of the more successful people in this field are Certified Human Resources Professionals (CHRP's).

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INFORMATION SYSTEMS CONSULTANT

junior information systems consultant, junior system analyst, senior information systems consultant, system analyst, information management & technology director, information technology manager

Information systems analysts and consultants analyze and test systems requirements, develop and implement information systems development plans, policies and procedures, and provide advice on a wide range of information systems issues. They are employed in information technology consulting firms and in information technology units throughout the public and private sectors, or they may be self-employed.

KEY RESPONSIBILITIES



Information systems business analysts and consultants

- Conduct business and technical studies
- Design, develop, integrate, test and implement information systems business solutions
- Provide advice on information systems strategy, policy, management, security and service delivery.
- Develop policies, procedures and contingency plans to minimize the effects of security breaches.
- Develop and implement policies and procedures throughout the software development life cycle to maximize the efficiency, effectiveness and overall quality of software products and information systems.

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- You like math
- You like solving problems
- You have an analytical mind
- Business and finance interests you

EDUCATION AND TRAINING



A bachelor's degree in computer science, computer systems engineering, software engineering, business administration or a related discipline or Completion of a college program in computer science is usually required. Experience as a computer programmer is usually required. Certification or training provided by software vendors may be required by some employers.

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ADMINISTRATION

Positions in the Forest Products Industry



IT SPECIALISTS

it associate, it administrative support, network administrator, information system superintendent, it assistant, communication systems design manager, computersystems analyst, computersystems development manager, director of technology management, informatics security analyst information systems business analyst, it (information technology) development manager, management information systems (mis) analyst manager, computer system operations, systems implementation manager - computer systems

Information technology specialists use their computer skills in a variety of ways in the forest products industry. Managing land-related data with geographic information systems (GIS) is a key duty. IT specialists also maintain computer networks, run databases, record data in the field, and manage software applications.

Working as an IT specialist might also require you to develop and implement information systems. You may also provide technical support and troubleshooting services to staff.

Working as an IT specialist opens up the opportunity to move up to supervisory or managerial positions.

KEY RESPONSIBILITIES



IT specialists perform a wide range of responsibilities.

On any given day, you might:

- Confer with clients to identify and document requirements
- Design, develop, integrate and implement informationsystems
- Provide advice on information systems strategy, policy, management, security and service delivery
- Develop and implement policies and procedures throughout the software development life cycle to maximize the eiciency
- Conduct reviews to assess quality assurance practices, software products and information systems

EDUCATION AND TRAINING



A bachelor's degree in computer science, computer systems engineering, software engineering, business administration or a related discipline will open up an array of opportunities in the forest products industry. You can also opt for a college program in computer science. Certification or training from software vendors will also enhance your options.

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ADMINISTRATION

Positions in the Forest Products Industry



JANITOR

office cleaning supervisor, office cleaning manager, office cleaner

Janitors, caretakers and building superintendents clean and maintain the interior and exterior of commercial, institutional and residential buildings and their surrounding grounds. Building superintendents employed in large establishments are responsible for the operation of the establishment and may also supervise other workers. They are employed by office and apartment building management companies, condominium corporations, educational institutions, health care facilities, recreational and shopping facilities, religious, industrial and other establishments.

KEY RESPONSIBILITIES



Janitors, caretakers and building superintendents perform some or all of the following duties:

- Operate industrial vacuum cleaners to remove scraps, dirt, heavy debris and other refuse
- Wash windows, interior walls and ceilings
- Empty trash cans and other waste containers
- Sweep, mop, scrub and wax hallways, floors and stairs
- Clean snow and ice from walkways and parking areas
- Cut grass and tend grounds and plants
- Clean and disinfect washrooms and fixtures
- Make adjustments and minor repairs to heating, cooling, ventilating, plumbing and electrical systems, and contact tradespersons for major repairs
- Perform other routine maintenance jobs such as painting and drywall repair
- May move heavy furniture, equipment and supplies
- Ensure that security and safety measures are in place in the establishment
- May advertise vacancies, show apartments and offices to prospective tenants and collect rent
- May supervise other workers.

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EDUCATION AND TRAINING



Completion of secondary school may be required. Some occupations in this unit group require previous cleaning and maintenance experience. A journeyman/woman certificate in one or more of the trades or a building operator certificate may be required for building superintendents.

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MARKETING AGENT

stakeholder relations coordinator, marketing coordinator, advertising coordinator, marketing manager, advertising account executive, director, external & stakeholder relations, director, marketing, manager, external & stakeholder relations

This unit group includes specialists in advertising, marketing and public relations who analyse, develop and implement communication and promotion strategies and information programs, analyse advertising needs and develop appropriate advertising and marketing plans, publicize activities and events, and maintain media relations on behalf of businesses.

KEY RESPONSIBILITIES



Specialists in advertising, marketing and public relations perform some or all of the following duties:

- Assess characteristics of products or services to be promoted and advise on the advertising needs of an establishment
- Advise clients on advertising or sales promotion strategies
- Develop and implement advertising campaigns appropriate for print or electronic media
- Gather, research and prepare communications material for internal and external audiences
- Develop, implement and evaluate communications strategies and programs designed to inform clients, employees and the general public of initiatives and policies of businesses, governments and other organizations
- Conduct public opinion and attitude surveys to identify the interests and concerns of key groups served by their organization
- Prepare or oversee preparation of reports, briefs, bibliographies, speeches, presentations, Web sites and press releases
- Develop and organize workshops, meetings, ceremonies and other events for publicity, fundraising and information purposes
- Initiate and maintain contact with the media
- Arrange interviews and news conferences
- Act as spokesperson for an organization and answer written and oral inquiries
- Co-ordinate special publicity events and promotions for internal and external audiences
- Assist in the preparation of brochures, reports, newsletters and other material

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EDUCATION AND TRAINING



A university degree or college diploma in business marketing, public relations, communications, journalism, museology or a discipline related to a particular subject matter is usually required. Practitioners in public relations may require an APR (Accredited in Public Relations) designation.

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OFFICE WORKER

project coordinator

Office workers in this unit group supervise and co-ordinate the activities of workers in minor groups: General Office Workers and Office Equipment Operators. They are employed throughout the public and private sectors.

KEY RESPONSIBILITIES



Office workers in this unit group perform some or all of the following duties:

- Co-ordinate, assign and review the work of clerks engaged in the following duties: word processing; record keeping and filing; operating telephones and switchboards; data entry; desktop publishing; and other activities involving general office and administrative skills
- Establish work schedules and procedures and co-ordinate activities with other work units or departments
- Resolve work-related problems and prepare and submit progress and other reports
- Train workers in job duties, safety procedures and company policies
- Requisition supplies and materials
- Ensure smooth operation of office equipment and machinery, and arrange for maintenance and repair work
- May perform the same duties as workers supervised.

EDUCATION AND TRAINING



Completion of secondary school is required. Completion of college courses related to area supervised is usually required. Experience in the occupation supervised is usually required.

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- You are goal-oriented
- You are confident
- You like networking
- You are a good communicator

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PROJECT MANAGER COMMUNICATION / MARKETING

communications & marketing coordinator, director, communications & marketing, project manager communication / marketing

Project Managers Communication/Marketing identify and advertise job vacancies, recruit candidates, and assist in the selection and reassignment of employees. They are employed throughout the private and public sectors.

KEY RESPONSIBILITIES



Specialists in advertising, marketing and public relations perform some or all of the following duties:

- Identify current and prospective sta ng requirements, prepare and post notices and advertisements, and collect and screen applications
- Advise job applicants on employment requirements and on terms and conditions of employment
- Review candidate inventories and contact potential applicants to arrange interviews and transfers, redeployment and placement of personnel
- Recruit graduates of colleges, universities and other educational institutions
- May supervise personnel clerks performing filing and record-keeping duties.
- Notify applicants of results of selection process and prepare job offers
- Advise managers and employees on sta ng policies and procedures
- Organize and administer staff consultation and grievance procedures
- Negotiate settlements of appeals and disputes and co-ordinate termination of employment process
- Determine eligibility to entitlements, arrange staff training and provide information or services such as employee assistance, counselling and recognition programs
- Co-ordinate and participate in selection and examination boards to evaluate candidates

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EDUCATION AND TRAINING



Certification as a Certified Human Resources Professional (CHRP) may be required. A university degree or college diploma in a field related to personnel management such as business administration, industrial relations, commerce or psychology or completion of a professional development program in personnel administration is usually required. Some experience in a clerical or administrative position related to personnel administration may be required.

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DARE TO COMPARE

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PURCHASING AGENT

purchasing coordinator, junior purchaser, purchasing assistant, purchasing officer, purchaser, buyer, manager, purchasing, purchasing agent

Purchasing agents and officers purchase general and specialized equipment, materials, land or access rights and business services for use or for further processing by their establishment. They are employed throughout the public and private sectors.

KEY RESPONSIBILITIES



Purchasing agents perform some or all of the following duties:

- Negotiate land acquisition or access rights for public or private use, and may conduct field investigations of properties
- Determine or negotiate contract terms and conditions, award supplier contracts or recommend contract awards
- May hire, train or supervise purchasing clerks.
- Establish logistics of delivery schedules, monitor progress and contact clients and suppliers to resolve problems
- Invite tenders, consult with suppliers and review quotations
- Assess requirements of an establishment and develop specifications for equipment, materials and supplies to be purchased
- Purchase general and specialized equipment, materials, land or access rights, or business services for use or for further processing by their establishment

EDUCATION AND TRAINING



A bachelor's degree or college diploma in business administration, commerce or economics is usually required. Purchasing agents and officers purchasing specialized materials or business services may require a related university degree or college diploma. For example, a bachelor's degree or college diploma in engineering may be required for purchasers of industrial products. Certification from the International Right of Way Association (IRWA) may be required. Previous experience as a purchasing clerk or as an administrative clerk may be required. A certificate in purchasing from the Purchasing Management Association of Canada (PMAC) may be required.

Here is a complete list of Canadian Universities and Colleges:
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- You like variety and learning new things
- You want to make a difference working in a green job
- You take a systematic approach to problems
- You have an eye for details

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PURCHASING MANAGERS

Procurement Manager

Purchasing managers plan, organize, direct, control and evaluate the activities of a purchasing department and develop and implement the purchasing policies of a business or institution. They are employed throughout the public and private sectors.

KEY RESPONSIBILITIES



Purchasing managers perform some or all of the following duties:

- Plan, organize, direct, control and evaluate the purchasing activities of an establishment
- Develop purchasing policies and procedures and control purchasing department budget
- Identify vendors of materials, equipment or supplies
- Evaluate cost and quality of goods or services
- Negotiate or oversee the negotiation of purchase contracts
- Participate in the development of specifications for equipment, products or substitute materials
- Review and process claims against suppliers
- Interview, hire and oversee training of staff

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EDUCATION AND TRAINING



A bachelor's degree or college diploma in business administration, commerce or economics is usually required. Purchasing managers responsible for units purchasing specialized materials or business services may require a related degree or diploma. For example, a bachelor's degree or college diploma in engineering may be required for purchasing managers responsible for purchasing industrial products. The designation Supply Chain Management Professional (SCMP) or registration in the educational program of the Supply Chain Management Association may be required. Several years of experience as a purchasing agent or officer are required.

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ADMINISTRATION

Positions in the Forest Products Industry



SALES REPRESENTATIVE

broker - dealer, sales agent, salesperson, technical sales consultant, wholesale trade representative

To be successful in sales in the forest products industry, you must be driven, disciplined and focused. You will be expected to plan daily sales activities and to seek out sales through cold calls, door-to-door contact, networking and marketing efforts. As a sales representative, you will also be expected to have a solid understanding of the forest products industry and the innovative products it produces.

Depending on the company you work for, you may have the opportunity to travel across Canada and internationally. But many sales representatives have smaller territories that allow them to come home at the end of each day.

Working as a sales rep opens up the opportunity to move up to supervisory, managerial or even executive positions.

KEY RESPONSIBILITIES



Sales representatives for forest products companies perform a wide range of responsibilities.

On any given day, you might:

- Make sales with existing clients
- Identify potential clients
- Make presentations on the benefits and uses of forest products
- Estimate or quote prices and delivery dates
- Provide after-sales service
- Stay ahead of competitors

EDUCATION AND TRAINING



Getting your high school diploma is the first step on your path to a rewarding sales career in the forest products industry. Getting a university degree or finishing a college program is another good way to start your career. But ultimately, your success in sales will be determined by the experience you earn on the job.

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- You like people
- You are goal-oriented
- You are confident
- You like networking
- You are a good communicator

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SHIPPER AND RECEIVER

receiver, shipper-receiver, shipping agent, shift supervisor, shipping manager, shipper

Shippers and receivers ship, receive and record the movement of parts, supplies, materials, equipment and stock to and from an establishment. They are employed in the public sector and by retail and wholesale establishments, manufacturing companies, and other commercial and industrial establishments.

KEY RESPONSIBILITIES



Shippers and receivers perform some or all of the following duties:

- Determine method of shipment and arrange shipping; prepare bills of lading, customs forms, invoices and other shipping documents manually or by computer
- Assemble containers and crates, record contents manually or by computer, pack goods to be shipped and affix identifying information and shipping instructions
- Oversee loading and unloading of goods from trucks or other conveyances
- Inspect and verify incoming goods against invoices or other documents, record shortages and reject damaged goods
- Unpack, code and route goods to appropriate storage areas
- Maintain internal, manual or computerized record-keeping systems
- May operate forklift, hand truck or other equipment to load, unload, transport and store goods.

EDUCATION AND TRAINING



Completion of secondary school is usually required. Experience in a related clerical occupation or as a warehouse worker may be required. A forklift certificate may be required. A driver's licence may be required.

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SUPERVISOR, SUPPLY CHAIN

shipping coordinator, logistics manager, manager, supply chain, shipping supervisor

Supervisors in this unit group supervise and co-ordinate the activities of workers in the following unit groups: Shippers and Receivers, Storekeepers and Partspersons, Production Logistics Co-ordinators, Purchasing and Inventory Control Workers Dispatchers and Transportation Route and Crew Schedulers.

KEY RESPONSIBILITIES



Supervisors in this unit group perform some or all of the following duties:

- Plan, organize and oversee operational logistics of the organization, establish work schedules and procedures, resolve work-related issues, prepare and submit progress and other reports and co-ordinate activities with other supply-chain work units or departments
- Requisition supplies and materials
- Ensure smooth operation of computer systems, equipment and machinery and arrange for maintenance and repair work
- Co-ordinate, assign and review the work of clerks engaged in the following duties: shipping, receiving, storing, distributing and maintaining inventories of materials, parts and products; processing purchasing transactions; co-ordinating production work; dispatching crews; scheduling transportation crews and routes; operating airport ramp servicing vehicles; and other related activities
- Train workers in job duties, safety procedures and company policies

EDUCATION AND TRAINING



Completion of secondary school is usually required. Several years of experience in the occupation supervised are usually required.

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- You are confident
- You see yourself as a leader
- You are a good communicator

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CRANE OPERATOR

crane operator apprenticeship, assistant crane operator, crane operator

Crane operators operate cranes or draglines to lift, move, position or place machinery, equipment and other large objects at construction or industrial sites, ports, railway yards, surface mines and other similar locations. They are employed by construction, industrial, mining, cargo handling and railway companies.

KEY RESPONSIBILITIES



Crane operators perform some or all of the following duties:

- Operate mobile and tower cranes to lift, move, position or place equipment and materials
- Perform pre-operational inspection, and calculate crane capacities and weight to prepare for rigging and hoisting
- Operate pile driving cranes to drive pilings into earth to provide support for buildings and other structures
- Operate cranes equipped with dredging attachments to dredge waterways and other areas
- Operate gantry cranes to load and unload ship cargo at port side
- Perform routine maintenance work such as cleaning and lubricating cranes.
- Operate bridge or overhead cranes to lift, move and place plant machinery and materials
- Operate offshore oil rig cranes to unload and reload supply vessels
- Operate cranes mounted on boats or barges to lift, move and place equipment and materials
- Operate dragline cranes to expose coal seams and ore deposits at open pit mines
- May assemble tower cranes on site
- Operate locomotive cranes to move objects and materials at railway yards

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- You like mechanical problems
- You are a team player
- You want to be able to get out from behind your desk

EDUCATION AND TRAINING



Completion of secondary school is usually required. Completion of a one- to three-year apprenticeship program or industry courses in crane operating are usually required.

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HEALTH & SAFETY CO-ORDINATOR

health and safety officer, director, health and safety, manager - health and safety, health and safety co-ordinator/supervisor

Health & Safety Co-ordinators plan, organize, direct, control and evaluate the operations of human resources and personnel departments, and develop and implement policies, programs and procedures regarding human resource planning, recruitment, collective bargaining, training and development, occupation classification and pay and benefit administration. They represent management and participate actively on various joint committees to maintain ongoing relations between management and employees. Health & Safety Co-ordinators are employed throughout the private and public sectors.

KEY RESPONSIBILITIES



Health & Safety Co-ordinators perform some or all of the following duties:

- Co-ordinate internal and external training and recruitment activities
- Administer employee development, language training and health and safety programs
- Advise and assist other departmental managers on interpretation and administration of personnel policies and programs
- Direct the organization's quality management program
- Plan human resource requirements in conjunction with other departmental managers
- Oversee the classification and rating of occupations
- Plan, organize, direct, control and evaluate the operations of human resources or personnel departments
- Organize and conduct employee information meetings on employment policy, benefits and compensation and participate actively on various joint committees
- Ensure compliance with legislation such as the Pay Equity Act.

EDUCATION AND TRAINING



Some employers may require Health & Safety Co-ordinators to hold a Certified Human Resources Professional (CHRP) designation. Several years of experience as a personnel officer or human resource specialist are required. A bachelor's degree in a field related to personnel management, such as business administration, industrial relations, commerce or psychology or completion of a professional development program in personnel administration is required.

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LABOURER IN WOOD, PULP AND PAPER PROCESSING

labourer - wood processing, labourer - pulp and paper, supervisor - pulp and paper, supervisor - wood processing, labourer in wood, pulp and paper processing

Labourers in this unit group carry out a variety of general labouring and routine wood processing activities and assist pulp mill and papermaking machine operators. They are employed by pulp and paper, and paper converting companies, sawmills, planing mills, wood treatment plants, waferboard plants and other wood processing companies.

KEY RESPONSIBILITIES



Labourers perform some or all of the following duties:

- Feed logs onto conveyor and into hopper of grinding machine and align logs manually, using crowbar, picaroon or other tools and equipment
- Load wood chips, pulpwood, sulphur and other processing materials onto conveyors or processing tanks, remove recyclable paper and pulp from pulp and papermaking machines and transport recyclable paper and pulp to plant processing machines and equipment using forklift or other powered equipment
- Assist other wood processing workers to operate, maintain and repair various machines and equipment and carry out other wood processing activities.
- Remove scrap lumber and wood chips for reprocessing using forklift or other powered equipment
- Feed conveyors, saws, drying machines and other equipment to process lumber, shingles, veneer, plywood and similar wood products
- Clean wood processing machines and equipment and work areas using shovels, hoses and other tools
- Sort, pile and transport lumber, veneer sheets, panelboards and similar wood products during various stages of wood processing, manually or with powered equipment

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EDUCATION AND TRAINING



Completion of secondary school is required by the pulp and paper industry and by other large employers.

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MILL OPERATIONS

Positions in the Forest Products Industry



LIGHT DUTY CLEANER

Light duty cleaners clean lobbies, hallways, offices and rooms of hotels, motels, resorts, hospitals, schools, office buildings and private residences. They are employed by hotels, motels, resorts, recreational facilities, hospitals and other institutions, building management companies, cleaning service companies and private individuals.

KEY RESPONSIBILITIES



Light Duty Cleaners perform some or all of the following duties:

- Sweep, mop, wash, wax and polish floors
- Dust furniture and vacuum carpeting and area rugs, draperies and upholstered furniture
- Stock linen closets and other supplies' areas

EDUCATION AND TRAINING



Certification for housekeeping room attendants or similar certification may be required by some employers. There are no specific education requirements for occupations in this unit group.

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MILL OPERATIONS

Positions in the Forest Products Industry



LOGGING MACHINERY OPERATOR

harvesting operator, log processor operator, mobile chipper operator, machinery supervisor, logging crane & claw operator, machine operator

Logging machinery operators operate cable yarding systems, mechanical harvesters and forwarders and mechanical tree processors and loaders to fell, yard and process trees at logging sites. They are employed by logging companies and contractors.

KEY RESPONSIBILITIES



Logging machinery operators perform some or all of the following duties:

- Cable yarding system operators operate machines to transport trees from logging areas to landing or log loading sites in mountainous terrain in western Canada.
- Mechanical harvester and forwarder operators assess site and terrain and drive heavy equipment to perform a combination of felling, slashing, bucking, bunching and forwarding operations at logging areas.
- Mechanical tree processor and loader operators operate a variety of machines which perform a combination of slashing, bucking, chipping, sorting and loading logs or trees at landing sites.

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EDUCATION AND TRAINING



Completion of secondary school may be required. On-the-job training from three to 16 months is provided, depending on the complexity of machinery operated and the type of woodlands operation. Experience requirements vary depending on the complexity of machinery operated. Mechanical harvester and forwarder operators may require logging experience as a chain saw and skidder operator. Feller buncher operators and cable yarder operators usually require three to five years of logging experience. Mechanical tree processor and loader operators usually require one to three years of logging experience. Certification as a heavy equipment operator may be required. Company certification for mobile logging machinery operation may be required. Provincial air brake certification may be required in British Columbia, depending on the type of equipment operated. Workplace hazardous materials information system (WHMIS) and first aid certificates may be required. Knowledge of tree harvesting regulations is required.

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LOG TRADER

junior log trader, trader, log trader

Retail and wholesale buyers buy merchandise for resale by retail or wholesale establishments and are usually responsible for the merchandising operations of retail or wholesale establishments. Retail and wholesale buyers who are supervisors and those who are assistants are included in this unit group.

KEY RESPONSIBILITIES



- Study market reports, trade periodicals and sales promotion materials and visit trade shows, showrooms, factories and product design events
- Purchase merchandise for resale by retail or wholesale establishments
- Select the merchandise which best fits the establishment's requirements
- Establish and maintain contact with suppliers
- Oversee distribution of merchandise to outlets and maintain adequate stock levels
- Interview suppliers and negotiate prices, discounts, credit terms and transportation arrangements
- May supervise the work of other retail buyers.
- Review requirements of establishment and determine quantity and type of merchandise to purchase
- Retail and wholesale buyers may specialize in a particular merchandise line.

EDUCATION AND TRAINING



Completion of secondary school is required. Previous work experience in retail or wholesale establishments is usually required. A university degree or college diploma in business, marketing or a related program is usually required. Supervisors and senior buyers require experience in the occupation supervised or in a particular merchandise line.

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- You are a team player
- You are physically strong
- You want to work in hiking boots, not dress shoes

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MILL OPERATIONS

Positions in the Forest Products Industry



LUMBER GRADER

grader level 1, lumber grader

Lumber graders and other wood processing inspectors and graders inspect and grade lumber, shingles, veneer, waferboard and similar wood products to identify defects, ensure conformance to company specifications and classify products according to industry standards. They are employed by sawmills, planing mills, wood treatment plants, waferboard plants and other wood processing companies.

KEY RESPONSIBILITIES



Lumber graders perform some or all of the following duties:

- Classify and sort lumber according to industry standards and stamp lumber to indicate grade, wood type, moisture level and other characteristics

EDUCATION AND TRAINING



Lumber graders require a lumber grader's licence issued by a provincial lumber association. Completion of secondary school is usually required. On-the-job training and up to two weeks of classroom training are provided for lumber graders. Previous experience as a sawmill machine operator, other wood processing operator or as a labourer in wood processing is usually required for graders and inspectors in this unit group.

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MACHINING TOOL OPERATOR

production coordinator, manager - production, production supervisor

Machining tool operators set up and operate or tend metal-cutting machines designed for repetitive machining work. They are employed by metal products and other manufacturing companies and in machine shops. This unit group also includes workers who etch or chemically mill metal pieces.

KEY RESPONSIBILITIES



Machining tool operators perform some or all of the following duties:

- Study job orders and interpret blueprints to determine machining operations to be performed
- Set up and operate machine tools to perform repetitive machining operations, such as turning, milling, drilling, boring, planing, honing, broaching, grinding or other machining operations
- Verify dimensions of parts machined using micrometers, callipers and other precision measuring instruments
- Prepare etching solution and immerse metal parts or workpiece in etching solution to remove unwanted portions
- Perform routine maintenance on equipment and machinery
- May enter codes specifying speed, feed and cut of the toolpath for computer numerical controlled (CNC) machine tools.

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EDUCATION AND TRAINING



Some secondary school education is required. College or other courses in machining may be required. Several months of on-the-job training are provided. Senior positions in this unit group, such as set-up operator, require experience as a machine operator.

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MAINTENANCE MANAGER

maintenance coordinator, maintenance supervisor, director - maintenance, maintenance manager

Maintenance managers plan, organize, direct, control and evaluate the maintenance department within facilities.

KEY RESPONSIBILITIES



Maintenance managers perform some or all of the following duties:

- Direct the maintenance and repair of an establishment's machinery, equipment and electrical and mechanical systems
- Develop and implement schedules and procedures for safety inspections and preventive maintenance programs
- Plan and manage a facility's maintenance budget
- Hire and oversee training and supervision of staff.

EDUCATION AND TRAINING



Facility operation managers require completion of a college or university program in business administration or in a discipline related to facility operation and maintenance or An equivalent combination of technical training and experience in administration or maintenance. Maintenance managers require completion of a college or university program in electrical or mechanical engineering or in another discipline related to building maintenance or An equivalent combination of technical training and experience in building maintenance. Several years of supervisory experience in facility operations or maintenance are usually required.

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MILL OPERATIONS

Positions in the Forest Products Industry



MAINTENANCE PLANNER

maintenance technician, manager - maintenance, maintenance planner

Maintenance planners plan, organize, direct, control and evaluate the operations of commercial, transportation and recreational facilities. In the forest products industry, you could find yourself managing the maintenance of a large sawmill or a pulp and paper mill.

You will also find yourself directing a team of people with a wide range of skills. And as a maintenance manager you, will work closely with mechanical engineers and other technical staff.

KEY RESPONSIBILITIES



Maintenance planners perform a wide range of technical functions.

On any given day, you might:

- Direct the maintenance and repair of an establishment's machinery, equipment and electrical and mechanical systems
- Develop and implement schedules and procedures for safety inspections and preventive maintenance programs
- Co-ordinate cleaning, snow removal and landscaping operations
- Administer contracts to provide supplies and services
- Plan and manage your facility's maintenance budget
- Hire staff, and oversee their training and supervision

EDUCATION AND TRAINING



Maintenance planners usually have to complete a college in electrical or mechanical engineering or in another discipline related to building maintenance. Or they can be required to have an equivalent combination of technical training and experience in building maintenance. Several years of experience as a facility supervisor overseeing operations or maintenance are usually also required.

Here is a complete list of Canadian Universities and Colleges:
thegreenestworkforce.ca/education

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- You like variety and learning new things
- You want to make a difference working in a green job
- You like mechanical problems
- You are a team player
- You want to be able to get out from behind your desk

DARE TO COMPARE

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MILL OPERATIONS

Positions in the Forest Products Industry



MANUFACTURING MANAGER

director, manufacturing, industrial and manufacturing production manager, lumber mill manager, mill manager, operations manager, plant manager, production manager, pulp and paper mill manager, quality-control services manager, superintendent, production

Usually reporting to the site manager, the manufacturing manager is responsible for overseeing the safe, efficient and cost-effective production and shipping of forest products. The manufacturing manager is responsible for overseeing the production team, the log yard team and the shipping team.

Your work as a manufacturing manager in the forest products industry would also involve constantly monitoring product quality. And at the same time, you need to be focused on cost control. To meet these two, sometimes competing demands, manufacturing managers in the forest products industry have to encourage a culture of innovation. Your career track could see you move into senior managerial positions.

KEY RESPONSIBILITIES



Manufacturing managers perform a wide range of technical functions.

On any given day, you might:

- Keep a constant eye on quality control
- Manage budgets and adhere to cost controls
- Ensure systems and equipment are operating efficiently
- Ensure maintenance and repairs are performed
- Resolve work problems and recommend measures to improve productivity and product quality
- Train staff in job duties, safety procedures and company policies
- Participate in hiring and terminating employees
- Monitor safety
- Ensure government regulations are met

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- You like variety and learning new things
- You want to make a difference working in a green job
- You are confident and you see yourself as a leader
- You have an eye for detail and process
- You want to work in work boots, not dress shoes

EDUCATION AND TRAINING



Most manufacturing managers continue with their education after high school. Many hold bachelor's degrees from university or college in operations, engineering or business.

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MANUFACTURING TECHNICIAN

manufacturing coordinator, manufacturing technician, wood products manufacturing technician

Manufacturing technicians may work independently or provide technical support and services in the development of production methods, facilities and systems, and the planning, estimating, measuring and scheduling of work. They are employed by manufacturing and insurance companies, government departments, and establishments in other industries.

KEY RESPONSIBILITIES



Manufacturing technicians perform a wide range of technical functions.

- Develop and conduct production, inventory and quality assurance programs in manufacturing or in other industries
- Design plant layouts and production facilities
- Collect and analyze data and samples in support of quality assurance and industrial health and safety programs
- Develop and carry out work study and related programs
- Develop and carry out industrial health, safety and fire prevention plans and programs and conduct safety training programs
- Conduct work measurement or other studies

EDUCATION AND TRAINING



Completion of a one- or two-year college program in industrial engineering technology or in a related discipline is usually required for industrial engineering or manufacturing technicians. A period of supervised work experience, usually two years, is required before certification. A college diploma in manufacturing technology and/or trade certification and experience in machining and tooling or metalworking is required for CAD-CAM/CNC programmers.

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MATERIAL HANDLER

bin filler, box filler, bulk materials loader operator, equipment operator, forklift operator, heavy materials handler, material handler, operator, forklift, stock keeper, warehouse person

These workers handle, move, stack, load and unload materials by hand or with equipment like forklifts. In a sawmill, you might find yourself stacking lumber and getting it ready for shipping. Attaching labels and keeping track of materials could also be part of your day-to-day work.

KEY RESPONSIBILITIES



Material handlers perform a wide range of technical functions.

On any given day, you might:

- Operate winches and other loading devices
- Load and unload materials onto and of trucks, railway cars and loading docks
- Operate industrial trucks, tractors, loaders and other equipment to transport materials to and from transportation vehicles and loading docks
- Store and retrieve materials in warehouses
- Connect hoses or pipes and operate equipment to load and unload chemical or other liquids into or from tanks

EDUCATION AND TRAINING



Getting a high school diploma or an equivalent qualification is always a good idea. Material handlers learn on the job.

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- You are a team player
- You are physically strong
- You don't want to stay in school
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OCCUPATIONAL HEALTH NURSE

office nurse, tele-nurse, registered industrial nurse, shift supervisor, head nurse, charge nurse, nurse, occupational health nurse

Occupational health nurses are an integral part of the human resources team at forest products companies. They are responsible for diagnosing and providing primary care for work- and non-work-related injuries and illnesses. Nurses also help screen candidates during the hiring process.

Working as an occupational health nurse in the forest products industry also means carrying out duties like helping employees return to work after an injury or illness. Many forest products companies also have health and wellness programs, which you would oversee.

Working as an occupational health nurse opens up the opportunity to move up to supervisory or managerial positions in human resources management.

KEY RESPONSIBILITIES



Occupational health nurses perform a wide range of technical functions.

On any given day, you might:

- Teach and counsel employees and their families on health-related issues
- Develop and implement employee health education and wellness programs
- Provide registered nursing care after a workplace injury
- Provide health screening for employment candidates
- Help employees return to work after an injury or medical leave

EDUCATION AND TRAINING



To fill this role, you could graduate from a recognized nursing program. Earning a certified occupational health nurse designation is also advantageous. There are a variety of college programs that will help you jump-start your career.

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- You want to make a difference working in a green job
- You like people
- You have a scientific mind
- Medicine interests you

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MILL OPERATIONS

Positions in the Forest Products Industry



OPERATION MANAGER

operations supervisor, operations manager, director, operations

This unit group includes managers who plan, organize, direct, control and evaluate the operations of utility companies or services of heating fuel distribution companies. The services provided include treatment of water and waste, distribution of water, electricity, natural gas and heating oil to residential, commercial and industrial consumers, waste disposal and waste recycling. Utilities managers are employed in public and private sector utilities and in heating fuel distribution companies.

KEY RESPONSIBILITIES



The following is a summary of main duties for some occupations in this unit group:

- Water supply managers manage water filtration, purification processes and pumping operations, schedule and oversee the maintenance of plant equipment and prepare reports on water supply and water quality.
- Electrical power distribution managers manage the operations of electrical power distribution systems including generating stations, transmission stations and distribution networks. They may also plan and direct the distribution activities of a municipal electrical power establishment.
- Natural gas supply managers manage the delivery of gas to consumers, monitor supply inventories and control the recording of injections and withdrawals.
- Petroleum product distribution managers plan and direct the distribution of heating oil products to retail distributors and regional storage sites.
- Water pollution control managers manage the operations of a sewage treatment plant, schedule and direct maintenance of plant equipment, and prepare reports on water quality.
- Waste systems managers manage solid or liquid waste collection and disposal systems, train drivers in how to handle waste and ensure safe operation of disposal facilities.

EDUCATION AND TRAINING



A bachelor's degree or college diploma in an appropriate discipline is required. For example, electrical engineering is required for managers of transmission lines, and water resource technology for water supply managers. Several years of experience as a supervisor in a related utilities operations department are required. A professional engineer certification is usually required for managers of utility operations involved in the transmission and distribution of electrical power, and natural gas and heating oil.

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PAPER CONVERTING MACHINE OPERATOR

Paper converting machine operators operate various machines which fabricate and assemble paper products such as paper bags, containers, boxes, envelopes and similar articles. They are employed by paper products manufacturing companies.

KEY RESPONSIBILITIES



Paper converting machine operators perform a wide range of technical functions.

- Operate machines which cut, fold, glue or clip paper and cardboard to make boxes, corrugated cartons and other articles
- Operate machines which glue paper to cardboard and cut it into required lengths
- Set up machines.
- Operate machines which cut, glue and fold paper to make envelopes or paper bags
- Operate other paper converting machines to form products such as paper tubes, cards, paper towels or diapers
- Clean and lubricate machine and perform other routine machine maintenance
- Operate machines which press paper to form drinking cups and other containers

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- You are a team player
- You are physically strong
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EDUCATION AND TRAINING



Completion of secondary school is required by the pulp and paper industry and other large employers. Previous experience as a labourer within the same company may be required. Several weeks of on-the-job training are provided.

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PRODUCTION CO-ORDINATOR

production officer, production clerk, production supervisor, procurement manager, production co-ordinator

Production co-ordinators co-ordinate and expedite the flow of work and materials within an establishment, prepare work and production schedules and monitor the progress of production and construction projects. They are employed by manufacturing and construction companies, printing and publishing companies and other industrial establishments.

KEY RESPONSIBILITIES



Production co-ordinators perform a wide range of technical functions.

- Prepare and maintain various reports on the progress of work, materials used, rates of production and other production information, using manual or computerized systems.
- Consult with production supervisor to schedule production runs in a cost and time-efficient manner
- Meet regularly with other production clerks, warehouse, production and construction supervisors and purchasing and inventory clerks to co-ordinate activities between warehouses and production floors or construction sites
- Estimate type and quantity of materials and labour required for production, construction and other projects
- Compile detailed worksheets and specifications from customer's order
- Co-ordinate and monitor logistics of the movement of parts, supplies and materials within an establishment and ensure that supplies, materials and products are shipped and received on schedule

EDUCATION AND TRAINING



Completion of secondary school is usually required and college may be required. Previous clerical experience or experience as a production worker may be required.

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PULPING, PAPERMAKING & COATING CONTROL OPERATOR

Pulping, papermaking and coating control operators operate and monitor multi-function process control machinery and equipment to control the processing of wood, scrap pulp, recyclable paper, cellulose materials, paper pulp and paperboard. They are employed by pulp and paper companies.

KEY RESPONSIBILITIES



Pulping, papermaking and coating control operators perform a wide range of technical functions.

- Complete and maintain production reports.
- Observe panel indicators, gauges, video monitors and other instruments to detect equipment malfunctions and ensure pulping, papermaking and coating processes are operating according to process specifications
- Control the processing of wood, scrap pulp, recyclable paper, cellulose materials, pulp paper and paperboard and monitor the chemical and physical process operations using a distributed control system and process computers
- Analyze instrument readings and production test samples and make adjustments or direct other pulp mill, papermaking and finishing machine operators to make adjustments to pulp production, papermaking and coating process and equipment as required
- Operate, co-ordinate and monitor pulping, papermaking and paper coating process equipment from central control room or machine consoles and control panels in equipment cabins to control process operations and machinery in the production of pulp and paper

EDUCATION AND TRAINING



Completion of secondary school is required. A certificate in industrial first aid may be required. A college or other program in forest products processing or a related subject may be required for pulping control operators. Several years of experience as a pulp mill, papermaking or finishing machine operator within the same company is usually required. A competency certificate in natural gas may be required. Completion of several weeks of formal company training and several months of on-the-job training is required.

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MILL OPERATIONS

Positions in the Forest Products Industry



QUALITY CONTROL

quality control technician, junior quality control officer, quality control analyst, senior quality-control supervisor, manager, quality control, quality-control supervisor

This unit group includes supervisors, not elsewhere classified, who supervise and co-ordinate the activities of workers who assemble, fabricate and inspect a variety of products. They are employed in a wide variety of manufacturing companies.

KEY RESPONSIBILITIES



Supervisors in this unit group perform some or all of the following duties:

- Supervise, co-ordinate and schedule activities of workers who assemble, fabricate and inspect products
- Establish methods to meet work schedules and co-ordinate work activities with other departments
- Resolve work problems and recommend measures to improve productivity and product quality
- Requisition materials and supplies
- Train workers in job duties, safety procedures and company policies
- Recommend personnel actions such as hirings and promotions
- Prepare production and other reports
- May set up machines and equipment.

EDUCATION AND TRAINING



Completion of secondary school may be required. Several years of experience as an assembler or inspector in the same company are usually required.

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MILL OPERATIONS

Positions in the Forest Products Industry



SAWMILL MACHINE OPERATOR

planer mill machine operator, shake sawyer, trimming operator, splitter operator, head sawyer, sawmill machine operator

Sawmill machine operators operate, monitor and control automated lumbermill equipment to saw timber logs into rough lumber; saw, trim and plane rough lumber into dressed lumber of various sizes; and saw or split shingles and shakes. They are employed in sawmills and planing mills.

KEY RESPONSIBILITIES



- Operate front-end loaders and stationary deck cranes to feed logs into the sawmill
- Examine logs and rough lumber to determine size, condition, quality and other characteristics to decide best lumber cuts to carry out, or use automated equipment to convey logs through laser scanners which determine the most productive and profitable cutting patterns
- Operate automated lumbermill equipment from control rooms or consoles to saw logs into rough lumber; saw, trim and plane rough lumber into dressed lumber of various sizes; and saw or split shingles and shakes
- Clean and lubricate sawmill equipment.
- Set up and adjust saw equipment and replace blades or bands using wrenches, gauges and other hand tools
- Operate equipment to sort and stack lumber by length and thickness, move stacks to storage areas or drying kilns, and feed lumber through planers
- Monitor movement of lumber and computer screens to ensure cuts are made according to specifications, and print production reports
- Start conveyor system to move logs and lumber to and from saws

EDUCATION AND TRAINING



College courses in wood processing technology may be required. Several weeks of on-the-job training are usually provided. A certificate in industrial first aid may be required. Head sawyers and planer operators usually require several years of experience in other sawmill machine operating positions in the same company. Completion of secondary school is usually required.

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MILL OPERATIONS

Positions in the Forest Products Industry



SECURITY OFFICER

security guard, security supervisor, security manager, security officer

This unit group includes workers who guard and implement security measures to protect property against theft, vandalism and fire, control access to establishments, maintain order and enforce regulations at public events and within establishments, conduct private investigations for clients or employers and provide other protective services not elsewhere classified. They are employed by public or private security agencies, residential complexes, educational, cultural, financial and health institutions, retail establishments, businesses and industry, investigation service companies, transportation facilities, and organizations throughout the private and public sectors, or they may be self-employed.

KEY RESPONSIBILITIES



Security officers perform a wide range of technical functions.

- Prevent and detect shoplifting and theft in retail establishments.
- Control access to establishments, operate security control-room equipment and patrol assigned areas to guard against theft, vandalism and fire
- Enforce regulations to maintain order and resolve conflicts and to monitor establishment activities
- Ensure safety and emergency procedures are followed
- Issue passes and direct visitors to appropriate areas, check age identification of patrons, and perform security checks of passengers and luggage at airports.

EDUCATION AND TRAINING



A college diploma in law and security or police technology may be required. In Quebec, a permit issued by the Sûreté du Québec is required to work as a private detective or security officer. Security guards carrying firearms require a licence. Completion of secondary school is usually required.

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MILL OPERATIONS

Positions in the Forest Products Industry



SUPERVISOR, FOREST PRODUCTS PROCESSING

beater room supervisor pulp and paper, core room supervisor pulp and paper, paper mill supervisor, pulp mill supervisor, sawmill supervisor, shift operating supervisor pulp and paper, supervisor, forest products processing

Forest products processing supervisors lead teams who operate pulp and paper mills, paper- converting mills, sawmills, planing mills, and plywood, waferboard, and other wood and paper products mills. One of their biggest responsibilities is to make sure that people are doing their jobs properly as they execute the hi-tech processing tasks in mills.

To become a supervisor in a mill, you will need technical training covering some or all of the complex processes in the mill. Learning on the job and building your seniority in the mill is essential as well. As you gain experience, you may also act as a mentor and trainer to other staff. Your career track could see you move into senior managerial, design, advanced control, training or sales positions.

KEY RESPONSIBILITIES



Supervisors in mills perform a wide range of technical functions.

On any given day, you might:

- Supervise and schedule workers
- Ensure systems and equipment are operating efficiently
- Ensure maintenance and repairs are performed
- Resolve work problems and recommend measures to improve productivity and product quality
- Train staff in job duties, safety procedures and company policies
- Participate in hiring and terminating employees
- Monitor safety
- Set up machines and equipment

EDUCATION AND TRAINING



Getting a high school diploma or an equivalent qualification is usually required. A college diploma in pulp and paper technology or a related discipline, like process control technology, may be required for some pulp and paper supervisor positions. Earning certificates, like lumber grading, industrial first aid and competency in natural gas, can enhance your prospects for promotion.

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MILL OPERATIONS

Positions in the Forest Products Industry



SUPERVISOR, FOREST PRODUCTS PROCESSING

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MILL OPERATIONS

Positions in the Forest Products Industry



WOOD PROCESSING MACHINE OPERATOR

sawmill equipment operator, wood processing machine operator

Machine operators in this unit group operate and tend wood processing equipment and machines to remove bark from logs, produce wood chips, preserve and treat wood, and produce waferboards, particleboards, hardboards, insulation boards, plywood, veneers and similar wood products. They are employed in sawmills, woodrooms of pulp mills, planing mills, wood treatment plants, waferboard plants and other wood processing plants.

KEY RESPONSIBILITIES



The following is a summary of main duties for some occupations in this unit group:

- Operate and tend kilns, treating tanks and other equipment to dry lumber and other wood products, and to treat chemically and impregnate wood products with preservatives.
- Operate and tend conveyors, lathes, sanding machines and other equipment to peel and slice veneer from logs and log sections, and to glue, press, trim, sand and splice veneer sheets.
- Assemble plywood panels and repair plywood and veneer mechanically or manually.
- Observe equipment, panel indicators, video monitors, and other instruments to detect malfunctions and ensure that processes are operating according to specifications.
- Complete and maintain production reports.
- Operate and tend various wood processing equipment and machines to remove bark, knots and dirt from logs; reduce logs or sawmill waste into wood chips or flakes; stack and band lumber; screen wood chips; and produce waferboards, particleboards, hardboards and insulation boards.
- Start up, shut down, set up, adjust and assist in maintaining processing equipment and machines as required.

EDUCATION AND TRAINING



Previous experience as a labourer in wood processing may be required. Completion of secondary school is usually required. Several months of on-the-job training are provided. For lumber kiln operators, particleboard operators and waferboard operators, some combination of college or company courses and up to one year of on-the-job training may be required.

Here is a complete list of Canadian Universities and Colleges:
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- You like variety and learning new things
- You want to make a difference working in a green job
- You are confident
- You are a team player who gets along with other trades
- You want to work in work boots, not dress shoes

DARE TO COMPARE

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BIOLOGIST

associate biologist, senior biologist, manager, biologist, bioinformatician, biological scientist, biologist, forest ecologist, forest pathologist, naturalist, plant scientist, research biologist, wildlife biologist

In the forest products industry, working as a biologist means you are a key player in ensuring that forestry operations are run in an environmentally sustainable way. Your scientific background is complemented by a working knowledge of relevant environmental legislation.

Biologists can be specialists or generalists. Forest products companies, for example, may have bird biologists on staff. Other companies may have biologists on staff who perform a whole range of duties, including mapping terrestrial ecosystem, assessing tree stands, counting fish and other wildlife populations, and analyzing the impact of forestry operations on watersheds.

KEY RESPONSIBILITIES



Biologists perform a wide range of technical functions. On any given day, you might:

- Plan and execute environmental studies
- Develop and monitor ecosystem management plans
- Study, identify and classify plants and animals
- Prepare reports and plans for managing renewable resources
- Supervise biological technologists and technicians and other scientists

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EDUCATION AND TRAINING



A diploma, bachelor of science or higher degree in biological science is required for biologists. Biologists who hold a bachelor's degree or higher tend to be most in demand. Some biologists combine biology with training or degrees in business, environmental science or forestry. Canada's forest products industry is committed to environmental sustainability, so biologists are in demand and have a bright future in the industry.

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CHEMICAL ENGINEER

chemical technician, associate chemical engineer, apprentice chemical engineer, senior chemical engineer, manager-chemical engineering, adhesives engineer, biochemical engineer, chemical engineer, environmental, chemical process engineer, chief process engineer, engineer coatings, environmental chemical engineer, process control engineer, chemical, pulp and paper engineer, waste treatment engineer

Chemical engineers design and develop chemical processes and equipment, in order to transform raw materials into useful products. They also oversee the operation and maintenance of industrial chemical plants. The forest products industry employs chemical engineers in pulp and paper mills.

As a chemical engineer in a pulp and paper mill, you will work closely with technical and operations personnel to monitor and optimize processes. You could also find yourself coordinating projects and trials to increase production, improve quality and reduce costs.

KEY RESPONSIBILITIES



Chemical engineers perform a wide range of technical functions.

On any given day, you might:

- Conduct economic and technical feasibility studies
- Research how to improve chemical engineering processes
- Design and test chemical processing and equipment
- Conduct quality control programs
- Supervise technicians and engineers
- Work in administration

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EDUCATION AND TRAINING



You have to earn a chemical engineering degree from a university to work as a chemical engineer. Students graduating from undergraduate programs in chemical engineering often choose to become certified as professional engineers. It means you are licensed to practice engineering, and that you're a full-fledged member of the engineering profession.

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CIVIL ENGINEER

associate civil engineer, senior civil engineer, civil engineering technician, manager, civil engineering, civil engineer, construction project engineer, environmental engineer, foundation engineer, materials and testing engineer - civil, pollution control engineer, survey engineer, water systems engineer

Civil engineers plan, design, develop and manage projects for the construction or repair of buildings, earth structures, powerhouses, roads, airports, railways, rapid transit facilities, bridges, tunnels, canals, dams, ports and coastal installations and systems related to highway and transportation services, water distribution and sanitation. Civil engineers may also specialize in foundation analysis, building and structural inspection, surveying, geomatics and municipal planning. Civil engineers are employed by engineering consulting companies, in all levels of government, by construction firms and in many other industries, or they may be self-employed.

KEY RESPONSIBILITIES



Civil engineers perform some or all of the following duties:

- Confer with clients and other members of the engineering team and conduct research to determine project requirements
- Plan and design major civil projects such as buildings, roads, bridges, dams, water and waste management systems and structural steel fabrications
- Develop construction specifications and procedures
- Evaluate and recommend appropriate building and construction materials
- Interpret, review and approve survey and civil design work
- Conduct field services for civil works
- Ensure construction plans meet guidelines and specifications of building codes and other regulations
- Establish and monitor construction work schedules
- Conduct feasibility studies, economic analyses, municipal and regional traffic studies, environmental impact studies or other investigations
- Monitor air, water and soil quality and develop procedures to clean up contaminated sites
- Conduct technical analyses of survey and field data for development of topographic, soil, hydrological or other information and prepare reports
- Act as project or site supervisor for land survey or construction work
- Prepare contract documents and review and evaluate tenders for construction projects
- Supervise technicians, technologists and other engineers and review and approve designs, calculations and cost estimates.

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EDUCATION AND TRAINING



A bachelor's degree in civil engineering or in a related engineering discipline is required. A master's degree or doctorate in a related engineering discipline may be required. Licensing by a provincial or territorial association of professional engineers is required to approve engineering drawings and reports and to practise as a Professional Engineer (P.Eng.). Engineers are eligible for registration following graduation from an accredited educational program, and after three or four years of supervised work experience in engineering and passing a professional practice examination. Leadership in Energy and Environmental Design (LEED) certification is offered by the Canada Green Building Council and may be required by some employers.

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ELECTRICAL ENGINEER

apprentice electrician, electrician technician, associate electrician, manager, electrical engineering, senior electrical engineer, chief electronics engineer, chief electronics engineer, control systems engineer, displays and controls design engineer, electrical distribution engineer, electrical engineer, electronics engineer, engineer, instrumentation, process instrumentation engineer, test engineer - electronics

Electrical and electronics engineers are primarily concerned with how electricity is produced, transmitted and used. They design and test electrical and electronic equipment and systems.

As an electrical engineer in a mill, you will work closely with technical and operations personnel to monitor and optimize processes. You could also find yourself coordinating projects and trials to increase production, improve quality and reduce costs. You will also work to maximize mill uptime and the need for reliable power systems. Unexpected outages can create problematic amounts of waste, so you will work to prevent downtime so the mill can maintain production.

Electrical engineers also get to show off their green credentials by maximizing the forest products industry's ability to produce green energy. Co-generation projects, in which sawmills burn waste wood to generate additional power, are a prime example.

KEY RESPONSIBILITIES



Electrical engineers perform a wide range of technical functions.

On any given day, you might:

- Conduct economic and technical feasibility studies on generation and distribution networks and related machinery
- Design electrical components, systems and equipment
- Investigate electrical or electronic failures
- Conduct quality control programs
- Supervise technicians and engineers
- Conduct simulations with micro- or nano-devices
- Work in administration

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EDUCATION AND TRAINING



You have to earn an electrical engineering degree from a university to work as an electrical engineer. Students graduating from undergraduate programs in electrical engineering often choose to become certified as professional engineers. It means you are licensed to practice engineering, and that you're a full-fledged member of the engineering profession. Many electrical engineering programs offer co-op work experience. This means you can earn money while you're a student and also find out first-hand why choosing a career in the forest products industry is worthwhile.

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ENGINEERING MANAGER

manager, engineering

Engineering managers plan, organize, direct, control and evaluate the activities of an engineering department, service or firm. They are employed by a wide range of private sector and government establishments and by consulting engineering and scientific research companies.

KEY RESPONSIBILITIES



Engineering managers perform some or all of the following duties:

- Plan, organize, direct, control and evaluate the activities and operations of an engineering department, service or firm
- Develop and implement policies, standards and procedures for the engineering and technical work performed in the department, service, laboratory or firm
- Consult and negotiate with clients to prepare specifications, explain proposals and present engineering reports and findings
- Assign, co-ordinate and review the technical work of the department or project teams
- Recruit personnel and oversee development and maintenance of staff competence in required areas
- May participate directly in the design, development and inspection of technical projects or in the engineering work of the department.

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EDUCATION AND TRAINING



A bachelor's degree in engineering is usually required. Extensive experience in an engineering discipline, including supervisory experience, is required. Registration as a Professional Engineer (P. Eng.) by a provincial or territorial association of professional engineers is usually required.

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ENVIRONMENTAL SUPERVISOR

environmental program development supervisor, manager, environment program, environmental program co-ordinator, natural and applied sciences researcher, natural resources policy analyst, waste reduction program co-ordinator

In the forest products industry, working as an environmental supervisor means understanding how to run forestry operations in an environmentally sustainable way. You will find yourself working with other land management professionals who have the knowledge and administrative skills to follow environmental regulations and laws.

Your skill set also means you can make sure environmental protection is considered during contracting and project design. Your commitment to sound legal and business practices makes you a key player in Canada's sustainable forest products industry.

KEY RESPONSIBILITIES



Environmental supervisors perform a wide range of technical functions.

On any given day, you might:

- Troubleshoot processes for environmental flaws
- Evaluate the environmental impact of projects and operations
- Conduct feasibility studies
- Liaise with government agencies and environmental groups
- Document and report results to both internal and external parties

EDUCATION AND TRAINING



Environmental supervisors may hold a bachelor's degree in business, environmental science or forestry. The range of qualifications can vary wildly. Chemical engineers, for example, may become environmental supervisors. People with biology and other science degrees are also suitable candidates

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INDUSTRIAL ENGINEER

industrial technician, industrial engineer apprentice, industrial engineering associate, senior industrial engineer, manager - industrial engineering, computer integrated manufacturing (cim) engineer, industrial efficiency engineer, industrial engineer, manufacturing engineer, plant engineer, production engineer, quality control engineer, safety engineer, systems engineer - manufacturing

The work of an industrial engineer comes down to integrating systems of people, materials, equipment and energy. Industrial engineers conduct studies and develop ways to enhance efficiency. Their work covers how equipment is used, how human resources are deployed, and how technology is integrated into operations.

If you think of yourself as a versatile problem solver, industrial engineering could be a good fit. Your skill set will make you a sought-after professional in the forest products industry. It's an industry that is focused on efficiency, innovation and environmental sustainability.

Industrial engineers are designing better ways to produce lumber and other forest products. They are greening operations by integrating environmentally sustainable energy systems, like co-generation from wood waste, into mills.

KEY RESPONSIBILITIES



Industrial engineers perform a wide range of technical functions.

On any given day, you might:

- Design and plan plant layouts and facilities
- Study new machinery and facilities, and recommend purchasing
Conduct feasibility studies
- Improve efficiency
- Analyze production costs
- Match human resource skills to requirements and develop training programs
- Develop maintenance standards, schedules and programs
- Enhance industrial health and safety

EDUCATION AND TRAINING



You have to earn a degree in industrial engineering from a university to work as an industrial engineer. Students graduating from undergraduate programs in industrial engineering often choose to become certified as professional engineers. It means you are licensed to practice engineering, and that you're a full-fledged member of the engineering profession. Many industrial engineering programs offer co-op work experience. This means you can earn money while you're a student and also find out first-hand why choosing a career in the forest products industry.

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MANAGER, ENERGY & ENVIRONMENT

associate environmental engineer, senior manager, energy & environment, senior energy & environment, manager, energy & environment

Managers of energy / environment plan, organize, direct, control and evaluate the energy and environmental activities of an organization. They are employed by a wide range of private sector and government establishments.

KEY RESPONSIBILITIES



Energy and environmental managers perform some or all of the following duties:

- Plan, organize, direct, control and evaluate the energy / environmental activities and operations of an organization
- Develop and implement policies, standards and procedures for the scientific and technical work performed in the department, service, laboratory or firm
- Assign, co-ordinate and review the technical work of the department or project teams
- Recruit personnel and oversee development and maintenance of staff competence in required areas
- May participate directly in the design, development and inspection of technical projects or in the theoretical or applied scientific work of the department
- May consult and negotiate with clients to prepare specifications, explain proposals or present scientific research reports and findings.

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- You love science
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EDUCATION AND TRAINING



Energy / environmental managers require a degree in science or engineering. Some positions may require a master's or doctoral degree in a scientific discipline and several years of experience in a related scientific discipline.

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MECHANICAL ENGINEER

apprentice mechanical engineer, mechanical technician, associate mechanical engineer, senior mechanical engineer, manager, mechanical engineering, acoustics and vibration engineer, building systems engineer, energy conservation engineer, engineer, power generation, hvac (heating, ventilation and air conditioning) engineer, internal combustion engineer, mechanical design engineer, mechanical maintenance engineer, power plant engineer, refrigeration engineer

Mechanical engineers design and build machinery and systems for heating, ventilation and air conditioning, power generation, transportation, processing and manufacturing. Canadian mechanical engineers have delivered many important technological advances for forest industries, including designing harvesting equipment and machinery for pulp and paper production.

As a mechanical engineer, you get to show off your green credentials by maximizing the forest products industry's ability to produce green energy. Co-generation projects, in which sawmills will burn waste wood to generate additional power, are a prime example.

KEY RESPONSIBILITIES



Mechanical engineers perform a wide range of technical functions.

On any given day, you might:

- Conduct economic and technical feasibility studies on the performance of mechanisms, components and systems
- Design power plants, machines, components, tools, fixtures and equipment
- Investigate mechanical failures
- Develop maintenance standards and lead industrial maintenance crews
- Conduct quality control programs
- Supervise technicians and engineers
- Work in administration

EDUCATION AND TRAINING



You have to earn a mechanical engineering degree from a university to work as a mechanical engineer. Students graduating from undergraduate programs in mechanical engineering often choose to become certified as professional engineers. It means you are licensed to practice engineering, and that you're a full-fledged member of the engineering profession. Many mechanical engineering programs offer co-op work experience. This means you can earn money while you're a student and also find out first-hand why choosing a career in the forest products industry is worthwhile.

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- You like getting to the root cause of breakdowns

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SKILLED TRADES

Positions in the Forest Products Industry



CARPENTER

apprentice carpenter, carpenter lead hand, carpenter charge hand, carpenter technician, carpenter

Carpenters construct, erect, install, maintain and repair structures and components of structures made of wood, wood substitutes, lightweight steel and other materials. They are employed by construction companies, carpentry contractors, and maintenance departments of factories, plants and other establishments, or they may be self-employed.

KEY RESPONSIBILITIES



Carpenters perform some or all of the following duties:

- Read and interpret blueprints, drawings and sketches to determine specifications and calculate requirements
- Prepare layouts in conformance to building codes, using measuring tools
- Measure, cut, shape, assemble and join materials made of wood, wood substitutes, lightweight steel and other materials
- Build foundations, install floor beams, lay subflooring and erect walls and roof systems
- Fit and install trim items, such as doors, stairs, moulding and hardware
- Maintain, repair and renovate residences and wooden structures in mills, mines, hospitals, industrial plants and other establishments
- Supervise apprentices and other construction workers
- May prepare cost estimates for clients.

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EDUCATION AND TRAINING



Completion of secondary school is usually required. Completion of a three-to four-year apprenticeship program **or** a combination of over four years of work experience in the trade and some high school, college or industry courses in carpentry is usually required to be eligible for trade certification. Trade certification for carpenters is compulsory in Quebec and available, but voluntary, in all other provinces and the territories. Trade certification for framers is available, but voluntary, in Saskatchewan. Red Seal endorsement is also available to qualified carpenters upon successful completion of the interprovincial Red Seal examination.

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SKILLED TRADES

Positions in the Forest Products Industry



CONTROL SYSTEMS SPECIALIST

senior mechanic, mechanical technician, apprentice industrial instrument mechanic, industrial instrument mechanic, industrial instrument technician, instrument maintenance mechanic, instrument mechanic - utilities, precision instrument mechanic, process control equipment mechanic, service technician - process control equipment

Control systems specialists maintain the hardware and software systems in a facility. You will find solutions and look for ways to improve processes. You will also work with electrical and electronics engineers to design, plan, research, evaluate and test electrical and electronic equipment and systems. Other duties include preparing material cost and timing estimates, reports, and design specifications for electrical and electronic systems and equipment.

Control systems specialists are responsible for recommending methods to improve safety, quality, throughput and uptime. They make sure the systems and equipment associated with this work are maintained and backed up, and they provide support for electrical personnel on shift.

Control systems specialists do their jobs in a variety of workspaces. You may spend most of your time in a control room, or your role could involve more time maintaining computer and electrical systems on a mill floor.

KEY RESPONSIBILITIES



Control systems specialists perform some or all of the following duties:

- Supervise and inspect the installation, modification, testing and operation of electrical and electronic systems and equipment
- Investigate electrical or electronic failures
- Develop maintenance and operating standards for electrical and electronic systems and equipment
- Prepare contract documents and evaluate tenders for construction or maintenance

EDUCATION AND TRAINING



A high school diploma is an essential part of your plan to become a control systems specialist. From there you will need a technologist diploma or equivalent journeyman's certificate.

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- You like solving problems
- You like thinking systematically
- You are a creative thinker
- You are prepared to be a supervisor

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SKILLED TRADES

Positions in the Forest Products Industry



DRAFTING TECHNICIAN

drafting technician, manager, drafter, draftsman, cad (computer-aided design) specialist - drafting, drafter, draftspersons supervisor, engineering design and drafting technologist, heating and ventilation systems draftsman, mechanical draftsman, technologist, computer-aided design (cad)

Drafting technologists and technicians prepare engineering designs, drawings and related technical information, in multidisciplinary engineering teams or in support of engineers, architects or industrial designers, or they may work independently. They are employed by consulting and construction companies, utility, resource and manufacturing companies, all levels of government and by a wide range of other establishments.

KEY RESPONSIBILITIES



This group perform some or all of the following duties:

- Develop and prepare engineering designs and drawings from preliminary concepts, sketches, engineering calculations, specification sheets and other data
- Operate computer-assisted design (CAD) and drafting workstations
- Develop and prepare design sketches
- Complete documentation packages and produce drawing sets
- Check and verify design drawings to conform to specifications and design data
- Write technical reports
- Prepare contracts and tender documents
- Prepare construction specifications, costs and material estimates
- Supervise and train other technologists, technicians and drafters.
- Develop and prepare engineering drawings, plans, diagrams or layouts from sketches
- Operate computer-assisted drafting equipment or a conventional drafting station.

EDUCATION AND TRAINING



Completion of secondary school is usually required. Completion of a two- to three-year college program in engineering design and drafting technology or in a related field is usually required for drafting and design technologists. Completion of a one- to two-year college program in drafting or completion of a three- to four-year apprenticeship program or four to five years of related experience plus completion of college or industry courses in drafting are usually required for drafting technicians. Trade certification for draftspersons is available, but voluntary in Ontario. Certification in engineering design and drafting technology or in a related field through provincial associations of engineering/applied science technologists and technicians may be required by employers. A period of supervised work experience, usually two years, is required before certification.

Here is a complete list of Canadian Universities and Colleges:

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- A sense of community is important to you
- You like variety and learning new things
- You want to make a difference working in a green job
- You like the outdoors
- You are a team player
- You like machines
- You like getting to the root cause of breakdowns

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SKILLED TRADES

Positions in the Forest Products Industry



ELECTRICAL MECHANICS

apprentice electrical mechanic, electrical mechanic, repairer, electrical mechanic lead hand, electrical mechanic group leader, electrical mechanic charge hand, electrical mechanic

Electrical mechanics maintain, test, rebuild and repair electric motors, transformers, switchgear and other electrical apparatus. They are employed by independent electrical repair shops, service shops of electrical equipment manufacturers and maintenance departments of manufacturing companies.

KEY RESPONSIBILITIES



Electrical mechanics perform some or all of the following duties:

- Test and observe electrical, electronic and mechanical components and systems using testing and measuring instruments
- Troubleshoot and repair electric motors, transformers, switchgear, generators and other electro-mechanical equipment
- Replace or recondition shafts, bearings, commutators and other components
- Wind, assemble and install various types of coils for electric motors or transformers
- Perform static or dynamic balancing of armatures or rotors by welding, brazing or soldering electrical connections and by aligning and adjusting parts
- Test and repair or replace faulty wiring or components in electrical switchgear
- Test repaired motors, transformers, switchgear or other electrical apparatus to ensure proper performance
- Perform some machining to recondition or modify shafts, commutators or other parts
- Perform on-site servicing and repair.
- Electrical mechanics may specialize in working with certain types of apparatus, such as electric motors or transformers, or in performing certain functions, such as winding coils.

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EDUCATION AND TRAINING



Completion of secondary school and training courses or a vocational program is usually required. Completion of a four-year apprenticeship program or a combination of over four years of work experience and industry courses in electrical mechanics is usually required for trade certification. Trade certification as an electric motor system technician is available, but voluntary, in Newfoundland and Labrador, Nova Scotia, Prince Edward Island, New Brunswick, Ontario, Manitoba, Alberta, British Columbia, the Yukon and Nunavut. Electrical motor and equipment repairer –winding trade certification is available, but voluntary, in Quebec. Electrical motor system technician (electrical utility) trade certification is available, but voluntary, in New Brunswick. Red Seal endorsement is also available to qualified electric motor system technicians upon successful completion of the interprovincial Red Seal examination.

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SKILLED TRADES

Positions in the Forest Products Industry



ELECTRONIC SERVICE TECHNICIAN

apprentice electronic service technician, electronic service technician lead hand, electronic service technician charge hand, electronic service technician

Electronic service technicians service and repair household and business electronic equipment such as audio and video systems, computers and peripherals, office equipment and other consumer electronic equipment and assemblies. They are employed by electronic service and retail establishments, by wholesale distributors and within service departments of electronic manufacturing companies.

KEY RESPONSIBILITIES



Electronic service technicians perform some or all of the following duties:

- Install, maintain and repair household and business electronic equipment, such as televisions, radios, video cassette recorders, stereo equipment, photocopiers, computers and peripherals
- Inspect and test electronic equipment, components and assemblies using multimeters, circuit testers, oscilloscopes, logic probes and other electronic test instruments, tools and equipment
- Diagnose and locate circuit, component and equipment faults
- Adjust, align, replace or repair electronic equipment, assemblies and components following equipment manuals and schematics, and using soldering tools and other hand and power tools
- Complete work orders, test and maintenance reports
- May supervise other electronic equipment service technicians.

EDUCATION AND TRAINING



Completion of a two- to three-year college program in electronics or completion of a four-year apprenticeship program in electronic servicing and repair or completion of high school or college courses in electronics and on-the-job training is required. Trade certification for electronics technicians (consumer products) is available, but voluntary, in Ontario, British Columbia and the Yukon.

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SKILLED TRADES

Positions in the Forest Products Industry



HEAVY DUTY MECHANIC

construction equipment mechanic, heavy equipment mechanic, heavy mobile logging equipment mechanic, heavy-duty equipment mechanic apprentice, heavy-duty equipment technician, journeyman/woman heavy-duty equipment mechanic, mechanic, heavy equipment, tractor mechanic

Heavy-duty equipment mechanics repair and maintain big machines and heavy-duty equipment. Your day-to-day duties would include adjusting, repairing and replacing worn and damaged mechanical, hydraulic and electrical parts on tractors, steam shovels, trucks and other heavy equipment.

You need the skills to diagnose electrical, mechanical and hydraulic troubles. Working as a heavy-duty mechanic means taking equipment apart and reassembling equipment like engines, transmissions, and fuel and exhaust systems. Heavy-duty mechanics rely on hand and power tools and specialized equipment.

As a heavy-duty mechanic, you may specialize in specific types of machinery like tracked vehicles, fuel injection systems, power shift transmissions, hydraulics or electronics. A day in the life of a heavy-duty mechanic might include repairing a massive logging truck in time for a driver to deliver his load.

KEY RESPONSIBILITIES



Heavy-duty equipment mechanics perform some or all of these tasks:

- Checking logging equipment for proper performance and inspecting equipment
- Testing repaired equipment
- Using computerized equipment to scope out repairs
- Adjusting equipment to maintain parts and systems
- Performing routine maintenance work on equipment

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- You like variety and learning new things
- You want to make a difference working in a green job
- You like to see what makes things work
- You like to solve problems
- You want to work in work clothes, not a suit
- You don't mind a little grease on your hands

EDUCATION AND TRAINING



You should earn a high-school diploma before applying to become a heavy-duty mechanic. Then you will need to complete a three-to-five-year apprenticeship program or a combination of work experience in the trade and some high school, college or industry courses over five years. Heavy-duty equipment technician trade certification is compulsory in Quebec and Alberta and available, but voluntary, in all other provinces and the territories. An interprovincial Red Seal program allows qualified electricians to practice their trade in other provinces without having to write extra exams.

Apprenticeship grants: Apprentices can receive up to \$4,000 in grants to pay tuition, travel, tools, or other expenses. If you are considering an apprenticeship, visit Red Seal for information on how to get started.

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SKILLED TRADES

Positions in the Forest Products Industry



INDUSTRIAL ELECTRICIAN

Industrial electrician lead hand, Industrial electrician charge hand, apprentice industrial electrician, electrical repairer, electrician, industrial maintenance electrician, journeyman/woman industrial electrician, machine shop, journeyman/ woman industrial electrician, maintenance electrician - industrial, mill electrician

Industrial electricians install, maintain, troubleshoot and repair industrial electrical equipment and associated electrical and electronic controls. In the forest products industry they play a variety of roles but are typically found working in mills and other industrial settings like pellet plants and planer facilities.

Industrial electricians troubleshoot and diagnose electrical and failures in manufacturing processes. To be good at troubleshooting means you need a broad understanding of electrical systems so you can isolate and repair faults and failures. A day in the life of an industrial electrician might involve repairing a critical electrical fault fast enough to prevent an entire mill operation from shutting down.

Electrical technology and equipment also changes rapidly, so you need to stay on top of what's happening in your industry.

Increasing use of robotics and other computerized control equipment is creating more work for industrial electricians, because they are the ones who install and maintain the equipment. Technological change usually results in a greater demand for industrial electricians.

KEY RESPONSIBILITIES



Industrial electricians perform some or all of the following duties:

- Interpret drawings, blueprints, schematics and electrical code specifications
- Install, examine, replace or repair electrical wiring
- Test electrical and electronic equipment and components
- Troubleshoot, maintain and repair industrial, electrical and electronic control systems
- Install, maintain and calibrate industrial instruments

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- A sense of community is important to you
- You like variety and learning new things
- You want to make a difference working in a green job
- You want to make a difference working with cutting-edge energy efficient systems
- You like solving problems
- Safety is always on your mind

EDUCATION AND TRAINING



To become an industrial electrician means first becoming an apprentice. It usually takes four or five years to progress to fully qualified journeyman/woman level. Apprenticeships emphasize hands-on work under the supervision of a journeyman/woman, along with classroom training and testing. Training and licensing of electricians is regulated by each province, but many provinces recognize qualifications received in others. Interprovincial Red Seal endorsement is also available to allow your skills to be officially recognized across Canada.

Apprenticeship grants: Apprentices can receive up to \$4,000 in grants to pay tuition, travel, tools, or other expenses. If you are considering an apprenticeship, visit Red Seal for information on how to get started.

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SKILLED TRADES

Positions in the Forest Products Industry



MACHINIST

machinist apprentice, machinist lead hand, machinist charge hand, machinist technician, machining inspector, machinist, machinist apprentice machinist, maintenance, tooling inspector

Machinists are precise people. They enjoy making complex parts with and without the help of computers. Machinists set up and operate a variety of machine tools to cut or grind metal, plastic or other materials to make or modify parts or products – all to exact dimensions. Machinists also work as machining and tooling inspectors who inspect machined parts and tooling in order to maintain quality control standards.

Are you a techie at heart who takes pride in producing high-quality manufactured products? If the answer is yes, then you could be a machinist. Your workspace is a workshop. Many machinists spend their days transferring complex mechanical engineering drawings from a computer screen to computerized machinery. This means you move back and forth between the worlds of computers and precision machines.

KEY RESPONSIBILITIES



Machinists perform some or all of the following duties:

- Sourcing types of metal for specific jobs
- Cutting and machining steel
- Performing precision measurement and inspections
- Interpreting engineering drawings
- Working with gears, threads and fasteners
- Using computer-aided design (CAD) software
- Using computer-aided manufacturing (CAM) software

THIS JOB IS RIGHT FOR YOU IF:



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- A sense of community is important to you
- You like variety and learning new things
- You want to make a difference working in a green job
- You like precision
- You are comfortable with computers
- You are handy with tools
- You want to work in a workshop, not an office

EDUCATION AND TRAINING



Getting a high school diploma or an equivalent qualification is mandatory for machinists. After that, you will need to complete a four-year apprenticeship program. Apprentice machinists get training while earning a pay cheque and building a career as a highly skilled worker. Interprovincial Red Seal endorsement is also available to allow your skills to be officially recognized across Canada.

Apprenticeship grants: Apprentices can receive up to \$4,000 in grants to pay tuition, travel, tools, or other expenses. If you are considering an apprenticeship, visit Red Seal for information on how to get started.

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SKILLED TRADES

Positions in the Forest Products Industry



MILLWRIGHT AND INDUSTRIAL MECHANIC

millwright lead hand, millwright group lead, millwright charge hand, millwright technician, apprentice millwright, industrial mechanic, industrial mechanic and millwright, industrial mechanic apprentice, journeyman/woman industrial mechanic, maintenance mechanic, maintenance millwright, millwright, plant equipment mechanic, treatment plant maintenance mechanic

A millwright, or industrial mechanic, is a tradesperson who installs, maintains and repairs stationary industrial machinery and mechanical equipment. They interpret drawings, follow layouts and assemble parts until they are in perfect working order. Millwrights and industrial mechanics work in a variety of industries, and can pursue complementary training and develop extra skills in steel fabrication, welding, machining, electronics, hydraulics or pneumatics.

Construction millwrights are mostly engaged in the initial installation of industrial plant machinery and equipment. Industrial mechanics are more concerned with the post-installation maintenance and repair of machinery and equipment.

Industrial mechanics and millwrights may be cross-trained in a second trade such as pipefitting, welding, machining or electrical maintenance. A day in the life of a millwright might involve installing a giant turbine for an industrial mechanic to maintain and keep humming.

KEY RESPONSIBILITIES



In this role you may perform some or all of these duties:

- Read blueprints, diagrams and schematic drawings
- Install and dismantle stationary industrial machinery and mechanical equipment, like pumps, fans and furnaces
- Operate hoisting and lifting devices like cranes and tractors
- Operate machine tools like lathes and grinders
- Assemble machinery and equipment before installation

THIS JOB IS RIGHT FOR YOU IF:



- You want to live an oversized life in one of Canada's beautiful forest communities
- A sense of community is important to you
- You like variety and learning new things
- You want to make a difference working in a green job
- You enjoy troubleshooting and preventive maintenance
- You wear the title "jack of all trades" like a badge of honour
- You have excellent problem solving skills
- You want to work with mechanical and electrical systems

EDUCATION AND TRAINING



You should finish high school before pursuing a career as a millwright or industrial mechanic. Then you will need to complete a three- to five-year apprenticeship program or a combination of work experience in the trade and some high school, college or industry courses over five years. Certification is required by all provinces. An interprovincial Red Seal endorsement is also available to allow your skills to be officially recognized across Canada.

Apprenticeship grants: Apprentices can receive up to \$4,000 in grants to pay tuition, travel, tools, or other expenses. If you are considering an apprenticeship, visit Red Seal for information on how to get started.

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SKILLED TRADES

Positions in the Forest Products Industry



POWER ENGINEER

senior power engineer, manager, power engineering, power technician, power engineer, power engineer apprentice, powerhouse operator, stationary engineer, stationary engineer apprentice, stationary engineer steam power plant, steam plant operator, steam power plant stationary engineer, steam turbine operator, turbine operator - stationary engines

As the job title suggests, working as a power steam engineer is all about keeping power running in big industrial and commercial facilities. Efficiency and safety are your two biggest responsibilities. Your duties include supervising, operating and maintaining machinery and boilers that provide steam, power, heat, refrigeration and other utility services. Many mills are automated to improve efficiency and safety. These automated systems are often the responsibility of power steam engineers.

In some mills, senior power steam engineers work in control rooms. They need to be able to analyze problems and take action to keep a mill running smoothly and safely. More junior power steam engineers may find themselves spending most of their time on the mill floor monitoring and adjusting equipment.

KEY RESPONSIBILITIES



Power steam engineers perform some or all of the following duties:

- Operating and maintaining boilers, steam and gas turbines, generators, gas and diesel internal combustion engines, pumps, condensers, compressors, pressure vessels and related controls
- Overseeing heating, air-conditioning, ventilation, refrigeration, fire systems and building control systems
- Ensuring safety codes and regulations are followed
- Monitoring alarms, gauges and other instruments
- Trouble shooting equipment and system failures
- Isolating equipment mechanically and electrically for inspection and repair

EDUCATION AND TRAINING



Finishing high school is your first step on the road to becoming a power steam engineer. After that you will need to complete a college training program.

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- You like variety and learning new things
- You want to make a difference working in a green job
- You have mechanical aptitude
- You are handy with tools
- You are a team player
- You take safety seriously

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SKILLED TRADES

Positions in the Forest Products Industry



SAWFILER

sawfiler technician, apprentice saw repairer, forest products sawfiler, sawfiler, sawmill saw fitter

Canada's forest products industry produces a lot of lumber and it takes a lot of high-tech cutting equipment to get the job done. A sawfiler, or saw doctor, maintains and repairs these high-tech saws in a saw mill.

Sawfilers work in a mill's filing room. Saws used in timber mills are huge and expensive. They must be carefully maintained to operate safely. Repairing a damaged saw takes a lot of skill. Circular saws have multiple components that need to be aligned. In fact, to become a qualified sawfiler takes many years of full-time saw-filing. If you like using power tools and hand tools, you could be a perfect fit as a sawfiler.

KEY RESPONSIBILITIES



Sawfilers perform some or all of the following duties:

- Inspect all types of circular saws for plumb, level and proper tension
- Correct saw defects by hammering or rolling the saws
- Maintain tooth geometry of circular saws with sharpening
- Maintain sharpening tools and equipment

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- You want to make a difference working in a green job
- You are handy with tools
- You like working with wood
- You want to spend time in a workshop, not an office

EDUCATION AND TRAINING



B.C. and Alberta have sawfiler apprentice programs. At a minimum you must have a grade 10 education or equivalent to enter an apprenticeship. But a high school diploma is preferred by most employers. Three trades make up the saw trades: saw fitting, circular sawfiler and benchperson. Saw fitting is a two-year apprenticeship, and circular sawfiler and benchperson are one year each. An interprovincial Red Seal endorsement is also available to allow your skills to be officially recognized across Canada. But outside Alberta and B.C. you can apply for sawfiler jobs directly with forestry companies and receive on-the-job training.

Apprenticeship grants: Apprentices can receive up to \$4,000 in grants to pay tuition, travel, tools, or other expenses. If you are considering an apprenticeship, visit the interprovincial Red Seal program for information on how to get started.

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SKILLED TRADES

Positions in the Forest Products Industry



STEAMFITTER/PIPEFITTER

senior pipefitter, pipefitter technician, apprentice pipefitter, apprentice pipefitter / steamfitter, fire protection mechanic, journeyman / woman steamfitter / pipefitter, pipefitter, sprinkler system fitter, steamfitter, steamfitter-pipefitter

Steamfitters and pipefitters plan and lay out piping systems. These systems carrying water, steam, chemicals and fuel for heating, cooling and lubricating. As a steam fitter or pipe fitter you will also be responsible for maintaining, troubleshooting and repairing piping systems. These piping systems operate under extremely high pressure and temperature. This means you need to have a thorough knowledge of scientific principles to do this job.

Steamfitters and pipefitters typically work in maintenance departments of mills and other kinds of factories and plants.

A day in the life of a steam fitter or pipe fitter might include moving a 40-tonne boiler and installing it in a small confined space. To do this you would need to choose the right tools for the move and come up with a plan to coordinate a team to do the install.

KEY RESPONSIBILITIES



Steam and pipe fitters perform some or all of the following duties:

- Read and interpret drawings, blueprints and specifications for layouts
- Cut openings for pipes in walls, floors and ceilings using hand or power tools or machines
- Select types and sizes of pipes
- Weld, solder and thread pipes
- Test systems for leaks

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- You like variety and learning new things
- You want to make a difference working in a green job
- You like solving problems
- You like analytical thinking
- You are handy with tools
- You cooperate well with other tradespeople

EDUCATION AND TRAINING



Finishing high school is your first step on the road to becoming a steamfitter or pipefitter. After that you will need to complete a four- to five-year apprenticeship program or combine work experience in the trade and some high school, college or industry courses in steamfitting, pipefitting or sprinkler system installation over five years. Steamfitter-pipefitter trade certification is mandatory in Prince Edward Island, Quebec, Ontario, Manitoba and Alberta and available, but voluntary, in all other provinces and the territories. An interprovincial Red Seal endorsement is also available to allow your skills to be officially recognized across Canada.

Apprenticeship grants: Apprentices can receive up to \$4,000 in grants to pay tuition, travel, tools, or other expenses. If you are considering an apprenticeship, visit the interprovincial Red Seal program for information on how to get started.

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SKILLED TRADES

Positions in the Forest Products Industry



VIBRATION ANALYST

apprentice performance engineer, manager, performance engineering, vibration technician, boiler tester, dye penetrant tester, vibration analysis technician - non-destructive testing, weld tester

Vibration analysts are described more formally as non-destructive testers and inspection technicians. They test forestry machinery and infrastructure using radiographic, ultrasonic, liquid penetrant, magnetic particle, eddy current and other testing equipment.

If you follow this career path, you probably have an affinity for quality control, maintenance and safety. You will spend time evaluating the condition of a range of machines by understanding vibration data and how machines perform.

Whatever your day brings, you'll know that every time you head into work, you can look forward to being happy with the lifestyle you've earned.

KEY RESPONSIBILITIES



Vibration analysts perform a wide range of technical functions.

On any given day, you might:

- Set up and calibrate non-destructive testing equipment
- Conduct tests to ensure quality or detect discontinuities (defects) using ultrasonic, radiographic, liquid penetrant, magnetic particle, eddy current and other non-destructive testing methods
- Establish techniques to examine objects under inspection, ensuring strict adherence to safety regulations
- Instruct and supervise trainees
- Interpret radiographs, cathode ray tube (CRT) or digital readouts, conductivity meters and visual indicators
- Apply testing criteria in accordance with applicable specifications or standards and evaluate results
- Organize and report test results
- Perform specialized inspections using acoustic emission, vibration analysis, infrared thermography and laser shearography testing methods

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- You like solving problems
- You want to make a difference working in a green job
- You like analytical thinking
- You are handy with tools
- You cooperate well with other tradespeople

EDUCATION AND TRAINING



The training and education required to work as a vibration analyst is certified by the Canadian government. You need to finish high school and then complete two years of an approved post-secondary science or engineering program. After that you are eligible to write exams to earn a "non-destructive testing" certificate from Natural Resources Canada. This is available in three levels and is usually required by employers. See the list of approved test centres across Canada.

Apprenticeship grants: Apprentices can receive up to \$4,000 in grants to pay tuition, travel, tools, or other expenses. If you are considering an apprenticeship, visit the interprovincial Red Seal program for information on how to get started.

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SKILLED TRADES

Positions in the Forest Products Industry



WELDER

welding technician, welder charge hand, welder lead hand, apprentice welder, general welder, journeyman/woman welder, machine welder, welder, welder-fitter, welding machine operator, welding machine operator, wire welder

Welders cut and join pieces of metal. Welders may also work as machine operators who operate previously set-up welding, brazing and soldering equipment.

Working as a welder for a forest product company means you will be in a fast-paced environment. Fixing broken equipment may mean you have to step in and manage a situation without much notice. Welding is physically demanding, and it requires manual dexterity and an eye for detail.

Welder Level A is someone who has advanced training, skills and abilities to weld all materials, including specialized alloys, by any manual welding process. Welder Level B is a person who can weld ferrous and non-ferrous metals on plates and pipes. Welder Level C is someone who can weld various steel and aluminum parts.

Welding work also overlaps with the work of industrial mechanics (millwright), sheet-metal workers, steamfitters, pipefitters, metal fabricators (fitter), iron workers and boilermakers. With extra training, welders can transfer their skills to these related occupations.

KEY RESPONSIBILITIES



Welders perform a wide range of technical functions.

On any given day, you might:

- Read and interpret blueprints or welding specifications
- Operate manual or semi-automatic welding equipment
- Operate manual or semi-automatic flame-cutting equipment
- Operate metal shaping machines
- Repair worn parts of metal products by welding on extra layers

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- You like variety and learning new things
- You want to make a difference working in a green job
- You like making things with tools
- You are a team player
- You want to work in work boots, not dress shoes

EDUCATION AND TRAINING



Getting a high school diploma or an equivalent qualification is usually required. After that, you will need to complete a three-year apprenticeship program. Alternatively, a combination of over three years of work experience as a welder and some college or industry courses in welding is usually required to be eligible for trade certification. As an apprentice, you get training while earning a pay cheque and building a career as a highly skilled worker. An interprovincial Red Seal endorsement is also available to allow your skills to be officially recognized across Canada.

Apprenticeship grants: Apprentices can receive up to \$4,000 in grants to pay tuition, travel, tools, or other expenses. If you are considering an apprenticeship, visit the interprovincial Red Seal program for information on how to get started.

Here is a complete list of Canadian Universities and Colleges:

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ASSEMBLER

junior assembler, supervisor

Assemblers in this unit group assemble a variety of wood products and millwork, such as window sashes and doors. Inspectors in this unit group inspect wood products to ensure product quality. They are employed by establishments engaged in manufacturing a variety of wood and millwork products.

KEY RESPONSIBILITIES



Assemblers in this unit group perform some or all of the following duties:

- Read production orders and diagrams
- Trim and sand joints, moulding, or other wooden parts to be assembled using hand and power tools
- Assemble wood products such as window sashes, doors, boxes, pallets, ladders and barrels using glue, staples, screws, bolts or other fasteners
- Assemble door panels, trusses, modular components and other parts on assembly line to make prefabricated housing using jigs, overhead cranes and hand and power tools
- Reinforce assembled products with dowelling or other supports, and install hardware such as knobs and hinges
- May assist with maintenance of machinery.

EDUCATION AND TRAINING



Some secondary school education may be required. Experience as a labourer in the same company may be required. Inspectors may require related assembly experience. On-the-job training is provided.

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FORESTRY LABOURERS

General labour, Boom Worker, Log Rider, Logging Labourer

Logging and forestry labourers perform a variety of manual tasks such as attaching choker cables to logs, planting trees, clearing brush, spraying chemicals, cleaning up landing areas and assisting other workers in woodlands operations. They are employed by logging companies and contractors.

KEY RESPONSIBILITIES



Logging and forestry labourers perform some or all of the following duties:

- Assist other workers at logging sites
- Attach chokers or cables to felled trees for yarding
- Plant trees using manual tools
- Spray herbicides from the ground using manual spraying equipment
- Clear trails through woodlands using chain saws
- Clean up landing areas at logging sites.

EDUCATION AND TRAINING



Completion of secondary school may be required. Completion of pre-employment safety courses may be required. Several weeks of formal and on-the-job training are provided. Workplace hazardous materials information system (WHMIS) certificate may be required. Chemicals application licence may be required.

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FORESTRY PROFESSIONAL

junior forestry professional, manager - forestry, appraisal forester, district forester, forest engineer, forester, forestry superintendent, industrial forester, operations forester, project forester, research forester, unit forester, urban forester

There are many jobs in the forest products industry in the forestry professionals category. It's a diverse mix of jobs, but each one plays a role in forest operations management. Forestry professionals guide decisions and policies relating to forest land management. These roles are considered professional because they require specific educational qualifications combined with operational experience.

As a forestry professional, you may find yourself working with a wide range of people – landowners, purchasers, managers, technicians, contractors, and other professionals – to manage the forest in an environmentally and economically sustainable way. If you enjoy intellectually demanding work that also gets you outdoors, consider becoming a forestry professional. Some of your week could be spent walking over rough terrain and driving to remote forest job sites.

KEY RESPONSIBILITIES



Forestry professional perform a wide range of technical functions.

On any given day, you might:

- Plan and direct forest surveys and related studies
- Establish short- and long-term forest management plans
- Plan and direct woodlands harvesting, reforestation, silviculture and fire prevention
- Negotiate terms and conditions of agreements and contracts for forest harvesting and leasing forest lands
- Ensure adherence to government regulations and company objectives
- Plan and conduct public relations and education programs

EDUCATION AND TRAINING



Forestry professionals usually have a college or university degree. In some cases, lots of experience and good job reviews can substitute for a college degree. Many people in this role start as entry-level technicians and crew, while learning the trade from experienced managers. A successful career as a forestry professional depends on combining job experience, education and dedication.

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- You like an intellectual challenge
- You want to make a difference working in a green job
- You see the big environmental picture
- You like the outdoors
- You are a team player
- You want to work in hiking boots, not dress shoes

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FORESTRY TECHNICIAN

forestry coordinator, fire technician, forestry aid, forestry conservation technician, log grader, log scaler, research assistant - forestry, road management technician, silviculture technician, technician, forest resource management, technologist - forest engineering

Forestry technicians are skilled people experienced in technical tasks that don't usually require heavy equipment, tools or hard physical labor. Instead, their main work requires applied knowledge and skills in data recording. Working as a forestry technician means you're comfortable using a range of instruments to do things like taking measurements, surveying land, and inspecting and monitoring job sites.

There are many different kinds of forestry technicians. Most of their work happens outdoors. You need to be fit enough to trek across rough, often steep, terrain. A typical day could see you working as part of team to fight forest fires. Or you could be tasked with marking timber to set up environmentally sustainable harvesting operations. Road and trail construction is another key duty.

The job also offers a chance for advancement because you are exposed to so many different aspects of a forest company's operation.

KEY RESPONSIBILITIES



Forestry professionals perform a wide range of technical functions.

On any given day, you might:

- Inventory a stand of trees
- GIS map a wetland
- Plan a project to thin a tree stand to reduce fire risk
- Cut and control invasive brush
- Mark timber before sale
- Oversee tree-planting team

EDUCATION AND TRAINING



Forestry technicians often require skills to be tailored on the job. You can increase your job choices if you finish a one- to three-year college program for forestry technologists, renewable resource managers or forest rangers.

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GEOMATIC TECHNICIAN

engineering technician - mapping, geomatic engineer, senior engineer - mapping, mapping technician

Technical occupations in geomatics include aerial survey, remote sensing, geographic information systems, cartographic and photogrammetric technologists and technicians, who gather, analyze, interpret and use geospatial information for applications in natural resources, geology, environmental research and land use planning. Geomatics technologists and technicians are employed by all levels of government, utilities, mapping, computer software, forestry, architectural, engineering and consulting firms and other related establishments. Meteorological technologists and technicians are employed by all levels of government, the media, natural resources, utilities and transportation companies and consulting firms.

KEY RESPONSIBILITIES



Technical occupations in geomatics and meteorology perform some or all of the following duties:

- Plan map content, format and design and compile required data from aerial photographs, survey notes, records, reports and other maps
- Generate maps and related graphs and charts using digital mapping techniques, computer interactive graphics, computer assisted design and drafting (CAD) software, traditional drafting methods and computer or traditional scribing tools
- Inspect final compositions to ensure completeness and accuracy.

EDUCATION AND TRAINING



Completion of secondary school is required. Geomatics technologists require completion of a two- to three-year college program in cartography, photogrammetry, aerial survey, remote sensing, geographic information system or geomatics. Geomatics technicians require completion of a one- to two-year college program in cartography, photogrammetry, aerial survey, remote sensing, geographic information system or geomatics. In Quebec, membership in the regulatory body for professional technologists is required to use the title "Professional Technologist". Meteorological technicians require completion of a one-year meteorological technician program provided by the Meteorological Service of Canada. Further specialized training is available for meteorological technicians, and may be required by some employers.

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HARVESTING LABOURERS

Harvesting Labourer, Harvesting Supervisor, Senior Harvester

Harvesting labourers assist other workers to harvest, sort and load logs.

KEY RESPONSIBILITIES



Harvesting labourers perform some or all of the following duties:

- Cut down trees with hand-held power chainsaws or mobile felling machines
- Fasten cables around logs to be dragged by tractors
- Operate tractors that drag logs to the landing or deck area
- Grade logs according to characteristics such as knot size and straightness
- Inspect equipment for safety before using it and perform necessary basic maintenance tasks
- Separate logs by species and type of wood and load them onto trucks.
- Drive and manoeuvre tractors and tree harvesters to shear trees, remove branches and cut logs into desired lengths.

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EDUCATION AND TRAINING



There are no specific education or training requirements.

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HEAVY EQUIPMENT OPERATOR

shift supervisor, senior equipment operator, apprentice heavy equipment operator, heavy equipment operator, heavy-duty equipment operator

In the forest products industry, heavy equipment operators operate machines like articulated haul trucks, tractor-loader-backhoes, excavators, dozers, loaders and graders. Their duties may include assessing sites and terrain. You may also do material handling work – say, stacking lumber and getting it ready for shipping. Being a heavy equipment operator is a fast-paced, physically demanding job that requires attention to detail and good hand-eye co-ordination.

You could also find yourself driving heavy equipment to perform a combination of operations at logging areas, like harvesting sections of trees for processing in a sawmill. To do this, you would operate a \$300,000-feller-buncher machine on a caterpillar track. Manipulating a powerful, but precise, arm with a saw lets heavy equipment operators practise selective, sustainable harvesting.

KEY RESPONSIBILITIES



Heavy equipment operators perform a wide range of technical functions. On any given day, you might:

- Harvest and debark trees
- Excavate, move, load and grade earth, rock, gravel or other materials
- Clear brush and stumps prior to logging
- Build roads at logging sites
- Move, load and unload cargo

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- You like the outdoors
- You are a team player
- You like big machines
- You want to work in work boots, not dress shoes

EDUCATION AND TRAINING



Generally, you don't need formal credentials to be a heavy equipment operator. Instead, heavy equipment operators rely on accumulated experience to get and keep jobs. In Nova Scotia, operators must be certified, which involves passing a test. In Quebec, you have to pass four exams. In B.C., you need to complete a specific number of trainee hours to be certified. There are numerous training programs across the country.

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LOGGING TRUCK DRIVER

bulk goods truck driver, flatbed truck driver, logging truck driver, long-haul truck driver, shunt truck driver, transport driver, truck driver, truck driver, heavy truck, truck driver, tractor-trailer

Logging truck drivers operate heavy trucks to transport lumber and other wood products over urban, interurban, provincial and United States routes. They can work directly for forest products companies, or they may be self-employed. There are also truckers who work on special-purpose trucks, and there are shunters who move trailers to and from loading docks within trucking yards or lots.

Whatever your day brings, you'll know that every time you get behind the wheel of your rig, you can look forward to being happy with the lifestyle you've earned.

KEY RESPONSIBILITIES



Logging truck drivers do more than just drive trucks, they also:

- Operate long-combination vehicle and straight-body trucks weighing over 4500 kg
- Plan trip logistics and obtain required documentation to transport goods
- Perform pre-trip, en route and post-trip inspection of equipment and accessories like tires, lights and turning signals, brakes and cold storage
- Ensure cargo is secured properly
- Obtain special permits to transport cargo on international routes
- Record cargo information, hours of service, distance travelled and fuel consumption
- Maintain log books
- Perform emergency roadside repairs

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EDUCATION AND TRAINING



Most driver training courses take about three months through a vocational school or community college. To drive straight-body trucks you will need a Class 3 or D licence. A Class 1 or A licence is needed to drive long-combination vehicles. Air brake endorsement (Z) is required for drivers who operate vehicles equipped with air brakes. There are numerous training programs across the country.

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WOODLANDS

Positions in the Forest Products Industry



SILVICULTURALIST

brush cutter, crew worker, crewman/woman, forestry, forest firefighter, forestry worker, scarification equipment operator, silviculture worker, tree spacer

Silviculturalists do a variety of jobs related to reforestation. They also help manage, improve and conserve forest lands. There are many different kinds of silviculturalists.

If you choose this career path, most of your work will be outdoors. You need to be fit enough to trek across rough, often steep, terrain. A typical day could see you working as part of team to fight forest fires. Or you could be tasked with marking timber to set up environmentally sustainable forest management harvesting operations. Road and trail construction is another key duty.

The job also offers a chance for advancement because you are exposed to so many different aspects of a forest company's operation.

KEY RESPONSIBILITIES



Silviculturalists perform a wide range of technical functions.

On any given day at a mill, you might:

- Assess sites, select seedlings and plant trees in reforestation areas
- Operate power thinning saw to thin and space trees in reforestation areas
- Operate chain saw to thin young forest stands
- Control weeds and undergrowth in regenerating forest stands
- Complete firefighting reports and maintain firefighting equipment
- Dig trenches, cut trees, pump water on burning areas to fight forest fires
- Operate and maintain heavy equipment like skidders or bulldozers

EDUCATION AND TRAINING



Silviculturalists often require skills to be tailored on the job. You will also get specialized training at different points in your career as you move up the ladder. You can increase your job choices if you finish a one- to three-year college program for forestry technologists, renewable resource managers or forest rangers.

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- You want to work in work boots, not dress shoes
- You are physically fit
- You love the outdoors

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WOODLANDS

Positions in the Forest Products Industry



SUPERVISOR, LOGGING AND FORESTRY

forest operations supervisor, forestry crew supervisor, hook tender, logging contractor, logging supervisor, production supervisor - logging, silviculture supervisor

Logging and forestry supervisors lead teams of workers who harvest and plant trees and who perform all the supporting tasks associated with these operations. Physical fitness is a must for these supervisors, because they travel to job sites over uneven terrain in remote locations.

To become a supervisor, you will need technical training covering all of the activities your crew executes. This means everything from understanding the capabilities of heavy machinery to safety procedures for chain saws. Learning on the job and building your seniority is essential as well. As you gain experience, you may also act as a mentor and trainer to other staff. Your career track could see you move into senior managerial, training or sales positions.

KEY RESPONSIBILITIES



Supervisors in mills perform a wide range of technical functions.

On any given day at a mill, you might:

- Supervise and co-ordinate workers in woodland operations, often in different locations that are several kilometres apart
- oversee silviculture activities like planting, harvesting and vegetation control
- Ensure systems and equipment are operating efficiently
- Ensure maintenance and repairs are performed
- Resolve work problems and recommend measures to improve productivity and product quality
- Train staff in job duties, safety procedures and company policies
- Participate in hiring and terminating employees
- Monitor safety
- Ensure government regulations are met

EDUCATION AND TRAINING



Getting a high school diploma or an equivalent qualification is usually required. Completing a college program for forestry technologists or technicians may be required. Earning certificates, like industrial first aid, can enhance your prospects for promotion.

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WOODLANDS MANAGER

Woodlands Superintendent, woodlands supervisor, senior woodlands manager

This unit group includes managers who plan, organize, direct, control and evaluate the operations of establishments in forestry and logging.

KEY RESPONSIBILITIES



Managers in natural resources production perform some or all of the following duties:

- Oversee and analyze operations in forestry, logging, or services to the logging industry.
- Recommend operational changes to senior management when necessary to ensure that production quotas and procedures are met
- Prepare production reports for review by senior management
- Confer with other managers to set production quotas, to plan extraction sites and to develop policies for the removal of raw materials
- Evaluate efficiency of production sites to determine adequacy of personnel, equipment and technologies used, and make changes to work schedule or equipment when necessary
- Ensure adherence to safety regulations
- Hire personnel and oversee training needs of staff
- May direct peripheral activities such as the construction of access roads or temporary living quarters.

EDUCATION AND TRAINING



Forestry managers usually require a bachelor's degree in forestry science or forest engineering. Several years of experience in a supervisory occupation in the particular industry are usually required and may substitute for formal education requirements.

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Local Employment
Planning Council



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