



Discover the Union Advantage



OCS
Ontario Construction Secretariat

WHO WE ARE

We are Ontario's **unionized construction industry!** Our Building Trade unions and their contractor partners have long-standing and vibrant relationships to effectively deliver quality construction projects. Working with your local union and Building Trade Council ensures access to a wealth of local area expertise and a North American network of best practices and union members.



STRONG
LABOUR-MANAGEMENT
partnerships & cooperation



16 CRAFT
UNIONS



21 CONTRACTOR
ASSOCIATIONS

ABOUT THE OCS

The Ontario Construction Secretariat (OCS) represents the interests of the unionized construction industry in Ontario's industrial, commercial, and institutional (ICI) construction sector. As a joint labour-management organization, OCS is dedicated to enhancing Ontario's unionized ICI construction industry by developing relationships, facilitating dialogue, and providing value-added research.

SAFETY



Unionized Construction Work is **SAFE** Work

Building trades unions in Ontario's ICI construction sector are

31% SAFER

when compared to non-union firms.



Source: Institute for Work & Health. 2020. Updating a Study of the Union Effect on Safety in the ICI Construction Sector

What Drives the Union Safety Effect?



**APPRENTICESHIP
AND HEALTH & SAFETY
TRAINING**



**SAFETY FOCUS
CULTURE AND PARTNERSHIP**



**EXPERIENCE
LESS WORKER TURNOVER
AND LONGER JOB TENURE**



Scan code to view the **Union Safety Effect Study**



SKILLED WORKFORCE

Construction projects are big, complex jobs. Peace of mind is knowing that skilled professionals will get the job done right, on-time, on-budget and safely. Ontario's building trades unions and their contractor partners have long-standing and vibrant relationships to effectively deliver quality construction projects.



130,000
**SKILLED TRADES
PROFESSIONALS**



27,000
APPRENTICES



5,000+
CONTRACTORS

DID YOU KNOW?

56% of unionized skill trades workers have a college diploma, university degree and/or a Certificate of Qualification

Building trades union workers are **3X** as likely to have a Certificate of Qualification than non-union workers





TRAINING & EDUCATION

Union-employer training centres are jointly funded and administered by union contractors and building trades unions. These state-of-the-art facilities provide technologically advanced education to supply Ontario with the best workers to build the roads, bridges, schools, hospitals and water and energy infrastructure that keep Ontario safe and competitive.

A Tradition of Training the Best!

\$146
MILLION

invested annually
to train the next
generation of skilled
construction professionals

100
UNION-EMPLOYER

Training Centres



60+

APPRENTICESHIP
PROGRAMS



60+ Construction Trade
Apprenticeship Programs



ONE-THIRD

of all registered construction
trade apprentices are trained
in joint labour-management
training centres

Continuing Education and Skills Upgrading

OVER 1
MILLION
HOURS

of skills upgrade and safety
training delivered annually



1000s
OF COURSES

offered to union
members

Whether it is learning new techniques, a new skillset or working with new equipment or materials, jointly funded training centres ensure union members have the best skills to deliver productive, value-added work everyday. To gain a competitive advantage, seek out union contractors and their building trade partners.

“The joint labour and management model of our training centres allows collaboration and problem-solving. This ensures union skilled trades professionals have experience with cutting-edge technologies, materials and innovative approaches and that knowledge can be transferred to the worksite.”

James Hogarth, Ontario Pipe Trades Council



SOCIAL PROCUREMENT

All three levels of government are implementing social procurement provisions to leverage infrastructure dollars to achieve multiple objectives including: economic growth, combating climate change and promoting social equity. For the construction industry, social procurement requirements frequently focus on construction jobs and apprenticeship training to create a diverse and inclusive workforce.

Ontario's Building Trades unions and their contractor partners actively invest in diversifying their workforce, **making union job sites safer and more inclusive for all.**



DID YOU KNOW?



Union-employer training centres offer pre-apprenticeship programs targeted at **under-represented groups**

\$ 43.4
BILLION

Value of projects with community benefit or social procurement requirements



Social Responsibility

The unionized construction sector has a long history of investing in their communities. Whether it is toy drives, charitable golf tournaments or providing pre-apprenticeship training and mentoring to under-represented groups in construction, Ontario's Building Trades unions and their contractor partners are organized and committed to help.

Union-Employer Social Responsibility in Action

Helmets to Hardhats is a registered non-profit organization providing opportunities in the unionized construction industry for serving, transitioning and former military members.

Aecon Women in Trades program is helping women 'Trade Up' and launch rewarding careers in construction with fully paid training, and competitive wages and benefits.

Tomorrow's Trades is an experiential learning program offered through the Ontario Provincial Building and Construction Trades Council. The 12-week program provides the basic tools, protective equipment and necessary training and certification to become a high-quality apprentice in the unionized construction skilled trades.

Diversity, Equity and Inclusion (DEI) Training is being offered to 500+ unionized electrical contracting firms through a year-long program. The Electrical Contractors Association of Ontario has partnered with Leadership Surge to deliver this program to improve workplace practices, boost performance and change the culture of the electrical communications, construction and maintenance industry.

"The entire construction industry is facing significant challenges as a result of not having a diverse, qualified pool of skilled workers. Diversity is certainly a hot topic for many reasons, but it truly is one of the most critical solutions to our systemic labour shortage. With funding from the Skills Development Fund, we are delivering just-in-time training to business owners and industry stakeholders to empower our member companies to transform their cultures by creating work environments that are welcoming to everyone in the Province of Ontario."

Graeme Aitken, Electrical Contractors Association of Ontario



Thank you for exploring the Union Advantage!

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Our values – Safety, Training, Diversity – lead to an engaged, highly-skilled, and productive workforce.

Get the Union Advantage on your next construction project.



Marc Arsenault

**Provincial Building and Construction
Trades Council of Ontario**



Wayne Peterson

**Construction Employers Coordinating
Council of Ontario**

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**RESEARCH DRIVEN.
INDUSTRY FOCUSED.**

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