

Greening the Economy



Transitioning
to **New**
Careers

RETAIL TRADE

**CAREER
PROFILES**

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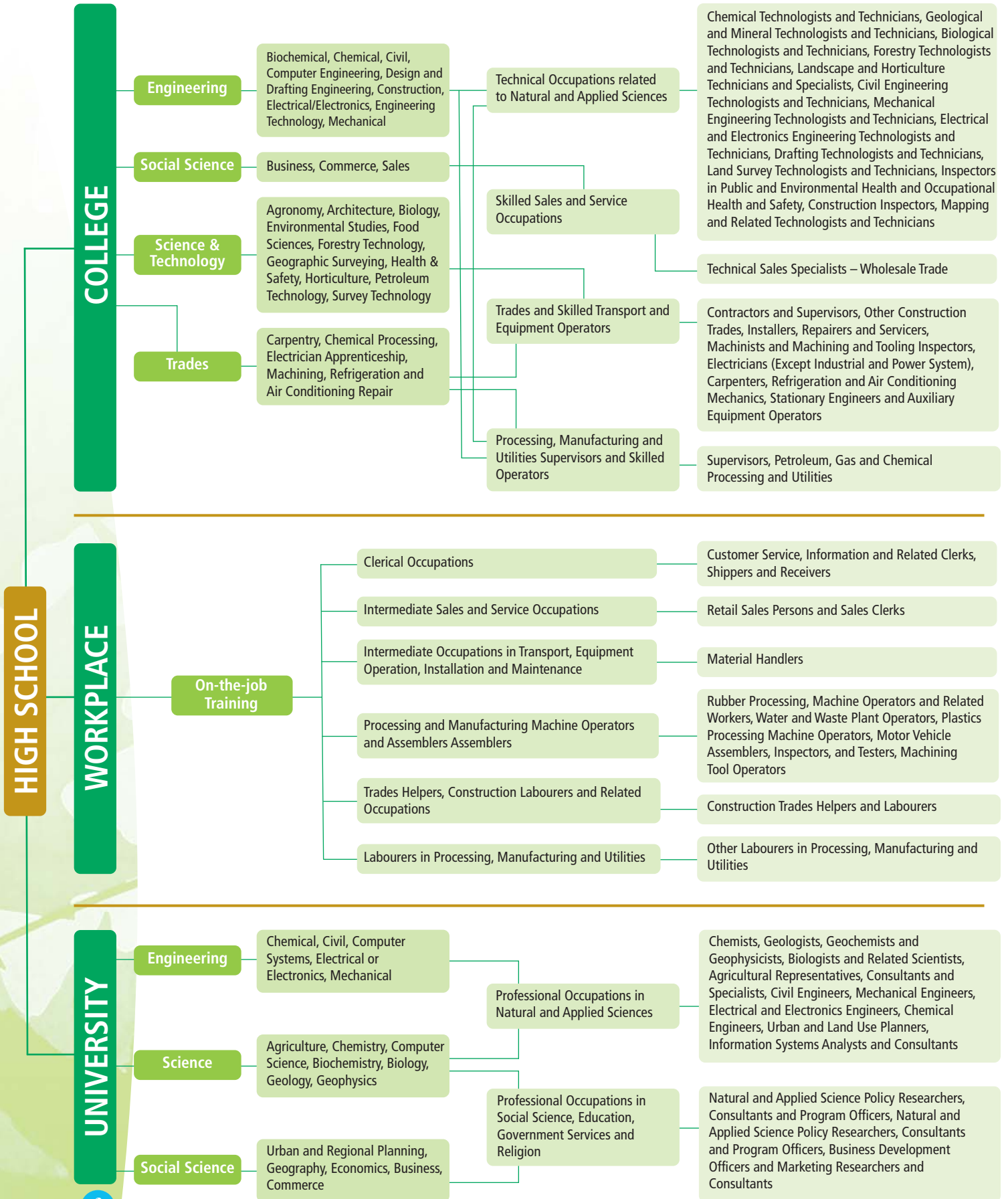
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Educational Flow Chart



Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers

NOC 7321

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 with precise dimensions. Machining and tooling inspectors inspect machined parts and tooling in order to maintain quality control standards.¹

Places of Employment¹:

- Machine shops
- Machinery and equipment manufacturers
- Aircraft and parts manufacturers
- Motor vehicle and automotive parts manufacturers
- Other metal products manufacturing companies
- Primary steel producers

Employment Requirements¹:

- Completion of secondary school is usually required
- Completion of a four-year automotive service technician apprenticeship program or a combination of over four years of work experience in the trade and high school, college or industry courses in automotive technology is required to be eligible for trade certification
- Automotive service technician trade certification is compulsory in Nova Scotia, Prince Edward Island, New Brunswick, Quebec, Ontario, Alberta and British Columbia and available, but voluntary, in all other provinces and the territories
- Interprovincial trade certification (Red Seal) is also available to qualified automotive service technicians
- On-the-job training of two to three years is provided by employers
- For Truck and transport and truck-trailer mechanics completion of a four-year truck and transport mechanic or truck-trailer repair apprenticeship or a combination of over four years of work experience in the trade and high school, college or industry courses in truck or heavy-duty equipment mechanics is required to be eligible for trade certification
- Truck and transport mechanic trade certification is compulsory in Nova Scotia and Ontario and available, but voluntary, in Newfoundland and Labrador, Prince Edward Island, New Brunswick, Quebec, Manitoba, Saskatchewan, British Columbia and the Yukon
- Truck-trailer repair trade certification is compulsory in Ontario and available, but voluntary, in Newfoundland and Labrador, Nova Scotia, Prince Edward Island, New Brunswick, Manitoba, British Columbia and the Yukon
- Interprovincial trade certification (Red Seal) is also available to qualified truck-trailer repairers and truck and transport mechanics

Local Educational Programs:

Program	Length	Certification	Institutions
Automotive Service Technician Apprenticeship	2 years	College Diploma	Centennial College
Mechanical Engineering Technologies	3 years	College Diploma	Humber College
Truck and Coach Technician Apprenticeship	2 years	College Diploma	Centennial College

The most important Essential Skills for this occupation are²:

- Oral communication
- Problem Solving
- Finding information
- Computer use

Number of Employees by Age Range³:

Employees by Age Range	Peel Halton	Toronto	York Region Brad WG	Total
15 – 24 years	1,235	910	575	2,720
25 – 44 years	3,635	4,215	2,205	10,055
45 years and over	2,365	3,305	1,365	7,035
Total Employees	7,235	8,430	4,145	19,810
% 45 years +	32.69%	39.21%	32.93%	35.51%

Source: Statistics Canada, 2006 Census

Average Salary

Average Salary based on 2006 Census Data ³	
Peel Halton	\$ 46,562
Toronto	\$ 41,978
York Region Brad WG	\$ 47,914
Ontario	\$ 44,729

Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers

NOC 7321

Top Industries of Employment for 3 regions³:

Across all three regions, there are 8,260 securities agents, investment dealers and brokers employed. The top industries of employment are:

Industry (NAICS)	Number of People Employed	% of Total
811 Repair and maintenance	9,825	49.60%
441 Motor vehicle and parts dealers	3,555	17.95%
485 Transit and ground passenger transportation	1,120	5.65%

Source: Statistics Canada, 2006 Census; Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009.

Related Occupations¹:

- Machine Fitters (NOC 7316)
- Heavy-Duty Equipment Mechanics (NOC 7312)
- Motor Vehicle Assemblers, Inspectors and Testers (NOC 9482)
- Motor Vehicle Body Repairers (NOC 7322)
- Recreation vehicle service technicians (NOC 7383)
- Supervisors, Motor Vehicle Assembling (NOC 9221)
- Supervisors of motor vehicle mechanics (NOC 7216)
- Transport truck and trailer assemblers and supervisors (NOC 9486)

Local Employers:

The following list of employers was randomly selected as examples of companies employing this occupation. An attempt was made to represent a company from each local board area.

The Humberview Group
2490 Bloor Street West., Suite 100
Toronto, Ontario M6S 1R4
www.humberview.com

AADCO Auto Parts
38 Hansen Rd.
Brampton, Ontario L6W 3H4
www.aadco.ca

Master Mechanic
3250 Ridgeway Drive Unit 1
Mississauga, ON L5L 5Y6
www.mastermechanic.ca

For a more complete listing of potential employers please visit www.labourmarketinformation.ca.

ENDNOTES

¹Human Resources Skills Development Canada. National Occupational Classification System 2006. www5.hrsdc.gc.ca/NOC.

²Human Resources Skills Development Canada. Essential Skills Profiles. www.hrsdc.gc.ca/eng/workplaceskills/essential_skills/general/home.shtml

³Statistics Canada. 2006 Census. www.statcan.gc.ca.

Customer Service, Information and Related Clerks

NOC 1453

Customer service, information and related clerks answer enquiries and provide information regarding an establishment's goods, services and policies and provide customer services such as receiving payments and processing requests for services.¹

Places of Employment¹:

- Retail establishments
- Call centres
- Insurance, telephone and utility companies

Employment Requirements¹:

- Completion of secondary school is usually required
- Completion of some college or other post-secondary programs may be required
- Clerical or sales experience may be required

Local Educational Programs:

Program	Length	Certification	Institutions
Business	3 years	Advanced Diploma	Centennial College, George Brown College, Humber College, Seneca College, Sheridan College
Business administration	4 years	Bachelor of Business	Ryerson University, University of Toronto, York University
Green Business Management	1 year	Graduate Certificate	Seneca College
Thinking Environmentally	N/A	Certificate	Humber College

The most important Essential Skills for this occupation are²:

- Reading text
- Document use
- Numeracy
- Thinking skills

The most important High School subjects are³:

- English
- French
- Computer basics
- Business

Number of Employees by Age Range⁴:

Employees by Age Range	Peel Halton	Toronto	York Region Brad WG	Total
15 – 24 years	2,435	3,465	1,250	7,150
25 – 44 years	7,705	9,475	3,030	20,210
45 years and over	3,855	4,000	1,890	9,745
Total Employees	13,995	16,940	6,170	37,105
% 45 years +	27.55%	23.61%	30.63%	26.26%

Source: Statistics Canada, 2006 Census

Average Salary

Average Salary based on 2006 Census Data ⁴	
Peel Halton	\$ 39,120
Toronto	\$ 37,175
York Region Brad WG	\$ 41,767
Ontario	\$ 36,492

Customer Service, Information and Related Clerks

NOC 1453

Top Industries of Employment for 3 regions^{4,5}:

Across all three regions there are 37,105 customer service, information and related clerks employed. The top industries of employment are:

Industry (NAICS)	Number of People Employed	% of Total	Number of Employers Dec 2003	Number of Employers Jun 2009	Absolute Change % 03 - 09	Change 03 - 09
561 Administrative and support services	4,565	12.30%	20,942	19,811	-1,131	-5.40%
517 Telecommunications	3,455	9.31%	484	744	260	53.72%
541 Professional, scientific and technical services	1,910	5.15%	76,758	77,367	609	0.79%
417 Machinery, equipment and supplies wholesaler-distributors	1,800	4.85%	6,146	5,567	-579	-9.42%
522 Credit intermediation and related activities	1,420	3.83%	4,745	4,119	-626	-13.19%

Source: Statistics Canada, 2006 Census; Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009.

Additional Information¹:

- Progression to supervisory positions is possible with experience

Matrix of Skills Transferability⁶:

Transferability between occupations has been analyzed using the National Occupational Coding system. Judgments have been made based on an analysis of available information regarding the overlap of knowledge and skills and labour market hiring practices for occupations. Occupations to which transferability exists are:

There are no direct occupations linked to this occupation based on the matrix of skills transferability. However, the following have been identified as related occupations:

- Clerical Occupations, General Office Skills (NOC 141)
- Customer Service Representatives - Financial Services (1433)
- Retail Salespersons and Sales Clerks (NOC 6421)

Local Employers:

The following list of employers was randomly selected as examples of companies employing this occupation. An attempt was made to represent a company from each local board area.

Acadian Group

6975 Davand Drive
Mississauga, Ontario L5T 1L5
Telephone: 1 905 564 1717
Fax: 1 905 564 1723
www.acadiangroup.ca

Advantex Marketing International Inc.

600 Alden Road, Suite 606
Markham, Ontario L3R 0E7
Telephone: 1 905 470 9558
Fax: 1 905 946 2984
www.advantex.com

Combined Insurance

7300 Warden Avenue
Markham, Ontario L3R0X3
Telephone: 1 905 305 1922
Fax: 1 905 305 8600
www.combined.ca

For a more complete listing of potential employers please visit www.labourmarketinformation.ca.

ENDNOTES

¹Human Resources Skills Development Canada. National Occupational Classification System 2006. www5.hrsdc.gc.ca/NOC.

²Human Resources Skills Development Canada. Essential Skills Profiles. www.hrsdc.gc.ca/eng/workplaceskills/essential_skills/general/home.shtml

³Service Canada. Job Futures – National Edition. 2007. www.jobfutures.ca.

⁴Statistics Canada. 2006 Census. www.statcan.gc.ca.
Note: These salaries represent an average of both unionized and non-unionized workers. Salaries may vary by workplace.

⁵Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009. www.statcan.gc.ca.

⁶Human Resources Skills Development Canada. Matrix of Skills Transferability – January 2003. www.hrsdc.gc.ca.

Retail Salespersons and Sales Clerks

NOC 6421

Retail salespersons and sales clerks sell, rent or lease a range of technical and non-technical goods and services directly to consumers. They may be specialized in a particular good or service.¹

Places of Employment¹:

- Retail stores and businesses
- Wholesale businesses

Employment Requirements¹:

- Completion of secondary school may be required
- A university degree or college diploma may be required by some employers
- Specific subject matter courses or training may be required
- Demonstrated sales ability and product knowledge are usually required for retail salespersons who sell complex or valuable merchandise

Local Educational Programs:

Program	Length	Certification	Institutions
Certificate in Sustainability		Certificate in Sustainability (CKSS)	Ryerson University
Environmental Education	N/A	Certificate	Humber College
Environmental Studies Preparation Certificate	N/A	Certificate	Centennial College
Green Business Management	1 year	Graduate Certificate	Seneca College
Thinking Environmentally	N/A	Certificate	Humber College

The most important Essential Skills for this occupation are²:

- Reading text
- Writing
- Document use
- Oral communication
- Problem solving

The most important High School subjects are³:

- Business English
- Math
- Computer basics

Number of Employees by Age Range⁴:

Employees by Age Range	Peel Halton	Toronto	York Region Brad WG	Total
15 – 24 years	14,695	17,565	9,220	41,480
25 – 44 years	12,560	19,280	7,400	39,240
45 years and over	11,805	13,980	7,680	33,465
Total Employees	39,060	50,825	24,300	114,185
% 45 years +	30.22%	27.51%	31.60%	29.31%

Source: Statistics Canada, 2006 Census

Average Salary

Average Salary based on 2006 Census Data ⁴	
Peel Halton	\$ 44,611
Toronto	\$ 37,391
York Region Brad WG	\$ 44,930
Ontario	\$ 38,365

Retail Salespersons and Sales Clerks

NOC 6421

Top Industries of Employment for 3 regions^{4,5}:

Across all three regions there are 114,185 retail salespersons and sales clerks employed. The top industries of employment are:

Industry (NAICS)	Number of People Employed	% of Total	Number of Employers Dec 2003	Number of Employers Jun 2009	Absolute Change % 03 - 09	Change 03 - 09
448 Clothing and clothing accessories stores	23,150	20.27%	5,464	5,287	-177	-3.24%
452 General merchandise stores	12,840	11.24%	1,923	1,787	-136	-7.07%
445 Food and beverage stores	9,260	8.11%	5,772	5,903	131	2.27%
453 Miscellaneous store retailers	7,500	6.57%	4,507	3,472	-1,035	-22.96%
451 Sporting goods, hobby, book and music stores	6,240	5.46%	2,068	1,792	-276	-13.35%
443 Electronics and appliance stores	5,820	5.10%	2,800	2,478	-322	-11.50%

Source: Statistics Canada, 2006 Census; Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009.

Matrix of Skills Transferability⁶:

Transferability between occupations has been analyzed using the National Occupational Coding system. Judgments have been made based on an analysis of available information regarding the overlap of knowledge and skills and labour market hiring practices for occupations. Occupations to which transferability exists are:

There are no direct occupations linked to this occupation based on the matrix of skills transferability. However, the following have been identified as related occupations:

- Customer Service, Information and Related Clerks (NOC 1453)
- Sales Representatives - Wholesale Trade (Non-Technical) (NOC 6411)
- Cashiers (NOC 6611)
- Sales and Service Supervisors (NOC 621)

Local Employers:

The following list of employers was randomly selected as examples of companies employing this occupation. An attempt was made to represent a company from each local board area.

Sheridan Nurseries

RR#4 12302 Tenth Line
Georgetown, Ontario L7G 4S7
Telephone: 1 416 798 7970
Fax: 1 905 873 2478
www.sheridannurseries.com

Mountain Equipment Co-op

400 King St. West
Toronto, Ontario M5V 1K2
Telephone: 1 416 340 2667
www.mec.ca

Direct Energy Residential - Canada East

25 Sheppard Avenue West, Suite 1500
Toronto, Ontario M2N 6S6
Telephone: 1 416 221 4441
www.directenergy.com

For a more complete listing of potential employers please visit www.labourmarketinformation.ca.

ENDNOTES

¹Human Resources Skills Development Canada. National Occupational Classification System 2006. www5.hrsdc.gc.ca/NOC.

²Human Resources Skills Development Canada. Essential Skills Profiles. www.hrsdc.gc.ca/eng/workplaceskills/essential_skills/general/home.shtml

³Service Canada. Job Futures – National Edition. 2007. www.jobfutures.ca.

⁴Statistics Canada. 2006 Census. www.statcan.gc.ca.
Note: These salaries represent an average of both unionized and non-unionized workers. Salaries may vary by workplace.

⁵Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009. www.statcan.gc.ca.

⁶Human Resources Skills Development Canada. Matrix of Skills Transferability – January 2003. www.hrsdc.gc.ca.

Technical Product Specialists

NOC 6221

Technical product specialists sell and provide support for a range of technical goods and services, such as scientific and industrial products, electricity, telecommunications services and computer services, to governments and to commercial and industrial establishments in domestic and international localities. With the wave of environmentally focused products and technologies emerging, demand for technical product specialists who have environmental training or expertise is rising. Technical product specialists who are supervisors are included in this unit group¹.

Places of Employment¹:

- Industrial equipment manufacturers
- Engineering firms
- Pharmaceutical companies
- Computer service firms
- Hydroelectric companies
- Self-employed

Employment Requirements¹:

- A university degree or college diploma in a program related to the product or service is usually required
- Experience in sales or in a technical occupation related to the product or service may be required
- Fluency in a specific foreign language, and/or foreign work or travel experience may be required for technical product specialists seeking employment with companies that import or export technical goods or services
- Technical product managers require experience as a technical product specialist

Local Educational Programs:

Program	Length	Certification	Institutions
Business	3 years	Advanced Diploma	Centennial College, Durham College, George Brown College, Georgian College, Humber College, Seneca College, Sheridan College
Business Administration	4 years	Bachelor of Business	Ryerson University, University of Toronto, York University, Trent University
Certificate in Sustainability		Certificate in Sustainability (CKSS)	Ryerson University
Environmental Resource Science	4 years	Degree	University of Trent
Environmental Studies: Interdisciplinary Approach	N/A	Certificate	Humber College
Environmental Studies Preparation Certificate	N/A	Certificate	Centennial College
Environmental Techniques	1 years	Certificate	Georgian College
Environmental Technology	3 years	Diploma	Durham College, Georgian College
Green Business Management	1 year	Graduate Certificate	Seneca College
Innis Environmental Studies Programs	4 years	Bachelor of Arts Degree/ Bachelor of Science	University of Toronto
Thinking Environmentally	N/A	Certificate	Humber College
Renewable Energy Technician	2 years	Diploma	Durham College

The most important Essential Skills for this occupation are²:

- Reading text
- Writing
- Oral communication
- Document use
- Thinking skills

The most important High School subjects are³:

- Marketing
- Business
- Computer related courses
- English
- Math

Technical Product Specialists

NOC 6221

Number of Employees by Age Range³:

Age Range	Durham	Peel Halton	Simcoe Muskoka	Toronto	York Region BWG	Total
15 – 24 years	45	225	0	275	170	715
25 – 44 years	195	2,835	125	2,570	1,540	7,265
45 years and over	105	1,920	135	1,240	1,040	4,440
Total Employees	345	4,980	260	4,085	2,750	12,420
% 45 years +	30.43%	38.55%	51.92%	30.35%	37.82%	35.75%

Source: Statistics Canada, 2006 Census

Average Salary

Based on 2006 Census Data⁴:

Durham	\$ 80,082
Peel Halton	\$ 83,341
Simcoe Muskoka	\$ 78,051
Toronto	\$ 80,664
York Region BWG	\$ 98,153
Ontario	\$ 80,227

Top Industries of Employment for 5 regions^{4,5}:

Across all five regions, there are 12,420 technical product specialists employed. The top industries of employment are:

Industry (NAICS)	Number of People Employed	% of Total
417 Machinery, equipment and supplies wholesaler-distributors	5,380	43.32%
541 Professional, scientific and technical services	2,430	19.57%
414 Personal and household goods wholesaler-distributors	2,005	16.14%

Source: Statistics Canada, 2006 Census; Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009.

Additional Information¹:

- Extensive company training programs for technical product specialists may be provided by employers
- Progression to product management positions is possible with additional training or experience

Matrix of Skills Transferability⁵:

Transferability between occupations has been analyzed using the National Occupational Coding system. Judgments have been made based on an analysis of available information regarding the overlap of knowledge and skills and labour market hiring practices for occupations. Occupations to which transferability exists are:

There are no direct occupations linked to this occupation based on the matrix of skills transferability. However, the following have been identified as related occupations:

- Sales Representatives - Wholesale Trade (Non-Technical) (NOC 6411)

Local Employers:

The following list of employers was randomly selected as examples of companies employing this occupation. An attempt was made to represent a company from each local board area.

Hubbell Canada
870 Brock Road South
Pickering, ON
Canada L1W 1Z8
www.hubbell-canada.com

Export Development Canada
150 York Street, Suite 810
Toronto, Ontario M5H 3S5
www.edc.ca

Solarheat - Your Solar Home Inc.
270 Industrial Parkway South
Aurora, Ontario L4G 3T9
www.yoursolarhome.com

For a more complete listing of potential employers please visit www.labourmarketinformation.ca.

ENDNOTES

¹Human Resources Skills Development Canada. National Occupational Classification System 2006. www5.hrsdc.gc.ca/NOC.

²Human Resources Skills Development Canada. Essential Skills Profiles. www.hrsdc.gc.ca/eng/workplaceskills/essential_skills/general/home.shtml.

³Service Canada. Job Futures – National Edition. 2007. www.jobfutures.ca.

⁴Statistics Canada. 2006 Census. www.statcan.gc.ca.

⁵Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009. www.statcan.gc.ca.

⁶Human Resources Skills Development Canada. Matrix of Skills Transferability – January 2003. www.hrsdc.gc.ca.

Technical Sales Specialists – Wholesale Trade

NOC 6221

Technical sales specialists, wholesale trade, sell a range of technical goods and services, such as scientific and industrial products, electricity, telecommunications services and computer services, to governments and to commercial and industrial establishments in domestic and international localities. Technical sales specialists who are supervisors are included in this unit group.¹

Places of Employment¹:

- Pharmaceutical companies
- Industrial equipment manufacturers
- Computer service firms
- Engineering firms
- Hydroelectric companies
- Self employed

Employment Requirements¹:

- A university degree or college diploma in a program related to the product or service is usually required
- Experience in sales or in a technical occupation related to the product or service may be required
- Fluency in a specific foreign language, and/or foreign work or travel experience may be required for technical sales specialists seeking employment with companies that import or export technical goods or services
- Technical sales supervisors require experience as a technical sales specialist

Local Educational Programs:

Program	Length	Certification	Institutions
Business	3 years	Advanced Diploma	Centennial College, George Brown College, Humber College, Seneca College, Sheridan College
Business Administration	4 years	Bachelor of Business	Ryerson University, University of Toronto, York University
Certificate in Sustainability		Certificate in Sustainability (CKSS)	Ryerson University
Environmental Studies: An Interdisciplinary Approach	N/A	Certificate	Humber College
Environmental Studies Preparation Certificate	N/A	Certificate	Centennial College
Green Business Management	1 year	Graduate Certificate	Seneca College
Innis Environmental Studies Programs	4 years	Bachelor of Arts Degree/ Bachelor of Science	University of Toronto
Thinking Environmentally	N/A	Certificate	Humber College

The most important Essential Skills for this occupation are²:

- Reading text
- Writing
- Oral communication
- Document use
- Thinking skills

The most important High School subjects are³:

- Marketing
- Business
- Computer related courses
- English
- Math

Number of Employees by Age Range⁴:

Employees by Age Range	Peel Halton	Toronto	York Region Brad WG	Total
15 – 24 years	225	275	170	670
25 – 44 years	2,835	2,570	1,540	6,945
45 years and over	1,920	1,240	1,040	4,200
Total Employees	4,980	4,085	2,750	11,815
% 45 years +	38.55%	30.35%	37.82%	35.55%

Source: Statistics Canada, 2006 Census

Average Salary

Average Salary based on 2006 Census Data ⁴	
Peel Halton	\$ 83,341
Toronto	\$ 80,664
York Region Brad WG	\$ 98,153
Ontario	\$ 80,227

Technical Sales Specialists – Wholesale Trade

NOC 6221

Top Industries of Employment for 3 regions^{4,5}:

Across all three regions there are 11,815 technical sales specialists employed. The top industries of employment are:

Industry (NAICS)	Number of People Employed	% of Total	Number of Employers Dec 2003	Number of Employers Jun 2009	Absolute Change % 03 - 09	Change 03 - 09
541 Professional, scientific and technical services	745	39.84%	76,758	77,367	609	0.79%
325 Chemical manufacturing	240	12.83%	881	690	-191	-21.68%
326 Plastics and rubber products manufacturing	125	6.68%	955	785	-170	-17.80%

Source: Statistics Canada, 2006 Census; Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009.

Additional Information¹:

- Extensive company training programs for technical sales specialists may be provided by employers
- Progression to sales management positions is possible with additional training or experience

Matrix of Skills Transferability⁶:

Transferability between occupations has been analyzed using the National Occupational Coding system. Judgments have been made based on an analysis of available information regarding the overlap of knowledge and skills and labour market hiring practices for occupations. Occupations to which transferability exists are:

There are no direct occupations linked to this occupation based on the matrix of skills transferability. However, the following have been identified as related occupations:

- Sales Representatives - Wholesale Trade (Non-Technical) (NOC 6411)

Local Employers:

The following list of employers was randomly selected as examples of companies employing this occupation. An attempt was made to represent a company from each local board area.

M&P Solutions
7336 Shalford Road
Mississauga Ontario L4T 2P7
Telephone: 1 416 471 9698
www.mandpsolutions.ca

Export Development Canada
150 York St., Suite 810
Toronto, Ontario M5H 3S5
Telephone: 1 416 640 7613
Fax: 1 416 862 1267
www.edc.ca

Honson Pharmatech Group Ltd.
275 Don Park Road, Unit 8
Markham, Ontario L3R 1C2
Telephone: 1 905 752 1822
Fax: 1 905 752 1820
www.honsons.com

For a more complete listing of potential employers please visit www.labourmarketinformation.ca.

ENDNOTES

¹Human Resources Skills Development Canada. National Occupational Classification System 2006. www5.hrsdc.gc.ca/NOC.

²Human Resources Skills Development Canada. Essential Skills Profiles. www.hrsdc.gc.ca/eng/workplaceskills/essential_skills/general/home.shtml

³Service Canada. Job Futures – National Edition. 2007. www.jobfutures.ca.

⁴Statistics Canada. 2006 Census. www.statcan.gc.ca.
Note: These salaries represent an average of both unionized and non-unionized workers. Salaries may vary by workplace.

⁵Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009. www.statcan.gc.ca.

⁶Human Resources Skills Development Canada. Matrix of Skills Transferability – January 2003. www.hrsdc.gc.ca.

