



Training Plan 1: Training programs to Address Occupational Needs in St. Jacobs

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Background and Introduction

The environmental scan, conducted in July 2023, summarized St. Jacobs' existing workforce, its immediate and anticipated workforce needs, and its unique barriers to recruiting and retaining workers in the community (Du et al., 2023). The findings were based on a review of the 1) 2021 St. Jacobs' population census from Statistics Canada; 2) job listings within St. Jacobs; 3) previous co-op positions in St. Jacobs offered to Conestoga College's students; 4) the 2022 EmployerOne Survey (subset of data from the Township of Woolwich); and 5) Chapter 8 – Economic Policies of Township of Woolwich's Official Plan. In addition, the environmental scan identified short-, medium-, and long-term needs of the St. Jacobs' workforce (Table 1).

Short-term community workforce needs were based on job postings that have been posted for over 30 days. Medium-term needs were based on occupations that employers were planning to hire within the next year and have also identified as hard-to-fill occupations. Long-term needs were based on occupations that employers were not hiring within the next year but have identified as hard-to-fill. Both the medium- and long-term community workforce needs were based on the 2022 EmployerOne Survey data.

Importantly, approximately one fifth of the working age population (ages 25 to 65) in St. Jacobs did not hold a post-secondary certificate, diploma, or degree; this number increases to 29% when looking at the St. Jacobs populations greater than 15 years old. The significant proportion of St. Jacobs residences lacking some form of post-secondary education is problematic because many of the short-, medium-, and long-term community workforce needs that were identified, require this training. Data from the 2022 EmployerOne Survey also indicated that aside from a lack of applicants, positions were hard-to-fill; this was mainly due to a lack of technical skills, qualifications, and/or work experience among the applicants. Given the demand for upskilling and post-secondary education in St. Jacobs, two training plans have been developed to address these workforce development needs of St. Jacobs. One training plan was developed to identify relevant Conestoga College training programs that will support the educational requirements of St. Jacobs' short-, medium, and long-term workforce needs. The other training plan identifies relevant professional development and upskilling opportunities available through Conestoga College that will fill existing skill gaps.

Table 1. Short-, medium-, long-term community workforce needs of St. Jacobs, categorized by the board occupational group.

Broad Occupational Group	Short-term (immediate)	Medium-term (within months)	Long-term (>1 year)
Legislative and senior management occupations			<ul style="list-style-type: none"> - Senior managers - financial, communications and other business services - Senior managers - health, education, social and community services and membership organizations
Business, finance and administration occupations	<ul style="list-style-type: none"> - Professional occupations in advertising, marketing, and public relations - Administrative assistants - Shippers and receivers - Purchasing and inventory control workers 	<ul style="list-style-type: none"> - Professional occupations in advertising, marketing, and public relations - Advertising, marketing and public relations managers - Administrative officers 	<ul style="list-style-type: none"> - Procurement and purchasing agents and officers
Natural and applied sciences and related occupations	<ul style="list-style-type: none"> - Information systems specialists / Database analysts and data administrators - Electrical and electronics engineering technologists and technicians 		<ul style="list-style-type: none"> - Mechanical engineering technologists and technicians
Health occupations	<ul style="list-style-type: none"> - Registered nurses and registered psychiatric nurses - Licensed practical nurses 		
Occupations in education, law and social, community and government services	<ul style="list-style-type: none"> - Home support workers, caregivers and related occupations 	<ul style="list-style-type: none"> - Early childhood educators and assistants 	
Occupations in art, culture, recreation and sport		<ul style="list-style-type: none"> - Graphic designers and illustrators 	<ul style="list-style-type: none"> - Authors and writers (except technical)
Sales and service occupations	<ul style="list-style-type: none"> - Other customer and information services representatives 	<ul style="list-style-type: none"> - Food and beverage servers 	<ul style="list-style-type: none"> - Corporate sales manager
Trades, transport and equipment operators and related occupations	<ul style="list-style-type: none"> - Construction managers - Concrete finishers - Industrial electricians - Construction trades helpers and labourers 	<ul style="list-style-type: none"> - Welders and related machine operators - Construction trades helpers and labourers - Carpenters - Contractors and supervisors, electrical trades, and telecommunications occupations 	<ul style="list-style-type: none"> - Telecommunications line and cable installers and repairers - Heavy-duty equipment mechanics - Aircraft mechanics and aircraft inspectors - Construction millwrights and industrial mechanics
Occupations in manufacturing and utilities	<ul style="list-style-type: none"> - Machining tool operators 	<ul style="list-style-type: none"> - Industrial painters, coaters and metal finishing process operators - Motor vehicle assemblers, inspectors and testers - Process control and machine operators, food and beverage processing 	

Using the training plan

This training plan builds on the previously completed environmental scan by specifying the relevant training programs offered by Conestoga College to fulfill the identified short-, medium-, and long-term workforce needs in St. Jacobs. This training plan is intended to be used by employers and community workforce development leaders to 1) identify skilled candidates to fulfill immediate and anticipated workforce needs in a timely manner and 2) proactively build the necessary workforce capacity to avoid future skill shortages. For example, depending on the level of experience required, employers and community workforce development leaders may use this training plan to, hire either new Conestoga College graduates who have recently completed a relevant program, or hire co-op students who are currently completing courses in a relevant program or. Medium-term workforce needs can also be addressed using this approach; however, given that these roles are not immediately needed, but are hard-to-fill, an opportunity exists for workers to upskill themselves by completing a continuing education course or a micro-credential.. A separate training plan of continuing education courses and micro-credentials offered by Conestoga has been developed for upskilling the existing workforce. Last, long-term workforce needs may be fulfilled by creating incentives for residents of St. Jacobs to register and complete relevant training programs (i.e., post-secondary degrees, diplomas, and certificate, and/or micro-credentials).

Training programs to address occupational needs in St. Jacobs

Tables 2 to 9 outline the educational requirements, along with relevant career-focused training programs at Conestoga College that will support St. Jacobs' short-, medium-, and long-term workforce needs. Each table represents a broad occupational group based on the 2021 National Occupational Classification. Additional information for each of the training programs mentioned can be found in Appendix A and B. For short-term workforce needs, the educational requirements are presented based on the needs identified through job postings. Medium- and long-term workforce community workforce needs, identified through the 2022 Employer One Survey, did not specify the educational requirements of the positions. As such, the *Employment Requirements* found in the NOC are used as proxy.

Legislative and senior management occupations

Table 2. Training programs for legislative and senior management occupations. Educational requirements obtained from the National Occupational Classification (NOC) Database and from St. Jacobs job postings (Conducted July 13-14, 2023).

NOC & Job Title	Degree/diploma/certificate/ designation required or desired	Relevant Conestoga Program
Long-term workforce needs		
Senior managers - financial, communications and other business services - Associate Director, Communications	NOC: <ul style="list-style-type: none"> A university degree in business administration, commerce, computer science or other discipline related to the service provided is usually required. Senior managers in finance usually require a professional accounting or financial designation. Specialization in a particular functional area or service is possible through specific university training in that area or through previous experience. 	<ul style="list-style-type: none"> Administrative Business Management Bachelor of Business Administration (Honours) - Accounting, Audit and Information Technology Bachelor of Business Administration (Honours) - International Business Management Bachelor of Commerce (Honours) - Financial Services Bachelor of Computer Science (Honours) Business Administration - Accounting Business Administration - Accounting Accelerated Business Administration - Financial Planning Business Administration - Management Business Administration - Marketing Business Administration - Marketing (Co-op) Business Administration - Supply Chain and Operations Management
Senior managers - health, education, social and community services and membership organizations - Associate Director, Advancement	NOC: <ul style="list-style-type: none"> A university degree or college diploma in business administration, hospital administration, finance or other discipline related to the service provided is usually required. Senior managers in finance usually require a professional accounting designation. Specialization in a particular functional area or service is possible through specific university or college training in that area or through previous experience. 	<ul style="list-style-type: none"> Administrative Business Management Health Care Administration and Service Management Health Care Administration Management (Nursing Leadership Stream) Health Office Administration Management in Community Services Nursing Leadership and Healthcare Management

Business, finance, and administration occupations

Table 3. Training programs for business, finance, and administration occupations. Educational requirements obtained from the National Occupational Classification (NOC) Database and from St. Jacobs job postings (Conducted July 13-14, 2023).

NOC & Job Title	Degree/diploma/certificate/ designation required or desired	Relevant Conestoga Program
Short-term/ immediate workforce needs		
Professional occupations in advertising, marketing and public relations (short/medium term) <ul style="list-style-type: none"> - Marketing Specialist - Align Sales and Marketing - Demonstrate performance - Go to market - Leverage modern MarTech - Plan the plan - Reframe the conversation - Understand buyers and accounts - Marketing assistant 	Job postings: <ul style="list-style-type: none"> • None specified NOC: <ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Advertising and Marketing Communications • Bachelor of Communications Management (Honours) • Bachelor of Interior Design (Honours) • Bachelor of Public Relations (Honours) • Broadcasting Performance and Digital Media • Business - Marketing • Business - Marketing - Accelerated • Business Administration - Marketing • Business Administration - Marketing (Co-op) • Design Foundations • Graphic Design • Interior Decorating • Public Relations • Public Relations - Integrated Communications (Optional Co-op) • Visual Merchandising Arts
Administrative assistants <ul style="list-style-type: none"> - Administrative Assistant – In-Store Systems - Administrative Assistant - Retail Operations - Bilingual Administrative Assistant, Retail Operations - Administrative Assistant 	Job posting: <ul style="list-style-type: none"> • Diploma or degree in Business Administration or Marketing, and experience within the Retail industry is an asset. • Diploma or degree in Business Administration or Marketing, and experience within the Retail industry is an asset. NOC: <ul style="list-style-type: none"> • Completion of secondary school is usually required. • Completion of a one- or two-year college or other program for administrative assistants or secretaries or previous clerical experience is required. 	<ul style="list-style-type: none"> • Administrative Business Management • Advertising and Marketing Communications • Bachelor of Business Administration (Honours) - Accounting, Audit and Information Technology • Bachelor of Business Administration (Honours) - International Business Management • Business Administration - Accounting • Business Administration - Accounting Accelerated • Business Administration - Financial Planning • Business Administration - Management • Business Administration - Marketing • Business Administration - Marketing (Co-op) • Business Administration - Supply Chain and Operations Management

Table 3. (cont.)

NOC & Job Title	Degree/diploma/certificate/ designation required or desired (from job postings or NOC)	Relevant Conestoga Program
Short-term workforce needs		
Shippers and receivers - Customs & Imports Assistant	Job posting: No educational requirements specified. NOC: <ul style="list-style-type: none"> 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. 	N/A
Purchasing and inventory control workers - Warehouse Inventory Clerk	Job posting: <ul style="list-style-type: none"> High school diploma and post-secondary education preferred. NOC: <ul style="list-style-type: none"> Completion of secondary school is usually required. Courses in purchasing management may be required for purchasing control workers. Courses in production and inventory management. 	<ul style="list-style-type: none"> Business - Purchasing Business Administration - Supply Chain and Operations Management
Medium-term workforce needs		
Advertising, marketing and public relations managers - Creative Manager - Copywriting and Communications Manager - Account Manager - Sr. Project Manager/Producer - Project Management	Job posting: <ul style="list-style-type: none"> Degree or diploma in Graphic Design/ Interior Design Post-secondary education in journalism, communications, media or marketing, or equivalent experience. University or college degree in a field related to the role or a combination of education and related experience. NOC: Advertising and public relations managers <ul style="list-style-type: none"> A university degree or college diploma in communications, public relations, marketing, journalism or in a related field. Marketing managers <ul style="list-style-type: none"> A university degree or college diploma in business administration or in a related field with a specialization in sales or marketing and several years of experience as a sales, marketing or public relations representative or in a related occupation are required. E-business managers <ul style="list-style-type: none"> A university degree or college diploma in a field related to electronic commerce, Web site content development, or Internet and mobile services and experience in Web site design, interactive media development, data administration or information systems analysis or experience related to Web site content are usually required. 	<ul style="list-style-type: none"> Advertising and Marketing Communications Bachelor of Communications Management (Honours) Bachelor of Design (Honours) Bachelor of Interior Design (Honours) Business - Marketing Business - Marketing - Accelerated Business Administration - Marketing Business Administration - Marketing (Co-op) Design Foundations Graphic Design Interactive Media Management - Interaction Design Interior Decorating IT Innovation and Design (Optional Co-op) Public Relations Public Relations - Integrated Communications (Optional Co-op) Web Development Web Development and Internet Application Fundamentals

Table 3. (cont.)

NOC & Job Title	Degree/diploma/certificate/ designation required or desired (from job postings or NOC)	Relevant Conestoga Program
Medium-term workforce needs (cont.)		
Administrative officers - Office Administrator - Bilingual Customer Service Broker - Customer Support Coordinator - Martech Implementation Lead	Job posting: <ul style="list-style-type: none"> • Post-secondary education in Business Administration, Office Administration, or closely related discipline • Candidates with equivalent education and experience may be considered. NOC: <ul style="list-style-type: none"> • Completion of secondary school is required. • A university degree or college diploma in business or public administration may be required. • Project management certification may be required by some employers. 	<ul style="list-style-type: none"> • Administrative Business Management • Bachelor of Business Administration (Honours) - Accounting, Audit and Information Technology • Bachelor of Business Administration (Honours) - International Business Management • Business Administration - Accounting • Business Administration - Accounting Accelerated • Business Administration - Financial Planning • Business Administration - Management • Business Administration - Marketing • Business Administration - Marketing (Co-op) • Business Administration - Supply Chain and Operations Management • Office Administration - General
Long-term workforce needs		
Procurement and purchasing agents and officers - Automation Technician Purchaser	NOC: <ul style="list-style-type: none"> • Procurement and purchasing agents and officers usually require a bachelor's degree or college diploma in business administration, commerce or economics. • Procurement and purchasing agents and officers purchasing specialized materials or business services may require a related university degree or college diploma (e.g., bachelor's degree or college diploma in engineering may be required for purchasers of industrial products). • A certificate in purchasing from the Purchasing Management Association of Canada (PMAC) may be required. • Certification from the International Right of Way Association (IRWA) may be required. • Sourcing specialists and analysts usually require a bachelor's degree or college diploma in economics, logistics, operations management, finance, engineering, mathematics, or statistical analysis. 	<ul style="list-style-type: none"> • Bachelor of Commerce (Honours) - Financial Services • Business Administration - Supply Chain and Operations Management • Business Administration - Supply Chain and Operations Management (Co-op)

Natural and applied sciences and related occupations

Table 4. Training programs for natural and applied sciences and related occupations. Educational requirements obtained from the National Occupational Classification (NOC) Database and from St. Jacobs job postings (Conducted July 13-14, 2023).

NOC & Job Title	Degree/diploma/certificate/ designation required or desired (from job postings or NOC)	Relevant Conestoga Program
Short-term/ immediate workforce needs		
Information systems specialists / Database analysts and data administrators - Data Governance Specialist	Job posting: <ul style="list-style-type: none"> Bachelor's degree in data science, Information Management, Data Management. NOC: <p>Information systems specialists:</p> <ul style="list-style-type: none"> 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. A professional certification such as Certified Information Systems Auditor (CISA), Certified Internal Auditor (CIA) or another related information technology (IT) designation may be required by some employers. <p>Database analyst and data administrators:</p> <ul style="list-style-type: none"> A bachelor's degree or college program, usually in computer science, computer engineering, or mathematics is usually required. 	<ul style="list-style-type: none"> Administrative Business Management Bachelor of Computer Science (Honours) Big Data Solution Architecture (Optional Co-op) Cloud Data Management Computer Engineering Technology (Optional Co-op) Information Technology Business Analysis Software Engineering Technician Software Engineering Technology (Optional Co-op)
Electrical and electronics engineering technologists and technicians - Electromechanical Technologist	Job posting: <ul style="list-style-type: none"> Diploma in Automation, Electronics, Electrical, Mechanical or Optical Technician/Technologist program or equivalent NOC: <ul style="list-style-type: none"> Completion of a two- or three-year college program in electrical or electronics engineering technology, computer engineering technology, telecommunications technology or an equivalent is usually required for electrical or electronics engineering technologists. Completion of a one- or two-year college program in electrical or electronics engineering technology is usually required for electrical or electronics engineering technicians. Certification in electrical or electronics engineering technology or in a related field is available through provincial associations of engineering/applied science technologists and technicians and may be required for some positions. 	<ul style="list-style-type: none"> Bachelor of Engineering - Mechanical Systems Engineering Computer Engineering Technology (Optional Co-op) Electrical Engineering Technician Electrical Engineering Technology (Optional Co-op) Electro Mechanical and Automation Maintenance (Optional Co-op) Mechanical Engineering Technician - Automated Manufacturing Mechanical Engineering Technology - Automated Manufacturing Mechanical Engineering Technology - Robotics and Automation Software Engineering Technician Software Engineering Technology (Optional Co-op)
Long-term workforce needs		
Mechanical engineering technologists and technicians - Automation Technician Developer	NOC: <ul style="list-style-type: none"> Completion of a two- or three-year college program in mechanical engineering technology is usually required for mechanical engineering technologists. Completion of a one- or two-year college program in mechanical engineering technology is usually required for mechanical engineering technicians. Certification in mechanical engineering technology or in a related field is available through provincial associations of engineering/applied science technologists and technicians and may be required for some positions. 	<ul style="list-style-type: none"> Bachelor of Engineering - Mechanical Systems Engineering Mechanical Engineering Technician - Automated Manufacturing Mechanical Engineering Technology - Automated Manufacturing Mechanical Engineering Technology - Design and Analysis (Optional Co-op) Mechanical Engineering Technology - Robotics and Automation

Health occupations

Table 5. Training programs for demanded health occupations. Educational requirements obtained from the National Occupational Classification (NOC) Database and from St. Jacobs job postings (Conducted July 13-14, 2023).

NOC & Job Title	Degree/diploma/certificate/ designation required or desired (from job postings or NOC)	Relevant Conestoga Program
Short-term/ immediate workforce needs		
Registered nurses and registered psychiatric nurses - Registered Nurse	Job posting: <ul style="list-style-type: none"> • Bachelor of Science – Nursing (BScN), Bachelor of Nursing (BN), or equivalent • Current registration as a Registered Nurse with the College of Nurses NOC Registered nurses <ul style="list-style-type: none"> • Completion of a university, college or other approved registered nursing program is required. • Additional academic training or experience is required to specialize in a specific area of nursing. • A master's or doctoral degree in nursing is usually required for clinical nurse specialists, clinical nurses, nursing consultants and nursing researchers. • Registration with a regulatory body is required in all provinces and territories. Registered psychiatric nurses <ul style="list-style-type: none"> • Completion of a university or college registered psychiatric nursing program is required. • Registration with a regulatory body is required in Manitoba, Saskatchewan, Alberta, British Columbia and the Yukon. 	N/A
Licensed practical nurses - Registered Practical Nurse (RPN) - Part Time/Relief Clinical Nurse (RPN)	Job posting: <ul style="list-style-type: none"> • Active registration with the College of Nurses of Ontario. • Registered Practical Nurse (RPN) with current Certificate of Registration with the College of Nurses of Ontario NOC: <ul style="list-style-type: none"> • Completion of a vocational, college or other approved program for licensed practical nurses is required. • Registration with a regulatory body is required in all provinces and territories. • Completion of a registration examination is required in all provinces and territories. • Operating room technicians require additional academic training in operating room techniques. 	<ul style="list-style-type: none"> • Practical Nursing

Occupations in education, law and social, community and government services

Table 2. Training programs for demanded occupations in education, law and social, community and government services. Educational requirements obtained from the National Occupational Classification (NOC) Database and from St. Jacobs job postings (Conducted July 13-14, 2023).

NOC & Job Title	Degree/diploma/certificate/ designation required or desired (from job postings or NOC)	Relevant Conestoga Program
Short-term/ immediate workforce needs		
Home support workers, caregivers and related occupations - Personal Support Worker (PSW) - St. Jacobs	Job posting: <ul style="list-style-type: none"> • Successful completion of a Ministry of Education approved PSW Training Program (minimum 640 hours) from a Community College or a school approved by the National Association of Career Colleges OR RN, RPN, Paramedic, Occupational Therapy, and Physiotherapy students with successful completion of Year 1 NOC: <ul style="list-style-type: none"> • Some secondary school education is usually required. • College or other courses in home support may be required. • First aid certification may be required. • Completion of a training program in care of the elderly, care of persons with disabilities, convalescent care or in a related field may be required. 	<ul style="list-style-type: none"> • Occupational Therapist Assistant & Physiotherapist Assistant • Paramedic • Personal Support Worker • Personal Support Worker - FAST Delivery • Personal Support Worker - International
Medium-term workforce needs		
Early childhood educators and assistants - Support staff -	Job posting: none specified NOC: Early childhood educators <ul style="list-style-type: none"> • Completion of a two- to four-year college program in early childhood education or a bachelor's degree in child development is required. • Licensing is required in Ontario and certification is required in British Columbia for early childhood educators. Licensing for early childhood educators is usually required in all other provinces and territories. Early childhood educator assistants <ul style="list-style-type: none"> • Completion of secondary school is required. • Completion of an early childhood education assistant certificate program or post-secondary courses in early childhood education may be required. • Licensing by a provincial or territorial association as an early childhood educator may be required. 	<ul style="list-style-type: none"> • Bachelor of Early Learning Program Development (Honours) • Early Childhood Education • Early Childhood Education Fast Track (ECE) • Early Childhood Education Fast Track (ECE) (International)

Occupations in art, culture, recreation and sport

Table 7. Training programs for demanded occupations in art, culture, recreation and sport. Educational requirements obtained from the National Occupational Classification Database (NOC) and from St. Jacobs job postings (Conducted July 13-14, 2023).

NOC & Job Title	Degree/diploma/certificate/ designation required or desired (from job postings or NOC)	Relevant Conestoga Program
Medium-term workforce needs		
Graphic designers and illustrators - UX Designer	Job posting: none specified NOC: <ul style="list-style-type: none"> • A university degree in visual arts with specialization in graphic design, commercial art, graphic communications or cartooning or completion of a college diploma program in graphic arts is required. • Experience or training in multimedia design at a post-secondary, college or technical institution may be required. • In addition to the arts, training in biology, engineering, architecture or a scientific field is usually required for medical, technical and scientific illustrators. • Creative ability and artistic talent, as demonstrated by a portfolio of work, are required for graphic designers and illustrators. 	<ul style="list-style-type: none"> • Bachelor of Design (Honours) • Design Foundations • Graphic Design • Interactive Media Management - Interaction Design
Long-term workforce needs		
Authors and writers (except technical) - Copywriter	Job posting: none specified NOC: <ul style="list-style-type: none"> • Copywriters usually require a university degree or college diploma in French, English, marketing, advertising or another discipline. • Creative writing programs are offered by universities and colleges. • Membership in a guild or union related to the occupation may be required 	<ul style="list-style-type: none"> • Advertising and Marketing Communications • Bachelor of Communications Management (Honours) • General Arts and Science: English Language Studies • Journalism

Sales and service occupations

Table 8. Training programs for demanded occupations in sales and services. Educational requirements obtained from the National Occupational Classification (NOC) Database and from St. Jacobs job postings (Conducted July 13-14, 2023).

NOC & Job Title	Degree/diploma/certificate/ designation required or desired (from job postings or NOC)	Relevant Conestoga Program
Short-term/ immediate workforce needs		
Other customer and information services representatives <ul style="list-style-type: none"> - Order Desk/ Customer Service Representative - Customer Service/ Administration 	NOC: <ul style="list-style-type: none"> • Completion of secondary school is usually required. • Completion of some college or other post-secondary programs may be required. 	<ul style="list-style-type: none"> • Reception and Customer Service
Medium-term workforce needs		
Food and beverage servers <ul style="list-style-type: none"> - Servers 	NOC: <ul style="list-style-type: none"> • Sommeliers may require courses in wine selection and service or experience as a formal waiter/waitress. • Formal waiters/waitresses may require completion of a one- or two-year apprenticeship program or college or vocational school courses. • Completion of secondary school may be required. • Responsible beverage service certification is usually required for employees serving alcoholic beverages. 	<ul style="list-style-type: none"> • Hospitality Operations - Food and Beverage • Nutrition and Food Service Management
Long-term workforce needs		
Corporate sales manager <ul style="list-style-type: none"> - Group Director, Account Manager 	NOC: <ul style="list-style-type: none"> • A university degree or college diploma in business or in a related field with a specialization in sales and several years of experience as a sales representative or in a related occupation are usually required. 	<ul style="list-style-type: none"> • Advertising and Marketing Communications • Business • Business - Marketing • Business - Marketing - Accelerated • Business Administration - Management • Business Administration - Marketing • Business Administration - Marketing (Co-op) • Business Development and Sales • Social Media Marketing

Trades, transport and equipment operators and related occupations

Table 9. Training programs for demanded occupations in trades, transport and equipment operations.

NOC & Job Title	Degree/diploma/certificate/ designation required or desired (from job postings or NOC)	Relevant Conestoga Program
Short-term/ immediate workforce needs		
Construction managers <ul style="list-style-type: none"> - General Superintendent - Site Superintendent - Project Manager 	NOC: <ul style="list-style-type: none"> • A university degree in civil engineering or a college diploma in construction technology is usually required. • A master's degree in project management may be required. • Professional engineering status or construction trade certification may be required by some employers. 	<ul style="list-style-type: none"> • Architecture - Construction Engineering Technology (Optional Co-op) • Bachelor of Engineering - Building Systems Engineering • Civil Engineering Technology (Optional Co-op) • Construction Foundations • Construction Management (Optional Co-op) • Construction Project Management
Industrial electricians <ul style="list-style-type: none"> - Electrician 	Job posting: <ul style="list-style-type: none"> • Associate degree or vocational technical training preferred. • Ontario Ministry of Training Colleges and Universities Certificate of Qualification License 309-A or 442 with minimum two years' experience. NOC: <ul style="list-style-type: none"> • Completion of secondary school is usually required. • Completion of a four- or five-year industrial electrician apprenticeship program or a combination of over five years of work experience in the trade and some high school, college or industry courses in industrial electrical equipment. • Additional construction electrician certification may be required for industrial electricians when the employers are not owners of the industrial electrical equipment. 	<ul style="list-style-type: none"> • Electrical Engineering Technician • Electrical Engineering Technology (Optional Co-op) • Electrical Technician - Industrial (Optional Co-op) • Electrical Techniques • Electrician - Construction and Maintenance • Electrician - Industrial (Apprenticeship)
Concrete finishers <ul style="list-style-type: none"> - Concrete Mason 	NOC: <ul style="list-style-type: none"> • Completion of secondary school is usually required. • Completion of a two- to four-year apprenticeship program or over three years of work experience in the trade and some high school, college or industry courses in cement finishing are usually required. • Trade certification for cement masons is available, but voluntary, in Ontario. • Red Seal endorsement is also available to qualified concrete finishers upon successful completion of the interprovincial Red Seal examination. 	<ul style="list-style-type: none"> • Civil Engineering Technology (Optional Co-op) • Construction Foundations • Construction Techniques - Brick and Stone • Construction Techniques (Masonry, Plumbing, Electrical, and Carpentry) • Construction Techniques (Welding, HVAC, Plumbing, and Masonry) • Brick and Stone Mason (Apprenticeship)

Table 9. (cont.)

NOC & Job Title	Degree/diploma/certificate/ designation required or desired (from job postings or NOC)	Relevant Conestoga Program
Short-term/ immediate workforce needs (cont.)		
Construction trades helpers and labourers (Short and medium-term) <ul style="list-style-type: none"> - Labourer - Construction workers - General Labourer 	NOC: <ul style="list-style-type: none"> • Flagmen/women may require a traffic control certificate. • Riggers and slingers may require a rigging certificate. • On-the-job training may be provided. 	<ul style="list-style-type: none"> • Construction Foundations
Medium-term workforce needs		
Welders and related machine operators <ul style="list-style-type: none"> - Welder/Fabricator 	NOC: Welders <ul style="list-style-type: none"> • Completion of secondary school is usually required. • Completion of a three-year apprenticeship program or a combination of over three years of work experience in the trade and some college or industry courses in welding is usually required to be eligible for trade certification. • Trade certification is compulsory in Alberta and available, but voluntary, in all other provinces and the territories. • Red Seal endorsement is also available to qualified welders upon successful completion of the interprovincial Red Seal examination. Welding, brazing and soldering machine operators <ul style="list-style-type: none"> • Some secondary school education is required. • Several months of on-the-job training are usually provided. 	<ul style="list-style-type: none"> • Construction Techniques (Welding, HVAC, Plumbing, and Masonry) • Welding and Fabrication Technician • Welding Engineering Technician - Robotics (Optional Co-op) • Welding Engineering Technology - Inspection (Optional Co-op) • Welding Techniques • Welder (Apprenticeship) • Welding Techniques - Metal Fabrication (Apprenticeship)
Carpenters <ul style="list-style-type: none"> - Carpenters - Framing carpenters - Home renovation carpenters - Junior carpenter - Trim Carpenters 	NOC: <ul style="list-style-type: none"> • 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, in all other provinces and the territories. • Red Seal endorsement is also available to qualified carpenters upon successful completion of the interprovincial Red Seal examination. 	<ul style="list-style-type: none"> • Carpentry and Renovation Technician (Optional Co-op) • Construction Techniques (Carpentry, Electrical, HVAC, and Welding) • Construction Techniques (Carpentry) • Construction Techniques (Masonry, Plumbing, Electrical, and Carpentry) • Women in Skilled Trades (WIST) General Carpenter Pre-Apprenticeship • General Carpenter (Apprenticeship)
Contractors and supervisors, electrical trades, and telecommunications occupations <ul style="list-style-type: none"> - Telecommunication Tower Technician Foreman 	NOC: <ul style="list-style-type: none"> • Completion of secondary school is usually required. • Several years of experience as a qualified tradesperson in a relevant trade are required. • Journeyman/woman trade certification in a relevant trade is required 	<ul style="list-style-type: none"> • Electrical Engineering Technician • Electrical Engineering Technology (Optional Co-op) • Electrical Technician - Industrial (Optional Co-op) • Electrical Techniques • Wireless Network Infrastructure

Table 9. (cont.)

NOC & Job Title	Degree/diploma/certificate/ designation required or desired (from job postings or NOC)	Relevant Conestoga Program
Long-term workforce needs		
Telecommunications line and cable installers and repairers - Telecommunication Tower Technician	NOC: <ul style="list-style-type: none"> • Completion of secondary school is required. • For telecommunication line and cable installers and repairers, completion of a four-year telecommunications line and cable apprenticeship program or a combination of over three years work experience in the trade and some industry- related or other specialized courses or completion of a two-year college program in electronics is usually required. • For cable television maintenance technicians, completion of a college program in electronics or a combination of college, correspondence or industry courses related to electronics and electrical systems and on-the-job training or completion of a four-year cable television technician apprenticeship program is required. • Trade certification for network cabling specialists is available, but voluntary, in Ontario. 	<ul style="list-style-type: none"> • Bachelor of Engineering - Electronic Systems Engineering • Electronics Engineering Technician • Electronics Engineering Technology (Optional Co-op) • Wireless Network Infrastructure
Heavy-duty equipment mechanics - Heavy Equipment Mechanic	NOC: <ul style="list-style-type: none"> • Completion of a three- to five-year apprenticeship program or a combination of over four years of work experience and industry courses in heavy equipment repair is usually required to be eligible for trade certification. • Agricultural equipment technician trade certification is voluntary in Ontario. • Heavy-duty equipment technician trade certification is voluntary in Ontario. • Completion of secondary school and training courses or a vocational program is usually required. 	<ul style="list-style-type: none"> • Heavy Construction Equipment Operation • Motive Power Technician - Heavy Duty Equipment (Optional Co-op) • Motive Power Technician - Heavy Duty Equipment Repair • Heavy Duty Equipment Technician (Apprenticeship)
Aircraft mechanics and aircraft inspectors - Aircraft Maintenance Engineer - Aircraft Maintenance technician	NOC: <ul style="list-style-type: none"> • Completion of secondary school is required. • A college diploma in aircraft maintenance or completion of a four-year apprenticeship program is usually required. • Several years of on-the-job training are required for aircraft mechanics. • Aircraft mechanics and inspectors who sign maintenance releases and certify airworthiness require an Aircraft Maintenance Engineer's (AME) licence issued by Transport Canada. • Trade certification for aircraft maintenance engineers is voluntary in Ontario • Trade certification for aircraft structural technicians is available, but voluntary, in British Columbia. • Industry certification from the Canadian Aviation Maintenance Council for some occupations in this unit group is available, but voluntary. • Aircraft inspectors require several years of experience as an aircraft mechanic. 	n/a

Table 9. (cont.)

NOC & Job Title	Degree/diploma/certificate/ designation required or desired (from job postings or NOC)	Relevant Conestoga Program
Long-term workforce needs (cont.)		
Construction millwrights and industrial mechanics - Millwright	NOC: <ul style="list-style-type: none"> • Completion of secondary school and training courses or a vocational program is usually required. • Completion of a three- to four-year apprenticeship program or a combination of over five years of work experience and industry courses in industrial machinery repair or millwrighting is usually required to be eligible for trade certification. • Textile machinery mechanics hired from other industries may require additional training in textile processes and experience as a textile manufacturing machinery operator. • Industrial mechanic (millwright) trade certification is available, but voluntary, in all provinces and territories. • Construction millwright trade certification is available, but voluntary, in Quebec and Ontario. • Industrial sewing machine mechanic trade certification is available, but voluntary, in Quebec. • Red Seal endorsement is also available to qualified industrial mechanics or millwrights upon successful completion of the interprovincial Red Seal examination. 	<ul style="list-style-type: none"> • Electro Mechanical and Automation Maintenance (Optional Co-op) • Mechanical Techniques - Industrial Millwright • Industrial Mechanic (Millwright) (Apprenticeship)

Occupations in manufacturing and utilities

Table 10. Training programs for demanded occupations in manufacturing and utilities. Educational requirements obtained from the National Occupational Classification (NOC) Database and from St. Jacobs job postings (Conducted July 13-14, 2023).

NOC & Job Title	Degree/diploma/certificate/ designation required or desired (from job postings or NOC)	Relevant Conestoga Program
Short-term/ immediate workforce needs		
Machining tool operators - CNC Plasma Operator	NOC: <ul style="list-style-type: none"> • Secondary school education is required. • College or other courses in machining may be required. • Several weeks of on-the-job training are provided. 	<ul style="list-style-type: none"> • Mechanical Technician - CNC • Mechanical Technician - General Machinist (Optional Co-op) • Mechanical Technician - Precision Machining and Tooling • Mechanical Technician - Tool and Die/ Tool Maker (Optional Co-op)
Medium-term workforce needs		
Motor vehicle assemblers, inspectors and testers - Assembler - Production team member	NOC: <ul style="list-style-type: none"> • Completion of secondary school is usually required. • Skills required for occupations in this unit group are normally acquired through on-the-job training. 	n/a
Process control and machine operators, food and beverage processing - Assistant brewer	NOC: <ul style="list-style-type: none"> • Completion of secondary school may be required. • Experience as a machine operator in food or beverage processing is usually required for industrial process control operators. • Experience as a labourer in food or beverage processing may be required for machine operators. 	<ul style="list-style-type: none"> • Food Processing Technician (Optional Co-op) • Food Safety and Quality Assurance - Food Processing • Process Operator - Food Manufacturing (Apprenticeship)
Industrial painters, coaters and metal finishing process operators - Paint line operators	NOC: <ul style="list-style-type: none"> • Secondary school education is usually required. • Some experience in operating production machinery or equipment may be required. • Some industrial painters, such as aviation painters, may require specialized training and certification or college courses. 	n/a

Appendix A: Full-time Training Program Descriptions

Full-time Program	Careers Tab Info	Degree/Diploma/ Designation	Duration
Administrative Business Management	Combined with 2-3 years experience in an administrative role, graduates of this program will be in a position to work as Executive Assistants to senior management such as CEOs, Presidents, Vice-Presidents, Deans and other senior management members in a wide variety of domestic or international companies, public and private businesses, government offices, colleges and universities, etc. Executive Assistants at this level are an integral part of the strategic planning and management team, providing administrative and analytical support to the executive in a variety of areas.	Ontario College Graduate Certificate	1 year
Advertising and Marketing Communications	Graduates will have the skills to develop a media plan, prepare advertising strategy and copy, plan and execute campaigns, prepare media buys, execute design and production in print and online media, and provide account management in advertising agencies, small business, not-for-profit organizations, start-ups, and myriad media environments. Graduates have degree completion opportunities in Conestoga's Bachelor of Public Relations (Honours).	Ontario College Diploma	2 years
Architecture - Construction Engineering Technology (Optional Co-op)	Graduates have a wide choice of career opportunities with engineering, architectural, building envelope and LEED/energy efficiency consulting offices, as well as with general and sub-contractors, estimators and building departments. Graduates are eligible for admission to the one-year Construction Project Management graduate certificate programs at Conestoga College. The following associations accept graduates for professional standing with no further academic requirements: Ontario Association of Certified Engineering Technicians and Technologists (OACETT). Heating, Refrigeration and Air Conditioning Institute of Canada (HRAI). Ontario Building Officials Association (OBOA). American Society of Heating, Refrigeration and Air Conditioning Engineers (ASHRAE) - Student member. Registered Specifications Writer (RSW), Construction Specifications Canada.	Ontario College Advanced Diploma	3 years
Bachelor of Business Administration (Honours) - Accounting, Audit and Information Technology	Graduates may find employment in financial and managerial accounting, in external and internal audit, and in information systems audit positions.	Bachelor of Business Administration (Honours)	4 years
Bachelor of Business Administration (Honours) - International Business Management	Graduates will possess a blend of applied business skills that will enable them to function as flexible and versatile business generalists in an international context. Specific focus is given to issues requiring cross-functional integration of activities. The program will meet the needs of typical entry-level positions and allow the graduate to eventually move into supervisory or managerial roles within either domestic or international business environments.	Bachelor of Business Administration (Honours)	4 years
Bachelor of Commerce (Honours) - Financial Services	As a graduate of this program, you will be ready to join representatives in the field of financial services or develop your own practice, capitalizing on opportunities to expand your professional network and establishing a solid base for operational and service quality. A strong academic component in this program prepares students for subsequent graduate work, if intended.	Bachelor of Commerce (Honours)	4 years
Bachelor of Communications Management (Honours)	As a graduate, you will be prepared to develop business communications strategies and manage internal and external communications with a focus on planning, content creation, professional writing, digital marketing and crisis management. As a management function, communications management requires research-informed planning and strategic decision-making. For this reason, you will gain solid grounding in complementary business disciplines such as consulting, measurement and analytics, human resources, diversity and inclusion, project management and financial management.	Bachelor of Communications Management (Honours)	4 years
Bachelor of Computer Science (Honours)	Graduates will be ready for careers in the areas of computer science, software engineering, software development, information systems analysis/consulting, software quality assurance, test engineering, cloud engineering, big data analytics, IoT, and cybersecurity. BCS graduates will also have the opportunity to further their education in graduate studies in the area of computer science and software engineering.	Bachelor of Computer Science (Honours)	4 years
Bachelor of Design (Honours)	Graduates will develop unique portfolios and be well prepared for positions involving design research, conceptual development, design implementation, and strategy and management. Graduates may find employment in diverse roles in design studios, ad agencies, corporate and not-for-profit communication departments, and new business ventures. Graduates have Master's degree completion opportunities in York University's Master of Design program.	Bachelor of Design (Honours)	4 years

Appendix A (cont.)

Full-time Program	Careers Tab Info	Degree/Diploma/ Designation	Duration
Bachelor of Early Learning Program Development (Honours)	The program prepares graduates for a number of progressive careers that support children, youth and families in the areas of curriculum implementation and co-ordination, program development and co-ordination, and social policy work. Graduates meet the academic requirements for registration with the College of Early Childhood Educators of Ontario qualifying them for employment as Registered Early Childhood Educators. Conestoga College and Wilfrid Laurier University have an agreement that allows top ranking graduates of the Early Learning Program Development degree a pathway for admission into the Bachelor of Education - primary/junior stream.	Bachelor of Early Learning Program Development (Honours)	4 years
Bachelor of Engineering - Building Systems Engineering	Graduates will be employed in the areas of building systems design, product development, energy and utilities management, building operations and facility management. Graduates will be eligible to pursue their professional engineering license with Professional Engineers Ontario. Graduates will be eligible for post-graduate programs nationally and internationally similar to comparable university B.Eng. and B.A.Sc. accredited engineering programs.	Bachelor of Engineering	4 years
Bachelor of Engineering - Electronic Systems Engineering	Graduates will fill a variety of positions in the workplace, such as engineering and managerial functions in software design, embedded systems design, network design, wireless networks and test engineering.	Bachelor of Engineering	4 years
Bachelor of Engineering - Mechanical Systems Engineering	Graduates will fill a variety of positions in the workplace. These include, but are not limited to, the engineering and managerial functions in product development, process automation, design analysis and advanced applications, advanced manufacturing processes, information technology applications, control systems and simulation, 3D graphics software development and applications, and quality assurance systems.	Bachelor of Engineering	4 years
Bachelor of Interior Design (Honours)	Graduates of this program will fulfill an enhanced comprehensive range of functions in the field of interior design: developing design solutions; preparing documents; analyzing information; liaising with a range of consultants, contractors, clients, and stakeholders; and managing projects for the interior environment.	Bachelor of Interior Design (Honours)	4 years
Big Data Solution Architecture (Optional Co-op)	The business intelligence profession is growing and the demand is increasing for the information technology professionals supporting it. This program prepares students to build and support the systems capturing, storing and visualizing the vast amounts of data available today. Graduates will have the knowledge and skills required for career growth in such positions as business intelligence analyst, data architect, business intelligence solution specialist, business intelligence developer and data scientist in large manufacturing companies, financial institutions, the public service sector, and any organization with an active web presence.	Ontario College Graduate Certificate	1 year
Broadcasting performance and Digital Media	Graduates of this program may find employment as journalists, on-camera presenters, weather reporters, podcasters, webcasters, public relations specialists, marketing specialists, public communicators, announcers and broadcasters in traditional industries and new media outlets.	Ontario College Graduate Certificate	1 year
Business	Graduates are prepared for careers in business administration, sales and customer service, account and customer relationship management, and entrepreneurship and family enterprise. The small business emphasis will prepare students who plan to return to a family business and assist potential entrepreneurs evaluate business opportunities. Graduates who wish to continue their education can apply to a range of graduate certificate programs. Graduates with a 70% overall average can enter directly into year 2 of the 4-year International Business Management degree.	Ontario College Diploma	2 years
Business - Marketing	This two-year program prepares graduates for an entry-level marketing position in a wide range of employment settings including retailers, advertising agencies, product or service industries, non-profit organizations, small businesses, and self-employment. Graduates may choose to pursue further educational qualifications by completing an additional year of study to achieve the Ontario College Advanced Diploma in Business Administration - Marketing.	Ontario College Diploma	2 years
Business - Marketing - Accelerated	This two-year program prepares graduates for an entry-level marketing position in a wide range of employment settings including retailers, advertising agencies, product or service industries, non-profit organizations, small businesses, and self-employment. Graduates may choose to pursue further educational qualifications by completing an additional year of study to achieve the Ontario College Advanced Diploma in Business Administration - Marketing.	Ontario College Diploma	2 years

Appendix A (cont.)

Full-time Program	Careers Tab Info	Degree/Diploma/ Designation	Duration
Business - Purchasing	Graduates will find success in the public, industrial, retail/wholesale, and service sectors and may also assume entry-level or administrative roles in purchasing/procurement, resource planning and control, supply chain management, logistics, warehousing and distribution management.	Ontario College Diploma	2 years
Business Administration - Accounting	Graduates may find work in a broad range of employment settings in all sectors of business and industry including banks and other financial institutions, government offices, public accounting firms, small business, self-employment, tax preparation firms, and financial planning firms.	Ontario College Advanced Diploma	3 years
Business Administration - Accounting Accelerated	Graduates may find work in a broad range of employment settings in all sectors of business and industry including banks and other financial institutions, government offices, public accounting firms, small business, self-employment, tax preparation firms, and financial planning firms.	Ontario College Advanced Diploma	2 years
Business Administration - Financial Planning	Graduates of the program are qualified to work in a number of positions in the financial services sector. These include banks, trust companies, insurance companies, mutual fund/investment companies, full-service and discount brokerage firms and financial planning firms.	Ontario College Advanced Diploma	3 years
Business Administration - Management	Graduates may find employment in small business management, entry-level management and supervisory positions, account and customer relationship management, and business and office administration. Courses are fully accredited toward professional designations such as Certificate in Management (CIM) and Certified Human Resources Professional (CHRP).	Ontario College Advanced Diploma	3 years
Business Administration - Marketing	This program prepares graduates for work in marketing, social media marketing, professional sales, retail and general business administration positions in a wide variety of technology, industrial, commercial, retail, and service organizations in domestic and international locations.	Ontario College Advanced Diploma	3 years
Business Administration - Marketing (Co-op)	This program prepares graduates for work in marketing, social media marketing, professional sales, retail and general business administration positions in a wide variety of technology, industrial, commercial, retail, and service organizations in domestic and international locations.	Ontario College Advanced Diploma	3 years
Business Administration - Supply Chain and Operations Management	This program provides training and hands-on learning experiences to students in all areas of this exciting field including purchasing, continuous improvement and lean concepts, inventory, technology, logistics, leadership - all through a Systems Thinking lens. There are so many opportunities for graduates with respect to professional designations.	Ontario College Advanced Diploma	3 years
Business Administration - Supply Chain and Operations Management (Co-op)	This program provides training and hands-on learning experiences to students in all areas of this exciting field including purchasing, continuous improvement and lean concepts, inventory, technology, logistics, leadership - all through a Systems Thinking lens. There are so many opportunities for graduates with respect to professional designations.	Ontario College Advanced Diploma	3 years
Business Development and Sales	Students will be prepared to work in a wide variety of industries and organizations in roles such as Sales Representatives, Account Managers, Outside Sales Representatives, Account Executives, Inside Sales Representatives, Sales Consultants, and Sales Managers. Insurance, high tech and advanced manufacturing are major employers within the field.	Ontario College Graduate Certificate	1 year
Carpentry and Renovation Technician (Optional Co-op)	Graduates are prepared for employment in the construction and renovation industries in a multitude of fields including general carpenter or related apprenticeship, interior and exterior finishes, drywall, roofing, flooring, and outdoor structures.	Ontario College Diploma	2 years
Civil Engineering Technology (Optional Co-op)	Graduates work in the broad field of civil engineering at the engineering technologist level and are qualified for employment in the areas of design and detailing, estimating construction costs, coordinating construction schedules and specifications. Graduates can also become advanced in field surveys, soil exploration, construction supervision, and laboratory testing of soils, materials and structures. Graduates are eligible for admission to the one-year Environmental Engineering Applications or Construction Project Management graduate certificate programs at Conestoga College.	Ontario College Advanced Diploma	3 years
Cloud Data Management	This program prepares students to manage or administer an enterprise system that allows staff to collaborate locally and remotely, providing career path opportunities across many industry sectors in today's economy. Graduates will have the knowledge and skills required for career growth in such positions as SharePoint Administrator, Systems Analyst, Enterprise Content Administrator/Consultant/Manager, Business Analyst, IT Project Manager, Solutions Architect, Solutions Designer, IT Consultant, or Systems Integrator in many private and public sectors.	Ontario College Graduate Certificate	2 years

Appendix A (cont.)

Full-time Program	Careers Tab Info	Degree/Diploma/ Designation	Duration
Computer Engineering Technology (Optional Co-op)	Computer engineering technologists are in high demand and that demand will increase in the future as technological advances spread to more industries. Our graduates are responsible for design, construction and troubleshooting of complex digital equipment and systems. Companies who hire our graduates produce business, automation and scientific equipment.	Ontario College Advanced Diploma	3 years
Construction Foundations	Graduates will be well-prepared for entry-level employment in the construction industry.	Certificate	5 weeks
Construction Management (Optional Co-op)	Graduates are able to lead and function within multidisciplinary teams and will be well-equipped for employment with general contractors, subcontractors, consulting firms, and government agencies involved in capital development and planning.	Ontario College Graduate Certificate	2 years
Construction Project Management	Graduates will be prepared for employment with general contractors, sub-contractors, consulting firms, government agencies involved in capital development, and others. They will have the skills necessary to function within multi-disciplinary teams consisting of project managers, architects, engineers, regulators, environmental consultants, contractors, trade contractors and construction professionals.	Ontario College Graduate Certificate	1 year
Construction Techniques - Brick and Stone	Graduates may find employment in brick and stone, heritage restoration, refractory work, hardscape construction and general construction.	Ontario College Certificate	1 year
Construction Techniques (Carpentry, Electrical, HVAC, and Welding)	Opportunities can be found in the residential and ICI (industrial, commercial, and institutional) sectors, into entry-level positions in the disciplines of study. Entry-level positions often lead to an apprenticeship.	Ontario College Certificate	1 year
Construction Techniques (Carpentry)	Graduates are prepared for employment in construction and renovation in a multitude of fields including general carpenter or related apprenticeship, interior and exterior finishes, drywall, roofing, and flooring. Upon graduation, students can obtain a Construction Techniques - Carpentry Certificate or may be eligible to enter directly into the second year of the Carpentry and Renovation Technician diploma program.	Ontario College Certificate	1 year
Construction Techniques (Masonry, Plumbing, Electrical, and Carpentry)	Opportunities can be found in the residential and ICI (industrial, commercial, and institutional) sectors, into entry-level positions in the disciplines of study. Entry-level positions often lead to an apprenticeship.	Ontario College Certificate	1 year
Construction Techniques (Welding, HVAC, Plumbing, and Masonry)	Opportunities can be found in the residential and ICI (industrial, commercial, and institutional) sectors, into entry-level positions in the disciplines of study. Entry-level positions often lead to an apprenticeship.	Ontario College Certificate	1 year
Design Foundations	This program is designed to assist graduates in further academic pursuits by providing an opportunity for students to hone their skills in visual and verbal communications. A key component of this program is the production of a student portfolio of work that demonstrates a student's skills and knowledge levels and which is required during the admission process of certain programs within the School of Creative Industries. Graduates may pursue admission to Conestoga's Bachelor of Design (Honours) and Bachelor of Interior Design programs plus Conestoga's Advertising and Marketing Communications, Animation, Game - Design, Graphic Design, Interior Decorating, and Visual Merchandising Arts diploma programs.	Ontario College Certificate	1 year
Early Childhood Education	Graduates of this program meet the academic requirements for registration with the College of Early Childhood Educators of Ontario qualifying them for employment as Registered Early Childhood Educators (RECEs) in licensed child care settings and other community programs serving young children and families and as Designated Early Childhood Educators (DECEs) in full-day kindergarten classrooms in Ontario.	Ontario College Diploma	2 years
Early Childhood Education Fast Track (ECE)	Employment opportunities as a Registered Early Childhood Educator (RECE) are found in licensed child care centres working with infants, toddlers, preschoolers and school age children, as well as home day care, integrated centres, and other social agencies. Graduates meet the academic and field work requirement for registration with the College of Early Childhood Educators.	Ontario College Diploma	1 year
Early Childhood Education Fast Track (ECE) (International)	Employment opportunities as a Registered Early Childhood Educator (RECE) are found in kindergarten classrooms, child development centres, licensed early learning programs, as well with home child care and other community agencies. Graduates meet the academic and field work requirement for registration with the College of Early Childhood Educators. Graduates of this program will be eligible to enrol in the Early Childhood Education Resource Consulting (International) post-graduate certificate program. Graduates of this program will expand their employment opportunities to work as consultants for inclusive education in schools, early years environments and community agencies.	Ontario College Diploma	1 year

Appendix A (cont.)

Full-time Program	Careers Tab Info	Degree/Diploma/ Designation	Duration
Electrical Engineering Technician	Graduates find employment utilizing testing and troubleshooting skills in areas such as motor winding and repair, quality control, and as electrical construction/maintenance apprentices. As well, opportunities are available as utility power station technicians or service technicians troubleshooting electrical systems and performing engineering tests on heavy electrical equipment and controls.	Ontario College Diploma	2 years
Electrical Engineering Technology (Optional Co-op)	Graduates are prepared for employment in the electrical industry as electrical technologists designing electric machines, troubleshooting electrical systems, performing engineering tests on controls and heavy electrical equipment and in quality assurance.	Ontario College Advanced Diploma	3 years
Electrical Technician - Industrial (Optional Co-op)	Opportunities include an industrial electrical apprenticeship, construction and maintenance electrical apprenticeship, various electrical technician roles including testing, quality control, and panel building. Other opportunities may involve sales and design.	Ontario College Diploma	2 years
Electrical Techniques	Graduates of this program are well prepared to enter directly into an apprenticeship, other employment in the electrical field or to continue on into related diploma programs.	Ontario College Certificate	1 year
Electro Mechanical and Automation Maintenance (Optional Co-op)	Graduates of this program may hold positions such as industrial mechanic millwright or industrial electrician apprentices in a variety of industries including oil and gas, mining, automation and robotics, hospitals, food industries and manufacturing.	Ontario College Diploma	2 years
Electronics Engineering Technician	Graduates enter a broad range of electronics industries in electronic communications, computers, manufacturing and home entertainment. Technicians are typically responsible for troubleshooting, repair and maintenance. Some examples of positions are test and calibration technician, field service technician, production line technician, and shop technician. Graduates have particular strength in troubleshooting and calibration of electronic circuits and systems.	Ontario College Diploma	2 years
Electronics Engineering Technology (Optional Co-op)	Electronic engineering technologists are in high demand and that demand will increase in the future as technological advances spread to more industries. Our graduates are responsible for design, construction and troubleshooting of complex electronic equipment and systems. Companies who hire our graduates produce mobile devices, satellite communications, video cameras, radar and video projectors.	Ontario College Advanced Diploma	3 years
Food Processing Technician (Optional Co-op)	Graduates of this program will have strong knowledge of predictive/preventative/corrective maintenance procedures, equipment sanitation practices, health and safety practices, food safety practices, as well as good communication, leadership and problem-solving skills. They can expect to find employment in highly skilled positions such as machine operator, maintenance mechanic or millwright apprentice.	Ontario College Diploma	16 months
Food Safety and Quality Assurance - Food Processing	Electronic engineering technologists are in high demand and that demand will increase in the future as technological advances spread to more industries. Our graduates are responsible for design, construction and troubleshooting of complex electronic equipment and systems. Companies who hire our graduates produce mobile devices, satellite communications, video cameras, radar and video projectors.	Ontario College Advanced Diploma	3 years
General Arts and Science: English Language Studies	Students who have successfully completed level 4 of this program will have met the English language requirement for most post-secondary diploma programs at Conestoga.	Ontario College Certificate	4 levels
Graphic Design	Conestoga's graphic design graduates are prepared to assume junior-level design positions and related responsibilities in graphic design studios, advertising agencies, in-house communication departments, and technology-based companies. Graduates have advanced standing opportunities toward degree completion in Conestoga's Bachelor of Design (Honours).	Ontario College Advanced Diploma	3 years
Health Care Administration and Service Management	Graduates will be well-prepared for administrative roles in health care organizations such as home and community care services, hospitals, dental clinics, allied health clinics, pharmacies, and private facilities or organizations.	Ontario College Graduate Certificate	2 years
Health Care Administration Management (Nursing Leadership Stream)	Graduates may find employment in supervisory or managerial teams within a health care environment.	Ontario College Graduate Certificate	1 year

Appendix A (cont.)

Full-time Program	Careers Tab Info	Degree/Diploma/ Designation	Duration
Health Office Administration	Graduates can expect to find employment in a variety of health facilities and organizations including hospitals, medical, dental, optometry and chiropractic offices, health clinics, community service agencies, and insurance companies. Athabasca University offers graduates a block of 45 out of 90 credits towards a post-diploma degree in Health Administration which is completed through distance education. Graduates of the Health Office Administration diploma who meet minimum GPA requirements will be eligible for advanced standing into the third year of Conestoga College's Bachelor of Applied Health Information Science (Honours) degree.	Ontario College Diploma	2 years
Heavy Construction Equipment Operation	Graduates of the program may find employment with companies engaged in civil engineering and road building, sewer, water main and related infrastructure installations, general excavation and earth moving, residential and ICI construction, demolitions, and landscaping.	Ontario College Certificate	1 year
Hospitality Operations - Food and Beverage	Graduates find employment in various food service settings - restaurants, catering companies, franchises, hotels, clubs and private establishments.	Ontario College Certificate	1 year
Information Technology Business Analysis	The business analysis profession is growing and individuals with this acumen are in demand. This program prepares students for business analysis-related positions, providing career path opportunities across many industry sectors in today's economy. Graduates will have the knowledge and skills required for career growth in such positions as business analyst, business systems analyst, computer systems analyst, informatics consultant, and information systems business analyst in large manufacturing companies, insurance companies, banks, or the public service sector.	Ontario College Graduate Certificate	2 years
Interactive Media Management - Interaction Design	Graduates may find employment in various corporations such as web solution firms, software companies, start-ups, venture studios, e-commerce, media design companies, banks, insurance, or advertising companies, in positions such as interaction designer, UX/UI designer, frontend developer, digital experience designer, product designer, specialist or web marketing consultant.	Ontario College Graduate Certificate	1 year
Interior Decorating	An Interior Decorating diploma opens the door to careers such as: decorator/entrepreneur, home builder consultant, model home merchandiser, kitchen and bath designer, industry representatives, home staging, fabric and textile specialist, space planning, theatre and magazine design/staging, decorating blogger, furniture, and art sales and so much more.	Ontario College Diploma	2 years
IT Innovation and Design (Optional Co-op)	Graduates will be technically proficient in programming, especially for mobile devices, and can expect to obtain industry careers as software developers and designers. With professional experience, graduates will access career paths such as front-end developer, IT product manager, IT marketing manager and strategist.	Ontario College Advanced Diploma	3 years
Journalism	Graduates possess the multimedia reporting and editing skills needed for work at digital news portals, magazines, specialized websites, nonprofit organizations, online journals, newspapers, radio and TV newsrooms, publishing houses, and the many exciting careers being created by emerging digital storytelling technologies. Graduates have advanced standing opportunity towards degree completion in Conestoga's Bachelor of Communications Management (Honours).	Ontario College Diploma	2 years
Management in Community Services	Graduates may find employment in community-based, government, and non-profit organizations.	Ontario College Graduate Certificate	1 year
Mechanical Engineering Technician - Automated Manufacturing (Optional Co-op)	Graduates are prepared to assume the responsibilities of a design draftsman or CAD system operator, jig and fixture designer, quality control applications technician, and programmer of robotic and numerical controlled machines.	Ontario College Diploma	2 years
Mechanical Engineering Technology - Automated Manufacturing (Optional Co-op)	Graduates are prepared for employment in production and manufacturing, NC manufacturing systems, quality control, production planning and control, tool design, plant layout, materials handling, industrial engineering, and manufacturing integration.	Ontario College Advanced Diploma	3 years
Mechanical Engineering Technology - Design and Analysis (Optional Co-op)	Graduates are prepared for employment in mechanical design, research and development, CAD operations, equipment installation and testing, technical sales and production-related areas.	Ontario College Advanced Diploma	3 years

Appendix A (cont.)

Full-time Program	Careers Tab Info	Degree/Diploma/ Designation	Duration
Mechanical Engineering Technology - Robotics and Automation (Optional Co-op)	Graduates are prepared for careers in mechanical engineering technology, automation programming and maintenance, fluid power automation, automation and robotics, equipment design, installation and troubleshooting. Typical fields include industrial automation, energy, food and beverage, pharmaceutical, automotive and more.	Ontario College Advanced Diploma	3 years
Mechanical Technician - CNC	Graduates are well prepared to work in advanced manufacturing and will create programs with an emphasis on setting up and programming machine tool equipment for optimal production. Students receive comprehensive training which can result in an excellent opportunity to obtain a rewarding career in advanced manufacturing.	Ontario College Diploma	2 years
Mechanical Technician - General Machinist (Optional Co-op)	A general machinist is a specialist who produces high-quality tooling and machined components for the precision machining/tooling industries. Graduates may hold positions such as an apprentice in general machining or related precision machining trade or other employment within the manufacturing sector.	Ontario College Diploma	2.5 years
Mechanical Technician - Precision Machining and Tooling	A graduate of this program is able to analyze job requirements and determine job sequencing to manufacture parts to ensure a quality product. Graduates may be eligible to enter directly into the second year of the Mechanical Technician - General Machinist or Tool and Die/Tool Maker or the CNC program. In addition, a graduate of this program may not be required to complete the in-school apprenticeship training for Level 1 should they choose to pursue a general machinist or tool and die/tool maker apprenticeship.	Ontario College Certificate	1 year
Mechanical Technician - Tool and Die/ Tool Maker (Optional Co-op)	A tool and die maker is a skilled craftsperson who produces, repairs, and modifies custom-made prototype or special tools, dies, jigs, fixtures and gauges to very specific dimensions. Graduates may hold positions such as an apprentice in tool and die making, related precision machining trade or other employment within the manufacturing sector.	Ontario College Diploma	2.5 years
Mechanical Techniques - Industrial Millwright	Graduates of this program may hold positions such as industrial millwright apprentices and work in industrial or construction-related settings.	Ontario College Certificate	1 year
Motive Power Technician - Heavy Duty Equipment (Optional Co-op)	Graduates may hold positions in employment fields such as heavy duty equipment, agricultural equipment, powered lift truck and truck and coach technician apprentice, service writer, shop manager, and business owner, and work in settings that include manufacturing, service and sales.	Ontario College Diploma	2 years
Motive Power Technician - Heavy Duty Equipment Repair	Graduates may seek employment to repair heavy duty equipment, agricultural equipment, or in areas such as heavy equipment sales, service writing or parts positions. Alternatively, graduates may continue their studies in a Motive Power Technician - Heavy Duty Equipment diploma program with advanced standing.	Ontario College Certificate	1 year
Nursing Leadership and Healthcare Management	Graduates may find employment in supervisory or managerial teams within a health care environment. This program provides specialized training but does not qualify you to work as a nurse in the province. To acquire the essential nursing knowledge and skills required to practice within the Canadian healthcare system, please see Conestoga's Enhanced Practice for Internationally Educated Nursing Program.	Ontario College Graduate Certificate	1 year
Nutrition and Food Service Management	Graduates will be well-trained to manage food services and the nutritional needs of individuals and groups in clinical and community settings, in collaboration with registered dietitians and other health care professionals. Career opportunities exist in managing food and nutrition departments in hospitals, long term care homes, retirement homes, correctional facilities, educational institutions, community food service providers, restaurants, food production companies, and other hospitality locations.	Ontario College Diploma	2 years
Occupational Therapist Assistant & Physiotherapist Assistant	Graduates are prepared to enter the health-care industry working in various health-care settings (e.g., hospitals, retirement homes or long-term care facilities, private rehabilitation clinics and other health-related community agencies) as an occupational therapist assistant and physiotherapist assistant under the supervision of a licensed physiotherapist or occupational therapist. This two-year diploma program is not a direct route to becoming a registered OT or PT. Applicants are advised to seek career counselling support to determine appropriate pathways for entry into the master's degree program to become a registered OT and/or PT if this is a route they wish to take.	Ontario College Diploma	2 years
Office Administration - General	Graduates will find entry-level employment opportunities in a variety of office settings working as an administrative assistant. Opportunities might include receptionist, customer service representative, data entry clerk, bookkeeper, accounting clerk or office assistant.	Ontario College Certificate	1 year

Appendix A (cont.)

Full-time Program	Careers Tab Info	Degree/Diploma/ Designation	Duration
Paramedic	Graduates are prepared to manage a wide variety of emergency situations and can establish treatment priorities consistent with degree of illness and/or injury of the patients they serve. Graduates will be able to write and qualify for provincial Advanced Emergency Medical Care Assistant (A-EMCA) status.	Ontario College Diploma	2 years
Personal Support Worker	Personal support workers contribute to the quality of life of individuals by promoting their independence and dignity; social, emotional and physical needs; mobility; personal appearance; comfort and safety. Graduates understand the roles, responsibilities and limitations of the personal support worker and work as a member of the health-care team, communicating effectively, and observing and reporting changes in clients' conditions. Graduates meeting the academic requirements may pursue admission to Conestoga's part-time PSW to Practical Nursing Bridge program https://continuing-education.conestogac.on.ca/programs/personal-support-worker-to-practical-nurse-bridge	Ontario College Certificate	1 year
Personal Support Worker - FAST Delivery	Personal support workers contribute to the quality of life of individuals by promoting their independence and dignity; social, emotional and physical needs; mobility; personal appearance; comfort and safety. Graduates understand the roles, responsibilities and limitations of the personal support worker and work as a member of the health-care team, communicating effectively, and observing and reporting changes in clients' conditions. Graduates meeting the academic requirements may pursue admission to Conestoga's part-time PSW to Practical Nursing Bridge program https://continuing-education.conestogac.on.ca/programs/personal-support-worker-to-practical-nurse-bridge	Ontario College Certificate	1 year
Personal Support Worker - International	Personal support workers contribute to the quality of life of individuals by promoting their independence and dignity; social, emotional and physical needs; mobility; personal appearance; comfort and safety. Graduates understand the roles, responsibilities and limitations of the personal support worker and work as a member of the health-care team, communicating effectively, and observing and reporting changes in clients' conditions. Graduates meeting the academic requirements may pursue admission to Conestoga's part-time PSW to Practical Nursing Bridge program.	Ontario College Certificate	1 year
Practical Nursing	Students who successfully complete the program are eligible to write the National Registration examination for registration by the College of Nurses of Ontario as a Registered Practical Nurse. Graduates find employment in nursing homes, acute and chronic care hospitals, residential homes for the older adult, and other community health-care settings.	Ontario College Diploma	2 years
Public Relations	Graduates help organizations maintain a positive image and good working relationship with other organizations and the general public. They prepare communications strategies for the media, internal and external stakeholders and promote their organization's products, services and reputation.	Ontario College Diploma	2 years
Public Relations - Integrated Communications (Optional Co-op)	Graduates can expect to find employment in a variety of industries in areas such as public relations, communications, social media, brand management, event planning, corporate communications and marketing.	Ontario College Graduate Certificate	1 year
Reception and Customer Service	Graduates of this program may find employment as receptionists, administrative assistants, office reception clerks, front desk clerks or customer service representatives.	Ontario College Certificate	1 year
Social Media Marketing	Graduates can expect to find employment in a variety of industries in areas such as public relations, communications, social media, brand management, event planning, corporate communications and marketing.	Ontario College Graduate Certificate	1 year
Software Engineering Technician	The graduate will have acquired the knowledge, skills and attitudes to function effectively as a software engineering technician.	Ontario College Diploma	2 years
Software Engineering Technology (Optional Co-op)	This program provides the knowledge and skills to function proficiently as a software developer. Graduates will have acquired the ability and flexibility to join a large variety of software, technical, or system development teams at an intermediate level position.	Ontario College Advanced Diploma	3 years
Visual Merchandising Arts	A Visual Merchandising Arts diploma may open doors to many career options including photo-stylist, retail visual merchandiser, set or prop designer, special events coordinator, professional organizer, wedding decorator, home stager, window display artist, or trade-show booth designer.	Ontario College Diploma	2 years
Web Development	Graduates will find full-time and freelance employment as web developers in corporate, small- and medium-sized businesses, government, entertainment, education, health care and the not-for-profit sectors. Graduates will work as web developers creating websites and web services. They may also establish their own freelance businesses.	Ontario College Graduate Certificate	2 years

Appendix A (cont.)

Full-time Program	Careers Tab Info	Degree/Diploma/Designation	Duration
Web Development and Internet Application Fundamentals	Graduates will have the skill set necessary to find employment as a WordPress Developer, Graphic/Web Designer or entry level Web Developer.	Ontario College Certificate	1 year
Welding and Fabrication Technician	Graduates will be well-suited to enter the welding and fabrication industry as qualified welders and fitters and also seek opportunities to become an apprentice in several related Red-Seal trades such as Welder (456A), Metal Fabricator - Fitter (437A), Construction Boilermaker (428A), or Ironworker (420A). With work experience and additional testing, graduates may earn certification with the Canadian Welding Bureau as a welding inspector or welding supervisor.	Ontario College Diploma	2 years
Welding Engineering Technician - Robotics (Optional Co-op)	Graduates will have the ability to operate and troubleshoot automated and robotic welding systems and optimize the actual welding process parameters.	Ontario College Diploma	2 years
Welding Engineering Technology - Inspection (Optional Co-op)	Graduates are prepared for employment in the welding inspection and quality assurance field for both construction and fabrication shop environments. Additional opportunities exist in welding procedure research and development, metallurgical laboratories, technical sales, and welding shop management.	Ontario College Advanced Diploma	3 years
Welding Techniques	Graduates of this program will be well-suited to enter the welding and fabrication industry as qualified welders and may also seek opportunities to become an apprentice in several related 'Red-Seal' trades such as Welder (456A), Metal Fabricator - Fitter (437A), Construction Boilermaker (428A), or Ironworker (420A). Graduates will also be eligible to resume their studies with advanced standing by directly entering Year 2 of a welding diploma program including Welding & Fabrication Technician, Manufacturing Engineering Technology - Welding & Robotics* or Welding Engineering Technology Inspection*. * A minimum grade of 70% in MATH1455 and MATH1485 is required for advanced standing in these engineering technology programs.	Ontario College Certificate	1 year
Wireless Network Infrastructure	Graduates will be well-positioned to work in Canada's telecommunications industry especially at the network planning and optimization level, in IoT applications, and in communications as applied to the automotive (smartcar) industry.	Ontario College Graduate Certificate	1 year
Women in Skilled Trades (WIST) General Carpenter Pre-Apprenticeship	Graduate opportunities for WIST include general labour positions in the construction industry, carpentry apprenticeship, potential apprenticeship in construction-related industries/trades.	Certificate	34 weeks

Appendix B: Apprenticeship Program Descriptions

Apprenticeship Program	Program description	Duration
Automotive Service Technician	This 721-hour program, is based on 3 Levels and is designed to provide the apprentice with theoretical knowledge of all aspects of automotive repair, including the practical training necessary to complement the apprentice's on-the-job training experience. Completion of all three levels of this program provides the graduate with an Ontario College Certificate titled Motive Power Fundamentals - Automotive Service Apprenticeship.	721 hours
Brick and Stone Mason	This 720-hour program, consisting of three 240-hour levels, is designed to provide you with theoretical knowledge of all aspects of masonry, brick and stone work as well as the practical training necessary to complement your on-the-job training experience. Completion of this program confers the graduate an Ontario College Certificate titled Masonry Techniques - Apprenticeship.	720 hours
Cabinet Maker	This 720-hour program, consisting of three 240-hour levels, is designed to provide you with theoretical knowledge of all aspects of cabinetmaking, as well as the practical training necessary to complement your on-the-job training experience. Completion of this program confers the graduate an Ontario College Certificate titled Manufacturing Techniques - Cabinetmaker Apprenticeship.	720 hours
Electrician - Construction and Maintenance	This 840-hour program consisting of a 240-hour Level 1, a 300-hour Level 2, and a 300-hour Level 3, is designed to provide you with theoretical knowledge of all aspects of the construction and maintenance electrical trade as well as practical training necessary to complement your on-the-job training experience. Upon completion, this program confers the graduate an Ontario College Certificate titled Electrician - Construction and Maintenance (Apprenticeship)	840 hours
Electrician - Industrial	This 840-hour program which consisting of 240-hour Level 1, a 300-hour Level 2, and a 300-hour Level 3, is designed to provide you with theoretical knowledge of all aspects of the industrial electrical trade as well as practical training necessary to complement your on-the-job training experience. Upon completion, this program confers the graduate an Ontario College Certificate titled Electrical Techniques - Industrial Electrician Apprenticeship	840 hours
General Carpenter	This 720-hour program, consisting of three 240-hour levels, is designed to provide you with theoretical knowledge of all aspects of general carpentry as well as practical training necessary to complement your on-the-job training experience. Completion of this program confers the graduate an Ontario College Certificate titled General Construction Carpentry Techniques - Apprenticeship.	720 hours
General Machinist	This 720-hour program consisting of three 240-hour levels is designed to provide the apprentice with theoretical knowledge of all aspects of general machining as well as practical training necessary to complement your on-the-job training experience. Upon completion, this program confers the graduate an Ontario College Certificate titled Machine Shop – General Machining Apprenticeship.	720 hours
Heavy Duty Equipment Technician	This 720-hour program, consisting of three 240-hour levels, is designed to provide the apprentice with theoretical knowledge of all aspects of the heavy duty equipment technician trade. Additionally, the program provides the practical training necessary to complement the apprentice's on-the-job training experience. The curriculum for the first level of this program is identical to Level 1 for apprentices registered in the following trades: Truck and Coach Technician, Agricultural Equipment Technician, and Powered Lift Truck Technician. Upon completion, this program confers the graduate an Ontario College Certificate titled Heavy Equipment Techniques - Apprenticeship.	720 hours
Industrial Mechanic (Millwright)	This 720-hour program, consisting of three 240-hour levels, is designed to provide the apprentice with theoretical knowledge of all aspects of the Industrial Mechanic (Millwright) trade as well as practical training necessary to complement the apprentice's on-the-job training experience. Completion of this program, confers the graduate an Ontario College Certificate titled Manufacturing Techniques - Millwright Apprenticeship.	720 hours
Machine Tool Builder and Integrator	This 720-hour program consisting of three 240-hour levels is designed to provide you with theoretical knowledge of all aspects of the machine tool builder and integrator trade as well as practical training necessary to complement your on-the-job training experience. Upon completion, this program confers the graduate an Ontario College Certificate titled Machine Shop – Machine Tool Builder and Integrator.	720 hours
Process Operator - Food Manufacturing	The Process Operator – Food Manufacturing (Apprenticeship) program is designed to provide the student with the theoretical knowledge and practical skills needed to pursue a career in the food processing industry. The program is based on the OCOT Schedule of Training and consists of 300 in-class hours (Level One – 87 hours, Level Two – 153 hours, Level Three – 60 hours). The following areas are covered in the program:- food safety and security- food manufacturing and the environment- electrical and instrumentation techniques - mechanical techniques - communication and computer skills- continuous quality improvement.	300 hours
Tool and Die Maker	This 720-hour program consisting of three 240-hour levels is designed to provide you with theoretical knowledge of all aspects of the tool and die maker trade as well as practical training necessary to complement your on-the-job training experience. Upon completion of this program, the graduate will obtain an Ontario College Certificate titled Machine Shop Tool and Die Apprenticeship	720 hours
Welder	The Welding Techniques - Apprenticeship program is delivered at Conestoga's Cambridge campus and provides the theoretical knowledge of all aspects of the regulated and non-regulated welding trade together with the practical training necessary to complement the apprentice's on-the-job training with an employer using highly flexible delivery modes. Upon completion, this program, confers the graduate an Ontario College Certificate titled Welding Techniques - Apprenticeship.	720 hours
Welding Techniques - Metal Fabrication	The Metal Fabricator program provides the apprentice with theoretical knowledge of all aspects of metal fabrication together with the practical training necessary to complement the apprentice's on-the-job training with an employer.	720 hours