

# 2023

## Training Programs to Meet Educational Requirements in Ayr



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## Background and Introduction

An environmental scan, conducted in July 2023, summarized Ayr's existing workforce, its immediate and anticipated workforce needs, and the unique barriers to recruiting and retaining workers in the community. The findings were based on a review of the 1) 2021 Ayr population census from Statistics Canada; 2) job postings in Ayr; 3) previous co-op positions in Ayr offered to Conestoga College's students; 4) the 2022 EmployerOne Survey (subset of data from the Township of North Dumfries); and 5) the Economic Policies of Township of North Dumfries' Official Plan. In addition, data from the environmental scan was used to develop the short-, medium-, and long-term needs of the community's workforce (Table 1).

Short-term community workforce needs are based on job postings that have been posted for over 30 days. Medium-term needs are based on the occupations that employers are planning to hire within the next 12 months and have identified as hard-to-fill occupations. Long-term needs are based on the occupations that employers are not hiring in the next year but have identified them as hard-to-fill. The medium-term and the long-term workforce needs were based off the EmployerOne survey data.

Importantly, 30% of the working age population (ages 25 to 65) in Ayr do not hold a post-secondary certificate, diploma, or degree; this number increases to 40% when looking at the Ayr populations greater than 15 years old. Data from the 2022 EmployerOne Survey also indicated that, aside from the lack of applicants, positions were hard-to-fill mainly due to the lack of technical skills, lack of qualifications, and lack of work experiences among the candidates. Given the need for upskilling and post-secondary education in Ayr, two training plans have been developed to address the workforce development needs of Ayr. One training plan identifies relevant training programs available through Conestoga College that will support the educational requirements of the short-, medium, and long-term community workforce needs. The other training plan identifies relevant professional development and upskilling opportunities available through Conestoga College that will allow the existing workforce to support existing skill gaps.

## Using the training plan

This training plan builds upon the environmental scan by specifying the relevant training programs offered by Conestoga College to fulfill the identified short-, medium-, and long-term community workforce needs in Ayr. This training plan is intended to be used by employers and community workforce development leaders to 1) identify skilled candidates to fulfil immediate and anticipated workforce needs in a timely manner and 2) build the necessary workforce capacity in advance to avoid future skill shortages in the community. For example, employers and community workforce development leaders may use this training plan to fulfil short-term workforce needs by, depending on the level of experience required, hiring new graduates or co-op students who have recently completed or are currently studying in the relevant program. Medium-term workforce needs can be addressed using similar methods; however, given that the demand to fill these roles are not immediate but rather hard-to-fill, an opportunity exists for workers to upskill by completing a continuing education course or micro-credentials.

. A separate training plan of the continuing education courses and micro-credentials offered by Conestoga has been developed for upskilling the existing workforce. Last, long-term workforce needs, or anticipated community needs, may be fulfilled by incentivizing local individuals to register for relevant programs (i.e., post-secondary degrees, diplomas, and certificates and/or micro credentials).

Table 1 lists the relevant careers and the level of need that they fall into (short/medium/long-term) organized by broad NOC group. Tables 2-8 build upon this by going more in depth within each NOC group and list the appropriate job titles, educational requirements, and the relevant programs from Conestoga for the identified occupations that will support the short-, medium-, and long-term workforce needs of Ayr. Each table represents a broad occupation group base on the National Occupational Classification. Table 1 acts as a navigation tool by listing each broad NOC group with a corresponding table number. Each subsequent table found throughout this document details the educational requirements and relevant programs for each broad NOC group. Additional information for each of the training programs mentioned can be found in Appendix A. 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 were generally identified through the 2022 Employer One Survey, which did not specify the educational requirements of the positions. To fill this gap, the *Employment Requirements* found in the NOC were used.

Table 1. Short-, medium-, long- term community workforce needs identified categorized by board occupational group.

Broad Occupational Group	Short-term (immediate)	Medium-term (within months)	Long-term (>1 year)
<b>Business, finance and administration occupations (Table 2)</b>	<ul style="list-style-type: none"> <li>- Other administrative services managers</li> <li>- Administrative officers</li> <li>- Shippers and receivers</li> </ul>	<ul style="list-style-type: none"> <li>- Storekeepers and partspersons</li> </ul>	
<b>Natural and applied sciences and related occupations (Table 3)</b>	<ul style="list-style-type: none"> <li>- Landscape and horticulture technicians and specialists</li> </ul>		
<b>Health occupations (Table 4)</b>			<ul style="list-style-type: none"> <li>- Veterinarians</li> </ul>
<b>Occupations in education, law and social, community and government services (Table 5)</b>		<ul style="list-style-type: none"> <li>- Early childhood educators and assistants</li> </ul>	
<b>Sales and service occupations (Table 6)</b>		<ul style="list-style-type: none"> <li>- Food and beverage servers</li> </ul>	
<b>Trades, transport and equipment operators and related occupations (Table 7)</b>	<ul style="list-style-type: none"> <li>- Machinists and machining and tooling inspectors</li> <li>- Construction millwrights and industrial mechanics</li> <li>- Automotive service technicians, truck and bus mechanics and mechanical repairers</li> <li>- Transport truck drivers</li> </ul>	<ul style="list-style-type: none"> <li>- Construction trades helpers and labourers</li> <li>- Machinists and machining and tooling inspectors</li> </ul>	<ul style="list-style-type: none"> <li>- Public works maintenance equipment operators and related workers</li> </ul>
<b>Occupations in manufacturing and utilities (Table 8)</b>	<ul style="list-style-type: none"> <li>- Motor vehicle assemblers, inspectors and testers</li> <li>- Other labourers in processing, manufacturing and utilities</li> </ul>		

## Business, finance and administration occupations

Table 2. Training programs for business, finance, and administration occupations. Educational requirements obtained from the National Occupational Classification (NOC) Database and from Ayr job postings (Conducted July 13-14, 2023).

NOC & Job Title	Degree/diploma/certificate/ designation required or desired (from job postings or NOC)	Relevant Conestoga Programs
<b>Short-term / immediate community workforce needs</b>		
<p>Other administrative services managers</p> <ul style="list-style-type: none"> <li>• Senior Business Coordinator</li> <li>• Territory Manager – Ayr Peterbilt</li> <li>• Branch Manager – Ayr Peterbilt location</li> </ul>	<p>Job Postings:</p> <ul style="list-style-type: none"> <li>• 3 - 5 years related experience.</li> <li>• High school diploma</li> </ul> <p>NOC:</p> <ul style="list-style-type: none"> <li>• A bachelor's degree or college diploma in business administration or a related administrative services field is usually required.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Administrative Business Management</a></li> <li>• <a href="#">Advertising and Marketing Communications</a></li> <li>• <a href="#">Bachelor of Business Administration (Honours) - Accounting, Audit and Information Technology</a></li> <li>• <a href="#">Bachelor of Business Administration (Honours) - International Business Management</a></li> <li>• <a href="#">Business Administration - Accounting</a></li> <li>• <a href="#">Business Administration - Accounting Accelerated</a></li> <li>• <a href="#">Business Administration - Financial Planning</a></li> <li>• <a href="#">Business Administration - Management</a></li> <li>• <a href="#">Business Administration - Marketing</a></li> <li>• <a href="#">Business Administration - Marketing (Co-op)</a></li> <li>• <a href="#">Business Administration - Supply Chain and Operations Management</a></li> </ul>
<p>Administrative officers</p> <ul style="list-style-type: none"> <li>• Office Administrator/Receptionist</li> <li>• Shipping Clerk/Office Administration</li> <li>• Administrative assistant</li> <li>• Import Analyst I - Part-Time weekend position</li> <li>• Financial Services Representative II</li> <li>• Client Partnering Rep (Inside) - Day shift</li> </ul>	<p>Job Postings:</p> <ul style="list-style-type: none"> <li>• 3-5 years experience with analytics</li> <li>• Completion of secondary school</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Administrative Business Management</a></li> <li>• <a href="#">Advertising and Marketing Communications</a></li> <li>• <a href="#">Bachelor of Business Administration (Honours) - Accounting, Audit and Information Technology</a></li> <li>• <a href="#">Bachelor of Business Administration (Honours) - International Business Management</a></li> <li>• <a href="#">Business Administration - Accounting</a></li> <li>• <a href="#">Business Administration - Accounting Accelerated</a></li> <li>• <a href="#">Business Administration - Financial Planning</a></li> <li>• <a href="#">Business Administration -</a></li> </ul>

			<ul style="list-style-type: none"> <li><a href="#">Management</a></li> <li><a href="#">Business Administration - Marketing</a></li> <li><a href="#">Business Administration - Marketing (Co-op)</a></li> <li><a href="#">Business Administration - Supply Chain and Operations Management</a></li> </ul>
Shippers and receivers	Job Postings:		N/A
<ul style="list-style-type: none"> <li>Shipper Receiver</li> </ul>	<ul style="list-style-type: none"> <li>Completion of secondary school</li> </ul>		
<b>Medium term needs - Business, finance, and administration occupations (cont'd)</b>			
Storekeepers and partspersons	NOC:	<ul style="list-style-type: none"> <li>Completion of secondary school is usually required.</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Administrative Business Management</a></li> <li><a href="#">Advertising and Marketing Communications</a></li> <li><a href="#">Bachelor of Business Administration (Honours) - Accounting, Audit and Information Technology</a></li> <li><a href="#">Bachelor of Business Administration (Honours) - International Business Management</a></li> <li><a href="#">Business Administration - Accounting</a></li> <li><a href="#">Business Administration - Accounting Accelerated</a></li> <li><a href="#">Business Administration - Financial Planning</a></li> <li><a href="#">Business Administration - Management</a></li> <li><a href="#">Business Administration - Marketing</a></li> <li><a href="#">Business Administration - Marketing (Co-op)</a></li> <li><a href="#">Business Administration - Supply Chain and Operations Management</a></li> </ul>

## Natural and applied sciences and related occupations

Table 3. Training programs for natural and applied sciences and related occupations. Educational requirements obtained from the National Occupational Classification (NOC) Database and from Ayr job postings (Conducted July 13-14, 2023).

NOC & Job Title	Degree/diploma/certificate/ designation required or desired (from job postings or NOC)	Relevant Conestoga Programs
<b>Short-term / immediate community workforce needs</b>		
Landscape and horticulture technicians and specialists <ul style="list-style-type: none"> <li>• Landscape Construction - Lead Hands &amp; Crew Members</li> <li>• Horticulturalist</li> <li>• Contract Tree Planter</li> </ul>	NOC: <ul style="list-style-type: none"> <li>• Completion of a two-to-three year college program in agronomy, arboriculture, horticulture, landscaping, landscape design or landscape technology is usually required.</li> <li>• An apprenticeship program is available for horticulturists, arboriculturists and landscape gardeners.</li> <li>• Trade certification for landscape horticulturists is available, but voluntary, in all provinces.</li> <li>• A provincial licence to apply chemical fertilizers, fungicides, herbicides and pesticides may be required.</li> <li>• Red Seal endorsement is also available to qualified landscape horticulturists upon successful completion of the interprovincial Red Seal examination.</li> </ul>	N/A



## Health occupations

Table 4. Training programs for demanded health occupations. Educational requirements obtained from the National Occupational Classification (NOC) Database and from Ayr job postings (Conducted July 13-14, 2023).

NOC & Job Title	Degree/diploma/certificate/ designation required or desired (from job postings or NOC)	Relevant Conestoga Programs
<b>Long term needs</b>		
Veterinarians <ul style="list-style-type: none"> <li>• Veterinary Assistant/receptionist</li> </ul>	Job Postings: <ul style="list-style-type: none"> <li>• Applicants that are currently enrolled in or recently graduated from a certified Veterinary Technician program.</li> </ul> NOC: <ul style="list-style-type: none"> <li>• Doctor of veterinary medicine</li> <li>• Two years of pre-veterinary university studies or completion of a college program in health science and a four to five year university degree in veterinary medicine and successful completion of an examination leading to a national certification are required.</li> <li>• A provincial licence to practice is required.</li> <li>• Veterinary specialists</li> <li>• Completion of a degree in veterinary medicine and three to four years of additional postgraduate studies or residency program in the specialty of their choice are required.</li> <li>• Veterinary specialists must be accredited by the American College of Veterinary Internal Medicine (ACVIM) or the American Board of Veterinary Practitioners (ABVP). In Quebec, they must be accredited by the Ordre des médecins vétérinaires du Québec and only 18 specialties are recognized.</li> <li>• Research veterinarian</li> <li>• Two years of pre-veterinary university studies or completion of a college program in health science and a four to five year university degree in veterinary medicine and successful completion of an examination leading to a national certification are required.</li> <li>• Entry into research positions may require postgraduate study.</li> </ul>	N/A

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

Table 5. Occupations in education, law and social, community and government services (highlighted IF from NOC description). Educational requirements obtained from the National Occupational Classification (NOC) Database and from Ayr job postings (Conducted July 13-14, 2023).

NOC & Job Title	Degree/diploma/certificate/ designation required or desired (from job postings or NOC)	Relevant Conestoga Programs
<b>Medium term needs</b>		
<p>Early childhood educators and assistants</p> <ul style="list-style-type: none"> <li>Registered Early Childhood Educator</li> </ul>	<p>Job Postings:</p> <ul style="list-style-type: none"> <li>Diploma or Certificate in child related Education</li> <li>In good standing with the College of ECE's and have obtained a Diploma or Certificate in child related Education</li> </ul> <p>NOC:</p> <p>Early childhood educator</p> <ul style="list-style-type: none"> <li>Completion of a two- to four-year college program in early childhood education or a bachelor's degree in child development is required.</li> <li>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.</li> </ul> <p>Early childhood educator assistants</p> <ul style="list-style-type: none"> <li>Completion of secondary school is required.</li> <li>Completion of an early childhood education assistant certificate program or post-secondary courses in early childhood education may be required.</li> <li>Licensing by a provincial or territorial association as an early childhood educator may be required.</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Bachelor of Early Learning Program Development (Honours)</a></li> <li><a href="#">Early Childhood Education</a></li> <li><a href="#">Early Childhood Education Fast Track (ECE)</a></li> <li><a href="#">Early Childhood Education Fast Track (ECE) (International)</a></li> </ul>

## Sales and service occupations

Table 6. Training programs for demanded occupations in sales and services (highlighted IF from NOC description). 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 Programs
<b>Medium term needs</b>		
Food and Beverage servers	<p>NOC:</p> <ul style="list-style-type: none"> <li>• An apprenticeship program for food and beverage servers is available, but voluntary, in Quebec and Saskatchewan.</li> <li>• Sommeliers may require courses in wine selection and service or experience as a formal waiter/waitress.</li> <li>• Formal waiters/waitresses may require completion of a one- or two-year apprenticeship program or college or vocational school courses.</li> <li>• On-the-job training is usually provided.</li> <li>• Completion of secondary school may be required.</li> <li>• Responsible beverage service certification is usually required for employees serving alcoholic beverages</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Hospitality Operations - Food and Beverage</a></li> <li>• <a href="#">Nutrition and Food Service Management</a></li> </ul>
<b>Long term needs</b>		
Bakers	<p>NOC:</p> <ul style="list-style-type: none"> <li>• Completion of secondary school is usually required.</li> <li>• On-the-job training may be provided.</li> <li>• Completion of a three- or four-year apprenticeship program for bakers or completion of a college or other program for bakers or several years of commercial baking experience is usually required.</li> <li>• Red Seal endorsement is also available to qualified bakers upon successful completion of the interprovincial Red Seal examination.</li> <li>• Trade certification is available, but voluntary, in Newfoundland and Labrador, Nova Scotia, Prince Edward Island, New Brunswick, Quebec, Ontario, Alberta, British Columbia, the Yukon, the Northwest Territories and Nunavut.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Baking and pastry arts</a></li> </ul>

## Trades, transport and equipment operators and related occupations

Table 7. Trades, transport and equipment operators and related occupations (highlighted IF from NOC description). Educational requirements obtained from the National Occupational Classification (NOC) Database and from Ayr job postings (Conducted July 13-14, 2023).

NOC & Job Title	Degree/diploma/certificate/ designation required or desired (from job postings or NOC)	Relevant Conestoga Programs
<b>Short-term / immediate community workforce needs</b>		
Construction millwrights and industrial mechanics <ul style="list-style-type: none"> <li>• Construction millwrights and industrial mechanics</li> </ul>	Job Postings: <ul style="list-style-type: none"> <li>• Minimum 3 years of relevant work experience as a Licensed Millwright with an electrical aptitude</li> </ul> NOC: <ul style="list-style-type: none"> <li>• Completion of secondary school and training courses or a vocational program is usually required.</li> <li>• 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.</li> <li>• Textile machinery mechanics hired from other industries may require additional training in textile processes and experience as a textile manufacturing machinery operator.</li> <li>• Industrial mechanic (millwright) trade certification is available, but voluntary, in all provinces and territories.</li> <li>• Construction millwright trade certification is available, but voluntary, in Quebec and Ontario.</li> <li>• Industrial sewing machine mechanic trade certification is available, but voluntary, in Quebec.</li> <li>• Red Seal endorsement is also available to qualified industrial mechanics or millwrights upon successful completion of the interprovincial Red Seal examination.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Electromechanical and Automation Maintenance (Optional Co-op)</a></li> <li>• <a href="#">Mechanical Techniques - Industrial Millwright</a></li> <li>• <a href="#">Industrial mechanic (millwright) (Apprenticeship)</a></li> </ul>
Automotive service technicians, truck and bus mechanics and mechanical repairers <ul style="list-style-type: none"> <li>• Heavy Equipment Technician</li> <li>• 310T Diesel Mechanic</li> <li>• 310T/J Mechanic – Day Shift</li> <li>• Truck and Coach Technician – Ayr Peterbilt</li> <li>• Lube Technician</li> </ul>	Job Postings: <ul style="list-style-type: none"> <li>• Education: Secondary (high) school graduation certificate</li> <li>• An experienced technician, or 2nd/3rd year apprentice with the ability to diagnose, perform failure analysis, and repair of Large booms, Scissors, and Telehandlers.</li> <li>• 310T Mechanic License (apprentices will be considered)</li> </ul> NOC: <ul style="list-style-type: none"> <li>• Completion of secondary school and training courses or a vocational program are usually required.</li> <li>• Completion of a four-year automotive service technician apprenticeship program or a combination of over four</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Automotive service technician (apprenticeship)</a></li> </ul>

years of work experience and industry courses in automotive technology is required to be eligible for trade certification.

- Trade certification for automotive service technicians is compulsory in Nova Scotia, Prince Edward Island, New Brunswick, Ontario and Alberta and available, but voluntary, in Newfoundland and Labrador, Quebec, Manitoba, Saskatchewan, British Columbia, the Yukon, the Northwest Territories and Nunavut.
- Automotive service technician (transmission) trade certification is compulsory in Ontario.
- Automotive service technician (steering, suspension and brakes) trade certification is compulsory in New Brunswick and Ontario.
- Automotive service technician (service station mechanic) trade certification is compulsory in Nova Scotia and available, but voluntary, in Prince Edward Island.
- Red Seal endorsement is also available to qualified automotive service technicians upon successful completion of the interprovincial Red Seal examination.

Mechanical repairers, motor vehicle manufacturing

- Completion of secondary school and training courses or a vocational program are usually required.
- On-the-job training of two to three years is provided by employers.
- Truck and transport and truck-trailer mechanics
- Completion of secondary school and training courses or a vocational program are usually required.
- Completion of a four-year truck and transport mechanic or truck-trailer repair apprenticeship or a combination of over four years of work experience and industry courses in truck or heavy duty equipment mechanics is required to be eligible for trade certification.
- Trade certification for truck and transport mechanics is compulsory in Nova Scotia, Ontario and Alberta and available, but voluntary, in Newfoundland and Labrador, Prince Edward Island, New Brunswick, Quebec, Manitoba, Saskatchewan, British Columbia and the Yukon.
- Transport trailer technician trade certification is compulsory in Ontario and available, but voluntary, in Newfoundland and Labrador, Nova Scotia, Prince Edward Island, New Brunswick, Manitoba, British Columbia and the Yukon.

		<ul style="list-style-type: none"> <li>Red Seal endorsement is also available to qualified truck-trailer repairers and truck and transport mechanics upon successful completion of the interprovincial Red Seal examination.</li> </ul>	
Transport truck drivers (Medium Term as well)	Job Postings:		N/A
<ul style="list-style-type: none"> <li>truck driver</li> <li>AZ Truck Driver</li> <li>AZ Owner Operator</li> <li>DZ/AZ drivers</li> <li>Dump Truck Driver</li> <li>Line Haul Driver</li> <li>transport Driver</li> </ul>	<ul style="list-style-type: none"> <li>Secondary (high) school graduation certificate. or equivalent experience.</li> </ul>		
<b>Medium term needs</b>			
Machinists and machining and tooling inspectors	NOC:	<ul style="list-style-type: none"> <li>Completion of secondary school is usually required.</li> <li>Completion of a four-year apprenticeship program or a combination of over four years of work experience and industry courses in machining may be required for trade certification.</li> <li>Trade certification for machinists is available, but voluntary, in all provinces and territories.</li> <li>Trade certification for tool and gauge inspectors is available, but voluntary, in Ontario.</li> <li>Trade certification for machinists (CNC) is available, but voluntary, in New Brunswick, Quebec and Manitoba.</li> <li>Several years of experience as a machinist, tool and die maker or machining tool operator may be required for machining and tooling inspectors.</li> <li>Red Seal endorsement is also available to qualified machinists upon successful completion of the interprovincial Red Seal examination.</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Machine tool builder and integrator (apprenticeship)</a></li> </ul>
<b>Long term needs - Trades, transport and equipment operators and related occupations</b>			
Public works maintenance equipment operators and related workers	NOC:	<ul style="list-style-type: none"> <li>A driver's licence appropriate to a specific type of equipment may be required.</li> <li>On-the-job training is provided.</li> <li>Trade certification for utility arborists is available, but voluntary, in Ontario and British Columbia.</li> <li>Some secondary school may be required.</li> </ul>	N/A

## Occupations in manufacturing and utilities

Table 8. Natural and applied sciences and related occupations (highlighted IF from NOC description)

NOC & Job Title	Degree/diploma/certificate/ designation required or desired (from job postings or NOC)	Relevant Conestoga Programs
<b>Short-term / immediate community workforce needs</b>		
Motor vehicle assemblers, inspectors and testers <ul style="list-style-type: none"> <li>• Production Operator</li> </ul>	Job Postings: <ul style="list-style-type: none"> <li>• Completion of secondary school</li> </ul> NOC: <ul style="list-style-type: none"> <li>• Completion of secondary school is usually required.</li> <li>• Skills required for occupations in this unit group are normally acquired through on-the-job training.</li> </ul>	N/A
Other labourers in processing, manufacturing and utilities <ul style="list-style-type: none"> <li>• Landscaping labourer</li> <li>• General labourer</li> <li>• Flight former</li> <li>• Construction Worker</li> </ul>	NOC: <ul style="list-style-type: none"> <li>• Some secondary school education may be required.</li> </ul>	N/A

## Appendix A: Full Time Programs at Conestoga College

Full-time Program	Careers Tab Info	Prerequisites	Degree/Diploma/ Designation	Duration
<a href="#">Administrative Business Management</a>	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.	A two- or three-year diploma or degree from an accredited college or university	Ontario College Graduate Certificate	1 year
<a href="#">Advertising and Marketing Communications</a>	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).	OSSD or Equivalent*	Ontario College Diploma	2 years
<a href="#">Automotive service technician (apprenticeship)</a>	None	Prospective students must be registered apprentices with the Ministry of Labour, Immigration, Training and Skills Development (MLITSD).	Ontario College Certificate	720 hours
<a href="#">Bachelor of Business Administration (Honours) - Accounting, Audit and Information Technology</a>	Graduates may find employment in financial and managerial accounting, in external and internal audit, and in information systems audit positions.	OSSD or Equivalent*	Bachelor of Business Administration (Honours)	4 years
<a href="#">Bachelor of Business Administration (Honours) - International Business Management</a>	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.	OSSD or Equivalent*	Bachelor of Business Administration (Honours)	4 years
<a href="#">Bachelor of Early Learning Program Development (Honours)</a>	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.	OSSD or Equivalent*	Bachelor of Early Learning Program Development (Honours)	4 years



Full-time Program	Careers Tab Info	Prerequisites	Degree/Diploma/ Designation	Duration
<a href="#">Baking and pastry arts</a>	Graduates can begin rewarding careers in restaurants, commercial bakeries, hotels, catering companies, grocery stores with in-store bakeries, or small bakeries and pastry shops.	OSSD or Equivalent*	Ontario College Certificate	1 year
<a href="#">Business Administration - Accounting</a>	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.	OSSD or Equivalent*	Ontario College Advanced Diploma	3 years
<a href="#">Business Administration - Accounting Accelerated</a>	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.	OSSD or Equivalent*	Ontario College Advanced Diploma	2 years
<a href="#">Business Administration - Financial Planning</a>	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.	OSSD or Equivalent*	Ontario College Advanced Diploma	3 years
<a href="#">Business Administration - Management</a>	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).	OSSD or Equivalent*	Ontario College Advanced Diploma	3 years
<a href="#">Business Administration - Marketing</a>	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.	OSSD or Equivalent*	Ontario College Advanced Diploma	3 years
<a href="#">Business Administration - Marketing (Co-op)</a>	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.	OSSD or Equivalent*	Ontario College Advanced Diploma	3 years

Full-time Program	Careers Tab Info	Prerequisites	Degree/Diploma/ Designation	Duration
<a href="#">Business Administration - Supply Chain and Operations Management</a>	<p>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.</p> <p>Graduates of the program receive a Lean Six Sigma Yellow Belt Certificate.</p> <p>This program has been approved for advanced standing towards attaining the Certified Supply Chain Management Professional (CSCMP) designation. In addition, graduates may qualify for transfer credits that could be used for exemption from certain components of the CSCMP graduate program.</p> <p>You can achieve the ASCM CPIM (Certified in Production and Inventory Management) professional designation while at school.</p> <p>Graduates can receive exemptions from the business course requirements within the Certified Logistics Professional designation (CCLP) program, administered by CITT (Canadian Institute of Traffic and Transportation).</p> <p>Graduates are eligible for acceptance into the Certified Supply Chain Management Professional (CSCMP) designation graduate program, administered by Supply Chain Management Association Ontario</p> <p>Partnerships with professional associations including Supply Chain Management Association Ontario, Association for Supply Chain Management (ASCM), Ontario Public Buyers Association (OPBA) and Canadian Institute of Traffic and Transportation (CITT) will provide you with opportunities to network with professionals.</p>	OSSD or Equivalent*	Ontario College Advanced Diploma	3 years
<a href="#">Early Childhood Education</a>	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.	OSSD or Equivalent*	Ontario College Diploma	2 years
<a href="#">Early Childhood Education Fast Track (ECE)</a>	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.	A degree in humanities or social sciences (psychology, sociology), or equivalent, from an accredited college or university	Ontario College Diploma	1 year

Full-time Program	Careers Tab Info	Prerequisites	Degree/Diploma/ Designation	Duration
<a href="#">Early Childhood Education Fast Track (ECE) (International)</a>	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.	A degree in humanities or social sciences (psychology, sociology), or equivalent, from an accredited college or university AND a 3 year advanced diploma in Early Childhood Education, or equivalent, from an accredited college or university	Ontario College Diploma	1 year
<a href="#">Electro Mechanical and Automation Maintenance (Optional Co-op)</a>	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.	OSSD or Equivalent*	Ontario College Diploma	2 years
<a href="#">Hospitality Operations - Food and Beverage</a>	Graduates find employment in various food service settings - restaurants, catering companies, franchises, hotels, clubs and private establishments.	OSSD or Equivalent*	Ontario College Certificate	1 year
<a href="#">Machine tool builder and integrator (apprenticeship)</a>	None	OSSD or Equivalent* AND Prospective students must be registered apprentices with the Ministry of Labour, Immigration, Training and Skills Development (MLITSD).	Ontario College Certificate	720 hours
<a href="#">Mechanical Techniques - Industrial Millwright</a>	Graduates of this program may hold positions such as industrial millwright apprentices and work in industrial or construction-related settings.	OSSD or Equivalent*	Ontario College Certificate	1 year
<a href="#">Nutrition and Food Service Management</a>	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.	OSSD or Equivalent*	Ontario College Diploma	2 years

Table A. \*With OSSD or equivalent there may be some minimum course grade requirements.