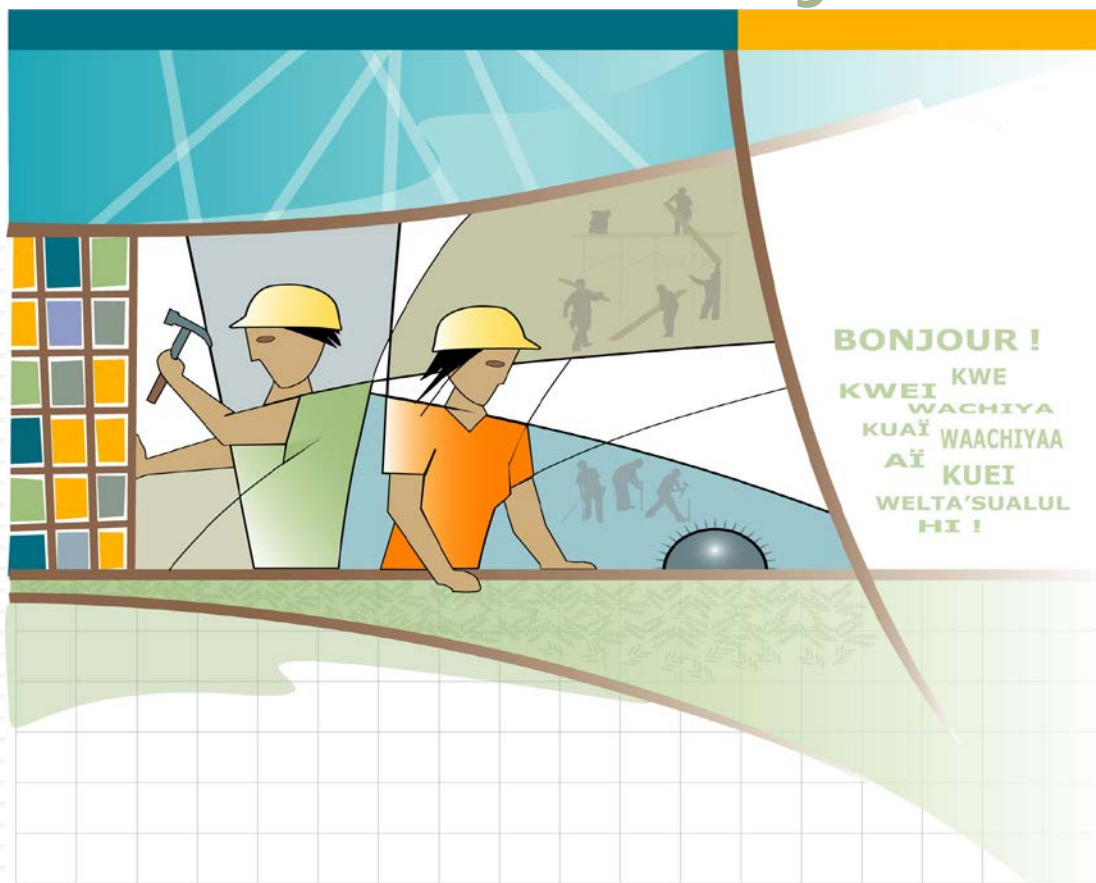


# Accessing the construction industry

1



**BONJOUR !**

**KWEI KWE  
WACHIYA  
KUAÏ WAACHIYAA  
AÏ KUEI  
WELTA'SUALUL  
HI !**



Commission  
de la construction  
du Québec

# Introduction



# Agenda

3

The construction industry

Role & mandates of the CCQ

Labour relations

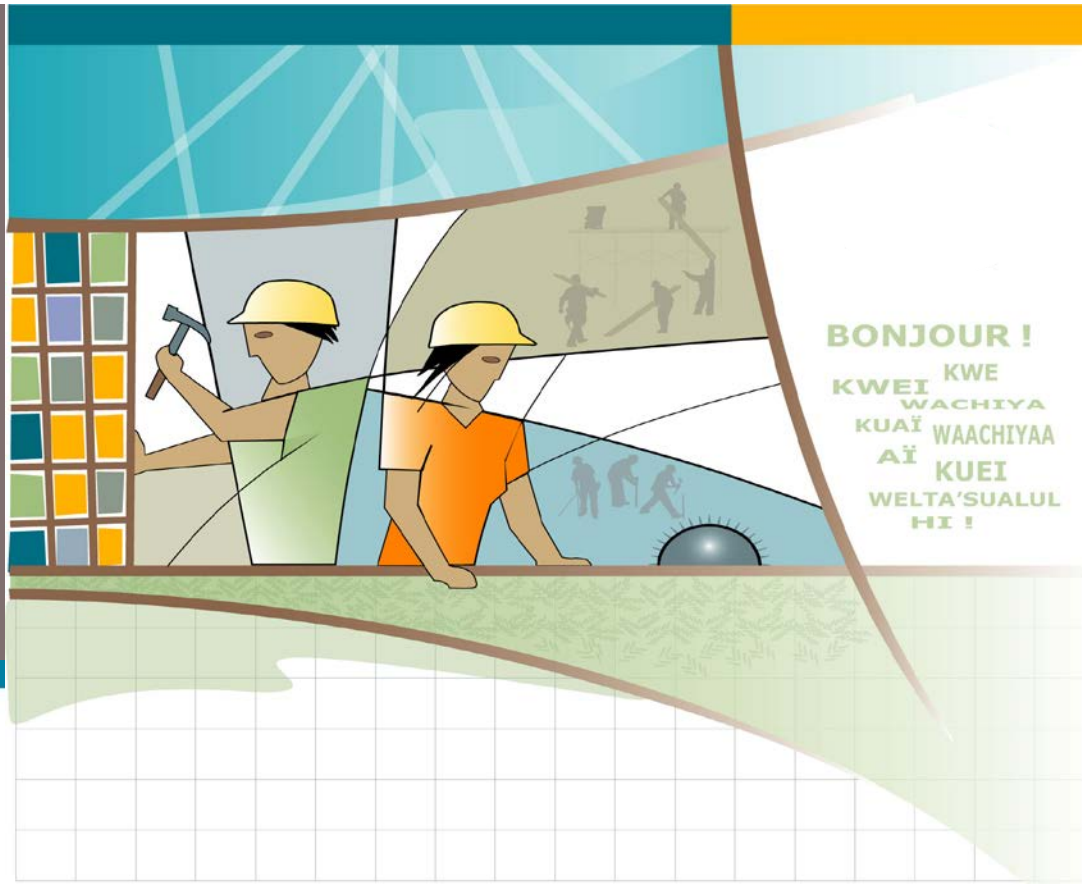
Accessing the industry

Training funds

Working conditions and social  
benefits

The construction industry

# The construction industry



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# The construction industry

5

## □ **Economic information (2007)**

- 30 billion \$ invested in construction;
- More than 170 000 direct jobs on average per month related to construction, or 1 job in 20 in Québec.

## □ **Characteristics of the industry**

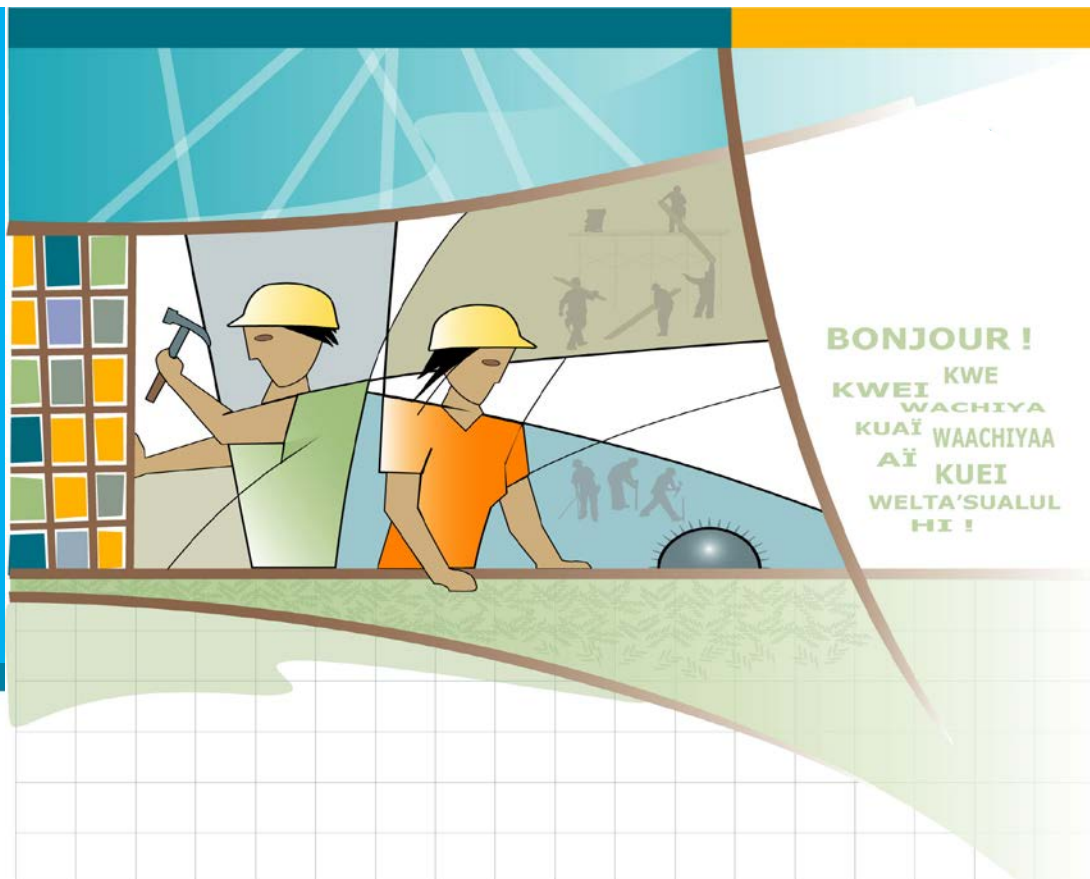
- Major workforce mobility: From one construction site to another, from one region to another and from one company to another;
- Periods of high and low activity;
- Seasonal activity;
- Special labour relations system.

# The construction industry

6

- **Need for highly skilled labour force:**
  - 137,500 workers in 2007
  - 150,000 workers by 2011
  - 14,000 new workers per year by 2011
- **Access to Québec construction industry = priority given to graduates:**
  - 5,000 new graduates in 2007
  - 8,000 new graduates per year by 2011

# Role & mandate



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# Role & mandate of the CCQ

8

- ***The Commission de la construction du Québec (CCQ) is:***

responsible of the Act Respecting Labour Relations, Vocational Training and Manpower Management in the Construction Industry (Act R-20) and its bylaws.

# Role & mandate of the CCQ

9

- The mandates of the CCQ are to:
  - Organize upgrading and training;
  - Supervise the application of collective agreements;
  - Manage seniority and qualification;
  - Manage worker's social benefits.

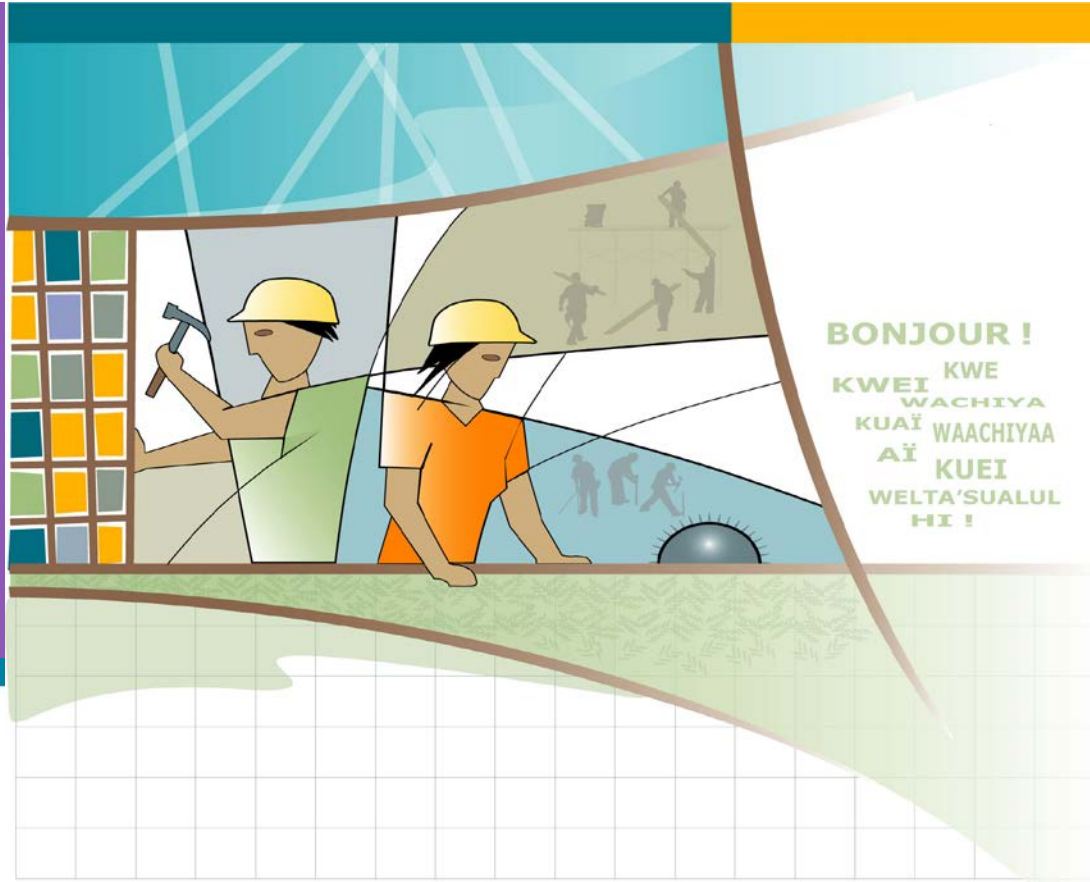
# Role & mandates of the CCQ

10

## □ Inspection duties

- To overview employer's auditing
- To visit construction sites
- To instigate criminal and civil proceedings
- To order the suspension of a worksite
- To collect unpaid dues related salaries and benefits
- To make claims based on appraisal of work executed.

# Labour relations



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# Labour relations

12

## □ The labour relations

- Negotiation on a provincial and multi trade level
- Working conditions applicable to the industry as a whole
- Four sectorial collective agreements:
  - **Residential sector,**
  - **Institutional and commercial sector,**
  - **Industrial sector,**
  - **Civil engineering and roadwork sector.**





# Labour relations

13

## □ A joint industry

- Mandatory union membership:



- ✓ CSD-Construction
- ✓ CSN-Construction
- ✓ FTQ-Construction
- ✓ CPQMC (International)
- ✓ Syndicat québécois de la construction

# Labour relations

14

## □ A joint industry

- ▣ Mandatory employer association membership for all employers



- Ass. des entrepreneurs en construction du Québec
- Ass. de la construction du Québec
- Ass. des constructeurs de routes et grands travaux du Québec
- Ass. provinciale des constructeurs d'habitations du Québec inc.
- Corp. des maîtres électriciens du Québec
- Corp. des maîtres mécaniciens en tuyauterie du Québec

# Accessing the industry



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# Accessing the industry

16

- Be at least 16 years old;
- Haven taken the course on safety in construction work and hold a certificate from the *Association sectorielle paritaire* (ASP Construction);
- Hold a competency certificate from the CCQ.

# Accessing the industry

17

- ***Journey person competency cert.:***  
Has demonstrated a qualification in one or another of the 26 trades after passing a qualification examination.

**Commission de la construction du Québec**

**CERTIFICAT DE COMPÉTENCE COMPAGNON**

RÉGION

DATE DE NAISSANCE	N° D'ASSURANCE SOCIALE	DÉLIVRANCE	
MÉTIER(S)	TAILLE	YEUX	ÉCHÉANCE

ASSOCIATION REPRÉSENTATIVE

SIGNATURE

REMARQUES :

N° D'ASSURANCE SOCIALE	SÉCURITÉ	N° DE DOCUMENT
------------------------	----------	----------------

CE CERTIFICAT EST DÉLIVRÉ EN VERTU DE LA LOI SUR LES RELATIONS DU TRAVAIL, LA FORMATION PROFESSIONNELLE ET LA GESTION DE LA MAIN-D'ŒUVRE DANS L'INDUSTRIE DE LA CONSTRUCTION POUR EXERCER LE(S) MÉTIER(S) SUIVANT(S):

QUALIFICATION(S) PROFESSIONNELLE(S)

OBT.

I : Interprovinciale  
Scoti-Banque

C : Compagnon

A : Décision du  
Commissaire

ON : Entente Ontario/Québec  
EN : Entente Terre-Neuve


# Accessing the industry

18

- ***Apprentice competency cert.:***  
Learns a trade (duration of 1 to 5 apprenticeship periods of 2000 hours each).
  - See next slide

# Accessing the industry

19



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## CARNET D'APPRENTISSAGE


**Suivi de l'apprentissage**  
Liste des derniers employeurs (maximum de cinq inscriptions)

N° D'ASSURANCE SOCIALE	N° DE DOCUMENT
------------------------	----------------

APPRENTI	-12	PÉRIODE	-13
----------	-----	---------	-----

Date d'impression du carnet  
Validité maximale du carnet  
Heures requises pour changer de période  
Admission à l'examen  
Dernière date de révision  
Total des heures travaillées et créditées  
Total des crédits de formation  
Répartition par période :  
Période :  
Heures :

---



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## CERTIFICAT DE COMPÉTENCE APPRENTI

RÉGION

DATE DE NAISSANCE	N° D'ASSURANCE SOCIALE	DÉLIVRANCE
MÉTIER(S)	13	TAILLE    YEUX    ÉCHÉANCE


N° D'ASSURANCE SOCIALE	SÉCURITÉ	N° DE DOCUMENT	
NOM			
PRÉNOM			

CE CERTIFICAT EST DÉLIVRÉ EN VERTU DE LA LOI SUR LES RELATIONS DU TRAVAIL, LA FORMATION PROFESSIONNELLE ET LA GESTION DE LA MAIN-D'ŒUVRE DANS L'INDUSTRIE DE LA CONSTRUCTION POUR EXERCER LE(S) MÉTIER(S) SUIVANT(S):

ASSOCIATION REPRÉSENTATIVE	SIGNATURE
----------------------------	-----------

APPRENTI
----------

REMARQUES



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# Accessing the industry

20

- **Priority for admission to apprenticeship is granted to graduates who:**
  - Have taken and passed the educational program in a school;
  - Hold a vocational training diploma (DEP);
  - Present a guarantee of 150 hours of employment in a 3 month period from an employer.



# Accessing the industry

21

- ***Occupation competency certificate:*** performs a construction activity on construction sites as a labourer or a specialized labourer.

**Commission de la construction du Québec**

**CERTIFICAT DE COMPÉTENCE OCCUPATION**

RÉGION

DATE DE NAISSANCE	N° D'ASSURANCE SOCIALE	DÉLIVRANCE	N° D'ASSURANCE SOCIALE	SÉCURITÉ	N° DE DOCUMENT
NOM					
PRÉNOM					
TAILLE		YEUX	ÉCHÉANCE		

ASSOCIATION REPRÉSENTATIVE

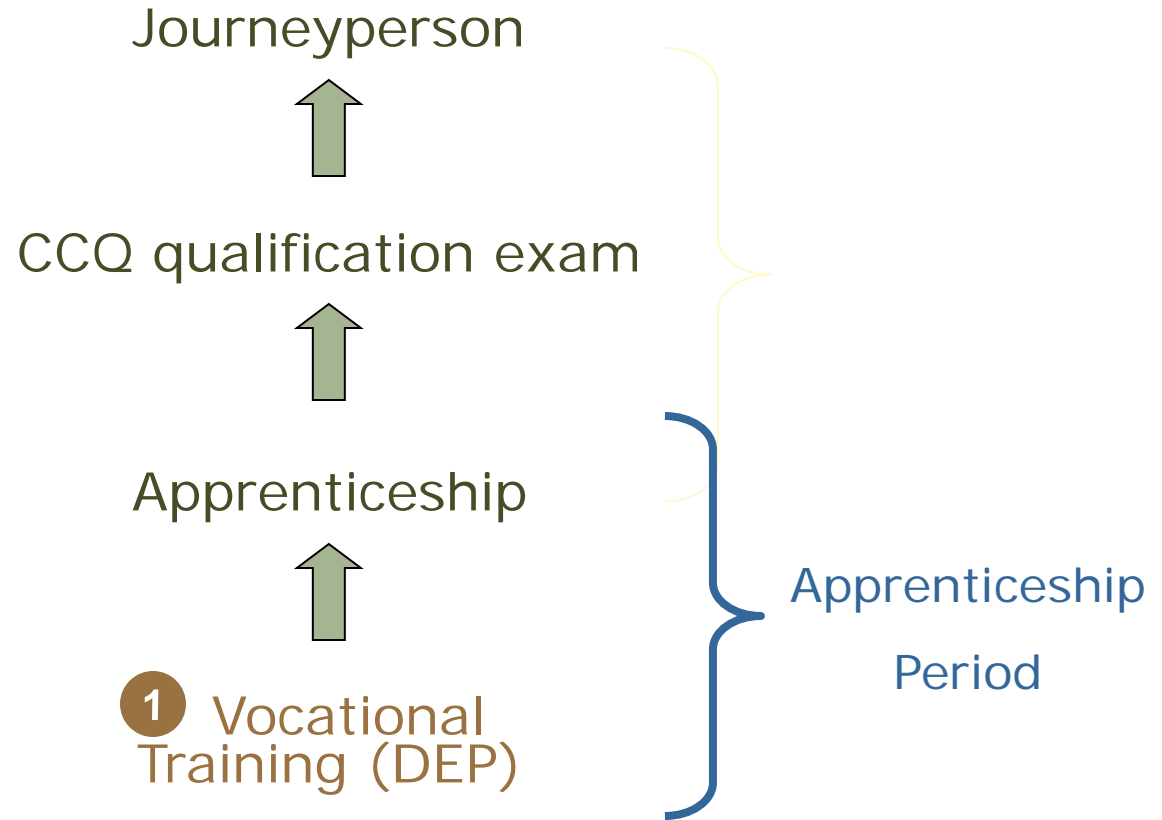
SIGNATURE

REMARQUES

CE CERTIFICAT EST DÉLIVRÉ EN VERTU DE LA LOI SUR LES RELATIONS DU TRAVAIL, LA FORMATION PROFESSIONNELLE ET LA GESTION DE LA MAIN-D'ŒUVRE DANS L'INDUSTRIE DE LA CONSTRUCTION POUR EXERCER LE(S) MÉTIER(S) SUIVANT(S):

# Accessing the industry

22



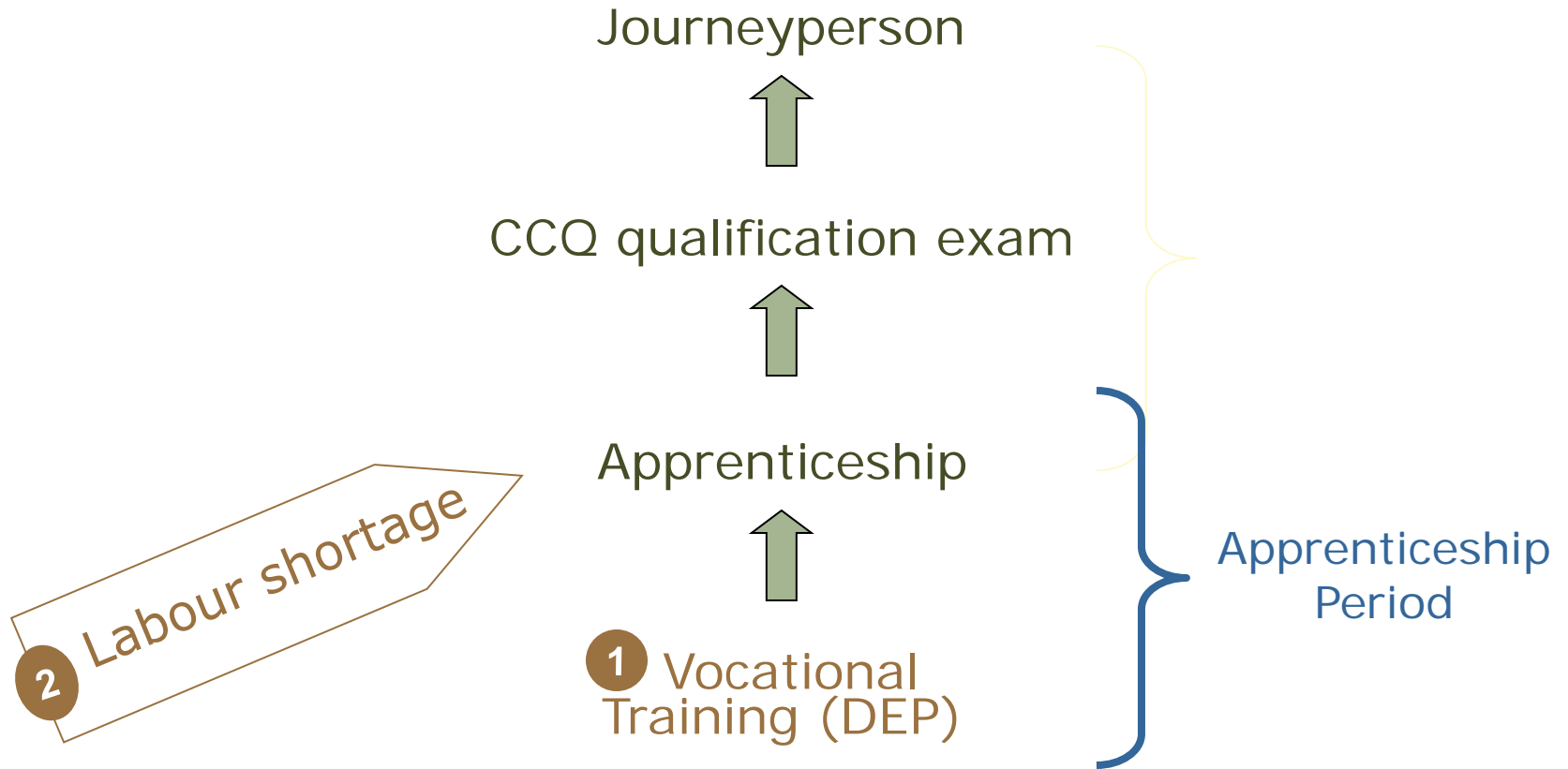
# Accessing the industry

23

- **Vocational training diploma :**
  - Recognized by MELS and CCQ
    - Secondary 3 or 4 high school prerequisites;
    - Training programs from 600 hours to 1800 hours.
  
- **Graduates :**
  - Priority given to graduates for access to apprenticeship;
  - Can obtain an app. cert. at any time w/ 150 hrs guarantee;
  - Training hours applied towards apprenticeship period;
  - Higher success rates at the provincial qualification exam.

# Accessing the industry

24



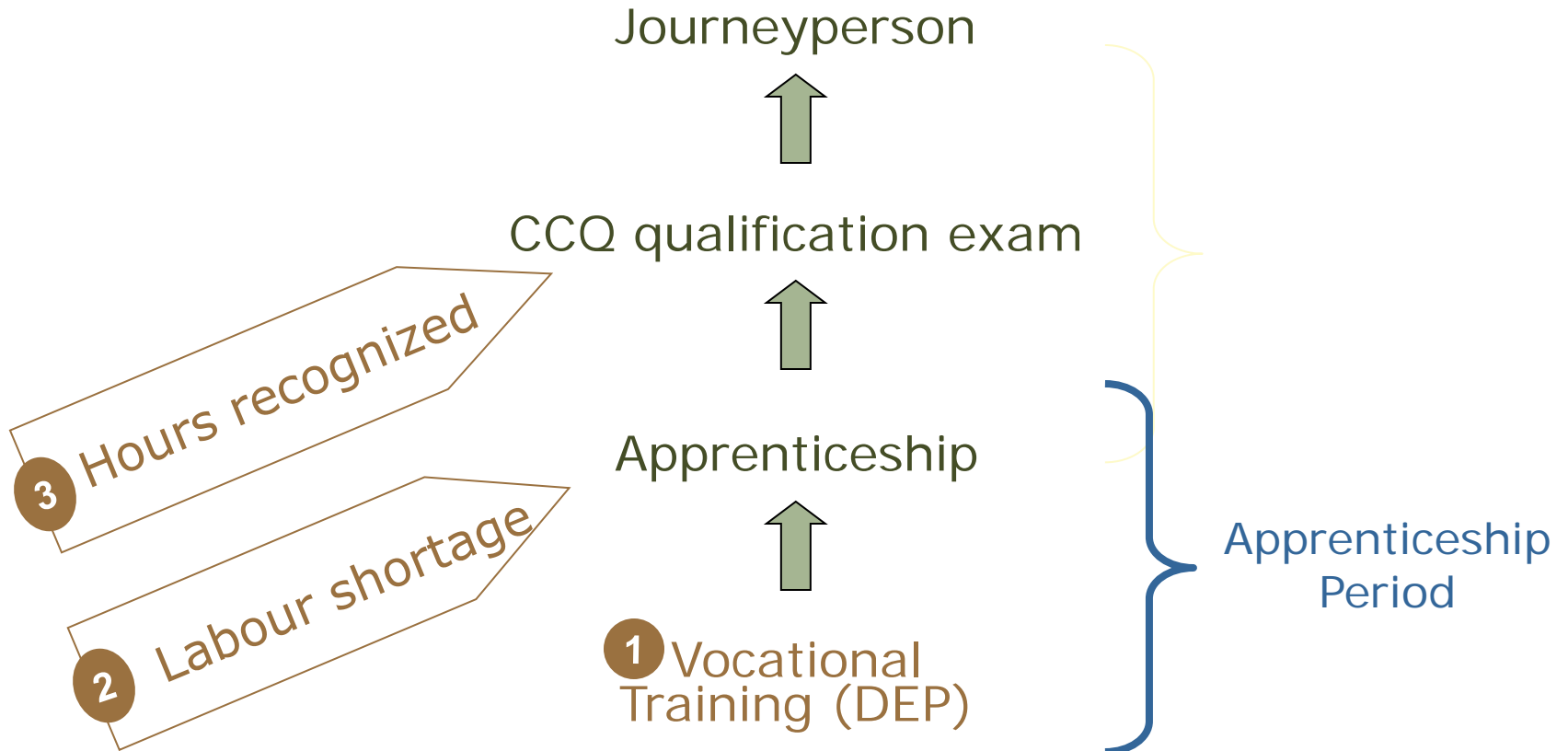
# Accessing the industry

25

- **How to know when there is a shortage?**
  - The information about labour pool is updated daily on the CCQ webpage
  - Union representatives can also contact their members to inform them of labour pool status
- **What to do?**
  - Have the registered employer contact the Info-Pénurie phone line
- **What are my obligations as a worker?**
  - Have followed the ASP-Construction safety course
  - Have the high school prerequisites for your trade
  - Mandatory training for non-graduates

# Accessing the industry

26



# Accessing the industry

27

- **How to get on-community hours recognized?**
  - Obtain letter from employer or band council with:
    - Identification of worker
    - Confirmation of trade
    - Detailed hours per year
    - Description of worked done
  - Have T4 or employment statement for every year/hour to be recognized

# Accessing the industry

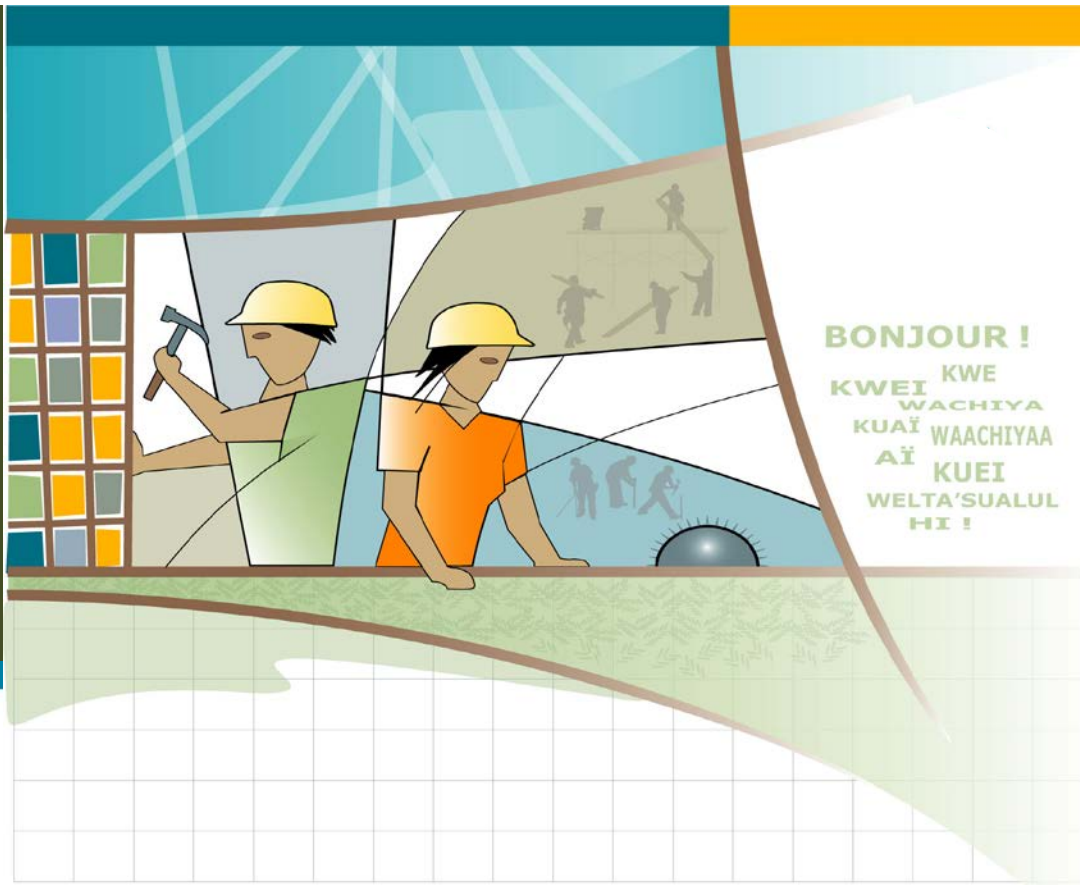
28

- **The CCQ qualification exam :**
  - ▣ Administered to:
    - Workers who have finished their apprenticeship period
    - Workers who are registered to an examination session
  - ▣ The exam:
    - 3 hours examination session (French or English)
    - Multiple choice questions
    - Available with lector
    - Offered at CCQ regional offices
    - Can be offered on community under certain conditions
  - ▣ Preparation to the exam:
    - Theoretical notions revision course
    - Books and manuals available in some trades



# Training Funds

29



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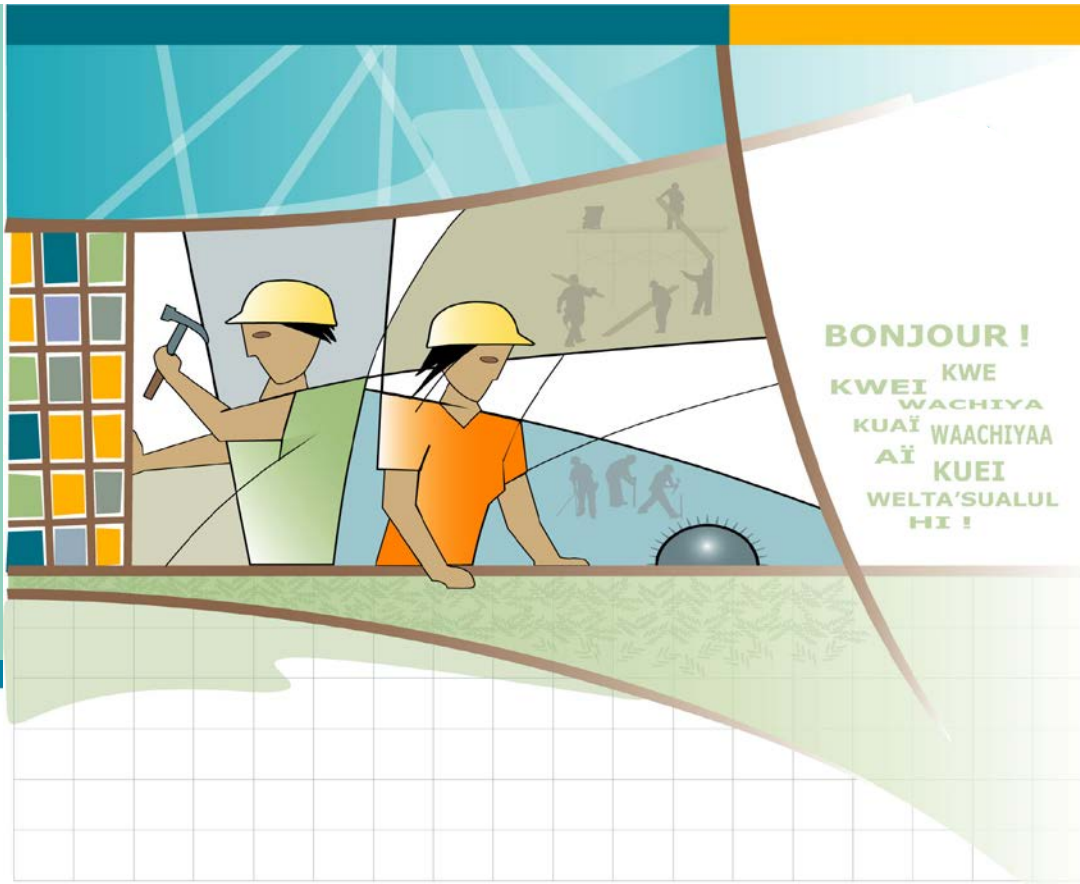
# Training funds

30

- **Construction workers eligible to free training and upgrading**
  - Admission:
    - Hold a valid competency certificate
    - Have a minimum of 400 hours reported to the CCQ in the past 24 months
  - Includes:
    - Registration cost
    - Daily allocation
    - Transportation and housing costs
  - Benefits:
    - Skills upgrading
    - Renewal of competency certificate (when mandatory training)
    - Better employment opportunities
    - Better chances in succeeding the qualification exam.

# Working Conditions & Social Benefits

31



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# Working conditions

32

- Salaries depending upon trade and sector, increases with apprenticeship period

Trade	Apprentice	Journey person
Carpenter-joiner	16,24 to 25,87 \$	27,07 to 30,44\$
Cement-finisher	18,72 to 25,36 \$	26,74 to 29,84 \$
Electrician	14,21 to 26,20 \$	28,43 to 30,82 \$
Bricklayer-mason	16,57 to 25,93 \$	27,62 to 30,16 \$

# Social benefits

33

- Annual vacations
  - 4 weeks vacation
  - 10 statutory holidays
- Insurance plan
  - Life insurance
  - Salary insurance
  - Health insurance for workers and their dependents
- Training funds
- Pension plan

**MÉDIC**  
*construction*

RÉGIME: A  
N° DOSSIER: 00000000

PÉRIODE D'ASSURANCE  
DU 2005 - 01 - 01 AU 2005 - 06 - 30

ASSURÉ (NOM, PRÉNOM)	DATE DE NAISSANCE (A-M-J)
UNETEL, RICHARD	1952-06-28
CONJOINT (NOM, PRÉNOM)	DATE DE NAISSANCE (A-M-J)
UNETELLE, LISE	1956-05-15

RÉSERVE AU 2004-08-28 : 1200 HEURES PLAN : N

Médic : 00 000000 0000000000 00

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# Carpenter-joiner - TRADE

## Description of the trade

- Erects frames for walls, floors, and roofs
- Builds formwork
- Installs furnishings built into the building (counters, cupboards, shelving, etc.)
- Installs wood flooring, exterior siding, and joinery components such as doors and windows, stairs, mouldings, and hardware
- Lays out, cuts, assembles, and forms wood and metal pieces

## Training

### STUDY PROGRAM:

Vocational studies diploma – Charpenterie-menuiserie (1428) and Carpentry (1928)

### DURATION OF TRAINING:

1,350 hours

### ACADEMIC PREREQUISITE:

Category 1\*

## Access to construction sites

- Present to the CCQ the original of the vocational studies diploma in carpentry-joinery and an employment guarantee of at least 150 hours from an employer registered with the organization. This measure allows individuals to obtain an apprentice competency certificate in the trade.

## Apprenticeship system

- Have completed the three apprenticeship periods of 2,000 hours each (6,000 hours total) in order to be eligible for the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

## Skills and interests

- Acquire knowledge related to applied mathematics, taking imperial and metric measurements, and interpretation of plans and technical specifications
- Be multi-skilled and independent
- Be able to work in a team and on scaffoldings
- Be able to use a wide variety of tools and safety equipment
- Be in good physical condition

## AVERAGE ANNUAL SALARY

Apprentice*	\$17,739
Journeyman**	\$31,926
Proportion earning	
less than \$25,000	39%
between \$25,000 and \$45,000	30%
\$45,000 or more	31%

\* Average salary of graduates admitted in 2005, for the 12 months following their admission.

\*\* Average salary in 2006 of journeymen having reported at least one hour of work.

Does not include income that may have been made outside of the construction industry's collective agreements.

## HOURLY WAGE ACCORDING TO THE COLLECTIVE AGREEMENTS

	INDUSTRIAL, INSTITUTIONAL AND COMMERCIAL	CIVIL ENGINEERING AND ROADWORK	LIGHT RESIDENTIAL
Apprentice			
1 <sup>st</sup> period	\$18.25	\$18.26	\$16.24
2 <sup>nd</sup> period	\$21.29	\$21.31	\$18.95
3 <sup>rd</sup> period	\$25.86	\$25.87	\$23.01
Journeyman	\$30.42	\$30.44	\$27.07

Wage in May 2007.

## INTEGRATION INTO THE LABOUR MARKET

	ANNUAL AVERAGE 2001-2005	2006
New apprentices admitted by the CCQ	3,475	3,054
Placement rate for graduates*	85.8%	87.9%

\* Source : Enquête la Rancore au secondaire en formation professionnelle, ministère de l'Éducation, du Loisir et du Sport du Québec. Note that the study is conducted in March, a month when activity in the construction industry is not at its maximum.

## VOLUME OF WORK BY SECTOR

## EMPLOYED WORKERS IN 2006

Abitibi-Témiscamingue	602
Bas-Saint-Laurent-Gaspésie	1,600
Côte-Nord	515
Estrie	1,800
Island of Montreal	2,286
Laval-Laurentides-Lanaudière	8,265
Mauricie-Bois-Francis	2,656
Montréal	7,145
Outaouais	1,891
Québec City	6,630
Saguenay-Lac-Saint-Jean	1,761
Other regions and James Bay	102
<b>Total</b>	<b>35,253</b>

## NUMBER OF WOMEN EMPLOYED 280

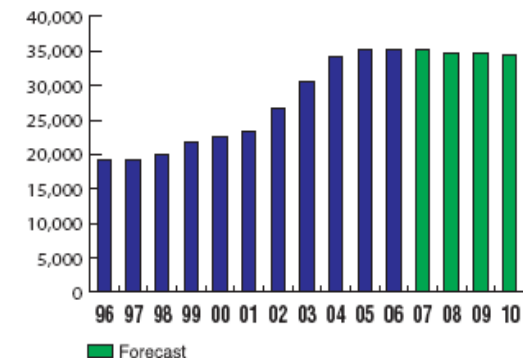
## MOBILITY OF WORKERS

### PROPORTION OF WORKERS ASKED TO TRAVEL FROM ONE REGION TO ANOTHER:\*

Carpenter-joiner	15%
All trades and occupations	18%

\* Excludes travel between the regions of Montréal, the island of Montreal, and Laval-Laurentides-Lanaudière.

## NUMBER OF WORKERS EMPLOYED – 1996-2010



# Heavy equipment mechanic – TRADE



## Description of the trade

- Maintains and repairs cranes, shovels, levellers, spreaders, rollers, tractors, off-road trucks, and all motorized construction equipment and machinery, fixed or mobile, used for grading, handling, or excavation.

## Training

### STUDY PROGRAM:

Vocational studies diploma – Mécanique d'engins de chantier (5055)

### DURATION OF TRAINING:

1,800 hours

### ACADEMIC PREREQUISITE:

Category 1\*

## Access to construction sites

- Present to the CCQ the original of the vocational studies diploma in construction equipment mechanics and an employment guarantee of at least 150 hours from an employer registered with the organization. This measure allows individuals to obtain an apprentice competency certificate in the trade.

## Apprenticeship system

- Have completed the three apprenticeship periods of 2,000 hours each (6,000 hours total) in order to be eligible for the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

## Skills and interests

- Acquire knowledge related to mechanics for diesel, two-stroke, and four-stroke engines, hydraulics, pneumatics, electricity, and electronics
- Be careful and resourceful
- Have a sense of initiative
- Work neatly
- Be in good physical condition
- Be capable of moving heavy objects

## AVERAGE ANNUAL SALARY

Apprentice*	\$14,406
Journeyman**	\$34,122
Proportion earning	
less than \$25,000	57%
between \$25,000 and \$45,000	8%
\$45,000 or more	35%

\* Average salary of graduates admitted in 2005, for the 12 months following their admission.

\*\* Average salary in 2006 of journeymen having reported at least one hour of work.

Does not include income that may have been made outside of the construction industry's collective agreements.

## HOURLY WAGE ACCORDING TO THE COLLECTIVE AGREEMENTS

	INDUSTRIAL, INSTITUTIONAL AND COMMERCIAL	CIVIL ENGINEERING AND ROADWORK	LIGHT RESIDENTIAL
Apprentice			
1 <sup>st</sup> period	\$17.84	\$18.40	\$16.46
2 <sup>nd</sup> period	\$20.82	\$21.47	\$19.21
3 <sup>rd</sup> period	\$25.28	\$26.07	\$23.32
Journeyman	\$29.74	\$30.67	\$27.44

Wage in May 2007.

## INTEGRATION INTO THE LABOUR MARKET

	ANNUAL AVERAGE 2001-2005	2006
New apprentices admitted by the CCQ	19	16
Placement rate for graduates*	89.2%	95.4%

\* Source : Enquête La Relance ou secondaire en formation professionnelle, ministère de l'Éducation, du Loisir et du Sport du Québec. Note that the study is conducted in March, a month when activity in the construction industry is not at its maximum.

## VOLUME OF WORK BY SECTOR

## EMPLOYED WORKERS IN 2006

Abitibi-Témiscamingue	21
Bas-Saint-Laurent-Gaspésie	35
Côte-Nord	22
Estrie	13
Island of Montreal	8
Laval-Laurentides-Lanaudière	25
Mauricie-Bois-Francis	25
Montréal	32
Outaouais	3
Québec City	63
Saguenay-Lac-Saint-Jean	64
Other regions Québec and James Bay	2

**Total** 313

## NOMBRE DE FEMMES ACTIVES

—

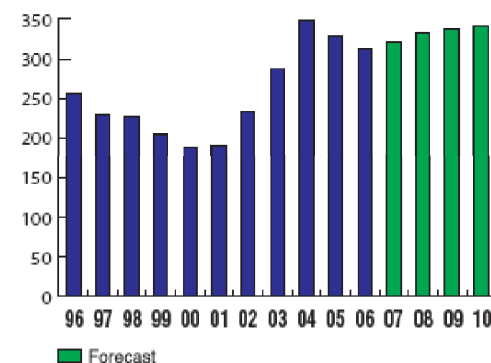
## MOBILITY OF WORKERS

### PROPORTION OF WORKERS ASKED TO TRAVEL FROM ONE REGION TO ANOTHER:\*

Heavy equipment mechanic	40%
All trades and occupations	18%

\* Excludes travel between the regions of Montréal, the island of Montreal, and Laval-Laurentides-Lanaudière.

## NUMBER OF WORKERS EMPLOYED – 1996-2010







# Shovel operator - TRADE

## Description of the trade

- Operates all types of mechanical shovels, backhoes, cranes equipped with a clamshell or drag bucket, pivoted-arm excavators, and all other similar excavation equipment
- Works during the stage before construction starts

## Training

### STUDY PROGRAM:

Vocational studies diploma – Conduite d'engins de chantier (5220)

### DURATION OF TRAINING:

1,095 hours

### ACADEMIC PREREQUISITE:

Category 2\*

## Access to construction sites

- Present to the CCQ the original of the vocational studies diploma in operation of heavy equipment and an employment guarantee of at least 150 hours from an employer registered with the organization. This measure allows individuals to obtain an apprentice competency certificate in the trade.

## Apprenticeship system

- Have completed the apprenticeship period of 2,000 hours in order to be eligible for the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

## Skills and interests

- Acquire knowledge related to application of concepts of mathematics, mechanics, hydraulics, and electricity, and the reading of plans and survey monuments
- Have dexterity and good physical coordination

## AVERAGE ANNUAL SALARY

Apprentice*	\$14,871
Journeyman**	\$32,489
Proportion earning	
less than \$25,000	43%
between \$25,000 and \$45,000	23%
\$45,000 or more	35%

\* Average salary of graduates admitted in 2005, for the 12 months following their admission.

\*\* Average salary in 2006 of journeymen having reported at least one hour of work.

Does not include income that may have been made outside of the construction industry's collective agreements.

## HOURLY WAGE ACCORDING TO THE COLLECTIVE AGREEMENTS

	INDUSTRIAL, INSTITUTIONAL AND COMMERCIAL	CIVIL ENGINEERING AND ROADWORK	LIGHT RESIDENTIAL
Apprentice Class AA	\$26.59	\$26.60	-
Journeyman Class AA	\$31.28	\$31.29	-
Apprentice Class A	\$25.77	\$25.81	\$23.10
Journeyman Class A	\$30.32	\$30.36	\$27.18
Apprentice Class B	\$24.96	\$25.01	\$22.33
Journeyman Class B	\$29.36	\$29.42	\$26.28

Wage in May 2007.

## INTEGRATION INTO THE LABOUR MARKET

	ANNUAL AVERAGE 2001-2005	2006
New apprentices admitted by the CCQ	98	109
Placement rate for graduates*	78.2%	62.1%

\* Source : Enquête La Balance au secondaire en formation professionnelle, ministère de l'Éducation, du Loisir et du Sport du Québec. Note that the study is conducted in March, a month when activity in the construction industry is not at its maximum.

## VOLUME OF WORK BY SECTOR

## EMPLOYED WORKERS IN 2006

Abitibi-Témiscamingue	144
Bas-Saint-Laurent-Gaspésie	266
Côte-Nord	150
Estrie	234
Island of Montreal	138
Laval-Laurentides-Lanaudière	798
Mauricie-Bois-Francs	355
Montérégie	806
Outaouais	142
Québec City	888
Saguenay-Lac-Saint-Jean	397
Other regions and James Bay	10
<b>Total</b>	<b>4,328</b>

## NUMBER OF WOMEN EMPLOYED

16

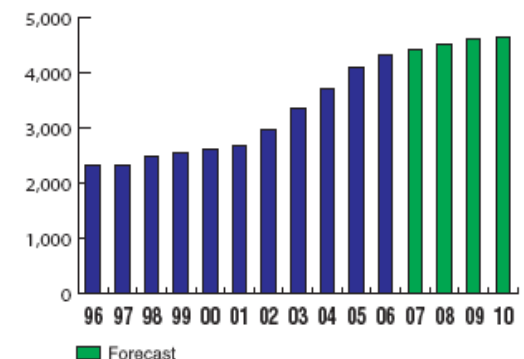
## MOBILITY OF WORKERS

### PROPORTION OF WORKERS ASKED TO TRAVEL FROM ONE REGION TO ANOTHER:\*

Shovel operator	20%
All trades and occupations	18%

\* Excludes travel between the regions of Montérégie, the island of Montreal, and Laval-Laurentides-Lanaudière.

## NUMBER OF WORKERS EMPLOYED – 1996-2010







# Heavy equipment operator - TRADE

## Description of the trade

The trade of heavy equipment operator has four specialties.

- Tractor operator: specialist who may operate tractors, bulldozers, scrapers, loaders, etc.
- Leveller operator: specialist who operates levellers
- Spreader operator: specialist who operates asphalt and cement spreaders, graders, etc.
- Roller operator: specialist who operates rollers, roller-compressors, and compactors.

An individual may accumulate up to four specialties

## Training

### STUDY PROGRAM:

Vocational studies diploma – Conduite d'engins de chantier (5220)

### DURATION OF TRAINING:

1,095 hours

### ACADEMIC PREREQUISITE:

## Access to construction sites

- Present to the CCQ the original of the vocational studies diploma in operation of heavy equipment and an employment guarantee of at least 150 hours from an employer registered with the organization. This measure allows individuals to obtain an apprentice competency certificate in the trade.

## Apprenticeship system

- Have completed the apprenticeship period of 2,000 hours in order to be eligible for the provincial qualification examination that leads to obtaining the journeyman competency certificate for the trade.

## Skills and interests

- Acquire knowledge related to the reading of plans, survey monuments, and concepts of mechanics, hydraulics, and electricity
- Be resourceful, careful, and vigilant
- Be capable of working alone
- Have good physical coordination
- Be dextrous

## AVERAGE ANNUAL SALARY

Apprentice*	\$20,745
Journeyman**	\$27,845
Proportion earning	
less than \$25,000	45%
between \$25,000 and \$45,000	33%
\$45,000 or more	23%

\* Average salary of graduates admitted in 2005, for the 12 months following their admission.

\*\* Average salary in 2006 of journeymen having reported at least one hour of work.

Does not include income that may have been made outside of the construction industry's collective agreements.

## HOURLY WAGE ACCORDING TO THE COLLECTIVE AGREEMENTS

	INDUSTRIAL, INSTITUTIONAL AND COMMERCIAL	CIVIL ENGINEERING AND ROADWORK	LIGHT RESIDENTIAL
Apprentice			
Class AA	\$24.91	\$24.97	-
Journeyman			
Class AA	\$29.31	\$29.38	-
Apprentice			
Class A	\$24.11	\$24.18	\$21.54
Journeyman			
Class A	\$28.36	\$28.45	\$25.34
Apprentice			
Class B	\$23.49	\$23.59	\$20.98
Journeyman			
Class B	\$27.64	\$27.75	\$24.68

Wage in May 2007.

## INTEGRATION INTO THE LABOUR MARKET

	ANNUAL AVERAGE 2001-2005	2006
New apprentices admitted by the CCQ	179	200
Placement rate for graduates*	78.2%	62.1%

\* Source : Enquête La Relance au secondaire en formation professionnelle, ministère de l'Éducation, du Loisir et du Sport du Québec. Note that the study is conducted in March, a month when activity in the construction industry is not at its maximum.

## VOLUME OF WORK BY SECTOR

## EMPLOYED WORKERS IN 2006

Abitibi-Témiscamingue	218
Bas-Saint-Laurent-Gaspésie	468
Côte-Nord	199
Estrie	190
Island of Montreal	306
Laval-Laurentides-Lanaudière	1,051
Mauricie-Bois-Francis	488
Montérégie	1,004
Outaouais	236
Québec City	984
Saguenay-Lac-Saint-Jean	440
Other regions and James Bay	24
<b>Total</b>	<b>5,608</b>

## NUMBER OF WOMEN EMPLOYED

25

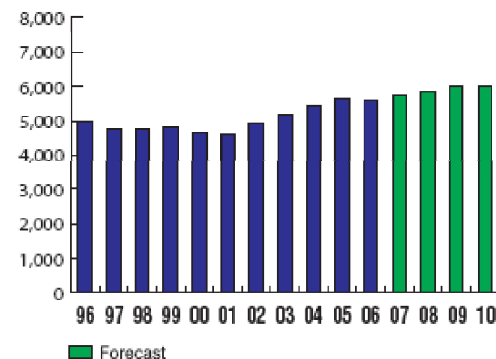
## MOBILITY OF WORKERS

### PROPORTION OF WORKERS ASKED TO TRAVEL FROM ONE REGION TO ANOTHER\*

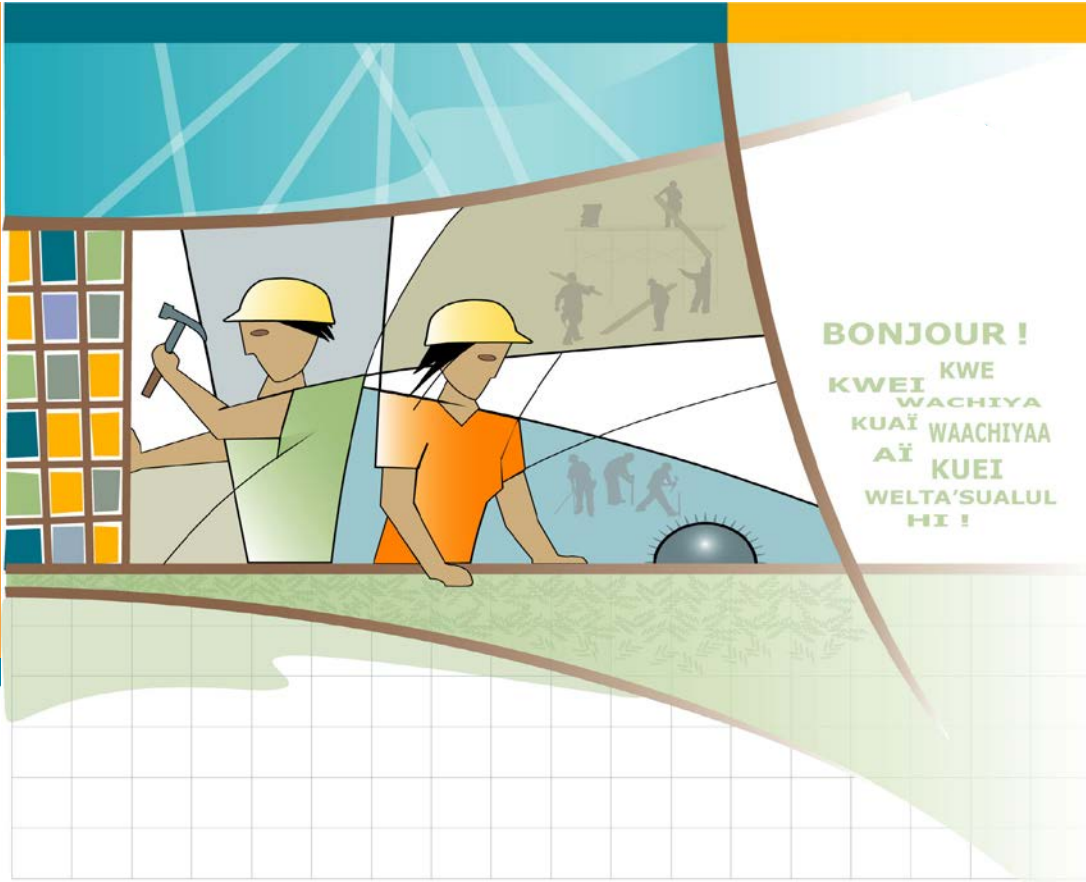
Heavy equipment operator	20%
All trades and occupations	18%

\* Excludes travel between the regions of Montérégie, the island of Montreal, and Laval-Laurentides-Lanaudière.

## NUMBER OF WORKERS EMPLOYED - 1996-2010



# Specific Measures for Crees



BONJOUR !

KWEI KWE  
WACHIYA  
KUAÏ WAACHIYAA  
AÏ KUEI  
WELTA'SUALUL  
HI !

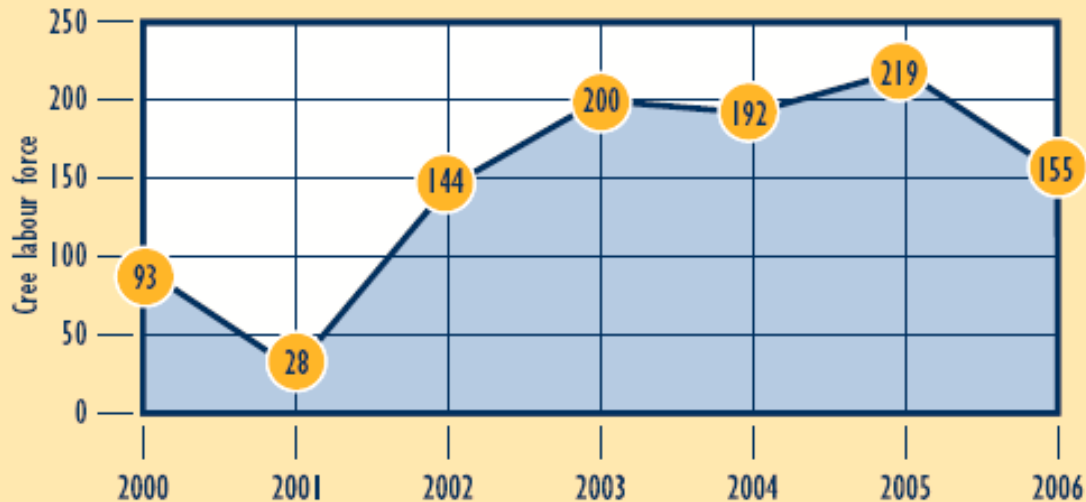


Commission  
de la construction  
du Québec

# Administrative measures for Crees

39

*Figure 2*  
**Number of Cree participants in the  
construction industry labour force, 2000–06**

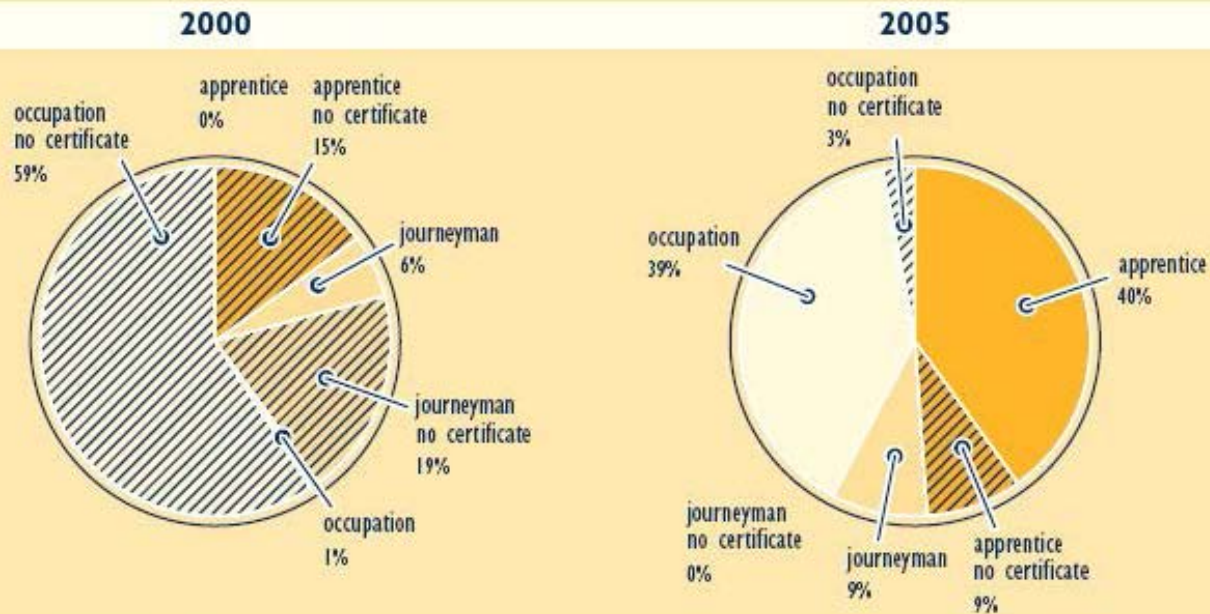


Source: CCQ (July 2006 and May 2007)

# Administrative measures for Crees

40

*Figure 3*  
**Proportion of Cree workers working in the construction industry by status, 2000 and 2005<sup>13</sup>**



Source: CCQ (July 2006)

# Meegwetch!

[www.ccq.org](http://www.ccq.org)

