

April 20/2026

We want to begin by recognizing the real impact the recent mill closure has had on you, your families, and the broader community. Losing employment, especially work that has been a steady and meaningful part of your life, is not something taken lightly. We understand the uncertainty this creates, and we want to be clear that support is available.

While we cannot change what has happened, we are focused on helping you move forward with practical options and clear pathways.

The College has worked closely with the Ministry, Thunder Bay Pulp and Paper, and your respective unions to support this transition.

Through the Ministry of Labour, Immigration, Training and Skills Development and the **Skills Advance Ontario** initiative, Confederation College has secured funding to provide **free training and support** for laid-off workers to access skills training and transition into new careers.

What the program covers:

- Personal Protective Equipment (PPE)
- Required tools for your chosen trade
- Travel costs to and from training
- Full tuition coverage
- Weekly stipend of \$500 while enrolled in training

Training options under consideration include:

- DZ License
- AZ License
- Heavy Equipment Operator
- Level 1 Industrial Millwright (433A, 426A)
- Level 1 Welding Common Core (456A)
- Level 1 Electrical (309A, 309C, 442A)
- Level 1 Heavy-Duty Equipment Technician (421A, 425A, 282E, 301T)

Training and Certification:

The Level 1 trades programs outlined above represent in-school training only (theoretical and practical components of apprenticeship). Participation in this training does not mean you are registered as an apprentice, employed in a trade, or guaranteed an apprenticeship position.

Apprenticeship registration can only occur once an individual is hired by an employer and formally registered through Skilled Trades Ontario.

Commercial driver training (DZ and AZ) is delivered through Confederation College as an approved Driver Certification Program (DCP) under the Ontario Ministry of Transportation. This program includes the required training and testing components to obtain a DZ or AZ licence; however, employment is not guaranteed.

Heavy Equipment Operator training is delivered as a non-apprenticeship, certificate-based program. It focuses on equipment operation, safety, and industry-standard competencies to prepare participants for employment. This training does not result in a trade certification or apprenticeship status.

To ensure the right programs are offered, we need to understand your interest and availability. Please confirm your interest by completing the short survey by **April 23, 2026**:

[Skills Advanced Ontario Training Survey – Fill out form](#)

Your response will directly shape which training programs are delivered. The survey will ask:

- Which programs interest you
- Your ability to begin training
- Your level of commitment

We are targeting a training start as early as June, so we are looking for a strong level of commitment from those who express interest. An information session has been scheduled for **April 29 at 7:00 PM at Confederation College, Shuniah Building, Room C240** (free parking in any lot or meters) where full program details and next steps will be shared.

This initiative is supported by a network of employers, industry partners, and government, with the shared goal of connecting participants to meaningful, well-paid employment. Employment pathways are being developed to support transitions into the workforce following training.

At Confederation College, our role is to support individuals and communities through training, education, and employment pathways. We are committed to working alongside you to help you take the next step.

We look forward to supporting you through this process.

Sincerely,



Nick Iachetta- Associate Dean Workforce Development
Nick.Iachetta@confederationcollege.ca
(807) 632-1870



CREDENTIAL

Recognition of Attendance

PROGRAM CODE

Fall Start: 9715

AREA OF INTEREST

Skilled Trades

LOCATION

Variable

DURATION

Up to 9 weeks

Overview

Become a First-Class Truck Driver, Earn Better Pay

In Thunder Bay and across Canada, transport drivers are in high demand, earning above average incomes. The trucking industry has changed significantly with greater emphasis on safety, health, prevention and accountability.

The career itself involves the operation of heavy trucks to transport goods and materials over urban, provincial and international routes. Long-haul transport truck drivers primarily operate tractor-trailers to transport goods and materials over long distances. This type of work involves planning trip logistics, preparing documentation, vehicle inspection, securing cargo as per safety requirements and obtaining permits for international routes. It also involves recording cargo information, hours of service, distance travelled and fuel consumption.

The program meets and exceeds all mandatory objectives set forth by the Ministry of Transportation's Commercial Truck Driver Training Standard that was released July 2017.



Top Highlights

- Courses follow industry standards and practices so you are ready for the job market
- Classroom and practical training, including driving, yard, pre-trip and observation
- Hands-on training in the yard and on the road using a tractor-trailer, while under the instruction of a qualified trainer
- Drive time includes real world scenarios and trips on highways, city streets and back roads
- Strong emphasis on defensive driving
- All in-cab training and the final Road Test will be operating a manual transmission vehicle on an MTO-approved route



Employment Opportunities

Upon graduation, you will possess the necessary skill set to seek employment as a truck driver for a variety of vehicles. These include long haul, dump truck, tractor-trailer, bulk goods, fuel hauler, flatbed, shunt, moving vans, logging and tow truck driver.



Contract Training

contracttraining@confederationcollege.ca
(807) 473-3723



www.confederationcollege.ca/program/az-truck-driver

This is **LEARNING**



AZ Truck Driver MELT (Mandatory Entry Level Training)

Program Requirements (for domestic students)

Program participants must:

- Possess a valid Ontario full class "G" driver's licence.
- Obtain an Ontario Driver's Abstract from Service Ontario.
- Obtain a completed Ministry of Transportation Ontario Medical Report.

NOTE: This program is not currently available for international students.

Employment Services

Free employment services for all students through the Northwest Employment Works (NEW). Services include connecting job-seekers to employers and offering one-on-one career advising, resume assistance and interview preparation and techniques.

Topics Covered in the Program

Air Brake
Basic Driving Techniques
Cargo Securement
Documents, Paperwork and Regulatory Requirements
Employment in the Commercial Vehicle Industry
Fuel Efficiency
Handling Emergencies
Hours of Service Compliance

Operating Drive Time
Professional Driving Habits
Real World Scenarios
Recruiting/Employment Preparation
Tractor-Trailer Off-Road Tasks and Manoeuvres
Transportation Review
Vehicle Components & Systems
Vehicle Inspection Activities



Have questions? Want to apply?
Contact contracttraining@confederationcollege.ca



www.confederationcollege.ca/program/az-truck-driver

This is **LEARNING**





CREDENTIAL

Recognition of Attendance

PROGRAM CODE

Fall Start: 9735

AREA OF INTEREST

Skilled Trades

LOCATION

Variable

DURATION

Up to 6 weeks

Overview

Become a First-Class DZ Truck Driver, Earn Better Pay

In Thunder Bay and across Canada, commercial truck drivers are in high demand, earning above average incomes. The trucking industry has changed significantly with greater emphasis on safety, health, prevention, and accountability.

The career itself involves the operation of heavy vehicles to transport goods and materials up to 4,600 kg/10,000 lb., but not exceeding this weight. The opportunity for employment in municipal works as a driver could include dump trucks, cement mixers, street snowplows, rescue vehicles, fire trucks, tow trucks, garbage trucks and similar vehicles.



Top Highlights

- Courses follow industry standards and practices so you are ready for the job market
- Classroom and practical training, including driving, yard, pre-trip and observation
- Hands-on training in the yard and on the road using class D vehicles while under the instruction of a qualified trainer
- Drive time includes real world scenarios and trips on highways, city streets and back roads
- All in-cab training and the final Road Test will be operating a manual transmission vehicle on an MTO-approved route
- Strong emphasis on defensive driving



Employment Opportunities

Upon graduation, you will possess the necessary skill set to seek employment as a truck driver for a variety of vehicles. These include dump truck, cement mixers, street snowplows, rescue vehicles, fire trucks, tow truck driver and garbage trucks.



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www.confederationcollege.ca/program/dz-truck-driver

This is **LEARNING**



DZ Truck Driver

Program Requirements (for domestic students)

Program participants must:

- Possess a valid Ontario full class "G" driver's licence.
- Obtain an Ontario Driver's Abstract from Service Ontario.
- Obtain a completed Ministry of Transportation Ontario Medical Report.

NOTE: This program is not currently available for international students.

Employment Services

Free employment services for all students through the Northwest Employment Works (NEW). Services include connecting job-seekers to employers and offering one-on-one career advising, resume assistance and interview preparation and techniques.

Topics Covered in the Program

Air Brake
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Hours of Service Compliance
Operating Drive Time

Professional Driving Habits
Real World Scenarios
Recruiting/Employment Preparation
Tractor-Trailer Off-Road Tasks and Manoeuvres
Transportation Review
Vehicle Components & Systems
Vehicle Inspection Activities



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This is **LEARNING**





Electrician - Construction and Maintenance (309A)



APPRENTICESHIP

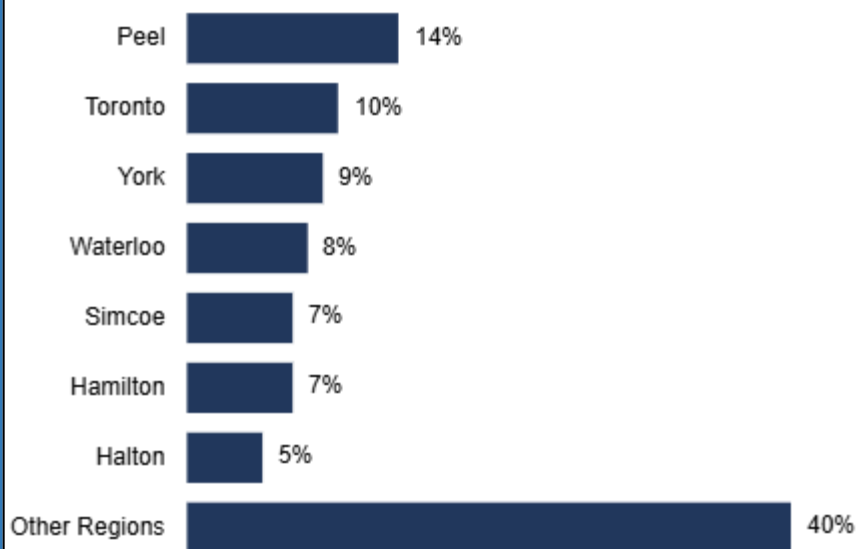
Construction Electricians lay out, assemble, install, test, troubleshoot and repair electrical wiring, fixtures, control devices and related equipment in buildings and other structures.

Experienced workers who have not completed an Ontario apprenticeship but have equivalent qualifications or experience in their trade can use the [Trade Equivalency Assessment Process](#).

Academic entry grade
Grade 10
On-the-job training
7,950 hours (approximately 5 years)
Technical training
1,050 hours (7 months across 4 levels)
Required skills
Attention to detail, Innovation, Problem solving, Work independently

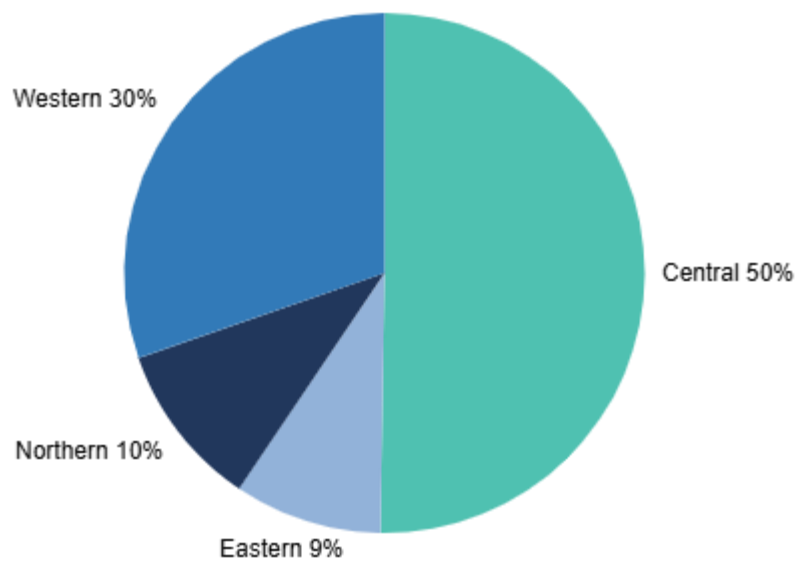
WORKFORCE PROFILE

Highest Job Postings by Region



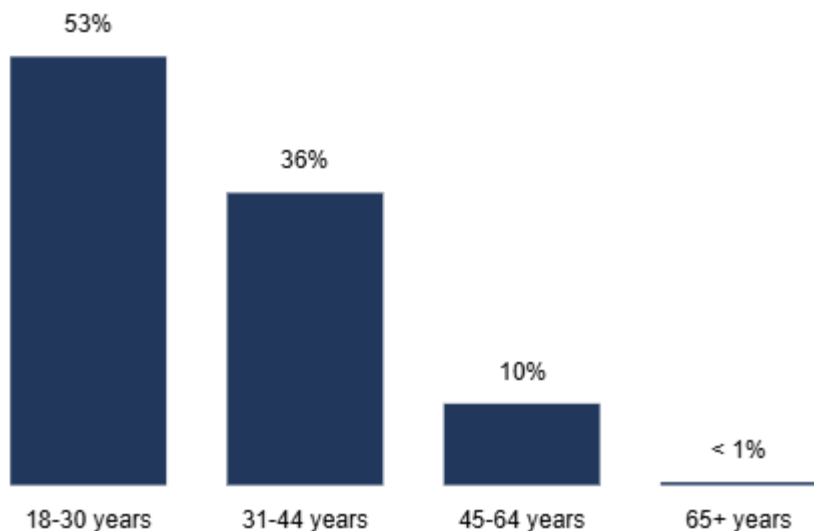
Source: Workforce Planning Ontario, Labour Market Insights Report 2024

Job Postings by Area in Ontario



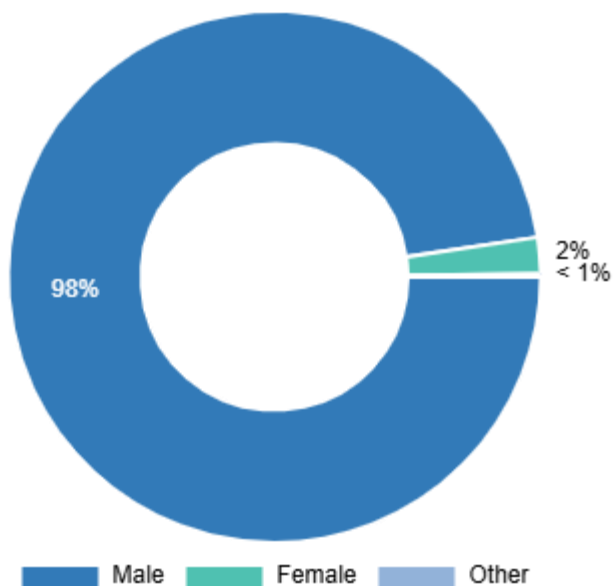
Source: Workforce Planning Ontario, Labour Market Insights Report 2024

Certificates of Qualification Issued by Age Group



Source: Skilled Trades Ontario 2024

Certificates of Qualification Issued by Gender



Source: Skilled Trades Ontario 2024

Certificates of Qualification Issued

2,430

Source: Skilled Trades Ontario 2024

INCOME PROFILE

Annual Salary Range

\$68,000 - \$98,000

Source: Workforce Planning Ontario, Labour Market Insights Report 2024

Hourly Salary Range

\$35 - \$50

Source: Workforce Planning Ontario, Labour Market Insights Report 2024

The Workforce Planning Ontario information in this report applies to reports for trades with the National Occupational Code 72200: Electrician - Construction and Maintenance (309A). Other trades/occupations may also be included in the data.

Data points in various graphs within this report may not add up to 100% due to rounding and data suppression practices implemented for confidentiality purposes.

Please refer to the FAQs for additional information and definitions. [Find out more.](#)

Heavy Duty Equipment Technician (421A)



APPRENTICESHIP

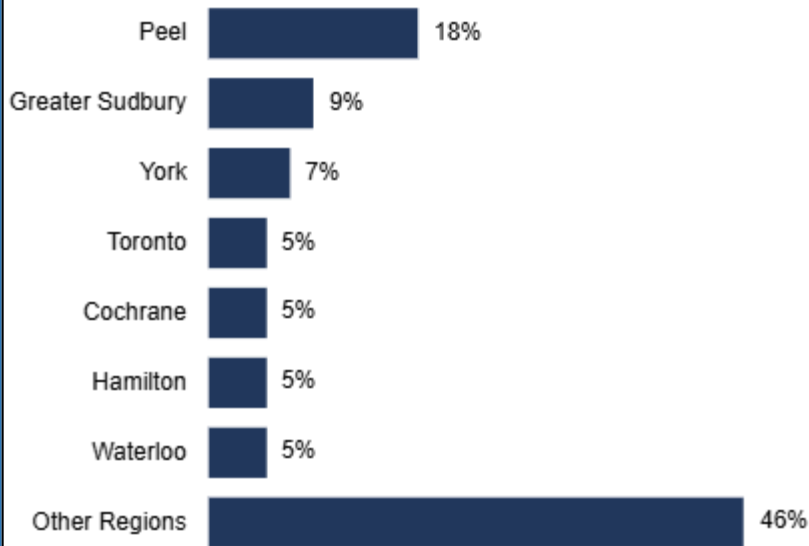
Heavy Duty Equipment Technicians repair, troubleshoot, adjust, overhaul and maintain mobile heavy-duty equipment used in construction, transportation, forestry, mining, oil and gas, material handling, landscaping, land clearing, farming and similar activities.

Experienced workers who have not completed an Ontario apprenticeship but have equivalent qualifications or experience in their trade can use the [Trade Equivalency Assessment Process](#).

Academic entry grade
Grade 12
On-the-job training
6,280 hours (approximately 3.5 years)
Technical training
720 hours (6 months across 3 levels)
Required skills
Attention to detail, Critical thinking, Deductive reasoning, Detail oriented

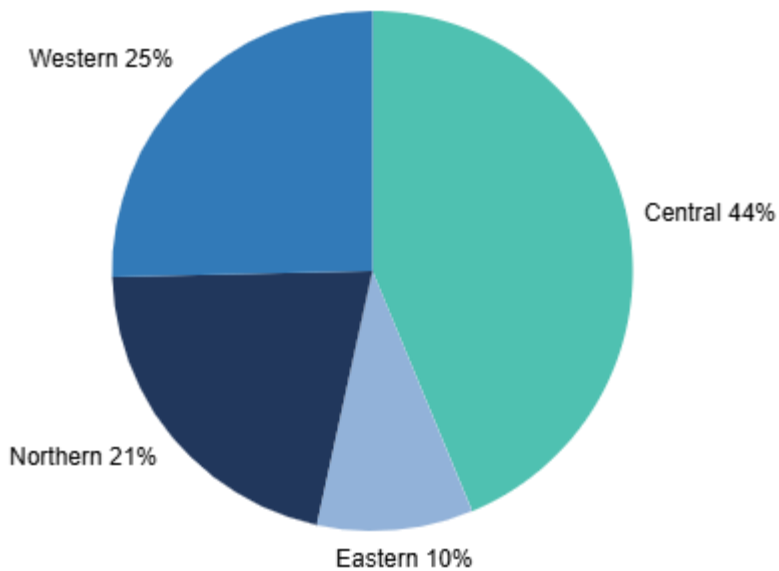
WORKFORCE PROFILE

Highest Job Postings by Region



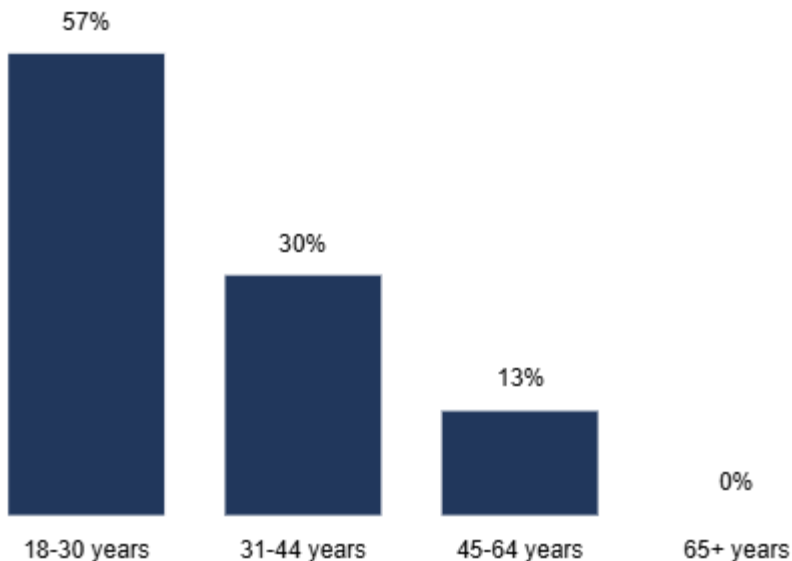
Source: Workforce Planning Ontario, Labour Market Insights Report 2024

Job Postings by Area in Ontario



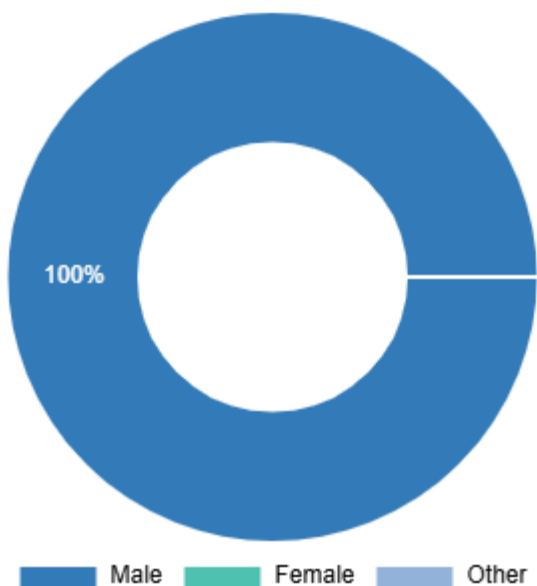
Source: Workforce Planning Ontario, Labour Market Insights Report 2024

Certificates of Qualification Issued by Age Group



Source: Skilled Trades Ontario 2024

Certificates of Qualification Issued by Gender



Source: Skilled Trades Ontario 2024

Certificates of Qualification Issued

178

Source: Skilled Trades Ontario 2024

INCOME PROFILE

Annual Salary Range

\$62,000 - \$98,000

Source: Workforce Planning Ontario, Labour Market Insights Report 2024

Hourly Salary Range

\$32 - \$50

Source: Workforce Planning Ontario, Labour Market Insights Report 2024

The Workforce Planning Ontario information in this report applies to reports for trades with the National Occupational Code 72401: Heavy Duty Equipment Technician (421A), Agricultural Equipment Technician (425A). Other trades/occupations may also be included in the data.

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Industrial Mechanic Millwright (433A)



APPRENTICESHIP

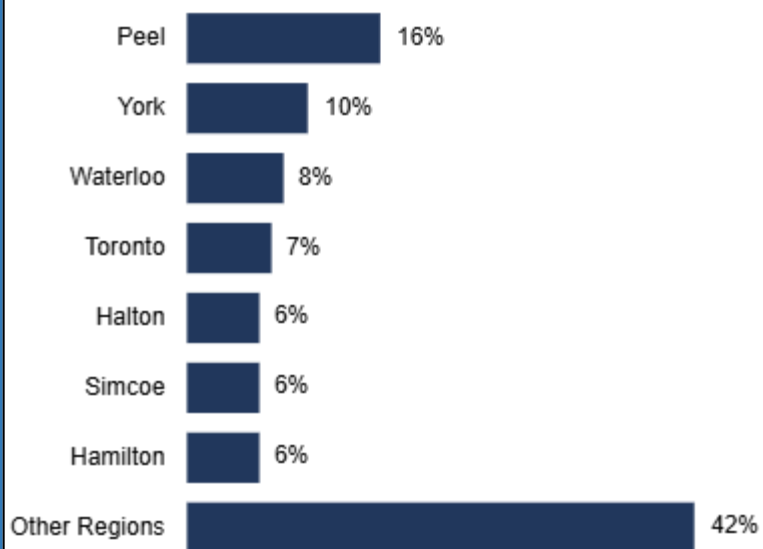
Industrial Mechanic Millwrights install, maintain, troubleshoot, overhaul and repair stationary industrial machinery and mechanical equipment.

Experienced workers who have not completed an Ontario apprenticeship but have equivalent qualifications or experience in their trade can use the [Trade Equivalency Assessment Process](#).

Academic entry grade
Grade 12
On-the-job training
7,280 hours (approximately 4 years)
Technical training
720 hours (6 months across 3 levels)
Required skills
Attention to detail, Innovation, Creativity, Critical thinking

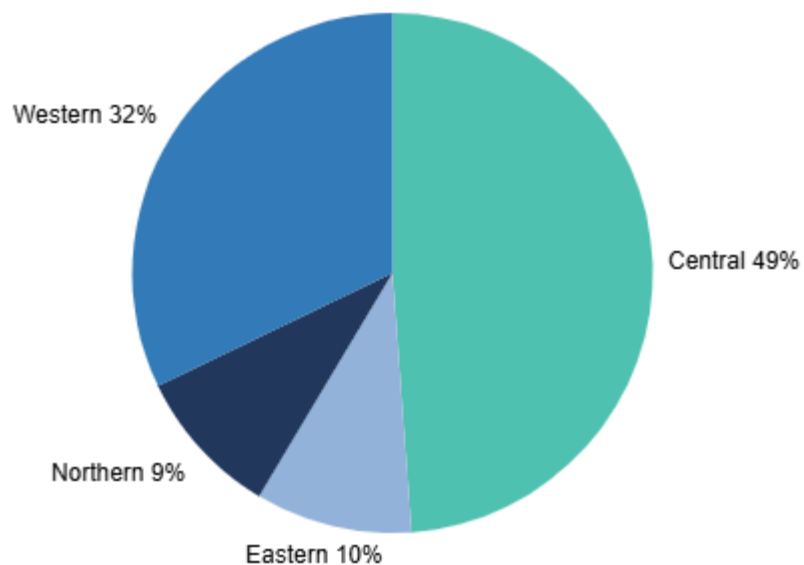
WORKFORCE PROFILE

Highest Job Postings by Region



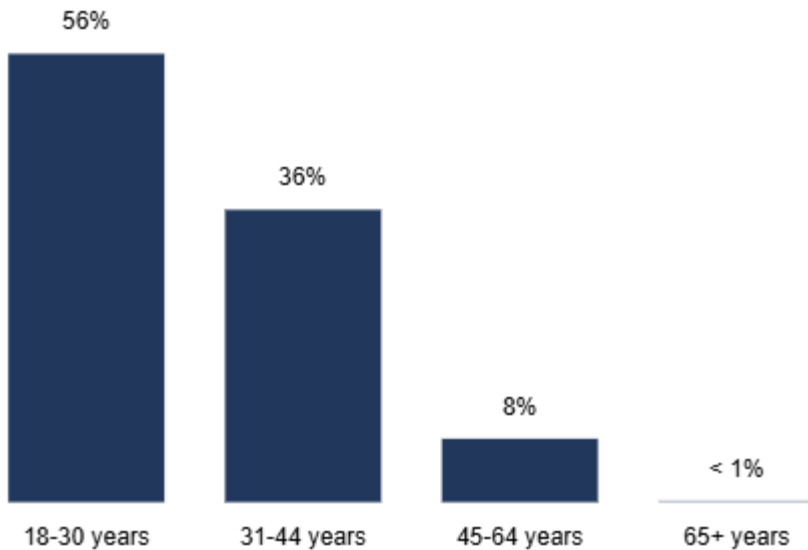
Source: Workforce Planning Ontario, Labour Market Insights Report 2024

Job Postings by Area in Ontario



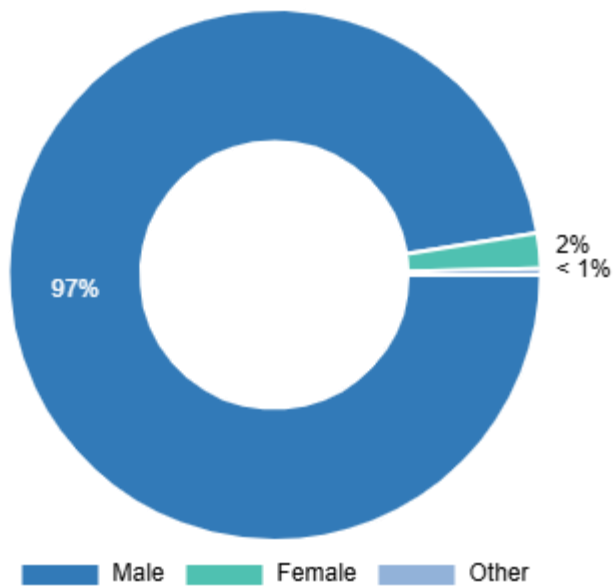
Source: Workforce Planning Ontario, Labour Market Insights Report 2024

Certificates of Qualification Issued by Age Group



Source: Skilled Trades Ontario 2024

Certificates of Qualification Issued by Gender



Source: Skilled Trades Ontario 2024

Certificates of Qualification Issued

749

Source: Skilled Trades Ontario 2024

INCOME PROFILE

Annual Salary Range

\$62,000 - \$89,000

Source: Workforce Planning Ontario, Labour Market Insights Report 2024

Hourly Salary Range

\$32 - \$46

Source: Workforce Planning Ontario, Labour Market Insights Report 2024

The Workforce Planning Ontario information in this report applies to reports for trades with the National Occupational Code 72400: Industrial Mechanic Millwright (433A). Other trades/occupations may also be included in the data.

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Welder (456A)



APPRENTICESHIP

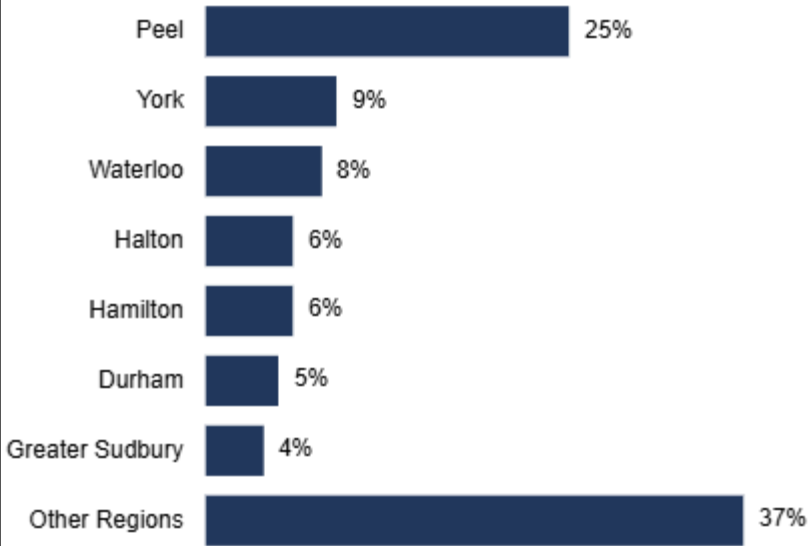
Welders operate welding equipment to weld ferrous and non-ferrous metals. Welders also operate previously set up welding machines such as spot, butt and seam resistance or gas and arc welding machines to fabricate or repair metal parts.

Experienced workers who have not completed an Ontario apprenticeship but have equivalent qualifications or experience in their trade can use the [Trade Equivalency Assessment Process](#).

Academic entry grade
Grade 12
On-the-job training
5,280 hours (approximately 3 years)
Technical training
720 hours (6 months across 3 levels)
Required skills
Attention to detail, Detail oriented, Numeracy, Communication

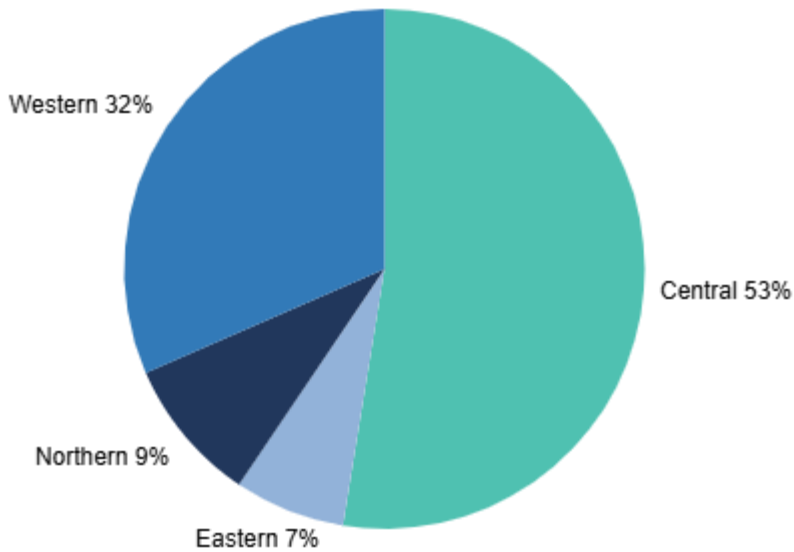
WORKFORCE PROFILE

Highest Job Postings by Region



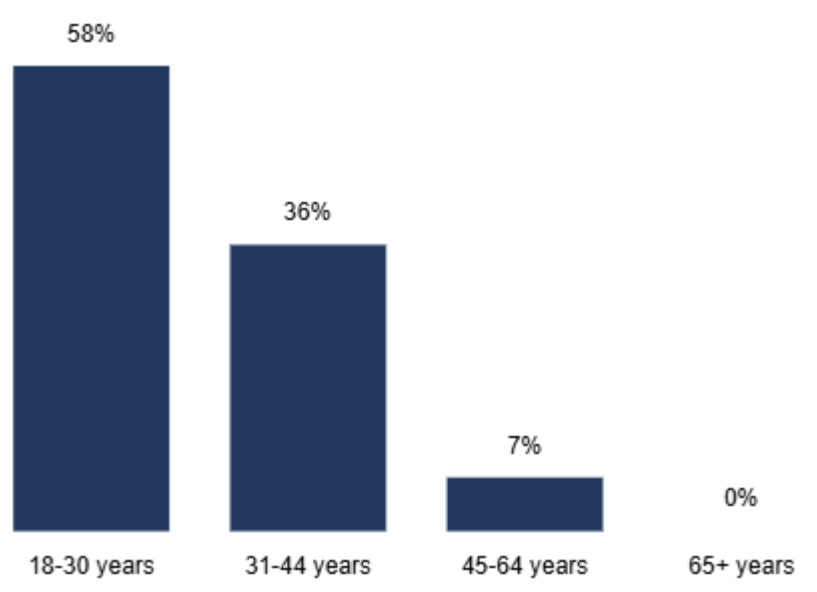
Source: Workforce Planning Ontario, Labour Market Insights Report 2024

Job Postings by Area in Ontario



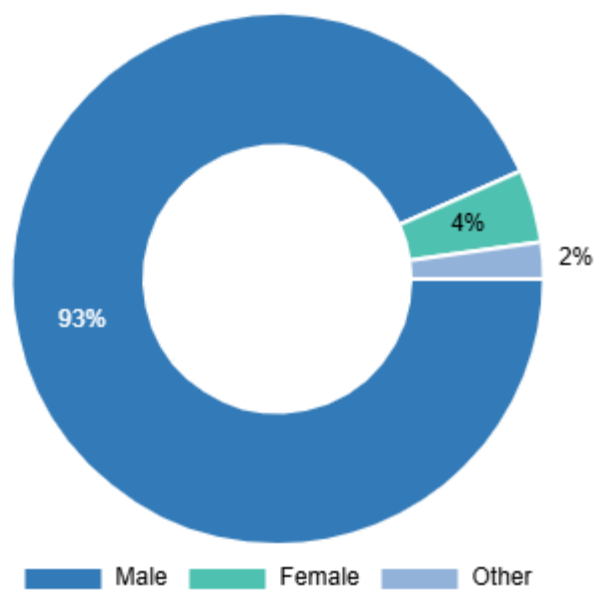
Source: Workforce Planning Ontario, Labour Market Insights Report 2024

Certificates of Qualification Issued by Age Group



Source: Skilled Trades Ontario 2024

Certificates of Qualification Issued by Gender



Source: Skilled Trades Ontario 2024

Certificates of Qualification Issued

45

Source: Skilled Trades Ontario 2024

INCOME PROFILE

Annual Salary Range

\$50,000 - \$73,000

Source: Workforce Planning Ontario, Labour Market Insights Report 2024

Hourly Salary Range

\$26 - \$37

Source: Workforce Planning Ontario, Labour Market Insights Report 2024

The Workforce Planning Ontario information in this report applies to reports for trades with the National Occupational Code 72106: Welder (456A). Other trades/occupations may also be included in the data.

Data points in various graphs within this report may not add up to 100% due to rounding and data suppression practices implemented for confidentiality purposes.

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