



Mechanical Contractors Association of Canada



MECHANICAL CONTRACTING CAREERS

SHOP FOREMAN

Can you lead teams of people in a shop environment? Do you like getting things done? Can you encourage other people to get things done? Are you a good listener who can give clear instructions and manage conflict? Do you hold a construction trade ticket or have extensive shop experience? If your answer to these questions is yes, then you could become a Shop Foreman.

Also known as

- Foreman/woman
- Shop Manager
- Shop Supervisor

What the work is like

Shop foremen are responsible for the servicing and repair of tools and equipment. They may supervise and coordinate the activities of various tradespersons, apprentices, labourers, subcontractors and other construction workers. In smaller organizations, shop foremen may do the service and repair work.

They work in all four construction sectors – New Home Building and Renovation, Heavy Industrial, Institutional and Commercial, and Civil Engineering – but most often work in the latter three. To learn more about the construction sectors, check out [Inside the industry](#).

Your duties

Shop foremen perform some or all of the following duties:

- supervise, coordinate and schedule the activities of construction workers
- train workers in job duties
- prepare work progress reports
- establish methods to meet work schedules and coordinate work activities with subcontractors
- resolve work problems and recommend measures to improve productivity and product quality

Work conditions

Shop foremen normally work on construction sites or in construction company facilities or warehouses.

As with all careers in the construction industry, safety is the top priority. While on construction or other job sites, shop foremen must be aware of and comply with all relevant safety policy and procedures.

Essential Skills

Human Resources and Skills Development Canada (HRSDC) has identified nine Essential Skills that are necessary to succeed in the workplace. These skills provide the foundation for learning all other skills and apply to most construction careers. Best of all, you can learn and improve on these skills in school, on the job and during your everyday life. The nine essential skills are Reading Text, Document Use, Numeracy, Writing, Oral Communication, Working with Others, Thinking Skills, Computer Use and Continuous Learning

The most important Essential Skills for this occupation are the following:

- Working with Others
- Oral Communication
- Decision Making
- Reading Text
- Numeracy

[Click here](#) to learn more about Essential Skills.

Typical background requirements

Completion of secondary school is usually required, along with several years of experience in construction and or equipment service and repair.

A journeyperson trade certification may be required.

Training and certification

In many cases, shop foreman are journeypersons in trades such as Heavy-Duty Equipment Technician, Automotive Service Technician or Millwright.

Supervisory and leadership training courses are available from a variety of training providers across Canada.

Salary ranges

Shop Foreman hourly wages vary depending on the contract, the company, collective agreements, and local and national economic conditions. Typical hourly wage ranges for shop foremen (based on national or regional averages) are as follows:

Inexperienced, entry-level shop foremen

Region	Typical hourly rate
National average	\$14-\$18
Atlantic Canada	\$12-\$17
Ontario and Quebec	\$14-\$16
Western Canada	\$14-\$2

Based on national averages, inexperienced workers can earn annual salaries ranging from \$29,000 to \$37,000 per year, not including overtime.

Experienced shop foremen

Region	Typical hourly rate
National average	\$19-\$25
Atlantic Canada	\$18-\$22
Ontario and Quebec	\$22-\$24
Western Canada	\$23-\$27

Based on national averages, experienced workers can earn annual salaries ranging from \$40,000 to \$52,000 per year, not including overtime.

Highly experienced shop foremen

Region	Typical hourly rate
National average	\$28-\$38
Atlantic Canada	\$25-\$31
Ontario and Quebec	\$32-\$34
Western Canada	\$31-\$40

Based on national averages, highly experienced workers can earn annual salaries ranging from \$58,000 to \$79,000 per year, not including overtime.

Construction work can involve overtime, so your total annual salary will vary depending on the number of overtime hours you work.

In addition to the hourly rate, many construction industry workers receive statutory holiday and vacation pay. Depending on the contract, you may also receive benefits such as group insurance for health, dental, and vision care, retirement packages and training benefits up to 30% of your hourly rate. If you are self employed, it is up to you to arrange your own benefits.

Building your career

Experienced shop foremen can move to operations management positions.