



Heavy construction: a safe place to grow

By Jessie Weir, WORKSAFELY® Education Programs Coordinator

As the labour shortage in Manitoba continues, so does the need for dedicated workers in the heavy construction industry.

Companies in the heavy construction industry are struggling to find committed workers eager to learn new skills. Daniela Herrera, HR Manager at No Limits Underground, defines the search as “discouraging”.

“We are searching for workers who are looking for an opportunity to grow with our company and put in the hours to get there,” Herrera says.

“Entry-level positions are a pathway to more and an opportunity for advancement. Most of our current supervisors started as entry-level construction labourers.”

Christian Malo of No Limits Underground is a prime example of this.

“I started as a general labourer in 2020 and have now worked my way up to a project coordinator,” Malo explains. “I showed up every day and worked hard and now I’m set up with a career in the heavy construction industry.”

What’s unique about the heavy construction industry is that you can



start your career without post-secondary education. However, you do need to be willing to learn, with the drive to get there. Success for both the company and new worker depends on job-specific training, including strong workplace safety and health education.

“We are not going to put an inexperienced worker on a piece of machinery and hope they excel,” Herrera says. “We pride ourselves in supplying the tools they need

to ensure that they excel.”

The options are endless. There are entry-level positions like a general laborer, a shop hand and a yard worker, all the way to management. From project coordinators to project managers, you can find yourself advancing quickly.

To compete for workers, the industry and MHCA are engaged in numerous recruitment strategies, including working with the Manitoba Construction Sector Council, to attract, train, hire and retain workers. The industry has a suite of positions and works to develop employees for lasting careers that offer increased responsibility and high pay.

It starts with safety first.

The heavy construction industry prides itself on the foundational training and continued education for workers that ensure they are well-equipped. Whether on-the-job training or online or classroom courses, the industry recognizes support for workers as key to safety, satisfaction and retention.

Training is tailored to the employer and workplace, but also to the individual because the industry acknowledges that workers learn at a different pace and with different techniques; there is no “one-size fits all” for training.

Jackie Kent, HR Manager at E.F. Moon, says

the recruitment process is more strenuous than ever before. “We’re using all the tools in our toolbox to recruit workers and it doesn’t seem to be enough.”

Kent says, not only are they looking for dedicated workers, but also those to mold into future leaders. “What our industry is offering is a well-paying career path and an opportunity to advance within.”

The heavy construction industry can help you succeed.

To encourage success, the construction industry is recruiting graduates of Red River College’s Construction Management Degree program. As students complete their program, they are placed in practicum positions where they could land their dream job.

With an aim to strive for safety excellence, MHCA WORKSAFELY®’s COR program was created. Our COR® program is a nationally recognized safety and health management system providing industry employers the tools they need to build, implement and assess their safety program. This ensures the highest degree of safety for our workers to support them at every stage of their career.

For more information on MHCA’s courses and training schedule, please visit www.mhcaworksafely.ca. We’re here to help.

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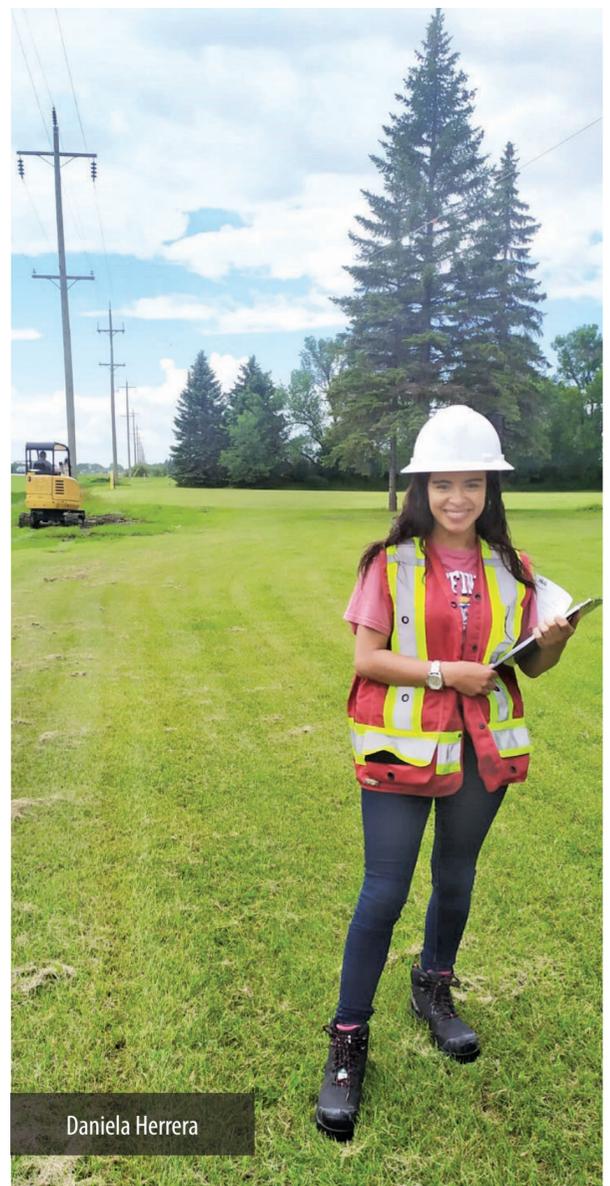
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