

Forestry in Ontario

The Evolution of Forestry, Wood Manufacturing and Urban Forestry

- A resource for teachers, guidance counsellors and career practitioners.
- Information on education and training opportunities for young people as well as mid-career workers wishing to join this exciting field.
- Interviews with professionals who share their enthusiasm for the industry.



Ministry of Natural Resources and Forestry



www.workforceplanningontario.ca

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White Ash
Fraxinus americana



INTRODUCTION

This booklet was created to accompany two videos recently produced by Workforce Planning Ontario. *The Evolution of Modern Forestry in Ontario* and *Wood Manufacturing in Ontario*. By speaking directly to professionals in wood manufacturing, urban forestry, forestry management and woodland forestry, we have gained very current, realistic and honest statements about the nature of these industries in Ontario.

This booklet contains information on education and training opportunities for young people as well as mid-career workers wishing to join this exciting field. The possibilities are endless, with a wide range of careers and levels of training or education. There are entry-level positions for people directly out of high school, as well as careers in management, engineering and science that require college or university degrees.

“The most rewarding part for me is you’ve got a community of people that are very passionate about what they do. People who work with wood usually do it because they enjoy it, and it fits in with their lifestyle, or with how they are brought up. It’s a pleasant industry to participate in.”



The Evolution of Modern Forestry in Ontario

12 minutes



Wood Manufacturing in Ontario

5.5 minutes



Mike Baker
Bluewater Wood Alliance

Click to view the videos on YouTube.

WORKERS NEEDED

In Canada between 2010 and 2012, there were 8,000 new recruits in forestry. This is a positive indication of the recovery from the recession, and the numbers are expected to rise in upcoming years.



NEW JOBS EXPECTED

Currently, many new recruits are replacing retiring baby-boomers, and this trend is expected to continue for some time.

As the industry adapts new technologies and expands their markets globally, many more workers will be needed to fill positions. Young workers entering the workforce are the greatest source to fill these roles. However urbanization often draws them from rural areas before they have a chance to enter a career in forestry.

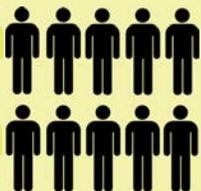
The forestry industry has careers in a wide range of occupations from tree harvesters and skilled trades workers to managers, supervisors and engineers. Some careers require high skill levels and training such as specialized machine operators.

Business skills are a great asset to some careers in forestry and are necessary for certain positions. Business skills include information and communication technologies, marketing, customer service, entrepreneurship and industry/process experience.

The wood and forest products industries in Ontario are recovering, and new jobs are expected as technology evolves and the demand for natural products increases.

www.ontario.ca/jobs-and-employment/forestry-careers#page

www.fpac.ca/images/uploads/mediabackgroundvision-E-.pdf



It is expected that by 2020, there will be 60,000 new recruits to forestry in Canada.



SHORTAGE OF SKILLED WORKERS IN SAWMILLS, WOOD MANUFACTURING AND SUPPLIER COMPANIES

Workers in the wood manufacturing sector are in high demand in every aspect of the production line. The range of careers include:

Management

Owner, Quality Manager, Marketing Director, Plant Manager

Supervisors

Quality Control, Yard Supervisor, Shop Foreman

Skilled Trades

Millwright, Welder, Carpenter

Production

Planer Operator, Forklift Operator, Shipper/Receiver, Laminator

Professional, Technical and Support Staff

Engineer, Researcher, Statistical Analyst, Project Manager, Administrative Assistant

www.woodlinks.com/students/need-workers

“We need people who are willing to do the work. It’s not a cushy job by any means; you have to work. You have to get your hands dirty. Usually, once we’ve crossed that one-year mark, that’s the threshold. If you can make it a year here, you’re pretty much good. There are people here that have been here 35 years. Once you’re in it, and you like it, you pretty much stay.”

We do a lot of internal promotion. Most of the people that are at higher levels here started out as lumber pilers, and that’s your basic minimum wage entry level job and they’ve progressed from there. As skills are identified, you get promotions.

So it’s one of those things where you just apply for a job, and we’ll train you.”



Zach Buchner
Townsend Lumber Inc

FORESTRY AND WOOD MANUFACTURING: INDUSTRIES IN TRANSITION

A rapid succession of changes has taken place over the last decade in forestry and wood manufacturing. Reduced waste, niche markets in manufacturing are opening up, and overseas exports are expanding.

REDUCED WASTE

In recent years, the forestry industry in Canada has made significant improvements concerning its environmental impact, particularly in reduced waste going to landfills and decreased energy and water use.

“I think we’re going to see a lot of smaller entrepreneurs getting into the industry. I’m talking about cabinetmakers, wood processors feeding different parts of the industry, starting out on their own. There are a lot of small, one, two, three, four person shops that pop up all over the place. What’s happening, I think, is they are becoming more

tech savvy in how they are using equipment and finding a niche in the marketplace, and the opportunities are endless.

The other piece is that we’ve got export markets that are emerging around the world for Canadian wood products. Canadian solid wood is high quality; we’ve got an abundance of it and it’s a renewable resource. It’s highly regarded around the world, as opposed to laminated products

that are veneered and manufactured offshore in high volume. After a short period of time, they don’t stand up to the wear and tear, whereas Canadian products are viewed as being very high quality around the world. So around the corner I see more and more demand for the Canadian brand.

New recruits are surprised by the level of technology that is now being applied to wood manufacturing. You’ve got all kinds of automation, you’ve got CNC machines, you’ve got all kinds of machinery that’s being developed all over the world that manufacturers use to be more efficient. I think people are surprised when they see how much technology is being applied to the processing.”

Mike Baker
Bluewater Wood
Alliance

CERTIFICATION CANADA

Independent, third party associations certify many of Ontario's forests. These certifications guarantee strict environmental, social and economic standards. The three major, credible standards recognized in Canada are the Sustainable Forestry Initiative® Program, the Canadian Standards Association and the Forest Stewardship Council. www.certificationcanada.org

FOREST STEWARDSHIP COUNCIL® OF CANADA

A forest that is Forest Stewardship Council of Canada (FSC®) Certified is one that has met strict environmental and social standards. The wood harvested from these forests is tracked to the consumer level and sold by certified companies. FSC is an international organization that promotes the responsible management of forests worldwide. <https://ca.fsc.org>



18,438,651 hectares of FSC certified forest in Ontario in 2014.

THE CANADIAN STANDARDS ASSOCIATION

The Canadian Standards Association (CSA) Sustainable Forest Management Standard is Canada's official national standard for sustainable forest management. Forests are certified by independent 3rd parties and meet strict environmental, biological and social criteria that were developed by the Canadian Council of Forest Ministers. The standard also includes additional locally-adapted indicators developed through ongoing public consultation. www.csasfmforests.ca



Canadian Sustainable Forest Management

680,749 hectares of CSA certified forest in Ontario in 2014.

SUSTAINABLE FORESTRY INITIATIVE®

The Sustainable Forestry Initiative® Program (SFI) is an independent, nonprofit organization dedicated to promoting sustainable forest management. They work with conservation groups, local communities, resource professionals, landowners and other organizations and individuals who share a passion for responsible forest management. Their forest certification standards protect water quality, biodiversity, wildlife habitat, species at risk and Forests with Exceptional Conservation Value. www.sfiprogram.org



SUSTAINABLE FORESTRY INITIATIVE

SFI-01592

13,739,456 hectares of SFI certified forest in Ontario in 2014.

“FSC is a certification saying that we are harvesting sustainable as well as adhering to a code of ethics that is set by The Forest Stewardship Council of Canada. We are audited yearly by the Rainforest Alliance to ensure that we are still adhering to those standards. It guarantees that the wood is coming from a good source, and it's not illegal in any way, shape or form. That increases our ability to export into many foreign markets, Europe being one of the key ones. It sets us apart as an industry leader.”

Zach Buchner
Townsend Lumber Inc

THE EVOLUTION OF FORESTRY

A great number of changes have taken place in the forestry industry in recent years. New technologies have been introduced to increase efficiency and reduce waste. The next generation of workers will need different skills than those currently retiring. Workers will benefit from a range of skills including business, technical and scientific, combined with experience in the industry.

TRADITIONAL METHODS AND NEW TECHNOLOGY

Many companies in Ontario have adopted specialized techniques in the field such as GPS systems and mechanized log harvesting. Bio-technology is being used to produce bio-fuels, bio-chemicals, plastics and pharmaceuticals.

On the manufacturing side of the industry, prefabricated housing, build-to-order, and mass customization are on the leading edge. Engineered wood products and composites also use new technologies.



“Some people think that it’s a dying industry or it’s an industry that has slowed down. They may think that it’s an industry that all we do is export primary lumber. But really, I would think that when you compare the wood industry to others, for example, mining and oil, I think we actually do more value-added processing of wood as a resource than do the other ones. Whenever you put a second stage of manufacturing to a raw material, that creates jobs here in Canada. So I think there is a myth

that it’s not a healthy industry. I think it’s also a myth that it’s just lumberjacks cutting trees, and there’s not much intelligence that goes on with it - and it’s a very dirty, dusty environment that doesn’t take a whole lot of knowledge or skill. You’ll go through a lot of plants where a lot of dust collection equipment and a lot of automation and a lot of new technologies make them very, very clean and modern facilities.”

Mike Baker
Bluewater Wood
Alliance

“We went through the recession, the same as everyone else did in 2008. What you saw is a streamlining of many of the processes to increase efficiency. There is a lot less waste in everything we are doing. We’ve also seen a massive growth in exports we are doing to foreign countries. There is a lot higher consumption especially in China and India, which has created a lot more jobs in exporting our material as it is.

We’ve seen the integration of a lot more software in the process. One would be the scanning software we’ve introduced into the headrigs of our main saw. It scans the log with a 3D image and calculates the best cuts for the maximum yield before

sawing the log. It’s greatly reducing the waste factor in the actual production of the material.”

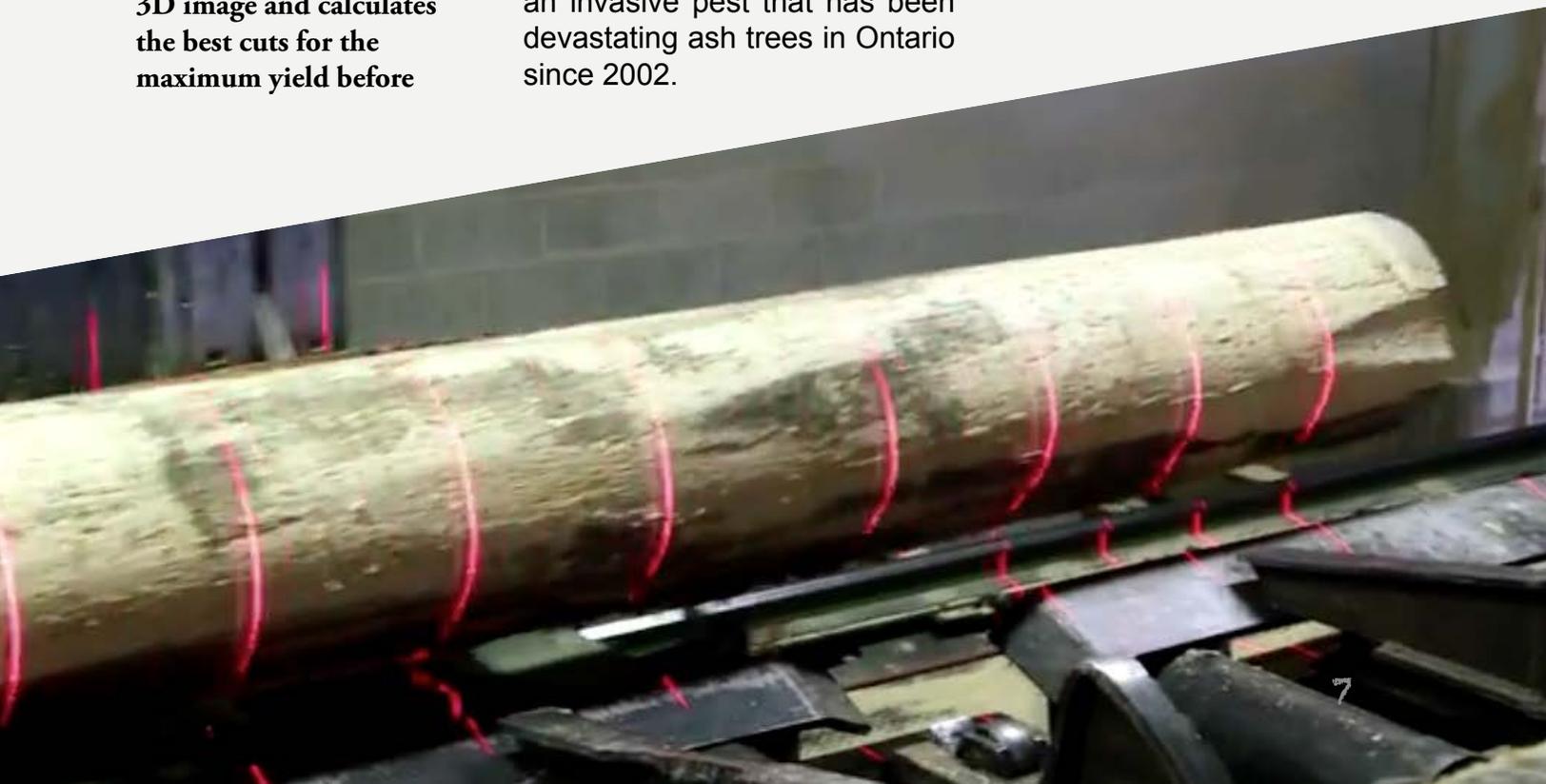
Zach Buchner
Townsend Lumber Inc



The Emerald Ash Borer (EAB) is an invasive pest that has been devastating ash trees in Ontario since 2002.

“The Emerald Ash Borer has obviously been huge for us and woodland forestry. With the EAB, there have been leaps and bounds of science behind what we do. The biomechanics of trees and tree decline, looking at the science behind some of the pesticides we have available to us that are safe to use in an urban environment.”

Kathleen Hodgins
The City of Brantford



“With the development of the Forest Management Planning Manual and the revision of it, there’s certainly a lot of opportunity for public engagement. The public has a greater opportunity to identify their values and their thoughts about forest management and what’s happening in the overall landscape. I see that as a real positive. The folks in those areas are in fact getting more engaged in forest management practices and procedures and development of the Forest Management Plans. I think that the flipside of that is that there continues to be a disconnect as more and more folks move into urban areas. There’s potentially a lack of

understanding of what the forests provide us, from health, social and economical perspectives.

From the environmental perspective, there’s an awful lot of professionals that are involved in the development of guidelines and such that are used to direct how forestry operations will occur on the landscape. Those professionals are all working towards ensuring the ecological integrity of the landscape and maintaining those environmental values.

It’s an integral part of the forest management planning process to ensure our ecological integrity.

Folks should really think about using locally, sustainably produced wood products from Ontario in their activities - in any of the building that they are doing.”

Rob Keen
Forests Ontario



CROSS-LAMINATED TIMBER TECHNOLOGY

Cross-laminated timber (CLT) is a new development in wood products. Multiple layers of wood are glued together at right angles to each other, making for a block or panel of wood that is exceptionally strong, and that can be re-shaped.

“Cross-laminated timber is another product that’s come into the Canadian market the last couple years. We’ve already seen some buildings using it. The Laurentian School of Architecture in Sudbury is a demonstration project that will feature cross-laminated timber. This opens a whole new way of building, allowing us to build taller and larger buildings in wood.”



The Laurentian School of Architecture will be the first building in Ontario to incorporate a significant amount of cross-laminated timber into its construction. The school received a grant from the Centre for Research and Innovation in the Bio-Economy (CRIB) to use this exciting new engineered wood product.

<http://laurentian.ca/program/architecture>



Marianne Berube
Wood *WORKS!*
Ontario



VIEW FROM ENERGY COURSE LOOKING WEST
VUE DE LA COUR D'ÉNERGIE EN REGARDANT VERS LOUEST

ABORIGINAL FORESTRY PRACTICES

THE CANADIAN FOREST SERVICE

The Canadian Forest Service has identified three emerging trends in Aboriginal forestry practices. These three economic development priorities are:

- bioenergy
- forest-based services to industry and governments
- value-added wood products

www.nrcan.gc.ca/forests

THE ABORIGINAL FORESTRY INITIATIVE

The Aboriginal Forestry Initiative (AFI) encourages Aboriginal participation in the forest sector. With a focus on economic development, the AFI supports and empowers Aboriginal entrepreneurs by offering knowledge exchange and coordination of federal support for projects and partnerships.

www.nrcan.gc.ca/forests/federal-programs/13125

Canada's forest sector is actively seeking Aboriginal co-venture partners and contractors.

More than 16,000 Aboriginal workers are currently employed in Canada's forest sector. That is more than are employed in any other natural resource sector in the country.

THE WHITEFEATHER FOREST INITIATIVE

The Whitefeather Forest Initiative is situated within the traditional territories of Pikangikum First Nation in Northwestern Ontario. The initiative began in 1996 by the Elders of the community as a way to preserve identity and traditional ways of life while harvesting the gifts of the land in a sustainable and respectful way.

In 2006, their plan “Keeping the Land – A Land Use Strategy for the Whitefeather Forest and Adjacent Areas”, was produced in collaboration with the Ontario Ministry of Natural Resources and Forestry. The Keeping the Land Strategy was the first community-based Land Use Plan approved in Ontario.

Through training and mentorship programs led by Elders and forest experts, Pikangikum youth are learning forestry skills and management practices that balance ancestral knowledge and with modern technology.

The Whitefeather Forest Initiative has an international vision. By networking with organizations such as the Swiss NGO Economic Development for Amerindians, they are promoting an understanding of indigenous approaches to economic, cultural well-being, and stewardship of the land.

<https://whitefeatherforest.ca>



URBAN FORESTRY

Forestry is generally thought of as a practice for the woodlands, but urban forestry is a vital part of city planning for its people, wildlife, and the environment.

THE CANADIAN URBAN FOREST STRATEGY

The Canadian Urban Forest Strategy (CUFS) is a strategic initiative of Canada's urban forest practitioners. The initiative works with professionals such as foresters, managers, arborists, planners, community workers and politicians.

According to the 2011 census, 86% of Ontario's population live in urban areas. There are numerous health and social benefits to having trees in the urban environment. They benefit humans by providing green space, adding aesthetic beauty and giving city residents a connection to nature. In addition, trees improve the ecological balance by draining storm water, providing habitat for wildlife and purifying the air.

www.cufn.ca/#!/canadian-urban-forest-strategy/c1gbp



“There are all sorts of careers for people in urban forestry from broad-level planning, public education, public advocacy, things like that, to planting, tree maintenance, being the supervisor at a municipal level. You can be a supervisor who runs those crews and makes those decisions to the folks climbing the trees and running the chainsaws and flying the buckets and doing the physical work.

say would be for someone to talk to a couple of professionals who are in the industry doing what they are interested in and get advice on a specific career.”



Kathleen Hodgins
The City of Brantford

The best thing I would

WHERE TO START

Teachers, guidance counsellors, and career practitioners are encouraged to use the resources in this booklet to provide students and job seekers with information on the range of opportunities available to them. The following pages include descriptions and links to several programs offered in Ontario.

OPPORTUNITIES IN ONTARIO

There are many types of careers in forestry, wood manufacturing, and urban forestry. There are entry-level jobs that can be obtained right out of high school, as well as jobs for graduates of college and university programs. Two excellent programs for young people are the Specialist High Skills Major in Forestry and the WoodLINKS programs; both offered in high school.

SPECIALIST HIGH SKILLS MAJOR IN FORESTRY

If you are a young person interested in a career in the wood and forest products industry in Ontario, the Specialist High Skills Major in Forestry is for you. The program is only offered in some areas. Check with your local schools.



White Pine
Pinus strobus

THE WOOD MANUFACTURING COUNCIL

The Wood Manufacturing Council offers a wide range of programs. The council supports the long-term growth of the advanced wood manufacturing industry by ensuring employees have the skills they need to succeed.

www.wmc-cfb.ca



FOCUS ON FORESTS

Focus on Forests is a national forest education program that brings forest workers into classrooms at every grade level. The Forestry in the Classroom program takes place during National Forest Week in September and students can learn about woodland and urban forestry, forest management, and wood products careers.

www.focusonforests.ca



WOODLINKS: AN INDUSTRY EDUCATION PARTNERSHIP

WoodLINKS is an education partnership with the wood manufacturing industry. Programs are taught at the senior high school level and prepare students to become high-quality entry-level workers for local employers. The programs also inform students of the exceptional career opportunities that exist and offer a smooth transition to post-secondary education in the industry. WoodLINKS is managed by the Wood Manufacturing Council.

WoodLINKS is an industry recognized certification, right out of high school!

www.woodlinks.com



off on the ground. That practical experience is so important. How you get that is either as a tree marker, even getting into tree planting when you're in university or being involved in logging are all great ways to just get your hands dirty."

“We see a big problem coming up in the future with the need for workers. We need people trained in forestry, but I cannot stress enough that we need people with on the ground experience. When I started as a forestry technician, a person who worked for the MNR gave me some career advice. He encouraged me to start off working as a tree maker and get used to systems used in forestry from the ground up. Consider going for a degree after this experience. I couldn't suggest that more for somebody who wants to work in this field. If you do get the degree, start



Ernie Demuth
Bancroft Minden Forest Company



“Currently, I’m doing an apprenticeship with Forests Ontario. I work a little in each department. I also work for Envirothon, an environmental competition. I will probably go on to higher education.

I believe Forests Ontario is very well managed. What I’ve learned is that there is certainly a lot behind the scenes that we don’t see in public. All the organization that is done before tree planting itself.

I don’t think are limits

between men and women in forestry. Certainly we have a cliché of strong men working in the woods, but there is much more than that. I planted a lot of trees, it’s physical for sure, but it’s interesting, it’s fun to be outside, and it’s very rewarding. I don’t believe there are limits between men and women in this domain.

It’s very rewarding to work towards creating a forest, to plant trees. It’s everybody who

works together to bring a project to completion. A project for the environment. It’s very rewarding.”



Noémie Brazeau-Béliveau
Forests Ontario

seeing operations and forest management first hand, students and teachers gain a unique and view of the industry at the community level.

FORESTS ONTARIO

Forests Ontario’s vision is a future of healthy forests sustaining healthy people, a flourishing environment, and a robust economy for generations. They offer mentorship opportunities, community events, scholarship and training and education programs.

Their mission is to be recognized as the voice for Ontario’s forests through the support and promotion of forest restoration, stewardship, education, and awareness.

www.forestsontario.ca ←

FORESTRY CONNECTS

Forestry Connects brings young people into direct contact with the forestry sector. By

www.forestsontario.ca ←

PROGRAM FOR LOCAL AFFORESTATION NETWORK TRAINING (PLANT)

PLANT is a mentorship program based right here in Ontario. It was created to address reforestation needs by giving college students the chance to learn through mentoring, training and paid placements. The wealth of field knowledge from forestry staff who may be close to retirement is passed on to college students through mentorship, training and paid placements.

www.forestsontario.ca ←

“There are a lot of great schools here in Ontario and certainly across Canada, both at the college level like Fleming College, Algonquin, Sault College. Lakehead has a technical forestry program. And then there are university programs as well. There’s the Master of Forest Conservation at the University of Toronto and Lakehead has a Bachelor of Science in Forestry program, and then there are other programs offered across Canada. So specifically to get into forestry as it were, those programs are there, and all the colleges and universities are excellent. On top of that, it’s amazing how many environmental science programs are now coming out of a lot of the schools and universities. I know Trent University, for instance, has an environmental science program. It doesn’t necessarily teach specifically forestry, it

teaches what’s related to our environment and ecosystems and so again, is equally applicable to forest management.

What some people don’t understand is the breadth of careers available in forestry and the backgrounds needed to fill these careers. The traditional career in forestry is no longer just about being in the forest, but includes things like chemists, engineers, marketing, biologists and even those working the machines. Everyone has a role to play in the larger forestry picture.”



Rob Keen
Forests Ontario

COLLEGES AND UNIVERSITIES IN ONTARIO

Below are a selection of post-secondary institutions in Ontario offering wood products, forestry and forest management programs.

Algonquin College

Ottawa
1385 Woodroffe Avenue
Ottawa, ON
613.727.4723

Pembroke
1 College Way
Pembroke, ON
613.735.4700

Perth
7 Craig Street
Perth, ON
613.267.2859

www.algonquincollege.com

Collège Boréal

Main campus:
21, boulevard Lasalle
Sudbury ON
1.800.361.6673

www.collegeboreal.ca

Conestoga College

299 Doon Valley Drive
Kitchener, ON
519.748.5220

www.conestogac.on.ca

Confederation College

1450 Nakina Drive
Thunder Bay, ON
807.475.6110

www.confederationc.on.ca



Fleming College

599 Brealey Drive
Peterborough, ON
705.749.5530

<http://flemingcollege.ca>

Georgian College

One Georgian Drive
Barrie, ON
705.728.1968

www.georgiancollege.ca

La Cité

Main campus:
801, promenade de l'Aviation
Ottawa, ON

www.collegelacite.ca

Lakehead University

955 Oliver Road
Thunder Bay, ON
807.343.8110

www.lakeheadu.ca

Sault College

443 Northern Avenue
Sault Ste. Marie, ON
705.759.2554
Toll-Free 1.800.461.2260

www.saultcollege.ca

Trent University

Peterborough
1600 West Bank Drive
Peterborough, ON
705.748.1011

Durham
55 Thornton Road
Oshawa, ON
905.435.5100
Toll-Free 1.855.698.7368

www.trentu.ca

University of Toronto

Faculty of Forestry
33 Willcocks St
Toronto, ON
416.978.5751

www.forestry.utoronto.ca

Western University

1151 Richmond Street
London, ON
519.661.2111

www.uwo.ca

“A lot of people go to the NHLA (National Hardwood Lumber Association) Grading Schools if they want to get involved, or there’s different forestry programs offered in many universities. The program I did was a university program—Business Management Organizational Studies through Western University. That’s what we need right now; people with that new method of thinking in analytics in order to streamline processes that might not have been thought of before.”

Zach Buchner
Townsend Lumber Inc

ONTARIO COLLEGES

Ontario Colleges is a centralized application service that can help you research over 5,000 programs offered in Ontario’s post-secondary institutions.

www.ontariocolleges.ca



EMPLOYMENT ONTARIO

The Employment Ontario website is an excellent resource for researching postsecondary education options. There are detailed steps to help you choose a career, find a school or apply for OSAP to help you pay your tuition.

Ontario has 20 public universities, 28 colleges and more than 400 registered private career colleges. There are campuses in every region of Ontario. Employment Ontario can help you find the one that is right for you.

www.tcu.gov.on.ca



THE LAST WORD

Forestry, wood manufacturing, and urban forestry are solid, viable industries for young people to enter, as well as those wishing a career change. Skills from many other sectors are transferable to a wide variety of occupations. Promotions within the industry are common with internal training opportunities.

The future of forestry in Ontario is bright.

“It’s very important to work for our planet - climate change, and all that will come. Because our planet is our source of energy, and all our resources, we must consider the future generations. With the environment, it takes time to put in place the changes. It takes time to regulate changes. We must act it now to be able to change the future.”

Noémie Brazeau-
Béliveau
Forests Ontario

“Absolutely, I see Ontario as a leader in forestry on a national level and perhaps even on a world level. We have the largest number of FSC certified forests and in fact I think we have some of the best forest management practices right here in Ontario.”

Rob Keen
Forests Ontario



“One of the best ways to address climate change is to use more wood, not less. Every wood substitute – including steel, plastic and cement – requires far more energy to produce than lumber.”

- Dr. Patrick Moore, co-founder of Greenpeace.



Sources

CERTIFICATION CANADA

<http://www.certificationcanada.org/en/home/>

EMPLOYMENT ONTARIO

www.tcu.gov.on.ca

FOREST STEWARDSHIP COUNCIL OF CANADA

<https://ca.fsc.org/index.htm>

FORESTS ONTARIO

<http://www.forestsontario.ca>

FPAC MEDIA BACKGROUNDER

<http://www.fpac.ca/images/uploads/mediabackgroundvision-E-.pdf>

LAURENTIAN SCHOOL OF ARCHITECTURE GROWS

<http://www.thesudburystar.com/2014/09/02/laurentian-school-of-architecture-grows>

NATURAL RESOURCES OF CANADA

<https://www.nrcan.gc.ca/forests/insects-diseases/13377>

ONTARIO COLLEGES

<http://www.ontariocolleges.ca/home>

ONTARIO.CA FORESTRY CAREERS

<https://www.ontario.ca/jobs-and-employment/forestry-careers#page>

SPECIALIST HIGH SKILLS MAJOR IN FORESTRY

<http://www.edu.gov.on.ca/morestudentsuccess/program.html>

THE ABORIGINAL FORESTRY INITIATIVE

<http://www.nrcan.gc.ca/forests/federal-programs/13125>

THE CANADIAN FOREST SERVICE

<https://www.nrcan.gc.ca/forests>

THE CANADIAN STANDARDS ASSOCIATION

<http://www.csasfmforests.ca>

THE CANADIAN URBAN FOREST STRATEGY (CUFS)

<http://www.cufn.ca/#!canadian-urban-forest-strategy/c1gbp>

THE GREENEST WORKFORCE

<http://thegreenestworkforce.ca/index.php/en/>

THE SUSTAINABLE FORESTRY INITIATIVE

www.sfiprogram.org

THE WOOD MANUFACTURING COUNCIL

<http://www.wmc-cfb.ca/programs>

WHITEFEATHER FOREST INITIATIVE

<https://whitefeatherforest.ca>

WOOD WORKS! ONTARIO

<http://wood-works.ca>

WOODLINKS

<http://www.woodlinks.com/students/need-workers>

INTERVIEWS

Interviews with Mike Baker, Marianne Berube, Noémie Brazeau-Béliveau, Zach Buchner, Ernie Demuth, Kathleen Hodgins, and Rob Keen were conducted in March 2015.

VIDEOS:



The Evolution of Modern Forestry in Ontario, 2015



Wood Manufacturing in Ontario, 2015

These videos are available online by clicking the links in this booklet or by contacting:

Workforce Planning Board of Grand Erie

1100 Clarence St. S., Suite 101, Box 12

Brantford, ON N3S 7N8

www.workforceplanningboard.org

p) 519-756-1116 Ext. 227



*White birch
Betula papyrifera*

Photo sources:

Forests Ontario: Cover, Table of Contents, 8-bottom, 15, 16, 18, 19-bottom

Videos: Interview photos, 1, 3, 6, 7-bottom, 8-top, 12, 14

Ministry of Natural Resources and Forestry: 7-top

LGA Architectural Partners: 9

The Whitefeather Forest Initiative: 10, 11

Champlain Trail Museum and Pioneer Village: 19-top

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