

CURRICULUM RESOURCE

Recognizing the Red Seal

OALCF ALIGNMENT

Competency	Task Group	Level
Competency A - Find and Use Information	A1. Read continuous text	2
Competency A - Find and Use Information	A2. Interpret documents	2
Competency B - Communicate Ideas and Information	B2. Write continuous text	1
Competency D - Use Digital Technology	N/A	2
Competency E - Manage Learning	N/A	2

Goal Paths (check all that apply)

- | | |
|--|--|
| <input type="checkbox"/> Employment | <input type="checkbox"/> Postsecondary |
| <input checked="" type="checkbox"/> Apprenticeship | <input type="checkbox"/> Independence |
| <input type="checkbox"/> Secondary School Credit | |

Embedded Skills for Success (check all that apply)

- | | |
|---|---|
| <input checked="" type="checkbox"/> Adaptability | <input checked="" type="checkbox"/> Numeracy |
| <input checked="" type="checkbox"/> Collaboration | <input checked="" type="checkbox"/> Problem Solving |
| <input checked="" type="checkbox"/> Communication | <input checked="" type="checkbox"/> Reading |
| <input checked="" type="checkbox"/> Creativity and innovation | <input checked="" type="checkbox"/> Writing |
| <input checked="" type="checkbox"/> Digital | |

NOTES: This Level 2 Resource introduces learners interested in the Skilled Trades to what Red Seal trades have to offer. It explains the value in choosing a Red Seal trade, identifies which trades qualify for Red Seal designation, and shares information from the Red Seal website (<https://www.red-seal.ca>) including where to find exam readiness self-assessments, sample questions, and exam preparation guides for Red Seal trades.

ACKNOWLEDGEMENTS

Project Host

Community Literacy of Ontario

Research & Writing

Summer Burton



This Employment Ontario service is funded in part by the Government of Canada and the Government of Ontario through the Canada-Ontario Job Fund Agreement.

Canada



Ontario



The opinions expressed in this report are the opinions of Community Literacy of Ontario and do not necessarily reflect those of our funders.



communityliteracyofontario.ca



(705) 733-2312



info@communityliteracyofontario.ca



@CommunityLiteracyOntario



@love4literacy



@love4literacy

Before We Begin:

Skilled tradespeople are highly trained professionals with jobs like:

- Carpenter
- Chef
- Electrician
- Hairstylist
- Heavy Equipment Operator
- Plumber
- Tool and Die Maker
- Welder

Jobs in the skilled trades often involve working with your hands, designing, building, and fixing things. There are over 140 different skilled trades in Ontario!

1. Are you interested in a career in the skilled trades?

☐ Yes ☐ No ☐ Unsure

2. If you said yes, what trade(s) are you interested in?

3. Have you heard of a **Red Seal** trade? ☐ Yes ☐ No ☐ Unsure

4. What do you think a **Red Seal** trade is? What could a **Red Seal** stand for?

In this resource, we are going to learn more about the **Red Seal**. We will also visit the Red Seal website and find out about the many resources it has to offer!

The Skills for Success



Have you heard of the **Skills for Success**?

☐ Yes ☐ No ☐ Unsure

The Skills for Success are the nine skills everyone needs to succeed in school, at work, and in life. They are very important in the skilled trades.

Read about each of the Skills for Success below and pause to consider your answers to the reflection questions you see.

Adaptability

This skill is used when you have to do things differently than you planned, or you need to change your way of thinking because you learned new information.

Reflection questions: Think about a time when you adapted to a new situation or something that changed. Did you find it easy to adapt or was it difficult? What might have made it easier?

Collaboration

This skill is used any time you do things with other people. Good collaboration happens when people treat each other respectfully, listen to each other's ideas, and work together toward a common goal.

Reflection questions: Do you think of yourself as someone who works well in a team or as someone who prefers to work alone? What is it you like about working that way?

Communication

This skill involves both giving information to other people and getting information back. For communication to work well, people need to share ideas clearly and respectfully and take the time to listen to what others say.

Reflection questions: Are you a good listener? Do you feel comfortable speaking to other people? Think about a time you had difficulty communicating with someone. What do you think could have made it easier?

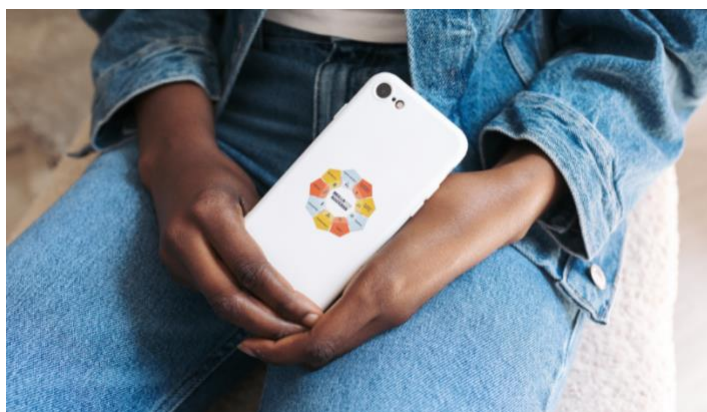
Creativity and innovation

This skill isn't about being able to paint or draw – it's about how you think. People who are creative and innovative use their imaginations, picture new ways of doing things, and want to experiment to see what happens.

Reflection questions: Before reading the description of creativity and innovation, would you have considered yourself a creative person? Did that change when you read it wasn't about being artistic? Think about a time you tried doing something in a new or different way. What happened as a result?

Digital

This skill is used any time you use a computer, tablet, smartphone, or other electronic device. When we watch online videos, download apps, fill out online forms, upload pictures to social media, or search for information on the Internet, we are using digital skills.



Reflection questions: How comfortable are you with digital technology? What kinds of devices have you used? Are you able to do all of the things mentioned above?

Numeracy

This skill is all about numbers and math. People with strong numeracy skills can add, subtract, multiply and divide, understand percentages and decimals, take measurements, calculate angles, and use formulas to solve problems.

Reflection questions: How do you feel about math? Does it make you feel confident or nervous? What numeracy skills do you have and which ones do you want to get better at?

Problem Solving

This skill helps you recognize problems, think about them and then try different solutions, and recognize if your solutions worked. People with good problem-solving skills can anticipate when things may go wrong and make plans to prevent problems before they even happen.

Reflection questions: What kind of problems have you been able to solve? Did your first solution work, or did you have to try multiple things before the problem was solved?



Reading

This skill is used to interpret letters, words, sentences and symbols on paper, posters, signs, and screens. People use their reading skills to understand instruction manuals, driving or walking directions, legal documents, instructions for taking medication, and other important written texts.

Reflection questions: What was the last thing you read just for fun? What was the last thing you read because you needed information? Do you read online or on paper more often?

Writing

This skill is used when you record words on paper using a pen or pencil, or on a digital device using a keyboard. Writing skills include accurate spelling, good grammar, proper sentence structure and punctuation, and using words in a way that readers can understand.

Reflection questions: How often do you write using a pen or pencil? How is your handwriting? Do you type a lot? Do you use tools like spell check or Grammarly?

Question: Now that you've read about and reflected on each of the Skills for Success, which ones do you think you have? Put a checkmark on your skills in the list below!

- | | |
|--|--|
| <input type="checkbox"/> Adaptability | <input type="checkbox"/> Numeracy |
| <input type="checkbox"/> Collaboration | <input type="checkbox"/> Problem Solving |
| <input type="checkbox"/> Communication | <input type="checkbox"/> Reading |
| <input type="checkbox"/> Creativity and innovation | <input type="checkbox"/> Writing |
| <input type="checkbox"/> Digital | |



Certifications in the Skilled Trades

What certifications and licenses are you familiar with? Many people know about certifications like:

- Safe Food Handling
- Smart Serve
- First Aid and CPR

You may also be familiar with certifications and licences that let someone:

- drive a car or motorcycle
- fish or hunt
- work in a regulated profession (i.e., a doctor or lawyer)



Did you know that there are certificates in the skilled trades too? When an apprentice completes their on-the-job and in-school training, they will earn a **Certificate of Apprenticeship**. For many trades, that certificate indicates that they are fully qualified to work in their trade in Ontario. For tradespeople in some trades, that is the last step of their certification process.

Other skilled trades, described as “compulsory trades,” also require a **Certificate of Qualification**. To earn that certification, a tradesperson needs to write an exam and pass with a mark of at least 70%. Once they have passed this exam, they are fully qualified to work in their trade in Ontario.



Trades that offer **Red Seal** certification provide an additional level of recognition. The Red Seal, when affixed to a tradesperson’s certificate, indicates that they have the knowledge required to practice their trade anywhere in Canada. Some **Red Seal** trades are compulsory, and some **Red Seal** trades are not.

Red Seal Trades

As of February 2024, these are all the **Red Seal** trades in Ontario:

Agricultural Equipment Technician	Floor Covering Installer	Motorcycle Technician
Appliance Service Technician	General Carpenter	Painter and Decorator — Commercial and Residential
Architectural Glass and Metal Technician	General Machinist	Parts Technician
Auto Body and Collision Damage Repairer	Heat and Frost Insulator	Plumber
Automotive Painter	Heavy Duty Equipment Technician	Powerline Technician
Automotive Service Technician	Heavy Equipment Operator — Dozer	Recreation Vehicle Technician
Baker-Pâtissier	Heavy Equipment Operator — Excavator	Refrigeration and Air Conditioning Systems Mechanic
Brick and Stone Mason	Heavy Equipment Operator — Tractor Loader Backhoe	Reinforcing Rodworker
Cabinet maker	Hoisting Engineer — Mobile Crane Operator 1	Roofer
Cement (Concrete) Finisher	Hoisting Engineer — Tower Crane Operator	Sheet Metal Worker
Construction Boilermaker	Horticultural Technician	Sprinkler and Fire Protection Installer
Construction Craft Worker	Industrial Electrician	Steamfitter
Cook	Industrial Mechanic	Terrazzo, Tile and Marble Setter
Drywall Finisher and Plasterer	Millwright	Tool and Die Maker
Drywall, Acoustic and Lathing Applicator	Instrumentation and Control Technician	Truck and Coach Technician
Electrician — Construction and Maintenance	Ironworker – Generalist	Truck-Trailer Service Technician
	Ironworker – Structural and Ornamental	Welder
	Metal Fabricator (Fitter)	

Reflect on What You Learned

1. Draw a line between the description and what type of certification it refers to:

When affixed to a tradesperson's certificate, this indicates that they have the knowledge required to practice their trade anywhere in Canada

Certificate of
Apprenticeship

What an apprentice earns when they complete their on-the-job and in-school training

Certificate of
Qualification

What someone in a compulsory trade earns if they pass an exam with a mark of at least 70%

Red Seal

2. Put a checkmark next to the trades that offer a **Red Seal**.

☐ Horticultural Technician

☐ Welder

☐ Small Engine Technician

☐ Plumber

☐ Tool and Die Maker

☐ Retail Meat Cutter

3. How many **Red Seal** trades on the previous page are you familiar with?

4. Think about the skilled trade(s) you mentioned you were interested in. Are any of them **Red Seal** trades?

☐ Yes

☐ No

Why Would You Want a Red Seal?

According to the Canadian Apprenticeship Forum (<https://caf-fca.org/>) between 2022 and 2026, an estimated **122,380** new journeypersons will be required in over 50 **Red Seal** trades. There is a lot of work available in the **Red Seal** trades! Across the country, trades in high demand include cook, industrial electrician, painter and decorator, and welder.

The Canadian Council of Directors of Apprenticeship (CCDA) oversees the **Red Seal** trades. This organization includes one official from each province and territory in Canada. Their mission is to support “a highly skilled, diverse, and mobile workforce.”

Question: Why do they use the word “mobile”?

Answer: Each province and territory in Canada recognizes a specific number and type of skilled trades. Most provinces and territories recognize around 50 trades, while Quebec only recognizes 25, and Ontario recognizes over 140. This can be a challenge to fully certified tradespeople who want to move to another province or travel for work. The trade they are certified in may not be recognized.

Question: What do you do if you have a great job opportunity in a province where your trade certification isn't recognized?



Answer: A fully qualified tradesperson is known as a Journeyperson, and they often travel for work. If they want to work in a province where their trade isn't recognized, they will need to have their previous work experience evaluated. If it is recognized, they may still need to take additional training to meet the standards of the new province or territory. Many need to restart their training from the beginning, even though they've spent years working in the trade. This can be very frustrating and can stop a Journeyperson from travelling for work.

Question: How can you get around this barrier?

Answer: If you choose to train in a **Red Seal** trade and pass the **Red Seal** exam when you complete your apprenticeship, your certification will be recognized in any province in Canada. You can travel for short-term work contracts or move to a new province and know you are qualified to work in your trade right away.

Apprenticing in a **Red Seal** trade is a great opportunity. **Red Seal** trades are well respected and provide you with an opportunity to travel across the country for work.

The Red Seal Website



The Canadian Council of Directors of Apprenticeship (CCDA) manages the **Red Seal** website. It is full of useful information about **Red Seal** trades.

You can visit the website using this link: <https://www.red-seal.ca>

On the **Red Seal** website, you can learn about:

- the Canadian Council of Directors of Apprenticeship (CCDA)
- how Canada's provinces and territories work together to recognize different skilled trades
- which trades are recognized under the **Red Seal** designation
- what happens in a **Red Seal** exam
- how to access financial support as someone pursuing a **Red Seal** trade
- resources available on the **Red Seal** website

The Red Seal Exam

To earn a **Red Seal**, you need to pass the **Red Seal** exam. It is a multiple-choice test that you can take after you earn your Certificate of Apprenticeship.

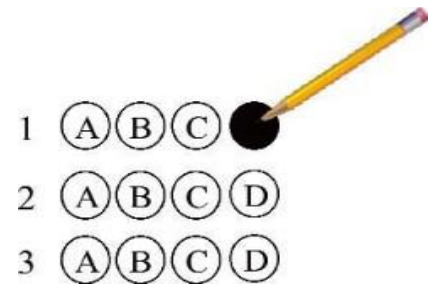
Question: What does a multiple-choice test look like?

Answer: On a multiple-choice test, you will be asked a series of questions. Below each question, you will see several possible answers. There will be only one correct answer.

On the **Red Seal** exam, the questions are not meant to be tricky or misleading, but the incorrect options may not be obvious. Only someone skilled and experienced in their trade will be able to pick the correct answer from all the options.

The **Red Seal** exam offers four possible answers to each question. You will receive a bubble sheet with the exam. It is used to record which of the four answers you think is correct.

For example, this is how you would indicate that **D** is the right answer to Question 1.



Some of the questions on a **Red Seal** exam:

- are used to check your knowledge of **facts** related to the trade
- test your knowledge of **procedures** which might include calculations or interpretations of diagrams
- are used to check **problem-solving** skills related to the trade
- reference information such as **formulas, acronyms, diagrams, charts**, or parts of related **codes and laws** that apply to the trade

Tip: Many of the Skills for Success are required to successfully write the **Red Seal** exam. They include reading, writing, numeracy, and problem solving.

Activity: Learn More About the Red Seal Exam

Would you like to see what the **Red Seal** exam looks like?

The Red Seal website provides an example of the exam for each trade including sample questions. It is a good idea to look at these questions for trades that interest you. They are a great way to learn more about what's involved in each trade. It will also help you when it is time to write the exam.

Tip: By reviewing the **Red Seal** website, you will be using several different Skills for Success. They include reading, numeracy, problem solving, and digital skills!

To begin, open a browser and go to this page: https://www.red-seal.ca/eng/resources/.2x.1ms_c.4.5ns.2ll.3ng.shtml

You will see an alphabetical list of Red Seal trades, as shown below.

RED SEAL - SCAU ROUGE

Français

About Us Strategic Priorities Trades Red Seal Exams Resource Centre Financial Support Contact Us

Home

How to Register
Red Seal Exam Preparation Guide
Sample Examination Questions
Exam Breakdowns
Self-Assessment
Examination Consultations
Interprovincial Examination Development Process

Red Seal Exam Breakdowns

Find out how your trade's exam is broken down according to topic.

Select a trade

A	B	C
Agricultural Equipment Technician	Baker	Cabinetmaker
Appliance Service Technician	Boilermaker	Carpenter
Auto Body and Collision Technician	Bricklayer	Concrete Finisher
Automotive Refinishing Technician		Construction Craft Worker
Automotive Service Technician		Construction Electrician
		Cook

We will look at the trade of Agricultural Equipment Technician. You should choose a trade you are interested in.

What trade did you choose? _____

When you click the name of the trade, you will open an exam information page that shows three sections.

Section 1: Self-Assessment

The self-assessment tool can be used to reflect on your own experience and knowledge in the trade. You can complete this self-assessment online, or by downloading and filling out a PDF version.

Task: Download and open the PDF version of the self-assessment **for the skilled trade you chose**, then answer the question below. If you need help downloading and opening the PDF, speak to your teacher or tutor.

In each self-assessment, you are asked to rate your understanding and experience of several tasks that are commonly completed by people working in that trade. Fill in the blanks on the rating scale below based on what you read in the self-assessment.

● **LOW**

I have ____ or _____ understanding or experience in this activity.

● **MEDIUM**

I _____ this activity and have some experience doing it in _____ situations.

● **HIGH**

I have a _____ understanding of this activity and am _____ in doing it in many situations.

Section 2: Exam Breakdown

This section shows you how the trade exam is broken down by topic. You can learn how many questions on the test focus on each skill area.

→ Here is the breakdown for Agricultural Equipment Technician:

Exam Breakdown

Each Red Seal exam's questions are developed to assess the activities laid out in the [Red Seal Occupational Standard](#). This trade's Red Seal exam has 125 questions, which are distributed as follows:

- ▶ Major Work Activity A – Performs common occupational skills - 6 questions
- ▶ Major Work Activity B – Diagnoses and repairs engines and engine support systems - 18 questions
- ▶ Major Work Activity C – Diagnoses and repairs drive trains - 16 questions
- ▶ Major Work Activity D – Diagnoses and repairs hydraulic, hydrostatic and pneumatic systems - 22 questions
- ▶ Major Work Activity E – Diagnoses and repairs electrical and electronic systems - 24 questions
- ▶ Major Work Activity F – Diagnoses and repairs steering, brakes and suspensions - 13 questions
- ▶ Major Work Activity G – Diagnoses and repairs structural components and operator stations - 8 questions
- ▶ Major Work Activity H – Diagnoses and repairs agricultural equipment - 18 questions

Task: Review the breakdown for a trade that you are interested in and answer the questions below and on the following page.

1. How many questions does the **Red Seal** exam have for that trade? _____

2. Write down one of the Major Work Activities for the exam in that trade.

3. How many questions on the exam relate to this Major Work Activity? _____

Now, click the arrow next to that Major Work Activity. You will see a breakdown of different tasks in the activity.

→ Here is the breakdown of tasks for the Major Work Activity “Diagnoses and repairs steering, brakes, and suspensions” on the Agricultural Equipment Technician exam:

▼ <u>Major Work Activity F – Diagnoses and repairs steering, brakes and suspensions - 13 questions</u>	
Task 14 - Diagnoses steering and brake systems	3 questions
Task 15 - Repairs steering and brake systems	4 questions
Task 16 - Diagnoses track, wheel and suspension systems	3 questions
Task 17 - Repairs track, wheel and suspension systems	3 questions

4. Write one of the tasks you see under the Major Work Activity for the trade you chose.

Section 3: Types of Exam Questions

This section shows you examples of different questions you may see on the **Red Seal** exam for your chosen trade. There are three types of questions:

- Knowledge and Recall
- Procedural and Application
- Critical Thinking

→ Here is what the Red Seal website shares about **Critical Thinking** questions for the Agricultural Equipment Technician exam:

Critical Thinking

This type of question tests your ability to interpret data, solve problems and arrive at valid conclusions.

For this trade, 50 to 60% of questions are this type.

Example of a **Critical Thinking** Question:

A centrifugal advance mechanism is seized closed on a conventional distributor. What is the result?

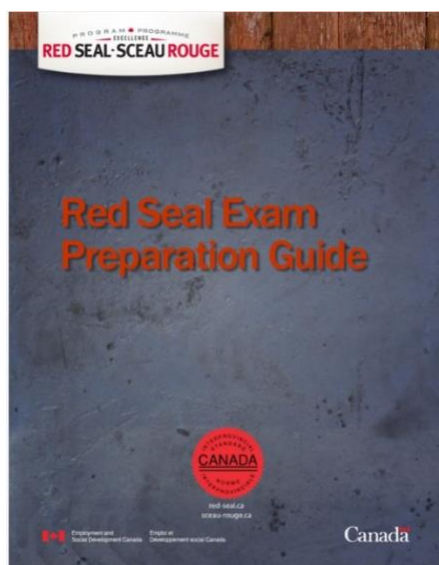
- A. Low curb idle.
- B. Retarded timing.
- C. High curb idle.
- D. High power.

Answer: B

Task: Read the questions for your chosen trade and fill in the information below.

1. What percentage of questions on the exam are related to **Knowledge and Recall**? _____ %
2. What percentage of questions on the exam are related to **Procedural and Application**? _____ %
3. What percentage of questions on the exam are related to **Critical Thinking**? _____ %
4. Did you know how to answer any of the sample questions? ☐ Yes ☐ No

If you said no, don't worry! These are all questions you would learn the answer to during your apprenticeship training.



There are links at the bottom of the exam information page where you can try more sample questions for the trade and find the Exam Preparation Guide.

You can also open the Exam Preparation Guide using this link: <https://www.red-seal.ca/eng/resources/g.2tr.2.1dy.shtml>

The Exam Preparation Guide is very helpful, as it shares practical information about **Red Seal** exams and how you can prepare. It is useful for all of the **Red Seal** trades.

Task: Download and review the **Red Seal** Exam Preparation Guide. Write down three things you learned from the guide below.

1. _____
2. _____
3. _____

Tip: Save the Self-Assessment and Exam Preparation Guide for your chosen trade. You can use them to help you prepare for your future career in the skilled trades!

Dealing with Stress and Exam Anxiety

Do you feel anxious or stressed when it's time to write a test? It is normal to have some anxiety or stress before or during an important experience like an exam. Sometimes self-doubt or pressure can cause people to make mistakes or avoid trying altogether.

The **Red Seal** website (<https://www.red-seal.ca>) offers several tips to help you deal with those feelings. Here are some tips they share:

- Plan your time! Allow yourself enough time to learn and study before your exam.
- Schedule your study time! Use a paper or an electronic calendar to devote specific time to studying each week leading up to your exam.
- Breathe! Calm and deep breathing may help you to refocus and to find the answers more easily.
- Talk positively to yourself! Remind yourself of why you are taking the exam. Remember the time and effort you have put into your training and exam preparation.
- Fill your mind with positive images: Your last vacation, your favourite activity, someone who helps you to feel grounded. Once you feel calmer, return to your studies.
- Look for tools that reduce stress through mindfulness and meditation. Many apps, podcasts, and videos are freely available on mobile devices and online.
- Physical activity helps to deal with stressful situations like exams. Enough rest and proper nutrition are also key to dealing with anxiety.
- Make sure you know exactly where and when the exam will take place. Plan ahead and allow yourself plenty of time to get there.

Question: Which of these tips do you think you can use?

Conclusion

There are many benefits to apprenticing in a **Red Seal** trade. This resource shared several of them along with information from the **Red Seal** website to help you prepare for a rewarding job in the skilled trades.

Here are some of the things you learned:

- ☐ the Skills for Success and how you have used them in the past
- ☐ different certifications in the skilled trades including the Certificate of Apprenticeship and Certificate of Qualification
- ☐ which trades are eligible for a **Red Seal** in Ontario
- ☐ why working in a Red Seal trade can be beneficial, especially if you want to travel for work
- ☐ what you can find on the **Red Seal** website
- ☐ how the **Red Seal** exam is structured
- ☐ where to find resources to help you prepare for the exam, including a self-assessment, exam breakdown, and sample questions
- ☐ about the Red Seal Exam Preparation Guide
- ☐ tips for handling stress and exam anxiety

Check off each of the sections you completed in the list above. If you didn't complete a section of this resource, go back and review it now.

Tip: If you want more information about the skilled trades, speak to your teacher or tutor. They can provide you with more activities and resources to help you prepare for your on-the-job and in-school training as well as apprenticeship tests and exams.