

Appendix H: Social Procurement Definitions

Indigenous Peoples

Indigenous Peoples include First Nations, Inuit and Métis Peoples of Canada as defined in Section 35(2) of the Constitution Act, 1982 (Source: [Employment Equity Act \(justice.gc.ca\)](#), [THE CONSTITUTION ACTS, 1867 to 1982 \(justice.gc.ca\)](#)).

Under-Represented Groups

Under-Represented Groups for this project includes Indigenous Peoples, Women, Newcomers, Persons with Disabilities, People Facing Poverty, Veterans, 2SLGBTQIA+ Peoples.

Newcomers refers primarily to recent immigrants (less than five years in Canada), refugees, refugee claimants or asylum seekers, and temporary residents (Source: [Winnipeg 2020](#)).

People Facing Poverty refers to people that do not have enough income to buy a set of goods and services considered to represent a modest, basic standard of living (Source: [Market Basket Measure, Stats Canada](#)).

Persons with Disabilities are individuals who have a long-term or recurring physical, mental, psychiatric, sensory, or learning impairment which may limit certain kinds of activity or could be perceived as a limitation. These include visible and non-visible disabilities (Source: [City of Winnipeg](#)).

Racialized Peoples refers to a group of people who have identifiable characteristics that differ from those of the majority or dominant population. In Canada, “racialized minority” usually refers to non-white people. Categorizations other than “racialized” include “people of colour” or BIPOC (Black, Indigenous, People of Colour) (Source: [Racialized Minorities | The Canadian Encyclopedia](#)).

Veterans refers to any former member of the Canadian Armed Forces who successfully underwent basic training and is honorably discharged (Source: [Veteran Affairs Canada](#)).

Women refers to all people who identify as women, whether they are cisgender or transgender women (Source: [Department of Justice, Government of Canada](#)).

2SLGBTQIA+ Peoples refers to Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, Plus Peoples (Source: [Government of Canada](#)).

Skilled Labour

Skilled Labour refers to an individual with specialized knowledge, gained through specific education and training, such as a university, college, or apprenticeship program. Other educational requirements can include examinations or certifications to work in a specific field (Source: [Indeed](#), [Indeed.c.](#)). There are three categories of individuals in the construction industry that are considered Skilled Labour: Apprentices, Journeymen, Designated Trainers. Skilled Labour falls within the Canadian National Occupation Classification (NOC) levels TEER 1 and TEER 2. An exception is a TEER 3 occupation that has an apprenticeship program outlined in Table 1 below.

Semi-Skilled Labour refers to workers who perform tasks that require a specific set of skills or abilities that do not require advanced education. Semi-Skilled employees may have earned a certificate or a licence, and training for Semi-Skilled employees is usually around three to six months. A Semi-Skilled worker performs a job with some special skills, usually learned from on-the-job training, but are not an expert in the profession like a Skilled Labourer would be (Source: [Indeed](#), [Indeed.b.](#), [Department of Social Security](#)). Semi-Skilled Occupations are more complex than General Labour, and distinctly simpler than Skilled Labour (Source: [Department of Social Security](#)). Semi-Skilled Labour falls within the Canadian National Occupation Classification (NOC) level TEER 3 (See Table 1).

General Labour involves tasks with a limited set of skills or abilities that do not depend on technical skills or training. Many of these jobs can be learned within 30 days and involve repetitive tasks (Source: [Indeed](#), [Department of Social Security](#)). General Labour falls within Canadian National Occupation Classification (NOC) levels TEERs 4 and 5 (see Table 1).

Apprentice refers to a person who is engaged in an apprenticeship program registered with Apprenticeship Manitoba for the purpose of becoming a journeyman (Source: [Immigrate Manitoba n.d.](#), [Province of Manitoba 2022](#)).

Designated Trainer refers to an experienced tradesperson without journeyman certification who is allowed to supervise the work of and train an apprentice. A designated trainer must have met the criteria set out by the governing body to show they have work experience in 70% of the scope of the trade, and must have worked 1.5 times the term of the apprenticeship in the past 10 years (Source: [Apprenticeship Manitoba](#), [Province of Manitoba 2024](#)).

Journeyman refers to a person who holds a certificate of qualification in a designated trade (Source: [Immigrate Manitoba](#), [Province of Manitoba 2022](#)).

National Occupation Classification (NOC) is Canada's system for categorizing occupations. It helps identify and organize jobs based on factors like training, education, experience, and responsibilities (Source: [Government of Canada](#)).

Manitoba Market

In the Manitoba Market refers to residents of Manitoba which is defined as a person who makes their home or is ordinarily present in Manitoba (has a Manitoba Medical Card and/or is registered to vote in Manitoba), but does not include a student who is a resident of another province or country and studying in Manitoba, a transient, or a visitor in Manitoba.

Table 1 - NOC Skilled, Semi-Skilled, and General Labour by TEER Classification with Examples

TEER	Education and Training	Occupations	Labour Type
TEER 0	Management occupations	Advertising, Marketing, Financial Managers, Human Resource Managers	Not Applicable
TEER 1	Occupations that usually require a university degree	Engineer, Financial Auditors	
TEER 2	Occupations that usually require: - a college diploma - apprenticeship training of 2 or more years, or - supervisory occupations	Boilermaker, Bricklayer, Cabinet Maker, Carpenter, CNC Machinist, Construction Electrician, Construction Millwright, Crane Operator, Mobile Crane Operator, Boom Truck Hoist Operator, Tower Crane Operator, Diesel Engine Mechanic, Gasfitter Class A and B, Industrial Electrician, Industrial Mechanic, Instrumentation and Control Technician, Insulator (Heat and Frost), Ironworker, Machinist, Plumber, Power Electrician, Refrigeration and Air Conditioning Mechanic (Industrial), Sheet Metal Worker, Sprinkler Fitter, Steamfitter – Pipefitter, Welder	Skilled Labour (Construction Designated Trades)
TEER 3	Occupations that usually require: - a college diploma - apprenticeship training of less than 2 years, or - more than 6 months of on-the-job training	Concrete Finisher, Floorcovering Installer, Glazier, Lather (Interior Systems Mechanic), Painter and Decorator, Roofer, Sloped Roofer	
	Occupations that do not have an apprenticeship program	Heavy Equipment Operators, Transport Truck Drivers	Semi-Skilled Labour
TEER 4	Occupations that usually require: - a high school diploma, or - several weeks of on-the-job training	Industrial Painters, Coaters and Metal Finishing Process, Mechanical Assemblers and Inspectors	General Labour
TEER 5	Occupations that usually need short-term work demonstration and no formal education	Construction Trades Helpers and Labourers (Asphalt Spreader, Bricklayer Helper, Carpenter Helper, Concrete Mixer Helper, Construction Helper / Labourer, Excavation Labourer, Drywall Sander, Flag Person, Plumber Helper, Roofer Helper) Landscaping and Grounds Maintenance Labourers Delivery Service Drivers and Door-To-Door Distributors	
Source: Government of Canada , Manitoba Trades , Indeed , Indeed.b. , Indeed.c.			