

DAWN STAFFING SOLUTIONS INC.

SALARY GUIDE 2024



Sibsanakar Baidya is the president and founder of **Dawn Staffing Solutions Inc.** Since Dawn Staffing's beginning, he has played an essential role in the nurturing and growth of the company. He ensures that Dawn Staffing's vision is consistently communicated through our work environment, which is of fundamental importance. Our team at Dawn ensures that business is conducted following our mission and vision statements.

At **Dawn Staffing**, we leave nothing to chance when it comes to matching our clients and candidates. To ensure a better fit for you, we follow a process of continually updating you on the status of the search we are undertaking on your behalf. All the work is done upfront, at no risk or cost to your organization. From interviews to background checks, we balance our focus on customer -service with a detailed and assurance minded system of checks and balances.

Resumes of eligible candidates are stored and filtered in a database that is accessible all our internal recruiters who constantly source and mine profiles to match the client requirements. We match skills, proficiency levels, experience, and expectations to ensure that neither the recruiter nor the applicant is dissatisfied with the placement.

Recruitment & Staffing Experts

By the numbers

- Team of 50+ recruiters specializing in end to end recruitment.
- Management has over 30 years of total recruiting experience in the Manufacturing, Engineering and Heavy Industry.
- Recruiting / Sourcing happens from our offices in **Mississauga, ON, Vancouver, BC and Cleveland, OHIO.**
- Successfully assisted 100+ clients in **Canada and USA** with their recruitment needs.
- Successfully placed Skilled trades, Engineers, Production and maintenance managers with our amazing clients.



By Industry Specialization

- Automotive
- Food Processing / Packaging / Liquid Filling
- Chemical manufacturing
- Steel Fabrication Shops
- Recycling / Metal Yards
- Automation
- Heavy Industry
- Construction
- Aerospace
- Oil and Gas
- Manufacturing
- Pulp & Paper / Forestry

Positions We Specialize In

SKILLED TRADES / MAINTENANCE

- Millwright
- Electrician
- Tool & Die Maker
- CNC Programmer / Machinist
- Electro - Mechanical / Dual Ticket Technician
- PLC Programmer / Automation / Control Technician



ENGINEERING

- Process / Project / Controls Engineers
- Mechanical / Electrical Engineer
- Reliability Engineer
- Designers
- Manufacturing Engineer
- Electro-Mechanical Engineer

MANUFACTURING/ OPERATIONS/PRODUCTION

- Power Engineers
- Maintenance Supervisor / Manager
- Production Supervisor / Manager
- Supply Chain professionals





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LICENSED SKILLED TRADES 2024 (GREATER TORONTO AREA)

JOB TITLE	1-3 years	4-6 years	7+ years
CERTIFIED ELECTRICIAN	\$34-\$39/hr	\$39-\$44/hr	\$42-\$48/hr
CERTIFIED MILLWRIGHT	\$33-\$38/hr	\$38-\$45/hr	\$40-\$47/hr
TOOL & DIE MAKER	\$32-\$36/hr	\$35-\$39/hr	\$38-\$43/hr
STATIONARY ENGINEER	\$36-\$40/hr	\$41-\$45/hr	\$45-\$50/hr

LICENSED SKILLED TRADES 2024 (KITCHENER / WATERLOO /CAMBRIDGE AREA)

JOB TITLE	1-4 years	4- 6 years	7+ years
CERTIFIED ELECTRICIAN	\$33-\$38/hr	\$38-\$44/hr	\$42-\$46/hr
CERTIFIED MILLWRIGHT	\$34-\$38/hr	\$38-\$43/hr	\$43-\$49/hr
TOOL & DIE MAKER	\$32-\$36/hr	\$35-\$39/hr	\$38-\$43/hr
STATIONARY ENGINEER	\$36-\$40/hr	\$41-\$45/hr	\$45-\$50/hr



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LICENSED SKILLED TRADES 2024 (HAMILTON / NIAGARA AREA)

JOB TITLE	1-3 years	4-6 years	7+ years
CERTIFIED ELECTRICIAN	\$34-\$38/hr	\$40-\$44/hr	\$43-\$47/hr
CERTIFIED MILLWRIGHT	\$33-\$38/hr	\$39-\$45/hr	\$43-\$46/hr
TOOL & DIE MAKER	\$36-\$40/hr	\$38-\$42/hr	\$42-\$48/hr
STATIONARY ENGINEER	\$42-\$45/hr	\$45-\$49/hr	\$48-\$55/hr

LICENSED SKILLED TRADES 2024 (LONDON AND WINDSOR AREA)

JOB TITLE	1-3 years	4-6 years	7+ years
CERTIFIED ELECTRICIAN	\$33-\$38/hr	\$40-\$46/hr	\$43-\$47/hr
CERTIFIED MILLWRIGHT	\$33-\$38/hr	\$39-\$45/hr	\$43-\$46/hr
TOOL & DIE MAKER	\$30-\$33/hr	\$33-\$39/hr	\$39-\$42/hr
STATIONARY ENGINEER	\$36-\$41/hr	\$41-\$46/hr	\$46-\$51/hr



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CNC MACHINING - 2024 (GREATER TORONTO AREA)

JOB TITLE	1-3 years	3-5 years	5+ years
CNC MACHINIST	\$25-\$30/hr	\$30-\$32/hr	\$30-\$35/hr
CNC PROGRAMMER	\$23-\$30/hr	\$30-\$33/hr	\$30-\$35/hr
GENERAL MACHINIST	\$ 24-\$28/hr	\$28-\$33/hr	\$31-\$35/hr

CNC MACHINING - 2024 (KITCHENER / WATERLOO /CAMBRIDGE AREA)

JOB TITLE	1-3 years	3-5 years	5+ years
CNC MACHINIST	\$25-\$30/hr	\$30-\$32/hr	\$30-\$35/hr
CNC PROGRAMMER	\$23-\$30/hr	\$30-\$32/hr	\$30-\$35/hr
GENERAL MACHINIST	\$ 24-\$28/hr	\$28-\$33/hr	\$31-\$35/hr



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GENERAL MACHINIST	\$ 24-\$28/hr	\$28-\$33/hr	\$31-\$35/hr

CNC MACHINING - 2024 (LONDON AND WINDSOR AREA)

JOB TITLE	1-3 years	3-5 years	5+ years
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CNC PROGRAMMER	\$23-\$30/hr	\$30-\$33/hr	\$30-\$35/hr
GENERAL MACHINIST	\$ 24-\$28/hr	\$28-\$33/hr	\$31-\$35/hr



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MANAGEMENT / ADMINISTRATION 2024 (GREATER TORONTO AREA)

JOB TITLE	1-3 years	4-6 years	7+ years
PLANT MANAGER	\$85 -\$100K	\$100-\$115K	\$120-\$150K
MAINTENANCE MANAGER	\$70-\$85K	\$90-\$105K	\$110-\$130K
OPERATIONS MANAGER	\$85-\$95K	\$95-\$105K	\$110-\$130K
PRODUCTION SUPERVISOR	\$65-\$75K	\$75-\$90K	\$95-\$110K

MANAGEMENT / ADMINISTRATION (KITCHENER / WATERLOO /CAMBRIDGE AREA)

JOB TITLE	1-3 years	4-6 years	7+ years
PLANT MANAGER	\$85 -\$100K	\$100-\$115K	\$120-\$130K
MAINTENANCE MANAGER	\$70-\$85K	\$90-\$105K	\$110-\$125K
OPERATIONS MANAGER	\$85-\$95K	\$95-\$105K	\$110-\$130K
PRODUCTION SUPERVISOR	\$65-\$75K	\$75-\$90K	\$95-\$110K



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PLANT MANAGER	\$85 -\$100K	\$100-\$115K	\$120-\$130K
MAINTENANCE MANAGER	\$70-\$85K	\$90-\$105K	\$110-\$125K
OPERATIONS MANAGER	\$85-\$95K	\$95-\$105K	\$110-\$130K
PRODUCTION SUPERVISOR	\$65-\$75K	\$75-\$90K	\$95-\$110K

MANAGEMENT / ADMINISTRATION (LONDON AND WINDSOR AREA)

JOB TITLE	1-3 years	4-6 years	7+ years
PLANT MANAGER	\$85 -\$100K	\$100-\$115K	\$120-\$135K
MAINTENANCE MANAGER	\$70-\$85K	\$88-\$110K	\$110-\$125K
OPERATIONS MANAGER	\$85-\$95K	\$95-\$110K	\$110-\$130K
PRODUCTION SUPERVISOR	\$65-\$75K	\$75-\$90K	\$95-\$110K



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WORKING TOGETHER TO DELIVER RESULTS

At **DAWN**, we follow time tested approaches and technology processes, helping our partners recruit top notch talent specified by their clients. Our staffing solutions are directed towards delivering metrics, reducing your overall operating costs, improving hiring efficiency, and enhancing enduring relationships with your clients. We believe in mutual growth. The more we deliver, the more you grow, so do we.

We are involved in every aspect of the hiring process – sourcing, screening resumes, interacting, arranging interviews, negotiating, and on boarding.

Let's Bring On A Talented Industrial Workforce And Enhance Your Job Prospects!

Dawn Staffing offers safe, skilled, and reliable help for manufacturers. There are many manufacturing companies that have job openings in Canada that you might not be aware of yet. Some people are not cut out for working behind a desk in an office. But again, exceptions are what rules are for! Many Canadian manufacturing firms need a Maintenance Supervisor / Manager, or Production Supervisor / Manager in Canada.

We can assist you in finding the best skilled trade jobs in Canada. Therefore, Dawn Staffing Canada finds the best blue collar workers for your company.

At Dawn:

- Together, we can devise a workforce solution that grows with your business or that gets you hired.
- We take it further by giving you our workforce planning advice.
- With dependable workers available on demand, you can take on any challenge, improve productivity and increase focus.