



DAWN
Staffing Solutions

Dawn Staffing Solutions Inc

Salary Guide 2025

Market and Salary Insights for Skilled Trades,
Manufacturing, and Engineering Roles.



CONTACT US



Phone Number:
(905)901-5201



Website:
www.dawnstaffing.com



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

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Recruiting team specializing
in 3 different domains :



SKILLED TRADES



ENGINEERING



INDUSTRIAL



- **Team Size:** 50+ recruiters specializing in end-to-end recruitment.
- **Locations:** We have offices in **Mississauga**, **Vancouver** and **Ohio**.
- **Client Success:** Assisted 150+ clients across **Canada** and the **USA** with their recruitment needs.
- **Placements:** Successfully placed over 500+ people specializing in skilled trades, engineering, and manufacturing across multiple sectors.

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SALARY GUIDE 2025

LICENSED SKILLED TRADES

(GREATER TORONTO AREA) 

JOB TITLE	1-3 YEARS	3-5 YEARS	5+ YEARS
Certified Electrician	\$35-\$39/hr	\$39-\$42/hr	\$42-\$48/hr
Certified Millwright	\$35-\$39/hr	\$39-\$42/hr	\$42-\$48/hr
Tool & Die Maker	\$35-\$36/hr	\$36-\$39/hr	\$39-\$42/hr
Stationary Engineer	\$36-\$40/hr	\$41-\$45/hr	\$45-\$50/hr
PLC/Controls Technician	\$32-\$34/hr	\$35-\$40/hr	\$40-\$45/hr

(KITCHENER / WATERLOO /CAMBRIDGE AREA) 

JOB TITLE	1-3 YEARS	4-6 YEARS	5+ YEARS
Certified Electrician	\$35-\$39/hr	\$39-\$42/hr	\$42-\$46/hr
Certified Millwright	\$35-\$39/hr	\$39-\$42/hr	\$42-\$46/hr
Tool & Die Maker	\$34-\$36/hr	\$36-\$39/hr	\$39-\$42/hr
Stationary Engineer	\$36-\$40/hr	\$41-\$45/hr	\$45-\$50/hr
PLC/Controls Technician	\$30-\$34/hr	\$34-\$40/hr	\$40-\$42/hr

*Mentioned pay is per hour

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LICENSED SKILLED TRADES

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Certified Electrician	\$35-\$40/hr	\$40-\$42/hr	\$42-\$45/hr
Certified Millwright	\$35-\$40/hr	\$40-\$42/hr	\$42-\$45/hr
Tool & Die Maker	\$34-\$36/hr	\$36-\$39/hr	\$39-\$42/hr
Stationary Engineer	\$36-\$40/hr	\$41-\$45/hr	\$45-\$50/hr
PLC/Controls Technician	\$30-\$34/hr	\$34-\$38/hr	\$38-\$42/hr

(LONDON AND WINDSOR AREA) 

JOB TITLE	1-3 YEARS	3-5 YEARS	5+ YEARS
Certified Electrician	\$35-\$39/hr	\$39-\$41/hr	\$41-\$43/hr
Certified Millwright	\$35-\$39/hr	\$39-\$41/hr	\$41-\$43/hr
Tool & Die Maker	\$34-\$36/hr	\$36-\$39/hr	\$39-\$42/hr
Stationary Engineer	\$36-\$40/hr	\$41-\$45/hr	\$45-\$50/hr
PLC/Controls Technician	\$30-\$33/hr	\$33-\$37/hr	\$37-\$41/hr

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ADVANCED MANUFACTURING

(GREATER TORONTO AREA) 

JOB TITLE	1-3 YEARS	4-6 YEARS	7+ YEARS
Plant Manager	\$100-\$110K	\$110-\$125K	\$120-\$150K
Maintenance Manager	\$90-\$95K	\$95-\$110K	\$110-\$120K
Operations Manager	\$90-\$95K	\$95-\$110K	\$110-\$120K
Production Supervisor	\$65-\$75K	\$75-\$80K	\$80-\$90K

(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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*Bonus and Benefits are not included

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SALARY GUIDE 2025

ADVANCED MANUFACTURING

(HAMILTON / NIAGARA AREA)



JOB TITLE	1-3 YEARS	4-6 YEARS	7+ YEARS
Plant Manager	\$100-\$110K	\$110-\$120K	\$120-\$130K
Maintenance Manager	\$80-\$90K	\$90-\$100K	\$100-\$110K
Operations Manager	\$80-\$90K	\$90-\$100K	\$100-\$110K
Production Supervisor	\$65-\$75K	\$75-\$80K	\$90-\$95K

(LONDON AND WINDSOR AREA)



JOB TITLE	1-3 YEARS	4-6 YEARS	7+ YEARS
Plant Manager	\$90-\$100K	\$100-\$110K	\$110-\$120K
Maintenance Manager	\$80-\$90K	\$90-\$100K	\$100-\$110K
Operations Manager	\$80-\$90K	\$90-\$100K	\$100-\$110K
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ENGINEERING

(GREATER TORONTO AREA)



JOB TITLE	1-3 YEARS	4-6 YEARS	7+ YEARS
Process Engineer	\$65-\$75K	\$75-\$90K	\$90-\$100K
Controls Engineer	\$75-\$80K	\$80-\$85K	\$85-\$100K
Quality Engineer	\$70-\$75K	\$75-\$80K	\$80-\$85K
Manufacturing Engineer	\$75-\$85K	\$85-\$90K	\$90-\$100K

(KITCHENER / WATERLOO /CAMBRIDGE AREA)



JOB TITLE	1-3 YEARS	4-6 YEARS	7+ YEARS
Process Engineer	\$75-\$85K	\$85-\$95K	\$95-\$100K
Controls Engineer	\$75-\$85K	\$85-\$95K	\$95-\$105K
Quality Engineer	\$65-\$70K	\$70-\$75K	\$75-\$80K
Manufacturing Engineer	\$75-\$85K	\$85-\$95K	\$95-\$100K

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Quality Engineer	\$65-\$75K	\$75-\$85K	\$85-\$85K
Manufacturing Engineer	\$85-\$90K	\$90-\$95K	\$95-\$100K

(LONDON AND WINDSOR AREA) 

JOB TITLE	1-3 YEARS	4-6 YEARS	7+ YEARS
Process Engineer	\$85-\$90K	\$90-\$95K	\$95-\$100K
Controls Engineer	\$75-\$80K	\$80-\$85K	\$85-\$95K
Quality Engineer	\$65-\$75K	\$75-\$85K	\$85-\$85K
Manufacturing Engineer	\$85-\$90K	\$90-\$95K	\$95-\$100K

*Mentioned pay is per annum

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INDUSTRIAL

(GREATER TORONTO AREA)



JOB TITLE	1-3 YEARS	4-5 YEARS	5+ YEARS
CNC Machining	\$22-\$25/hr	\$25-\$32/hr	\$32-\$38/hr
Robotic Weld Tech	\$25-\$30/hr	\$30-\$35/hr	\$35-\$40/hr
Welder	\$21-\$24/hr	\$24-\$30/hr	\$30-\$32/hr
Machine Operators	\$16-\$20/hr	\$21-\$23/hr	\$23-\$25/hr

(KITCHENER / WATERLOO /CAMBRIDGE AREA)



JOB TITLE	1-3 YEARS	4-6 YEARS	5+ YEARS
CNC Machining	\$22-\$25/hr	\$25-\$32/hr	\$32-\$38/hr
Robotic Weld Tech	\$25-\$30/hr	\$30-\$35/hr	\$35-\$38/hr
Welder	\$21-\$24/hr	\$24-\$26/hr	\$26-\$30/hr
Machine Operators	\$18-\$20/hr	\$20-\$22/hr	\$22-\$24/hr

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INDUSTRIAL

(HAMILTON / NIAGARA AREA) 

JOB TITLE	1-3 YEARS	4-6 YEARS	5+ YEARS
CNC Machining	\$25-\$30/hr	\$30-\$33/hr	\$33-\$38/hr
Robotic Weld Tech	\$25-\$30/hr	\$30-\$35/hr	\$35-\$38/hr
Welder	\$24-\$28/hr	\$28-\$32/hr	\$32-\$35/hr
Machine Operators	\$18-\$20/hr	\$20-\$22/hr	\$22-\$24/hr

(LONDON AND WINDSOR AREA) 

JOB TITLE	1-3 YEARS	4-5 YEARS	5+ YEARS
CNC Machining	\$23-\$27/hr	\$27-\$30/hr	\$30-\$38/hr
Robotic Weld Tech	\$28-\$30/hr	\$30-\$35/hr	\$35-\$40/hr
Welder	\$21-25\$/hr	\$25-\$28/hr	\$28-\$32/hr
Machine Operators	\$18-\$20/hr	\$20-\$22/hr	\$22-\$24/hr

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Ontario-Specific Trends in Skilled Trades



High Demand for Skilled Trades

1. **Booming Construction Sector:** Infrastructure projects, such as transit expansions (e.g., Ontario Line) and housing developments, are driving demand for electricians, plumbers, and HVAC technicians.
2. **Manufacturing Revival:** The push for more local production, especially in automotive and aerospace sectors, has created a need for machinists, millwrights, and industrial electricians.



Talent Shortages

1. **Aging Workforce:** Many trades professionals are retiring, creating gaps in roles like tool and die makers, welders, and heavy equipment operators.
2. **Skills Mismatch:** A lack of young entrants into trades has led to shortages, particularly in rural and northern Ontario regions.



Government Initiatives

1. **Apprenticeship Incentives:** Programs like the Ontario Apprenticeship Training Tax Credit and employer grants encourage businesses to hire and train apprentices.
2. **Skilled Trades Ontario:** The province's certification authority is modernizing processes, making it easier for workers to gain qualifications.
3. **Immigration Support:** Programs like the Ontario Immigrant Nominee Program (OINP) focus on attracting international skilled trades workers.



Technological Integration

1. **Automation and Smart Manufacturing:** Tradespeople with skills in robotics, CNC machinery, and programming are in higher demand.
2. **Digital Tools:** The adoption of augmented reality for training and diagnostics is transforming traditional trade roles.



Wage Growth & Benefits

1. **Competitive Salaries:** Trades such as electricians, welders, and millwrights have seen wage increases to attract talent.
2. **Enhanced Perks:** Employers are offering signing bonuses, relocation assistance, and wellness benefits to retain skilled workers.





Attracting Top Talent

1. **Competitive Compensation:** Offer salaries that reflect industry standards and include performance-based bonuses or incentives.
2. **Clear Career Paths:** Highlight opportunities for growth, training, and promotions during the hiring process.
3. **Strong Employer Branding:** Showcase your company culture, mission, and employee success stories through social media, company websites, and events.
4. **Flexible Work Options:** Incorporate flexibility where possible, such as shift preferences or hybrid roles for management positions.
5. **Upskilling Opportunities:** Offer certifications, apprenticeships, and advanced training programs to attract candidates who value personal development.
6. **Diverse Recruitment Strategies:** Partner with schools, community organizations, and specialized job boards to broaden your talent pool.



Retaining Top Talent

1. **Employee Recognition:** Create programs that regularly acknowledge employee contributions, from safety milestones to productivity achievements.
2. **Invest in Leadership Development:** Equip supervisors and managers with the skills to lead, inspire, and retain their teams effectively.
3. **Improve Workplace Safety:** Demonstrate commitment to safety with regular training, equipment upgrades, and fostering a safety-first culture.
4. **Foster a Collaborative Culture:** Encourage open communication, teamwork, and feedback between employees and management.
5. **Health & Wellness Programs:** Provide comprehensive benefits, mental health support, and initiatives to promote physical well-being.
6. **Employee Engagement:** Regularly conduct surveys, organize team-building activities, and create forums for employees to share ideas and feedback.



Meet Our Team



Sibsankar Baidya
President



Apoorv Chaudhary
Vice President



Neha Negi
Sr. Operations Manager



Rajat Chauhan
Recruiting Manager



Karan Chhetri
Recruiting Manager



Dana Theberge
Recruiting Manager



Nilesh Patil
Recruiting Manager



Shariq Reshamwala
Recruiting Manager

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Let's Build Your Dream Team Together!

Finding and retaining top talent in Skilled Trades, Manufacturing, and Engineering roles is key to driving success in today's competitive market.

At Dawn Staffing Solutions, we specialize in connecting you with the right professionals to meet your unique needs.

✉ Get in touch with us at **info@dawnstaffing.com** to learn how we can support your hiring goals and help you build a workforce that thrives.



Your next hire is just an email away!

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