

MANITOBA

HIGHLIGHTS 2022-2027

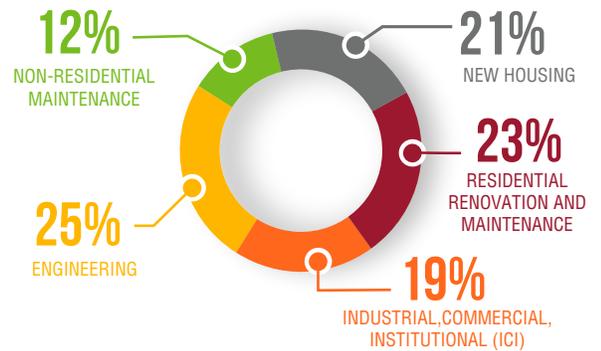
Manitoba's construction market is set to continue its recovery in 2022, as new infrastructure investments help to offset the winding down of construction activity at Manitoba Hydro's Keeyask dam project. In the long term, however, construction demands are expected to moderate.

Construction industry employment rose in 2021, with further gains expected for 2022, supported by sustained levels of new-home construction and increased investment in commercial and institutional building projects, as well as the start of several wastewater projects.

Manitoba's *Restart Capital Program* and ongoing activity at the Keeyask dam helped to push non-residential employment higher in 2022. As these current projects are completed, demand is expected to recede, commencing in 2023. Overall, however, demands are expected to stay above 2021 levels throughout the forecast period. Residential labour market demands are also expected to recede slightly as housing starts slow from recent highs, with sustained growth in renovation activity eventually replacing new-home construction as the dominant driver of residential activity and employment in the province.

Although overall employment is expected to see little change over the six-year forecast period, the industry must remain focused on hiring and training workers to replace the estimated 4,500 workers, or nearly 11% of the current labour force, expected to retire by 2026. Manitoba's younger population should help to meet hiring needs, assuming industry can attract its historical share of new entrants to the labour force from the local population.

DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN 2021, MANITOBA



SIX-YEAR WORKFORCE OUTLOOK FOR MANITOBA



AVERAGE UNEMPLOYMENT RATE
7.5%

HIGHLIGHTS

- Residential employment is expected to rise by 330 workers in 2022 before receding slightly (-130 workers) by 2027 from 2021 levels – a 1% decline over the forecast period.
- Non-residential employment is anticipated to rise by 224 workers over the forecast period – a 1% increase over 2021 levels.
- Expected retirements of an estimated 4,500 workers, or nearly 11% of the current labour force, will be the key driver of demand requirements over the six-year forecast period.

BuildForce's LMI System

BuildForce Canada uses a scenario-based forecasting system to assess future construction labour requirements in the heavy industrial, residential, and non-residential construction markets. This labour market information (LMI) system tracks 34 trades and occupations. To further improve the robustness of the system, BuildForce consults with industry stakeholders, including owners, contractors, and labour groups, to validate the scenario assumptions and construction project lists, and seeks input from government on related analysis. The information is then distilled into labour market condition rankings to help industry employers with the management of their respective human resources

MANITOBA CONSTRUCTION OUTLOOK

After an extended construction expansion over the last decade that peaked in 2019, Manitoba’s construction market continued to improve in 2021. The largest gains came from further growth in new-housing construction that saw housing starts lifted to new recent highs.

Construction activity is expected to strengthen in 2022, bolstered by Manitoba’s *Restart Capital Program*, which will fund major wastewater projects, school improvement projects, and major highway projects that will partly offset employment declines related to the winding down of the Keeyask dam project to 2023. Following the completion of the \$1 billion investment in food manufacturing facilities in 2020 and into 2021, industrial building investment is expected to continue declining. The longer-term outlook is constrained as the current inventory of infrastructure projects are completed, and by declines in engineering construction related to the completion of the Keeyask dam and wastewater developments after 2023.

Non-residential employment is anticipated to rise by 3.4% (+700 jobs) in 2022 before receding, but remains higher by 1% at the end of the 2022–2027 forecast period compared to the 2021 starting point.

Employment in the residential sector is expected to increase by almost 2% in 2022 and then recede slightly across the remainder of the forecast period, as rising interest rates reduce demand for new-home construction. Renovation activity is expected to resume a steady but moderate upward trend. These offsetting

dynamics leave residential and overall construction employment mostly unchanged across the forecast period to 2027. Despite limited changes in levels of employment, the industry will need to recruit an additional 4,800 workers over the six-year forecast period, driven almost entirely by the expected retirement of 4,500 workers. While attracting first-time new entrants from the local population helps to offset expected retirements, replacing the lost skills and experience may create potential skills shortages. Figure 1 shows the change in residential and non-residential employment across the forecast period.

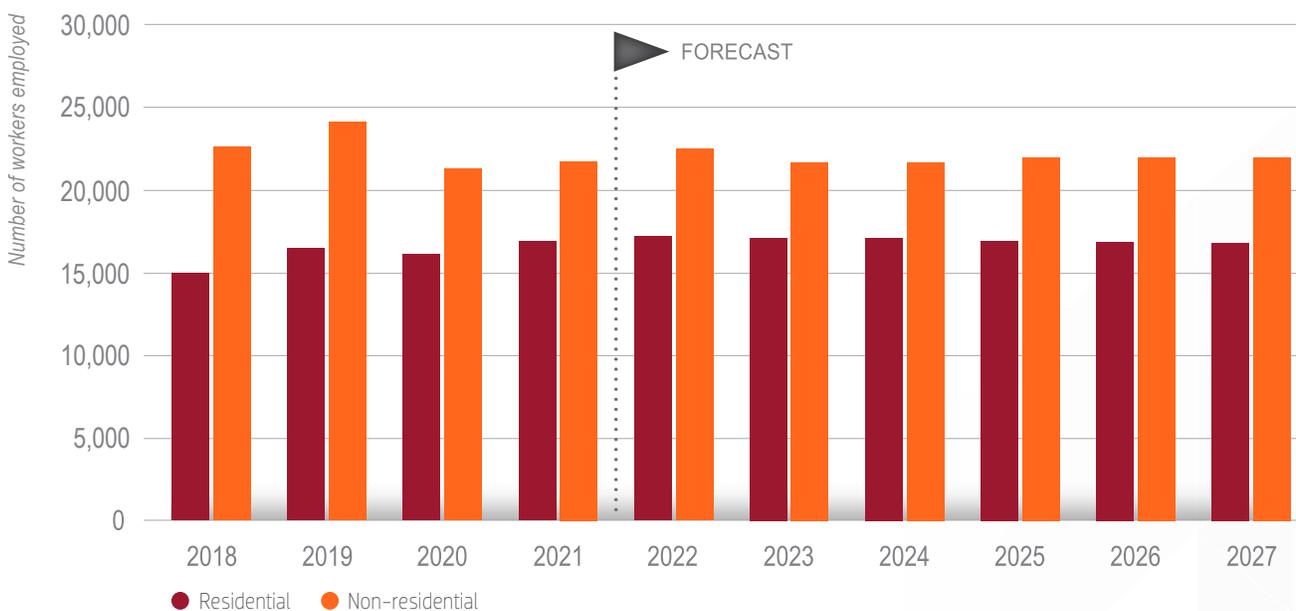
SECTOR INSIGHTS

The following sections provide sector-specific insights into the provincial residential and non-residential labour markets.

The BuildForce LMI system tracks supply and accounts for the change in the available labour force, including retirements, new entrants¹, and net mobility².

BuildForce assesses market conditions for 34 construction trades and occupations using a ranking system that combines measures of the change in employment, unemployment, net mobility, and adjustments based on industry input. The rankings reflect residential and non-residential market conditions unique to the province based on current and proposed construction activity. In addition, assumptions on provincial economic and population growth, new entrants to the labour force, and migration patterns (interprovincial and international) are built into the forecast scenario and included in the ranking assessment.

Figure 1: Construction employment growth outlook, Manitoba

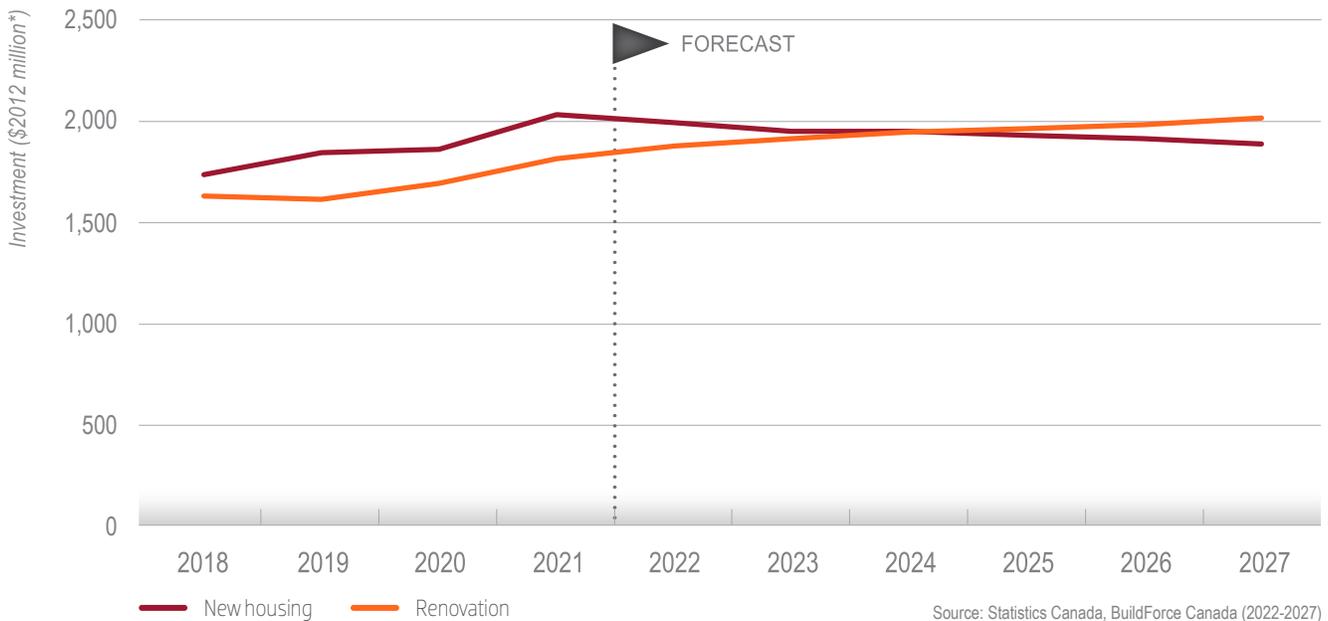


Source: Statistics Canada, BuildForce Canada (2022-2027)

¹ **New entrants** are measured by applying the traditional proportion of the provincial labour force that enters the construction industry. The projected estimate across the forecast period assumes that the construction industry can recruit this group in competition with other industries.

² **Net mobility** refers to the movement of labour in and out of the local construction industry labour force. In-mobility captures the movement into the labour force of out-of-province industry workers and/or workers from outside the industry. Many members of this group will move quickly out of the provincial labour force as work declines, referred to as out-mobility.

Figure 2: Residential construction investment, Manitoba



* \$2012 millions indicates that the investment values are in year 2012 dollars (base year), that is, adjusted for inflation. This is used to calculate the real physical year-to-year change of the value of construction, factoring out growth (increase in value) due to increases in prices.

The rankings for some trades are suppressed due to the small size of the workforce (fewer than 100 workers) and limited statistical reliability when assessing labour market conditions at the sector level. Some trades are also excluded because they typically do not work in the sector being assessed (e.g., boilermakers and millwrights in residential construction, and homebuilding and renovation managers in non-residential construction).

For Manitoba, rankings are reported for 19 residential and 27 non-residential trades and occupations.

RESIDENTIAL SECTOR

As shown in Figure 2, Manitoba’s residential construction market rebounded in 2021, driven by moderate growth in both new housing and renewed renovation activity.

Following a peak in activity in 2021, residential investment is anticipated to remain elevated over the forecast period, driven by strong demand for renovation construction. Although expenditures related to new housing are expected to slow over the period, they are expected to remain elevated above pre-peak 2019 levels.

New-home starts continued to rise in 2021, peaking at almost 8,000 starts, boosted by increases across most unit types, but particularly single-detached units. As lending rates pick up in 2022 and 2023,

starts are projected to recede following a moderate downward trend, though they are expected to remain above 7,000 units throughout the forecast period.

Following a 2022 peak, residential employment is expected to recede throughout the forecast period. As the renovation and maintenance markets expand over the forecast period, employment related to new housing, which currently accounts for 47% of residential employment, is expected to fall to 42% by 2027. New-housing employment is expected to decline by 850 workers by 2027 – an 11% decline from 2021 levels – while renovation-related employment increases by just over 460 workers – a 7% rise. Employment in residential maintenance is expected to rise by 12%, increasing by more than 250 workers by 2027.

RESIDENTIAL RANKINGS, RISKS, AND MOBILITY

The rankings in Table 1 reflect the rise in residential activity in 2021, including increased new-home and renovation expenditures, which led to higher net employment for the year and tighter markets for homebuilding and renovation managers. Continued growth in renovations into 2022 is expected to sustain market tightness for homebuilding and renovation managers before returning to balanced conditions as activity levels off. More stable levels of activity are expected to sustain balanced labour market conditions across the forecast period.

MARKET RANKINGS

1	Workers meeting employer qualifications are available in local markets to meet an increase in demand at the current offered rate of compensation and other current working conditions. Excess supply is apparent and there is a risk of losing workers to other markets.
2	Workers meeting employer qualifications are available in local markets to meet an increase in demand at the current offered rate of compensation and other working conditions.
3	The availability of workers meeting employer qualifications in the local market may be limited by large projects, plant shutdowns or other short-term increases in demand. Employers may need to compete to attract needed workers. Established patterns of recruiting and mobility are sufficient to meet job requirements.
4	Workers meeting employer qualifications are generally not available in local markets to meet any increase. Employers will need to compete to attract additional workers. Recruiting and mobility may extend beyond traditional sources and practices.
5	Needed workers meeting employer qualifications are not available in local markets to meet current demand so that projects or production may be delayed or deferred. There is excess demand, competition is intense and recruiting reaches to remote markets.

Table 1: Residential market rankings, Manitoba

TRADES AND OCCUPATIONS – RESIDENTIAL	2021	2022	2023	2024	2025	2026	2027
Bricklayers	3	3	3	3	3	3	3
Carpenters	3	3	3	3	3	3	3
Concrete finishers	3	3	3	3	3	3	3
Construction estimators	3	3	3	3	3	3	3
Construction managers	3	3	3	3	3	3	3
Contractors and supervisors	3	3	3	3	3	3	3
Electricians	3	3	3	3	3	3	3
Floor covering installers	3	3	3	3	3	3	3
Heavy equipment operators (except crane)	3	3	3	3	3	3	3
Homebuilding and renovation managers	4	4	3	3	3	3	3
Painters and decorators	3	3	3	3	3	3	3
Plasterers, drywall installers and finishers, and lathers	3	3	3	3	3	3	3
Plumbers	3	3	3	3	3	3	3

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Table 1: Residential market rankings, Manitoba (continued)

TRADES AND OCCUPATIONS – RESIDENTIAL	2021	2022	2023	2024	2025	2026	2027
Residential and commercial installers and servicers	3	3	3	3	3	3	3
Roofers and shinglers	3	3	3	3	3	3	3
Sheet metal workers	3	3	3	3	3	3	3
Tilesetters	3	3	2	3	3	3	3
Trades helpers and labourers	3	3	3	3	3	3	3

Source: BuildForce Canada

NON-RESIDENTIAL SECTOR

Non-residential construction is expected to remain elevated through 2022, as the winding down of work on the Keeyask dam project is partly offset by other ongoing and new major projects, including several wastewater treatment projects and the work at the Lake Manitoba and Lake St. Martin flood channel. The forecast enters a slightly lower period of investment following the completion of these major projects.

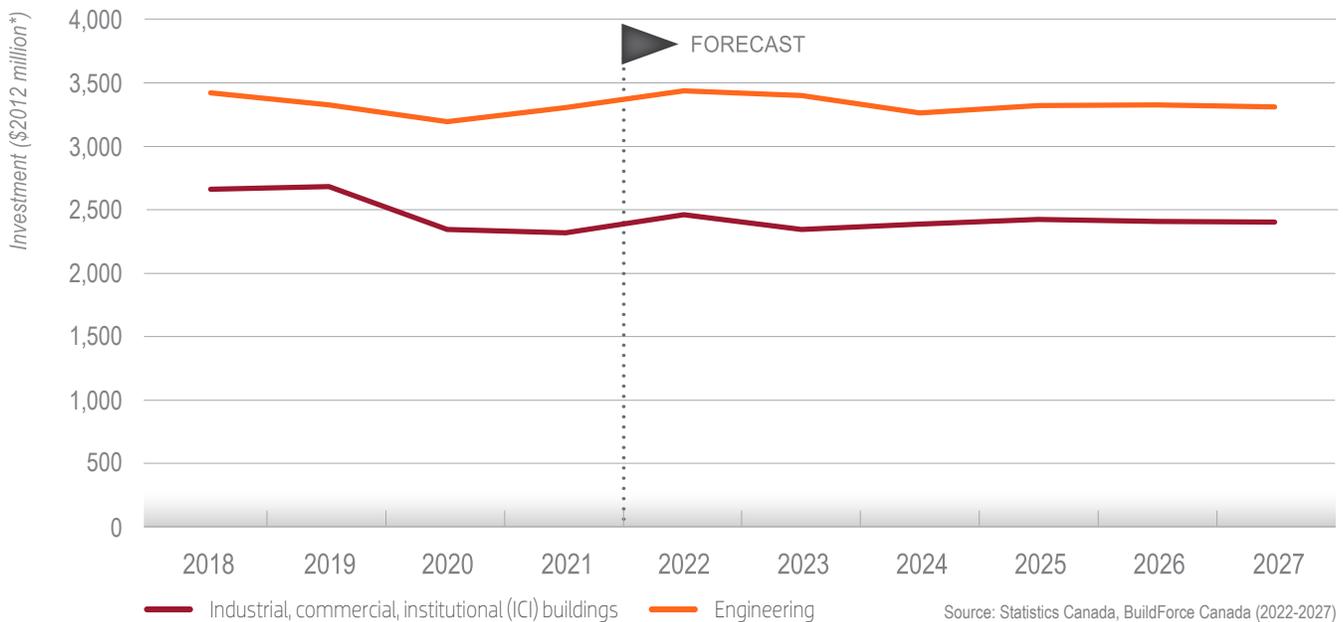
As shown in Figure 3, investment in engineering construction is anticipated to decline after 2023, while ICI (industrial, commercial, institutional) building investment, which has a significantly larger portion of investment in the service sectors, grows and offsets the associated investment declines in major capital projects.

Institutional building construction held steady in 2021, as the government’s capital spending plans on educational and health care infrastructure continued from 2020. Expenditures will continue

to rise into 2022 before declining as current school and health infrastructure projects are completed. A slight downward trend in ICI building construction is expected in 2023, but expenditures are expected to remain elevated over the forecast period, as stronger population growth supports higher investment in the service sectors.

Total non-residential employment is expected to increase marginally by 224 workers (1%) over the forecast period. Engineering construction employment is expected to cycle throughout the period in line with major project activity. Overall, employment is expected to increase by nearly 430 workers by 2027 – a 4% rise from 2021 levels. ICI employment is expected to remain relatively flat over the near term before gradually declining over the longer term. ICI-sector employment is expected to decline by approximately 30 workers, or less than 1%, between 2021 and 2027. The non-residential maintenance sector is not anticipated to experience growth in employment

Figure 3: Non-residential construction investment, Manitoba



* \$2012 millions indicates that the investment values are in year 2012 dollars (base year), that is, adjusted for inflation. This is used to calculate the real physical year-to-year change of the value of construction, factoring out growth (increase in value) due to increases in prices.

Table 2: Changes in non-residential employment by sector, Manitoba

SECTOR		% CHANGE 2022–2024	% CHANGE 2025–2027
Total non-residential employment		0%	1%
ICI* buildings	Industrial	7%	-4%
	Commercial, institutional and government	0%	-1%
Engineering	Highways and bridges	-9%	1%
	Heavy and other engineering	2%	5%
Maintenance		-4%	1%

Source: Statistics Canada, BuildForce Canada (2022-2027)

* industrial, commercial, institutional

over the forecast period, declining by 170 workers (-4%) by 2027 from 2021 employment levels. Table 2 summarizes the percent change in non-residential employment by sector across two periods: the short term (2022–2024) and the long term (2025–2027).

NON-RESIDENTIAL RANKINGS, RISKS, AND MOBILITY

In 2021, the wind down of education-sector projects and significant declines in industrial and heavy-industrial construction investment decreased demand for selected trades; however, modest recoveries in commercial building and hospital demands helped to sustain labour market conditions into 2022. As shown in Table 3, markets are forecast to weaken in 2023, as work on the Keeyask dam winds down and several highway and bridge projects wrap up. Market conditions are anticipated to remain balanced after 2023 due to increased demand stemming from construction on the North End Water Pollution Control Centre (NEWPCC) in Winnipeg.

Table 3: Non-residential market rankings, Manitoba

TRADES AND OCCUPATIONS – NON-RESIDENTIAL	2021	2022	2023	2024	2025	2026	2027
Boilermakers	3	3	3	3	3	3	3
Bricklayers	3	3	3	3	3	3	3
Carpenters	3	3	3	3	3	3	3
Concrete finishers	3	3	2	3	3	3	3
Construction estimators	4	3	3	3	3	3	3
Construction managers	4	4	3	3	3	3	3
Construction millwrights and industrial mechanics	3	3	3	3	3	3	3
Contractors and supervisors	3	3	2	3	3	3	3
Crane operators	3	3	2	3	3	3	3
Electricians	3	3	3	3	3	3	3
Floor covering installers	3	3	2	3	3	3	3
Glaziers	3	3	2	3	3	3	3
Heavy equipment operators (except crane)	4	3	2	2	3	3	3
Heavy-duty equipment mechanics	3	3	2	3	3	3	3
Insulators	3	3	3	3	3	3	3
Ironworkers and structural metal fabricators	2	3	2	3	3	3	3
Painters and decorators	3	4	2	3	3	3	3
Plasterers, drywall installers and finishers, and lathers	2	3	2	3	3	3	3
Plumbers	3	3	3	3	3	3	3
Refrigeration and air conditioning mechanics	3	3	2	3	3	3	3

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Table 3: Non-residential market rankings, Manitoba (continued)

TRADES AND OCCUPATIONS – NON-RESIDENTIAL	2021	2022	2023	2024	2025	2026	2027
Residential and commercial installers and servicers	3	3	2	3	3	3	3
Roofers and shinglers	3	3	3	3	3	3	3
Sheet metal workers	3	3	3	3	3	3	3
Steamfitters, pipefitters, and sprinkler system installers	2	3	3	3	3	3	3
Trades helpers and labourers	3	3	3	3	3	3	3
Truck drivers	3	3	3	3	3	3	3
Welders and related machine operators	3	3	2	3	3	3	3

Source: BuildForce Canada

BUILDING A SUSTAINABLE LABOUR FORCE

THE AVAILABLE LABOUR FORCE

Despite a younger population, Manitoba's construction industry will need to recruit about 4,800 additional workers over the six-year forecast period to keep pace with labour force growth and to replace almost 4,500 retiring workers, or 11% of the 2021 construction labour force. Given Manitoba's younger age demographics, most of the hiring requirements may be met by an estimated 5,400 first-time new entrants under the age of 30 from the local population.

The COVID-19 pandemic may have hindered the renewal of the labour force.

Statistics Canada's Labour Force Survey (LFS) data shows Manitoba's construction labour force contracted by close to 3,600 workers (-6.5%) between 2019 and 2021 compared to a 4.3% decline in employment, reducing the annual average unemployment rate to about 5%.

In terms of the labour force decline, Manitoba bucked the national trend with the largest proportionate decline of workers in those aged under 25. The labour force among those aged 15 to 24 years declined by 16% from 2019 levels. Over the same period, the number of older workers aged 55-plus fell by 12%. The labour force among those aged 25 to 54 contracted by 2.8%.

It is anticipated that some – but not all – of these workers will re-enter the labour force as the economy fully reopens, but the loss of young workers could be slowed by a weaker outlook, which could create a cohort gap in the labour force that could have implications in years to come.

Keeping pace with labour force requirements will require a combination of strategies, including maintaining local recruitment and training efforts, particularly from groups traditionally

underrepresented in the construction labour force, the hiring of workers from other industries with the required skills sets, and the recruitment of immigrants with skilled trades training and/or construction experience.

Figure 4 provides a summary of the estimated changes in the construction labour force across the full 2022–2027 forecast period.

APPRENTICESHIP

Future labour force development is critical to maintaining the vitality and effectiveness of the construction labour force, and apprenticeship is a critical pathway of entry into the construction industry for youth and young adults. This is especially true for those working in ICI and heavy-industrial construction. As such, apprenticeship training is typically a barometer of career interest in the sector. When apprenticeship numbers rise, overall skilled trades recruitment typically follows. As such, it remains a useful measure of the industry's success in recruiting the next generation of skilled workers to the industry. However, tracking apprenticeship development cannot just be measured using aggregated numbers. What the industry needs is accurate information regarding which trades are registering increases and which trades are undertraining to meet replacement demands.

New registrations in the 15 largest trade programs decreased by 37% from 2013 to 2018; a significant decline compared to construction employment, which saw an 18% increase over the same period. New registrations reached a low of 1,009 in 2018, down from 1,569 in 2013. Following an increase in 2019 (+20%), new registrations trended down, as COVID-19 imposed significant obstacles to the delivery of in-school training and negatively impacted apprentice employment. In 2020, new registrations fell 31% to 834 – the lowest level of new registrants since 2005. These impacts are likely to reduce the near-term numbers of new certified workers.

Manitoba's construction industry is projected to require approximately 2,000 new certified journeypersons to sustain the current workforce share of certifications and keep pace with employment and replacement demand across all industries over the forecast period.

Figure 4: Changes in the construction labour force, Manitoba



* Net mobility refers to the number of workers needed to be brought into the industry from other industries or other provinces to meet rising demands or the number of workers that exit the industry in downturns. Positive net mobility means that industry must attract workers, while negative net mobility arises from an excess supply of workers in the local construction labour force.

Note: Due to rounding, numbers may not add up to the totals indicated.

Source: BuildForce Canada

Table 4 provides a provincial overview of the anticipated certification requirements for the 15 largest construction trade programs in all industries and in construction. The table also provides the target number of new entrants required to fulfill demand requirements over the forecast period, taking into account trends in program completion rates.

Table 5 provides a trade-by-trade breakdown of the anticipated certification requirements to meet the construction industry’s share of employment and replacement demand over the forecast period and the likely targeted number of new apprentices required. Based

on projected new registrations, most trades are expected to meet or exceed the number of new certified journeypersons required by 2027, except for Boilermaker, Industrial Mechanic (Millwright), Industrial Electrician, Mobile Crane Operator, and Welder trades, which potentially will be undersupplied. It is important to note that since it is difficult to determine in what sectors apprentices may work after completing their program, the supply risk analysis compares the projected supply of new journeypersons and certification requirements across all industries. The analysis does not account for existing imbalances at the 2021 starting point.

Table 4: Estimated construction certification demand and projected target of new entrants at 49% assumed rate of program completion, Manitoba, 2022 to 2027

	2022	2023	2024	2025	2026	2027	Total 2022–2024	Total 2025–2027
Total certification demand – all industries	658	239	349	361	310	316	1,246	987
Total certification demand – construction	371	107	194	194	165	166	672	525
New apprentices required – construction	387	370	310	313	331	428	1,067	1,072
New construction apprentices required as a share of labour force (%)	3%	2%	2%	2%	2%	3%	2%	2%

Source: BuildForce Canada

Table 5: Estimated construction certification demand and projected target of new entrants by trade, Manitoba, 2022 to 2027

Trade	Total certification demand – construction	New apprentices required – construction	Apprentice certification supply risk – all industries
Industrial Electrician	59	126	●
Welder	36	90	●
Boilermaker	27	27	●
Mobile Crane Operator	41	65	●
Industrial Mechanic (Millwright)	17	23	●
Carpenter	388	767	●
Heavy-Duty Equipment Technician	25	48	●
Refrigeration and Air Conditioning Mechanic	55	147	●
Steamfitter/Pipefitter	48	70	●
Plumber	194	350	●
Sheet Metal Worker	30	45	●
Insulator (Heat and Frost)	9	21	●
Construction Electrician	254	334	●
Ironworker (Generalist)	7	15	●
Sprinkler System Installer	8	11	●
Total	1,197	2,138	

- **At risk:** Certifications required exceed projected completions
- **Balanced conditions:** Certifications required in line with projected completions
- **Ample supply:** Projected completions exceed certifications required

Source: BuildForce Canada

UNDERREPRESENTED GROUPS OF WORKERS

Due in part to lower fertility rates and smaller family sizes in Canada for more than three decades, the share of younger Canadians available to enter the labour force has been in decline for several years. As the baby boomer generation of workers commences retirement over the next decade, the competition for younger workers will be intense. To help mitigate the impact of this shift in demographics, the construction industry must diversify its recruitment. In order to succeed, the industry must increase its recruitment of individuals from groups traditionally underrepresented in the current construction labour force, including women, Indigenous people, and newcomers.

In 2021, there were approximately 5,880 women employed in Manitoba's construction industry, of which 26% worked on site, directly on construction projects, while the remaining 74% worked off site, primarily in administrative and management-related occupations. Of the 38,700 tradespeople employed in the industry, women made up only 4% (see Figure 5).

The estimated 1,530 tradeswomen in Manitoba are represented across all sectors of construction, but given the nature of construction work in

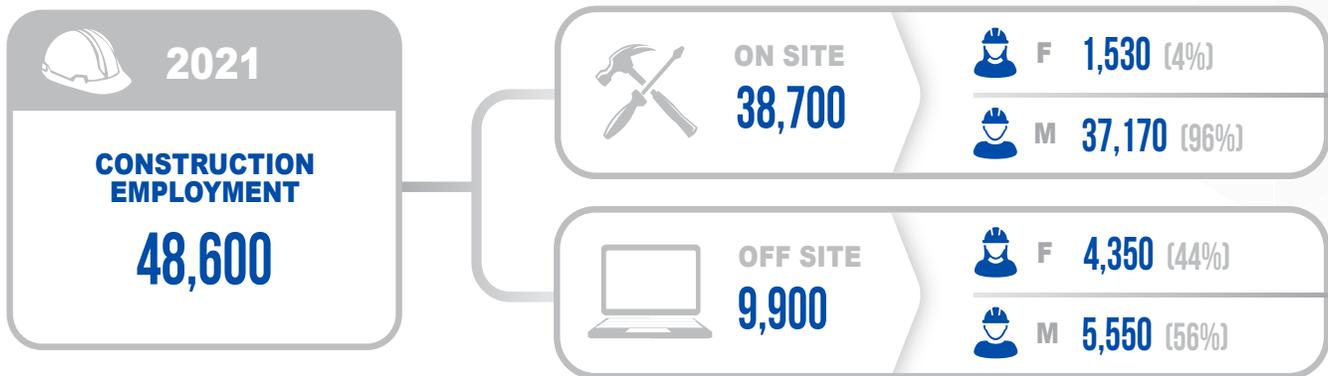
the province, women account for a higher share of total tradespeople in residential construction. Across sectors, residential maintenance construction has the highest representation of women, accounting for 5.2% of the workforce, followed closely by new-housing construction (5% of the workforce), as shown in Figure 6. The top five trades and occupations in which women tend to be employed are trades helpers and labourers (28% of all tradeswomen), painters and decorators (15%), construction managers (13%), contractors and supervisors (10%), and carpenters (8%).

The Indigenous population is another underrepresented group that presents recruitment opportunities for Manitoba's construction industry. In 2021, Indigenous people accounted for approximately 13% of Manitoba's total working-age population – this is a significantly higher share compared to most provinces.³ The Indigenous population is the fastest growing in Canada and has a higher propensity to choose the construction industry as a career choice. In 2021, an estimated 7.5% of non-Indigenous Canadians were employed in the construction industry, compared to 9.4% for the Indigenous population.⁴ Given the predisposition of Indigenous workers to consider careers in construction, there may be scope to further increase the recruitment of Indigenous people into the industry.

³ Statistics Canada. Table 14-10-0364-01 Labour force characteristics by province, region, and Indigenous group

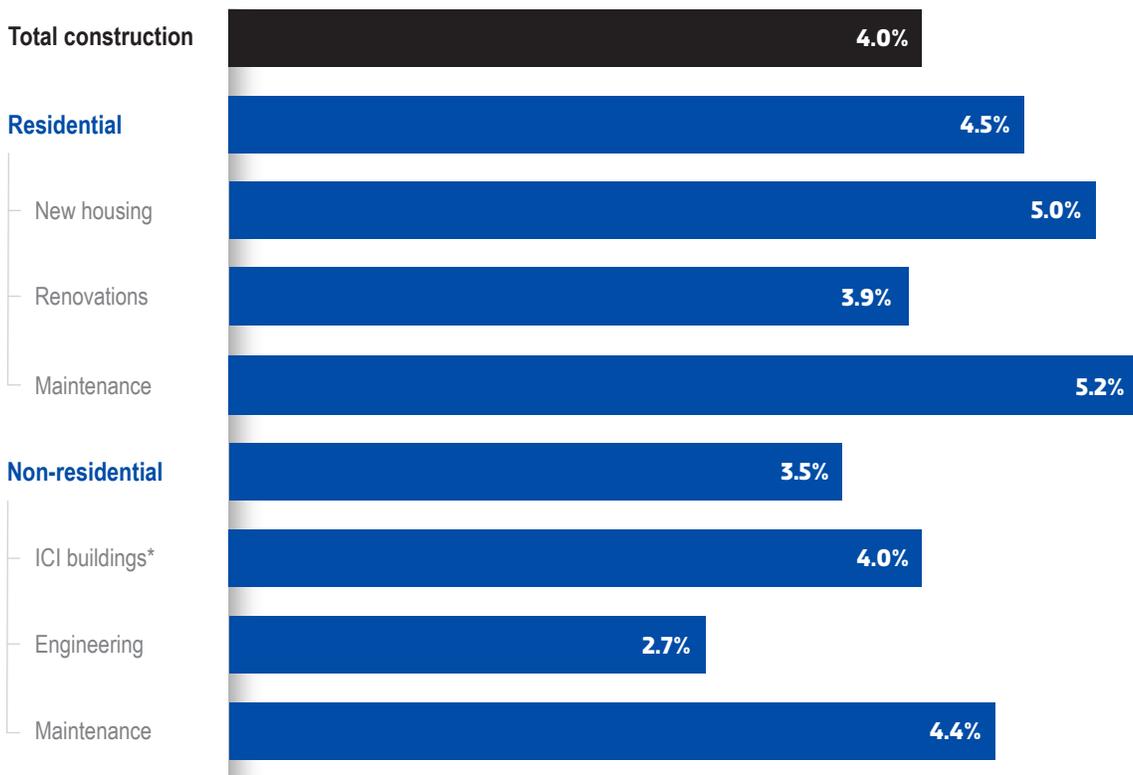
⁴ Statistics Canada. Table 14-10-0366-01 Employment by Indigenous group and occupation

Figure 5: Detailed construction employment by gender, Manitoba, 2021



Source: BuildForce Canada calculations based on Statistics Canada's Labour Force Survey (LFS) and 2016 Census of the Population.

Figure 6: Women's share of total direct trades and occupations (on site), Manitoba



* industrial, commercial, institutional

Source: BuildForce Canada calculations based on Statistics Canada's Labour Force Survey (LFS) and the 2016 Census of the Population.

Manitoba's construction industry may also leverage newcomers (immigrants) to Canada over the forecast period to meet labour requirements. As of 2018, newcomers and more established immigrants accounted for 15% of Manitoba's construction workforce.⁵ Based on Statistics Canada's Labour Force Survey, Europe and Asia have continued to be the largest source regions for immigrants currently working in the province's construction labour force, although the number of people from Asia has increased, while the number of Europeans has been on the decline.⁶ The province is expected to welcome 98,900 new international migrants between 2022 and 2027. As these individuals will make up an increasing share of the province's core working-age population, additional recruitment efforts will be required to ensure the construction industry continues to recruit its share of newcomers into the labour force.

CONCLUSIONS AND IMPLICATIONS

The 2022–2027 *Construction and Maintenance Looking Forward* scenario for Manitoba shows that labour markets are expected to remain balanced for most trades over the forecast period as construction activity levels off from peak levels.

Increased residential demand for new housing and renovations translated into tighter market conditions for selected trades and occupations in 2021. As new-housing investment recedes and renovation activity continues to climb, market conditions return to balance in 2022.

Non-residential market conditions are expected to remain mostly balanced in the near term, with some weakening conditions in 2023 as work on the Keeyask hydro dam project winds down. Markets are anticipated to return to balanced conditions post 2023 due to increased demand stemming from construction on the North End Water Pollution Control Centre in Winnipeg.

While overall growth slows, retirements loom large despite the province's younger population demographics. The industry must address an aging workforce and the loss of experienced workers, as approximately 4,480 workers, or 11% of the current labour force, are expected to retire over the forecast period.

Addressing this demographic crunch will require a combination of strategies that include enhanced local recruitment and training, including the recruitment of immigrants and newly arrived immigrants, and promoting career opportunities to workers with comparable skill sets who have been displaced from other industries.

The industry scenario-based approach developed by BuildForce Canada to assess future labour market conditions provides a powerful planning tool for industry, government, and other stakeholders to better track labour market conditions and identify potential pressure points. The anticipated labour market conditions reflect current industry expectations of population growth and the timing of major projects. Any changes to these assumptions present risks and potentially alter anticipated labour market conditions.

⁵ Statistics Canada, Labour Force Survey 2018, custom data request

⁶ Ibid

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MARCH 2022