

# NEW BRUNSWICK

## HIGHLIGHTS 2022-2027

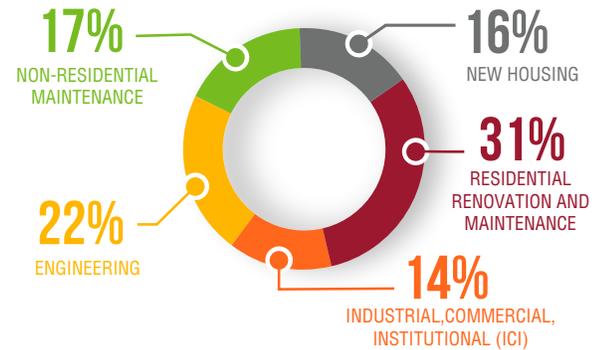
A surge in new-housing and increased institutional construction tightened labour market conditions for several trades in 2021 and 2022. Slower population growth and the completion of current major projects should reduce employment and labour market pressures; however, labour force retirements will maintain recruitment pressures on the province's construction industry throughout the 2022-2027 forecast period.

The short-term outlook from 2022 to 2024 sees residential market demands sustained at recent high levels, as a rise in renovation activity follows the 2021 spike in new-housing starts. The completion of major health-sector projects lowers overall non-residential market demands between 2023 and 2024.

As current projects wind down, non-residential employment demands decline to 2026. The start of core construction on the refurbishment of the Mactaquac Dam, however, creates additional employment demands and pushes overall sector employment higher in 2027.

Overall, construction industry employment declines by 3% over the six-year forecast period, but the expected retirement of almost 4,200 workers, or 17% of the current labour force, by 2027 maintains pressure on the industry to recruit and train more than 3,600 workers to keep up with construction demands.

### DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN 2021, NEW BRUNSWICK



### SIX-YEAR WORKFORCE OUTLOOK FOR NEW BRUNSWICK



**AVERAGE UNEMPLOYMENT RATE**  
15.9%

### HIGHLIGHTS

- The average annual unemployment rate for the sector is estimated at 14% for 2021, matching lows experienced during the peak in activity reached in 2011.
- Non-residential employment is expected to strengthen further in 2022, before receding through 2026 as current projects wind down.
- Residential construction employment has recovered sharply (+26%) since 2018 and will continue to grow to a peak in 2022.
- New Brunswick's construction industry will need to recruit and train more than 3,600 additional workers 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.

## NEW BRUNSWICK CONSTRUCTION OUTLOOK

New Brunswick’s construction market strengthened in 2021, driven by an increase in new-home and ICI (industrial, commercial, institutional) building construction. An increase in both residential renovation activity and ICI construction are expected to raise construction employment to a forecast peak in 2022, before receding modestly thereafter to 2027 as institutional and infrastructure projects are completed. Although employment recovered and surpassed 2019 levels in 2021, the labour force has not and remains well below pre-pandemic levels. A pullback in labour force participation during the pandemic has contributed to a decline in available workers and low rates of industry unemployment – rates not experienced since the 2011 peak in construction activity.

New Brunswick’s economy fared relatively well compared to most provinces in 2020 and experienced a strong recovery in 2021, largely driven by renewed consumer spending on services, but also due to a surge in investment and higher demand for provincial exports. Increased government investment in infrastructure will also add to overall short-term increases to the province’s GDP.

Residential-sector demands have increased significantly since 2018 due to a swell in new-housing construction that has been driven by higher levels of immigration to the province and low lending rates. New-housing starts reached an estimated 3,800 units in 2021, compared to just 2,300 units in 2018. As shown in Figure 1, this rise in demand contributed to an increase in employment of an estimated 1,350 workers (+65%) during this period. Although slowing population growth and rising interest rates are expected to weigh on housing starts and related employment from 2022 onwards, overall

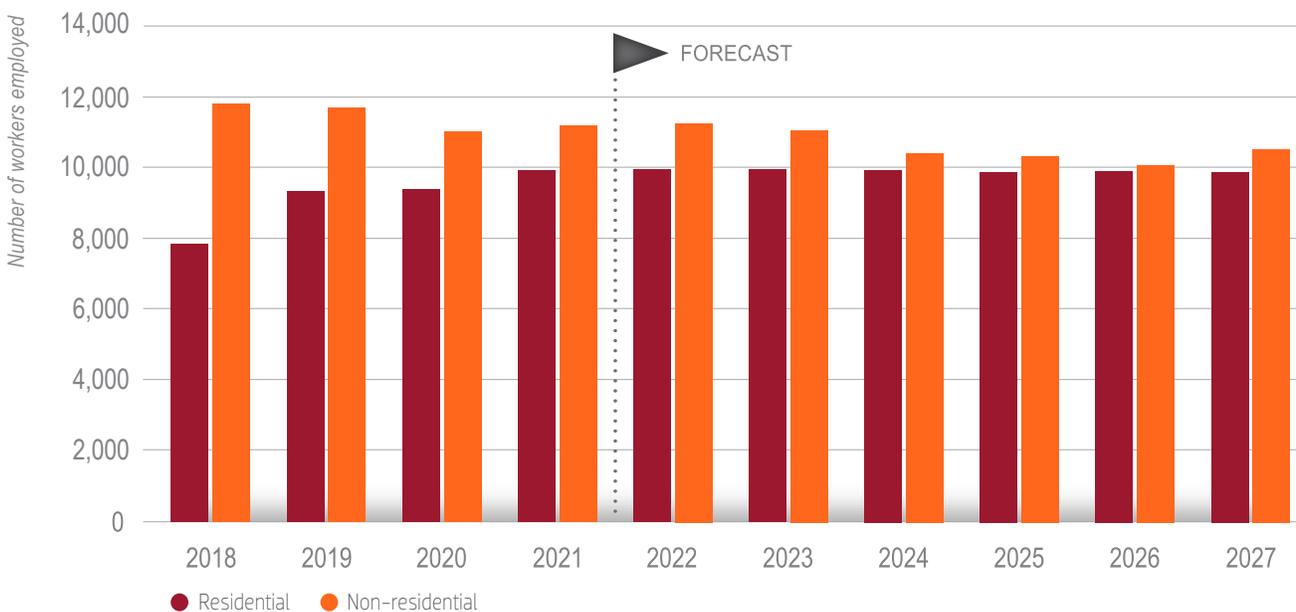
residential employment is expected to be sustained near 2021 levels through 2027, as new-home declines are offset by rising renovation and maintenance work.

Non-residential construction activity recovered in 2021, led by a partial recovery in industrial and commercial building investment and a significant increase in institutional and government building construction. Ongoing health-sector and infrastructure project demands, alongside a continued recovery in commercial building construction, are expected to contribute to further growth in 2022, followed by a moderation in demand to 2024 as current hospital and school projects wind down. The long-term growth outlook is constrained by the eventual wind down of current federal and provincial government infrastructure programs and a slowing in non-residential maintenance activity, which accounts for 35% of non-residential employment in the province. With no new major projects on the horizon, no significant increase in employment requirements is expected until the start of core construction on the Mactaquac Dam refurbishment in 2027.

The 2022–2027 BuildForce Canada scenario forecast anticipates overall construction employment to strengthen to a peak in 2022 but then moderate thereafter, resulting in an expected decline in employment of an estimated 684 workers (-3.4%) at the end of the forecast period in 2027.

Sustaining labour force capacity at current levels across the forecast period will require the addition of 3,600 new workers to contend with the outflow of 4,200 workers to retirement. This challenge will be made more difficult by the shrinking pool of available new entrants as population growth slows and fewer youth are available to enter the labour force.

Figure 1: Construction employment growth outlook, New Brunswick



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

## 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 entrants<sup>1</sup>, and net mobility<sup>2</sup>.

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.

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 New Brunswick, rankings are reported for 14 residential and 16 non-residential trades and occupations.

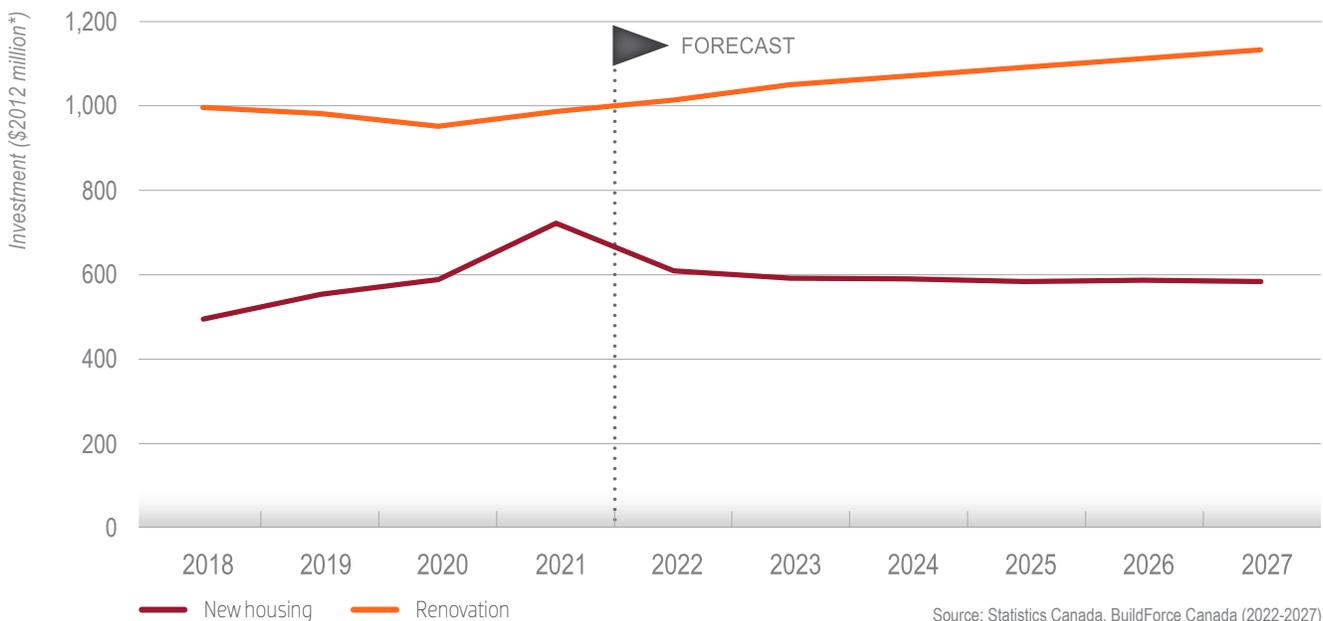
## RESIDENTIAL SECTOR

High levels of interprovincial migration and low interest rates translated into increased housing demand and a 10% spike in housing starts to 3,800 units in 2021. This follows a 50% rise in housing starts from the 2,300 units recorded in 2018. New-home construction is expected to face some downward pressure as interest rates rise, but despite some moderation leading into 2022, starts are anticipated to remain elevated, averaging just under 3,000 units per year over the forecast period.

Renovation spending saw a slight uptick in 2021 following a decline in 2020. Renovation expenditures are expected to see an upward trend throughout the forecast period, as job and income gains support further spending growth that will continue across the period, especially with an estimated higher rate of population growth due to increased immigration to the province.

Over the short term, residential construction employment is expected to peak in 2022, with levels sustained into 2024, driven by rising renovation activity. This trend extends over the long term, with employment expected to remain relatively unchanged over the forecast period to 2027, as gains in the renovation sector almost entirely offset declines in new housing. Figure 2 shows the new-housing and renovation investment trends for residential construction.

**Figure 2: Residential construction investment, New Brunswick**



\* \$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.

<sup>1</sup> **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.

<sup>2</sup> **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.

## RESIDENTIAL RANKINGS, RISKS, AND MOBILITY

Table 1 shows residential labour markets tightened rapidly 2021, driven by both new-housing construction and renovation demands, and coupled with a reduction in labour force participation. In 2022, new-housing demands are anticipated to ease, but the backlog of work and expected increase in renovation work sustains recruiting challenges for most trades and occupations. More stable levels of housing starts and rising renovation activity are expected to support generally balanced market conditions across the remainder of 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, New Brunswick**

TRADES AND OCCUPATIONS – RESIDENTIAL	2021	2022	2023	2024	2025	2026	2027
Bricklayers	4	4	3	3	3	3	3
Carpenters	4	4	3	3	3	3	3
Construction estimators	4	4	3	3	3	3	3
Construction managers	4	4	3	3	3	3	3
Contractors and supervisors	4	4	3	3	3	3	3
Electricians	4	3	3	3	3	3	3
Floor covering installers	4	4	3	3	3	3	3
Homebuilding and renovation managers	4	4	4	3	3	3	3
Painters and decorators	4	4	3	3	3	3	3
Plasterers, drywall installers and finishers, and lathers	4	4	3	3	3	3	3
Plumbers	4	4	3	3	3	3	3
Residential and commercial installers and servicers	3	4	3	3	3	3	3
Roofers and shinglers	4	4	3	3	3	3	3
Trades helpers and labourers	4	3	3	3	3	3	3
Truck drivers	4	4	3	3	3	3	3

Source: BuildForce Canada

## NON-RESIDENTIAL SECTOR

As shown in Figure 3, non-residential construction recovered in 2021, following a decline in 2020 primarily attributed to strong declines in commercial and industrial building construction. In 2021, ICI building construction saw a recovery across all market segments, led by institutional and government building construction, which was propelled by hospital and education project requirements and the rollout of the provincial government's capital spending plan. Engineering construction also added to construction requirements, driven by higher road, highway, bridge, and other infrastructure capital spending.

Over the short term, institutional building construction remains elevated but cycles down from 2024 as current hospital, school, and other projects end. Overall, ICI employment declines following higher levels of employment from 2021 to 2023. Investment slows following this peak, with employment falling by a modest 350 workers from 2023 to 2027.

Engineering investment increased in 2021, driven by higher public capital infrastructure program spending. Capital expenditures are projected to cycle down over the short term as major road, highway, and bridge projects are completed, before an expected increase in 2027, driven by NB Power's capital plan for the Mactaquac Dam refurbishment.

Total non-residential construction employment is expected to decline by 650 workers (-5.8%) over the forecast period, with the largest declines coming between 2024 and 2026. Non-residential maintenance construction accounts for the largest expected employment declines, requiring 428 fewer workers by 2027 – a 12% decline from 2021 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).

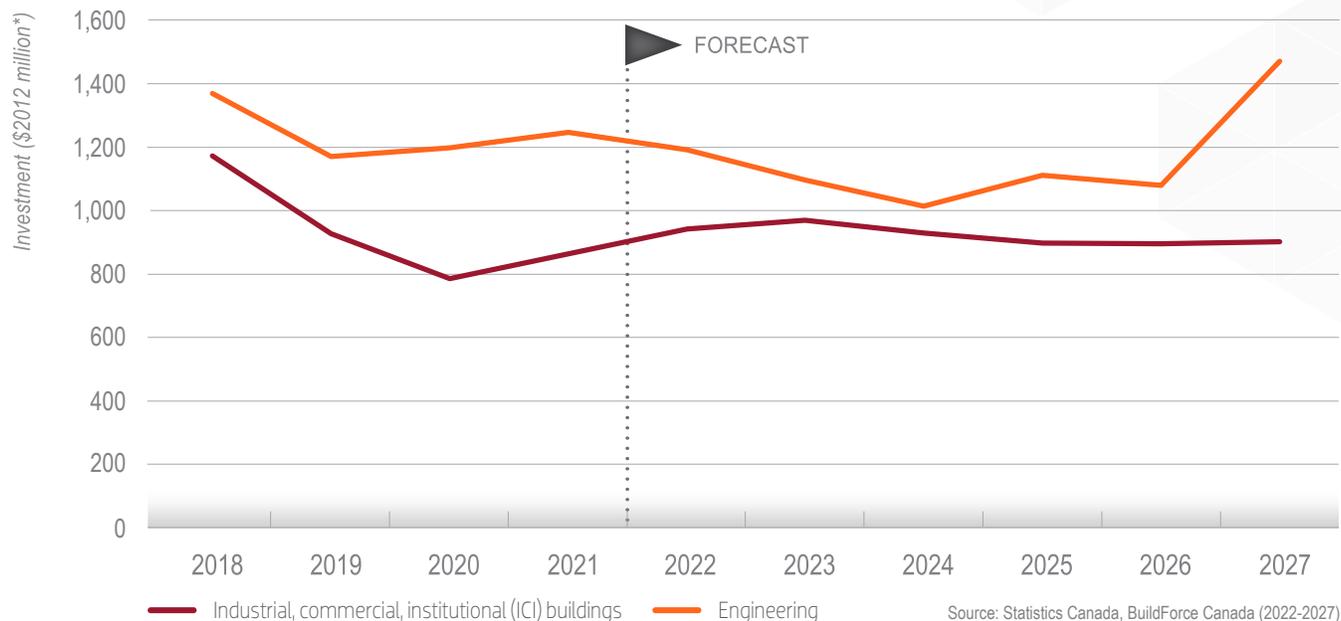
**Table 2: Changes in non-residential employment by sector, New Brunswick**

SECTOR		% CHANGE 2022–2024	% CHANGE 2025–2027
Total non-residential employment		-7%	1%
ICI* buildings	Industrial	-9%	1%
	Commercial, institutional and government	8%	-7%
Engineering	Highways and bridges	-1%	1%
	Heavy and other engineering	-23%	22%
Maintenance		-6%	-6%

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

\* industrial, commercial, institutional

**Figure 3: Non-residential construction investment, New Brunswick**



\* \$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.

**NON-RESIDENTIAL RANKINGS, RISKS, AND MOBILITY**

Table 3 shows that in 2021, labour market conditions were generally balanced, while some challenges emerged for trades concentrated in ICI and highway and bridge construction. In 2022, road, highway, and bridge work ebbs, but remains at high levels, which eases growth pressures on related trades. Institutional projects support job opportunities for key trades over the short term, but markets then weaken as current projects wind down. Markets tighten for some trades in 2027, as labour demand increases with the scheduled start of core construction for the Mactaquac Dam refurbishment.

Seasonal shutdown/turnaround industrial maintenance work, where the demand for workers is concentrated for a brief period within a year and then declines rapidly as the work ends, creates unique challenges when assessing annual market conditions. Major refinery maintenance work scheduled for the fall of 2022 and 2023 can pose tighter market conditions and recruiting challenges for several trades and occupations, including boilermakers, bricklayers (refractory workers), carpenters (scaffolders), millwrights, supervisors, electricians, insulators, pipefitters, labourers, and instrumentation technicians, which are suppressed from Table 3 due to the small size of the workforce.

**Table 3: Non-residential market rankings, New Brunswick**

TRADES AND OCCUPATIONS – NON-RESIDENTIAL	2021	2022	2023	2024	2025	2026	2027
Boilermakers	3	3	3	3	3	2	4
Bricklayers	3	3	3	2	3	3	3
Carpenters	3	3	3	2	3	3	4
Construction managers	4	4	3	3	3	3	4
Construction millwrights and industrial mechanics	3	3	2	3	3	3	5
Contractors and supervisors	3	3	3	2	3	3	3
Crane operators	3	3	3	2	3	3	4
Electricians	3	3	3	2	3	2	3
Heavy equipment operators (except crane)	4	3	3	2	3	3	3

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**Table 3: Non-residential market rankings, New Brunswick (continued)**

TRADES AND OCCUPATIONS – NON-RESIDENTIAL	2021	2022	2023	2024	2025	2026	2027
Heavy-duty equipment mechanics	3	3	3	3	3	3	3
Insulators	3	3	3	3	3	3	3
Ironworkers and structural metal fabricators	3	3	3	2	3	3	4
Painters and decorators	3	3	3	3	3	3	3
Plumbers	3	3	3	2	3	2	3
Refrigeration and air conditioning mechanics	3	3	3	2	2	3	3
Residential and commercial installers and servicers	3	3	3	3	2	3	3
Roofers and shinglers	3	3	3	3	3	3	3
Sheet metal workers	3	3	3	2	3	2	3
Steamfitters, pipefitters, and sprinkler system installers	3	3	3	2	3	2	4
Trades helpers and labourers	3	3	3	2	3	3	3
Truck drivers	4	3	3	3	3	3	3
Welders and related machine operators	3	3	3	2	3	3	3

Source: BuildForce Canada

## BUILDING A SUSTAINABLE LABOUR FORCE

### THE AVAILABLE LABOUR FORCE

Although employment recovered and surpassed 2019 levels in 2021, the labour force did not, and remained 2% below 2019 levels. Many workers who were laid off or exited the labour force during the height of the pandemic restrictions have been slow to rejoin the labour force. Statistics Canada Labour Force Survey data suggests that the majority of these workers are over the age of 55, and while the number of young workers in New Brunswick's construction labour force increased, if older workers fail to return to the labour force, the impact on overall labour market conditions could be significant.

New Brunswick's construction industry will likely need to recruit and retain 3,640 additional workers over the six-year forecast period to replace the estimated 4,210 retiring workers, or 17% of the 2021 construction labour force. Based on provincial population projections, this hiring requirement may be partly met through a potential 2,710 new-entrant workers under the age of 30 available to be recruited from the local population, leaving a gap of 930 workers that will likely need to be recruited and retained from other sectors or from outside the province. However, it's important to note that the large labour force decline among older workers during 2020 and 2021 suggests that retirement exits may have been accelerated by the COVID-19 pandemic, which may intensify near-term recruiting challenges.

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.

The following section draws on the latest available data to help provide the industry with some measure of guidance regarding current apprenticeship development rates within the province's 16 largest construction trade programs and the anticipated future needs to maintain current capacity as measured by holders of certificates of qualification.

The province has seen significant fluctuations in registration levels in the 16 largest trade programs over recent years. Following a period of modest growth, new registrations fell 5% in 2019 to just under 780 new registrants. In 2020, new registrations further diminished, declining by 40% to approximately 470 new registrants, as COVID-19 imposed significant obstacles to the delivery of in-school training, testing, and certification. These impacts are likely to reduce the near-term numbers of new certified workers.

**Figure 4: Changes in the construction labour force, New Brunswick**



\* 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

New Brunswick’s construction industry is projected to require approximately 1,150 new certified journeypersons to sustain current workforce levels of certificate of qualification (CoQ) holders and to keep pace with anticipated future demands.

Table 4 provides a provincial overview of the anticipated certification requirements for the 16 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 registrants required. Based on projected new registrations, several trades are at risk of undersupplying the number of new journeypersons required by 2027. Trades within this group include Bricklayer, Carpenter, Heavy-Duty Equipment Technician, Sheet Metal Worker, Sprinkler Fitter, and Welder. 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 only the projected supply of new journeypersons to the 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 56% assumed rate of program completion, New Brunswick, 2022 to 2027**

	2022	2023	2024	2025	2026	2027	Total 2022–2024	Total 2025–2027
Total certification demand – all industries	534	357	150	301	193	521	1,041	1,015
Total certification demand – construction	310	193	67	169	109	305	570	583
New apprentices required – construction	294	587	441	440	319	383	1,323	1,141
New construction apprentices required as a share of labour force (%)	3%	5%	4%	4%	3%	4%	4%	4%

Source: BuildForce Canada

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

Trade	Total certification demand – construction	New apprentices required – construction	Apprentice certification supply risk – all Industries
Carpenter	505	1,128	●
Sprinkler Fitter	12	93	●
Bricklayer	40	66	●
Sheet Metal Worker	27	96	●
Heavy-Duty Equipment Technician	23	43	●
Welder	44	60	●
Hoist Operator (Boom Truck)	68	80	●
Industrial Mechanic (Millwright)	31	34	●
Industrial Electrician	57	92	●
Plumber	85	238	●
Boilermaker	32	114	●
Metal Fabricator (Fitter)	8	17	●
Steamfitter/Pipefitter	31	68	●
Construction Electrician	155	284	●
Refrigeration and Air Conditioning Mechanic	35	49	●
Powerline Technician	1	1	●
<b>Total</b>	<b>1,153</b>	<b>2,464</b>	

- **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 2,180 women employed in New Brunswick's construction industry, of which 32% worked on site, directly on construction projects, while the remaining 68% worked off site, primarily in administrative and management-related occupations. Of the 21,200 tradespeople employed in the industry, women made up only 3% (see Figure 5).

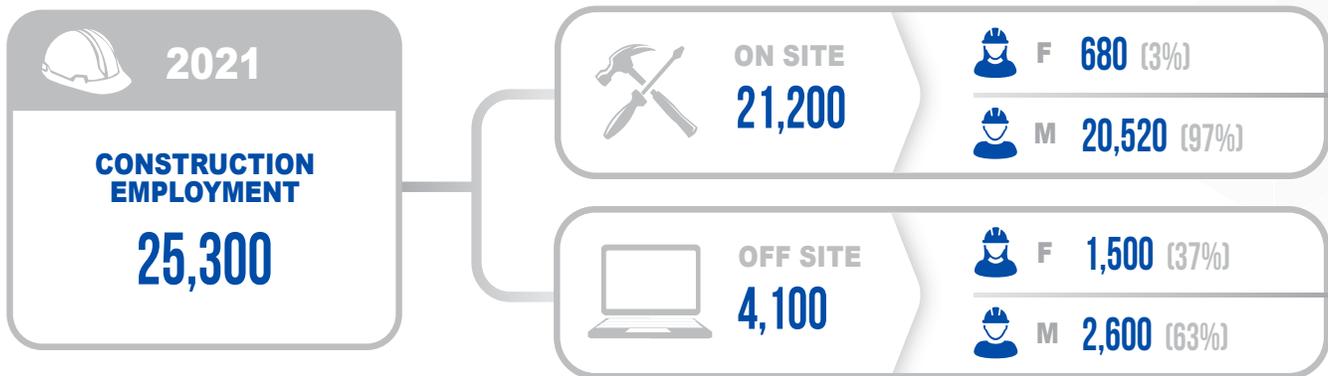
The estimated 680 tradeswomen in New Brunswick are represented across all sectors of construction. Across sectors, the representation of women was highest in new-home construction, where they accounted for more than 4% of total tradespeople in that sector (see Figure 6). The top five trades and occupations in which women tend to be employed are trades helpers and labourers (32% of all tradeswomen), painters (12%), construction managers (10%), contractors and supervisors (9%), and carpenters (8%).

The Indigenous population is another underrepresented group that presents recruitment opportunities for New Brunswick's construction industry. In 2021, Indigenous people accounted for approximately 5% of Atlantic Canada's total working-age population.<sup>3</sup> 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.<sup>4</sup> 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.

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

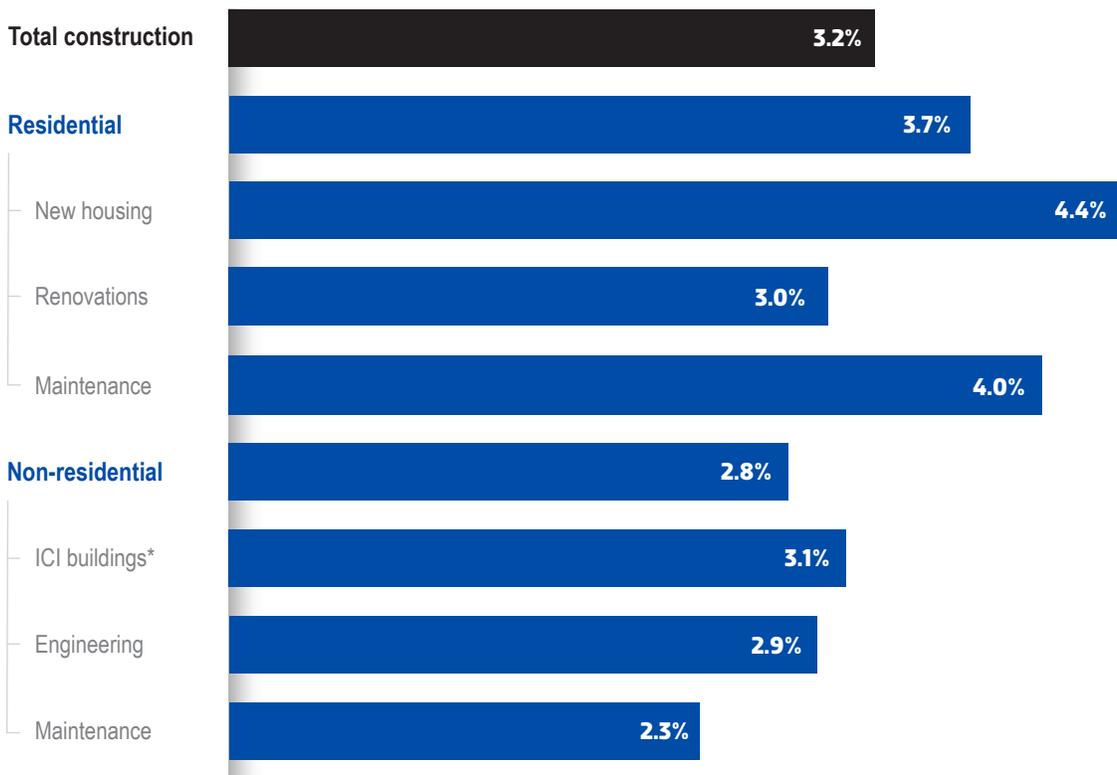
<sup>4</sup> Statistics Canada. Table 14-10-0366-01 Employment by Indigenous group and occupation

Figure 5: Detailed construction employment by gender, New Brunswick, 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), New Brunswick



\* industrial, commercial, institutional

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

New Brunswick'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 2% of New Brunswick's construction workforce.<sup>5</sup> The province is expected to welcome 39,650 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* forecast shows that New Brunswick's residential construction sector is entering a period of more moderate growth, with a heavier concentration of renovation work as new-home construction slows and residential markets return to balance across the forecast period.

For non-residential construction, as current hospital and school projects wind down, and with no new major projects scheduled to start over the medium term, labour markets are expected to weaken until

2027 when core construction is expected to start on the Mactaquac Dam refurbishment project, which should tighten labour markets for a selected group of trades.

With one of the oldest construction labour forces in Canada, the province's biggest challenge will be keeping pace with the expected retirement of more than 4,200 workers, or 17% of the current labour force, over the forecast period, marking a significant loss of experienced skilled workers.

Recruiting new workers into the industry remains a priority, including training new entrants recruited from the local population in combination with workers from other sectors or through in-migration and international immigration.

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 based on proposed major project schedules. Any changes to these assumptions present risks and potentially alter anticipated market conditions.

<sup>5</sup> Statistics Canada, Labour Force Survey 2018, custom data request

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