

MANITOBA

HIGHLIGHTS 2023–2032

Manitoba's construction and maintenance sector continued its post-pandemic recovery in 2022, as further work on a series of infrastructure projects offset the winding down of activity at the Keeyask dam project. Residential construction, meanwhile, stepped down from its 2021 peak, but nonetheless recorded strong levels of activity.

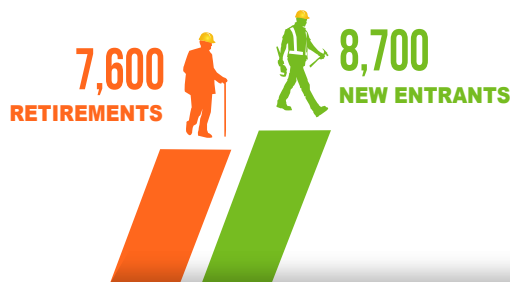
Construction employment decreased slightly in 2022, with losses in the non-residential sector offsetting gains in the residential sector. Looking ahead, employment is expected to contract by a further 2% in 2023, with contractions in new-housing and engineering construction.

Labour market demands are expected to contract in the residential sector across the forecast period (-600 workers; -4% compared with 2022 levels) as housing starts recede from recent highs. By the end of the period, sustained growth in renovation activity means the segment will eventually replace new-home construction as the dominant driver of residential activity and employment in the province.

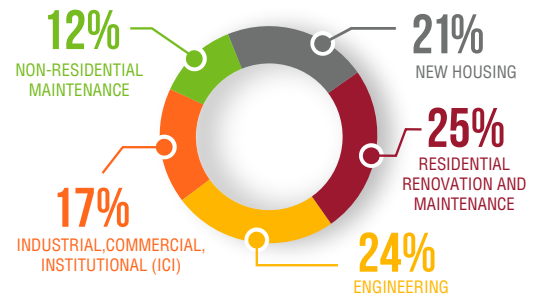
Non-residential employment is expected to increase marginally – by 200 workers (+1%) – over the forecast period. Engineering construction employment is expected to remain unchanged over the period, with employment following the pattern of large projects cycling up and down. Employment in the industrial, commercial, and institutional (ICI) sector is expected to add 240 workers (+4%) with strong government investment and rebounding commercial activity.

Although overall employment is expected to see little change (-1%) over the forecast period, the industry must remain focused on hiring and training workers to replace the estimated 7,600 workers, or nearly 19% of the current labour force, that is expected to retire by 2032. 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.

10-YEAR WORKFORCE OUTLOOK FOR MANITOBA



DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN 2022, MANITOBA



HIGHLIGHTS

- Residential employment will face diverging pressures. While the renovation and maintenance segments are expected to expand by nearly 800 combined workers, new housing could contract by as many as 1,400.
- Housing starts contracted by 300 units in 2022 and will decline by a further 11% to 2032.
- Non-residential employment increases by 1%, with increases mostly reported in the ICI sector.
- ICI-sector investment increases by 14% across the forecast period; engineering construction contracts by 9%.
- The markets for most trades return to balanced conditions after challenging years in 2021 and 2022.

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

Manitoba's construction sector enters the 2023–2032 BuildForce Canada forecast period coming off a period of growth. The post-pandemic years saw the province's residential and non-residential markets add 10% and 13% to investment levels in 2021, respectively, with gains in new-housing construction supported by elevated levels of housing starts.

Conditions moderated somewhat in 2022. Although housing starts remained above 7,700 units, they nonetheless declined by 4% compared with 2021's peak. Rising interest rates cooled market activity and overshadowed strong gains in renovation activity as consumers deployed more of their pandemic savings into home-construction projects. Near term, rising interest rates will continue to slow new-housing construction. Residential investment levels will decline through 2023 and 2024 in line with total starts activity, before stabilizing in 2025 and beyond. Residential employment is expected to contract by 600 workers (-4%) compared with 2022 levels across the forecast period, with new-housing-related employment impacted the most.

Non-residential construction, meanwhile, recorded a slowdown in investment of 1% in 2022, as the winding down of activity on the Keeyask dam project more than overshadowed gains created by the province's Restart Capital Program. The longer-term investment outlook for the province is constrained. Total investment dips into 2023 and 2024 with the completion of the Keeyask project. Later years see investment rise, supported by ongoing growth in ICI investment. By the end of the forecast period, the non-residential sector is expected to add just under 200 workers (+1%) over 2022

levels, with gains in engineering construction (+1%) and ICI construction (+4%) offsetting a loss of 2% in the maintenance sector.

The industry will need to recruit 8,600 workers over the forecast period, driven almost entirely by the expected retirement of 7,600 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 anticipated change in residential and non-residential employment across the forecast period.

DEMOGRAPHICS: CANADA'S AGING POPULATION CREATES WORKFORCE CHALLENGES

Across the country, the share of the labour force aged 65 and over, who are mainly retired, has increased from 15% in 2012 to 19% in 2022. As Figure 2 shows, it is projected to grow again – to 22% – by 2032.

The labour force will be further challenged by a dwindling pool of youth. The group of people aged 15 to 24 years – i.e., people who are poised to enter the labour force – is shrinking as a percentage of the national population. This cohort was 13% in 2012, dropping to 12% in 2022, and is projected to fall to 11% by 2032.

These trends will create challenges for all industries, including construction, as it pertains to labour force recruitment.

Figure 1: Construction employment growth outlook, Manitoba

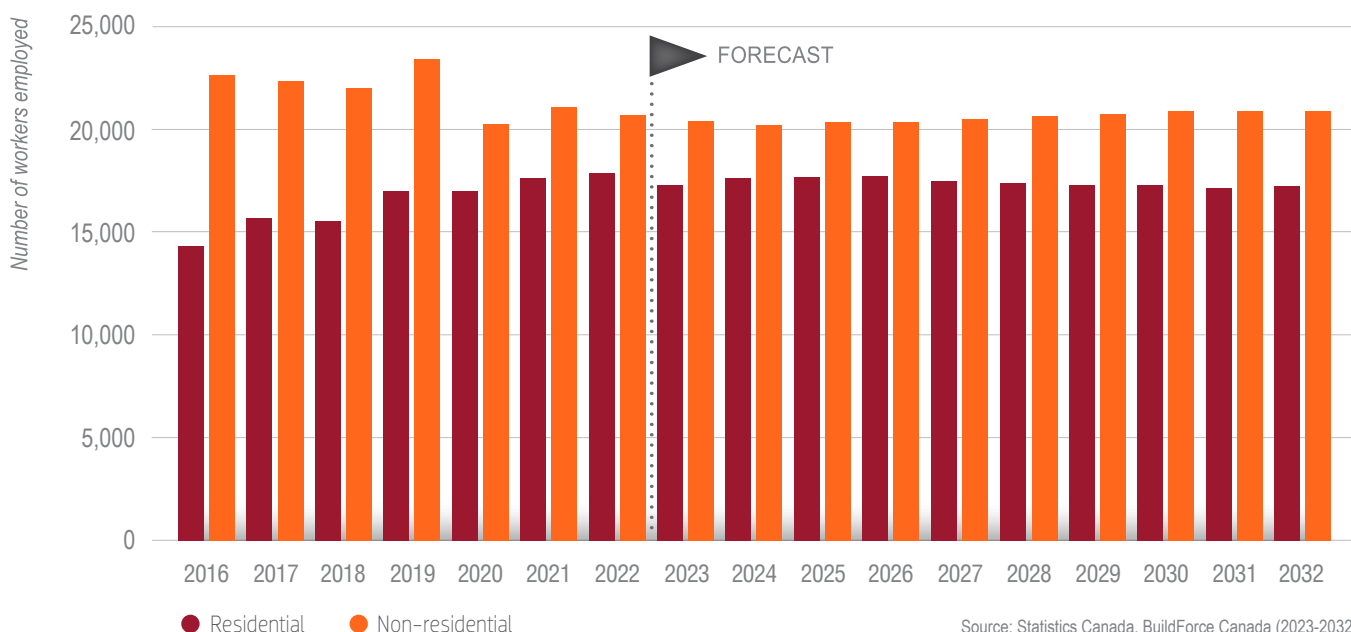
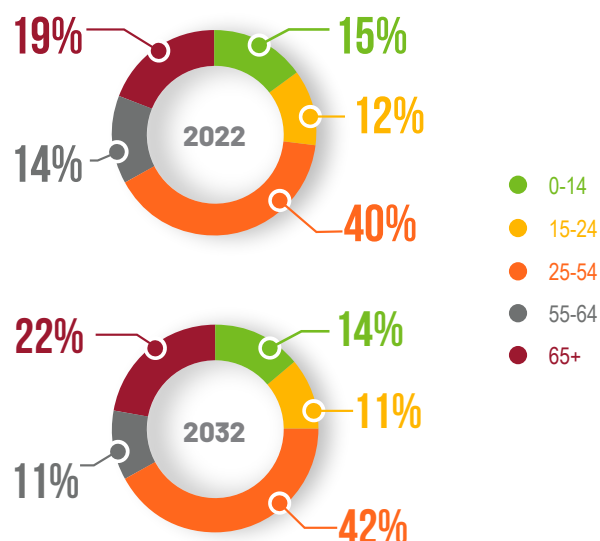
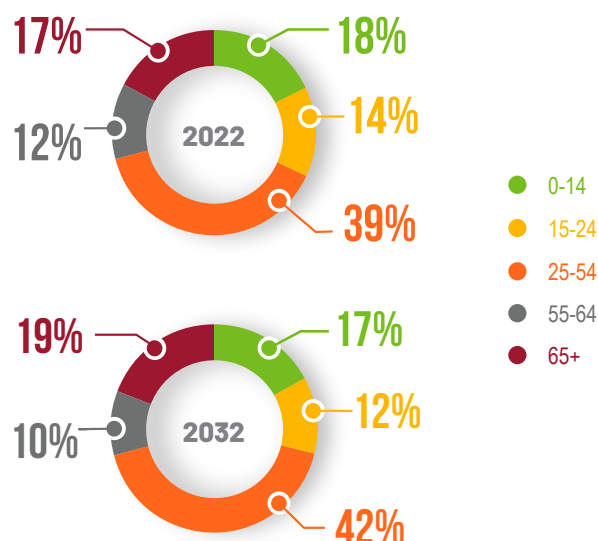


Figure 2: Population age distribution, Canada



Source: BuildForce Canada

Figure 3: Population age distribution, Manitoba



Source: BuildForce Canada

There is good news, however. New federal immigration targets, announced in November 2022, call for the addition of 465,000 permanent residents in 2023, 485,000 in 2024, and a further 500,000 in 2025. These new targets should support further growth in the core working-age group of 25–54 years and may help moderate labour market pressures over the next decade. They will also require domestic industries to improve their recruitment of newcomers to supplement their traditional domestic recruitment programs.

A YOUNGER DEMOGRAPHIC SUPPORTED BY IMMIGRATION

Manitoba's demographics follow a similar trend. Figure 3 shows that youth aged 15 to 24 years comprised 14% of the province's population in 2022. That figure is expected to contract to 12% by 2032. Meanwhile, the proportion of those aged 65 and older, and who are mostly retired, is projected to grow from 17% to 19% over the same period.

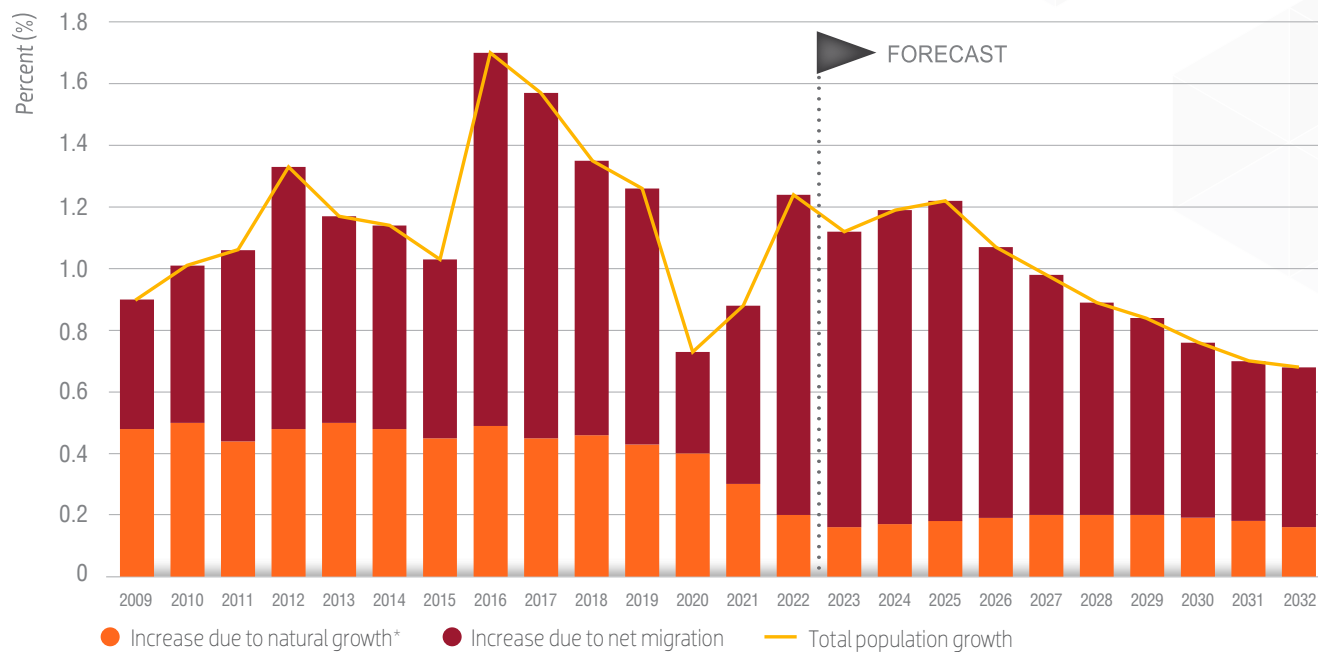
Manitoba is among only a handful of provinces to report a positive natural rate of population growth¹. Its population is comparatively younger than elsewhere in the country, with births exceeding deaths.

Immigration levels reached over 21,000 persons in 2022 and were supported by another nearly 4,000 non-permanent residents as students returned to in-person learning and global travel rebounded. Although these levels are unlikely to be sustained across the forecast period, immigration is expected to remain near this level into the medium-term years of the decade, particularly given the adjusted national immigration targets.

Net interprovincial migration has been negative for decades in Manitoba and is expected to remain so for the foreseeable future, as labour market conditions elsewhere in the country continue to attract some of Manitoba's population.

Combined, these factors should sustain population growth in the province above 1% through 2026, and above 0.5% for the remaining years of the forecast period. Through the period, the natural rate of population growth is expected to remain positive, although declining. Expected high numbers of international migrants, particularly those in their prime working-age and child-bearing years, will help to boost fertility rates and maintain the province's natural growth rate.

¹ The **natural rate of population growth** refers to the growth in the population due to the number of births relative to the number of deaths, which leads to a positive or negative natural rate.

Figure 4: Sources of population growth (%), Manitoba

* **Natural rate of population growth** refers to the growth in the population due to the number of births relative to the number of deaths, which leads to a positive or negative natural rate.

Source: Statistics Canada, BuildForce Canada (2023-2032)

Figure 4 shows the various factors affecting population growth in Manitoba over 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 entrants², and net mobility³.

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 Manitoba, rankings are reported for 19 residential and 26 non-residential trades and occupations.

² **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.

³ **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 SECTOR

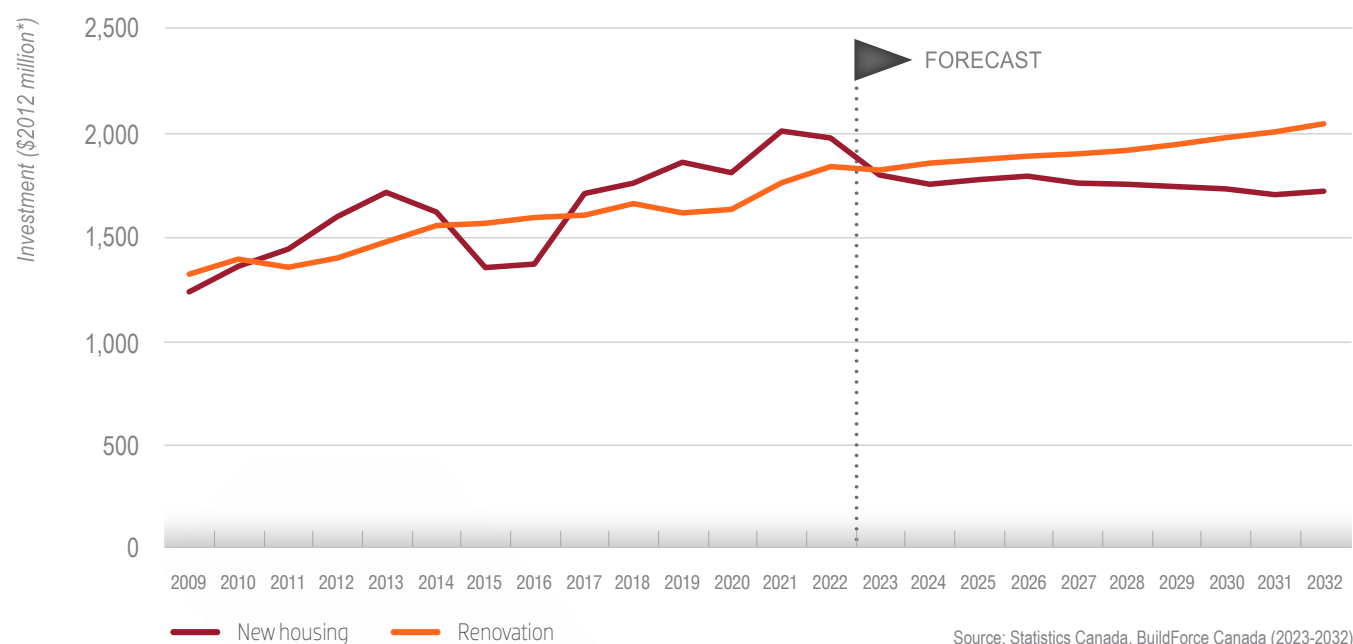
As shown in Figure 5, Manitoba's residential construction market saw continued growth in 2022. An increase in investment in the renovation sector more than offset a drop in new-housing construction.

The outlook for the sector suggests that investment will step down off its peaks in 2021 and 2022, with investment contracting by as much as 5% in 2023. New-housing investment, in particular, was mostly sustained in 2022 with elevated levels of housing starts. The current interest-rate environment is expected to cool starts to below 7,000 units in 2023 and 2024, before they cycle back up to above that benchmark through 2028. Renovation investment, meanwhile, grows modestly through the entire forecast period, supported by the need to maintain an aging housing stock and a desire by homeowners to age in place⁴. Investment follows a similar trend to housing starts, with decreases expected for 2023 and 2024, and increases projected in 2025 and 2026.

Residential-sector employment crested in 2022 at just below 17,900 workers. Over the forecast period, it cycles mostly down, with small increases reported in 2024 and 2025. Employment related to new housing currently accounts for 46% of residential employment, but as the renovation and maintenance markets expand over the decade, new-housing-related employment is expected to fall to 39% by 2032. New-housing employment is expected to decline by 1,400 workers by 2032 – a decline of 17% from 2022 levels – while renovation-related employment increases by just over 410 workers (+6%). Employment in residential maintenance is expected to rise by 16%, adding nearly 360 workers by 2032.

Note that federal efforts to double the number of new homes built across Canada over the next 10 years were not factored into this analysis.

Figure 5: 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.

⁴ Aging in place is defined as required renovations and modifications to enable individuals to continue to live independently and safely in their residence as they age.

RESIDENTIAL RANKINGS, RISKS, AND MOBILITY

Table 1 shows the tight labour market conditions in 2022, driven by new-housing construction and renovation demands, and complicated by a reduction in labour force participation.

Challenges are expected to persist for some trades in the renovation segment, where activity is expected to rise through the forecast period. Weaker markets are expected to materialize after 2024 in line with slowing housing starts.

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	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
Bricklayers	4	3	3	3	3	3	3	3	3	3	3
Carpenters	4	3	3	3	3	3	3	3	3	3	3
Concrete finishers	4	3	3	3	3	3	3	3	3	3	3
Construction estimators	4	3	3	3	3	3	3	3	3	3	3
Construction managers	4	3	3	3	3	2	3	2	2	2	3
Contractors and supervisors	4	3	3	3	3	3	3	3	3	3	3
Electricians	4	3	3	3	3	2	2	3	3	3	3
Floor covering installers	4	3	3	3	3	3	3	3	3	3	3
Heavy equipment operators (except crane)	4	3	3	3	3	3	3	3	3	3	3
Home building and renovation managers	4	4	4	3	3	3	3	3	3	3	3
Painters and decorators (except interior decorators)	4	3	4	3	3	3	3	3	3	3	3
Plasterers, drywall installers and finishers, and lathers	4	3	3	3	3	3	3	3	3	3	3
Plumbers	4	3	3	3	3	2	3	3	3	3	3
Residential and commercial installers and servicers	4	3	3	3	3	3	3	3	3	3	3
Roofers and shinglers	3	3	3	3	3	3	3	3	3	3	3
Sheet metal workers	4	3	3	3	3	2	2	3	3	3	3
Tilesetters	4	3	3	3	3	2	3	3	3	2	3
Trades helpers and labourers	3	3	3	3	3	3	3	3	3	3	3
Truck drivers	4	3	3	3	3	3	3	3	3	3	3

Source: BuildForce Canada

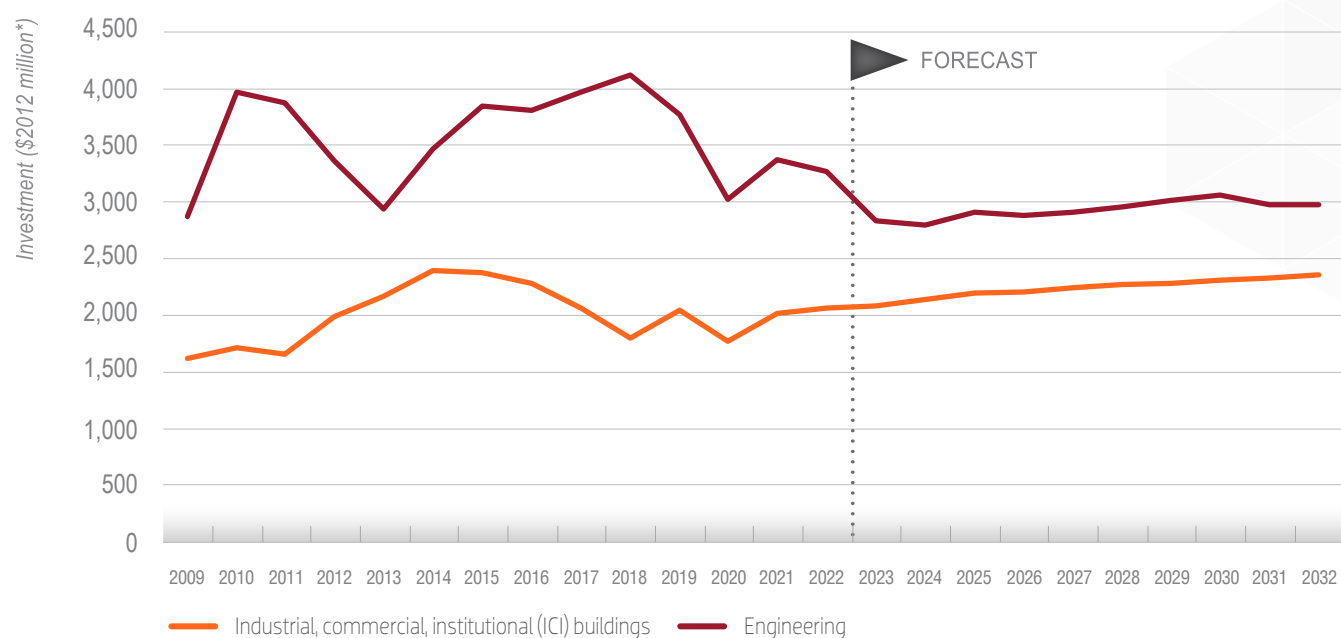
NON-RESIDENTIAL SECTOR

Activity in Manitoba's non-residential sector cooled somewhat in 2022 with the winding down of work on the Keeyask dam project. Some of those losses were offset by growth in the industrial, commercial, and institutional (ICI) sector, as well as by work on other new and ongoing projects in the engineering-construction sector, including major wastewater treatment projects and the work at the Lake Manitoba and Lake St. Martin flood channel. The forecast enters a period of lower investment following the completion of these major projects.

As shown in Figure 6, investment in engineering construction is anticipated to decline in 2023 and 2024, while ICI-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- and government-building construction will trend upward through 2025, supported by numerous education and health infrastructure expansion projects. Industrial-building construction is also anticipated to grow across the forecast period, increasing from 2024 through the end of the decade, and driven by a general economic growth up-cycle rather than by any specific projects. Commercial investment, meanwhile, is expected to maintain its levels of activity into 2024 and beyond in line with overall economic growth and supported by a growing population.

Total non-residential employment is expected to increase marginally – by 200 workers (+1%) – over the forecast period. Engineering-construction employment is expected to remain unchanged over the period, adding 50 workers. ICI employment is expected to add 240 workers (+4%). The non-residential maintenance sector, meanwhile, contracts by 100 workers (-2%) from 2022 employment levels.

Figure 6: 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.

Source: Statistics Canada, BuildForce Canada (2023-2032)

Table 2 summarizes the estimated percent change in non-residential employment by sector across three periods: the short term (2023–2025), the medium term (2026–2028), and the long term (2029–2032).

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

SECTOR		% CHANGE 2023–2025	% CHANGE 2026–2028	% CHANGE 2029–2032
Total non-residential employment		–2%	1%	1%
ICI* buildings	Industrial	6%	5%	1%
	Commercial, institutional and government	3%	–1%	–1%
Engineering	Highways and bridges	–4%	–6%	–4%
	Heavy industrial	0%	7%	6%
	Other engineering	–13%	3%	1%
Maintenance		–3%	0%	0%

Source: Statistics Canada, BuildForce Canada (2023-2032)

* industrial, commercial, institutional

NON-RESIDENTIAL RANKINGS, RISKS, AND MOBILITY

In 2021, the wind down of some education-sector projects and significant declines in industrial and heavy-industrial construction investment decreased demand for selected trades; however, modest recoveries in commercial and institutional (primarily related to hospital replacements and improvements) demands helped to sustain labour market conditions into 2022.

As shown in Table 3, labour markets are anticipated to weaken in 2023, as work on the Keeyask dam winds down and several highway and bridge projects wrap up. These reductions will be offset partially by a rise in flood channel-related infrastructure and other road and highway work.

Over the forecast period, non-residential employment remains relatively flat and markets are generally balanced.

The widespread conversion of ICI buildings to the greater use of electricity for heating and cooling is excluded from this report, as these efforts are still in their early phases and have had only minor impacts on overall construction labour markets. As these efforts accelerate, they will be added to future BuildForce Canada outlook reports.

Table 3: Non-residential market rankings, Manitoba

TRADES AND OCCUPATIONS – NON-RESIDENTIAL	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
Boilermakers	3	3	3	3	3	3	3	3	3	3	3
Bricklayers	4	3	3	3	3	3	3	3	3	3	3
Carpenters	4	3	3	3	3	3	3	3	3	3	3
Concrete finishers	3	3	3	3	3	3	3	3	3	3	3
Construction estimators	4	3	3	3	3	3	3	3	3	3	3
Construction managers	4	4	3	3	3	3	3	3	3	3	3
Contractors and supervisors	3	3	3	3	3	3	3	3	3	3	3
Crane operators	4	3	3	3	3	3	3	3	3	3	3
Electricians	3	3	3	3	3	3	3	3	3	3	3
Floor covering installers	4	3	3	3	3	3	3	3	3	3	3
Glaziers	4	3	3	3	3	3	3	3	3	3	3
Heavy equipment operators (except crane)	3	3	3	3	3	3	3	3	3	3	3
Heavy-duty equipment mechanics	3	3	3	3	3	3	3	3	3	3	3
Insulators	3	3	3	3	3	3	3	3	3	3	3
Ironworkers and structural metal fabricators	3	3	3	3	3	3	3	3	3	3	3
Painters and decorators (except interior decorators)	3	3	3	3	3	3	3	3	3	3	3
Plasterers, drywall installers and finishers, and lathers	4	3	3	3	3	3	3	3	3	3	3
Plumbers	4	3	3	3	3	3	3	3	3	3	3
Refrigeration and air conditioning mechanics	4	3	3	3	3	3	3	3	3	3	3
Residential and commercial installers and servicers	4	3	3	3	3	3	3	3	3	3	3
Roofers and shinglers	3	3	3	3	3	3	3	3	3	3	3
Sheet metal workers	3	3	3	3	3	3	3	3	3	3	3
Steamfitters, pipefitters and sprinkler system installers	3	3	3	3	3	3	3	3	3	3	3
Trades helpers and labourers	4	3	3	3	3	3	3	3	3	3	3
Truck drivers	3	3	3	3	3	3	3	3	3	3	3
Welders and related machine operators	3	3	3	3	3	3	3	3	3	3	3

Source: BuildForce Canada

BUILDING A SUSTAINABLE LABOUR FORCE

THE AVAILABLE LABOUR FORCE

Manitoba's construction industry will need to recruit about 8,600 additional workers over the forecast period to keep pace with labour force growth and to replace an estimated 7,600 retiring workers, or 19% of its 2022 construction labour force. Given Manitoba's younger age demographics, most of these hiring requirements may be met by 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 to keep pace with increased demands.

Statistics Canada's Labour Force Survey⁵ data shows Manitoba's construction labour force contracted by 1.5% between 2019 and 2022 compared to a 1.6% increase in employment. This reduced the annual average unemployment rate to about 4.4%.

The labour forces among those aged 15 to 24 and 25 to 54 years were up slightly between 2019 and 2022. Over the same period, however, the number of older workers (i.e., those aged 55 and older) fell by 16%. It is anticipated that some – but not all – of these older workers will re-enter the labour force.

Keeping pace with labour force requirements will require a combination of strategies, including maintaining training efforts and local recruitment, particularly from groups traditionally under-represented in the construction labour force, the hiring of workers

from other industries with the required skills sets, and the recruitment of immigrants to Canada with skilled trades training and/or construction experience.

Figure 7 provides a summary of the estimated changes in the construction labour force across the full 2023–2032 forecast period.

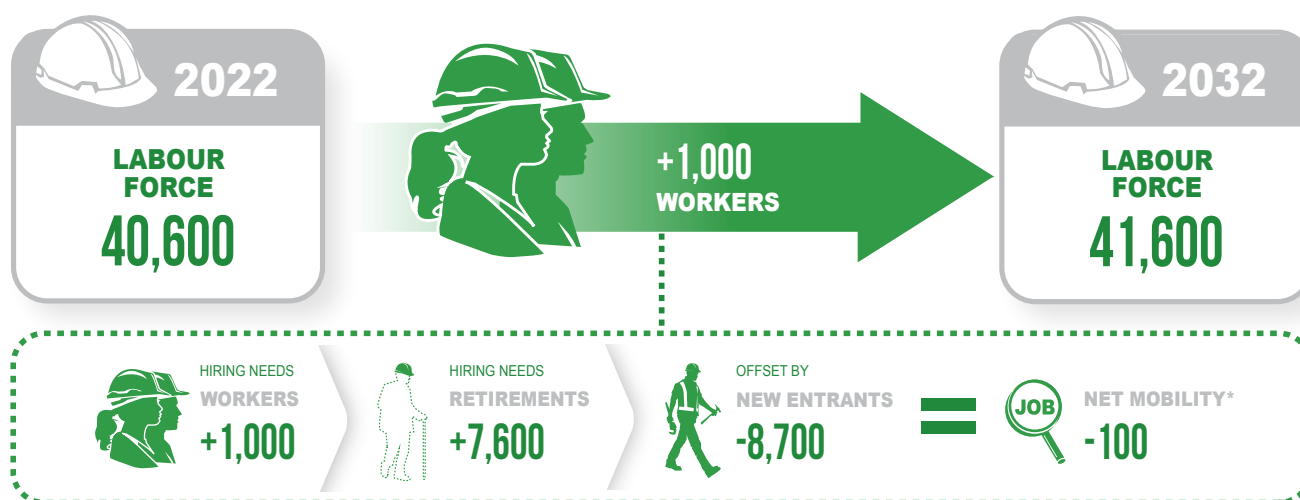
LABOUR FORCE DIVERSIFICATION

APPRENTICESHIP

Apprenticeship is a key source of labour for the construction industry. New registrations in Manitoba's 17 largest trade programs decreased by 24% from 2013 to 2018; a significant decline compared to construction employment, which saw a 3% increase over the same period. New registrations rebounded to record-high levels in 2021, following a sharp decline in 2020 due to significant training obstacles imposed by COVID-19. (See Figure 8.) While new registrations have been declining at a faster rate than trade employment over the past decade, the record number of registrations in 2021 may soften the risk of workforce requirements running ahead of the number of newly certified journeypersons over the forecast period.

Table 4 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. Based on projected new registrations, several trades are at risk of undersupplying the number of new journeypersons required by 2032. Trades within this group include Welder, Mobile Crane Operator, Bricklayer, Carpenter, and Roofer.

Figure 7: Changes in the construction labour force, Manitoba

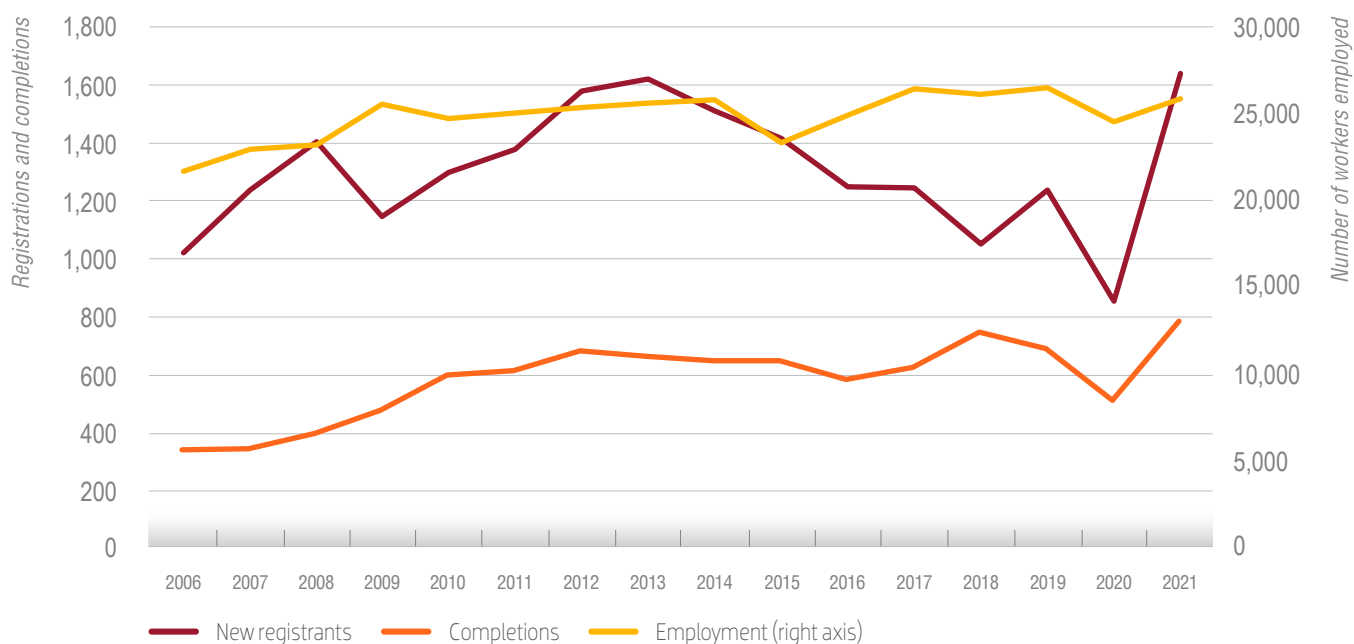


* **Net mobility** refers to the number of workers needed to be brought into the industry from other industries or other provinces to meet rising demands or the number of workers that exit the industry in downturns. Positive net mobility means that industry must attract workers, while negative net mobility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

⁵ Statistics Canada's Labour Force Survey captures the labour force status of all workers within the industry, including those in occupations outside of the direct trades and occupations tracked by BuildForce Canada.

Figure 8: New apprenticeship registrations, completions, and trade employment, Manitoba**Table 4: Estimated construction certification demand and projected target of new entrants by trade, Manitoba, 2023 to 2032**

Trade	Total certification demand – construction	Target new registrants – construction	Apprentice certification supply risk – all industries
Welder	61	221	●
Mobile Crane Operator	91	168	●
Bricklayer	46	155	●
Carpenter	1,108	3,160	●
Roofer	72	234	●
Boilermaker	29	52	●
Industrial Mechanic (Millwright)	25	40	●
Heavy-Duty Equipment Technician	45	118	●
Industrial Electrician	40	86	●
Insulator (heat and frost)	20	93	●
Construction Electrician	880	1,514	●
Ironworker (generalist)	22	68	●
Sheet Metal Worker	51	125	●
Plumber	308	522	●
Refrigeration and Air Conditioning Mechanic	92	165	●
Steamfitter/Pipefitter	45	64	●
Sprinkler System Installer	22	42	●

- Certifications required exceed projected completions
- Certifications required in line with projected completions
- Projected completions exceed certifications required

Source: BuildForce Canada

UNDER-REPRESENTED 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 demographic shift, the construction industry must diversify its recruitment. In order to succeed, the industry must increase recruitment of individuals from groups traditionally under-represented in the current construction labour force, including women, Indigenous People, and newcomers.

In 2022, there were approximately 5,930 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 38,600 tradespeople employed in the industry, women made up 4% (see Figure 9).

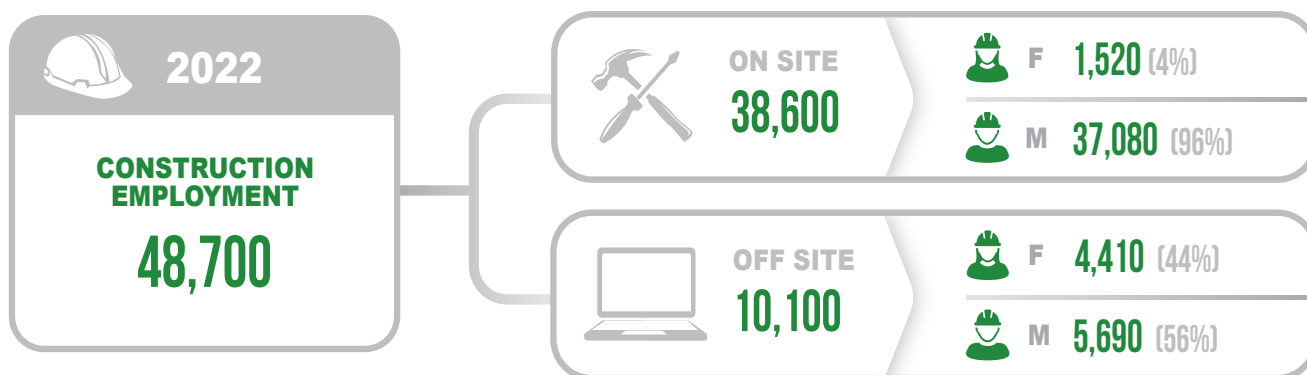
The estimated 1,520 tradeswomen in Manitoba are represented across all sectors of construction, but given the nature of construction work in the province, women account for a higher share of total tradespeople (4.4%) in residential construction. Across sectors, residential maintenance construction has the highest representation of women, accounting for 5% of the workforce (see Figure 10). The top five trades and occupations in which women tend to be employed are trade helpers and labourers (28% of all tradeswomen), painters and

decorators (15%), construction managers (14%), contractors and supervisors (10%), and carpenters (7%).

The Indigenous population is the fastest growing population in Canada and therefore presents recruitment opportunities for Manitoba's construction industry. Provincially, Manitoba's construction labour force has the highest share of Indigenous People. In 2021, Indigenous workers accounted for approximately 17% of the province's construction labour force, which is a slight decline from the share observed in 2016.⁶ This share is notably higher than the share of Indigenous People represented in the overall labour force (see Table 5). As the Indigenous population continues to expand, recruitment efforts will need to be dedicated to increasing the industry's share of the population into the labour force.

Manitoba's construction industry may also leverage newcomers (immigrants) to Canada over the forecast period to meet labour requirements. Due to the declining natural rate of population growth, immigrants are also a significant source of labour force growth in the province. Immigrants have been playing an increasingly important role in replenishing the workforce, with the share of immigrants in the workforce increasing from 18% in 2011 to 24% in 2021. The province has been successful in attracting and integrating immigrants into the labour force; however, immigrants remain under-represented in the construction industry. The construction labour force share of immigrants was 15% in 2021, which is notably lower than the share in the overall provincial labour force. (See Figure 11).

Figure 9: Detailed construction employment by gender, Manitoba, 2022



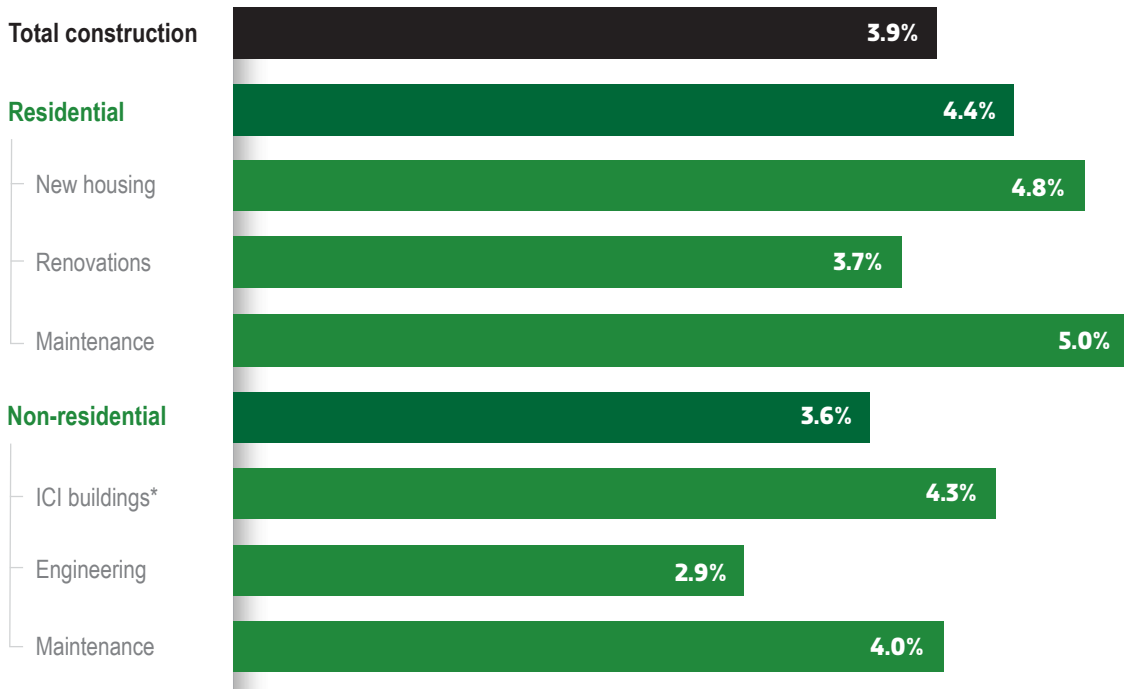
Source: BuildForce Canada calculations based on Statistics Canada's Labour Force Survey (LFS) and Census of the Population.

Table 5: Representation of Indigenous population in provincial construction workforce, Manitoba

Industry		Indigenous	Non-Indigenous	Total	Indigenous share of total workforce, %
Construction	2016	8,565	41,005	49,575	17.3%
	2021	8,905	43,345	52,240	17.0%
All industries	2016	83,050	566,475	649,530	12.8%
	2021	87,015	578,865	665,875	13.1%

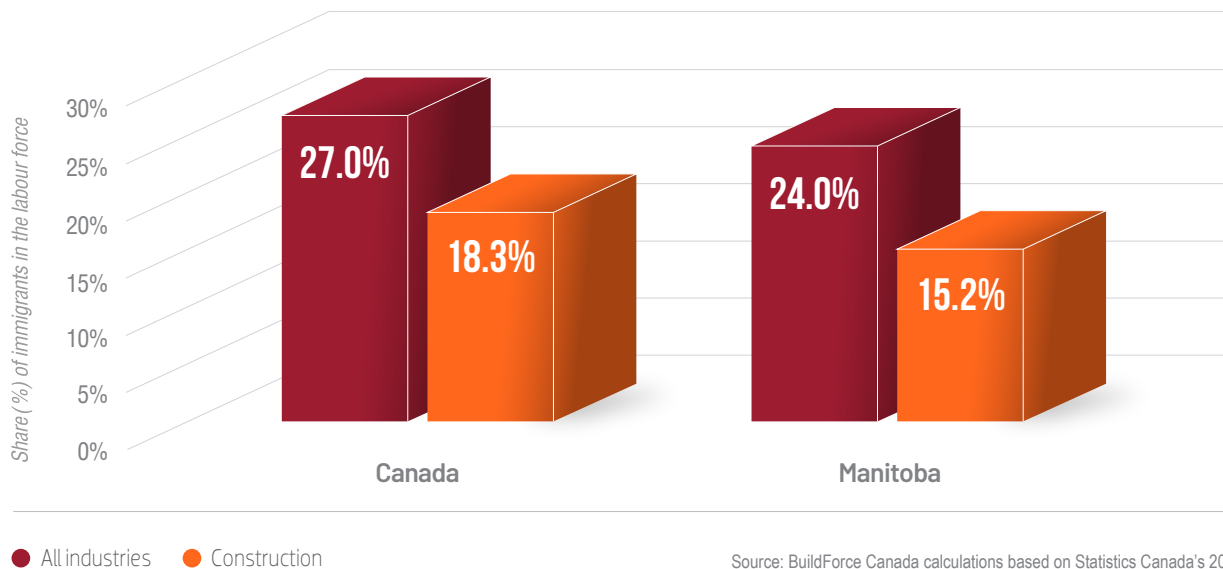
Source: BuildForce Canada calculations based on Statistics Canada's 2021 and 2016 Census of the Population

⁶ Statistics Canada, 2021 Census, custom data request

Figure 10: 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 Census of the Population.

Figure 11: Share (%) of immigrants in the construction labour force, 2021

Source: BuildForce Canada calculations based on Statistics Canada's 2021 data.

Based on historical settlement trends, the province is expected to welcome 111,970 new international migrants between 2023 and 2032. 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 recruits its share of newcomers into the labour force.

CONCLUSIONS AND IMPLICATIONS

The 2023–2032 *Construction and Maintenance Looking Forward* scenario for Manitoba shows that labour markets are expected to remain balanced for most trades and occupations over the forecast period as construction activity levels off from peak levels.

Market conditions were tight in the residential sector in 2021, with some of those constraints carrying over into 2022. Strains ease as investment steps down off its peak. Demand in the new-housing segment, in particular, is expected to contract in 2023 and 2024 as housing starts are curbed by rising inflation. Renovation investment, meanwhile, grows modestly through the entire forecast period, supported by the need to maintain an aging housing stock.

Non-residential labour markets will also ease into balanced conditions in the near term, as work on the Keeyask dam winds

down and several highway and bridge projects conclude. These reductions will be offset partially by ongoing and new phases of work at the North End Water Pollution Control Centre, flood channel infrastructure, and health care projects.

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 7,600 workers, or 19% 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.

FOR THE MOST DETAILED & COMPREHENSIVE CONSTRUCTION LABOUR MARKET DATA IN CANADA, VISIT

www.constructionforecasts.ca

Developed with industry for industry

Customizable tables and graphs available for:

- Data on more than 30 construction trades and occupations by province looking ahead 10 years
- Macroeconomic and investment data
- Key economic indicators, construction investment and labour market conditions by province and/or sector



Timely construction forecast data is available online at constructionforecasts.ca. Create customized reports on a broad range of selected categories within sector, trade or province covering up to 10 years.

For more information, contact:



Phone: 613.569.5552 | info@buildforce.ca

The opinions and interpretations in this publication are those of the author and do not necessarily reflect those of the Government of Canada

Funded in part by the Government of Canada's Sectoral Workplace Solutions Program



APRIL 2023