



Labour Market Outlook for BC's Construction Sector

with Christian Saint Cyr

[Labour Market Online.com](http://LabourMarketOnline.com)



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Construction Sector

Building a New Construction Workforce

WHAT DOES THE NEXT DECADE HOLD?

Construction struggles with two simultaneous challenges: attracting the necessary workers while simultaneously ensuring we have a sustainable construction sector.

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NON-RESIDENTIAL CONSTRUCTION TO 2030

SECTOR		% CHANGE 2021-2022	% CHANGE 2023-2030
Total non-residential employment		16%	-2%
ICI* buildings	Industrial	31%	14%
	Commercial, institutional and government	20%	-3%
Engineering	Highways and bridges	10%	-26%
	Heavy and other engineering	23%	-6%
Maintenance		-1%	11%

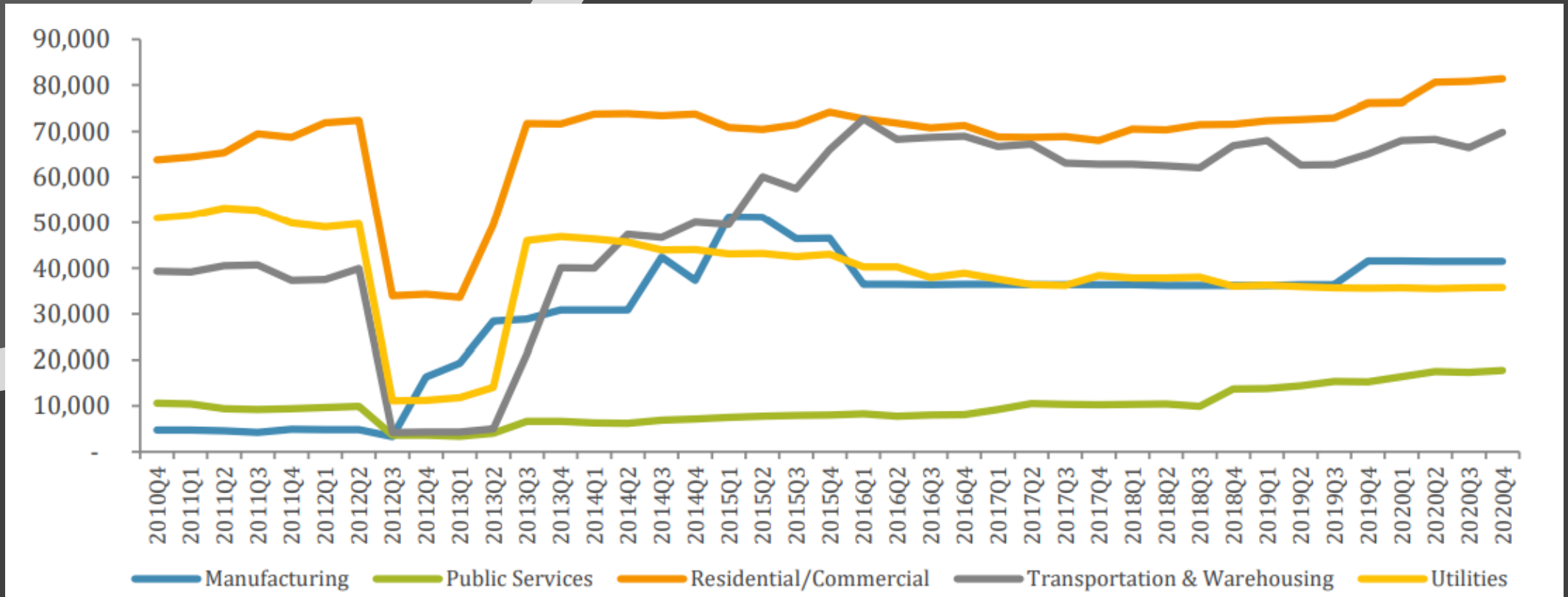
BC MAJOR PROJECTS INVENTORY – Q4 2020

Project Category	2019Q4	2020Q1	2020Q2	2020Q3	2020Q4	Change from the previous quarter	Change from the previous year
Mining & Oil & Gas Extraction	118,204	118,264	118,264	118,264	118,264	0.0%	0.1%
Residential/Commercial	76,163	76,232	80,600	80,780	81,406	0.8%	6.9%
Transportation & Warehousing	65,102	68,014	68,310	66,525	69,831	5.0%	7.3%
Manufacturing	41,497	41,497	41,447	41,447	41,447	0.0%	-0.1%
Utilities (incl sewage treatment)	35,610	35,639	35,484	35,680	35,726	0.1%	0.3%
Public Services	15,243	16,405	17,539	17,345	17,771	2.5%	16.6%
Other Services	11,585	11,746	9,794	9,794	9,126	-6.8%	-21.2%
Grand Total	363,404	367,797	371,438	369,835	373,571	1.0%	2.8%

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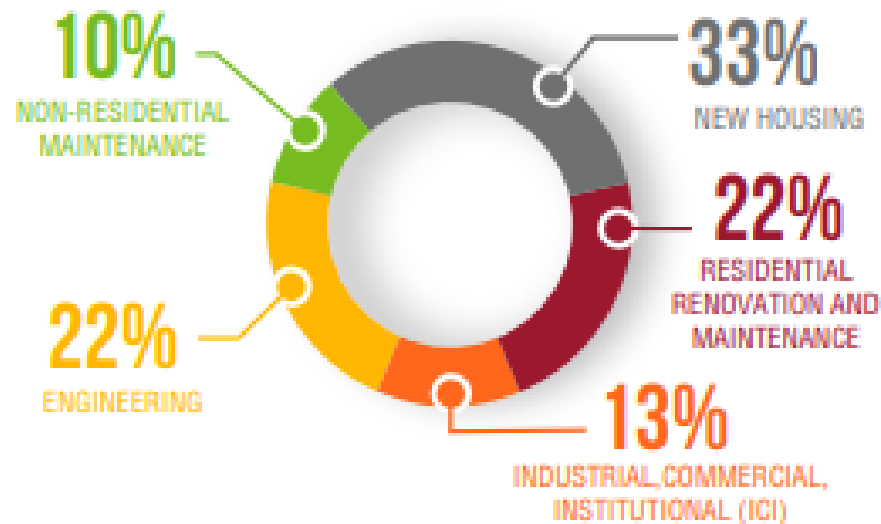
BC MAJOR PROJECTS INVENTORY – Q4 2020



Building a New Construction Workforce

WHAT DOES THE NEXT DECADE HOLD?

DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN 2021, BRITISH COLUMBIA



- Non-residential employment is expected to be propelled higher by 11,439 workers (+16%) in just two years between 2020 and 2022.
- Housing starts are anticipated to recover in 2022 and rise back above 40,000 units by 2024.

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WHAT DOES THE NEXT DECADE HOLD?

10-YEAR WORKFORCE OUTLOOK FOR BRITISH COLUMBIA

2030

41,000
RETIREMENTS



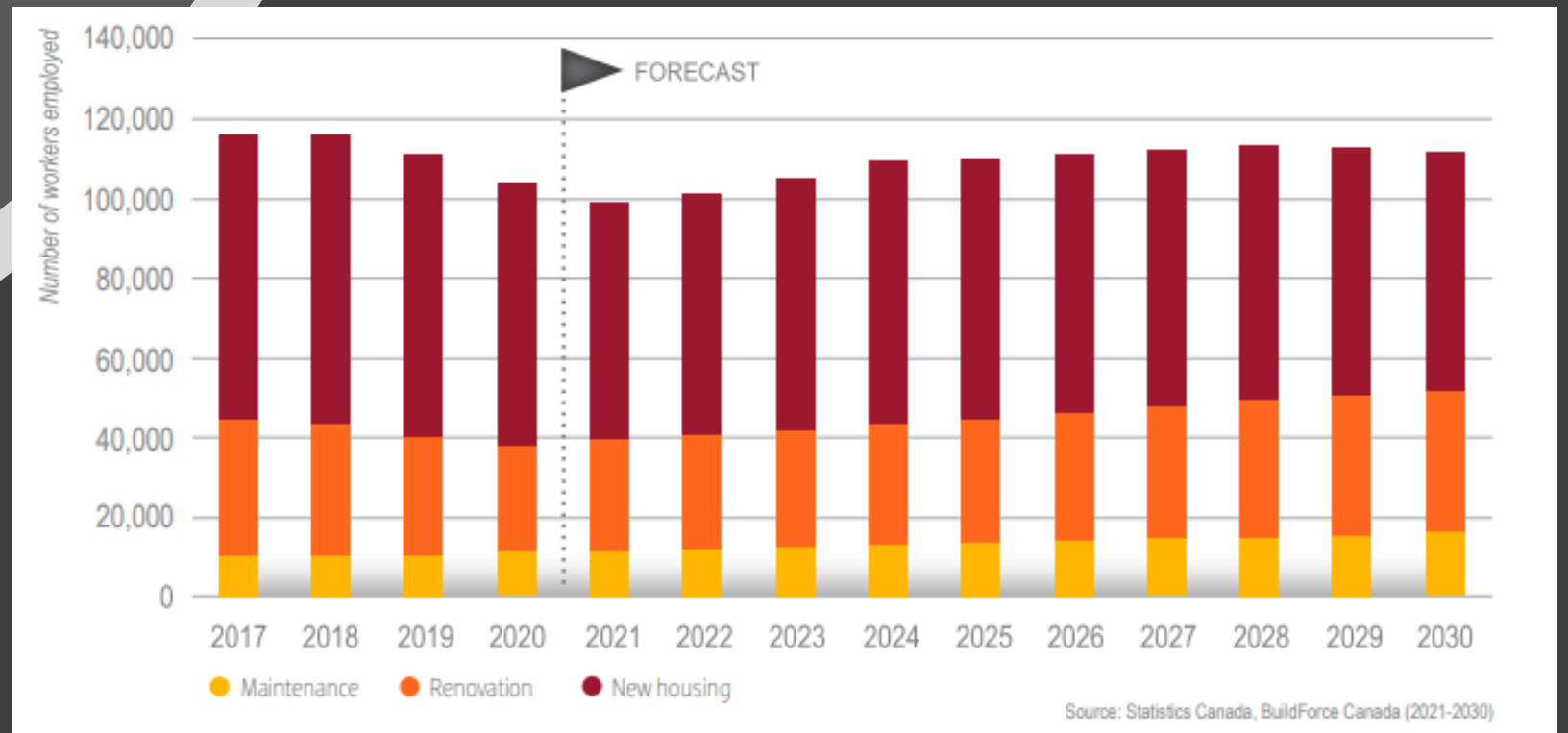
35,100
NEW ENTRANTS



17,800 (+10.1%)
EMPLOYMENT
CHANGE

- The recent slowdown has not alleviated the expected retirement of 41,000 workers over the scenario period. Accounting for retirements and expansion demand, industry will need to recruit close to 59,650 workers over the coming decade

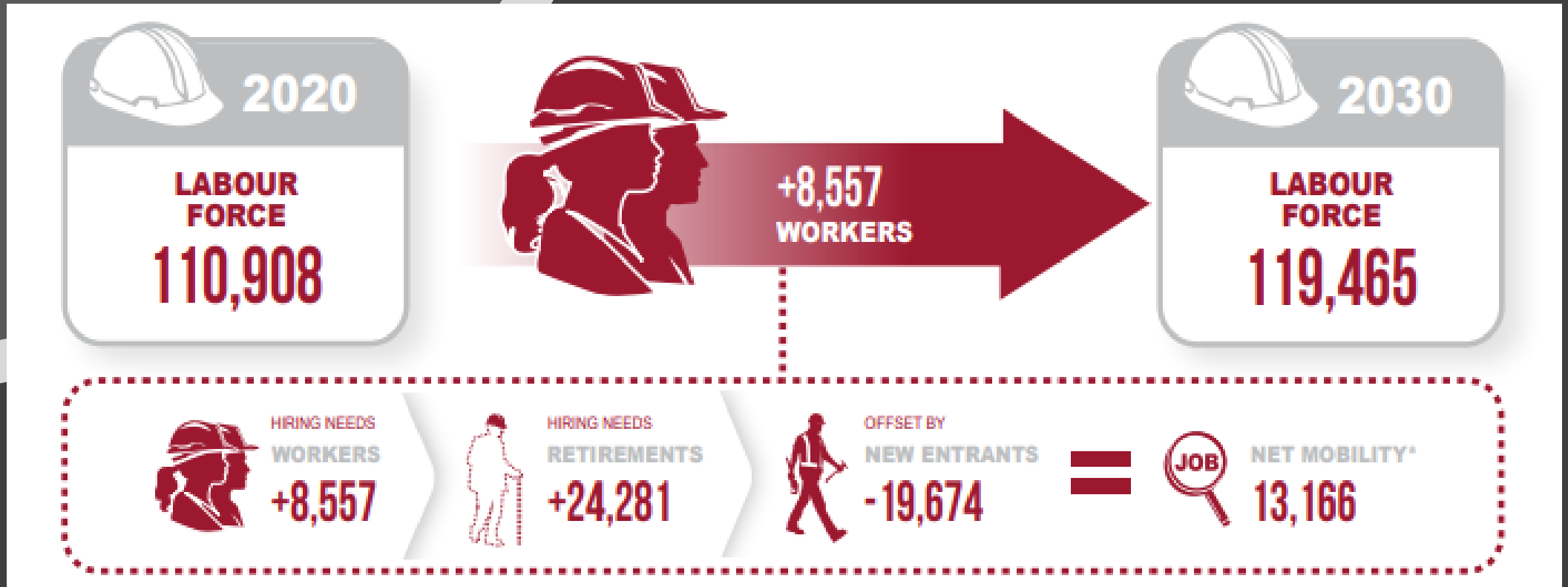
RESIDENTIAL CONSTRUCTION EMPLOYMENT GROWTH



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CHANGES IN B.C.'S RESIDENTIAL LABOUR FORCE



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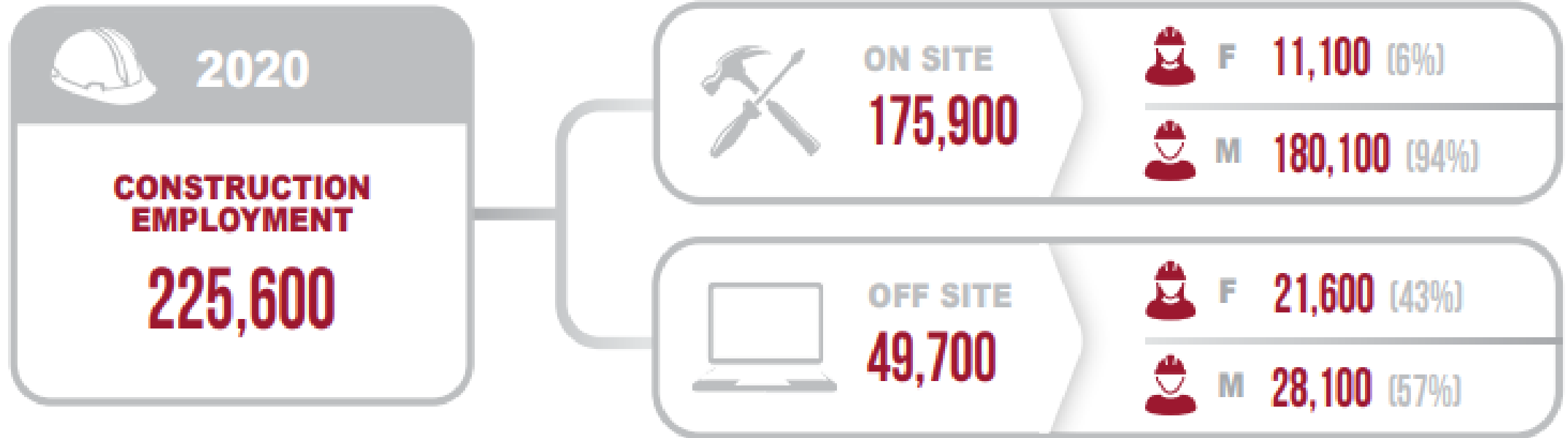
CHANGES IN B.C.'S NON-RESIDENTIAL LABOUR FORCE



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UNDERSTANDING BC'S GENDER IMBALANCE IN CONSTRUCTION



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High Opportunity Occupations

REQUIRING UNIVERSITY EDUCATION

Occupation (NOC Code)	Holland Code	Salary	By 2029
Civil engineers (NOC 2131)	Investigative, Realistic	\$44.23	4,190
Senior managers - construction, transportation, production and utilities (NOC 0016)	Enterprising	\$49.32	3,770
Mechanical engineers (NOC 2132)	Investigative, Realistic	\$36.06	1,850
Architects (NOC 2151)	Artistic	\$33.65	1,350
Engineering managers (NOC 0211)	Enterprising	\$52.88	1,330
Architecture and science managers (NOC 0212)	Enterprising	\$44.62	620

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High Opportunity Occupations

REQUIRING COLLEGE OR APPRENTICESHIP

Occupation (NOC Code)	Holland Code	Salary	By 2029
Construction managers (NOC 0711)	Enterprising	\$40.60	7,300
Facility operation and maintenance managers (NOC 0714)	Enterprising	\$33.08	4,660
Home building and renovation managers (NOC 0712)	Enterprising	\$21.50	3,740

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Red Seal Trades

WHY AREN'T THEY REPRESENTED?

- Boilermaker
- Bricklayer
- Carpenter
- Concrete Finisher
- Construction Craft Worker
- Construction Electrician
- Drywall Finisher and Plasterer
- Floorcovering Installer
- Gasfitter — Class A
- Gasfitter — Class B
- Glazier
- Industrial Electrician
- Industrial Mechanic (Millwright)
- Ironworker (Generalist)
- Ironworker (Reinforcing)
- Ironworker (Structural/Ornamental)
- Lather (Interior Systems Mechanic)
- Mobile Crane Operator
- Painter and Decorator
- Plumber
- Roofer
- Sprinkler Fitter
- Steamfitter/Pipefitter
- Tiler
- Tower Crane Operator
- Welder

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Red Seal Trades

UNLIKELY LABOUR MARKET LEADERS

- Automation and slowing population growth will result in fewer skilled workers required in years to come
- The growing trend towards micro-credentials will skim elemental work away from skilled trades
- Growing trend towards prefabrication will result in less skilled work

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Red Seal Trades

IN-DEMAND OCCUPATIONS
FOR DECADES TO COME

- Four years of vocational skills development is not easily replicated
- Population imbalance will result in an overall skills shortage
- Growth in other areas of the economy will result in more competition for available workers
- Experience is an essential quality in tradespersons which will be in perpetual demand

The logo for the 2021 Labour Market Conference is a black circle with a red crescent shape on the left side. The text "2021 Labour Market CONFERENCE" is written in white inside the circle.

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Looking to the Future

IMPACT ON BC'S LABOUR MARKET

Questions and Answers