

Challenges, Needs and Shortages in the Construction Industry Workforce

JULY 2022

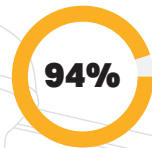
Survey of local employers in the ICI (Industrial Commercial Institutional) and Residential sectors

Hiring

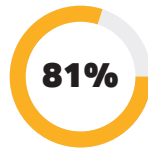
100%

- hired in the last 12 months
- reported difficulty filling positions
- plan to hire in the next 12 months and feel it will get harder

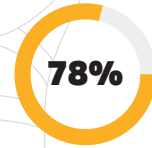
Attributes Employers are Looking For



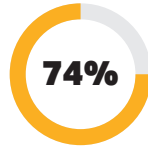
work ethic, dedication, dependability



willingness to learn



ability to follow instructions



self motivation, independence

WHAT POSITIONS ARE HARD TO FILL?

“Superintendents with experience and qualifications don't exist anymore”

- EMPLOYER RESPONSE

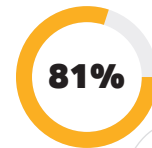
WHAT POSITIONS ARE HARD TO FILL?

“All of them from bottom line to experienced”

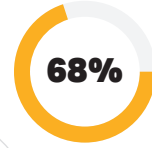
- EMPLOYER RESPONSE

73% already experiencing or will be experiencing retirements in the next 1-5 years

Recruitment Practices



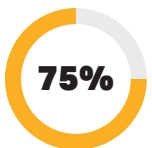
use word of mouth/personal referrals



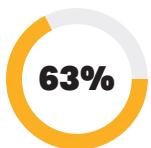
advertise on their company website

Hiring Challenges

as reported by employers



not enough applicants



applicants lack skills



applicants lack work experience



applicants lack qualifications



applicants have unrealistic wage expectations

Other challenges:
 transportation to/from work
 childcare
 housing
 no trade/field experience
 few applicants in rural areas

Hardest to Fill Positions

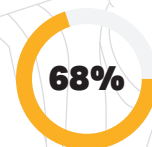
occupations named most often

- skilled trades**
- general labourers
- office personnel/admin staff
- supervisors, project managers/coordinators

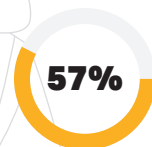
Mentioned by 70% of Respondents

**includes: carpenter, heavy equipment operator and mechanic, commercial truck driver, plumber, HVAC, welder, truck & coach tech, millwright, electrician, drywall installer

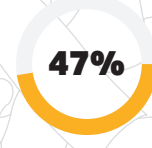
69% have a succession plan for key roles



pay for online job postings



use free online job posting sites (Job Bank)



accept unsolicited resumes

WHAT POSITIONS ARE HARD TO FILL?

“ALL of them, from the depths of my soul...they are all hard to find.”

- EMPLOYER RESPONSE



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Full report can be found at planningourworkforce.ca