

# 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



WHAT POSITIONS ARE HARD TO FILL?

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

- EMPLOYER RESPONSE

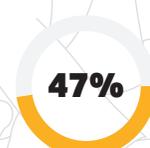
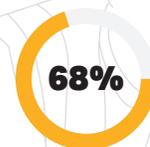
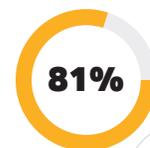
WHAT POSITIONS ARE HARD TO FILL?

“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



WHAT POSITIONS ARE HARD TO FILL?

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

- EMPLOYER RESPONSE

## Hiring Challenges

as reported by employers



**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



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Full report can be found at [planningourworkforce.ca](http://planningourworkforce.ca)