

Eastern Ontario — Key Messages

How does the BuildForce Canada Labour Market Information (LMI) system work?

The BuildForce Canada LMI system uses a scenario-based forecasting system to assess future construction labour requirements in the heavy industrial, residential, and non-residential construction markets.

The system tracks 34 trades and occupations, and validates the scenario with industry stakeholders, including owners, contractors and labour groups. The information is then distilled into labour market condition rankings to help industry employers with the management of their respective human resources.

In Ontario, trades are tracked separately for each region rather than for the province as a whole:

- Central (26 residential trades and 31 non-residential);
- Eastern (22 residential and 27 non-residential);
- Northern (15 residential and 22 non-residential);
- Southwestern (21 residential and 27 non-residential); and
- the Greater Toronto Area (GTA) (27 residential and 32 non-residential).

In cases where the workforce samples are too small, those trades are suppressed due to limited statistical reliability.

Summary of 2020-2029 Outlook — Province of Ontario			
Growth	Total	Residential	Non-residential
Employment	9437	5327	4110
Labour Force	14383	7273	7110
Hiring			
Labour Force Growth	14383	7273	7110
Retirements	86260	48528	37732
Hiring Requirement	100643	55801	44842
Recruitment			
Retirements	86260	48528	37732
New Entrants	78866	39685	39181
Recruitment Gap	7394	8843	-1449
Mobility			
Labour Force Growth	14383	7273	7110
Recruitment Gap	7394	8843	-1449
Mobility Requirement	21777	16116	5661

*Totals reported are based on actual numbers and may vary slightly from the rounded totals used in the Highlight reports and press releases.

Summary of 2020-2029 Outlook — Eastern Ontario

Growth	Total	Residential	Non-residential
Employment	14	-580	594
Labour Force	-135	-702	567
Hiring			
Labour Force Growth	-135	-702	567
Retirements	10804	5532	5272
Hiring Requirement	10669	4830	5839
Recruitment			
Retirements	10804	5532	5272
New Entrants	9362	4216	5146
Recruitment Gap	1442	1316	126
Mobility			
Labour Force Growth	-135	-702	567
Recruitment Gap	1442	1316	126
Mobility Requirement	1307	614	693

*Totals reported are based on actual numbers and may vary slightly from the rounded totals used in the Highlight reports and press releases.

What is the expected OVERALL Eastern Ontario labour demand to the end of the 2020-2029 provincial forecast period?

Construction employment should edge higher to peak in 2024, driven by investments in rapid transit infrastructure and high levels of institutional building construction. Construction employment will cycle with the schedule of the many major projects slated for the region but should remain relatively stable throughout the outlook period.

Due to the retirement of 10,800 workers over the outlook period, the labour force is expected to retract slightly, which could lead to greater labour force tightness throughout the outlook period.

How many construction workers are expected to retire in Eastern Ontario during the scenario period?

About 10,800 workers (actual number is 10,804), or 21% of the current labour force.

How many young workers might replace them?

About 9,400 (actual number is 9,362) new entrants aged 30 or younger from the local population should be available, based on historical data. Consequently, the industry could be short nearly 1,400 workers by 2029 (actual number is 1,442). When this gap is combined with labour force growth, the industry may need to recruit as many as 1,300 workers (actual number is 1,307) by 2029 from outside the region, outside the province, outside the industry or outside the country to keep pace with anticipated construction demands in the region.

How can Ontario meet its construction labour needs?

Meeting current and future labour demands will require a continuation of the industry's collaboration with government, educational institutions and industry training providers to scale up recruitment and training capacity.

Worker mobility will be important, as will engaging large numbers of young people to enter the construction labour force, especially in the face of record retirements.

Increased recruitment of individuals from groups traditionally under-represented in the industry could help address future labour force needs.

Under-represented Groups in the Construction Labour Force					
	Total	Offsite	Total (%)	Onsite	Total (%)
Labour Force	521400	126800	24.3%	394600	75.7%
Women	65600	50400	39.8%	15200	3.8%
Indigenous People	14078	2816	20%	11262	80%
New Canadians	135564				

* Percentages reported are based on actual totals, whereas numbers reported have been rounded.

Are provinces training enough apprentices?

Our analysis suggests that while there are sufficient numbers of apprentices in many trades, training in others has fallen or has not kept pace with requirements. We found this to be the case more often in smaller and non-compulsory trades. Across Ontario, boilermakers, bricklayers, heavy-duty equipment technicians, industrial electricians, and welders may be at higher risk.

How did you arrive at your estimate of future needs for the province?

We calculated the number of journeypersons currently holding a certificate of qualification in the listed provincial trades, and other related trades. We then estimated the number of these individuals currently working in the construction industry and how many we are likely going to need in the future given the construction employment outlook and the number of workers anticipated to retire over the next 10 years. Then we applied retirement rates, and recent registration and completion trend information to determine if each of the listed trades is training at a level sufficient to maintain the current share of certificate holders in the province.

Does this number take into account anticipated demand growth in the province?

Yes. Construction can be a very cyclical industry. Anticipating the demand for experienced journeypersons driven by major planned projects and avoiding cyclical mismatches between supply and demand for skilled workers is the primary objective of this approach.

What is the purpose of BuildForce Canada's Labour Market Forecasts?

It's a planning tool that can be used to plan for future labour market requirements. However, the scenario projected during the forecast period can be subject to change based on economic conditions, available projects and other factors.

How does BuildForce Canada create its Labour Market Forecasts?

Through consultations with provincial construction and maintenance stakeholders, examining current trends, looking at current and historical data and examining project pipelines.