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CHANGE HAPPENS ALL THE TIME.

In a profession so entwined with nature we may notice change more. Especially in Manitoba where each season has its own personality... and the mood swings can be unpredictable.

Right now, winter is deciding when to arrive and MBNLA is preparing for our Annual General Meeting. New board members will be elected, and new perspectives will help guide our association. It's been 5 years since I decided to get involved with MBNLA and I've learned a lot about our profession and connected with many great people.

As my term as president ends, I'd like to thank those who make MBNLA a valuable resource for all its members. It would be impossible to list everyone who brought MBNLA to where it is today... there are committee members and chairs, board directors and presidents, executive directors and CNLA staff. But I would like to thank some of the people I've learned from and worked alongside:

Guy Dowhy, Rob Officer, Marcel Hacault, Matt Bell, Chad Labbe, Jeff Southam, Nevin Martens, August Wiens, Calvin Eisner, Kevin Wasylenko, Derek Dexter, Aaron Szuck, Jared Aubin, Jordan Heibert, Chris Spicer, Stephanie Moskal, Nathan Szuck, Tonya Enns, Sharra Hinton, Nicole Xavier, Eduardo Novello, Jenn Sparling, Jackson Mitchell, Colleen Zacharias, Edith Oyosoro, Acer Negundo, Joel Beatson, the Ronald Family, Anne Cadwell, and Gord Bone. For all the people I've missed... let's blame it on incomplete records and my incomplete memory.

Obviously, it's a self-centred list since it only reflects one perspective of a brief time with a nearly 70-year-old association. There are so many people who deserve recognition for how they've helped and changed the green profession and MBNLA. Which is why the Green For Life Award was created.

[Nominate](#) someone now.

Gratefully,

Casey Norman



I WONDER HOW MANY PEOPLE who hire a landscaper or go to a nursery realize the hard work and skills necessary to make things happen.

I have a fairly large yard with a garden, lawn, flowers and a yard project I wanted to undertake. As everyone knows, the late spring caused havoc with all plans, and then the weather couldn't decide if it was in a drought season or rainy season.

I can only begin to understand the pressures of the landscapers....with homeowners pushing them to get the job done, yard maintenance people trying to keep up with mower, trimming etc., and then the nurseries waiting for the soil to dry so people would come out and buy their plants, trees etc.

Hats off to all of our members that have portrayed the image of the industry in a positive fashion.

I want to invite everyone to the RRC apprenticeship open house November 6th, the AGM/networking event November 15th, submitting your projects for the Awards of excellence by December 1st, and getting

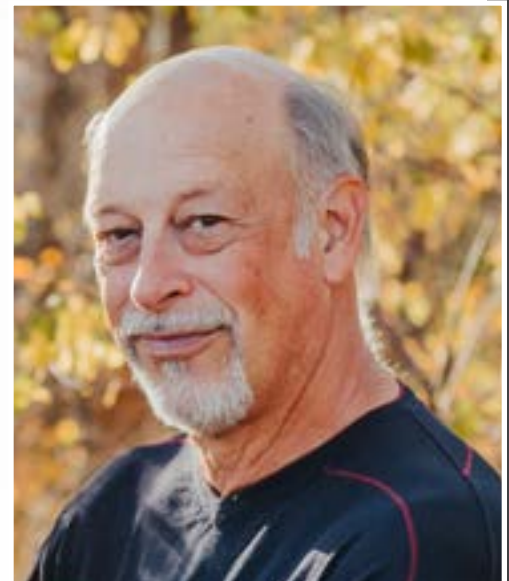
ready to help staff the booth at the Reno-Show January 10-12, and attending the GROW25 event on February 14th.

I invite the active and associate members to check out all the benefits of available through our membership with CNLA. There are significant savings to be had in equipment and vehicle purchases, employee insurance plans, fuel discounts, training discounts and more. Visit [Savings Programs | Canadian Nursery Landscape Association \(cnla.ca\)](#) for the latest offerings. In addition to the savings for our members, CNLA membership also gives us a voice at the national level. Be sure to check out Guy Dowhy's report in this newsletter.

Thanks to the Board for the commitment and hard work this last year. They support the work I do for the MBNLA, and give me guidance on direction. And thanks to all the members who support the association with sponsorship, and participate in our public events.

Sincerely,

Marcel Hacault





Curling Bonspiel & Annual General Meeting

A Manitoba Nursery Landscape Association Event



On November 15th, 2024 come enjoy a day of networking with fellow industry members while getting out and having fun enjoying a few friendly curling games and perhaps enjoy a beverage in the lounge with other industry members in between games.



HEATHER CURLING CLUB OF WINNIPEG

120 Rue Youville Winnipeg, MB

SCHEDULE OF EVENTS

11:00 am Registration

11:30 Lunch

12:00 AGM (details to follow)

1:00PM - 5:00PM Curling Bonspiel

Visit www.MBNLA.com for more
information and to get registered.

THIS SUMMER, Dartmouth and Halifax hosted our CNLA summer meetings and the National Awards of Landscape Excellence once again allowing our member professionals to mix business with pleasure. The business part includes 2 days of intense meetings with CNLA stakeholders to stay focused on our action plans and direction. The more enjoyable part of this year's event was a visit to an award winner's landscape site and get a tour of the project on the Halifax waterfront by the company owners. While we were in Halifax, we also got to participate in a Green Cities Foundation project by planting trees at a community food garden. Manitoba hopes to break ground on our first significant Green Cities project in our province in 2025.

With the changes in how the NALE is hosted, a lot more award winners attend the event than in the past when it was just the winners. This allows CNLA to host a Circle of Excellence event with industry professionals and leaders providing tremendous insight into our incredible profession. This year's event included a panel on electrification of tools and equipment (as municipalities begin to legislate gas powered equipment bans). There was also a presentation from LMN on the imminent changes that technology will be having on all our horticulture sectors.

As CNLA and its group of organizations grows, we find we need to spend more and more time on the bureaucracy of keeping such a large association on track with the ultimate goal of bringing the best value for our members. That can be bottom-up working directly with landscape members on savings programs, helping growers with pest and importation issues, helping garden centres with retail campaigns like Plants Love You. From the top down, CNLA is becoming a prominent stakeholder in International Horticultural and

Floriculture groups including hosting the International Garden Centres Association conference in Quebec in August and attending COP Summits to best align the current environmental talking points. These result in directly influencing our Federal and Provincial governments and informing them that we already have the infrastructure in place to provide Nature Based Solutions for climate issues. (Ornamental horticulture is the 5th largest "crop" grown in Canada). CNLA also contributed to a National Fire Smart program that we hope to integrate into Apprenticeship curriculum during the next revision scheduled for this fall.

Priority issues this year continue to be hiring, training, and retaining employees. To help engage the next generation of horticulture professionals, CNLA created a Youth Committee with the chair of that committee participating as an observer at our summer meeting. Manitoba has 2 representatives on the committee. Most Associations report Board fatigue due to a lack of volunteers. Extreme weather seemed to affect almost every province in some way over the past 12 months. As anyone in this industry knows,

More information on the summer meetings and the CNLA stakeholders' actions, please feel free to contact me directly, and be sure to read the CNLA representative report that will be included in your AGM package next month.

Respectfully submitted by Guy Dowhy, MBNLA's stakeholder representative for CNLA and vice-chair of the CNLA stakeholder committee.



Planting the Seeds for Today's Apprenticeship

JIM SOLOMON SAYS HIS INTEREST in landscaping goes back to his childhood days more than 50 when he lived across the street from a residential greenhouse in Portage la Prairie years ago. It wasn't just your run-of-the-mill greenhouse, but a large-scale operation that ran 12 months of the year, even during the coldest months.

For Solomon, who lived in a small two-bedroom house with his parents and two other siblings, the greenhouse added adventure and discovery into his life.

"It was spectacular as a little kid to basically stand in a snowbank in January during -40 degree weather," he recalled. "It was like a jewel box in the middle of a snowdrift to see all those live plants blooming and growing through this little sheet of glass. That intrigued me right from childhood."

These experiences would plant the seed for Solomon and he grew to develop his own landscape design and installation business, and laid the foundation for much of today's

Landscape Technician Program at Red River College in Winnipeg. Solomon created the curriculum for the original course and instructed the first courses as it began to take root.

After completing high school, Solomon was encouraged to pursue the horticultural training program at Olds College in Alberta, and he followed his passion, completing the course from 1986-88. Returning to Portage, he used his old pickup truck, purchased a rake, shovel, broom and straw hat, and set out to provide residential landscaping. He didn't have enough funds to purchase a wheelbarrow – but fortunately his neighbours let him use theirs.

While Solomon was making a name for himself in the landscaping field, the MBNLA was taking an active interest in developing an apprenticeship program in the province. Such programs already existed in Saskatchewan, Alberta, and British Columbia, and association members were becoming concerned that Manitoba was falling behind. Steps were undertaken to create the program at Assiniboine Community College in Brandon and Solomon was encouraged to apply. He accepted the position.

"In those days we did not have a laptop or desktop, so I just sat in a little corner in a little cubicle in a group of offices, with a pen and paper," he said. "I wrote, and when your brain is moving faster than your hand, your writing gets a little illegible. But they gave me a secretary to do the typing and I sat at the desk for eight hours-a-day."

The days were long and hard. Solomon stayed at a bed-and-breakfast during the week in Brandon and then returned to his family in Portage on the weekends. There was a time crunch to get the curriculum completed, so he got up early, went to work, stayed all day, went



home for supper, and often returned to the college in the evening to complete more work.

Solomon worked on the course outlines for each subject, which was then vetted by the association, as they discussed the various competencies and skills that would be required in the workplace. Some outlines were sent back to be revised and the process started again until they were approved.

“**It was all typed on a typewriter by my poor secretary and she would just shrink when she saw me coming,” he laughed. “She would proofread it, and go through it and make the edits where she couldn’t understand my writing.**”

“After the curriculum was approved, then came the task of teaching it. Solomon was fairly fresh out of college and could relate to the students. He had taken technical writing and public speaking at Olds so he wasn’t intimidated to stand in front of a group of students for the first time. Still, it was not without its challenges.

“I had a group of students who were landscapers and used to working outside and working with their hands. Now we were in an interior classroom in Brandon with no windows, fluorescent lighting, and a whiteboard on the wall,” he said.

To top it all off, there were no YouTube videos, Internet or even a projector. He made up his own handouts and distributed them to the students. He had to research his own reference materials, condense them into useful information, and then print them off for the students. There would be no hands-on experience during the early years – students didn’t lay paving stones or build a bench until the program was more mature.

Each year also represented a new stage in the program’s development. For that first class, each year in the four-year program

represented the first time that program was taught. Lessons learned each year could be applied to subsequent classes.

After a couple of years, the decision was made to re-locate the program to Winnipeg. It was a natural move because most of the students originated from that city. A few years after the program re-located, Solomon decided it was time to pass the torch to someone else. His family was growing, his business was growing, and teaching was demanding. Although he knew it was the right decision, it still wasn’t easy.

“I was getting up early in the morning to get in the car to drive to Winnipeg and be at the school early before everything started for the day. I was up before the kids were up and I would be late for supper. I would see the kids briefly and they would be gone to bed. From that perspective, it was an easy decision to leave, but on the other hand, the program was really my baby and I was leaving all that.”

Over the years the program would continue to grow and develop as more industry input was incorporated. It is now a top program at Red River College.

Solomon continued to provide residential design and landscaping in Portage until 2009, when he opened Solomon’s Home Garden Gift Store, a greenhouse that also offers giftware, home decor and houseplants.

Although he is many years removed from his days developing and teaching the original curriculum, Solomon still has many fond memories.

“There were countless hours going into writing the material, gathering and creating resources, and getting the material across to the students,” said Solomon. “It’s one thing to build the boat, but then you’ve got to sail it, and we made it happen.”The

Building a Skilled Workforce: *How Apprenticeships Can Help Landscape and Horticulture Businesses Thrive*

As an employer in the landscape and horticulture industry, the odds are pretty good that you have struggled with staffing your business at one time or another. Maybe even right now. Posting job openings, interviewing, and on-boarding probably take up more time than you care to admit. Add training and supervision to the mix and you quickly realize you have a lot invested in each employee.

Staff turnover means you continue to repeat this activity; sometimes from one season to the next, other times within a single season. This can make it difficult to add shifts or work crews, prepare employees for additional responsibilities and promotions, reduce or focus your personal workload, and, ultimately, grow your business.

Follow in the footsteps of other successful businesses such as yours and become an

employer-sponsor for an apprentice. Grow your own talent and shape their skills and knowledge to meet the needs of your company. They will become your core workforce who will share their skills with new apprentices, fill in skills gaps and become the future managers and leaders for your business.

HOW DOES APPRENTICESHIP WORK?

A landscape horticulture apprenticeship includes both paid on-the-job work experience and in-school technical training. As the employer-sponsor, you are responsible for the work experience portion of the training at your place of business and job sites. Your apprentice will work regular hours with you and attend in-class technical training at Red River College. Once all requirements have been successfully met, your apprentice becomes a certified interprovincial red seal journeyperson.

IT'S EASY TO GET STARTED!

- Identify an employee. Your apprentice can be a new hire or existing employee who is interested in building a career in the landscape and horticulture industry.
- Determine who will train your apprentice. Apprentices are typically trained by a certified journeyperson. However,





if one is not available, as a qualified, experienced tradesperson in the landscape and horticulture industry, you or one of your staff can become a designated trainer.

- Review your responsibilities. As an employer-sponsor, you will need to set up your online profile with AccessManitoba, allow your apprentice time away from work for classroom technical training, and track and submit apprentice hours.
- Register your apprentice. You and your apprentice will complete the Apprenticeship Application and Agreement and submit it to Apprenticeship Manitoba.
- Once your apprentice is registered, sign up for technical training with [AccessManitoba.ca](https://www.accessmanitoba.ca). Click here to learn more about how to apply for the in-class technical training.
- In between the levels of technical training, apprentices are required to track their hours and have their employer submit their hours every 6 to 8 months through the [online reporting system](#) are required to gain 1500 hours between levels of technical training. These hours are to be completed while working with an employer-sponsor.
- Once the apprentice has successfully completed all levels of technical training they are ready to write the Inter-provincial

red seal exam. Your final certification exam is usually scheduled at the end of training during your final level of technical training. You will be tested on the learnings of your entire apprenticeship. Your instructor will spend some time on exam preparation, including a review of the theory from all levels of technical training. Take advantage of this review and plan on spending time on your own to prepare. You are required to pass the exam with a 70% or higher.

- Once the apprentice has passed all levels of technical training and the red seal certification exam, completed all 6,000 hours for the trade of Landscape Horticulturist along with completing the four year calendar time for the trade the apprentice is eligible to receive their Red Seal certification. The training ensures the apprentice is qualified at a standard recognized across all of Canada. An Inter-provincial red seal journeyman is qualified to work throughout Canada. A red seal certified employee with the knowledge and experience gained throughout their apprenticeship can go onto other opportunities such as team lead, Manager or eventually start their own business or more.

More information about the inter-provincial red seal program can be found [here](#).

What if I have been working as a landscape horticulturist but I am not a registered apprentice?

If an employee has been working in the trade for 6 years or more and has accumulated 9000 hours of experience, they are qualified to challenge the exam. More information about challenging the exam can be found here.

EMPLOYER-SPONSOR INCENTIVES

There are a number of provincial and federal grants, tax credits and other incentives available to employers who employ apprentices and to apprentices to help cover the cost of their education*. Following is a brief description of the incentives currently available to you as an employer-sponsor. Please visit Apprenticeship Manitoba for more detail on these programs and those available to your apprentice.

- The Province of Manitoba subsidizes the cost of classroom training with no direct cost to you as the employer-sponsor.
- The Apprenticeship Job Creation Tax Credit (AJCTC) is a non-refundable tax credit available to employers or sponsors who hire and train apprentices in certain skilled trades such as landscape horticulturist. This credit is equal to 10% of the eligible salaries and wages payable to eligible apprentices in respect of employment after May 1, 2006. The maximum credit an employer can claim is \$2,000 per year for each eligible apprentice. If your business hires an eligible apprentice, you qualify to claim the credit.
- Manitoba Paid Work Experience Tax Credits (PWETC) provide incentives to employers who offer work experiences to qualified apprentices and recently certified journeypersons. Eligible trades include both Red Seal and non-Red-Seal trades, including landscape horticulturist. A 15% credit on wages and salaries to a maximum of \$5,000 per apprentice per year is

available for hiring apprentices through all levels of apprenticeship and for hiring journeypersons for the first two years. The rural and northern bonus for hiring Level 1 and 2 apprentices provides a total 20% credit on wages and salaries, with a cap of \$5,000 per year per apprentice.

*It is the employee-sponsor and the apprentice's own responsibility to apply for these incentives. Apprenticeship Manitoba does not automatically apply them to you.

IN-CLASS TECHNICAL TRAINING

The in-class technical training for landscape horticulturists is currently completed in four blocks. Levels 1 through 3 are 9 weeks long each. Level 4 is 8 weeks long. Apprentices typically complete one block of in-class training per year. Those apprentices with a year or two of work experience prior to registering for technical training tend to be the most successful.

- Technical Training Schedule

<https://www.gov.mb.ca/aesi/apprenticeship/manage/techtraining.html>

WONDERING IF THIS IS THE RIGHT FIT FOR YOUR BUSINESS?

Manitoba is home to a vibrant community of Landscape Horticulturist Journeypersons that have successfully completed the apprenticeship program. They own their own businesses, work in all sectors of the industry and employ their own apprentices. For obvious reasons, they are great supporters of the program and are excited to talk about their experience as an apprentice, journeyperson and employer. Connect with one or more these Red Seal Landscape Horticulturists on the MBNLA Professional Development committee, Casey Norman, Tonya Northage, Jaime Chavez, or Derek Dexter, to learn how to grow your business with Apprenticeship.

Ready to register as an employer-sponsor or want a little more information?

Apprenticeship Manitoba

PLEASE CONTACT:

Peter Goodson
Apprenticeship Training Coordinator
Apprenticeship Manitoba
100-111 Lombard Ave | Winnipeg MB R3B 0T4
C 204-391-6605
F 204-948-2346
Peter.Goodson@gov.mb.ca

PDC CONTACTS:

Aaron Szuck aaron@alladinslandscape.com

Calvin Eisner calvin@limitlesslandscaping.ca

Technical Training Schedule

Landscape Horticulturist – Level 1 Jan 27, 2025 – Mar 28, 2025
Red River College

Landscape Horticulturist – Level 2 Nov 25, 2024 – Feb 07, 2025
Red River College

Landscape Horticulturist – Level 4 Nov 04, 2024 – Jan 10, 2025
Red River College

Courses and dates are subject to change – dependent upon enrolment numbers, class capacity and interest from industry. Please register for training at least 10 weeks prior to the start date of a class, this assists with confirming numbers. Courses with low enrolment may be cancelled and those registered are notified by email and will receive a refund for the Personal Contribution Fee paid.

Manitoba Wins Gold at Skills Canada's Landscape Gardening Event

By Angela Prawzick

Team Manitoba is the best in Canada when it comes to landscape gardening. Team members Jacob Abbey and Kayla Wieler were excited to stand at the top of the podium representing Manitoba at the end of a gruelling 12-hour competition at the national Skills Canada event.



Held in Quebec City in May, the landscape gardening competition also drew teams from British Columbia, Ontario and Quebec. The Quebec Team won silver while BC took home the bronze.

Skills Canada, an annual two-day Olympic-style event for trades students and apprentices, drew 500 competitors from across Canada who competed in 40 skilled trades in areas such as construction, information technology, manufacturing and engineering, and transportation. And more than 6,000 young students from the province of Quebec had a chance to watch the events and participate in 50 'Try a Trade' booths, including a horticulture experience that taught students how to plant, water and care for their little seedlings.

The landscape gardening competition is designed to evaluate the expertise of future landscape horticulturists in layout, construction and installation of hardscape and softscape elements. Each team was required to build a small garden, including a bridge connecting two patios with a dry creek, and incorporating plant design elements.

When the winners were announced, both Wieler and Abbey were very excited. "I definitely yelled and was jumping around," said Abbey. "We really wanted to get that gold, we were really shooting for it, so it was a very exciting moment."

"It was just a big YES!" adds Wieler. "And we high-fived and we just ran."

This is the third time Team Manitoba competed at Skills Canada, in Winnipeg last year and Vancouver the year before.

"The biggest thing that set us apart this year would be attention to detail, like getting the little things right, getting the elevations correct, making sure that all your lines are clean, all of your edges are clean," said Abbey. And because Kayla and I had done it three times now, we had good teamwork going."

Both Wieler and Abbey agree that the competition helped them to improve their confidence as well as their skills. "I'm a very competitive person to begin with, but just to be able to show off your skills and to figure out what you're actually capable of doing, and to do it on your own and to prove that to yourself is a huge accomplishment," said Wieler.

"Having to work under pressure like that, it adds a lot of skills that apply to everyday work,

in particular things like hitting elevations and the use of a laser level.” added Abbey. “So making sure that everything’s the right height, the efficiency and accuracy of the work, Skills Canada really owned that.”

Jacob and Abbey were classmates when Kayla approached Jacob about entering the Manitoba skills competition. Having some experience with skills competitions in high school Jacob was immediately in, thinking it was not only a good a good opportunity but also seemed like a lot of fun.

Wieler hails from Mitchell, and always loved doing lawn care as a young girl, which led to an opportunity working for the community doing general weeding and lawn work. This sparked an interest in landscaping, and eventually her current work as a landscaper with Paradise Landscape and Design in Richer. Wieler is also attending Red River College in Winnipeg in the Landscape Horticulture program, and hopes to attain her Red Seal certification next year.

As a young boy, Abbey dreamed of becoming an architect. “I loved video games that had a design aspect to them.” he said. Enrolling in the Bachelor of Environmental Design Program at the University of Manitoba, Abbey planned to go into architecture. Following his first year, he entered the landscape stream and found he had a passion for it. “I like working outside, I like designing outdoor spaces, and decided, well, I always wanted to be an architect, and a landscape architect is an architect outside.”

Abbey currently works as a Landscape Technician and Designer at Aladdins Landscape Design in Winnipeg. “After I finished university, I really wanted to learn how to install.” he said. “So if I’m going to design for people to build something, I felt I should know how to build it myself.” he explains. And as a member of the Aladdins team, Abbey has also been active with the Manitoba Nursery Landscape Association, attending meetings and volunteering at trade show booths.

Abbey plans to obtain his Red Seal certification this winter, after which he will return to the

University of Manitoba for his Master’s of Landscape Architecture degree, the last step in his journey to becoming a Landscape Architect.

Both Abbey and Wieler enthusiastically encourage other apprentices to enter the skills competitions.

“It’s a lot of work, it’s a hard couple of days for sure, but it’s a lot of fun and it’s really rewarding.” said Abbey. “I would encourage anybody, if they have an opportunity, to try at the skills competition. Just do it.”

“You have a sense of accomplishment.” added Wieler. “You learn teamwork. There’s so much learning, and it’s just such a good experience.”

In addition to the event itself competitors meet other students from across Canada, and the camaraderie is empowering. “You make friends as you go, and you meet all kinds of people, it’s amazing.” said Wieler. “Just talking with the other teams and learning how their schools work, how they run their companies, and what they do differently, it was interesting to learn how different it can be from province to province. You meet new people from all over Canada and it’s just loads of fun.”

So if anyone is interested, get ready! The next Skills Canada National Competition will take place in Regina, Saskatchewan on May 29 and 30, 2025, at the Regina Exhibition Association Limited (REAL) District.



Q&A

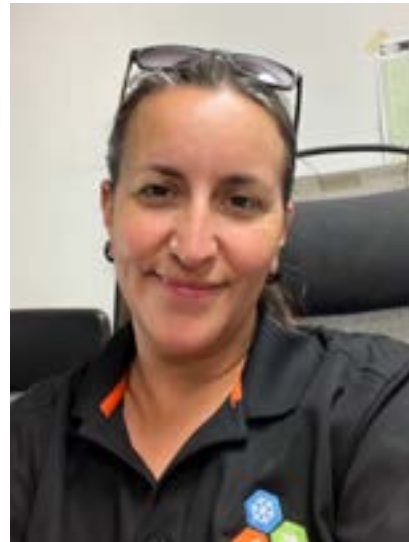
Tonya Enns

Employer :

Summer: Gellers Design | Build | Landscape,
Winter: Red River College Polytechnic

Title / Role:

Gellers: Project Manager, Field Supervisor
RRC: Landscape Apprenticeship Instructor



Q What is the company specialty/market?

Gellers: Residential landscapes

Q How many years have you been in the Profession?

11

Q How many years as an MBNLA member?

Associate member through school & employers for 10 years

Q Why did you join MBNLA?

I joined as a student to network and learn as much as possible about the industry.

Q What do you like most about working in the green profession?

As a landscape professional, I love working outdoors, helping clients beautify their yard and I get the most satisfaction from seeing the look on a client's face when they see the beautiful transformation of their yard. As an instructor, I get immense pleasure from seeing the passion students have for the industry, and I love it when they teach me something I didn't know!

Q Is there a piece of advice you wish you'd given yourself when you were younger?

Don't place so much importance on what other people think of you, concentrate on what you think about yourself, and if you don't like something - change it!

Q How do you define success?

Continuing to move forward - getting back up after a failure, learning from the mistakes made, and trying again! You can't succeed if you don't keep trying.

Q Who do you consider a mentor?

My co-instructor Guy Dowhy - he shares wisdom and passion for the industry, and always encourages and supports me in my growth as a person and as a professional.

Q What are your hobbies?

I love to putter around in my yard, go to concerts, read, and spend time with friends and family.

Q What was the first concert you ever went to?

New Kids On The Block (don't judge, I was 15) If it matters - my most recent concert was Kiss - that was AMAZING!!

Q If you could eat only one meal for the rest of your life, what would it be?

That's tough! I guess something including cheese....

Q What is something most people wouldn't know about you?

When I was younger, I wanted to be an actress - I was in every school play from K-12 and joined a theatre troupe in high school - we put on plays in a big old converted barn in East Selkirk.



2024 CMHA Contractor Industry Report Highlights

THE 2024 CMHA Contractor Industry Report provides insights into the trends and challenges facing the hardscape industry in both the U.S. and Canada. Compiled by Industry Insights, the report highlights various benchmarks and survey results to provide a snapshot of the industry.

1. Major Challenges

- The top challenge identified by contractors is the recruitment and retention of quality employees. Nearly 70% of respondents cited difficulty in finding skilled labor, which continues to be a significant issue across the landscape and hardscape sectors.
- Other challenges include rising overhead costs (59%) and competition within the market.

2. Market Trends

- Residential projects continue to dominate the sector, with 77% of work being residential. The commercial market holds a smaller share, but demand remains steady.
- Permeable pavements and sand-set installations are the most commonly used systems, reflecting a trend towards sustainable and functional landscape designs.

3. Workforce & Compensation

- The average crew size during the construction season remains stable at around three workers per crew. However, many companies report struggles with retaining experienced supervisors and project managers.



- Wages have increased for most roles, with median hourly wages for supervisors and laborers seeing steady growth. For example, the median wage for project managers in 2024 is \$35 per hour.

4. Future Outlook

- Sales growth is expected to continue in 2024, with companies optimistic about future demand, especially in the residential sector. Many are planning to increase their workforce and invest in training, particularly through boot camps and other workforce development programs.

5. Sustainability and Safety

- An increasing number of companies are adopting sustainable practices, with permeable pavement installations becoming more common. Moreover, efforts to comply with safety regulations, particularly those related to silica dust exposure, are growing.

This report emphasizes the industry's resiliency to issues such as labor shortages and increased costs. For contractors and landscape professionals in Manitoba, the insights from the CMHA report offer benchmarks that can help shape business strategies.





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