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.

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| **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. | | | | | | | |
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| **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. | | | | | | | |
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**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.

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| **Under-represented Groups in the Construction Labour Force** | | | | | | | | | |  |  |  |
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|  | | | 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.