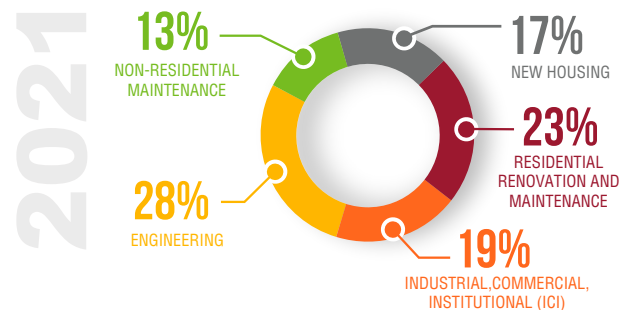MB

MANITOBA

Employment slows from peak demands

HIGHLIGHTS 2021–2030

Manitoba's construction market weakened in 2020 due to the broad economic impacts of COVID-19 and lower requirements at Manitoba Hydro's Keeyask dam project. The decline marks the end of enduring expansion that has outlasted many other provinces.
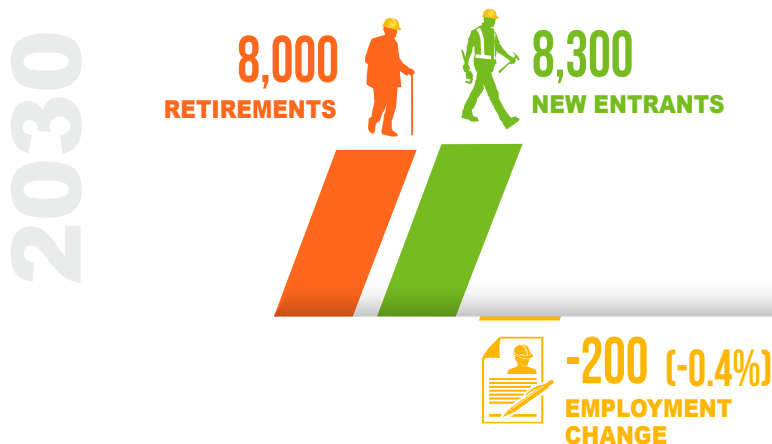
Declines in major-project requirements, alongside lower anticipated levels of institutional building and new-home construction are expected to limit employment growth for much of the decade. Modest growth in road, highway, and bridge construction, industrial buildings, and other infrastructure projects will partially offset these declines, with industry employment declining by less than 1% from 2020 levels by the end of the decade.

Although overall employment is expected to see little change over the next 10 years, industry must remain focused on hiring, training, and retaining workers to replace 8,000 workers, or nearly 20% of the current labour force, expected to retire by 2030. Manitoba's younger population should help to meet hiring needs, assuming industry can attract its historical share of new entrants to the labour force from the local population.

DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN 2021, MANITOBA

2021

- **13%** NON-RESIDENTIAL MAINTENANCE
- **17%** NEW HOUSING
- **23%** RESIDENTIAL RENOVATION AND MAINTENANCE
- **28%** ENGINEERING
- **19%** INDUSTRIAL, COMMERCIAL, INSTITUTIONAL (ICI)

10-YEAR WORKFORCE OUTLOOK FOR MANITOBA

2030

8,000 RETIREMENTS

8,300 NEW ENTRANTS

-200 (-0.4%) EMPLOYMENT CHANGE

JOB AVERAGE UNEMPLOYMENT RATE **8.1%**

HIGHLIGHTS

- Construction markets soften between 2020 and 2024 with the completion of several projects, with total employment reduced by approximately 1,470 (-4%) workers by 2024.

- Residential employment is mostly unchanged in 2021 before settling into a period of more steady but moderate growth, driven by renovation work, that leads to an overall increase in employment of just under 500 workers by 2030.

- Total non-residential construction cycles down over the medium term due to the completion of the Keeyask dam and is only partially offset by institutional and infrastructure projects. Total non-residential employment is expected to decline by just under 650 workers.

- An aging labour force results in the expected retirement of an estimated 8,000 construction workers over the next decade.

BuildForce's LMI System

BuildForce Canada uses a scenario-based forecasting system to assess future construction labour requirements in the heavy industrial, residential, and non-residential construction markets. This labour market information (LMI) system tracks 34 trades and occupations. To further improve the robustness of the system, BuildForce consults with industry stakeholders, including owners, contractors, and labour groups, to validate the scenario assumptions and construction project lists, and seeks input from government on related analysis. The information is then distilled into labour market condition rankings to help industry employers with the management of their respective human resources.

MANITOBA CONSTRUCTION OUTLOOK

Manitoba is coming off the peak of an extended construction expansion, driven by electrical power generation and transmission, pipeline, and infrastructure projects, and immigration-driven population growth over the last decade. The provincial construction industry added more than 12,000 new workers, expanding the workforce by one-third (33%) between 2009 and 2019. The economic impacts of COVID-19 curtailed growth in residential investment in 2020, while the wind down of work at Manitoba Hydro's Keeyask hydroelectric dam and the completion of the Manitoba–Minnesota Transmission Project contributed to declines in non-residential requirements.

Non-residential employment is expected to weaken further over the near term, as work on the Keeyask dam project continues to wind down to 2023, as well as demands related to several public education and health-sector investments. Major projects, including the North End Water Pollution Control Centre in Winnipeg and work at the Lake Manitoba and Lake St. Martin flood channel project, help to partly offset declines in employment expected through to 2024.

An economic contraction in 2020 resulting from the impacts of COVID contributed to lower housing starts and related employment in 2020. A modest recovery in new-housing demand and renovation work should help to drive a moderate rise in employment across the 2021–2030 scenario period.

Overall, construction employment is projected to begin rising modestly after 2025, driven by stable population growth and an anticipated expansion of manufacturing requirements related to renewed export growth.

SECTOR INSIGHTS

The following sections provide sector-specific insights into the provincial residential and non-residential labour markets.

The BuildForce LMI system tracks supply and accounts for the change in the available labour force, including retirements, new entrants[1], and net mobility[2].

BuildForce assesses market conditions for 34 construction trades and occupations using a ranking system that combines measures of the change in employment, unemployment, net mobility, and adjustments based on industry input. The rankings reflect residential and non-residential market conditions unique to the province based on current and proposed construction activity. In addition, assumptions on provincial economic and population growth, new entrants to the labour force, and migration patterns (interprovincial and international) are built into the forecast scenario and included in the ranking assessment.

The rankings for some trades are suppressed due to the small size of the workforce (fewer than 100 workers) and limited statistical reliability when assessing labour market conditions at the sector level. Some trades are also excluded because they typically do not work in the sector being assessed (e.g., boilermakers and millwrights in residential construction, and homebuilding and renovation managers in non-residential construction).

For Manitoba, rankings are reported for 17 residential and 27 non-residential trades and occupations.

RESIDENTIAL SECTOR

New-home construction slowed in 2020, with housing starts declining to 6,300 units from 6,950 in 2019, with declines concentrated in multi-unit apartments. Starts are expected to increase in 2021 and 2022 as the economy recovers, inventories tighten, and low borrowing costs drive demand higher. Renovation work, which remained relatively flat in 2020, is projected to generally trend upward over the decade in line with income and employment growth, combined with an aging housing stock that requires increased maintenance.

Employment related to new-home construction increases between 2020 and 2022 before receding modestly across the remainder of the scenario period, declining by just over 210 workers (-3%) by 2030. Renovation-related employment is expected to grow throughout the decade, increasing by just under 500 workers by 2030. Total residential construction employment is expected to see a modest net rise of 3% over the scenario period compared to 2020 levels.

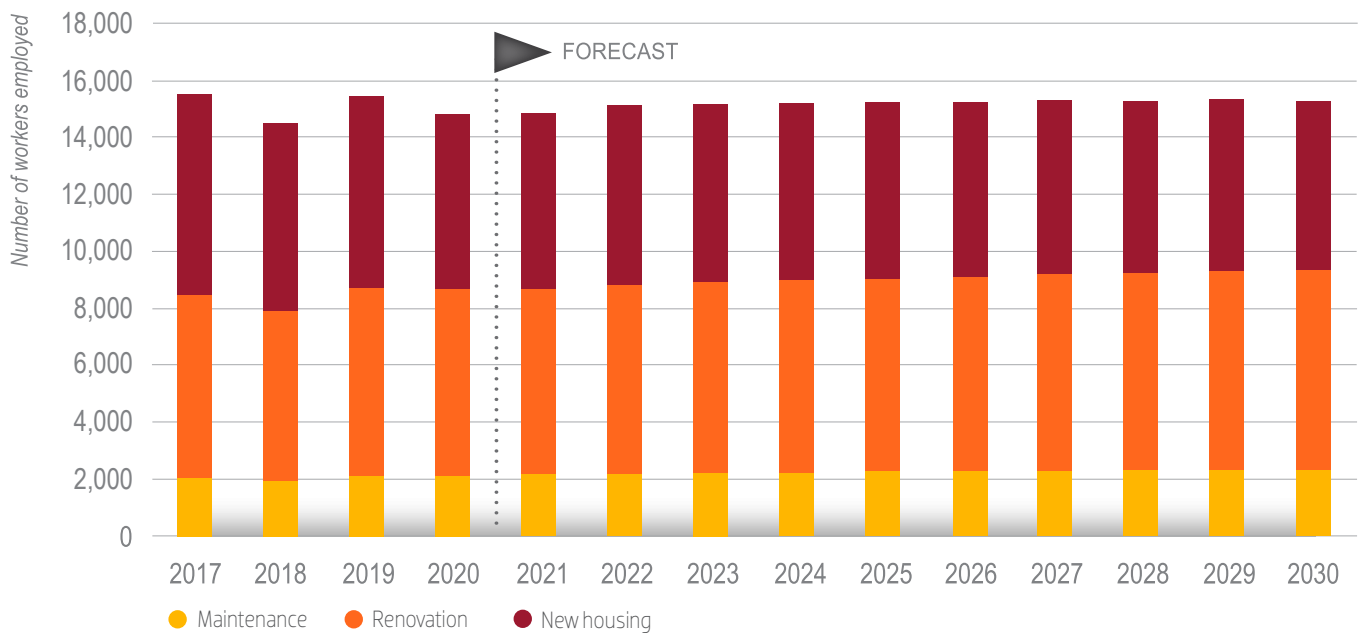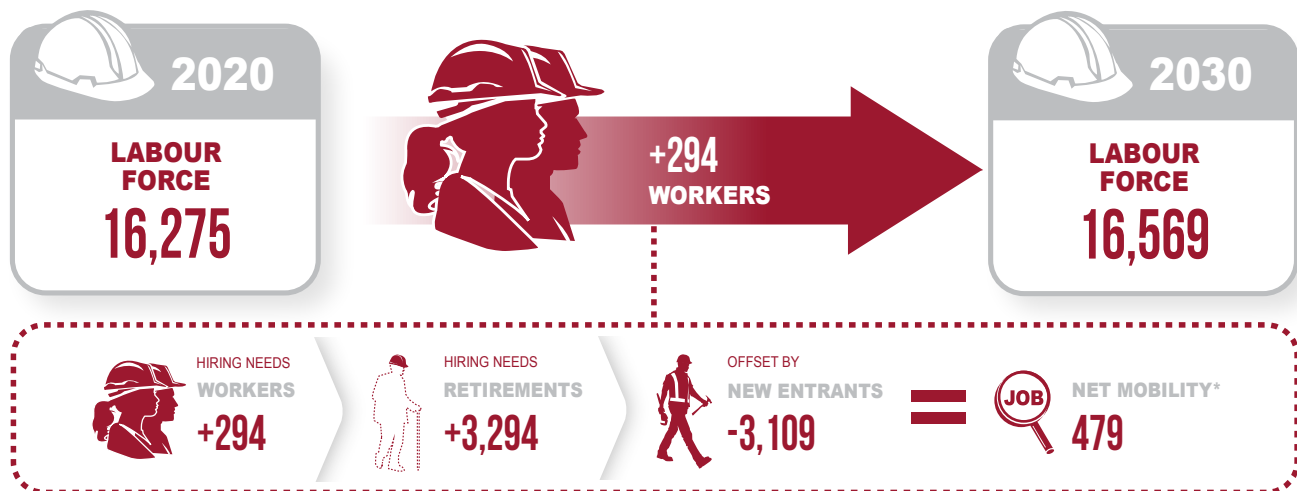Figure 1 shows the employment trends by sector for residential construction.

THE AVAILABLE LABOUR FORCE

While there are only modest employment gains across the scenario period, the residential construction industry will need to contend with an aging labour force and the anticipated retirement of close to 3,300 workers from the sector over the next decade. Meeting these requirements will depend on the sector's ability to attract a potential 3,100 first-time new entrants under the age of 30 from the local population.

Figure 2 provides a summary of the estimated changes in the residential labour force across the full 2021–2030 scenario period.

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[1] **New entrants** are measured by applying the traditional proportion of the provincial labour force that enters the construction industry. The projected estimate across the scenario period assumes that the construction industry can recruit this group in competition with other industries.

[2] **Net mobility** refers to the movement of labour in and out of the local construction industry labour force. In-mobility captures the movement into the labour force of out-of-province industry workers and/or workers from outside the industry. Many members of this group will move quickly out of the provincial labour force as work declines, referred to as out-mobility.

Figure 1: Residential construction employment growth outlook, Manitoba

FORECAST

Number of workers employed

● Maintenance   ● Renovation   ● New housing

Source: Statistics Canada, BuildForce Canada (2021-2030)

Figure 2: Changes in the residential labour force, Manitoba

2020
LABOUR FORCE
16,275

+294 WORKERS

2030
LABOUR FORCE
16,569

HIRING NEEDS
WORKERS
+294

HIRING NEEDS
RETIREMENTS
+3,294

OFFSET BY
NEW ENTRANTS
-3,109

JOB
NET MOBILITY*
479

* **Net mobility** refers to the number of workers needed to be brought into the industry from other industries or other provinces to meet rising demands or the number of workers that exit the industry in downturns. Positive net mobility means that industry must attract workers, while negative net mobility arises from an excess supply of workers in the local construction labour force.

Note: Due to rounding, numbers may not add up to the totals indicated.

Source: BuildForce Canada

RESIDENTIAL RANKINGS, RISKS, AND MOBILITY

Lower housing starts and mostly unchanged renovation work in 2020 resulted in lower net employment for the year and the greater availability of several trades, as reflected by market condition ranks of "2" in Table 1. Mostly balanced residential labour markets are expected over the coming decade, as more steady levels of new-home construction are accompanied by modest gains in renovation and maintenance work. Stable overall employment is expected to sustain balanced market conditions across the scenario period.

MARKET RANKINGS

1	Workers meeting employer qualifications are available in local markets to meet an increase in demand at the current offered rate of compensation and other current working conditions. Excess supply is apparent and there is a risk of losing workers to other markets.
2	Workers meeting employer qualifications are available in local markets to meet an increase in demand at the current offered rate of compensation and other working conditions.
3	The availability of workers meeting employer qualifications in the local market may be limited by large projects, plant shutdowns or other short-term increases in demand. Employers may need to compete to attract needed workers. Established patterns of recruiting and mobility are sufficient to meet job requirements.
4	Workers meeting employer qualifications are generally not available in local markets to meet any increase. Employers will need to compete to attract additional workers. Recruiting and mobility may extend beyond traditional sources and practices.
5	Needed workers meeting employer qualifications are not available in local markets to meet current demand so that projects or production may be delayed or deferred. There is excess demand, competition is intense and recruiting reaches to remote markets.

Table 1: Residential market rankings, Manitoba

TRADES AND OCCUPATIONS — RESIDENTIAL	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Bricklayers	2	3	3	3	3	3	3	3	3	3	3
Carpenters	2	3	3	3	3	3	3	3	3	3	3
Concrete finishers	3	3	3	3	3	3	3	3	3	3	3
Construction estimators	2	2	3	3	3	3	3	3	3	3	3
Construction managers	2	2	3	3	3	3	3	3	3	3	3
Contractors and supervisors	3	2	3	3	3	3	3	3	3	3	3
Electricians	2	3	3	3	3	3	3	3	3	3	3
Floor covering installers	3	2	3	3	3	3	3	3	3	3	3
Homebuilding and renovation managers	3	3	3	3	3	3	3	3	3	3	3
Painters and decorators	3	3	3	3	3	3	3	3	3	3	3
Plasterers, drywall installers and finishers, and lathers	2	3	3	3	3	3	3	3	3	3	3
Plumbers	2	2	3	3	3	3	3	3	3	3	3
Residential and commercial installers and servicers	3	3	3	3	3	3	3	3	3	3	3
Roofers and shinglers	3	3	3	3	3	3	3	3	3	3	3
Sheet metal workers	2	3	3	3	2	3	3	3	3	3	3
Trades helpers and labourers	2	3	3	3	3	3	3	3	3	3	3
Truck drivers	2	3	3	3	3	3	3	3	3	3	3

Source: BuildForce Canada

NON–RESIDENTIAL SECTOR

Non-residential construction is anticipated to decline over the medium term in line with the continuing wind down of the Keeyask hydroelectric dam development. Investment in road, highway, and bridge construction increased marginally in 2020 in line with the provincial government's capital infrastructure plan. The level of activity is expected to trend upward in the near term, driven by roadwork at the Lake Manitoba and Lake St. Martin flood channel project. Engineering investment trends up later in the scenario period in line with overall economic growth. A slight downward trend in overall ICI (industrial, commercial, institutional) building construction is expected to 2023 as current manufacturing, education, and health care projects are completed. Investment is anticipated to begin a modest rise by mid-decade as overall economic activity and population growth rates strengthen.

Employment in the non-residential sector has been elevated for the past few years due to the construction of the Keeyask dam, and other utility and pipeline projects. Over the scenario period, engineering construction employment is expected to decline as work on Keeyask is completed. Overall, employment is expected to be 2% lower by 2030 than it was in 2020. ICI employment also declines through to 2024 before economic and renewed population growth lead to a modest recovery by 2030. Total non-residential employment is expected to decrease by close to 650 workers (-3%) over the decade. Figure 3 tracks the distribution of non-residential employment by sector between 2020 and 2030.

Table 2 summarizes the percent change in non-residential employment by sector across two periods: the first captures the near-term trends to 2025, and the second, across the remainder of the scenario period.
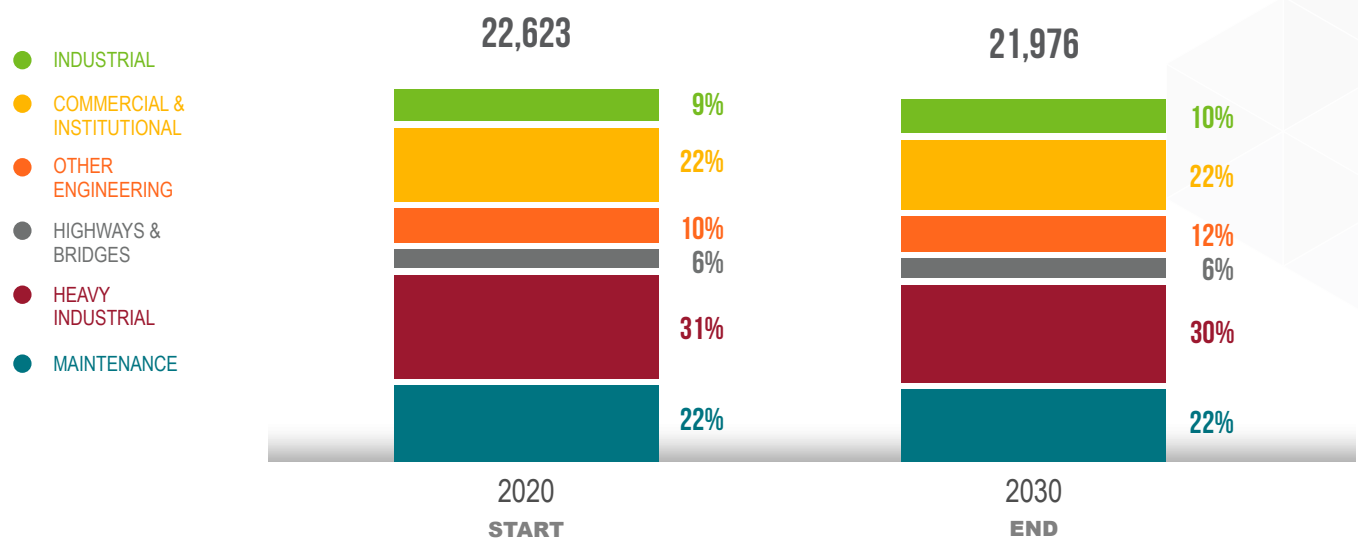
Figure 4 shows the employment trends by sector for non-residential construction across the scenario period.

## Table 2: Changes in non–residential employment by sector, Manitoba

SECTOR		% CHANGE 2021–2025	% CHANGE 2026–2030
Total non–residential employment		**–8%**	**5%**
ICI* buildings	Industrial	3%	1%
	Commercial, institutional and government	–9%	6%
Engineering	Highways and bridges	–9%	9%
	Heavy and other engineering	–9%	9%
Maintenance		**–6%**	**–1%**

Source: Statistics Canada, BuildForce Canada (2021-2030)

* industrial, commercial, institutional

Figure 3: Non-residential employment distribution by sector, Manitoba, 2020 and 2030

22,623

21,976

- ● INDUSTRIAL
- ● COMMERCIAL & INSTITUTIONAL
- ● OTHER ENGINEERING
- ● HIGHWAYS & BRIDGES
- ● HEAVY INDUSTRIAL
- ● MAINTENANCE

2020
START

Sector	2020
Industrial	9%
Commercial & Institutional	22%
Other Engineering	10%
Highways & Bridges	6%
Heavy Industrial	31%
Maintenance	22%

2030
END

Sector	2030
Industrial	10%
Commercial & Institutional	22%
Other Engineering	12%
Highways & Bridges	6%
Heavy Industrial	30%
Maintenance	22%

Source: Statistics Canada, BuildForce Canada (2021-2030)

Figure 4: Non-residential construction employment growth outlook, Manitoba

Number of workers employed

FORECAST

● Maintenance   ● Industrial, commercial, institutional (ICI) buildings   ● Engineering
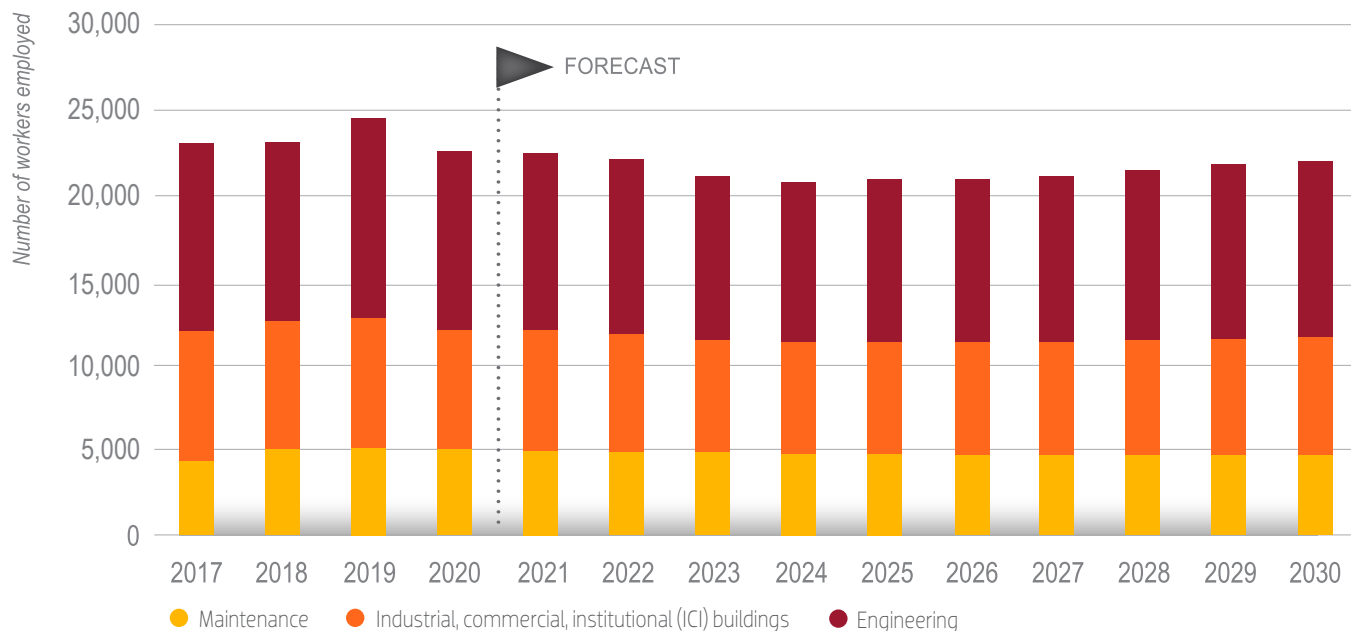
Source: Statistics Canada, BuildForce Canada (2021-2030)

THE AVAILABLE LABOUR FORCE

Manitoba has built up a relatively young labour force by training new entrants and attracting large numbers of skilled workers into the province. While the most significant growth has already occurred, changing demographics and declining employment requirements may make recruiting new workers a challenge.

An estimated 4,700 non-residential workers are expected to retire over the coming decade. This replacement demand is anticipated to be met by an estimated 5,200 first-time new entrants under the age of 30 from the local population expected to be drawn into the non-residential construction workforce. Slower growth trends in the general population may pose potential barriers to attracting young workers. Manitoba's population has a younger age profile than most other provinces, but the pool of youth entering the labour force is declining while retirements are on the rise.

Figure 5 provides a summary of the estimated changes in the non-residential labour force across the full 2021–2030 scenario period.

NON–RESIDENTIAL RANKINGS, RISKS, AND MOBILITY

While various educational-sector projects helped to sustain institutional construction markets throughout 2020, the winding down of major projects weakens labour market conditions between 2020 and 2023, as shown in Table 3. The rise in employment to meet the exceptional demands of the past five years leads to a corresponding decline as those projects are completed. This will create labour market instability for the first half of the decade as the labour force adjusts back to pre-peak levels. As these adjustments are completed, labour markets are expected to return to balance by the middle of the decade.

Figure 5: Changes in the non–residential labour force, Manitoba

2020
LABOUR FORCE
24,935

-1,119
WORKERS

2030
LABOUR FORCE
23,816

HIRING NEEDS
WORKERS
-1,119

HIRING NEEDS
RETIREMENTS
+4,714

OFFSET BY
NEW ENTRANTS
-5,228

JOB

NET MOBILITY*
-1,634

* **Net mobility** refers to the number of workers needed to be brought into the industry from other industries or other provinces to meet rising demands or the number of workers that exit the industry in downturns. Positive net mobility means that industry must attract workers, while negative net mobility arises from an excess supply of workers in the local construction labour force.

Note: Due to rounding, numbers may not add up to the totals indicated.

Source: BuildForce Canada

Table 3: Non-residential market rankings, Manitoba

TRADES AND OCCUPATIONS — NON-RESIDENTIAL	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Boilermakers	3	3	3	3	3	3	3	3	3	3	3
Bricklayers	3	3	3	2	3	3	3	3	3	3	3
Carpenters	2	2	3	2	3	3	3	3	3	3	3
Concrete finishers	2	2	3	2	3	3	3	3	3	3	3
Construction estimators	2	3	3	2	3	3	3	3	3	3	3
Construction managers	2	3	3	3	3	3	3	3	3	3	3
Construction millwrights and industrial mechanics	3	2	3	2	3	3	3	3	3	3	3
Contractors and supervisors	2	2	3	2	3	3	3	3	3	3	3
Crane operators	2	2	3	2	3	3	3	3	3	3	3
Electricians	2	2	2	2	3	3	3	3	3	3	3
Floor covering installers	2	2	2	2	3	3	3	3	3	3	3
Glaziers	2	2	2	2	3	3	3	3	3	3	3
Heavy equipment operators (except crane)	3	3	3	2	2	3	3	3	3	3	3
Heavy-duty equipment mechanics	2	3	2	3	3	3	3	3	3	3	3
Insulators	2	3	3	3	3	3	3	3	3	3	3
Ironworkers and structural metal fabricators	3	2	3	2	3	3	3	3	3	3	3
Painters and decorators	2	3	2	3	3	3	3	3	3	3	3
Plasterers, drywall installers and finishers, and lathers	2	2	3	2	3	3	3	3	3	3	3
Plumbers	2	2	2	2	3	3	3	3	3	3	3
Refrigeration and air conditioning mechanics	2	2	2	2	3	3	3	3	3	3	3
Residential and commercial installers and servicers	2	2	2	2	3	3	3	3	3	3	3
Roofers and shinglers	2	2	3	2	3	3	3	3	3	3	3
Sheet metal workers	2	3	2	2	3	3	3	3	3	3	3
Steamfitters, pipefitters, and sprinkler system installers	3	2	3	3	3	3	3	3	3	3	3
Trades helpers and labourers	2	2	3	2	3	3	3	3	3	3	3
Truck drivers	2	3	3	2	3	3	3	3	3	3	3
Welders and related machine operators	2	3	3	3	3	3	3	3	3	3	3

Source: BuildForce Canada

# BUILDING A SUSTAINABLE LABOUR FORCE

Despite receding demands, the province must remain focused on building a sustainable labour force, as Manitoba is faced with increasing retirements. Over the scenario period, an estimated 8,000 workers are expected to retire, creating a potential skills gap that will require proactive planning solutions and continued focus on attracting, training, and retaining qualified workers.

Even though Manitoba enjoys a relatively younger population, all industries are faced with an aging population, which is likely to increase competition for qualified workers. Over the next 10 years, the share of the population in the older age bracket (65 years and over) is expected to increase, and at the same time, the share of the youth population (15-24 years old) is expected to decline (see Figure 6). These demographic shifts have the potential to tighten labour markets, as labour force participation by older workers is much lower than that of their younger counterparts.

Manitoba's rate of population growth, which reached a historic rate of 1.7% in 2016, has been trending down in recent years. This decline was driven by a return to more normal levels of international migration and increased out-of-province migration as economic growth slowed. Population growth receded further in 2020 with decreased levels of immigration due to COVID-related travel restrictions. Over the next decade, a rise in net in-migration will help to increase the province's population, though at rates lower than those of the past few years due to declines in the natural rate of population growth[3]. Components of population growth for Manitoba are presented in Figure 7.
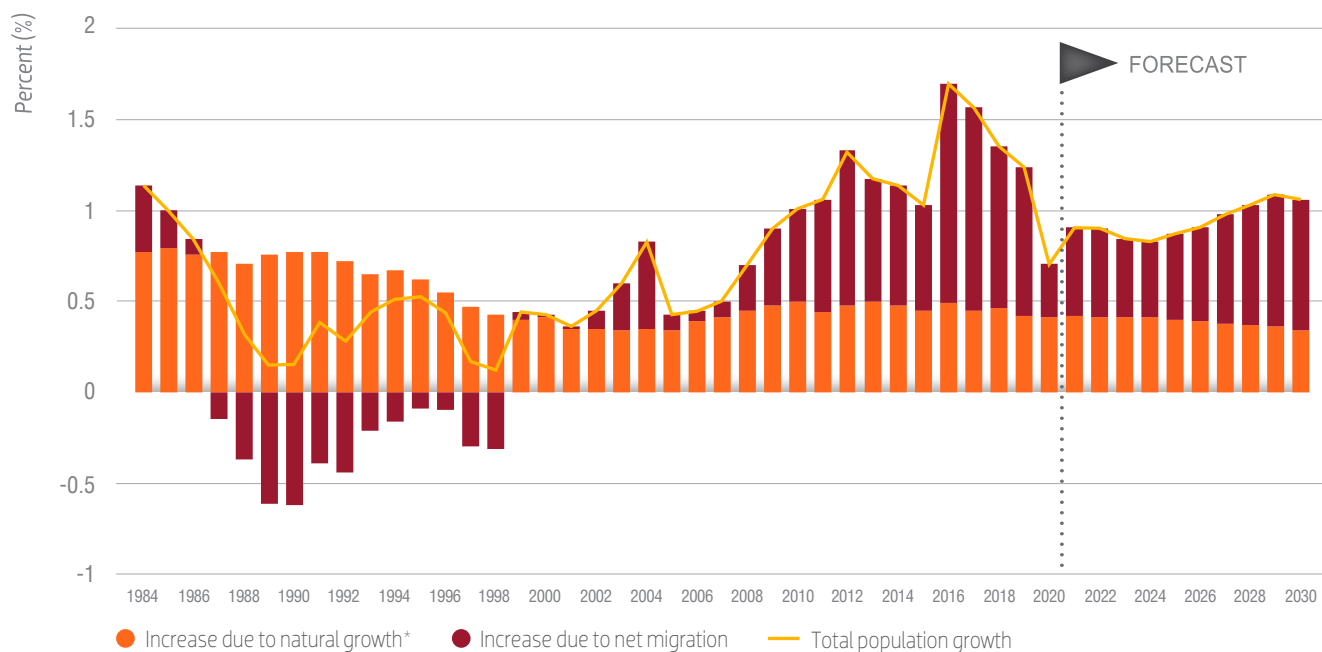
Over the scenario period, the addition of an estimated 8,330 new entrants under the age of 30 from the local population will likely create a surplus in the labour force, leading to the possible outflow of some 1,150 workers from the industry, or increased worker mobility to help offset construction demands in neighbouring provinces.

Figure 6: Population age distribution, Manitoba

2020: 13%, 16%, 19%, 13%, 39%

2030: 10%, 19%, 18%, 12%, 40%

Legend:
- 0-14
- 15-24
- 25-54
- 55-64
- 65+
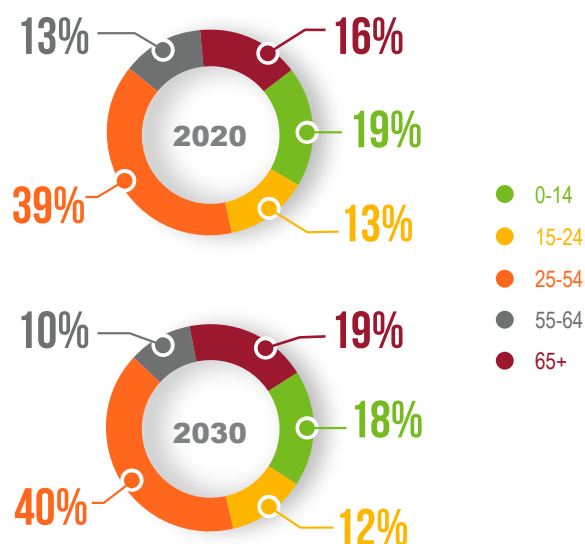
Source: BuildForce Canada

Figure 7: Sources of population growth (%), Manitoba

● Increase due to natural growth*   ● Increase due to net migration   — Total population growth

* **Natural rate of population growth** refers to the growth in the population due to the number of births relative to the number of deaths, which leads to a positive or negative natural rate.

Source: Statistics Canada, BuildForce Canada (2021-2030)

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3   **Natural rate of population growth** refers to the growth in the population due to the number of births relative to the number of deaths, which leads to a positive or negative natural rate.

APPRENTICESHIP

New registrations in the top 15 trade programs have decreased by 23% from 2013 to 2019; a significant decline compared to construction employment, which saw a 20% increase over the same period. New registrations reached a low of 1,009 in 2018, down from 1,569 in 2013. New registrations increased slightly in 2019 but remained well below peak levels. Limited available data suggest COVID-19 has imposed significant obstacles to the delivery of in-school training, testing, and certification. These impacts are likely to reduce the near-term numbers of new certified workers.

Manitoba's construction industry is projected to require approximately 1,960 new certified journeypersons to sustain the current workforce share of certifications and keep pace with employment and replacement demand across all industries over the scenario period.

Table 4 provides a provincial overview of the anticipated certification requirements for the 15 largest construction trade programs in all industries and in construction. The table also provides the target number of new entrants required to fulfill demand requirements over the scenario period, taking into account trends in program completion rates.

Table 5 provides a trade-by-trade breakdown of the anticipated certification requirements to meet the construction industry's share of employment and replacement demand over the scenario period and the likely targeted number of new registrants required. Based on projected new registrations, most trades are expected to meet or exceed the number of new certified journeypersons required by 2030, with the exception of Boilermaker, Industrial Electrician, Mobile Crane Operator, and Welder trades, which are likely to be undersupplied.

Table 4: Estimated construction certification demand and projected target of new entrants at 46% assumed rate of program completion, Manitoba, 2021 to 2030
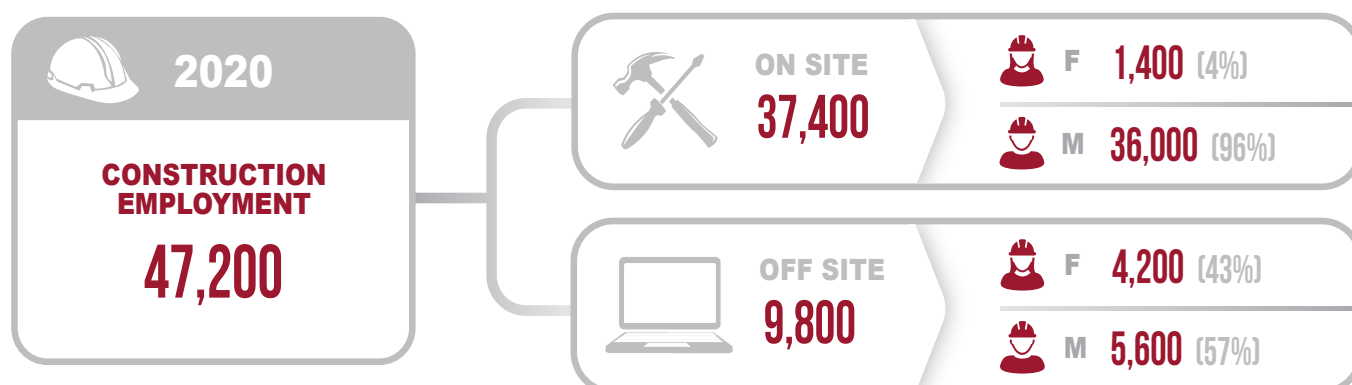
	2021	2022	2023	2024	2025	Total 2021–2025	Total 2026–2030
Total certification demand — all industries	358	417	229	355	408	1,767	2,075
Total certification demand — construction	157	199	91	180	209	836	1,126
Construction certification share (%)	62%	62%	61%	61%	61%	61%	61%
Target new registrants — construction	493	464	518	570	584	2,628	2,510

Source: BuildForce Canada

Table 5: Estimated construction certification demand and projected target of new entrants by trade, Manitoba, 2021–2030

Trade	Total certification demand — construction	Target new registrants — construction	Apprentice certification supply risk — all industries
Boilermaker	42	83	At-risk supply
Carpenter	645	1,733	Balanced supply
Construction Electrician	406	807	Ample supply
Heavy-Duty Equipment Technician	49	99	Balanced supply
Industrial Electrician	96	335	At-risk supply
Industrial Mechanic (Millwright)	36	56	Balanced supply
Insulator (Heat and Frost)	23	111	Ample supply
Ironworker (Generalist)	5	15	Ample supply
Mobile Crane Operator	69	117	At-risk supply
Plumber	323	885	Balanced supply
Refrigeration and Air Conditioning Mechanic	96	324	Ample supply
Sheet Metal Worker	53	116	Ample supply
Sprinkler System Installer	7	21	Ample supply
Steamfitter/Pipefitter	46	252	Ample supply
Welder	66	184	At-risk supply
Total	**1,962**	**5,138**	

Source: BuildForce Canada

Figure 8: Detailed construction employment by gender, Manitoba, 2020

2020

CONSTRUCTION EMPLOYMENT

47,200

ON SITE **37,400**

F **1,400** (4%)

M **36,000** (96%)

OFF SITE **9,800**

F **4,200** (43%)

M **5,600** (57%)

Source: BuildForce Canada calculations based on Statistics Canada's Labour Force Survey (LFS) and 2016 Census of the Population.

Supply risk may be increased over the near term depending on the severity of decline in new registrants caused by the impact of COVID-19. It is important to note that since it is difficult to determine in what sectors apprentices may work after completing their program, the analysis compares the projected supply of new journeypersons and certification requirements across all industries. It does not account for existing imbalances at the 2020 starting point.

UNDERREPRESENTED GROUPS OF WORKERS

Building a sustainable and diverse workforce will require the construction and maintenance industry to increase recruitment from groups traditionally underrepresented in the current construction labour force, including women, Indigenous people, and new Canadians.

In 2020, there were approximately 5,600 women employed in Manitoba's construction industry, of which 25% worked on site, directly on construction projects, while the remaining 75% worked off site, primarily in administrative and management-related occupations.

Of the 37,400 on-site tradespeople employed in the industry, women made up only 4% (see Figure 8).

The estimated 1,400 tradeswomen in Manitoba are roughly equal in numbers across both sectors, at 49% working in the residential sector and 51% in the non-residential sector. However, as a share of the overall sectoral workforce, women account for a higher share of tradespeople working in the residential sector, at 4.6%, compared to 3.1% in the non-residential sector (see Figure 9). The top five trades and occupations in which women tend to be employed are trades helpers and labourers (28% of all tradeswomen), painters (15%), construction managers (13%), contractors and supervisors (10%), and carpenters (9%).

The Indigenous population is another underrepresented group that presents recruitment opportunities for Manitoba's construction industry. In 2020, Indigenous people accounted for approximately 13% of Manitoba's total working-age population.[4] The Indigenous population is the fastest growing in Canada and has a higher propensity to choose the construction industry as a career choice. Based on the 2016 Census, an estimated 7.6% of non-Indigenous

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[4] Statistics Canada. Table 14-10-0364-01 Labour force characteristics by province, region, and Aboriginal group (x 1,000)

10-YEAR AVERAGE

0.9%
POPULATION GROWTH

17,600
BIRTHS

12,000
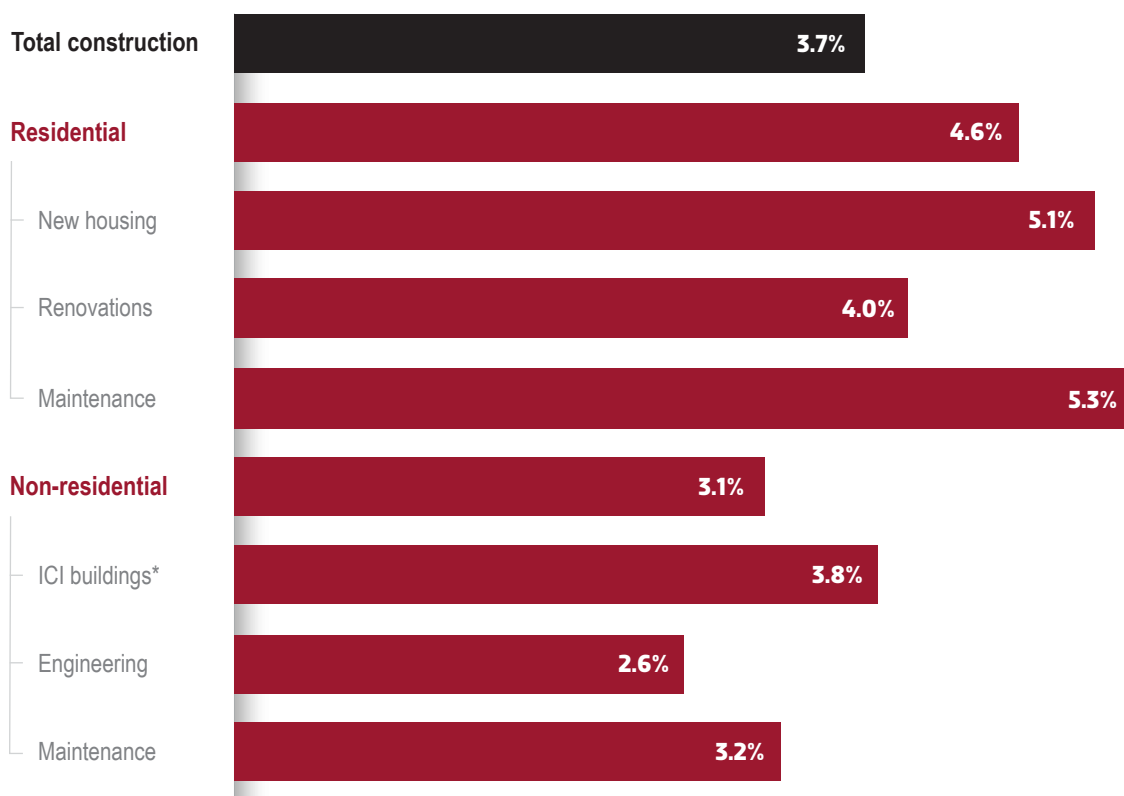DEATHS

8,000
NET MIGRATION

BY 2030

41
AVERAGE AGE

19%
PERCENT OF CURRENT LABOUR FORCE LOST TO RETIREMENT

Figure 9: Women's share of total direct trades and occupations (on site), Manitoba

Total construction	3.7%
Residential	4.6%
New housing	5.1%
Renovations	4.0%
Maintenance	5.3%
Non-residential	3.1%
ICI buildings*	3.8%
Engineering	2.6%
Maintenance	3.2%

* industrial, commercial, institutional

Source: BuildForce Canada calculations based on Statistics Canada's Labour Force Survey (LFS) and tne 2016 Census of the Population.

Canadians were employed in the construction industry, compared to 9.6% for the Indigenous population.

Manitoba has done exceptionally well at attracting Indigenous people into the construction industry, as approximately 16% of the province's construction labour force is made up of Indigenous people – well above the national average of 7% – of which about 81% work directly on construction projects, while the remaining 19% work primarily in administrative and management-related occupations. Given the predisposition of Indigenous workers to consider careers in construction, there may be scope to further increase the recruitment of Indigenous people into the industry.

Manitoba's construction industry may also leverage new Canadians (immigrants) over the coming decade to meet labour requirements. The province is expected to welcome a net of 79,970 new international migrants between 2021 and 2030, making the immigrant population a key source of labour force growth.

Manitoba's construction labour force is made up of approximately 15% new Canadians.[5] Historically, a significant share of landed immigrants were European, who tended to have a higher inclination for the construction industry. A shift is currently underway that has

seen a significant rise in immigrants from Asia (primarily China, India, and the Philippines), whose citizens may have a lower tendency to consider employment in the construction sector. Approximately 73% of recent immigrants are from Asia, while only 8% are from Europe. Due to Canadian immigration policies and selection criteria, persuading individuals upon arrival to consider careers in the trades may be challenging, particularly for those with professional training outside the skilled trades that are seeking employment in other sectors of the economy. As immigrants will make up an increasing share of the overall Canadian population over the next few decades, additional recruitment efforts will be required to ensure the construction industry continues to recruit its share of new Canadians into the labour force.

CONCLUSIONS AND IMPLICATIONS

Manitoba's construction industry is coming off a significant period of expansion, driven by a strong housing market that peaked in 2017 and major hydro-related projects and infrastructure investments that are now winding down. Construction industry employment has been elevated for several years in the province, peaking in 2019 at just over 40,000 workers. The pandemic produced a recession in 2020,

[5] Statistics Canada, BuildForce Canada (2021-2030)

as economic lockdowns and other containment measures generated significant employment disruptions, with construction employment falling to 37,500 workers (-6.5%).

Looking forward, employment in the residential sector is expected to rise modestly across the scenario period. New-home construction rises to 2022 but then slows across the remainder of the scenario period. Moderate declines are offset by a steady rise in renovation and maintenance work. Total residential employment increases by 500 workers (+3%) by 2030 compared to 2020.

Non-residential construction is projected to trend down over the medium term in line with the winding down of the Keeyask dam project, which is only partially offset by other projects, including the North End Water Pollution Control Centre in Winnipeg and work at the Lake Manitoba and Lake St. Martin flood channel project. A slight downward trend in ICI building construction is expected to 2023 before moderate gains later in the decade, as stronger population growth supports higher investment in the service sectors. Total non-residential employment is expected to fall by almost 650 workers (-3%) by the end of the scenario period.

Even as growth slows, Manitoba must remain focused on building a long-term sustainable labour force, as retirements increase to an estimated 8,000 workers, which translates into a significant loss of skilled, experienced workers over the next decade. Addressing this demographic crunch will require a combination of strategies that include enhanced local recruitment and training, including the recruitment of immigrants and newly arrived immigrants, promoting career opportunities to workers with comparable skill sets who have been displaced from other industries, and drawing on construction workers from other provinces where labour demands have softened.

The industry scenario-based approach developed by BuildForce Canada to assess future labour market conditions provides a powerful planning tool for industry, government, and other stakeholders to better track labour market conditions and identify potential pressure points. The anticipated labour market conditions reflect current industry expectations of population growth and the timing of major projects. Any changes to these assumptions present risks and potentially alter anticipated labour market conditions.