

2026–
2035

CONSTRUCTION AND MAINTENANCE LOOKING FORWARD

AN ASSESSMENT OF CANADA'S
NON-RESIDENTIAL LABOUR MARKETS



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ABOUT BUILDFORCE CANADA

Originally created in 2001 as the Construction Sector Council, BuildForce Canada is a national industry-led organization committed to working with the construction industry to provide information and resources to assist with its management of workforce requirements.

The mandate of BuildForce Canada is to provide accurate and timely labour market information (LMI) to advance the needs of the entire construction industry in order to develop a highly skilled labour force that will support the future needs of Canada's construction industry.



ACKNOWLEDGEMENTS

BuildForce Canada wishes to acknowledge the participation and input of the numerous industry volunteers for their dedication and contributions to the development of this annual forecast. Please see the appendix for a full list of the committee participants.

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NATIONAL INSIGHTS

CANADA



CANADA'S CONSTRUCTION INDUSTRY

Employment in Canada's construction sector exceeded 1.6 million people in 2025. The industry is among the greatest contributors to economic output in the country, accounting for 7% of Canada's total gross domestic product and employing approximately one in every 13 working Canadians. What's more, the industry is driven by small businesses, with approximately 62% of industry firms classified as micro businesses consisting of fewer than five employees.

Labour Force Survey¹ data from Statistics Canada find that construction employment has risen in almost every year since 2004, adding more than 650,000 workers over the period.

Employment growth has been especially strong in the post-pandemic years when a number of factors led to significant growth in activity in both residential and non-residential construction in almost every region of the country. These trends caused employment growth rates to significantly outpace growth in the labour force, leading to unemployment rates of 3% and below in the summer of 2022.

¹ Statistics Canada's Labour Force Survey captures the labour force status of all workers within the industry, including those in occupations outside the direct trades and occupations tracked by BuildForce Canada.

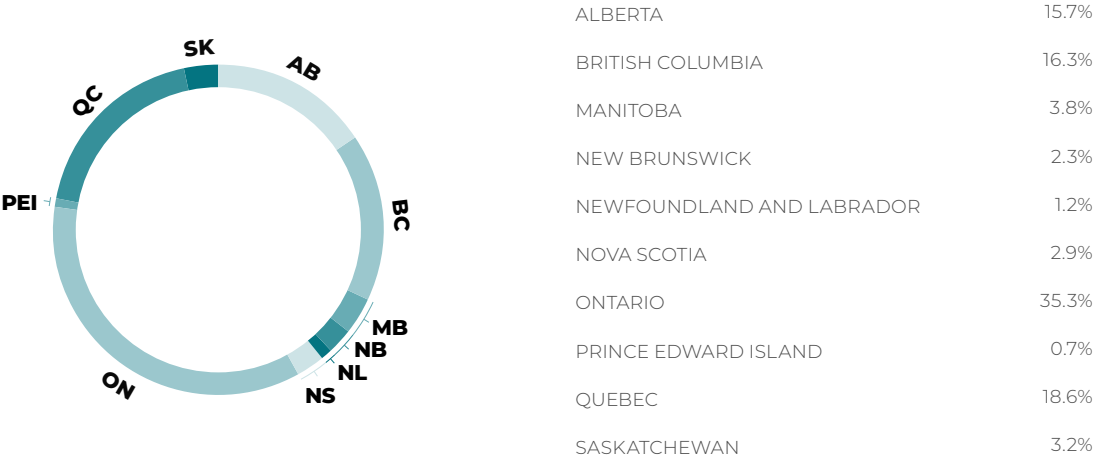
Although labour markets have since trended back toward more traditional levels, they remain below pre-pandemic levels. In 2024, for example, annual unemployment in the construction sector averaged 5.6%; in 2025, rates rose to an average of 6.2%. Initially, this change was driven by gains in the labour force outpacing gains in employment. More recently, employment growth has slowed, while the industry's labour force has contracted. This trend could be a function of slowing demand for residential construction activity in many provinces and regions.

Employment, labour force, and unemployment figures published by Statistics Canada in the Labour Force Survey (reported above) is inclusive of all trades and occupations working in the construction industry, including administrative and other off-site occupations. BuildForce Canada's 2026–2035 Construction and Maintenance Looking Forward scenario focuses on the 34 trades and occupations primarily involved in on-site activities. These trades and occupations account for approximately 75% of national construction employment as reported by the Labour Force Survey.

Figure 1 provides a breakdown of the share of total construction industry employment by province.

FIGURE 1

SHARE OF TOTAL CONSTRUCTION INDUSTRY EMPLOYMENT BY PROVINCE

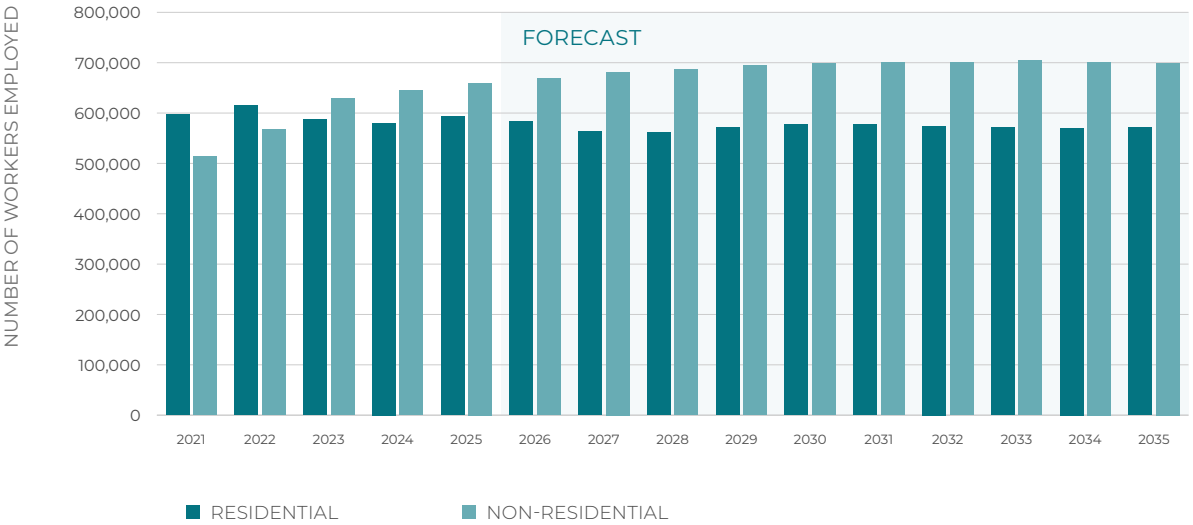




NATIONAL OVERVIEW

Construction employment in the non-residential sector rose by 2% in 2025. Meanwhile, investment rose by 4% for the year, on the strength of continued activity on major projects in both industrial, commercial, and institutional (ICI) buildings and engineering construction. These trends have tightened labour market conditions for most of the tracked trades and occupations across almost all regions of the country.

CONSTRUCTION EMPLOYMENT GROWTH OUTLOOK CANADA

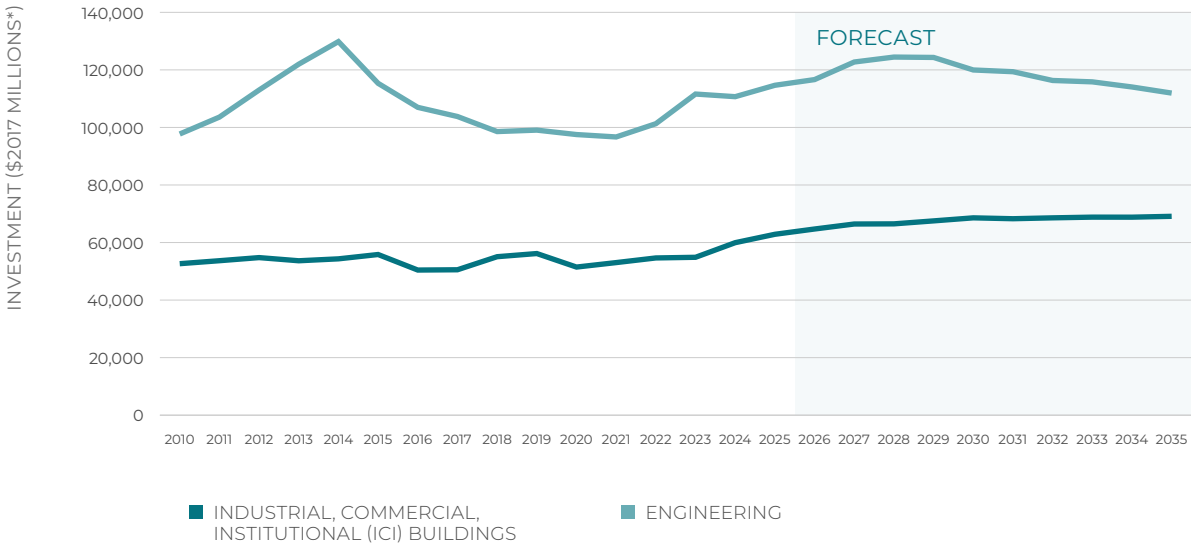


SOURCE: Statistics Canada, BuildForce Canada (2026–2035)

The outlook for non-residential construction activity over the 2026 to 2035 forecast period calls for investment to rise by 2%. Growth is greatest initially, and during the period from 2026 to the forecast peak in 2029, over which investment rises by approximately 8%. The gain is driven by a large number of major projects in the engineering sector in particular, including transit projects in Alberta, British Columbia, and several Ontario regions, as well as water and wastewater treatment plants, and growth in utilities investment. As these projects pass their peak activity periods or conclude, and absent new announced investments on additional projects of significance, investment levels are projected to slow into the end of the decade, although remaining well above historical levels. (See [Figure 2](#).)

FIGURE 2

NON-RESIDENTIAL CONSTRUCTION INVESTMENT **CANADA**



* \$2017 millions indicates that the investment values are in year 2017 dollars (base year), that is, adjusted for inflation. This is used to calculate the real physical year-to-year change of the value of construction, factoring out growth (increase in value) due to increases in prices.

SOURCE: Statistics Canada, BuildForce Canada (2026–2035)

Within the non-residential sector, investment growth is projected to be greatest in the ICI buildings component (+10% above 2025 levels by 2035). Levels are expected to rise steadily through the forecast period, driven initially by record levels of investment in the construction of institutional and government buildings (including healthcare and education projects across all provinces). As these projects pass peak activity periods in the early 2030s, growth is principally driven by strong output in commercial building construction – a direct response to the elevated levels of population growth seen across the country in the immediate post-pandemic era. Finally, investment in industrial buildings is expected to slow in the forecast short term as manufacturing activity slows in response to the ongoing tariff dispute between Canada and the United States. Later years see a sustained level of investment.

Meanwhile, the investment outlook for engineering construction activity between 2026 and 2035 calls for a moderate contraction of just over 2%. Levels are projected to rise over the near term to 2029 on the strength of strong demand for heavy industrial construction projects, including transit and utilities projects,

as well as other engineering projects that are required to support these initiatives. Later years – i.e., the period from 2030 to 2035 – see investment in engineering construction slow as projects are completed and with no known additional major projects in the forecast model. The outlook for the construction of roads, highways, and bridges calls for activity to slow notably (-17% compared to 2025 levels) through 2035, stepping down from the elevated levels reported at the beginning of the forecast period.

It is important to note that analysis is based on a long list of known projects across the provinces and within discrete regions. It does not include the potential implications of those projects that have yet to reach the stage where final investment decisions have been announced. As and when these projects are confirmed to proceed, they will likely have significant potential implications on provincial and regional labour forces.



EMPLOYMENT

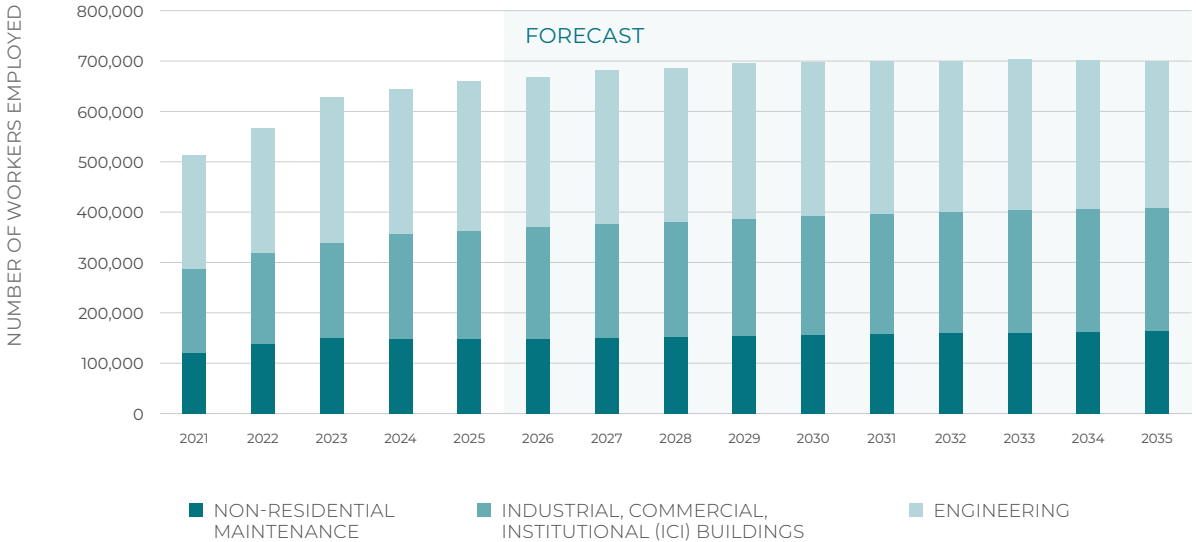
Employment among the 34 trades and occupations tracked in the BuildForce Canada LMI model in both residential and non-residential construction was estimated at above 1.25 million workers in 2025. That figure was a slight increase from the 1.23 million workers reported in 2024.

As Figure 3 shows, non-residential construction employment rose by 2% in 2025, driven by increases in both engineering construction and the construction of ICI buildings. Employment in non-residential maintenance activity was unchanged from the previous year. The outlook calls for employment to rise to a forecast peak of more than 700,000 workers in 2033 (+7% compared to 2025 levels) before generally stabilizing at that level through 2035.

Across this period, employment gains are greatest in the ICI buildings (+14%) and non-residential maintenance (+11%) components. Increases in both more than offset a projected contraction in employment of 2% in the engineering construction component.

FIGURE 3

NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT GROWTH OUTLOOK CANADA



SOURCE: Statistics Canada, BuildForce Canada (2026–2035)

Table 1 shows the anticipated changes in non-residential employment by province across three periods: the short term (2026–2028), the medium term (2029–2031), and the long term (2032–2035).

TABLE 1
CHANGES IN NON-RESIDENTIAL EMPLOYMENT BY PROVINCE

REGION	% CHANGE 2026–2028	% CHANGE 2029–2031	% CHANGE 2032–2035
CANADA	4%	2%	0%
NEWFOUNDLAND AND LABRADOR	25%	24%	-26%
NOVA SCOTIA	16%	0%	5%
NEW BRUNSWICK	6%	4%	2%
PRINCE EDWARD ISLAND	-9%	-4%	5%
QUEBEC	-2%	-1%	3%
ONTARIO	4%	2%	0%
MANITOBA	4%	2%	4%
SASKATCHEWAN	3%	-1%	-2%
ALBERTA	3%	7%	4%
BRITISH COLUMBIA	10%	1%	-6%

SOURCE: BuildForce Canada



LABOUR FORCE

With non-residential construction activity projected to rise across the forecast period, the sector can expect to experience further labour-market challenges.

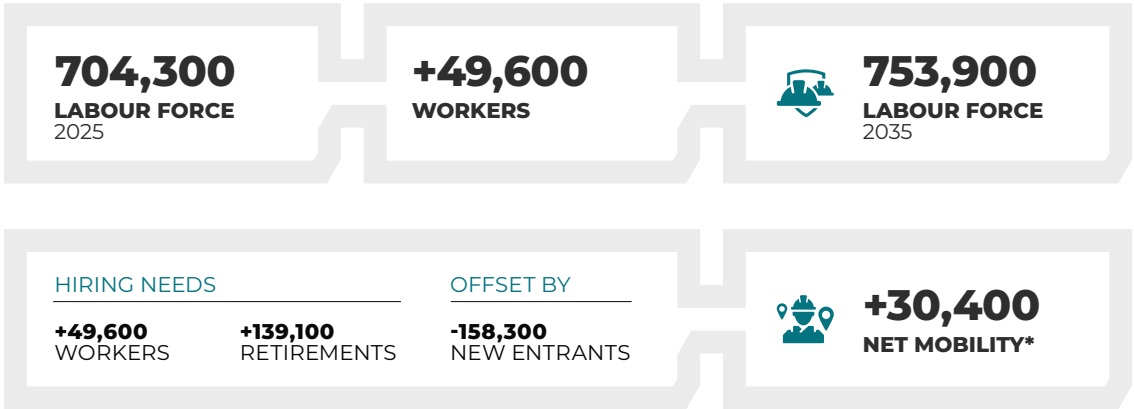
By 2035, 139,100 workers, or 20% of the 2025 labour force, are projected to retire. That figure is an average of between 13,000 and 14,000 workers annually, and comprises mostly workers from the baby boom generation who depart the sector with decades of work experience.

Meanwhile, hiring needs related to employment could add a requirement for a further 49,600 workers. When this figure is added to projected retirements, the industry’s overall hiring requirement becomes 188,700 workers by 2035. Although the sector is projected to recruit approximately 158,300 new-entrant workers under the age of 30 during this period to help offset some of this requirement, a labour force shortage of 30,400 workers may emerge by 2035.

Figure 4 shows estimated changes in the non-residential construction labour force over the forecast period.

FIGURE 4

CHANGES IN THE NON-RESIDENTIAL LABOUR FORCE CANADA



* 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



BUILDING A SUSTAINABLE LABOUR FORCE

Canada’s labour force is being reshaped by long-term demographic trends, including declining fertility rates and smaller family sizes over the past several decades. As a result, the pool of younger workers entering the workforce has been shrinking. This pressure will increase as the baby boomer generation continues to retire, intensifying competition for new talent.

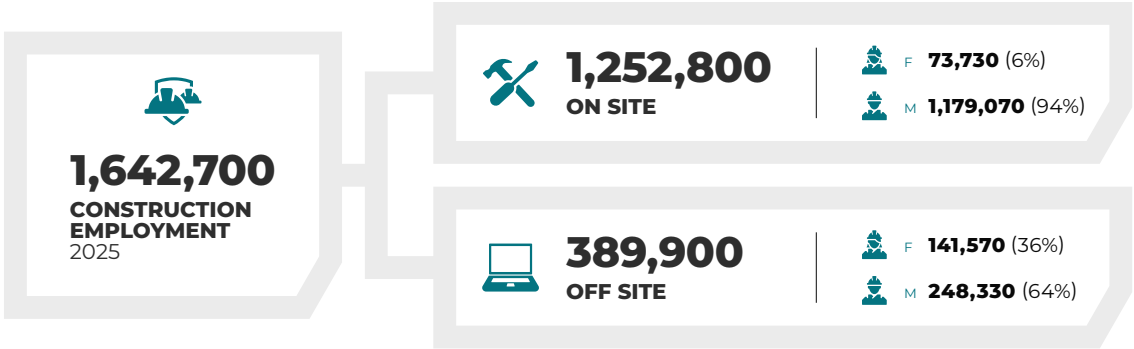
To respond to these challenges, the construction industry must broaden its recruitment efforts. Strengthening the workforce will require greater engagement with groups traditionally under-represented in the current construction labour force, including women, Indigenous Peoples, and immigrants to Canada.

WOMEN

In 2025, there were approximately 215,300 women employed in Canada’s construction industry, of which 34% worked on site, directly on construction projects, while the remaining 66% worked off site, primarily in administrative and management-related occupations. Of the 1,252,800 on-site tradespeople employed in the industry, women made up 6% (see [Figure 5](#)).

FIGURE 5

DETAILED CONSTRUCTION EMPLOYMENT BY GENDER CANADA



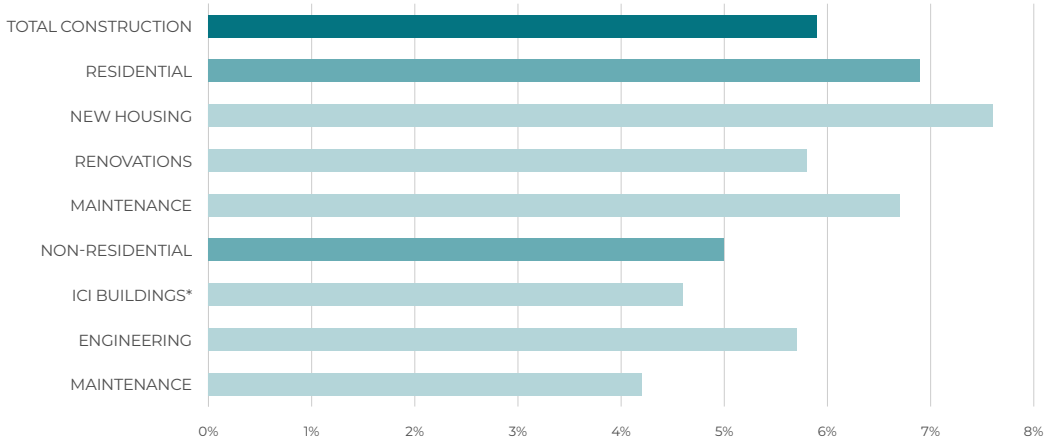
SOURCE: BuildForce Canada calculations based on Statistics Canada’s Labour Force Survey and 2021 Census of the Population

The estimated 73,730 on-site tradeswomen in Canada work across all areas of the construction sector, but women represent a larger share of the workforce in residential construction (6.9%) than in non-residential construction (5.0%).

Across sectors, new-housing construction has the highest representation of women, accounting for 7.6% of the workforce (see Figure 6). The top five trades and occupations in which women tend to be employed are trade helpers and labourers (21% of all tradeswomen), construction managers (19%), painters and decorators (9%), contractors and supervisors (8%), and home building and renovation managers (5%).

FIGURE 6

WOMEN'S SHARE OF TOTAL DIRECT TRADES AND OCCUPATIONS (ON SITE) **CANADA**



* industrial, commercial, institutional

SOURCE: BuildForce Canada calculations based on Statistics Canada's Labour Force Survey and 2021 Census of the Population

INDIGENOUS PEOPLES

The Indigenous population is the fastest growing population in Canada and therefore presents recruitment opportunities for Canada’s construction industry. In 2025, Indigenous Peoples accounted for 4.8% of Canada’s construction labour force, which is a slight increase from the share of 4.6% observed in 2016. This share is notably higher than the share of Indigenous Peoples represented in the overall labour force (see Table 2). As the Indigenous population continues to expand, recruitment and retention efforts will need to be dedicated to increasing the industry’s share of the population into the labour force.

TABLE 2

REPRESENTATION OF INDIGENOUS POPULATION IN CONSTRUCTION WORKFORCE CANADA

INDUSTRY	INDIGENOUS	NON-INDIGENOUS	TOTAL	INDIGENOUS SHARE OF TOTAL WORKFORCE, %
CONSTRUCTION				
2016	69,400	1,446,200	1,515,700	4.6%
2025	82,400	1,635,500	1,717,800	4.8%
ALL INDUSTRIES				
2016	637,600	18,677,000	19,314,600	3.3%
2025	798,400	21,740,300	22,538,700	3.5%

SOURCE: Statistics Canada, Labour Force Survey, Custom Data Request 2025

NEWCOMERS

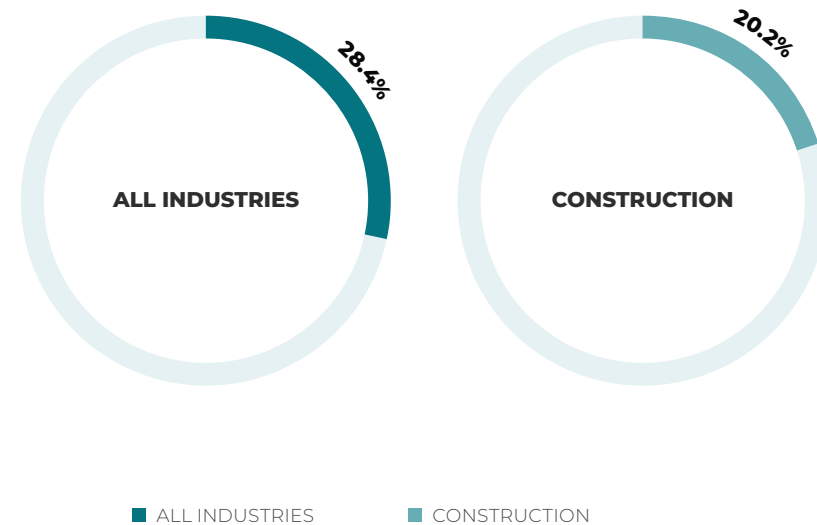
Canada's construction industry may also leverage newcomers (new immigrants) over the forecast period to meet labour requirements. Due to the declining natural rate of population growth, immigrants are the primary source of labour force growth in Canada.

Immigrants have been playing an increasingly important role in replenishing the workforce, with the share of immigrants in the workforce increasing from 23.8% in 2016 to 28.4% in 2025. Canada has been successful in attracting and integrating immigrants into the labour force; however, immigrants remain under-represented in the construction industry. The construction labour force share of immigrants was 20.2% in 2025, which is notably lower than the share in the overall labour force. (See [Figure 7](#).)

Based on historical settlement patterns, Canada is expected to welcome more than 3.2 million new immigrants between 2026 and 2035. As these individuals will make up an increasing share of the country's core working-age population, additional recruitment efforts will be required to ensure the construction industry recruits its share of newcomers into the labour force.

FIGURE 7

SHARE (%) OF NEWCOMERS IN THE CONSTRUCTION LABOUR FORCE (2025) **CANADA**



SOURCE: Statistics Canada. Table 14-10-0083-01 Labour force characteristics by immigrant status, annual



PROVINCIAL INSIGHTS

NEWFOUNDLAND AND LABRADOR

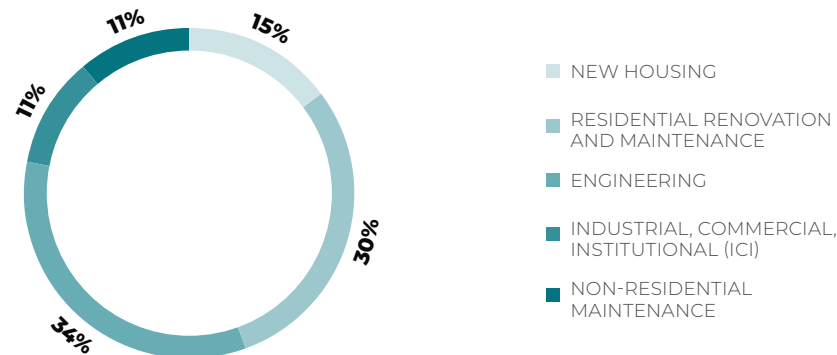
ECONOMIC OUTLOOK

Newfoundland and Labrador's economy experienced strong growth in 2024 and 2025, driven in part by high levels of population growth recorded between 2022 and 2024, and the return to production at the Hebron and Terra Nova oil fields following their respective refurbishments.

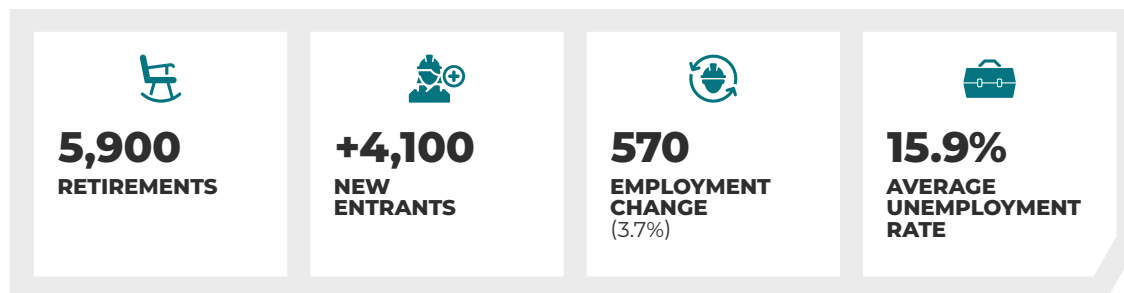
A significant jump in economic output is forecasted for 2026 with the beginning of production at the West White Rose offshore oil project and as the Valentine Gold project is expected to reach full production capacity. The middle years of the forecast see growth levels of between 1% and 3% as the residential construction sector experiences reduced activity that is driven by lower levels of provincial in-migration. This, however, is offset by the anticipated start of construction work on the Bay du Nord offshore oilfield in 2028 and several hydro development projects in Labrador. Combined, these projects drive economic growth in the province at particularly elevated levels in 2031 and 2032.

The final years of the outlook see Newfoundland and Labrador enter a down cycle in oil production, which is expected to contract economic growth in 2034 and 2035.

DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN 2025 **NEWFOUNDLAND AND LABRADOR**



10-YEAR WORKFORCE OUTLOOK FOR **NEWFOUNDLAND AND LABRADOR**





NON-RESIDENTIAL CONSTRUCTION INVESTMENT

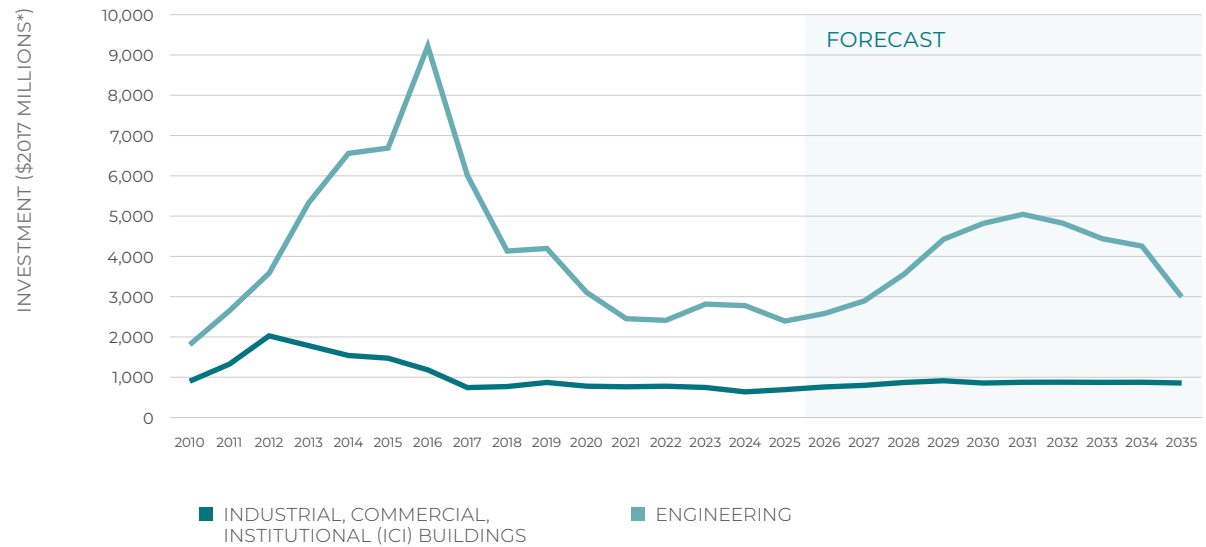
Non-residential construction activity in Newfoundland and Labrador is expected to rise to a peak in 2031 that is driven by strong growth in the engineering construction sector. As key projects in this sector conclude, investment levels decline to the end of the forecast period. By 2035, overall levels of non-residential construction are expected to be 25% higher than in 2025.

Investment in engineering construction in the province is heavily influenced by activity in the oil and gas and utilities sectors, as well as by investments in roads, highways, and bridges. Although investment levels have been on a downward trajectory since the recent peak in 2016, renewed growth is expected between 2026 and 2028. Thereafter, construction work on the Bay du Nord offshore oil development project, combined with the expansion of the Churchill Falls Hydro-Electric facility, which is anticipated to begin in 2029, is projected to drive investment levels to a forecast peak in 2031.

Investment in the construction of industrial, commercial, and institutional (ICI) buildings, meanwhile, is expected to see notable growth across the forecast period. Activity is driven initially by strong levels of demand for the construction of institutional and government buildings, including such major projects as the St. John’s Penitentiary, and the Canada Revenue Agency National Verification and Collection Centre.

As these projects pass peak activity levels or conclude, growth in ICI building investment is driven by growth in industrial buildings, and in the manufacturing sector in particular. This is driven in part by demands created by the expected start of the North Atlantic Hydrogen Project in Come By Chance, the Bay du Nord offshore development, and the proposed Churchill Falls hydro development projects, with growth sustained to the end of the decade. Commercial building activity follows a similar pattern, with growth anticipated in the later forecast years. See [Figure 8](#).

FIGURE 8
NON-RESIDENTIAL CONSTRUCTION INVESTMENT
NEWFOUNDLAND AND LABRADOR



* \$2017 millions indicates that the investment values are in year 2017 dollars (base year), that is, adjusted for inflation. This is used to calculate the real physical year-to-year change of the value of construction, factoring out growth (increase in value) due to increases in prices.

SOURCE: Statistics Canada, BuildForce Canada (2026–2035)

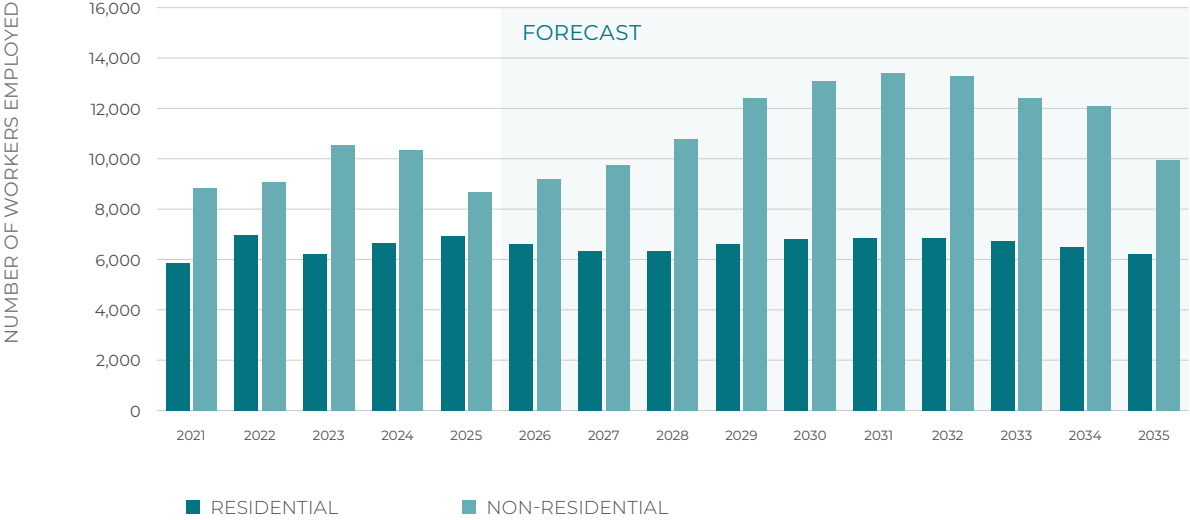


NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT

Employment relating to non-residential construction in Newfoundland and Labrador was elevated in 2023 before slowing into 2025 with declining activity in the construction of major projects such as West White Rose, the Voisey’s Bay Underground Mine Development, and Marathon Gold’s Valentine Lake project.

Employment is expected to rise substantially (+55%) to a forecast peak in 2031. Initially, this is driven by growth in demand for the construction of ICI buildings. Later, it is driven by growth in employment relating to engineering construction, and in particular for the Churchill Falls and Bay du Nord major projects. Employment slows to the end of the decade as work on these projects passes peak activity levels or concludes.

CONSTRUCTION EMPLOYMENT GROWTH OUTLOOK NEWFOUNDLAND AND LABRADOR



SOURCE: Statistics Canada, BuildForce Canada (2026–2035)

By the end of the forecast period, employment is projected to remain 15% above 2025 levels. Engineering-related employment rises by 80% to 2031 and remains 14% above base year levels by 2035. Employment related to ICI buildings construction tracks a more steady growth path, increasing by 27% through 2035, while growth in employment relating to non-residential maintenance is more muted at 4%.

Table 3 summarizes the estimated percent change in non-residential employment by sector across three periods: the short term (2026–2028), the medium term (2029–2031), and the long term (2032–2035).

TABLE 3

CHANGES IN NON-RESIDENTIAL EMPLOYMENT
BY SECTOR **NEWFOUNDLAND AND LABRADOR**

SECTOR	% CHANGE 2026–2028	% CHANGE 2029–2031	% CHANGE 2032–2035
NON-RESIDENTIAL	25%	24%	-26%
INDUSTRIAL BUILDINGS	45%	45%	-12%
COMMERCIAL AND INSTITUTIONAL BUILDINGS	10%	0%	3%
HEAVY INDUSTRIAL	36%	46%	-42%
OTHER ENGINEERING	-26%	-57%	-22%
ROADS, HIGHWAYS AND BRIDGES	192%	11%	0%
NON-RESIDENTIAL MAINTENANCE	-3%	4%	3%

SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



RANKINGS, RISKS, AND MOBILITY: TRADES AND OCCUPATIONS

The BuildForce LMI system tracks supply and accounts for the change in the available labour force, including retirements, new entrants², and net mobility³. Based on currently known demands, industry recruitment and retirement estimates, the following ranks apply to the 20 covered trades in the province. See [Table 4](#).

As planned projects stack up over the medium term, market conditions across most trades and occupations are projected to tighten with recruiting challenges to 2030.

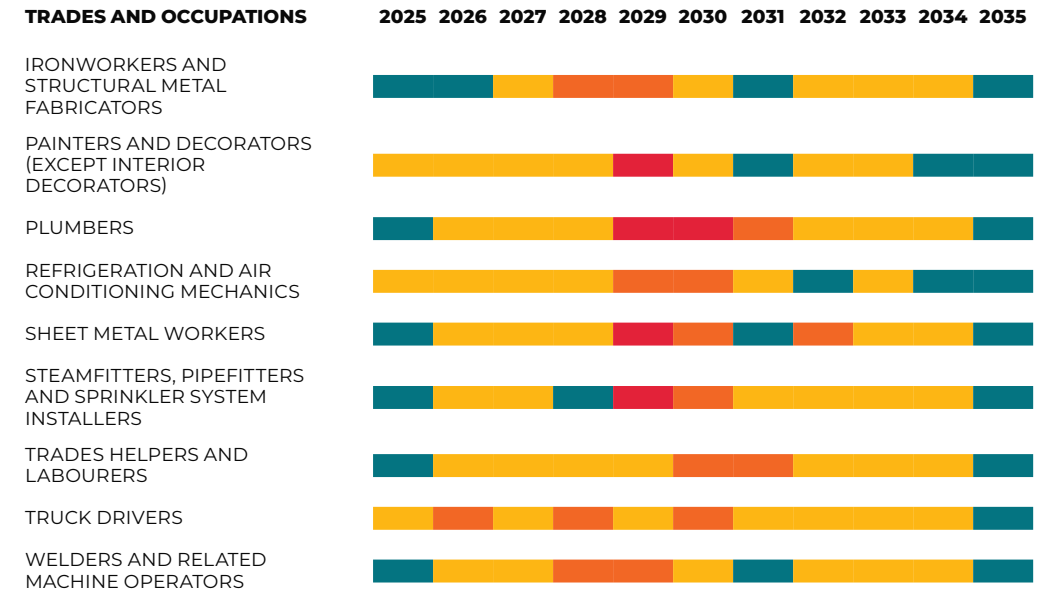
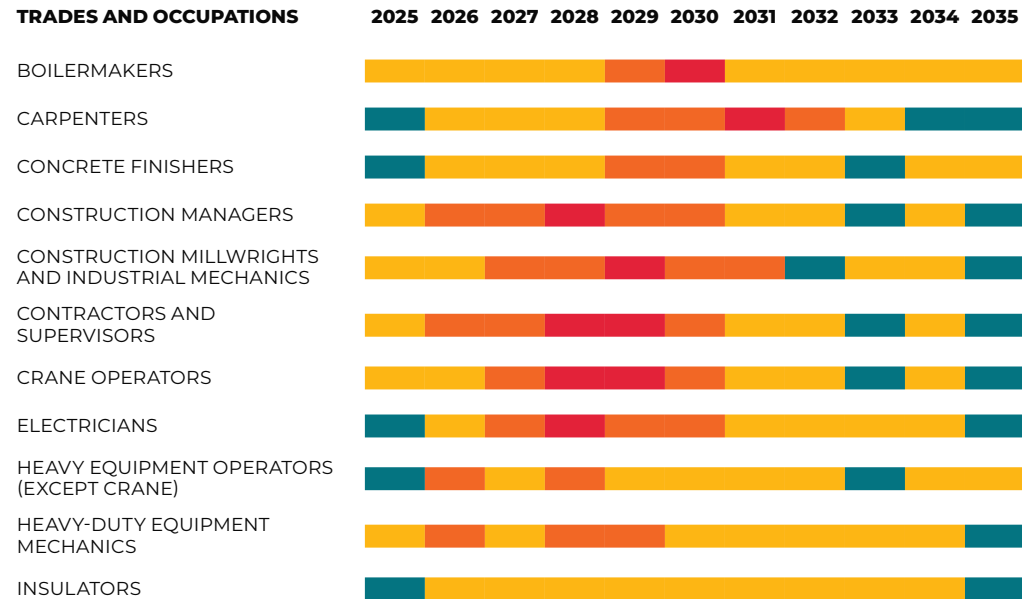
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- 2 New entrants are measured by applying the traditional proportion of the provincial labour force that enters the construction industry. The projected estimate across the forecast period assumes that the construction industry can recruit this group in competition with other industries.
 - 3 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.

Note that the data presented in this outlook scenario is based on current known project approvals and schedules. Several proposed projects – including a new hydroelectric power generating facility project at Gull Island, and several hydrogen and mine developments – that are awaiting positive final investment decisions are not factored into this analysis. Positive final investment decisions for these projects can significantly impact long-term employment trends, and would add to the industry's need to attract, train and retain new workers.

- 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. Establish patterns of recruiting and mobility are sufficient to meet job requirements.
- 4  Workers meeting 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 4

NON-RESIDENTIAL MARKET RANKINGS NEWFOUNDLAND AND LABRADOR



SOURCE: BuildForce Canada



BUILDING A SUSTAINABLE LABOUR FORCE

THE AVAILABLE NON-RESIDENTIAL LABOUR FORCE

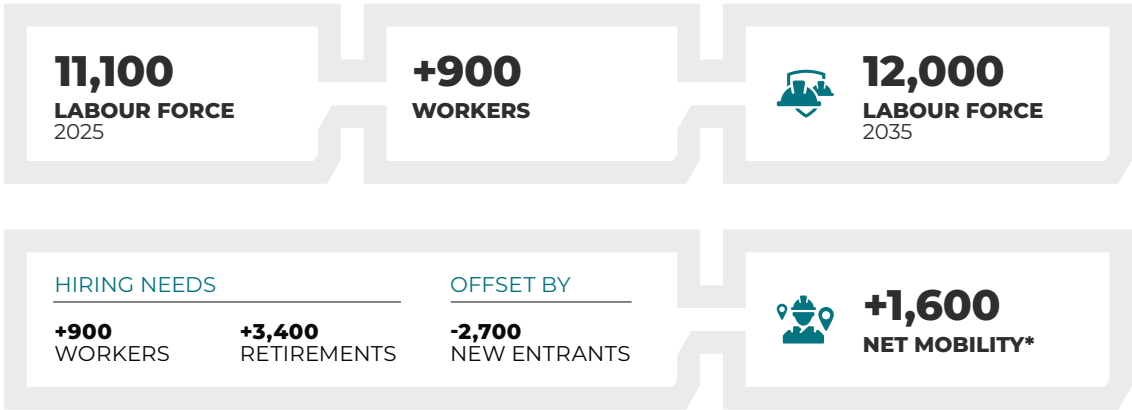
Newfoundland and Labrador's non-residential construction industry faces a total hiring requirement of as many as 4,300 workers by 2035. As many as 3,400 of those workers, or 31% of the 2025 labour force, are expected to exit the industry due to retirement.

Although a large share of these hiring requirements may be met by an estimated 2,700 new entrants under the age of 30 from the local population, even with these additions, the industry may face a hiring gap of about 1,600 workers that will need to be recruited from outside the local construction labour force.

Keeping pace with recruitment and training will require a combination of strategies, including maintaining local recruitment and training efforts, particularly from groups traditionally under-represented in the construction labour force, the hiring of workers from other industries with the required skill sets, and the recruitment of immigrants to Canada with skilled trades training and/or construction experience.

Figure 9 provides a summary of the estimated changes in the non-residential construction labour force across the forecast period.

FIGURE 9
CHANGES IN THE NON-RESIDENTIAL LABOUR FORCE
NEWFOUNDLAND AND LABRADOR



* 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



LABOUR FORCE RECRUITMENT

APPRENTICESHIP

The construction industry is dependent on a variety of skilled trades, some voluntary and some compulsory, as well as several skilled trades that fall outside the traditional apprenticeship development systems of the province. As such, while apprenticeship registrations cannot be viewed as a complete measure of industry recruitment, the metric is a useful barometer of industry success in the recruitment of new entrants.

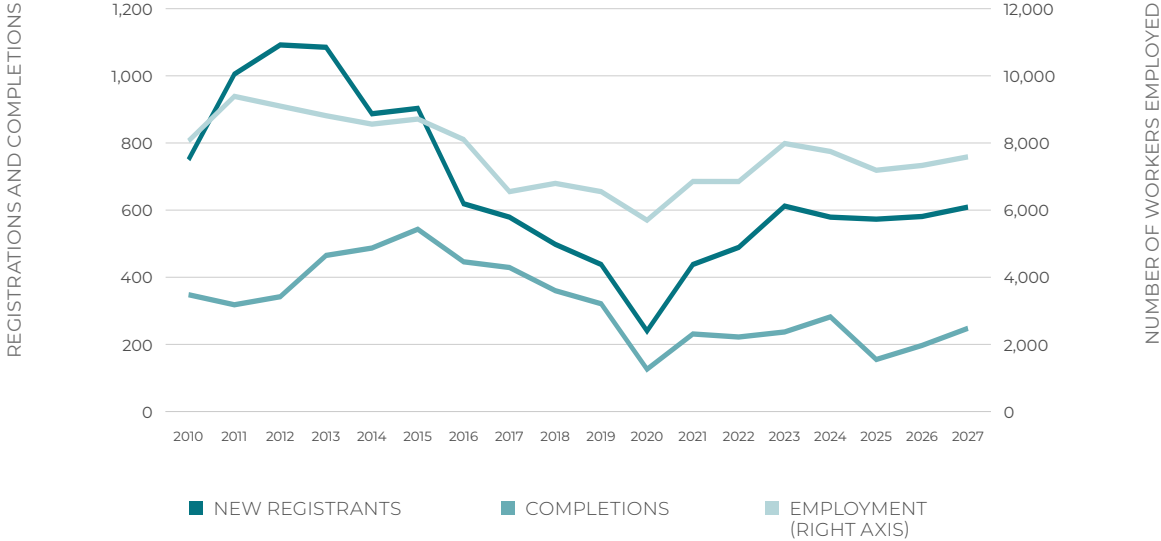
New registrations in Newfoundland and Labrador's largest construction trade programs saw a steep decline in the years preceding the pandemic, as trade employment retreated from peak levels. Post-pandemic, new registrations have been on the rise, responding to the gains in employment observed in recent years. In 2023, new registrations increased by 25% on an annual basis, returning to levels not seen since 2016. Intake eased slightly in 2024 but remained elevated at close to 600 new registrants.

New apprenticeship registrations are expected to remain elevated in the near term, supported by the federal government’s recently announced investment to recruit and train skilled trades workers under the Team Canada Strong initiative. In addition to supporting increased intake, the funding places a strong emphasis on improving completion outcomes through enhanced incentives and employer supports.⁴

Completions have been slower to recover, remaining below pre-pandemic levels in 2024. However, completions have trended upward in recent years, with a notable increase of nearly 20% in 2024. It will likely take several more years before the renewed influx of new registrations translates to a sustained increase in newly certified journeypersons. See [Figure 10](#).

⁴ Prime Minister Carney announces Team Canada Strong – a nationwide plan to recruit up to 100,000 skilled trades workers

FIGURE 10
NEW APPRENTICESHIP REGISTRATIONS, COMPLETIONS,
AND TRADE EMPLOYMENT **NEWFOUNDLAND AND LABRADOR**



SOURCE: BuildForce Canada

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.

Projected new registrations are expected to increase over the decade in line with employment growth, supporting higher anticipated completions. As a result, several trades are well positioned to meet future demand with sufficient numbers of certified workers. However, continued alignment will depend on provincial training capacity and the ability to sustain completion rates. The carpenter trade remains a key exception, with projected completions falling short of anticipated journeyperson requirements over the outlook period.

- CERTIFICATIONS REQUIRED EXCEED PROJECTED COMPLETIONS
- CERTIFICATIONS REQUIRED IN LINE WITH PROJECTED COMPLETIONS
- PROJECTED COMPLETIONS EXCEED CERTIFICATIONS REQUIRED

TABLE 5
ESTIMATED CONSTRUCTION CERTIFICATION DEMAND
AND PROJECTED TARGET OF NEW ENTRANTS BY TRADE
NEWFOUNDLAND AND LABRADOR*

TRADE	TOTAL CERTIFICATION DEMAND CONSTRUCTION	TARGET NEW REGISTRANTS CONSTRUCTION	APPRENTICE CERTIFICATION SUPPLY RISK ALL INDUSTRIES
CARPENTER	352	111	
STEAMFITTER/PIPEFITTER	85	91	
CONSTRUCTION ELECTRICIAN	475	527	
INDUSTRIAL ELECTRICIAN	99	138	
PLUMBER	73	114	
INDUSTRIAL MECHANIC (MILLWRIGHT)	61	110	
MOBILE CRANE OPERATOR	42	95	
HEAVY-DUTY EQUIPMENT TECHNICIAN	29	70	
POWERLINE TECHNICIAN	27	78	
WELDER	32	127	
REFRIGERATION AND AIR CONDITIONING MECHANIC	29	123	

* This analysis does not account for existing labour market imbalances at the 2025 starting point.

SOURCE: BuildForce Canada



UNDER-REPRESENTED GROUPS OF WORKERS

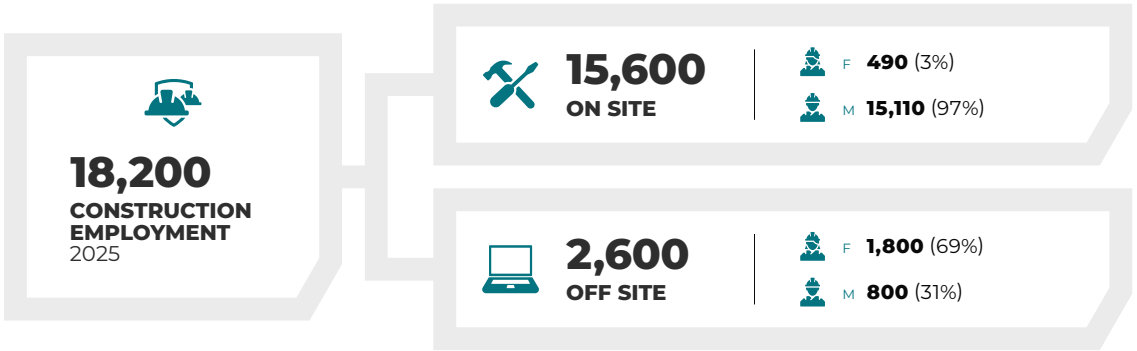
Due in part to lower fertility rates and smaller family sizes in Canada for more than three decades, the share of younger Canadians available to enter the labour force has been in decline for several years. To help mitigate the impact of this shift in demographics, the construction industry must diversify its recruitment. In order to succeed, the industry must increase recruitment of individuals from groups traditionally under-represented in the current construction labour force, including women, Indigenous Peoples, and newcomers.

WOMEN

In 2025, there were approximately 2,290 women employed in Newfoundland and Labrador’s construction industry, of which 21% worked on site, directly on construction projects, while the remaining 79% worked off site, primarily in administrative and management-related occupations. Of the 15,600 tradespeople employed in the industry, women made up only 3%. See [Figure 11](#).

FIGURE 11

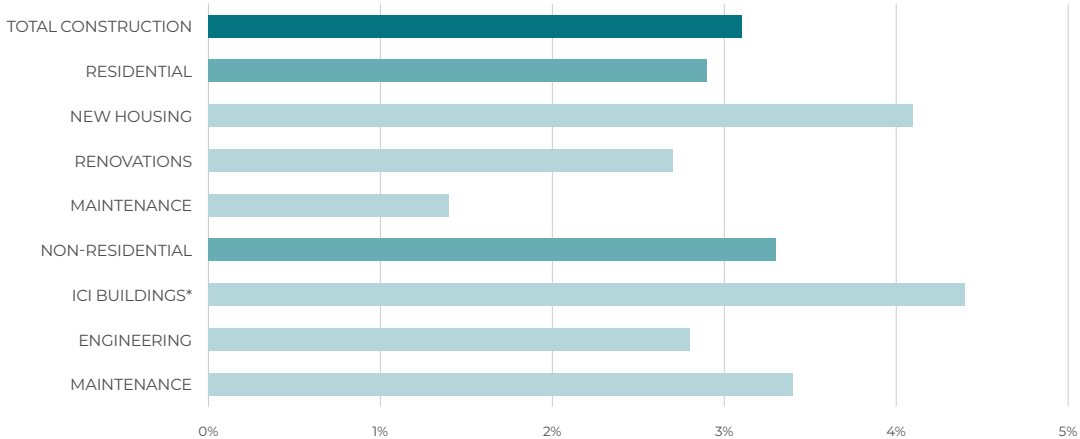
DETAILED CONSTRUCTION EMPLOYMENT BY GENDER NEWFOUNDLAND AND LABRADOR



SOURCE: BuildForce Canada calculations based on Statistics Canada's Labour Force Survey and 2021 Census of the Population

The estimated 490 on-site tradeswomen in Newfoundland and Labrador account for a similar share of the total workforce in both residential and non-residential construction. Across sectors, ICI building construction (4.4%) and new-housing construction (4.1%) have the highest representation of women (see [Figure 12](#)). The top five trades and occupations in which women tend to be employed are trade helpers and labourers (31% of all tradeswomen), electricians (19%), construction managers (14%), carpenters (10%), and contractors and supervisors (8%).

FIGURE 12
WOMEN'S SHARE OF TOTAL DIRECT TRADES AND OCCUPATIONS (ON SITE) NEWFOUNDLAND AND LABRADOR



* industrial, commercial, institutional

SOURCE: BuildForce Canada calculations based on Statistics Canada's Labour Force Survey and 2021 Census of the Population

INDIGENOUS PEOPLES

The Indigenous population is the fastest growing population in Canada and therefore presents recruitment opportunities for Newfoundland and Labrador’s construction industry. As of 2025, Indigenous Peoples accounted for 8.4% of the province’s construction labour force, a modest increase over the past decade. This share is also slightly higher than the share of Indigenous Peoples represented in the overall labour force (see [Table 6](#)). As the Indigenous population continues to expand, recruitment efforts will need to continue to be dedicated to increasing the industry’s share of the working population into the labour force.

TABLE 6

REPRESENTATION OF INDIGENOUS POPULATION IN PROVINCIAL CONSTRUCTION WORKFORCE NEWFOUNDLAND AND LABRADOR

INDUSTRY	INDIGENOUS	NON-INDIGENOUS	TOTAL	INDIGENOUS SHARE OF TOTAL WORKFORCE, %
CONSTRUCTION				
2016	2,100	29,400	31,500	6.7%
2025	1,800	19,700	21,500	8.4%
ALL INDUSTRIES				
2016	20,500	252,000	272,400	7.5%
2025	21,800	251,000	272,700	8.0%

SOURCE: Statistics Canada, Labour Force Survey, Custom Data Request 2025

NEWCOMERS

Newfoundland and Labrador's construction industry may also leverage new immigrants to Canada over the outlook period to meet labour requirements. Due to the declining natural rate of population growth, immigrants are the sole source of labour force growth in the province.

Based on the 2021 Census, immigrants accounted for 3.3% of Newfoundland and Labrador's overall workforce.⁵ The province's share of immigrants is notably below the share in Canada overall (see Figure 13). The construction labour force share of immigrants was less than 1%, which is significantly lower than the share in Canada's construction industry of 19.4%.⁶

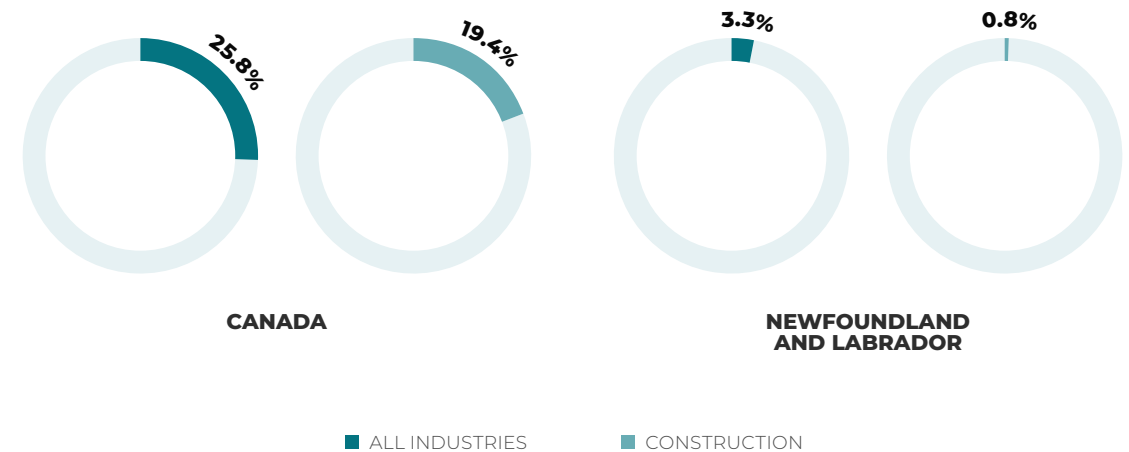
Based on historical settlement trends (and factoring in revised immigration targets), the province is expected to welcome more than 51,200 newcomers between 2026 and 2035. As these individuals will make up an increasing share of the province's core working-age population, additional recruitment efforts will be required to ensure the construction industry recruits its share of newcomers into the labour force.

⁵ According to the Labour Force Survey, the share of immigrants in the provincial workforce increased from 2.3% in 2016 to 6.1% in 2025. Construction-specific immigrant shares are not available due to suppression, limiting assessment of immigrant representation in the sector.

⁶ Due to data suppression at the provincial level, Census data is the most reliable source for labour market information on Immigrants.

FIGURE 13

SHARE (%) OF NEWCOMERS IN THE CONSTRUCTION LABOUR FORCE (2021) **NEWFOUNDLAND AND LABRADOR**



SOURCE: Statistics Canada, 2021 Census. Custom Data Request



PROVINCIAL INSIGHTS

PRINCE EDWARD ISLAND





ECONOMIC OUTLOOK

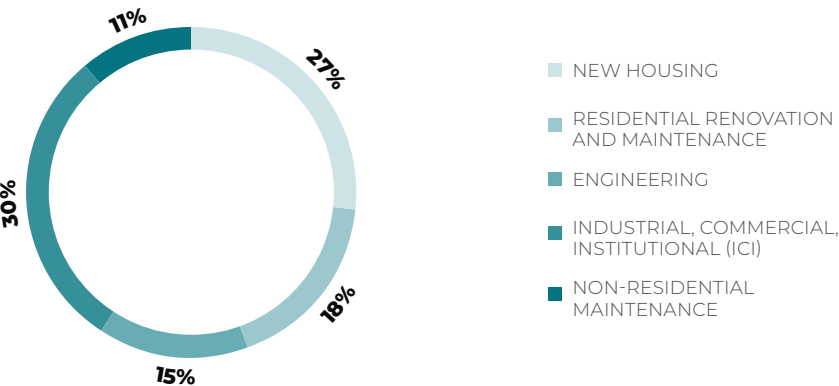
Prince Edward Island experienced several years of strong economic growth following the conclusion of the COVID-19 pandemic. High levels of population growth, driven by an influx of international migration, helped to fuel strong domestic demand for residential and non-residential construction during this period.

Economic growth in the province has slowed in recent years, with output in 2025 dropping to below 2.5% as tariffs imposed by the United States on Canada impacted export activities. Meanwhile, the federal government has adjusted its Immigration Levels Plan to curb the number of permanent and non-permanent residents arriving to the country. Employment growth has slowed as a result.

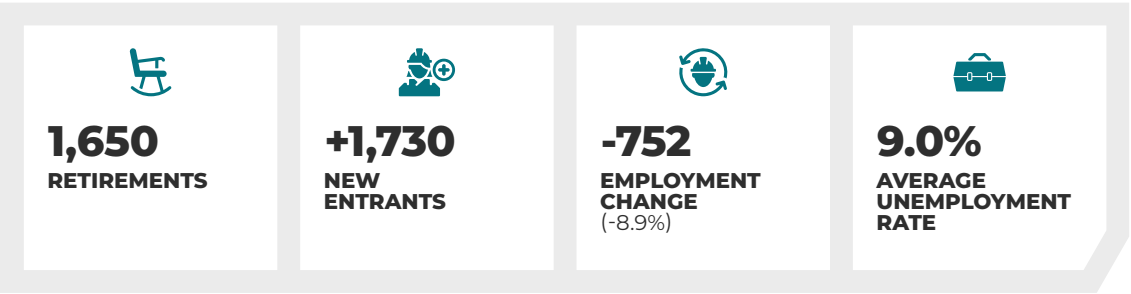
Growth is expected to continue to contract through the forecast near term (i.e., into 2028) as a downcycle begins in the province’s residential and non-residential construction markets in response to slowing population growth and with anticipated major project completions, and as business investment levels respond to more challenging export conditions. GDP growth over this period is expected to average below 1% annually.

In the longer run, a new upward cycle emerges. GDP growth is expected to average 2% annually as investment in both residential and non-residential construction responds to increased population growth.

DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN 2025 **PRINCE EDWARD ISLAND**



10-YEAR WORKFORCE OUTLOOK FOR **PRINCE EDWARD ISLAND**





NON-RESIDENTIAL CONSTRUCTION INVESTMENT

Non-residential construction activity in Prince Edward Island has increased dramatically since 2023 in both the engineering construction sector and in the construction of industrial, commercial, and institutional (ICI) buildings. Activity in the former is expected to peak in 2026 with work on Enwave Energy's Energy from Waste Renewal and Modernization project in Charlottetown as well as a significant volume of electricity capacity expansion and transmission projects. Activity in the latter has been driven by a large volume of work underway on institutional and government buildings, including projects in the healthcare and education sectors created to respond to population growth, and in the commercial buildings sector.

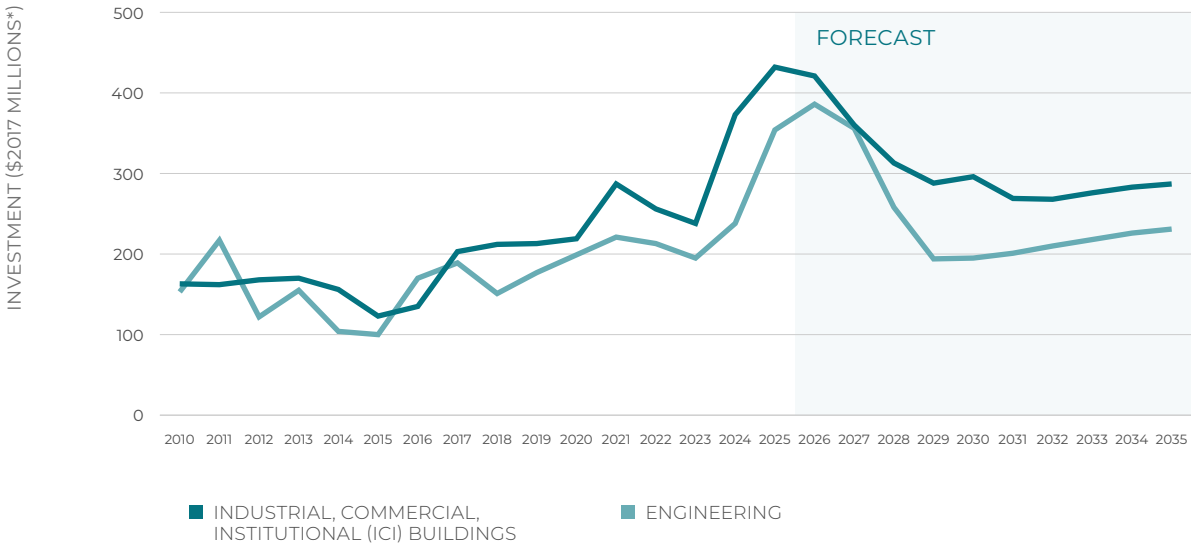
Investment levels in both are expected to generally decline into the middle years of the forecast period as tracked major projects conclude and as slowing population growth reduces demand for new construction. A slight upcycle follows into the end of the decade as demand grows in line with overall economic growth.

Investment in the construction of ICI buildings is being driven by a large volume of projects underway in the institutional and government buildings sector including the Hillsborough Mental Health Facility, Kings County Memorial Hospital, various schools across the province, and the Veterans Affairs Canada modernization project. As many of these projects wind down or conclude, investment levels slow. Commercial building activity, which is elevated coming into the forecast period due to work on such projects as the Confederation Centre of the Arts, the BioAccelerator Stem Cell Clinic, and the Clean Tech Park Innovation Centre, slows in the short term as these projects conclude, and grows again in later years in line with increased economic output. Demand for industrial buildings, meanwhile, is expected to be supported initially by spin-off activity from a large volume of utilities projects underway, and later as the manufacturing sector returns to growth.

Investment in heavy industrial engineering construction in Prince Edward Island is almost entirely driven by activity in the utilities sector. As projects such as the Eastern Kings County and Skinners Pond Wind Farms, community solar projects and various projects to expand electricity capacity conclude through 2029, investment levels return to near historical norms. Investment in other engineering projects, meanwhile, is expected to generally trend upward across the forecast period, driven by activity in the transportation and warehousing sectors, while the recent surge in activity in roads, highways, and bridges construction is expected to ease into 2029 before being driven by population growth in later years. (See [Figure 14.](#))

FIGURE 14

NON-RESIDENTIAL CONSTRUCTION INVESTMENT **PRINCE EDWARD ISLAND**



* \$2017 millions indicates that the investment values are in year 2017 dollars (base year), that is, adjusted for inflation. This is used to calculate the real physical year-to-year change of the value of construction, factoring out growth (increase in value) due to increases in prices.

SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



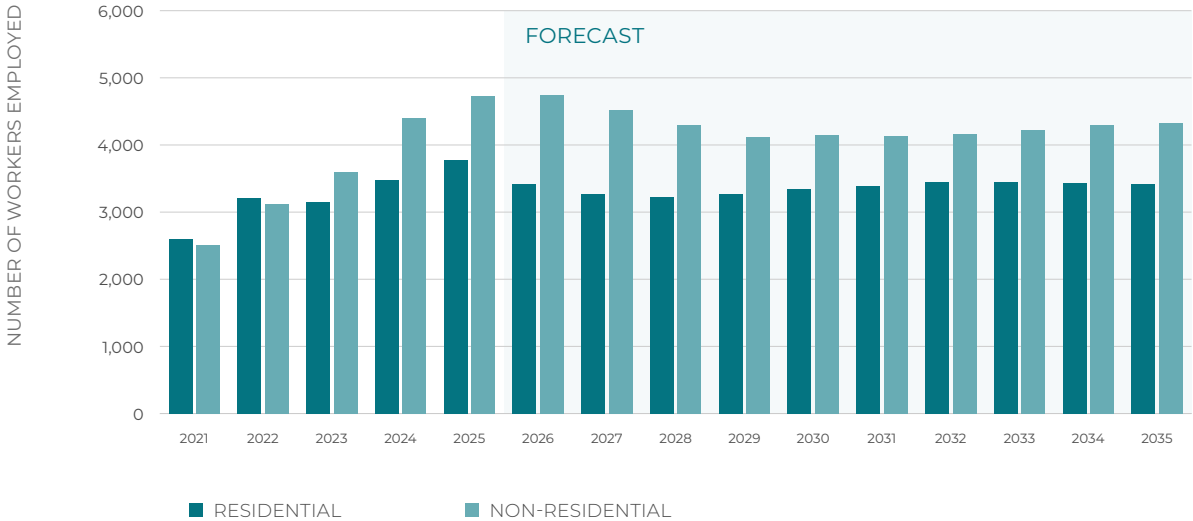
NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT

Strong population growth in Prince Edward Island has led to notable growth in ICI construction activity – and the construction of schools, hospitals, and municipal and provincial government buildings – since 2021. Non-residential construction employment grew notably between then and 2024.

Non-residential employment expanded further in 2025 to approach a scenario peak of 4,700 workers, with further growth in employment relating to engineering construction driven by utilities and other infrastructure projects.

Current employment levels are expected to be sustained into 2026 before slowing between 2027 and 2029 as ICI building activity slows with the completion of various school projects and the Hillsborough Mental Health Facility. Employment relating to engineering construction also recedes with the completion of various electricity capacity expansion projects and wind projects.

CONSTRUCTION EMPLOYMENT GROWTH OUTLOOK PRINCE EDWARD ISLAND



SOURCE: Statistics Canada, BuildForce Canada (2026–2035)

By the end of the forecast period, non-residential construction employment is expected to cycle down by 8% compared to 2025 peak levels, but remain historically elevated. Employment contractions are greatest in the engineering component at -22%, while employment relating to ICI buildings contracts by 6%. Employment relating to non-residential maintenance, meanwhile, helps to offset some of these losses with a gain of just under 4%. Although employment moderates from the peaks recorded in 2025 and 2026, levels remain above 4,100 workers even at the lowest point in the forecast period, which is well above historical levels for the province.

Table 7 summarizes the estimated percent change in non-residential employment by sector across three periods: the short term (2026–2028), the medium term (2029–2031), and the long term (2032–2035).

TABLE 7
CHANGES IN NON-RESIDENTIAL EMPLOYMENT
BY SECTOR **PRINCE EDWARD ISLAND**

SECTOR	% CHANGE 2026–2028	% CHANGE 2029–2031	% CHANGE 2032–2035
NON-RESIDENTIAL	-9%	-4%	5%
INDUSTRIAL BUILDINGS	15%	15%	10%
COMMERCIAL AND INSTITUTIONAL BUILDINGS	-14%	-3%	3%
HEAVY INDUSTRIAL	-27%	-15%	5%
OTHER ENGINEERING	0%	12%	13%
ROADS, HIGHWAYS AND BRIDGES	-18%	-51%	15%
NON-RESIDENTIAL MAINTENANCE	4%	-1%	0%

SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



RANKINGS, RISKS, AND MOBILITY: TRADES AND OCCUPATIONS

The BuildForce LMI system tracks supply and accounts for the change in the available labour force, including retirements, new entrants⁷, and net mobility⁸. Based on currently known demands, industry recruitment and retirement estimates, the following ranks apply to the 12 covered trades in the province.

Labour market conditions were tight in 2025 across most trades and occupations under elevated levels of ICI building and engineering construction activity. Tightness is projected to continue for some trades and occupations, while others return to balance in 2026. As currently tracked projects wind down and complete, market conditions are projected to weaken between 2027 and 2029 and return to balance by 2030. See [Table 8](#).

-
- 7 New entrants are measured by applying the traditional proportion of the provincial labour force that enters the construction industry. The projected estimate across the forecast period assumes that the construction industry can recruit this group in competition with other industries.
- 8 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.

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. Establish patterns of recruiting and mobility are sufficient to meet job requirements.

4 

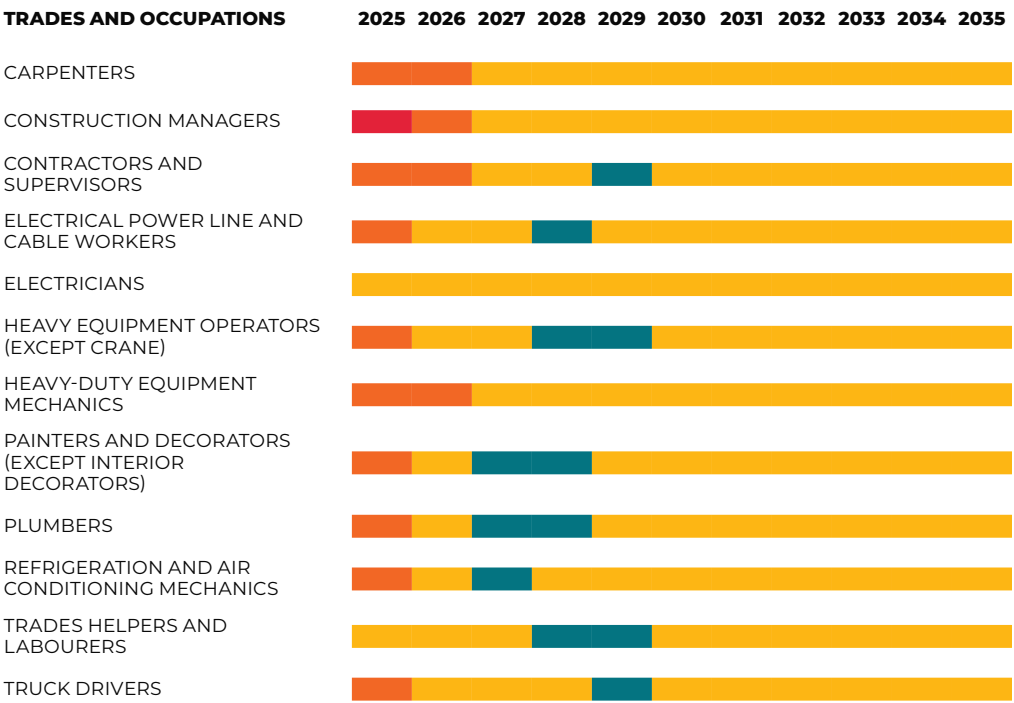
Workers meeting qualifications are generally not available in local markets to meet any increase. Employers will need to compete to attract additional workers. Recruiting and mobility may extend beyond traditional sources and practices.

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 8

NON-RESIDENTIAL MARKET RANKINGS **PRINCE EDWARD ISLAND**



SOURCE: BuildForce Canada



BUILDING A SUSTAINABLE LABOUR FORCE

THE AVAILABLE NON-RESIDENTIAL LABOUR FORCE

The non-residential construction sector in Prince Edward Island faces a total hiring requirement of as many as 650 workers by 2035. As many as 890 of those workers, or 18% of the 2025 labour force, are expected to exit the industry due to retirement.

This hiring requirement is expected to be more than offset by an estimated 1,010 new entrants under the age of 30 from the local population, and may create a surplus of as many as 350 workers by 2035. As Prince Edward Island's residential sector is also projected to experience a labour force surplus over the forecast period, there is a risk that displaced workers may exit the province's construction sector or pursue employment in other provinces.

Keeping pace with recruitment and training will require a combination of strategies, including maintaining local recruitment and training efforts, particularly from groups traditionally under-represented in the construction labour force, the hiring of workers from other industries with the required skill sets, and the recruitment of immigrants to Canada with skilled trades training and/or construction experience.

Figure 15 provides a summary of the estimated changes in the non-residential construction labour force across the forecast period.

FIGURE 15
CHANGES IN THE NON-RESIDENTIAL LABOUR FORCE
PRINCE EDWARD ISLAND



* 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



LABOUR FORCE RECRUITMENT

APPRENTICESHIP

The construction industry is dependent on a variety of skilled trades, some voluntary and some compulsory, as well as several skilled trades that fall outside the traditional apprenticeship development systems of the province. As such, while apprenticeship registrations cannot be viewed as a complete measure of industry recruitment, the metric is a useful barometer of industry success in the recruitment of new entrants.

Over the past decade, new apprentice registrations in the largest construction trade programs in Prince Edward Island have more than doubled, keeping pace with employment growth over the same period.

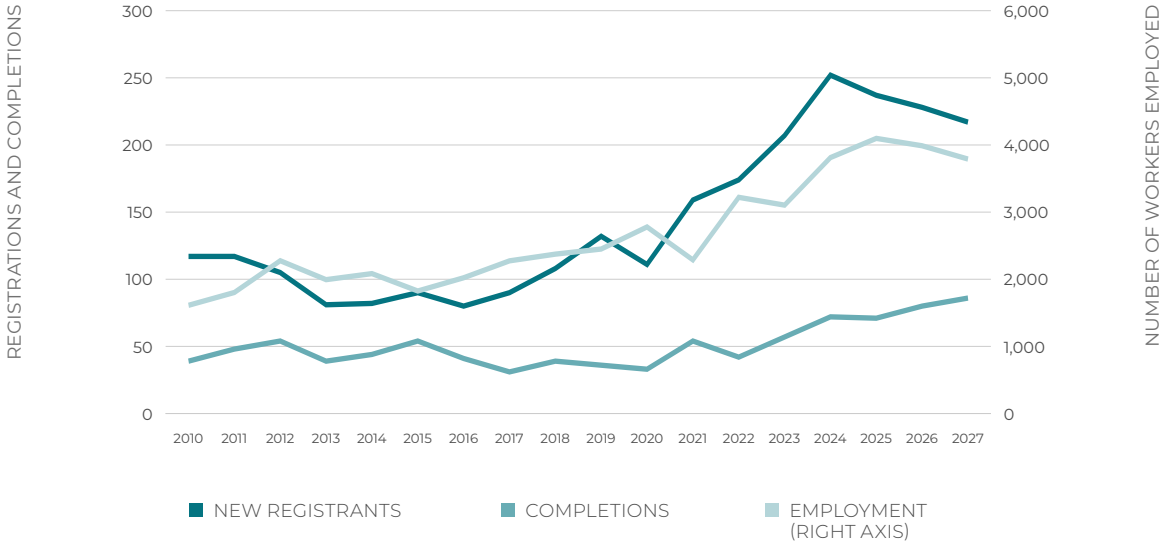
In 2024, new registrations rose to a record level, driven by increased intakes in the carpenter, construction electrician, and refrigeration and air-conditioning mechanic programs. New apprenticeship registrations are expected to remain above historical averages, supported by the federal government’s recently announced investment to recruit and train skilled trades workers under the Team Canada Strong initiative. In addition to supporting increased intake, the funding places a strong emphasis on improving completion outcomes through enhanced incentives and employer supports.⁹

Completions reached a record level in 2024, and are expected to continue to rise over the coming years in line with the growing number of new registrations. See [Figure 16](#).

9 [Prime Minister Carney announces Team Canada Strong – a nationwide plan to recruit up to 100,000 skilled trades workers](#)

FIGURE 16

NEW APPRENTICESHIP REGISTRATIONS, COMPLETIONS,
AND TRADE EMPLOYMENT **PRINCE EDWARD ISLAND**



SOURCE: BuildForce Canada

Table 9 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. Based on the current pace of new registrations, the number of newly certified journeypersons is projected to keep pace with demand requirements over the outlook period. However, any significant increase in construction activity or decline in the program completion rate may lead to increased recruitment challenges for select trades.

TABLE 9

ESTIMATED CONSTRUCTION CERTIFICATION DEMAND
AND PROJECTED TARGET OF NEW ENTRANTS BY TRADE
PRINCE EDWARD ISLAND*

TRADE	TOTAL CERTIFICATION DEMAND CONSTRUCTION	TARGET NEW REGISTRANTS CONSTRUCTION	APPRENTICE CERTIFICATION SUPPLY RISK ALL INDUSTRIES
CARPENTER	88	268	
CONSTRUCTION ELECTRICIAN	87	360	
INDUSTRIAL ELECTRICIAN	20	59	
PLUMBER	48	218	
REFRIGERATION AND AIR CONDITIONING MECHANIC	25	70	

-  CERTIFICATIONS REQUIRED EXCEED PROJECTED COMPLETIONS
-  CERTIFICATIONS REQUIRED IN LINE WITH PROJECTED COMPLETIONS
-  PROJECTED COMPLETIONS EXCEED CERTIFICATIONS REQUIRED

* This analysis does not account for existing labour market imbalances at the 2025 starting point.

SOURCE: BuildForce Canada



UNDER-REPRESENTED GROUPS OF WORKERS

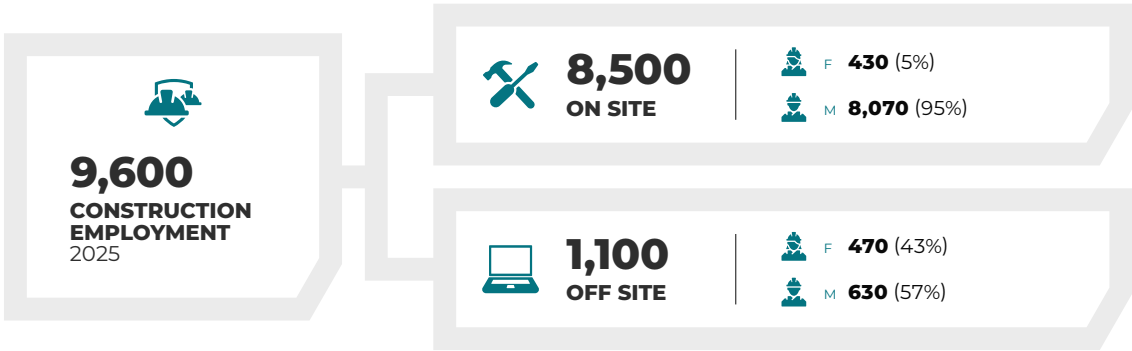
Canada’s labour force is being reshaped by long-term demographic trends, including declining fertility rates and smaller family sizes over the past several decades. As a result, the pool of younger workers entering the workforce has been shrinking. This pressure will increase as the baby boomer generation continues to retire, intensifying competition for new talent. To respond to these challenges, the construction industry must broaden its recruitment efforts. Strengthening the workforce will require greater engagement with traditionally under-represented groups, including women, Indigenous Peoples, and newcomers to Canada.

WOMEN

In 2025, there were approximately 900 women employed in Prince Edward Island’s construction industry, of which 48% worked on site, directly on construction projects, while the remaining 52% worked off site, primarily in administrative and management-related occupations. Of the 8,500 tradespeople employed in the industry, women made up 5% (see [Figure 17](#)).

FIGURE 17

DETAILED CONSTRUCTION EMPLOYMENT BY GENDER PRINCE EDWARD ISLAND

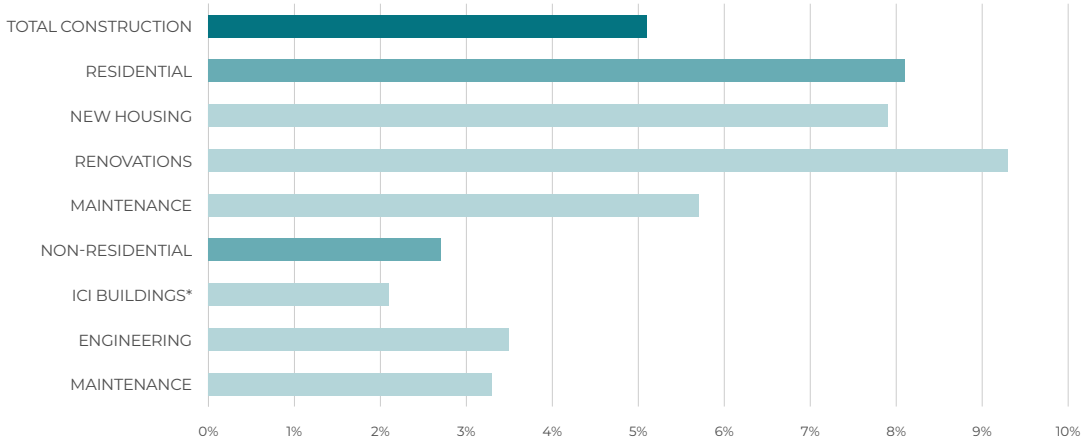


SOURCE: BuildForce Canada calculations based on Statistics Canada’s Labour Force Survey and 2021 Census of the Population

The estimated 430 on-site tradeswomen in Prince Edward Island are represented across all sectors of construction, with a higher share working in residential (8.1%) than non-residential (2.7%) construction. Across sectors, residential renovations have the highest representation of women, accounting for 9.3% of the workforce (see [Figure 18](#)). The top five trades and occupations in which women tend to be employed are carpenters (39% of all tradeswomen), trades helpers and labourers (35%), contractors and supervisors (12%), painters and decorators (8%), and home and building renovation managers (5%).

FIGURE 18

WOMEN'S SHARE OF TOTAL DIRECT TRADES AND OCCUPATIONS (ON SITE) **PRINCE EDWARD ISLAND**



* industrial, commercial, institutional

SOURCE: BuildForce Canada calculations based on Statistics Canada's Labour Force Survey and 2021 Census of the Population

INDIGENOUS PEOPLES

The Indigenous population is the fastest growing population in Canada and therefore presents recruitment opportunities for Prince Edward Island’s construction industry. In 2021, Indigenous Peoples accounted for almost 3% of the province’s construction labour force, which is more than double the share observed in 2016.¹⁰ This share is higher than the share of Indigenous Peoples represented in the overall labour force (see Table 10).¹¹ As the Indigenous population continues to expand, recruitment and retention efforts will need to be dedicated to increasing the industry’s share of the population into the labour force.

10 For small provinces, Census data is the most reliable source for labour market information on Indigenous Peoples.

11 According to the Labour Force Survey, in 2025, Indigenous Peoples comprised 1.4% of the provincial labour force. Data for the construction workforce are not available due to suppression.

TABLE 10

REPRESENTATION OF INDIGENOUS POPULATION IN PROVINCIAL CONSTRUCTION WORKFORCE PRINCE EDWARD ISLAND

INDUSTRY	INDIGENOUS	NON-INDIGENOUS	TOTAL	INDIGENOUS SHARE OF TOTAL WORKFORCE, %
CONSTRUCTION				
2016	60	5,385	5,445	1.1%
2021	175	6,525	6,690	2.6%
ALL INDUSTRIES				
2016	1,340	75,310	76,650	1.7%
2021	1,680	80,270	81,945	2.1%

SOURCE: BuildForce Canada calculations based on Statistics Canada's 2021 and 2016 Census of the Population

NEWCOMERS

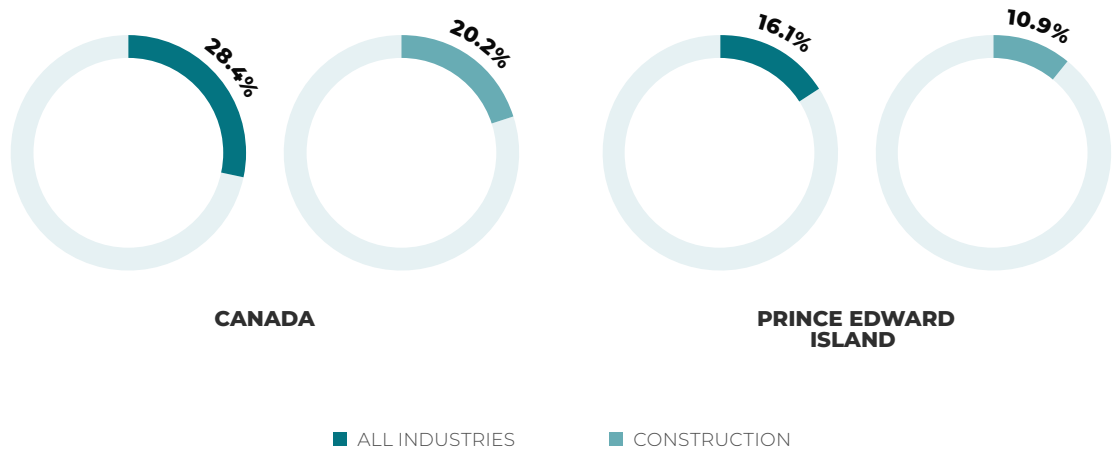
Prince Edward Island’s construction industry may also leverage newcomers (new immigrants) to Canada over the outlook period to meet labour requirements. Due to the declining natural rate of population growth, immigrants are the primary source of labour force growth in the province.

Immigrants have been playing an increasingly important role in replenishing the workforce, with the share of immigrants in the workforce more than doubling in the past decade, increasing from 5.4% in 2016 to 16.1% in 2025. While the province has been successful in attracting and integrating immigrants into the labour force, the province’s share of immigrants is notably below the share in Canada overall (see [Figure 19](#)). The construction labour force share of immigrants was just 10.9% in 2025, compared to 16.1% across all industries.

Based on historical settlement patterns (and factoring in revised immigration targets), Prince Edward Island is expected to welcome more than 28,400 new immigrants between 2026 and 2035. As these individuals will make up an increasing share of the province’s core working-age population, additional recruitment efforts will be required to ensure the construction industry recruits its share of newcomers into the labour force.

FIGURE 19

SHARE (%) OF NEWCOMERS IN THE CONSTRUCTION LABOUR FORCE (2025) **PRINCE EDWARD ISLAND**



SOURCE: Statistics Canada. Table 14-10-0083-01 Labour force characteristics by immigrant status, annual



PROVINCIAL INSIGHTS

NOVA SCOTIA



ECONOMIC OUTLOOK

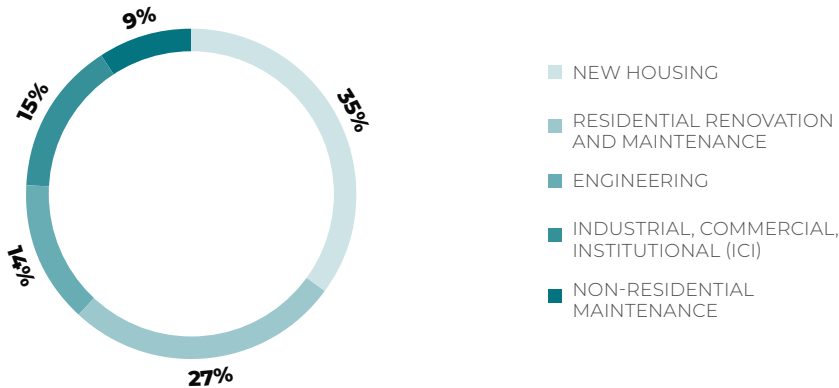
In Nova Scotia, GDP growth rates are expected to average between 1.5% and 2% over the next few years. Output is being supported by increasing public sector investment in the form of major healthcare and education projects provincially and increased investments by the Department of National Defence federally.

Business investment, meanwhile, is expected to be elevated in 2026 driven by ongoing wind-power investments, but may experience some weakness in later years, particularly as changes to the federal immigration policy reduce international migration, slow population growth, and soften domestic demand.

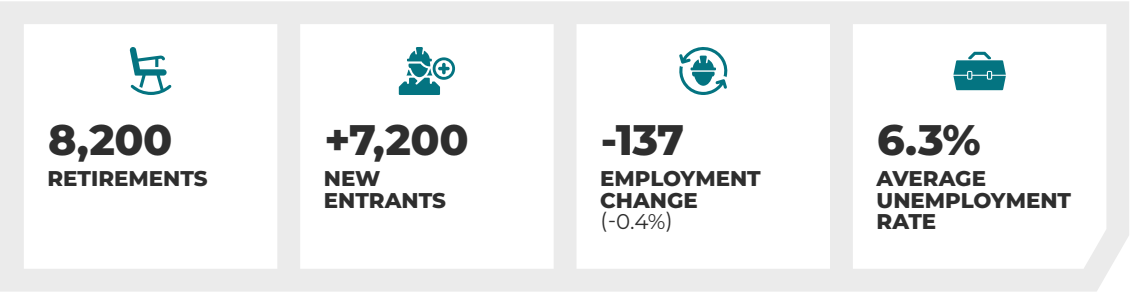
Slowing population growth in the province could also moderate activity in the residential construction sector. After reaching record levels in 2025, housing starts are expected to recede from an historic peak over the first half of the forecast period, weighing on domestic GDP growth into the late 2020s. Later years see some of this down cycle offset by growing business investment.

Overall GDP growth in the province is expected to soften through the medium term, and average approximately 1.5% annually between 2029 and 2031. The longer-term outlook sees a new positive cycle emerge as the residential sector returns to growth.

DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN 2025 NOVA SCOTIA



10-YEAR WORKFORCE OUTLOOK FOR NOVA SCOTIA





NON-RESIDENTIAL CONSTRUCTION INVESTMENT

Non-residential construction investment levels in Nova Scotia have been increasing steadily since 2023, driven by growth in both engineering construction and in the construction of industrial, commercial, and institutional (ICI) buildings. Both are expected to continue to grow into 2029, after which investment in engineering construction is projected to generally trend upward driven primarily by renewable energy projects, while investment in ICI buildings construction recedes with the conclusion of activity on several major healthcare and education projects.

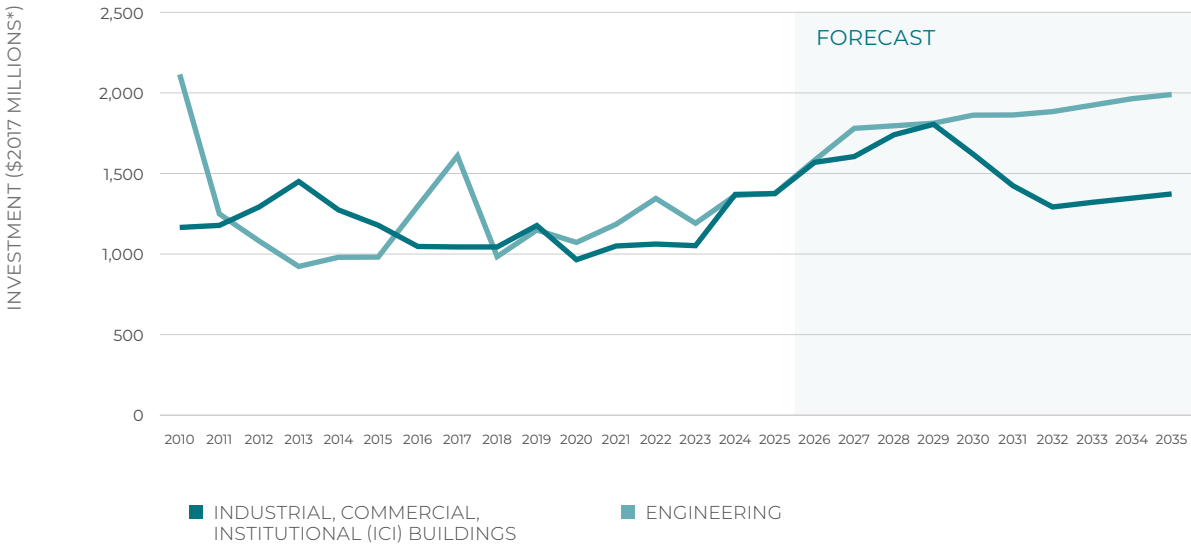
Engineering construction investment is influenced by activity in the mining, utilities, transportation and warehousing sectors as well as public investments in roads, highways, and bridges. The engineering expenditure outlook has risen since 2018

with a continual increase in investments in road, highways, and bridges infrastructure activity. Levels are expected to remain elevated into 2028, declining thereafter as several tracked major highway projects conclude. Expenditures in heavy industrial engineering are closely tied to the mining and utilities sectors in Nova Scotia. Several key projects, including various wind farms, Wasoqonatl Transmission Line, wastewater plants, the Boat Harbour Remediation, and the Goldboro Gold Mine are expected to elevate levels further into 2027. Investment levels recede in 2028 as many of these projects conclude. It trends up across the remainder of the period driven by ongoing renewable energy projects.

Investment in ICI buildings construction is driven principally by strong demand for institutional and government buildings. Such projects as the QEII Halifax Infirmary Site, the Cape Breton Regional Hospital Development and other healthcare facilities across the region are expected to bring investment levels to a peak in 2029, after which activity is expected to slow as currently tracked projects wind down. Activity in the industrial and commercial building sectors is expected to see steadier growth across the forecast period. The former will benefit moderately from activity on the Goldboro gold mine, while the latter is expected to benefit in later years from renewed population growth. (See [Figure 20](#).)

FIGURE 20

NON-RESIDENTIAL CONSTRUCTION INVESTMENT **NOVA SCOTIA**



* \$2017 millions indicates that the investment values are in year 2017 dollars (base year), that is, adjusted for inflation. This is used to calculate the real physical year-to-year change of the value of construction, factoring out growth (increase in value) due to increases in prices.

SOURCE: Statistics Canada, BuildForce Canada (2026–2035)

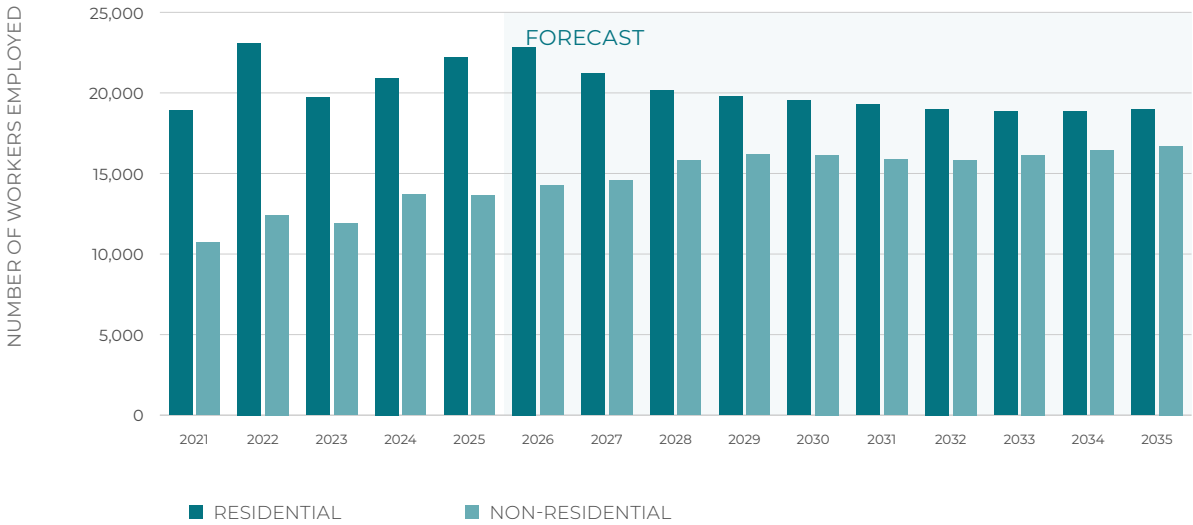


NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT

Non-residential construction employment in Nova Scotia experienced a significant increase in 2024, given the volume of projects underway in the ICI buildings sector in particular. Employment is expected to continue to increase across the early and middle years of the forecast period, given the planned start of, and ongoing work on, a multitude of projects across the engineering and ICI building sectors. After 2029, levels are expected to remain elevated to the end of the forecast period.

Overall non-residential construction employment is expected to rise by almost 3,100 workers, or 23% above 2025 levels by 2035. Within that, employment relating to the construction of ICI buildings is expected to rise by 8% compared to 2025 levels. Employment relating to engineering construction is projected to grow by 37% over the same period, while employment relating to non-residential maintenance rises steadily across the forecast period and is expected to add 800 workers by 2035.

CONSTRUCTION EMPLOYMENT GROWTH OUTLOOK **NOVA SCOTIA**



SOURCE: Statistics Canada, BuildForce Canada (2026–2035)

Table 11 summarizes the estimated percent change in non-residential employment by sector across three periods: the short term (2026–2028), the medium term (2029–2031), and the long term (2032–2035).

TABLE 11
CHANGES IN NON-RESIDENTIAL EMPLOYMENT
BY SECTOR **NOVA SCOTIA**

SECTOR	% CHANGE 2026–2028	% CHANGE 2029–2031	% CHANGE 2032–2035
NON-RESIDENTIAL	16%	0%	5%
INDUSTRIAL BUILDINGS	-8%	5%	9%
COMMERCIAL AND INSTITUTIONAL BUILDINGS	20%	-9%	0%
HEAVY INDUSTRIAL	30%	2%	11%
OTHER ENGINEERING	114%	14%	8%
ROADS, HIGHWAYS AND BRIDGES	-1%	-6%	-3%
NON-RESIDENTIAL MAINTENANCE	1%	10%	11%

SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



RANKINGS, RISKS, AND MOBILITY: TRADES AND OCCUPATIONS

The BuildForce LMI system tracks supply and accounts for the change in the available labour force, including retirements, new entrants¹², and net mobility¹³. Based on currently known demands, industry recruitment and retirement estimates, the following ranks apply to the 23 covered trades in the province.

As both ICI buildings and engineering construction activity increases over the next few years, labour market conditions are expected to remain tight for several trades and occupations. As currently tracked major projects wind down, in particular several major healthcare projects, conditions are generally balanced by 2030 and across the remainder of the forecast period. See [Table 12](#).

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

13 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.

Note that the data presented in this outlook scenario is based on current known project approvals and schedules. Several proposed projects, including hydrogen and offshore wind developments and transmission projects, that are awaiting positive final investment decisions are not factored into this analysis. Positive final investment decisions for these projects can significantly impact long-term employment trends, and would add to the industry's need to attract, train and retain new workers.

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. Establish patterns of recruiting and mobility are sufficient to meet job requirements.

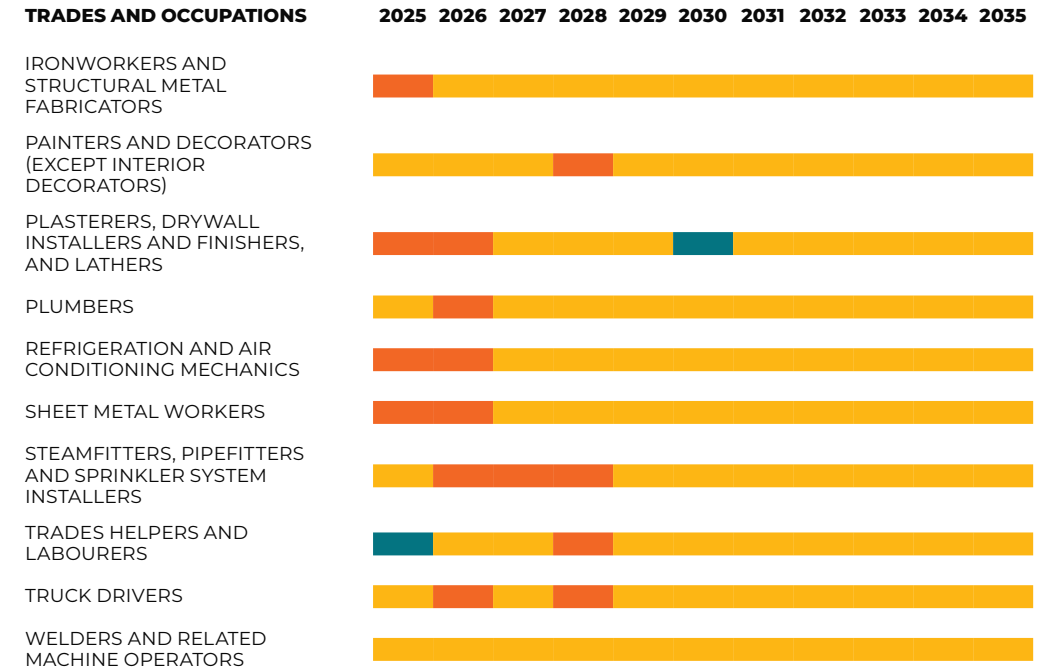
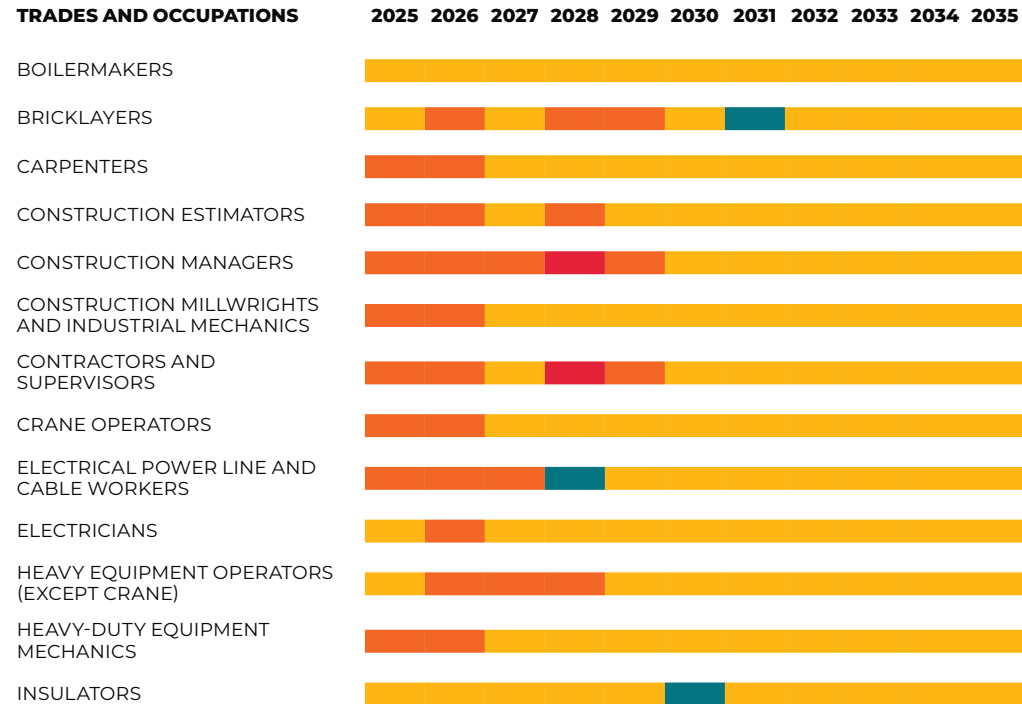
4

Workers meeting 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 12

NON-RESIDENTIAL MARKET RANKINGS **NOVA SCOTIA**

SOURCE: BuildForce Canada



BUILDING A SUSTAINABLE LABOUR FORCE

THE AVAILABLE NON-RESIDENTIAL LABOUR FORCE

Non-residential construction activity in Nova Scotia across the 2026 to 2035 forecast period is such that the industry may need to recruit as many as 3,600 new workers to keep pace with demand growth. Adding to this hiring requirement is the projected retirement of 3,100 workers, or 22% of the 2025 non-residential labour force.

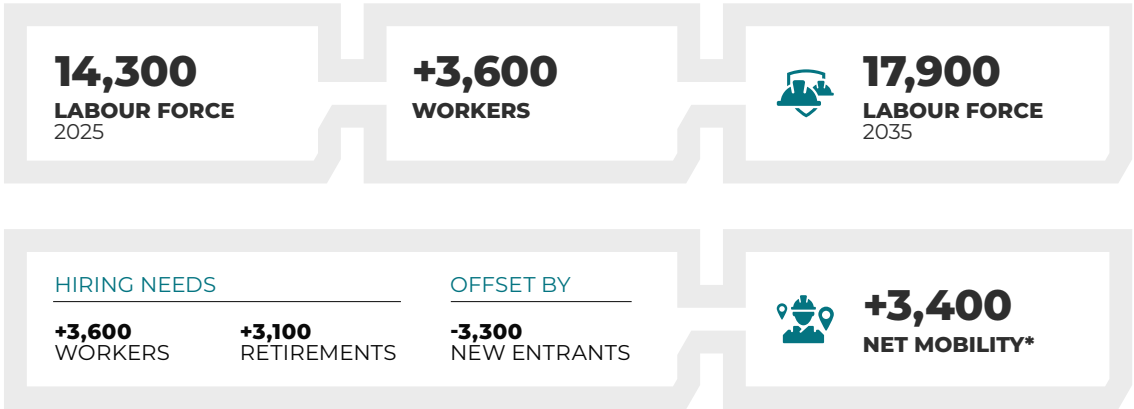
Helping to offset this projected hiring gap of 6,700 workers is the expected recruitment of 3,300 new entrants under the age of 30 from the local population. These trends combine to create a projected hiring gap of 3,400 workers that will need to be recruited from outside the local construction labour force.

Keeping pace with recruitment and training will require a combination of strategies, including maintaining local recruitment and training efforts, particularly from groups traditionally under-represented in the construction labour force, the hiring of workers from other industries with the required skill sets, and the recruitment of immigrants to Canada with skilled trades training and/or construction experience.

Figure 21 provides a summary of the estimated changes in the non-residential construction labour force across the forecast period.

FIGURE 21

CHANGES IN THE NON-RESIDENTIAL LABOUR FORCE **NOVA SCOTIA**



* 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



LABOUR FORCE RECRUITMENT

APPRENTICESHIP

The construction industry is dependent on a variety of skilled trades, some voluntary and some compulsory, as well as several skilled trades that fall outside the traditional apprenticeship development systems of the province. As such, while apprenticeship registrations cannot be viewed as a complete measure of industry recruitment, the metric is a useful barometer of industry success in the recruitment of new entrants.

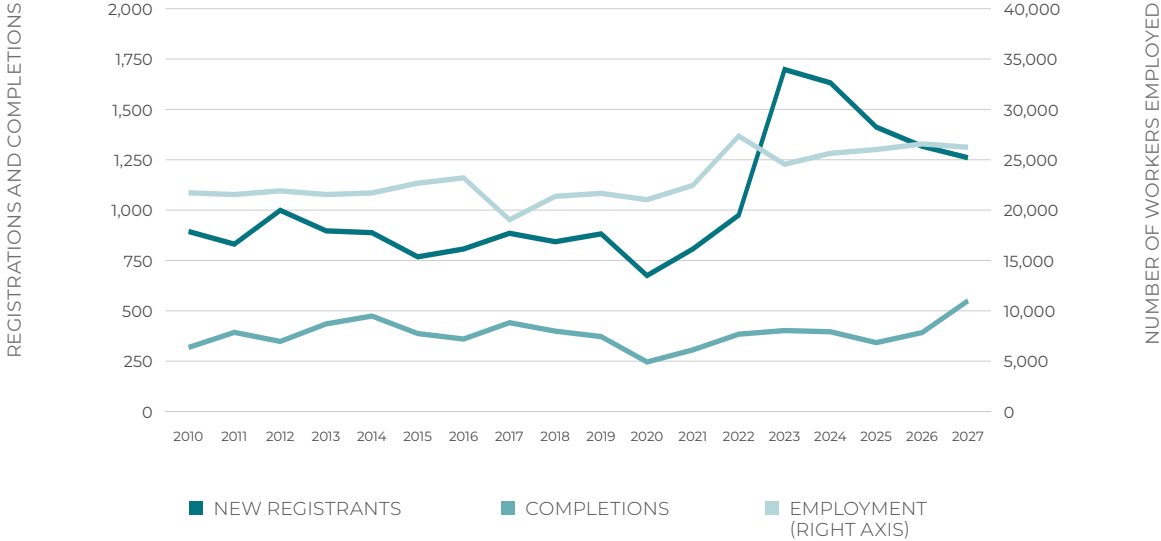
Training programs in Nova Scotia have seen significant expansion in recent years. In 2023, new registrations in the province's largest construction trades reached a record high, increasing by more than 70% from the previous year. While there was a slight softening in 2024, new registrations have outpaced employment growth and remain significantly higher than the average annual intake over the last decade. Despite this moderation, registrations in the four largest trade programs – construction electrician, carpenter, plumber, and refrigeration and air conditioning mechanic – continued to rise to record levels.

New registrations are projected to moderate slightly in the near-term, returning to levels more closely aligned with historical intake relative to industry employment. However, new apprenticeship registrations are expected to remain above historical averages, supported by the federal government's recently announced investment to recruit and train skilled trades workers under the Team Canada Strong initiative. In addition to supporting increased intake, the funding places a strong emphasis on improving completion outcomes through enhanced incentives and employer supports.¹⁴

Completions increased in 2023, although at a much slower pace (+5%). The influx of apprentices in 2023 will lead to a significant rise in certified workers over the next four to six years, provided the province has sufficient capacity to train and retain these apprentices. There has been a strong focus on retention of apprentices in the province, which has set a target to increase the retention rate of apprentices from 43% to 60% by 2028. See [Figure 22](#).

¹⁴ Prime Minister Carney announces Team Canada Strong – a nationwide plan to recruit up to 100,000 skilled trades workers

FIGURE 22
NEW APPRENTICESHIP REGISTRATIONS, COMPLETIONS,
AND TRADE EMPLOYMENT **NOVA SCOTIA**



SOURCE: BuildForce Canada

Table 13 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. Based on projected new registrations, several trades are at risk of completions not keeping pace with the number of new journeypersons required over the outlook period. Trades within this group include heavy-duty equipment technician, carpenter, and bricklayer. While several other trades currently appear balanced, even modest economic shifts could lead to supply challenges.

TABLE 13
ESTIMATED CONSTRUCTION CERTIFICATION DEMAND AND PROJECTED TARGET OF NEW ENTRANTS BY TRADE NOVA SCOTIA*

TRADE	TOTAL CERTIFICATION DEMAND CONSTRUCTION	TARGET NEW REGISTRANTS CONSTRUCTION	APPRENTICE CERTIFICATION SUPPLY RISK ALL INDUSTRIES
HEAVY-DUTY EQUIPMENT TECHNICIAN	64	36	■
CARPENTER	693	503	■
BRICKLAYER	86	65	■
WELDER	108	92	■
POWERLINE TECHNICIAN	100	90	■
STEAMFITTER/PIPEFITTER	128	115	■

TRADE	TOTAL CERTIFICATION DEMAND CONSTRUCTION	TARGET NEW REGISTRANTS CONSTRUCTION	APPRENTICE CERTIFICATION SUPPLY RISK ALL INDUSTRIES
INDUSTRIAL MECHANIC (MILLWRIGHT)	29	28	■
SPRINKLER FITTER	32	44	■
CONSTRUCTION ELECTRICIAN	853	1,175	■
INDUSTRIAL ELECTRICIAN	123	183	■
REFRIGERATION AND AIR CONDITIONING MECHANIC	250	465	■
PLUMBER	336	659	■
SHEET METAL WORKER	71	190	■
INSULATOR (HEAT AND FROST)	29	95	■

- CERTIFICATIONS REQUIRED EXCEED PROJECTED COMPLETIONS
- CERTIFICATIONS REQUIRED IN LINE WITH PROJECTED COMPLETIONS
- PROJECTED COMPLETIONS EXCEED CERTIFICATIONS REQUIRED

* This analysis does not account for existing labour market imbalances at the 2025 starting point.
 SOURCE: BuildForce Canada



UNDER-REPRESENTED GROUPS OF WORKERS

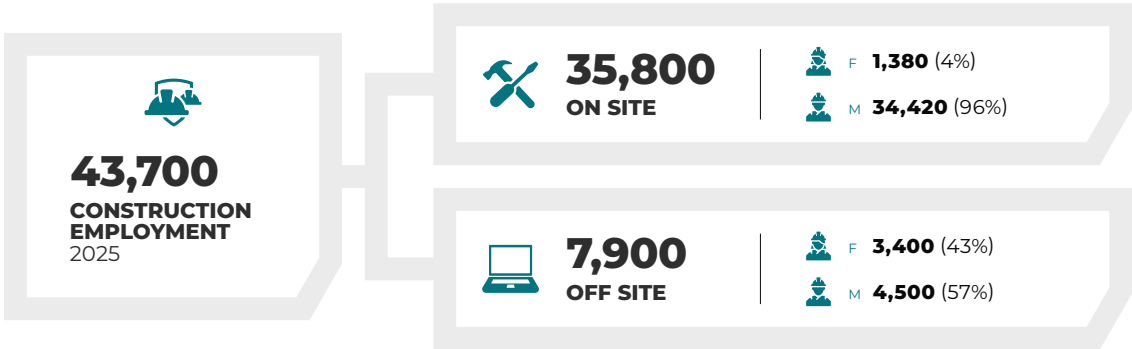
Canada’s labour force is being reshaped by long-term demographic trends, including declining fertility rates and smaller family sizes over the past several decades. As a result, the pool of younger workers entering the workforce has been shrinking. This pressure will increase as the baby boomer generation continues to retire, intensifying competition for new talent. To respond to these challenges, the construction industry must broaden its recruitment efforts. Strengthening the workforce will require greater engagement with traditionally under-represented groups, including women, Indigenous Peoples, and newcomers to Canada.

WOMEN

In 2025, there were approximately 4,780 women employed in Nova Scotia’s construction industry, of which 29% worked on site, directly on construction projects, while the remaining 71% worked off site, primarily in administrative and management-related occupations. Of the 35,800 on-site tradespeople employed in the industry, women made up only 4%. (See [Figure 23](#)).

FIGURE 23

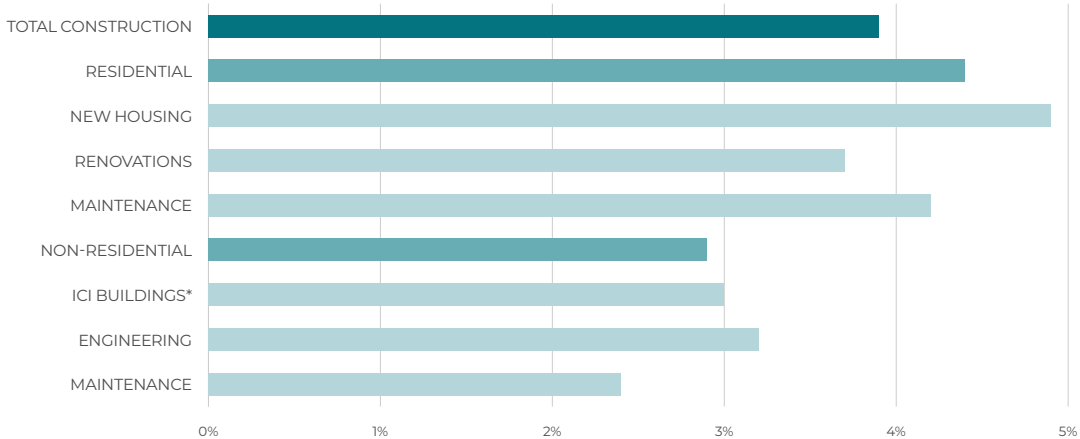
DETAILED CONSTRUCTION EMPLOYMENT BY GENDER **NOVA SCOTIA**



SOURCE: BuildForce Canada calculations based on Statistics Canada’s Labour Force Survey and 2021 Census of the Population

The estimated 1,380 on-site tradeswomen in Nova Scotia are represented across all sectors of construction, but women account for a higher share of total tradespeople in residential construction (4.4%) versus non-residential (2.9%). Across sectors, new housing has the highest representation of women, accounting for 4.9% of the workforce. (See Figure 24.) The top trades and occupations in which women tend to be employed are trade helpers and labourers (25% of all tradeswomen), construction managers (19%), contractors and supervisors (12%), carpenters (10%), construction estimators (6%).

FIGURE 24
WOMEN'S SHARE OF TOTAL DIRECT TRADES AND OCCUPATIONS (ON SITE) NOVA SCOTIA



* industrial, commercial, institutional

SOURCE: BuildForce Canada calculations based on Statistics Canada's Labour Force Survey and 2021 Census of the Population

INDIGENOUS PEOPLES

Indigenous Peoples are an important part of Nova Scotia’s workforce and construction labour supply. In 2025, Indigenous Peoples made up 4.2% of the provincial workforce and 4.2% of the construction workforce. Compared with 2016, Indigenous representation edged down slightly from 4.4% (all industries) and 4.5% (construction), suggesting a broadly stable, but not increasing, share over the period. (See [Table 14](#)).

TABLE 14
REPRESENTATION OF INDIGENOUS POPULATION
IN PROVINCIAL CONSTRUCTION WORKFORCE **NOVA SCOTIA**

INDUSTRY	INDIGENOUS	NON-INDIGENOUS	TOTAL	INDIGENOUS SHARE OF TOTAL WORKFORCE, %
CONSTRUCTION				
2016	1,800	37,800	39,600	4.6%
2025	1,900	43,300	45,300	4.2%
ALL INDUSTRIES				
2016	21,100	461,000	482,100	4.4%
2025	23,400	536,000	559,400	4.2%

SOURCE: Statistics Canada, Labour Force Survey, Custom Data Request 2025

NEWCOMERS

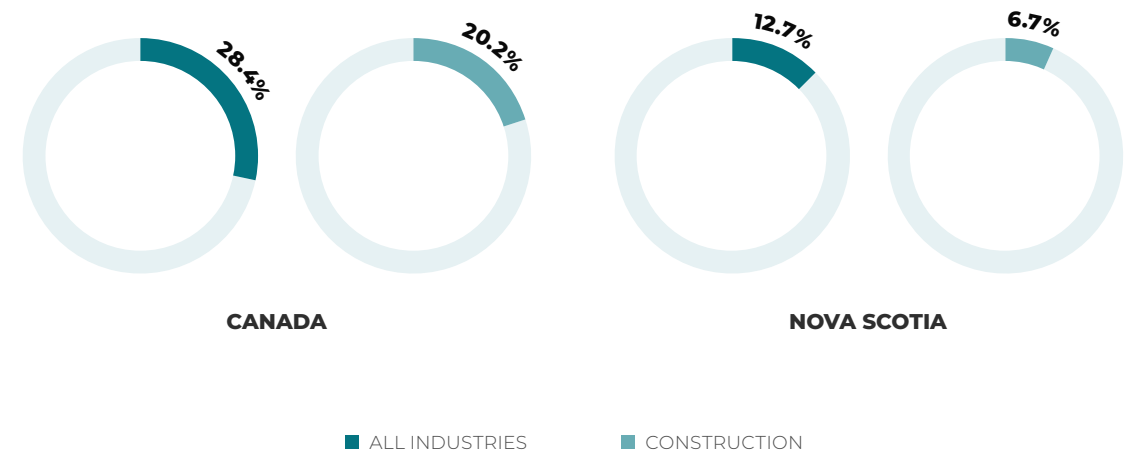
Nova Scotia's construction industry must also leverage newcomers (new immigrants) to Canada to meet labour requirements. Due to the declining natural rate of population growth, immigrants are the primary source of labour force growth in the province.

In 2025, immigrants represented 12.7% of the province's workforce, well below the national average, despite strong growth since 2016. In construction, immigrants made up 6.7%, also well below the national construction share (20.2%), indicating continued under-representation in the sector. (See [Figure 25](#).)

Based on historical settlement trends (and factoring in revised immigration targets), the province is expected to welcome more than 87,500 new immigrants between 2026 and 2035. As these individuals will make up an increasing share of the province's core working-age population, additional recruitment efforts will be required to ensure the construction industry continues to recruit its share of newcomers into the labour force.

FIGURE 25

SHARE (%) OF NEWCOMERS IN THE CONSTRUCTION LABOUR FORCE (2025) **NOVA SCOTIA**



SOURCE: Statistics Canada. Table 14-10-0083-01 Labour force characteristics by immigrant status, annual



PROVINCIAL INSIGHTS

NEW BRUNSWICK

ECONOMIC OUTLOOK

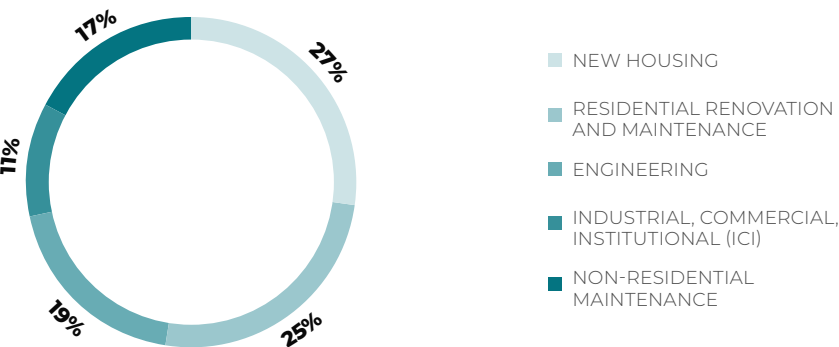
New Brunswick’s economic growth was significantly affected by the tariff dispute between Canada and the United States in 2025. The province is a net exporter of softwood lumber, with the United States accounting for approximately 90% of its export market. Tariffs and countervailing duties on these goods caused a notable contraction in exports in 2025, and present a further risk to economic growth in 2026.

Slowing population growth is expected to have mixed effects on the economy in the near future. While it is expected to weaken domestic demand and depress residential construction activity, the resulting labour force contractions are expected to elevate wages and incomes, and should position consumer spending as a leading contributor to growth. Also sustaining growth across the forecast period is a record capital budget presented by the provincial government, which will see a significant rise in investments in new schools, social housing developments, and infrastructure.

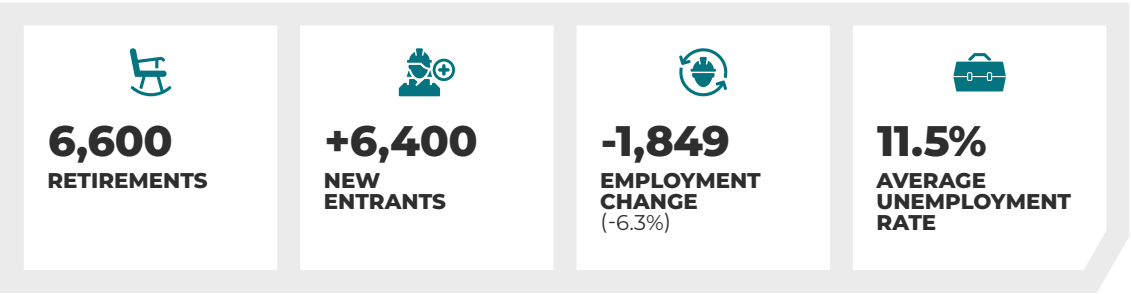
Meanwhile, business investment is projected to continue to grow, despite uncertainties created by tariffs. Industrial investments are being supported by large investments in wood products, while NB Power’s capital plan is set to rise sharply, and the commercial sector is responding to several years of rapid population growth.

Overall, GDP growth is expected to average 1.2% annually across the forecast period.

DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN 2025 **NEW BRUNSWICK**



10-YEAR WORKFORCE OUTLOOK FOR **NEW BRUNSWICK**





NON-RESIDENTIAL CONSTRUCTION INVESTMENT

Non-residential construction investment levels in New Brunswick enter the forecast period on an upward trend that is driven by growth in demand for both engineering construction and the construction of industrial, commercial, and institutional (ICI) buildings. The longer-run outlook calls for investment levels to rise to a peak in 2027 with the expected start of core construction on the NB Power Mactaquac Hydro Dam Refurbishment project, and remain elevated across the scenario period.

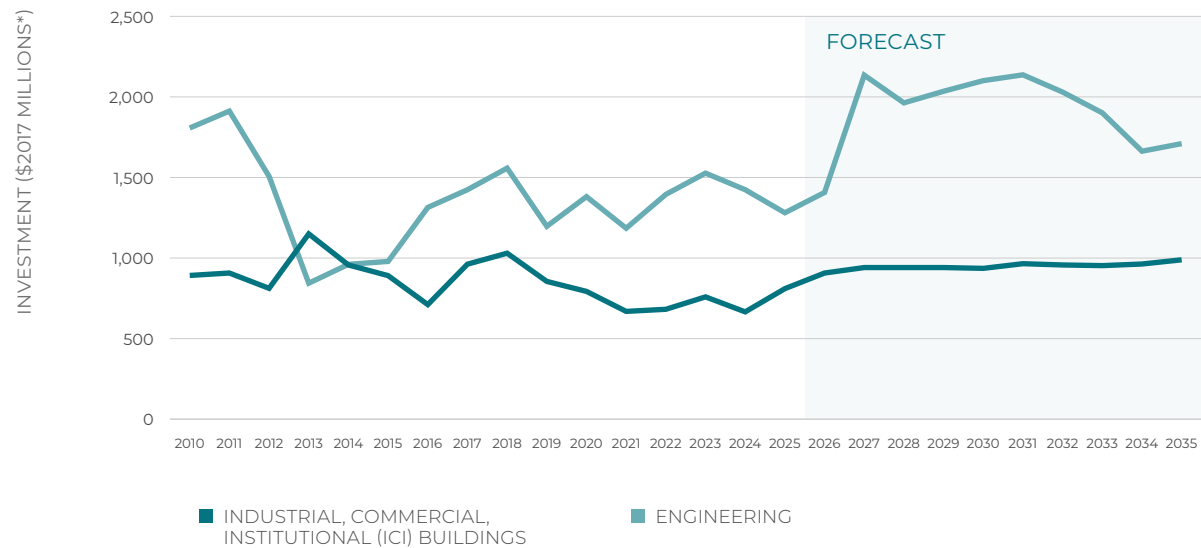
Investment in the construction of ICI buildings over the forecast period is expected to trend upward modestly. All three sub-components are expected to report growth across the decade, with significant levels of investment recorded in the construction of government and institutional buildings.

A strong capital-investment plan proposed by the province will see the development of a variety of healthcare, educational and public administrative buildings, including a new RCMP detachment in Salisbury, work on the Fredericton Courthouse, and a new Correctional Centre in Minto. Investment in the construction of commercial buildings will be led initially by work on several projects, such as the Atlantic Science Enterprise Centre, the Fredericton Performing Arts Centre, and the New Brunswick Museum expansion. Later years see increases more closely linked to population growth. Finally, investment in industrial buildings is projected to rise to a forecast peak in 2027 in support of such key projects as investments by NB Power and the Irving Pulp & Paper NextGen Project.

Investment in engineering construction is expected to be driven over much of the forecast period by work in the utilities sector, including NB Power’s capital plan, and core construction on the Mactaquac Hydro Dam Refurbishment. Growth in other engineering and in the construction of roads, highways, and bridges is expected to increase modestly across the forecast period. See [Figure 26](#).

FIGURE 26

NON-RESIDENTIAL CONSTRUCTION INVESTMENT **NEW BRUNSWICK**



* \$2017 millions indicates that the investment values are in year 2017 dollars (base year), that is, adjusted for inflation. This is used to calculate the real physical year-to-year change of the value of construction, factoring out growth (increase in value) due to increases in prices.

SOURCE: Statistics Canada, BuildForce Canada (2026–2035)

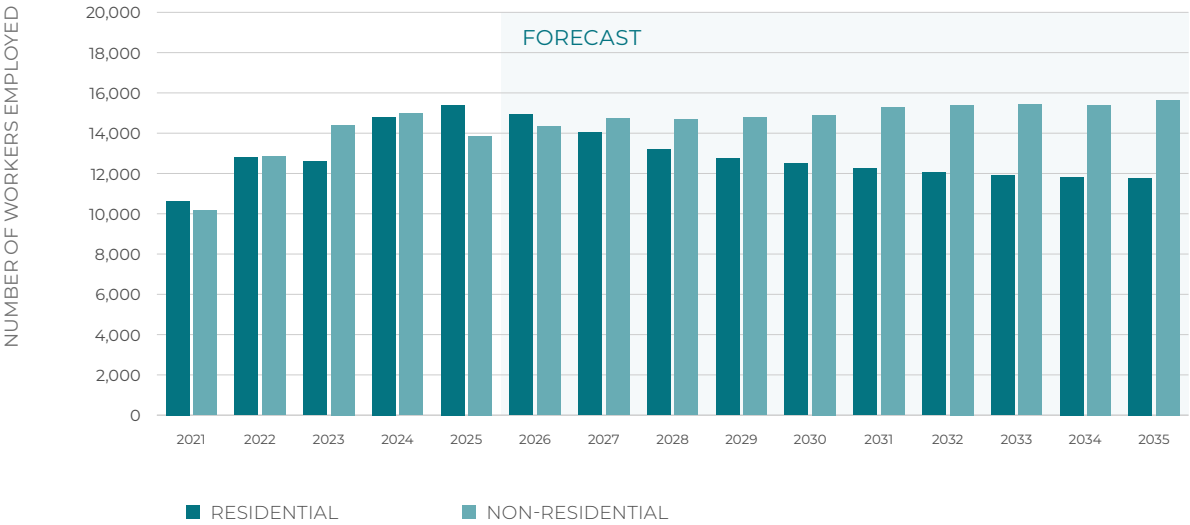


NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT

Non-residential construction employment has been driven in recent years by growth in demand for ICI buildings – specifically healthcare and education-sector projects – and infrastructure construction. Between 2021 and 2024, employment in the provincial non-residential construction sector has increased by 48%.

The outlook calls for non-residential employment to generally rise to the end of the decade, as strong levels of demand for engineering construction add to growth in demand for the construction of ICI buildings. Non-residential maintenance requirements are expected to remain stable across the forecast period.

CONSTRUCTION EMPLOYMENT GROWTH OUTLOOK **NEW BRUNSWICK**



SOURCE: Statistics Canada, BuildForce Canada (2026–2035)

By 2035, non-residential employment is expected to increase by 13% compared to 2025 levels. Employment relating to the construction of ICI buildings is projected to rise by 26%. Employment relating to engineering construction is expected to increase by 18%, while non-residential maintenance employment is expected to remain relatively unchanged.

Table 15 summarizes the estimated percent change in non-residential employment by sector across three periods: the short term (2026–2028), the medium term (2029–2031), and the long term (2032–2035).

TABLE 15
CHANGES IN NON-RESIDENTIAL EMPLOYMENT
BY SECTOR **NEW BRUNSWICK**

SECTOR	% CHANGE 2026–2028	% CHANGE 2029–2031	% CHANGE 2032–2035
NON-RESIDENTIAL	6%	4%	2%
INDUSTRIAL BUILDINGS	20%	-1%	3%
COMMERCIAL AND INSTITUTIONAL BUILDINGS	16%	4%	5%
HEAVY INDUSTRIAL	1%	6%	-2%
OTHER ENGINEERING	14%	5%	1%
ROADS, HIGHWAYS AND BRIDGES	26%	4%	2%
NON-RESIDENTIAL MAINTENANCE	-8%	3%	4%

SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



RANKINGS, RISKS, AND MOBILITY: TRADES AND OCCUPATIONS

The BuildForce LMI system tracks supply and accounts for the change in the available labour force, including retirements, new entrants¹⁵, and net mobility¹⁶. Based on currently known demands, industry recruitment and retirement estimates, the following ranks apply to the 25 covered trades in the province. See [Table 16](#).

Market conditions are expected to tighten for some trades and occupations in 2026 and 2027 driven by several institutional projects and the start of the Mactaquac Hydro Dam Refurbishment.

Of note, scheduled industrial turnaround and shutdown maintenance events may generate increased market challenges for some trades and occupations, driven by distinct seasonal peak demands within a year for periods of weeks or months.

¹⁵ New entrants are measured by applying the traditional proportion of the provincial labour force that enters the construction industry. The projected estimate across the forecast period assumes that the construction industry can recruit this group in competition with other industries.

¹⁶ 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.

Note that the data in this outlook scenario is based on current known project approvals and schedules. Several proposed projects, including small modular reactors, mining, renewable energy, and transmission projects, that are awaiting positive final investment decisions are not factored into this analysis. Positive final investment decisions for these projects can significantly impact long-term employment trends, and would add to the industry's need to attract, train and retain new workers.

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. Establish patterns of recruiting and mobility are sufficient to meet job requirements.

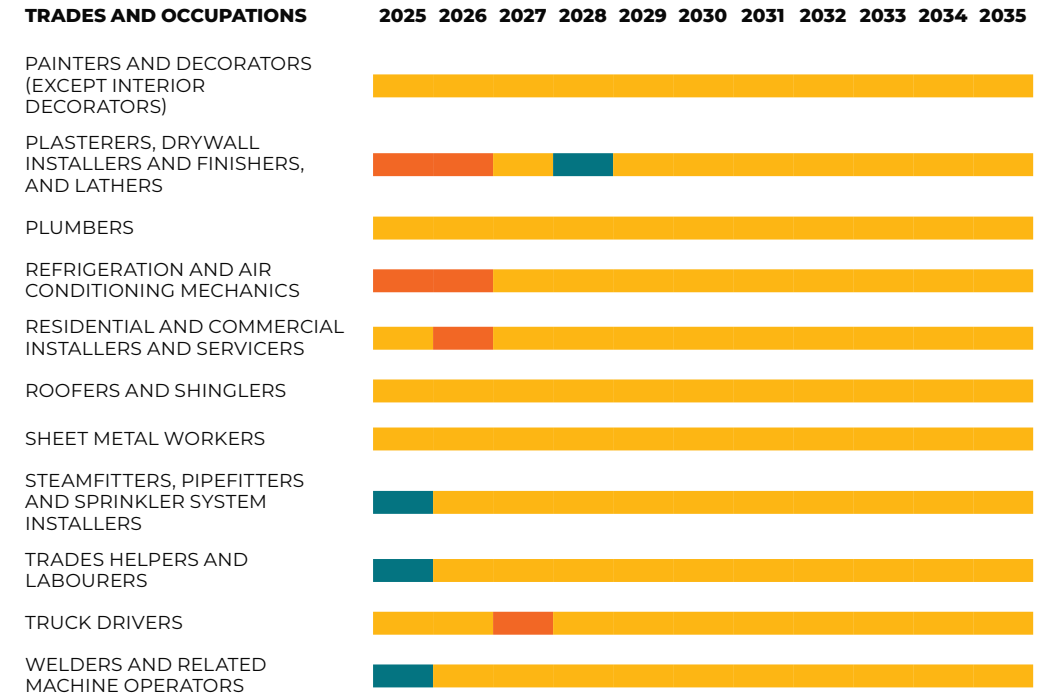
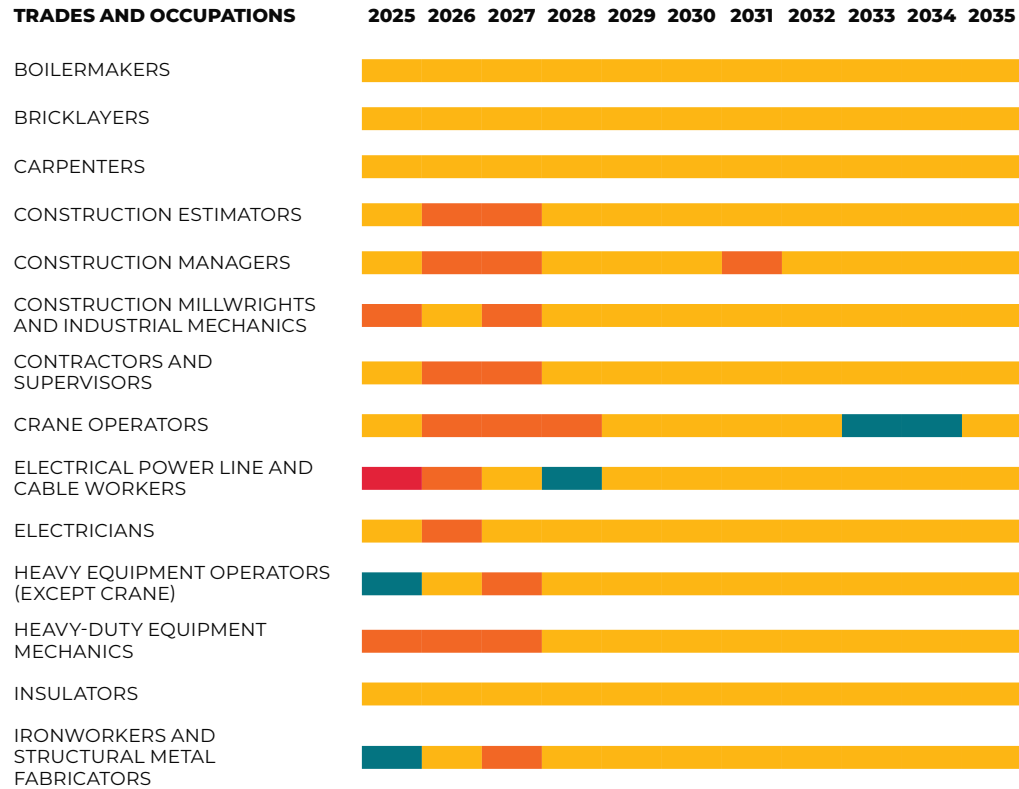
4

Workers meeting 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 16

NON-RESIDENTIAL MARKET RANKINGS **NEW BRUNSWICK**

SOURCE: BuildForce Canada



BUILDING A SUSTAINABLE LABOUR FORCE

THE AVAILABLE NON-RESIDENTIAL LABOUR FORCE

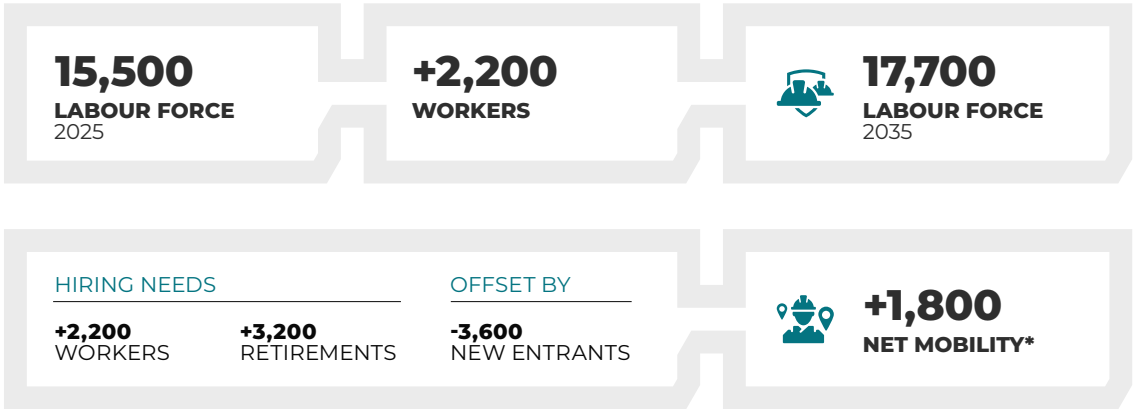
The outlook for non-residential construction activity in New Brunswick for the period of 2026 to 2035 is such that the labour force may need to grow by as many as 2,200 workers to keep up with demand pressures. When added to the expected retirement of as many as 3,200 workers, or approximately 21% of the 2025 labour force, the industry could face a total hiring gap of up to 5,400 workers.

Helping to close this gap is the projected recruitment of 3,600 new entrants under the age of 30 from the local population. These trends could leave the industry with a gap of 1,800 workers that will need to be recruited from outside the local construction labour force.

Keeping pace with recruitment and training will require a combination of strategies, including maintaining local recruitment and training efforts, particularly from groups traditionally under-represented in the construction labour force, the hiring of workers from other industries with the required skill sets, and the recruitment of immigrants to Canada with skilled trades training and/or construction experience.

Figure 27 provides a summary of the estimated changes in the non-residential construction labour force across the forecast period.

FIGURE 27
CHANGES IN THE NON-RESIDENTIAL LABOUR FORCE **NEW BRUNSWICK**



* 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



LABOUR FORCE RECRUITMENT

APPRENTICESHIP

The construction industry is dependent on a variety of skilled trades, some voluntary and some compulsory, as well as several skilled trades that fall outside the traditional apprenticeship development systems of the province. As such, while apprenticeship registrations cannot be viewed as a complete measure of industry recruitment, the metric is a useful barometer of industry success in the recruitment of new entrants.

In 2023, registrations in the largest construction trades programs in New Brunswick increased by 17%, reaching a record high of roughly 1,100, driven largely by growth in the carpenter, construction electrician, refrigeration and air conditioning mechanic, and millwright trades. Intake eased slightly in 2024, but remained above 1,000 new registrations.

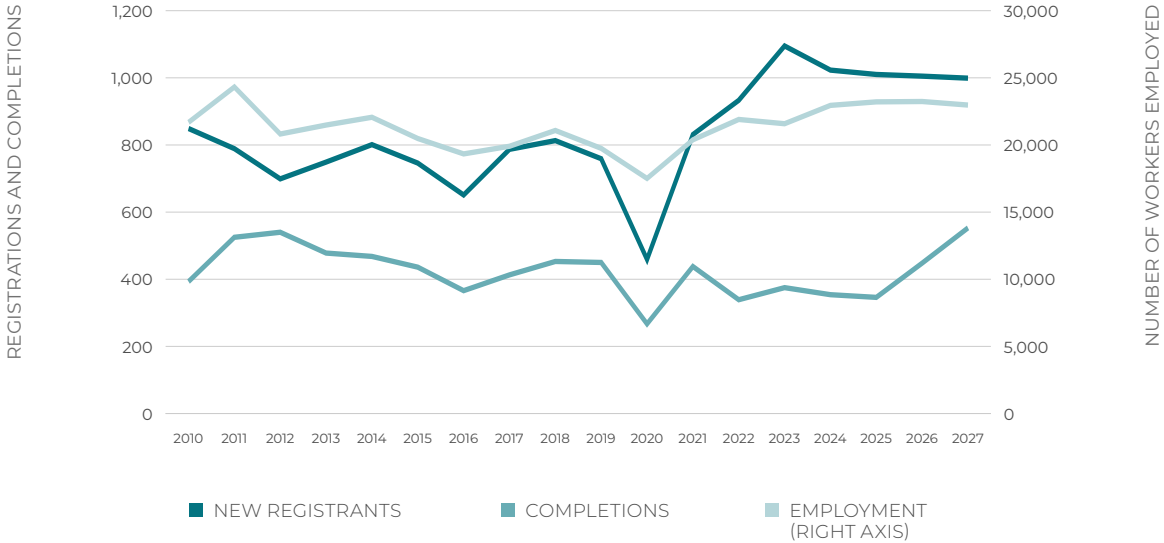
Looking ahead, new apprenticeship registrations are expected to remain above historical norms, supported by the federal government's recently announced investment to recruit and train skilled trades workers under the Team Canada Strong initiative. In addition to supporting increased intake, the funding places a strong emphasis on improving completion outcomes through enhanced incentives and employer supports.¹⁷

Completions remain notably lower than the average observed over the past decade. It will likely take several more years before the renewed influx of new registrations translates to a sustained increase in newly certified journeypersons. See [Figure 28](#).

17 [Prime Minister Carney announces Team Canada Strong – a nationwide plan to recruit up to 100,000 skilled trades workers](#)

FIGURE 28

NEW APPRENTICESHIP REGISTRATIONS, COMPLETIONS,
AND TRADE EMPLOYMENT **NEW BRUNSWICK**



SOURCE: BuildForce Canada

Table 17 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. There is a risk that completions in the boilermaker trade will not keep pace with the number of new journeypersons required over the outlook period. While several other trades currently appear balanced, even modest economic shifts could lead to supply challenges.

TABLE 17
ESTIMATED CONSTRUCTION CERTIFICATION DEMAND
AND PROJECTED TARGET OF NEW ENTRANTS BY TRADE
NEW BRUNSWICK*

TRADE	TOTAL CERTIFICATION DEMAND CONSTRUCTION	TARGET NEW REGISTRANTS CONSTRUCTION	APPRENTICE CERTIFICATION SUPPLY RISK ALL INDUSTRIES
BOILERMAKER	137	103	■
STEAMFITTER/PIPEFITTER	83	77	■
SPRINKLER FITTER	23	25	■
HEAVY-DUTY EQUIPMENT TECHNICIAN	57	72	■
WELDER	72	93	■
HOIST OPERATOR (BOOM TRUCK)	62	82	■

TRADE	TOTAL CERTIFICATION DEMAND CONSTRUCTION	TARGET NEW REGISTRANTS CONSTRUCTION	APPRENTICE CERTIFICATION SUPPLY RISK ALL INDUSTRIES
CARPENTER	386	608	■
INDUSTRIAL MECHANIC (MILLWRIGHT)	54	90	■
SHEET METAL WORKER	65	114	■
CONSTRUCTION ELECTRICIAN	489	1,015	■
INDUSTRIAL ELECTRICIAN	67	204	■
PLUMBER	142	471	■
POWERLINE TECHNICIAN	12	53	■
REFRIGERATION AND AIR CONDITIONING MECHANIC	71	340	■
BRICKLAYER	8	56	■

- CERTIFICATIONS REQUIRED EXCEED PROJECTED COMPLETIONS
- CERTIFICATIONS REQUIRED IN LINE WITH PROJECTED COMPLETIONS
- PROJECTED COMPLETIONS EXCEED CERTIFICATIONS REQUIRED

* This analysis does not account for existing labour market imbalances at the 2025 starting point.
SOURCE: BuildForce Canada



UNDER-REPRESENTED GROUPS OF WORKERS

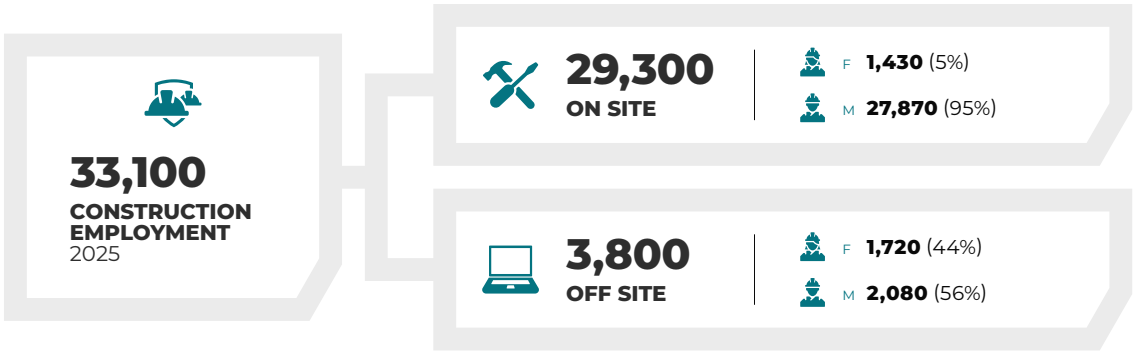
Canada’s labour force is being reshaped by long-term demographic trends, including declining fertility rates and smaller family sizes over the past several decades. As a result, the pool of younger workers entering the workforce has been shrinking. This pressure will increase as the baby boomer generation continues to retire, intensifying competition for new talent. To respond to these challenges, the construction industry must broaden its recruitment efforts. Strengthening the workforce will require greater engagement with traditionally under-represented groups, including women, Indigenous Peoples, and newcomers to Canada.

WOMEN

In 2025, there were approximately 3,150 women employed in New Brunswick’s construction industry, of which 45% worked on site, directly on construction projects, while the remaining 55% worked off site, primarily in administrative and management-related occupations. Of the 29,300 on-site tradespeople employed in the industry, women made up only 5%. (See [Figure 29](#)).

FIGURE 29

DETAILED CONSTRUCTION EMPLOYMENT BY GENDER **NEW BRUNSWICK**

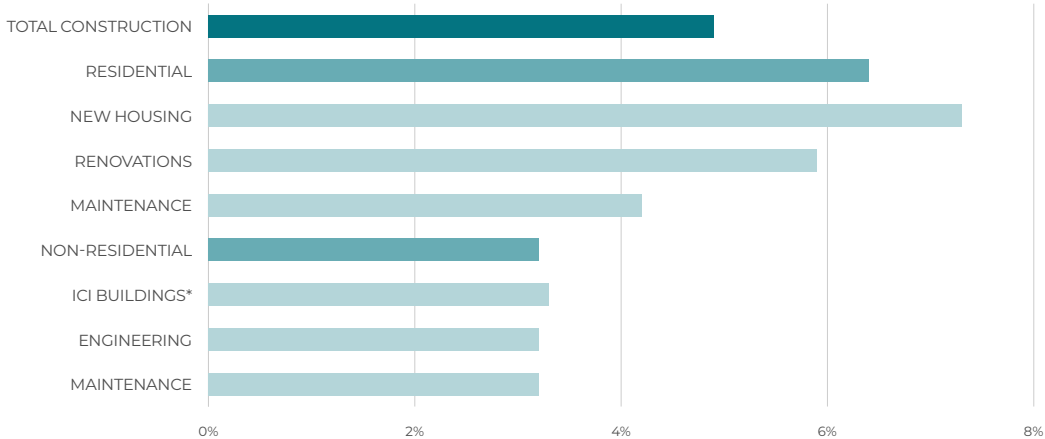


SOURCE: BuildForce Canada calculations based on Statistics Canada’s Labour Force Survey and 2021 Census of the Population

The estimated 1,430 on-site tradeswomen in New Brunswick are represented across all sectors of construction. Women account for a higher share of total tradespeople in residential construction (6.4%) than in non-residential construction (3.2%). Across sectors, new-housing construction has the highest share of women in the workforce at 7.3%. (See [Figure 30](#).) The top five trades and occupations in which women tend to be employed (as a % of all tradeswomen) are trade helpers & labourers (33%), carpenters (19%), construction managers (12%), plumbers (9%), and contractors and supervisors (7%).

FIGURE 30

WOMEN'S SHARE OF TOTAL DIRECT TRADES AND OCCUPATIONS (ON SITE) **NEW BRUNSWICK**



* industrial, commercial, institutional

SOURCE: BuildForce Canada calculations based on Statistics Canada's Labour Force Survey and 2021 Census of the Population

INDIGENOUS PEOPLES

The Indigenous population is the fastest growing population in Canada and therefore presents recruitment opportunities for New Brunswick’s construction industry. Indigenous representation in the province remains below the national share. In 2025, Indigenous Peoples made up 2.9% of the overall workforce and 3.2% of construction, both slightly below the national share. While Indigenous representation increased modestly since 2016 across the broader workforce, it has remained unchanged in the construction industry. (See [Table 18.](#))

As the Indigenous population continues to expand, recruitment and retention efforts will need to be dedicated to increasing the industry’s share of the population into the labour force.

TABLE 18

REPRESENTATION OF INDIGENOUS POPULATION IN PROVINCIAL CONSTRUCTION WORKFORCE **NEW BRUNSWICK**

INDUSTRY	INDIGENOUS	NON-INDIGENOUS	TOTAL	INDIGENOUS SHARE OF TOTAL WORKFORCE, %
CONSTRUCTION				
2016	1,000	30,200	31,200	3.2%
2025	1,100	33,600	34,600	3.2%
ALL INDUSTRIES				
2016	10,600	385,200	395,800	2.7%
2025	12,700	422,800	435,600	2.9%

SOURCE: Statistics Canada, Labour Force Survey, Custom Data Request 2025

NEWCOMERS

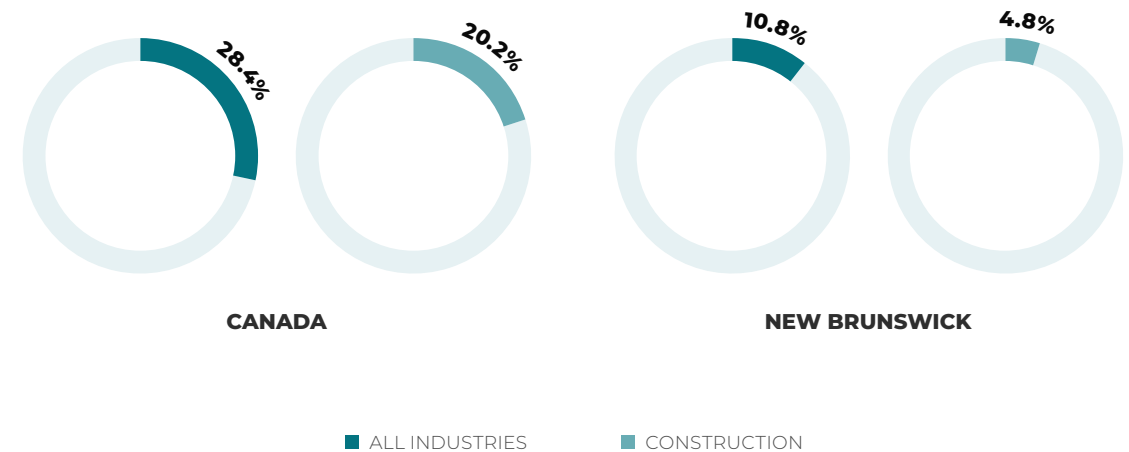
New Brunswick's construction industry may also leverage newcomers to Canada over the outlook period to meet labour requirements. With declining natural population growth, immigration is becoming an increasingly important source of labour force growth.

The share of immigrants in the provincial workforce increased from 4.4% in 2016 to 10.8% in 2025. While the province has made progress in attracting and integrating immigrants, its share remains well below the national share (28.4%). (See [Figure 31](#).) In construction, immigrants accounted for 4.8% of the workforce in 2025, significantly lower than the national construction share (20.2%), indicating ongoing under-representation in the sector.

Based on historical settlement patterns (and factoring in new immigration target numbers), the province is expected to welcome more than 81,000 newcomers between 2026 and 2035. As these individuals will make up an increasing share of the province's core working-age population, additional recruitment efforts will be required to ensure the construction industry recruits its share of newcomers into the labour force.

FIGURE 31

SHARE (%) OF NEWCOMERS IN THE CONSTRUCTION LABOUR FORCE (2025) **NEW BRUNSWICK**



SOURCE: Statistics Canada. Table 14-10-0083-01 Labour force characteristics by immigrant status, annual



PROVINCIAL INSIGHTS

QUEBEC



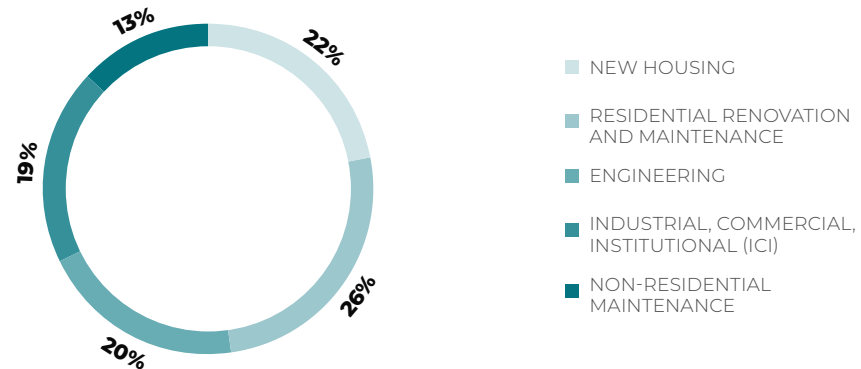
ECONOMIC OUTLOOK

Economic growth slowed in Quebec in 2025 as trade uncertainty, elevated living costs, and a downshift in the federal Immigration Levels Plan weakened population growth. The moderation in migration reduced growth in domestic demand and employment, with residential construction activity contracting following a recent peak in housing starts in 2025. These pressures are expected to persist into the short term as the province's population is projected to contract in 2026 and 2027 and population growth is projected at more moderate levels over the forecast period compared to the last 10 years.

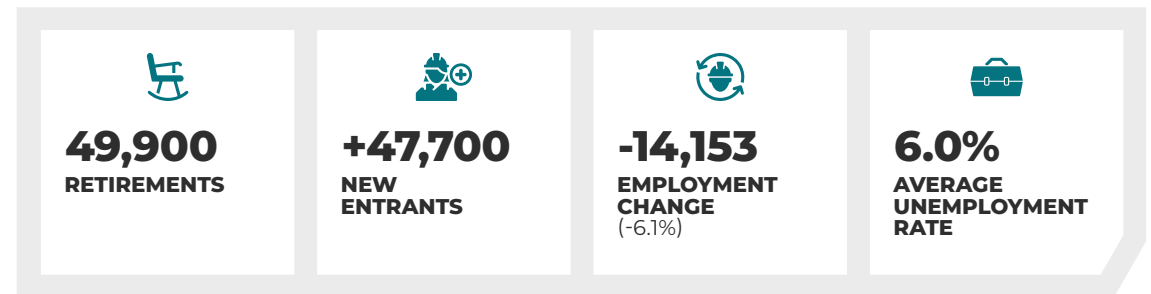
Business investment, which surged in recent years due to major project activity, began to decelerate in 2025 due to the ongoing uncertainty around trade and tariffs between Canada and the United States and the completion of several large projects.

Overall, real GDP growth in Quebec is expected to average approximately 1.1% annually over the next five years, reflecting slower population growth but sustained by consumption-driven growth and positive net exports (exports less imports).

DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN 2025 QUEBEC



10-YEAR WORKFORCE OUTLOOK FOR QUEBEC





NON-RESIDENTIAL CONSTRUCTION INVESTMENT

Non-residential construction investment in Quebec is driven primarily by engineering projects in the mining, utilities, transportation, and public infrastructure sectors, alongside sustained activity in the construction of industrial, commercial, and institutional (ICI) buildings. Engineering construction investment rose sharply after 2022 as expenditures increased on major mining, utilities, and transportation projects. Among these were the Canadian Malartic Odyssey Mine, several roadwork, tunnel and bridge projects, as well as strong levels of investment by HydroQuébec in the utilities sector.

As these and several other significant projects – including the Champion Iron and ArcelorMittal modernization – reach completion over the medium term, engineering investment is expected to subside before returning to an upward trend in the longer term. Despite these completions, activity is expected to remain elevated among heavy industrial and other engineering projects as HydroQuébec makes further infrastructure investments.

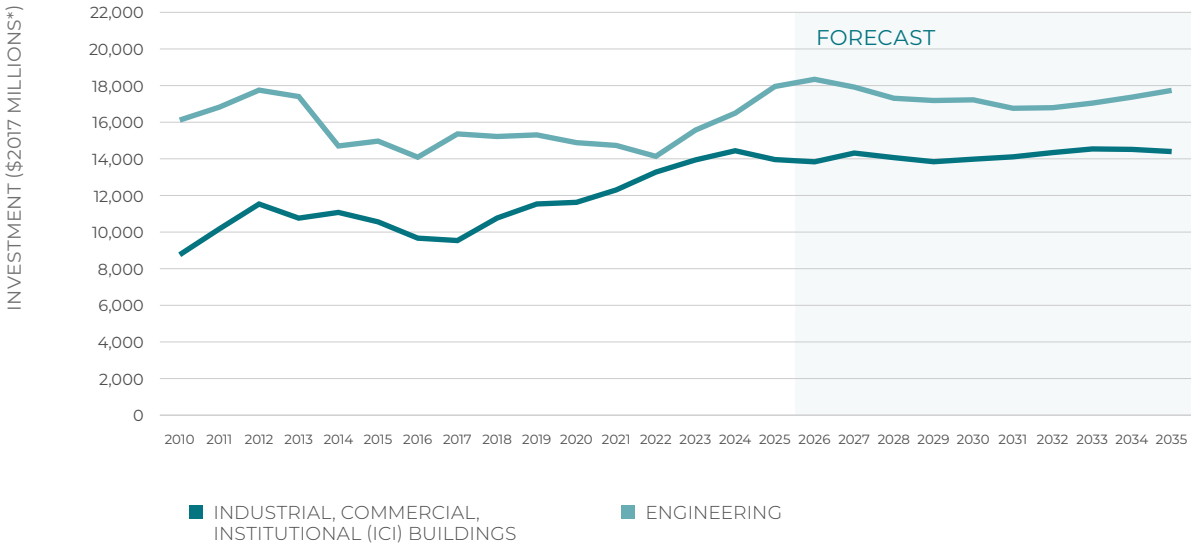
Investment in roads, highways, and bridges construction, by contrast, is expected to slow continuously across the forecast period as activity concludes on a number of major projects, including the Louis-Hippolyte-La Fontaine, Ville-Marie, and Viger tunnels, the Pont de l'Île-aux-Tourtes Bridge, and the Île-d'Orléans Bridge projects.

Investment in the construction of ICI buildings expanded significantly over the past decade, with strong growth in manufacturing and transportation-related investments as well as institutional and government projects. The outlook calls for investment levels to generally stabilize to the end of the decade. Growth is expected to be driven by current and proposed multi-billion-dollar projects including the Centre Hospitalier Universitaire de Quebec, the Hôpital Maisonneuve-Rosemont modernization, the Hôpital Vaudreuil-Soulanges, and the New University Affiliated Hospital in Gatineau.

Commercial building activity has been more limited historically but is projected to strengthen over the medium term as service-sector demand rises in line with population growth and broader economic expansion.

Industrial building construction is expected to moderate in the short-term following the completion of major projects. These contractions are expected to be offset by the proposed start of work on the Bécancour Battery Material Plant, which is expected to help sustain industrial building activity over the medium term. See [Figure 32](#).

FIGURE 32
NON-RESIDENTIAL CONSTRUCTION INVESTMENT QUEBEC



* \$2017 millions indicates that the investment values are in year 2017 dollars (base year), that is, adjusted for inflation. This is used to calculate the real physical year-to-year change of the value of construction, factoring out growth (increase in value) due to increases in prices.

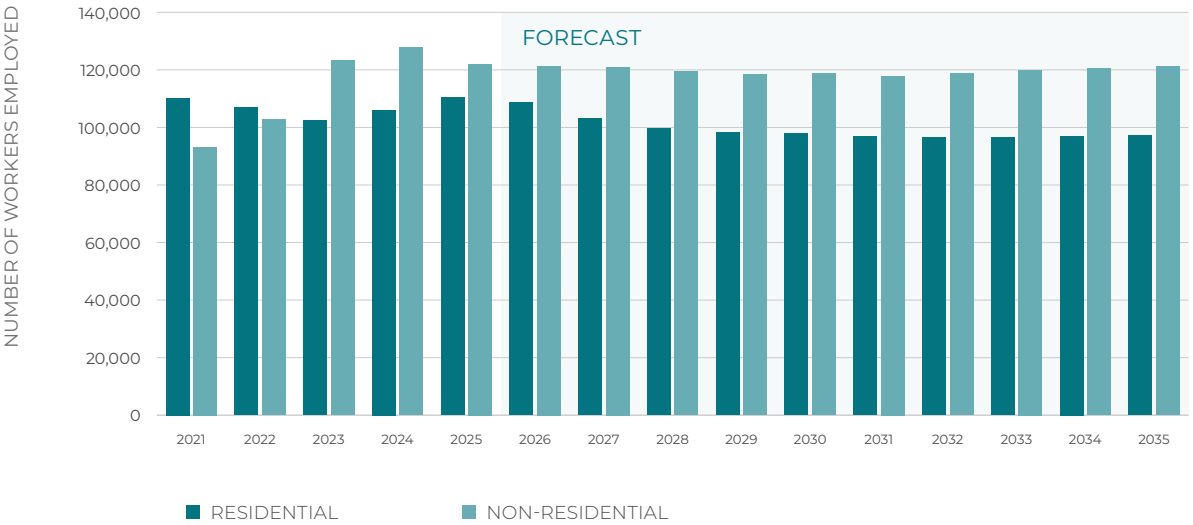
SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT

Non-residential construction employment levels peaked at almost 128,000 workers in 2024, given the significant volume of engineering construction and ICI buildings construction projects that were underway at the time. Employment levels stepped down in 2025, and are expected to slow modestly over the medium term as many of the tracked projects end or are expected to wind down by 2029.

CONSTRUCTION EMPLOYMENT GROWTH OUTLOOK QUEBEC



SOURCE: Statistics Canada, BuildForce Canada (2026–2035)

Total non-residential construction is mostly unchanged (-0.8%) at the end of the forecast period compared to 2025 peak employment levels. Gains in ICI buildings construction (+7%) offset marginal declines in engineering construction employment (-3%) and non-residential maintenance (-8%).

Table 19 summarizes the estimated percent change in non-residential employment by sector across three periods: the short term (2026–2028), the medium term (2029–2031), and the long term (2032–2035).

TABLE 19
CHANGES IN NON-RESIDENTIAL EMPLOYMENT
BY SECTOR **QUEBEC**

SECTOR	% CHANGE 2026–2028	% CHANGE 2029–2031	% CHANGE 2032–2035
NON-RESIDENTIAL	-2%	-1%	3%
INDUSTRIAL BUILDINGS	-4%	-2%	6%
COMMERCIAL AND INSTITUTIONAL BUILDINGS	4%	3%	2%
HEAVY INDUSTRIAL	0%	1%	11%
OTHER ENGINEERING	5%	0%	1%
ROADS, HIGHWAYS AND BRIDGES	-19%	-23%	-7%
NON-RESIDENTIAL MAINTENANCE	-7%	-2%	0%

SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



RANKINGS, RISKS, AND MOBILITY: TRADES AND OCCUPATIONS

The BuildForce LMI system tracks supply and accounts for the change in the available labour force, including retirements, new entrants¹⁸, and net mobility¹⁹. Based on currently known demands, industry recruitment and retirement estimates, the following ranks apply to the 34 covered trades in the province. See [Table 20](#).

In 2025, the decline in industrial buildings and road, highway, and bridge activity translated into weaker market conditions. Going forward, conditions are mostly balanced with brief periods of weaker conditions for some trades and occupations as tracked major projects end.

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

19 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.

Of note, scheduled industrial turnaround and shutdown maintenance events may generate increased market challenges for some trades and occupations, driven by distinct seasonal peak demands within a year for periods of weeks or months.

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. Establish patterns of recruiting and mobility are sufficient to meet job requirements.

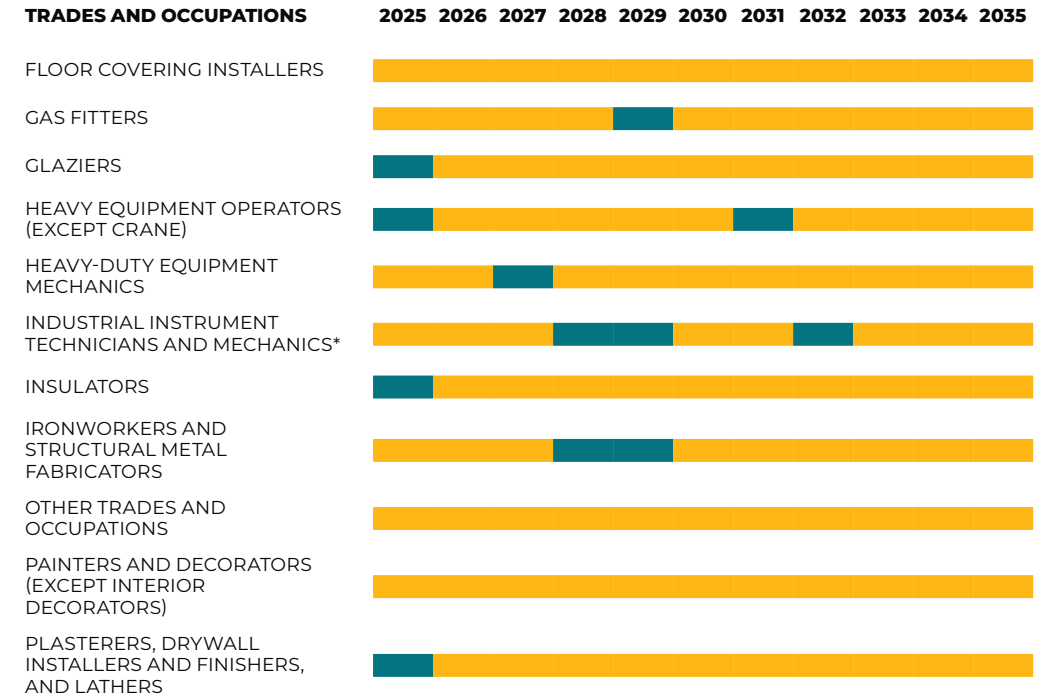
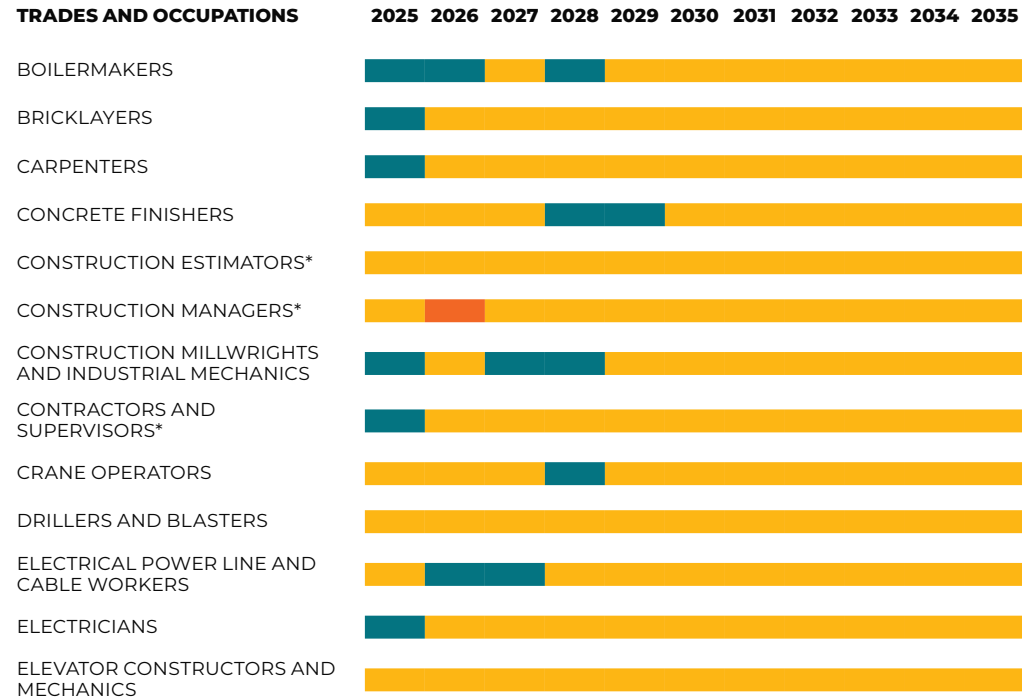
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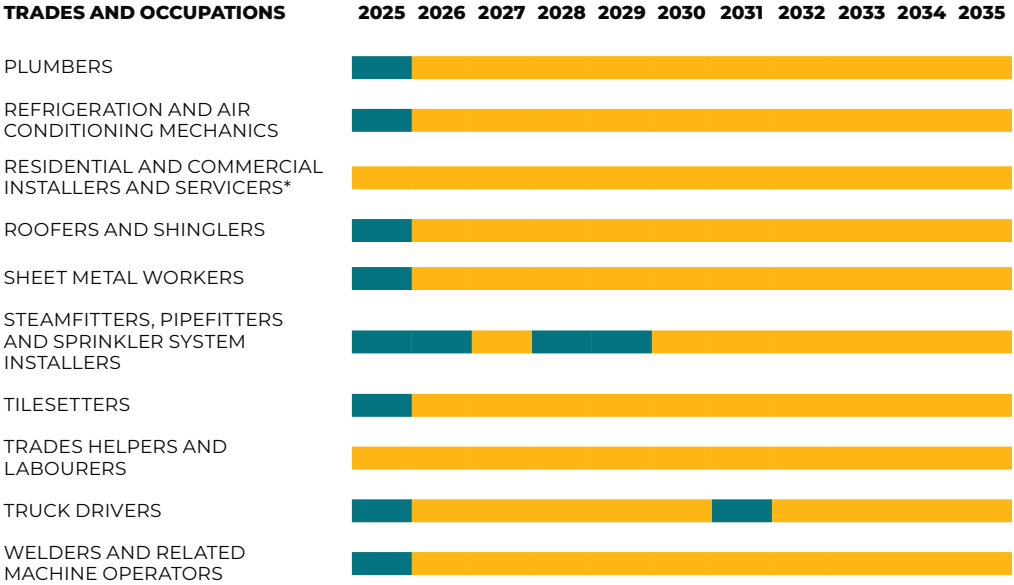
Workers meeting qualifications are generally not available in local markets to meet any increase. Employers will need to compete to attract additional workers. Recruiting and mobility may extend beyond traditional sources and practices.

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 20

NON-RESIDENTIAL MARKET RANKINGS **QUEBEC**



* Trades and occupations marked with an asterisk fall outside the jurisdiction of the CCQ and will follow ebbs and flows in the labour market

Note: although the BuildForce Canada rankings system may indicate conditions outside normal labour market conditions, trades and occupations managed by Commission de la Construction du Québec (CCQ) should be balanced as the organization applies the Act on Labour Relations, Vocational Training, and Workforce Management in the Construction Industry (Act R-20).

SOURCE: BuildForce Canada



BUILDING A SUSTAINABLE LABOUR FORCE

THE AVAILABLE NON-RESIDENTIAL LABOUR FORCE

Quebec's non-residential construction labour force faces a total hiring requirement of as many as 23,800 workers by 2035. As many as 25,400 of those workers, or 19% of the 2025 labour force, are expected to exit the industry due to retirement.

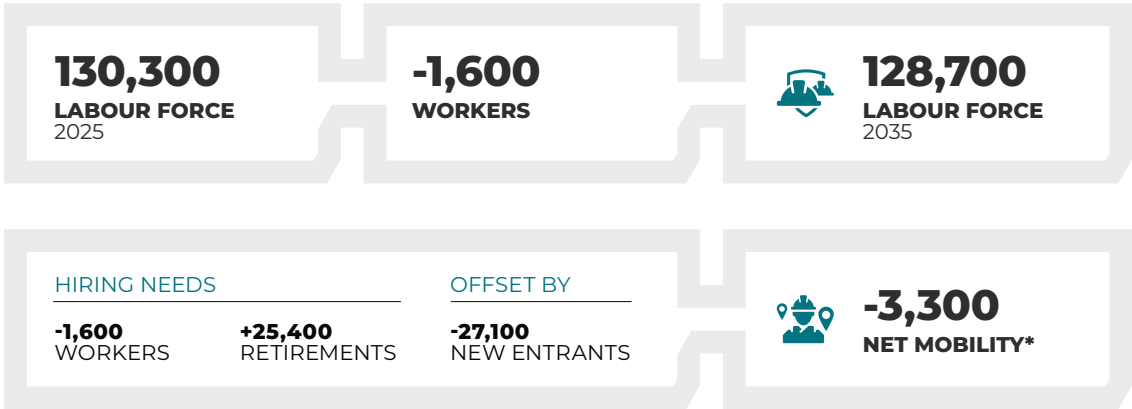
Helping to close the gap created by this hiring requirement is the anticipated recruitment of 27,100 new entrants under the age of 30 from the local population. Even with that recruitment, however, the province's non-residential construction sector could face a surplus of 3,300 workers by 2035. This excess supply is likely to be curtailed by the Commission de la Construction du Québec, which manages construction labour markets in the province.

Keeping pace with recruitment and training will require a combination of strategies, including maintaining local recruitment and training efforts, particularly from groups traditionally under-represented in the construction labour force, the hiring of workers from other industries with the required skill sets, and the recruitment of immigrants to Canada with skilled trades training and/or construction experience.

Figure 33 provides a summary of the estimated changes in the non-residential construction labour force across the forecast period.

FIGURE 33

CHANGES IN THE NON-RESIDENTIAL LABOUR FORCE QUEBEC



* 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



LABOUR FORCE RECRUITMENT

APPRENTICESHIP

The construction industry is dependent on a variety of skilled trades, some voluntary and some compulsory, as well as several skilled trades that fall outside the traditional apprenticeship development systems of the province. As such, while apprenticeship registrations cannot be viewed as a complete measure of industry recruitment, the metric is a useful barometer of industry success in the recruitment of new entrants.

New registrations across the largest construction trades programs in Quebec reached a record high in 2022. This surge coincided with strong gains in construction employment during the same period. Following this peak, intake moderated, with new registrations falling by 17% in 2023 and a further 2% in 2024.

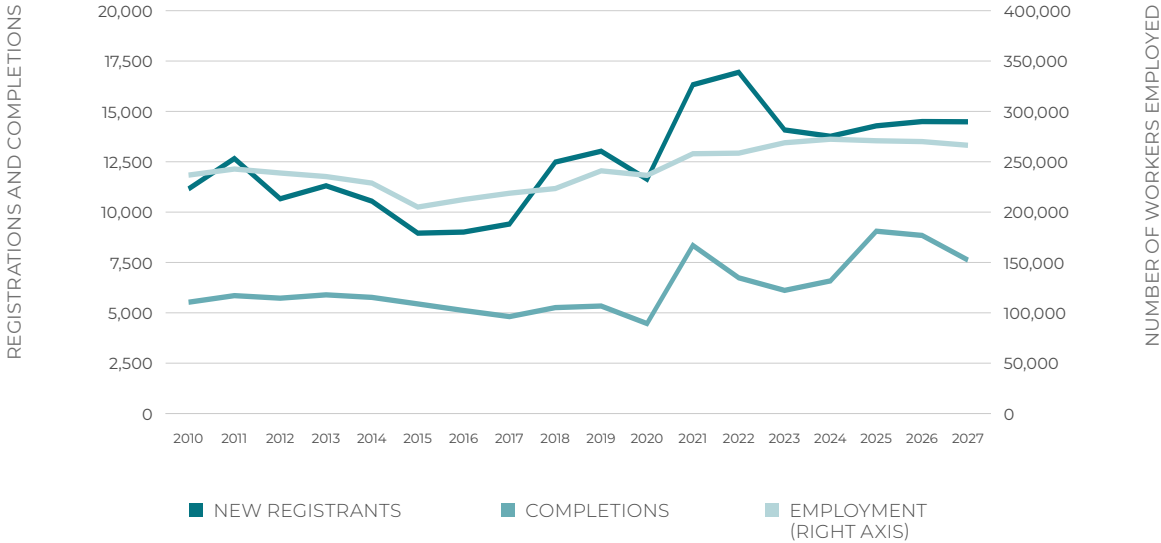
Looking ahead, new apprenticeship registrations are expected to remain elevated, supported by the federal government’s recently announced investment to recruit and train skilled trades workers under the Team Canada Strong initiative. In addition to supporting increased intake, the funding places a strong emphasis on improving completion outcomes through enhanced incentives and employer supports.²⁰

Completions increased by 8% in 2024 and remain above the average recorded over the past decade, likely reflecting the elevated intake observed in the years leading into the pandemic. Over the remainder of the decade, the province is expected to see a further increase in the supply of certified journeypersons, as a large cohort of apprentices who registered in 2021 and 2022 complete their programs.²¹ (See Figure 34.)

20 Prime Minister Carney announces Team Canada Strong – a nationwide plan to recruit up to 100,000 skilled trades workers

21 A supply-demand analysis of certified journeypersons is not available for Quebec due to its unique apprenticeship system and registration mechanisms that are not directly aligned with labour market demand measures.

FIGURE 34
NEW APPRENTICESHIP REGISTRATIONS, COMPLETIONS,
AND TRADE EMPLOYMENT **QUEBEC**



SOURCE: BuildForce Canada



UNDER-REPRESENTED GROUPS OF WORKERS

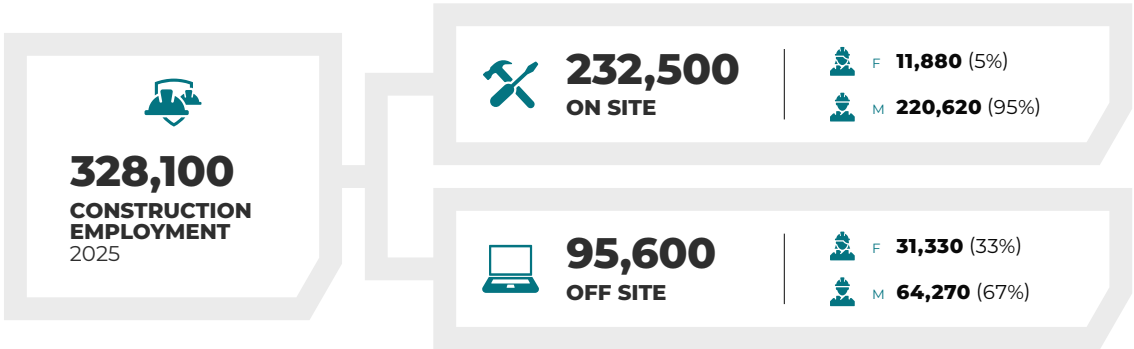
Canada’s labour force is being reshaped by long-term demographic trends, including declining fertility rates and smaller family sizes over the past several decades. As a result, the pool of younger workers entering the workforce has been shrinking. This pressure will increase as the baby boomer generation continues to retire, intensifying competition for new talent. To respond to these challenges, the construction industry must broaden its recruitment efforts. Strengthening the workforce will require greater engagement with traditionally under-represented groups, including women, Indigenous Peoples, and newcomers to Canada.

WOMEN

In 2025, there were approximately 43,210 women employed in Quebec’s construction industry, of which 27% worked on site, directly on construction projects, while the remaining 73% worked off site, primarily in administrative and management-related occupations. Of the 232,500 tradespeople employed in the industry, women made up 5%. (See [Figure 35](#)).

FIGURE 35

DETAILED CONSTRUCTION EMPLOYMENT BY GENDER QUEBEC

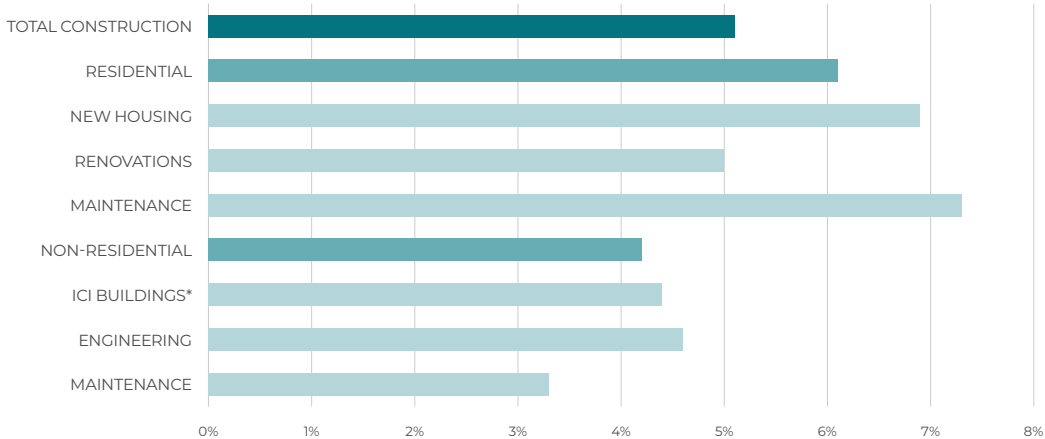


SOURCE: BuildForce Canada calculations based on Statistics Canada’s Labour Force Survey and 2021 Census of the Population

The estimated 11,880 on-site tradeswomen in Quebec are represented across all sectors of construction, but given the nature of construction work in the province, women account for a higher share of total tradespeople (6.1%) in residential construction. Across sectors, residential maintenance construction has the highest representation of women, accounting for 7.3% of the workforce. (See [Figure 36](#).) The top five trades and occupations in which women tend to be employed are construction managers (20% of all tradeswomen), trade helpers and labourers (15%), painters and decorators (12%), construction estimators (11%), and carpenters (6%).

FIGURE 36

WOMEN'S SHARE OF TOTAL DIRECT TRADES AND OCCUPATIONS (ON SITE) **QUEBEC**



* industrial, commercial, institutional

SOURCE: BuildForce Canada calculations based on Statistics Canada's Labour Force Survey and 2021 Census of the Population

INDIGENOUS PEOPLES

The Indigenous population is the fastest growing population in Canada and therefore presents recruitment opportunities for Quebec’s construction industry. In 2025, Indigenous Peoples made up 3.5% of Canada’s overall workforce and 4.8% of the national construction workforce. In Quebec, however, Indigenous Peoples accounted for just 2.1% of the provincial labour force and 2.7% of the construction workforce. While the construction industry has a higher share of Indigenous Peoples compared to the broader provincial labour force, both figures remain below the national average. (See [Table 21](#).)

As the Indigenous population continues to grow, targeted recruitment and retention strategies will be crucial for enhancing the representation of this group within the construction labour force.

TABLE 21

REPRESENTATION OF INDIGENOUS POPULATION IN PROVINCIAL CONSTRUCTION WORKFORCE **QUEBEC**

INDUSTRY	INDIGENOUS	NON-INDIGENOUS	TOTAL	INDIGENOUS SHARE OF TOTAL WORKFORCE, %
CONSTRUCTION				
2016	5,500	265,200	270,600	2.0%
2025	9,400	335,500	344,900	2.7%
ALL INDUSTRIES				
2016	61,600	4,314,500	4,376,200	1.4%
2025	102,500	4,818,100	4,920,600	2.1%

SOURCE: Statistics Canada, Labour Force Survey, Custom Data Request 2025

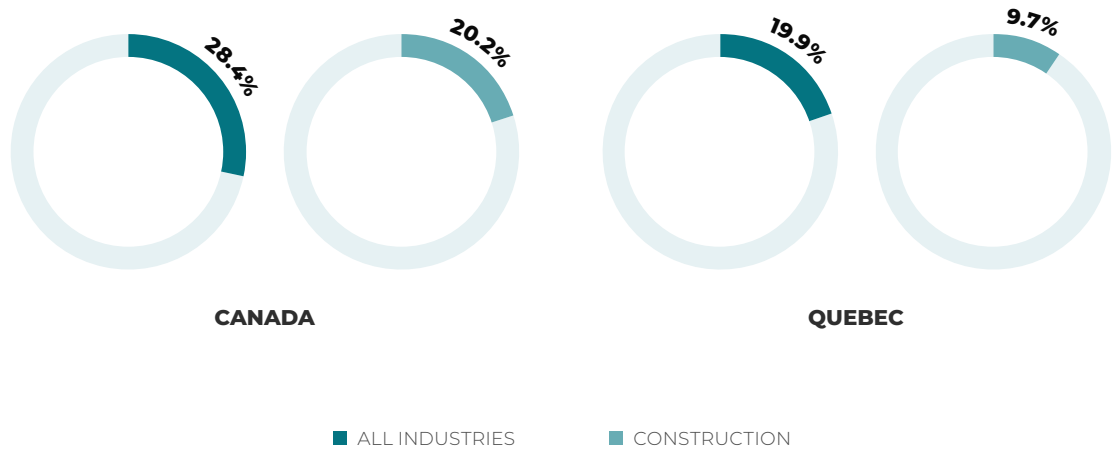
NEWCOMERS

Quebec's construction industry may also leverage newcomers to Canada over the forecast period to meet labour requirements. Due to the declining natural rate of population growth, immigrants are the primary source of labour force growth in the province. Newcomers have been playing an increasingly important role in replenishing the workforce, with their share in the workforce increasing from 15.3% in 2016 to 19.9% in 2025. While the province has been successful in attracting and integrating immigrants into the labour force, its share of immigrants is notably below the share in Canada overall. (See [Figure 37](#).) The construction labour force share of immigrants was just 9.7% in 2025, which is up from 8.0% in 2016, but is much lower than the share in the overall labour force and significantly lower than the share in Canada's construction industry.

Based on historical settlement patterns, the province is expected to welcome more than 500,400 new immigrants between 2026 and 2035. As these individuals will make up an increasing share of the province's core working-age population, additional recruitment efforts will be required to ensure the construction industry recruits its share of newcomers into the labour force.

FIGURE 37

SHARE (%) OF NEWCOMERS IN THE CONSTRUCTION LABOUR FORCE (2025) **QUEBEC**



SOURCE: Statistics Canada. Table 14-10-0083-01 Labour force characteristics by immigrant status, annual



PROVINCIAL INSIGHTS

ONTARIO



ONTARIO OUTLOOK

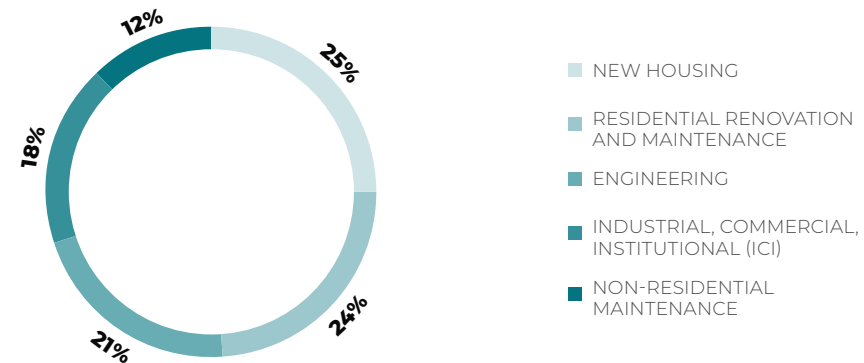
Ontario's construction labour market showed weakness in 2025. However, aggregated employment and labour force numbers mask the fact that declines were exclusive to the residential sector while non-residential construction activity saw further growth.

Data from Statistics Canada's Labour Force Survey²² shows that the overall construction unemployment rate in the province reached 6.7% at the end of the year (compared to 5.3% at the end of 2024), driven by growth in the province's construction labour force (+1.2%) and a small contraction in overall construction employment (-0.2%).

Investment in non-residential construction in the province has risen notably since 2022, with a long list of major projects underway in both the engineering construction sector and in the construction of industrial, commercial, and institutional buildings – and in the healthcare and education components in particular.

²² Statistics Canada's Labour Force Survey captures the labour force status of all workers within the industry, including those in occupations outside of the direct trades and occupations tracked by BuildForce Canada.

DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN 2025 **ONTARIO**

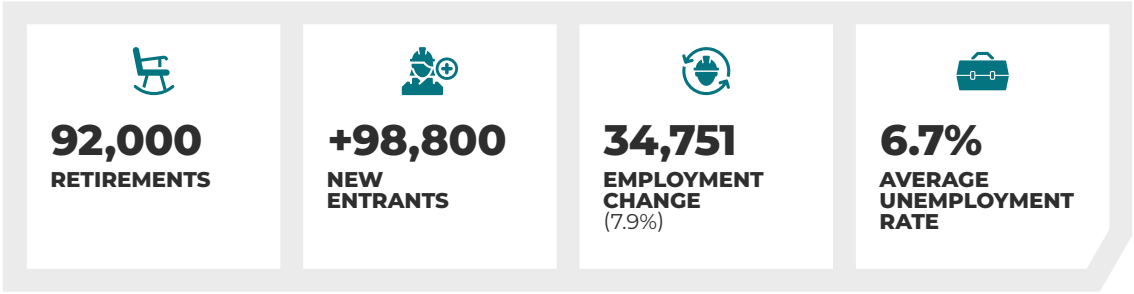


The BuildForce Canada 2026–2035 Construction and Maintenance Looking Forward outlook scenario for the non-residential sector calls for investment levels to continue to rise into the late 2020s, and remain elevated into the early 2030s, given demands expected to be created by known major projects.

Construction activity is expected to grow in both the construction of industrial, commercial, and institutional (ICI) buildings and engineering construction. Growth in the former is expected to be driven by further investments in institutional and government buildings, with a number of significant healthcare projects planned in all regions. These rise to a peak in 2030 before slowing as known major projects conclude. Growth is also projected for the construction of commercial buildings, chiefly in response to the recent high levels of population growth. The outlook for the construction of industrial buildings may be affected by the ongoing tariff dispute between Canada and the United States.

Growth in engineering construction is projected to be driven by a number of major transit projects in the Greater Toronto Area, Eastern Ontario, and Central Ontario. Mining activity is projected to add to demands in the Northeastern and Northwestern regions, while utility-sector projects, including planned work on new nuclear projects and nuclear refurbishments, are expected to generate growth in several regions, including the GTA and Southwestern. Despite several major projects planned for the Central and Southwestern regions, the outlook for construction of roads, highways, and bridges is comparatively muted.

10-YEAR WORKFORCE OUTLOOK FOR **ONTARIO**



Non-residential construction employment is expected to increase by 5% by the end of the forecast period in 2035. Projected employment growth of 13% in the construction of ICI buildings and 19% in non-residential maintenance offsets an anticipated contraction of 10% in the demand for engineering construction as tracked major projects end.

Due to the large size and diversity of the Ontario construction market, the BuildForce model assesses Ontario as six separate construction markets: Central, Eastern, the Greater Toronto Area (GTA), Northeastern, Northwestern, and Southwestern.

Table 22 summarizes the estimated percent change in total non-residential employment by region across Ontario's regions, and across three periods: the short term (2026–2028), the medium term (2029–2031), and the long term (2032–2035).

TABLE 22
CHANGES IN TOTAL EMPLOYMENT ACROSS REGIONS **ONTARIO**

REGION	% CHANGE 2026–2028		% CHANGE 2029–2031		% CHANGE 2032–2035	
	NON-RESIDENTIAL	CONSTRUCTION	NON-RESIDENTIAL	CONSTRUCTION	NON-RESIDENTIAL	CONSTRUCTION
ONTARIO	3.8%	2.0%	1.5%	5.5%	-0.3%	0.3%
CENTRAL ONTARIO	4.3%	4.7%	4.9%	9.1%	1.6%	1.6%
EASTERN ONTARIO	7.5%	5.1%	2.5%	4.3%	-2.7%	-0.9%
GREATER TORONTO AREA	3.8%	-0.9%	-0.3%	4.9%	0.5%	0.6%
SOUTHWESTERN ONTARIO	-0.9%	1.0%	1.1%	3.7%	-2.3%	-1.3%
NORTHEASTERN ONTARIO	-2.1%	-2.9%	4.0%	2.6%	-0.5%	0.1%
NORTHWESTERN ONTARIO	23.6%	12.4%	-19.9%	-12.1%	-3.9%	-2.6%

SOURCE: BuildForce Canada



THE AVAILABLE NON-RESIDENTIAL CONSTRUCTION LABOUR FORCE

Expected levels of non-residential construction activity in Ontario will be such that the province can expect to recruit an additional 10,500 workers to keep up with increasing demand over the forecast period. When combined with the expected retirement of 41,600 workers over the decade, the industry could face total hiring requirements of 52,100 workers by 2035.

The expected recruitment of 54,000 new-entrant workers under the age of 30 from within the province over the forecast period may create a potential surplus of 1,900 non-residential construction workers. Absent changes in trends, these additional workers may be at risk of leaving the province's non-residential sector or exiting the industry altogether.

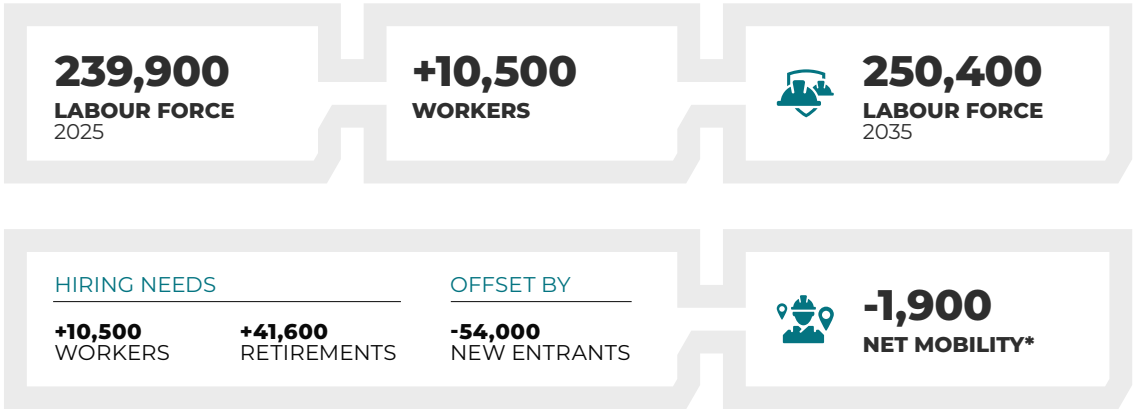
The BuildForce LMI system tracks supply and accounts for the change in the available labour force, including retirements, new entrants²³, and net mobility²⁴.

Figure 38 provides a summary of the estimated changes in the non-residential construction labour force across the full 2026–2035 forecast period.

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

24 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 38
CHANGES IN THE NON-RESIDENTIAL LABOUR FORCE **ONTARIO**



* 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



LABOUR FORCE RECRUITMENT

APPRENTICESHIP

The construction industry is dependent on a variety of skilled trades, some voluntary and some compulsory, as well as several skilled trades that fall outside the traditional apprenticeship development systems of the province. As such, while apprenticeship registrations cannot be viewed as a complete measure of industry recruitment, the metric is a useful barometer of industry success in the recruitment of new entrants.

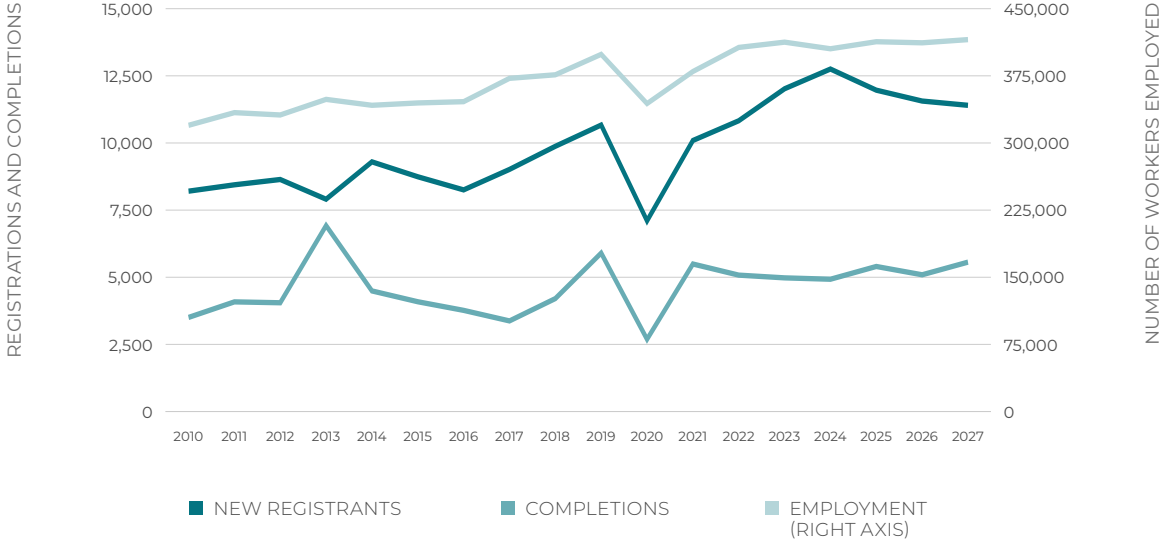
Apprenticeship intake in Ontario has risen considerably in recent years, outpacing employment growth. In 2024, new registrations across the largest construction trade programs increased by 6% compared to the previous year, setting a provincial record for the number of newly registered apprentices. Many construction trades programs have recorded growth in recent years, with particularly strong gains observed in industrial mechanic (millwright), construction electrician, and carpenter programs.

New registrations are projected to moderate slightly in the near term, returning to levels more closely aligned with historical intake relative to industry employment. However, new apprenticeship registrations are expected to remain above historical averages, supported by the federal government’s recently announced investment to recruit and train skilled trades workers under the Team Canada Strong initiative. In addition to supporting increased intake, the funding places a strong emphasis on improving completion outcomes through enhanced incentives and employer supports.²⁵

Completions have remained relatively unchanged since the recovery observed in 2021. This trend is not uniform across all trades, with a handful – such as carpenter, refrigeration and air conditioning mechanic, steamfitter, and plumber – recording increases in completions in 2024. However, completions in the construction electrician program, the largest trade in terms of annual certifications, have trended downward since 2022. Stronger intake in recent years is expected to support higher completions over the outlook. The extent of this increase will depend on employer capacity and timely access to technical training. (See [Figure 39.](#))

25 [Prime Minister Carney announces Team Canada Strong – a nationwide plan to recruit up to 100,000 skilled trades workers](#)

FIGURE 39
NEW APPRENTICESHIP REGISTRATIONS, COMPLETIONS,
AND TRADE EMPLOYMENT **ONTARIO***



* Trades with fewer than 100 new registrations per year were excluded from the analysis.

SOURCE: BuildForce Canada

Table 23 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. Based on projected new registrations, several trades are at risk of completions not keeping pace with the number of new journeypersons required over the outlook period. Trades within this group include welder, heavy equipment operator, and carpenter. While several other trades currently appear balanced, even modest economic shifts could lead to supply challenges.

- CERTIFICATIONS REQUIRED EXCEED PROJECTED COMPLETIONS
- CERTIFICATIONS REQUIRED IN LINE WITH PROJECTED COMPLETIONS
- PROJECTED COMPLETIONS EXCEED CERTIFICATIONS REQUIRED

TABLE 23
ESTIMATED CONSTRUCTION CERTIFICATION DEMAND AND
PROJECTED TARGET OF NEW ENTRANTS BY TRADE **ONTARIO***

TRADE	TOTAL CERTIFICATION DEMAND CONSTRUCTION	TARGET NEW REGISTRANTS CONSTRUCTION	APPRENTICE CERTIFICATION SUPPLY RISK ALL INDUSTRIES
WELDER	275	83	
HEAVY EQUIPMENT OPERATOR (TRACTOR - LOADER - BACKHOE)	145	53	
HEAVY EQUIPMENT OPERATOR (DOZER)	139	65	
HEAVY EQUIPMENT OPERATOR (EXCAVATOR)	141	78	
CARPENTER	5,334	4,154	
LATHER (INTERIOR SYSTEMS MECHANIC)	793	769	
REFRIGERATION AND AIR CONDITIONING MECHANIC	2,623	2,938	
INDUSTRIAL ELECTRICIAN	980	1,103	

TRADE	TOTAL CERTIFICATION DEMAND CONSTRUCTION	TARGET NEW REGISTRANTS CONSTRUCTION	APPRENTICE CERTIFICATION SUPPLY RISK ALL INDUSTRIES
INDUSTRIAL MECHANIC (MILLWRIGHT)	786	941	■
MOBILE CRANE OPERATOR	327	452	■
SHEET METAL WORKER	1,389	2,178	■
CONSTRUCTION ELECTRICIAN	9,328	15,612	■
RESIDENTIAL AIR CONDITIONING SYSTEMS MECHANIC	683	1,174	■
STEAMFITTER/PIPEFITTER	488	967	■
PLUMBER	4,131	8,212	■
POWERLINE TECHNICIAN	264	637	■
SPRINKLER FITTER	458	1,135	■
IRONWORKER (STRUCTURAL/ ORNAMENTAL)	100	757	■

* This analysis does not account for existing labour market imbalances at the 2025 starting point.

SOURCE: BuildForce Canada



UNDER-REPRESENTED GROUPS OF WORKERS

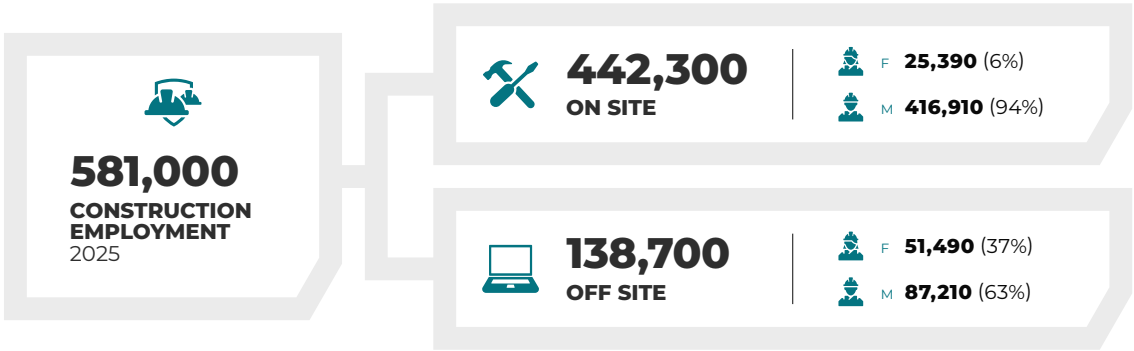
Canada’s labour force is being reshaped by long-term demographic trends, including declining fertility rates and smaller family sizes over the past several decades. As a result, the pool of younger workers entering the workforce has been shrinking. This pressure will increase as the baby boomer generation continues to retire, intensifying competition for new talent. To respond to these challenges, the construction industry must broaden its recruitment efforts. Strengthening the workforce will require greater engagement with traditionally under-represented groups, including women, Indigenous Peoples, and newcomers to Canada.

WOMEN

In 2025, there were approximately 76,880 women employed in Ontario’s construction industry, of which 33% worked on site, directly on construction projects, while the remaining 67% worked off site, primarily in administrative and management-related occupations. Of the 442,300 on-site tradespeople employed in the industry, women made up 6%. (See [Figure 40](#)).

FIGURE 40

DETAILED CONSTRUCTION EMPLOYMENT BY GENDER **ONTARIO**

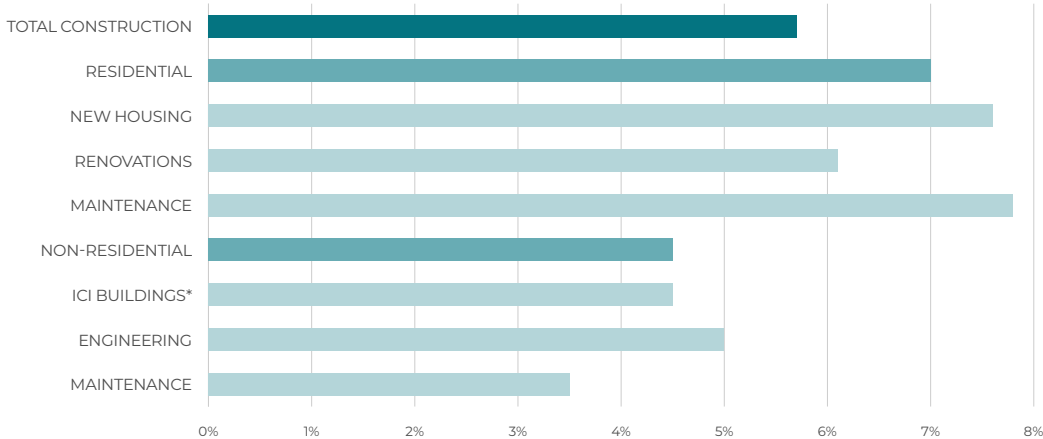


SOURCE: BuildForce Canada calculations based on Statistics Canada’s Labour Force Survey and 2021 Census of the Population

The estimated 25,390 on-site tradeswomen in Ontario are represented across all sectors of construction, but given the nature of construction work in the province, women account for a higher share of total tradespeople (7.0%) in residential construction. Across sectors, residential maintenance has the highest representation of women, accounting for approximately 7.8% of the workforce. (See [Figure 41](#).) The top five trades and occupations in which women tend to be employed are construction managers (21% of all tradeswomen), trade helpers and labourers (19%), painters and decorators (14%), home building and renovation managers (9%), and contractors and supervisors (9%).

FIGURE 41

WOMEN'S SHARE OF TOTAL DIRECT TRADES AND OCCUPATIONS (ON SITE) **ONTARIO**



* industrial, commercial, institutional

SOURCE: BuildForce Canada calculations based on Statistics Canada's Labour Force Survey and 2021 Census of the Population

INDIGENOUS PEOPLES

The Indigenous population is the fastest growing population in Canada and therefore presents recruitment opportunities for Ontario's construction industry. The province has made strides in increasing the representation of Indigenous Peoples in the construction workforce. In 2025, Indigenous Peoples comprised 3.5% of Ontario's construction labour force, up from 2.6% in 2016. This proportion exceeds the 2.2% share of Indigenous Peoples in the overall labour force. (See [Table 24.](#))

As the Indigenous population continues to expand, recruitment and retention efforts will need to remain dedicated to increasing the industry's share of the population into the labour force.

TABLE 24

REPRESENTATION OF INDIGENOUS POPULATION IN PROVINCIAL CONSTRUCTION WORKFORCE **ONTARIO**

INDUSTRY	INDIGENOUS	NON-INDIGENOUS	TOTAL	INDIGENOUS SHARE OF TOTAL WORKFORCE, %
CONSTRUCTION				
2016	13,500	511,600	525,100	2.6%
2025	21,100	585,400	606,500	3.5%
ALL INDUSTRIES				
2016	154,100	7,260,800	7,415,000	2.1%
2025	194,400	8,701,600	8,896,000	2.2%

SOURCE: Statistics Canada, Labour Force Survey, Custom Data Request 2025

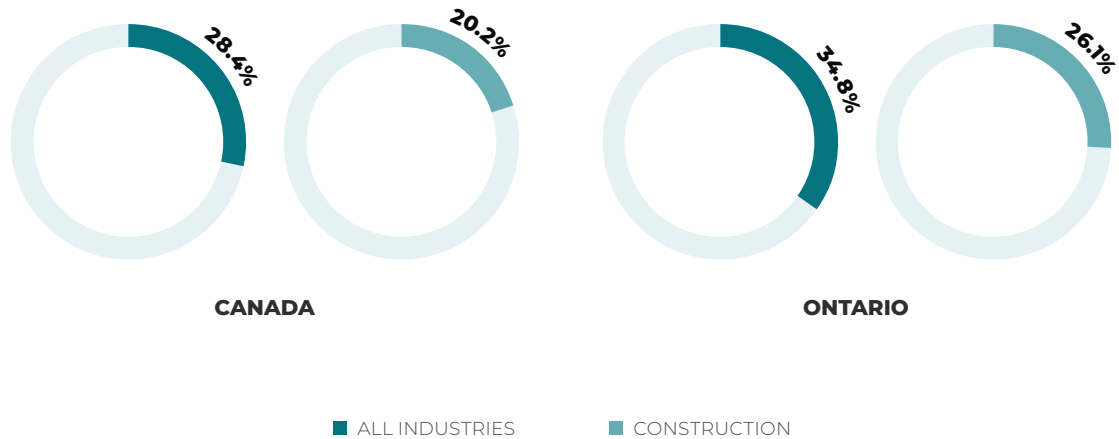
NEWCOMERS

Ontario's construction industry may also leverage newcomers to Canada over the forecast period to meet labour requirements. Due to the declining natural rate of population growth, immigrants are the primary source of labour force growth in the province. Immigrants have been playing an increasingly important role in replenishing the Ontario workforce, with the share of immigrants in the workforce increasing from 31.7% in 2016 to 34.8% in 2025. Ontario has a higher proportion of immigrants in the workforce compared to the rest of Canada, both across all industries and within construction. However, immigrants remain under-represented in Ontario's construction industry. In 2025, immigrants made up 26.1% of the construction labour force, which is lower than the share in the overall provincial labour force. (See [Figure 42](#)).

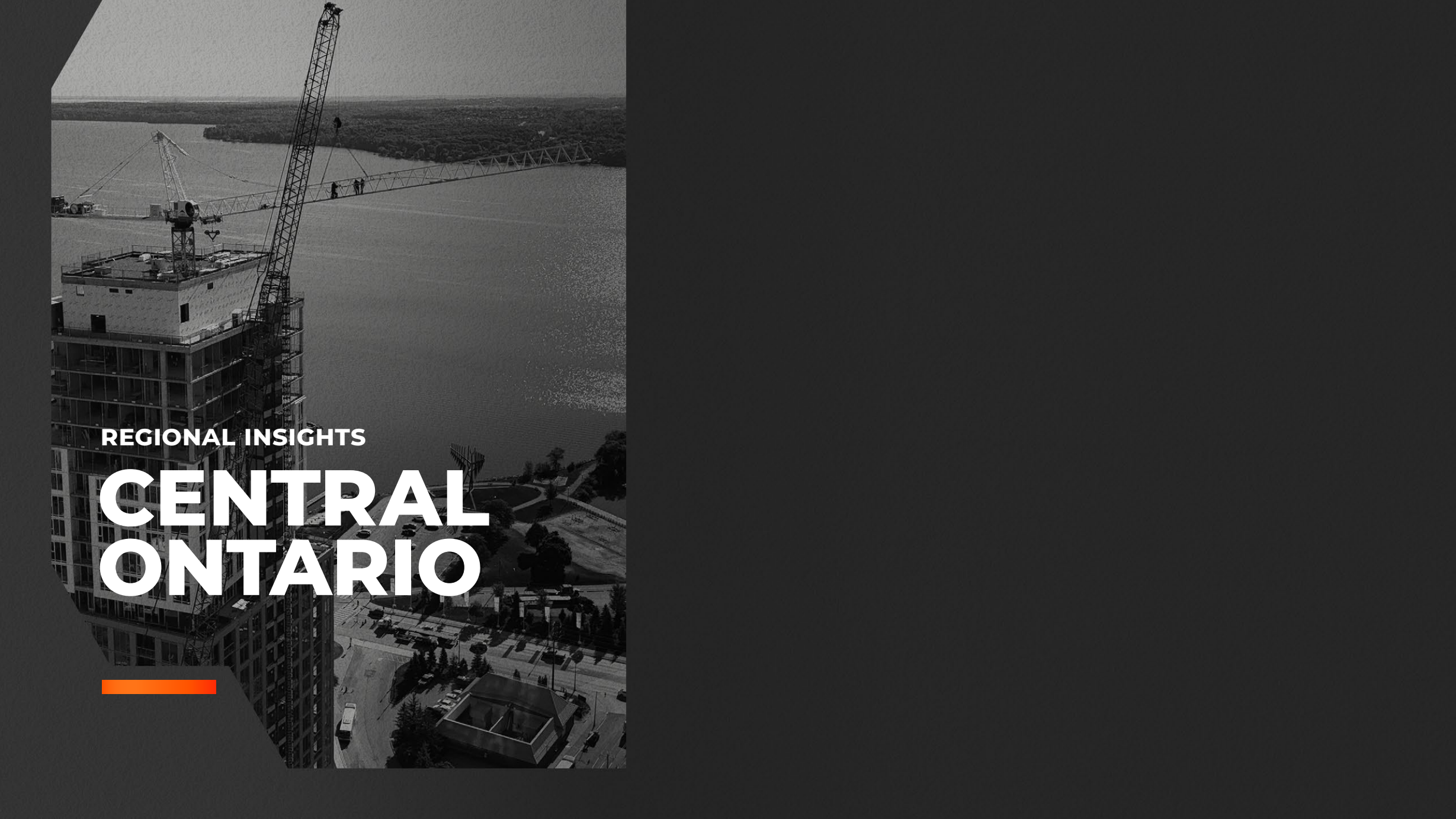
Based on historical settlement trends, the province is expected to welcome nearly 1,296,500 immigrants between 2026 and 2035. As these individuals will make up an increasing share of the province's core working-age population, sustained recruitment efforts will be required to ensure the construction industry recruits its share of newcomers into the labour force, as other sectors compete for labour.

FIGURE 42

SHARE (%) OF NEWCOMERS IN THE CONSTRUCTION LABOUR FORCE (2025) **ONTARIO**



SOURCE: Statistics Canada. Table 14-10-0083-01 Labour force characteristics by immigrant status, annual



REGIONAL INSIGHTS

CENTRAL ONTARIO





ECONOMIC OUTLOOK

Economic growth in the Central Ontario region has slowed considerably since 2022. The region contains a large manufacturing base, including a number of major automotive plants. The ongoing tariff dispute between Canada and the United States has therefore notably impacted private sector growth in the region, and is expected to continue to do so through 2026.

Offsetting this contraction somewhat has been a recent surge in population growth that was due to stronger-than-normal levels of interprovincial migration, and large numbers of migrants from abroad. This trend will be tempered notably by the federal government's plan to reduce the number of temporary foreign residents through to the end of 2027.

Investment in residential construction in the region is expected to be constrained initially by high levels of unsold inventory in some municipalities within the region and slowing population growth. Later years see investment return to growth with subsequent population increases. Business investment, meanwhile, has been supported by activity on a number of major projects in recent years, but is anticipated to be constrained over the near term by trade uncertainty and slower population growth.

GDP growth is projected to fall to just under 1% in 2026 but rises to above 2% into the medium-term years of the forecast as trade tensions are projected to ease.



NON-RESIDENTIAL CONSTRUCTION INVESTMENT

Non-residential construction activity in Central Ontario has been rising almost steadily since 2022 with growth in both the engineering construction and industrial, commercial, and institutional (ICI) buildings sectors. Overall investment levels step down moderately in 2026, but return to growth into the early 2030s.

Investment in the construction of ICI buildings is expected to be driven by increases in commercial and institutional buildings construction activity. The former is expected to benefit from population and general economic growth while the latter is expected to be driven by construction work on several major projects, including the Mathematics 4 building at the University of Waterloo, and hospital projects in Hamilton, Niagara, Collingwood, and Muskoka region. The sum of these projects is expected to drive institutional buildings investment in the region to a record level by 2031.

Meanwhile, investment in industrial buildings is expected to rise into 2029 with ongoing work at IKEA's distribution centre in Hamilton and the battery separator facility in Port Colborne. With most of these major projects anticipated to be completed by 2029, investment is expected to experience a slight downtrend and remain relatively unchanged to 2035.

Investment in engineering construction in the region is projected to be driven by construction on several major transit projects. Work on the light rail projects in Hamilton and, later, phase 2 of the ION line between Kitchener and Cambridge is expected to elevate other engineering investment levels into 2032. Heavy industrial engineering investment, which is dominated regionally by utility-sector activity, is expected to increase across the forecast period with work on a number of major projects, including water and wastewater treatment plants in Niagara, Dundas, Lakeshore, and Woodward, as well as the Sir Adam Beck I and II Hydroelectric Refurbishment in Niagara.

Finally, investment in the construction of roads, highways, and bridges is expected to rise in line with work on the Garden City Skyway Twinning and Bradford Bypass projects.



NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT

Non-residential construction employment has been rising steadily in Central Ontario, driven by activity on several major projects, including on the South Niagara Falls Hospital and Hamilton Health Sciences' Juravinski Hospital.

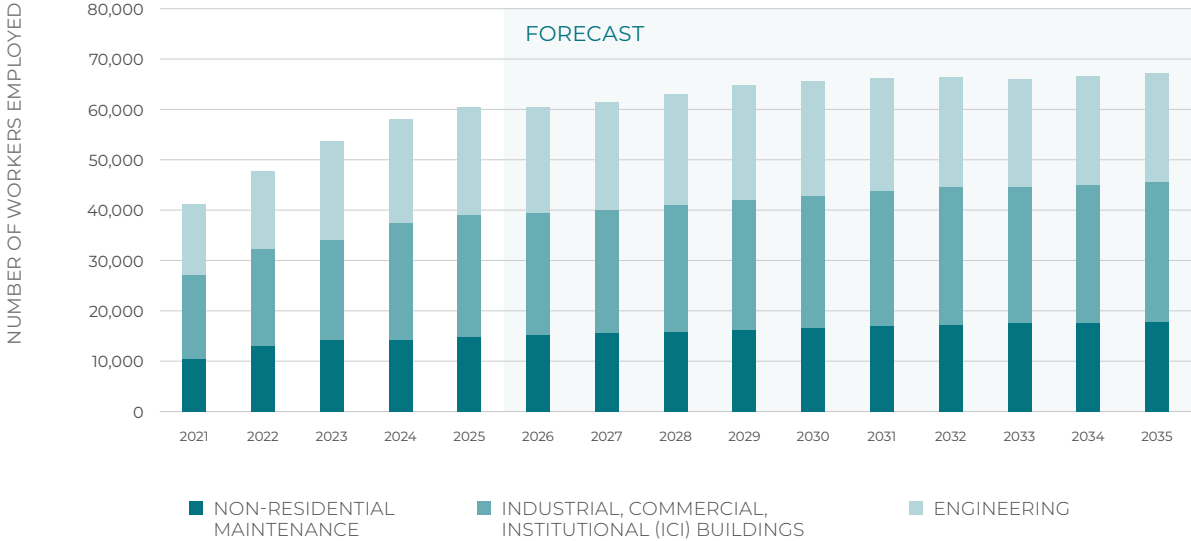
Although employment is expected to be sustained in 2026, as some of these projects are completed, it is expected to increase almost continuously through to the end of the forecast period with work on key engineering construction projects, such as the Garden City Skyway Twinning, the Bradford Bypass, and Stage 2 of the ION light rail line. Activity is further supplemented by growth in demand for ICI buildings construction, including various projects at ArcelorMittal Dofasco in Hamilton, and major hospital projects in the Hamilton, Collingwood, and Muskoka regions. Non-residential maintenance construction demands are also projected to increase across the forecast period, driven by demands in the manufacturing sector.

By 2035, non-residential construction employment in the region is expected to rise by 11% compared to 2025 levels. Employment relating to the construction of ICI buildings is expected to increase by 14% while employment relating to non-residential maintenance activities is projected to rise by 21%.

Engineering construction employment is projected to rise by almost 7% to a forecast peak in 2030 before slowing with the completion of tracked major projects, and returning to near-2025 levels by 2035. See [Figure 43](#).

FIGURE 43

NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT
GROWTH OUTLOOK **CENTRAL ONTARIO**



SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



NON-RESIDENTIAL RANKINGS, RISKS, AND MOBILITY

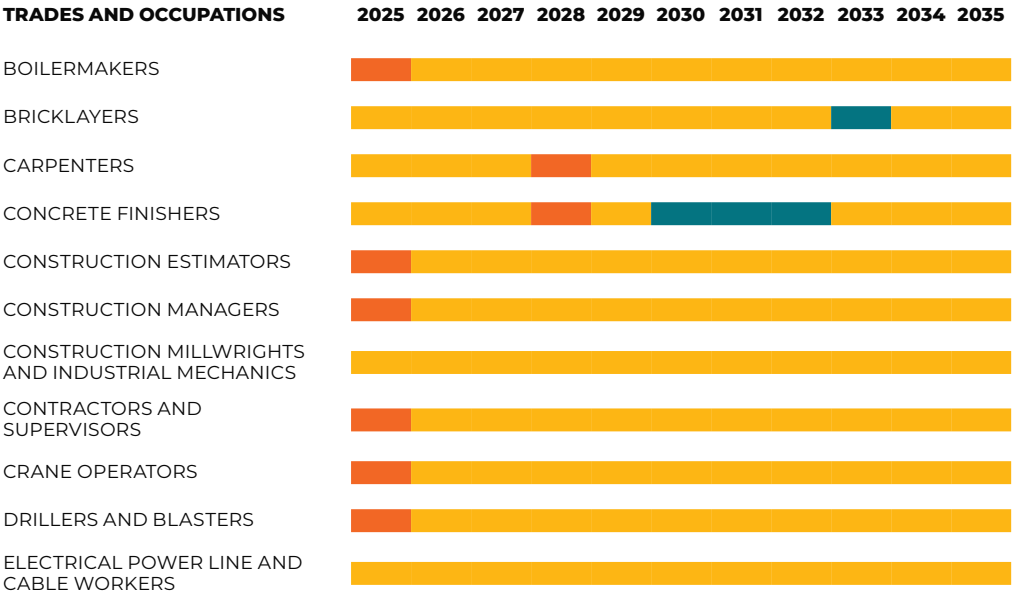
Based on currently known demands, industry recruitment and retirement estimates, the following ranks apply to the 31 covered trades in the region. (See [Table 25](#).)

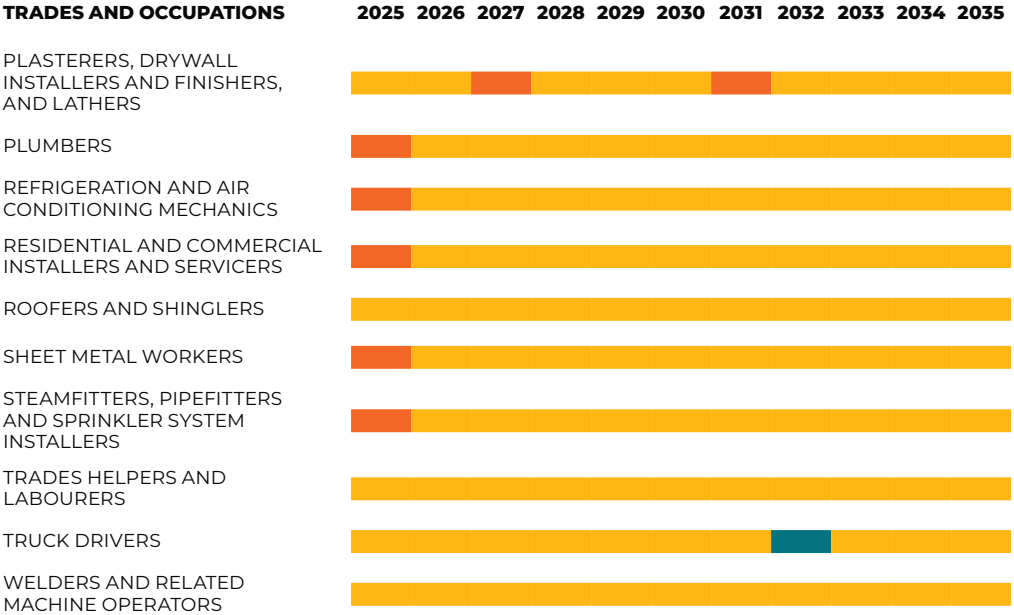
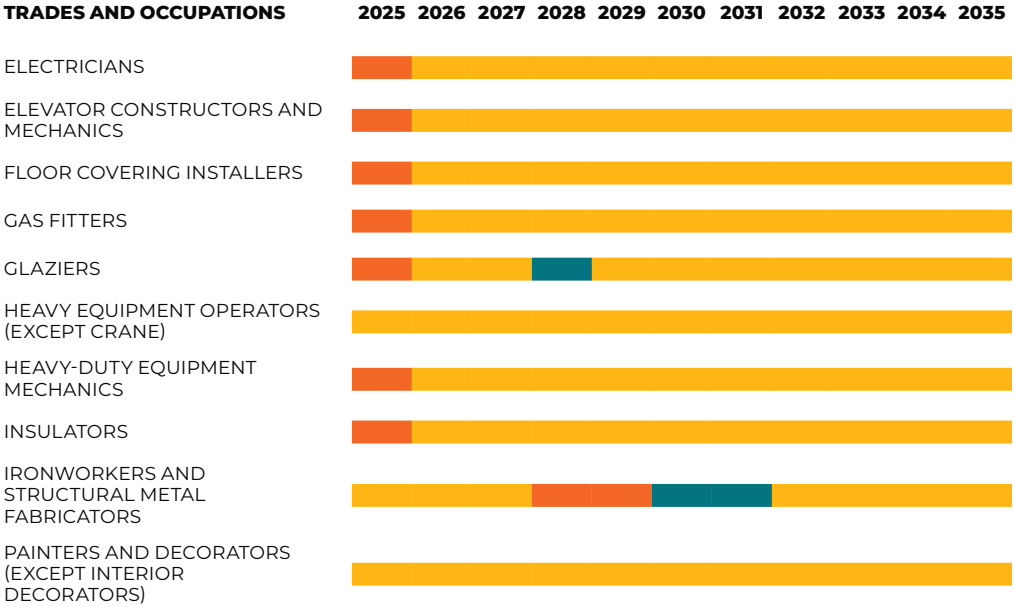
A large volume of activity in 2025 translated into tight labour market conditions for most trades, but conditions are expected to return to balance over the medium term under more moderate levels of employment growth. Some moderate weak conditions are expected in the early 2030s as some tracked hospital and transit projects are expected to end.

Note that the data presented in this outlook scenario is based on current known project approvals and schedules. Several proposed projects, including a new nuclear facility in Wesleyville, the Haldimand Lake Erie Connector Transmission Line, and a long list of battery energy storage systems that are awaiting a positive final investment decision are not factored into this analysis. These projects can significantly impact long-term employment trends, and would add to the industry's need to attract, train and retain new workers.

TABLE 25

NON-RESIDENTIAL MARKET RANKINGS CENTRAL ONTARIO





SOURCE: BuildForce Canada



REGIONAL INSIGHTS

EASTERN ONTARIO





ECONOMIC OUTLOOK

Although economic activity in Eastern Ontario is more protected than most other regions of the province from the effects of exports tariffs imposed on Canadian goods by the United States, the region faced its own headwinds in 2025.

The 2025 federal budget, announced in November, aims to reduce the number of workers employed in the federal civil service by 40,000 workers from its 2024 peak. Eastern Ontario will be particularly affected by this transition, as 15% of the region's workers were employed in the federal public service in 2024. As these cuts began to occur, the region's job market slowed. Labour markets are expected to soften further as more cuts are made, and weak wage growth and low levels of consumer spending are expected to ensue.

The region's residential construction market received a boost in 2025, driven by increased activity in the construction of purpose-built rental housing units.

Economic growth is expected to slow further in 2026, despite ongoing construction on several major public-sector investment projects. Weaker overall employment, slowing population growth, and reduced consumer confidence are expected to create a drag on business investment and housing starts.

The outlook calls for GDP growth to rise thereafter and into 2029 on the strength of additional publicly funded major construction works.

The region is expected to see GDP growth accelerate across the forecast period from a low of 1.2% in 2026 to a projected average of 1.7% over the remaining years.



NON-RESIDENTIAL CONSTRUCTION INVESTMENT

Investment levels enter the forecast period on an upward trend. Although investment in engineering construction has stepped down since its peak in 2023 – due to construction work on the second phase of Ottawa's light rail line approaching completion – levels are expected to increase after 2026 and through to the middle years of the forecast due to the start of work on several major projects.

The principal driver of growth in engineering construction investment is projected to be the other engineering component, which is anticipated to be supported by a long list of institutional and government building projects. Investment in roads, highways, and bridges construction, meanwhile, is projected to rise in the medium term with the start of the project to widen Highway 17 west of Ottawa, and the project to replace the Alexandra Bridge between Ottawa and Gatineau. Heavy industrial activity in the region is principally driven by projects in the utilities sector, including Hydro Ottawa's Merivale Transformer Station Modernization Project and the Skyview 2 Battery Energy Storage System project.

Meanwhile, investment in the construction of industrial, commercial, and institutional (ICI) buildings has been rising steadily since 2023 and is projected to continue to do so into 2029, driven by a long list of major projects in the institutional and government buildings component. Projects already underway or planned for construction during this period include the new Ottawa Civic Hospital campus, the Department of National Defence Eastern Ontario Campus, and the Brockville Correctional/St. Lawrence Valley Correctional Treatment Centre. A long list of federally funded investments in and around the Parliamentary Precinct will significantly elevate activity levels through the forecast period. Investment levels in both industrial and commercial building activity are projected to remain steady across the forecast period to support population growth.



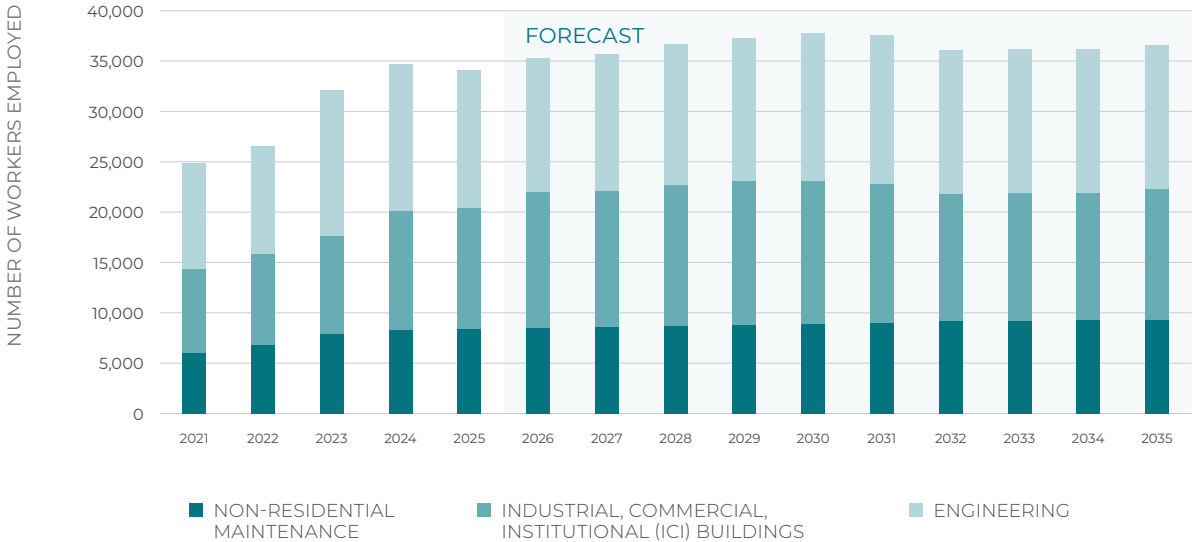
NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT

Non-residential construction employment in Eastern Ontario has increased by almost 40% between 2021 and 2025. Employment is projected to rise to a new peak in 2030 and is then sustained in 2031 with ongoing work on many major projects. Thereafter, levels are expected to moderate to the end of forecast period, but remain well above historical averages.

By 2035, non-residential employment is expected to rise by 7% compared to 2025 levels, with significant growth projected in employment relating to ICI buildings (+9%) and non-residential maintenance activity (+11%). The outlook for employment relating to engineering construction is expected to rise by 4% to 2035. See [Figure 44](#).

FIGURE 44

NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT GROWTH OUTLOOK **EASTERN ONTARIO**



SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



NON-RESIDENTIAL RANKINGS, RISKS, AND MOBILITY

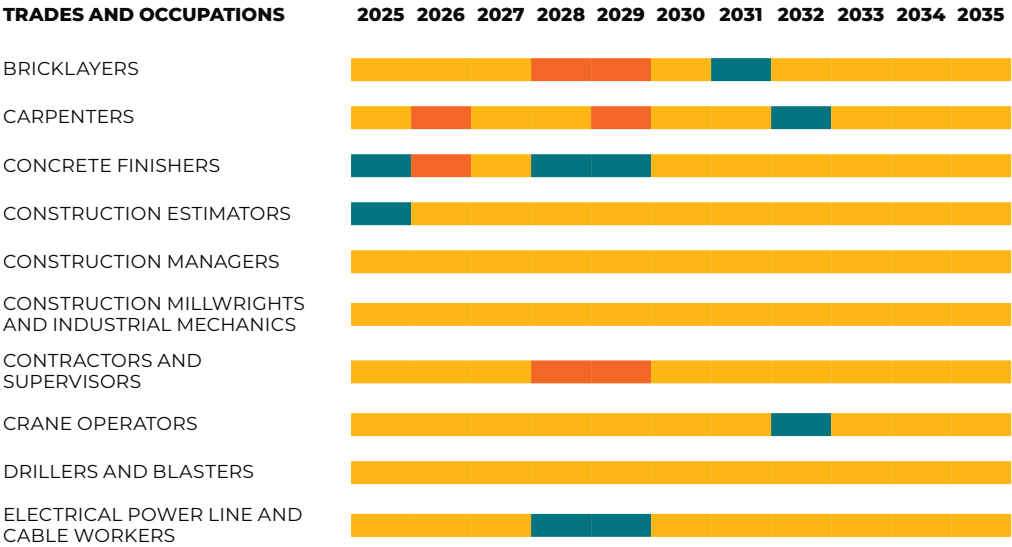
Based on currently known demands, industry recruitment and retirement estimates, the following ranks apply to the 30 covered trades in the region. See [Table 26](#).

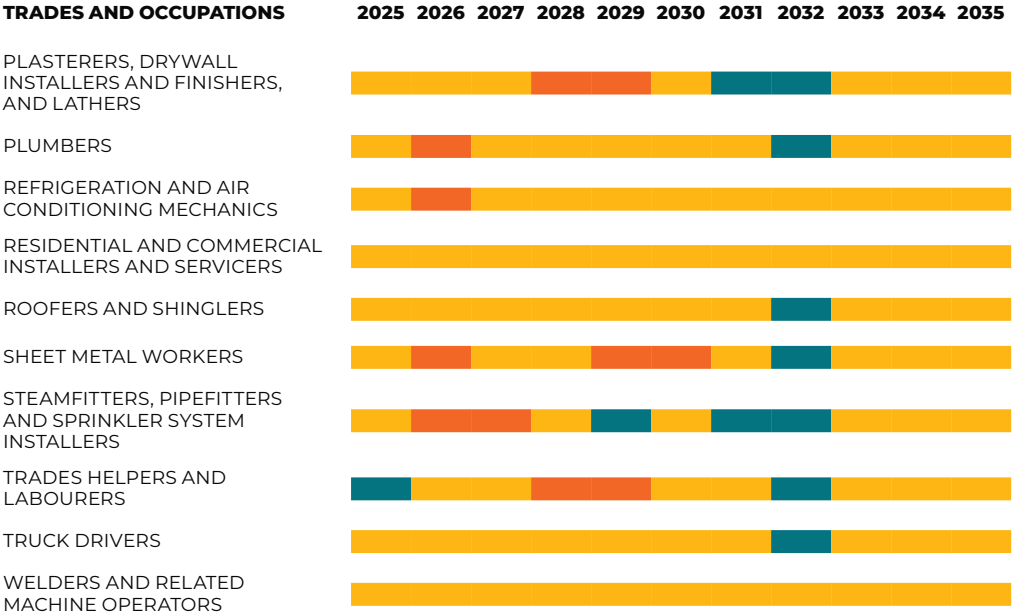
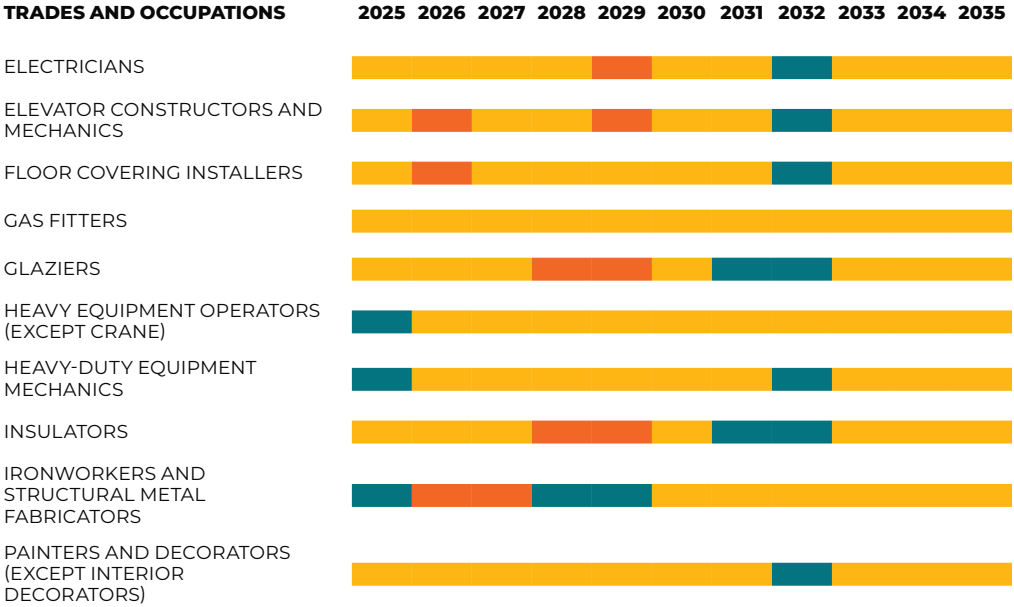
Following a brief employment decline and weaker market conditions for some trades and occupations in 2025, renewed growth in the region is expected to lead to tighter market conditions for some trades and occupations in 2026. Across the medium term to 2030, market demands fluctuate in line with tracked major projects. Conditions are projected to weaken briefly in 2032 as many of these projects end or wind down.

Note that the data presented in this outlook scenario is based on current known project approvals and schedules. Several proposed projects, including the Quinte Energy Storage Centre in Napanee, the Queen’s University AI Supercomputing Centre, and the Kingston Health Sciences Centre redevelopment, that are awaiting positive final investment decisions are not factored into this analysis. These projects can significantly impact long-term employment trends, and would add to the industry’s need to attract, train and retain new workers.

TABLE 26

NON-RESIDENTIAL MARKET RANKINGS EASTERN ONTARIO





SOURCE: BuildForce Canada



REGIONAL INSIGHTS

GREATER TORONTO AREA





ECONOMIC OUTLOOK

Although economic growth in the Greater Toronto Area (GTA) has stepped down from the high levels reported in 2021, the region weathered economic headwinds in 2025. Helping to offset some of the impacts of tariffs imposed on Canadian goods by the United States, and the resulting pullback in investment in the industrial and manufacturing sector, were relatively strong levels of household spending, gains in commercial-sector capital investments, and sustained levels of non-residential construction activity. Investment in the residential sector, meanwhile, has been in decline in the region since 2022 as new-home construction has declined significantly.

Economic growth is projected to drop to below 1% in 2026 with the continued downcycle in the local home-building sector, as well as reduced levels of manufacturing activity created by trade uncertainty between Canada and the United States. Although slowing population growth, in the form of reduced levels of international immigration, will also drag on the economy, this trend is expected to tighten the local labour market and create some upward pressure on wages and incomes, which in turn is expected to sustain consumer spending in the near term.

By 2028, the region is expected to see a rebound in residential construction that is driven by renewed population growth and an increase in international migration in particular. Public capital investments are expected to rise through to 2030, in the form of major engineering construction and healthcare-sector projects.

Between 2027 and 2031, the region is expected to see average annual GDP growth rates of 1.9%. The longer-term outlook sees growth again climb to above 2% annually, driven by steady population growth and renewed residential-sector construction activity.



NON-RESIDENTIAL CONSTRUCTION INVESTMENT

Non-residential construction investment levels in the GTA have been elevated significantly since 2023, with ongoing work on a large number of high-value, major public transportation infrastructure projects and work on such utility-sector projects as the Darlington nuclear refurbishment and several major projects in the roads, highways, and bridges component. These have combined with a significant volume of projects in the industrial, commercial, and institutional (ICI) buildings sector to elevate investment levels to a peak in 2025.

Investment levels are projected to rise even further into 2029 as activity increases in both components of the non-residential sector before slowing into the early 2030s as activity on many tracked major projects passes peak periods or concludes.

Healthcare is expected to be the principal driver of growth in the construction of ICI buildings into 2032, driven by several major hospital projects. Despite a pullback forecasted for 2026 with the completion of work on such projects as the Scotiabank Arena, the BMO Field renovations, and the Etobicoke Civic Centre, investment in the construction of commercial buildings is projected to rise across the forecast period, in line with general economic and population growth.

Finally, activity in the industrial buildings component is expected to grow modestly across the forecast period, with activity impacted in the short term by slowing in the manufacturing sector, and elevated in later years by increased investment in the transportation sector.

Investment in engineering construction activity is expected to be driven by a significant number of major transportation, power generation, and water and wastewater treatment projects in the region. These reach a peak in 2028 before project completions bring investment levels lower in 2029 and beyond. Investment in heavy industrial engineering is sustained at an elevated level into 2032, with ongoing work in the utilities sector, including Ontario Power Generation's small modular reactor and nuclear refurbishment projects at Pickering and Darlington.

Investment in roads, highways, and bridges, meanwhile, is expected to remain largely unchanged through 2035. While work on major projects such as the Gardiner Expressway rehabilitation and the Bradford Bypass elevate investment through to 2030, the sector is expected to see some reductions as these projects are completed.



NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT

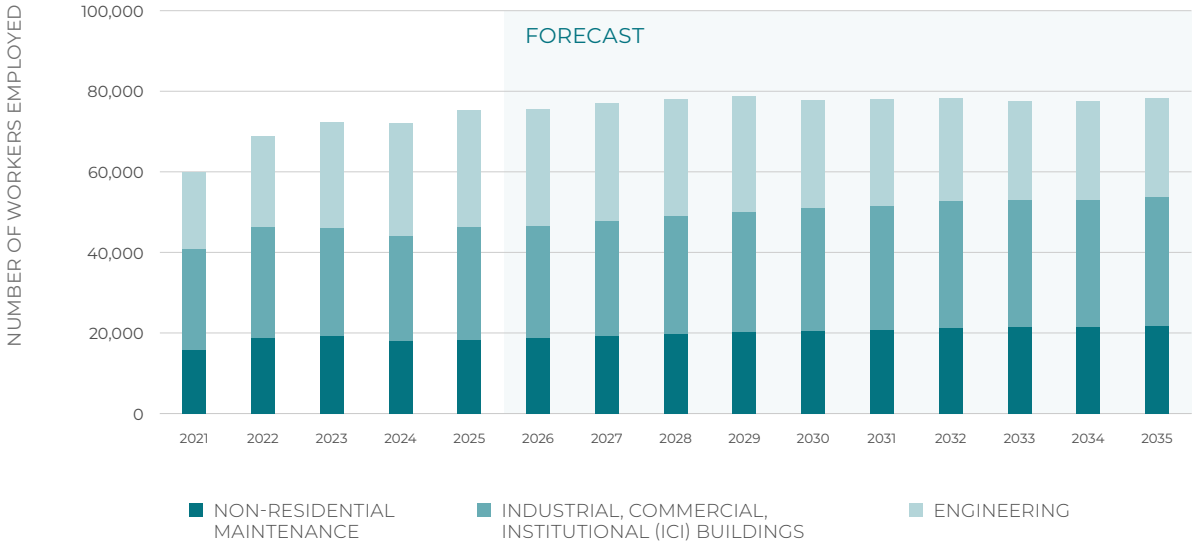
Non-residential construction employment levels in the GTA have been on a steady growth trend since 2021, growing by 25% through to 2025, and driven by extensive activity in the engineering construction and ICI buildings sectors.

Employment is expected to be sustained in 2026 with activity ongoing on many of these same major projects. Levels then rise to a peak in 2029 with the introduction of further new projects in the healthcare sector and peak levels of activity on major transit projects. Although later declines occur as tracked major projects start to wind down, employment levels are expected to increase overall, and remain elevated by historical standards.

By 2035, non-residential construction employment is expected to increase by 4%, driven by increases of 15% in employment relating to the construction of ICI buildings and 18% in non-residential construction maintenance employment. Offsetting these gains somewhat is a contraction of 16% in employment relating to engineering construction. See [Figure 45](#).

FIGURE 45

NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT GROWTH OUTLOOK **GREATER TORONTO AREA**



SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



NON-RESIDENTIAL RANKINGS, RISKS, AND MOBILITY

Based on currently known demands, industry recruitment and retirement estimates, the following ranks apply to the 32 covered trades in the region. See [Table 27](#).

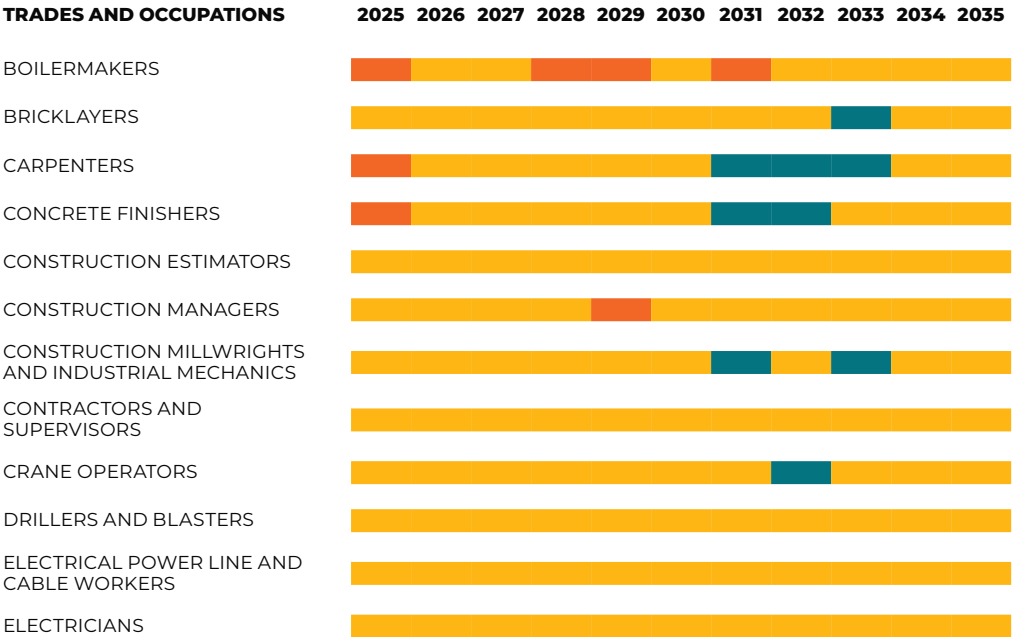
Overall, labour market conditions are mostly balanced across the medium term and into 2030, with some tightness projected in line with the timing of tracked major projects. As many tracked projects conclude or pass peak activity periods by 2031, markets weaken before turning to balance by the end of the forecast period.

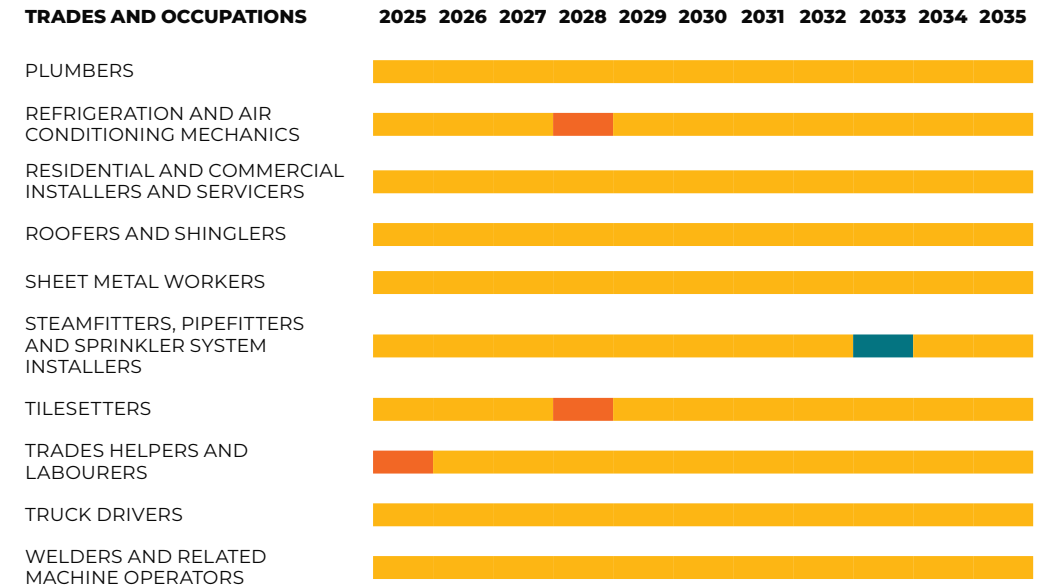
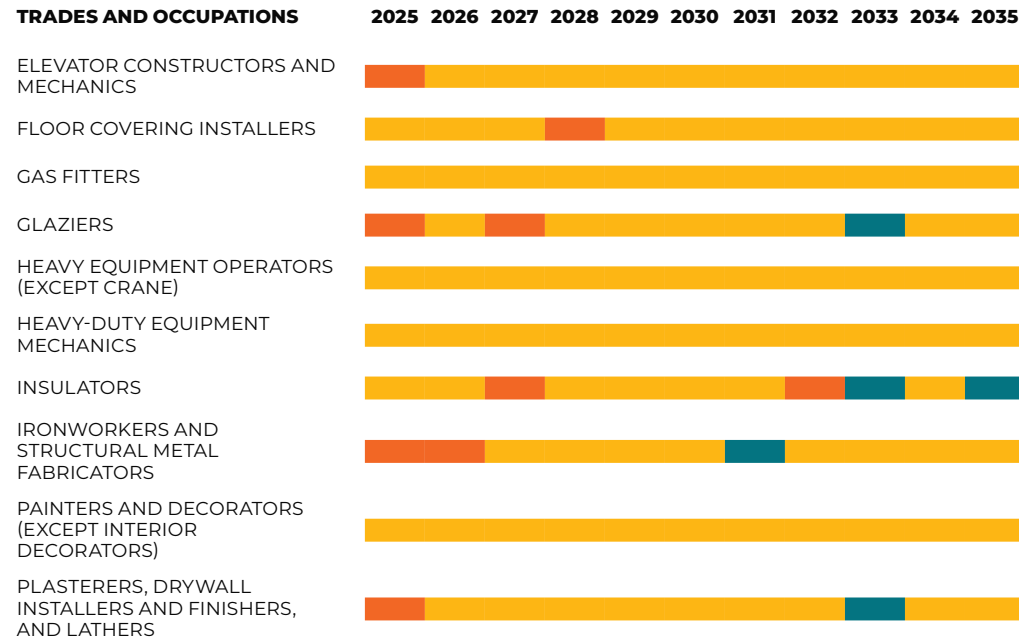
Note that the data presented in this outlook scenario is based on current known project approvals and schedules. Several proposed projects including the addition of three small modular reactors at OPG Darlington, various planned data centres and the Alto high-speed rail corridor between Toronto and Quebec City that are awaiting positive final investment decisions are not factored into this analysis. These projects can significantly impact long-term employment trends, and would add to the industry’s need to attract, train and retain new workers.

Additionally, scheduled industrial turnaround and shutdown maintenance events may generate increased market challenges for some trades and occupations, driven by distinct seasonal peak demands within a year for periods of weeks or months.

TABLE 27

NON-RESIDENTIAL MARKET RANKINGS GREATER TORONTO AREA





SOURCE: BuildForce Canada

An aerial photograph of a large-scale mining operation. A massive excavator with a long boom is positioned on the left, its bucket lowered towards a pile of material. To its right, a large dump truck is parked, its bed partially filled. The background shows the vast, terraced walls of an open-pit mine, with various levels and tracks visible. The entire scene is framed within a dark, angular shape that resembles a stylized map of Ontario.

REGIONAL INSIGHTS

NORTHEASTERN ONTARIO

A solid orange horizontal bar located below the main title.



ECONOMIC OUTLOOK

Northeastern Ontario's economy was resilient to the tariffs imposed by the United States on Canadian goods in 2025. An improvement in consumer spending and strength in the region's non-residential sector helped offset any significant negative impacts.

GDP growth is projected to slow in 2026 with slowing consumer spending related to weaker immigration and population growth. Non-residential construction supports growth over the near-term to 2028 and is boosted thereafter as several mining projects are projected to come on stream and add to exports for the region.

Overall, GDP growth in the Northeastern Ontario region is expected to average 1.3% over the near term to 2028, increasing to 2.9% in 2029. Growth is projected to average 1.6% across the remainder of the forecast period.

Of note, economic growth in the region has significant upside potential if a long list of major mining and infrastructure projects proceeds.



NON-RESIDENTIAL CONSTRUCTION INVESTMENT

Investment in the construction of industrial, commercial, and institutional (ICI) buildings in Northeastern Ontario has been on a strong growth path since 2024, due to the volume of major industrial projects underway in the region, including several mines and ongoing investments at the Algoma Steel mill in Sault Ste. Marie.

Investment in the construction of industrial buildings is expected to remain elevated into 2031. Although the completion of construction work on several projects, including the Porcupine gold mine and the Island Gold mine, as well as Glencore Canada's Sudbury Integrated Nickel Operations, is projected to slow growth in 2026, the loss of that activity is projected to be more than offset by the start of construction work on the Canada Nickel Company's Crawford Nickel Project. The two phases of that project are projected to carry through to 2031. Investment in commercial buildings has responded well to recent population growth in the region, and is projected to benefit from work on such notable projects as the Greater Sudbury Event Centre, the North Bay Community & Recreation Centre, and the Cultural Hub at Tom Davies Square project.

The principal driver of growth in institutional buildings construction is construction of the Weeneebayko Hospital replacement in Moosonee, which is expected to continue into 2030.

Engineering construction activity in the Northeastern Ontario region is principally driven by mining activity. Although investment in heavy industrial construction has stepped down since 2024 with the completion of several large mining projects, levels are expected to rise between 2027 and 2031 with work on the Crawford Nickel Project. Activity is expected to be further supplemented by work in the utilities sector, including on the Smooth Rock Falls Turbine Refurbishments.

Other engineering construction activity is expected to be sustained at a high rate through the forecast period, in large part in response to the large volume of tracked major projects underway across the region.

Investment in the construction of roads, highways, and bridges is projected to remain stable across the forecast period.



NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT

Non-residential construction employment in Northeastern Ontario is generally sustained across the forecast period, with some fluctuations relating to major projects activity.

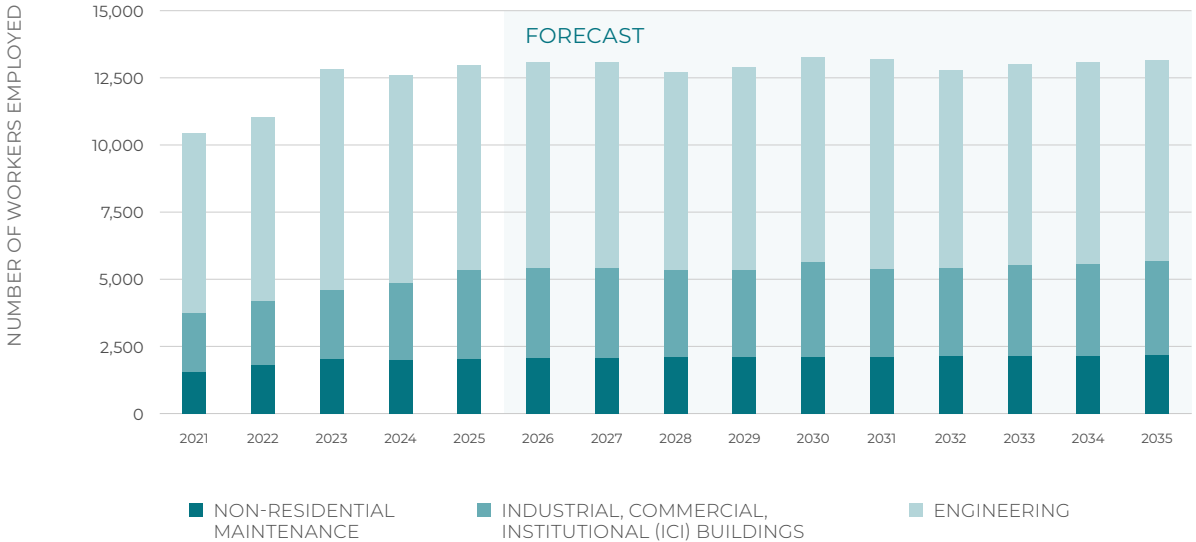
Employment surged in 2023 supported by the Algoma Steel Mill Electric Arc Furnaces conversion, and several gold and nickel mining projects. This level was sustained in 2024 and again in 2025 with new mining developments, and the start of work on the Weeneebayko Hospital replacement in Moosonee.

Demands are expected to rise further in 2026 and 2027 with the start of work at the Sandvik Maintenance, Repair and Overhaul project, the Greater Sudbury Event Centre and new investments at the Canada Nickel Company’s Crawford Nickel Project. Employment is projected to be sustained into 2031 before a modest decline as tracked projects conclude.

By 2035, overall non-residential employment in the region is expected to rise by 1% compared to 2025 levels. Gains in employment relating to non-residential maintenance activity (+7%) and ICI buildings construction activity (+5%) are expected to offset a contraction of 2% in employment relating to engineering construction activity. See [Figure 46](#).

FIGURE 46

NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT GROWTH OUTLOOK **NORTHEASTERN ONTARIO**



SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



NON-RESIDENTIAL RANKINGS, RISKS, AND MOBILITY

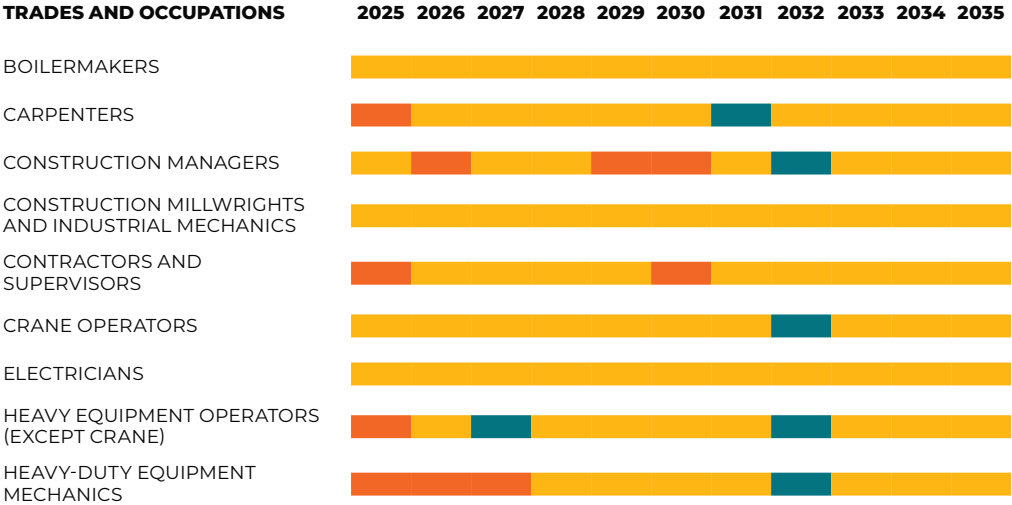
Based on currently known demands, industry recruitment and retirement estimates, the following ranks apply to the 17 covered trades in the region. See [Table 28](#).

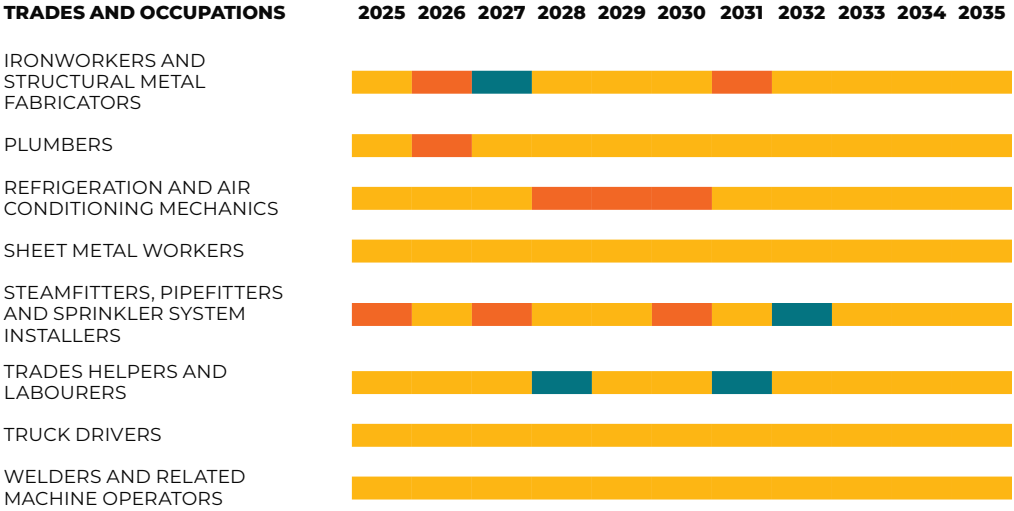
Labour market conditions tighten periodically for some trades and occupations in line with tracked major projects, but weaken briefly later in the period with the expected conclusion of the Weeneebayko Hospital in 2030 and the Crawford Nickel project in 2031.

Note that the data presented in this outlook scenario is based on current known project approvals and schedules. A long list of proposed mining and hydro refurbishment projects are awaiting positive final investment decisions and are therefore not factored into this analysis. These projects can significantly impact long-term employment trends, and would add to the industry's need to attract, train and retain new workers.

TABLE 28

NON-RESIDENTIAL MARKET RANKINGS NORTHEASTERN ONTARIO





SOURCE: BuildForce Canada



REGIONAL INSIGHTS

NORTHWESTERN ONTARIO





ECONOMIC OUTLOOK

Northwestern Ontario's economy weathered most of the economic impacts created by the United States-imposed tariffs on Canadian goods in 2025. Strong levels of growth in the public- and private sectors, including in the construction sector, helped protect the economy from the worst of the impacts of tariffs.

With inflation projected to remain low across the forecast period, household spending is expected to be a key driver of growth in the regional economy. This is bolstered by additional investments by government, including on new healthcare and education projects. Offsetting these are recent steps taken by the federal government to reduce international migration levels, a projected downturn in residential construction as population growth slows, and the conclusion of several key major projects.

GDP growth in Northwestern Ontario is expected to slow with reduced residential construction and lower levels of public-sector investment, although these are expected to be offset by several major mining and utilities projects into 2028.

Overall, GDP growth in the Northwestern region is expected to average 1.4% annually into 2030 before slowing to 1.1% across the longer term.

Of note, economic growth in the region has significant upside potential if a long list of major mining and infrastructure projects, many of which are in the Ring of Fire region, are confirmed to proceed.



NON-RESIDENTIAL CONSTRUCTION INVESTMENT

Investment in the construction of industrial, commercial, and institutional (ICI) buildings in Northwestern Ontario reached a recent peak in 2025 with ongoing work on the construction of the Thunder Bay Correctional Facility and the Thunder Bay Regional - Cardiovascular Surgery Expansion project. Investment in the construction of institutional and government buildings is expected to decline as these projects pass peak and conclude. Levels are expected to remain elevated, however, over the medium term, supplemented in part by work on the Lake of the Woods District Hospital Redevelopment in Kenora.

Investment in industrial buildings is expected to fluctuate over the decade. Growth initially will be driven by several mining projects: the Marathon PGM Mine, the Wabigoon Goliath Phase I Gold-Silver Mine & Mill, the Red Lake Springpole Gold Mine & Mill, and the North Current Lake Mine, all of which are projected to be under construction between 2026 and 2028, creating a distinct forecast peak. A subsequent rise in investment occurs between 2028 and 2030 with work on the proposed Frontier PAK Lithium project in Red Lake.

Commercial building investment has benefitted from the recent rapid population growth since 2022. Moderate growth is expected across the forecast period as new private capital is needed to support population growth.

Investment in engineering construction in the region is strongly influenced by heavy industrial construction activity, and in mining projects in particular. Investment is projected to rise to a peak in 2028 in line with construction of several mine projects. A decline follows into 2031 as these projects conclude. Other engineering activity is projected to benefit from spinoff activities from major projects and a return to positive population growth. Investment in the construction of roads, highways, and bridges is expected to slow into 2027 and remain steady for the rest of the decade.



NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT

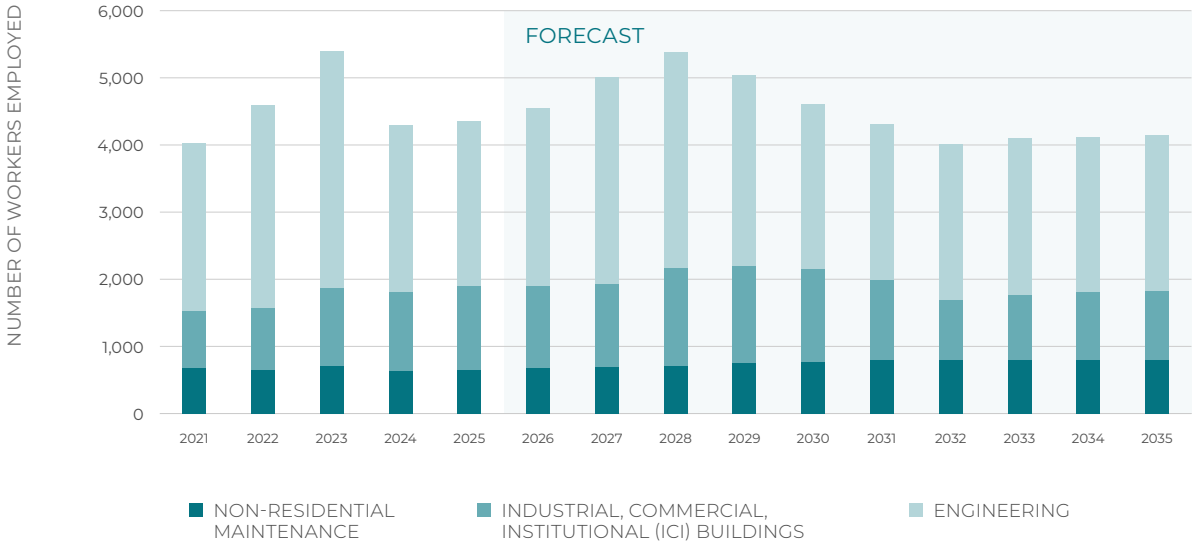
Non-residential construction employment in the region varies significantly with project demand. Levels stepped down after 2023 with the conclusion of several tracked mine and transmission projects, and remained stable in 2025. Employment is expected to grow in 2026 with additional mining investment. Although the completion of the Thunder Bay Correctional Complex in 2026 is projected to lower employment relating to ICI projects, this drop will be more than offset by additional requirements relating to mining.

In the longer run, absent new investments in mining projects, employment is expected to slow to the end of the forecast period. Nevertheless, non-residential construction employment is projected to rise by 24% over the next three years to 2028 in line with tracked major projects activity.

By 2035, employment is expected to contract by 5% from 2025 levels. Employment relating to the construction of ICI buildings is expected to rise by 16% to a peak in 2028 before finishing the scenario at 18% below 2025 levels. Meanwhile, employment relating to engineering construction is projected to rise by 31% to 2028 before ending the decade at 6% below 2025 levels. Non-residential maintenance employment is projected to rise across the forecast period, increasing by 22%. See [Figure 47](#).

FIGURE 47

NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT GROWTH OUTLOOK NORTHWESTERN ONTARIO



SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



NON-RESIDENTIAL RANKINGS, RISKS, AND MOBILITY

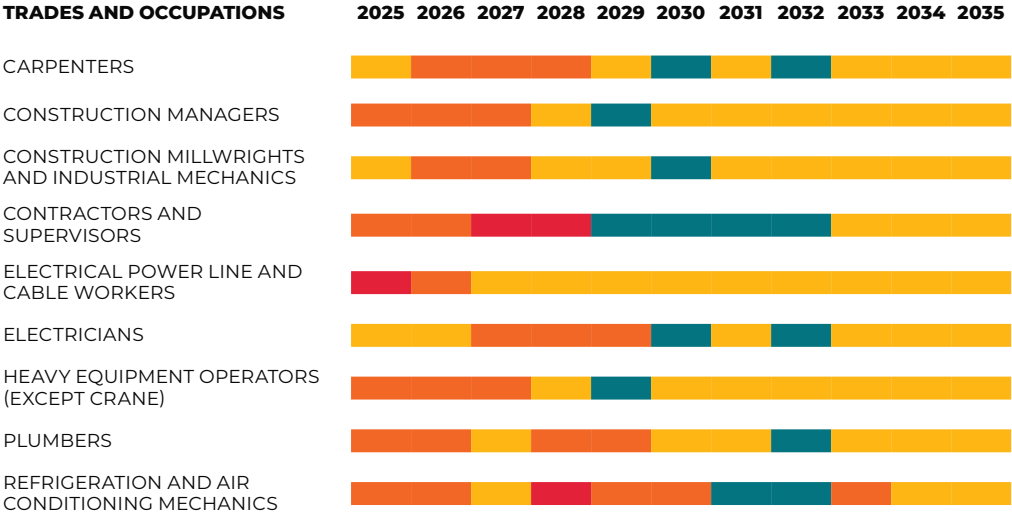
Based on currently known demands, industry recruitment and retirement estimates, the following ranks apply to the 14 covered trades in the region. See [Table 29](#).

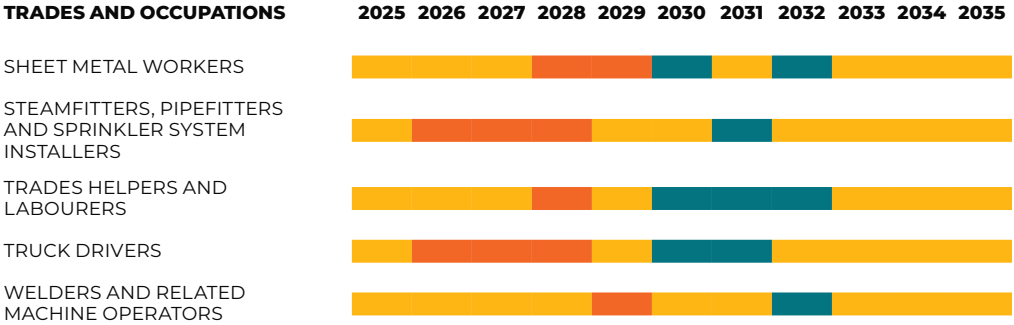
While labour market conditions for some trades and occupations were already strained in 2025, they tighten further between 2026 and 2028 as non-residential employment rises to a forecast peak. They remain tight for some trades and occupations in 2029, primarily those involved in ICI buildings construction, but weaken thereafter through 2032 as major mining and healthcare projects wind down and complete.

Note that the data presented in this outlook scenario is based on current known project approvals and schedules. Several proposed mining projects in the Ring of Fire region are awaiting positive final investment decisions and are therefore not factored into this analysis. These projects may significantly impact long-term employment trends, and would add to the industry's need to attract, train and retain new workers.

TABLE 29

NON-RESIDENTIAL MARKET RANKINGS NORTHWESTERN ONTARIO





SOURCE: BuildForce Canada



REGIONAL INSIGHTS

SOUTHWESTERN ONTARIO



ECONOMIC OUTLOOK

Despite some headwinds, Southwestern Ontario's economy showed resilience in 2025. Although tariffs imposed on Canadian exports by the United States impacted the region's manufacturing sector and housing starts contracted by 20%, the local economy was boosted by a significant surge in business investment that was tied to major automotive-sector investments in the Windsor and London areas. These factors, combined with gains in household incomes and consumer spending, helped to realize a GDP growth rate of just under 2%.

As inflation remains under control, household spending is expected to be a key driver of economic growth in the region across the forecast period. In the short term, GDP output is expected to slow in 2026 as the federal government realizes its plan to lower immigration levels and population growth slows in the region as a result.

That downturn is expected to be brief, however. By 2027, public capital spending is expected to return to growth with the start of construction on the Fancsy Family Hospital project in Windsor, which carries through to 2031. Population growth in the region is also expected to return to growth, bringing with it an increase in residential construction and consumer spending.

Southwestern Ontario's GDP growth is projected to average approximately 1.6% annually through to 2030, with the longer-term average easing to approximately 1.5%.



NON-RESIDENTIAL CONSTRUCTION INVESTMENT

Non-residential construction investment levels in South-western Ontario reached a peak in 2025 with record levels of expenditures supported by several major utilities projects, including the Bruce Power nuclear refurbishment, several major projects in the automotive sector, including the NextStar Energy Electric Battery Manufacturing facility, and the Gordie Howe International Bridge.

Overall investment levels are generally expected to trend downward across the forecast period, with the conclusion of work on some major engineering construction projects. These contractions are projected to be partially offset by a strong outlook for the construction of industrial, commercial, and institutional (ICI) buildings, including work on the Fancsy Family Hospital Project in Windsor, and the London Emergency Services Campus and work at the battery facility in St. Thomas.

The industrial sector is projected to be the principal driver of investment in the construction of ICI buildings across the forecast period. Growth in this component is expected to be elevated in the short term with work on two major projects in St. Thomas: the Vinode Synthetic graphite facility and ongoing work at the Volkswagen electric vehicle factory. As these projects are completed, a sharp reduction in industrial building investment follows in 2028.

Investment in institutional buildings is elevated into 2031 with construction of the Fancsy Family Hospital project, while commercial building activity generally trends upward in response to population growth and rising levels of consumer spending.

Investment in engineering construction is expected to be driven by a large volume of projects. Heavy industrial engineering construction is supported by such utilities projects as ongoing refurbishment work at the Bruce Power nuclear facility, the Lambton St. Clair Hydrogen plant, and the St. Clair Transmission Line. Other engineering construction activity is supported by an elevated volume of manufacturing projects.

The outlook for the construction of roads, highways, and bridges is for steady, but slower growth across the forecast period, with levels stepping down notably after 2025 due to the completion of core construction on the Gordie Howe International Bridge.



NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT

Non-residential construction employment in Southwestern Ontario has stepped down from the peak levels experienced in 2023 and 2024 as work on several key industrial projects such as the NextStar Energy Electric Battery Manufacturing Facility and the Stellantis Assembly plant has either passed peak activity periods or concluded.

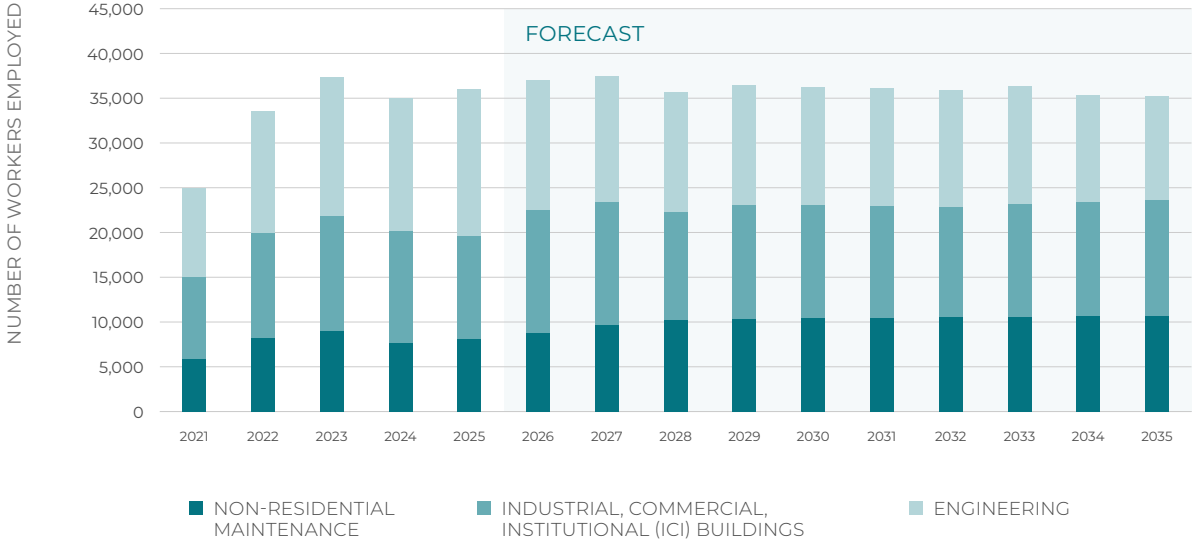
Total non-residential construction employment is projected to rise by 4% above 2025 levels to a forecast peak in 2027, supported by ongoing work on the Fancsy Family Hospital project, St. Thomas EV battery, and Vianode synthetic graphite facilities. Levels fluctuate to the end of the forecast period with the timing of several major industrial and utilities projects. Later years see employment step down with the planned conclusion of the Fancsy Family Hospital project and the Bruce Power nuclear plant refurbishment.

Throughout the forecast period, employment relating to non-residential maintenance activity is projected to increase (+31%) in support of the large volume of infrastructure assets built in the region in previous years and in response to scheduled major shutdown and turnaround maintenance events in Sarnia.

Overall, non-residential construction employment in the region is projected to contract by 2% compared to 2025 levels by 2035. Employment relating to the construction of ICI buildings is expected to rise by 13% across the forecast period, while engineering construction employment is projected to decline by 29%. See [Figure 48](#).

FIGURE 48

NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT
GROWTH OUTLOOK **SOUTHWESTERN ONTARIO**



SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



NON-RESIDENTIAL RANKINGS, RISKS, AND MOBILITY

Based on currently known demands, industry recruitment and retirement estimates, the following ranks apply to the 30 covered trades in the region. See [Table 30](#).

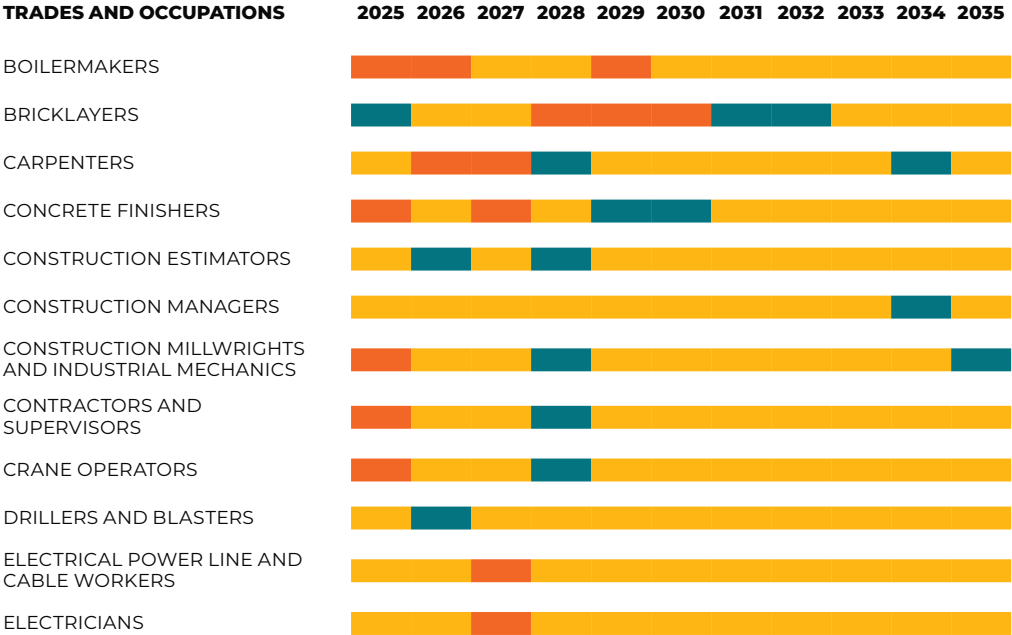
Labour market conditions fluctuate in line with the timing of major projects. Conditions tighten for some trades and occupations as projects reach peak periods and then weaken as projects wind down. Tighter conditions are expected in 2027 with several major projects underway.

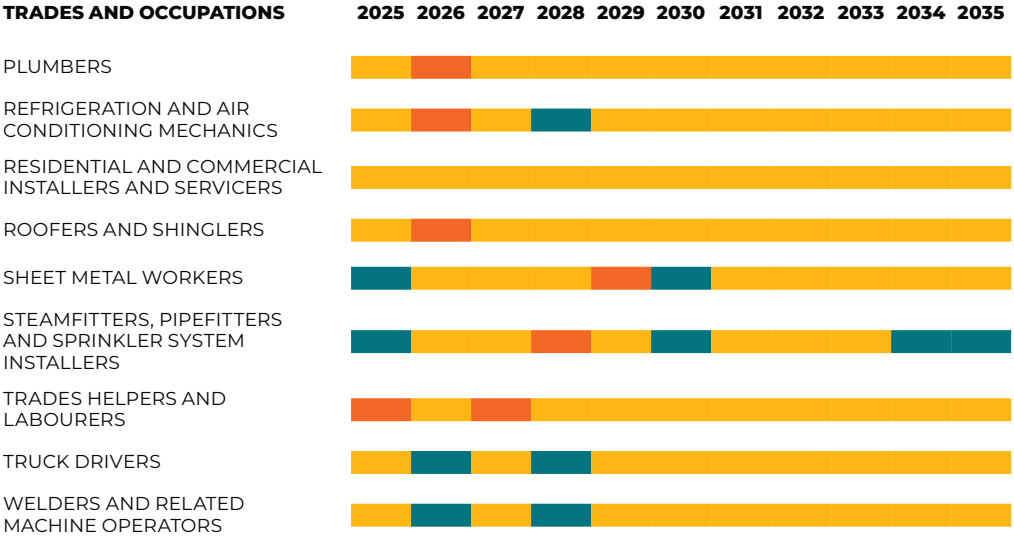
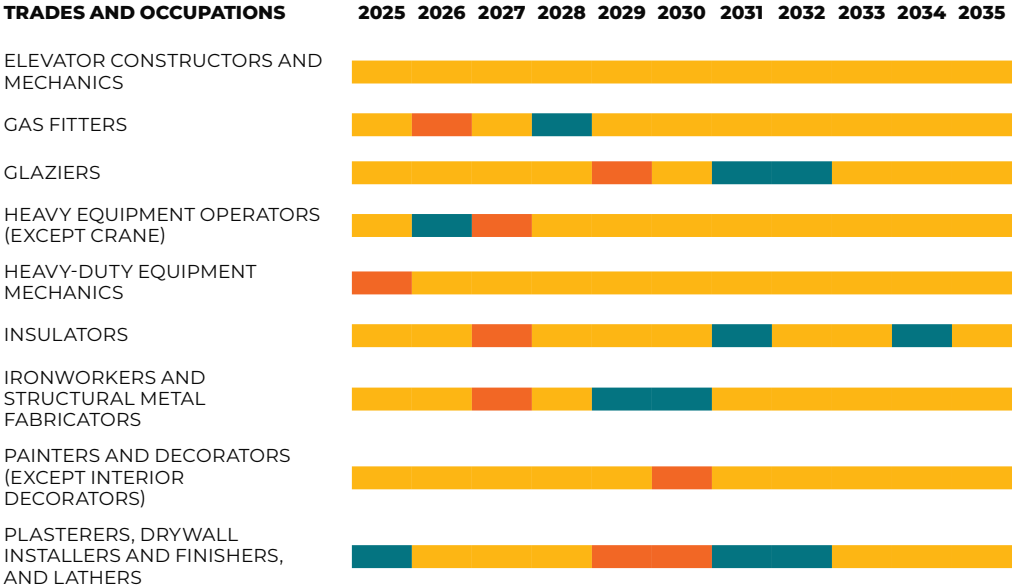
Note that the data presented in this outlook scenario is based on current known project approvals and schedules. Several proposed projects, including the new nuclear facility at Bruce Power, the Meaford pump storage hydroelectric facility, and the proposed Sarnia-Lambton AI Data Centre, that are awaiting positive final investment decisions are not factored into this analysis. These projects can significantly impact long-term employment trends, and would add to the industry's need to attract, train and retain new workers.

Additionally, scheduled industrial turnaround and shutdown maintenance events may generate increased market challenges for some trades and occupations, driven by distinct seasonal peak demands within a year for periods of weeks or months.

TABLE 30

NON-RESIDENTIAL MARKET RANKINGS SOUTHWESTERN ONTARIO





SOURCE: BuildForce Canada



PROVINCIAL INSIGHTS

MANITOBA



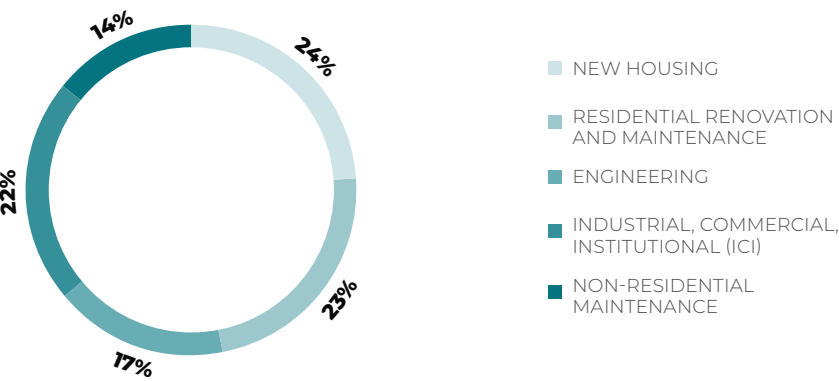


ECONOMIC OUTLOOK

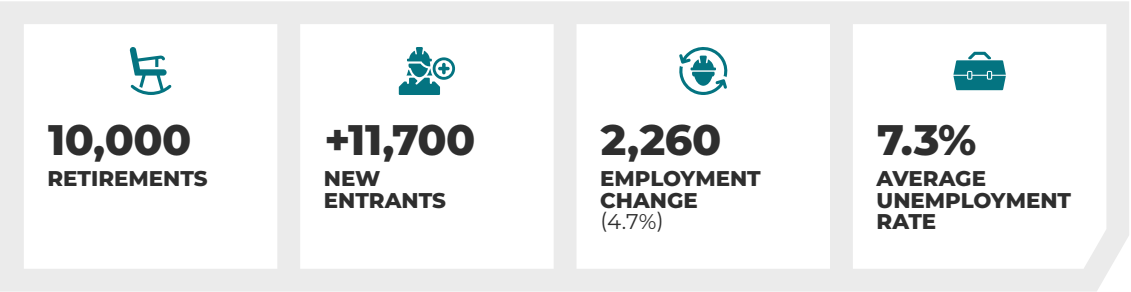
Despite economic headwinds created by the ongoing tariff dispute between Canada and the United States and by slower population growth, GDP growth in Manitoba in 2025 was only slightly lower than in 2024. Business investment was strong and a long list of major non-residential construction projects helped to drive growth.

The outlook calls for steady economic growth in the province almost entirely across the forecast period, and at an average annual rate of 1.5%. In the short term, output created by key major construction projects helps to offset slower trade activity. In the medium term, gains in wages and incomes should help to offset slowing population growth, and therefore sustain the province’s residential construction sector. A small reduction in growth occurs in 2031 with the completion of several known major construction projects.

DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN 2025 **MANITOBA**



10-YEAR WORKFORCE OUTLOOK FOR **MANITOBA**





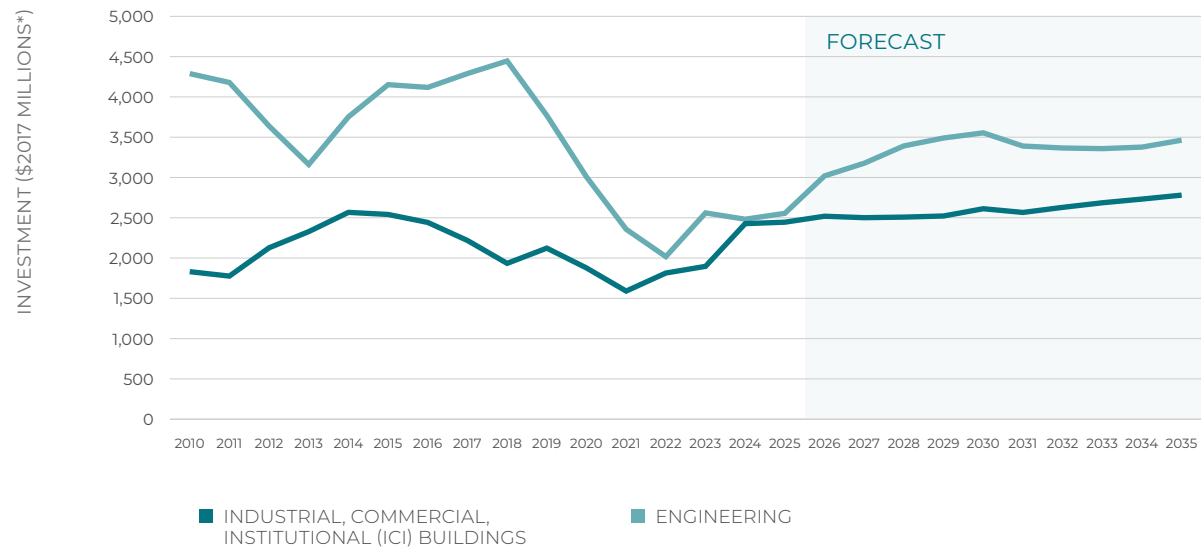
NON-RESIDENTIAL CONSTRUCTION INVESTMENT

Non-residential construction investment levels have been increasing in Manitoba since 2023, led by growth in engineering construction activity and the construction of industrial, commercial, and institutional (ICI) buildings. Growth in the former is being driven by a notable volume of activity in the utilities sector, including wastewater treatment facilities and power-generation projects, and in roads, highways, and bridges construction.

The forecast calls for non-residential construction investment to climb to a peak in 2030, driven by a large volume of significant engineering construction projects, including new power-generation capacity investments by MB Hydro, ongoing activity at the Winnipeg North End Sewage Treatment Plant, and Alamos Gold's Lynn Lake mine expansion. Investment levels slow as these projects wind down, but remain elevated to the end of the decade, supported in part by restored population growth.

Investment in the construction of ICI buildings is projected to increase at a more modest pace to the end of the decade. Investment enters the forecast period at a high as several healthcare projects are ongoing or projected to start, including the CancerCare Centre at the University of Manitoba’s Bannatyne Campus, the Portage Place redevelopment, the redevelopment at St. Boniface Hospital, as well as a general increasing trend in investments in industrial- and commercial-sector buildings. See [Figure 49](#).

FIGURE 49
NON-RESIDENTIAL CONSTRUCTION INVESTMENT MANITOBA



* \$2017 millions indicates that the investment values are in year 2017 dollars (base year), that is, adjusted for inflation. This is used to calculate the real physical year-to-year change of the value of construction, factoring out growth (increase in value) due to increases in prices.

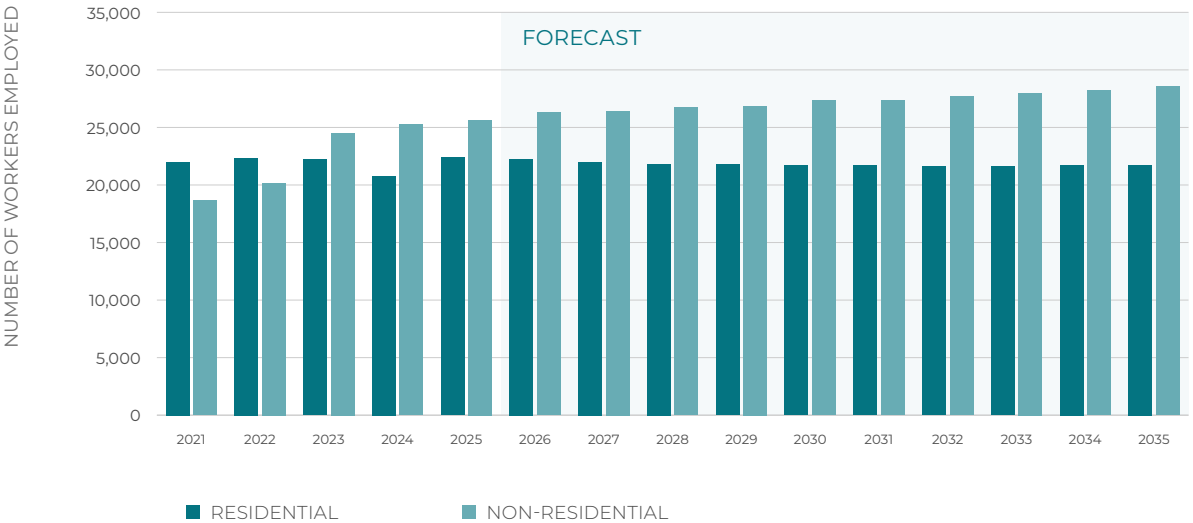
SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT

The notable list of projects underway across Manitoba’s engineering-construction sector is expected to help drive non-residential construction employment increases across almost the entire outlook period. Employment related to the construction of ICI buildings also rises across the outlook period.

CONSTRUCTION EMPLOYMENT GROWTH OUTLOOK **MANITOBA**



SOURCE: Statistics Canada, BuildForce Canada (2026–2035)

By 2035, non-residential construction employment is expected to rise by 11% compared to 2025 levels. Employment increases notably in engineering construction (+20%) and ICI buildings construction (+14%), while employment relating to non-residential maintenance activity retreats modestly (-3%).

Table 31 summarizes the estimated percent change in non-residential employment by sector across three periods: the short term (2026–2028), the medium term (2029–2031), and the long term (2032–2035).

TABLE 31

CHANGES IN NON-RESIDENTIAL EMPLOYMENT
BY SECTOR **MANITOBA**

SECTOR	% CHANGE 2026–2028	% CHANGE 2029–2031	% CHANGE 2032–2035
NON-RESIDENTIAL	4%	2%	4%
INDUSTRIAL BUILDINGS	15%	11%	10%
COMMERCIAL AND INSTITUTIONAL BUILDINGS	-3%	2%	7%
HEAVY INDUSTRIAL	44%	6%	0%
OTHER ENGINEERING	1%	16%	5%
ROADS, HIGHWAYS AND BRIDGES	-13%	-30%	1%
NON-RESIDENTIAL MAINTENANCE	-4%	-1%	2%

SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



RANKINGS, RISKS, AND MOBILITY: TRADES AND OCCUPATIONS

The BuildForce LMI system tracks supply and accounts for the change in the available labour force, including retirements, new entrants²⁶, and net mobility²⁷. Based on currently known demands, industry recruitment and retirement estimates, the following ranks apply to the 30 covered trades in the province. See [Table 32](#).

Strong levels of activity are expected to maintain tight labour market conditions for some trades and occupations in 2026 and 2027. Overall market conditions are projected to return to balance over the latter half of the forecast period under more moderate levels of activity.

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

27 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.

Note that this outlook scenario is based on current known project approvals and schedules. Several proposed projects awaiting a positive final investment decision are not factored into this analysis. Positive final investment decisions for these projects can significantly impact long-term employment trends, and would add to the industry's need to attract, train and retain new workers.

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. Establish patterns of recruiting and mobility are sufficient to meet job requirements.

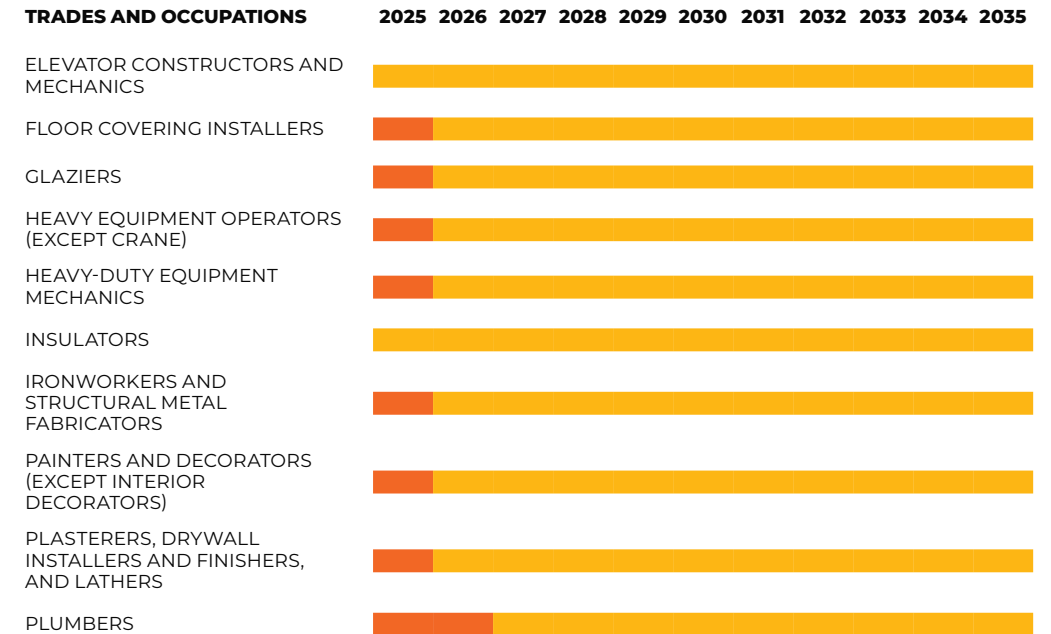
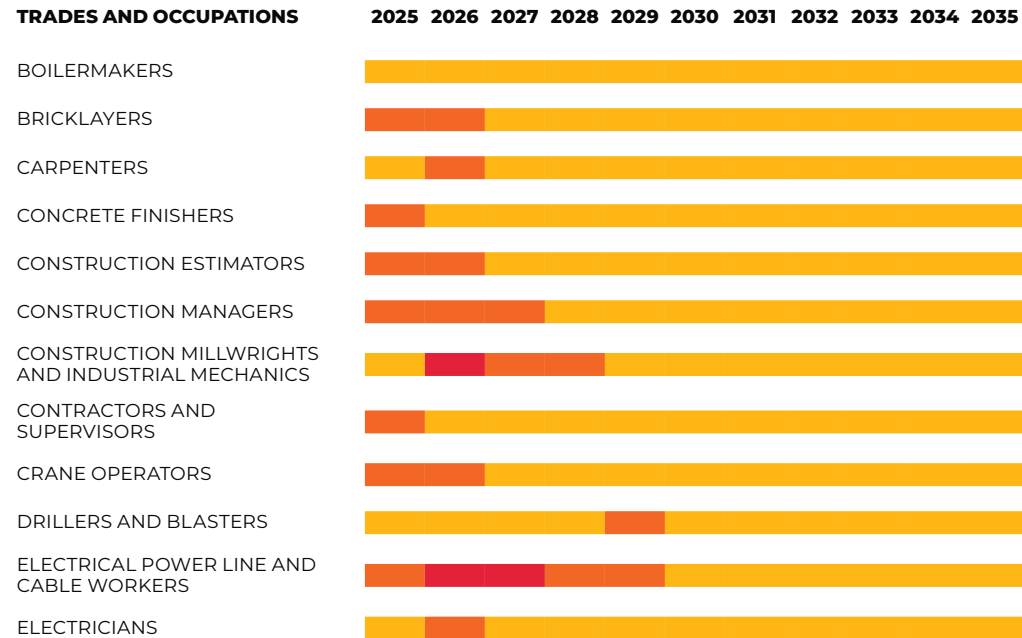
4

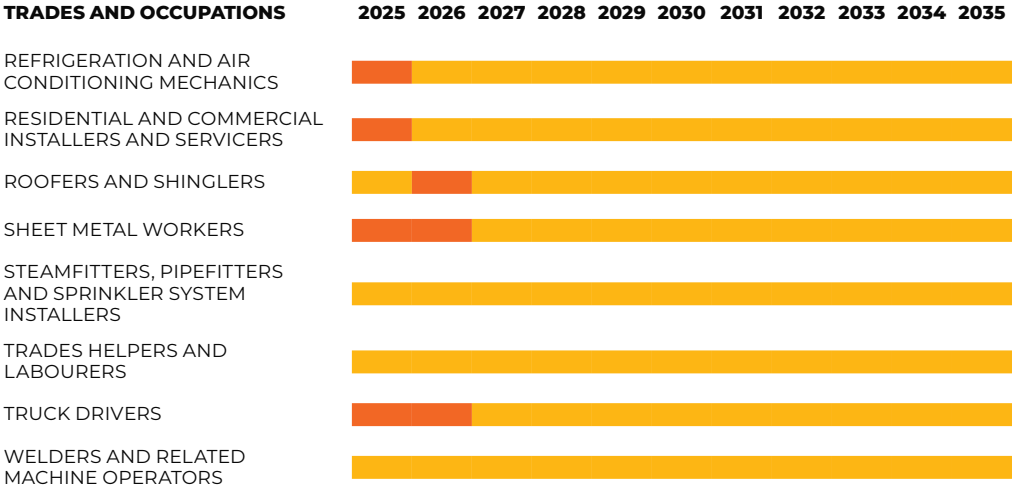
Workers meeting qualifications are generally not available in local markets to meet any increase. Employers will need to compete to attract additional workers. Recruiting and mobility may extend beyond traditional sources and practices.

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 32

NON-RESIDENTIAL MARKET RANKINGS **MANITOBA**



SOURCE: BuildForce Canada



BUILDING A SUSTAINABLE LABOUR FORCE

THE AVAILABLE NON-RESIDENTIAL LABOUR FORCE

Projected non-residential construction activity in Manitoba for the period of 2026 to 2035 is such that the industry may be required to expand its labour force by as many as 3,600 workers to keep pace with demand. Adding to this hiring requirement is the expected retirement of approximately 5,100 workers, or 19% of the 2025 labour force. These trends may leave the sector with a total hiring requirement of 8,700 workers.

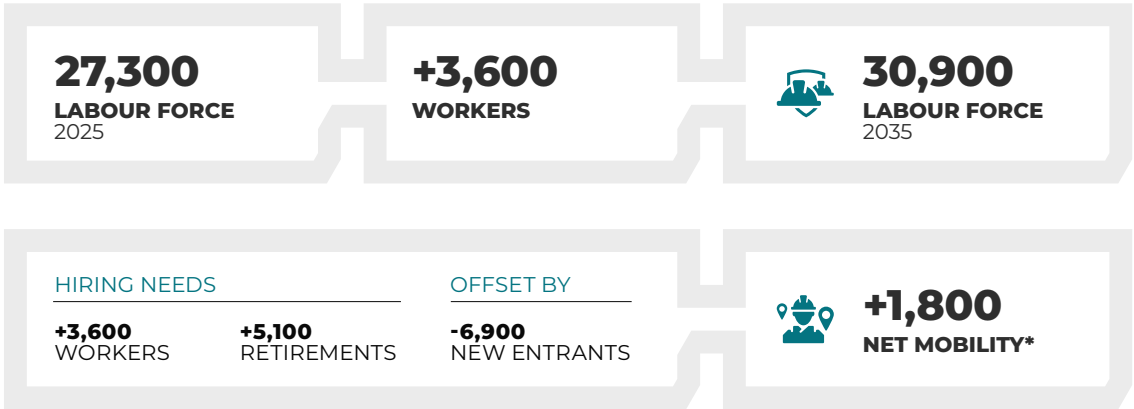
Some of this gap may be offset by the recruitment of 6,900 new entrants under the age of 30 from the local population, leaving a gap of approximately 1,800 workers that will need to be recruited from outside the local construction labour force.

Keeping pace with recruitment and training will require a combination of strategies, including maintaining local recruitment and training efforts, particularly from groups traditionally under-represented in the construction labour force, the hiring of workers from other industries with the required skill sets, and the recruitment of immigrants to Canada with skilled trades training and/or construction experience.

Figure 50 provides a summary of the estimated changes in the non-residential construction labour force across the forecast period.

FIGURE 50

CHANGES IN THE NON-RESIDENTIAL LABOUR FORCE **MANITOBA**



* 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



LABOUR FORCE RECRUITMENT

APPRENTICESHIP

The construction industry is dependent on a variety of skilled trades, some voluntary and some compulsory, as well as several skilled trades that fall outside the traditional apprenticeship development systems of the province. As such, while apprenticeship registrations cannot be viewed as a complete measure of industry recruitment, the metric is a useful barometer of industry success in the recruitment of new entrants.

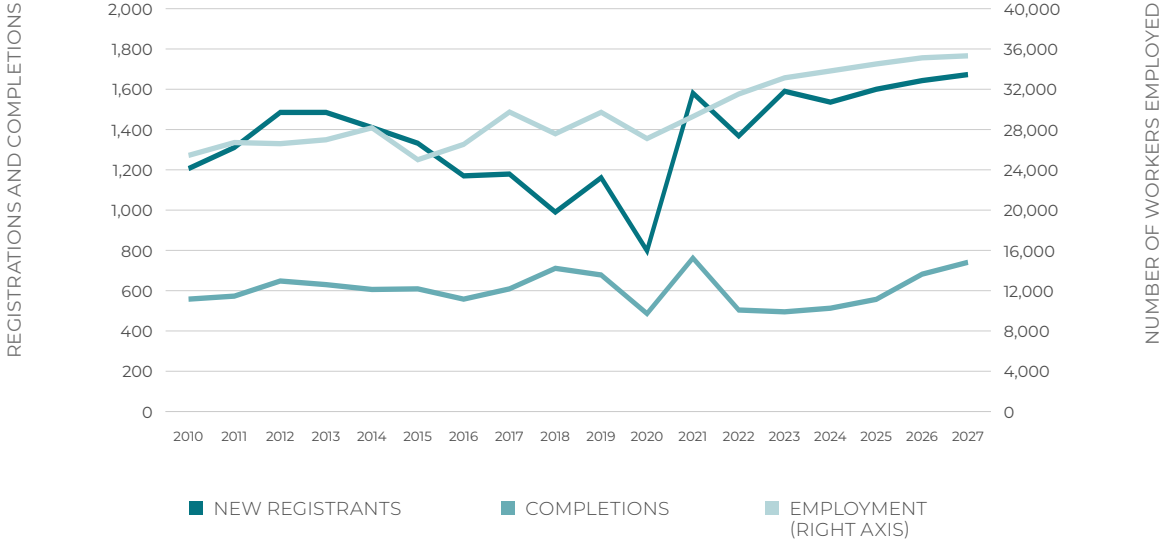
New apprenticeship registrations in Manitoba's largest construction programs rebounded strongly following the pandemic, mirroring robust growth in the province's construction sector. In 2023, intake increased by 16% to a record high, led by gains in refrigeration and air conditioning mechanic, carpenter, and plumber trades. In 2024, new registrations remained elevated, with intake sustained above 1,500.

New apprenticeship registrations are expected to remain above historical averages, supported by the federal government’s recently announced investment to recruit and train skilled trades workers under the Team Canada Strong initiative. In addition to supporting increased intake, the funding places a strong emphasis on improving completion outcomes through enhanced incentives and employer supports.²⁸

Completions remain well below the average observed over the past decade, reflecting the decline in registrations after 2013 and a sharp drop during the pandemic. While completions have yet to recover, the recent rise in intake will likely increase the supply of newly certified journeypersons over the coming decade. (See Figure 51.)

28 Prime Minister Carney announces Team Canada Strong – a nationwide plan to recruit up to 100,000 skilled trades workers

FIGURE 51
NEW APPRENTICESHIP REGISTRATIONS, COMPLETIONS,
AND TRADE EMPLOYMENT **MANITOBA**



SOURCE: BuildForce Canada

Table 33 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. Based on projected new registrations, there is a risk that completions in the welder trade will not keep pace with the number of new journeypersons required over the outlook period. While several other trades currently appear balanced, even modest economic shifts could lead to supply challenges.

TABLE 33
ESTIMATED CONSTRUCTION CERTIFICATION DEMAND AND
PROJECTED TARGET OF NEW ENTRANTS BY TRADE **MANITOBA***

TRADE	TOTAL CERTIFICATION DEMAND CONSTRUCTION	TARGET NEW REGISTRANTS CONSTRUCTION	APPRENTICE CERTIFICATION SUPPLY RISK ALL INDUSTRIES
WELDER	45	33	
MOBILE CRANE OPERATOR	47	46	
INDUSTRIAL MECHANIC (MILLWRIGHT)	76	82	
CARPENTER	924	1,042	
INDUSTRIAL ELECTRICIAN	73	91	

TRADE	TOTAL CERTIFICATION DEMAND CONSTRUCTION	TARGET NEW REGISTRANTS CONSTRUCTION	APPRENTICE CERTIFICATION SUPPLY RISK ALL INDUSTRIES
REFRIGERATION AND AIR CONDITIONING MECHANIC	306	403	
STEAMFITTER/PIPEFITTER	63	88	
HEAVY-DUTY EQUIPMENT TECHNICIAN	43	61	
CONSTRUCTION ELECTRICIAN	1,449	2,275	
PLUMBER	559	1,058	
SHEET METAL WORKER	79	183	
SPRINKLER FITTER	33	105	

-  CERTIFICATIONS REQUIRED EXCEED PROJECTED COMPLETIONS
-  CERTIFICATIONS REQUIRED IN LINE WITH PROJECTED COMPLETIONS
-  PROJECTED COMPLETIONS EXCEED CERTIFICATIONS REQUIRED

* This analysis does not account for existing labour market imbalances at the 2025 starting point.
SOURCE: BuildForce Canada



UNDER-REPRESENTED GROUPS OF WORKERS

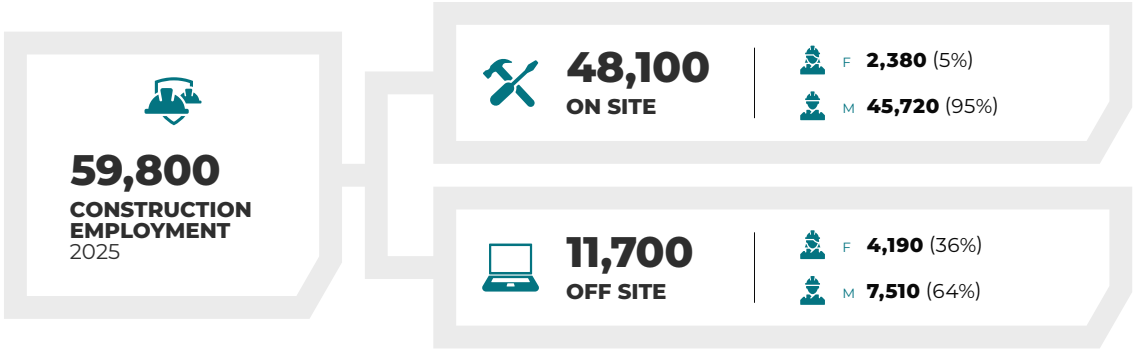
Canada’s labour force is being reshaped by long-term demographic trends, including declining fertility rates and smaller family sizes over the past several decades. As a result, the pool of younger workers entering the workforce has been shrinking. This pressure will increase as the baby boomer generation continues to retire, intensifying competition for new talent. To respond to these challenges, the construction industry must broaden its recruitment efforts. Strengthening the workforce will require greater engagement with traditionally under-represented groups, including women, Indigenous Peoples, and newcomers to Canada.

WOMEN

In 2025, there were 6,570 women employed in Manitoba’s construction industry, of which 36% worked on site, directly on construction projects, while the remaining 64% worked off site, primarily in administrative and management-related occupations. Of the 48,100 on-site tradespeople employed in the industry, women made up 5%. (See [Figure 52](#)).

FIGURE 52

DETAILED CONSTRUCTION EMPLOYMENT BY GENDER **MANITOBA**

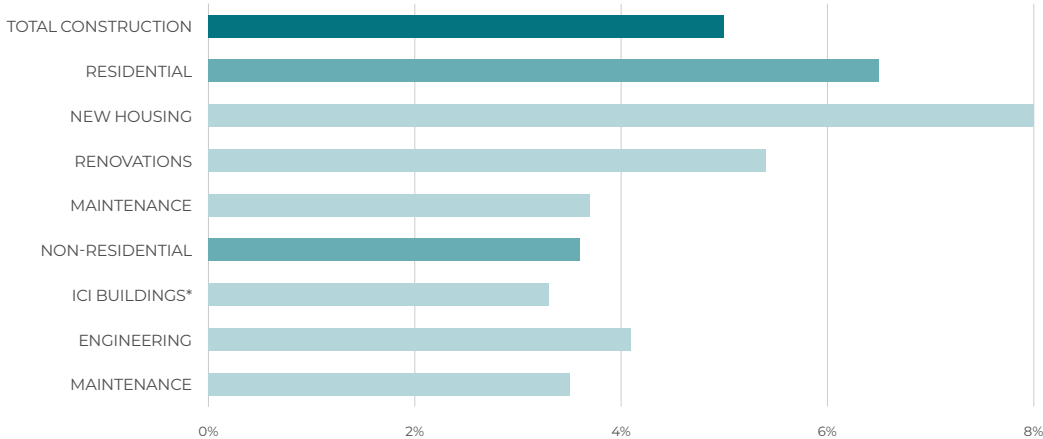


SOURCE: BuildForce Canada calculations based on Statistics Canada’s Labour Force Survey and 2021 Census of the Population

The estimated 2,380 on-site tradeswomen in Manitoba are represented across all sectors of construction, but given the nature of construction work in the province, women account for a higher share of total tradespeople (6.5%) in residential construction. Across sectors, new housing construction has the highest representation of women, accounting for 8.0% of the workforce. (See [Figure 53](#).) The top five trades and occupations in which women tend to be employed are trade helpers and labourers (31% of all tradeswomen), construction managers (19%), carpenters (15%), contractors and supervisors (12%), and construction estimators (5%).

FIGURE 53

WOMEN'S SHARE OF TOTAL DIRECT TRADES AND OCCUPATIONS (ON SITE) **MANITOBA**



* industrial, commercial, institutional

SOURCE: BuildForce Canada calculations based on Statistics Canada's Labour Force Survey and 2021 Census of the Population

INDIGENOUS PEOPLES

The Indigenous population is the fastest growing population in Canada and therefore presents recruitment opportunities for Manitoba's construction industry. In 2025, Indigenous Peoples made up 3.5% of Canada's workforce and 4.8% of the national construction workforce. In Manitoba, Indigenous Peoples represented 11.9% of the provincial labour force and 16.5% of the construction labour force, both well above the national share. Since 2016, Indigenous representation has increased across the broader workforce and has increased in construction. (See [Table 34.](#))

As the Indigenous population continues to expand, the sector must continue its successful recruitment efforts and engage in initiatives that promote retention.

TABLE 34

REPRESENTATION OF INDIGENOUS POPULATION IN PROVINCIAL CONSTRUCTION WORKFORCE **MANITOBA**

INDUSTRY	INDIGENOUS	NON-INDIGENOUS	TOTAL	INDIGENOUS SHARE OF TOTAL WORKFORCE, %
CONSTRUCTION				
2016	8,400	44,300	52,700	15.9%
2025	10,200	51,500	61,700	16.5%
ALL INDUSTRIES				
2016	78,000	599,700	677,700	11.5%
2025	92,700	686,800	779,500	11.9%

SOURCE: Statistics Canada, Labour Force Survey, Custom Data Request 2025

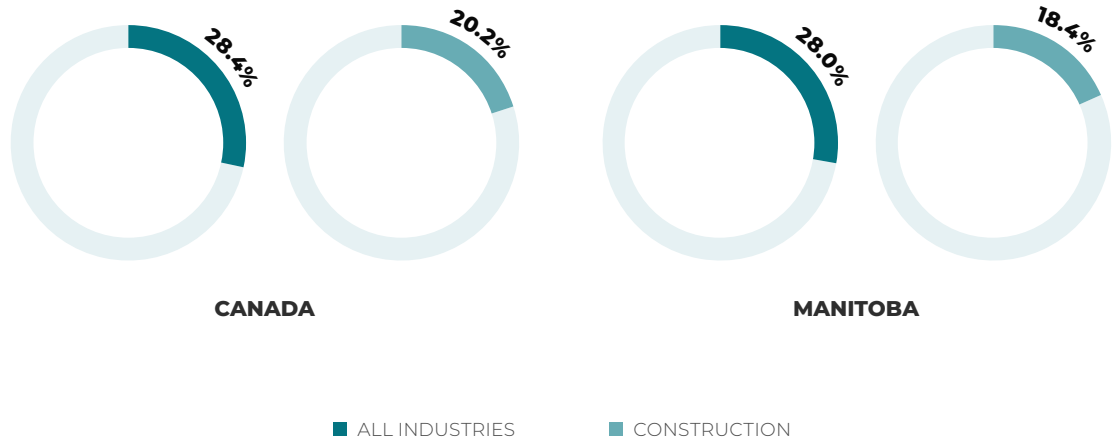
NEWCOMERS

Manitoba's construction industry may also leverage newcomers to Canada over the outlook period to meet labour requirements. Due to the declining natural rate of population growth, immigrants are the primary source of labour force growth in the province. The share of immigrants in the provincial workforce increased from 20.4% in 2016 to 28.0% in 2025, bringing the province in line with the national share. In construction, the share of immigrants increased from 13.4% to 18.4% over the same period. However, immigrants remain under-represented in the construction industry relative to the overall workforce and slightly below the national construction share. (See [Figure 54](#).)

Based on historical settlement trends, the province is expected to welcome nearly 164,900 new immigrants between 2026 and 2035. As these individuals will make up an increasing share of the province's core working-age population, additional recruitment efforts will be required to ensure the construction industry recruits its share of newcomers into the labour force.

FIGURE 54

SHARE (%) OF NEWCOMERS IN THE CONSTRUCTION LABOUR FORCE (2025) **MANITOBA**



SOURCE: Statistics Canada. Table 14-10-0083-01 Labour force characteristics by immigrant status, annual



PROVINCIAL INSIGHTS

SASKATCHEWAN

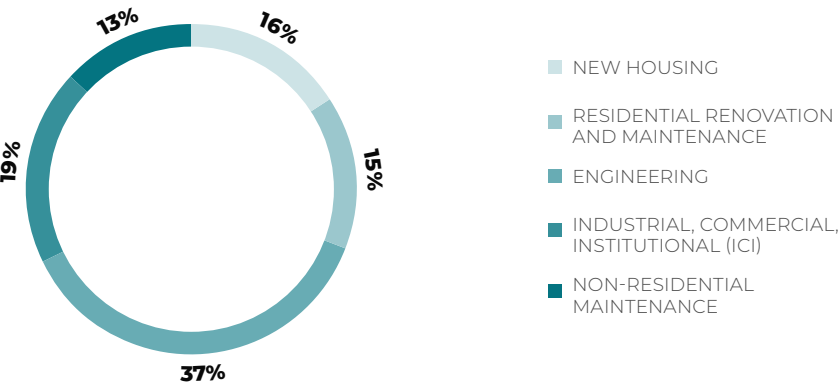


ECONOMIC OUTLOOK

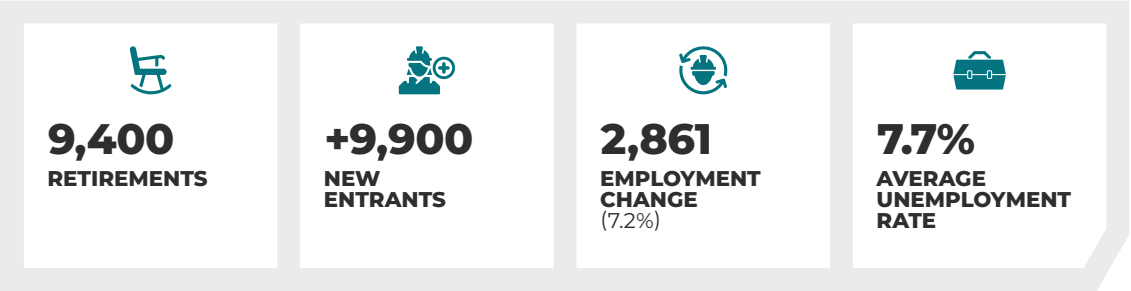
Economic growth in Saskatchewan enjoyed a strong year in 2025, driven by a bumper crop year, and supported by strong growth across the province’s construction sector. The outlook calls for GDP growth to moderate in 2026 and 2027 as business investment – particularly in non-residential construction – plateaus due to export reductions caused by American tariffs and population growth slows with lower levels of in-migration.

The start of construction work on the second phase of the BHP Jansen potash mine helps to create a notable increase in GDP growth in 2028. Construction and investment levels are likely to remain muted thereafter and until 2032. Some of the relatively large resource-based projects conclude over that period, and that contraction more than offsets increasing demand for residential construction over the same period. Investment returns to growth in the later years of the forecast, driven by demands created by an increasing population.

DISTRIBUTION OF CONSTRUCTION EMPLOYMENT
IN 2025 **SASKATCHEWAN**



10-YEAR WORKFORCE OUTLOOK FOR **SASKATCHEWAN**





NON-RESIDENTIAL CONSTRUCTION INVESTMENT

Non-residential construction investment levels are expected to remain virtually unchanged across the forecast period, with fluctuations recorded over the decade in line with the start and conclusion of several major projects.

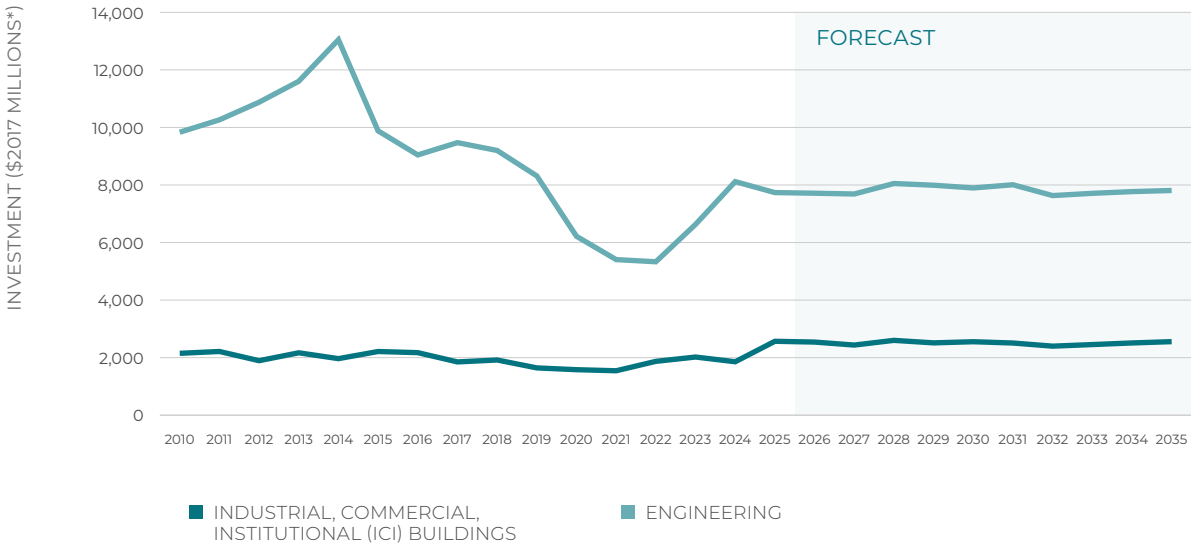
In the near term, investment in engineering construction is expected to remain stable at elevated levels driven by construction of the first phase of the BHP Jansen Potash mine and the Foran-McIlvenna Bay mine, ongoing work at the Aspen Power Station in Lanigan, and the anticipated start of the Denison Mines Wheeler River uranium mine and processing facility. Heavy industrial engineering investment increases in 2028 with the start of construction work on the second phase of the Jansen Potash mine, which, combined with ongoing work on several utilities projects, elevates overall engineering construction investment levels to 2031.

The investment outlook for activity in the other engineering and roads, highways, and bridges components calls for modest increases in both, in line with overall economic activity and population growth, and supported in the near term by the Saskatoon Bus Rapid Transit project.

Investment in industrial, commercial, and institutional (ICI) buildings construction, meanwhile, is expected to record a modest decline to the end of the forecast period. In the short term, activity levels are sustained by a large volume of projects underway in the healthcare and education sectors, including the Prince Albert Victoria Hospital project, the Saskatchewan Polytechnic Saskatoon campus renewal, the Louis Dreyfus canola facility expansion and pea protein facility projects in Yorkton, and the Red Leaf Pulp wheat straw pulp mill. As work on these projects passes peak periods or concludes by 2029, growth is replaced by spin-off industrial building activity that supports work on the second phase of the Jansen Potash mine.

Commercial buildings construction activity is generally expected to trend downward through the near- and medium-term forecast years as the provincial economy and population growth slows. Later years see the component return to growth in line with greater economic output. See [Figure 55](#).

FIGURE 55
NON-RESIDENTIAL CONSTRUCTION INVESTMENT SASKATCHEWAN



* \$2017 millions indicates that the investment values are in year 2017 dollars (base year), that is, adjusted for inflation. This is used to calculate the real physical year-to-year change of the value of construction, factoring out growth (increase in value) due to increases in prices.

SOURCE: Statistics Canada, BuildForce Canada (2026–2035)

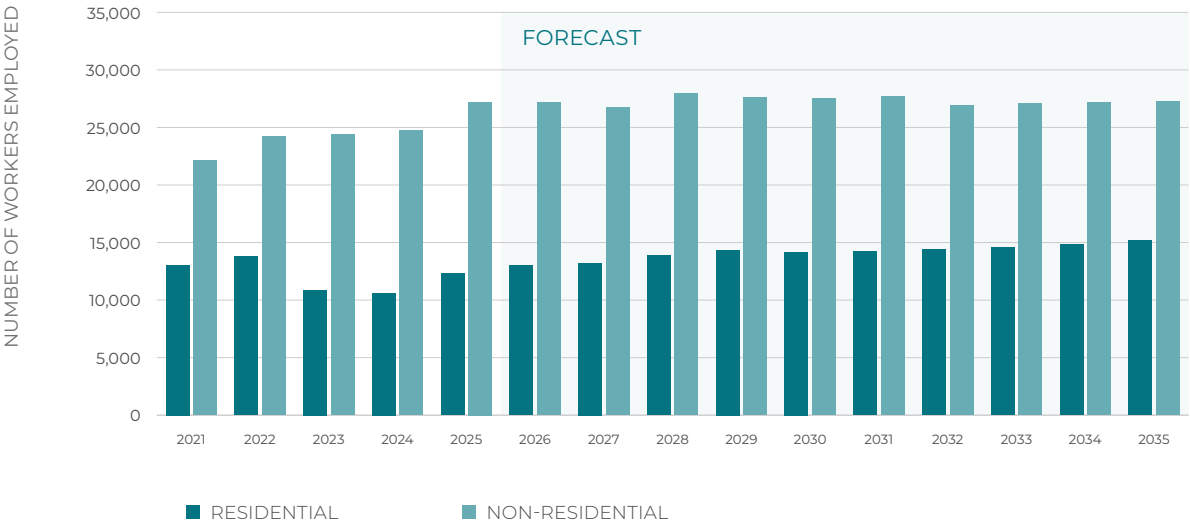


NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT

Non-residential construction employment in Saskatchewan grew by 23% between 2021 and 2025, driven by significant investments in the industrial and mining sectors, and a surge in public spending on health, community and educational building as well as civil infrastructure.

Employment is expected to slow modestly in 2026 and 2027 – remaining above 2024 levels – as activity slows in the ICI buildings sector. It rises again in 2028 supported by the start of work on the second phase of the Jansen potash mine, and remains elevated through to that project’s completion in 2031. As it and other major projects conclude in later years, employment is more closely linked to projects supported by population and economic growth.

CONSTRUCTION EMPLOYMENT GROWTH OUTLOOK **SASKATCHEWAN**



SOURCE: Statistics Canada, BuildForce Canada (2026–2035)

By 2035, non-residential construction employment ebbs and flows with the timing of tracked major projects but remains elevated throughout the decade, ending the forecast period near the highs seen in 2025. Employment relating to the construction of ICI buildings is relatively unchanged from 2025 levels by 2035, while employment relating to engineering construction is projected to rise by 5% to a forecast peak in 2028 and remain at those elevated levels through 2031 before slowing. Compared to 2025 levels, engineering construction employment contracts by 2% by the end of the forecast period. Non-residential maintenance employment is expected to grow by 6% over the forecast period.

Table 35 summarizes the estimated percent change in non-residential employment by sector across three periods: the short term (2026–2028), the medium term (2029–2031), and the long term (2032–2035).

TABLE 35
CHANGES IN NON-RESIDENTIAL EMPLOYMENT
BY SECTOR **SASKATCHEWAN**

SECTOR	% CHANGE 2026–2028	% CHANGE 2029–2031	% CHANGE 2032–2035
NON-RESIDENTIAL	3%	-1%	-2%
INDUSTRIAL BUILDINGS	8%	5%	0%
COMMERCIAL AND INSTITUTIONAL BUILDINGS	-4%	-7%	5%
HEAVY INDUSTRIAL	6%	-1%	-9%
OTHER ENGINEERING	9%	1%	6%
ROADS, HIGHWAYS AND BRIDGES	-17%	-1%	6%
NON-RESIDENTIAL MAINTENANCE	2%	2%	2%

SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



RANKINGS, RISKS, AND MOBILITY: TRADES AND OCCUPATIONS

The BuildForce LMI system tracks supply and accounts for the change in the available labour force, including retirements, new entrants²⁹, and net mobility³⁰. Based on currently known demands, industry recruitment and retirement estimates, the following ranks apply to the 29 covered trades in the province.

Labour market conditions tightened in 2025 as the start of such projects as the Regina Indoor Aquatics Facility and the K+S Bethune Cogeneration Expansion bumped into a long list of ongoing tracked major projects, including phase 1 at the BHP Jansen Mine, the Aspen Power Station, and the Prince Albert Victoria Hospital. This tightness is projected to persist for a number of trades and occupations in 2026, while others return to balance based on the timing of tracked major projects.

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

30 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.

Markets return to generally balanced conditions in 2027 but could see some further strains in 2028 for a select group of trades and occupations as new projects start. See [Table 36](#).

Note that the data in this outlook scenario is based on current known project approvals and schedules. Several proposed projects – including the Bell Canada AI Data Centre, K+S Potash Canada expansion, and small modular reactors – that are awaiting positive final investment decisions are not factored into this analysis. If confirmed to proceed, these projects may significantly impact long-term employment trends and add to the industry's need to attract, train and retain new workers.

Also note that scheduled industrial turnaround and shutdown maintenance events may generate increased market challenges for some trades and occupations, driven by distinct seasonal peak demands within a year for periods of weeks or months.

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. Establish patterns of recruiting and mobility are sufficient to meet job requirements.

4 

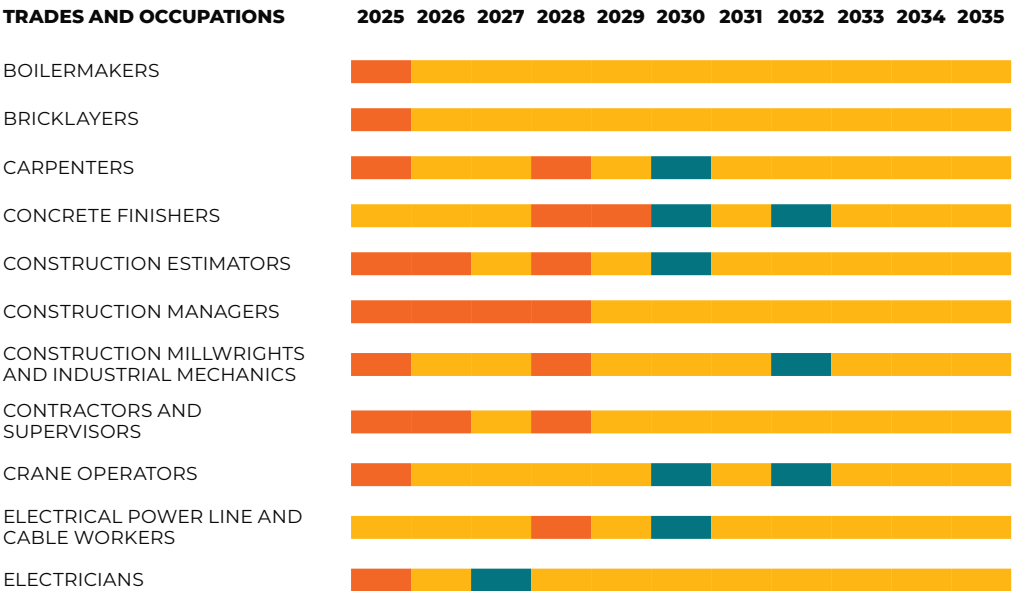
Workers meeting qualifications are generally not available in local markets to meet any increase. Employers will need to compete to attract additional workers. Recruiting and mobility may extend beyond traditional sources and practices.

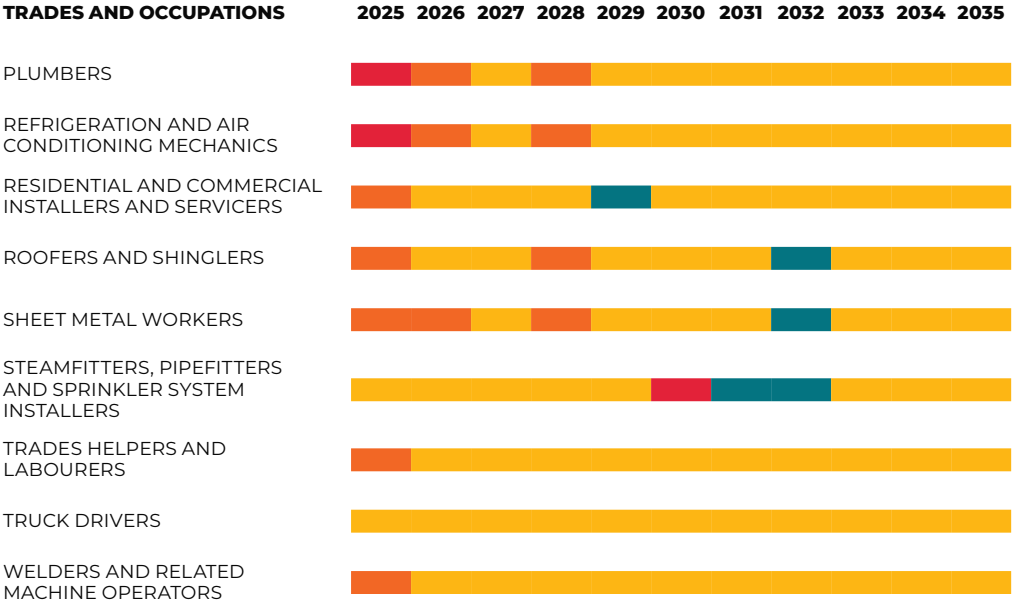
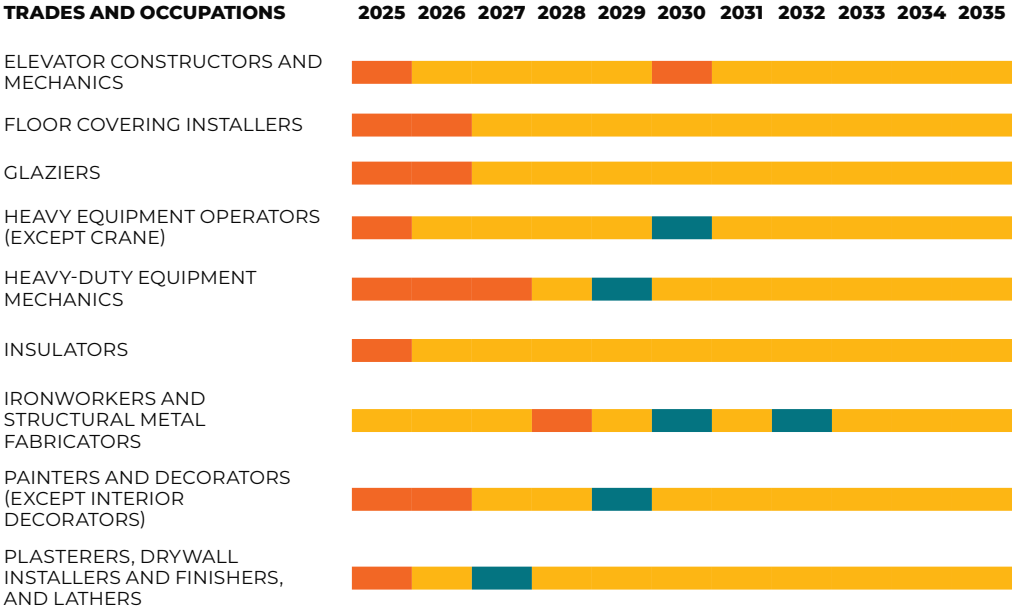
5 

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 36

NON-RESIDENTIAL MARKET RANKINGS **SASKATCHEWAN**





SOURCE: BuildForce Canada



BUILDING A SUSTAINABLE LABOUR FORCE

THE AVAILABLE NON-RESIDENTIAL LABOUR FORCE

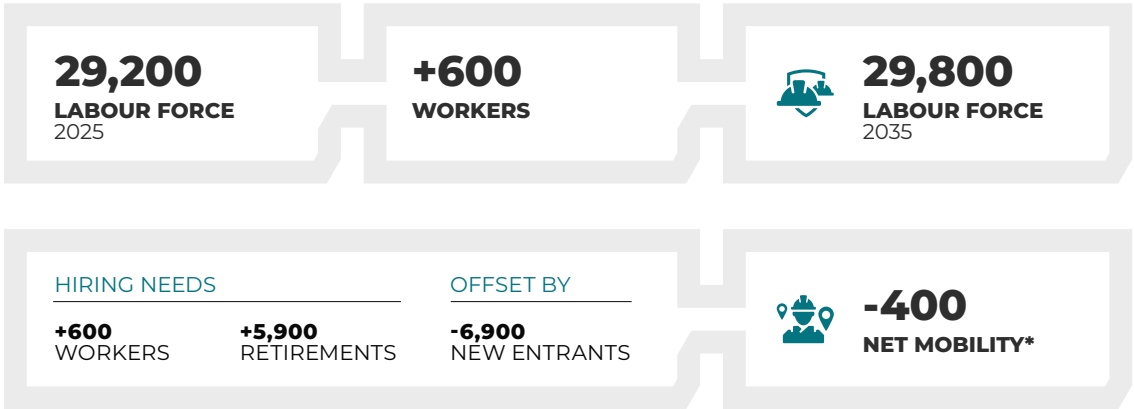
The comparatively muted outlook for non-residential construction activity in Saskatchewan across the forecast period may require the provincial labour force to increase by 600 workers by 2035. When added to the 5,900 workers that are estimated to retire over the decade, or 20% of the 2025 labour force, the sector could face a total hiring requirement of as many as 6,500 workers by 2035.

These hiring requirements are expected to be more than offset by the recruitment of as many as 6,900 new entrants under the age of 30 from the local population, leaving the sector with a potential surplus of 400 workers. These workers may opt to pursue employment in the province's residential construction sector, may choose to relocate to other provinces to seek new opportunities, or may exit the industry altogether.

Keeping pace with recruitment and training will require a combination of strategies, including maintaining local recruitment and training efforts, particularly from groups traditionally under-represented in the construction labour force, the hiring of workers from other industries with the required skill sets, and the recruitment of immigrants to Canada with skilled trades training and/or construction experience.

Figure 56 provides a summary of the estimated changes in the non-residential construction labour force across the forecast period.

FIGURE 56
CHANGES IN THE NON-RESIDENTIAL LABOUR FORCE **SASKATCHEWAN**



* 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



LABOUR FORCE RECRUITMENT

APPRENTICESHIP

The construction industry is dependent on a variety of skilled trades, some voluntary and some compulsory, as well as several skilled trades that fall outside the traditional apprenticeship development systems of the province. As such, while apprenticeship registrations cannot be viewed as a complete measure of industry recruitment, the metric is a useful barometer of industry success in the recruitment of new entrants.

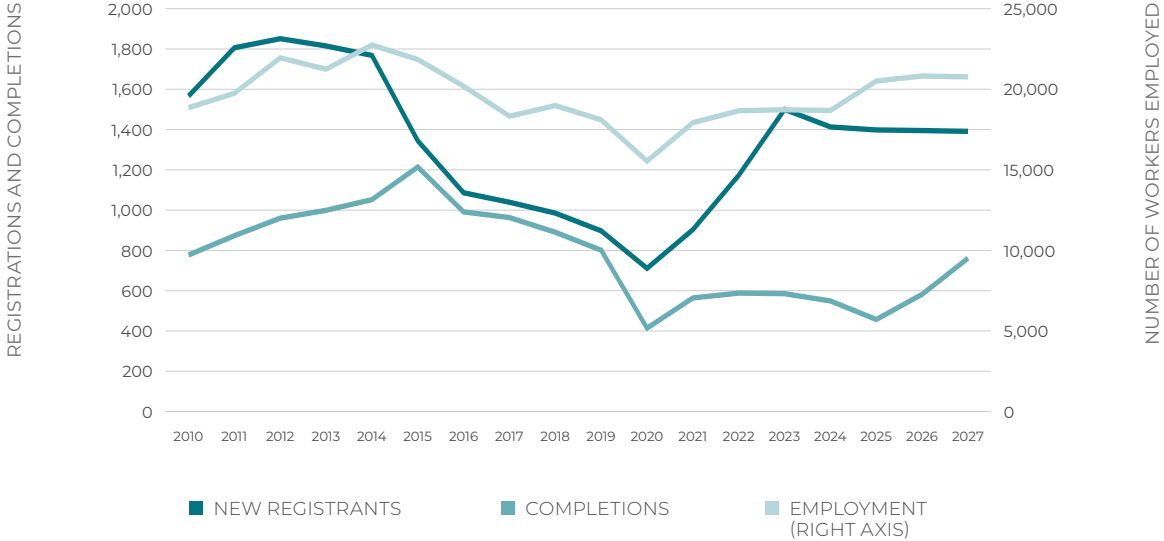
New registrations in Saskatchewan's largest construction trades declined steadily over the previous decade after peaking in 2012. Following the pandemic, apprenticeship intake has rebounded strongly. In 2023, new registrations reached their highest level since 2014. Registrations rose across most trades. The strongest growth was concentrated in the construction electrician and plumber programs, which together accounted for roughly half of the increase in 2023. In 2024, apprenticeship intake remained strong at nearly 1,400 new registrations.

New apprenticeship registrations are expected to remain elevated, supported by the federal government’s recently announced investment to recruit and train skilled trades workers under the Team Canada Strong initiative. In addition to supporting increased intake, the funding places a strong emphasis on improving completion outcomes through enhanced incentives and employer supports.³¹

Completions remained relatively unchanged in 2023 and declined in 2024, remaining well below pre-pandemic levels of newly certified journeypersons. This reflects the lower number of apprentices entering the system in the years leading up to and during the pandemic. Stronger intake in recent years is expected to support higher completions in the near term. The extent of this increase will depend on employer capacity and timely access to technical training. (See Figure 57.)

31 Prime Minister Carney announces Team Canada Strong – a nationwide plan to recruit up to 100,000 skilled trades workers

FIGURE 57
NEW APPRENTICESHIP REGISTRATIONS, COMPLETIONS,
AND TRADE EMPLOYMENT **SASKATCHEWAN**



SOURCE: BuildForce Canada

Table 37 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.³² Based on projected new registrations, the carpenter trade is at risk of completions not keeping pace with the number of new journeypersons required over the outlook period. Construction electricians currently appear balanced, but even modest economic shifts could lead to supply challenges for this trade.

TABLE 37
ESTIMATED CONSTRUCTION CERTIFICATION DEMAND
AND PROJECTED TARGET OF NEW ENTRANTS BY TRADE
SASKATCHEWAN*

TRADE	TOTAL CERTIFICATION DEMAND CONSTRUCTION	TARGET NEW REGISTRANTS CONSTRUCTION	APPRENTICE CERTIFICATION SUPPLY RISK ALL INDUSTRIES
CARPENTER	1,259	645	
CONSTRUCTION ELECTRICIAN	1,429	1,688	
INDUSTRIAL MECHANIC (MILLWRIGHT)	61	129	
MOBILE CRANE OPERATOR	35	58	

32 Trades with fewer than 10 completions per year were excluded from the analysis.

TRADE	TOTAL CERTIFICATION DEMAND CONSTRUCTION	TARGET NEW REGISTRANTS CONSTRUCTION	APPRENTICE CERTIFICATION SUPPLY RISK ALL INDUSTRIES
PLUMBER	497	1,172	
POWERLINE TECHNICIAN	97	272	
REFRIGERATION AND AIR CONDITIONING MECHANIC	150	262	
SHEET METAL WORKER	85	207	
STEAMFITTER/PIPEFITTER	81	110	
WELDER	119	318	
HEAVY-DUTY EQUIPMENT TECHNICIAN	61	211	

- CERTIFICATIONS REQUIRED EXCEED PROJECTED COMPLETIONS
- CERTIFICATIONS REQUIRED IN LINE WITH PROJECTED COMPLETIONS
- PROJECTED COMPLETIONS EXCEED CERTIFICATIONS REQUIRED

* This analysis does not account for existing labour market imbalances at the 2025 starting point.
SOURCE: BuildForce Canada



UNDER-REPRESENTED GROUPS OF WORKERS

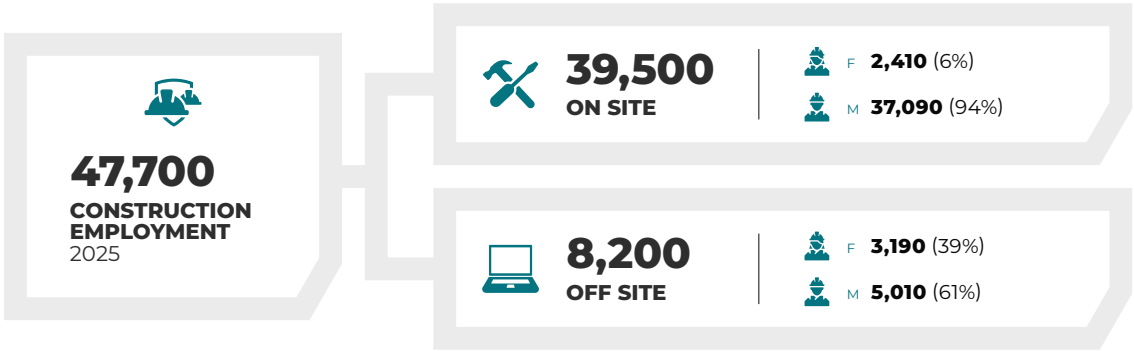
Canada’s labour force is being reshaped by long-term demographic trends, including declining fertility rates and smaller family sizes over the past several decades. As a result, the pool of younger workers entering the workforce has been shrinking. This pressure will increase as the baby boomer generation continues to retire, intensifying competition for new talent. To respond to these challenges, the construction industry must broaden its recruitment efforts. Strengthening the workforce will require greater engagement with traditionally under-represented groups, including women, Indigenous Peoples, and newcomers to Canada.

WOMEN

In 2025, there were approximately 5,600 women employed in Saskatchewan’s construction industry, of which 43% worked on site, directly on construction projects, while the remaining 57% worked off site, primarily in administrative and management-related occupations. Of the 39,500 on-site tradespeople employed in the industry, women made up 6%. (See [Figure 58](#)).

FIGURE 58

DETAILED CONSTRUCTION EMPLOYMENT BY GENDER **SASKATCHEWAN**

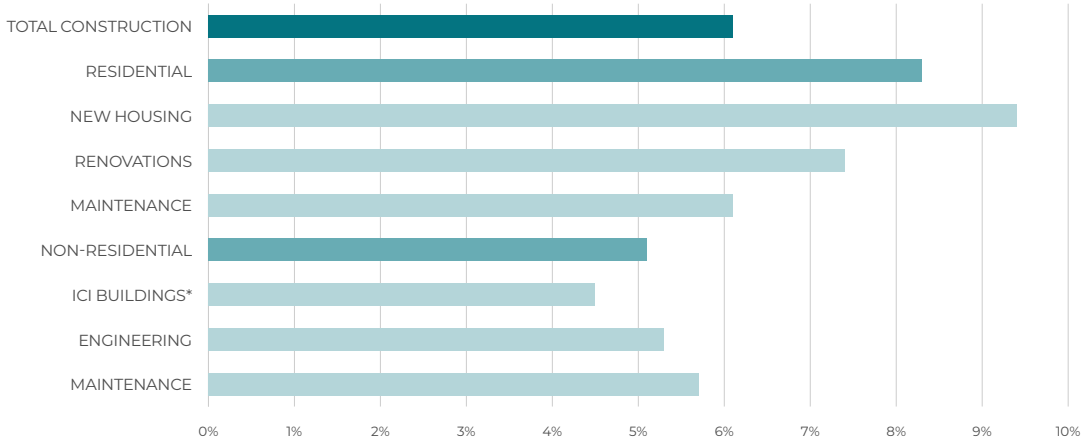


SOURCE: BuildForce Canada calculations based on Statistics Canada’s Labour Force Survey and 2021 Census of the Population

The estimated 2,410 on-site tradeswomen in Saskatchewan are represented across all sectors of construction, but given the nature of construction work in the province, women account for a higher share of total tradespeople in residential construction (8.3%) than non-residential (5.1%) construction. Across sectors, new housing construction has the highest representation of women, accounting for 9.4% of the workforce. (See [Figure 59](#).) The top five trades and occupations in which women tend to be employed are trade helpers and labourers (20% of all tradeswomen), construction managers (17%), carpenters (15%), electricians (9%), and contractors and supervisors (6%).

FIGURE 59

WOMEN'S SHARE OF TOTAL DIRECT TRADES AND OCCUPATIONS (ON SITE) **SASKATCHEWAN**



* industrial, commercial, institutional

SOURCE: BuildForce Canada calculations based on Statistics Canada's Labour Force Survey and 2021 Census of the Population

INDIGENOUS PEOPLES

The Indigenous population is the fastest growing population in Canada and therefore presents recruitment opportunities for Saskatchewan’s construction industry. In 2025, Indigenous Peoples made up 3.5% of Canada’s workforce and 4.8% of the national construction workforce. In Saskatchewan, Indigenous people represented 11.5% of the provincial labour force and 13.1% of the construction labour force, more than double the national share. Since 2016, Indigenous representation has increased across the broader workforce and in the construction sector. (See [Table 38](#)).

As the Indigenous population continues to expand, the sector must continue its successful recruitment efforts and engage in initiatives that promote retention.

TABLE 38

REPRESENTATION OF INDIGENOUS POPULATION IN PROVINCIAL CONSTRUCTION WORKFORCE **SASKATCHEWAN**

INDUSTRY	INDIGENOUS	NON-INDIGENOUS	TOTAL	INDIGENOUS SHARE OF TOTAL WORKFORCE, %
CONSTRUCTION				
2016	6,600	50,400	57,000	11.6%
2025	6,500	43,000	49,500	13.1%
ALL INDUSTRIES				
2016	58,000	540,300	598,300	9.7%
2025	74,200	573,700	647,900	11.5%

SOURCE: Statistics Canada, Labour Force Survey, Custom Data Request 2025

NEWCOMERS

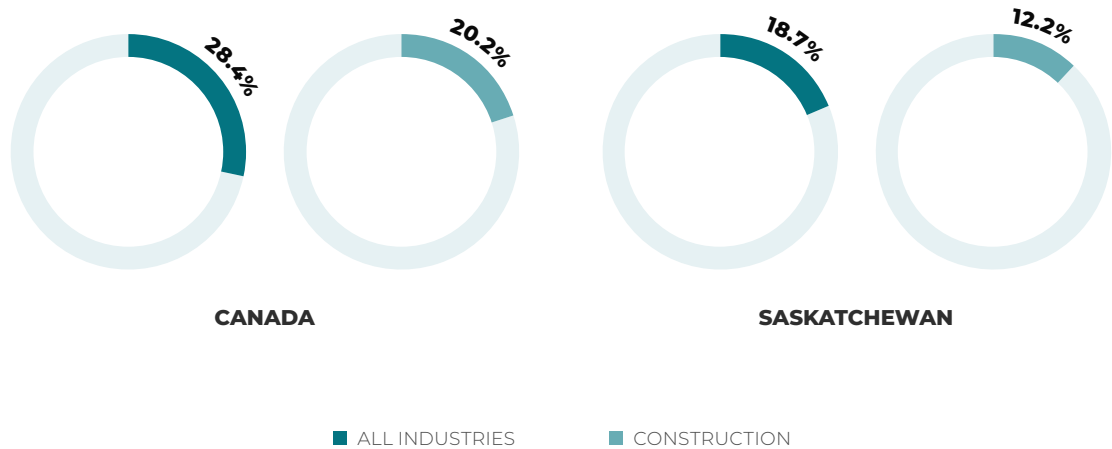
Saskatchewan's construction industry may also leverage newcomers (new immigrants) to Canada over the forecast period to meet labour requirements. Due to the declining natural rate of population growth, immigrants are the sole source of labour force growth in the province. Immigrants have been playing an increasingly important role in replenishing the workforce, with the share of immigrants increasing from 12.9% in 2016 to 18.7% in 2025. While the province has been successful in attracting and integrating immigrants into the labour force, its share of immigrants is notably below the share in Canada overall.

The construction labour force share of immigrants was 12.2% in 2025, which is notably lower than the share in the overall provincial labour force and significantly lower than the share in Canada's construction industry. (See Figure 60.)

Based on historical settlement trends, the province is expected to welcome more than 143,600 new immigrants between 2026 and 2035. As these individuals will make up an increasing share of the province's core working-age population, additional recruitment efforts will be required to ensure the construction industry recruits its share of newcomers into the labour force.

FIGURE 60

SHARE (%) OF NEWCOMERS IN THE CONSTRUCTION LABOUR FORCE (2025) **SASKATCHEWAN**



SOURCE: Statistics Canada. Table 14-10-0083-01 Labour force characteristics by immigrant status, annual



PROVINCIAL INSIGHTS

ALBERTA



ECONOMIC OUTLOOK

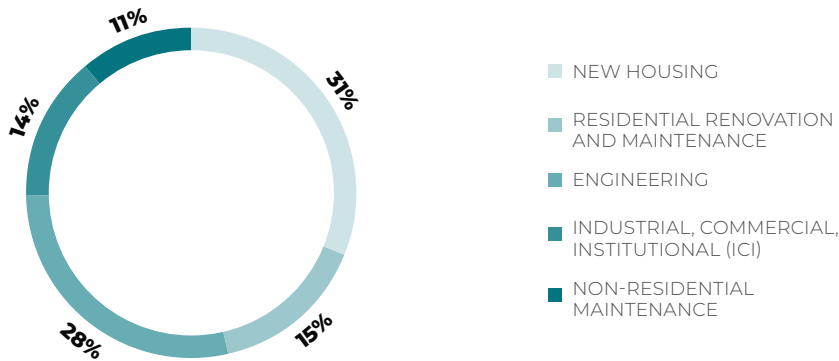
At 2.7%, Alberta recorded one of the highest rates of GDP growth in Canada in 2025. The province’s oil and natural gas exports were elevated while its agricultural industry experienced a bumper crop. Recent population growth, too, has been a driver of growth in the private service sectors, as well as public-sector investments. Tempering these trends somewhat was the effects of export tariffs imposed by the United States on the manufacturing sector.

The forecast calls for Alberta to sustain growth through the medium term. The province is expected to see increasing export levels, while excess pipeline capacity is expected to maintain growth in oil and natural gas production over the decade.

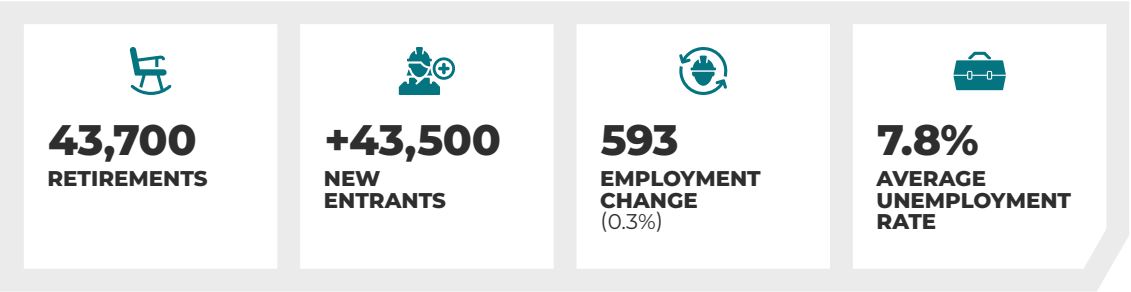
Investment in residential construction is expected to slow through the forecast period, initially in response to changes to the federal government’s immigration policy, which slow demand for new-housing construction. Business investment, meanwhile, is expected to be sustained across the private and public sectors.

The combination of these factors is expected to yield average annual GDP growth rates of 2.1% over the next five years, making Alberta one of the fastest-growing provincial economies in the country.

DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN 2025 ALBERTA



10-YEAR WORKFORCE OUTLOOK FOR ALBERTA





NON-RESIDENTIAL CONSTRUCTION INVESTMENT

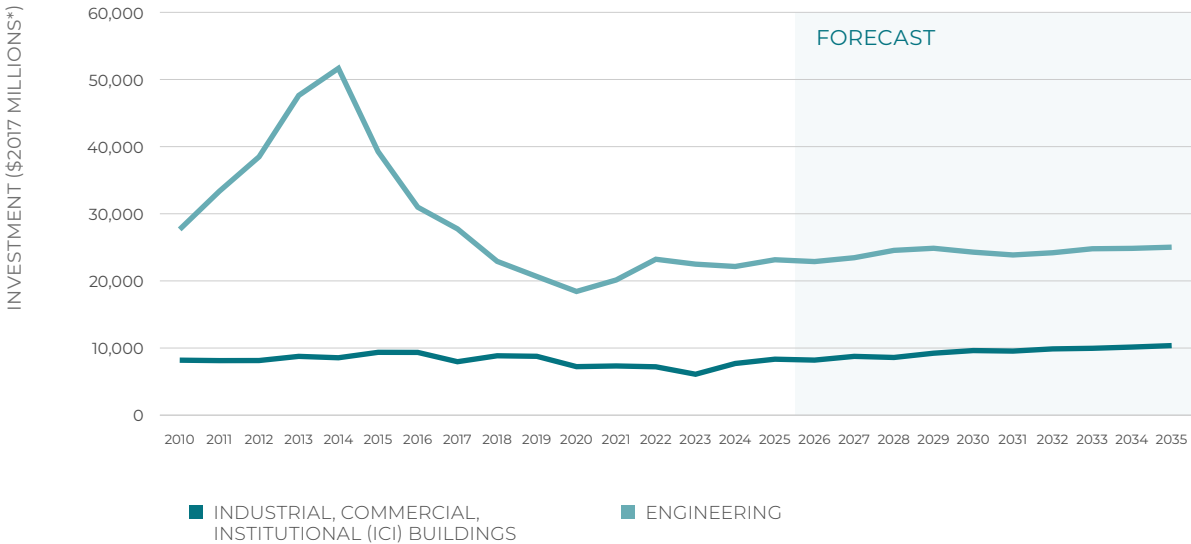
The outlook for non-residential construction across Alberta calls for moderate growth in investment levels to the end of the forecast period, with activity in both engineering construction and in the construction of industrial, commercial, and institutional (ICI) buildings expected to rise modestly over the decade.

Investment in engineering construction is expected to see a relatively high level of activity sustained into the medium term. Moderate investment growth in the oil and gas and utilities sectors is expected to combine with growth in transportation industry investment tied to major light rail transit projects in Calgary and Edmonton, as well as new pipeline projects such as the Yellowhead Mainline Natural Gas Pipeline. These combine to boost activity into 2029. Although investment is projected to slow in 2030 and 2031 with the completion of the transit projects, a general upcycle is expected to carry through to the end of the decade, tied to growth in the service sectors and in investment in the oil and gas sectors.

Investment in the construction of ICI buildings is expected to see a steady, but moderate, series of increases through most of the forecast period. Commercial building construction activity is expected to increase notably over the decade, driven by population growth and by activity on key projects such as the Scotia Place Calgary Arena and the Calgary Arts Commons.

Investment in institutional and government buildings construction is projected to follow a similar upward trend, driven by the School Construction Accelerator Program and several healthcare projects, including both phases of the Red Deer Regional Hospital expansion. Investment in industrial buildings, meanwhile, is expected to cycle up and down over the decade, in line with the timing of such key manufacturing projects as Air Products’ Net-Zero Hydrogen Energy Complex and Dow Chemical’s Fort Saskatchewan Path2Zero. See [Figure 61](#).

FIGURE 61
NON-RESIDENTIAL CONSTRUCTION INVESTMENT ALBERTA



* \$2017 millions indicates that the investment values are in year 2017 dollars (base year), that is, adjusted for inflation. This is used to calculate the real physical year-to-year change of the value of construction, factoring out growth (increase in value) due to increases in prices.

SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



OIL SANDS INVESTMENT

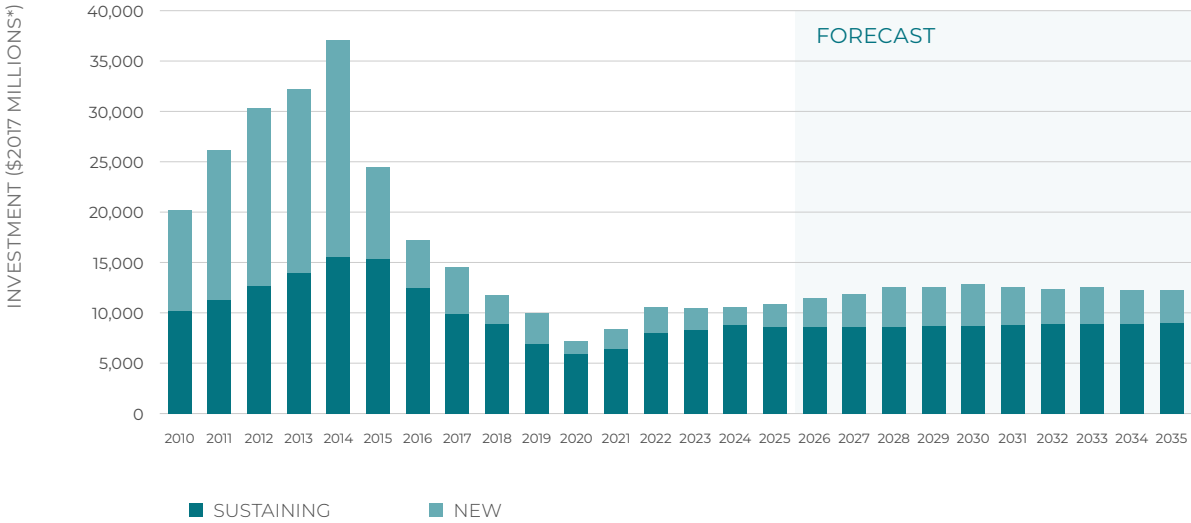
Since the downturn in oil prices in 2016, the oil and gas sector has dramatically reduced its capital spending programs through 2020. As a result, the sector placed a greater focus on sustaining capital spending to maintain existing productive capital stock during this period. Since 2021, however, investments in new capital returned to growth, driven by improvements to the price of crude oil.

As **Figure 62** shows, investment levels are expected to rise into 2030, driven principally by increasing investments in new capital that, in turn, allow for production increases. Although new investments slow in later years, some of this downturn is offset by modest gains in sustaining capital investments.

Unique to the oil sands sector is the volatility of shutdown/turnaround maintenance work, which, depending on the number and types of scheduled major events, can generate significant market challenges, driven by distinct seasonal peak demands within a year for periods of weeks or months.

FIGURE 62

OIL SANDS INVESTMENT – CONSTRUCTION, MACHINERY, AND EQUIPMENT **ALBERTA**



* \$2017 millions indicates that the investment values are in year 2017 dollars (base year), that is, adjusted for inflation. This is used to calculate the real physical year-to-year change of the value of construction, factoring out growth (increase in value) due to increases in prices.

Note: investment displayed in this chart includes the value of machinery and equipment.

SOURCE: Statistics Canada, BuildForce Canada (2026–2035)

Major shutdown/turnaround maintenance requirements add to industry labour demands, with the largest requirements concentrated during spring and fall peak periods. Demand requires workers with industrial experience and specialized skills within a trade or occupation, including:

- boilermakers
- bricklayers (refractory)
- carpenters (industrial scaffolders)
- crane operators (all terrain)
- insulators
- ironworkers
- millwrights (industrial)
- pipefitters
- supervisors
- welders (alloy)

Meeting seasonal peak demands for industrial maintenance work over the near term may be challenged by large industrial capital projects in Alberta and limited provincial mobility as many provinces are already experiencing high or sustained levels of construction activity, as well as major industrial maintenance work in other regions.

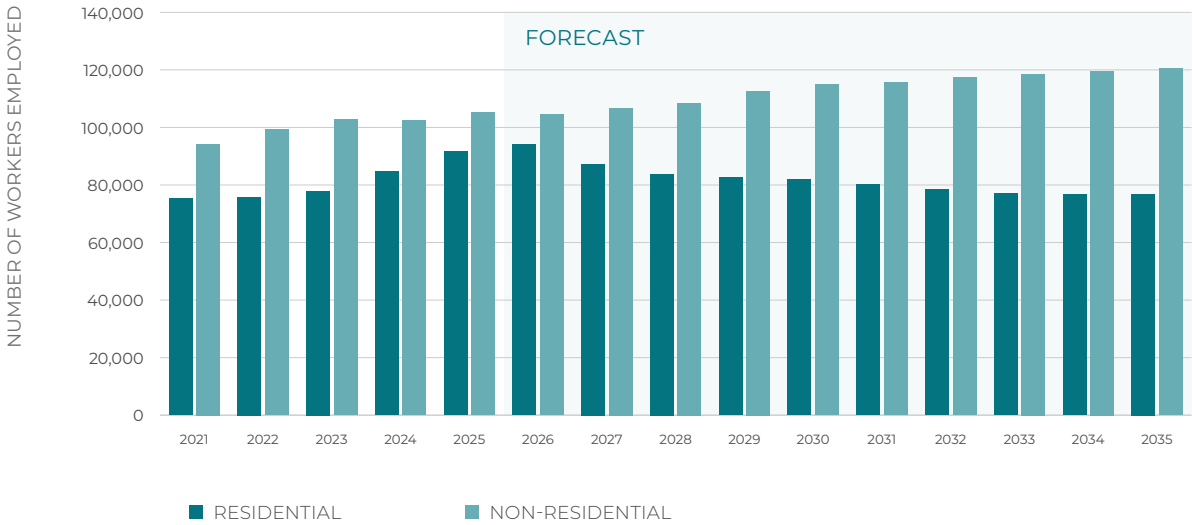


NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT

Alberta has experienced steady growth in non-residential construction employment leading into the forecast period, as the principal driver of activity has shifted between the ICI buildings (notably, new education and healthcare sector projects and strong demand for industrial building projects) and engineering construction (specifically, public transportation and other infrastructure projects) sectors. Overall non-residential employment has expanded by 12% since 2021, with notable growth occurring in 2022 and 2023.

Overall employment is expected to be sustained at 2025 levels in 2026, driven by further growth in both ICI buildings construction and engineering construction projects. Levels are projected to rise steadily across the forecast period with a notable increase in 2029 that is driven in part by the start of activity on the second phase of the Red Deer Hospital expansion project and on the second phase of the Dow Chemical Path2Zero project.

CONSTRUCTION EMPLOYMENT GROWTH OUTLOOK **ALBERTA**



SOURCE: Statistics Canada, BuildForce Canada (2026–2035)

By the end of the decade, non-residential construction employment is expected to rise by 15% compared to 2025 levels. Within the discrete components of the sector, employment relating to the construction of ICI buildings is expected to add 31%, while employment relating to engineering construction is projected to rise by 10%. Non-residential maintenance employment is projected to rise by 7% over the forecast period.

Table 39 summarizes the estimated percent change in non-residential employment by sector across three periods: the short term (2026–2028), the medium term (2029–2031), and the long term (2032–2035).

TABLE 39

CHANGES IN NON-RESIDENTIAL EMPLOYMENT
BY SECTOR **ALBERTA**

SECTOR	% CHANGE 2026–2028	% CHANGE 2029–2031	% CHANGE 2032–2035
NON-RESIDENTIAL	3%	7%	4%
INDUSTRIAL BUILDINGS	-3%	6%	11%
COMMERCIAL AND INSTITUTIONAL BUILDINGS	10%	17%	7%
HEAVY INDUSTRIAL	7%	8%	-2%
OTHER ENGINEERING	7%	-4%	7%
ROADS, HIGHWAYS AND BRIDGES	-27%	18%	6%
NON-RESIDENTIAL MAINTENANCE	0%	3%	4%

SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



RANKINGS, RISKS, AND MOBILITY: TRADES AND OCCUPATIONS

The BuildForce LMI system tracks supply and accounts for the change in the available labour force, including retirements, new entrants³³, and net mobility³⁴. Based on currently known demands, industry recruitment and retirement estimates, the following ranks apply to the 32 covered trades in the province.

Labour markets are projected to be mostly balanced across the near term, supported by sustained levels of construction activity. Market conditions tighten for some trades and occupations in 2029 and 2030, driven by rising demands related to institutional, industrial, and transit projects. Near-term market conditions may vary with increased recruiting challenges for specialized trades and occupations, driven by increased seasonal industrial shutdown maintenance work. See [Table 40](#).

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

34 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.

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. Establish patterns of recruiting and mobility are sufficient to meet job requirements.

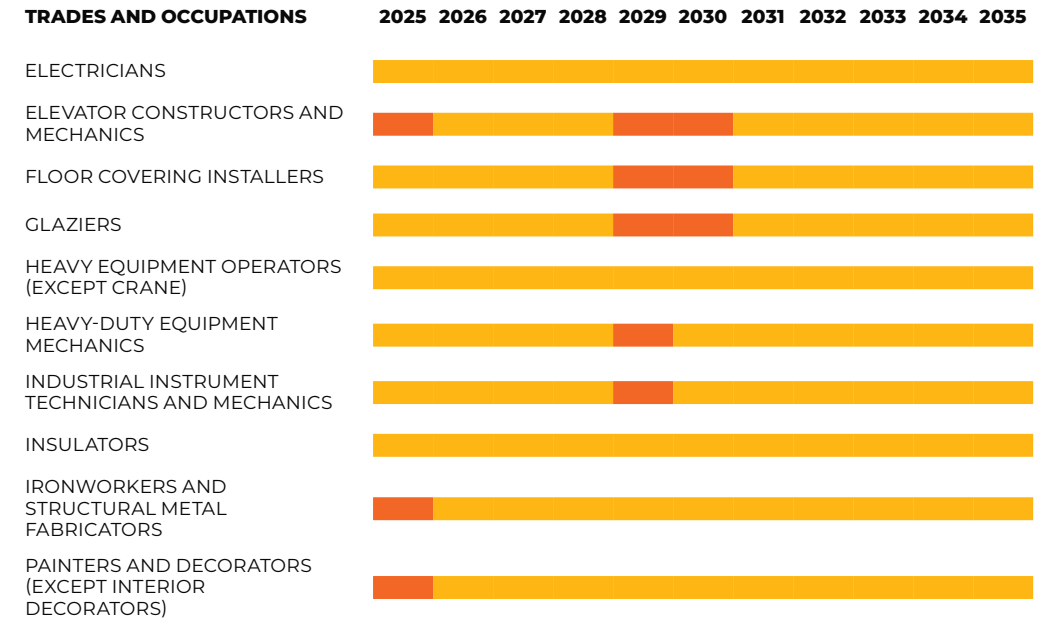
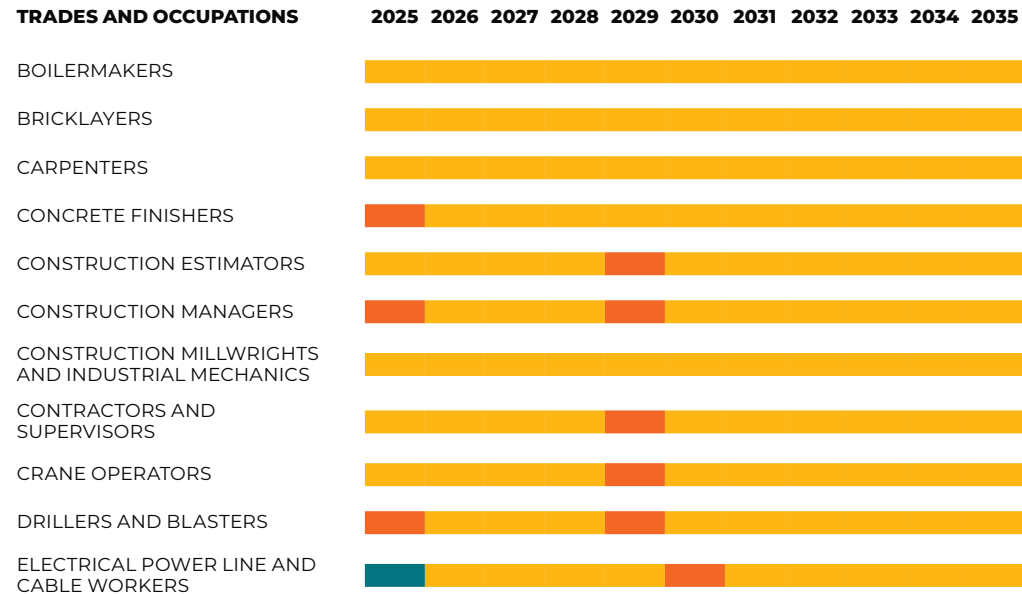
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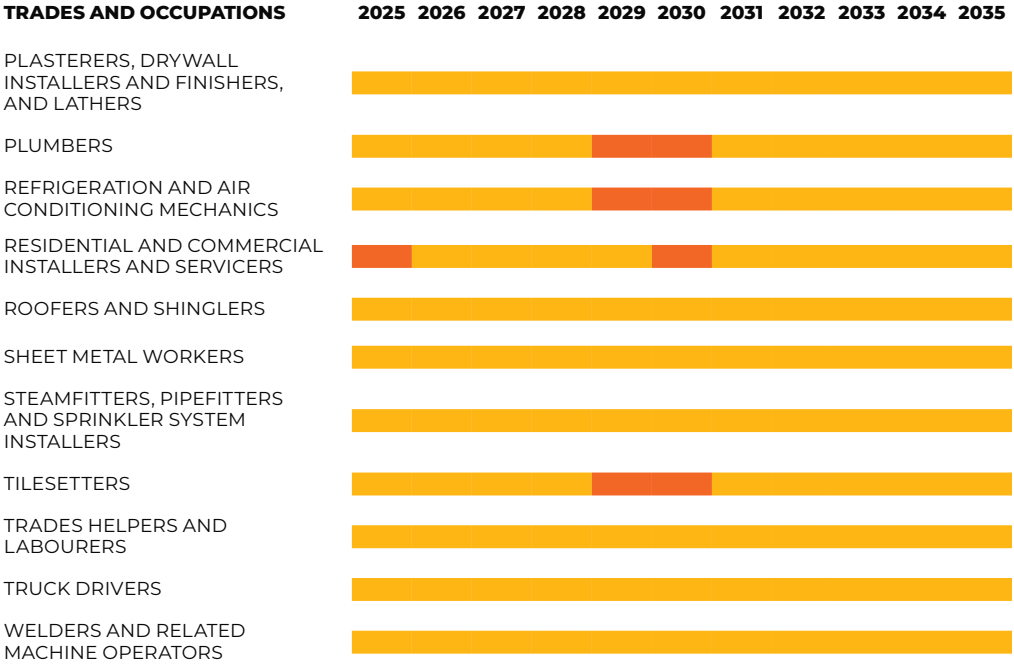
Workers meeting qualifications are generally not available in local markets to meet any increase. Employers will need to compete to attract additional workers. Recruiting and mobility may extend beyond traditional sources and practices.

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 40

NON-RESIDENTIAL MARKET RANKINGS **ALBERTA**



SOURCE: BuildForce Canada



BUILDING A SUSTAINABLE LABOUR FORCE

THE AVAILABLE NON-RESIDENTIAL LABOUR FORCE

Alberta's non-residential construction labour force faces a total hiring requirement of as many as 42,400 workers by 2035. As many as 24,100 of those workers, or 21% of the 2025 labour force, are expected to exit the industry due to retirement.

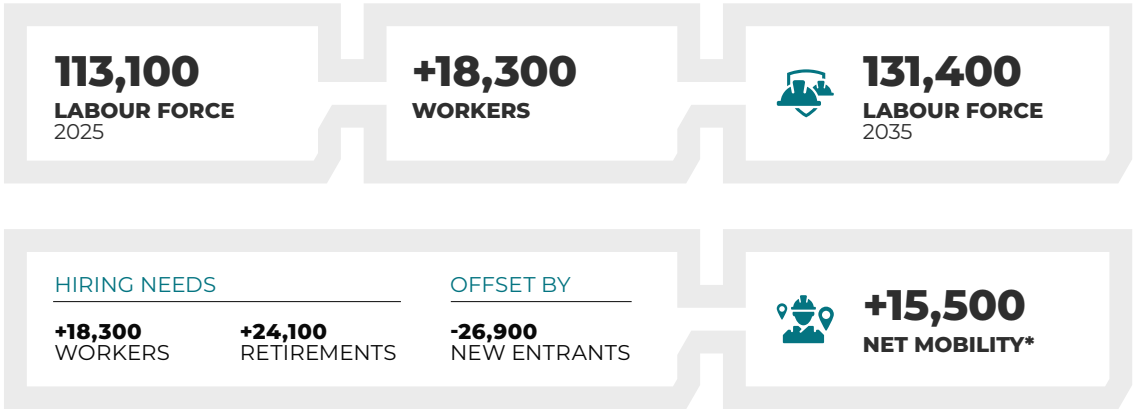
Helping to close the gap created by this hiring requirement is the anticipated recruitment of 26,900 new entrants under the age of 30 from the local population. Even with that recruitment, however, the province's non-residential construction sector could face a shortfall of 15,500 workers by 2035.

Keeping pace with recruitment and training will require a combination of strategies, including maintaining local recruitment and training efforts, particularly from groups traditionally under-represented in the construction labour force, the hiring of workers from other industries with the required skill sets, and the recruitment of immigrants to Canada with skilled trades training and/or construction experience.

Figure 63 provides a summary of the estimated changes in the non-residential construction labour force across the forecast period.

FIGURE 63

CHANGES IN THE NON-RESIDENTIAL LABOUR FORCE **ALBERTA**



* 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



LABOUR FORCE RECRUITMENT

APPRENTICESHIP

The construction industry is dependent on a variety of skilled trades, some voluntary and some compulsory, as well as several skilled trades that fall outside the traditional apprenticeship development systems of the province. As such, while apprenticeship registrations cannot be viewed as a complete measure of industry recruitment, the metric is a useful barometer of industry success in the recruitment of new entrants.

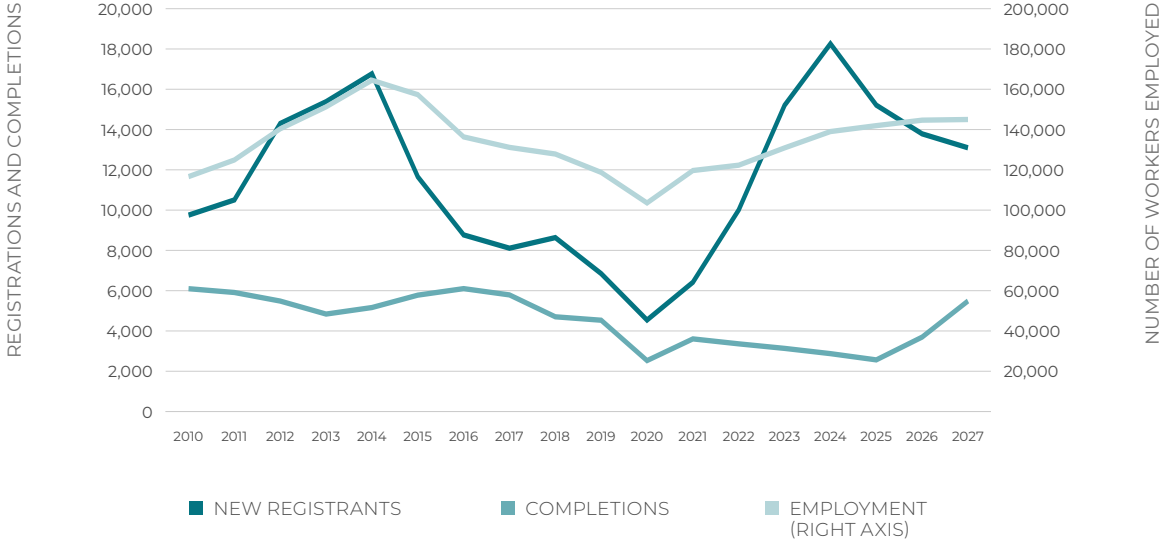
Apprenticeship intake in Alberta has risen considerably in recent years, outpacing employment growth. In 2024, new registrations in the largest construction programs increased by more than 20%, surpassing 18,000 and setting a new provincial record. Over the past five years, average intake has increased across most trades, with notable exceptions of hoist operator (wellhead) and ironworker (reinforcing). Intake in construction electrician, steamfitter/pipefitter, and plumber programs have more than doubled over this period.

New registrations are projected to moderate slightly in the near-term, returning to levels more closely aligned with historical intake relative to industry employment. However, new apprenticeship registrations are expected to remain above historical averages, supported by the federal government’s recently announced investment to recruit and train skilled trades workers under the Team Canada Strong initiative. In addition to supporting increased intake, the funding places a strong emphasis on improving completion outcomes through enhanced incentives and employer supports.³⁵

Completions have trended downward following the rebound observed in 2021 after the pandemic. Completion levels remain below the average recorded over the previous decade, reflecting the earlier decline in new registrations that followed the collapse of the resource expansion. Stronger intake in recent years is expected to support higher completions in the near term. The extent of this increase will depend on employer capacity and timely access to technical training. (See [Figure 64.](#))

35 [Prime Minister Carney announces Team Canada Strong – a nationwide plan to recruit up to 100,000 skilled trades workers](#)

FIGURE 64
NEW APPRENTICESHIP REGISTRATIONS, COMPLETIONS,
AND TRADE EMPLOYMENT **ALBERTA**



SOURCE: BuildForce Canada

Table 41 provides a trade-by-trade breakdown of anticipated certification requirements to meet the construction industry’s share of employment and replacement demand over the scenario period.³⁶ Based on projected new registrations, ironworker (reinforcing) and boilermaker are at risk of completions not keeping pace with the number of new journeypersons required over the outlook period. While several other trades currently appear balanced, even modest economic shifts could lead to supply challenges.

- CERTIFICATIONS REQUIRED EXCEED PROJECTED COMPLETIONS
- CERTIFICATIONS REQUIRED IN LINE WITH PROJECTED COMPLETIONS
- PROJECTED COMPLETIONS EXCEED CERTIFICATIONS REQUIRED

36 Trades with fewer than 100 new registrations per year were excluded from the analysis.

TABLE 41
ESTIMATED CONSTRUCTION CERTIFICATION DEMAND AND
PROJECTED TARGET OF NEW ENTRANTS BY TRADE ALBERTA*

TRADE	TOTAL CERTIFICATION DEMAND CONSTRUCTION	TARGET NEW REGISTRANTS CONSTRUCTION	APPRENTICE CERTIFICATION SUPPLY RISK ALL INDUSTRIES
IRONWORKER (REINFORCING)	187	132	
BOILERMAKER	866	634	
ROOFER	193	170	
CARPENTER	3,075	2,968	
INSULATOR (HEAT AND FROST)	587	590	
INDUSTRIAL MECHANIC (MILLWRIGHT)	364	441	
WELDER	963	1,203	
CONSTRUCTION ELECTRICIAN	8,719	11,326	
POWERLINE TECHNICIAN	314	423	
HOIST OPERATOR (BOOM TRUCK)	269	457	

TRADE	TOTAL CERTIFICATION DEMAND CONSTRUCTION	TARGET NEW REGISTRANTS CONSTRUCTION	APPRENTICE CERTIFICATION SUPPLY RISK ALL INDUSTRIES
STEAMFITTER/PIPEFITTER	1,309	2,445	■
HOIST OPERATOR (WELLHEAD)	316	590	■
INSTRUMENTATION AND CONTROL TECHNICIAN	203	381	■
SHEET METAL WORKER	423	851	■
REFRIGERATION AND AIR CONDITIONING MECHANIC	1,062	2,255	■
IRONWORKER (STRUCTURAL/ ORNAMENTAL)	107	265	■
SPRINKLER FITTER	75	197	■
PLUMBER	2,438	6,730	■
MOBILE CRANE OPERATOR	237	719	■

* This analysis does not account for existing labour market imbalances at the 2025 starting point.

SOURCE: BuildForce Canada



UNDER-REPRESENTED GROUPS OF WORKERS

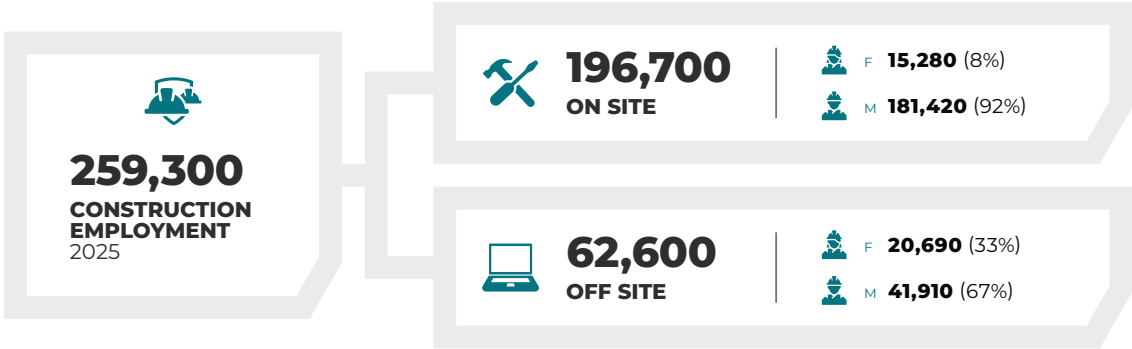
Canada’s labour force is being reshaped by long-term demographic trends, including declining fertility rates and smaller family sizes over the past several decades. As a result, the pool of younger workers entering the workforce has been shrinking. This pressure will increase as the baby boomer generation continues to retire, intensifying competition for new talent. To respond to these challenges, the construction industry must broaden its recruitment efforts. Strengthening the workforce will require greater engagement with traditionally under-represented groups, including women, Indigenous Peoples, and newcomers to Canada.

WOMEN

In 2025, there were approximately 35,970 women employed in Alberta’s construction industry, of which 42% worked on site, directly on construction projects, while the remaining 58% worked off site, primarily in administrative and management-related occupations. Of the 196,700 on-site tradespeople employed in the industry, women made up 8%. (See [Figure 65](#)).

FIGURE 65

DETAILED CONSTRUCTION EMPLOYMENT BY GENDER **ALBERTA**

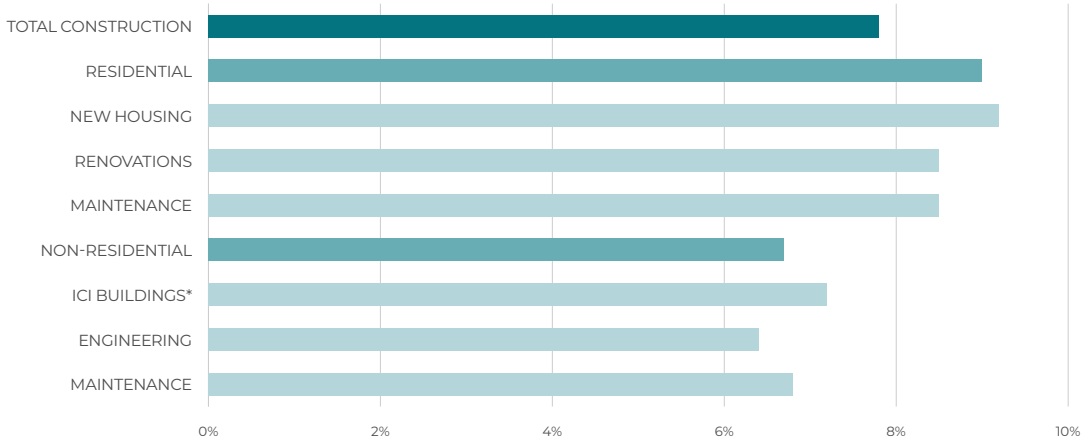


SOURCE: BuildForce Canada calculations based on Statistics Canada’s Labour Force Survey and 2021 Census of the Population

The estimated 15,280 on-site tradeswomen in Alberta are represented across all sectors of construction, but given the nature of construction work in the province, women account for a higher share of total tradespeople in residential construction at 9.0% (compared to non-residential at 6.7%). Across sectors, new-housing construction has the highest representation of women, accounting for 9.2% of the workforce. (See [Figure 66.](#)) The top five trades and occupations in which women tend to be employed are trade helpers and labourers (20% of all tradeswomen), construction managers (14%), painters and decorators (8%), construction estimators (8%), and contractors and supervisors (8%).

FIGURE 66

WOMEN'S SHARE OF TOTAL DIRECT TRADES AND OCCUPATIONS (ON SITE) **ALBERTA**



* industrial, commercial, institutional

SOURCE: BuildForce Canada calculations based on Statistics Canada's Labour Force Survey and 2021 Census of the Population

INDIGENOUS PEOPLES

The Indigenous population is the fastest growing population in Canada and therefore presents recruitment opportunities for Alberta's construction industry. In 2025, Indigenous Peoples made up 3.5% of Canada's workforce and 4.8% of the national construction workforce. In Alberta, Indigenous Peoples represented 5.2% of the provincial labour force and 6.5% of the construction labour force, both above the national share. Since 2016, Indigenous representation has increased in the overall workforce while remaining relatively stable in construction. (See [Table 42](#)).

As the Indigenous population continues to grow, the sector must continue its recruitment efforts and invest in initiatives that foster long-term retention.

TABLE 42

REPRESENTATION OF INDIGENOUS POPULATION IN PROVINCIAL CONSTRUCTION WORKFORCE **ALBERTA**

INDUSTRY	INDIGENOUS	NON-INDIGENOUS	TOTAL	INDIGENOUS SHARE OF TOTAL WORKFORCE, %
CONSTRUCTION				
2016	17,700	250,600	268,300	6.6%
2025	17,800	254,800	272,500	6.5%
ALL INDUSTRIES				
2016	112,700	2,280,200	2,392,900	4.7%
2025	143,600	2,642,900	2,786,600	5.2%

SOURCE: Statistics Canada, Labour Force Survey, Custom Data Request 2025

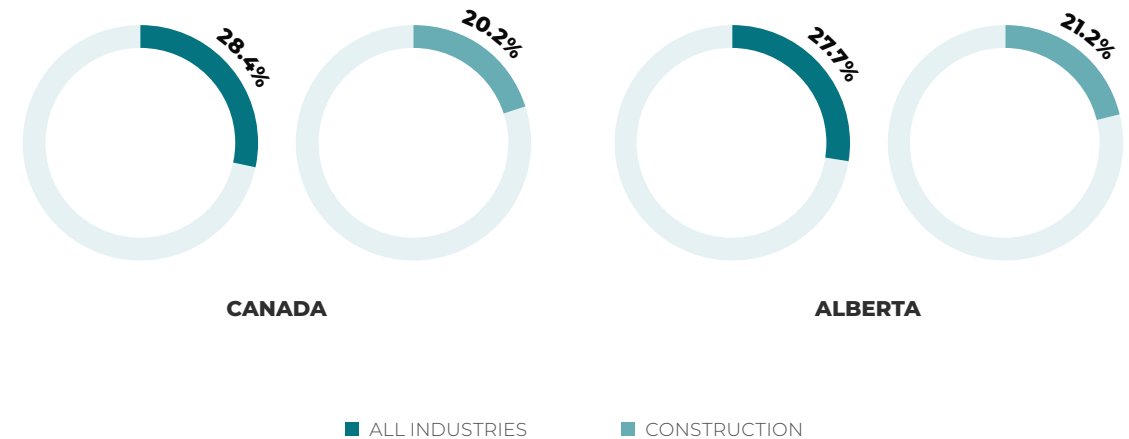
NEWCOMERS

Alberta's construction industry may also rely on newcomers to meet labour demand over the coming years. Immigration continues to support workforce growth in the province, particularly during periods of economic expansion. The share of immigrants increased from 23.0% in 2016 to 27.7% in 2025, bringing Alberta close to the national share (28.4%). In construction, immigrants accounted for 21.2% of the workforce in 2025, slightly above the national construction share (20.2%), indicating relatively strong representation in the sector. (See [Figure 67](#).)

Based on historical settlement patterns, the province is expected to welcome more than 512,300 new immigrants between 2026 and 2035. As these individuals will make up an increasing share of the province's core working-age population, additional recruitment efforts will be required to ensure the construction industry recruits its share of newcomers into the labour force.

FIGURE 67

SHARE (%) OF NEWCOMERS IN THE CONSTRUCTION LABOUR FORCE (2025) **ALBERTA**



SOURCE: Statistics Canada. Table 14-10-0083-01 Labour force characteristics by immigrant status, annual



PROVINCIAL INSIGHTS

BRITISH COLUMBIA

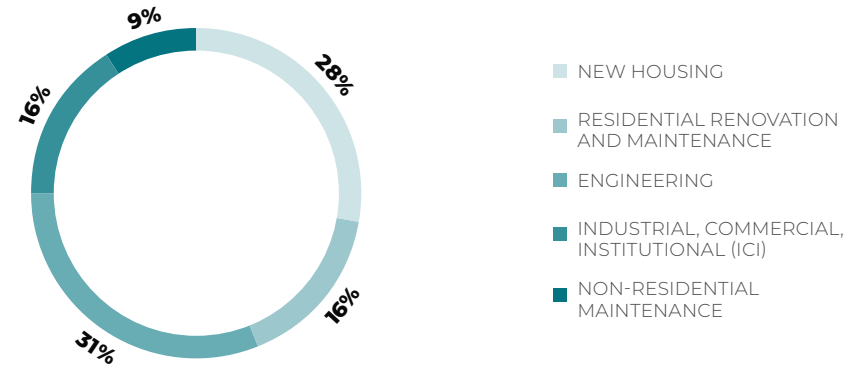


ECONOMIC OUTLOOK

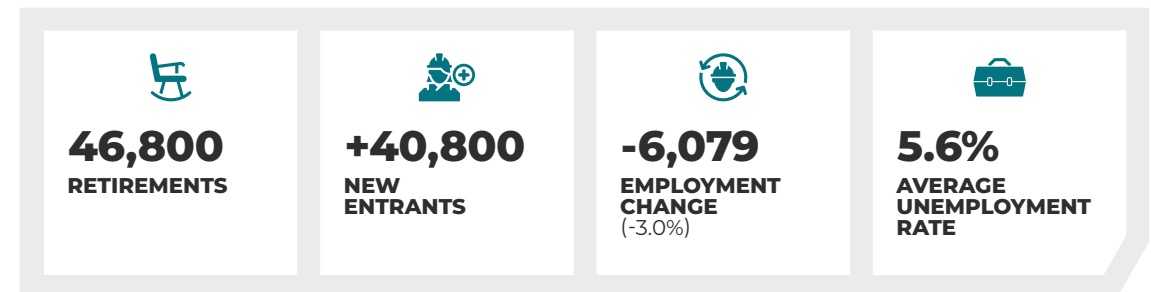
British Columbia's economy grew at a rate of just under 2% in 2025. Although growth was constrained somewhat by the impacts of tariffs imposed on Canada by the United States administration, many of the goods exported from British Columbia were protected under the Canada-United States-Mexico Agreement. Impacted to a greater degree were consumer confidence and business investment.

Initial production of natural gas at the first phase of the LNG Canada project is expected to contribute to greater levels of economic growth in 2026. Coupled with an escalation in investment in several large-scale mining, utilities, and transportation projects, as well as high levels of investment in the institutional sector, these projects are expected to sustain growth over the near term. These projects help to offset the effects of two years of projected negative population growth between 2026 and 2027 due to reductions in the number of both inter-provincial and international migrants to the province.

DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN 2025 **BRITISH COLUMBIA**



10-YEAR WORKFORCE OUTLOOK FOR **BRITISH COLUMBIA**



Economic growth is expected to moderate into the early 2030s as current and proposed major capital projects recede. Output increases again toward the latter part of the forecast period as population growth returns to closer to historical levels and demand for residential construction increases.

For the period of 2029 to 2035, annual GDP growth in British Columbia is expected to average close to 2% annually.



NON-RESIDENTIAL CONSTRUCTION INVESTMENT

Non-residential construction activity in British Columbia is elevated coming into the forecast period. Investment has been driven by a large number of major projects, including liquefied natural gas (LNG) facilities, pipelines, port expansions, hydroelectric power projects, and highway and bridge work, as well as a significant volume of projects throughout the industrial, commercial, and institutional (ICI) buildings sector.

Investment, which is being principally driven by work in engineering construction, is projected to rise to an historic peak in 2027 as work culminates on many of these projects, including four federal “nation-building” projects in northern British Columbia. It slows thereafter and into 2032 as these projects conclude.

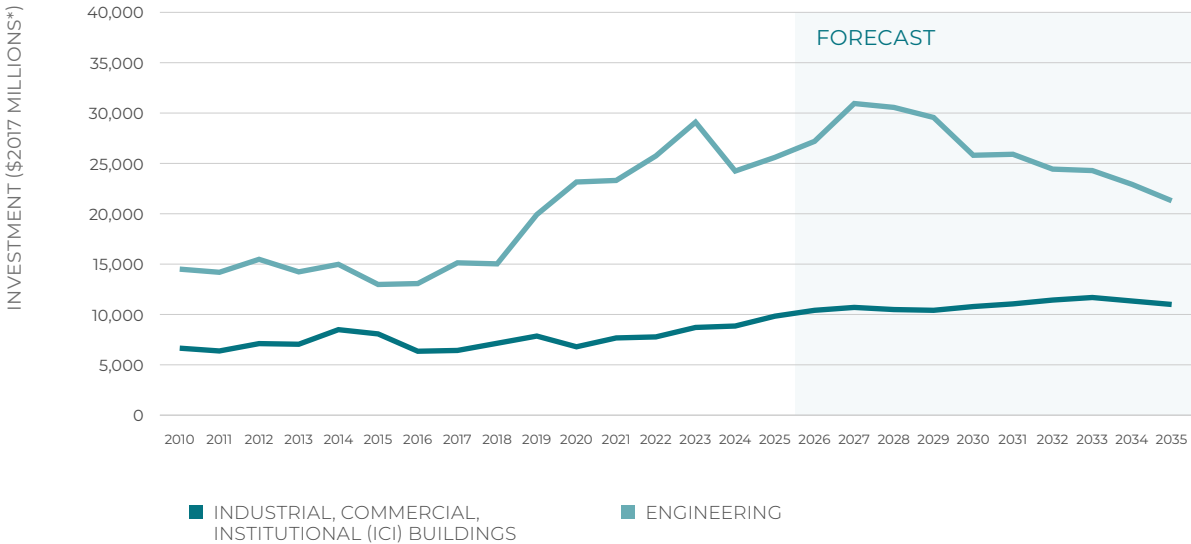
Investment in the construction of ICI buildings also sees stronger growth through to 2027. This is driven by a significant number of projects planned and underway in the healthcare and education sectors, including the Richmond Hospital expansion and the new acute care tower at the University Hospital of Northern British Columbia. ICI buildings investment levels are projected to see further growth after 2029, as strong industrial building activity and steady growth in commercial building offset more muted growth in institutional building.

Investment in engineering construction is expected to reach peak levels in 2027 as significant levels of activity in the mining and utilities sectors, including the Highland Valley Copper and Red Chris Mine expansions and the North Coast Transmission Line, drives heavy industrial construction levels higher. Investment is further supplemented by strong gains in other engineering projects, including water treatment facilities and LNG and supporting infrastructure projects.

Engineering construction investment levels begin to slow after 2029 with the conclusion of many of these projects, and the wind down of several roads, highways, and bridges projects. See [Figure 68](#).

Note that the data in this outlook scenario is based on current known project approvals and schedules. A long list of proposed new resource development projects awaiting a positive final investment decision are not factored into this analysis. Positive final investment decisions for these projects can significantly impact long-term employment trends, and would add to the industry’s need to attract, train and retain new workers.

FIGURE 68
NON-RESIDENTIAL CONSTRUCTION INVESTMENT BRITISH COLUMBIA



* \$2017 millions indicates that the investment values are in year 2017 dollars (base year), that is, adjusted for inflation. This is used to calculate the real physical year-to-year change of the value of construction, factoring out growth (increase in value) due to increases in prices.

SOURCE: Statistics Canada, BuildForce Canada (2026–2035)

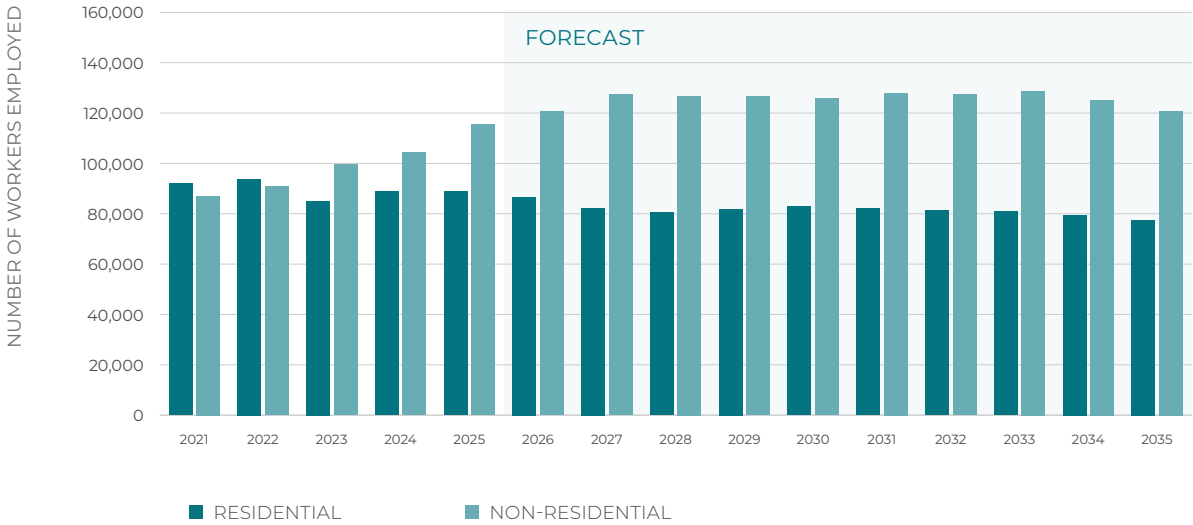


NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT

Non-residential construction employment in British Columbia is expected to continue to rise to a new peak in 2027 and is then mostly sustained to 2033, driven by gains in demand for engineering construction, ICI building construction, and non-residential maintenance work. At 127,500 workers, that peak represents an increase of 10% above already-elevated levels in 2025.

Employment slows later in the period as most tracked projects end. Employment in the construction of ICI buildings remains elevated, as sustained demand for industrial and commercial buildings in the long-run offset declines in employment relating to institutional construction that are driven by the completion of several major hospital projects.

CONSTRUCTION EMPLOYMENT GROWTH OUTLOOK **BRITISH COLUMBIA**



SOURCE: Statistics Canada, BuildForce Canada (2026–2035)

By the end of the decade, overall non-residential construction employment is expected to increase by 5% compared to 2025 levels, with most of that growth attributed to increasing demand for ICI building construction (+17%). This, combined with gains in non-residential maintenance employment (+28%), more than offsets the expected decline in engineering construction employment (-9%).

Table 43 summarizes the estimated percent change in non-residential employment by sector across three periods: the short term (2026–2028), the medium term (2029–2031), and the long term (2032–2035).

TABLE 43

CHANGES IN NON-RESIDENTIAL EMPLOYMENT
BY SECTOR **BRITISH COLUMBIA**

SECTOR	% CHANGE 2026–2028	% CHANGE 2029–2031	% CHANGE 2032–2035
NON-RESIDENTIAL	10%	1%	-6%
INDUSTRIAL BUILDINGS	43%	14%	-9%
COMMERCIAL AND INSTITUTIONAL BUILDINGS	2%	4%	4%
HEAVY INDUSTRIAL	9%	-3%	-6%
OTHER ENGINEERING	18%	-6%	-14%
ROADS, HIGHWAYS AND BRIDGES	-9%	-5%	-36%
NON-RESIDENTIAL MAINTENANCE	10%	10%	6%

SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



RANKINGS, RISKS, AND MOBILITY: TRADES AND OCCUPATIONS

The BuildForce LMI system tracks supply and accounts for the change in the available labour force, including retirements, new entrants³⁷, and net mobility³⁸. Based on currently known demands, industry recruitment and retirement estimates, the following ranks apply to the 33 covered trades in the province. See [Table 44](#).

Labour market conditions are expected to remain tight through to 2028 with much of the demand pressures concentrated in the northern region and driven by a long list of current and proposed major capital projects. Conditions remain tight to 2031 for some trades and occupations in line with the timing of major projects. Markets are expected to weaken later in the period as most tracked projects conclude.

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

38 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.

Of note, scheduled industrial turnaround and shutdown maintenance events may generate increased market challenges for some trades and occupations, driven by distinct seasonal peak demands within a year for periods of weeks or months.

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. Establish patterns of recruiting and mobility are sufficient to meet job requirements.

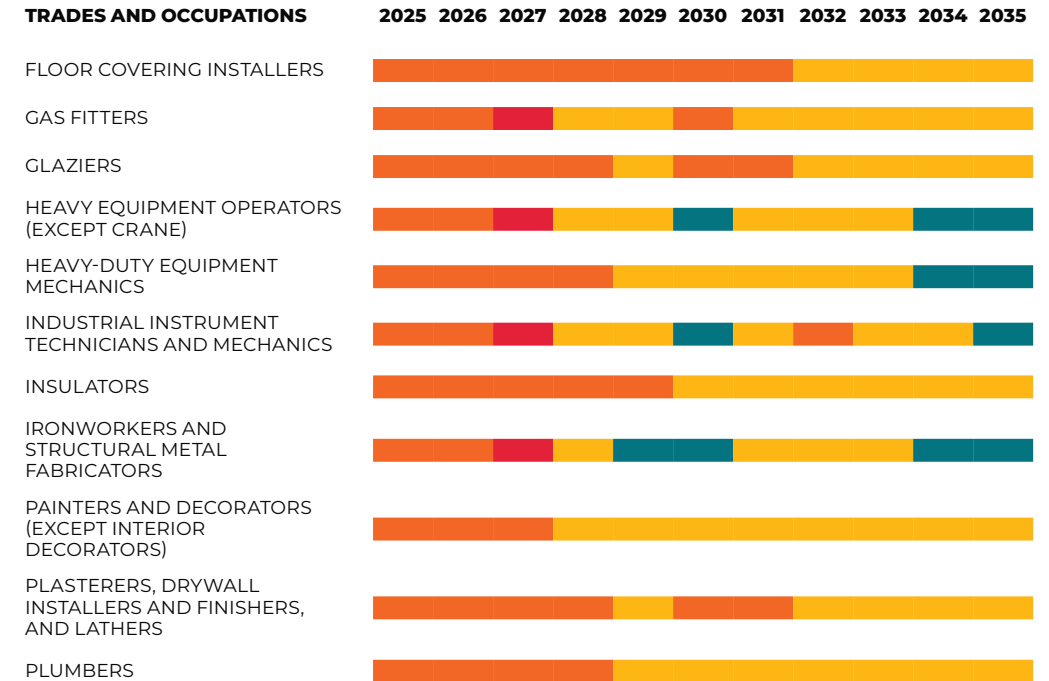
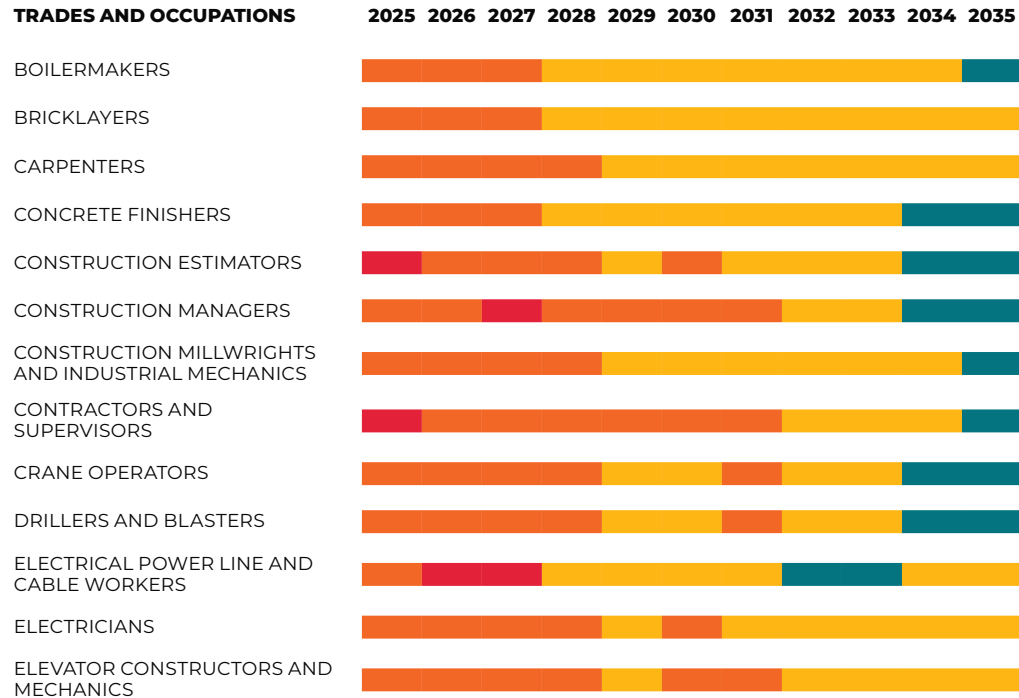
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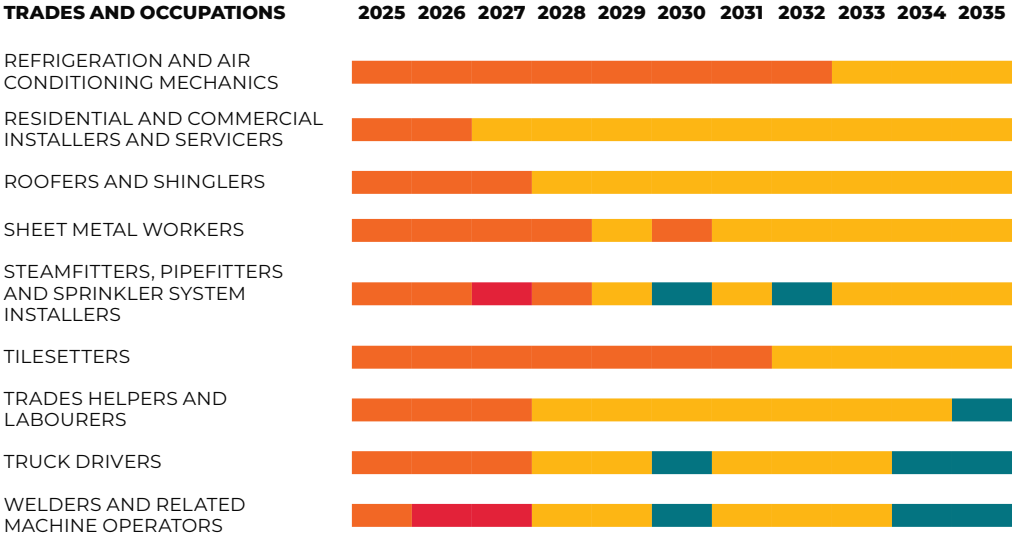
Workers meeting qualifications are generally not available in local markets to meet any increase. Employers will need to compete to attract additional workers. Recruiting and mobility may extend beyond traditional sources and practices.

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 44

NON-RESIDENTIAL MARKET RANKINGS **BRITISH COLUMBIA**



SOURCE: BuildForce Canada



BUILDING A SUSTAINABLE LABOUR FORCE

THE AVAILABLE NON-RESIDENTIAL LABOUR FORCE

Growth in non-residential construction activity in British Columbia across the forecast period may require the provincial labour force to increase by 11,600 workers by 2035. When added to the 26,300 workers that are estimated to retire over the decade, or 22% of the 2025 labour force, the sector could face a total hiring requirement of as many as 37,900 workers by 2035.

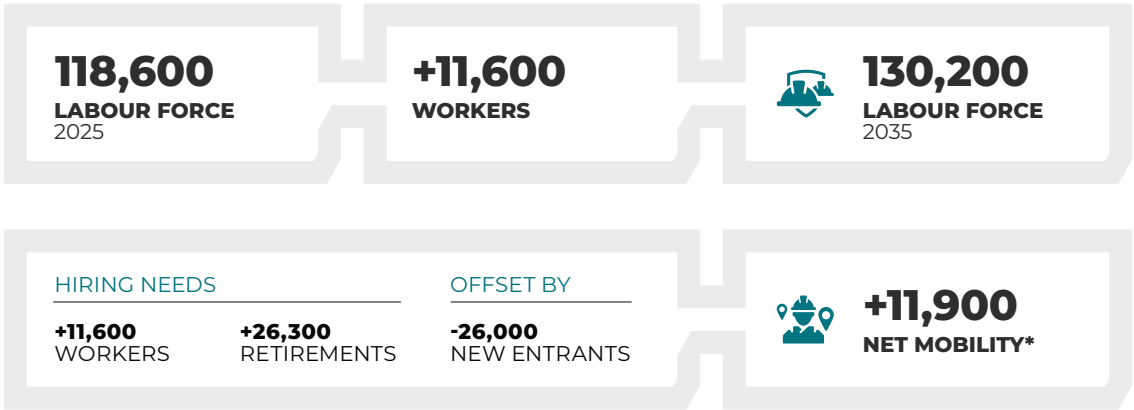
These hiring requirements are expected to be partially offset by the recruitment of as many as 26,000 new entrants under the age of 30 from the local population, leaving the sector with a potential shortfall of 11,900 workers by 2035.

Keeping pace with recruitment and training will require a combination of strategies, including maintaining local recruitment and training efforts, particularly from groups traditionally under-represented in the construction labour force, the hiring of workers from other industries with the required skill sets, and the recruitment of immigrants to Canada with skilled trades training and/or construction experience.

Figure 69 provides a summary of the estimated changes in the non-residential construction labour force across the forecast period.

FIGURE 69

CHANGES IN THE NON-RESIDENTIAL LABOUR FORCE
BRITISH COLUMBIA



* 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



LABOUR FORCE RECRUITMENT

APPRENTICESHIP

The construction industry is dependent on a variety of skilled trades, some voluntary and some compulsory, as well as several skilled trades that fall outside the traditional apprenticeship development systems of the province. As such, while apprenticeship registrations cannot be viewed as a complete measure of industry recruitment, the metric is a useful barometer of industry success in the recruitment of new entrants.

New apprenticeship registrations in British Columbia's largest construction trades rose sharply in 2023, increasing by 35% from the previous year. More than half of this growth was concentrated in the construction electrician and plumber programs. The surge was largely driven by the introduction of compulsory certification for seven electrical and mechanical trades in 2023. As a result, workers who were previously unregistered were required to either register as apprentices or pursue certification, leading to a significant one-time increase in registrations.

Although growth in new registrations has slowed since, levels remained elevated in 2024, bringing the province to a record number of registered apprentices. While this represents a positive development for the skilled trades workforce, it also places increased pressure on the apprenticeship system to train, retain, and certify apprentices to ensure training investments translate into completed certifications.

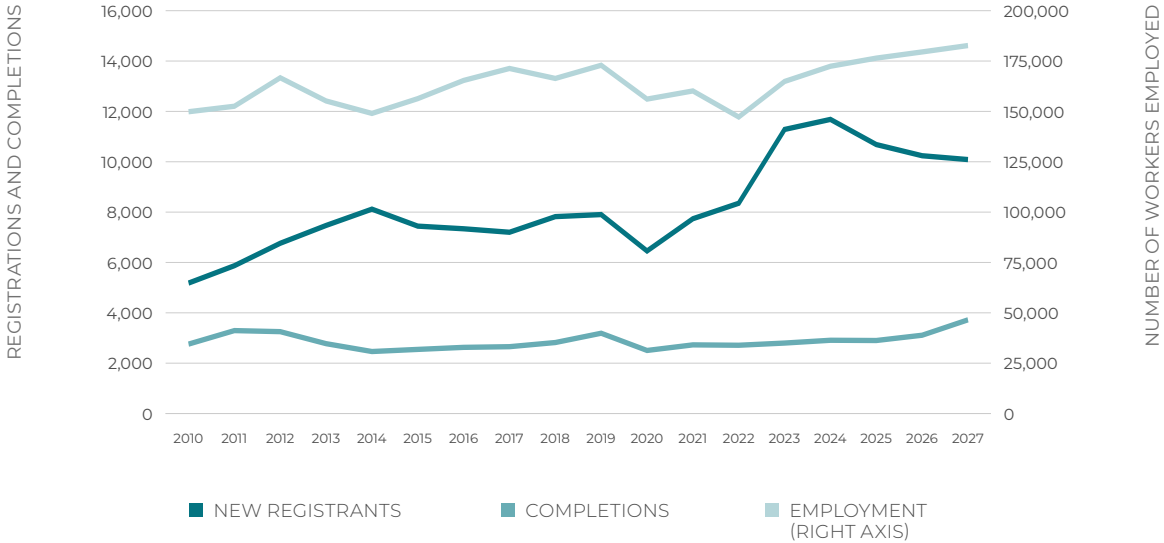
New registrations are expected to remain above historical averages, supported by the federal government’s recently announced investment to recruit and train skilled trades workers under the Team Canada Strong initiative. In addition to supporting intake, the funding places a strong emphasis on improving completion outcomes through enhanced incentives and employer supports.³⁹

Although completions rose in 2024, the elevated intake observed in recent years – combined with the implementation of compulsory certification and increased government investment – is expected to support greater numbers of completions over the outlook period. (See [Figure 70](#).)

³⁹ Prime Minister Carney announces Team Canada Strong – a nationwide plan to recruit up to 100,000 skilled trades workers

FIGURE 70

NEW APPRENTICESHIP REGISTRATIONS, COMPLETIONS, AND TRADE EMPLOYMENT **BRITISH COLUMBIA**



SOURCE: BuildForce Canada

Table 45 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.⁴⁰ Based on projected new registrations, a handful of trades are at risk of completions not keeping pace with the number of new journeypersons required over the outlook period. Trades within this group include heavy equipment operator, carpenter, mobile crane operator, painter and decorator, and welder. While several other trades currently appear balanced, even modest economic shifts could lead to supply challenges.

- CERTIFICATIONS REQUIRED EXCEED PROJECTED COMPLETIONS
- CERTIFICATIONS REQUIRED IN LINE WITH PROJECTED COMPLETIONS
- PROJECTED COMPLETIONS EXCEED CERTIFICATIONS REQUIRED

⁴⁰ Trades with fewer than 100 new registrations per year were excluded from the analysis.

TABLE 45
ESTIMATED CONSTRUCTION CERTIFICATION DEMAND
AND PROJECTED TARGET OF NEW ENTRANTS BY TRADE
BRITISH COLUMBIA*

TRADE	TOTAL CERTIFICATION DEMAND CONSTRUCTION	TARGET NEW REGISTRANTS CONSTRUCTION	APPRENTICE CERTIFICATION SUPPLY RISK ALL INDUSTRIES
HEAVY EQUIPMENT OPERATOR	254	104	
CARPENTER	4,969	3,456	
MOBILE CRANE OPERATOR	123	90	
PAINTER AND DECORATOR	410	318	
WELDER	296	240	
GLAZIER	199	174	
POWERLINE TECHNICIAN	292	264	
ROOFER	317	305	
INDUSTRIAL MECHANIC (MILLWRIGHT)	284	281	

TRADE	TOTAL CERTIFICATION DEMAND CONSTRUCTION	TARGET NEW REGISTRANTS CONSTRUCTION	APPRENTICE CERTIFICATION SUPPLY RISK ALL INDUSTRIES
STEAMFITTER/PIPEFITTER	313	510	■
HEAVY-DUTY EQUIPMENT TECHNICIAN	291	481	■
METAL FABRICATOR (FITTER)	101	194	■
CONSTRUCTION ELECTRICIAN	4,664	10,508	■
PLUMBER	2,264	5,482	■
INDUSTRIAL ELECTRICIAN	212	548	■
SPRINKLER FITTER	176	533	■
SHEET METAL WORKER	408	1,266	■
REFRIGERATION AND AIR CONDITIONING MECHANIC	715	2,223	■
IRONWORKER (GENERALIST)	47	169	■

* This analysis does not account for existing labour market imbalances at the 2025 starting point.

SOURCE: BuildForce Canada



UNDER-REPRESENTED GROUPS OF WORKERS

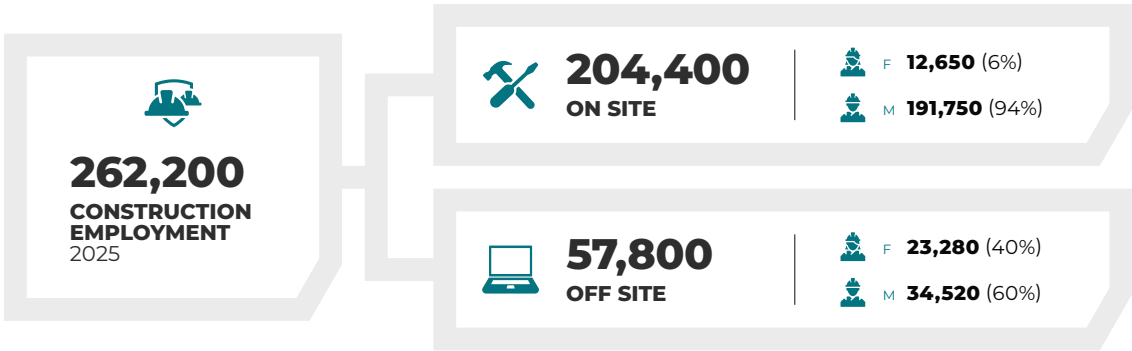
Canada’s labour force is being reshaped by long-term demographic trends, including declining fertility rates and smaller family sizes over the past several decades. As a result, the pool of younger workers entering the workforce has been shrinking. This pressure will increase as the baby boomer generation continues to retire, intensifying competition for new talent. To respond to these challenges, the construction industry must broaden its recruitment efforts. Strengthening the workforce will require greater engagement with traditionally under-represented groups, including women, Indigenous Peoples, and newcomers to Canada.

WOMEN

In 2025, there were approximately 35,930 women employed in British Columbia’s construction industry, of which 35% worked on site, directly on construction projects, while the remaining 65% worked off site, primarily in administrative and management-related occupations. Of the 204,400 on-site tradespeople employed in the industry, women made up only 6%. (See [Figure 71](#)).

FIGURE 71

DETAILED CONSTRUCTION EMPLOYMENT BY GENDER **BRITISH COLUMBIA**



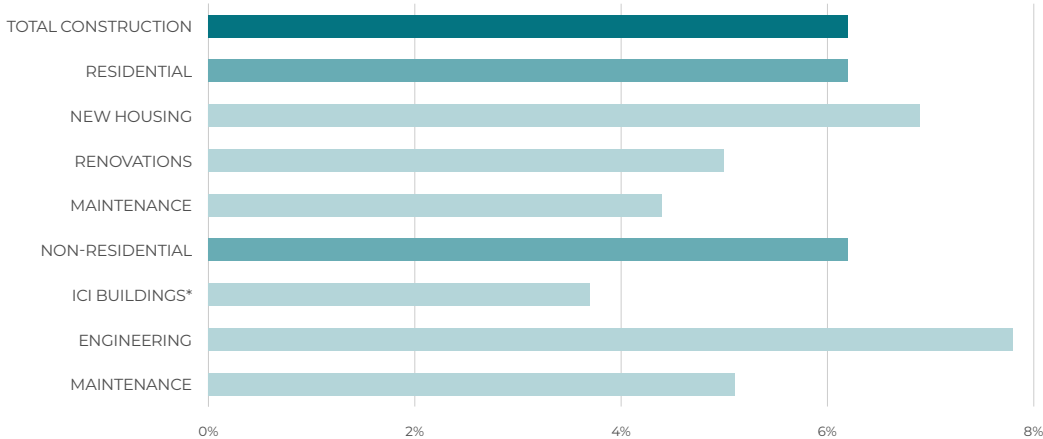
SOURCE: BuildForce Canada calculations based on Statistics Canada’s Labour Force Survey and 2021 Census of the Population

The estimated 12,650 on-site tradeswomen in British Columbia are represented across all sectors of construction. Women account for an equal share of total tradespeople in the residential (6.2%) and non-residential (6.2%) construction sectors. Across sectors, engineering construction has the highest representation of women, accounting for approximately 7.8% of the workforce. (See [Figure 72](#).)

The top five trades and occupations in which women tend to be employed are trade helpers and labourers (26% of all tradeswomen), construction managers (20%), contractors and supervisors (11%), carpenters (7%), and home building and renovation managers (6%).

FIGURE 72

WOMEN'S SHARE OF TOTAL DIRECT TRADES AND OCCUPATIONS (ON SITE) **BRITISH COLUMBIA**



* industrial, commercial, institutional

SOURCE: BuildForce Canada calculations based on Statistics Canada's Labour Force Survey and 2021 Census of the Population

INDIGENOUS PEOPLES

The Indigenous population is the fastest growing population in Canada and therefore presents recruitment opportunities for British Columbia’s construction industry. In 2025, Indigenous Peoples made up 3.5% of Canada’s workforce and 4.8% of the national construction workforce. In British Columbia, Indigenous Peoples represented 4.2% of the provincial labour force and 4.6% of the construction labour force, with the overall workforce share above the national share and construction slightly below. Since 2016, Indigenous representation has declined across both measures. (See [Table 46](#).)

As the Indigenous population continues to expand, sustained efforts in recruitment and retention will need to be made to increase the industry’s share of the population into the labour force.

TABLE 46

REPRESENTATION OF INDIGENOUS POPULATION IN PROVINCIAL CONSTRUCTION WORKFORCE **BRITISH COLUMBIA**

INDUSTRY	INDIGENOUS	NON-INDIGENOUS	TOTAL	INDIGENOUS SHARE OF TOTAL WORKFORCE, %
CONSTRUCTION				
2016	12,900	220,700	233,500	5.5%
2025	12,600	258,900	271,500	4.6%
ALL INDUSTRIES				
2016	119,800	2,503,700	2,623,400	4.6%
2025	131,700	3,007,200	3,138,800	4.2%

SOURCE: Statistics Canada, Labour Force Survey, Custom Data Request 2025

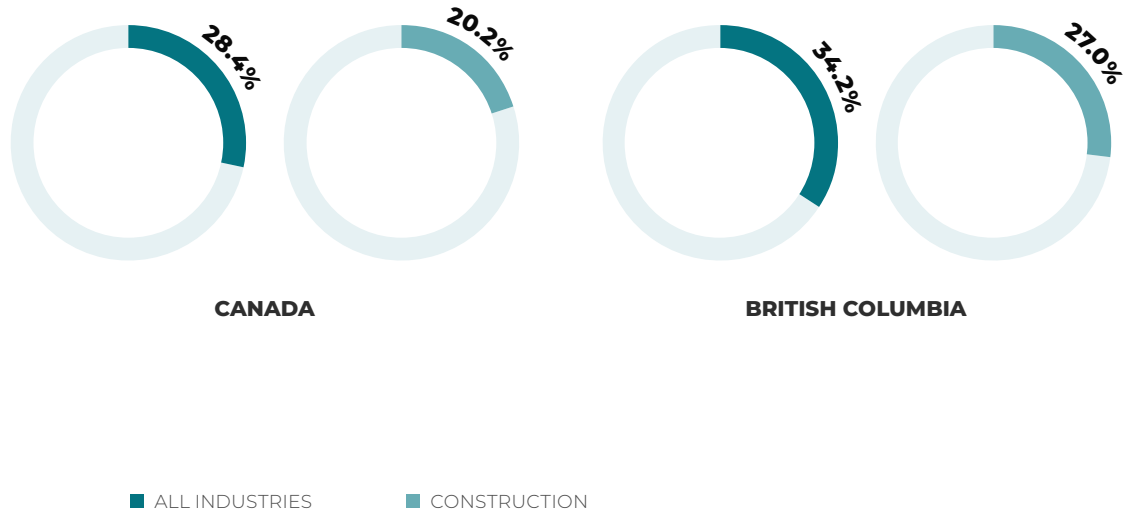
NEWCOMERS

British Columbia's construction industry may also leverage newcomers (recently arrived immigrants) to Canada over the forecast period to meet labour requirements. Due to the declining natural rate of population growth, immigrants are the primary source of labour force growth in the province. The share of immigrants increased from 28.6% in 2016 to 34.2% in 2025, well above the national share. In construction, immigrants accounted for 27.0% of the workforce in 2025, also well above the national construction share (20.2%). The province has attracted and integrated a higher rate of immigrants into the labour force compared to other provinces; however, immigrants remain under-represented in the provincial construction industry compared to the broader provincial workforce. (See [Figure 73](#).)

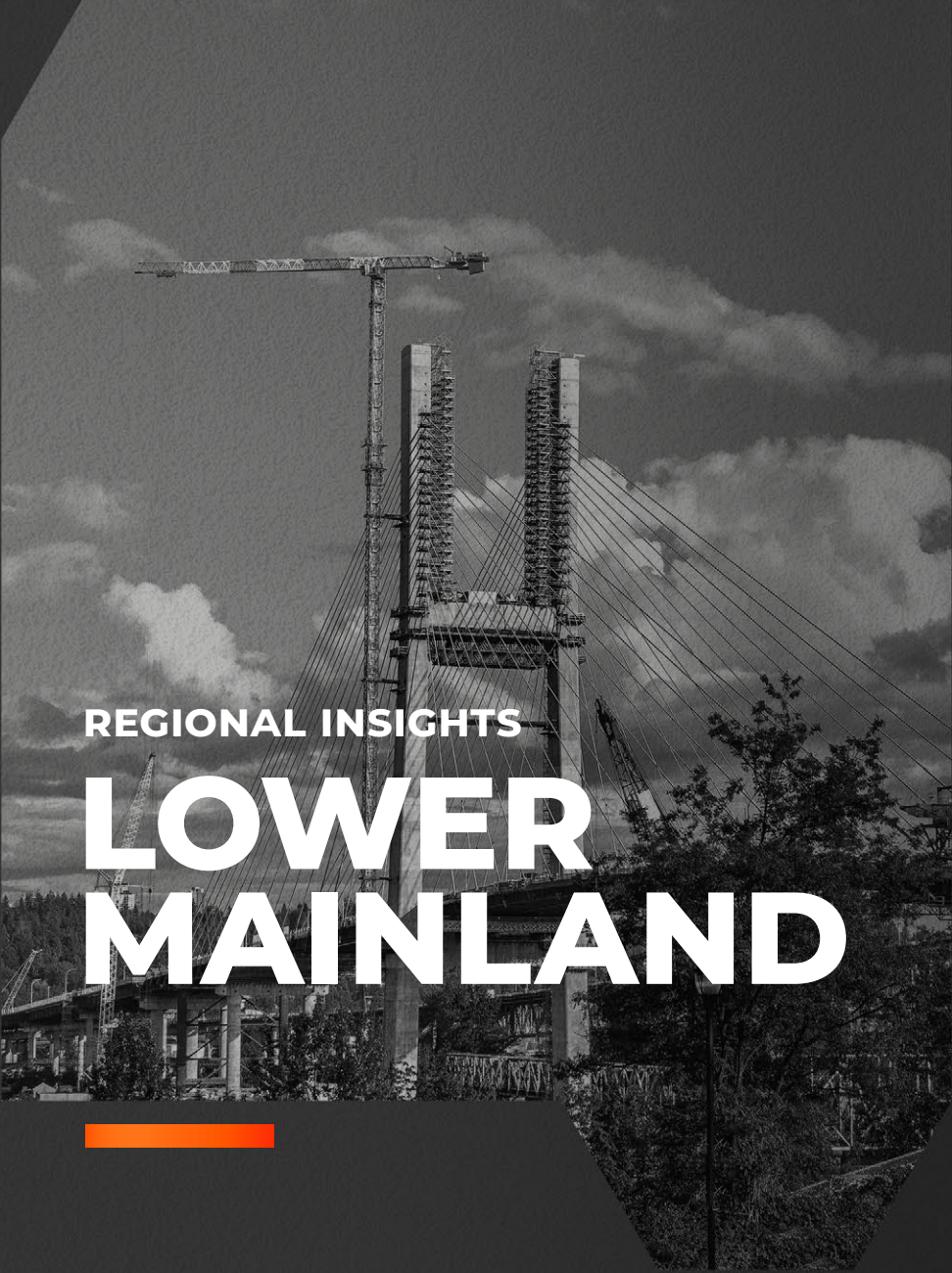
Based on historical settlement patterns, British Columbia is expected to welcome more than 371,100 new immigrants between 2026 and 2035. As these individuals will make up an increasing share of the province's core working-age population, additional recruitment efforts will be required to ensure the construction industry recruits its share of newcomers into the labour force.

FIGURE 73

SHARE (%) OF NEWCOMERS IN THE CONSTRUCTION LABOUR FORCE (2025) **BRITISH COLUMBIA**



SOURCE: Statistics Canada. Table 14-10-0083-01 Labour force characteristics by immigrant status, annual



REGIONAL INSIGHTS

LOWER MAINLAND





BRITISH COLUMBIA – LOWER MAINLAND

The Lower Mainland⁴¹ construction market reported a notable gain in non-residential construction activity in 2025 that was driven by significant activity on several major engineering construction and institutional and government building projects. Although the outlook calls for levels to increase again through 2027, later years see declines as major projects conclude.

Engineering construction investment is sustained at high levels until 2027, driven by several multi-billion-dollar projects, including the Woodfibre liquefied natural gas project, the Millennium Line (Broadway) and Surrey Langley SkyTrain projects, and several water and wastewater projects. Roads, highways, and bridges investment is expected to slow modestly in 2026 with the completion of the Pattullo Bridge project, before rising into 2028 with work beginning on the George Massey Tunnel, and various projects relating to the Highway 1 corridor improvement program and Mt. Lehman Road to Highway 11. As activity slows on these and other major projects, investment levels decline into the end of the forecast period, although they remain at historically elevated levels.

Investment in the construction of industrial, commercial, and institutional (ICI) buildings is driven by a wide array of healthcare and education projects, including work at the St. Paul's Hospital, the Surrey Hospital, and the Richmond Hospital Expansion. Levels trend down into the early 2030s as these projects conclude. Investment in the construction of commercial buildings is expected to remain stable through 2029 before rising again in response to population and economic growth. Industrial buildings construction is buoyed initially by spin-off activity relating to major public transit, container terminal expansions, and wastewater facilities projects but the region's manufacturing sector is expected to face investment reductions in the short-term due to trade uncertainty.

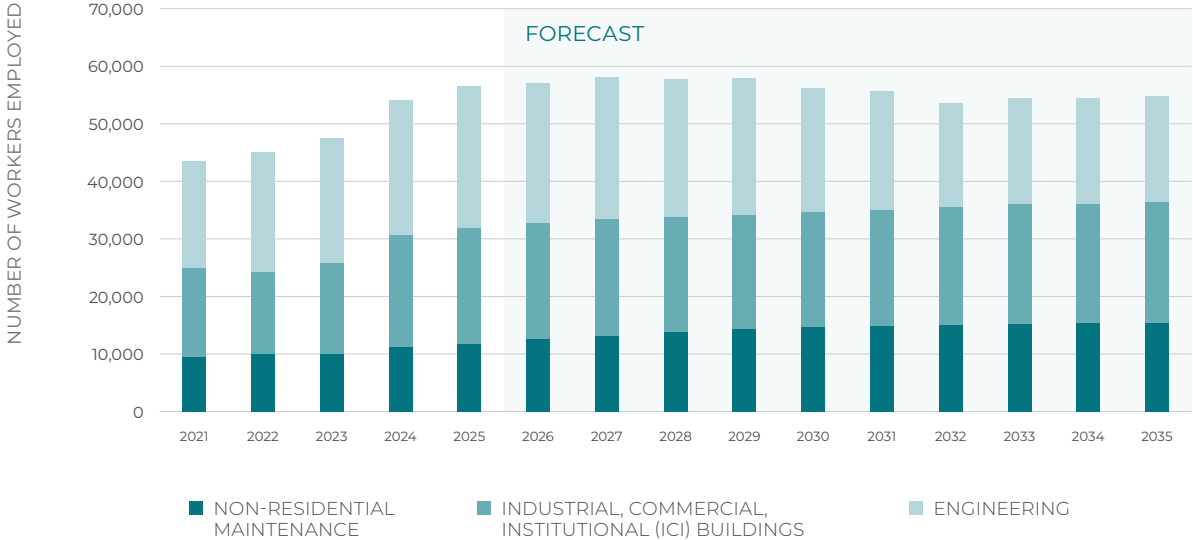
⁴¹ The Lower Mainland region is defined by the economic regions of Greater Vancouver, Fraser Valley, Sunshine Coast, Squamish, and Lillooet.

Compared to 2025, non-residential construction employment is forecast to contract marginally by 3% by 2035. Driving the contraction will be a loss of 25% in employment relating to engineering construction as currently tracked projects end. Gains in employment relating to ICI buildings (+4%) and non-residential maintenance (+30%) partially offset engineering construction declines.

Note that this outlook scenario is based on current known project approvals and schedules. Proposed projects awaiting positive final investment decisions are not factored into this analysis. These projects can significantly impact long-term employment trends, and would add to the industry’s need to attract, train and retain new workers.

Figure 74 shows anticipated employment trends by sector for non-residential construction across the forecast.

FIGURE 74
NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT GROWTH OUTLOOK
LOWER MAINLAND, BRITISH COLUMBIA



SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



THE AVAILABLE LABOUR FORCE

Slowing levels of construction activity are expected to contract the non-residential construction labour force in the region by 1,200 workers by 2035. The expected retirement of 11,100 workers over the same period will bring hiring requirements to 9,900 workers. At the same time, the industry is expected to add as many as 11,000 new-entrant workers from the local population under the age of 30. Given these factors, the industry may face a surplus of as many as 1,100 workers by 2035.



RANKINGS, RISKS, AND MOBILITY: TRADES AND OCCUPATIONS

The BuildForce LMI system tracks supply and accounts for the change in the available labour force, including retirements, new entrants⁴², and net mobility⁴³. Based on currently known demands, industry recruitment and retirement estimates, the following ranks apply to the 31 covered trades in the region. See [Table 47](#).

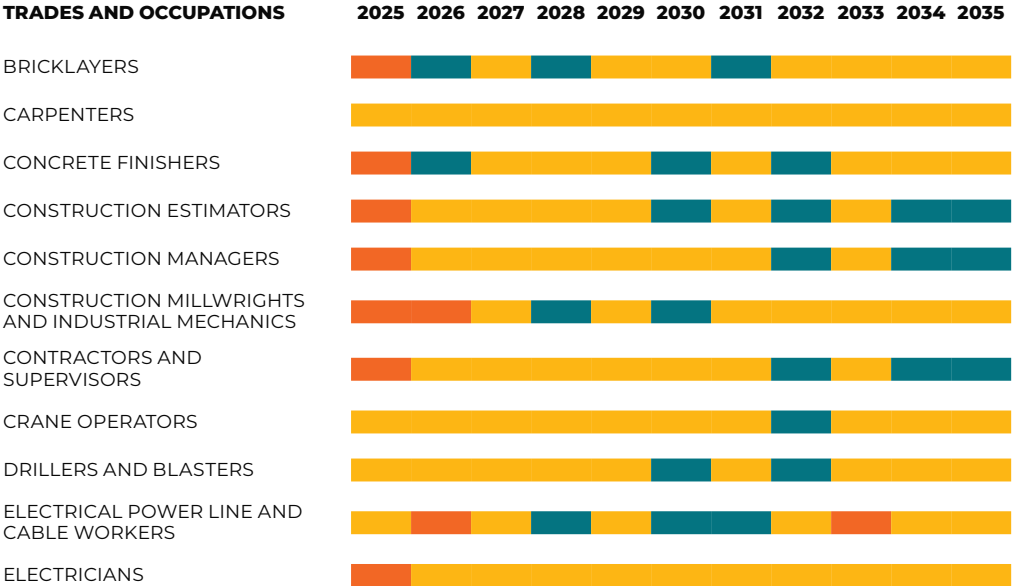
Labour market conditions were tight for some trades and occupations in 2025. This pressure is expected to carry over for some into 2026. Overall market conditions range from mostly balanced to weaker conditions in line with the timing of tracked major projects with several projects ending by 2030 and 2032.

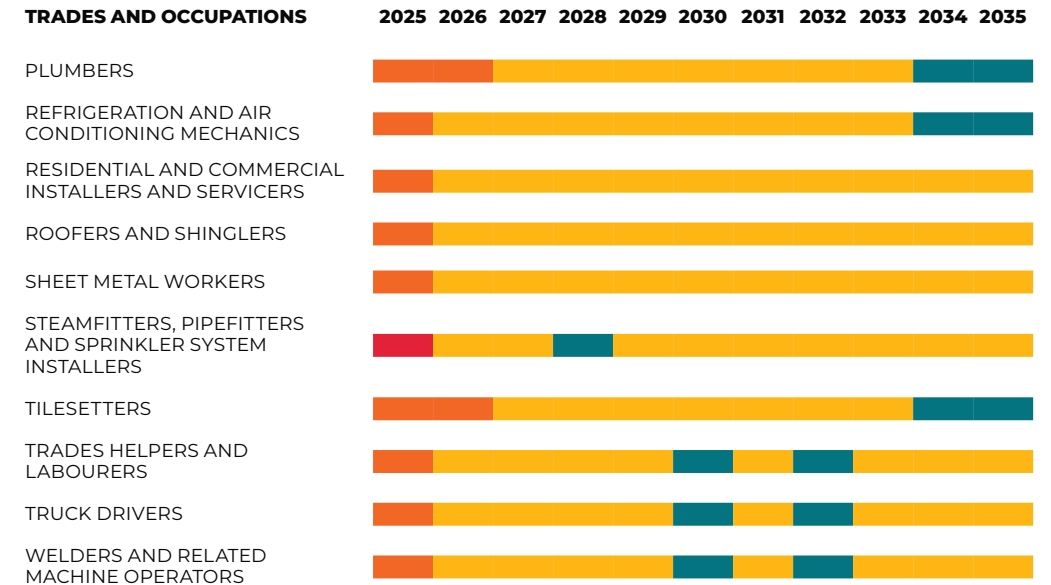
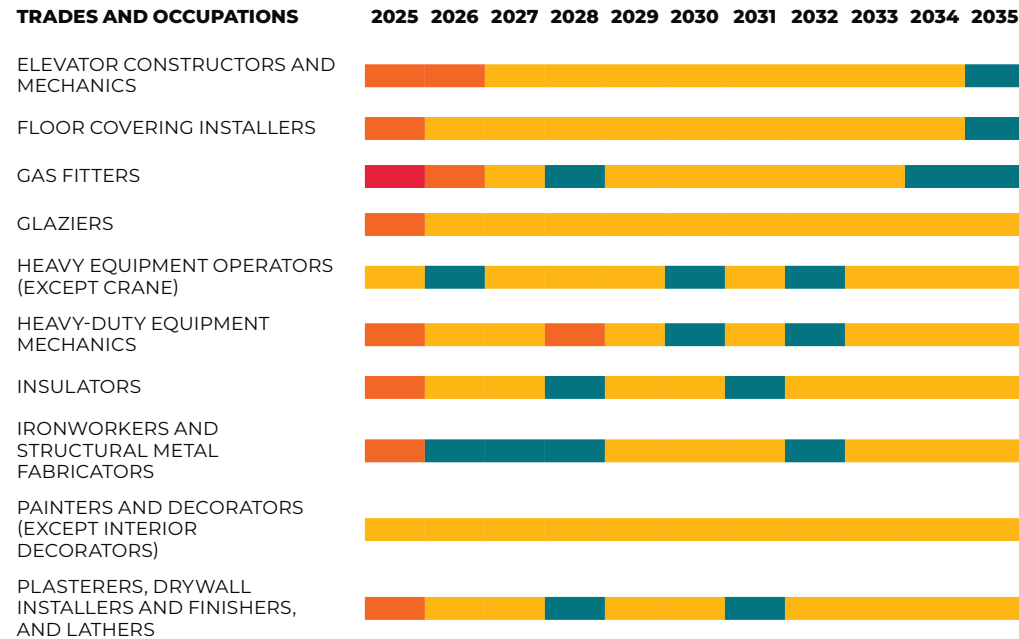
42 New entrants are measured by applying the traditional proportion of the provincial labour force that enters the construction industry. The projected estimate across the forecast period assumes that the construction industry can recruit this group in competition with other industries.

43 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.

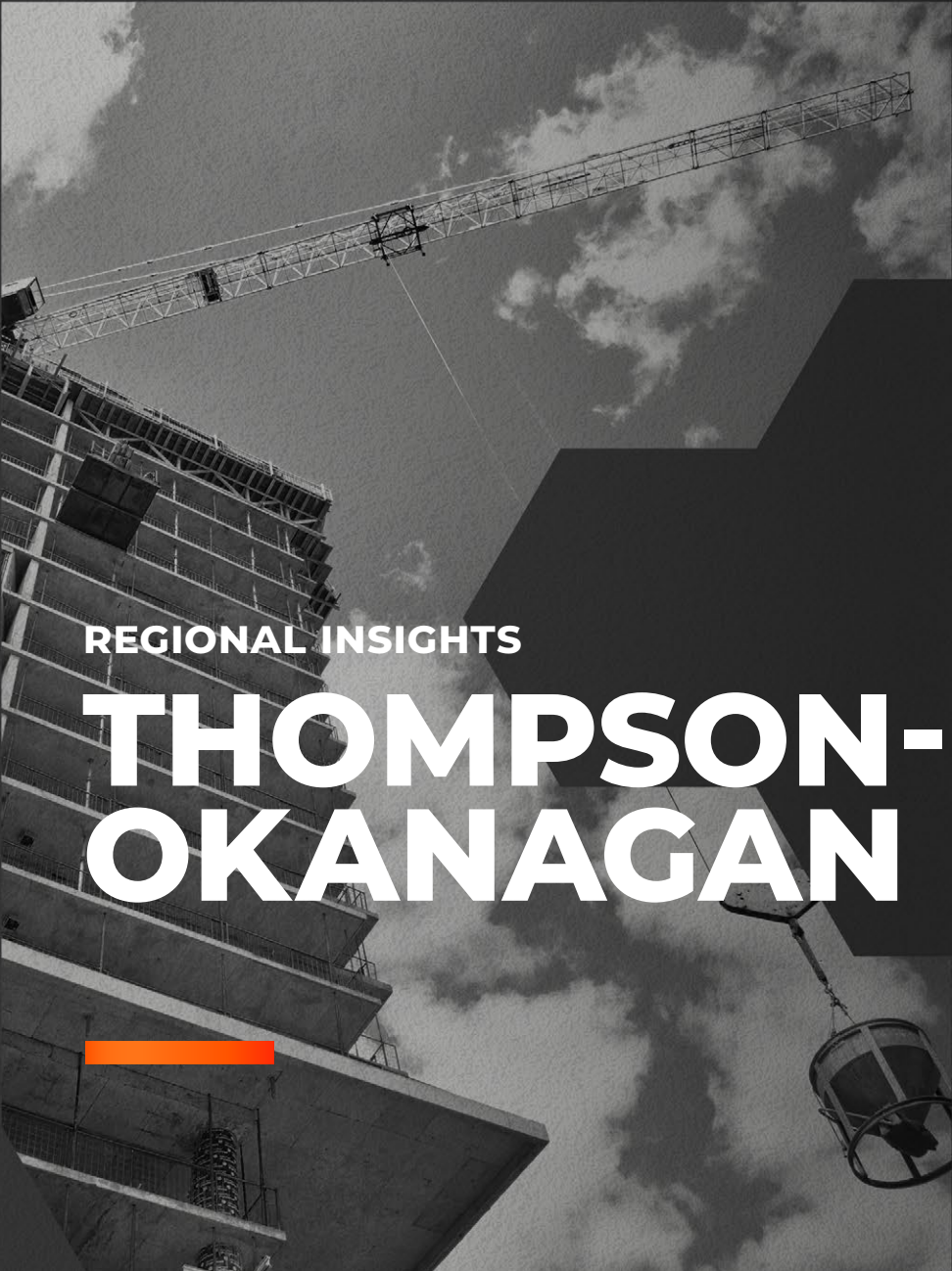
TABLE 47

NON-RESIDENTIAL MARKET RANKINGS LOWER MAINLAND, BRITISH COLUMBIA





SOURCE: BuildForce Canada

A black and white photograph of a construction site. A large crane is visible in the upper left, extending across the frame. Below it, a multi-story building is under construction, with scaffolding and structural elements visible. The sky is filled with clouds. A large, dark, geometric shape, resembling a stylized 'L' or a corner, is overlaid on the right side of the image, partially obscuring the building and the crane. The text 'REGIONAL INSIGHTS' is positioned above the main title, and a small orange horizontal bar is located below it.

REGIONAL INSIGHTS

THOMPSON- OKANAGAN



BRITISH COLUMBIA – THOMPSON-OKANAGAN

Non-residential construction activity in the Thompson-Okanagan⁴⁴ region declined in 2025, principally due to the completion of the Trans Mountain Expansion pipeline. Investment is projected to ramp up in 2026 and be sustained into 2027, supported by several major projects, but recedes as some projects wind down and end by 2028.

Engineering construction investment, which more than doubled between 2015 and 2023, slowed in 2025. Investment is projected to rebound in 2026 and remain elevated through 2028 driven by the Highland Valley Copper Mine expansion. A further step down is expected in the early 2030s as a series of wind farm projects scheduled between 2026 and 2031 are projected to be completed. Investment in roads, highways, and bridges has eased from peak levels reached in 2023 and is projected to continue lower into 2028 before resuming more moderate growth to support a growing regional population.

Investment in the construction of industrial, commercial, and institutional (ICI) buildings is projected to reach a forecast peak in 2026 on the strength of institutional building projects, before entering a modest downcycle from 2027 to 2029 as several major healthcare and public-sector projects conclude. A key driver over the near term is the Kamloops Cancer Centre. Investment in commercial buildings construction is projected to trend upward over the outlook as borrowing costs ease and service-sector activity expands, while industrial building investment sees a short-term boost from work associated with the Highland Valley Copper Mine before stabilizing at levels consistent with longer-term economic growth.

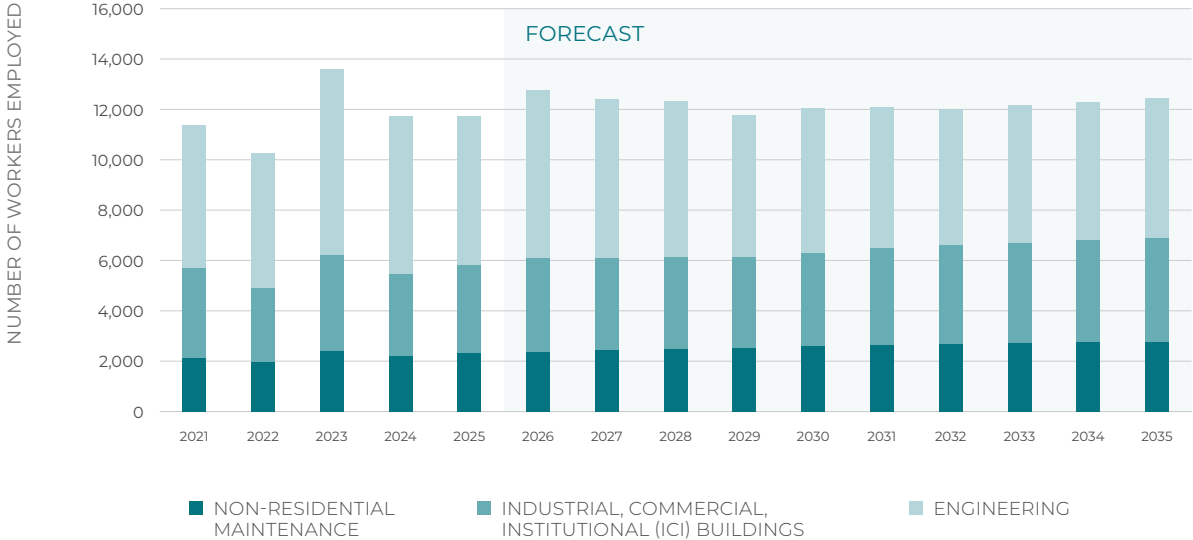
⁴⁴ The Thompson-Okanagan region includes the following regional districts: Kelowna, Kamloops, Penticton, Salmon Arm, Vernon, Golden, and Revelstoke.

By 2035, non-residential construction employment is forecast to rise by 6% compared with 2025 levels. Both ICI buildings construction (+17%) and the non-residential maintenance (+20%) components are expected to record gains across the forecast period. Engineering construction, meanwhile, is expected to contract by 6%.

Note that this outlook scenario is based on current known project approvals and schedules. Proposed resource development projects awaiting a positive final investment decision are not factored into this analysis. Positive final investment decisions for these projects can significantly impact long-term employment trends, and would add to the industry’s need to attract, train and retain new workers.

Figure 75 shows anticipated employment trends by sector for non-residential construction across the forecast.

FIGURE 75
NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT GROWTH OUTLOOK
THOMPSON-OKANAGAN, BRITISH COLUMBIA



SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



THE AVAILABLE LABOUR FORCE

Growing non-residential construction demands in the region are expected to require an additional 1,000 workers over the forecast period. Meanwhile, the expected retirement of 3,100 workers over the same period will bring total hiring requirements to 4,100 workers. Helping to close this gap somewhat is the expected addition of as many as 2,500 new-entrant workers from the local population under the age of 30. Given these factors, the industry may experience a shortfall of 1,600 workers.



RANKINGS, RISKS, AND MOBILITY: TRADES AND OCCUPATIONS

The BuildForce LMI system tracks supply and accounts for the change in the available labour force, including retirements, new entrants⁴⁵, and net mobility⁴⁶. Based on currently known demands, industry recruitment and retirement estimates, the following ranks apply to the 21 covered trades in the region. See [Table 48](#).

Driven by several major projects, labour market conditions are expected to tighten in 2026 and are then mostly balanced as activity is sustained into 2028 before weakening as tracked projects end. Conditions weaken again later in the period as moderate gains in ICI buildings construction are offset by expected engineering construction declines.

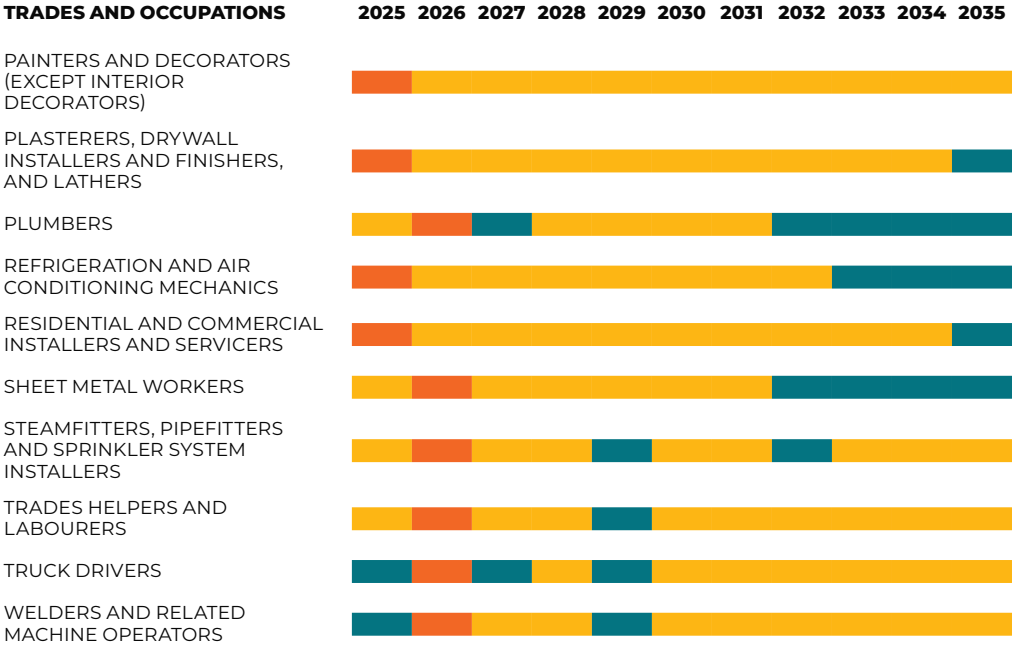
45 New entrants are measured by applying the traditional proportion of the provincial labour force that enters the construction industry. The projected estimate across the forecast period assumes that the construction industry can recruit this group in competition with other industries.

46 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.

TABLE 48

NON-RESIDENTIAL MARKET RANKINGS THOMPSON-OKANAGAN, BRITISH COLUMBIA

TRADES AND OCCUPATIONS	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
CARPENTERS	Yellow	Orange	Teal	Yellow	Teal	Yellow	Yellow	Teal	Yellow	Yellow	Yellow
CONSTRUCTION ESTIMATORS	Yellow	Orange	Teal	Teal	Teal	Yellow	Yellow	Yellow	Teal	Teal	Teal
CONSTRUCTION MANAGERS	Yellow	Orange	Yellow	Yellow	Teal	Yellow	Yellow	Yellow	Yellow	Teal	Yellow
CONSTRUCTION MILLWRIGHTS AND INDUSTRIAL MECHANICS	Yellow	Orange	Yellow	Yellow	Teal	Yellow	Yellow	Teal	Yellow	Yellow	Yellow
CONTRACTORS AND SUPERVISORS	Yellow	Orange	Yellow	Yellow	Teal	Yellow	Yellow	Teal	Teal	Teal	Teal
CRANE OPERATORS	Yellow	Orange	Yellow	Yellow	Teal	Yellow	Yellow	Yellow	Yellow	Teal	Teal
ELECTRICAL POWER LINE AND CABLE WORKERS	Yellow	Orange	Yellow	Yellow	Teal	Yellow	Yellow	Teal	Yellow	Yellow	Yellow
ELECTRICIANS	Yellow	Orange	Yellow	Yellow	Yellow	Yellow	Yellow	Teal	Yellow	Teal	Teal
HEAVY EQUIPMENT OPERATORS (EXCEPT CRANE)	Teal	Orange	Yellow	Yellow	Teal	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
HEAVY-DUTY EQUIPMENT MECHANICS	Yellow	Yellow	Teal	Teal	Teal	Yellow	Yellow	Yellow	Teal	Teal	Teal
INSULATORS	Yellow	Orange	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow



SOURCE: BuildForce Canada

A black and white photograph of a construction site. An excavator's bucket is shown in the foreground, filled with dark, loose soil and some debris. The excavator's arm and part of its cab are visible in the background. The scene is set against a light, hazy sky. The image is framed by dark, geometric shapes on the left and bottom, creating a modern, graphic look.

REGIONAL INSIGHTS

VANCOUVER ISLAND

A solid orange horizontal bar, positioned below the main title.



BRITISH COLUMBIA – VANCOUVER ISLAND

Non-residential construction activity in the Vancouver Island region⁴⁷ was elevated in 2025, supported by strong levels of investment in both engineering construction and in the construction of industrial, commercial, and institutional (ICI) buildings. Investment is expected to rise to a forecast peak in 2026, and then fluctuate in line with the timing of tracked major projects across the forecast period.

Engineering construction investment, which has nearly doubled in the past decade, is expected to remain elevated in the near term with ongoing work on such projects as seismic upgrades at the John Hart Dam, the Yəyus Energy wind project, CFB Esquimalt's jetty recapitalization, and the redevelopment of the Belleville Ferry Terminal. Investment levels are projected to recede as these projects conclude, and absent further new project announcements.

Investment in ICI buildings construction is projected to peak in 2026 on the strength of a long list of healthcare and education projects before entering a downcycle in 2027 and 2028 as many among them wind down. Key projects include the Cowichan District Hospital Replacement, the Nanaimo Cancer Centre, and the Westshore Long-term Care Facility. Commercial building investment is expected to dip in 2026 as work at the Royal BC Museum is scheduled to end, then trend upward thereafter as interest-rate pressures ease and longer-term population growth supports additional service-sector capacity. Finally, industrial buildings investment is expected to benefit from spinoff activity relating to major engineering projects.

⁴⁷ The Vancouver Island & Coast Economic Region includes a number of regional districts, including the Capital Region, Cowichan Valley, Nanaimo, Alberni-Clayoquot, Strathcona, Comox Valley, Powell River, Mount Waddington, and Central Coast.

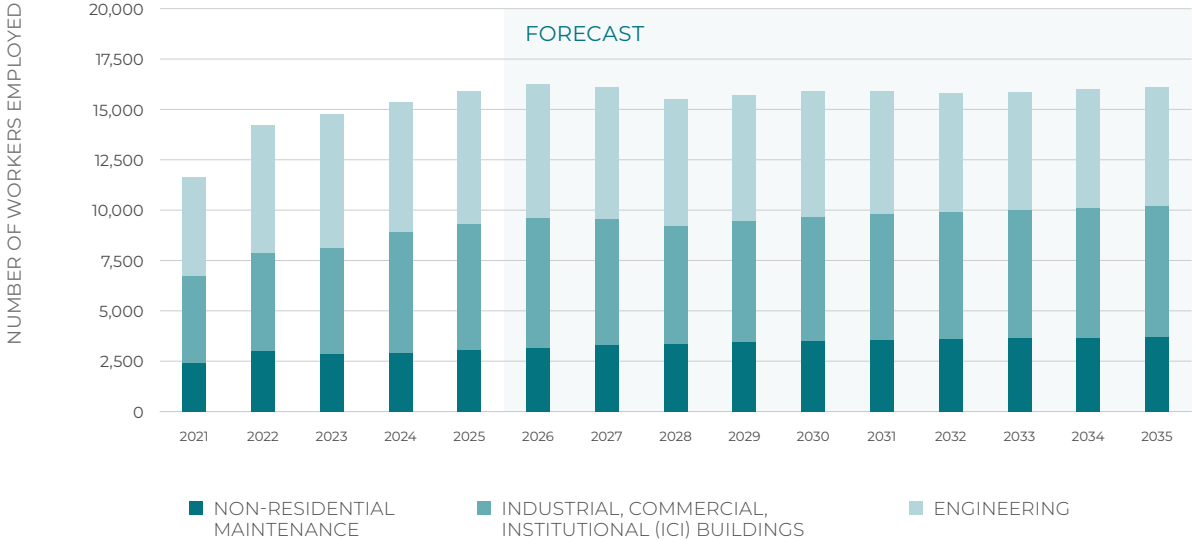
Compared to 2025, non-residential construction employment in the region is forecast to rise by just over 1% by 2035. Gains in employment relating to ICI buildings (+4%) and non-residential maintenance (+21%) offset an expected decline of 11% in employment relating to engineering construction activity.

Note that this outlook scenario is based on current known project approvals and schedules. Proposed projects awaiting positive final investment decisions are not factored into this analysis. These projects can significantly impact long-term employment trends, and would add to the industry’s need to attract, train and retain new workers.

Figure 76 shows anticipated employment trends by sector for non-residential construction across the forecast.

FIGURE 76

NON-RESIDENTIAL CONSTRUCTION EMPLOYMENT GROWTH OUTLOOK
VANCOUVER ISLAND, BRITISH COLUMBIA



SOURCE: Statistics Canada, BuildForce Canada (2026–2035)



THE AVAILABLE LABOUR FORCE

Construction demands in the region are expected to create a need for 500 new workers by 2035. The projected retirement of a further 3,400 workers over the same period could create a total hiring requirement of as many as 3,900 workers.

Over the forecast period, the industry is expected to add as many as 3,100 new-entrant workers from the local population under the age of 30. Given these factors, the industry may face a shortfall of 800 workers by 2035. These individuals may be recruited from the region's residential construction sector, or from other parts of the province.



RANKINGS, RISKS, AND MOBILITY: TRADES AND OCCUPATIONS

The BuildForce LMI system tracks supply and accounts for the change in the available labour force, including retirements, new entrants⁴⁸, and net mobility⁴⁹. Based on currently known demands, industry recruitment and retirement estimates, the following ranks apply to the 24 covered trades in the region. See [Table 49](#).

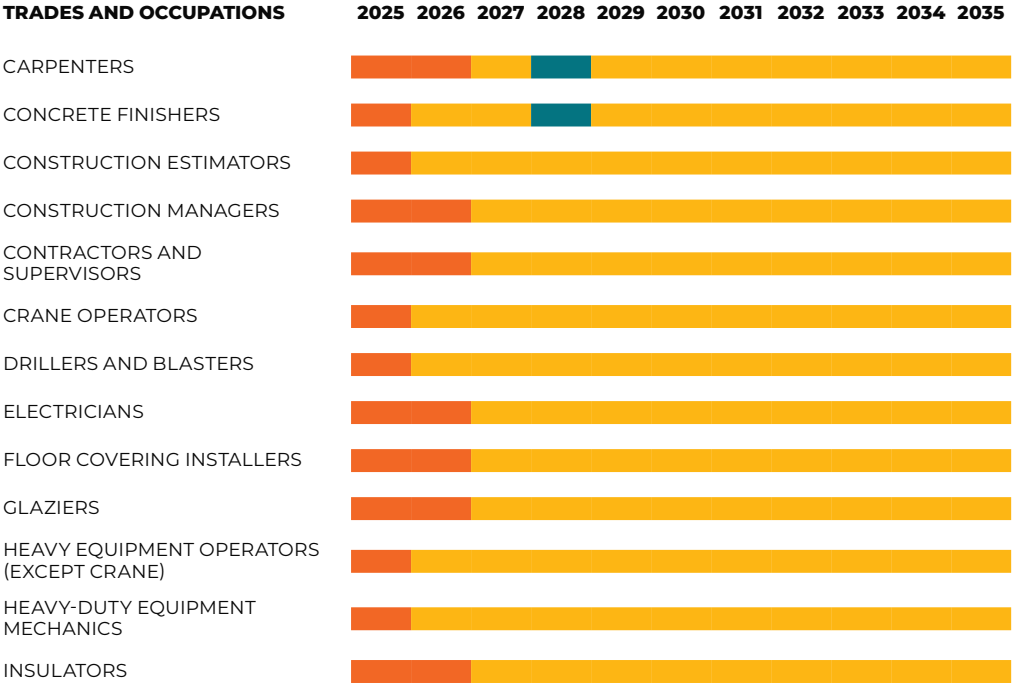
Strong levels of activity tightened labour market conditions in 2025. This tightness is projected to carry over into 2026 for most trades and occupations. As ICI buildings construction investment slows, market conditions weaken briefly in 2028 for a select group of trades and occupations involved in these projects. Conditions return to balance across the remainder of the period.

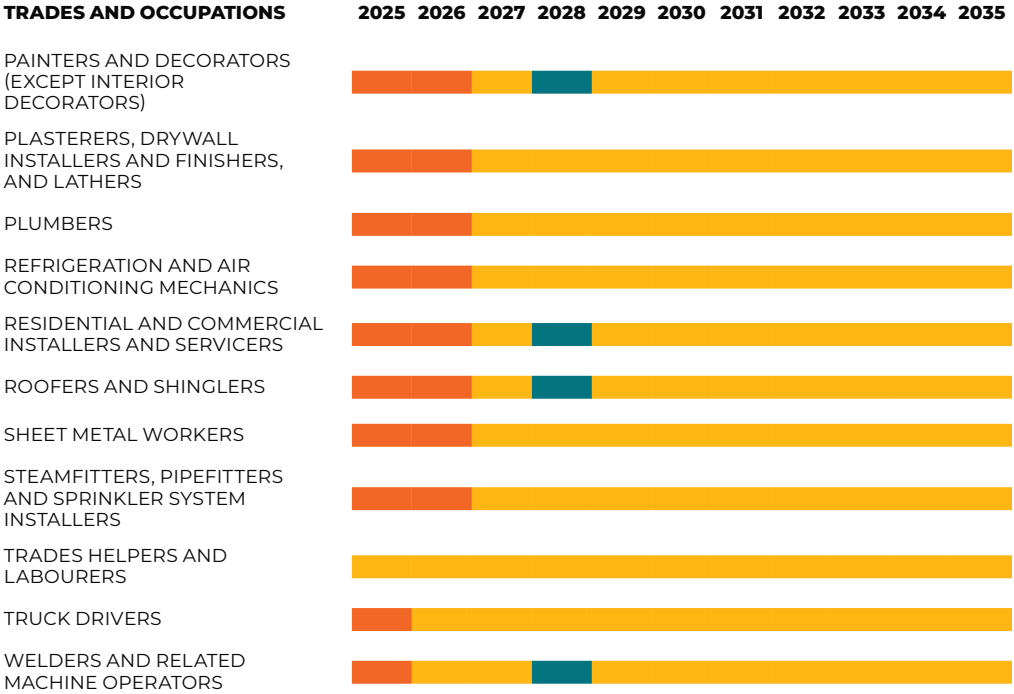
48 New entrants are measured by applying the traditional proportion of the provincial labour force that enters the construction industry. The projected estimate across the forecast period assumes that the construction industry can recruit this group in competition with other industries.

49 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.

TABLE 49

NON-RESIDENTIAL MARKET RANKINGS VANCOUVER ISLAND, BRITISH COLUMBIA





SOURCE: BuildForce Canada



CONCLUSION AND IMPLICATIONS





CONCLUSION AND IMPLICATIONS

The 2026–2035 BuildForce Canada Non-residential Construction and Maintenance Looking Forward forecast sees activity rise modestly to the end of the decade.

Investment in the sector has risen significantly since 2021, and is projected to reach a forecast peak in 2029, on the strength of major-project activity across almost all regions of the country. On the engineering construction side, these include liquefied natural gas projects, mining projects, transit projects, utility projects such as power generation and water and wastewater infrastructure, and ongoing regular and planned maintenance activities. In the construction of industrial, commercial, and institutional buildings, key drivers include high levels of investment in institutional and government buildings construction, and forecasted growth in demand for commercial buildings.

Although investment levels are projected to slow to the end of the forecast period as work passes peak activity levels, or concludes, on known projects, a long list of watched projects that are not factored into this outlook scenario could have significant implications for growth.

Meeting peak periods of activity is projected to be challenged by limited provincial mobility. Many provinces are already experiencing high or sustained levels of construction activity, giving workers no strong incentives to relocate in the near term. Labour market challenges are complicated by the retirement of an estimated 139,100 workers, or 20% of the 2025 labour force. This represents a significant loss of skills and experience that is unmatched by new workers entering the labour force.

The task of attracting new workers to construction may become further complicated, as other industries face similar challenges related to replacing an aging labour force. Meeting near- and long-term demand requirements will require a combination of industry strategies that include increased recruitment and training of youth, looking to traditionally under-represented groups, such as women, Indigenous People, and newcomers to Canada, or to other industries to augment the available pool of local workers.

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 market conditions.



ABOUT THE BUILDFORCE CANADA LABOUR MARKET INFORMATION SYSTEM

BuildForce Canada's labour market information (LMI) system uses the most advanced and detailed industry model available in Canada to produce a forecast scenario that reflects current and future labour demand and supply information for the residential and non-residential construction sectors, by province.

Updated annually, the system is calibrated to the latest information on global, national, and provincial economic conditions derived from various data sources including Statistics Canada, Canadian financial institutions, the World Bank, the International Monetary Fund, the U.S. Energy Information Administration, the Organisation for Economic Co-operation and Development, and federal and provincial budget plans. Key factors driving the outlook scenario include: economic environment measures such as real GDP growth, inflation, interest rates, exchange rates, commodity prices, and international trading partner trends, and population growth and demographic trends.

Unique to the BuildForce system is the integration of a major projects inventory. This is developed in partnership with provincial LMI committees – networks of industry stakeholders that include labour groups, construction associations, owners, and federal/provincial government departments – and identifies key projects that may distort construction investment trends and market conditions.

Information on economics, demographics, and major projects is combined into a dynamic, multi-sector and multi-factor macroeconomic model to generate a 10-year labour market outlook scenario for the residential and non-residential construction sectors in each Canadian province.

The system incorporates coefficients derived from Statistics Canada's input-output tables to determine industry demands and proprietary coefficients developed by BuildForce Canada to translate residential and non-residential investment data into labour demands for the 34 most common on-site trades and occupations in the construction sector. These account for 75% of the total construction labour force.

For labour supply, the system utilizes Statistics Canada's 2021 Census of Population as a starting point. That data is adjusted to reflect current public-policy and demand factors, and is further refined through consultation with the provincial LMI committees to produce measures of provincial economic and population growth, employment growth, retirements, new entrants to the labour force, and interprovincial and international migration patterns.

Provincial residential and non-residential labour market conditions, by trade and occupation, are assessed based on changes in supply and demand and summarized in the form of tables. For each year, conditions are ranked from a low of 1 (in which excess labour supply is apparent, and there is a risk of losing workers to other markets) to a high of 5 (in which there is excess demand, competition is intense, and recruiting extends beyond local labour markets). Ranks are calculated based on annual employment growth, natural or normal unemployment rates, and changes in supply (i.e., retirements, new entrants, and mobility requirements to meet demands).

Rankings for some trades or occupations may be suppressed in some provinces and regions due to the small size of the workforce (i.e., 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 typically do not work in residential construction, nor do homebuilding and renovation managers work in non-residential construction).

Finally, to further improve the robustness of the system, BuildForce Canada's outlook scenario is validated by provincial LMI committees.



APPENDIX: COMMITTEE PARTICIPANTS

The production of Construction and Maintenance Looking Forward 2026–2035 would not have been possible without valuable input from the following organizations:

NEWFOUNDLAND AND LABRADOR

- Canada's Building Trades Unions
- Canadian Construction Association
- Canadian Home Builders' Association – Newfoundland and Labrador
- Construction Labour Relations Association of Newfoundland and Labrador
- Heavy Civil Association of Newfoundland and Labrador
- Housing, Infrastructure and Communities Canada
- Newfoundland and Labrador Construction Association
- Newfoundland and Labrador Finance
- Newfoundland & Labrador Hydro
- Newfoundland and Labrador Jobs, Growth and Rural Development
- Service Canada
- Trades NL

PRINCE EDWARD ISLAND

- Canada's Building Trades Unions
- Canadian Construction Association
- Canadian Home Builders' Association – Prince Edward Island
- Construction Association of Prince Edward Island
- Housing, Infrastructure and Communities Canada
- PEI Road Builders and Heavy Construction Association
- Prince Edward Island Department of Finance
- Prince Edward Island Workforce and Advanced Learning
- Service Canada – Atlantic

NOVA SCOTIA

- Canada's Building Trades Unions
- Canadian Construction Association
- Canadian Home Builders' Association – Nova Scotia
- Construction Association of Nova Scotia
- Housing Construction Council of Nova Scotia
- Housing, Infrastructure and Communities Canada
- Merit Nova Scotia
- NexGold Mining Corp

- Nova Scotia Construction Labour Relations Association Limited
- Nova Scotia Construction Sector Council
- Nova Scotia Department of Finance
- Nova Scotia Road Builders Association
- Service Canada - Atlantic Region

NEW BRUNSWICK

- Canada's Building Trades Unions
- Canadian Construction Association
- Canadian Home Builders' Association of New Brunswick
- Construction Association of New Brunswick
- Housing, Infrastructure and Communities Canada
- Irving Oil
- Moncton Northeast Construction Association and Mechanical Contractors Association of New Brunswick
- New Brunswick Building Trades Council
- New Brunswick Finance and Treasury Board
- New Brunswick Post-Secondary Education, Training and Labour
- New Brunswick Road Builders and Heavy Construction Association
- Saint John Construction Association
- Service Canada – New Brunswick

QUEBEC

- Not applicable

ONTARIO

- Black and MacDonald
- Bruce Power
- Canada Mortgage and Housing Corporation
- Canada's Building Trades Unions
- Canadian Construction Association
- Canadian Home Builders' Association
- Central Ontario Building Trades
- CLAC
- Construction Association of Thunder Bay
- Construction Employers Coordinating Council of Ontario
- Construction Labour Relations Association of Ontario
- Council of Ontario Construction Associations
- Drywall, Acoustic Lathing & Insulation, Local 675
- Eastern Ontario and Western Quebec Building Trades Council
- Electrical Power Systems Construction Association
- Employment and Social Development Canada
- Essex and Kent Building Trades Council
- General Contractors' Association of Toronto
- General Presidents' Maintenance Committee for Canada

- Grand Valley Construction Association
- Greater Ottawa Home Builders' Association
- Hamilton-Brantford Building & Construction Trades Council
- Hamilton-Halton Construction Association
- Housing, Infrastructure and Communities Canada
- Hydro One
- IBEW Local 28
- IBEW 115
- IBEW Local 120
- IBEW Local 303
- Infrastructure Ontario
- Ironworkers Local 700
- Ironworkers Local 765
- J-AAR Excavating/AAROC Aggregates
- Kingston Construction Association
- LiUNA Ontario Provincial District Council
- London and District Construction Association
- Mechanical Contractors Association of Ontario
- Merit Ontario
- Millwright Regional Council of Ontario
- National Capital Heavy Construction Association
- Niagara Construction Association
- Niagara-Haldimand Building and Construction Trades Council
- Northeastern Ontario Construction Association

- Ontario Construction Secretariat
- Ontario Construction User Council
- Ontario Formwork Association
- Ontario General Contractors Association
- Ontario Home Builders' Association
- Ontario Masonry Contractors' Association
- Ontario Power Generation
- Ontario Road Builders' Association
- Ontario Sewer and Watermain Construction Association
- Ottawa Electrical Contractors Association
- Ottawa Construction Association
- Progressive Contractors Association of Canada
- Provincial Building and Construction Trades Council of Ontario
- RESCON
- Residential Framing Contractors Association
- Sarnia Construction Association
- Sarnia-Lambton Building & Construction Trades Council
- Sarnia Heavy Construction Association
- Sault Ste. Marie Construction Association
- Service Canada
- Sheet Metal Workers Local 47
- Sheet Metal Workers Local 235
- Sheet Metal Workers Local 397
- Toronto Construction Association

- UA Local 71
- UA Local 527
- UA Local 628
- UA Local 787
- UA Local 800
- UBC Local 2486
- Waterloo, Wellington, Dufferin and Grey Building Trades Council
- Windsor Construction Association
- Workforce Planning for Sudbury & Manitoulin

MANITOBA

- Apprenticeship Manitoba
- Canada's Building Trades Unions
- Canadian Construction Association
- Canadian Home Builders Association
- Construction Association of Rural Manitoba
- Construction Labour Relations Association of Manitoba
- Electrical Contractors Association of Manitoba
- Housing, Infrastructure and Communities Canada
- Manitoba Building Trades
- Manitoba Construction Sector Council
- Manitoba Economic Development, Investment, Trade and Natural Resources

- Manitoba Finance
- Manitoba Heavy Construction Association
- Manitoba Home Builders' Association
- Manitoba Hydro
- Mechanical Contractors Association of Manitoba
- Merit Contractors Association of Manitoba
- Northern Manitoba Sector Council
- Service Canada
- Winnipeg Construction Association

SASKATCHEWAN

- Canada's Building Trades Unions
- Canadian Construction Association
- Canadian Home Builders' Association – Regina
- Canadian Home Builders' Association – Saskatoon
- CLAC
- Construction Association of Saskatchewan
- Construction Labour Relations Association of Saskatchewan
- Housing, Infrastructure and Communities Canada
- Mechanical Contractors Association of Saskatchewan
- Merit Contractors Association Saskatchewan
- Saskatchewan Apprenticeship and Trade Certification Commission
- Saskatchewan Building Trades

- Saskatchewan Heavy Construction Association
- Saskatchewan Finance
- Saskatchewan Immigration and Career Training
- Saskatchewan SaskBuilds and Procurement
- Saskatchewan Public Safety Agency
- Saskatchewan Construction Safety Association
- SaskPower
- Service Canada – Saskatchewan

ALBERTA

- Air Products
- Alberta Advanced Education
- Alberta Construction Association
- Alberta Council of Turnaround Industry Maintenance Stakeholders
- Alberta Jobs, Economy, Trade and Immigration
- Alberta Roadbuilders and Heavy Construction Association
- Association of Maintenance Contractors of Canada
- Building Trades of Alberta
- Canada Mortgage and Housing Corporation
- Canada's Building Trades Unions
- Canadian Construction Association
- Canadian Home Builders' Association
- Canadian Home Builders' Association – Alberta

- Canadian Natural Resources Limited
- Cenovus Energy
- CLAC
- Construction Labour Relations – Alberta
- Enbridge Inc.
- Energy Safety Canada
- Housing, Infrastructure and Communities Canada
- Independent Contractors and Businesses Association
- National Construction Council
- OpenCircle
- PCL Constructors Inc.
- Progressive Contractors Association of Canada
- Service Canada
- Shell Canada
- Suncor Energy Inc.
- Syncrude Canada Ltd.

BRITISH COLUMBIA

- BC Building Trades
- BC Hydro
- BC Ministry of Post-Secondary Education and Future Skills
- BC Road Builders and Heavy Construction Association
- BC Transportation Investment Corporation

- British Columbia Construction Association
- British Columbia Insulation Contractors Association
- Canada's Building Trades Unions
- Canadian Construction Association
- Canadian Home Builders' Association
- Canadian Home Builders' Association – British Columbia
- CLAC
- Construction Foundation of British Columbia
- Construction Labour Relations Association of BC
- Cross Fraser Partnership
- Housing, Infrastructure and Communities Canada
- LNG Canada
- Mechanical Contractors Association of BC
- National Construction Council
- Northern Regional Construction Association
- PCL Constructors Inc.
- Progressive Contractors Association of Canada
- Roofing Contractors Association of British Columbia
- Service Canada – BC
- Southern Interior Construction Association
- Teck Resources
- Vancouver Island Construction Association
- Vancouver Regional Construction Association
- Western Economic Diversification Canada

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- Key economic indicators, construction investment and labour market conditions by province and/or sector
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