

# SASKATCHEWAN

## HIGHLIGHTS 2022–2027

Saskatchewan's construction market recovered in 2021 following a significant pullback in 2020, marking the start of a projected extended period of moderate expansion, driven by increased private- and public-sector investment.

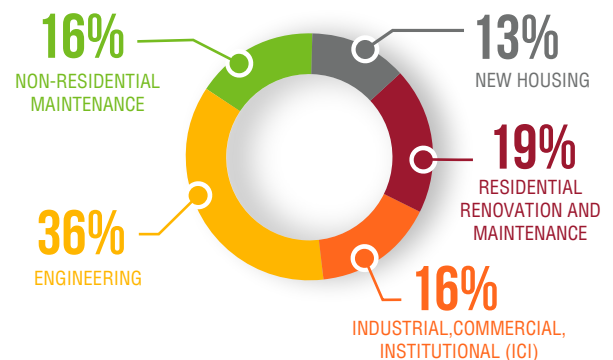
The recovery in new housing that began in 2020 accelerated in 2021, reviving construction activity from the record-low levels experienced in 2019. Growth extends into 2022, supported by a further rise in renovation activity, before leveling off as housing starts moderate.

Saskatchewan's provincial capital investment plan, which earmarks billions of dollars for hospitals, schools, highways, and other projects, bolsters non-residential market demands over the near term, while new potash mining investments help to sustain demands between 2024 and 2027.

Total industry employment is expected to rise by close to 3,100 workers (+9%) to 2023, led by strong gains in ICI (industrial, commercial, institutional) building construction, engineering construction, and residential renovation activity. Requirements recede as several major projects end, but employment remains higher by 1,500 workers in 2027 relative to 2021 levels.

Despite benefiting from a younger age demographic relative to most other provinces, industry must also contend with the anticipated retirement of nearly 5,000 workers to meet total hiring needs over the six-year forecast period.

### DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN 2021, SASKATCHEWAN



### SIX-YEAR WORKFORCE OUTLOOK FOR SASKATCHEWAN



 **AVERAGE  
UNEMPLOYMENT  
RATE** **8.4%**

### HIGHLIGHTS

- Housing starts are projected to moderate in 2022 after rising to just over 4,100 units in 2021.
- Total construction employment is projected to rise by just over 3,000 workers (+8.7%) between 2021 and 2023, before gradually declining over the remainder of the forecast period.
- Non-residential employment rises by 2,760 workers (+11.5%) between 2021 and 2023, propelled by increased provincial capital spending and mining investment.

### BuildForce's LMI System

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

## SASKATCHEWAN CONSTRUCTION OUTLOOK

The construction market in Saskatchewan recovered in 2021 after reaching a floor in 2020, following six years of contraction from the peak of the resource-development cycle. A second year of recovery in new-housing construction was a key driver of the growth in 2021, though non-residential construction demands also increased, driven by increased public-sector capital spending for hospitals and schools, manufacturing investment, and a recovery in commercial activity.

The provincial construction market is expected to remain on an upward trend through 2023, driven by further increases in residential renovation activity and major public health, education, road, highway, and bridge projects, as well as the anticipated start of a potash mine expansion, a canola processing plant, and a natural gas power plant in Moose Jaw. Investment cycles down slightly in 2024 as some major projects, including several schools, wind down. Investment is anticipated to increase again in 2025, before falling slightly to 2027 as major projects wind down.

Given the pipeline of private- and public-sector projects, non-residential employment increases by almost 2,800 workers (+11.5%) between 2021 and 2023, before declining thereafter as investment slows. By the end of the forecast period, employment in the non-residential sector is expected to expand by approximately 580 workers (+2.4%) compared to 2021.

Employment in the residential sector is expected to increase by close to 4% in 2022 before moderating slightly to 2025, as rising interest rates slow new-home construction. Renovation activity remains on

a steady but moderate upward trend throughout the forecast period in line with growing household income. Overall, residential construction employment is expected to grow by just over 920 workers (+8.2%) throughout the forecast period.

Total construction employment is projected to rise by 3,060 workers (+8.7%) between 2021 and 2023, before gradually declining over the remainder of the forecast period. To keep pace with construction demands, the labour force will need to increase by 1,100 workers (+3%) between 2022 and 2027.

When combined with the expected outflow of almost 5,000 workers to retirement, the industry will need to recruit an additional 6,100 workers over the six-year forecast period. Figure 1 shows the change in residential and non-residential employment across the forecast period.

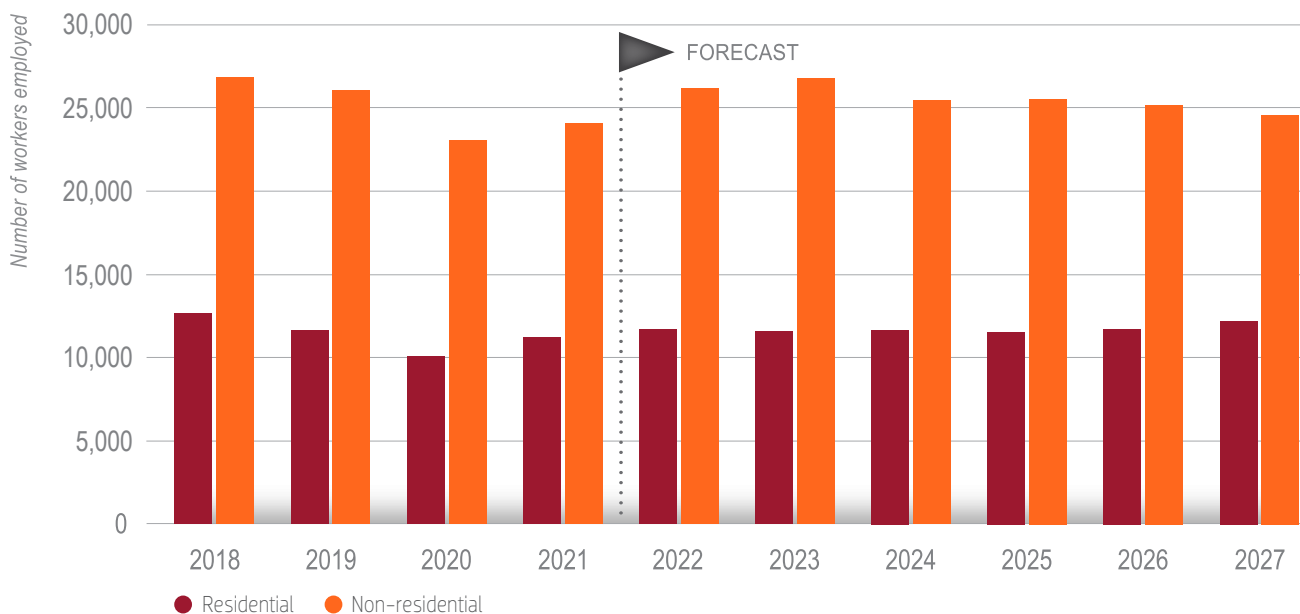
## SECTOR INSIGHTS

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

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

BuildForce assesses market conditions for 34 construction trades and occupations using a ranking system that combines measures of the change in employment, unemployment, net mobility, and adjustments based on industry input. The rankings

**Figure 1: Construction employment growth outlook, Saskatchewan**



Source: Statistics Canada, BuildForce Canada (2022-2027)

<sup>1</sup> **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.

<sup>2</sup> **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.

reflect residential and non-residential market conditions unique to the province based on current and proposed construction activity. In addition, assumptions on provincial economic and population growth, new entrants to the labour force, and migration patterns (interprovincial and international) are built into the forecast scenario and included in the ranking assessment.

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

For Saskatchewan, rankings are reported for 14 residential and 28 non-residential trades and occupations.

## RESIDENTIAL SECTOR

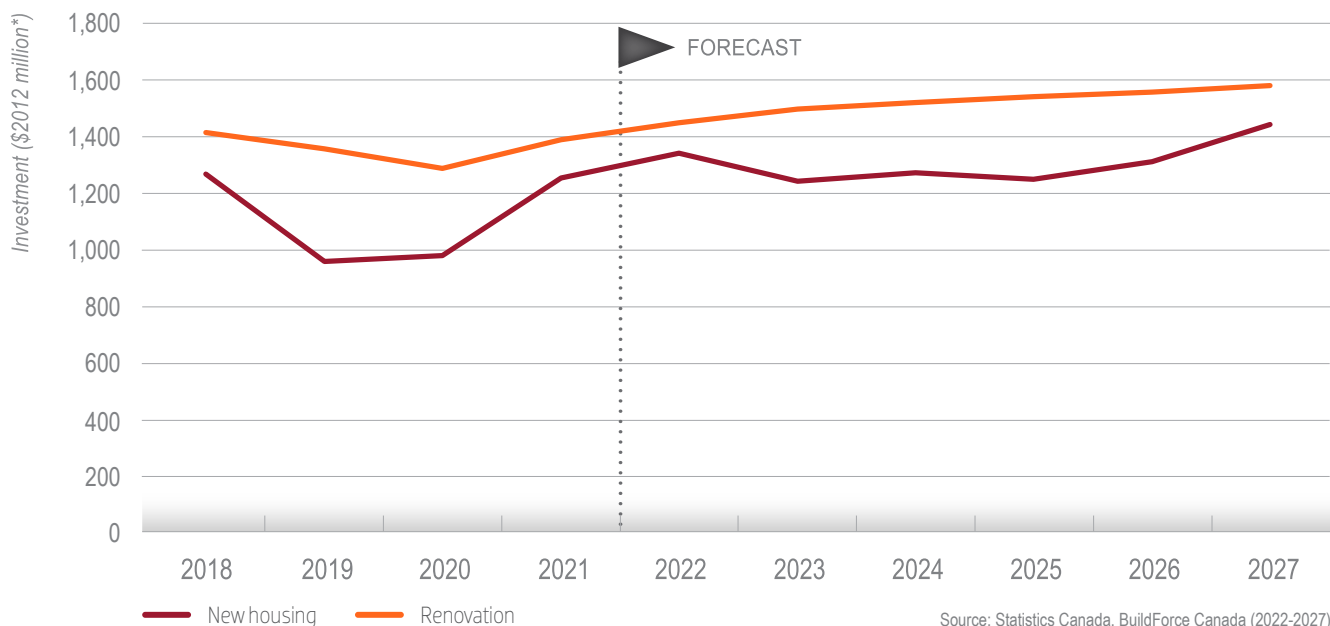
As shown in Figure 2, Saskatchewan's residential construction market experienced a strong rebound in 2021, driven by increased new-home construction and renovation work. Building from gains in 2020, housing starts increased to just over 4,100 units in 2021, boosted by increases across all structure types.

Housing starts are expected to moderate slightly in 2022, as interest rates erode affordability and vacancy rates remain relatively high, but starts are expected to pick up again in 2024 with strengthening international migration and economic growth. Multi-unit construction is anticipated to trend upward and maintain a relatively high share of new-home construction, driven in part by older-age populations downsizing to lower-maintenance apartment-structure types.

Renovation spending dropped in 2020, resulting from the slowdown in activity due to COVID-related lockdowns, lower job and income gains, and uncertainty surrounding key construction inputs, including lumber. Renovation activity recovered in 2021 and is expected to remain on an upward trend in line with growing household income.

Total residential construction employment is anticipated to increase by 430 workers (+3%) in 2022 and then level off slightly before growing again in the final years of the forecast period. Between 2021 and 2027, residential employment is expected to increase by just over 900 workers (+8%). New-home construction will be responsible for the bulk of the employment gains, expanding by approximately 520 workers (+12%). Renovation-related employment increases by just over 360 workers (+7%), while residential maintenance employment rises by 2% to 2027.

**Figure 2: Residential construction investment, Saskatchewan**



\* \$2012 millions indicates that the investment values are in year 2012 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.

## RESIDENTIAL RANKINGS, RISKS, AND MOBILITY

Table 1 shows tight residential labour market conditions in 2021, driven by increased activity in both new-housing construction and renovation work. Relatively tight conditions are anticipated to continue into 2022 for some trades and occupations, but as housing starts moderate, conditions are expected to become more balanced throughout the forecast period. However, as new-housing construction picks up later in the forecast period, construction managers are expected to experience some market tightness.

## MARKET RANKINGS

1

Workers meeting employer qualifications are available in local markets to meet an increase in demand at the current offered rate of compensation and other current working conditions. Excess supply is apparent and there is a risk of losing workers to other markets.

2

Workers meeting employer qualifications are available in local markets to meet an increase in demand at the current offered rate of compensation and other working conditions.

3

The availability of workers meeting employer qualifications in the local market may be limited by large projects, plant shutdowns or other short-term increases in demand. Employers may need to compete to attract needed workers. Established patterns of recruiting and mobility are sufficient to meet job requirements.

4

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

5

Needed workers meeting employer qualifications are not available in local markets to meet current demand so that projects or production may be delayed or deferred. There is excess demand, competition is intense and recruiting reaches to remote markets.

**Table 1: Residential market rankings, Saskatchewan**

TRADES AND OCCUPATIONS – RESIDENTIAL	2021	2022	2023	2024	2025	2026	2027
Bricklayers	4	4	3	3	3	3	3
Carpenters	4	3	3	3	3	3	3
Construction managers	4	4	3	3	3	3	4
Contractors and supervisors	3	4	3	3	3	3	3
Electricians	4	3	3	3	3	3	3
Floor covering installers	3	3	3	3	3	3	3
Homebuilding and renovation managers	4	3	3	3	3	3	3
Painters and decorators	3	3	3	3	3	3	3
Plasterers, drywall installers and finishers, and lathers	4	3	3	3	3	3	3
Plumbers	3	3	3	3	3	3	3
Residential and commercial installers and servicers	3	3	3	3	3	3	3
Roofers and shinglers	3	3	3	3	3	3	3
Sheet metal workers	4	3	3	3	3	3	3
Trades helpers and labourers	3	4	3	3	3	3	3

Source: BuildForce Canada

## NON-RESIDENTIAL SECTOR

As shown in Figure 3, non-residential investment is projected to remain elevated over the forecast period, bolstered by the government's injection of more than \$2 billion in planned capital investment, a natural gas power plant in Moose Jaw, a canola processing plant, and the anticipated expansion of the Jansen potash mine. Investment in ICI (industrial, commercial, institutional) building construction is expected to see more upward growth to 2023 and then remain relatively elevated, as institutional investment rises in line with the numerous health care and education projects.

Non-residential employment will experience an increase of 2,700 workers (+11%) to 2023 but then recedes, as investment cycles down slightly in 2024 with the winding down of major projects currently under construction. Investment is anticipated to rise in 2025 with ongoing work at the Jansen mine before falling to 2027 as the project ends. While investment is expected to recede starting in 2024, levels will remain above historical levels throughout the forecast period, as population growth stimulates demand in the service industries.

Employment in ICI building construction rises over the short term, increasing by almost 1,600 workers (+28%) to 2023 before declining gradually thereafter. However, by 2027, employment is expected to be some 890 workers higher (+16%) than employment levels recorded in 2021. Engineering construction employment is forecast to see a similar rise to 2022, driven by the construction of a major natural gas power plant and the anticipated start of the Jansen potash mine expansion. The acceleration of work on the mine expansion offsets declines in other projects, leaving

engineering employment about 5% lower by 2027 from 2021 levels. Non-residential maintenance employment is anticipated to rise throughout the forecast period, increasing by more than 330 workers (+6%) from 2021 employment levels.

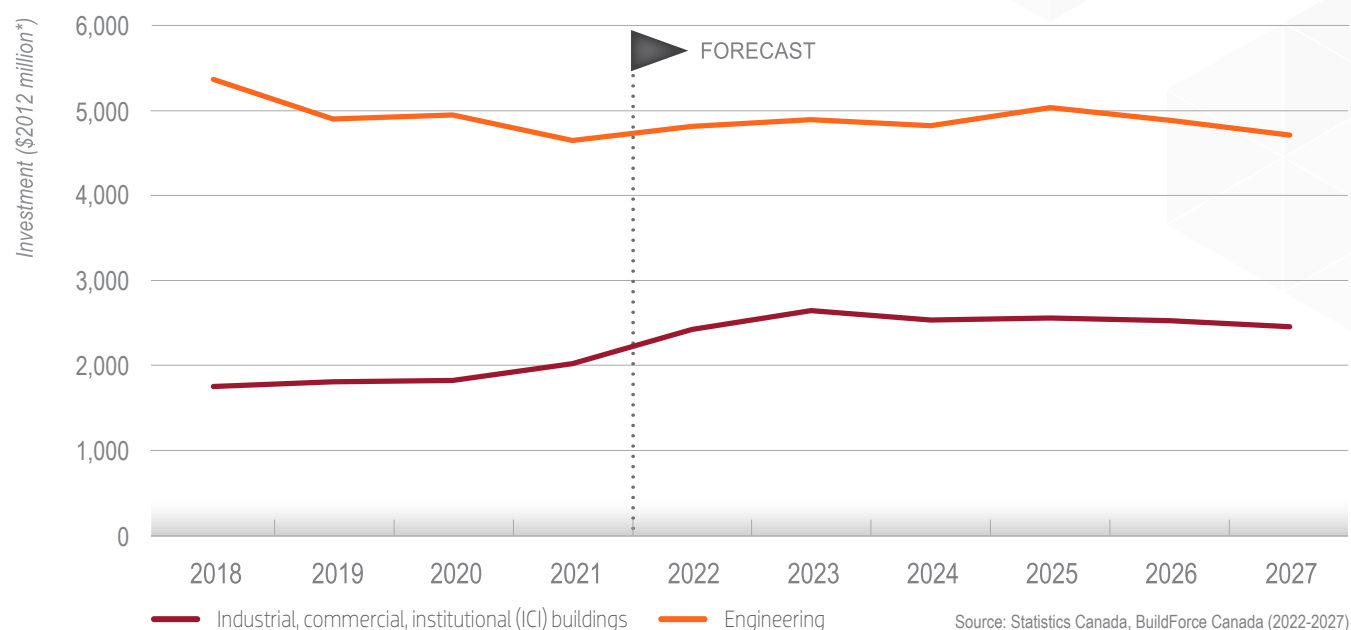
Overall, non-residential employment rises by 580 workers across the six-year forecast period – up 2% compared to 2021 levels. Table 2 summarizes the percent change in non-residential employment by sector across two periods: the short term (2022–2024) and the long term (2025–2027).

**Table 2: Changes in non-residential employment by sector, Saskatchewan**

SECTOR		% CHANGE 2022–2024	% CHANGE 2025–2027
Total non-residential employment		6%	–3%
ICI* buildings	Industrial	29%	–3%
	Commercial, institutional and government	21%	–8%
Engineering	Highways and bridges	–9%	–11%
	Heavy and other engineering	1%	–3%
Maintenance		3%	3%

Source: Statistics Canada, BuildForce Canada (2022–2027)

\* industrial, commercial, institutional

**Figure 3: Non-residential construction investment, Saskatchewan**

\* \$2012 millions indicates that the investment values are in year 2012 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.

## NON-RESIDENTIAL RANKINGS, RISKS, AND MOBILITY

Table 3 shows that in 2021, non-residential labour markets were mostly balanced for most trades. However, the rebound in commercial investment and a rise in utility projects, along with a rise in highway and bridge work, created tightness for selected trades and occupations.

In 2022, the Moose Jaw natural gas power plant and the anticipated start of work on the Jansen mine expansion,

combined with ongoing education and health care projects, tighten market conditions.

Labour markets return to mostly balanced conditions in 2023, before weakening slightly in 2024 as work is complete at the K3 potash mine and Moose Jaw natural gas plant. The completion of several school projects will further reduce demand for some trades and occupations. Markets weaken slightly in 2027, which coincides with the completion of the Jansen mine expansion and the Prince Albert Victoria Hospital additions.

**Table 3: Non-residential market rankings, Saskatchewan**

TRADES AND OCCUPATIONS – NON-RESIDENTIAL	2021	2022	2023	2024	2025	2026	2027
Boilermakers	3	4	3	3	3	2	3
Bricklayers	4	4	3	3	3	3	3
Carpenters	3	4	3	3	3	3	3
Concrete finishers	3	3	3	2	4	3	2
Construction estimators	3	4	3	2	3	3	2
Construction managers	3	4	3	2	3	3	3
Construction millwrights and industrial mechanics	3	3	3	3	4	3	2
Contractors and supervisors	3	4	3	2	3	3	3
Crane operators	3	4	3	2	3	3	3
Electrical power line and cable workers	2	3	3	3	4	3	3

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**Table 3: Non-residential market rankings, Saskatchewan (continued)**

TRADES AND OCCUPATIONS – NON-RESIDENTIAL	2021	2022	2023	2024	2025	2026	2027
Electricians	3	4	3	3	3	3	3
Floor covering installers	4	4	4	3	3	3	3
Glaziers	4	4	4	3	3	3	3
Heavy equipment operators (except crane)	3	4	3	2	3	3	3
Heavy-duty equipment mechanics	3	4	3	2	3	3	2
Industrial instrument technicians and mechanics	3	3	3	2	3	2	2
Insulators	3	3	3	3	3	3	3
Ironworkers and structural metal fabricators	3	4	3	3	4	3	2
Painters and decorators	4	4	4	2	3	3	3
Plasterers, drywall installers and finishers, and lathers	4	4	4	2	3	3	3
Plumbers	3	4	3	3	3	3	3
Refrigeration and air conditioning mechanics	4	4	4	3	3	3	3
Residential and commercial installers and servicers	4	4	4	3	3	3	3
Roofers and shinglers	3	4	3	3	3	3	3
Sheet metal workers	3	4	3	3	3	3	3
Steamfitters, pipefitters, and sprinkler system installers	3	3	3	3	3	3	2
Trades helpers and labourers	3	4	3	2	3	3	3
Truck drivers	3	4	3	2	3	3	3
Welders and related machine operators	3	4	3	2	3	3	3

Source: BuildForce Canada

## BUILDING A SUSTAINABLE LABOUR FORCE

### THE AVAILABLE LABOUR FORCE

Despite a younger population, Saskatchewan's construction industry will need to recruit about 6,120 additional workers over the six-year forecast period to keep pace with labour force growth and to replace almost 5,000 retiring workers, or 13% of the 2021 construction labour force.

Given Saskatchewan's younger age demographics, most of the hiring requirements may be met by an estimated 5,260 first-time new entrants under the age of 30 from the local population, leaving a modest gap of about 860 workers that will need to be recruited from outside the local construction labour force.

The COVID-19 pandemic may have accelerated the labour force renewal.

Statistics Canada's Labour Force Survey (LFS) data shows Saskatchewan's construction labour force contracted by close to 3,000 workers (-5.7%) between 2019 and 2021, returning the annual average unemployment rate to about 9%.

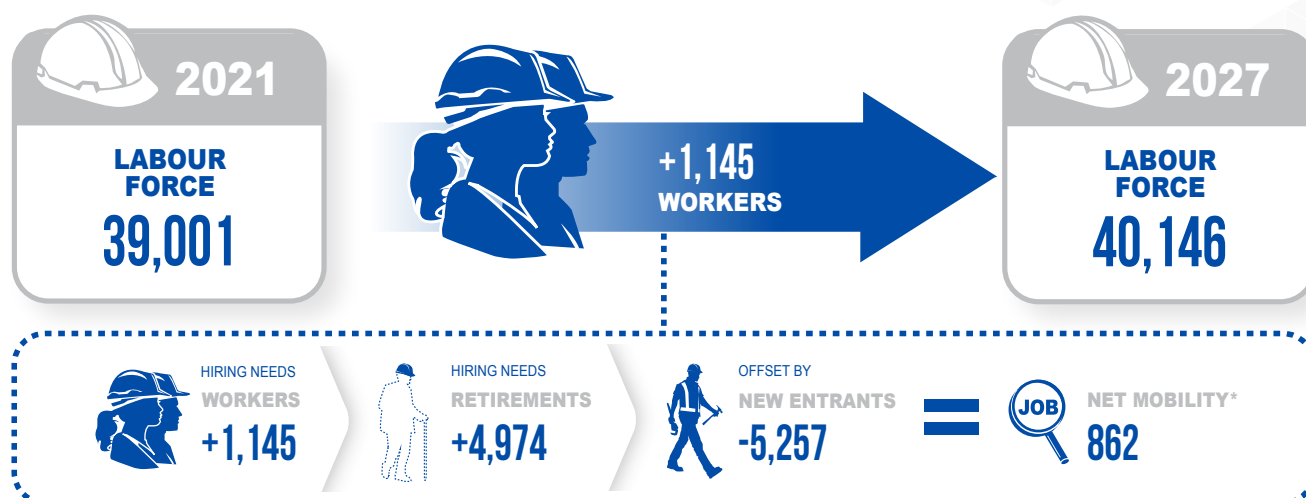
Although the reasons for the decline are not certain, the data suggests that the majority of workers that departed were over the age of 55. The labour force among this age group declined by just over 3,000 workers – down 28% compared to 2019. Over the same period, the number of younger workers under the age of 25 increased by 1,800 (+28%), while the labour force participation among those aged 25 to 54 contracted by 4.1%.

It is anticipated that some – but not all – of the older workers will re-enter the labour force as the economy fully reopens, but the loss of experienced workers, should they be slow to return or decide to retire, could have a lasting impact, as they cannot be readily replaced with inexperienced workers to meet increased near-term demands.

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

Figure 4 provides a summary of the estimated changes in the construction labour force across the full 2022–2027 forecast period.



**Figure 4: Changes in the construction 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

## APPRENTICESHIP

Future labour force development is critical to maintaining the vitality and effectiveness of the construction labour force, and apprenticeship is a critical pathway of entry into the construction industry for youth and young adults. This is especially true for those working in ICI and heavy-industrial construction. As such, apprenticeship training is typically a barometer of career interest in the sector. When apprenticeship numbers rise, overall skilled trades recruitment typically follows. As such, it remains a useful measure of the industry's success in recruiting the next generation of skilled workers to the industry. However, tracking apprenticeship development cannot just be measured using aggregated numbers. What the industry needs is accurate information regarding which trades are registering increases and which trades are undertraining to meet replacement demands.

New registrations in the 16 largest trade programs have declined over the past decade, falling by 54% from 2012 to 2019. New registrations

dipped below 1,000 in 2019 – the lowest level reported since 2004. The number of new registrations further diminished in 2020, as COVID-19 imposed significant obstacles to the delivery of in-school training and negatively impacted apprentice employment, resulting in a 22% decline from 2019 levels. These impacts are likely to reduce the near-term numbers of new certified workers.

Saskatchewan's construction industry is projected to require approximately 2,010 new certified journeypersons to sustain current workforce levels of certificate of qualification (CoQ) holders and to keep pace with anticipated future demands.

Table 4 provides a provincial overview of the anticipated certification requirements for the 16 largest construction trade programs in all industries and in construction. The table also provides the target number of new entrants required to fulfill demand requirements over the forecast period, taking into account trends in program completion rates.

**Table 4: Estimated construction certification demand and projected target of new entrants at 62% assumed rate of program completion, Saskatchewan, 2022 to 2027**

	2022	2023	2024	2025	2026	2027	Total 2022–2024	Total 2025–2027
Total certification demand – all industries	1,272	712	274	512	369	403	2,258	1,284
Total certification demand – construction	766	409	126	291	194	224	1,300	709
New apprentices required – construction	434	578	398	633	691	903	1,410	2,226
New construction apprentices required as a share of labour force (%)	2%	3%	2%	3%	3%	4%	2%	3%

Source: BuildForce Canada



**Table 5: Estimated construction certification demand and projected target of new entrants by trade, Saskatchewan, 2022 to 2027**

Trade	Total certification demand – construction	New apprentices required – construction	Apprentice certification supply risk – all industries
Insulator (Heat and Frost)	27	43	●
Welder	72	114	●
Boom Truck Operator	52	271	●
Scaffolder	64	144	●
Refrigeration and Air Conditioning Mechanic	101	112	●
Carpenter	580	1,655	●
Sheet Metal Worker	82	139	●
Steamfitter/Pipefitter	54	71	●
Construction Electrician	534	603	●
Boilermaker	15	14	●
Industrial Instrumentation and Control Technician	14	14	●
Plumber	337	380	●
Ironworker (Structural/Ornamental)	26	24	●
Heavy-Duty Equipment Technician	24	25	●
Powerline Technician	19	23	●
Industrial Mechanic (Millwright)	5	5	●
<b>Total</b>	<b>2,009</b>	<b>3,636</b>	

● **At risk:** Certifications required exceed projected completions

● **Balanced conditions:** Certifications required in line with projected completions

● **Ample supply:** Projected completions exceed certifications required

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 forecast period and the likely targeted number of new apprentices required. Based on the current pace of new registrations, several trades are at risk of not keeping pace with retirement levels and employment growth, suggesting that a potential undersupply of new journeypersons could exist by 2027. Trades within this group include Boom Truck Operator, Carpenter, Insulator (Heat and Frost), Refrigeration and Air Conditioning Mechanic, Scaffolder, Sheet Metal Worker, Steamfitter/Pipefitter, and Welder. It is important to note that since it is difficult to determine in what sectors apprentices may work after completing their program, the supply risk analysis compares the projected supply of new journeypersons and certification requirements across all industries. The analysis does not account for existing imbalances at the 2021 starting point.

## UNDERREPRESENTED GROUPS OF WORKERS

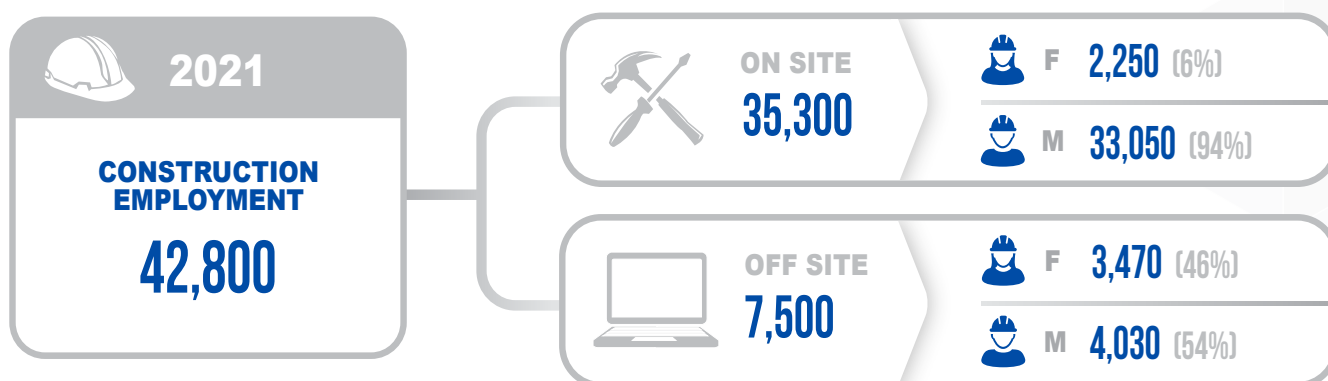
Due in part to lower fertility rates and smaller family sizes in Canada for more than three decades, the share of younger Canadians available to enter the labour force has been in decline for several years. As the baby boomer generation of workers commences retirement over the next decade, the competition for younger workers will be intense. 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 its recruitment of individuals from groups traditionally underrepresented in the current construction labour force, including women, Indigenous people, and newcomers.

In 2021, there were approximately 5,720 women employed in Saskatchewan's construction industry, of which 39% worked on site, directly on construction projects, while the remaining 61% worked off site, primarily in administrative and management-related occupations. Of the 35,300 tradespeople employed in the industry, women made up only 6% (see Figure 5).

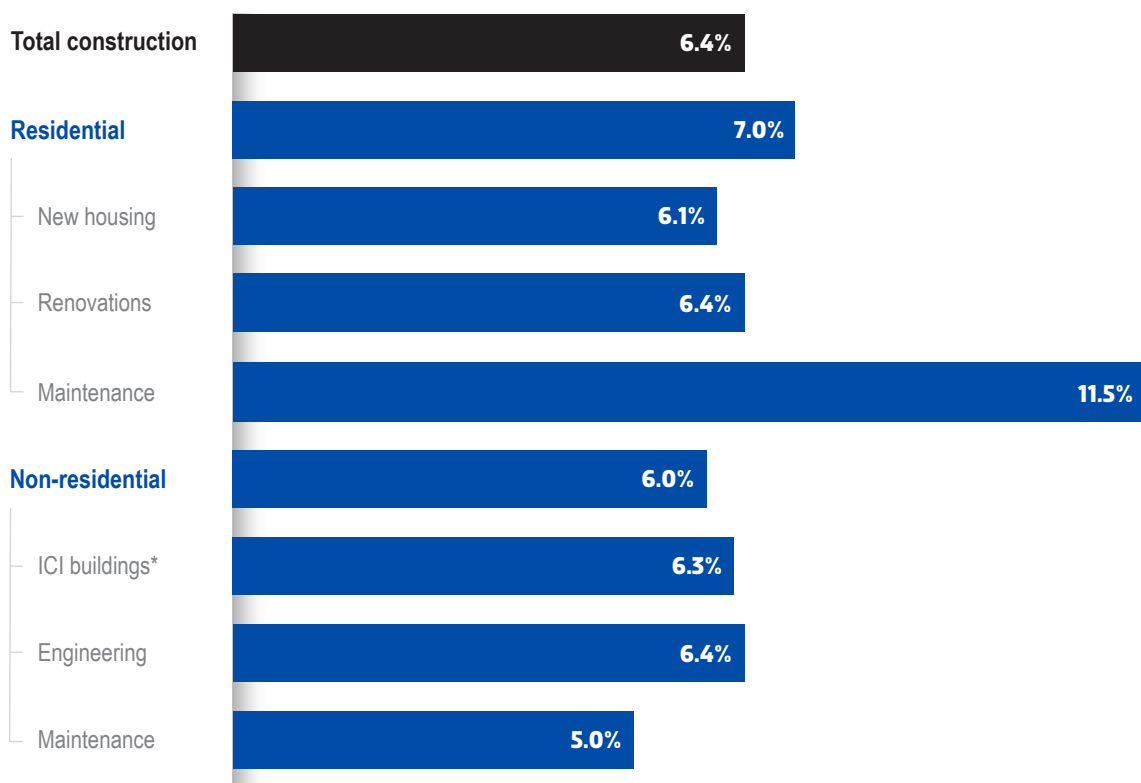
The estimated 2,250 tradeswomen in Saskatchewan are represented across all sectors of construction, but given the nature of construction work in the province, women account for a higher share of total tradespeople in residential construction. Across sectors, residential maintenance construction has the highest representation of women, accounting for 11.5% of the workforce (see Figure 6). The top five trades and occupations in which women tend to be employed are heavy equipment operators (24% of all tradeswomen), painters and decorators (21%), electricians (12%), trades helpers and labourers (11%), and carpenters (11%).

Figure 5: Detailed construction employment by gender, Saskatchewan, 2021



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

Figure 6: 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 (LFS) and the 2016 Census of the Population.

The Indigenous population is another underrepresented group that presents recruitment opportunities for Saskatchewan's construction industry. In 2021, Indigenous people accounted for approximately 12% of Saskatchewan's total working-age population – this is a significantly higher share compared to most provinces.<sup>3</sup> The Indigenous population is the fastest growing in Canada and has a higher propensity to choose the construction industry as a career choice. In 2021, an estimated 7.5% of non-Indigenous Canadians were employed in the construction industry, compared to 9.4% for the Indigenous population.<sup>4</sup> Given the predisposition of Indigenous workers to consider careers in construction, there may be scope to further increase the recruitment of Indigenous people into the industry.

Saskatchewan's construction industry may also leverage newcomers (immigrants) to Canada over the forecast period to meet labour requirements. As of 2018, newcomers and more established immigrants accounted for 7% of Saskatchewan's construction workforce.<sup>5</sup> Based on Statistics Canada's Labour Force Survey, Europe and Asia have continued to be the largest source regions for immigrants currently working in the province's construction labour force, although the number of people from Asia has increased, while the number of Europeans has seen a steep decline. More recently, Latin America has become another notable source of newcomers to the province's construction labour force.<sup>6</sup> The province is expected to welcome 70,210 new international migrants between 2022 and 2027. 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.

## CONCLUSIONS AND IMPLICATIONS

The 2022–2027 *Construction and Maintenance Looking Forward* outlook shows that Saskatchewan's construction industry is entering a period of

moderate expansion to 2023, with gains in both residential and non-residential construction.

Residential investment is projected to trend up over the forecast period, as the relative size of the renovation market helps to offset any variation in new-home construction investment as new-housing starts level off between 2023 and 2025.

Non-residential construction is driven by major public health, education, road, highway, and bridge projects, as well as the anticipated start of a potash mine expansion, a canola processing plant, and a natural gas power plant in Moose Jaw. Investment cycles down slightly in 2024 as some major projects, including several schools, wind down.

Adding to market challenges across the forecast period, industry must address an aging workforce, as an estimated 4,900 workers, or approximately 13% of the current labour force, is expected to retire.

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 assumed timing of proposed major projects in the 2022–2027 outlook scenario underpins the labour market conditions anticipated. Any changes in global demands and projected long-term commodity prices may impact the timing of proposed resource development projects and present risks and potentially alter anticipated labour market conditions.

<sup>3</sup> Statistics Canada. Table 14-10-0364-01 Labour force characteristics by province, region, and Indigenous group

<sup>4</sup> Statistics Canada. Table 14-10-0366-01 Employment by Indigenous group and occupation

<sup>5</sup> Statistics Canada, Labour Force Survey 2018, custom data request

<sup>6</sup> Ibid

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