2014–2023
Key Highlights

Construction and Maintenance Looking Forward

British Columbia

Construction employment in British Columbia is poised to jump to a new record level by 2017 – passing the last peak in 2007. Most of the non-residential construction markets are leaders in this growth spurt, but investments in the major resource and infrastructure projects in the North are the biggest contributors.

The labour demand pressures generated during the last boom built up over an extended period between 1996 and 2007, but the next cycle will hit the limits of local supply almost from the start. Construction unemployment has remained close to record low levels since 2007, as demographic forces held back the labour supply growth. Construction will need to ramp up recruiting campaigns to draw needed workers to the remote projects in the North. Employment there will be strong over the next several years as the known and planned projects build to peak levels in 2017. Industry will need to draw from Canada's pool of mobile, skilled and experienced tradespeople to fill these jobs. Market pressure may need to be offset by the fly-in, fly-out work arrangements that have become more common in the West over the last decade.

Filling the increasing demand for workers is just one of the challenges facing the B.C. construction industry across the new scenario from 2014 to 2023.

Another challenge is replacing the rising number of retiring construction workers. Age demographic pressures grow steadily across the scenario period, with the number of retirements rising in all trades and occupations. This challenge requires a different solution, as the permanent loss of older workers requires the equivalent addition of a younger and permanent workforce. While these recruiting needs are spread out more evenly across the scenario period, they grow steadily to a much larger number than expansion demand, driven by increased activity. Industrial, resource, infrastructure and other non-residential construction requirements rise by 18,000 to meet peak requirements in 2017. In contrast, retirements grow each year and reach a total of more than 34,000 by 2023 – and they will keep growing after that. The construction industry in British Columbia will need to recruit many of these new workers from outside of the province.

BuildForce Canada uses a scenario-based forecasting system to assess future labour market conditions. This labour market information (LMI) system tracks measures for 33 trades and occupations.[1] BuildForce consults with industry, including owners, contractors and labour groups, to validate the scenario assumptions and construction project lists, and seeks input from government on related analysis. This approach provides current information and first-hand assessments of labour markets for individual trades and occupations.

RESIDENTIAL LABOUR REQUIREMENTS

Residential construction employment also peaked in 2007 – at the top of a remarkable housing cycle. BuildForce estimates that, by 2010, employment fell by almost 9,000 jobs as activity declined from the 2007 peak. By 2013, a moderate housing recovery had restored 3,600 jobs; reaching a plateau that will sustain employment until a recovery lifts off in 2016. Limited

[1] *This group includes on-site workers – 75 percent of the full construction workforce. Statistical reliability is limited by small populations in some provinces, and in British Columbia, one of the 33 trades and occupations is suppressed.*

gains in new housing, restricted by low population growth, slowly raise residential employment back to the 2007 peak, but not until 2023.

Overall, 6,000 jobs are added in residential work across the 2014–2023 scenario, with about half of these jobs in renovation and the balance in new housing. Renovation activity is tied to the gradual increase in the housing stock, and this adds jobs on a steady, incremental pattern that limits labour market stress. Residential labour markets will be challenged during the brief surge in new housing from 2016 to 2017, and these gains impact trades and occupations whose work is concentrated in new housing. The housing resurgence in 2016 and 2017, however, coincides with the peak of the non-residential cycle, described below, and this creates potential for added labour market challenges.

The modest gains in housing-related jobs might conceal important changes in the labour market that will challenge human resources management for home builders and renovators. Demographics offer the first challenge, as the rising age profile of the workforce adds to retirements. As older workers exit, they take valuable skills and experience and leave behind a need for critical recruiting and training investments. The growing sophistication of home building techniques adds a new challenge related to specialized skills in the residential workforce.

NON-RESIDENTIAL LABOUR REQUIREMENTS

Non-residential construction continues to dominate job creation across the 2014–2023 scenario. Government spending restraint slows investment and jobs on institutional projects and on roads and bridges until 2015. Public project spending rises again in 2016 and 2017, but growth is moderate later in the scenario period. While the real engine of growth comes from commercial, industrial and engineering work, commercial markets are the most reliable source of employment, with steady, moderate annual gains.

Large industrial and engineering projects provide the main labour market changes. British Columbia has a long and diverse list of current, planned and announced projects.

The BuildForce scenario includes mining, infrastructure, LNG[2] terminals, pipelines and renewable electricity generation and transmission projects. There was a short pause in overall hiring in 2013, as a number of major engineering projects were past their peak employment levels and winding down. Industrial and mining projects continue to hire, and account for more than half of the 18,000 jobs created in the non-residential sector from 2014 to 2017. Employment growth accelerates each year to 2017, as four LNG projects, with related pipeline work, are assumed to start up. This coincides with a series of mining and electricity generation and transmission projects.

These project requirements are centred around a group of skilled and specialized trades and occupations, and much of the work is in the northern and more remote regions of the province. These labour requirements will exceed the available local workforce and put industry into competition with similar projects and skilled labour requirements in many other jurisdictions.

British Columbia is not alone in its plans for investments in LNG plants and related infrastructure. Indeed, expansion and labour requirements in these areas are growing on a global scale. Proposed LNG facilities include assumptions on the use of modular components. BuildForce is preparing new research in this area and has adjusted labour requirements for the LNG plants to coincide with plans to import modular systems from other countries.

THE AVAILABLE WORKFORCE

Construction stakeholders planning for these market conditions are considering all available supply-side options.

The traditional starting point for recruiting is any available pool of unemployed construction workers in-between jobs, but the combined effects of more than a decade of rising labour requirements and the demographics of an aging population remove unemployment as a supply-side option in most cases. At the last cyclical peak in 2007, construction unemployment had been reduced to record low levels and there have been only moderate additions to unemployment since that time. Unemployment remained at the low end of historical trends in 2013, and the projected expansion to 2017 will bring back record low rates.

Under these conditions, recruiting will shift to other markets, and mobility becomes the critical factor.

The BuildForce LMI system tracks the net in-mobility[3] that is needed to meet these requirements. New evidence provides estimates that divide this mobile workforce into two components: non-resident and permanent. The non-resident group has emerged over the last few years as an important workforce that relies on both interprovincial employment and, in some cases, temporary foreign workers. Research at Statistics Canada estimates a large and growing workforce that reports a residence

[2] *Liquefied natural gas*

[3] *In-mobility refers to the arrival of workers from outside the local construction industry.*

in one province and work in another.[4] This group is supplemented by the temporary foreign workers that have been recruited on an as-needed basis. New evidence supports earlier, anecdotal information that non-resident workers are potentially as numerous as permanent immigration and interprovincial migration.

These measures describe the arrival of a potentially large portion of workers in the North from 2014 to 2017 and then the departure of a large share of these workers from 2018 to 2020 as project activity winds down.

Long-term demographic trends are another key driver in these supply-side dynamics. The BuildForce LMI system breaks down the annual change in the labour force into retirements, new entrants and net in-mobility. Retirements measure permanent losses to the workforce, and this replacement demand is partially offset by the entry of the younger population, aged 30 and younger, into their first jobs in construction.

Trends across the 2014–2023 scenario show an increase in the labour force of more than 15,800 workers as expansion demand rises. Over the same period, replacement demand due to retirements adds requirements estimated at just over 34,000, and this replacement demand is spread across all 33 trades and occupations tracked by BuildForce. New entrants from the younger population are estimated at more than 23,700. On balance, the B.C. construction industry will need to recruit more than 26,100 workers from outside the local market.

These changes leave the construction industry with a complex human resources planning challenge. A portion of the arriving labour force is non-resident workers concentrated in the resource project workforce, and many might be expected to return to their place of residence as the projects end. On the other hand, replacement requirements are spread across the entire construction labour force. This means that the industry needs to retain a portion of the resource project workforce that has arrived since 2007 to replace retirements in that group of trades and occupations. A permanent in-migration of new construction workers is needed to fill the larger recruiting complement for retirements. All of this must be managed in the broader context of competing demands for construction workers in other provinces.

RANKINGS, RISKS AND OPPORTUNITIES FOR MOBILITY

The rankings set out in the following table track periods of changing supply and demand for individual trades and occupations. Each labour market is assigned an annual rank from 1 (very weak conditions where workers will seek jobs in other markets) to 5 (where labour shortages will force recruiting from distant markets). Rankings are calculated as a summary that combines measures of employment growth, unemployment and net in-mobility set out above. Industry stakeholders on the British Columbia LMI Committee have contributed their experience and expectations to the rankings where the system might not fully capture market realities.

Two dominant patterns emerge in the rankings.

First, rankings for most occupations rise from 2013 to 2017, with expected peak conditions in 2016 or 2017. This pattern applies equally to trades in residential and non-residential work, with the highest rankings (5) usually applying to the industrial and engineering work in the North. After 2018 the ranks shift back to a more balanced position.

Second, lower ranks (2) apply in some cases, where the big engineering and industrial projects wind down, releasing workers, and employment returns to more normal levels, with balanced conditions later in the scenario period.

These ranks include a provision for mobility within British Columbia. Two important examples here include movement across regions and industries. Where trades and occupations are available in the southern regions of the province, the BuildForce analysis assumes that they move to fill jobs in the North. To the extent that available and qualified workers in the South do not move to work in the North, market conditions will be more severe, and in-mobility higher, than the provincial rankings suggest. The second example is the shift of labour from construction-related work to the manufacturing sites assembling modular components. This work engages many of the same trades and occupations that are covered in the BuildForce LMI system. Many of these manufacturing employers are in British Columbia, and some may be out of the province. Rankings reflect a combination of residential and non-residential market conditions unique to British Columbia.

[4] *See "Inter-provincial Employees in Canada" by Christine Laporte and Yuqian Lu, Analytical Studies Branch, Social analysis Division, Statistics Canada, 2013, 11-626, No. 29.*

Where rankings differ across provinces or industries they signal the potential for mobility. A description of projects and markets in other provinces is needed to complete the scenario and anticipate recruiting and job search conditions across the scenario. Findings in other provincial *Construction and Maintenance Looking Forward* reports reveal a long list of resource and other projects that require a similar mix of trades and occupations as thos required in British Columbia.

For the construction industry in British Columbia, there are several possible sources of competition for a skilled and experienced workforce. Resource projects in Newfoundland and Labrador and Saskatchewan will remain an attraction in the short term, and new projects in Alberta are starting in 2014 and later.

The *Construction and Maintenance Looking Forward* national report expands on the range of mobility options and industry implications.

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.

RANKINGS FOR TRADES AND OCCUPATIONS IN BRITISH COLUMBIA

TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Boilermakers	3	4	5	5	4	4	3	3	3	3	3
Employment is exclusively in non-residential construction. Demand requirements related to major industrial and engineering projects rise significantly over the medium term, with tight labour market conditions between 2014 and 2018. Consecutive years of high rankings for this trade signal a potential role for non-resident workers from out of the province to help meet local construction requirements during peak periods. The age profile for this trade is older than average. Replacement demand requirements are not expected to be met by new entrants into the labour force.											
Bricklayers	3	3	3	4	3	3	3	3	3	3	3
Employment is divided between the residential and non-residential sectors. Demand requirements related to both sectors rise over the near term. Labour market conditions are generally balanced, but in 2016 they reach peak demands and markets become tight. There are limited opportunities for potential mobility between sectors. Mining and related projects included in the scenario involve specialized labour requirements related to refractory work. The age profile for this trade is around average. New entrants into the labour force are expected to meet replacement demand requirements, but workers from outside the local market may be required to meet peak demands midway through the scenario period.											

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TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Carpenters	3	3	3	4	4	3	3	2	3	3	4

Employment is divided between the residential and non-residential sectors. Demand requirements related to both sectors rise steadily and create tight labour markets in 2016 and 2017. Market conditions are generally balanced for the remainder of the scenario period. A potential for mobility between sectors may help to meet market requirements; however, skills portability and regional mobility of workers may be limited to meet the demand requirements for major industrial and engineering projects in the North. The age profile for this trade is younger than average. Replacement demand requirements are not expected to be met by new entrants into the labour force. Workers from outside the local market may be required to meet peak demands midway through the scenario period.

Concrete finishers	3	3	3	4	4	3	3	3	3	3	3

Employment is concentrated in non-residential construction. Demand requirements related to civil and other engineering projects rise steadily from current levels and create tight labour markets in 2016 and 2017. Residential requirements follow a mild cycle across the scenario period. Labour market conditions are generally balanced across the remainder of the scenario period as major projects peak and then wind down. The age profile for this trade is younger than average. New entrants into the labour force are expected to meet replacement demand requirements, but workers from outside the local market may be required to meet demand requirements midway through the scenario period.

Construction estimators	3	3	3	4	4	3	3	2	2	3	3

Employment is divided between the residential and non-residential sectors. Demand requirements related to both sectors rise steadily, but major non-residential construction projects tighten labour market conditions in 2016 and 2017. Conditions are generally balanced across the remainder of the scenario period as major projects peak and then wind down. A potential for mobility between sectors may help to meet market requirements; however, skills portability and regional mobility of workers may be limited to meet the demand requirements for major industrial and engineering projects in the North. The age profile for this occupation is about average. Replacement demand requirements are not expected to be met by new entrants into the labour force. Workers from outside the local market may be required to meet increased demand midway through the scenario period.

Construction managers	3	3	4	5	4	4	3	3	3	3	4

Employment is divided between the residential and non-residential sectors. Demand requirements related to both sectors rise steadily from current levels and create tighter labour market conditions from 2015 through to 2018 There are limited opportunities for potential mobility between sectors. The age profile for this occupation is older than average. Consecutive years of high rankings for this occupation signal a potential role for non-resident workers from out of the province to help meet local construction requirements during peak periods.

Construction millwrights and industrial mechanics	3	5	5	5	4	4	3	3	3	3	3

Employment is concentrated in non-residential construction. Demand requirements related to major resource projects drive tighter labour market conditions over the medium term to 2018. Conditions return to balance in 2019 as projects peak and wind down. Consecutive years of high rankings for this group signal a potential role for non-resident workers from out of the province to help meet local construction requirements during peak periods. The age profile for this group is about average. Replacement demand requirements are not expected to be met by new entrants into the labour force.

Contractors and supervisors	3	3	4	5	4	4	3	3	3	3	4

Employment is divided between the residential and non-residential sectors. Demand requirements related to both sectors rise over the medium term. Tight labour market conditions start in 2015 and end in 2018 as major non-residential projects peak and wind down. A potential for mobility between sectors may help to meet market requirements; however, skills portability and regional mobility of workers may be limited to meet the demand requirements for major industrial and engineering projects in the North. Consecutive years of high rankings for this group signal a potential role for non-resident workers from out of the province to help meet local construction requirements during peak periods. The age profile for this group is older than average.

Crane operators	3	3	4	5	4	3	3	2	2	3	3

Employment is concentrated in non-residential construction. Demand requirements related to industrial and major engineering projects rise steadily and create tight labour markets between 2015 and 2017. Consecutive years of high rankings for this trade signal a potential role for non-resident workers from out of the province to help meet local construction requirements during peak periods. The age profile for this trade is younger than average. New entrants into the labour force are expected to meet replacement demand requirements, but workers from outside the local market will be required to meet increased demand midway through the scenario period.

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TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Drillers and blasters	3	4	4	5	4	3	2	2	2	3	3

Employment is concentrated in non-residential construction. Demand requirements related to civil and other engineering projects rise sharply over the medium term and tighten labour markets from 2014 through to 2017. Consecutive years of high rankings for this group signal a potential role for non-resident workers from out of the province to help meet local construction requirements during peak periods. The age profile for this group is younger than average. Replacement demand requirements are not expected to be met by new entrants into the labour force. Workers from outside the local market may be required to meet increased demand early in the scenario period.

Electricians (including industrial and power system)	3	4	4	4	4	3	3	2	2	3	3

Employment is concentrated in non-residential construction. Demand requirements related to engineering and non-residential building construction rise sharply over the medium term and tighten labour markets from 2014 through to 2017. Residential requirements follow a mild cycle across the scenario period. Retaining workers as labour markets weaken later in the scenario period may pose challenges. The age profile for this trade is younger than average. New entrants into the labour force are expected to meet replacement demand requirements, but workers from outside the local market will be required to meet increased demand early in the scenario period.

Elevator constructors and mechanics	4	4	4	4	4	4	3	3	3	3	3

Employment is divided between the residential (high-rise) and non-residential sectors. Demand requirements related to non-residential building construction sustains tight labour markets to 2019. Residential requirements follow a mild cycle across the scenario period. There are limited opportunities for potential mobility between sectors. The age profile for this group is younger than average. Replacement demand requirements are not expected to be met by new entrants into the labour force. Workers from outside the local market will be required early in the scenario period to meet increased demand requirements.

Floor covering installers	3	3	3	4	4	3	3	3	3	3	3

Employment is divided between the residential and non-residential sectors. Demand requirements related to both sectors and residential renovation work rise steadily from current levels and create tighter labour market conditions in 2016 and 2017. Conditions are generally balanced across the remainder of the scenario period. A potential for mobility between sectors may help to meet market requirements. The age profile for this trade is younger than average. New entrants into the labour force are expected to meet replacement demand requirements, but workers from outside the local market may be required to meet peak demands midway through the scenario period.

Gasfitters	3	3	3	4	4	3	3	2	3	3	3

Employment is divided between the residential and non-residential sectors. Demand requirements related to both sectors rise steadily over the medium term and create tight labour market conditions in 2016 and 2017. Conditions are mostly balanced for the remainder of the scenario period as activity peaks and slows. A potential for mobility between sectors may help to meet market requirements. The age profile for this trade is older than average. Replacement demand requirements are not expected to be met by new entrants into the labour force. Workers from outside the local market may be required to meet peak demands midway through the scenario period.

Glaziers	3	3	3	4	4	3	3	3	3	3	3

Employment is concentrated in non-residential and high-rise residential construction. Demand requirements related to non-residential building construction rise steadily from current levels and create tighter labour market conditions in 2016 and 2017. Conditions are generally balanced across the remainder of the scenario period. Residential requirements follow a mild cycle across the scenario period. The age profile for this trade is younger than average. Replacement demand requirements are not expected to be met by new entrants into the labour force. Workers from outside the local market may be required to meet peak demands midway through the scenario period.

Heavy equipment operators (except crane)	3	3	3	4	4	3	2	2	2	3	3

Employment is concentrated in non-residential construction. Demand requirements related to civil and other engineering projects rise steadily from current levels and create tight labour market conditions in 2016 and 2017. Conditions are generally balanced across the remainder of the scenario period as major projects peak and then wind down. Retaining workers as labour markets weaken later in the scenario period may pose challenges. The age profile for this trade is younger than average. Replacement demand requirements are not expected to be met by new entrants into the labour force. Workers from outside the local market may be required to meet increased demand midway through the scenario period.

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TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Heavy-duty equipment mechanics	4	4	3	4	4	3	3	3	3	3	3

Employment is concentrated in non-residential construction. Demand requirements related to civil and other engineering projects keep labour market conditions tight over the medium term to 2017. Labour markets return to balance in 2018 as some major projects peak and begin to wind down. The age profile for this trade is younger than average. Replacement demand requirements are not expected to be met by new entrants into the labour force. Workers from outside the local market may be required to maintain balanced conditions.

TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Insulators	3	3	4	4	4	3	3	3	3	3	3

Employment is concentrated in non-residential construction. Demand requirements related to non-residential building and engineering construction rise steadily from current levels and create tighter labour market conditions from 2015 through 2017. Consecutive years of high rankings for this trade signal a potential role for non-resident workers from out of the province to help meet local construction requirements during peak periods. The age profile for this trade is younger than average. New entrants into the labour force are expected to meet replacement demand requirements, but workers from outside the local market may be required to meet peak demands midway through the scenario period.

TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Ironworkers and structural metal fabricators and fitters	4	3	3	4	4	3	3	3	3	3	3

Employment is divided between the residential (high-rise) and non-residential sectors. Demand requirements, driven by LNG plants and other mining and related projects, rise to tighten labour markets in 2016 and 2017. Residential requirements follow a mild cycle across the scenario period. A potential for mobility between sectors may help to meet labour market requirements; however, skills portability and regional mobility of workers may be limited to meet the demand requirements for major industrial and engineering projects in the North. The age profile for this group is younger than average. New entrants into the labour force are expected to meet replacement demand requirements, but workers from outside the local market may be required to meet increased demand requirements midway through the scenario period.

TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Painters and decorators	3	3	3	3	3	3	3	3	3	3	3

Employment is divided between the residential and non-residential sectors. Demand requirements related to both sectors rise across the scenario period, but labour market conditions are generally balanced. A potential for mobility between sectors may help to maintain balanced conditions. The age profile for this group is much younger than average. New entrants into the labour force are expected to meet replacement demand requirements, but workers from outside the local market may be required across the scenario period to maintain balanced markets.

TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Plasterers, drywall installers and finishers, and lathers	3	3	3	4	4	3	3	3	3	3	3

Employment is concentrated in residential construction. Demand requirements related to residential and non-residential building construction and renovation work rise steadily from current levels and create tighter labour market conditions in 2016 and 2017. Conditions return to balance as growth slows over the remainder of the scenario period. The age profile for this group is younger than average. Replacement demand requirements are not expected to be met by new entrants into the labour force. Workers from outside the local market may be required to meet peak demands midway through the scenario period.

TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Plumbers	3	3	4	4	4	3	3	2	3	3	3

Employment is divided between the residential and non-residential sectors. Demand requirements related to both sectors rise over the medium term and create tighter labour markets from 2015 through 2017. There are limited opportunities for potential mobility between sectors. The age profile for this trade is younger than average. New entrants into the labour force are expected to meet replacement demand requirements, but workers from outside the local market may be required to meet increased demand early in the scenario period.

TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Refrigeration and air conditioning mechanics	3	3	3	4	4	3	3	3	2	3	3

Employment is concentrated in non-residential construction. Residential labour requirements, driven by steady service and maintenance work, remain relatively unchanged across the scenario period. Demand related to non-residential building construction and maintenance work rises modestly across the period and creates tighter labour markets in 2016 and 2017. The age profile for this group is younger than average. Replacement demand requirements are not expected to be met by new entrants into the labour force. Workers from outside the local market may be required to meet peak demands midway through the scenario period.

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TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Residential and commercial installers and servicers	3	3	3	3	3	3	3	3	3	3	3

Employment is divided between the residential and non-residential sectors. Demand requirements related to residential and commercial activity rise steadily across the scenario period, but labour market conditions are generally balanced. There are limited opportunities for potential mobility between sectors. The age profile for this group is younger than average. New entrants into the labour force are expected to meet replacement demand requirements, but workers from outside the local market may be required across the scenario period to maintain balanced conditions.

Residential home builders and renovators	3	3	3	4	4	3	3	3	3	3	4

Employment is exclusively in residential construction. Labour requirements follow a mild cycle across the scenario period. Labour demand is up over the medium term and creates tighter labour market conditions in 2016 and 2017. Conditions are generally balanced across the remainder of the period. The age profile for this group is older than average. Replacement demand requirements are not expected to be met by new entrants into the labour force.

Roofers and shinglers	3	3	4	4	4	3	3	3	3	3	3

Employment is divided between the residential and non-residential sectors. Demand requirements related to both sectors and renovation work rise steadily and create tighter labour market conditions from 2015 through 2017. A potential for mobility between sectors may help to meet market requirements. The age profile for this group is younger than average. New entrants into the labour force are expected to meet replacement demand requirements, but workers from outside the local market may be required to meet peak demands early in the scenario period.

Sheet metal workers	3	4	4	4	4	3	3	2	2	3	3

Employment is concentrated in non-residential construction. Demand requirements related to industrial and other non-residential building construction rise and create tighter labour market conditions from 2014 through 2017. Retaining workers as labour markets weaken later in the scenario period may pose challenges. The age profile for this trade is younger than average. New entrants into the labour force are expected to meet replacement demand requirements, but workers from outside the local market may be required to meet increased demand early in the period.

Steamfitters, pipefitters and sprinkler system installers	3	4	5	5	4	3	3	3	3	3	3

Employment is concentrated in non-residential construction. Demand requirements related to major industrial and engineering projects rise significantly over the medium term and create tight labour market conditions between 2014 and 2017. Consecutive years of high rankings for this group signal a potential role for non-resident workers from out of the province to help meet local construction requirements during peak periods. The age profile for this group is much younger than average. New entrants into the labour force are expected to meet replacement demand requirements, but workers from outside the local market will be required to meet peak demands early in the scenario period.

Tilesetters	3	3	3	4	3	3	3	3	3	3	3

Employment is concentrated in residential construction. Demand requirements related to residential and non-residential building and renovation activity rise steadily and tighten labour market conditions in 2017. There are limited opportunities for potential mobility between sectors. The age profile for this trade is younger than average. Replacement demand requirements are not expected to be met by new entrants into the labour force. Workers from outside the local market may be required to meet peak demands midway through the scenario period.

Trades helpers and labourers	3	3	3	4	4	3	3	2	3	3	3

Employment is divided between the residential and non-residential sectors. Demand requirements related to both sectors rise steadily over the medium term and create tighter labour market conditions in 2016 and 2017. There are limited opportunities for potential mobility between sectors. Retaining workers as labour markets weaken later in the scenario period may pose challenges. The age profile for this trade is younger than average. New entrants into the labour force are expected to meet replacement demand requirements, but workers from outside the local market may be required to meet increased demand midway through the scenario period.

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TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Truck drivers	3	3	3	4	4	3	3	2	2	3	3

Employment is concentrated in non-residential construction. Demand requirements related to civil and other engineering projects rise steadily from current levels and create tight labour market conditions in 2016 and 2017. Conditions are generally balanced across the remainder of the scenario period as major projects peak and then wind down. Retaining workers as labour markets weaken later in the period may pose challenges. The age profile for this trade is about average. Replacement demand requirements are not expected to be met by new entrants into the labour force. Workers from outside the local market may be required to meet increased demand midway through the scenario period.

TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Welders and related machine operators	4	4	4	4	4	3	3	2	2	3	3

Employment is concentrated in non-residential construction. Demand requirements related to major resource projects drive tighter labour market conditions over the medium term to 2017. Conditions return to balance in 2018 and then weaken as projects end. Consecutive years of high rankings for this group signal a potential role for non-resident workers from out of the province to help meet local construction requirements during peak periods. Retaining workers as labour markets weaken later in the scenario period may pose challenges. The age profile for this group is younger than average. Replacement demand requirements are not expected to be met by new entrants into the labour force. Workers from outside the local market may be required to meet increased demand midway through the scenario period.

Note: Replacement demand refers to the loss of workers due to retirement and mortality.

The labour market assessment for some trades is limited by the small size of the workforce (<100 employed). In such cases, the information is suppressed because of limited statistical reliability. BuildForce Canada, in consultation with the provincial LMI committee, has suppressed industrial instrument technicians and mechanics for British Columbia.

Source: Construction Sector Council

Timely construction forecast data is available online at **www.constructionforecasts.ca**. Create customized reports on a broad range of selected categories within sector, trade or province covering up to 10 years.

For more information, contact:

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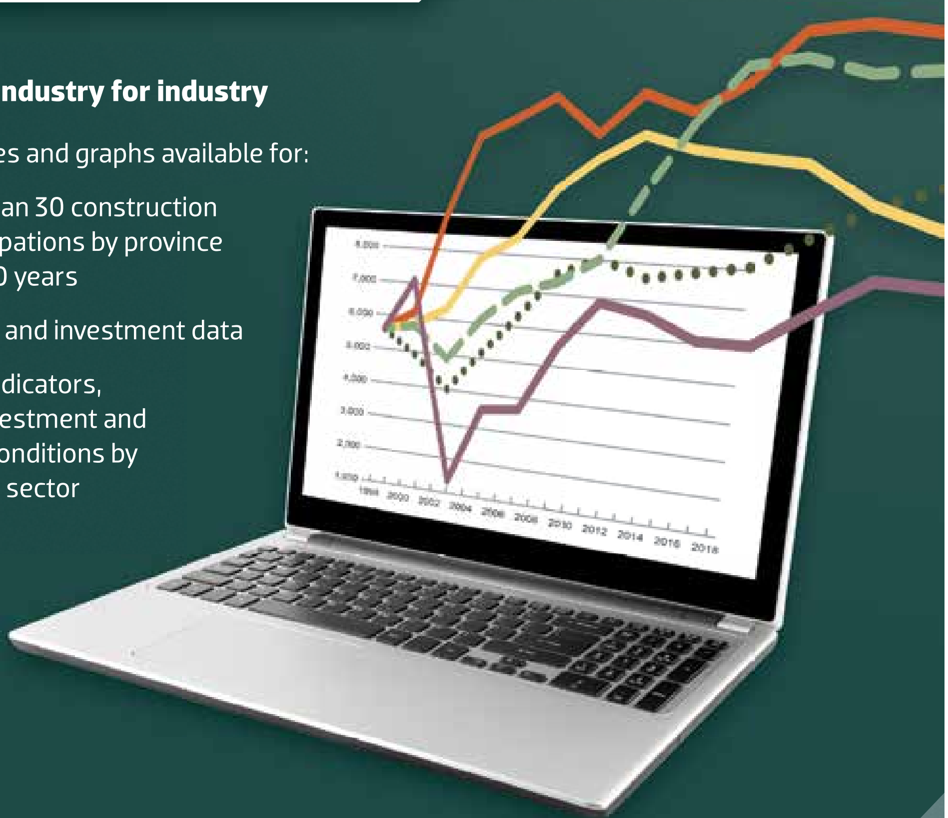

1998 2000 2002 2004 2006 2008 2010 2012 2014 2016 2018