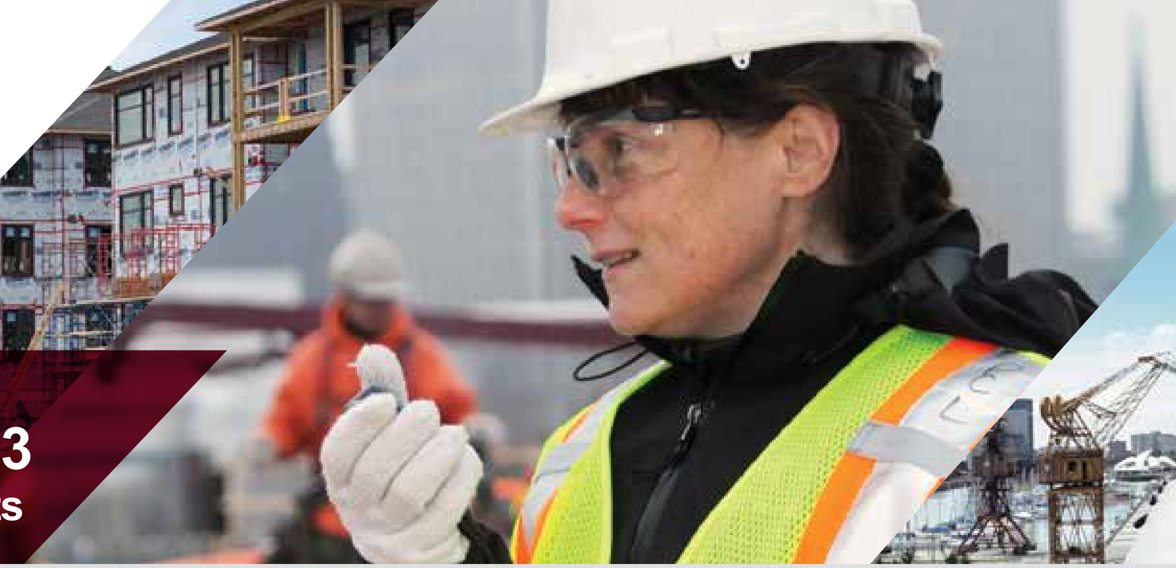

2014–2023
Key Highlights

Construction and Maintenance Looking Forward

Manitoba

For more than a decade, Manitoba has been on a construction boom that has rivalled the other Western provinces and raised employment to record levels. Rising labour requirements both in Manitoba and across the West have exhausted the local workforce and left ongoing recruiting challenges. New jobs in Manitoba have been distributed across both residential and non-residential markets and this pattern of steady growth will continue across the new *Construction and Maintenance Looking Forward* scenario for 2014 to 2023.

Manitoba has responded to stronger economic development, rising construction activity driven by resource, utilities and infrastructure projects and limited local population growth with an immigration campaign. Accommodating these new Canadians has been a big part of the housing expansion.

The year 2013 was transitional, as some markets moved from expansion to a slowdown. Growth in housing will pause for 2014–2015, and this coincides with a small drop in non-residential employment as a group of engineering projects pass through peak employment and wind down. There is a pause in employment during 2014 and 2015 before major utilities projects approach their peak and a new round of scheduled projects ramp up employment in 2016 and beyond. This two-year pause in activity allows labour markets to move closer to balance and for employers to shift attention from searching for candidates to training and skills improvements.

Growth in construction employment will resume in 2016 and advance in a stop-start pattern for the duration of the scenario period. With labour requirements rising at a slower pace, recruiting and workforce planning may be more manageable by the industry. The distribution of work across markets will remain similar to the past decade, with gains in residential, commercial, industrial and institutional work. Road, highway and bridge construction declines marginally between 2013 and 2015 compared to prior levels of activity, which were driven by infrastructure stimulus and floodway projects, but is expected to remain above historical levels of activity for the remainder of the scenario period. Current tight market conditions and recruiting challenges will diminish. The most important exception will be the demands of the electricity generation and transmission projects in the North, where schedules will draw in large numbers of specialized trades to a peak in 2016 and then again in 2021.

Manitoba employers will be competing with home builders and non-residential contractors in other provinces. Many of Manitoba's skilled and experienced construction workers have been drawn to work in other provinces, and one challenge will be bringing them home for project work later in the scenario period. An even larger task will be recruiting the permanent resident workforce needed to replace retiring trades.

BuildForce Canada uses a scenario-based forecasting system to assess future labour market conditions. This labour market information (LMI) system tracks 33 trades and occupations.[1] BuildForce consults with industry, including

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

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

Manitoba's residential construction workforce started work on more than 7,000 housing units in 2012 and another 7,000 in 2013 – a record number and a 75 percent jump (more than 3,000 units) from the 2009 recession. Labour market challenges have been considerable, as fewer than 2,000 workers were added to the labour force over this 2009–2013 interval.

While residential construction employment has grown significantly since 2001, it has avoided the more dramatic cycles that have plagued human resources management in the other Western provinces. At times this has meant that Manitoba's workforce was pulled away by jobs in other provinces. Housing activity is now levelling off and Manitoba has a balance of new household formations,[2] new housing starts and renovation work that will help moderate future cycles. In particular, Manitoba has among the oldest housing stocks in Canada and this raises spending on maintenance and renovation, thus offering a stable source of jobs. Moderate growth will add workers in a manageable sequence and allow for training and skills upgrading.

NON-RESIDENTIAL LABOUR REQUIREMENTS

Major engineering projects are the main driver for non-residential work in Manitoba, as in other provinces. The difference is the heavy concentration in hydroelectric power and transmission lines. Labour requirements for these projects are more concentrated than the usual mix of trades in other sectors. Key trades such as carpenters, millwrights and reinforcing ironworkers are in big demand during peak periods.

Overall, non-residential construction will add just over 1,000 jobs from 2014 to 2023 – similar to the gains in residential and lower than the 4,000 jobs added from 2007 to 2012.

Many of these jobs are added in steady year-to-year growth in commercial, institutional and industrial work. More cyclical demands are planned for major hydroelectric construction. A few hydro projects have been underway for some years and approach their final stages in 2013 and 2014. Employment will be sustained, however, by ongoing work on existing projects and the start up of new projects. Work on a major generation project will reach peak employment in 2016. Strong demand continues into 2017 and creates market pressures for a select group of trades during peak periods in each year of the scenario. Labour requirements for this group eases temporarily after 2017 before they peak again with the start of another major power project in 2017. Employment approaches peak levels again from 2020 to 2022.

This shifting pattern of labour requirements provides job opportunities for most of the trades and occupations in non-residential construction. Manitoba may face increased skilled labour shortages for a select group of trades and occupations due to the shifting patterns of construction activities within hydro generation.

But the changes in expansion demand are just one part of market adjustments and on the supply side, risks remain from competing jurisdictions and from demographic trends.

THE AVAILABLE WORKFORCE

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.

When the current construction boom began in 2002, construction unemployment was close to an historical average, but at the cyclical peaks in 2008 and again in 2012, it had been reduced to record low levels.

Under these conditions, there is no pool of unemployed for recruiting, so attention 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 requirements. New evidence provides estimates that divide this mobile workforce into non-resident and permanent components. The non-resident group has emerged over the past few years as an important workforce that includes both interprovincial employment and, in some cases, temporary foreign workers. Research at Statistics Canada estimates a large and growing workforce that reports a residence in

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[2] *Household formation refers to the change in the number of households (persons living under one roof or occupying a separate housing unit) from one year to the next. It is the means by which population growth is transformed into demand for new housing.*

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

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. Manitoba has a unique profile among the provinces for these labour market adjustments, with a strong system that attracts immigrants and an established pattern of out-migration as Manitoba construction workers take jobs in the West.

Long-term demographic trends are another key driver in these supply-side dynamics. The BuildForce LMI system breaks down the annual change in the resident 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.

Rising employment across the 2014–2023 scenario adds just over 2,300 workers to the labour force. Over the same period, replacement demand due to retirements adds requirements estimated at just over 7,300, and this replacement demand is spread across all 33 trades and occupations tracked by BuildForce. New entrants from the younger population are estimated to be more than 6,400. On balance, the Manitoba construction industry will need to recruit more than 3,200 workers from other markets to fill local requirements.

These changes leave the construction industry with a complex human resources planning challenge. Manitoba will have a mix of local skilled trades working in other provinces and non-resident trades working locally. It will be important to attract, or retain, a net permanent addition of workers to the province. Training and retaining all the workers needed locally is a priority. Some of this new workforce will come from the current population of non-resident workers. At the same time, the industry must recruit new construction workers from Manitoba's local population 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 Manitoba LMI Committee have contributed their experience and expectations to the rankings where the system might not fully capture market realities.

The rankings show a clear pattern, with demands easing in 2015 and then brief peaks and market tightness in 2016, 2017 and again from 2020 to 2022 for selected trades and occupations required for the major power projects. Note that the extended periods, where markets are ranked as 3, mask brief periods (including shutdowns for maintenance and project start-ups) where the local workforce will not meet demands. BuildForce is adding new measures to assess the impact of major maintenance and sustaining capital shutdowns that are important features of the new resource operations across the scenario period. Rankings reflect a combination of residential and non-residential market conditions unique to Manitoba.

Where rankings differ across provinces or industries they signal the potential for mobility. A description of projects and markets in other industries and provinces is needed to complete the scenario and anticipate recruiting and job search conditions across the scenario period. 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 those required in Manitoba.

For the construction industry in Manitoba, there are several possible sources of competition for a skilled and experienced workforce. This includes resource projects in Newfoundland and Labrador in the short term and new projects in Alberta and British Columbia starting in 2015 and later. These projects consist of mining, oil and gas, electricity, pipelines and other infrastructure work that draws on the same trades and occupations needed in Manitoba.

Because of the timing of large projects, Manitoba has a high stake in the mobility of this key workforce – both as it is drawn to local projects and then as it moves on to work in other provinces. Construction stakeholders need to make large investments in training, recruiting and other systems. These decisions are linked to both conditions in other provinces and to uncertain project plans and schedules.

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

[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.*

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 MANITOBA

TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Boilermakers	4	3	3	3	3	2	2	3	3	4	4
Employment is exclusively in non-residential construction. Labour demands related to industrial and engineering projects and maintenance work cycle down over the medium term, with weaker labour market conditions in 2018 and 2019. Increased activity later in the scenario period translates into tighter markets in 2022 and 2023. The age profile for this trade is older than average and contributes to tighter market conditions in the long term. 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 over the near term, as well as later in the scenario.											
Bricklayers	3	3	3	3	3	2	3	3	3	3	3
Employment is divided between the residential and non-residential sectors. Labour requirements related to non-residential building activity cycle down over the medium term and then resume moderate growth over the long term. Residential activity increases at a moderate rate across the scenario period, but labour market conditions remain generally balanced. A potential for mobility between sectors may help to maintain balanced conditions. The age profile for this trade is about average. New entrants into the labour force are expected to meet replacement demand requirements.											
Carpenters	3	3	3	3	3	3	3	3	3	3	3
Employment is divided between the residential and non-residential sectors. Across the scenario period residential construction increases at a moderate rate, while non-residential cycles down and then up, with tighter labour market conditions for major utility projects during peak periods in 2016, 2017 and then again from 2020 to 2022. A potential for mobility between sectors may help to maintain balanced conditions; however, skills portability and regional mobility of workers may be limited to meet the peak demand requirements for major utilities projects. The age profile for this trade is about 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 help maintain balanced conditions during peak periods.											
Concrete finishers	3	3	3	4	3	3	3	3	3	3	3
Employment is concentrated in non-residential construction. Residential requirements rise at a steady but moderate rate across the scenario period. Non-residential building construction and major engineering projects generally rise across the scenario period, but labour market conditions are mostly balanced. The age profile for this trade is about 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 and maintain balanced market conditions.											

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TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Construction estimators	3	3	3	3	3	3	3	3	3	3	3

Employment is divided between the residential and non-residential sectors. Residential labour requirements rise at a steady but moderate rate across the scenario period. Non-residential requirements cycle with the start-up and wind-down of major projects, but labour markets remain generally balanced. A potential for mobility between sectors may help to balance market conditions. The age profile for this occupation is older 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 maintain balanced conditions.

TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Construction managers	3	3	3	3	3	3	3	3	3	3	3

Employment is divided between the residential and non-residential sectors. Labour requirements related to engineering projects recede from current levels to 2018 before rising again across the remainder of the scenario period, but labour markets are generally balanced. A potential for mobility between sectors may help to maintain balanced market conditions. The age profile for this occupation is older than average. Replacement demand requirements are not met by new entrants into the labour force.

TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Construction millwrights and industrial mechanics	5	3	2	3	2	3	3	2	2	4	3

Employment is exclusively in non-residential construction. Employment demand related to industrial and engineering projects recedes from peak levels in 2013, with labour market conditions weakening by 2015. Retaining workers as labour markets weaken across the scenario period may pose challenges. The age profile for this group is about average. New entrants into the labour force are expected to meet replacement demand requirements.

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

Employment is divided between the residential and non-residential sectors. Labour requirements related to residential, non-residential building construction and engineering projects cycle up, but labour markets remain generally balanced, reaching peak demands in 2016. A potential for mobility between sectors may help to meet market requirements; however, skills portability and regional mobility may be limited to meet the peak demand requirements for major utilities projects. The age profile for this group is older than average. Replacement demand requirements are not met by new entrants into the labour force.

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

Employment is concentrated in non-residential construction. Labour requirements related to industrial and engineering projects cycle up over the scenario period. Labour market conditions tighten in 2015 and 2016 and then again from 2019 to 2020 in line with the start-up and wind-down of major projects. Residential labour requirements rise at a steady but moderate rate across the scenario period. The age profile for this trade is older 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 demand requirements.

TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Electricians (including industrial and power system)	4	3	3	4	3	2	3	3	3	4	4

Employment is concentrated in non-residential construction. Non-residential activity cycles down and then up across the scenario period, with tighter labour market conditions for major utility projects during peak periods in 2016 and then again from 2022 to 2023. Retaining workers as construction activity declines may pose challenges. A moderate residential cycle over the medium term contributes to tighter labour markets in 2016, but steady growth over the remainder of the scenario period is more balanced. 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 and then again late in the scenario period.

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

Employment is divided between the residential and non-residential sectors. Demand requirements related to both sectors rise steadily across the scenario period, maintaining balanced labour market conditions. There are limited opportunities for potential mobility between sectors. The age profile for this trade is about 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 market conditions.

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

Employment is divided between the residential and non-residential sectors. Residential labour requirements rise at a steady but moderate rate across the scenario period. Non-residential building requirements slow over the medium term and then rise again later in the scenario period, but labour market conditions remain generally balanced. There are limited opportunities for potential mobility between sectors. The age profile for this trade is about 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 help balance conditions late in the scenario period.

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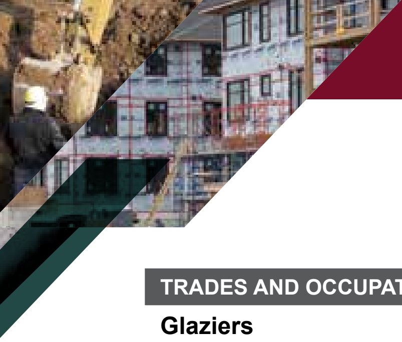

TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Glaziers	3	4	3	3	4	3	3	3	3	3	3

Employment is concentrated in non-residential construction. Demand requirements related to non-residential building construction rise steadily across the scenario period so that labour market conditions tighten briefly in 2014 and again in 2017. The age profile for this trade is older 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 medium term to meet demand requirements.

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

Employment is concentrated in non-residential construction. Labour requirements related to non-residential activity cycle down and then up across the scenario period in line with the start-up and wind-down of major utilities projects, and create tight labour market conditions in 2016. The age profile for this trade is older 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 and maintain balanced conditions.

Heavy-duty equipment mechanics	5	3	3	4	4	3	3	3	3	3	3

Employment is concentrated in non-residential construction. Labour requirements related to non-residential activity cycle down and then up across the scenario period in line with the start-up and wind-down of major utilities projects, and create tight labour market conditions in 2016 and 2017. The age profile for this trade is about 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 demand requirements across the medium term.

Insulators	3	3	3	3	3	3	3	3	3	3	3

Employment is concentrated in non-residential construction. Labour requirements related to non-residential activity recede from current levels to 2015 before rising to new peak levels in 2022, but labour market conditions remain balanced across the scenario period. 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 help maintain balanced conditions.

Ironworkers and structural metal fabricators and fitters	4	4	3	5	4	3	3	5	5	3	3

Employment is concentrated in non-residential construction. Labour requirements related to industrial and engineering projects cycle up over the scenario period. Labour market conditions tighten in 2016 and 2017 and then again in 2020 and 2021 in line with the start-up and wind-down of major utilities projects. The portability of skills across sectors and regional mobility may be limited to meet the peak demand requirements for major utilities projects, especially for reinforcing workers. 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 across the scenario period.

Painters and decorators	3	3	3	3	3	3	3	3	3	3	3

Employment is divided between residential and non-residential building construction. Demand requirements related to both sectors rise steadily across the scenario period, maintaining balanced labour market conditions. There are limited opportunities for potential mobility between sectors. The age profile for this group is about 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 to meet requirements.

Plasterers, drywall installers and finishers, and lathers	3	3	3	3	3	3	3	3	3	3	3

Employment is concentrated in residential construction. Demand requirements related to residential and non-residential building construction rise steadily across the scenario period, maintaining balanced labour market conditions. 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 in each year of the scenario to maintain balanced market conditions.

Plumbers	4	3	3	3	3	2	3	3	3	3	3

Employment is concentrated in non-residential construction. Labour requirements related to non-residential activity cycle down and then up across the scenario period in line with the start-up and wind-down of major projects. Residential labour requirements rise at a steady but moderate rate. Labour market conditions are generally balanced across the scenario period. 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.

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TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Refrigeration and air conditioning mechanics	3	4	3	3	4	4	3	3	3	3	3
Employment is concentrated in non-residential construction. Demand requirements related to new non-residential building construction and maintenance work continue to rise at a moderate pace across the scenario period, with labour market conditions tightening in 2014 and then again in 2017. Residential labour requirements, driven by steady service and maintenance work, rise marginally across the scenario period. 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 at various times across the scenario period to meet increased demand requirements.											
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 both sectors rise steadily across the scenario period, maintaining balanced labour market conditions. A potential for mobility between sectors may help to maintain balanced conditions. The age profile for this group is about average. New entrants into the labour force are expected to meet replacement demand requirements, but workers from outside the local market may be required in each year of the scenario to meet requirements.											
Residential home builders and renovators	3	3	3	3	3	3	3	3	3	3	4
Employment is exclusively in residential construction. Following a mild down cycle in 2017, growth resumes in 2018 with moderate growth across the remainder of the scenario period. Labour market conditions are mostly balanced. The age profile for this group is older than average and contribute to tighter labour markets later in the scenario period. Replacement demand requirements are not met by new entrants into the labour force. Workers from outside the local market may be required across the scenario period to maintain balanced market conditions.											
Roofers and shinglers	3	3	3	3	3	3	3	3	3	3	3
Employment is divided between the residential and non-residential sectors. Residential labour requirements rise at a steady but moderate rate across the scenario period. Labour requirements related to non-residential building construction slow over the medium term and then rise again later in the scenario period, but labour market conditions remain generally balanced. A potential for mobility between sectors may help to maintain balanced conditions. 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 help maintain balanced markets.											
Sheet metal workers	3	3	3	3	3	2	3	3	3	3	3
Employment is concentrated in non-residential construction. Non-residential labour requirements cycle down and then up across the scenario period in line with the start-up and wind-down of major projects. Residential labour requirements rise at a steady but moderate rate. Labour market conditions are generally balanced across the scenario period. The age profile for this trade is about 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.											
Steamfitters, pipefitters and sprinkler system installers	3	4	3	4	4	3	4	3	3	3	3
Employment is concentrated in non-residential construction. Labour requirements related to industrial and engineering projects cycle up over the scenario period. Labour market conditions tighten in 2014, 2016 and 2017 and then again in 2019 in line with the start-up and wind-down of major projects. The age profile for this group is about 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.											
Tilesetters	3	3	3	3	3	3	3	4	3	3	3
Employment is divided between residential and non-residential building construction. Demand requirements related to both sectors rise steadily, but labour market conditions are generally balanced. There are limited opportunities for potential mobility between sectors. The age profile for this trade is about average. New entrants into the labour force are expected to meet replacement demand requirements.											
Trades helpers and labourers	4	3	3	3	3	3	3	3	3	3	3
Employment is divided between the residential and non-residential sectors. Non-residential labour requirements cycle down and then up across the scenario period in line with the start-up and wind-down of major projects. Residential labour requirements rise at a steady but moderate rate. Labour market conditions are generally balanced across the scenario period. A potential for mobility between sectors may help to maintain balanced 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 maintain balanced market conditions.											

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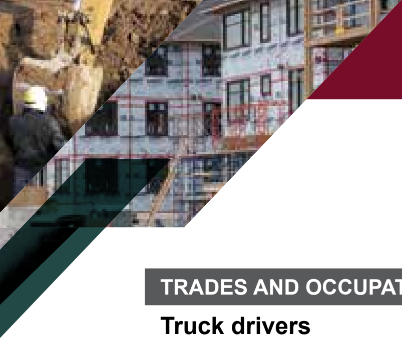

TRADES AND OCCUPATIONS	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Truck drivers	4	3	3	4	4	3	3	3	3	3	3

Employment is concentrated in non-residential construction. Labour requirements related to engineering projects recede from current levels to 2014 before rising to new peak levels, tightening labour market conditions in 2016 and 2017. As major projects peak and wind down, labour markets return to balanced conditions. The age profile for this trade is older than average and contributes to tighter market conditions. New entrants into the labour force are expected to meet replacement demand requirements, but workers from outside the local market may be required to maintain balanced conditions.

Welders and related machine operators	4	3	3	3	2	2	3	3	3	3	3

Employment is concentrated in non-residential construction. Non-residential activity cycles down and then up across the scenario period in line with activity changes in major projects. Labour market conditions weaken in 2017 as some major projects wind down, but then return to balance as activity picks up later in the scenario period. Retaining workers as construction activity declines during off-peak periods may pose challenges. 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 late in 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 the following trades for Manitoba: drillers and blasters, elevator constructors and mechanics, and industrial instrument technicians and mechanics.

Source: BuildForce Canada

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.

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