

NOVA SCOTIA 2015 LABOUR MARKET ASSESSMENT

Industrial-Commercial-Institutional (ICI) Construction Sector

Nova Scotia Construction Sector Council and Group ATN Consulting Inc.

WE SURVEYED

783 Workers
(union and non-union)

502 Students
(in ICI-related programs)

111 Employers

17 Union Business Managers

WE CONSULTED WITH:

BuildForce Canada
Cape Breton Island Building and Construction Trades Council
Construction Association of Nova Scotia
Owners and the Development Community
Employment Service Organizations
Immigrant and Underrepresented Groups
Mainland Nova Scotia Building Trades
Merit Nova Scotia

Nova Scotia Apprenticeship Agency
Nova Scotia Community College
Nova Scotia Construction Labour Relations Association
Nova Scotia Construction Safety Association
Nova Scotia Department of Transportation and Infrastructure Renewal
Nova Scotia Department of Education and Early Childhood Development
Nova Scotia Department of Labour and Advanced Education
Industry Training Providers

FINDINGS:

14,452 ESTIMATED TOTAL NOVA SCOTIA ICI LABOUR FORCE



Virtually all sectors of the economy depend on the existence of construction capacity.

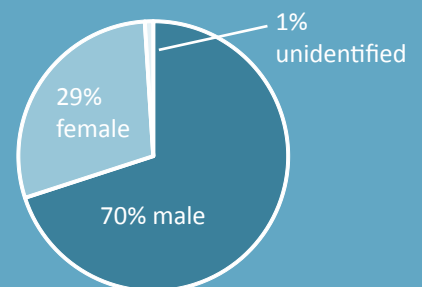
Investment is impacted when the capacity is limited.

STUDENT SURVEYS:

- The majority of students surveyed were new to the trades
- 65% had work experience in another sector prior to starting their trades-related training
- 32% entered directly from high school
- 63% plan to register as an apprentice or are already a youth apprentice
- 51% of students surveyed plan to move or relocate for work after graduation
- Rural campuses have higher share of students planning to move
- Only 30% of students know where to seek info on working in the trades
- 90% of students prefer to learn through hands-on practices
- 72% expect to be employed as soon as 2 months following their studies
- 34% expect to work more than 2,000 hours per year in their trade upon graduating
- 38% expect to make more than \$20 per hour as a starting wage

DEMOGRAPHICS:

- Avg. age: 27 years old

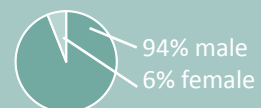


WORKER SURVEYS:

- On average, survey respondents have worked within the ICI sector for more than 13 years
- 79% noted their trades-related employment as the main source of household income (average of 2.5 dependents)
- 53% identified as certified journeypersons (51% reporting ICI Red Seal Certification)
- 33% are registered apprentices
- 63% are working full-time in ICI construction
- 74% of journeypersons have trained others as apprentices during their career
- 34% of workers reported being under-employed - indicating they worked less than they wanted over the preceding 24 months
- 78% reported health benefits, 51% reported having life insurance
- 58% of respondents are willing to commute beyond Atlantic Canada to find work
- Almost half of respondents know where to get info about the trades
- Retirement is 10 or more years away for the majority of workers surveyed (76%)
- 172 tradespeople are expected to leave the labour force (retire) each year for the next 5 years
- 16% expressed interest in starting their own ICI business

DEMOGRAPHICS:

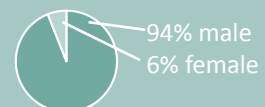
- Avg. age: 39 years old



- Avg. age (journeyperson): 44



- Avg. age (apprentice): 31



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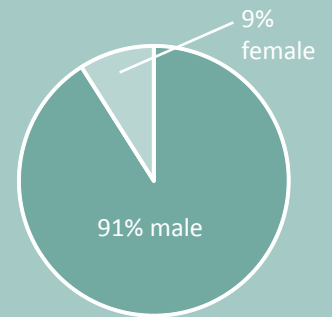
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EMPLOYER SURVEYS:

- Respondents employ approx. 2,500 of total labour force workers (combined)
- 47% of their employees came to industry through pre-employment training (workers reported 49% through pre-employment and 34% direct entry)
- 91% of their employees are male, with an average age of 40-years-old
- In the future, firms expect to see an average retirement rate of 4 employees per year
- Over the past 5 years, employers hired an average of 4.7 employees per year
- 51% of employers expect workers to hold a Certificate of Qualification upon hiring
- 75% feel that better employment options outside of NS are an issue when recruiting
- General concerns include: the level of steady work flow, a lack of construction activity, and competitive pressures from labour markets elsewhere
- 56% indicated they had worked as a tradesperson during their career in ICI
- 33% of employers plan to retire in the next 5 years (14% in 5 to 10 years)

DEMOGRAPHICS:

- Avg. age: 53 years old



BUSINESS MANAGER SURVEYS:

Perceptions concerning labour supply and demand:

- ICI Business Managers stressed that NS wages are low relative to the work being done and standards of living, as well as low compared to wages elsewhere (such as Alberta), which could potentially effect labour supply
- Other concerns include: lack of major projects, lack of interested/competent workers, and the current fiscal situation in Nova Scotia
- In general, Business Managers do not foresee labour supply to be an issue in the immediate future

When asked about hiring issues, concerns included:

- The need for proper training initiatives
- Tradespersons ready to access such programs
- The volume of work readily available
- The ability of workers to perform the work at an acceptable level of compensation

Looking forward:

- Over the next 5 years, unions are projecting an intake of 4.7 new members for every retired worker - an increase from an average of 3.9 in the previous 5 years

RECOMMENDATIONS FOR INDUSTRY



INCREASE FREQUENCY OF LABOUR MARKET INFORMATION GATHERING AND EVALUATION



CAREFULLY MONITOR THE DEVELOPMENT OF GOVERNMENT POLICIES, TO ENSURE ALIGNMENT WITH INDUSTRY TRENDS



INCREASE SECTOR PROFILE BY COMMUNICATING CURRENT STATE OF THE INDUSTRY WITH MEDIA AND GOVERNMENT



WORK COLLABORATIVELY WITH UNDERREPRESENTED GROUPS TO ENSURE EQUAL ACCESS TO OPPORTUNITIES WITHIN THE INDUSTRY



IMPROVE ACCESS TO TRADES TRAINING (DEVELOP AND AUGMENT PROGRAMMING)



EASE THE TRANSITION FROM SCHOOL TO THE JOB BY ENSURING POTENTIAL TRAINEES BETTER UNDERSTAND THE TRADES



COLLABORATE WITH EDUCATION INSTITUTIONS TO DEVELOP RESPONSIVE SCREENING TOOLS AND PRE-TRAINING PROGRAMS



CREATE MORE ATTACHMENT TO INDUSTRY THROUGH BETTER INCENTIVES, MOBILITY SUPPORTS AND LONG TERM INFRASTRUCTURE/PROCUREMENT PLANNING

RESEARCH BY: **Group ATN Consulting**



Nova Scotia
Construction Sector Council
Industrial – Commercial – Institutional



NOVA SCOTIA

Labour and Advanced Education



CONSTRUCTION
ASSOCIATION OF NOVA SCOTIA
Building with Skill and Integrity Since 1862

nscsc



MAINLAND
NOVA SCOTIA
BUILDING TRADES



MERIT NOVA SCOTIA

NOVA SCOTIA
APPRENTICESHIP
AGENCY



NOVA SCOTIA CONSTRUCTION LABOUR RELATIONS ASSOCIATION