

Industry insights from 400+ construction employers and tradespeople.

# 2021

VANCOUVER ISLAND/COAST  
MAINLAND/SOUTHWEST  
THOMPSON-OKANAGAN  
KOOTENAY  
CARIBOO  
NORTH COAST  
NECHAKO  
NORTHEAST

# BC CONSTRUCTION INDUSTRY SURVEY

**NEW INSIGHTS INTO BC'S CONSTRUCTION SECTOR**



**SURVEY RESPONDENTS** provided information from all seven economic regions of British Columbia.

*Survey closed February 2021*

### Labour Affiliation

24% of respondents work in a unionized environment, while 76% are non-union.

### Role in Company

57% - Construction Employer  
27% - Skilled Tradesperson or Labourer  
16% - Professionals Serving Construction



**British  
Columbia  
Construction  
Association**





# SKILLED WORKFORCE

**The construction industry** is the #1 employer in BC's goods sector and contributes 8.9% of provincial GDP: more than forestry, mining, agriculture, and fishing combined. This past year has seen unprecedented challenges with the COVID-19 Pandemic. Being designated an essential service early on kept our industry moving and brought a new sense of pride and validation, but brought new concerns around safety from the workforce and industry at large.

Here's what survey respondents had to say about job satisfaction, diversity, and their commitment to the trades.

### Tradesperson Satisfaction:

We asked respondents in both 2019 (pre-COVID-19) and 2020 (during-COVID-19) to rank their physical, financial and mental health on a scale of 1-10.

In 2020 respondents ranked:

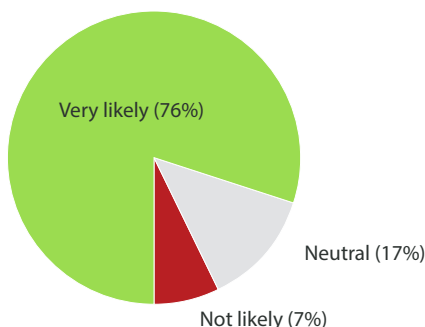
physical health **3%** higher than in 2019

financial health **18%** higher than in 2019

mental health **14%** lower than in 2019

Respondents were **120%** more likely to recommend a career in construction after COVID-19 arrived than before

### How likely is it that you will be working in construction in 3 years?



### On Diversity:

When asked to rank physical, mental, and financial health on a scale of 1-10. Tradeswomen ranked their:

Physical Health **7%** lower than men did

Mental Health **20%** lower than men did

Financial Health **15%** higher than men did

**62%** of today's tradeswomen say they're **extremely likely** to stay in construction, compared to only 46% of men

Employers over 55 are **150%** more likely to recommend a job in the industry than Employers under 35 are.

Women are **130%** more likely to recommend a job in the industry than men.

### Women appear to be more focused on designations within their skilled trades:

Men with, or working towards, designations: **85%**

Women with, or working towards designations: **95%**



# INDUSTRY ISSUES

BCCA is the only provincial organization representing construction employers of all labour affiliations, and we take this role seriously. It's been a uniquely busy year for our sector, largely due to the unprecedented challenges of the COVID-19 pandemic. Across age, gender, role in the industry, and labour affiliation, respondents say availability of skilled labour is still the biggest issue. Prompt Payment legislation is growing more urgent.

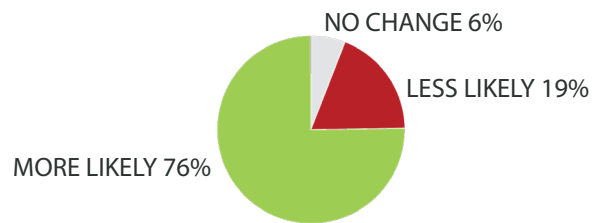
For a full list of BCCA activity on this and other industry issues visit [www.bccassn.com/advocacy](http://www.bccassn.com/advocacy)

## Top 5 Issues Facing BC's Construction Industry:



\* Employers under 35 rank Community Benefits and Public Procurement Practices as a top issue, much more so than do Employers over 55.

## How likely are you to bid on public projects next year compared to last year?



Respondents are 29% more likely to bid on public projects than they were before COVID-19

**83%**

of employers surveyed have implemented diversity policies, up from 64% in 2019.

**40%**

of employers surveyed say their company is more diverse than it was 3 years ago.

## What keeps you up at night?

A selection from more than 200 hundred responses:

*"We will no longer be bidding on infrastructure projects in BC which means shutting down an entire division within our company"*

*"How to attract qualified new workers"*

*"Not being paid on time"*

*"With COVID, some of our employees are the only ones in their families working"*

*"Customers that don't want to pay"*

*"Trying to compete with higher union wages, which keep increasing whether times are tough or not"*

*"We are turning down projects as we don't have skilled labour to fill the roles"*

*"Procurement practices"*

*"We are a union shop and we will not participate in any project that has a CBA agreement attached"*

## Rate of Software Adoption:

**61%** of employers say their investment in technology has increased in the past year, down from 71% in 2019 pre-COVID-19.

**50%** of employers say they haven't allocated any budget towards new technology.



# BC CONSTRUCTION STAT PACK

SPRING 2021

**#1**

Construction's Rank as an Employer in BC's Goods Sector

**\$221B**

Value of Proposed Construction Projects in British Columbia

**\$120B**

Value of Current Construction Projects in British Columbia

**8.9%**

BC Construction Industry Contribution to BC's GDP

## WORKFORCE TRENDS

### 5-YEAR TREND

**25,784**



Number of construction companies in BC (92% have less than 20 employees)



**9%**

**219,500**



Number of employees in BC's construction sector



**3%**

**172,045**



Number of construction trades workers in BC's labour force



**5%\***

**\$63,168**



Average yearly wage of BC construction employees (\$13.9B cumulative yearly wage)



**8%**

**26,806**



Number of construction job openings in BC due to retirements and expansion by 2030



**11%**

**11,331**



Number of construction jobs in BC that will be unfilled due to labour shortages by 2030



**20%**

**15.2%**  
(57,600)



BC youth unemployment rate and number of unemployed youth (15-24 yrs. old)



**65%**

**6.20%**



Percentage of the construction trades workforce in BC that is female.



**35%\***

## BC CONSTRUCTION ASSOCIATION PROVINCE-WIDE EMPLOYER SERVICES:



For more insight, visit us at [www.bccassn.com/stats](http://www.bccassn.com/stats)

\*Two year trend