

Industry insights from 700+ construction employers and tradespeople.

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

# 2019 BC CONSTRUCTION INDUSTRY SURVEY



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

**700+ SURVEY RESPONDENTS** provided information from all seven economic regions of British Columbia. **60%** of responses came from construction employers, and **40%** from the skilled tradespeople and labourers who construct our built environment.

*Survey closed December 2018*

#### **Labour Affiliation**

**16%** of respondents work in a unionized environment, while **84%** are non-union.

#### **Role in Company**

45% - Construction Employer  
37% - Skilled Tradesperson  
18% - Professionals Serving Construction



British  
Columbia  
Construction  
Association



# SKILLED WORKFORCE

**The construction industry** is the #1 employer in BC's goods sector and contributes 8.7% of provincial GDP: more than forestry, mining, agriculture, and fishing combined. Our workforce has grown by 21% over the last five years, with 180,300 tradespeople working today (about 15% are unionized and 95% are male). Diversity and retention are two key issues, closely linked, and top of mind for employers as young workers consider their options at a time of generationally-low unemployment across BC.

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

## Tradesperson Satisfaction:

# 91%

say physical health is "the same or better" when compared to last year

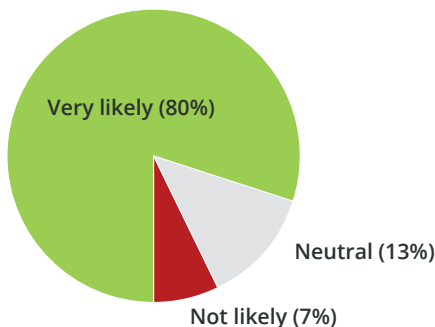
# 85%

report their financial health is "the same or better" when compared to last year

# 82%

describe their mental health is "the same or better" when compared to last year

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



# 55%

of today's tradeswomen say they're **extremely likely** to stay in construction, compared to 42% of men

## On Diversity:

Do you think your employer is open to diversity?

No

Yes (84%)

Do you think a more diverse workforce is a good idea?

No

Yes (88%)

# 19%

of tradeswomen say they've experienced a decline in **mental health** in the past year, compared to 7% of men

Employees over 55 are

# 1.5x more likely

to recommend a job in construction than their younger coworkers

Tradeswomen are

# 2.5x more likely

to recommend a job in construction than their male counterparts

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

**Men with designation: 82%**

**Women with designation: 97%**



# 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 a complex economic and political environment. Across age, gender, role in the industry, and labour affiliation, respondents say availability of skilled labour is still the biggest issue.

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

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



\* Employers who use a union workforce, as well as younger demographics, see Productivity & Management as a top issue. Open shop companies, and older employees, are more focused on problems associated with Permits & Red Tape.

**Employer's told us what concerns them. Here are a few comments demonstrating common themes across the responses:**

*"Private market isn't even given a chance. So much for Free Enterprise."*

*"Ever changing and increasingly vague legislation."*

*"Antiquated municipal policy."*

*"Cumbersome bureaucracy."*

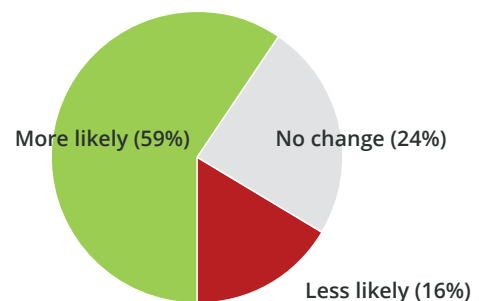
*"The tariffs on the steel and aluminum industry. The union only labour force for the bigger public sector projects."*

*"CBA and government interference with our industry rather than supporting Innovation."*

*"Industry needs to understand value rather than just cost!"*

*"Still a large component of "back yard" deals rather than closed bids and transparency in the bid winner"*

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



Employees over 55 are

# 2X less likely

to bid on public projects than bidders under 35 years of age

# 40%

of employers feel "poorly informed" or "have never heard" of BC's new **Community Benefits Agreement**

# 64%

of employers have a **diversity policy** in place

# 82%

of respondents say industry **should do more** to support women in construction

## Rate of Software Adoption:

1. **Estimating Software: 48% don't use it**
2. **Project Management: 56% don't use it**
3. **Bid & Document Management: 59% don't use it**

# BC CONSTRUCTION STAT PACK

SPRING 2019

**#1**

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

**\$261B**

Value of Proposed Construction Projects in British Columbia

**\$114B**

Value of Current Construction Projects in British Columbia

**8.7%**

BC Construction Industry Contribution to BC's GDP

## WORKFORCE TRENDS

### 5-YEAR TREND

**25,432**



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



**14%**

**242,500**



Number of employees in BC's construction sector



**21%**

**180,300**



Number of construction trades workers in BC's labour force



**NEW**

**\$61,202**



Average yearly wage of BC construction employees (\$14.8B cumulative yearly wage)



**8%**

**7,900**



Number of construction jobs in BC that will be unfilled due to labour shortages by 2028



**70%**

**1 IN 45**



BC high school grads enter construction trades programs within 1 year of graduation



**21%**

**95%**



Percentage of the construction trades workforce in BC that is male



**NEW**

## BC CONSTRUCTION ASSOCIATION PROVINCE-WIDE EMPLOYER SERVICES:



Trades Training Fund



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