

Construction Sector

#2

Employer in the Goods-Producing Sector

5%

Of Total Employment in Algoma (2,221 jobs in 2018)

30%

are over the age of 55 (Manufacturing, Utilities, Trades and Equipment operators sectors)

Employment in the Construction sector is 5% of Algoma's total employment and is relatively the same when compared to Ontario at 5.4% and Canada at 6% of total employment in the sector. The sector is the 8th largest employer in Algoma.

Trades, transport and equipment operators and related occupations employed an average of 6,500 individuals in 2018. It is the second largest occupation in terms of employment after Sales and Service Occupations (10,200).

\$54,007

Algoma

\$64,757

Ontario

\$65,367

Canada

The average salary in Algoma's Construction sector is approx. \$54,007. On average salaries are \$10,000 lower than the construction salaries in the province. But the cost of living in Sault Ste. Marie is much less than that other cities across Ontario and Canada. You would need around \$6,851 a month in Toronto to maintain the same standard of living that you can have with \$4,300 in Sault Ste. Marie (assuming you rent in both cities).[1]

Top 10 Construction Occupations in Algoma

Occupation	Employed in Industry (2018)	% of Total Jobs in Industry (2018)	Median Hourly Wages
Construction trades helpers and labourers	280	12.6%	\$18.50
Electricians (except industrial and power system)	214	9.6%	\$32.13
Carpenters	152	6.8%	\$23.49
Heavy equipment operators (except crane)	114	5.1%	\$24.87
Transport truck drivers	90	4.0%	\$21.62
Contractors and supervisors, heavy equipment operator crews	64	2.9%	\$36.09
Plumbers	62	2.8%	\$29.05
Heating, refrigeration and air conditioning mechanics	59	2.7%	\$30.55
Residential and commercial installers and servicers	49	2.2%	\$23.11
Construction managers	47	2.1%	\$43.44

In total there are approx. 80 different occupations (not including managerial roles) employed by the Construction Sector in Algoma. The highest paid occupation is Contractors and supervisors, pipefitting trades with an average wage of \$45.53/hr.

[1] -https://www.numbeo.com/cost-of-living/compare_cities.jsp?country1=Canada&city1=Sault+Ste.+Marie&country2=Canada&city2=Toronto

For more local information:

Aging Occupations

An aging population in Algoma means that more people are leaving the workforce than there are people available to enter the workforce. This creates opportunities for people entering the workforce and accelerated career advancement. Occupations in manufacturing, utilities, trades and equipment operators are among the oldest. 30% are over the age of 55 based on 2016 Census data.

Occupations	% 45+
Contractors and supervisors, heavy equipment operator crews	82%
Construction millwrights and industrial mechanics	77%
Steamfitters, pipefitters and sprinkler system installers	76%
Contractors and supervisors, other construction trades, installers, repairers and servicers	75%
Transport truck drivers	74%
Bricklayers	70%
Contractors and supervisors, electrical trades and telecommunications occupations	69%
Electrical mechanics	67%
Heavy equipment operators (except crane)	64%
Contractors and supervisors, mechanic trades	64%

Occupations	% 55+
Electrical mechanics	67%
Steamfitters, pipefitters and sprinkler system installers	59%
Contractors and supervisors, heavy equipment operator crews	55%
Construction millwrights and industrial mechanics	54%
Contractors and supervisors, other construction trades, installers, repairers and servicers	50%
Insulators	50%

Size of Employers

The majority of employers in the Construction sector employ between 1-4 employees. Companies without employees refers to employers who do not report a payroll to Revenue Canada. These employers may be owner operator or may use independent contractors to support their business endeavors.

Sizes of Business in Construction

Total Businesses		Number of Employees							
Total	Without employees	1-4	5-9	10-19	20-49	50-99	100-199	200-499	500 +
702	367	171	88	38	28	8	2	0	0

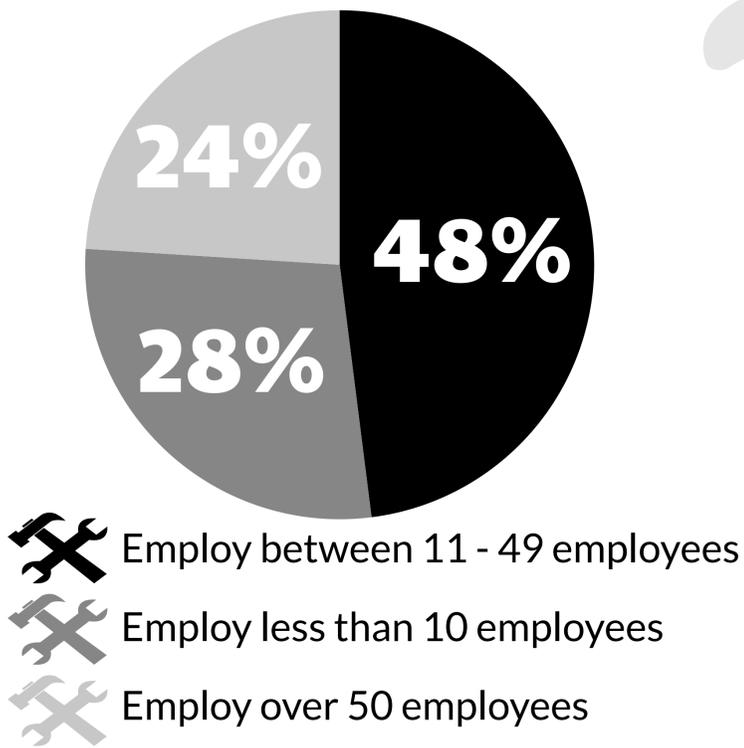
Statistics Canada, Canadian Business Patterns, June 2018

In terms of overall employment, Algoma's construction sector declined by -14.1% in the last 5 years (2013 to 2018). Between 2017 and 2018 there has been a gradual increase in local employment of 3.3%.

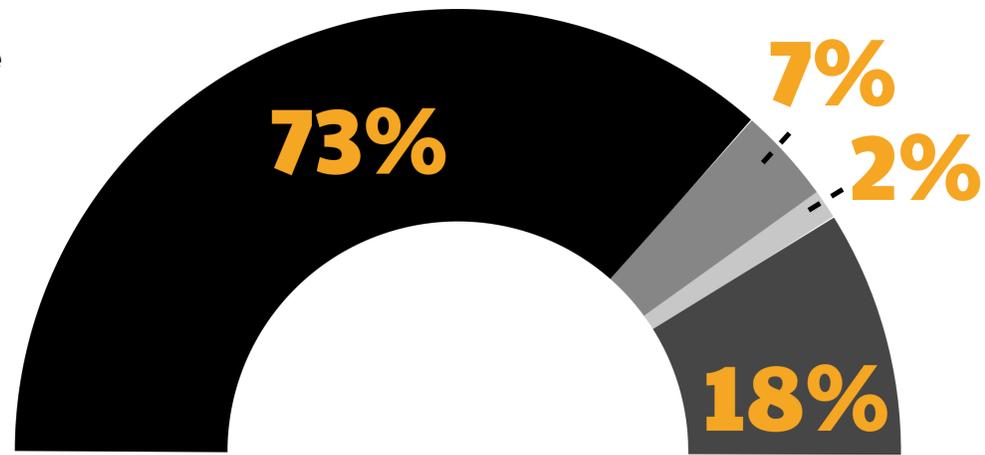
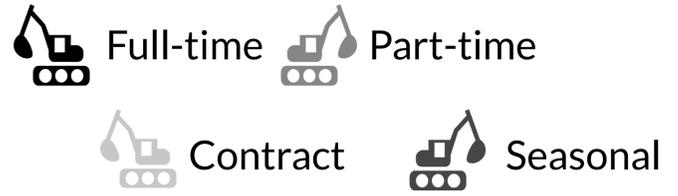
The growth in the sector lagged behind the rest of the province over the same time period. The Ontario labour force grew by 8,600 workers over 2018 – a sign that the province is drawing in workers from other regions.[2]

Results from EmployerOne Survey

55 SSMCA members completed the survey representing almost 2,721 employees working mostly in Commercial Construction. Of those there was an 83% completion rate and an average of 10 minutes to complete 28 questions.



47% indicated they do not have any females working in a skilled trade or labourer position.



95%
of companies reported hiring in the last year

Most hired between 1-5 employees (60%)
5 companies hired at least 50 people

- Occupations that were hired most**
- ✓ Labourers
 - ✓ Electricians
 - ✓ Carpenters
 - ✓ Plumbers
 - ✓ Welders/ Sheet metal
 - ✓ Mechanics
 - ✓ Drivers (truck, delivery, AZ, DZ, operators)

3/4
of the companies reported having difficulty filling positions.

- Positions that are hardest to fill**
- ✓ Carpenters
 - ✓ HVAC
 - ✓ Drivers (truck, operators, DZ, delivery)
 - ✓ Mechanics
 - ✓ Manager and Supervisory roles
 - ✓ Welders

62% lack skills required
60% lack experience required
45% lack qualifications required

Skills and Attributes Employers look for

01 WORK ETHICS, DEDICATION AND DEPENDABLE

02 WILLINGNESS TO LEARN

03 ABILITY TO FOLLOW INSTRUCTIONS

83%
of companies reported they plan to hire over the next year.

Most companies anticipate hiring 1-5 employees (64%)
2 companies anticipate hiring 50+ employees

Current Occupations in Demand

- ✓ Carpenters
- ✓ Operators
- ✓ Project Managers
- ✓ Apprentices
- ✓ Administrative roles (accounting)

Positions that are forecasted to be difficult to fill in 5 years

- ✓ Carpenters
- ✓ HVAC
- ✓ Drivers (truck, operators, DZ, delivery)
- ✓ Mechanics
- ✓ Administrative roles (accounting)
- ✓ Engineers

57%

indicated they would turn away business/jobs if they do not have all the resources.

Reasons for Separations over the past year

01 QUIT

02 TEMP LAYOFF

03 DISMISSAL/ FIRED

31%

indicated newcomer's are not a particularly significant source of new hires & don't foresee this changing anytime soon.

"Over 300,000 new construction jobs are expected to be created in the country over the next seven years, but there will be no one to fill them unless more skilled immigrant labourers are there to take them according to the Chairman of the Board of the Canadian Construction Association, Wayne Morsky."

According to the latest forecast by Build Force Canada, a national industry-led workforce management research group, Ontario needs an additional 26,100 construction workers in the next 10 years as 91,100 people currently working in the sector will reach retirement age.

22%

indicated newcomer's have already become an increasingly important source of new hires for their company.

Occupations are the hardest to retain

- ✓ Labourers
- ✓ DZ Drivers (delivery, truck drivers, long haul)
- ✓ Carpenters
- ✓ Administrative roles (customer service, office/sales)
- ✓ Plumbers

10 %

OF THE COMPANIES ARE ALREADY SEEING THE IMPACT OF INCREASED RETIREMENTS WHILE 37% EXPECT TO SEE IMPACT IN NEXT 1-5 YEARS

67%

indicated that employee retention IS NOT an issue.

45%

of the companies indicated they do NOT have a succession plan for critical roles.

For more local information: