



Nova Scotia
Construction Sector Council
Industrial ~ Commercial ~ Institutional

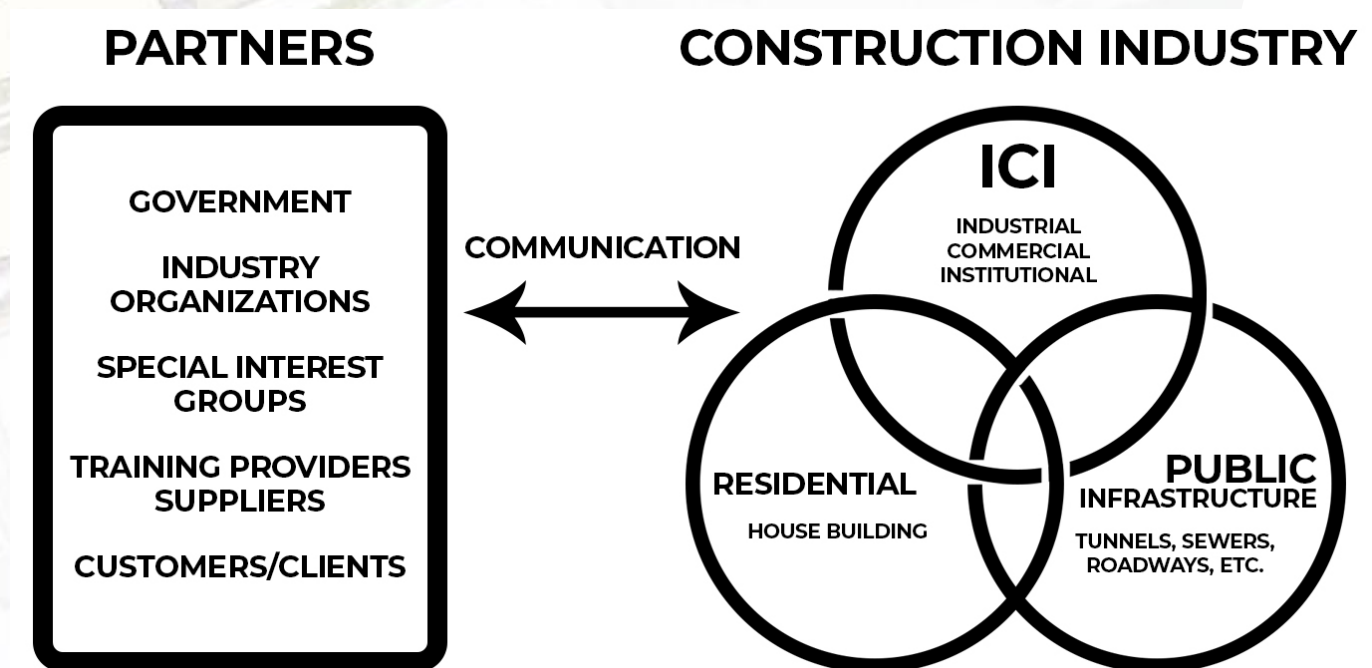
Labour Market Challenges & Opportunities

Atlantic Association of Applied Economics

June 27, 2023

Types of Construction

- Residential
 - single family homes and duplexes
- Road-building and Utilities (Engineering)
- Industrial
- Commercial
- Institutional





State of the Sector

estimated ICI workforce (NS)
16851

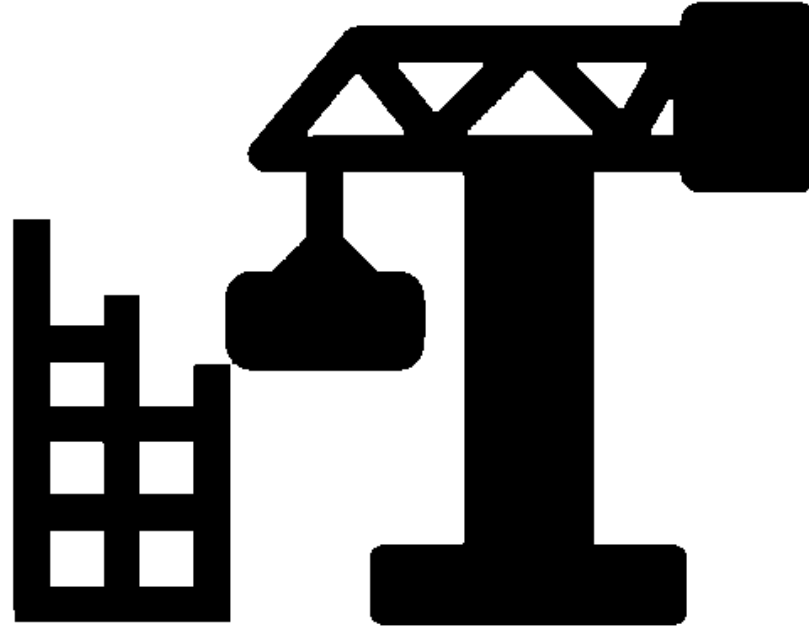
average age of worker

40 Years

journeypersons: 44 Years (male: 97%, female: 3%)
apprentices: 31 Years (male: 94%, female: 6%)

55%
would recommend a career in
trades to their children

82%
of workers have the
equivalent or more than a
post-secondary
certificate/diploma from a
trade school/community
college/technical college



56.5%
of the time, tradespeople
worked within their local
areas (within 100km)

**ICI
CONSTRUCTION**



Who is the NSCSC?

Workforce Development:

- Human Resource Planning w/ LMI
- Attraction, Recruitment, Retention & Succession
- Capacity Building
- Training / Skills Upgrading



Mission

To change how we see construction in Nova Scotia.



Youth Engagement



TRADES EXHIBITION HALL

First-of-its-kind career awareness facility, built in partnership with unionized contractors, construction trade unions, industry training providers, and the Nova Scotia Government

Youth Engagement

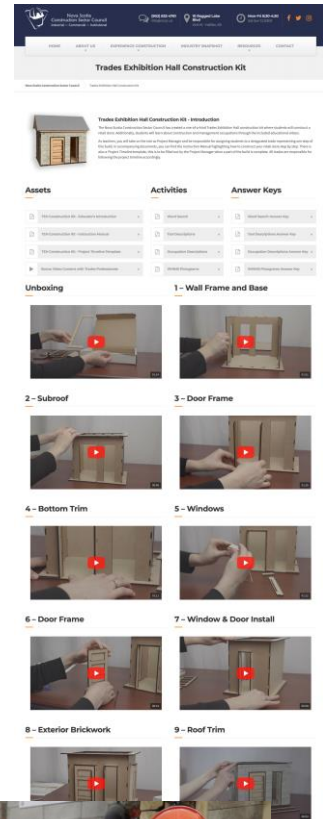
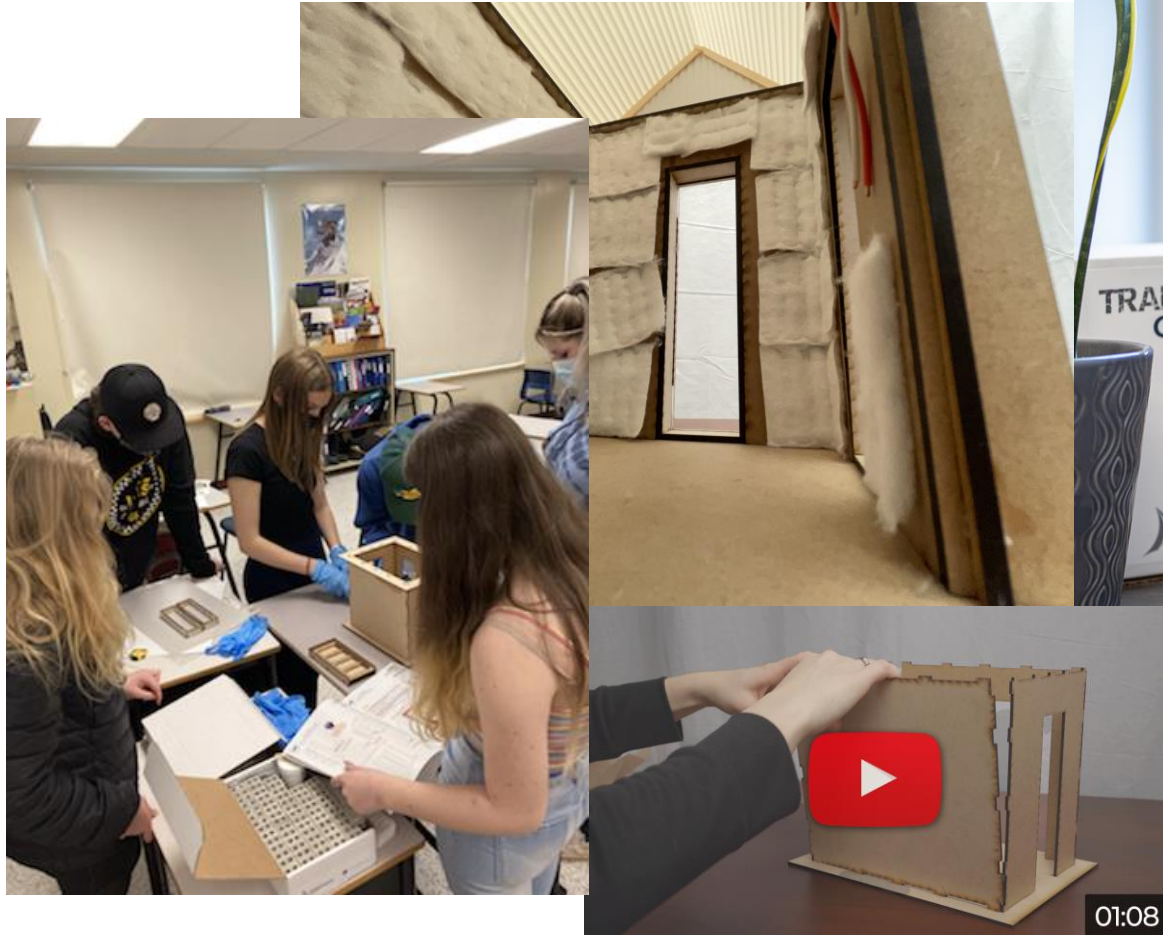


MOBILE CONSTRUCTION EXPERIENCE

One-of-a-kind mobile career awareness facility, built in partnership with unionized contractors, construction trade unions, industry training providers, and the Nova Scotia Government



Youth Engagement



CONSTRUCTION BUILDING KITS



Technology





Nova Scotia Labour Market Assessment 2023

EMPLOYER SURVEY

The Nova Scotia Construction Sector Council (NSCSC), in partnership with **(Cape Breton Island Building and Construction Trades Council, Construction Association of Nova Scotia, Mainland Nova Scotia Building and Construction Trades Council, Merit Nova Scotia, Nova Scotia Construction Labour Relations Association, Nova Scotia Department of Labour, Skills and Immigration and Association of Industry Sector Councils)**, is conducting a **Labour Market Assessment of the Industrial-Commercial-Institutional (ICI)** Construction Industry across Nova Scotia.

We are inviting ICI Construction industry Employers to take part in a study designed to collect up-to-date information on the state of the sector. The information you provide will help shape industry planning and inform critical decisions for workforce development in Nova Scotia.

You may exit the survey at any given time. Only the responses collected till the time you fill out the survey will be collected. Your answers will be kept strictly confidential. Your personal details will not be linked to your response.

Nova Scotia's Privacy Legislation and any other applicable privacy laws will be followed. Individual responses will be **anonymized and compiled.** Once all survey responses are assessed, the results will be published in a printed report, and may be made available to the public via the Internet.

The survey should take you approximately **20 minutes** to complete.



How is Industry Changing?

- **Competing, like every other industry, to attract youth, Indigenous and African NS communities, newcomers to Canada, persons with disabilities and women to our sector**
- **Procurement – Public vs. Private & Project Structures**
- **Industry demand for a “work ready” workforce is increasing**
- **Increased focus on industry training**
- **Expectations of mobility are changing**
- **Performance / Productivity (“performance guarantees”)**
- **Retention is becoming a bigger challenge**
- **Impact of Technology (“digital disruption”)**



Procurement Policies and Practices Evolve



1850 - 1970

Traditional/Business Focus



1970 - 2000

Added **Environment**



2000 - present

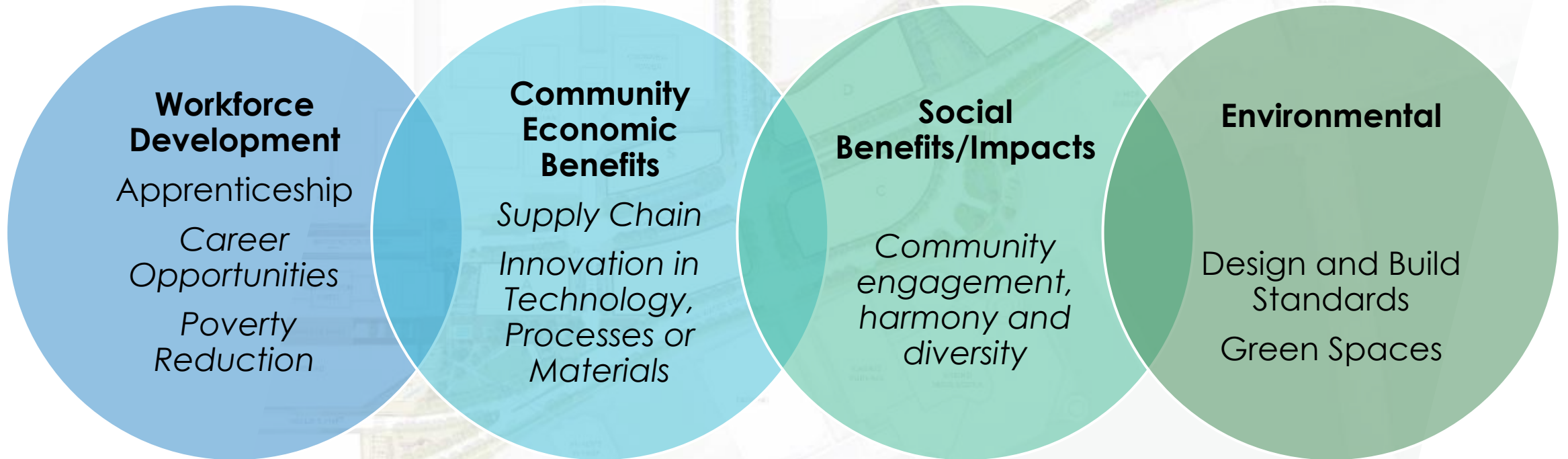
Added **Social** to create sustainable procurement



“Virtually every government department has something to do with social prosperity.”

NS Framework for Social Prosperity

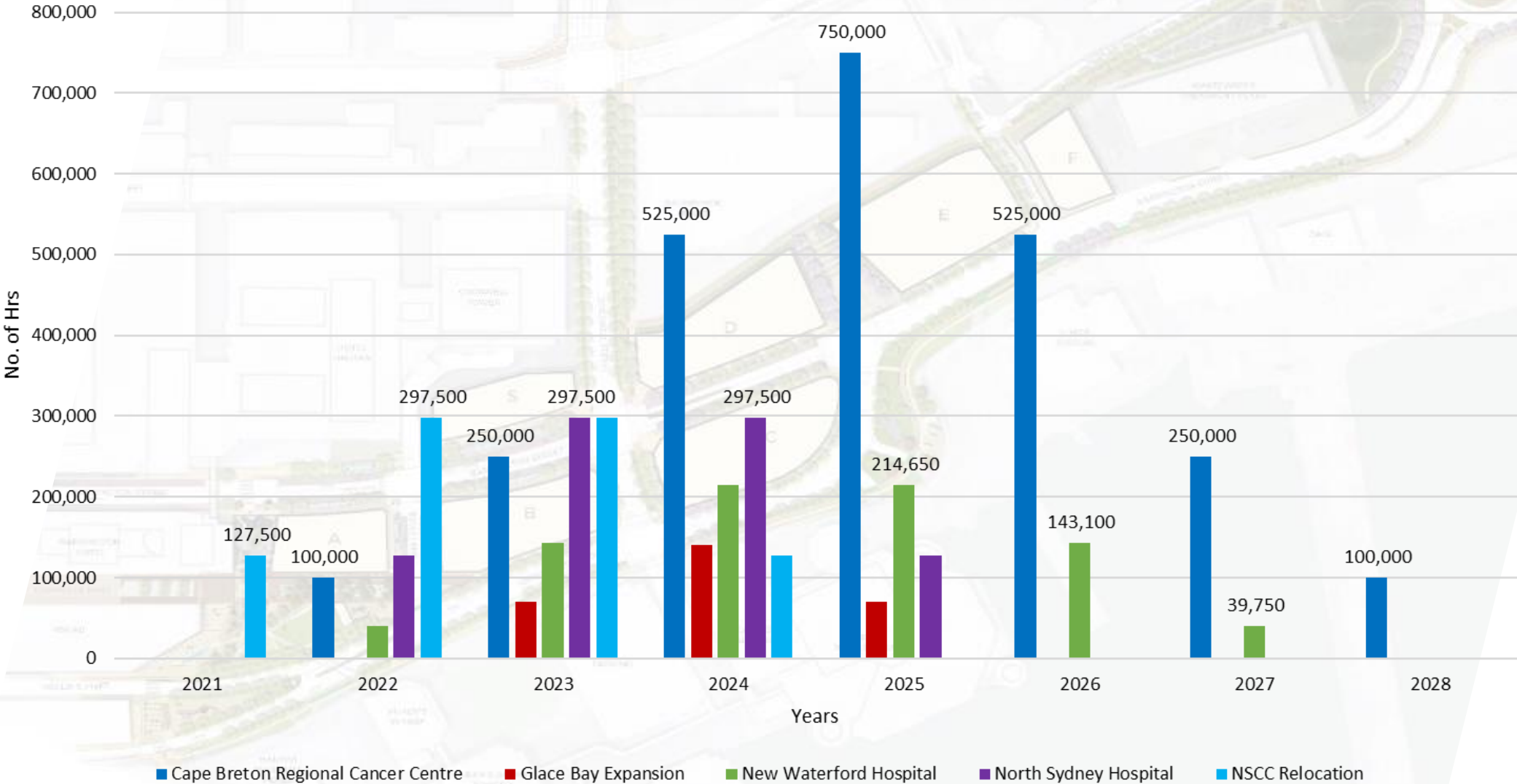
4 common themes:



**Delivers approximately 1.80
worth of economic benefit
for each 1.00 spent.**

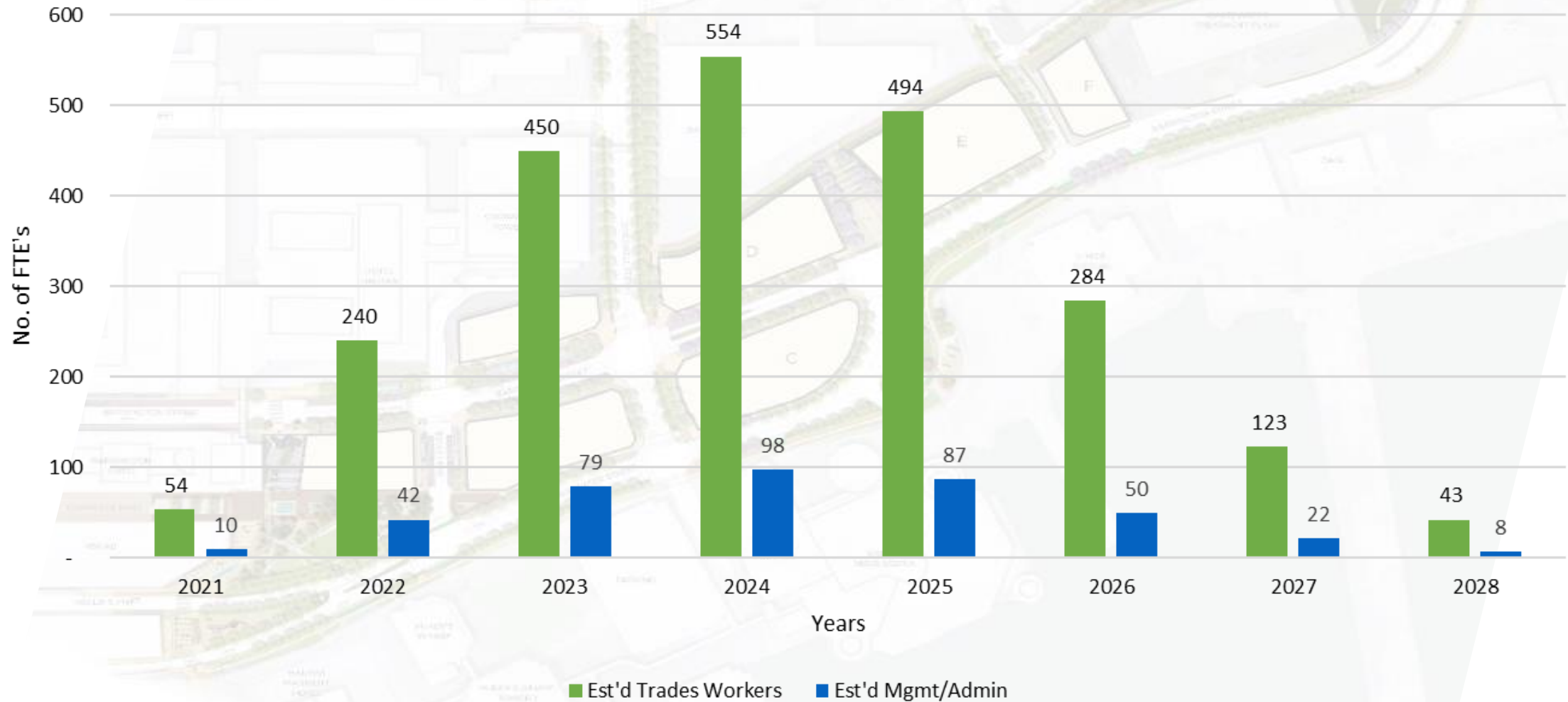


Cape Breton NS Projects

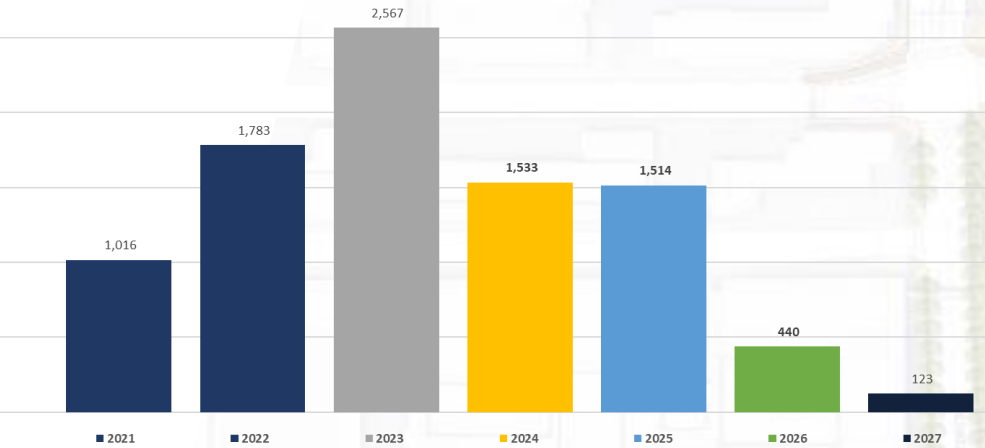


Updated Demand Scenario - CB

Total FTE's Per Project Year



Mainland NS Projects



Nova Scotia ICI Construction Industry Dashboard: Major Projects Labour Market Impact Model

Project Area

Combined Projects

Hospital

Other Projects

Distribution

Accelerated

Normal

Duration

4 Years

5 Years

6 Years

7 Years

Choose Your Scenario From the Drop Down List

Hospitals Capital Cost: \$2,000,000,000

Other Projects Value: \$150,000,000

Labour Share: 40%

Per Hours Labour Cost: \$80.00

Hours per FTE: 2,000

Change Order Rate: 0.0%

Price Escalation: 0.0%

Base Hours: 25,000,000

TOTAL HOSPITAL PROJECT: \$2,000,000,000

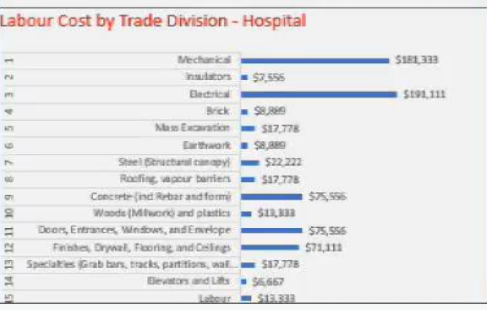
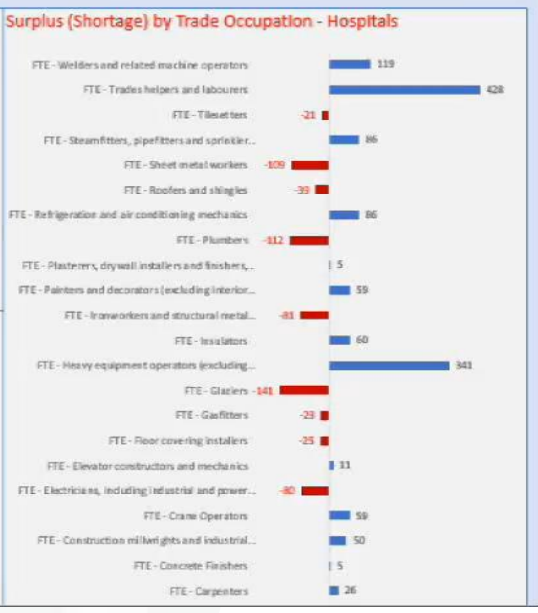
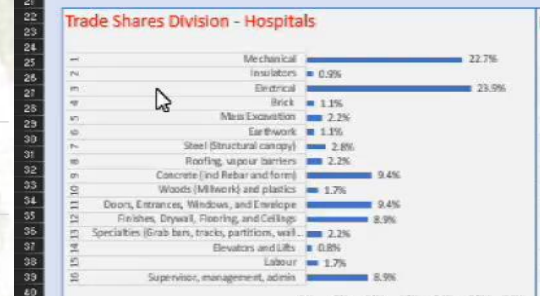
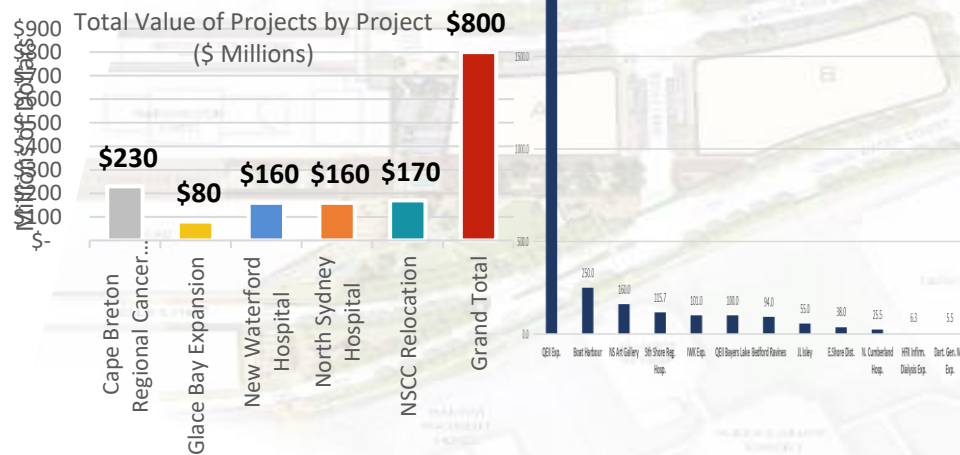
TOTAL OTHER PROJECT COST: \$150,000,000

COMBINED COSTS: \$2,150,000,000

After selecting scenarios, click refresh Dashboard

Refresh Dashboard

Trade #	Trade Area	Year 1 FTEs	Year 2 FTEs	Year 3 FTEs	Year 4 FTEs	Year 5 FTEs	Year 6 FTEs	Year 7 FTEs	Year 8 FTEs	Max Labour Year	Total FTEs
1	Mechanical	0	567	567	0	0	0	0	0	567	1,133
2	Insulators	0	24	24	0	0	0	0	0	24	47
3	Electrical	24	673	597	0	0	0	0	0	697	1,194
4	Brick	0	28	28	0	0	0	0	0	28	56
5	Mass Excavation	111	0	0	0	0	0	0	0	111	111
6	Earthwork	0	0	0	56	0	0	0	0	56	56
7	Steel (Structural canopy)	0	69	69	0	0	0	0	0	69	139
8	Roofing, vapour barriers	0	56	56	0	0	0	0	0	56	111
9	Concrete (incl Rebar and form)	236	236	0	0	0	0	0	0	236	472
10	Woods (Millwork) and plastics	0	0	0	83	0	0	0	0	83	83
11	Doors, Entrances, Windows, and Envelope	0	0	236	236	0	0	0	0	236	472
12	Finishes, Drywall, Flooring, and Ceiling	0	0	222	222	0	0	0	0	222	444
13	Specialties (Grab bars, tracks, partitions, wall)	0	0	56	56	0	0	0	0	56	111
14	Elevators and Lifts	0	0	21	21	0	0	0	0	21	42
15	Labour	21	21	21	21	0	0	0	0	21	83
16	Supervisor, management, admin	52	111	156	126	0	0	0	0	156	444
Grand Total		444	1,684	2,051	820	0	0	0	0	5,000	



Projects Competing for Labour

- **Oil, gas, nuclear** projects in Ontario and Western Canada
 - Seasonal shutdowns and potential expansions
- **Hydrogen Projects**
 - EverWind Fuels
 - Bear Head Energy
- **Novaporte**
- **Irving Shipbuilding project**
 - Arctic and Offshore Patrol Ships (AOPS) 6th nearing completion
 - Moving to Canadian Surface Combatant (CSC) builds (15)
- **LNG** projects could be revived



**Forecast / Monitor
Major Projects**

**Apprenticeship &
Retention**

**Assess Labour
Supply**

**Industry &
Community
Engagement**

**Address Industry
Training Needs**

**Identify
Recruitment &
Training
Opportunities**

Opportunities

- Equity Deserving Groups: leveraging underrepresented labour potential
- Trade area specific interventions - training
- New entrants / completion & retention rates (Apprenticeship requirements)
- Labour mobility – labour based in Nova Scotia / Atlantic Canada
– labour based in other regions of Canada
- Immigration streams
- Retention of older / near-retirement aged workers
(perhaps with adjusted work schedules, technology, etc.)
- Recruiting from other sectors / re-skilling existing workforce
- Information sharing / strategic planning
- Procurement





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