



EMPLOYMENT PROSPECTS 2023-31

LONDON REGION'S CONSTRUCTION SECTOR

OCTOBER 2023



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About the London Economic Development Corporation

The London Economic Development Corporation (LEDC) is the lead economic development agency for London, Canada. Established in 1998, LEDC is a not-for-profit organization that is funded by the City of London through a Purchase of Service Agreement.

Working with business, government, academic institutions, and industry partners, LEDC supports the growth of existing businesses, attracts new businesses to London, and strives to ensure companies have the talent, resources, and business conditions they need to continue scaling.

LEDC focuses on growing London's primary economic sectors – Agri-Food, Advanced Manufacturing, Digital Media and Tech, Health, and Professional Services. Growth in these sectors creates additional jobs through supply chains, service, retail industries, and more.

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Executive Summary

Like many other sectors of the economy, construction is experiencing a wave of retirements as Baby Boomers age into their 60s and 70s. In occupations where demand is growing, this combination of projected retirements and growth will lead to more than 7,700 job openings in construction occupations over the next six years. Since these projections do not account for recent commitments to significantly higher targets for new housing construction, they almost certainly are underestimates of the total job openings over the period.

Ambitious federal, provincial and municipal goals for new housing construction, and all of the other public and private infrastructure needed to support these new communities, make it very likely that construction employers will be managing through this demographic transition as they are facing significant increases in demand.

Although domestic sources of recruits, including graduates of Fanshawe College and other postsecondary institutions, will meet some of this need, many new jobs must be filled through immigration. Making sure that federal immigration targets and provincial priorities are aligned with the labour market needs of the construction industry in the London economic region will be critical not only to local economic growth but to meeting the provincial and municipal targets for new housing construction in London. The provincial government should consider a program similar to the FAST NB program to match employers with international skilled workers.

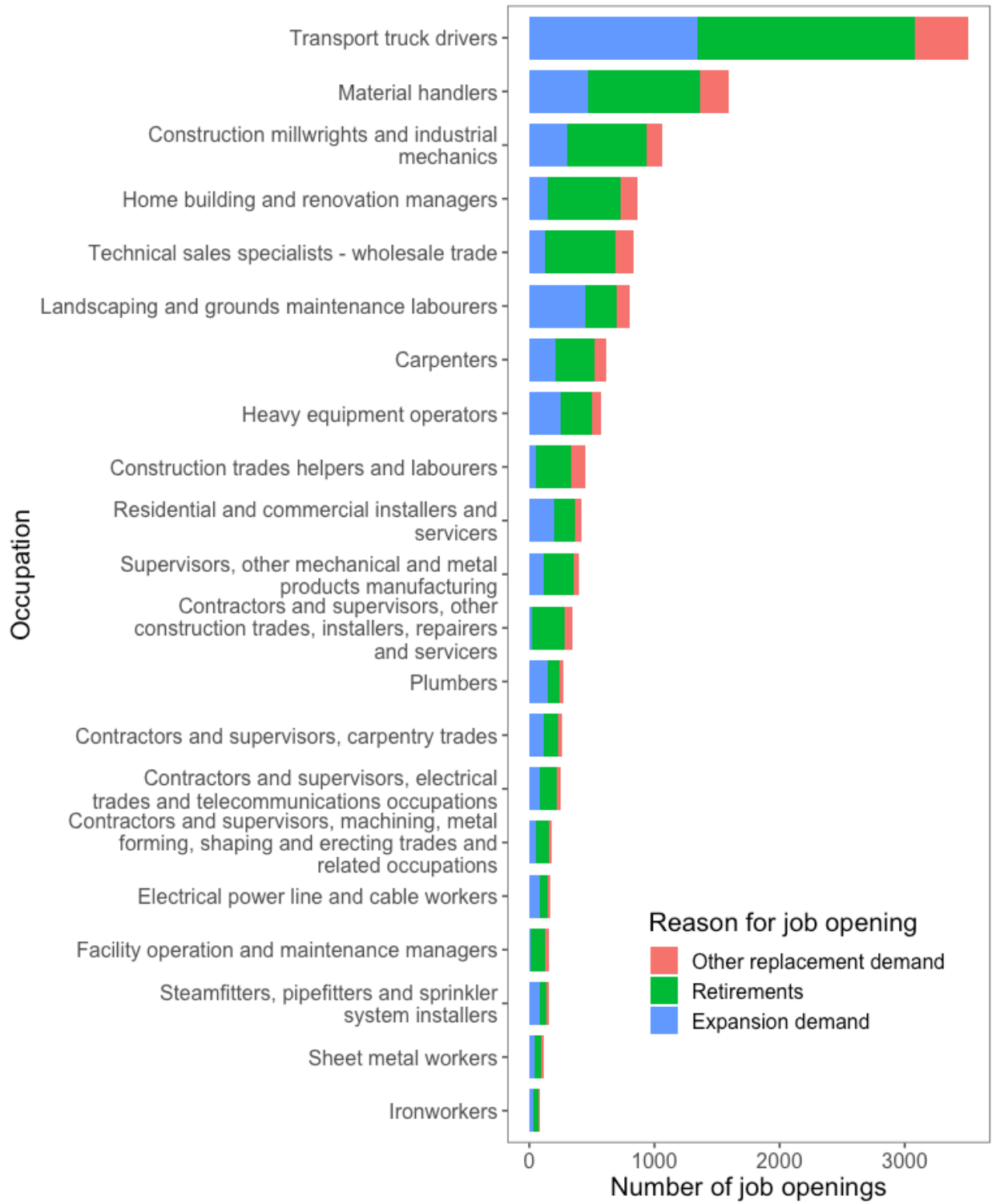
Retiring journeypersons will limit the capacity of the apprenticeship system to train new entrants to skilled trades, especially in compulsory trades. New approaches such as encouraging people on waiting lists for apprenticeships to relocate to places without waiting lists may help to mitigate this issue.

Effectively countering the stigma associated with skilled trades is critical in achieving the labour force needed to support Ontario's projected population growth. Building an Ontario Skilled Trades Centre in the London economic region would showcase the opportunities available in the skilled trades to generations of kids – showing them what's possible with a skilled trade in today's Ontario.

Employers in the London economic region are preparing for this wave of retirements, recruiting far and wide to fill positions. But they need all levels of government, municipal, provincial and federal, to work together in new ways to ensure the continued success of this anchor of the regional economy.

Employment Projections at a Glance

2023 to 2031



Five Key Points From This Report

1. More than half of the thousands of job openings over the next eight years in key construction occupations in the London economic region will be opening because of retirements. This is a tremendous opportunity for mid-career workers and new grads entering the field, but also a huge challenge for companies that are simultaneously expanding due to increasing demand.
2. Retiring journeypersons will limit the capacity of the apprenticeship system to train new entrants to skilled trades. In the compulsory trades, this pressure will be the most acute. New approaches such as encouraging people on waiting lists for apprenticeships to relocate to places without waiting lists may help to mitigate this issue.
3. Effectively countering the stigma associated with skilled trades is critical in achieving the labour force needed to support Ontario's projected population growth. Building an Ontario Skilled Trades Centre in the London economic region would showcase the opportunities available in the skilled trades to generations of kids – showing them what's possible with a skilled trade in today's Ontario.
4. In combination with new positions needed to support growth, the domestic supply of labour will be insufficient to fill all of these positions, meaning that skilled people from around the world will be needed in even greater numbers than they are today.
5. Immigrants are likely to be a key recruitment source in most occupations, but will be especially important in some occupations. The provincial government should consider a program similar to the FAST NB program to match employers with international skilled workers.

Table of Contents

Executive Summary	2
Employment Projections at a Glance	3
Five Key Points From This Report	4
Table of Contents	5
Introduction	6
London’s Booming Construction Sector	7
Employment Opportunities in London’s Construction Sector	10
Retirements will drive most of the job openings	13
Expansion demand varies significantly	13
New employees will be a mix of new graduates and skilled immigrants, but the mix varies considerably by occupation	14
The View From Employers - Labour Market Challenges	14
Retirements in skilled trades putting pressure on apprenticeship system	14
Stigma against skilled trades	15
Recruiting mid-career skilled trades from larger cities is challenging	15
An uneven legacy of the points system for economic immigrants	15
The View From Employers – How to Solve Labour Market Challenges	15
Build a centre to promote and highlight the value of skilled trades	15
Marketing campaign focused on people who may be dissatisfied and considering switching careers	15
Areas with waiting lists for skilled trade apprenticeships could encourage people to move to areas without waiting lists	16
Making immigration easier and more streamlined	16
Aligning international student enrolment in Ontario colleges with construction trades priorities	16
Final Thoughts	17
Data Appendix	18
Method of calculating forecasts at the Elgin-Middlesex-Oxford level	18
Table 1: Expansion demand (new jobs) 2023 to 2031, Elgin Middlesex Oxford economic region	18
Table 2: Composite projection of job openings, 2023 to 2031, Elgin Middlesex Oxford economic region	19
Table 3: Recruitment sources, 2023-2031, Construction Sector, Elgin-Middlesex-Oxford economic region	22

Introduction

Trades and transportation is a critical sector in the London economic region, accounting for more than 66,000 jobs.¹ More than 450 companies are members of the London and District Construction Association, employing people who build the homes, apartments, commercial and industrial buildings, roads, sidewalks, transit, water and wastewater infrastructure in communities throughout the region.

With one of the fastest-growing cities in Canada at its core, the London economic region – comprising the census divisions of Elgin, Middlesex and Oxford – has grown significantly over the past five years, adding roughly 63,000 people and 20,000 new dwellings.

Like many other sectors of the economy, construction companies are grappling with the demographic wave of Baby Boomers, only half of whom have aged into retirement as of 2021; unlike many sectors of the economy, construction did not slow down during the pandemic. Retirement rates are generally expected to increase over the next decade, with fewer working-age people for each retirement-age adult nationwide, reaching a historic low ratio of two working-age people for each retiree in 2035.² To increase the size of the Canadian labour force, the federal government has increased its targets for admitting new permanent residents, which will reach 500,000 per year by 2025.

These two general trends of an aging population and increasing working-age immigrants are well understood. But how do they vary at the local level and by occupation? Building on the Canadian Occupational Projection System (COPS) for 2022-2031, this report forecasts the expected number of job openings for critical occupations in construction in the London region until 2031.

To explore what employers are experiencing right now in terms of attracting and retaining talent, we facilitated a roundtable discussion with leading employers in the construction sector about these region-specific and occupation-specific forecasts for job openings and opportunities for public policy changes that would help in meeting expected demands for labour over the next six years.

¹ Source: The 2021 Census reports 66,600 jobs in trades, transport and equipment operators in the Elgin, Middlesex and Oxford census divisions.

² Source: <https://www.canada.ca/en/immigration-refugees-citizenship/news/2022/11/an-immigration-plan-to-grow-the-economy.html>

London's Booming Construction Sector

Located midway between two Great Lakes to the North and South, London is booming in terms of construction activity. Cranes dot the horizon in the central city of London, which has experienced six consecutive years of elevated construction activity, as measured by building permit values and municipal capital expenditures. For example, in the City of London, the annual value of construction requiring building permits averaged \$1.3 billion from 2016 to 2021, which is 50% higher than the previous five-year period average.³ Average annual municipal capital expenditures have similarly increased by 37% from an annual average of \$181 million to an annual average of \$248 million. New housing construction has accelerated outside of London as well, as documented in Smart Prosperity Institute's report *The Growth of London Outside of London*.

As shown in Figure TK, employees of construction companies and self-employed tradespeople, classified as occupations in trades, transportation and equipment operators, live throughout the London economic region with relatively higher concentrations in the East and Southeast parts of the City of London and rural municipalities (orange and yellow on the map).

Strong population growth over the past five years has driven even higher growth in employment in the broad category of trades and transport occupations. Overall employment in trades and transport occupations in the Elgin, Oxford and Middlesex census divisions increased by 14,815, from 51,785 in 2016 to 66,600 in 2021.⁴

³ Authors' calculations from City of London building division reports for December of each year and City of London capital budget monitoring reports.

⁴ The 2021 Census reports occupations using the 2021 National Occupation Classification System; the 2016 Census reports using the 2016 National Occupation Classification system. Since the 2021 NOC was a structural update, there are some differences in how occupations are coded. This report uses the 2021 NOC.

Figure 1: Employment in trades and transport occupations, London Economic Region

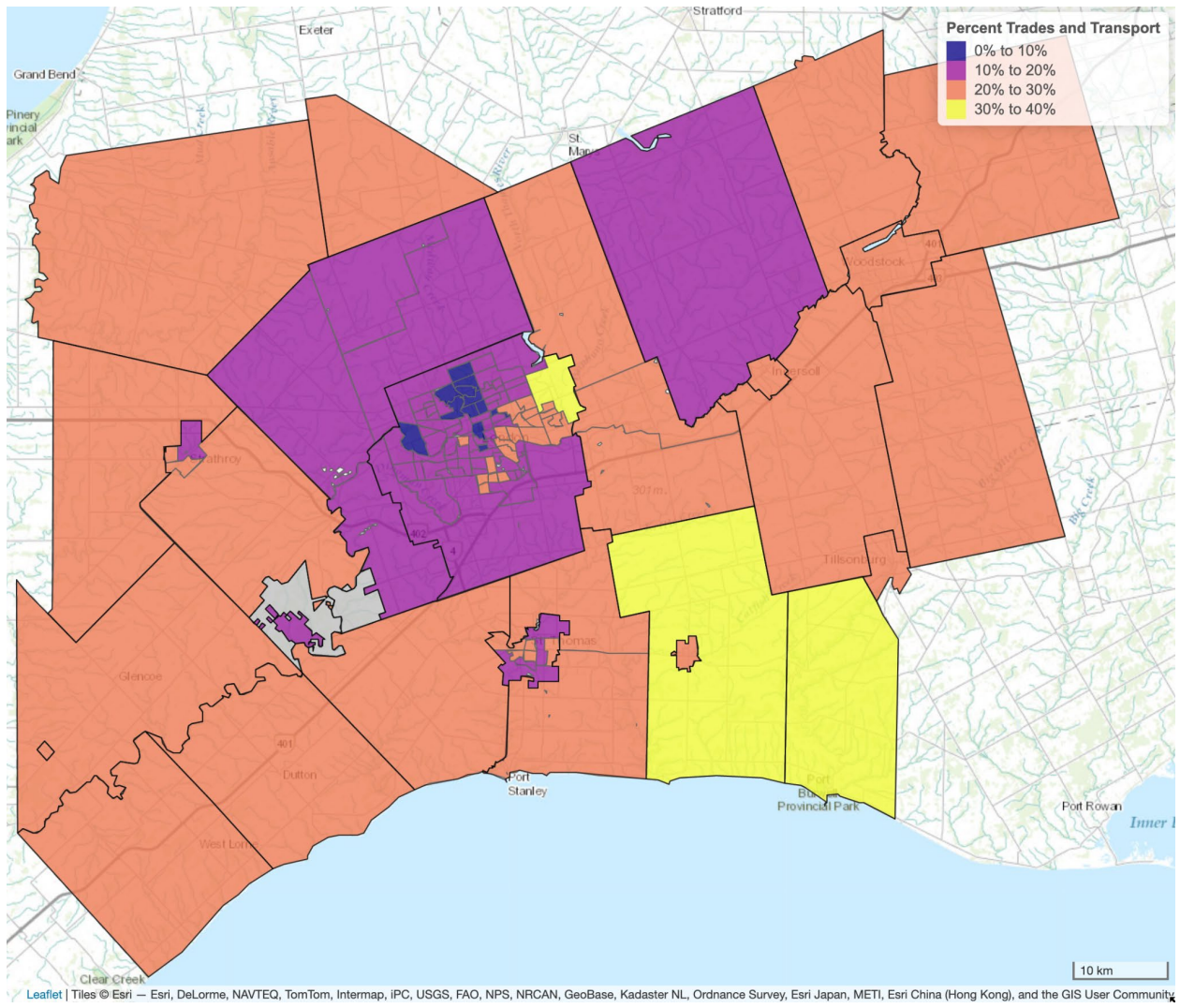
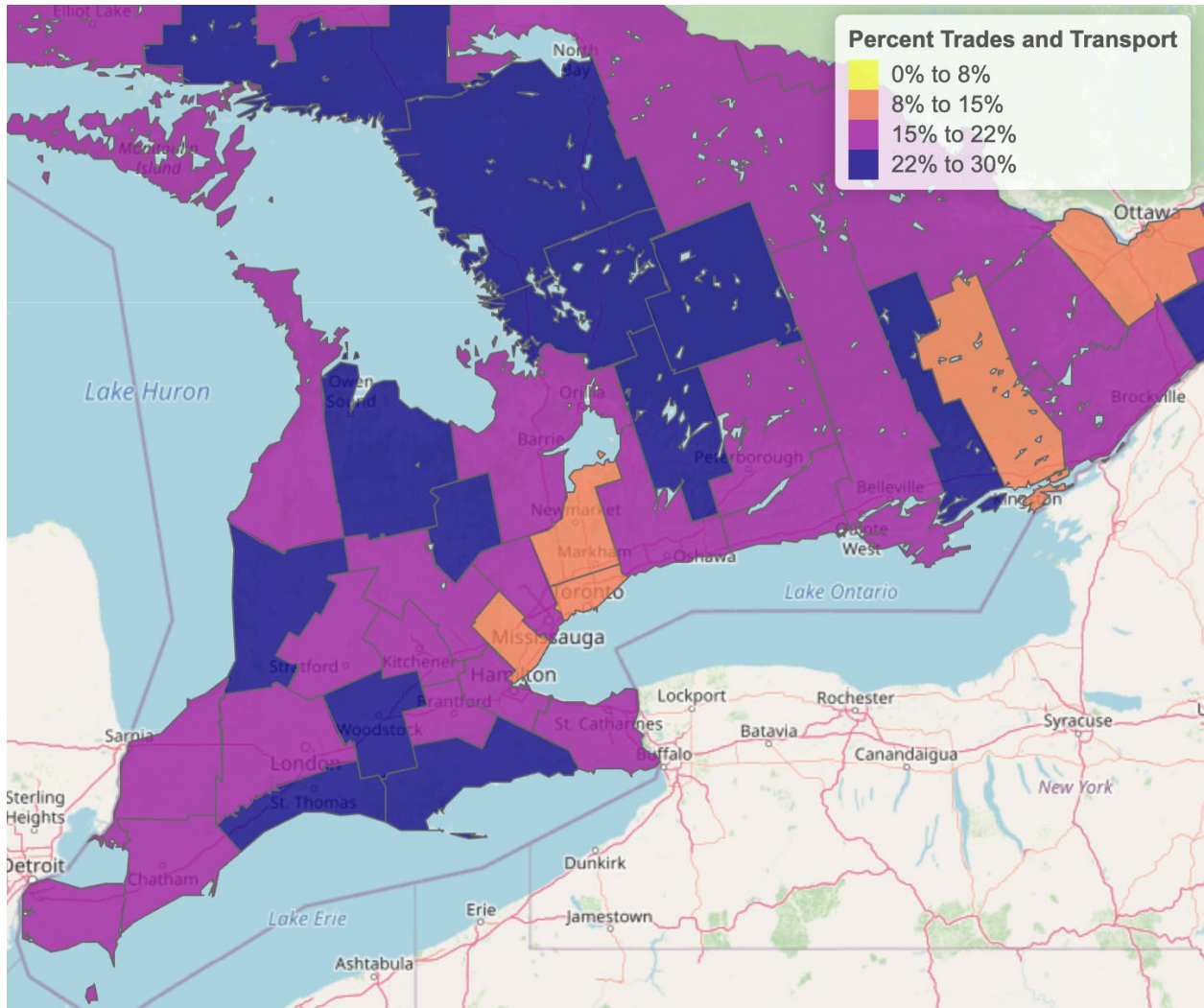


Figure 2: Employment in trades and transport occupations, Southern Ontario



Employment Opportunities in London's Construction Sector

The Elgin-Middlesex-Oxford area will need thousands of skilled tradespeople to replace retiring workers and keep up with projected expected demand. The Institutional Research team at Fanshawe College has developed employment projections at the occupational level for 2022-31; see the Data Appendix for details. The occupations include supervisors, skilled trades and labourers, as well as related occupations like transport truck drivers.

These projections, while vital, cannot capture the whole story. In particular, projecting expansion demand is particularly challenging, as models can only project forward past trends. They lack on-the-ground knowledge of upcoming major residential, commercial, institutional and public sector construction projects. Given the ambitious provincial and municipal targets for new housing construction and infrastructure funded by the federal-provincial-municipal Investing in Canada Infrastructure Program (ICIP), for example rapid transit in London, these are almost certainly underestimates of future employment growth.

Figure 3 provides projected job openings in construction for the years 2023 to 2031 for the Elgin-Middlesex-Oxford region. The projections are broken down into three components: those that will occur due to retirement, those that will occur due to projected expansions, and those which occur for other reasons, which can include workers switching industries. Detailed breakdowns for each of the 21 occupations can be found in Appendix A.

An example will illustrate the general method. NOC 70011 is Home building and renovation managers. At the national level, 21% of workers in NOC 70011 are expected to retire between 2023 and 2031. That translates to 586 forecasted retirements over the same period in EMO. Another 130 jobs in that same occupation are expected to open for other reasons. Combined with the estimate of expansion demand at the EMO level of 148 net new jobs, that results in a total of 684 total job openings between 2023 and 2031.

To put these projections into perspective, Figure 4 shows the number of people working in these occupations in Elgin-Middlesex-Oxford in 2023. In total, these 21 occupation codes include 41,413 jobs, with over 20,000 of those jobs in four NOC codes: Transport truck drivers (73300), Material handlers (75101), Construction trades helpers and labourers (75110) and Technical sales specialists - wholesale trade (62100).

Figure 3: Number of Jobs in Select trades and transport occupations, Elgin-Middlesex-Oxford

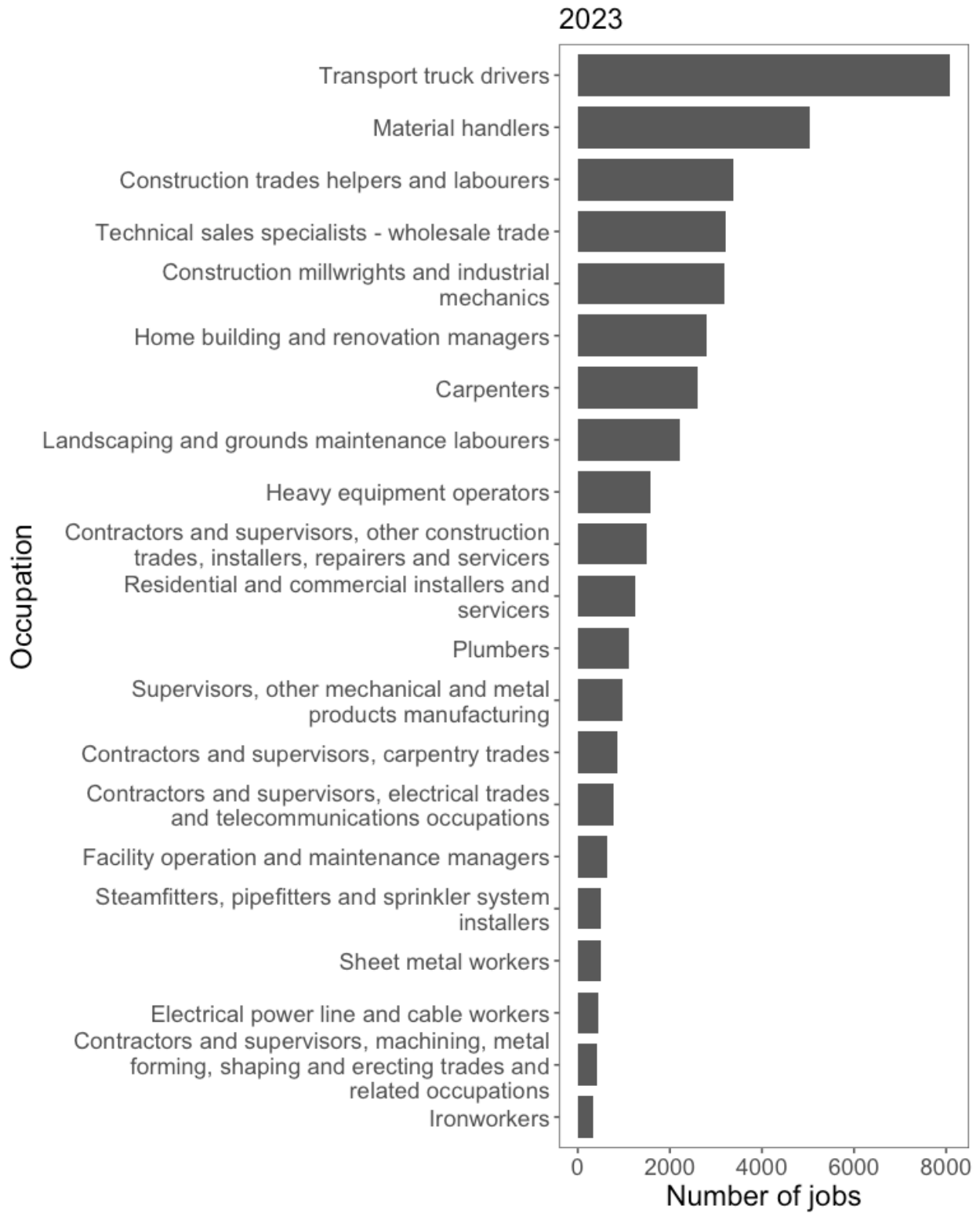
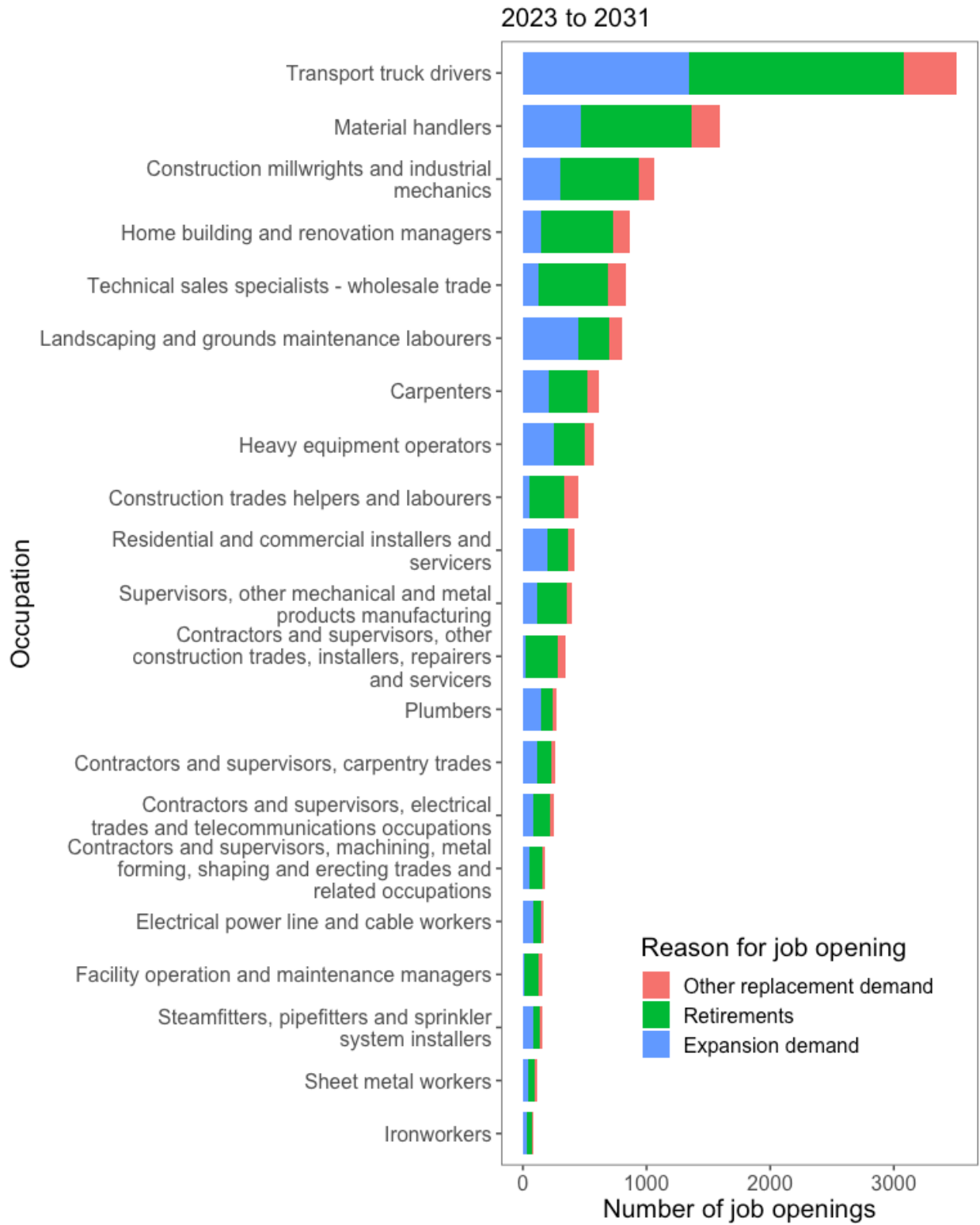


Figure 4: Projected job openings in select manufacturing occupations in Elgin-Middlesex-Oxford, 2023 to 2031



Retirements will drive most of the job openings

Across the 21 occupations, as Baby Boomers reach retirement age between now and 2031, retirements are projected to account for between 31.3% and 77.3% of all job openings in EMO. In total numbers, retirements are projected to be particularly significant in terms of overall job openings for the following occupations:

- Transport truck drivers (73300): 1737 projected retirements
- Material handlers (75101): 892 projected retirements
- Landscaping and grounds maintenance labourers (85121): 250 projected retirements
- Construction millwrights and industrial mechanics (72400): 634 projected retirements
- Heavy equipment operators (73400): 252 projected retirements

Almost 7,000 people in these occupations are projected to retire over the next eight years, representing a significant loss of experienced supervisors and workers.

The highest *rates* of retirement are in supervisory occupations (ranging from 16%-24%) and some specific trades. One in seven home building and renovation managers and one in ten carpenters are expected to retire over the period. Relatively lower rates of retirement (~8%) are projected for plumbers and construction trades helpers and labourers.

Expansion demand varies significantly

In addition to the job openings created through retirements, the expansion demand estimates calculated by Fanshawe College's institutional research team indicate that growing demand will drive additional job openings. The five highest areas of growth in terms of total job openings include:

- Transport truck drivers (73300): 1343 new jobs;
- Material handlers (75101): 467 new jobs;
- Landscaping and grounds maintenance labourers (85121): 447 new jobs;
- Construction millwrights and industrial mechanics (72400): 300 new jobs; and
- Heavy equipment operators (73400): 246 new jobs

New employees will be a mix of new graduates and skilled immigrants, but the mix varies considerably by occupation

There are three general sources to fill these job openings: new graduates, immigrants, and people already working in other occupations.⁵

Supervisory occupations are the most likely to be filled by people working in other occupations (including more junior roles within the same organization), accounting for at least two-thirds of job openings.

New graduates are projected to account for between one-quarter and more than 100% of all job seekers, depending on the occupation. New graduates are expected to account for a very high proportion of carpenters, plumbers, sheet metal workers and ironworkers.

Outside supervisory occupations, immigrants are projected to be a significant recruitment source. This is especially true in some occupations, like construction trade helpers and labourers, where immigrants are projected to fill almost two-thirds of openings and carpenters, where they are projected to fill almost half of job openings.

Many occupations are projected to see current workers switch out of that occupation into another one (for example, by being promoted or switching into a different occupation within construction), suggesting that overall turnover in these occupations will be quite high over the next eight years.

The View From Employers - Labour Market Challenges

LEDC convened a roundtable discussion facilitated by Smart Prosperity Institute at Fanshawe College's South Campus in London to understand the labour market challenges companies working in construction face. Senior leaders from different kinds of organizations (employers, labour union, association) and staff from LEDC, Elgin Middlesex Oxford Workforce Development Board and Fanshawe College participated.

Retirements in skilled trades putting pressure on apprenticeship system

In skilled trades like carpentry and plumbing, for example, a significant number of apprentices are needed in the talent pipeline to replace the retiring journeypersons. The pressure of upcoming retirements is felt within the apprenticeship system itself, as the very people who are expected to retire over the next ten years are training apprentices now. This pressure is particularly acute in compulsory trades.

⁵ Details of the projected breakdown of recruitment sources are provided in the Table 3 of the Data Appendix. Negative values indicate a net negative contribution – more people who are currently in the occupation leaving it than people who are in another occupation joining it – which puts the combined contribution of the other two sources – new graduates or immigrants – above 100%.

Stigma against skilled trades

Several participants identified perceptions of skilled trades as a career as a critical issue to increasing the number of students in elementary and high school now who go on to pursue a skilled trade. Participants were very supportive of the provincial government's promotion of skilled trades and emphasized that people in the skilled trades can earn a very good income and be very satisfied with the tangible output of their work. They expressed some skepticism, however, that the domestic pool of new graduates would be sufficient to meet expected demand in many construction occupations, even before retirements.

Recruiting mid-career skilled trades from larger cities is challenging

Although the relative cost-of-living and overall quality of life are compelling reasons to relocate to London, it can be challenging to recruit mid-career skilled trades and supervisors (with 5-10 years experience) who have established roots in their current communities, in part because they are often earning, on a gross basis, more than they would earn in London. They often have young kids who are in elementary school or will be soon, so school space and availability is important to them.

An uneven legacy of the points system for economic immigrants

Decades of the points system approach to economic immigration to Canada has resulted in millions of skilled immigrants with advanced degrees settling in Canada, which has been critical to Canada's economic growth and has expanded Canada's labour force. Participants shared that kids in these immigrant white collar households, similar to kids in non-immigrant white collar households, are less likely to seek out careers in the skilled trades. So the tremendous value-add from economic immigrants has not directly helped to expand the labour supply for skilled trades.

The View From Employers – How to Solve Labour Market Challenges

Build a centre to promote and highlight the value of skilled trades

One participant proposed an Ontario Skilled Trades Centre, similar in scale to the Ontario Science Centre, to be built in the London economic region to showcase to elementary and secondary school students throughout the region and province the opportunities available through skilled trades. Southwestern Ontario is home to more than 2.5 million people and has a high proportion of trades and transport occupations. What better location than the London economic region to build an Ontario Skilled Trades Centre to showcase the value of skilled trades?

Marketing campaign focused on people who may be dissatisfied and considering switching careers

Participants proposed a marketing campaign, potentially involving outdoor signage at construction sites and recently completed projects that are focused on recruiting people to the skilled trades. The campaign could simultaneously highlight the meaningful work done by skilled trades ("We built this cool

building/infrastructure”) and the pay/benefits. Some participants shared that they have had a lot of success primarily marketing on digital platforms to recruit entry-level employees.

Areas with waiting lists for skilled trade apprenticeships could encourage people to move to areas without waiting lists

Participants mentioned that there are efforts underway in areas that have waiting lists for apprentices in certain skilled trades to promote relocating to areas that do not have waiting lists. Broader coordination within the province could help to match people who are waiting to start apprenticeships with journeypersons in places that have capacity to take on apprentices sooner.

Making immigration easier and more streamlined

Participants shared stories of highly-trained mid-career workers who have enrolled as international students in Canadian college programs as a pathway to eventually settle in Canada. For example, a fully-trained engineer from Brazil who enrolled in a program at Fanshawe College. Making it easier for workers with these kinds of skills to settle in Canada would expand the labour supply for skilled trades. The Facilitating Access to Skilled Trades (FAST) program in New Brunswick was highlighted as a promising practice that is accelerating the settlement of Red Seal endorsed workers in New Brunswick. Ontario’s Express Entry Skilled Trades stream provides a pathway to permanent residency for workers with work experience in Ontario, but there are still barriers to getting those workers to the province in the first place.

Aligning international student enrolment in Ontario colleges with construction trades priorities

The significant increase in international student enrolment in Ontario colleges over the past decade has not resulted in a proportionally high increase in the number of new graduates entering skilled trades from college programs. If Ontario’s colleges continue to grow their international student enrolments, aligning program intake targets with the needs of the skilled trades will be important in meeting the challenges posed by growth and retirements over the next 5-10 years. Although this can be done at the local level through close collaboration between employers, unions, agencies and Fanshawe College, participants identified that this is an opportunity in many communities in Ontario.

Final Thoughts

Employers and labour unions involved in the broad construction sector in London are managing through a triple-whammy of very high demand, escalating costs for materials and a limited supply of qualified workers. The accelerating wave of retirements in key occupations in the skilled trades is a significant challenge to building enough housing and infrastructure to support Ontario's projected growth.

Employers of different sizes and in different sub sectors within construction are investing in marketing efforts to attract people into the skilled trades because of a stigma that persists about the skilled trades as a career pathway. Given the nature of this problem and its prevalence throughout the province (it's not limited to the London area), a province-wide campaign would support all employers, allowing them to focus their efforts on onboarding, training and retaining employees.

A London-area focused campaign about the quality-of-life and relative cost-of-living advantages of living in the London area (compared to higher cost jurisdictions) could also help to support the recruitment of mid-career skilled trades and supervisors.

To be successful in managing this transition, construction employers need help from all levels of government and postsecondary institutions. On the new graduates front, programs like those offered at Fanshawe College, not just in terms of curriculum but in terms of enrolment, need to continue to meet the needs of these employers. The work of the provincial government to highlight the value of skilled trades is helping, but a focus on reaching Ontario kids in late elementary and secondary school would aid in bringing outdated perceptions of the skilled trades closer to the reality in the London region.

On immigration, the provincial government and Ontario's colleges should consider implementing a program similar to FAST NB to help to facilitate the settlement of immigrants with skilled trade experience in their home countries. There should be better alignment between the federal government, provincial government and Ontario's colleges regarding the intake targets for international students in construction-related college programs, so that the significant increase in international students enrolling at the college level translates into an expanded labour supply in key occupations.

Data Appendix

Method of calculating forecasts at the Elgin-Middlesex-Oxford level

COPS provides national-level projections for 293 occupational groupings covering the more than 500 specific NOC codes. Using EMSI Lightcast Analyst software, Fanshawe College's Institutional Research team has estimated expansion demand at the EMO for each occupation. These estimates represent the number of new jobs required to meet expected changes in overall demand in the industry – in most cases, it is positive, but expansion demand could be negative. Overall, at the EMO level, expansion demand for these case occupations ranges from 3.8% at the low end to 20% at the high end from 2023 to 2031.

To estimate the number of job openings arising from retirements and other replacement demand, the rate of change for each component at the national level (2023 to 2031) has been applied to the baseline number of jobs in each occupation at the EMO level. Essentially, locally estimated expansion demand is added to estimates of the rates of retirements and other job openings at the national level to develop a composite projection of job openings at the EMO level. Although it would be preferable to develop EMO-level estimates of retirements and job openings for other reasons, data are not available.

An example will illustrate the general method. NOC 70011 is Homebuilding and Renovation Managers. At the national level, 21% of workers in NOC 70011 are expected to retire between 2023 and 2031. That translates to 586 forecasted retirements over the same period in EMO. Another 130 jobs in that same occupation are expected to open for other reasons. Combined with the estimate of expansion demand at the EMO level of 148 net new jobs, that results in a total of 864 total job openings between 2023 and 2031.

Table 1: Expansion demand (new jobs) 2023 to 2031, Elgin Middlesex Oxford economic region

Occupation (NOC Code)	Net New Jobs	% Change from 2023
Transport truck drivers (73300)	1,343	16.6
Material handlers (75101)	467	9.3
Landscaping and grounds maintenance labourers (85121)	447	20.2
Construction millwrights and industrial mechanics (72400)	300	9.4
Heavy equipment operators (73400)	246	15.5
Carpenters (72310)	208	8.0
Residential and commercial installers and servicers (73200)	195	15.6
Plumbers (72300)	150	13.4
Home building and renovation managers (70011)	148	5.3

Occupation (NOC Code)	Net New Jobs	% Change from 2023
Technical sales specialists - wholesale trade (62100)	123	3.8
Contractors and supervisors, carpentry trades (72013)	115	13.5
Supervisors, other mechanical and metal products manufacturing (92023)	115	11.8
Electrical power line and cable workers (72203)	89	20.1
Contractors and supervisors, electrical trades and telecommunications occupations (72011)	88	11.3
Steamfitters, pipefitters and sprinkler system installers (72301)	80	15.8
Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations (72010)	57	13.9
Construction trades helpers and labourers (75110)	51	1.5
Sheet metal workers (72102)	41	8.2
Ironworkers (72105)	30	8.7
Contractors and supervisors, other construction trades, installers, repairers and servicers (72014)	21	1.4
Facility operation and maintenance managers (70012)	16	2.5

Table 2: Composite projection of job openings, 2023 to 2031, Elgin Middlesex Oxford economic region

Occupation (NOC Code)	Reason for job opening				Total	As % of 2023 Jobs
	Expansion demand	Retirements	Other			
Transport truck drivers (73300)	1,343	1,737	429	3,509	43.4	
Material handlers (75101)	467	892	230	1,589	31.6	
Landscaping and grounds maintenance labourers (85121)	447	250	102	799	36.0	

Occupation (NOC Code)	Reason for job opening				Total	As % of 2023 Jobs
	Expansion demand	Retirements	Other			
Construction millwrights and industrial mechanics (72400)	300	634	133	1,067	33.5	
Heavy equipment operators (73400)	246	252	72	570	35.8	
Carpenters (72310)	208	311	93	612	23.5	
Residential and commercial installers and servicers (73200)	195	169	56	420	33.5	
Plumbers (72300)	150	88	31	269	24.1	
Home building and renovation managers (70011)	148	586	130	864	31.0	
Technical sales specialists - wholesale trade (62100)	123	569	146	838	26.2	
Contractors and supervisors, carpentry trades (72013)	115	114	33	262	30.6	
Supervisors, other mechanical and metal products manufacturing (92023)	115	239	43	397	40.6	
Electrical power line and cable workers (72203)	89	59	16	164	37.1	
Contractors and supervisors, electrical trades and telecommunications occupations (72011)	88	131	33	252	32.3	
Steamfitters, pipefitters and sprinkler system installers (72301)	80	61	18	159	31.4	
Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations (72010)	57	102	20	179	43.8	
Construction trades helpers and labourers (75110)	51	283	113	447	13.2	
Sheet metal workers (72102)	41	56	17	114	22.8	
Ironworkers (72105)	30	39	12	81	23.5	

Occupation (NOC Code)	Reason for job opening				Total	As % of 2023 Jobs
	Expansion demand	Retirements	Other			
Contractors and supervisors, other construction trades, installers, repairers and servicers (72014)	21	266	57	344	23.1	
Facility operation and maintenance managers (70012)	16	115	30	161	24.8	

Table 3: Recruitment sources, 2023-2031, Construction Sector, Elgin-Middlesex-Oxford economic region

Occupation (NOC Code)	Recruitment source		
	New Graduates	Immigrants	Other
Transport truck drivers (73300)	28.6%	25.3%	35.3%
Material handlers (75101)	52.6%	12.3%	27%
Landscaping and grounds maintenance labourers (85121)	82.9%	12%	20.7%
Construction millwrights and industrial mechanics (72400)	62.7%	9.5%	22.6%
Heavy equipment operators (73400)	52.6%	8.7%	35.9%
Carpenters (72310)	96.6%	39.8%	-49.9%
Residential and commercial installers and servicers (73200)	79.9%	38.4%	-15.7%
Plumbers (72300)	183.3%	31.7%	-134.1%
Home building and renovation managers (70011)	4.7%	6.2%	73.1%
Technical sales specialists - wholesale trade (62100)	52.6%	12.3%	27%
Contractors and supervisors, carpentry trades (72013)	39.4%	10%	51.2%
Supervisors, other mechanical and metal products manufacturing (92023)	30%	5.3%	48.4%
Electrical power line and cable workers (72203)	132.4%	29.6%	-62%
Contractors and supervisors, electrical trades and telecommunications occupations (72011)	33.3%	6.5%	58.8%
Steamfitters, pipefitters and sprinkler system installers (72301)	133.8%	42.6%	-58.8%
Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations (72010)	22.5%	10%	76.2%
Construction trades helpers and labourers (75110)	220.4%	140.3%	-269.4%

Occupation (NOC Code)	Recruitment source		
	New Graduates	Immigrants	Other
Sheet metal workers (72102)	106.2%	26.4%	-20.2%
Ironworkers (72105)	106.2%	26.4%	-20.2%
Contractors and supervisors, other construction trades, installers, repairers and servicers (72014)	48%	22.7%	5.1%
Facility operation and maintenance managers (70012)	52.6%	12.3%	27%



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