Construction Looking Forward 2012–2020 Key Highlights

ALBERTA

The 2012[1] *Construction Looking Forward* scenario for Alberta describes a volatile and extended period of expansion to 2020 as the province continues to develop its natural resources.

Construction will regain a record high level of activity that peaked between 2006 and 2008. By 2011, increased activity had regained many of the jobs lost during the 2009 recession, and by 2015, employment is expanding again. In comparison to the large 60 percent expansion of the industry across the past decade, slower growth over the near term is a moderate interruption in a continuing trend. By 2010, more normal levels of unemployment and balanced market conditions were restored for many trades and occupations. The expansion that begins in 2015, however, will once again test the capacity of the industry's workforce.

These general observations miss key fluctuations in sub-sectors and specialized occupations. For example, the 2009 recession saw a major decline in employment for industrial and engineering projects, which displaced many out-of-province workers. To the extent that this workforce left Alberta, the more moderate recovery that is now underway will have to draw the equivalent workforce back.

A similar, but less volatile, change is apparent in new residential and commercial construction. Where the workforce specializes in these sub-sectors, balanced markets had been achieved by 2011, but labour requirements begin to exceed the available workforce for selected occupations starting in 2013–2014.

The Construction Sector Council (CSC) uses a scenario-based forecasting model to assess future labour market conditions. It consults with industry, including owners, contractors and labour groups, to validate the scenario assumptions, and seeks input from governments on related analysis and construction project lists. This approach offers efficient access to project information and detailed first-hand assessments of labour supply and demand for individual construction trades and occupations[2].

RESIDENTIAL MARKET

Growth across the last two decades had driven both housing formations[3] and housing starts to progressively higher levels, reaching a peak in 2006, with starts rising ahead of formations. The housing downturn from 2007 to 2009 had drawn starts below formations, creating a backlog of demand that will carry residential construction and employment steadily higher from 2012 to 2018. By 2014, new construction and renovations together raise total residential employment back to the 2006 residential peak. The cycle is more pronounced for the trades and occupations linked to new construction, including carpenters and trade helpers and labourers. The renovations workforce, including floor covering installers, painters, plasterers and roofers, has more modest gains.

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1 *The 2012* Construction Looking Forward *release for Alberta reports new labour market assessments for the 2011–2020 period. The assessment includes 2011 as part of the analysis to track the impact of the global recession and recovery in local construction investment and labour markets.*

2 *The CSC LMI system tracks labour market conditions for 33 trades and occupations. This group does not represent approximately 25 percent of the construction workforce that does not work on job sites (e.g., office support, engineers and office managers).*

3 *Household formation refers to the change in the number of households (persons living under one roof or occupying a separate housing unit) from one year to the next. It is the means by which population growth is transformed into demand for new housing.*

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As new housing activity peaks in 2018, employment in all these trades and occupations has grown by 35 percent.

NON-RESIDENTIAL MARKET

Non-residential construction employment rises steadily across the scenario, gaining 20 percent from 2012 to 2020. Increased activity from 2010 to 2011 improved employment conditions, but remained below the 2008 peak. Employment increases at a moderate pace from 2012 to 2014 and new growth drives requirements higher from 2015 to 2020.

These patterns are defined by a long list of major projects, including oil sands, pipelines, utilities and other industrial construction. Later in the scenario, increased commercial and institutional building contribute to growth. While there are certainly risks that these plans will change, the evidence confirms that by 2016, non-residential construction labour requirements in Alberta will move steadily up from current high levels and past the 2008 peak.

Distinct changes in sub-sectors will shift labour requirements. For example, the move from fiscal stimulus projects during the recession to governments' attention to deficit reductions across the medium term may decrease local civil work (e.g., roads, highways and bridges) and some institutional and government projects. At the same time, oil sands investment rises slowly from 2012 until 2014 and then grows rapidly to 2018. Labour requirements are also tied to increased activity in electric utility, transmission, pipeline and other industrial construction. In addition to new construction, labour requirements for sustaining capital, maintenance and shutdown projects become a growing concern as more facilities are constructed over the forecast scenario.

These patterns shift labour requirements toward some trades linked to industrial and resource projects that have been in short supply for many years, including the following:

- boilermakers
- construction millwrights
- electricians
- gasfitters
- industrial instrument mechanics
- insulators
- ironworkers
- steamfitters and pipefitters
- welders

In contrast, requirements for another group of key trades slow over the near term due to declines in road, highway and bridge work. Employment increases later in the scenario as new projects come on stream, and surpasses the previous 2008 peak levels by 2018. These trades include the following:

- drillers and blasters
- heavy equipment operators and mechanics
- trades helpers and labourers
- truck drivers

Finally, a third group is associated with strong increases in labour requirements related to commercial and institutional work. This group includes the following trades:

- glaziers
- insulators
- painters
- plasterers
- plumbers
- refrigeration and air conditioning mechanics

Demands for these trades rise across the scenario, exceeding the available local workforce at various points from 2015 to 2018.

There exists a unique dimension to many of these added labour requirements. Across Canada, centres of resource construction are emerging in remote northern communities.[4] Construction projects there often require the same trades and occupations. Alberta has pioneered the strategies that relocate the needed workforce for these job sites. While Alberta continues to expand these facilities, increased major project activity in other provinces will be a key feature over the 2012–2020 period. The workforce best suited to the jobs in these centres of resource construction has the added skills and experience for work in these remote locations.

THE AVAILABLE WORKFORCE

Unemployment hit extremely low levels in 2007 and 2008, but the recession more than tripled these rates in 2009. A strong recovery in 2010 abruptly returned unemployment to more normal levels, and moderate employment growth from 2012 to 2014 will hold unemployment near current levels. From 2015 to 2018, expansion demands combine

[4] *Centres of resource construction are identified in the 2012* Construction Looking Forward *scenarios for British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, and Newfoundland and Labrador.*

with demographics to move unemployment steadily lower. These adjustments require an increase of more than 20 percent in the local workforce from 2012 to 2020.

Alberta has traditionally drawn the needed workforce from both out of the province and from local recruiting. Much depends on the mobility of key trades and occupations and demands from other Canadian projects. Recruiting for the oil sands, pipelines, utilities and other industrial projects will face specific opportunities and challenges.

Unemployment and a mobile workforce will combine to meet requirements locally, where weaker conditions release some workers, leaving recruiting challenges in others. But the movement of the provincial workforce will not provide most of the needed workers. Over the longer term, demographic trends will limit the addition of younger people to the workforce and this will restrict labour force growth and gradually reduce unemployment.

Long-term demographic trends will also be driving replacement demand across the period. The CSC system breaks down the annual change in the available labour force into key components: retirements, new entrants and net in-mobility[5]. Estimates of retirements track annual losses to the workforce that are offset by new entrants from the Alberta population aged 30 and younger. The number of new entrants is restricted by the age profile of the local workforce and gradually overtaken by rising retirements. Net in-mobility measures the remaining change in the labour force needed to meet labour demand requirements. Industry would need to recruit from other industries and other trades and occupations outside of construction and/or other provinces.

The construction labour force requirements rise by 37,500 from 2012 to 2020 in response to expansion demand. These requirements coincide with an increase in replacement demand related to the expected retirement of 34,000 workers. An estimated 27,000 new entrants will enter the workforce to fill the overall increase in labour requirements. From this perspective, across the decade, the local construction workforce will need to attract 44,000 new workers from outside the industry to meet total labour requirements.

This large number sets a challenge for Alberta's construction industry. Industry and government have worked together and developed effective tools to meet construction labour requirements, but much may depend on the labour demands in other provinces. *Construction Looking Forward* scenarios in other provinces detail some significant demands in almost every year from 2012 to 2020 for the key trades and occupations in big demand in Alberta.

RANKINGS, RISKS AND OPPORTUNITIES

The following table ranks each of the trades and occupations tracked by the CSC system. Ranks show a shift from current shortages to more balanced markets in the 2013–2015 period and then tighter conditions as major projects seek workers in the face of weakening demographics.

Outside Alberta, the CSC system is tracking several other centres of resource construction that will be attracting the same trades that are needed in the Alberta oil sands, pipelines, utility and other industrial projects. Major construction projects will draw workers to Saskatchewan, Northern Ontario, and Newfoundland and Labrador in the near future, and to British Columbia, Manitoba and Ontario (the Greater Toronto Area) over the medium and longer term.

Industry and government systems and practices have been refined and improved over the past 15 years such that construction expansion is handled more effectively. New challenges will appear and the continuing growth and refinement of the supporting systems will help to match the local workforce to emerging requirements.

MARKET RANKINGS

1	Workers meeting employer qualifications are available in local markets to meet an increase in demand at the current offered rate of compensation and other current working conditions. Excess supply is apparent and there is a risk of losing workers to other markets.
2	Workers meeting employer qualifications are available in local or adjacent markets to meet an increase in demand at the current offered rate of compensation and other working conditions.
3	The availability of workers meeting employer qualifications in the local market may be limited by large projects, plant shutdowns or other short-term increases in demand. Similar or weaker conditions exist in adjacent markets so that mobility is an option. Employers may need to compete to attract needed workers. Established patterns of recruiting and mobility are sufficient to meet job requirements.
4	Workers meeting employer qualifications are generally not available in local and adjacent markets to meet any increase. Employers will need to compete to attract additional workers. Recruiting and mobility may extend beyond traditional sources and practices.
5	Needed workers meeting employer qualifications are not available in local or adjacent markets to meet current demand so that projects or production may be delayed or deferred. There is excess demand, competition is intense and recruiting reaches to remote markets.

[5] *In-mobility refers to the arrival of workers from outside the local construction industry.*

RANKINGS FOR TRADES AND OCCUPATIONS IN ALBERTA

TRADES AND OCCUPATIONS	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Boilermakers	5	4	3	3	4	4	4	4	4	3

Demand requirements related to industrial, engineering and maintenance work continue to rise across the scenario period. Labour market conditions return to balance by 2013 as some major projects begin to wind down. Increased new capital, sustaining capital and maintenance work tighten markets again between 2015 and 2019. Employment is exclusively in non-residential construction. The age profile for this trade is younger than average. Replacement demand requirements are not met by new entrants into the labour force. Workers from outside the local market will be required across the scenario to meet requirements.

Bricklayers	3	4	3	3	3	4	3	3	3	3

Demand requirements related to residential and non-residential building rise steadily from current levels across the scenario period. Labour market conditions are generally balanced, reaching peak demands in 2012 and 2016. Employment is divided between residential and non-residential construction. A potential for mobility between these sectors may help to meet market requirements. The age profile for this trade is older than average. New entrants into the labour force are estimated to meet replacement demand requirements, but workers from outside the local market may be required to meet peak demands midway through the scenario period.

Carpenters	4	4	4	4	3	4	4	4	3	3

Demand requirements related to residential and non-residential construction continue to rise from already tight levels through 2018. Labour market conditions are generally tight across most of the scenario period. Employment is divided between residential and non-residential construction. A potential for mobility between these sectors may help to meet market requirements, but mobility may be limited by the portability of skills to meet labour demands for major industrial and engineering projects. The age profile for this trade is about average. New entrants into the labour force are estimated to meet replacement demand requirements, but workers from outside the local market will be required to meet expansion demand requirements across the scenario period.

Concrete finishers	3	3	3	3	3	3	3	4	3	3

Demand requirements related to engineering projects rise steadily across the scenario period. Labour market conditions are generally balanced, reaching peak demands in 2018. Employment is concentrated in non-residential construction. The age profile for this trade is younger than average. New entrants into the labour force are estimated to meet replacement demand requirements, but workers from outside the local market may be required across the scenario period to maintain balanced conditions.

Construction estimators	3	3	3	3	3	4	4	4	3	3

Demand requirements related to non-residential construction rise across the scenario period. Labour market conditions tighten between 2016 and 2018 as non-residential activity increases. Employment is divided between residential and non-residential construction. A potential for mobility between these sectors may help to meet market requirements, but mobility may be limited by the portability of skills to meet labour demands for major industrial and engineering projects. The age profile for this occupation is much older than average, contributing to tighter market conditions. Replacement demand requirements are not met by new entrants into the labour force. Workers from outside the local market will be required to meet increased demand midway through the scenario period.

Construction managers	3	4	3	3	3	3	3	3	3	3

Demand requirements related to industrial and engineering projects rise across the scenario period. Employment is divided between residential and non-residential construction. Labour market conditions are generally balanced, but recruiting workers with the experience and skills to manage large new capital, sustaining capital and maintenance work could tighten market conditions for major industrial and engineering projects. The age profile for this occupation is much older than average. Replacement demand requirements are not met by new entrants into the labour force. Workers from outside the local market may be required to meet peak demands early in the scenario period.

Construction millwrights and industrial mechanics	5	4	3	2	3	3	4	4	3	3

Demand requirements related to industrial and engineering projects continue to tighten labour markets in 2012. Market conditions weaken briefly in 2014 as some major projects end, but tighten again in 2017 and 2018 as industrial activity increases. Employment is concentrated in non-residential construction. The age profile for this group is older than average. Replacement demand requirements are not met by new entrants into the labour force. Workers from outside the local market will be required to meet peak demands early in the scenario period.

Contractors and supervisors	3	3	3	3	3	3	4	3	3	3

Demand requirements related to non-residential and engineering construction rise steadily across the scenario period. Labour market conditions are generally balanced, but recruiting workers with the experience and skills to supervise large new capital, sustaining capital and maintenance work could tighten market conditions for major industrial and engineering projects. Employment is concentrated in non-residential construction. The age profile for this group is much older than average. Replacement demand requirements are not met by new entrants into the labour force. Workers from outside the local market will be required across the scenario period to maintain balanced conditions.

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TRADES AND OCCUPATIONS	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Crane operators	4	3	3	3	4	4	4	3	3	3
Demand requirements related to industrial and engineering projects continue to rise across the scenario period. Labour market conditions are balanced over the near term, but tighten as major industrial and engineering construction work increases between 2015 and 2017. Employment is concentrated in non-residential construction. The age profile for this trade is about average. New entrants into the labour force are estimated to meet replacement demand requirements, but workers from outside the local market will be required across the scenario period to meet expansion demand requirements.										
Drillers and blasters	4	3	3	3	3	3	4	3	3	3
Demand requirements related to engineering projects continue to rise steadily across the scenario period, but labour market conditions are mostly balanced. Employment is concentrated in non-residential construction. The age profile for this group is younger than average. New entrants into the labour force are estimated to meet replacement demand requirements, but workers from outside the local market may be required across the scenario period to maintain balanced conditions.										
Electricians (including industrial and power system)	3	3	3	3	4	4	4	4	4	3
Demand requirements related to industrial and engineering construction rise steadily across the scenario period. Labour market conditions are balanced over the near term, but tighten between 2015 and 2019 with the rise in non-residential buildings and engineering construction. Employment is concentrated in non-residential construction. The age profile for this trade is younger than average. New entrants into the labour force are estimated to meet replacement demand requirements, but workers from outside the local market will be required across the scenario period to meet expansion demand requirements.										
Elevator constructors and mechanics	3	3	3	3	3	3	4	4	3	3
Demand requirements related to non-residential buildings and maintenance work rise steadily across the scenario period. Labour market conditions are generally balanced, but tighten in 2017 and 2018 with increased non-residential building activity. Employment is concentrated in non-residential construction. The age profile for this group is older than average. Replacement demand requirements are not met by new entrants into the labour force. Workers from outside the local market may be required across the scenario period to meet requirements.										
Floor covering installers	3	3	3	3	3	3	3	3	3	3
Demand requirements related to residential and non-residential buildings rise steadily across the scenario period, but labour market conditions are generally balanced. Employment is divided between residential and non-residential construction. There are limited opportunities for potential mobility between these sectors. The age profile for this trade is about average. Replacement demand requirements are not met by new entrants into the labour force. Workers from outside the local market may be required across the scenario period to maintain balanced markets.										
Gasfitters	3	4	4	3	4	4	4	3	3	3
Demand requirements related to residential and non-residential construction rise across the scenario period. Labour market conditions tighten in 2012 and 2013 with increased residential activity and then again between 2015 and 2017 as non-residential construction increases. Employment is divided between residential and non-residential construction. A potential for mobility between these sectors may help to meet market requirements. The age profile for this trade is about average. Replacement demand requirements are not met by new entrants into the labour force. Workers from outside the local market will be required to meet demand requirements.										
Glaziers	3	3	3	3	3	3	3	4	4	3
Demand requirements related to high-rise residential, commercial and institutional work rise across the scenario period, but labour market conditions are mostly balanced. Conditions tighten in 2017 and 2018 with increased non-residential building activity. Employment is concentrated in non-residential construction. The age profile for this trade is younger than average. New entrants into the labour force are estimated to meet replacement demand requirements, but workers from outside the local market may be required to maintain balanced conditions early in the scenario period and to meet increased demand requirements later in the period.										
Heavy equipment operators (except crane)	3	3	3	2	3	3	3	4	4	4
Employment requirements related to civil and other engineering projects decline over the medium term, contributing to balanced labour market conditions. Markets tighten later in the scenario period as engineering construction increases. Employment is concentrated in non-residential construction. The age profile for this trade is about average. New entrants into the labour force are estimated to meet replacement demand requirements, but workers from outside the local market will be required to meet increased demand requirements late in the scenario period.										
Heavy-duty equipment mechanics	3	3	3	2	3	3	4	4	3	3
Employment requirements related to civil and other engineering projects decline over the medium term, contributing to balanced labour market conditions. Markets tighten later in the scenario period as engineering construction increases. Employment is concentrated in non-residential construction. The age profile for this trade is about average. Replacement demand requirements are not met by new entrants into the labour force. Workers from outside the local market will be required to meet increased demands late in the scenario period.										
Industrial instrument technicians and mechanics	4	3	3	3	4	4	4	4	4	3
Demand requirements related to industrial, oil sands and other engineering projects continue to rise from already tight levels across the scenario period. Labour market conditions return to balance in 2013 and 2014 as some major projects begin to wind down, but tighten again between 2015 and 2018 as oil sands and other industrial activity increases. Employment is exclusively in non-residential construction. The age profile for this group is younger than average. New entrants into the labour force are estimated to meet replacement demand requirements, but workers from outside the local market will be required across the scenario period to meet expansion demand requirements.										

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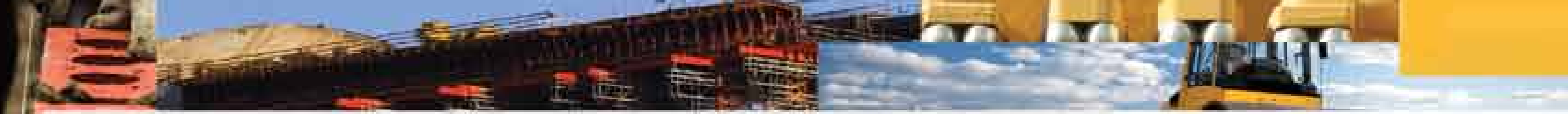

TRADES AND OCCUPATIONS	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Insulators	3	3	3	3	4	4	4	4	3	3

Demand requirements related to industrial and engineering projects rise across the scenario period. Labour market conditions are balanced in the near term, but tighten between 2015 and 2018 as oil sands and other industrial activity increases. Employment is concentrated in non-residential construction. The age profile for this trade is younger than average. New entrants into the labour force are estimated to meet replacement demand requirements, but workers from outside the local market will be required to meet expansion demand requirements midway through the scenario period.

TRADES AND OCCUPATIONS	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Ironworkers and structural metal fabricators and fitters	4	3	3	3	4	4	5	4	3	3

Demand requirements related to industrial and engineering projects continue to rise across the scenario period. Labour market conditions are balanced over the near term, but tighten between 2015 and 2018 as oil sands and other industrial activity increases. Employment is concentrated in non-residential construction. The age profile for this group is younger than average. New entrants into the labour force meet replacement demand requirements, but workers from outside the local market will be required to meet expansion demand requirements midway through the scenario period.

TRADES AND OCCUPATIONS	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Painters and decorators	3	3	3	3	3	3	3	3	3	3

Demand requirements related to residential and non-residential buildings rise steadily across the scenario period, but labour market conditions are generally balanced. Employment is divided between residential and non-residential construction. A potential for mobility between these sectors may contribute to maintaining balanced market conditions. The age profile for this trade is about average. New entrants into the labour force are estimated to meet replacement demand requirements, but workers from outside the local market may be required across the scenario to maintain balanced market conditions.

TRADES AND OCCUPATIONS	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Plasterers, drywall installers and finishers, and lathers	3	4	3	3	3	3	4	4	4	3

Demand requirements related to residential and non-residential buildings rise across the scenario period. Labour market conditions tighten in 2012 with increased residential construction and again between 2017 and 2019 with increased non-residential building activity. Employment is divided between residential and non-residential construction. There are limited opportunities for potential mobility between these sectors. The age profile for this trade is about average. New entrants into the labour force meet replacement demand requirements, but workers from outside the local market will be required to meet increased demand requirements later in the scenario period.

TRADES AND OCCUPATIONS	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Plumbers	3	3	3	3	3	3	4	4	3	3

Demand requirements related to non-residential buildings rise steadily across the scenario period. Labour market conditions are generally balanced over the near term, but tighten in 2017 and 2018 with increased non-residential building activity. Employment is concentrated in non-residential construction. The age profile for this trade is younger than average. New entrants into the labour force are estimated to meet replacement demand requirements, but workers from outside the local market will be required to maintain balanced market conditions and to meet increased demand requirements later in the scenario period.

TRADES AND OCCUPATIONS	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Refrigeration and air conditioning mechanics	3	3	3	3	3	3	4	4	3	3

Demand requirements related to non-residential building and maintenance work rises steadily across the scenario period. Labour market conditions are generally balanced, but conditions tighten in 2017 and 2018 with increased non-residential building activity. Employment is concentrated in non-residential construction. The age profile for this group is about average. Replacement demand requirements are not met by new entrants into the labour force. Workers from outside the local market will be required across the scenario to meet requirements.

TRADES AND OCCUPATIONS	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Residential and commercial installers and servicers	3	3	3	3	3	3	3	3	3	3

Demand requirements related to residential and commercial activity rise steadily across the scenario period, but labour market conditions are generally balanced. Employment is divided between residential and non-residential construction. A potential for mobility between these sectors may contribute to maintaining balanced market conditions. The age profile for this group is about average. New entrants into the labour force are estimated to meet replacement demand requirements, but workers from outside the local market may be required to maintain balanced market conditions.

TRADES AND OCCUPATIONS	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Residential home builders and renovators	3	4	3	4	3	3	3	3	3	3

Demand requirements related to residential activity rise steadily across the scenario period. Labour market conditions are generally balanced, reaching peak demands in 2012 and again in 2014. Employment is exclusively in residential construction. The age profile for this group is older than average. Replacement demand requirements are not met by new entrants into the labour force. Workers from outside the local market will be required to meet demand requirements early in the scenario period.

TRADES AND OCCUPATIONS	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Roofers and shinglers	3	4	3	3	3	3	4	4	4	3

Demand requirements related to residential and non-residential activity rise steadily across the scenario period. Labour market conditions tighten in 2012 with increased residential construction and again between 2017 and 2019 with increased non-residential building activity. Employment is divided between residential and non-residential construction. A potential for mobility between these sectors may help to meet market requirements. The age profile for this group is younger than average. New entrants into the labour force are estimated to meet replacement demand requirements, but workers from outside the local market will be required to maintain balanced market conditions early in the scenario period and to meet increased demand requirements later in the period.

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TRADES AND OCCUPATIONS	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Sheet metal workers	4	3	3	3	4	4	4	4	3	3
Demand requirements related to non-residential projects continue to rise across the scenario period. Labour market conditions are balanced over the near term, but tighten between 2015 and 2018 with the rise in non-residential buildings and engineering construction. Employment is concentrated in non-residential construction. The age profile for this trade is younger than average. New entrants into the labour force are estimated to meet replacement demand requirements, but workers from outside the local market will be required to meet expansion demand requirements.										
Steamfitters, pipefitters and sprinkler system installers	4	3	3	3	4	4	4	4	4	3
Demand requirements related to industrial, oil sands and maintenance work continue to rise across the scenario period. Labour market conditions are balanced over the near term as some major projects begin to wind down, but tighten again between 2015 and 2018 as oil sands and other industrial activity increases. Employment is concentrated in non-residential construction. The age profile for this group is younger than average. New entrants into the labour force are estimated to meet replacement demand requirements, but workers from outside the local market will be required across the scenario period to meet expansion demand requirements.										
Tilesetters	3	3	3	3	3	3	3	3	3	3
Demand requirements related to residential and non-residential buildings rise steadily across the scenario period, but labour market conditions are generally balanced. Employment is divided between residential and non-residential construction. There are limited opportunities for potential mobility between these sectors. The age profile for this trade is about average. Replacement demand requirements are not met by new entrants into the labour force. Workers from outside the local market may be required to maintain balanced conditions.										
Trades helpers and labourers	3	3	3	3	3	3	4	4	4	3
Demand requirements related to residential and non-residential construction rise across the scenario period. Labour market conditions are generally balanced over the near term, but tighten between 2017 and 2019 with increased non-residential construction activity. Employment is divided between residential and non-residential construction. A potential for mobility between these sectors may help to meet market requirements. The age profile for this group is younger than average. Replacement demand requirements are not met by new entrants into the labour force. Workers from outside the local market will be required across the scenario period to meet requirements.										
Truck drivers	3	3	3	3	3	3	4	4	4	3
Employment requirements related to civil and engineering projects decline over the medium term, contributing to balanced labour market conditions. Markets tighten later in the scenario period with increased oil sands and other engineering construction activity. Employment is concentrated in non-residential construction. The age profile for this trade is about average. Replacement demand requirements are not met by new entrants into the labour force. Workers from outside the local market will be required to meet expansion demand requirements.										
Welders and related machine operators	4	3	3	3	4	4	4	4	3	3
Demand requirements related to industrial, oil sands and other engineering projects rise across the scenario period. Labour market conditions are balanced over the near term as some major projects begin to wind down, but tighten between 2015 and 2018 as oil sands and other industrial activity increases. Employment is concentrated in non-residential construction. The age profile for this group is younger than average. New entrants into the labour force are estimated to meet replacement demand requirements, but workers from outside the local market will be required across the scenario period to meet expansion demand requirements.										

Note: Replacement demand is the loss of workers due to retirement and mortality.

Source: Construction Sector Council

Timely construction forecast data is available online at **www.constructionforecasts.ca.** Create customized reports on a broad range of selected categories within sector, trade or province covering up to 10 years.

The more detailed report, *Construction Looking Forward, An Assessment of Construction Labour Markets from 2012 to 2020 for Alberta*, is part of the Construction Sector Council's *Labour Market Information Program* and will be available electronically at **www.csc-ca.org** this spring.

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