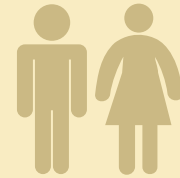




# CONSTRUCTION

INDUSTRY	NUMBER EMPLOYED (2011 NHS)
Construction	15,995
All Industries	243,080



## Construction



## All Industries



■ Skill A ■ Skill B ■ Skill C ■ Skill D

- Skill A** - university education typically required
- Skill B** - college or vocational training
- Skill C** - secondary schooling or occupation-specific training
- Skill D** - on-the job training typically provided



## RECRUITMENT DIFFICULTIES

SKILL LEVEL UNEMPLOYMENT RATE

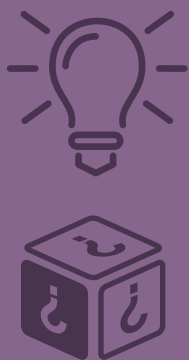
A	2.0%
B	8.5%
C	6.1%
D	9.8%
ALL	3.3%

The biggest recruitment difficulties in construction (as identified by Hamilton employers) are occupations in the skilled trades. Finding workers with the proper credentials and experience can be difficult, especially for employers with niche functions.

2%

Just over 2% of online job vacancies were for the construction industry in Hamilton from April 2013- March 2014. Many construction jobs are also found through methods beyond internet job ads, such as word of mouth, and through college programs.





## INCREASING SKILLS REQUIREMENTS

Skill requirements in construction can vary depending on the specific occupation and employer. However, common themes from employer interviews included an increase in the emphasis for adaptable and multi-skilled workers with excellent soft skills.

What skills in particular do construction employers expect to increase?

- Technical skills (in particular those required by skilled trades)
- Technology (as processes can become more advanced)
- Problem-solving



Source: HLS, Employer Interviews

## KEY TAKEAWAYS

- Employment in the construction industry is expected to see strong growth in future years.
- Employers particularly point to the skilled trades as the occupations that are the most difficult to recruit for, due to lack of skilled applicants applying.
- Employers identified that many applicants are lacking in the right soft skills for their jobs.



## FUTURE EMPLOYMENT OUTLOOK (ANALYST)

