



Construction

(NAICS 23)

Top Trends

Industry Information

- In 2016, Specialty trade contractors made up the largest sub-industry in Construction. This sub-sector employed 5,150 people locally or 66% of the workers
- The sub-industries that saw the most growth in employment from 2011 to 2016 was Heavy and civil engineering construction. Over those five years, employment in Heavy and civil engineering construction grew by 75%
- On average, workers in Construction make a median salary of \$55,951. This is similar to the median for all industries, \$53,880. However, the median salary for Heavy and civil engineering construction workers is \$72,600, putting this sub-sector among some of the highest paid jobs in Construction

Employment Trends

- Employment within Construction continues to grow in Hamilton. From the beginning of the last decade it has nearly doubled, growing at a faster rate (84%) than is seen across all industries (21%)
- Within the Hamilton Census Metropolitan Area (CMA), unemployment in Construction has been on the decline since the last major recession in 2009/2010. At the peak of the recession, unemployment in this industry was 9.7%. In 2016, the unemployment rate in the Hamilton CMA was 5.9%
- Employment in the industry is expected to grow from 2018 to 2023 by 7.1% locally. This is similar to the growth expected throughout Ontario, growing by 7% in the next five years.

Workforce Characteristics

- Within Construction, the average age of workers is slightly older than the general workforce in Hamilton. Older workers in construction make up 25% of people employed, meanwhile, across all industries older workers make up 23% of the people employed
- The largest share of workers in Construction holds a Secondary school diploma at 29%. Followed closely by a College diploma at 28%
- Nineteen percent of Construction workers have an Apprenticeship or trades certificate or diploma compared to only 6% seen across all industries
- There is a shortage of higher skilled workers in Construction. Seventy-one percent of jobs in Construction require a postsecondary education including trades certificate (skill levels A and B), but only 60% of workers have this education level

Businesses Information

- In December 2016, there were 5,187 construction businesses in Hamilton. The majority are businesses without employees (63%)
- Specialty trade contractors make up the majority of businesses with employees in the industry with 1,919 businesses
- Small businesses dominate the industry. Eighty-two percent of Construction businesses have less than nine workers. This is higher than the share seen across all industries at 74%

Occupational Information

- The most employed occupations were Construction trades helpers and labourers (635 employed), Construction managers (415 employed), and Administrative officers (350 employed)
- The unemployment rate for Construction trades helpers and labourers is 12.9%, the highest in the industry
- The largest decline was Electricians. Between 2011-2016, employment for Electricians dropped by 32% while employment in the other most employed occupations grew slightly

- The most common entry level jobs in Construction are General office support workers (210 employed), Residential and commercial installers and servicers (180 employed), and Accounting and related clerks (135 employed)

Job Postings

- Plumbers is the most posted occupation in Construction in 2017 with 85 postings
- Job postings in Construction spiked in 2015 with 200 postings and declined to 85 in 2017

Important Data Note

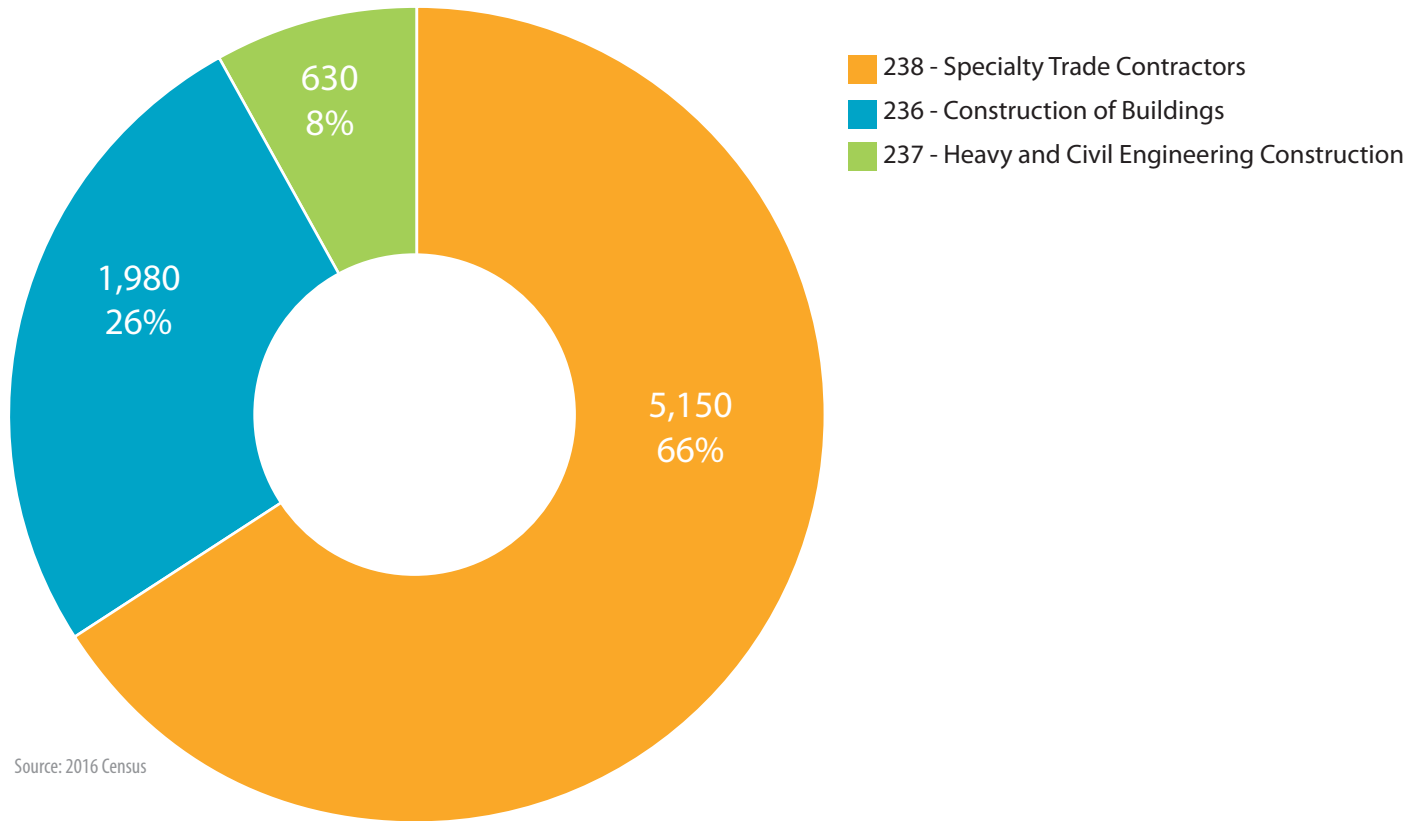
Not all workers in Construction are accounted for in the following analysis. This report investigates Construction workers that work in Hamilton. In order to be counted as working in a particular region or community by Statistics Canada workers need to have a usual place of work or work from home. However, in the Construction industry there are a lot of workers that have no fixed workplace and travel to different locations or different communities for their job. These workers are not counted as working in Hamilton. Out of 18,670 Construction workers in Hamilton, 9,555 (51%) have no fixed workplace. This will affect the absolute numbers presented here but the trends identified still hold.

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Section 1: Industry Information

TABLE 1. Employed by Sub-Industry in Construction (3-Digit NAICS), 2016, Place-of-Work, Hamilton (Census Division)



Source: 2016 Census

TABLE 2. Top 10 Employment by Construction Sub Industry (4-Digit NAICS), 2016, Hamilton (Census Division)

	Number of People Employed
2382 Building equipment contractors	2,660
2361 Residential building construction	1,585
2383 Building finishing contractors	1,115
2381 Foundation, structure, and building exterior contractors	795
2389 Other specialty trade contractors	580
2362 Non-residential building construction	400
2373 Highway, street and bridge construction	300
2371 Utility system construction	195
2379 Other heavy and civil engineering construction	85
2372 Land subdivision	50

Source: 2006 Census; 2011 National Household Survey; 2016 Census

TABLE 3. Change in Employment by Construction Sub-Industry (3-digit NAICS), 2016, Place-of-Work, Hamilton (Census Division)

	2006	2011	2016	06 to 16 Total Change	06 to 16 % Change	11 to 16 Total Change	11 to 16 % Change
236 Construction of buildings	2,065	2,010	1,980	-85	-4%	-30	-1%
237 Heavy and civil engineering construction	360	360	630	270	75%	270	75%
238 Specialty trade contractors	4,375	5,065	5,150	775	18%	85	2%

Source: 2006 Census; 2011 National Household Survey; 2016 Census
 Note: Green indicates increases and red indicates decreases in employment.

TABLE 4. Income by Construction Sub-Industry (3-digit NAICS), 2011 to 2016, Hamilton (Census Division)

	2011	2016	Change	% Change
All Industries	49,103	53,880	4,777	10%
236 Construction of buildings	47,286	52,057	4,771	10%
237 Heavy and civil engineering construction	60,039	72,600	12,561	21%
238 Specialty trade contractors	48,555	54,695	6,140	13%

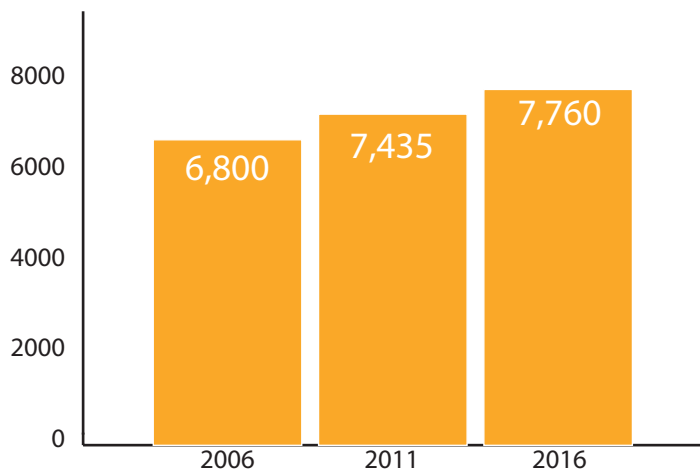
Source: 2011 National Household Survey; 2016 Census
 Note: Green indicates increases, and red indicates decreases in income.

Summary

- In 2016, Specialty trade contractors made up the largest sub-industry in Construction in Hamilton. This sub-sector employed 5,150 people
- The sub-industries that saw the most growth in employment from 2011 to 2016 were Heavy and civil engineering construction and Specialty trade contractors. Over those five years, employment in Heavy and civil engineering construction grew by 75%
- When broken down to the 4-digit NAIC level, the most employed sub-industries in 2016 were Building equipment contractors, with 2,660 people employed, and Residential building construction, with 1585 people employed
- On average, workers in Construction make a median salary of \$55,951. This is similar to the median for all industries, \$53,880
- Heavy and civil engineering construction workers make the highest median incomes at \$72,600
- Between 2011 and 2016, income in Construction grew by 15%, faster than the growth seen across all industries at 10%. In Hamilton, none of the sub-industries within Construction saw a decline in income over those five years.
- Income grew the most in the Heavy and civil engineering construction sub-industry, with an increase of 21% from 2011 to 2016

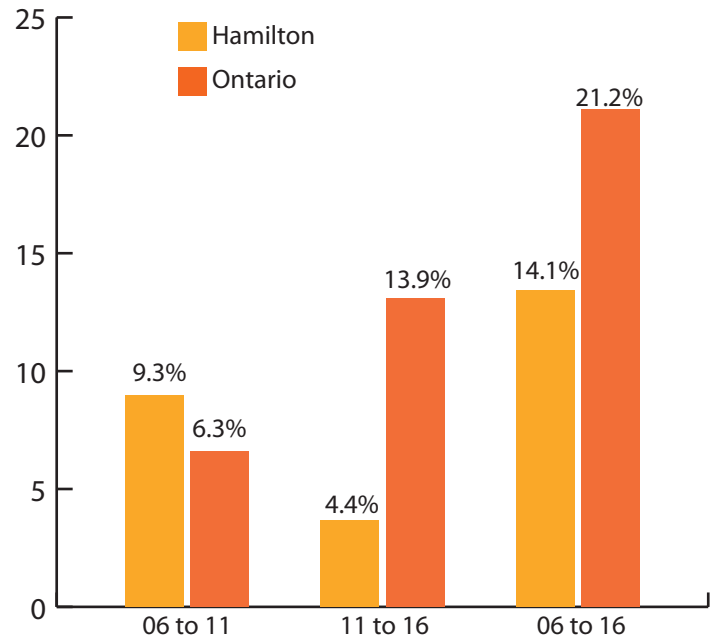
Section 2: Employment Trends

TABLE 5. Total Employment, Construction, 2006 to 2016, Place-of-Work, Hamilton (Census Division)



Source: 2006 Census; 2011 National Household Survey; 2016 Census

TABLE 6. Percentage Change in Construction, 2006 to 2016, Place-of-Work, Ontario vs Hamilton (Census Division)

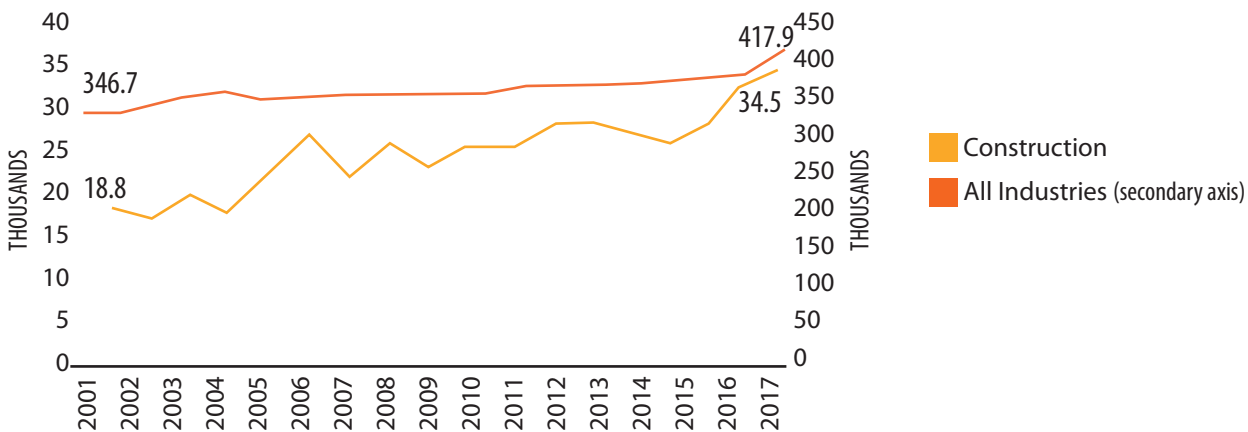


Source: 2006 Census; 2011 National Household Survey; 2016 Census

Long-Term Trends in Employment

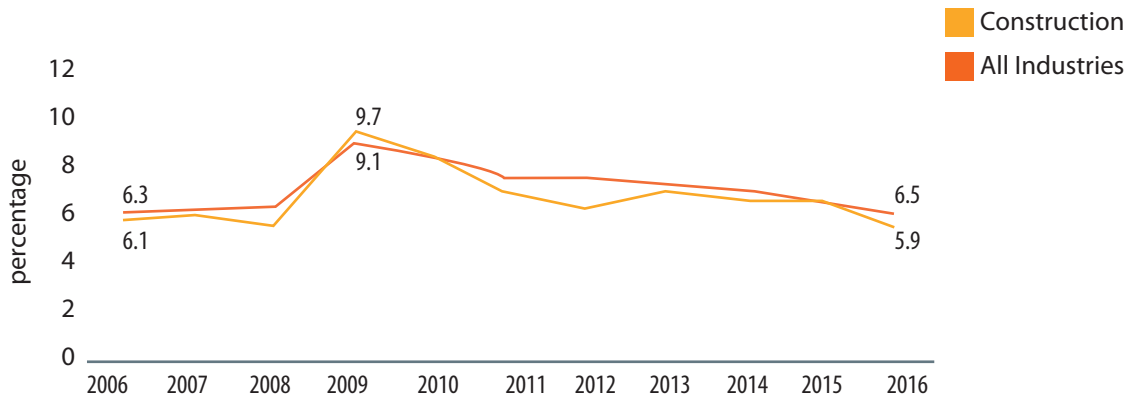
The following two tables use Labour Force Survey (LFS) data. Using LFS we can see long term trends and identify any annual fluctuations. Combining data sources gives a more complete picture. It should be noted that LFS uses Hamilton Census Metropolitan Area as the geography which includes Burlington and Grimsby. The Census uses Hamilton Census Division which excludes these two cities. This means employment numbers will be slightly higher using LFS data.

TABLE 7. Total Employment, Construction, 2006 to 2017, Hamilton (Census Metropolitan Area)



Source: Labour Force Survey

TABLE 8. Unemployment Rate in Construction, 2006 to 2016, Ontario



Source: Labour Force Survey

Note: This data was only available for Ontario. The industrial make-up of Ontario and Hamilton is similar. This still gives useful information to understand the trends in the industry.

Future Trends

The following tables uses EMSI Analyst data. This is used to provide a forecast for the sector. It uses Hamilton Census Division data, similar to the Census data.

TABLE 9. Future Employment in Construction, 2018 to 2023, Place-of-Work, Hamilton (Census Division)

Region	2018 Jobs	2023 Jobs	Change	% Change
Hamilton	20,174	21,616	1,442	7.1%
Ontario	504,486	539,722	35,236	7.0%
Canada	1,412,425	1,485,137	72,712	5.1%

Source: EMSI Analyst

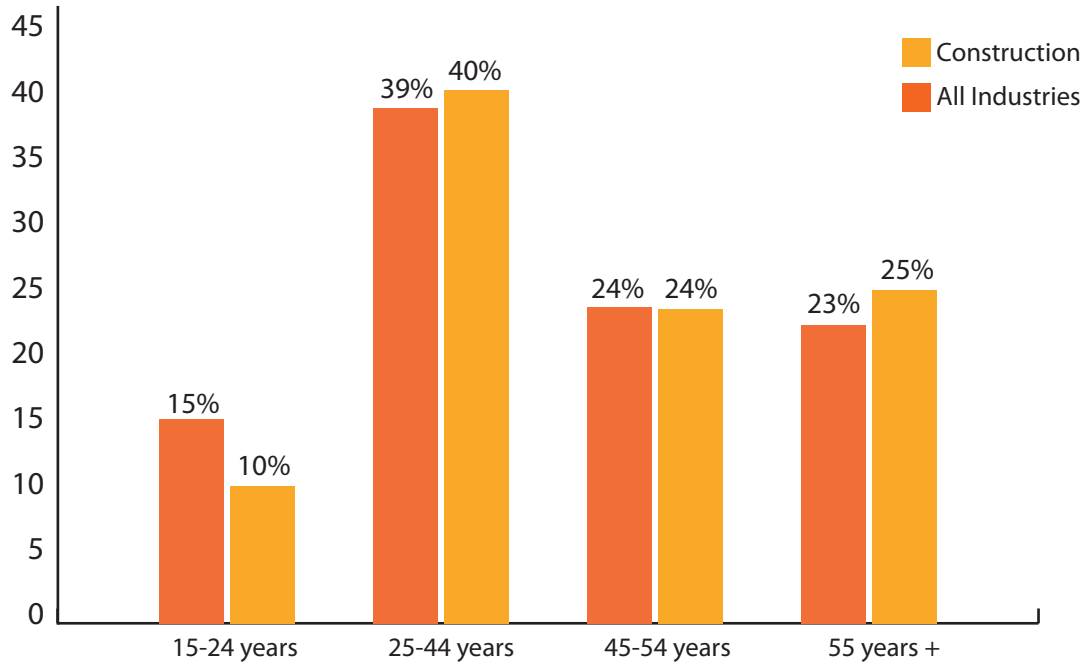
Summary

- Employment within Construction continues to grow in Hamilton. From 2006-2016, employment in this industry grew by 14% (7,706 people) lower than the Ontario average, 21%. Further evidence reveals from the beginning of the last decade it has nearly doubled, growing at a faster rate (84%) compared to all industries (21%)
- Within the Hamilton Census Metropolitan Area (CMA), unemployment in Construction has been on the decline since the last major recession in 2009/2010. At the peak of the recession, unemployment in this industry was 9.7%. In 2016, the unemployment rate in the Hamilton CMA was 5.9%
- Employment in Construction is expected to grow from 2018 to 2023 by 7.1% locally. This is similar to the growth expected throughout Ontario, growing by 7% in the next five years.

Section 3: Workforce Characteristics

Age

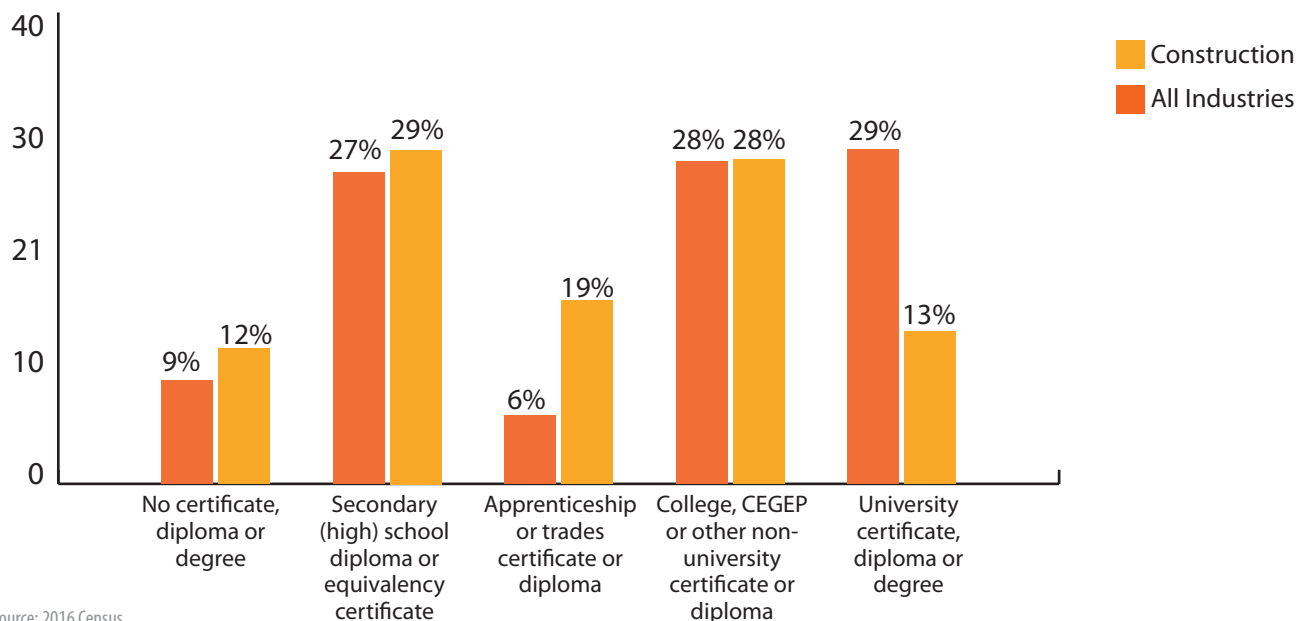
TABLE 10. Age Breakdown, Construction vs All Industries, 2016, Place-of-Work, Hamilton (Census Division)



Source: 2016 Census

Education

TABLE 11. Educational breakdown, Construction vs All Industries, 2016, Place-of-Work, Hamilton (Census Division)



Source: 2016 Census

Skill Level

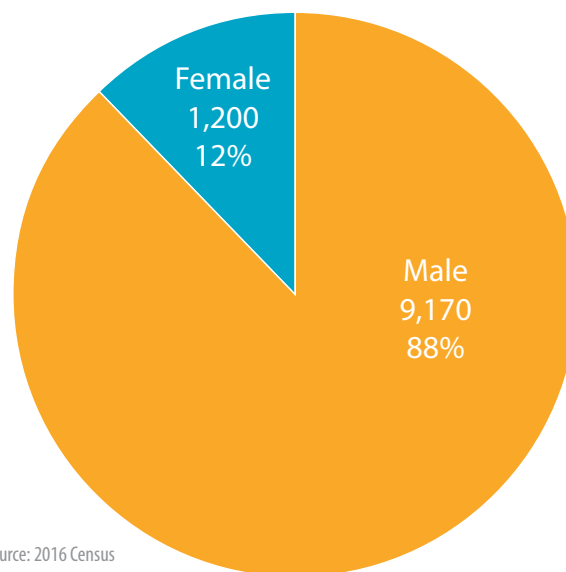
TABLE 12. Occupations by Skill Level, 2006 to 2016, Place-of-Work, Hamilton (Census Division)

Skill Level	Construction			All Industries (2016)
	2006	2011	2016	
A – Occupations usually require university education	16%	16%	17%	30%
B – Occupations usually require college education or apprenticeship training	60%	60%	54%	30%
C – Occupations usually require secondary school and/or occupation-specific training	15%	14%	18%	27%
D – On-the-job training is usually provided for occupations	10%	10%	11%	13%

Source: 2006 Census; 2011 National Household Survey; 2016 Census

Gender

TABLE 13. Employment by Gender in Construction 2016, Hamilton (Census Division)



Source: 2016 Census

Summary

- Within Construction, the average age of workers is slightly older than the general workforce in Hamilton. Older workers in construction make up 25% of people employed, meanwhile, across all industries older workers make up 23% of the people employed
- The largest share of workers in Construction holds a Secondary school diploma at 29%. Followed closely by a College diploma at 28%
- The largest difference between the education level of Construction workers and the general workforce is between apprenticeship or trades certificate or diploma and a university degree. Nineteen percent of Construction workers have an apprenticeship or trades certificate or diploma compared to only 6% seen across all industries. Likewise, 13% of Construction workers have a university degree compared to 29% for the general workforce
- The majority of jobs in Construction are skill level B (54%). These jobs typically require a college education or apprenticeship training
- There is a shortage of higher skilled workers in Construction. Seventy-one percent of jobs in Construction require a postsecondary education, skill levels A and B but only 60% of workers have this education level
- The large majority of the workforce in the industry is male

Section 4: Business Information

TABLE 14. Numbers of Employers by Employee Size Range, Construction vs. All Industries, 2017 December, Hamilton (Census Division)

	All Industries	Construction
Total Businesses	47,819	5,187
Without employees	32,645	3,256
Total with employees	15,174	1,931

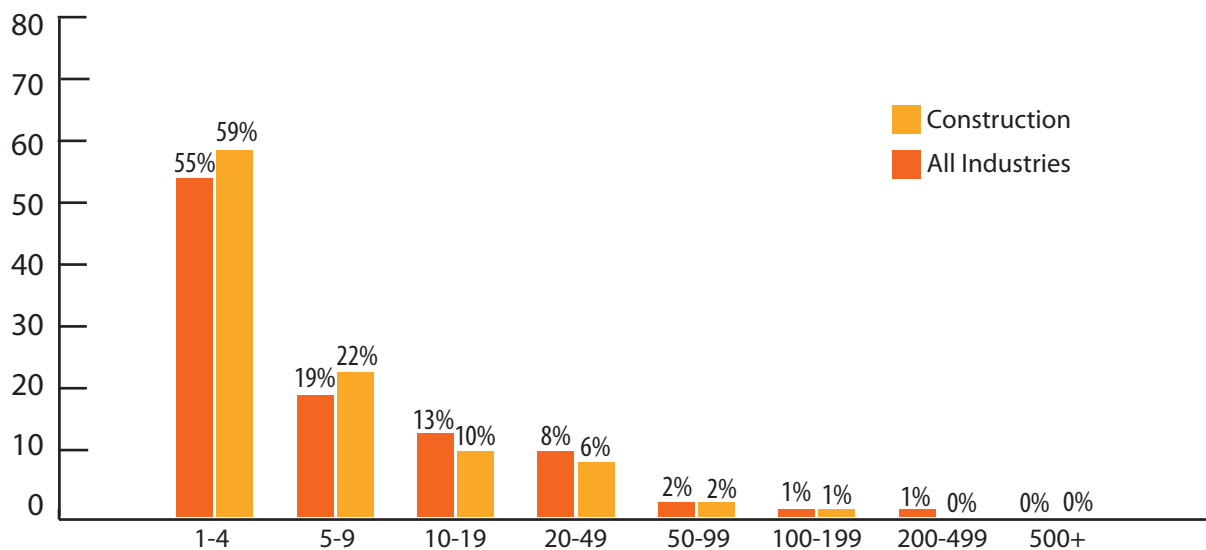
Source: Canadian Business Counts Data

TABLE 15. Number of Employers with Employees by Sub-Industry, Construction, 2017 December, Hamilton (Census Division)

	Construction
Construction	1,931
238 - Specialty trade contractors	1,919
236 - Construction of buildings	1,045
237 - Heavy and civil engineering construction	292

Source: Canadian Business Counts Data

TABLE 16. Share of Employers by Employee Size Range, Construction vs. All Industries, 2017 December, Hamilton (Census Division)



Source: Canadian Business Counts Data

Summary

- In December 2016, there were 5,187 construction businesses in Hamilton. The majority were businesses without employees (63%)
- Specialty trade contractors make up the majority of businesses with employees in Construction with 1,919 businesses
- Small businesses dominate the industry. Eighty-two percent of Construction businesses have less than nine workers. This is higher than the share seen across all industries at 74%

Section 5: Occupational Information

TABLE 17. Top 20 Occupations in Construction, 2016, Place-of-Work, Hamilton (Census Division)

Occupations	# of People Employed	Change from 2011 to 2016	% Change from 2011 to 2016	Unemployment Rate (%)	Income (\$)
7611 Construction trades helpers and labourers	635	0	0%	12.9	46,743
0711 Construction managers	415	0	0%	3.6	76,759
1221 Administrative officers	350	0	0%	3.7	50,314
7241 Electricians (except industrial and power system)	335	-155	-32%	11.4	62,240
7271 Carpenters	320	-20	-6%	5.5	51,372
0712 Home building and renovation managers	300	75	33%	3.9	40,670
7251 Plumbers	295	90	44%	2	59,946
1241 Administrative assistants	240	30	14%	4	44,844
1411 General office support workers	210	40	24%	3.2	45,916
7441 Residential and commercial installers and servicers	180	65	57%	5.4	41,348
0016 Senior managers - construction, transportation, production and utilities	150	-50	-25%	0	112,742
1311 Accounting technicians and bookkeepers	150	-115	-43%	2.8	42,924
2234 Construction estimators	145	30	26%	4.3	63,177
7205 Contractors and supervisors, other construction trades, installers, repairers and servicers	140	-120	-46%	3.4	67,608
1431 Accounting and related clerks	135	50	59%	2.6	44,494
7313 Heating, refrigeration and air conditioning mechanics	135	10	8%	4.6	67,685

Source: 2011 National Household Survey; 2016 Census

Note1: The unemployment rate in Hamilton during 2016 was **7.0%** if you include all workers including persons aged 15 years and over who never worked for pay or self-employment or last worked for pay or self-employment prior to 2015. It is **4.8%** if these workers are not included.

Note2: **Green** indicates increases, and **red** indicates decreases in employment.

TABLE 18. Growing Occupations, 2011 to 2016, Place-of-Work, Hamilton (Census Division)

Occupations	2011	2016	Difference	% Change
7251 Plumbers	205	295	90	44%
0712 Home building and renovation managers	225	300	75	33%
7441 Residential and commercial installers and servicers	115	180	65	57%
1431 Accounting and related clerks	85	135	50	59%
7203 Contractors and supervisors, pipefitting trades	10	55	45	450%
7242 Industrial electricians	25	70	45	180%
1411 General office support workers	170	210	40	24%
7246 Telecommunications installation and repair workers	0	40	40	N/A
7301 Contractors and supervisors, mechanic trades	20	60	40	200%

Source: 2011 National Household Survey; 2016 Census | Note: Green indicates increases in employment.

TABLE 19. Declining Occupations, 2011 to 2016, Place-of-Work, Hamilton (Census Division)

Occupations	2011	2016	Difference	% Change
7241 Electricians (except industrial and power system)	490	335	-155	-32%
7205 Contractors and supervisors, other construction trades, installers, repairers and servicers	260	140	-120	-46%
1311 Accounting technicians and bookkeepers	265	150	-115	-43%
7294 Painters and decorators (except interior decorators)	180	110	-70	-39%
7291 Roofers and shinglers	90	30	-60	-67%
0016 Senior managers - construction, transportation, production and utilities	200	150	-50	-25%
7284 Plasterers, drywall installers and finishers and lathers	125	75	-50	-40%
7514 Delivery and courier service drivers	55	10	-45	-82%
7282 Concrete finishers	65	25	-40	-62%
6421 Retail salespersons	95	60	-35	-37%

Source: 2011 National Household Survey; 2016 Census

Note: Red indicates decreases in employment.

TABLE 20. Top 10 Entry Level Jobs (Skill Level C), 2016, Place-of-Work, Hamilton (Census Division)

Occupation	Number of People	Difference	% Change
1411 General office support workers	210	40	24%
7441 Residential and commercial installers and servicers	180	65	57%
1431 Accounting and related clerks	135	50	59%
7511 Transport truck drivers	130	30	30%
7521 Heavy equipment operators (except crane)	130	5	4%
1414 Receptionists	75	5	7%
6552 Other customer and information services representatives	65	35	117%
6421 Retail salespersons	60	-35	-37%
7452 Material handlers	45	15	50%
6411 Sales and account representatives - wholesale trade (non-technical)	45	5	13%

Source: 2011 National Household Survey; 2016 Census

Note: Green indicates increases, and red indicates decreases in employment.

TABLE 21. Top Growing Entry Level Jobs (Skill Level C), 2016, Place-of-Work, Hamilton (Census Division)

Occupations	2011	2016	Change	% Change
7441 Residential and commercial installers and servicers	115	180	65	57%
1431 Accounting and related clerks	85	135	50	59%
1411 General office support workers	170	210	40	24%
6552 Other customer and information services representatives	30	65	35	117%
7442 Waterworks and gas maintenance workers	0	30	30	N/A
7511 Transport truck drivers	100	130	30	30%

Source: 2011 National Household Survey; 2016 Census
 Note: Green indicates increases in employment.

TABLE 22. Top Declining Entry Level Jobs (Skill Level C), 2016, Place-of-Work, Hamilton (Census Division)

Occupations	2011	2016	Change	% Change
7514 Delivery and courier service drivers	55	10	-45	-82%
6421 Retail salespersons	95	60	-35	-37%
1432 Payroll administrators	30	15	-15	-50%
1524 Purchasing and inventory control workers	20	10	-10	-50%
1432 Payroll administrators	35	20	-15	-43%

Source: 2011 National Household Survey; 2016 Census
 Note: Red indicates decreases in employment.

Summary

- Table 17 shows the top 20 occupations employed in Construction in 2016 locally. The most employed occupations were Construction trades helpers and labourers (635 employed), Construction managers (415 employed), and Administrative officers (350 employed)
- While Construction trades helpers and labourers is the most employed occupation, the unemployment rate for this occupation is 12.9%, the highest in the industry
- Tables 18 and 19 show the top growing and declining occupations. The largest decline was Electricians. Between 2011-2016, employment for electricians dropped by 32% while employment in the other most employed occupations remained relatively the same
- Tables 20 to 22 relate to entry-level jobs. The most common entry level jobs in Construction are General office support workers (210 employed), Residential and commercial installers and servicers (180 employed), and Accounting and related clerks (135 employed)
- Nine out of the top 10 entry-level jobs all showed employment gains from 2011 to 2016

Section 6: Job Postings

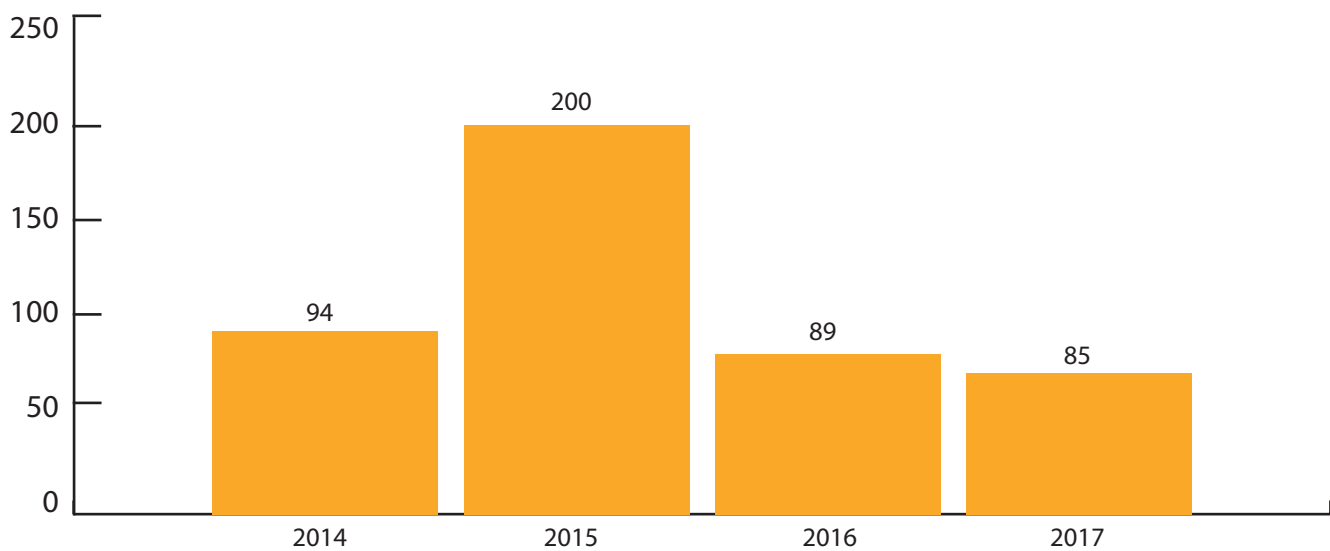
TABLE 23. Top Job Postings in Construction, 2017, Hamilton

Occupations	Job Postings
7251 - Plumbers	10
6623 - Other sales related occupations	7
1241 - Administrative assistants	6
6000 - Sales and service (unidentified sub-category)	6
1431 - Accounting and related clerks	4
2234 - Construction estimators	4
6411 - Sales and account representatives - wholesale trade (non-technical)	4
7611 - Construction trades helpers and labourers	4

Source: Vicinity Data

Note: The following list does not include all job postings available in Construction. Many postings do not list the industry therefore the program (Vicinity Data) is not able to account for these postings.

TABLE 24. Job Postings in Construction, 2014-2017, Vicinity Jobs



Source: Vicinity Jobs

Summary

- The most posted occupation in Construction in 2017, with 85 postings, was plumbers
- Job postings in Construction spiked in 2015 with 200 postings and declined to 85 in 2017