



Nova Scotia
Construction Sector Council
Industrial ~ Commercial ~ Institutional

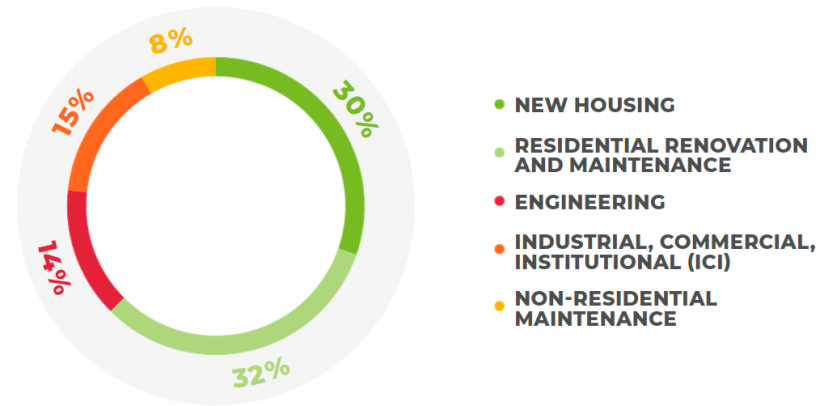
CHANGING HOW WE SEE CONSTRUCTION IN NOVA SCOTIA





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DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN 2024, NOVA SCOTIA*



10-YEAR WORKFORCE OUTLOOK FOR NOVA SCOTIA



FIGURE 6:
CHANGES IN THE CONSTRUCTION LABOUR FORCE, NOVA SCOTIA



BuildForce Canada

TABLE 4:

NON-RESIDENTIAL MARKET RANKINGS, NOVA SCOTIA

TRADES AND OCCUPATIONS – NON-RESIDENTIAL	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
Boilermakers	4	4	4	4	3	3	3	3	3	3	3
Bricklayers	4	4	4	4	3	4	3	3	3	3	3
Carpenters	4	4	3	4	4	3	2	3	3	3	3
Construction estimators	5	4	3	4	4	3	3	3	3	3	3
Construction managers	5	4	3	3	4	3	2	3	3	4	3
Construction millwrights and industrial mechanics	5	4	2	4	4	3	2	3	3	3	3
Contractors and supervisors	4	4	4	4	4	4	3	3	3	3	3
Crane operators	5	5	3	4	4	3	2	3	3	3	3
Electrical power line and cable workers	4	5	4	3	4	3	2	3	3	3	3
Electricians	5	4	3	4	4	3	3	3	3	3	3
Heavy equipment operators (except crane)	3	3	3	4	3	4	3	3	3	3	3
Heavy-duty equipment mechanics	4	4	4	4	4	2	2	3	3	3	3
Insulators	4	4	4	4	4	2	2	3	3	3	3
Ironworkers and structural metal fabricators	5	4	3	2	2	3	2	3	3	3	3
Painters and decorators (except interior decorators)	3	4	4	3	4	3	2	3	3	3	3
Plasterers, drywall installers and finishers, and lathers	4	5	3	3	3	2	3	3	3	3	3
Plumbers	4	4	4	3	3	3	3	3	3	3	3
Refrigeration and air conditioning mechanics	5	4	4	3	3	3	3	3	3	3	3
Sheet metal workers	5	4	4	4	4	3	2	3	3	3	3
Steamfitters, pipefitters and sprinkler system installers	4	3	5	5	5	3	2	3	3	3	3
Trades helpers and labourers	3	3	3	3	4	3	2	3	3	3	3
Truck drivers	4	4	3	4	4	3	3	3	3	3	3
Welders and related machine operators	4	4	3	4	4	3	3	3	3	3	3

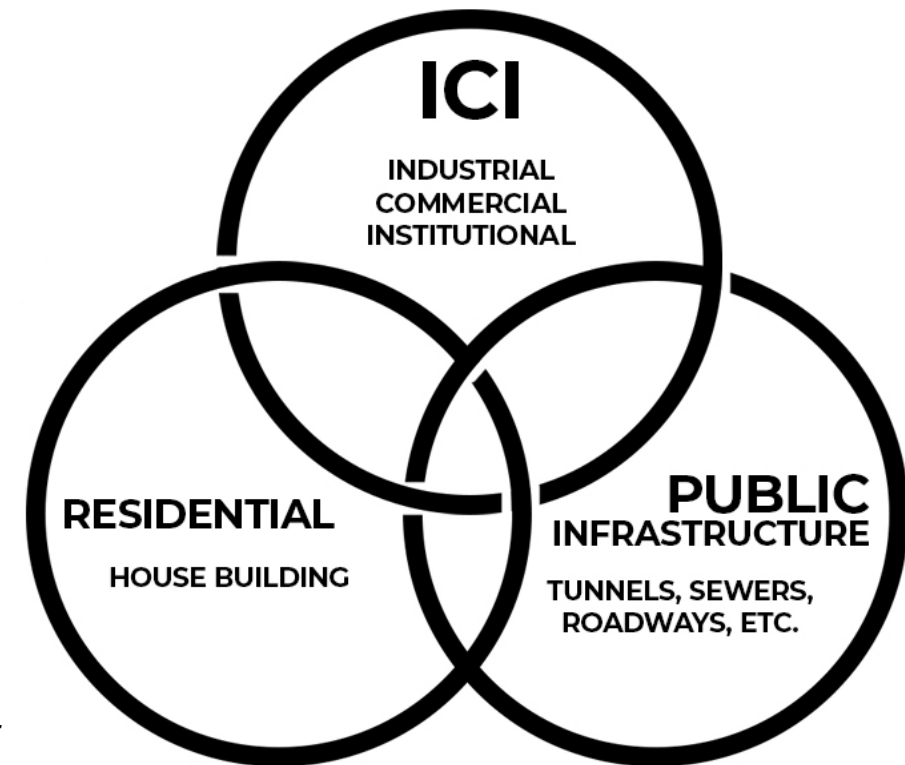


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- Residential
 - single family homes and duplexes
- Road-building and Utilities (Engineering)
- Industrial
- Commercial
- Institutional

ICI is defined as:

"Any aspect of the construction industry other than pipeline construction, bridge building, road building, the construction of sewers, tunnels, and water mains, and house building."





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2025 ICI Labour Market Assessment



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CONSTRUCTION
ASSOCIATION OF NOVA SCOTIA
Building with Skill and Integrity Since 1862



Association of Industry
Sector Councils

Employer Survey

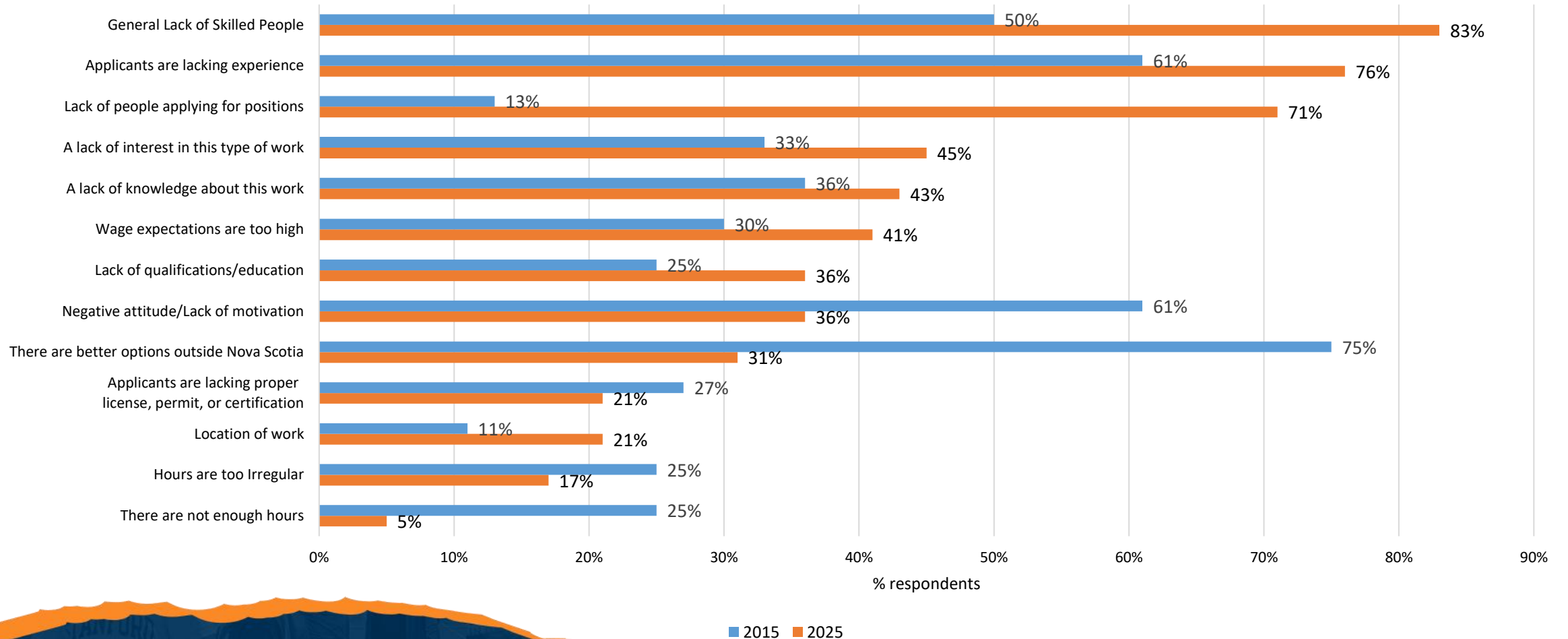
Survey Breakdown	2015 (111)	2025 (100)
Employer Avg. Age	53	48
Employee Avg. Age	40	40
Employee Male/Female (*0.3 undisclosed) (%)	91/9	86.0/13.7*
Journey person Avg. Age	44	43
Apprentice Avg. Age	28	25
Employees hired per year (avg) in last 5 years	4.7	10.8
Expected retirement rate per year (avg) over next 5 years	4	6.7
Estimated ICI Labour Force (*estimated)	14,452	19,550*



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Employer Survey, cont.

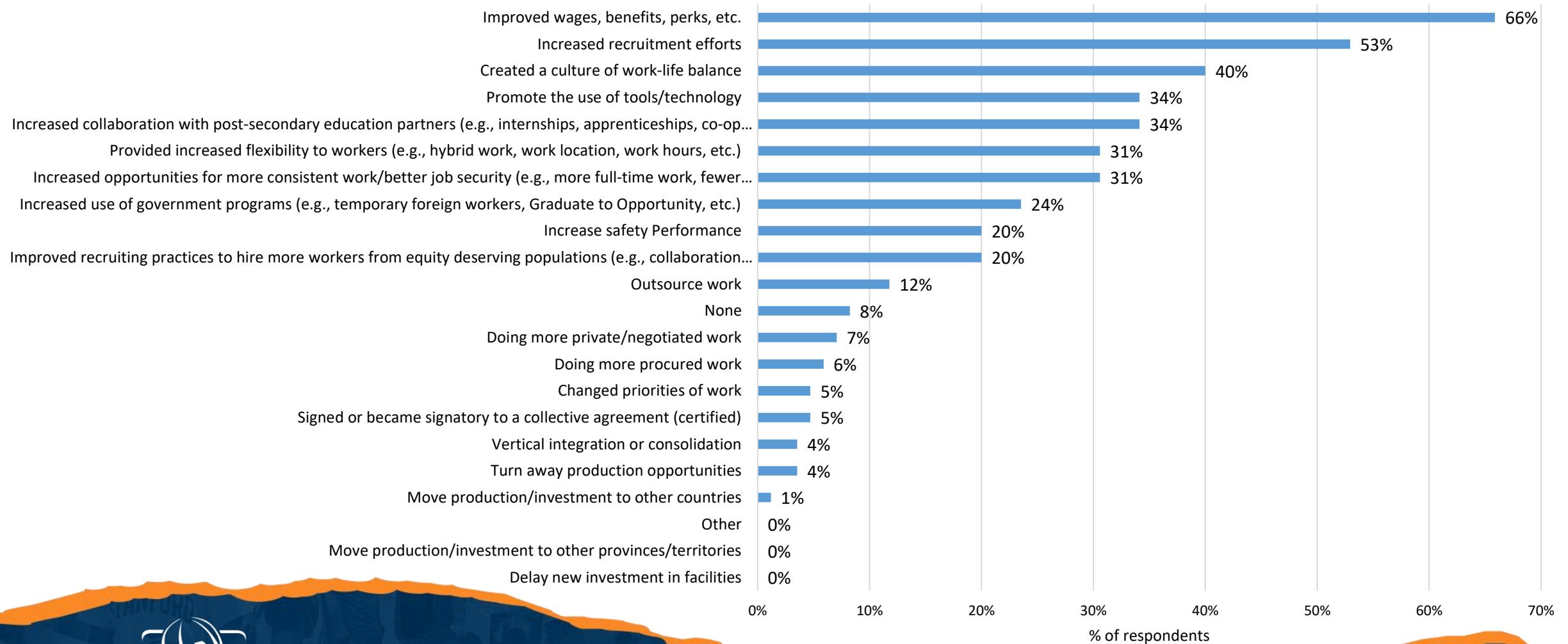
Issues In Finding Workers, n=36 (2015) & n=42 (2025)



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Employer Survey, cont.

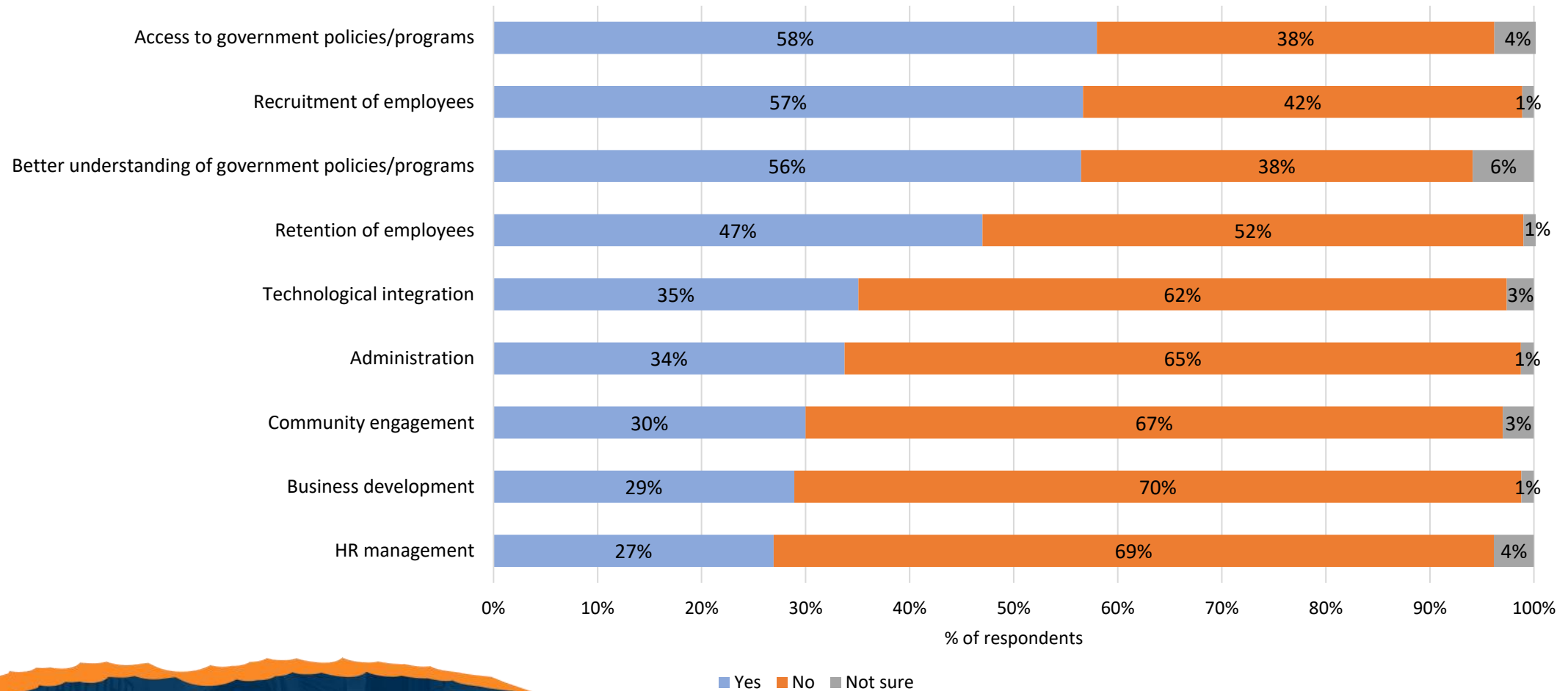
Recruitment Strategies, n=85



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Employer Survey, cont.

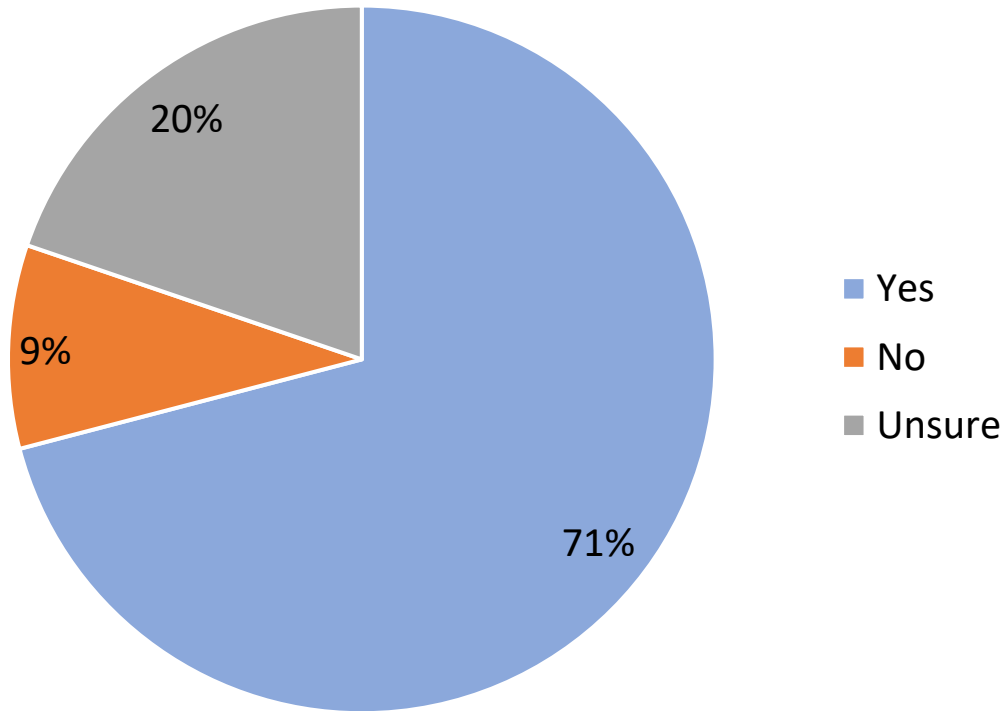
Employers needing support, n=37



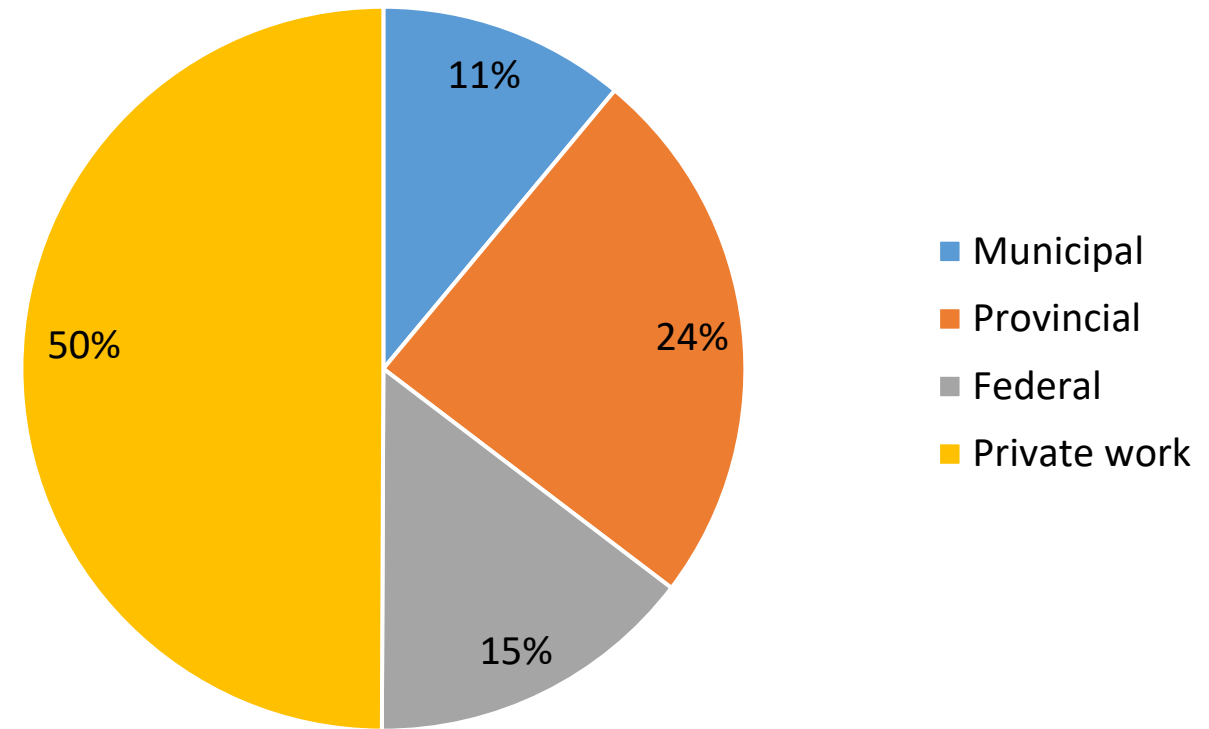
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Employer Survey, cont.

Optimism For Economic Growth, n=86

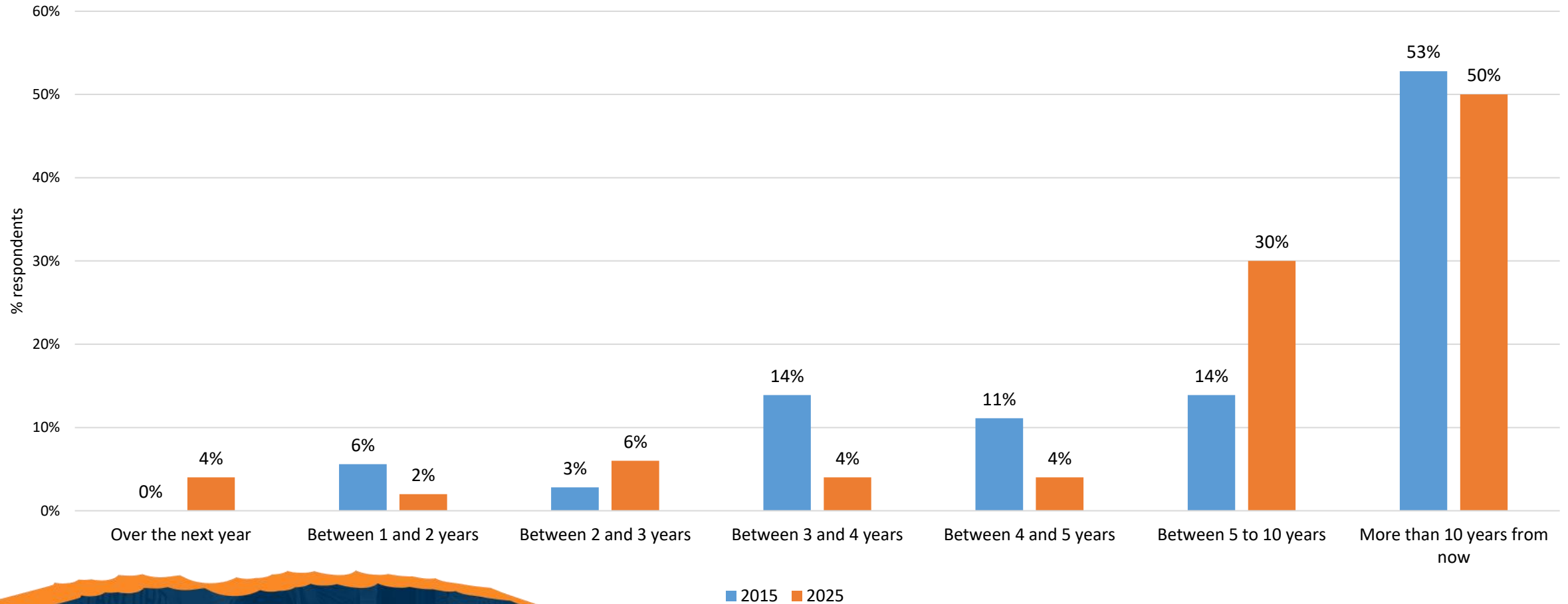


Where Do You See Most Of Your Future Work Coming From?, n=42



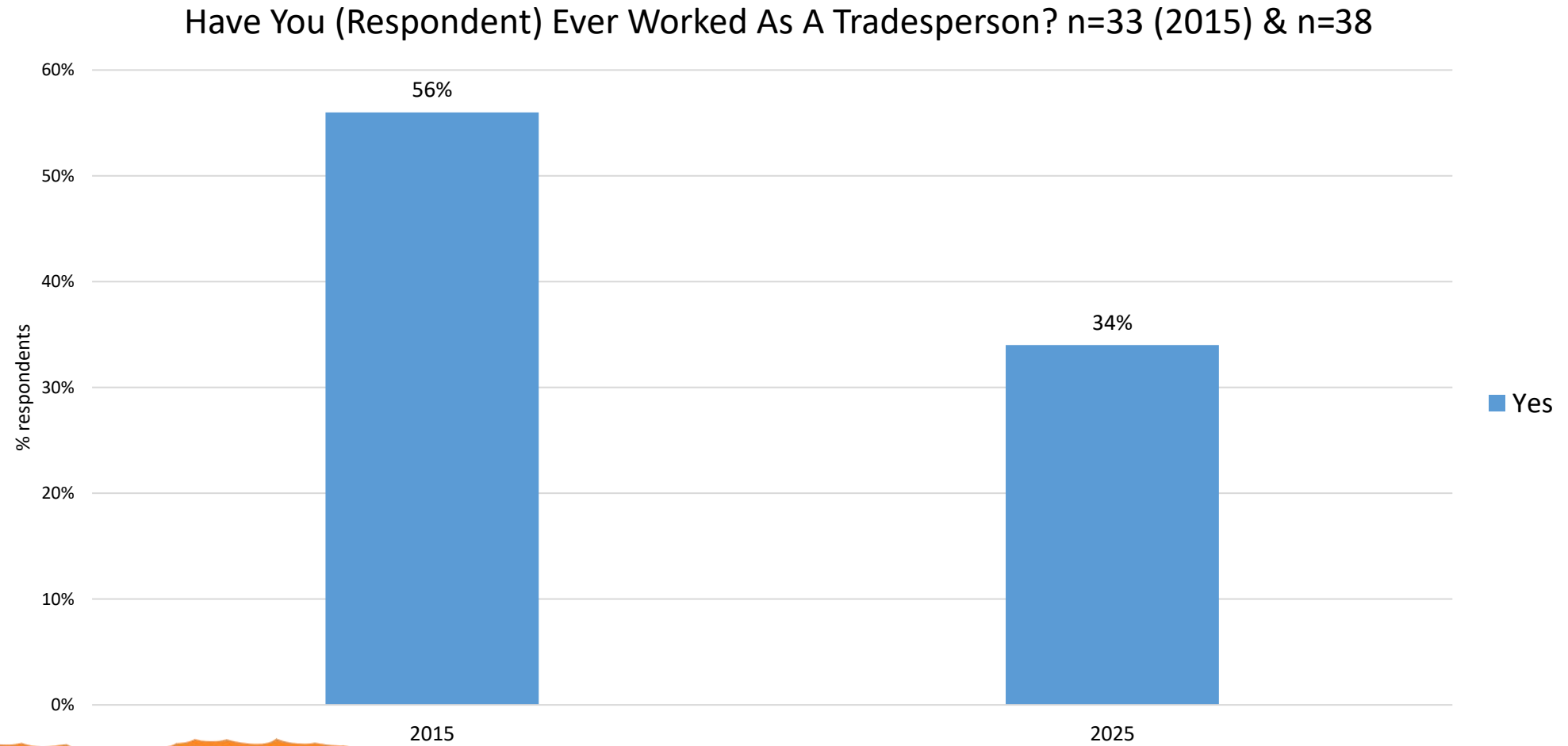
Employer Survey, cont.

Retirement Plans For Employers, n=36 (2015) & n=47 (2025)



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Employer Survey, cont.

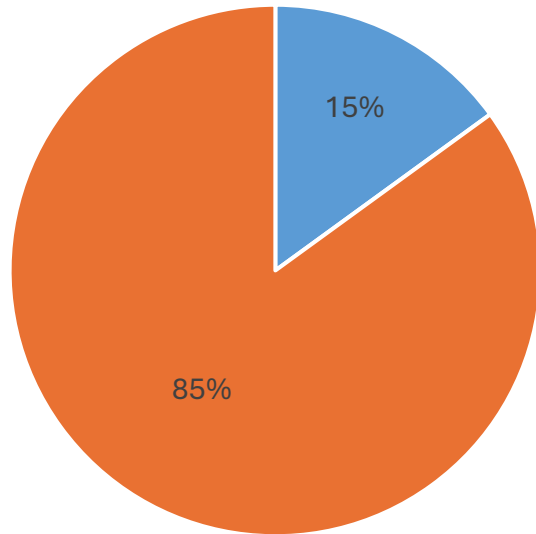


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Employer Survey, cont.

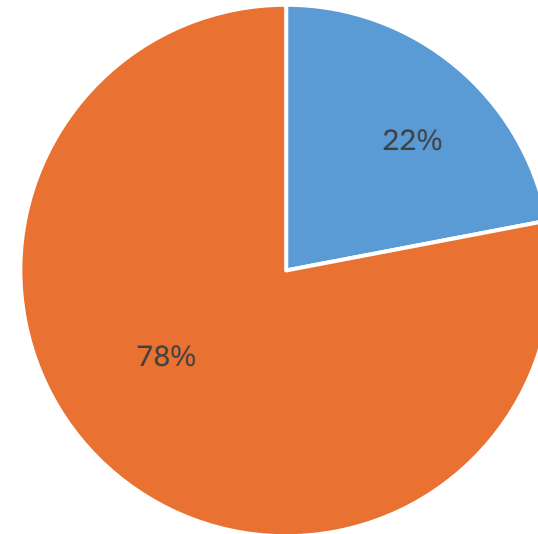
Management to Trades Breakdown:

National Average: 20% to 80%



■ Management ■ Trades

2015



■ Management ■ Trades

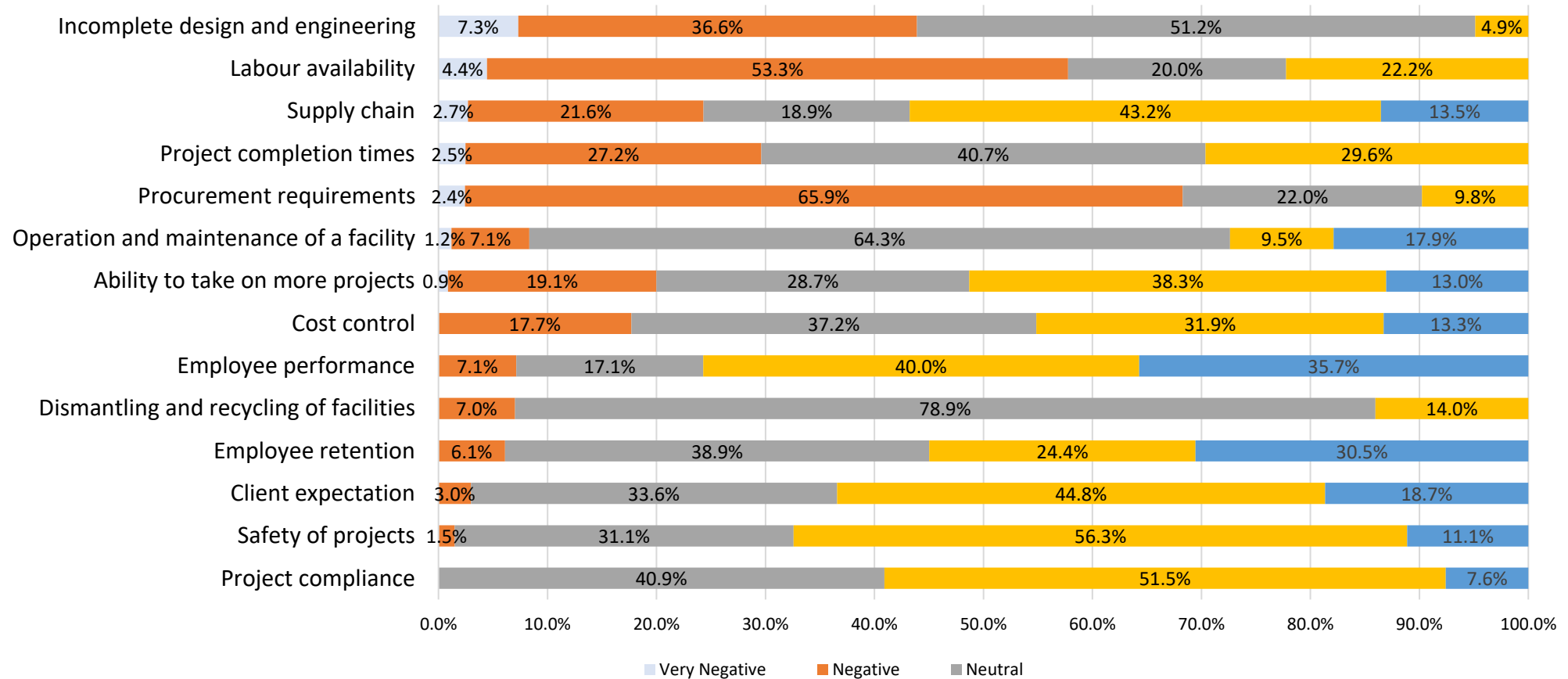
2025



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Employer Survey, cont.

Factors Affecting Productivity



Worker Survey

Survey Breakdown	2015 (783)	2025 (929)
Employee Avg. Age	39	38
Trades Employee Male/Female/Prefer not to Respond/Other (%)	94/6/0	87/11/1/1
Journeyman Avg. Age Journeyman Male/Female/Prefer not to Respond/Other (%)	44 97/3/0/0	45 91/7/1/2
Apprentice Avg. Age Apprentice Male/Female/Prefer not to Respond/Other (%)	31 94/6/0/0	31.4 79/17/3/1
Management Age Management Male/Female/Prefer not to Respond/Other (%)	Not collected in 2015 Not collected in 2015	46 58/41/1/0
Average Tenure in ICI	13.5 years	9 years
Plan to relocate in Next 1-3 yrs for work. (APP/JP/Mgmt) (%)	23% total (Not detailed in 2015)	25/17/15
Worked Outside Nova Scotia Last Year	33%	19%

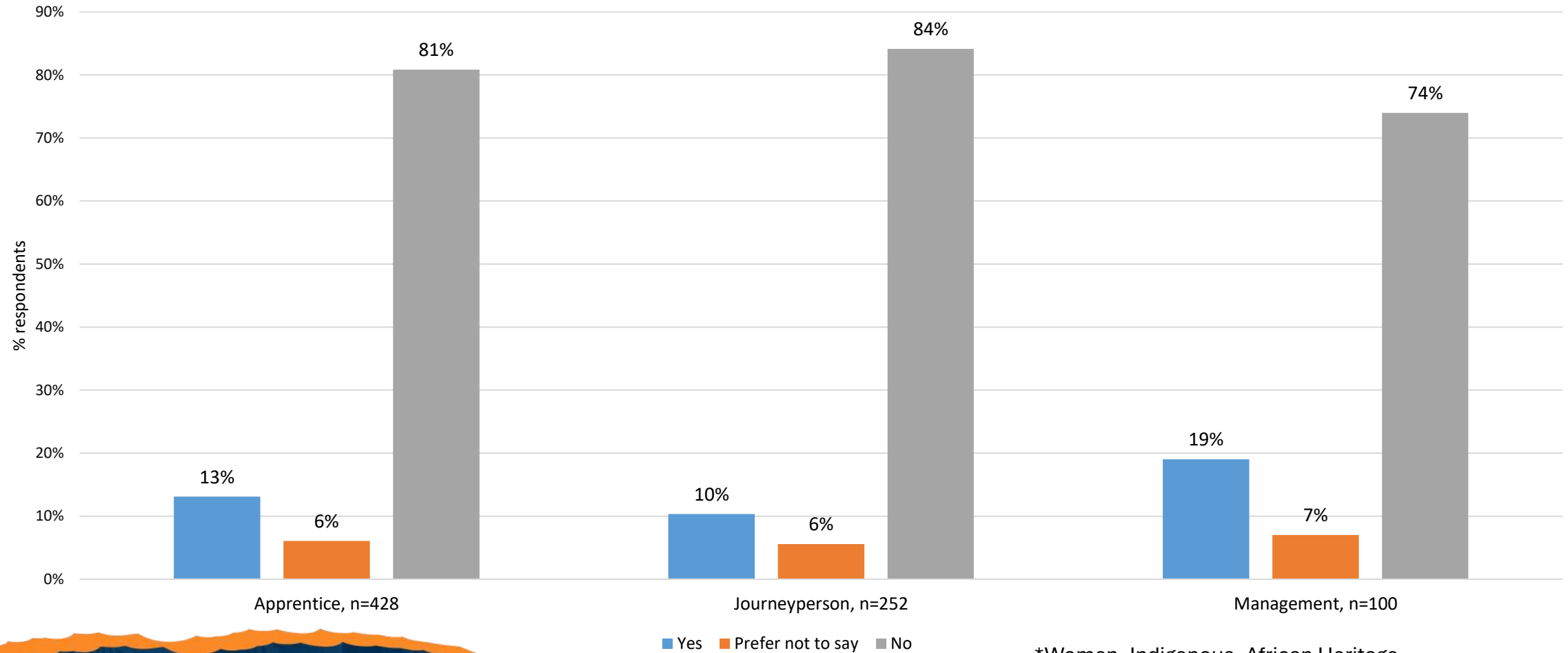


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Worker Survey, cont.

Member of An Underrepresented* Group? By Worker Status

Overall 13%



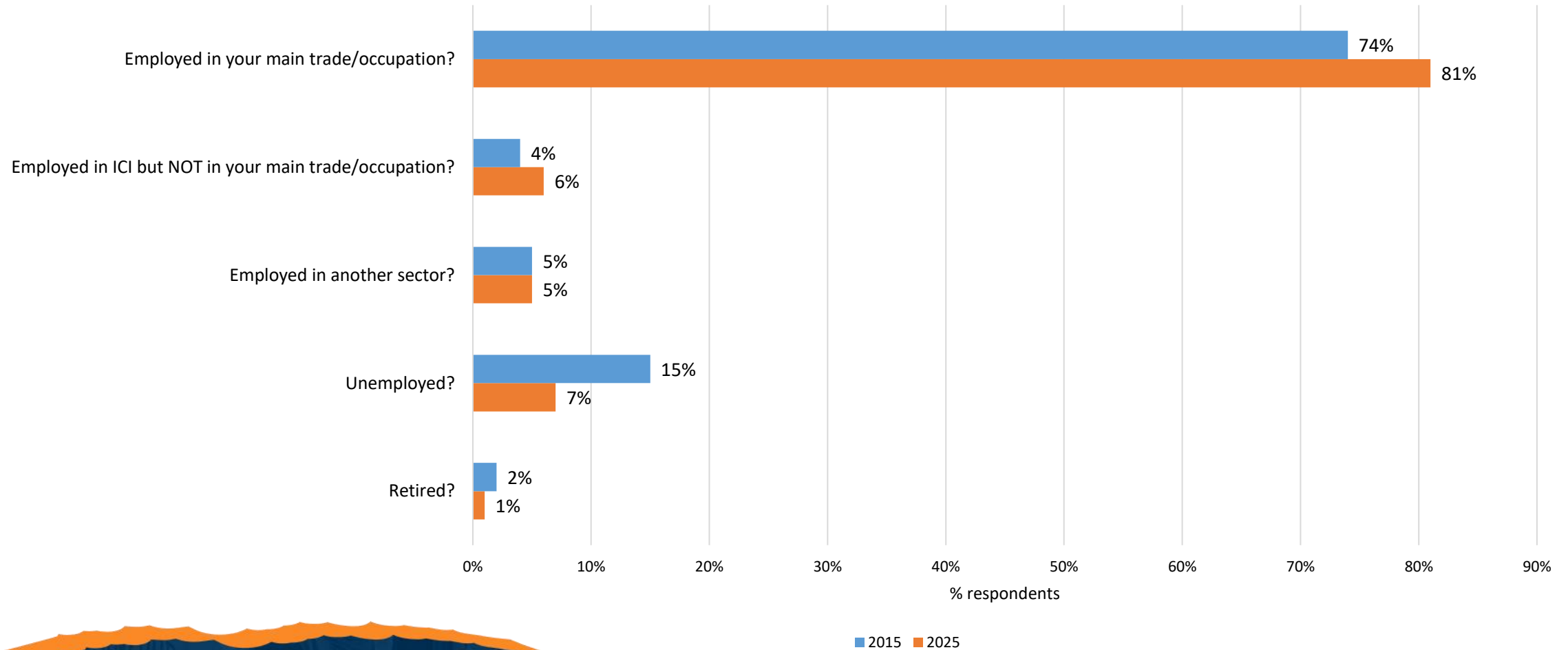
*Women, Indigenous, African Heritage
Nova Scotian, Persons with Disability,
Recent Immigrants



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Worker Survey, cont.

Current Employment Status, n=606 (2015) and n=851 (2025)



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Worker Survey, cont.

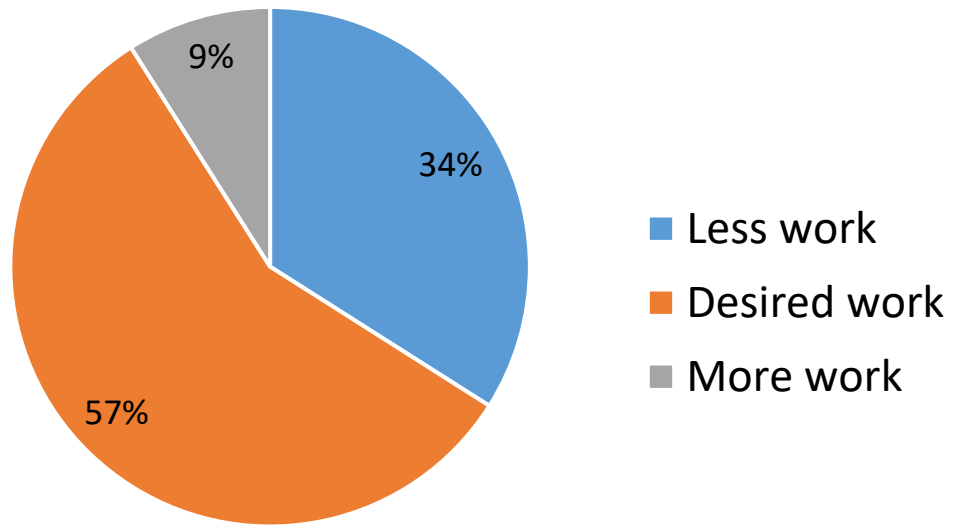
Average Work Time Spent By Sectors Over The Last 2 Years By Worker Status



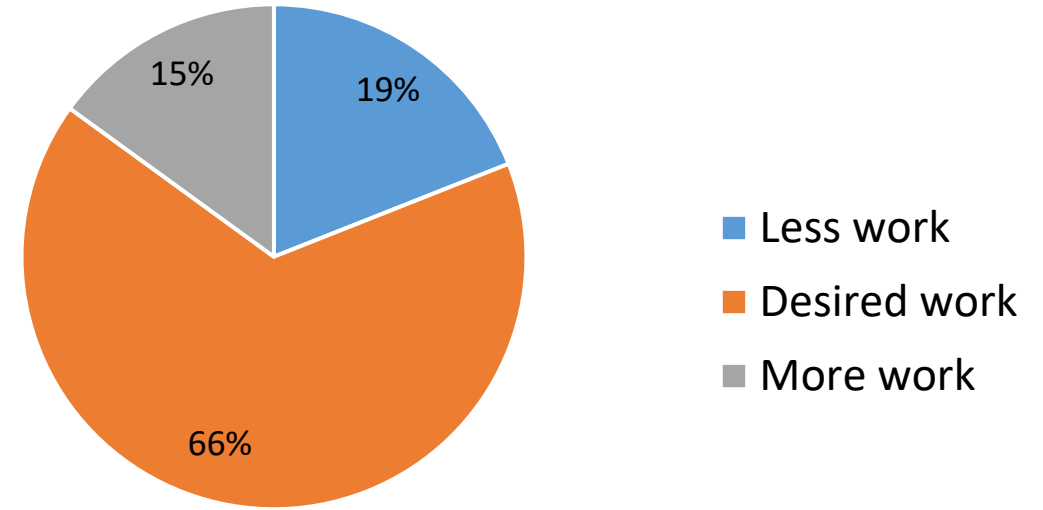
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Worker Survey, cont.

Desired Amount of Work Over Last 2 Years, n=605
(2015)

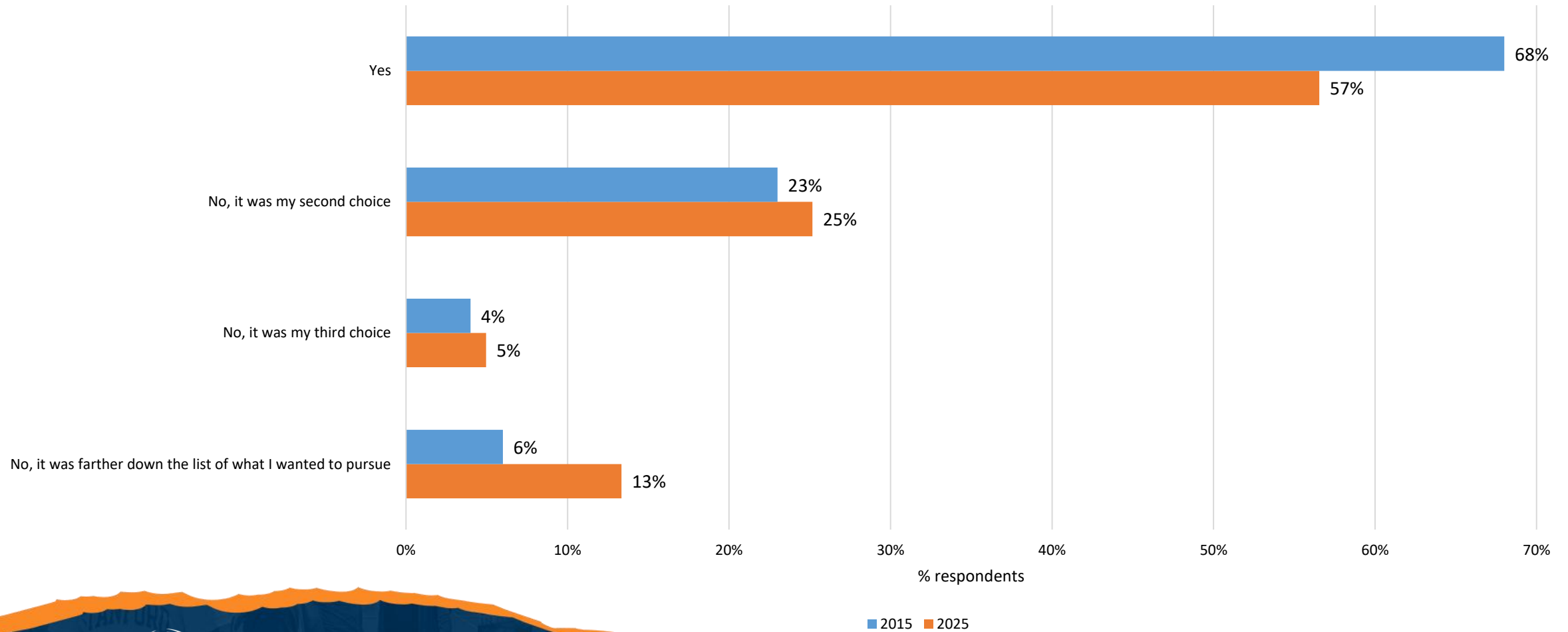


Desired Amount of Work Over last 2 Years, n=803
(2025)



Worker Survey, cont.

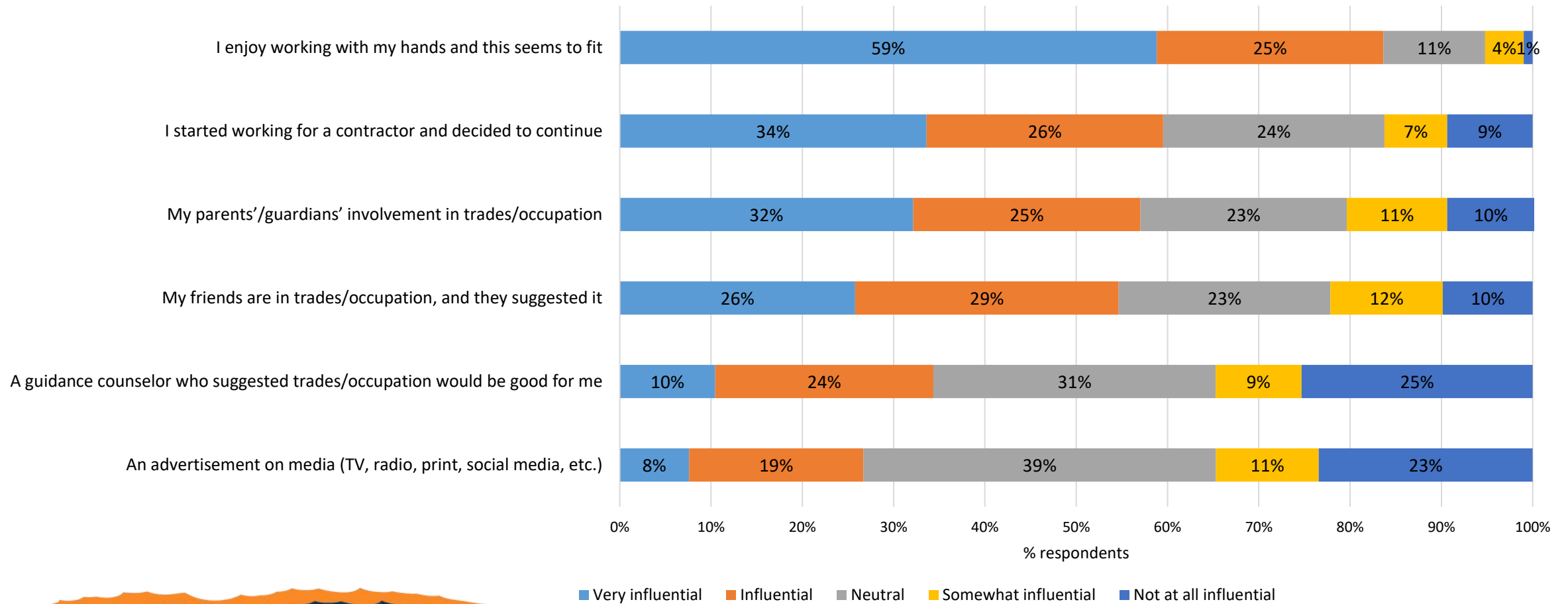
Was Working In Construction Your First Choice? n=551 (2015) & n=776 (2025)



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Worker Survey, cont.

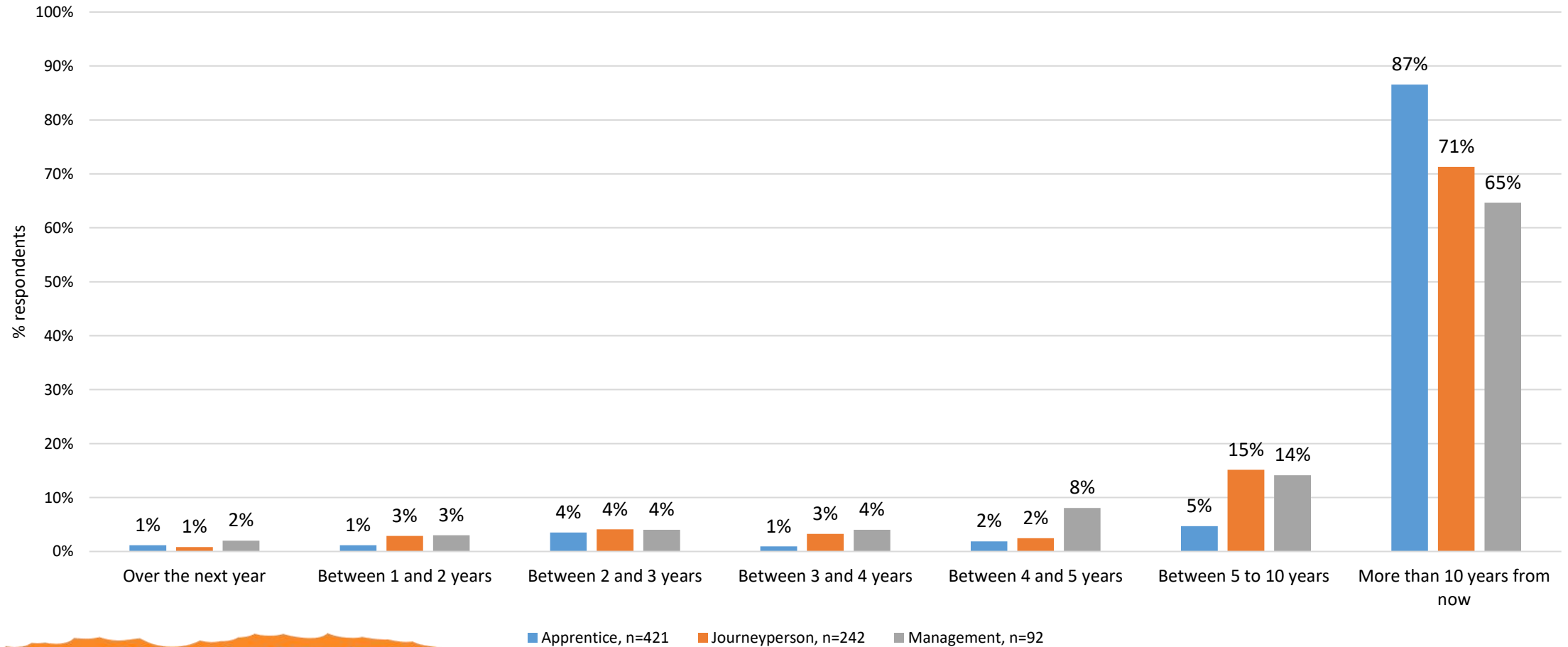
What Influenced You To Pursue A Career in Trades/Occupation, n=727



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Worker Survey, cont.

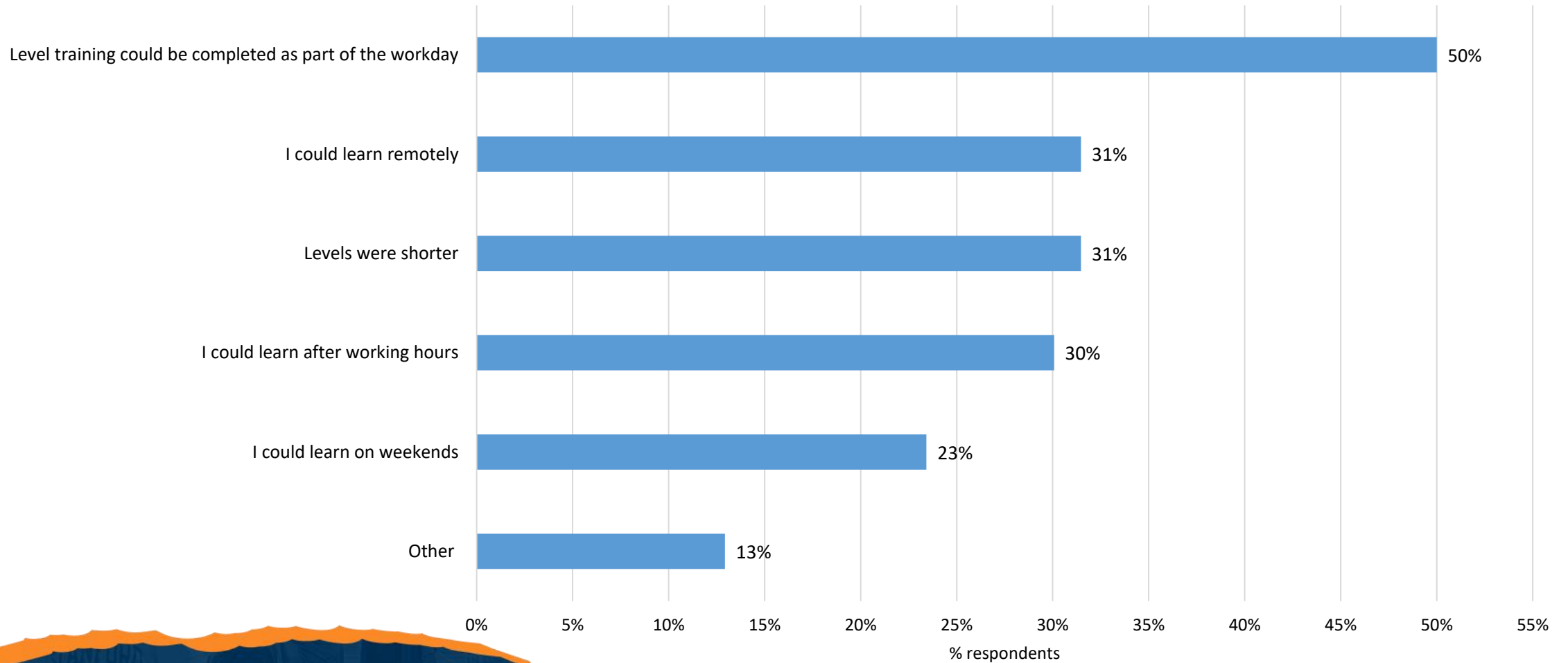
Retirement Plans By Worker Status



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Worker Survey, cont.

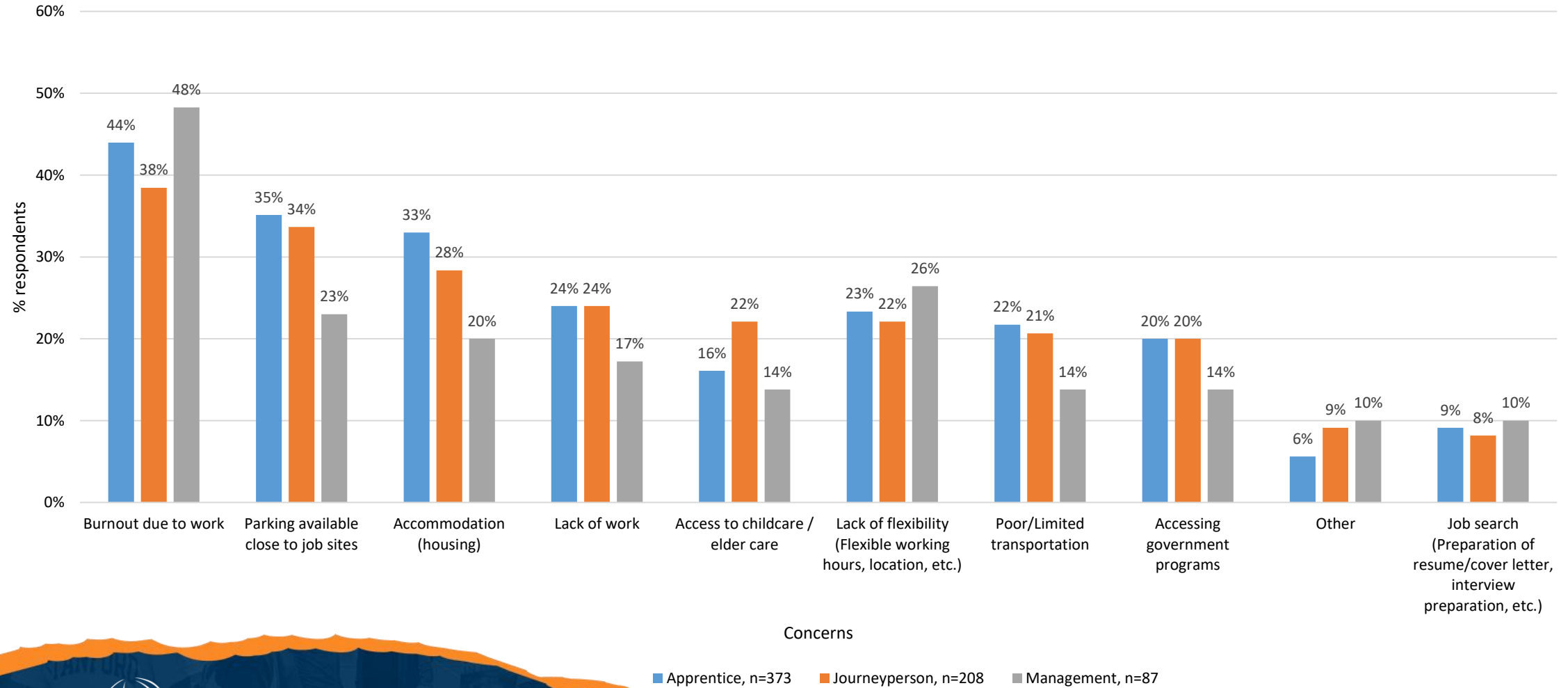
What Would Help You To Pursue Your Next Level Of Apprenticeship?, n=285



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Worker Survey, cont.

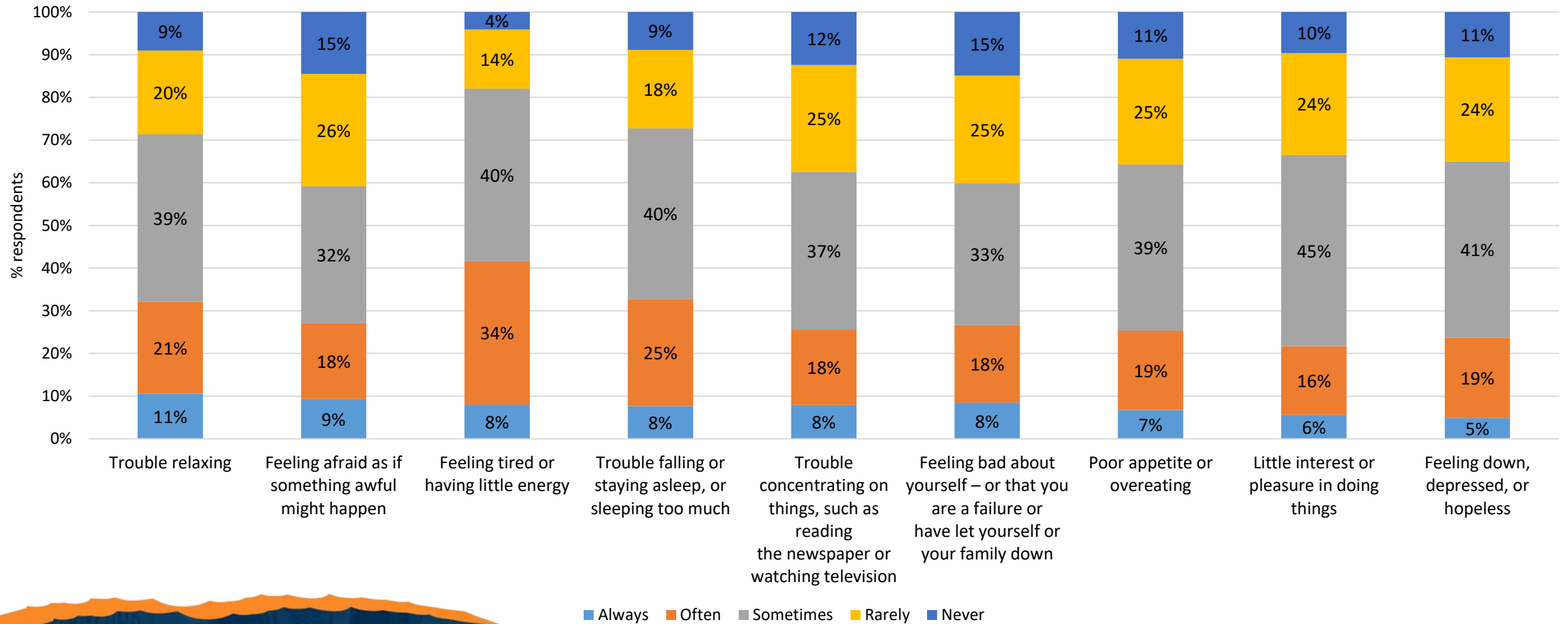
Is Any of The Following a Concern For You? By Worker Status



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Worker Survey, cont.

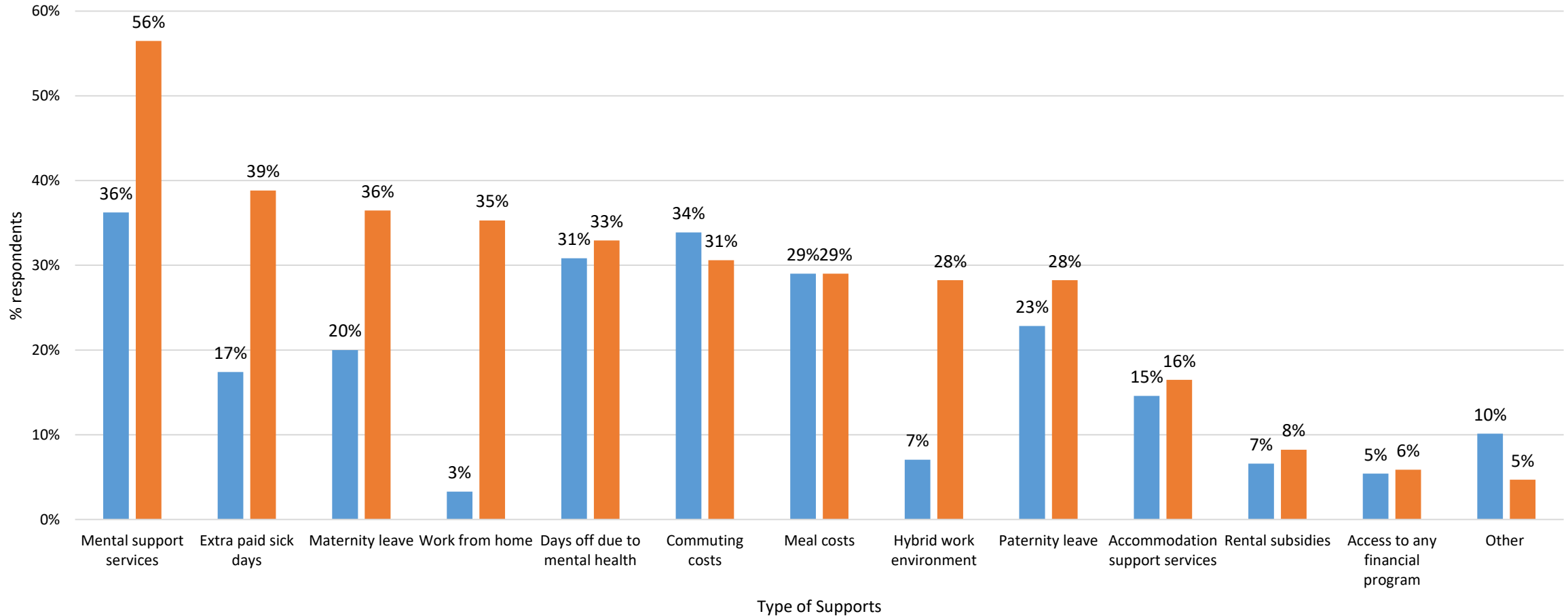
Mental Health Over The Last 6 Months, n=745



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Worker Survey, cont.

Does Your Company Provide Any of These Supports?



■ Trades, n=416 ■ Management, n=93



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Student Survey

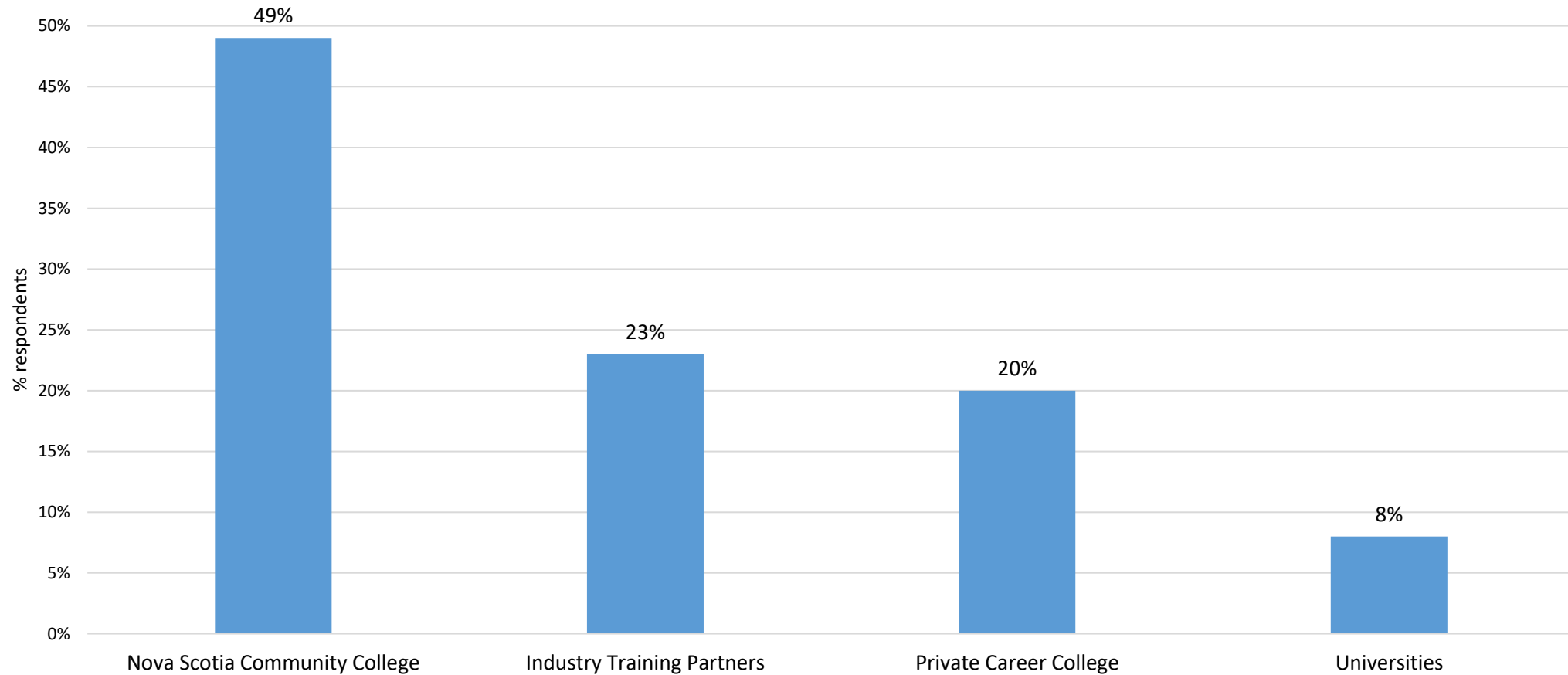
Survey Breakdown	2015 (502)	2025 (180)
Student Avg. Age	27	29
Student - (FT/PT/Not at this time) (%)	95/5/0	70/22/8
Working – (PT/FT/Not Working) (%)	37/6/57	37/14/49
Student (Male/Female/Other/Prefer not to answer) (%)	70/29/1/0	56/41/2/1
Indigenous (Yes/No/Prefer not to say) (%)	5/92/3	22/77/1
Underrepresented Group (Yes/No/Prefer not to say) (%)	10/87/3	25/72/3
Person with Disability (Yes/No/Prefer not to say) (%)	7/87/6	21/74/5
Currently working on any certification outside their study (Yes/No) (%)	9/91	26/74
Plan to Move or Relocate for Work	51%	30%



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Student Survey, cont.

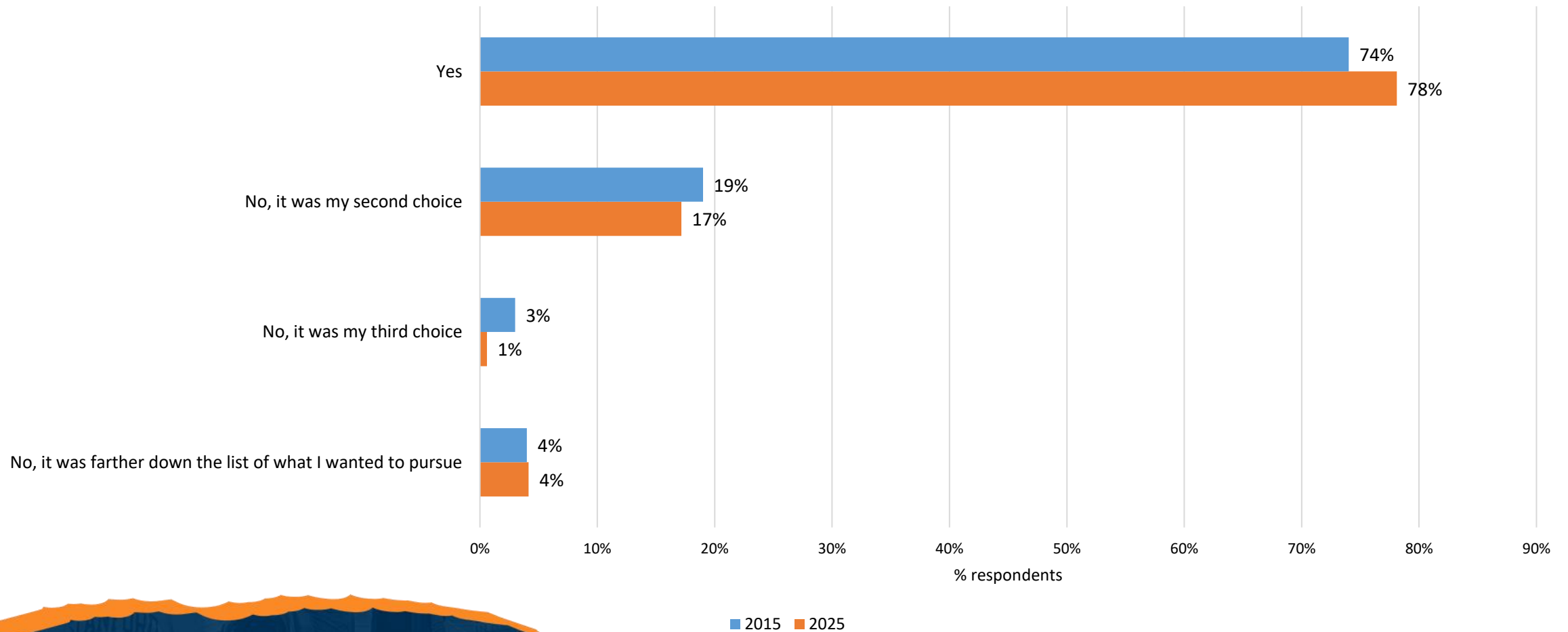
Responses Coming From the Following, n=180



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Student Survey, cont.

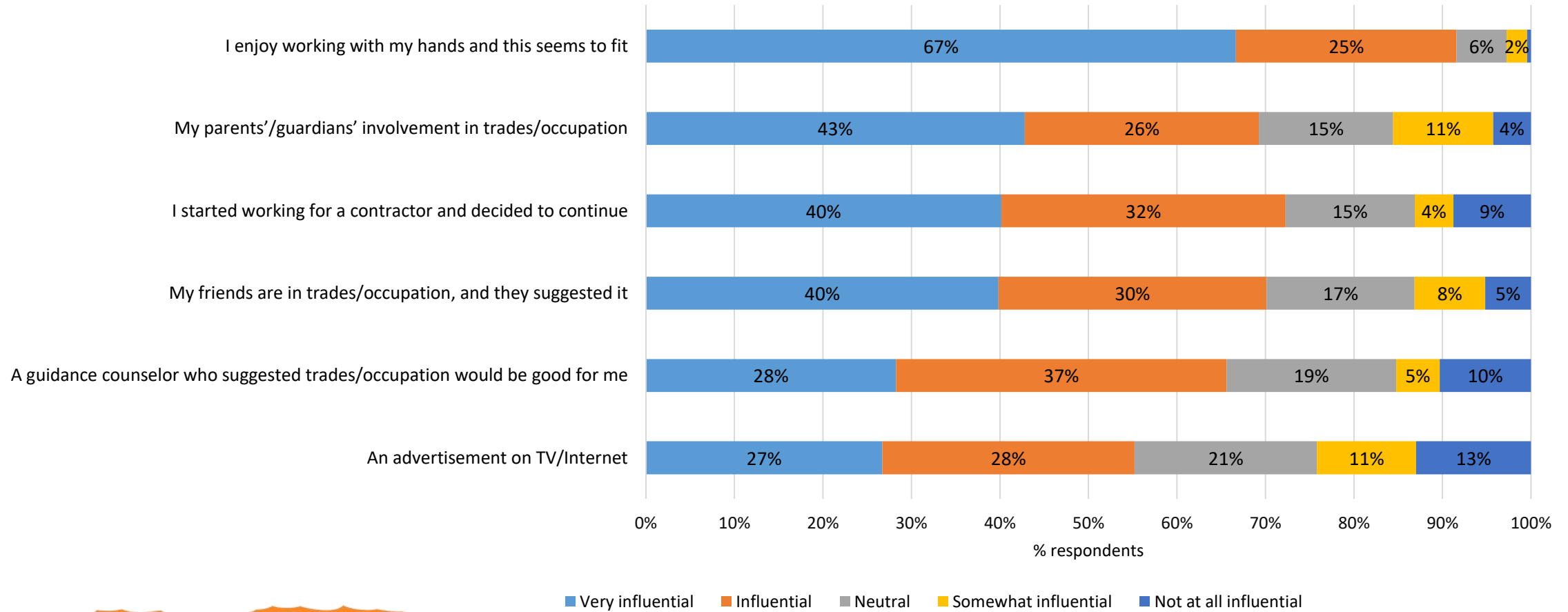
Was Construction Related Training Your First Choice? n=439 (2015) & n=169 (2025)



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Student Survey, cont.

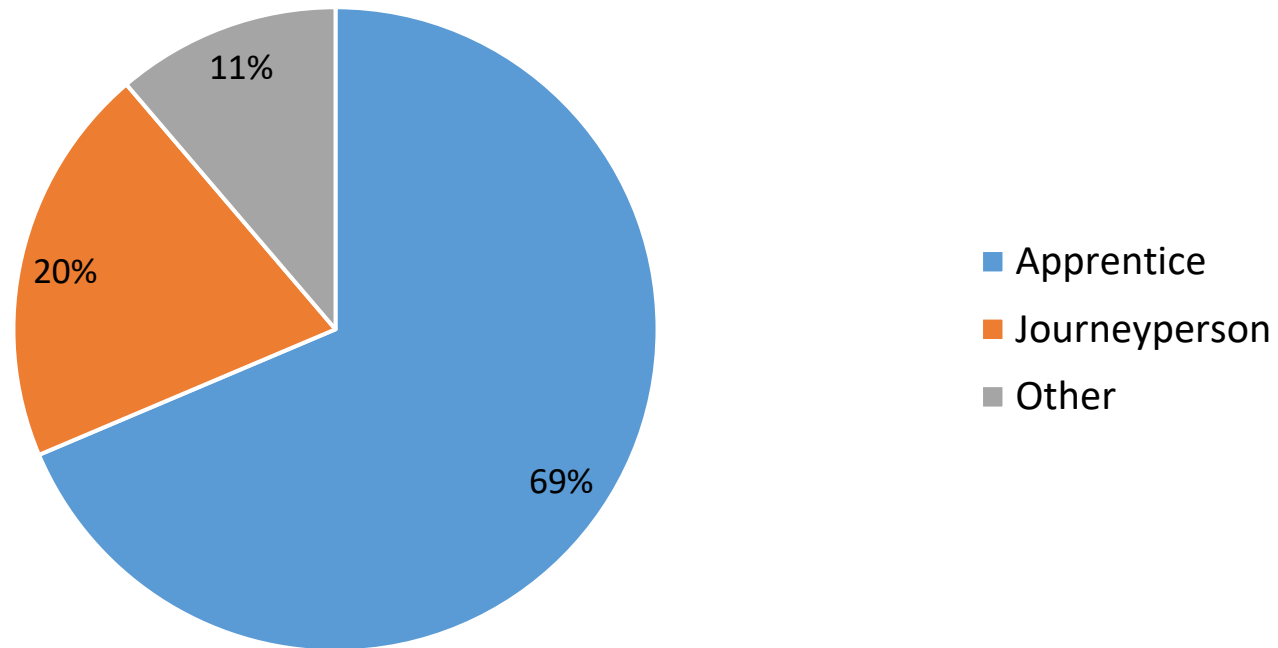
What Influenced You To Pursue An Education/Training In Construction?, n=160



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Student Survey, cont.

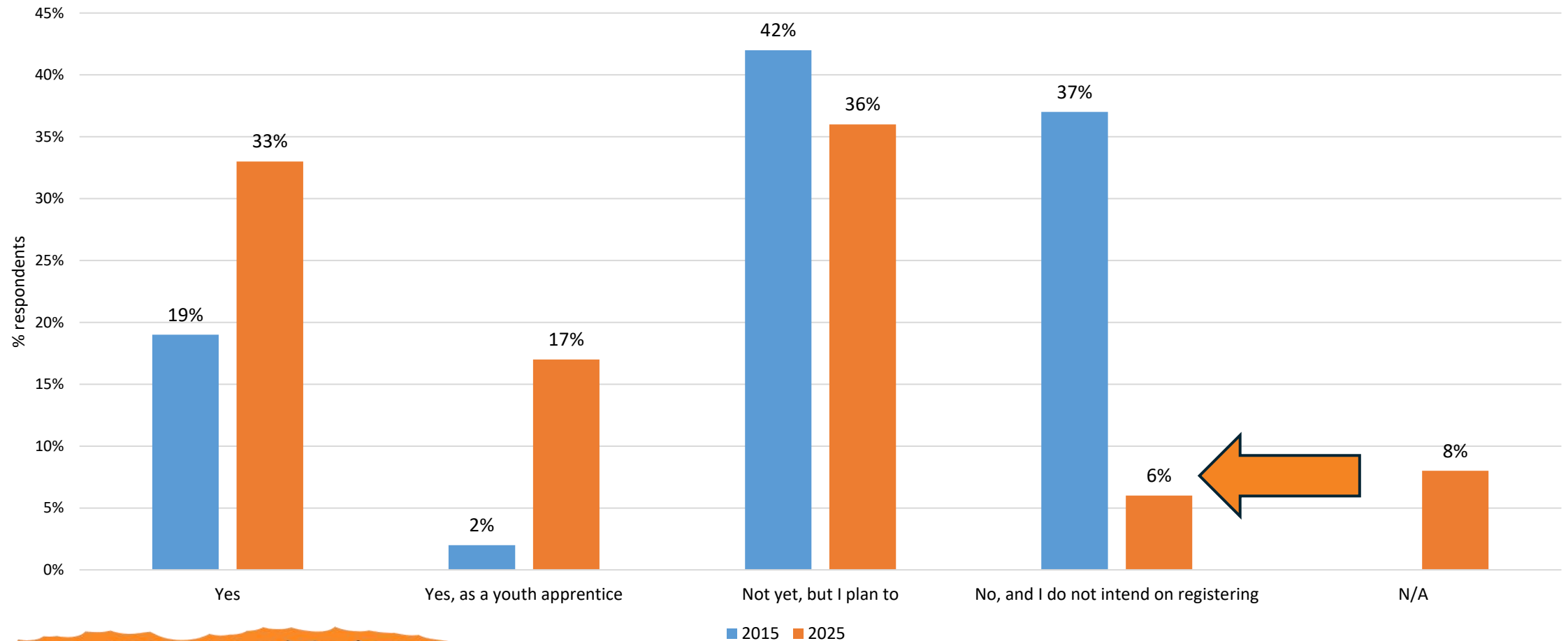
Upon Completion Of Your Current Training Program, You Will Become A/An?, n=157



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Student Survey, cont.

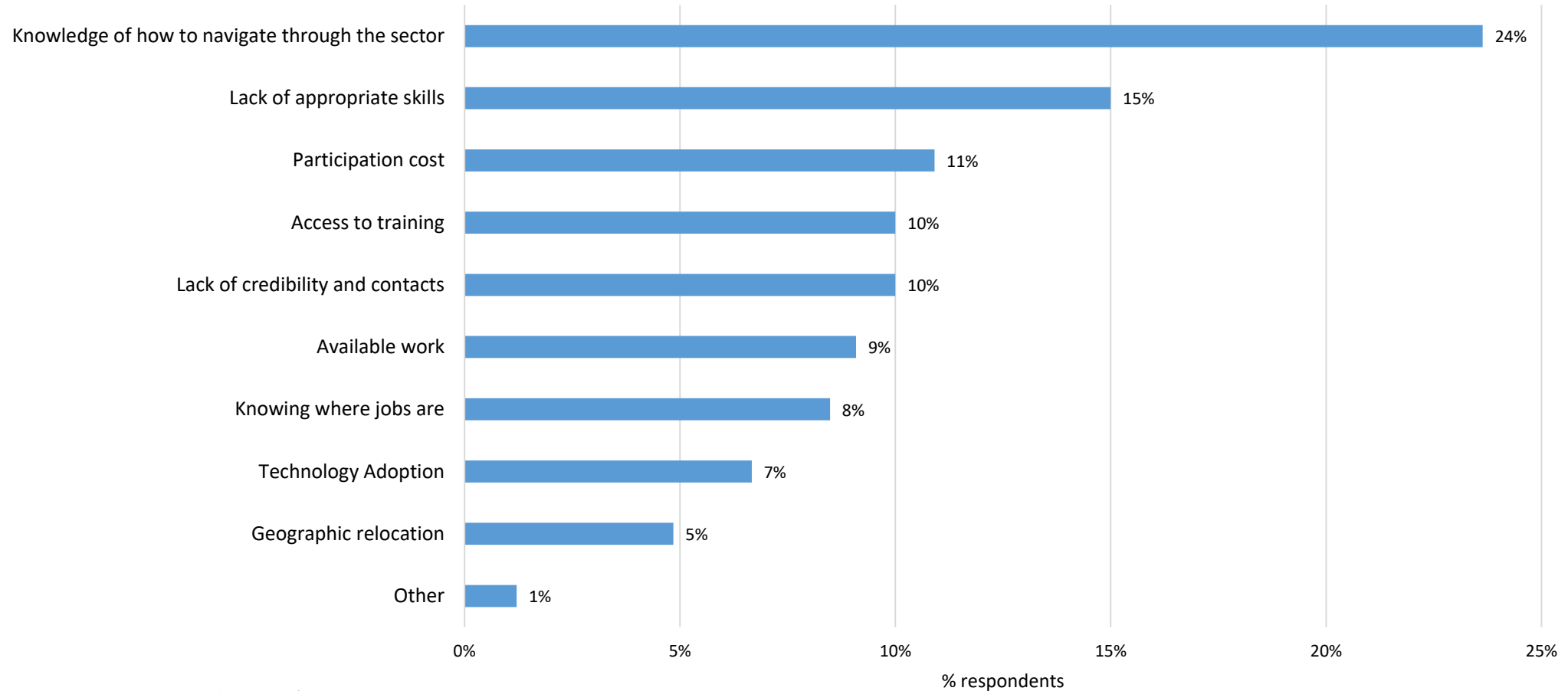
Have You Registered or Will You Register in NS as an Apprentice? n=177



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Student Survey, cont.

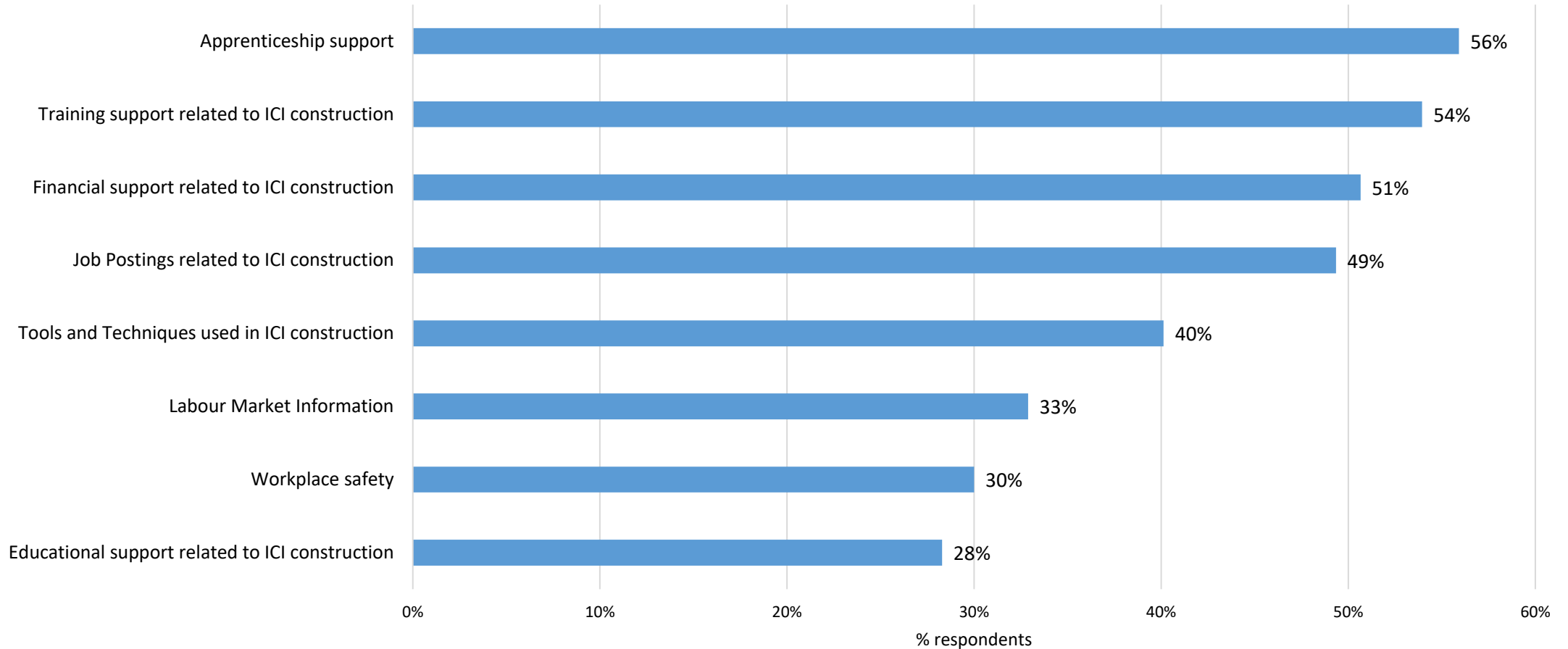
What Is The Biggest Barrier To Entry In ICI Construction, n=165



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Student Survey, cont.

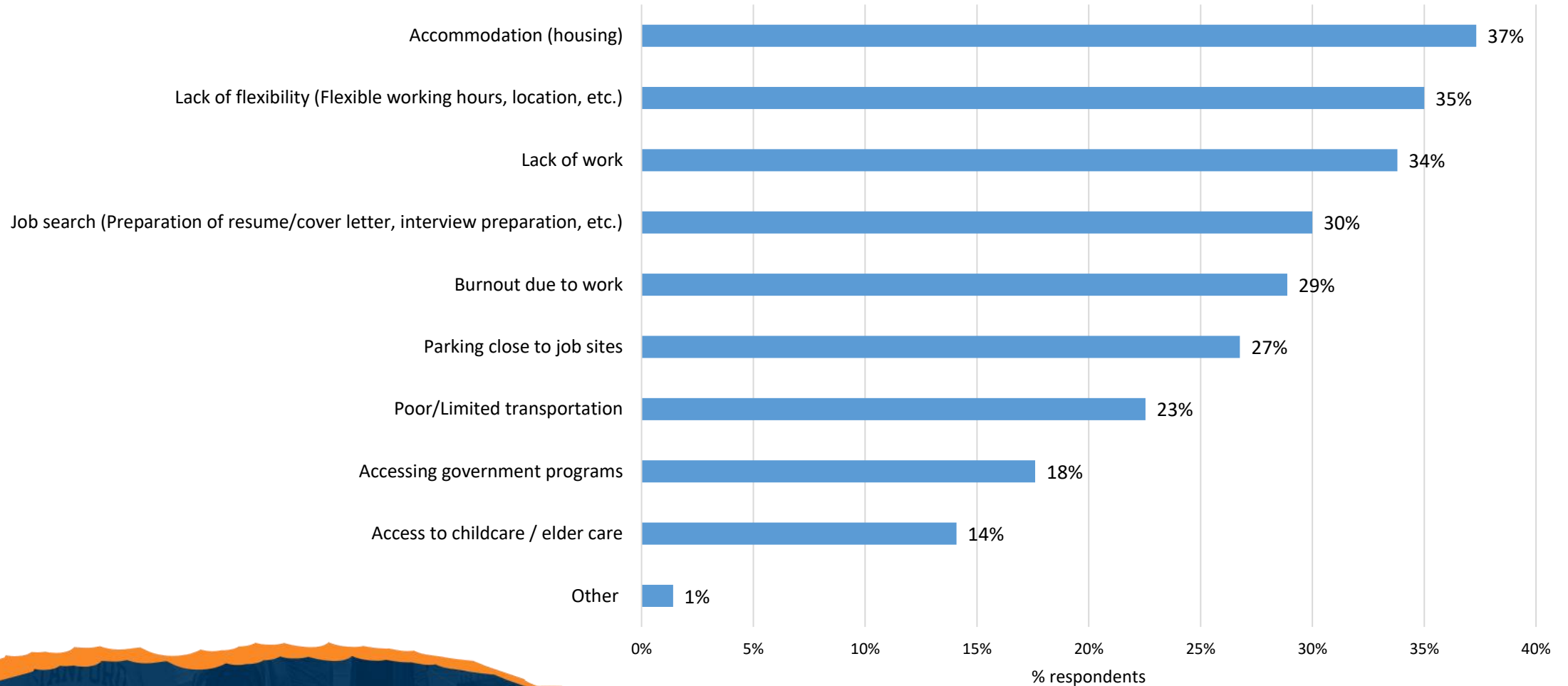
Information You Would Like To Be Aware About?, n=152



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Student Survey, cont.

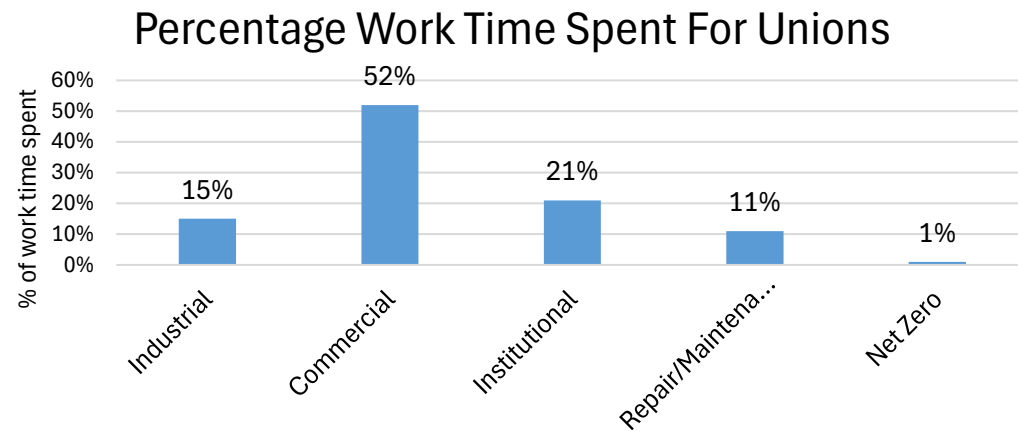
After Your Studies, Is Any Of The Following A Concern For You?, n=142



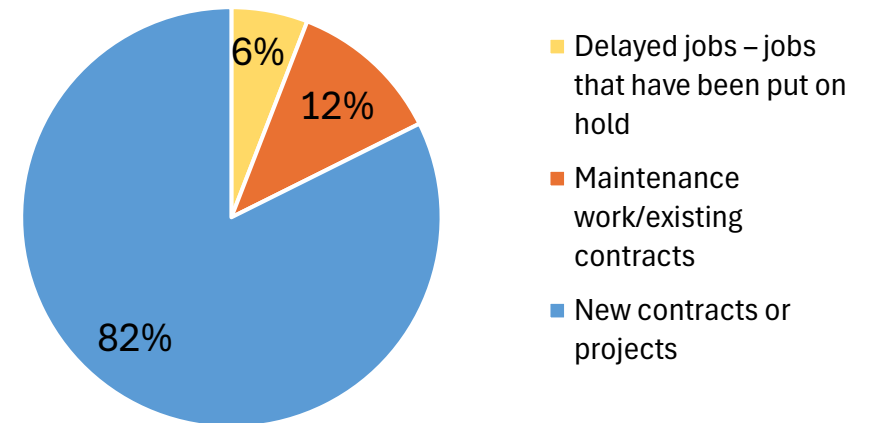
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Business Manager Survey

- Business Managers Perceptions about Labour Supply and Demand for the Next Several Years



Where Do You See Your Future Work Coming From?



- Attracting Workers to ICI Industry is priority



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Community Partners Survey

Have Employers Approached You Asking For Specific Types Of Workers For Specific Opportunities?

- Over 80% Community Groups have been approached by Employers.
- Specific opportunities employers have mentioned include:
 - Carpenters
 - Project Managers
 - Traffic Control
 - Plumbers
 - Electricians
 - Construction Craft Workers



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Community Partners Survey, cont.

Top Barriers to Helping Clients Pursue ICI Opportunities?

- The biggest barrier mentioned by over 70% respondents was the lack of open and clear communication between the industry, government and community groups. Few respondents mentioned that open communication is vital for all groups to do their jobs
- Lack of available and reliable transportation measures
- Lack of education among clients
- Ingrained biases in the workplace around women
- Lack of housing
- Low Wages



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Community Partners Survey, cont.

Top Barriers to Helping Clients Pursue ICI Opportunities?, cont.

- It was mentioned by a few groups that the existing stigma on both the employer and participant side when it comes to hiring members from differently abled groups. Community groups believe employers and participants themselves who are differently-abled account themselves as undeserving of a job and is acting as a barrier
- Lack of available mental health supports
- Credential Recognition and Licensing (Lack of recognition for foreign credentials and work experience)
- Lack of work opportunities in their local areas
- Access to learning facilities



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Community Partners Survey, cont.

Existing Opportunities to Strengthen Industry and Community Engagement

- Continuing and expanding the active participation in job fairs, industry meet ups, and industry partnerships
- More organizations conducting open house days that gives clients a chance to explore what an employer does
- Advocating for more inclusive workforce environment
- Create more awareness between industry and community groups through communication
- Availability of reliable labour market information
- High school presentations by industry professionals



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Planning & Coordination



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Procurement – Forecast Model

Build 
NOVA SCOTIA


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Nova Scotia ICI Construction Industry Dashboard

Major Projects Labour Market Impact Model: 2024 Edition

Model issued: 2025-01-13
Model run: 2025-05-21

This scenario-based dashboard is a forecasting and planning tool designed to model labour market supply and demand for major ICI projects in Mainland Nova Scotia and Cape Breton, across a multitude of varying factors including project area, project duration, project cycle, and costing details.



This dashboard was created for the Nova Scotia Construction Sector Council by 21FSP Advisory and is licensed for their exclusive use.

SCENARIO SELECTOR

Project Value	\$4,500,000,000
Design & Engineering	Include
Other Projects Value	\$150,000,000
Labour Share	40%
Per Hours Labour Cost	\$80
Hours per FTE	2,000
Change Order Rate	3%
Price Escalation	5%
Base Hours	12,500,000
Combined Costs	\$4,650,000,000

Select a region:

Select a project area:

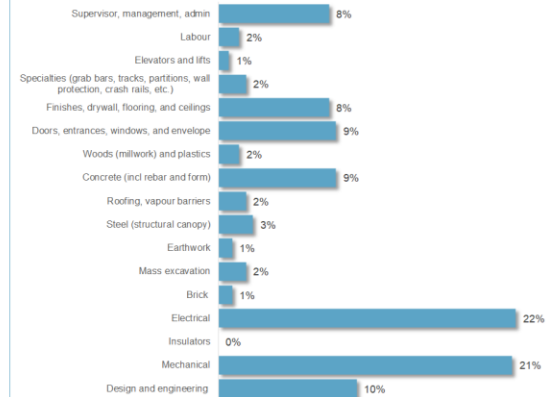
Select a project duration:

Select a project cycle:

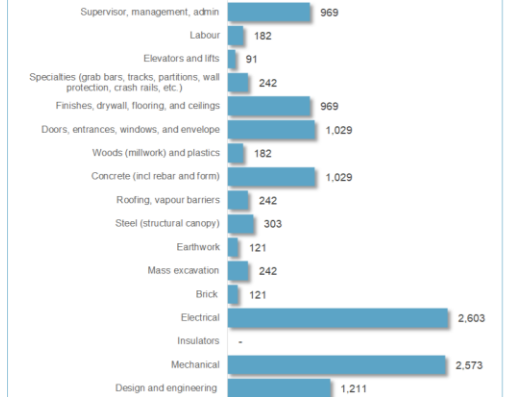
**Add in surplus chart w/ BuiltForce data - after confirming trade allocations

Trade Area	Year 1 FTEs	Year 2 FTEs	Year 3 FTEs	Year 4 FTEs	Year 5 FTEs	Year 6 FTEs	Year 7 FTEs	Year 8 FTEs
Design and engineering	848	61	61	61	61	121	0	0
Mechanical	0	0	858	858	858	0	0	0
Insulators	0	0	0	0	0	0	0	0
Electrical	52	0	859	859	833	0	0	0
Brick	0	40	40	40	0	0	0	0
Mass excavation	242	0	0	0	0	0	0	0
Earthwork	0	0	0	0	0	121	0	0
Steel (structural canopy)	0	0	61	121	121	0	0	0
Roofing, vapour barriers	0	0	121	121	0	0	0	0
Concrete (incl rebar and form)	0	343	343	343	0	0	0	0
Woods (millwork) and plastics	0	0	0	0	178	4	0	0
Doors, entrances, windows, and envelope	0	206	206	309	309	0	0	0
Finishes, drywall, flooring, and ceilings	0	0	291	339	339	0	0	0
Specialties (grab bars, tracks, partitions, wall protection, crash rails, etc.)	0	0	0	121	121	0	0	0
Elevators and lifts	0	0	0	45	45	0	0	0
Labour	30	30	30	30	30	30	0	0
Supervisor, management, admin	98	90	187	252	243	98	0	0
Total	1270	770	3056	3500	3138	374	0	0

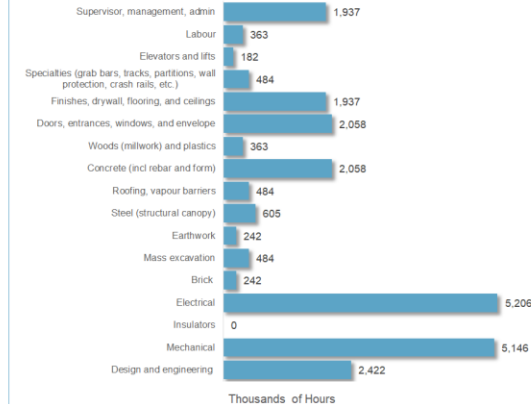
Trade Shares by Trade Division for Selected Project



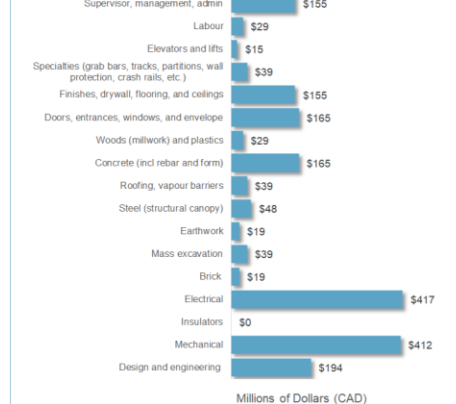
Total FTEs by Trade Division for Selected Project



Labour Hours by Trade Division for Selected Project



Labour Cost by Trade Division for Selected Project



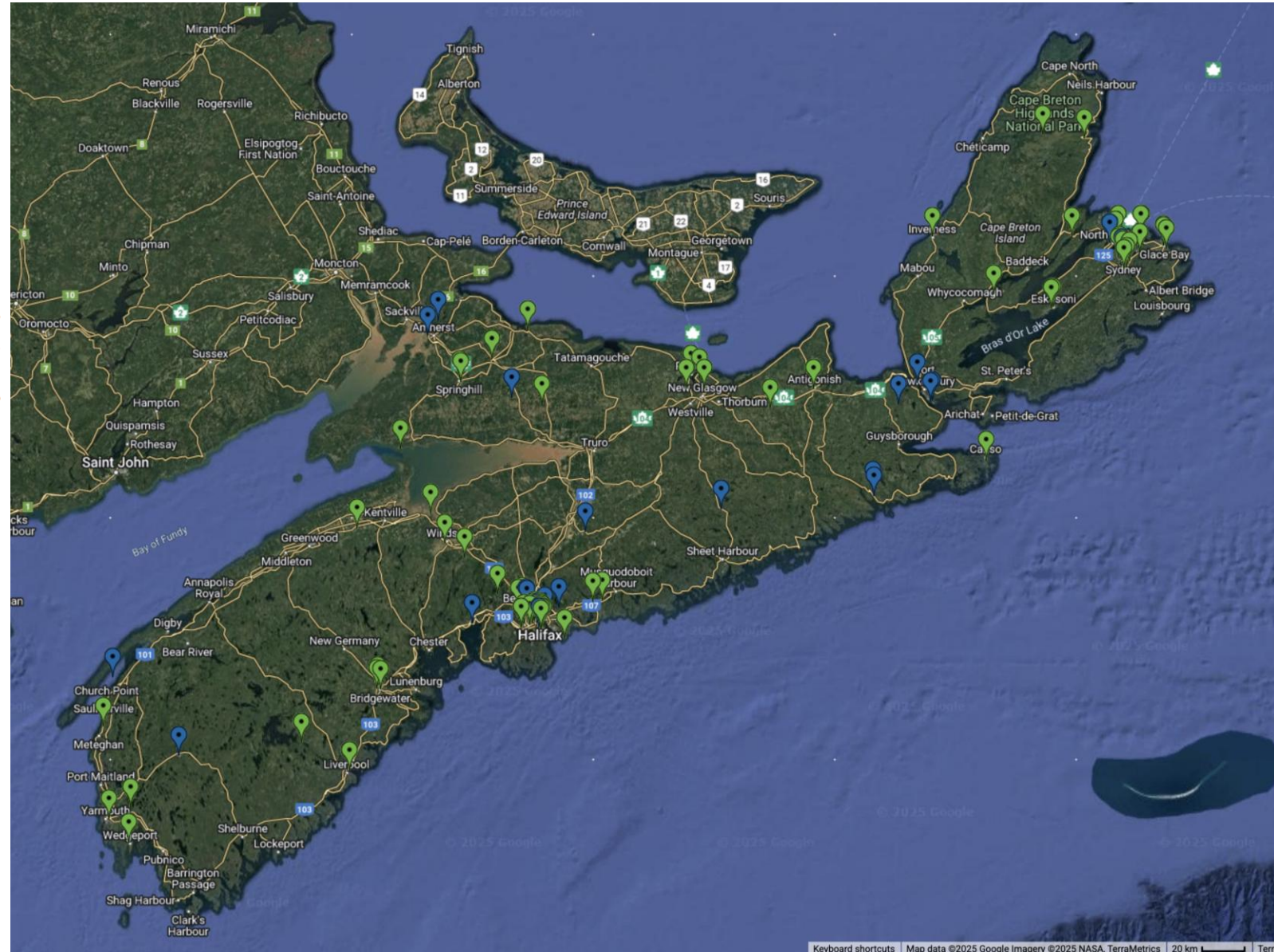


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Project – Tracking Map

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Focus on Diversity

BCI's focus on diversity mirrors the Sector Council's larger strategic goal of changing how the public sees construction in the Province of Nova Scotia.

It also allows the Sector Council to become a resource for the ICI sector on matters related to Diversity, Equity and Inclusion and assist employers with creating welcoming workplaces.



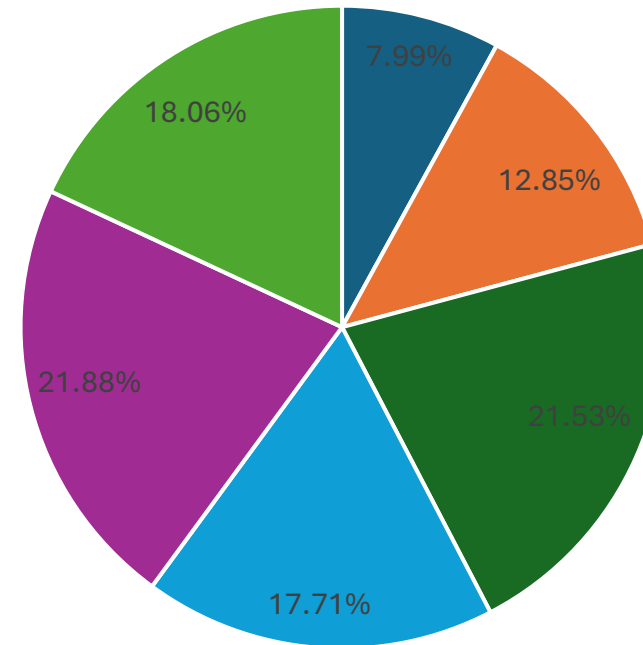
Government
of Canada

Gouvernement
du Canada



Bridging Community and Industry (BCI) Program

Diversity Breakdown within the BCI Program



■ Indigenous

■ African Nova Scotian

■ Persons with Disability

■ Woman

■ Newcomer

■ Non Equity Group

* Note: Data as of May 2025



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Bridging Community and Industry (BCI) Program

Exceeding Targets and Expectations

- 5-year goal: **14 training** opportunities for 210 participants.
- By fall of 2025, BCI will deliver: 27 training programs to 324 participants.
- 54% of the programs delivered on the Mainland and 46% in Cape Breton.
- Since 2021, the program has received 1,503 applications
- Program has an 87% graduation rate and 70% employment rate as a result of work placement.
- Participants are provided with the information and supports to register as an apprentice.
- 68% of graduates registering as an apprentice with the Nova Scotia Apprenticeship Agency.





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Bridging Community and Industry (BCI) Program

Addressing Barriers to Training

Community Based Training

- To further enhance the accessibility of training, the Sector Council has created two mobile classroom training units.
- These units offer a flexible space to deliver skills-based training and help provide opportunities for people who face transportation and other barriers to employment.
- One unit is currently located next to a major infrastructure project- the Northside Hospital in North Sydney, Nova Scotia. The other is currently being utilized to deliver a 12-week training program in the indigenous community of Sipekne'katik on Mainland Nova Scotia.





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Industry Training

- Better SuperVision (BSV)
- Intro to Project Management & Estimating (PME)
- Microcredentials
 - ICI Construction 101
 - Entrepreneurship and Financial Literacy
 - Toolbox Tech





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Youth

14,836
VISITORS

563
VISITS



TRADES EXHIBITION HALL

3,859
Students
Participated

341
Kits
Distributed



5,565
VISITORS

31
Deployments



MOBILE CONSTRUCTION EXPERIENCE



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[Explore the Trades](#)

[Build Your Skills](#)

[Connect to Industry](#)

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Welcome to your Nova Scotia Construction Sector Council **Construction Trades Hub**

Everything you need to start your career in the construction industry.

Start Planning Your Construction Career

Earn while you learn. Attractive salaries. Growth Opportunities.





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Industry Community Engagement

From 2020-2024, the NSCSC was able to help industry access over **\$3 million** in public funding for training and supports associated with the major projects.

Since January of 2024, the NSCSC helped recruit and engage over **822** individuals province-wide in to training programs, employment and/or employment opportunities (over **66%** identifying as being from a diverse/underrepresented community).

Nova Scotia Works and our community partners have been invaluable in these efforts.



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Construction Industry Supports



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Construction Industry Supports

On April 10, 2025, the Province of Nova Scotia and the Nova Scotia Apprenticeship Agency announced a 10M investment in the construction industry to:

- 1. Build a Cape Breton Trades Exhibition Hall/Centre**
– an industry-led hands-on exploration, learning and testing facility for youth, community groups, and apprentices.
- 2. Expanded Enhanced Direct Entry Apprenticeship Programs**
– faster, more accessible pathways into the skilled trades.
- 3. Provide supports for Under-Employed Individuals and Newcomers**
– programs for veterans, equity-deserving individuals and newcomers to upskill and be work ready for careers for skilled trades.




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Lifestyle Video

We are competing with every other sector –
We need to sell a Lifestyle!





Awards of Excellence

Nominate an Outstanding Leader

The Nova Scotia Apprenticeship Agency Board is calling for nominations for the 2025 Awards of Excellence. The Awards of Excellence are your opportunity to recognize employers, journeypersons, mentors, and ally's who are contributing to the success of an apprentice's journey. Award winners will be announced in October 2025 at the Annual Industry Meeting.

Mentorship Award

The Mentorship Award recognizes the contributions of a certified journeyperson who has demonstrated a commitment to mentoring apprentices and is actively engaged in their training and advancement. [Learn more online.](#)

📄 [Submit your nomination for the Mentorship Award.](#)

Ally Award

The Ally Award recognizes an outstanding employer or industry member for their commitment to equity, diversity, and inclusion in the apprenticeship system. [Learn more online.](#)

📄 [Submit your nomination for the Ally Award.](#)

Employer Champion Award

The Employer Champion Award recognizes and celebrates employers who demonstrate outstanding commitment to fostering the next generation of skilled trades professionals through the apprenticeship system. [Learn more online.](#)

📄 [Submit your nomination for the Employer Champion Award.](#)

www.nsapprenticeship.ca/agency/award-excellence



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THANK YOU
WELA'LIOQ



www.nscsc.ca

