

Making it all work: Alberta's Sustainable Labour Future



LEADER IN SAFETY

TRIR 0.16

Energy Group

2022 EARNED REVENUE

\$13.7 B

\$10.6 billion yearly average
over the past 10 years

KIEWIT-OWNED EQUIPMENT

26,000 UNITS

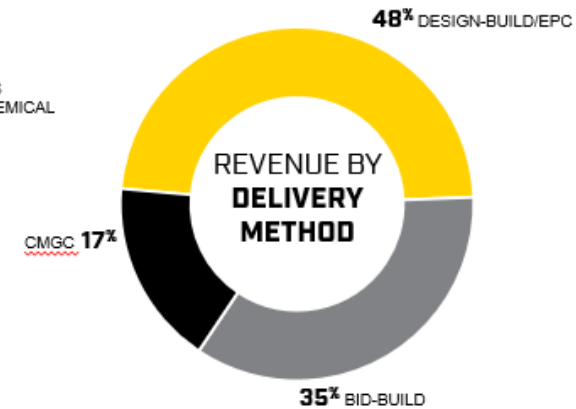
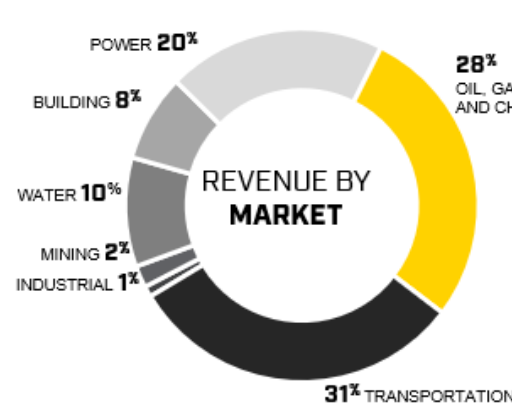
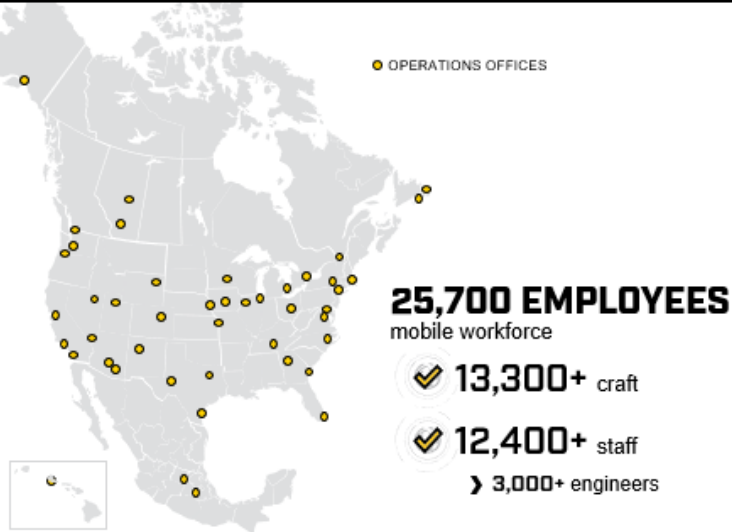
Totaling \$3.4 billion in value

DIRECT-HIRE MANHOURS

50M+

ANNUALLY

Providing significant safety, quality and
schedule advantages to our projects



Founded in 1952

One of Canada's largest independent, multisector, national unions with **over 60,000 members** working in a wide range of sectors—construction, education, emergency services, healthcare, retail, service, transportation, manufacturing, and more.

Over 300 staff in 14 member centres located in Ontario, Manitoba, Saskatchewan, Alberta, and BC.

Part of the international labour movement as an affiliated member of the [World Organization of Workers](#).

CLAC is independent of the Canadian Labour Congress and the Building Trades of Canada. We provide a different union perspective on the issues that matter to workers.

Figure 8: Changes in the construction labour force, Alberta



CONSTRUCTION INDUSTRY STATS (Aug 2023)

Location	Unemployment Rate
Canada	3.4%
BC	2.6%
Alberta	3.6%
Ontario	3.9%

- Rising demands will require the provincial construction labour force to increase by 4,900 workers. (*Residential (-1700); Non-residential (+6600)*)
- The retirement of approximately 38,200 workers during the forecast period will increase the overall hiring requirements for the industry to 43,100.
- Based on historical recruitment levels, the industry is expected to add 38,000 workers during the forecast period.

Unless recruitment increases, the sector may need to add as many as 5,100 additional workers:

- through the additional recruitment and training of youth;
- through the additional recruitment of individuals from equity deserving groups traditionally underrepresented in the construction sector;
- from the construction labour forces of neighbouring provinces with higher levels of unemployment;
- from other industries in the province employing workers with the skill sets required by the industry;
- from outside the country.

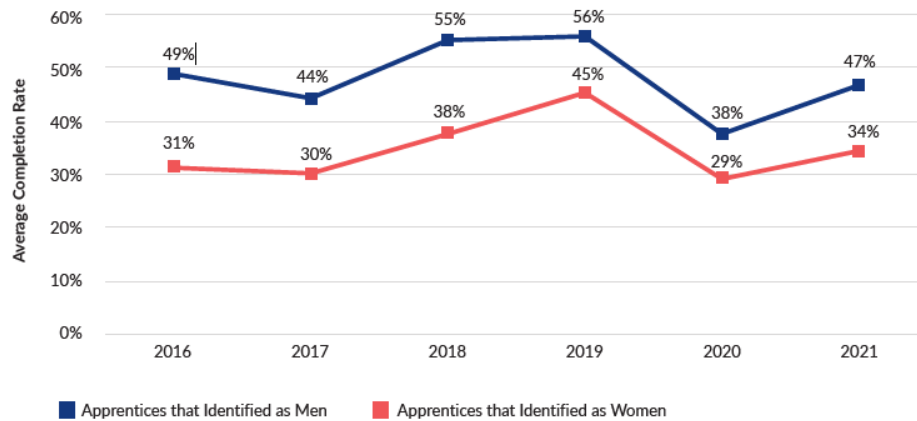
- 15 Largest Red Seal Trades accounted for greatest decline in registrations and completions
- Largest non-residential construction trade shortages across Canada (2023-2027) are expected for Welders, Pipefitters, Millwrights, Carpenters and Industrial Electricians

Trade	BC	AB	MB	SK	ON	QC	ALC
Automotive Service Technician	●	●	●	●	●	--	●
Carpenter	●	●	●	●	●	●	●
Construction Electrician	●	●	●	●	●	●	●
Cook	●	●	●	●	●	●	●
Hairstylist	●	●	●	●	●	●	●
Heavy Duty Equipment Technician	●	●	●	●	●	●	●
Industrial Electrician	●	--	●	--	●	●	●
Industrial Mechanic (Millwright)	●	●	●	●	●	●	●
Painter and Decorator	●	●	●	--	●	●	--
Plumber	●	●	●	●	●	●	●
Refrigeration and Air Conditioning Mechanic	●	●	●	●	●	●	●
Sheet Metal Worker	●	●	●	●	●	●	●
Steamfitter/Pipefitter	●	●	●	●	●	●	●
Trunk and Transport Mechanic	●	●	●	●	●	--	●
Welder	●	●	●	●	●	●	●

*Buildforce Canada

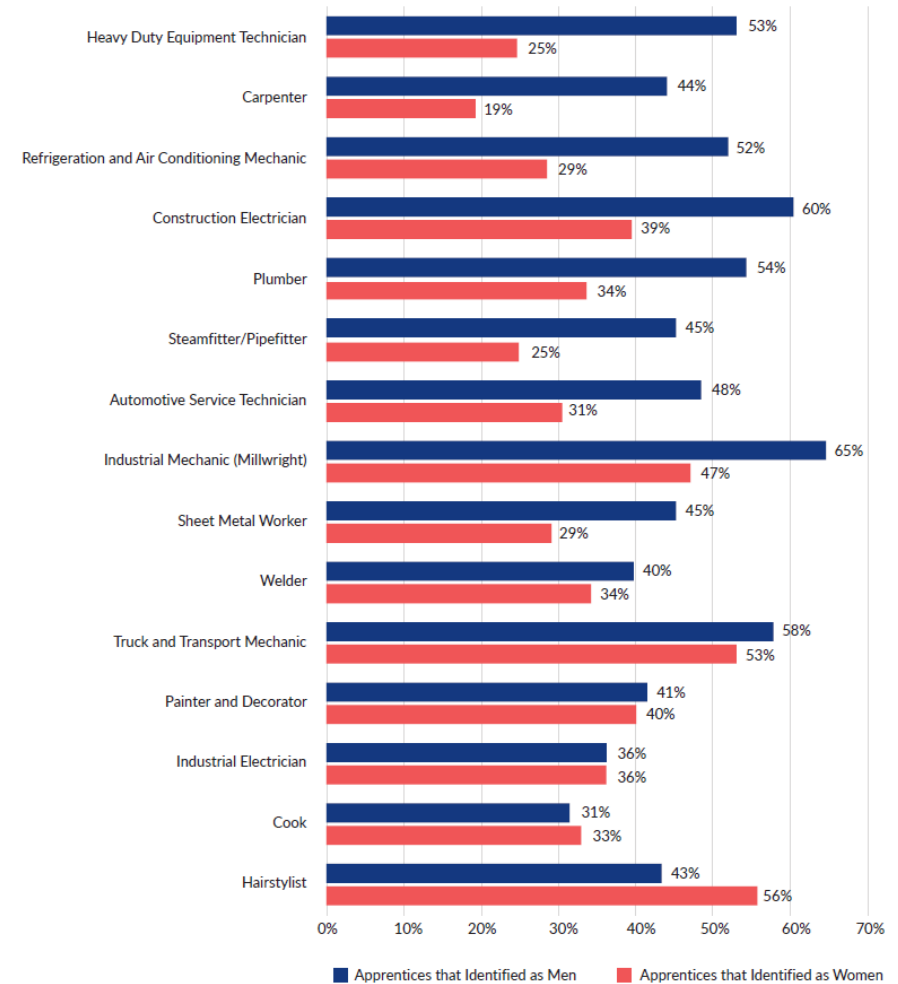
- **At Risk:** Certifications Required Exceed Projected Completions
- **Balanced Conditions:** Certifications Required In-Line with Projected Completions
- **Ample Supply:** Projected Completions Exceed Certifications Required

Figure 7 – Average Historic Completion Rate, Top 15 Red Seal Trades, Canada



Source: Statistics Canada (RAIS), 2021; CANTRAQ Prism Economics (2023)

Figure 8 – Average Completion Rate by Red Seal Trade, Canada, 2017 to 2021



In 2022, the Canadian Apprenticeship Form (CAF-FCA) surveyed 159 employers in Alberta about the **costs and benefits of apprenticeship training**. For every dollar **invested** in an apprentice, employers received, on average, a **\$1.41 in return**.

Figure 1: The ROTI for 3 Trades in Alberta, 2022

Trade	Total Costs	Total Benefits	Net Benefits	ROTI
Automotive Service Technician (AST)	\$435,291	\$703,579	\$268,288	\$1.62
Electrician	\$267,686	\$378,652 (+\$327 grant)	\$111,293	\$1.43
Carpenter	\$309,730	\$372,919	\$63,189	\$1.20

Alberta employers agreed there are significant additional benefits to training apprentices. Benefits include:

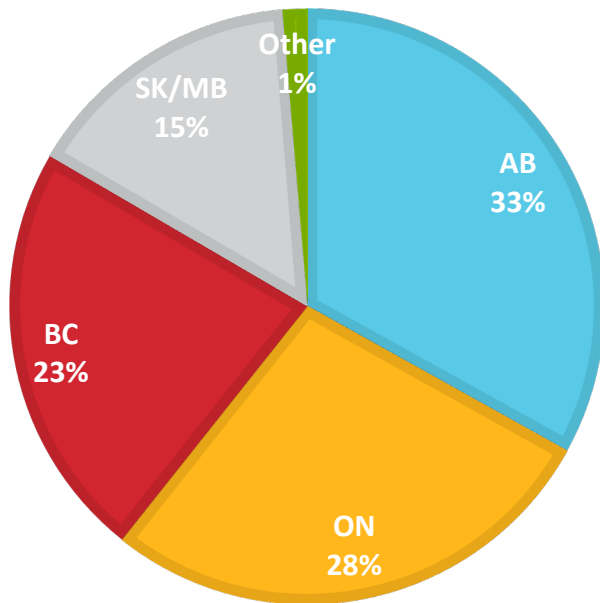
- Better fit with the organization (91%)
- Better retention of employees (81%)
- Development of in-house mentors (79%)
- Effective way to develop employees who can advance within the company (76%)
- Avoids skills shortages (73%)
- Greater overall productivity (72%)
- Better relationships with customers (71%)

Canadian Apprenticeship Sponsorship Program

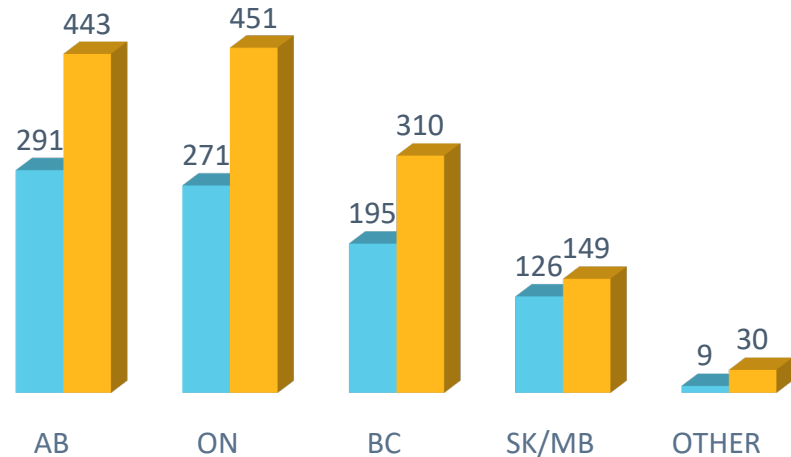
- Government of Canada invested \$247 million towards the growth of apprenticeship to combat the current labour shortage.
- CLAC as an intermediary, was eligible to distribute up to \$11 million to provide financial incentives to small and medium sized employers (under 500 employees) when they hire or register a first-year apprentice.
- Employers can receive \$5,000 per apprentice (two incentives per fiscal year); or \$10,000 if the apprentice identifies into a qualified under-represented group.
- Program is currently in its final fiscal year (two total), ending March 31st, 2024.

Total Funds Distributed: \$6,970,000

■ AB ■ ON ■ BC ■ SK/MB ■ Other



Total Apprentices Hired: 892 Total Employers Onboarded: 1383



■ Apprentices Hired
■ Employers Onboarded

EXTERNAL WORKFORCE DEVELOPMENT

- **Trade Schools**

- BCIT, NAIT, SAIT, Olds College, Algonquin College, McCallan Career Institute, Texas State Technical College System, Louisiana State Technical College System, Northwest Florida State College, Navajo Tech

- **Military & Veteran Task Force**

- Hiring Our Heroes
- Skill Bridge

- **Indigenous Groups**

- BC Metis Association
- Local First Nations Groups – Prince Rupert, Calgary, Hope, Edmonton, etc.
- Navajo Nation

- **Women Building Futures**

- Member of the Employer of Choice Program

- **Skills BC, AB, USA**

- Support of Girls Exploring Trades and Technology Program and Try a Trades Program – AB
- Official Safety Sponsor for Skills AB
- Support the state and national craft competitions
- Partner with high school and post secondary chapters

- **Associated Builders & Contractors (ABC)**

- Local Chapter relationships – provide apprenticeships to their membership
- Support the state and national craft competitions



Questions

