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DEMOGRAPHICS & DIVERSITY:
A PORTRAIT OF ONTARIO'S
UNIONIZED CONSTRUCTION
INDUSTRY



PRISM
ECONOMICS AND ANALYSIS

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Key Findings

- According to the 2016 Census, 26% of Ontario's total construction industry (residential and non-residential) workforce (465,710) worked in the unionized sector in 2015. Unionization rates across economic regions range from 19% in *Stratford-Bruce Peninsula* to a high of 34% in the *Northwest* economic region
- The age profile of Ontario's unionized construction workforce follows a similar distribution to the overall construction workforce aged between 25 and 54, but has distinctly smaller representations of both younger workers, under the age of 24, and older workers, aged 55 and over
- 18% of the industry's unionized workforce was age 55 and over in 2015. This represents 21,665 workers at or within 10 years of full retirement eligibility
 - For several trades, workers age 55 and over account for nearly 30% of the unionized workforce, nearly double the industry average
- Female representation is twice as high in the non-union sector (4%) compared to the union sector (2%)
- In Ontario, immigrants account for 26% of the total construction workforce. The representation of immigrants in the unionized sector is slightly lower at 24%
 - Recent immigrants (<10 years) account for 3.4% of the unionized workforce, compared to 5.8% in the non-union sector
- Indigenous Peoples account for 3% of the construction workforce in Ontario, a slightly higher representation than the overall labour force (2.3%). There is little difference in indigenous representation between the unionized and non-unionized sectors, but significant differences are apparent between trades and regions
- Over one-quarter (26%) of unionized workers in the construction industry reported having a certification of qualification as their highest level of education attainment, which is nearly triple the rate (9%) among workers in the non-unionized sector
 - The proportion of workers in the construction industry with either a college diploma, university degree and/or trade qualification is 56% in the unionized sector and 44% in the non-union sector
- Unionized workers in Ontario's construction industry earned on average \$67,137 per year in 2015, which was \$22,000, or 40%, higher compared to those who worked in the non-union sector
- Workers in the unionized sector, on average, have longer commute times than non-unionized workers. The percentage of unionized workers commuting more than an hour is 10% higher than the non-unionized sector

Introduction

Ontario's unionized construction industry is integral to meeting the province's construction requirements and plays a central role in the recruitment and training of the province's skilled workforce. Understanding the demographic and skills characteristics of the unionized workforce is relevant to long-term workforce planning for both the unionized sector, as well as the broader construction industry.

The objective of this report is to establish a demographic profile of the unionized construction sector workforce to serve as a foundation for supply-side forecasting and workforce planning.

This report provides a demographic profile of Ontario's construction workforce, distinguishing between unionized and non-unionized workers, as well as highlighting key regional and trade-specific demographic trends within the industry. The analysis considers several socio-demographic characteristics:

- Age Distribution
- Sex
- Immigrant Status
- Aboriginal Identity
- Visible Minority
- Persons with Disabilities
- Educational Attainment
- Income
- Commuting Duration

The first section of this report provides a demographic profile of Ontario's construction industry workforce based on a special tabulation of the 2016 Census, encompassing all sectors within the industry (residential and non-residential). The 2016 Canadian Census was the first Census year that enabled the distinction between union and non-union workers through linkage to CRA 2015 tax files. Individuals working in the unionized sector were identified based on union dues reported by tax filers working in the construction industry. As such, there were no time series comparisons included in this analysis.

The second section of this report provides a regional analysis of Ontario's construction sector, based on five geographic regions and eleven economic regions in Ontario.

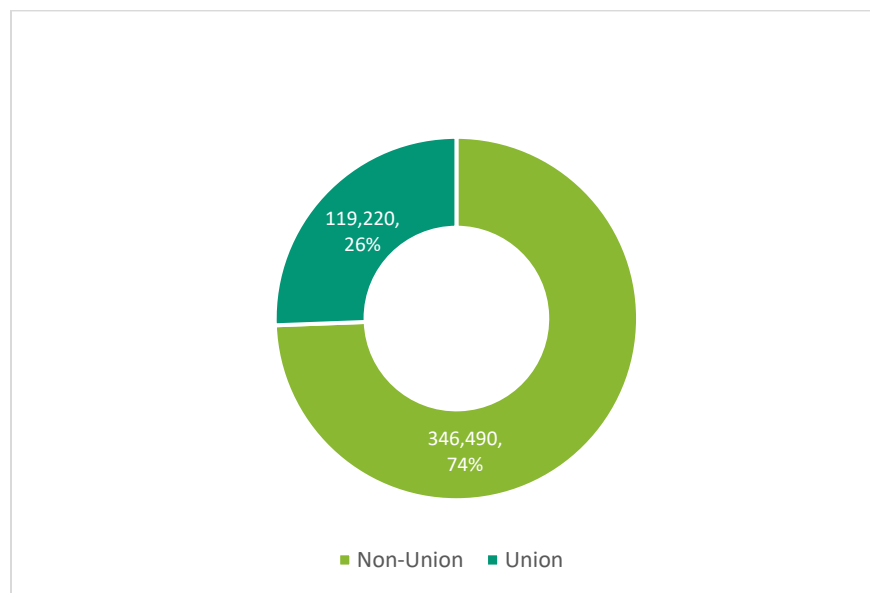
The final section of this report includes trade specific profiles at the four-digit NOC level, highlighting key demographic trends. The analysis covers 36 trade occupations within Ontario's construction industry, including contractor and supervisory roles.

Demographic Profile of Ontario's Construction Sector

Ontario's Construction Labour Force

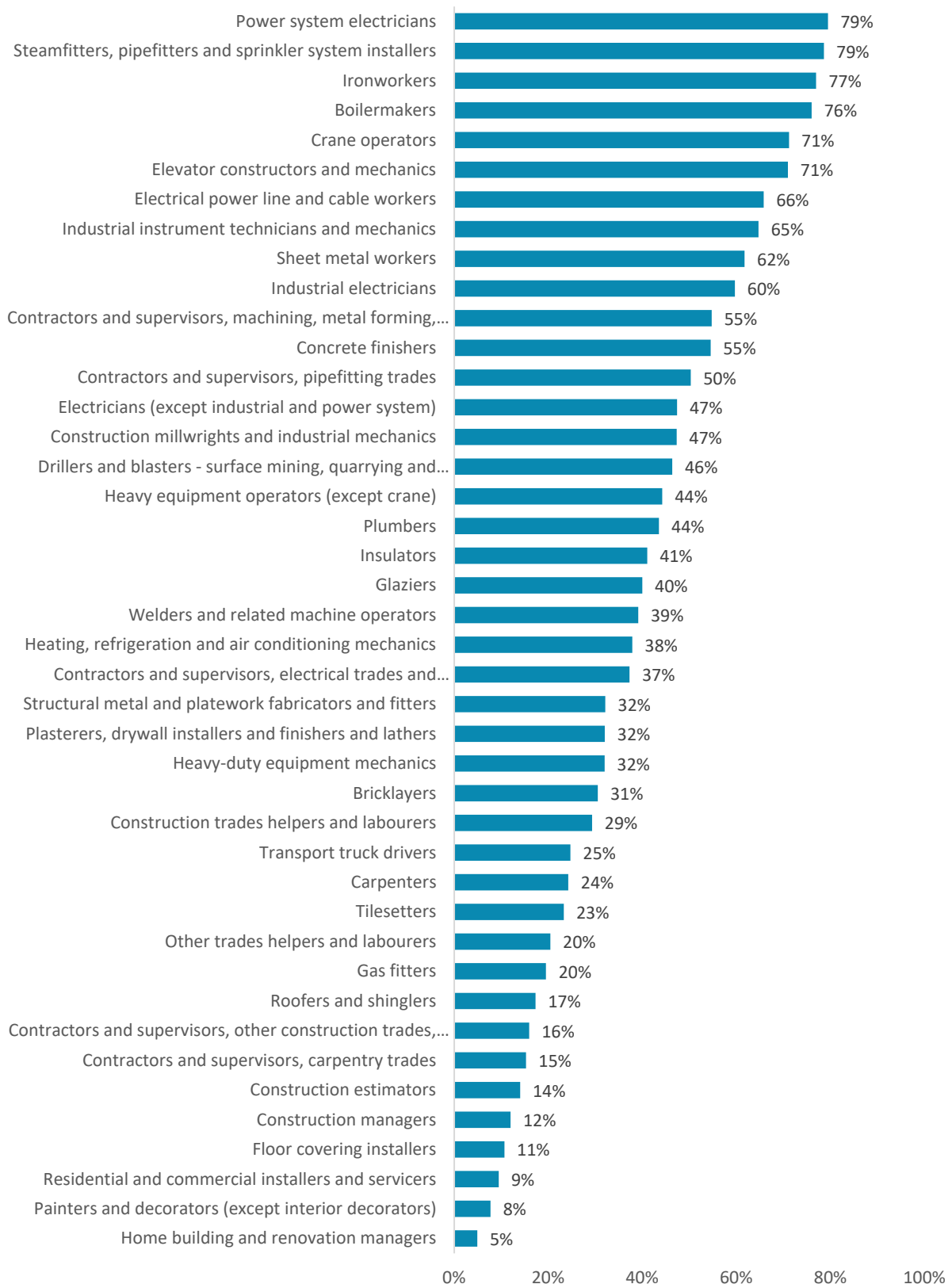
According to the 2016 Census, 26% of Ontario's total construction industry (residential and non-residential) workforce (465,710) worked in the unionized sector in 2015 (see Figure 1). At the individual trade level, unionization rates ranged from 5% for Home Building and Renovation Managers to nearly 80% among Power System Electricians (79.5%) and Steamfitters, Pipefitters and Sprinkler System Installers (78.6%).

Figure 1 – Ontario's Construction Labour Force, by Union Membership (2016)



Source: Statistics Canada, 2016 Census

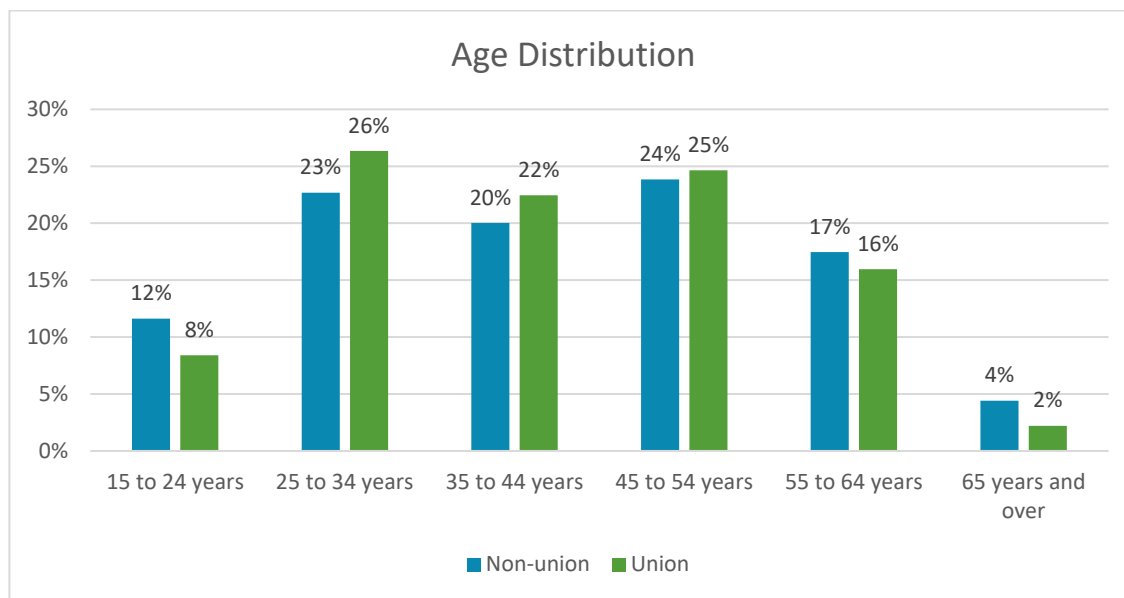
Figure 2 – Trade occupation unionization rates, Ontario construction industry, 2016



Age

The age profile of Ontario's unionized construction workforce follows a similar distribution of the overall construction workforce aged between 25 and 55, but has distinctly smaller representations of both younger workers, under the age of 25, and older workers, age 55 and over. This profile suggests that a larger proportion of construction workers enter the unionized sector later and leave the workforce earlier relative to non-unionized workers. As illustrated in Figure 3, the share of workers under the age of 25 account for 8% of the unionized workforce, compared to 12% in the non-union sector. Similarly, the share of workers 65 years and older account for 2% of the unionized workforce, which is half the rate (4%) of the non-unionized sector.

Figure 3 – Age distribution of Ontario's construction workforce, 2016



According to the 2016 Census, 16% of the industry's unionized workforce was age 55 to 64. This represents 21,665 workers at or within 10 years of full retirement eligibility.¹ The proportion of workers at or approaching the retirement eligibility age of 65 varies by trade and region, which may pose distinct supply challenges. There are multiple trade occupations with workers age 55 and older accounting for nearly 30% of the unionized workforce, nearly double the industry standard (see Figure 4). Regionally, Northwest has the highest proportion of unionized workers age 55 and over (24%), while Kitchener-Waterloo-Barrie has significantly fewer workers approaching the age of retirement (16%).

¹ Canada Pension Plan (CPP) retirement pension allows individuals to apply for and receive a full CPP retirement pension at age 65 or receive it as early as age 60 with a reduction, or as late as age 70 with an increase

The following figure highlights key trade occupations in the unionized sector with the highest share of workers nearing the age of retirement (aged 55+). Based on the 2016 Census, Transport truck drivers have the highest share of workers age 55 and over; 30% in the unionized sector and 38% in the non-unionized sectors. A significantly smaller proportion (18%) of Tilersetters working outside the unionized sector were age 55 and over, compared to 27% in the unionized sector.

Figure 4 – Trade occupations with the highest share of unionized workers aged 55 and over, 2016

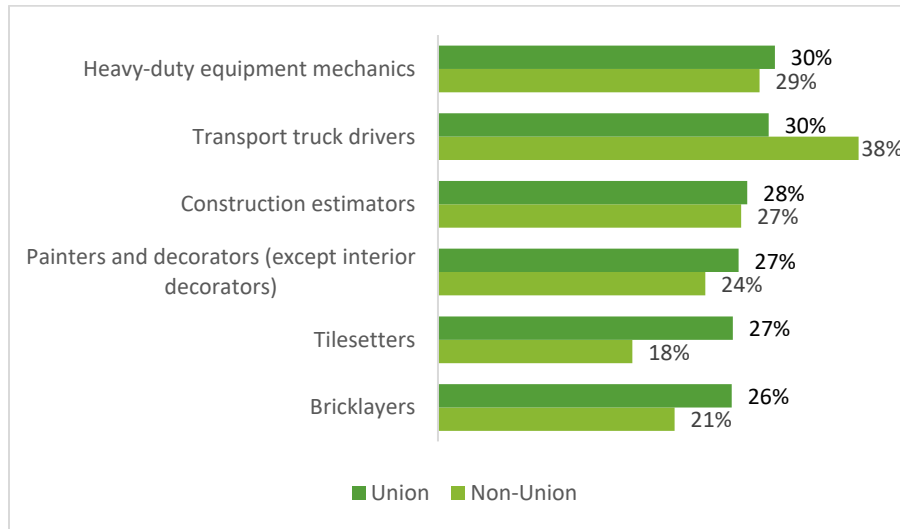
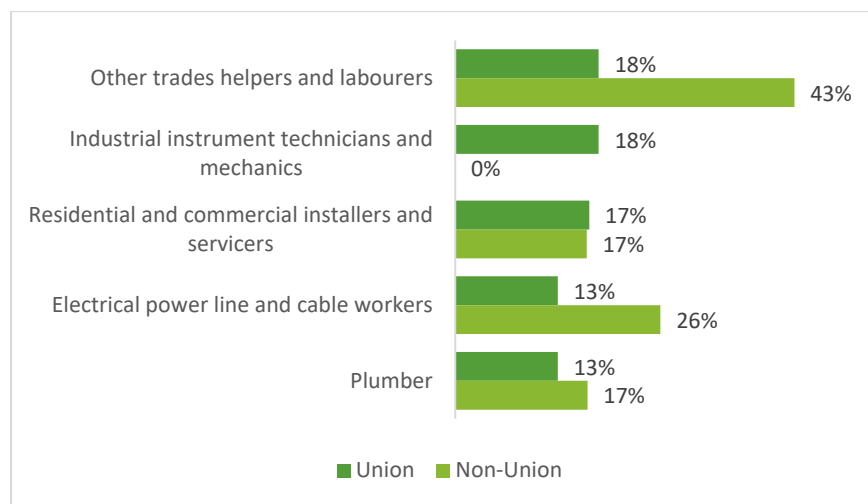


Figure 5 highlights key trade occupations in the unionized sector with the highest share of workers below the age of 25. Other trades helpers and labourers have the youngest age profile, with the highest share of workers under the age of 25 for both the unionized (18%) and non-unionized sectors (43%). The share of workers under the age of 25 is more than double for the non-union sector.

Figure 5 – Trade occupations with the highest share of unionized workers below the age of 25, 2016



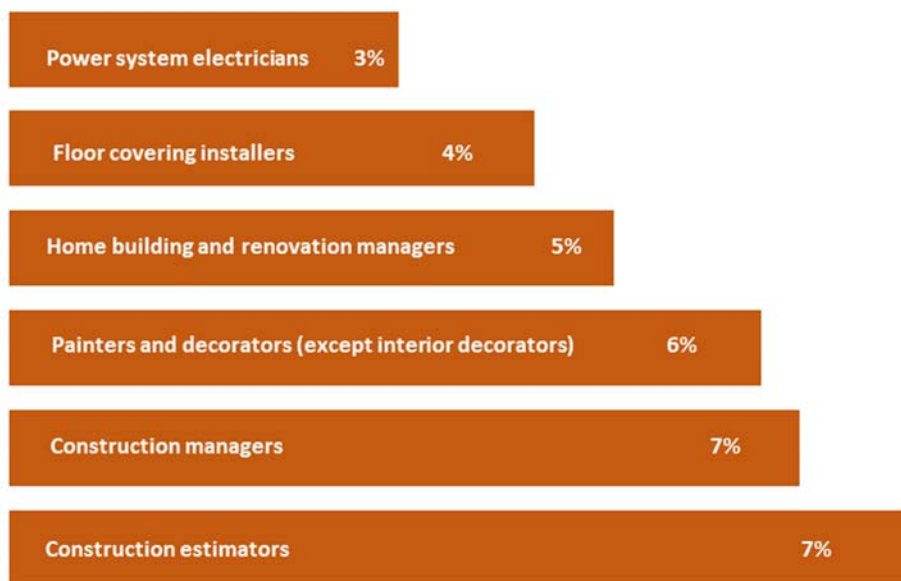
Female Participation

Women account for only 12% of Ontario's construction industry workforce, including off-site occupations such as business administration, management and sales. Female representation in on-site occupations and skilled trades is significantly lower at 3%. Women account for 2% of the unionized workforce, which is half the rate (4%) of the non-unionized sector.

Several trades within the unionized sector account for a larger share of women than the sector average (see Figure 6). These trade occupations tend to be either managerial occupations or those characterized as less physically demanding, with the exception of Floor covering installer and Power system electrician. Conversely, women were represented at a rate of less than 2% in trades such as: heavy equipment operator, transport truck driver, crane operators, elevator mechanic, bricklayer, carpenter, and plumber.

Female participation ranges from 1% to 3% across economic regions. Northeast and Muskoka-Kawartha have the highest female participation while Toronto and Kitchener-Waterloo-Barrie are among the regions with the lowest female participation.

Figure 6 – Trade occupations with female participation above the union sector average (2%), 2016



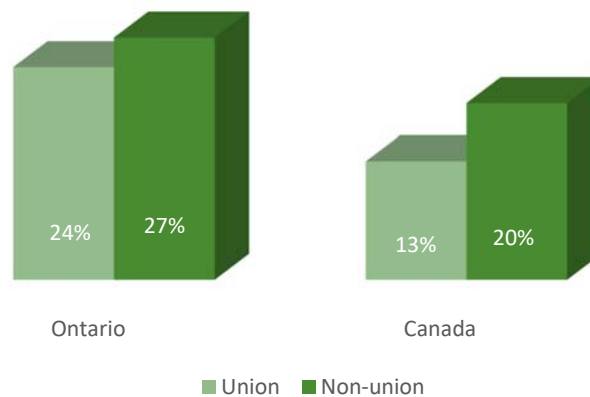
Cultural Diversity

Immigration

According to the 2016 Census, immigrants accounted for 19% of Canada's construction labour force, which is significantly lower than the 26% in the overall labour force.² In Ontario, immigrants account for 26% of the total construction workforce. The representation of immigrants in the unionized sector is slightly lower at 24% (see Figure 7).

Approximately 6% of recent immigrants – those that arrived between 2007 and 2016 – worked in Ontario's construction industry in 2015. An analysis of recent immigrants in the construction industry sees immigrant's representation fall to just 3.4% in the unionized sector, compared to 5.8% in the non-union sector.

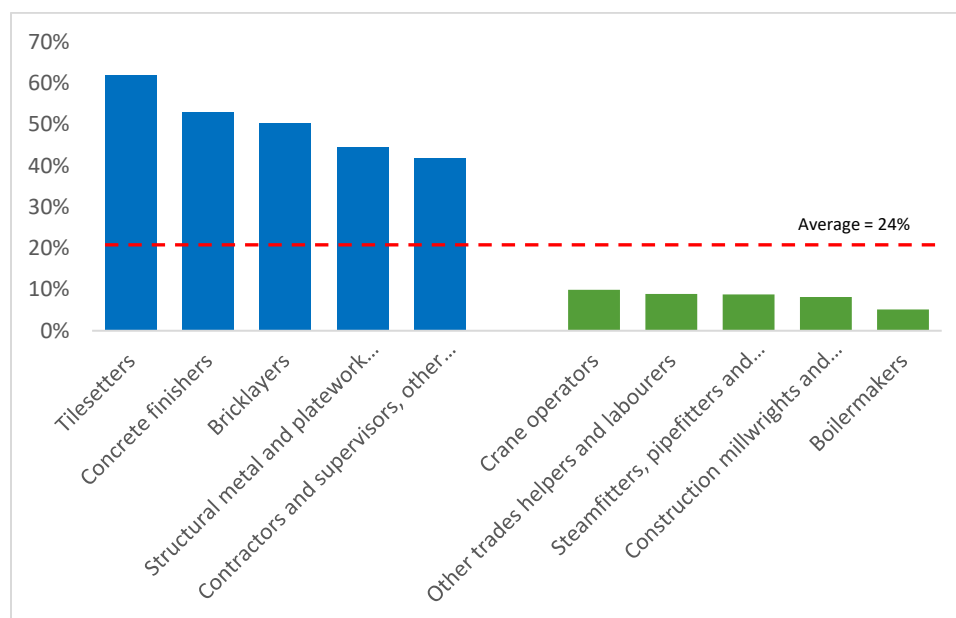
Figure 7 – Immigrants' share of Ontario's construction Labour Force in the unionized and non-unionized sector, 2016



The share of immigrant workers in the unionized sector varies significantly by trade occupation and region. Figure 8 highlights the individual trade occupations within the unionized sector with the highest and lowest share of immigrant workers. The average share of immigrants for individual trade occupations is 24% (represented by the red line in the figure below). There are several trades with immigrants accounting for fewer than 10% of the workforce including: Steamfitter (9%), Other trades and labourers (9%), Construction millwright (8%) and Boilermaker (5%). Economic regions comprised of larger cities typically have a larger share of immigrants, including Hamilton-Niagara Peninsula, Kitchener-Waterloo-Barrie, and London. In Toronto, immigrants account for 40% of the unionized construction workforce. The regions of Stratford-Bruce Peninsula, Northeast, Kingston-Pembroke, and Muskoka-Kawarthas have the lowest representation, with immigrants representing fewer than 5% of the unionized construction workforce.

² 'Immigrant' refers to a person who is, or who has ever been, a landed immigrant or permanent resident. Such a person has been granted the right to live in Canada permanently by immigration authorities. Immigrants who have obtained Canadian citizenship by naturalization are included in this group (Statistics Canada, 2016).

Figure 8 – Trade occupations with the highest and lowest share of immigrants in the unionized construction industry, Ontario, 2016



Indigenous Peoples

Indigenous Peoples account for 3% of the construction workforce in Ontario, a slightly higher representation than the overall labour force (2.3%). There is little difference in indigenous representation between the unionized and non-unionized sectors.

The average representation of Indigenous Peoples for individual trade occupations within the unionized sector is 3%. Several trades have a significantly higher representation of Indigenous Peoples within the workforce, including Structural metal and platework fabricators (11%), Other trades labourers (11%) and Driller and blasters (13%). Conversely, Indigenous Peoples account for less than 2% of the workforce in following trades: Concrete finishers, Heating refrigeration and air conditioning mechanics, and Elevator constructors and mechanics.

Within Ontario, representation of indigenous peoples in the unionized workforce is highest in Northern Ontario (Northwest (11%) and Northeast (12%) regions) and lowest in Stratford-Bruce Peninsula and Toronto (1%).

Visible Minorities

Visible Minorities account for 11% of Ontario's unionized construction sector and 17% of the non-unionized sector.³ The average representation of visible minorities for individual trade occupations is 10%. Similar to Indigenous Peoples, there is significant variance across individual trades. Structural metal and platework fabricators and fitters (26%), Construction estimators (23%) Painters and decorators (20%) and Floor covering installers (20%) have a significantly higher representation than the average. There are also several trades that fall well below the sector average, including Contractors and supervisors of pipefitting trades (2%), Steamfitter, pipefitter and sprinkler system installer (4%), Construction millwright (4%), Crane operator (4%), Heavy equipment operator (4%) and Other trades and labourers (4%).

³ 'Visible minority' refers to whether a person belongs to a visible minority group as defined by the Employment Equity Act (Statistics Canada, 2016).

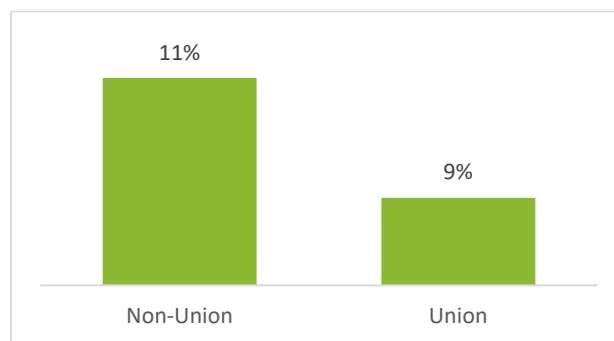
Toronto has the largest representation of visible minorities in the unionized construction sector, accounting for 22% of the workforce. The remaining economic regions have significantly fewer workers who identify as visible minorities, with representation ranging from 1% in Kingston-Pembroke, Muskoka-Kawarthas, Northeast and Northwest, to a high of 5% in Kitchener-Waterloo-Barrie and Ottawa.

Disability in the Workforce

For the purpose of this report, persons with disabilities are defined as individuals in the labour force who reported they ‘often’ or ‘always’ have difficulties with the activities of daily living (e.g. seeing, hearing, walking, learning, etc.) as a result of a physical, mental, or other health-related issue as per the Census of Population.

There were 48,785 persons with disabilities working in the Ontario construction sector in 2015, accounting for 10% of the construction labour force. The percentage of persons with disabilities is slightly lower for the unionized sector (see Figure 9). Several trades have a higher share of workers classified as disabled, including Industrial instrument technicians and mechanics (18%), Glaziers (15%) and Home building and renovation managers (14%). Lower rates of disability are evident for Concrete finishers (6%), Electrical powerline (5%), and Heavy-duty equipment mechanic (5%).

Figure 9 – Share of persons with disabilities in unionized and non-unionized construction sector, Ontario

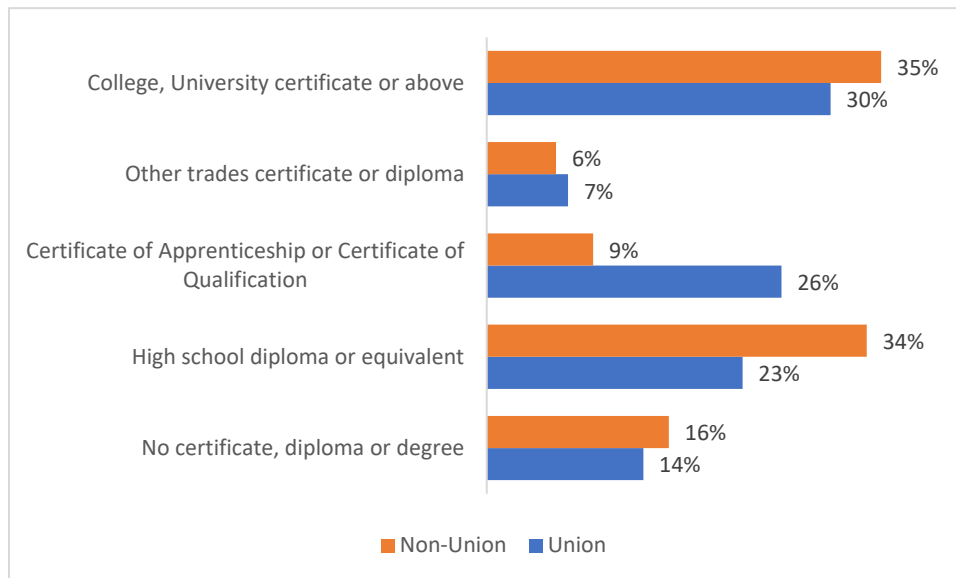


Educational Attainment

Unionized workers in Ontario’s construction industry are significantly more likely to have a trade certification than workers in the non-unionized sector. According to the 2016 Census, 26% of unionized workers in the construction industry reported having a certificate of qualification as their highest level of education attainment, which is nearly triple the rate (9%) among workers in the non-unionized sector. This difference can be partly explained by higher rates of unionization among compulsory and industrial sector trades, but may also be attributed to higher apprenticeship program completion rates in the unionized sector. It is important to note that since the Census reports only the highest level of education attained, a portion of individuals with a college diploma or university degree could also hold a certificate of qualification - in addition to those with a certificate of qualification as the highest level of education attainment. The share of individuals with a college diploma or university degree was 30% among unionized workers and 35% for non-union workers. Taken together, the proportion of workers in the construction industry with either a college diploma, university degree and/or trade qualification as their highest level of education account for 56% of the unionized workforce and 44% of the non-unionized workforce.

Education credentials and qualifications in the unionized sector vary depending on individual trade requirements. Compulsory trades in Ontario have higher shares of the workforce with a certificate of apprenticeship or certificate of qualification, including Sheet metal worker (54%), Plumber (52%) and Steamfitter (51%). Similarly, technical occupations have a higher percentage of workers with a college or university certificate; namely construction estimators and Industrial instrument and technicians.

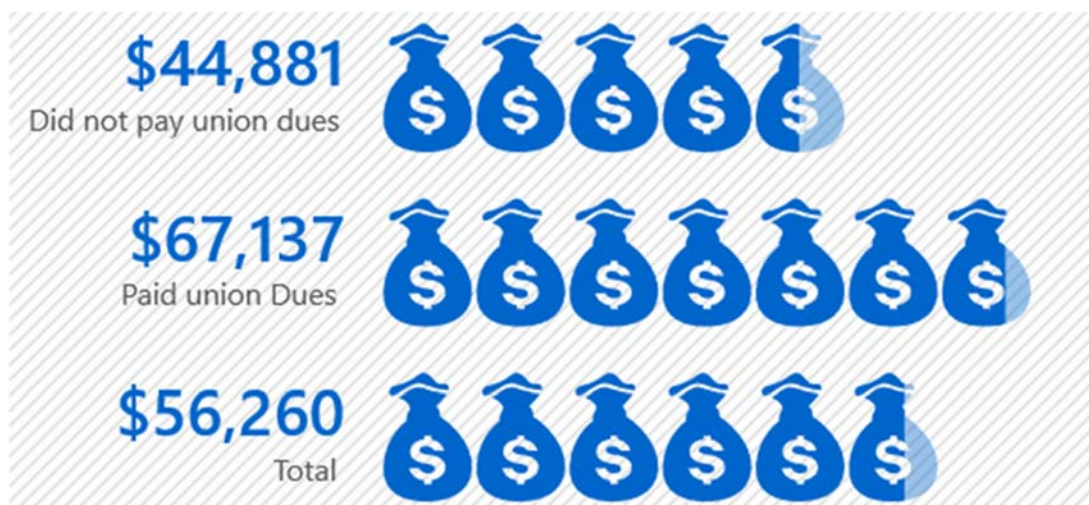
Figure 10 – Labour Force Distribution by educational attainment in Ontario’s construction sector, by union membership, 2016



Income

Excluding managerial and contractor and/or supervisory occupations, unionized workers in Ontario’s construction industry earned on average \$67,137 per year (represented by the red line in Figure 12) in 2015, which was \$22,000, or 40% higher compared to those employed in the non-union sector. As with rates of trade certification, some of this difference can be attributed to higher union representation among compulsory certified trades and those working in the industrial sector where hourly wages can be higher.

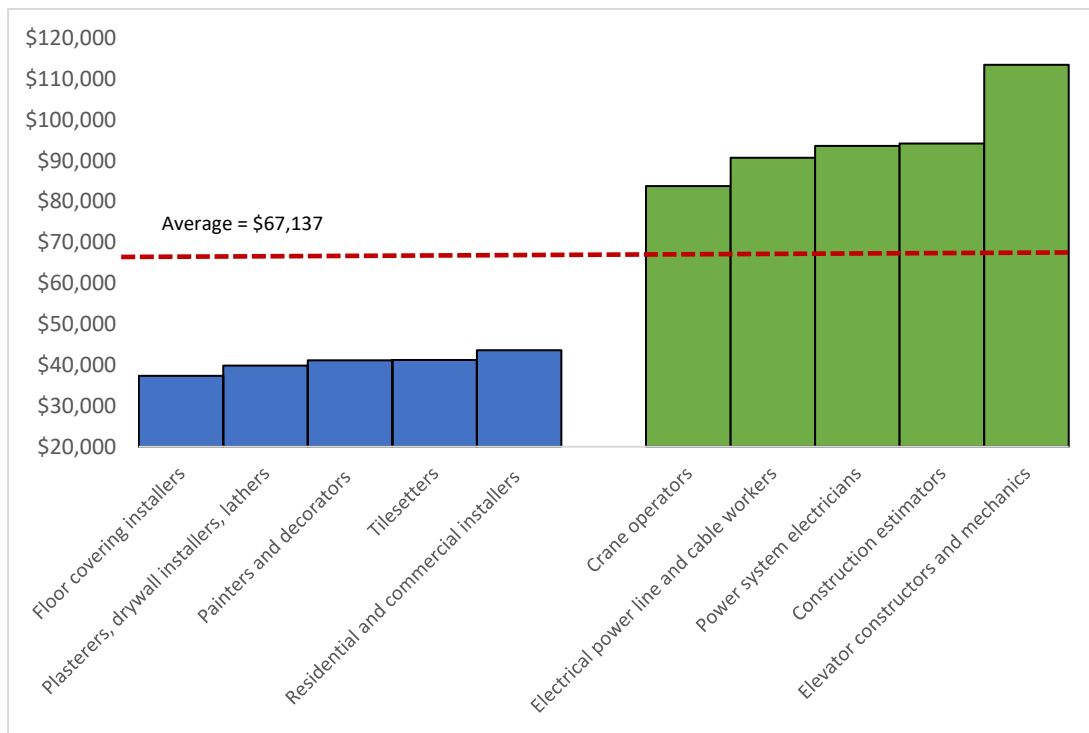
Figure 11 – Average Wages, Salaries, Commissions by union membership



There is more than a \$76,000 wage gap between the highest and lowest paying trade in the unionized construction sector. Contractor and managerial trade occupations in the unionized sector typically earn higher average wages, salaries, and commissions. The highest paying trade occupation is Elevator constructor and mechanic, earning \$113,520 on average per year. On the other side of scale, Floor covering installer, Plasterers and drywall installers, Painters and decorators, Tilesetters and Residential and commercial installers and servicers comprise the lowest earning trade occupations within the unionized construction sector, with average earnings below \$50,000 (see Figure 12).

Toronto is the highest paying economic region (\$57,677) in the construction industry, with Windsor-Sarnia closely following at \$56,563 per year. Average income for unionized workers is significantly higher, ranging from a low of \$61,220 in London to a high of \$73,821 in Windsor-Sarnia.

Figure 12 – Five highest earning and lowest earning trade occupations in the unionized sector by average wages, salaries, commissions, Ontario (excluding managerial, contractor and/or supervisory occupations)



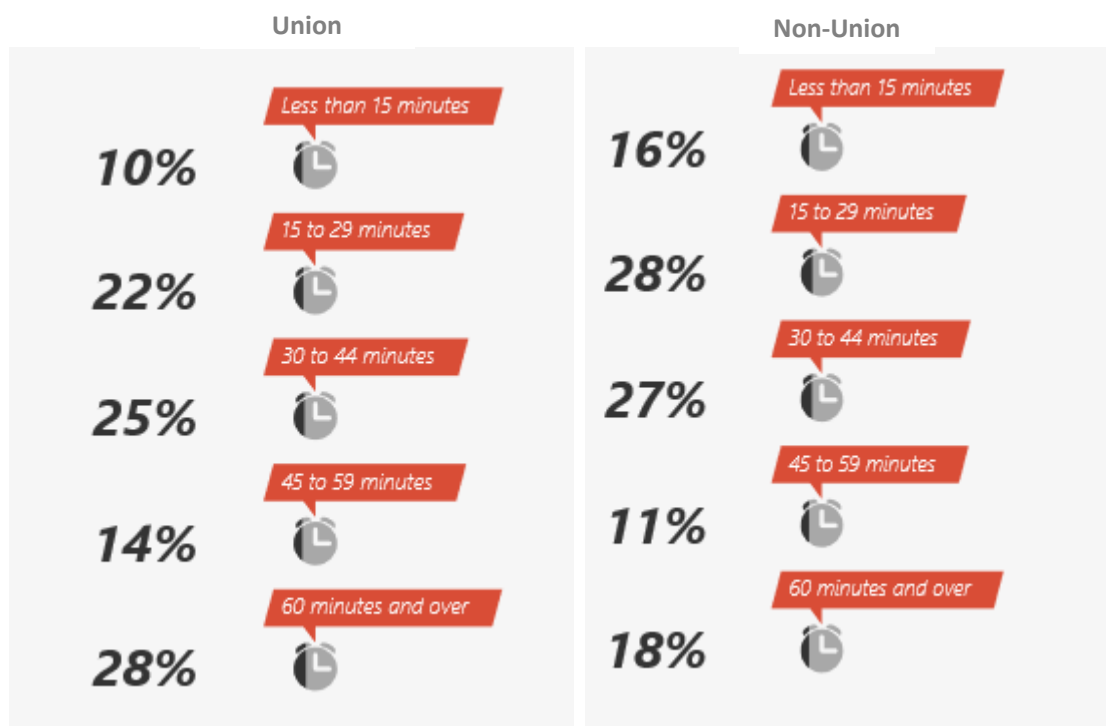
Commuting Duration

Based on the 2016 Census, unionized workers typically have longer commute times than non-unionized workers. The percentage of unionized workers commuting more than an hour is 10% higher than the non-unionized sector (see Figure 13).

On average, 29% of workers in individual trade occupations in the unionized sector spend at least 60 minutes commuting to work. The share of workers commuting more than an hour was significantly higher for Driller and blaster workers - 44% of workers reported commuting at least an hour. On average, significantly fewer workers in individual trade occupations reported spending less than 15 minutes commuting to work (10%). There are several trades where at least one-fifth of workers reported less than a 15-minute commute, including Transport truck driver (20%), Heavy-duty equipment mechanic (22%) and Industrial instrument technician (27%).

Commuting duration also differs significantly by region. More densely populated regions typically report higher commute times, compared to lower density regions such as Northeast and Northwest. In Toronto, only 5% of unionized workers reported less than a 15-minute commute to work, compared to nearly 30% of unionized workers in Northeast and Northwest.

Figure 13 – Commuting duration by union membership, Ontario, 2016



Ontario's Construction Industry by Region

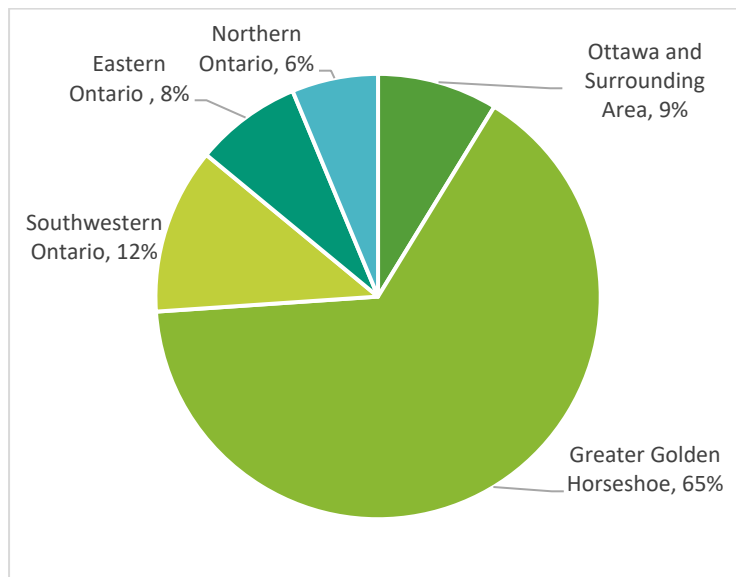
Ontario can be divided into 5 distinct geographic regions: Greater Golden Horseshoe, Southwestern Ontario, Eastern Ontario, Ottawa and Surrounding Area, and Northern Ontario (See Appendix A). Within these geographic regions there are 11 distinct economic regions (as defined by Statistics Canada), varying in both size and population density (see Appendix B).

The following section provides an overview of the demographic profile of the unionized construction industry based on the identified geographic and economic regions.

Labour Force in Ontario, by Region

The majority (65%) of Ontario's construction workforce is concentrated in the Greater Golden Horseshoe, with Toronto accounting for 42%. The unionized workforce follows a similar geographic distribution, with Toronto accounting for 44% of the workforce.

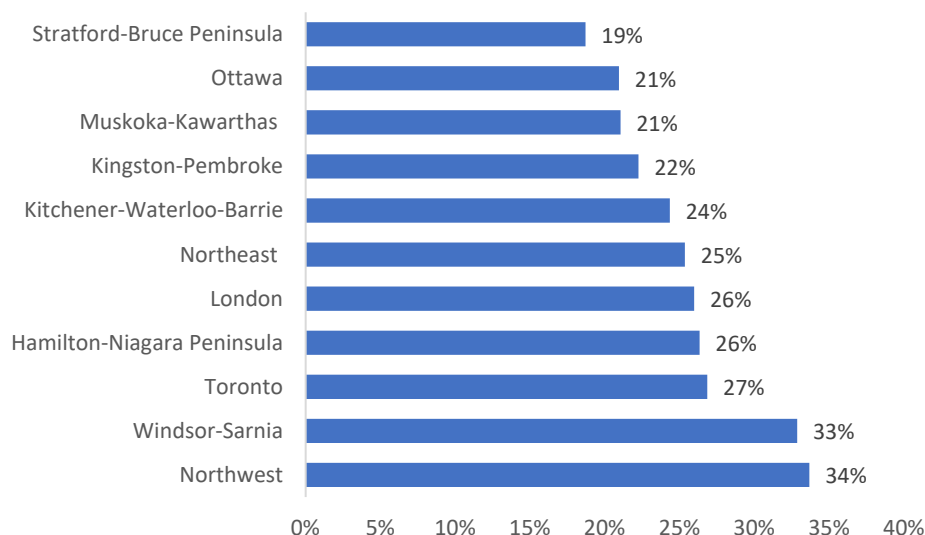
Figure 14 – Share of Ontario's Construction Labour Force, by geographic region, 2016



Unionization Rates

Unionization rates across economic regions range from 19% in Stratford-Bruce Peninsula to a high of 34% in the Northwest economic region.

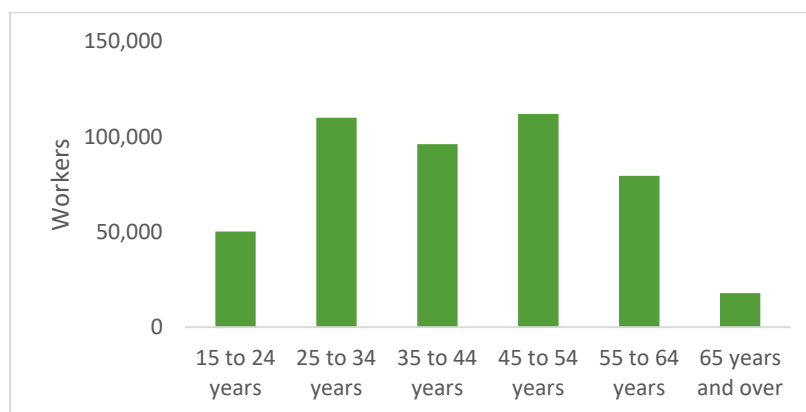
Figure 15 – Unionization rate by economic region, Ontario construction workforce, 2016



Age Distribution

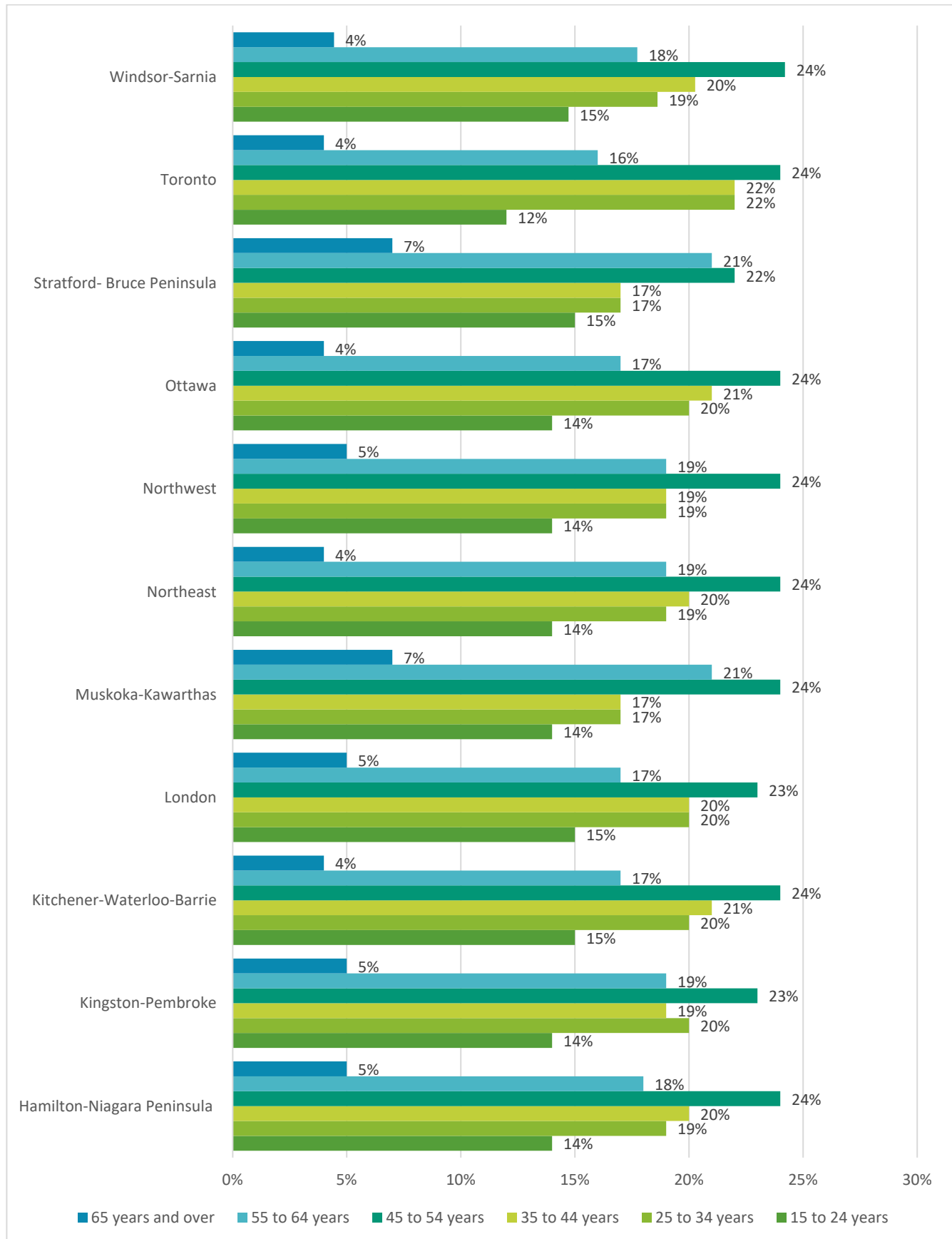
The group of workers aged 45 to 54 represent the highest share of the construction labour force throughout Ontario (Figure 16), consistent with the overall labour force (Figure 17). The unionized construction sector has a slightly younger demographic, with workers aged 25 to 34 accounting for the highest proportion of the workforce. This is consistent across all economic regions with the exception of Toronto and Northwest.

Figure 16 – Age distribution of the construction workforce, 2016



According to the 2016 Census, 18% of the unionized workforce were at or within 10 years of the retirement eligibility age of 65 in 2015. Economic regions located in Northern Ontario had a slightly higher proportion of workers nearing retirement: Northeast (23%) and Northwest (24%). In comparison, only 16% of workers in Kitchener-Waterloo-Barrie will be eligible for retirement in the next ten years, and therefore may be less concerned with an aging workforce than other regions.

Figure 17 – Age distribution of Labour Force by economic region, All Industries, 2016



Female Participation

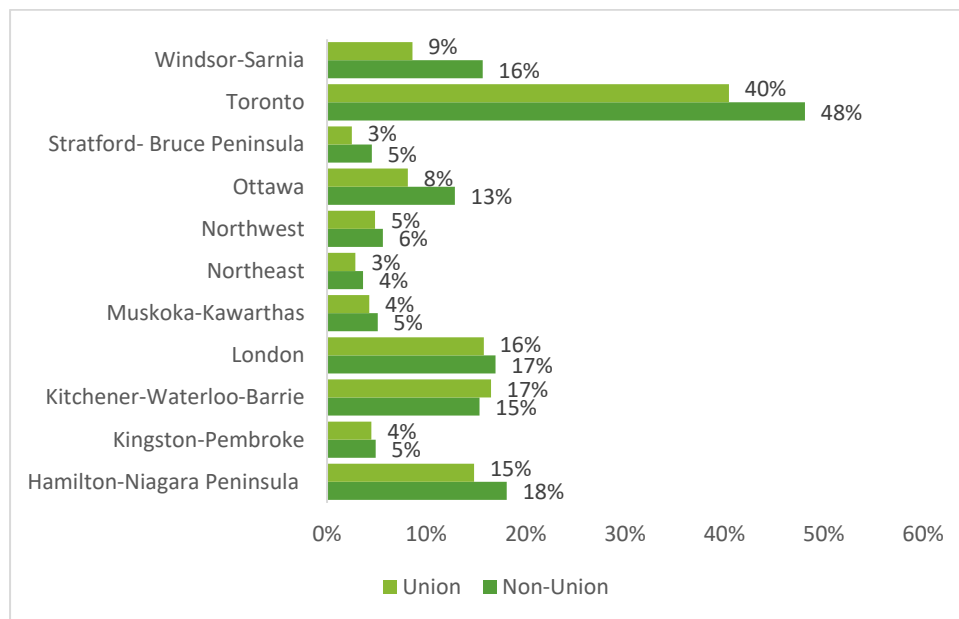
Female participation in the construction workforce is comparable across economic regions, ranging from 3% to 4% of the workforce. Similarly, the variance across economic regions in the unionized sector is minimal, with the share of women in the union workforce ranging from 1% to 3%. The majority of economic regions are in-line with or above the union sector average (2%), while Toronto, Kitchener-Waterloo-Barrie, Windsor-Sarnia, London and Kingston-Pembroke fall slightly below average.

Cultural Diversity

Immigration

The Greater Golden Horseshoe represents a large share of Ontario's population and employment. As a result, the economic regions located in this geographic area have a significantly higher proportion of immigrants. Nearly half (46%) of Toronto's construction workforce is comprised of immigrant workers. The representation of immigrants in Toronto is 8% points higher in non-unionized sector (48%), compared to the unionized sector (40%). Within the unionized sector, the economic regions of Northeast and Stratford-Bruce Peninsula have significantly lower immigrant representation, accounting for 3% of the workforce.

Figure 18 – Share of Immigrants in the unionized and non-unionized sector by economic region, 2016



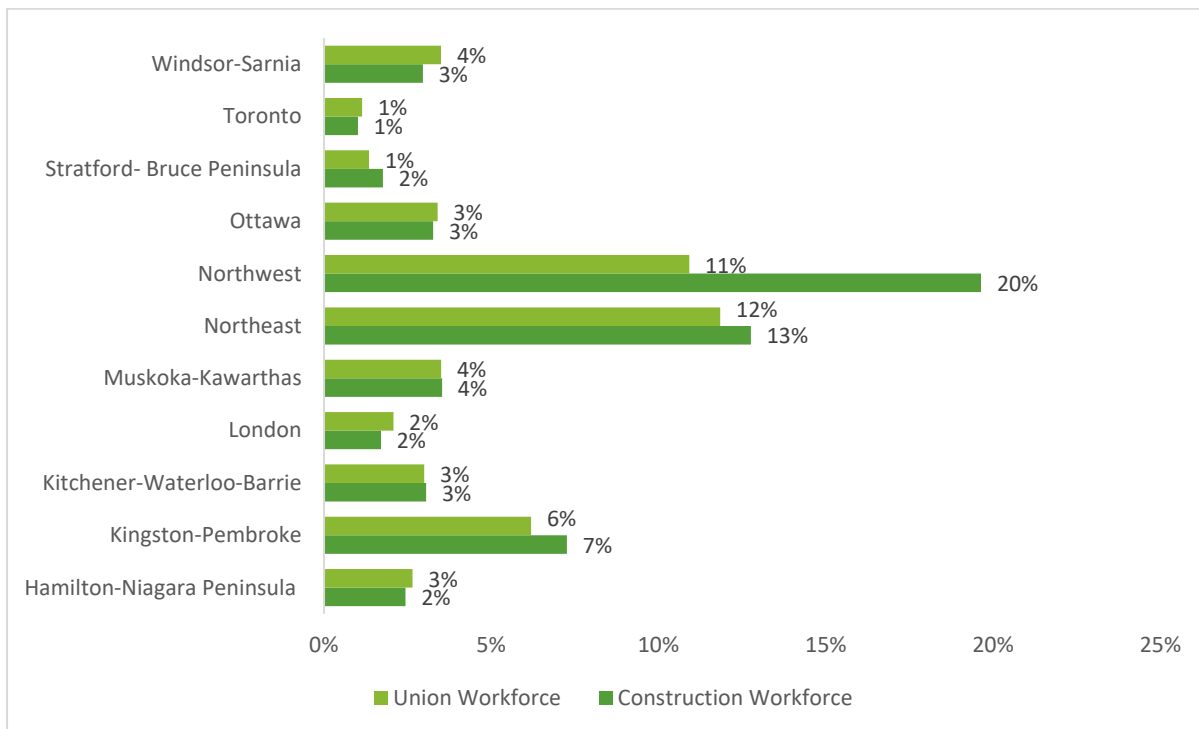
Visible Minority

Similar to the share of immigrants, economic regions with the highest share of visible minorities in the construction workforce are located in the Greater Golden Horseshoe. Visible minorities account for 30% of Toronto's construction workforce. Ottawa and the surrounding area had a slightly higher proportion of visible minorities than the other regions, accounting for 7% of the construction workforce. Northern and Eastern Ontario had the lowest representation, with visible minorities accounting for 1% of the construction workforce. Within the unionized sector, the representation of visible minorities closely follows the distribution of the construction workforce. Visible minorities account for 22% of the unionized construction workforce in Toronto. In the other economic regions, the proportion of visible minorities in the unionized workforce is significantly lower, ranging from 1% to 5%.

Indigenous Peoples

The representation of Indigenous Peoples in the unionized workforce is relatively low compared to the representation of immigrants and visible minorities. However, the share of indigenous peoples in the unionized sector aligns with the share of indigenous peoples in the overall workforce (2.3%). Indigenous Peoples account for one-fifth of the construction workforce in the Northwest economic region and 13% in the Northeast Economic Region. The representation of Indigenous peoples in the unionized workforce is closely aligned to the construction labour force, with the exception of the Northwest region (Figure 19). Despite having a diversified workforce, Toronto has the lowest representation of Indigenous Peoples across economic regions, accounting for 1% of the unionized construction workforce.

Figure 19 – Share of Indigenous workers in the unionized construction workforce, 2016



Educational Attainment

On average, nearly half (47%) of construction workers across economic regions reported having some form of post-secondary education (College, University, Certificate of Qualification) as their highest level of educational attainment. Ottawa and Toronto have the highest proportion of construction workers with either a college diploma or university degree as their highest level of education. Within the unionized sector, Ottawa has the highest proportion of unionized workers with either a college diploma or University degree, while Toronto's proportion of unionized workers with either a college diploma or University degree as their highest form of education is 7% lower than the construction workforce. Despite having the lowest union participation rate, Stratford-Bruce Peninsula has the highest proportion (36.9%) of unionized workers with a Certificate of Qualification, followed closely by Windsor-Sarnia (36.0%). Toronto has the highest proportion (17%) of workers without any credentials working in the unionized construction sector.

Income

Toronto is the highest paying economic region (\$57,677) in the construction industry, with Windsor-Sarnia closely following at \$56,563. The average income for unionized construction workers is considerably higher than non-union workers across economic regions (Figure 20). Average income for unionized workers ranges from a low of \$61,220 in London to a high of \$73,821 in Windsor-Sarnia.

Figure 20 – Average wages, salaries and commissions in the unionized construction industry by economic region



Commuting Duration

Commuting duration in Ontario differs widely depending on the population and density of the economic region. In Northern Ontario, nearly 30% of individuals reported less than a 15-minute commute to work, compared to 5% in Toronto. In the economic regions of Muskoka-Kawartha and Kitchener-Waterloo-Barrie, more than 40% of unionized workers in the construction industry reported commuting an hour or more.

Summary

In Ontario, workforce supply planning will depend greatly on the demographic characteristics of individual trades as well as the geographic location of the workforce. Based on the 2016 Census, approximately one-fifth of the unionized construction workforce is at or within 10 years of retirement eligibility (age 65), reaching as high as 30% for some trades. In Northern Ontario, the proportion of skilled tradespeople nearing the age of retirement is slightly higher, requiring a more proactive approach to labour market planning.

A diversified workforce reduces employee marginalization and improves access to a larger pool of potential candidates. Within the unionized construction sector, women and Indigenous Peoples account for 2% and 3% of the workforce, respectively. Immigrants account for a significantly higher share of the workforce (24%), while the share of recent immigrants (<10 years) is significantly lower, accounting for 3.4% of the workforce. Visible minorities represent a slightly smaller share, accounting for 11% of the unionized workforce. As Ontario faces an aging population, the unionized construction industry will need to increase recruitment of underrepresented groups, including women, Indigenous Peoples, and new Canadians.

Appendix A: Union Sector Demographic Trade Profiles (Ontario, 2016 Census)

The following section provides demographic information on 36 trade occupations within Ontario's unionized construction sector, including contractor and managerial occupations. There were 6 trade occupations not included in this section of the analysis due to missing or suppressed data; namely Boilermaker, Driller and blaster, Industrial instrument technician and mechanic, Power system electricians, Structural metal and platework fabricators and Other construction trades.

The estimates of characteristics of the unionized construction industry are based on a special order of the 2016 Census identifying individuals who worked in construction and made union dues contributions in 2015. The information should be interpreted with caution due to data suppression and differences between Statistics Canada NOC classifications and industry trade definitions.

Bricklayer

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 7,725 Bricklayers working in the Ontario construction industry, 2,360 (31%) of which were unionized. The rate of unionization is the highest in Toronto (43%) and Northwestern Ontario (44%). Immigrants account for half of the unionized workforce, nearly 20% higher than the total workforce. Women, visible minorities and Indigenous Peoples account for a significantly smaller portion of the unionized workforce, with representation reflective of the total workforce. Bricklayers most commonly reported 'no certificate, diploma or degree' as their highest level of education. More than a quarter of Bricklayers are eligible or will be eligible to retire within the next ten years. Workforce supply planning will be particularly crucial for Toronto, as 385 Bricklayers are age 55 and over, accounting for 29% of the unionized workforce.

7,725 TOTAL WORKFORCE

69% NON-UNION

31% UNION

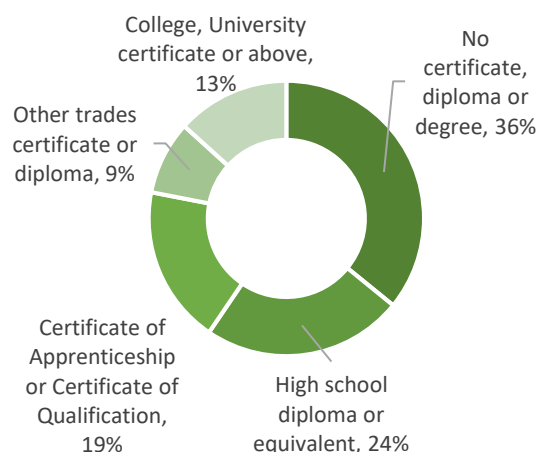
AVERAGE EARNINGS



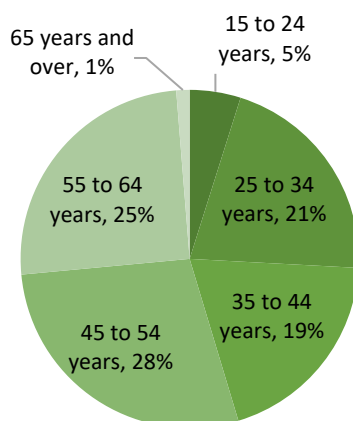
\$51,817 UNION

\$40,324 TOTAL WORKFORCE

EDUCATION



AGE

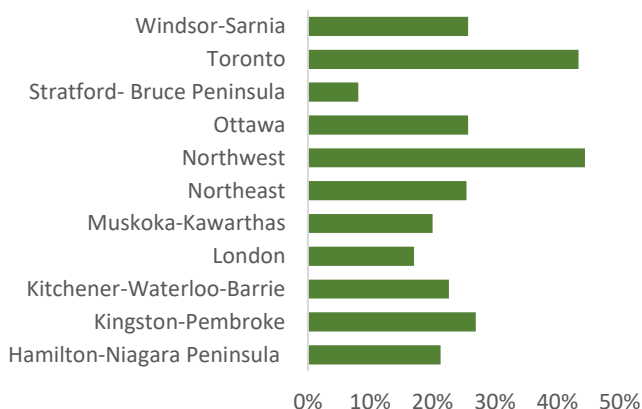


	UNION	TOTAL WORKFORCE
FEMALE	1%	1%
IMMIGRANTS	50%	34%
VISIBLE MINORITIES	9%	9%
INDIGENOUS PEOPLES	2%	2%
PERSONS WITH DISABILITIES	10%	11%

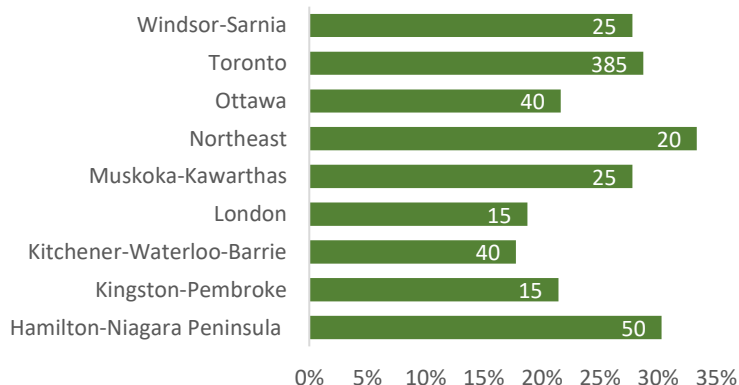
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Carpenter

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 38,595 Carpenters working in the Ontario construction industry, 9,360 (24%) of which were unionized. Windsor-Sarnia (32%) and Toronto (34%) have the highest rates of unionization in Ontario. Immigrants account for nearly one-third of the unionized workforce which is a significantly higher proportion than the total workforce. Unionized visible minorities (12%) and Indigenous Peoples (3%) reflect the total workforce. A significant portion (18%) of Carpenters reported having no certificate, diploma or degree, which could factor into the lower than average earnings reported. In Ontario, Carpenters within ten years of retirement eligibility (age 55 and over) account for 14% of the unionized workforce and as high as 28% of the unionized workforce in Muskoka-Kawarthas.

38,595 TOTAL WORKFORCE

76% NON-UNION

24% UNION

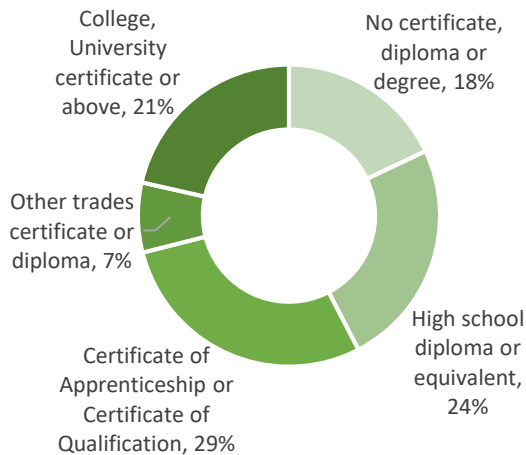
AVERAGE EARNINGS



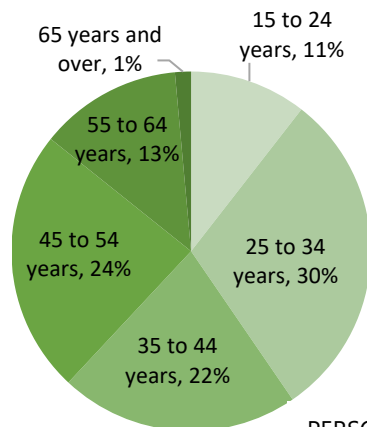
\$51,189 UNION

\$39,431 TOTAL WORKFORCE

EDUCATION



AGE

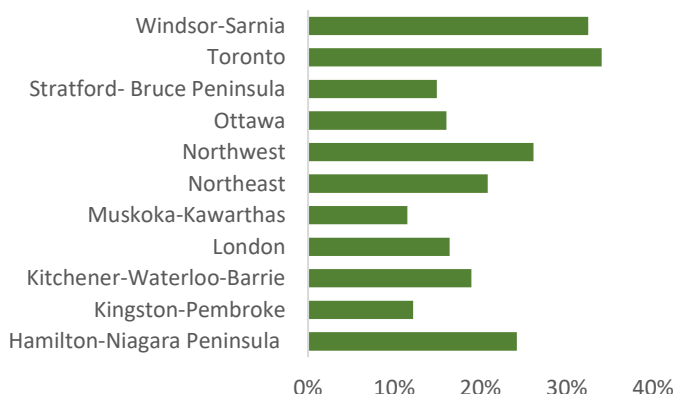


	UNION	TOTAL WORKFORCE
FEMALE	1%	1%
IMMIGRANTS	30%	23%
VISIBLE MINORITIES	12%	11%
INDIGENOUS PEOPLES	3%	4%
PERSONS WITH DISABILITIES	9%	10%

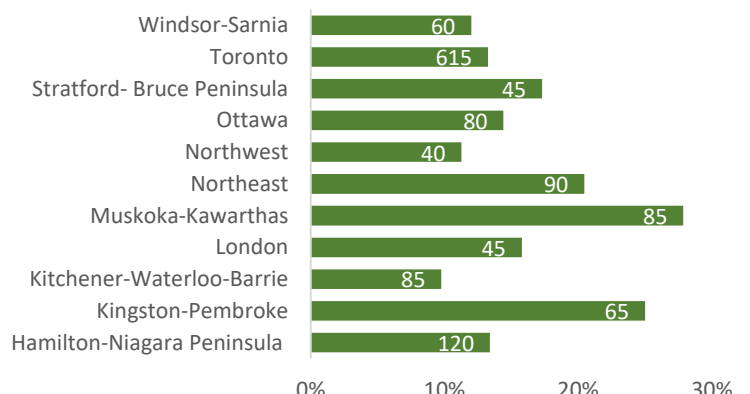
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Numbers within the graph represent the number of union workers aged 55 and over

Concrete Finisher

UNION SECTOR

DEMOGRAPHIC PROFILE

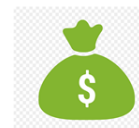
In 2016, there were 3,240 Concrete finishers working in the Ontario construction industry, 1,770 (55%) of which were unionized. Toronto has the highest rate of unionization within Ontario, as 73% of Concrete finishers in this region are unionized. Immigrants account for more than half of the unionized workforce, nearly 15% higher than the total workforce. Visible minorities comprise a slightly higher proportion of the unionized workforce (15%) than the total, while the representation of Indigenous Peoples (1%) and persons with disabilities (6%) is slightly lower. A large portion (43%) of Concrete finishers reported having no certificate, diploma or degree as their highest level of education. More than a fifth of unionized Concrete finishers are currently eligible or will be eligible to retire within the next ten years. Workforce supply planning will be particularly critical in Toronto, as 230 unionized workers are eligible or will be eligible to retire within the next ten years, accounting for 25% of the unionized workforce.

3,240 TOTAL WORKFORCE

45% NON-UNION

55% UNION

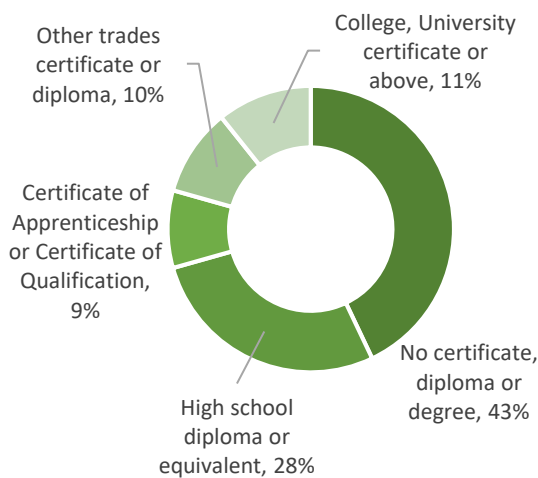
AVERAGE EARNINGS



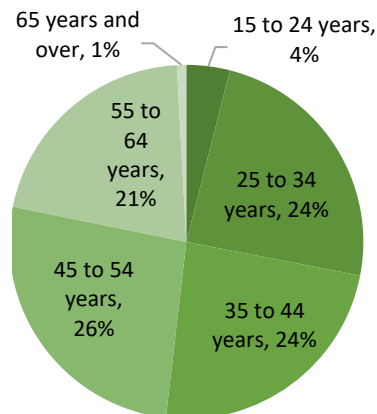
\$63,741 UNION

\$52,834 TOTAL WORKFORCE

EDUCATION



AGE

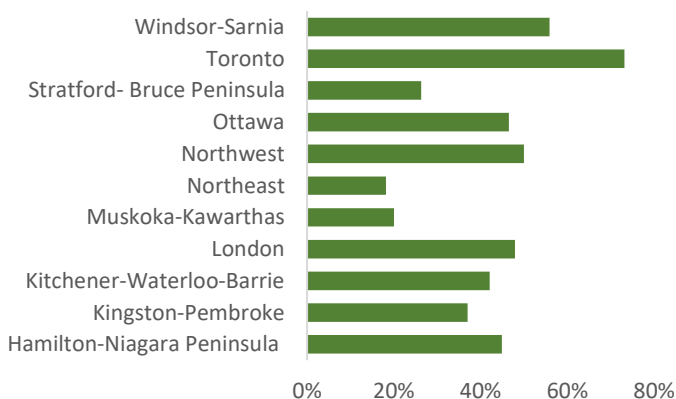


	UNION	TOTAL WORKFORCE
FEMALE	N/A	1%
IMMIGRANTS	53%	39%
VISIBLE MINORITIES	15%	14%
INDIGENOUS PEOPLES	1%	2%
PERSONS WITH DISABILITIES	6%	7%

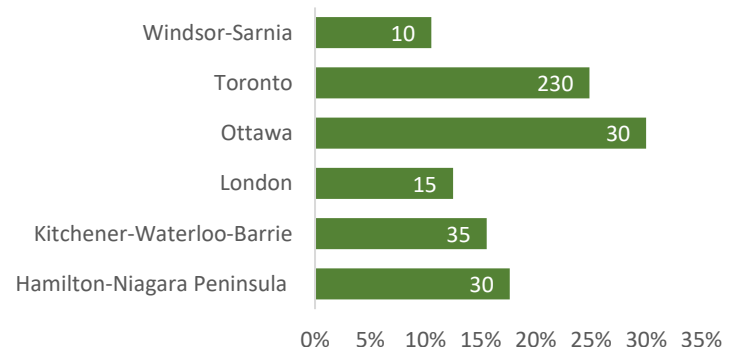
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Construction Millwright and Industrial Mechanic

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 2,320 Construction millwrights and industrial mechanics working in the Ontario construction industry, 1,100 (47%) of which were unionized. In Northwestern Ontario, 76% of the workforce is unionized, while only 23% of the workforce is unionized in Kingston-Pembroke. The share of underrepresented groups is relatively low, with women, immigrants and visible minorities representing smaller shares of the unionized workforce than the total workforce. The most commonly reported level of educational attainment is certificate of qualification, accounting for 45% of the unionized workforce. Within the unionized sector, 22% of Construction millwrights and industrial mechanics are eligible or will be eligible to retire within the next ten years. Workers nearing the age of retirement eligibility (age 55 and over) exceeds 47% in Northeastern Ontario, making workforce supply planning more critical within this region.

2,320 TOTAL WORKFORCE

52% NON-UNION

47% UNION

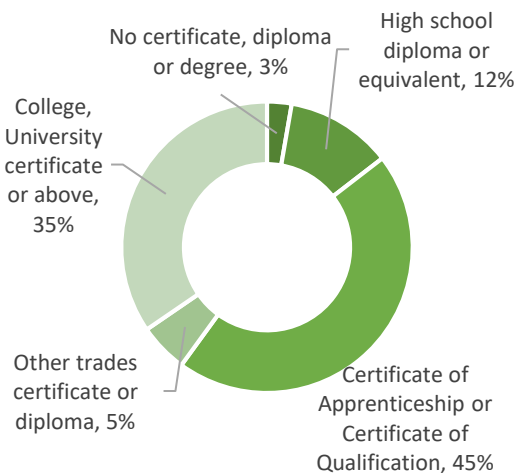
AVERAGE EARNINGS



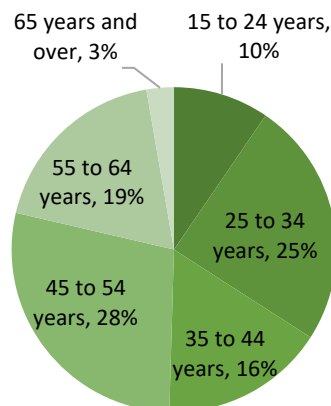
\$78,821 UNION

\$68,525 TOTAL WORKFORCE

EDUCATION



AGE

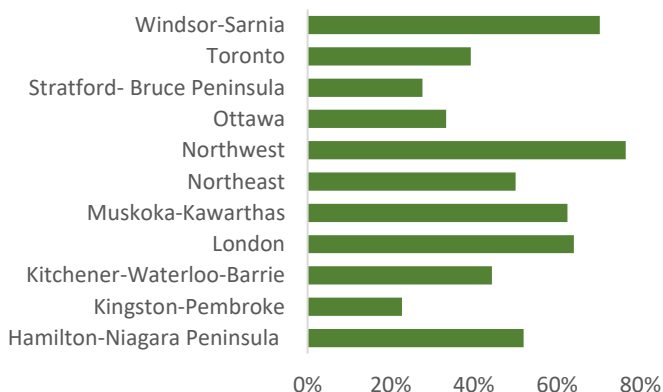


	UNION	TOTAL WORKFORCE
FEMALE	N/A	1%
IMMIGRANTS	8%	11%
VISIBLE MINORITIES	4%	6%
INDIGENOUS PEOPLES	5%	4%
PERSONS WITH DISABILITIES	10%	11%

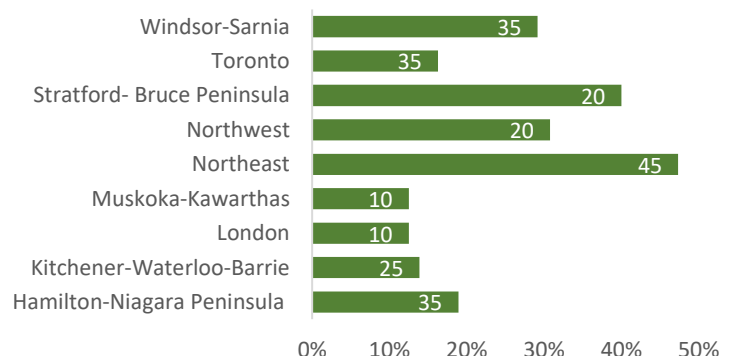
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



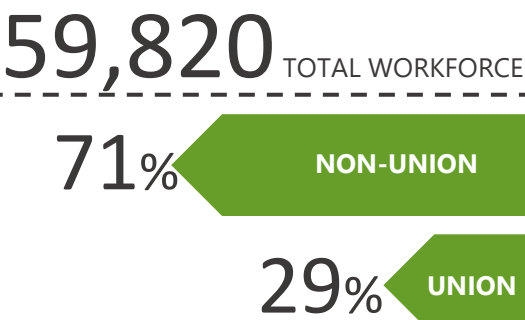
Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Construction Trades Helpers and Labourers

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 59,820 Helper and labourers working in the Ontario construction industry, 17,555 (29%) of which were unionized. In Ontario, Windsor-Sarnia (37%) and Toronto (34%) have the highest rates of unionization. Immigrants account for nearly one-third of unionized workers, 4% points higher than the total workforce while visible minorities (14%) and Indigenous Peoples (3%) are lower than the proportion in the total workforce. The majority of Helpers and labourers reported either 'no certificate, diploma or degree' or 'high school diploma or equivalent' as their highest level of education. In Ontario, 16% of Helpers and labourers are eligible or will be eligible to retire within the next ten years, reaching as high as 20% in Northwestern Ontario. In Toronto, Helpers and labours within this age cohort (age 55 and over) comprise a slightly smaller portion of the unionized workforce (17%); however, this accounts for 1,400 helpers and labours age 55 and over, compared to 80 workers in Northwest.

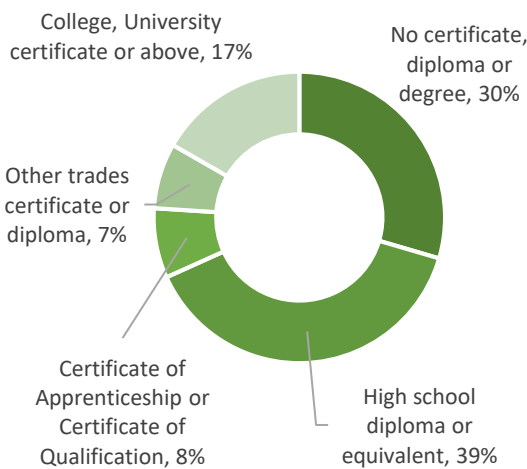


AVERAGE EARNINGS

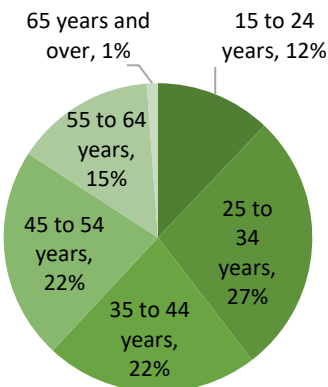


\$56,630 UNION
\$39,392 TOTAL WORKFORCE

EDUCATION



AGE

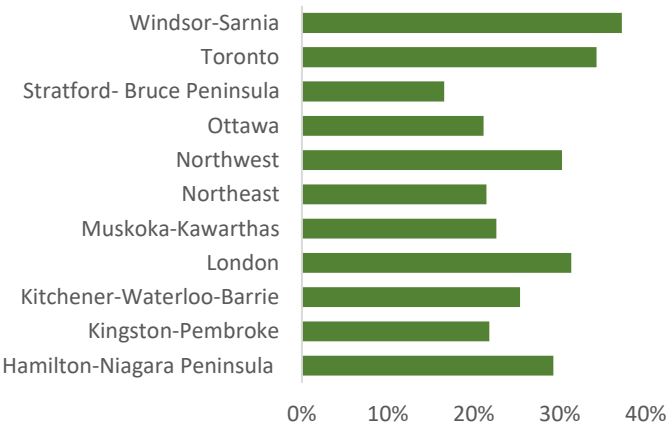


	UNION	TOTAL WORKFORCE
FEMALE	2%	4%
IMMIGRANTS	32%	28%
VISIBLE MINORITIES	14%	18%
INDIGENOUS PEOPLES	3%	4%
PERSONS WITH DISABILITIES	9%	10%

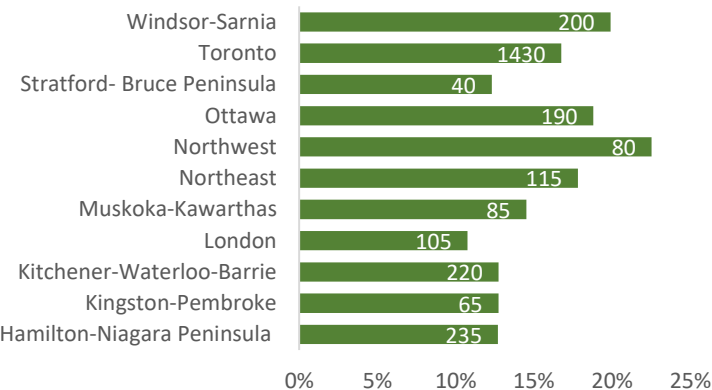
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Numbers within the graph represent the number of union workers aged 55 and over

Crane Operators

UNION SECTOR

DEMOGRAPHIC PROFILE

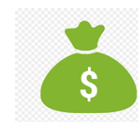
In 2016, there were 1,910 crane operators working in the Ontario construction industry, the vast majority (71%) of which were unionized. In Northwestern Ontario and Windsor-Sarnia the majority, if not all, of crane operators are unionized. The share of underrepresented groups in the unionized sector is largely reflective of the total workforce, with women and visible minorities accounting for a small share of the unionized workforce. Nearly 50% of Crane operators reported a certificate of qualification as their highest level of education. Within the unionized sector, one-fifth of Crane operators are eligible or will be eligible to retire within the next ten years. Workforce supply planning will be particularly crucial for Hamilton-Niagara Peninsula, as there are 60 workers nearing the age of retirement eligibility (age 55 and over), accounting for a quarter of the unionized workforce.

1,910 TOTAL WORKFORCE

29% NON-UNION

71% UNION

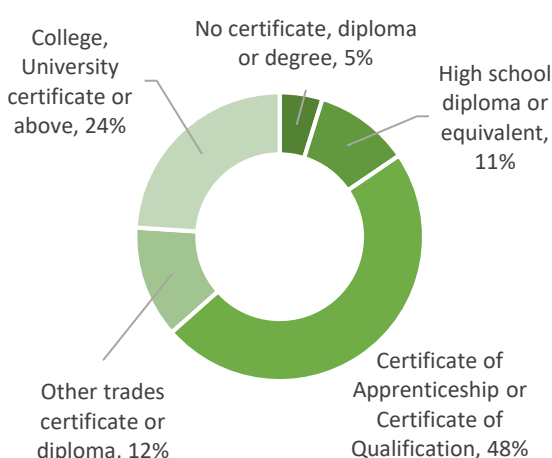
AVERAGE EARNINGS



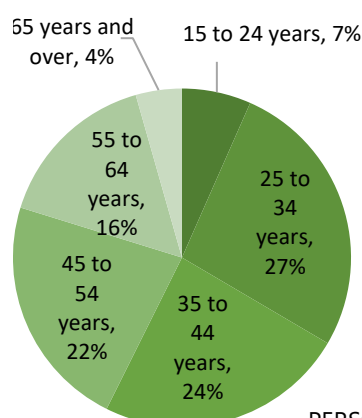
\$90,734 UNION

\$83,308 TOTAL WORKFORCE

EDUCATION



AGE

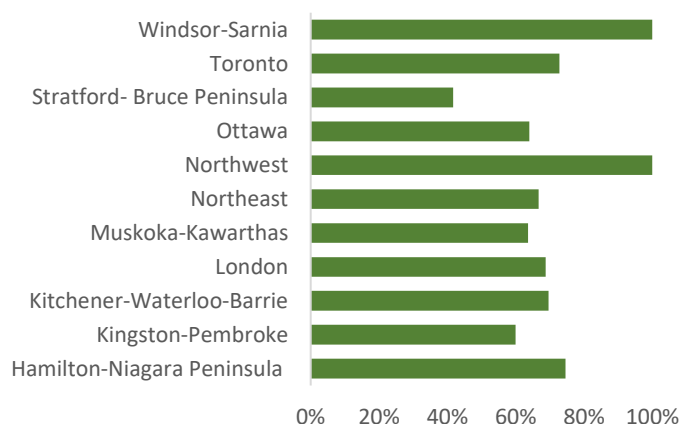


	UNION	TOTAL WORKFORCE
FEMALE	1%	1%
IMMIGRANTS	10%	12%
VISIBLE MINORITIES	4%	6%
INDIGENOUS PEOPLES	4%	4%
PERSONS WITH DISABILITIES	8%	9%

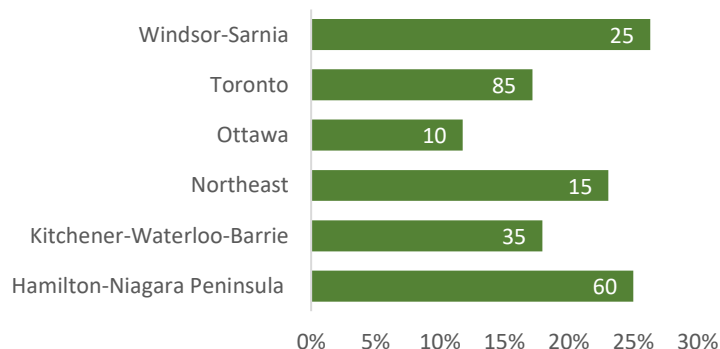
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Electrical Power Line and Cable Workers

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 965 Electrical power line and cable workers in the Ontario construction industry, 635 (65%) of which were unionized. In Kingston-Pembroke there is a relatively small electrical power and cable workforce, of which 100% of workers are unionized. Unionized Immigrants (11%) and Indigenous Peoples (6%) account for a higher share than the total workforce. Unionized visible minorities (5%) are at a lower share than the total workforce. Electrical power line and cable workers have a young demographic, as more than 50% of the unionized work force falls between the age of 15 to 34. Workers nearing the age of retirement eligibility (age 55 and over), also comprise a significant portion of the unionized workforce (21%), particularly in Hamilton-Niagara Peninsula region of Ontario (33%).

965 TOTAL WORKFORCE

35% NON-UNION

65% UNION

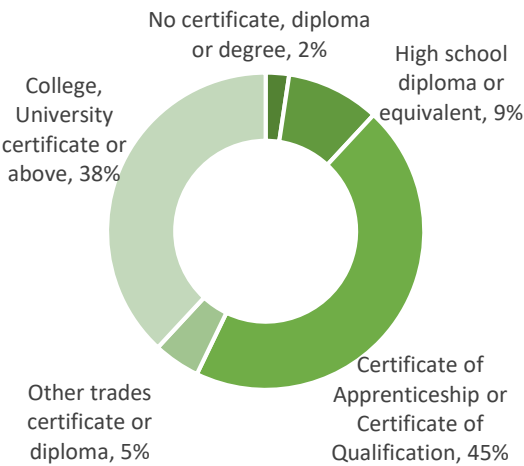
AVERAGE EARNINGS



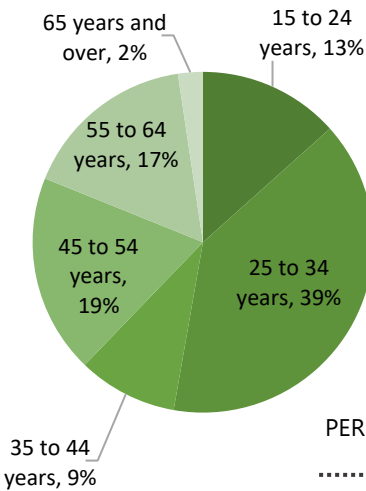
\$93,626 UNION

\$81,732 TOTAL WORKFORCE

EDUCATION



AGE

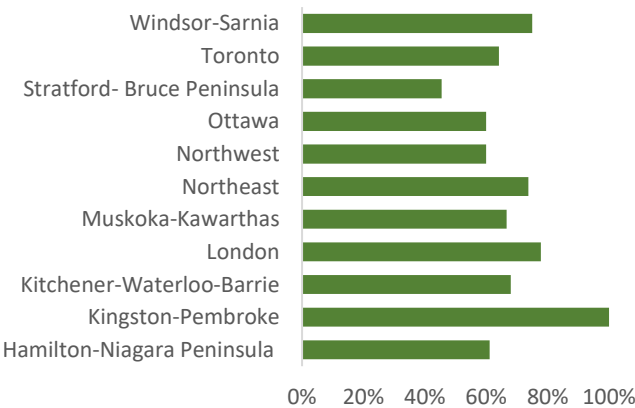


	UNION	TOTAL WORKFORCE
FEMALE	N/A	2%
IMMIGRANTS	11%	9%
VISIBLE MINORITIES	5%	6%
INDIGENOUS PEOPLES	6%	5%
PERSONS WITH DISABILITIES	5%	4%

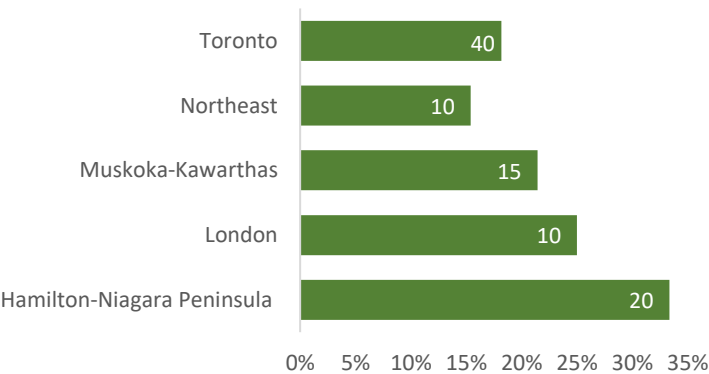
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Electrician

(except industrial and power system)

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 26,540 Electricians working in the Ontario construction industry, 12,580 (47%) of which were unionized. Windsor-Sarnia has the highest rate of unionization in Ontario, as nearly 60% of Electricians within this region are unionized. Female representation accounts for 1% of Electricians working in the unionized sector. Immigrants (16%) and visible minorities (9%) represent smaller shares of the unionized workforce than the total workforce. All Electricians within the unionized sector reported some level of education attainment, with certificate of qualification being the most commonly reported. In Ontario, Electricians within ten years of retirement eligibility (age 55 and over) account for 13% of the unionized workforce and as high as 29% in the Northeast region. However, workforce supply planning may be more critical in Toronto, where nearly 800 Electricians are within ten years of retirement eligibility, accounting for 14% of the unionized workforce.

26,540 TOTAL WORKFORCE

53% NON-UNION

47% UNION

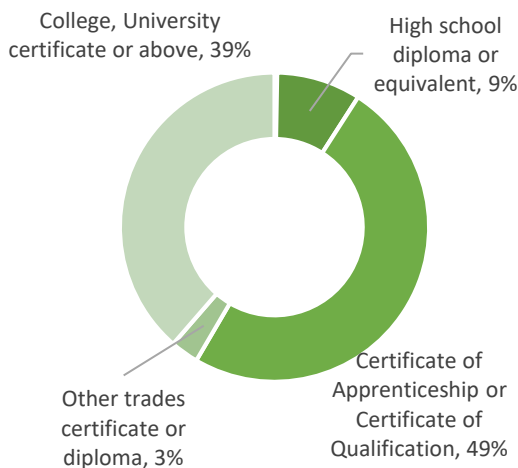
AVERAGE EARNINGS



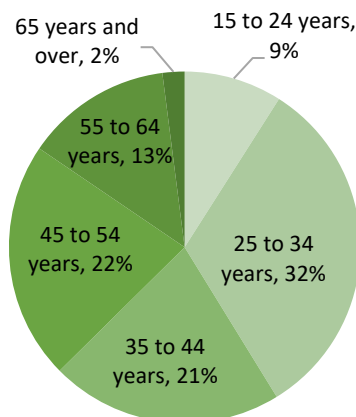
\$67,074 UNION

\$56,521 TOTAL WORKFORCE

EDUCATION



AGE

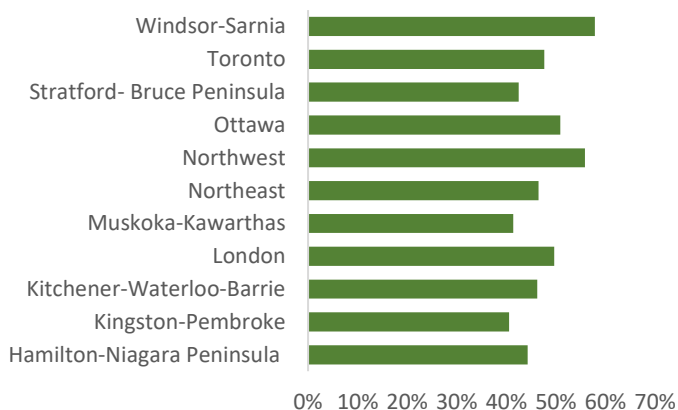


	UNION	TOTAL WORKFORCE
FEMALE	1%	1%
IMMIGRANTS	16%	21%
VISIBLE MINORITIES	9%	12%
INDIGENOUS PEOPLES	2%	2%
PERSONS WITH DISABILITIES	8%	8%

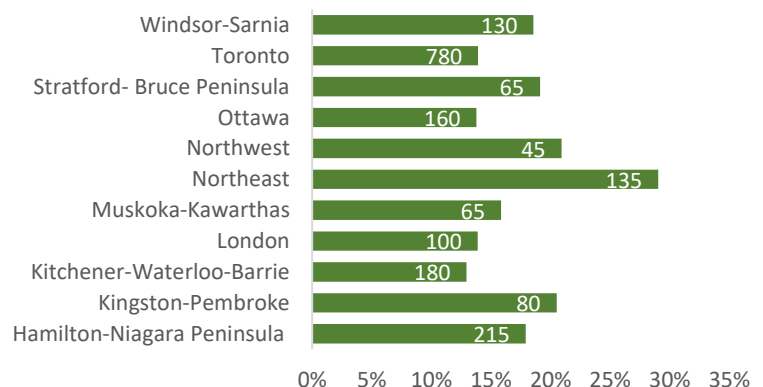
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Numbers within the graph represent the number of union workers aged 55 and over

Elevator Constructors and Mechanics

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 2,290 Elevator constructors and mechanics working in the Ontario construction industry, the vast majority (71%) of which were unionized. In Northwestern Ontario and Stratford-Bruce Peninsula the majority, if not all constructors and mechanics are unionized. Women and Indigenous Peoples account for a small portion of constructors and mechanics in the unionized workforce and total workforce. Immigrants and visible minorities account for a larger share of the unionized workforce; however, representation falls below the share of the total workforce. Elevator constructor and mechanic is the highest paying occupation in the unionized construction industry, earning an average of \$113,520 per year. A significant portion (39%) of constructors and mechanics reported 'college, university certificate or above' as their highest level of education. Constructors and mechanics aged 55 and above represent 11% of the unionized workforce, reaching as high as 22% in Kingston-Pembroke.

2,290 TOTAL WORKFORCE

29% NON-UNION

71% UNION

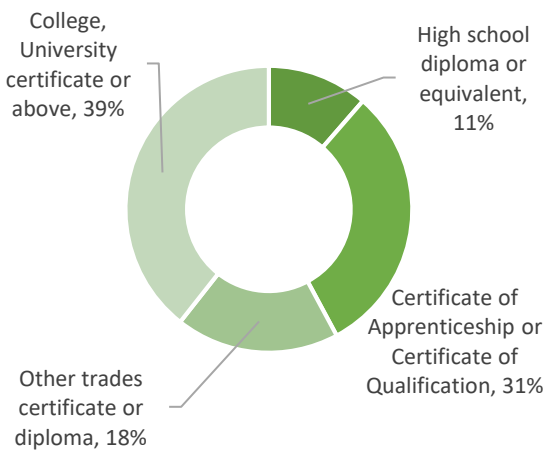
AVERAGE EARNINGS



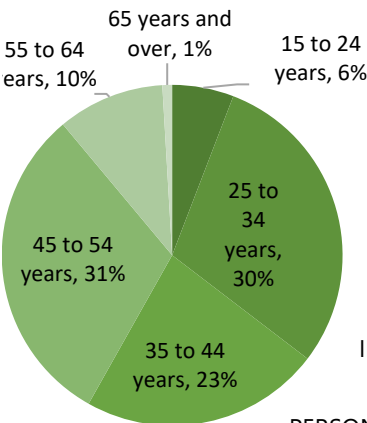
\$113,520 UNION

\$103,269 TOTAL WORKFORCE

EDUCATION



AGE

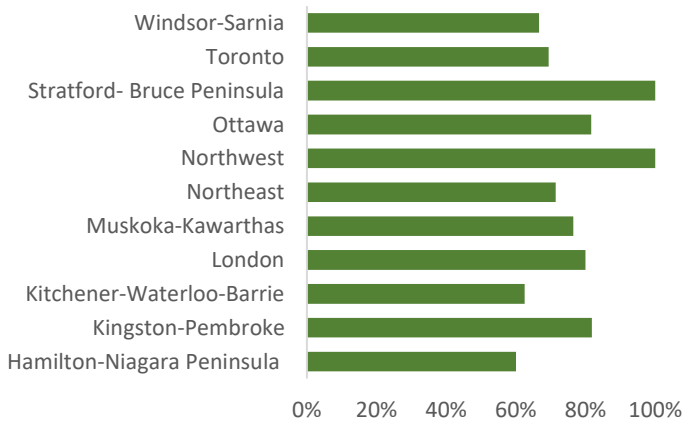


	UNION	TOTAL WORKFORCE
FEMALE	1%	0.4%
IMMIGRANTS	12%	15%
VISIBLE MINORITIES	8%	10%
INDIGENOUS PEOPLES	1%	2%
PERSONS WITH DISABILITIES	8%	8%

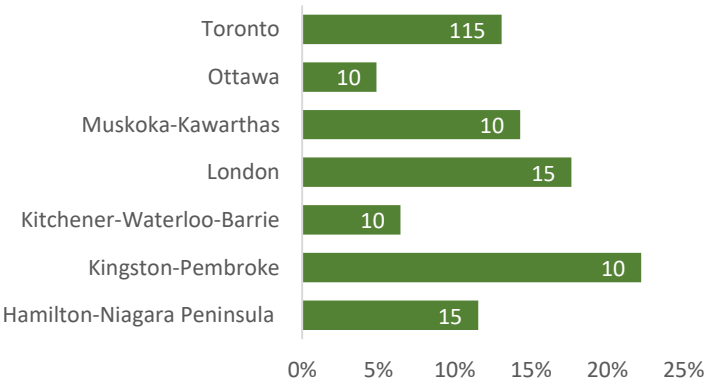
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Floor Covering Installer

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 5,380 Floor covering installers working in the Ontario construction industry, 508 (11%) of which were unionized. The rate of unionization is relatively low throughout Ontario. Women account for 4% of the unionized workforce, consistent with the share of women working in the total workforce. Immigrants and visible minorities represent smaller shares of the unionized workforce than the total workforce. Within the unionized sector, 16% of Floor covering installers are eligible or will be eligible to retire within the next ten years. Within Ontario, Floor covering installers age 55 and over in the unionized sector are predominately concentrated in Toronto, Ottawa and London. The proportion of this age cohort is the highest in London, accounting for 29% of the unionized workforce.

5,380 TOTAL WORKFORCE

89% NON-UNION

11% UNION

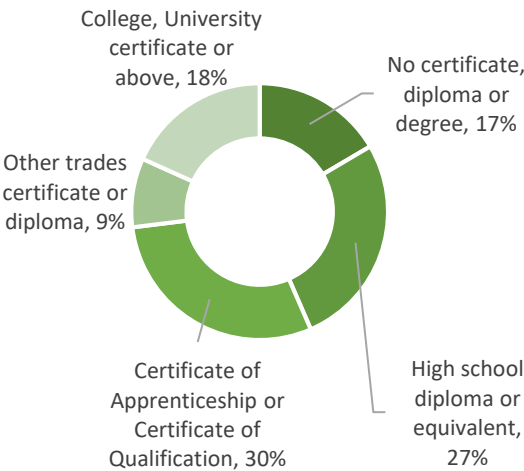
AVERAGE EARNINGS



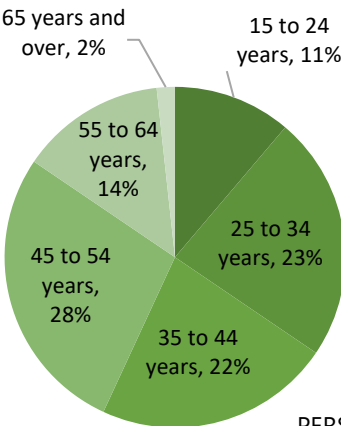
\$37,324 UNION

\$31,289 TOTAL WORKFORCE

EDUCATION



AGE

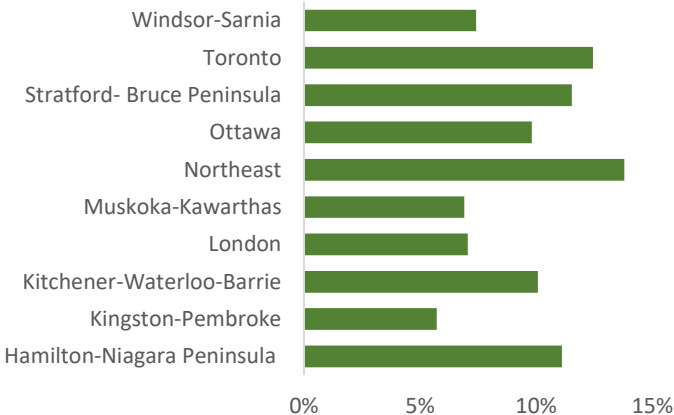


	UNION	TOTAL WORK FORCE
FEMALE	4%	4%
IMMIGRANTS	28%	40%
VISIBLE MINORITIES	20%	22%
INDIGENOUS PEOPLES	5%	3%
PERSONS WITH DISABILITIES	9%	12%

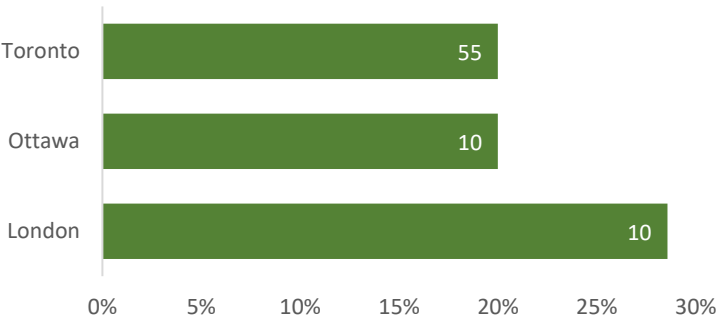
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Note: Data for certain regions is suppressed and not included in the analysis

Gas Fitter

UNION SECTOR

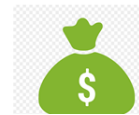
DEMOGRAPHIC PROFILE

In 2016, there were 2,665 Gas fitters working in the Ontario construction industry, 520 (20%) of which were unionized. In Stratford-Bruce Peninsula, 42% of the total workforce is unionized, more than double the unionization rate for the province. Immigrants and visible minorities represent smaller shares of the unionized workforce than the total workforce while unionized Indigenous Peoples account for a slightly higher proportion than the total. On average, the unionized workforce earns significantly more (38%) per year than the total workforce. Based on the 2016 Census, there are no Gas fitters aged 65 and older working in the unionized sector, while Gas fitters aged 55 to 64 account for 15% of the unionized workforce. In Hamilton-Niagara Peninsula, workers age 55 and above account for nearly 20% of the unionized workforce.

2,665 TOTAL WORKFORCE



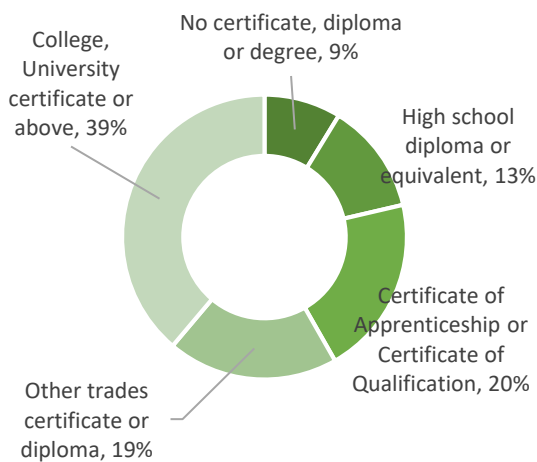
AVERAGE EARNINGS



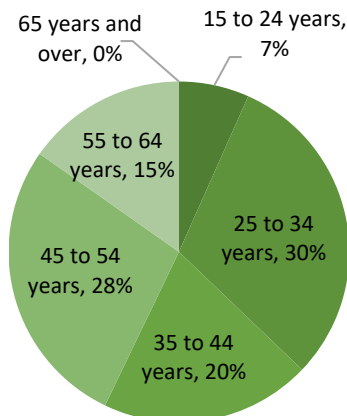
\$61,795 UNION

\$44,581 TOTAL WORKFORCE

EDUCATION



AGE

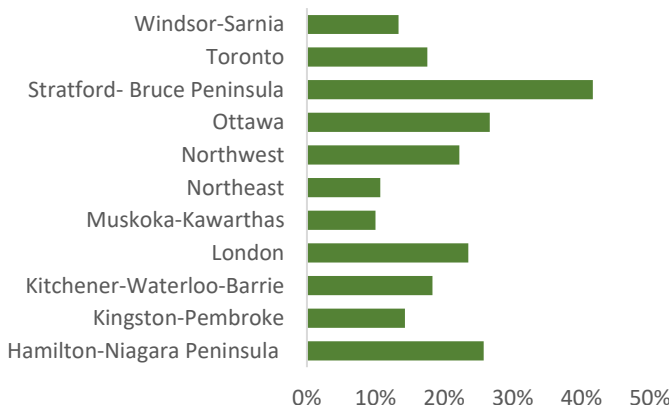


	UNION	TOTAL WORKFORCE
FEMALE	N/A	1%
IMMIGRANTS	15%	19%
VISIBLE MINORITIES	9%	15%
INDIGENOUS PEOPLES	3%	2%
PERSONS WITH DISABILITIES	8%	9%

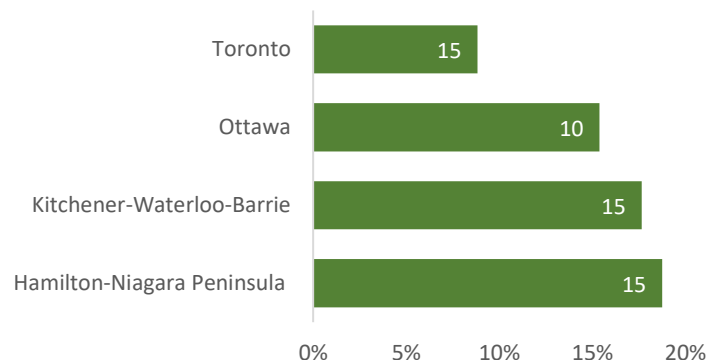
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis. Numbers within the graph represent the number of union workers aged 55 and over.

Glazier

UNION SECTOR

DEMOGRAPHIC PROFILE

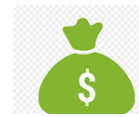
In 2016, there were 1,755 Glaziers working in the Ontario construction industry, 700 (40%) of which were unionized. Stratford-Bruce Peninsula has the highest rate of unionization, as the majority, if not all, of Glaziers in this region are unionized – it is important to note the small workforce size of this region. Women, immigrants, visible minorities and Indigenous Peoples represent smaller shares of the unionized workforce than the total workforce. Nearly one-fifth of unionized Glaziers are eligible or will be eligible to retire within the next ten years. This age cohort is almost exclusively concentrated in the Toronto, Ottawa and Hamilton-Niagara Peninsula regions. In Toronto and Ottawa, Glaziers age 55 and over account for 20% of the unionized workforce.

1,755 TOTAL WORKFORCE

60% NON-UNION

40% UNION

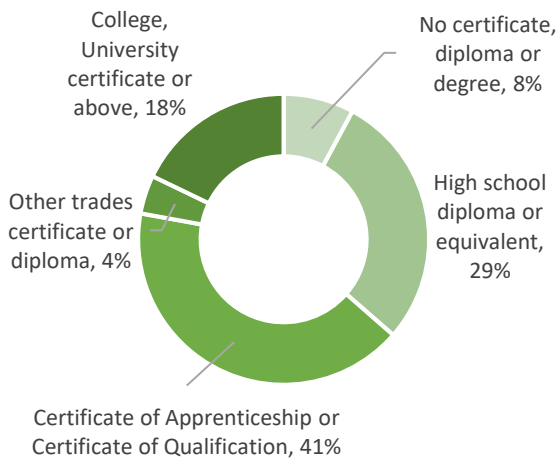
AVERAGE EARNINGS



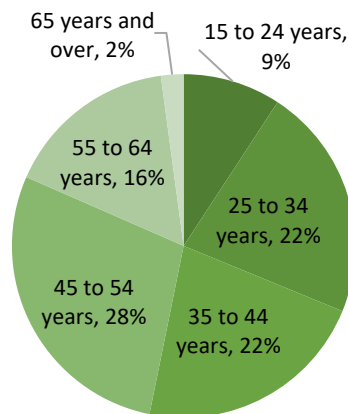
\$51,432 UNION

\$46,116 TOTAL WORKFORCE

EDUCATION



AGE

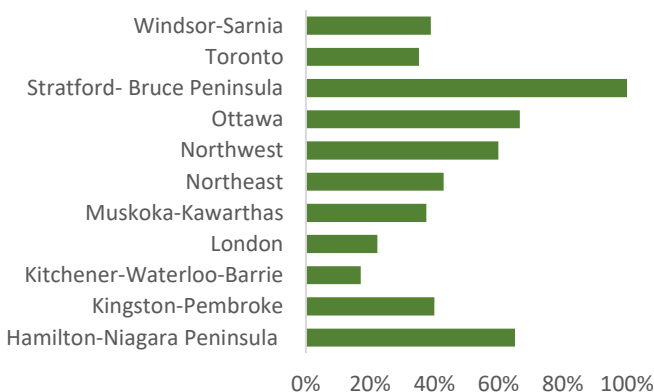


	UNION	TOTAL WORKFORCE
FEMALE	1%	3%
IMMIGRANTS	17%	28%
VISIBLE MINORITIES	10%	16%
INDIGENOUS PEOPLES	2%	3%
PERSONS WITH DISABILITIES	15%	13%

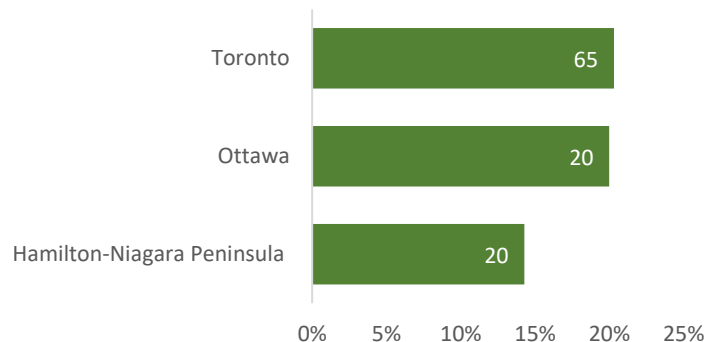
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

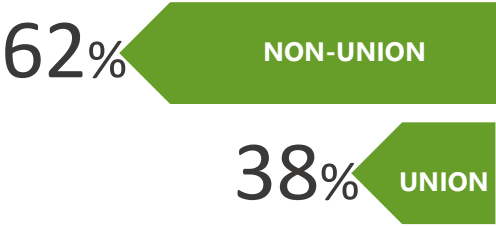
Heating, Refrigeration and A/C Mechanic

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 8,950 Heating, refrigeration and A/C mechanics working in the Ontario construction industry, 3,390 (38%) of which were unionized. The rate of unionization is the highest in Windsor-Sarnia (48%) and Northwestern Ontario (50%). Women (1%), immigrants (14%) and visible minorities (10%) represent smaller shares of the unionized workforce than the total workforce. Unionized workers earn an average of \$74,641 per year, 27% higher compared to those in the total workforce. More than half of Mechanics reported college, university certificate or above as their highest level of education. Within the unionized sector, 16% of mechanics are eligible or will be eligible to retire within the next ten years. The proportion of this age cohort is even higher in Stratford-Bruce Peninsula, accounting for 36% of the unionized workforce. However, workforce planning may be more crucial in Toronto, as 230 workers are age 55 and over, accounting for 16% of the work force, compared to only 20 workers in Stratford-Bruce Peninsula.

8,950 TOTAL WORKFORCE

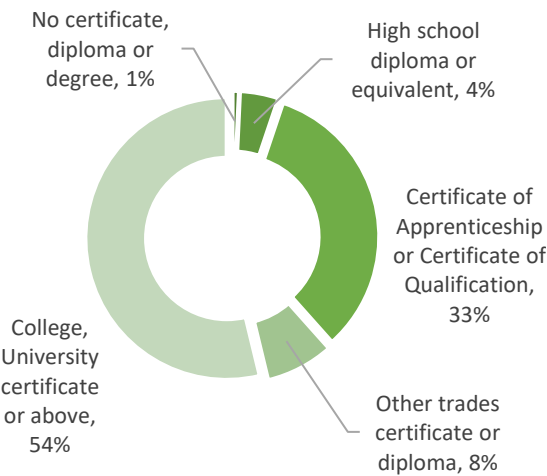


AVERAGE EARNINGS

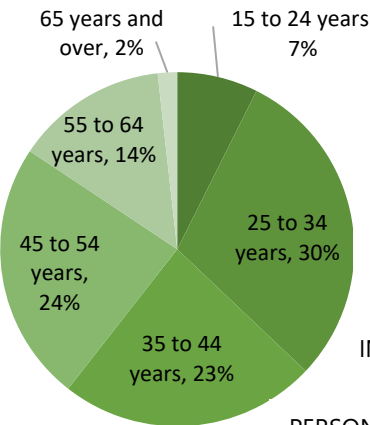


\$74,641 UNION
\$58,831 TOTAL WORKFORCE

EDUCATION



AGE

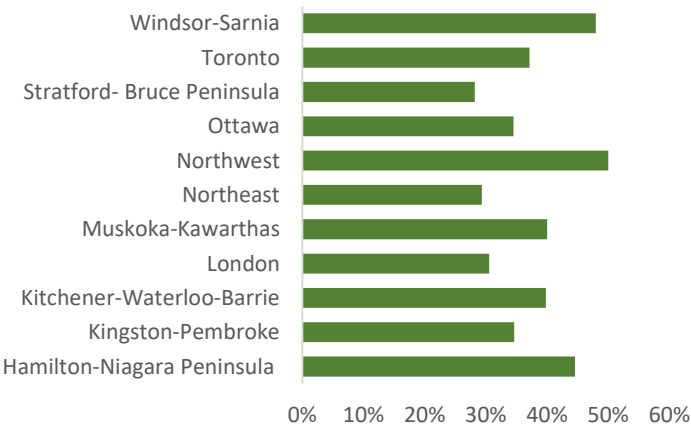


	UNION	TOTAL WORKFORCE
FEMALE	1%	2%
IMMIGRANTS	14%	19%
VISIBLE MINORITIES	10%	15%
INDIGENOUS PEOPLES	1%	2%
PERSONS WITH DISABILITIES	11%	10%

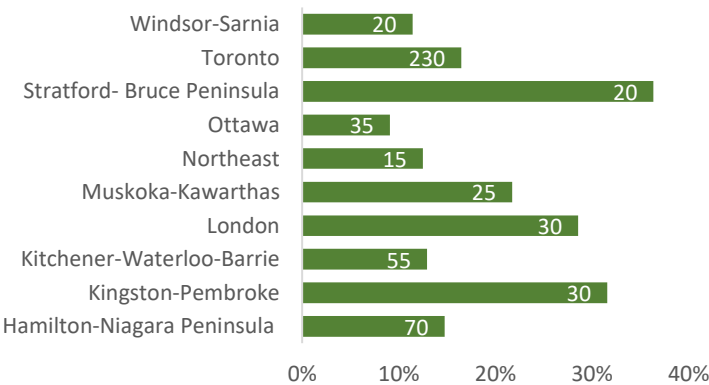
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Heavy-Duty Equipment Mechanic

UNION SECTOR

DEMOGRAPHIC PROFILE

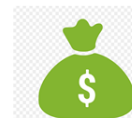
In 2016, there were 1,240 Heavy-duty equipment mechanics working in the Ontario construction industry, 395 (32%) of which were unionized. The rate of unionization is higher in Southwestern Ontario; namely Windsor-Sarnia (50%) and Stratford-Bruce Peninsula (45%). Immigrants, visible minorities and persons with disabilities represent smaller shares of the unionized workforce than the total workforce. Nearly 40% of Mechanics reported college, university certificate or above as their highest level of education. Within the unionized sector, 30% of mechanics are eligible or will be eligible to retire within the next ten years. Workforce supply planning will be particularly crucial in Windsor-Sarnia, as nearly 70% of their unionized workforce are or will be eligible to retire over the next ten years.

1,240 TOTAL WORKFORCE

68% NON-UNION

32% UNION

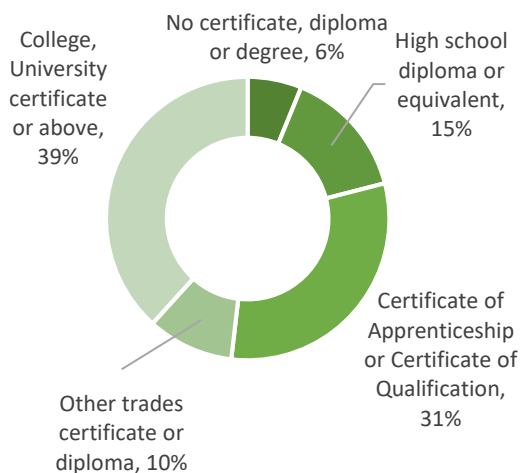
AVERAGE EARNINGS



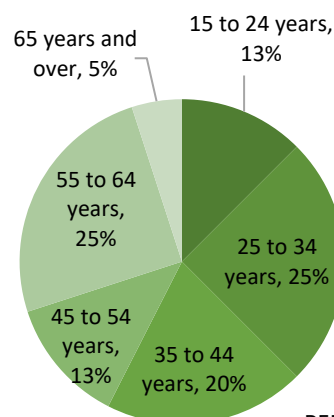
\$83,825 UNION

\$70,483 TOTAL WORKFORCE

EDUCATION



AGE

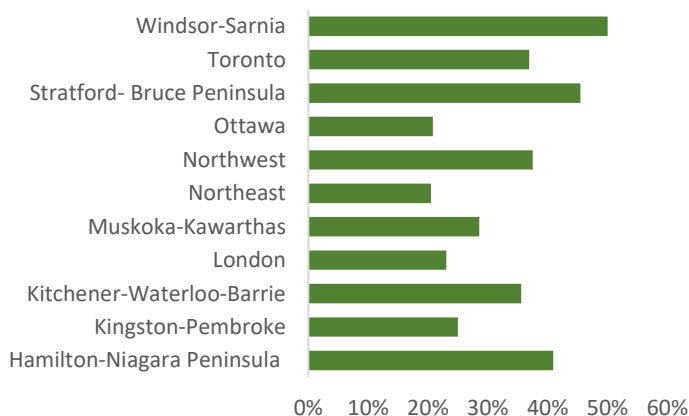


	UNION	TOTAL WORKFORCE
FEMALE	N/A	N/A
IMMIGRANTS	13%	19%
VISIBLE MINORITIES	6%	11%
INDIGENOUS PEOPLES	4%	4%
PERSONS WITH DISABILITIES	5%	10%

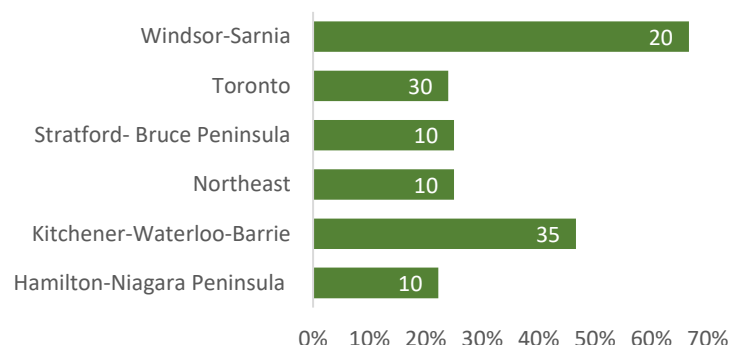
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis. Numbers within the graph represent the number of union workers aged 55 and over.

Heavy Equipment Operator

(except crane)

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 13,310 Heavy equipment operators working in the Ontario construction industry, 5,885 (44%) of which were unionized. In Ontario, Toronto (57%) and Windsor-Sarnia (55%) have the highest rates of unionization. Immigrants account for 15% of unionized workers, a slightly higher share than the total workforce while visible minorities (4%) and Indigenous Peoples (5%) are at the same proportion as the total workforce. Nearly a quarter of Heavy equipment operators are eligible or will be eligible to retire within the next ten years. In Northwestern Ontario, one-third of the unionized workforce are at or within ten years of retirement eligibility (age 55 and over), accounting for 90 heavy equipment operators.

13,310 TOTAL WORKFORCE

56% NON-UNION

44% UNION

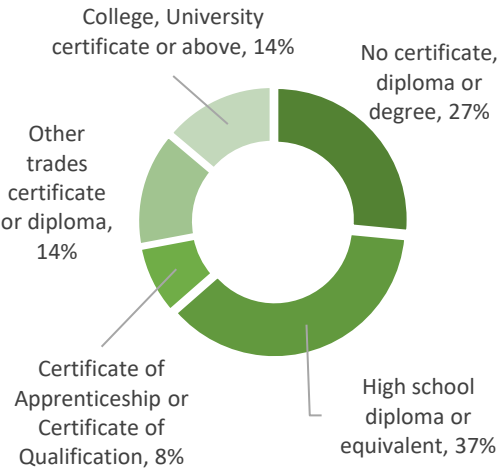
AVERAGE EARNINGS



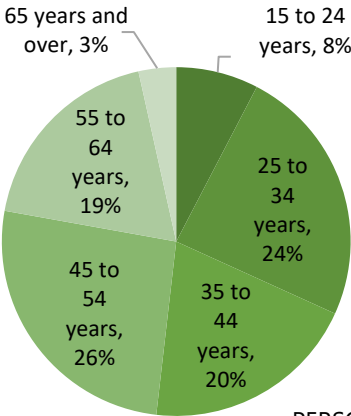
\$66,970 UNION

\$57,135 TOTAL WORKFORCE

EDUCATION



AGE

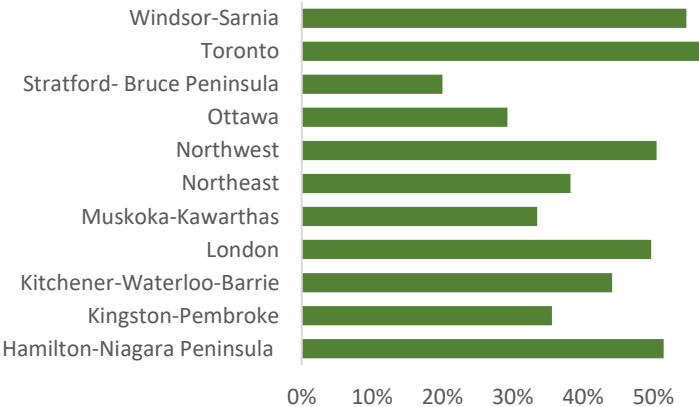


	UNION	TOTAL WORKFORCE
FEMALE	2%	2%
IMMIGRANTS	15%	12%
VISIBLE MINORITIES	4%	4%
INDIGENOUS PEOPLES	5%	5%
PERSONS WITH DISABILITIES	10%	11%

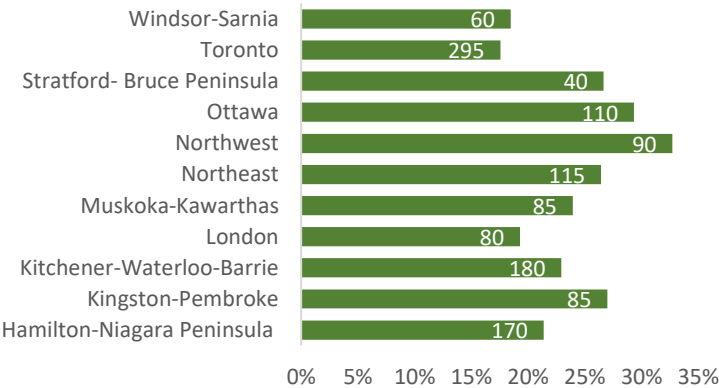
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Numbers within the graph represent the number of union workers aged 55 and over

Industrial Electrician

UNION SECTOR

DEMOGRAPHIC PROFILE

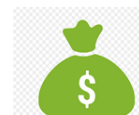
In 2016, there were 1,860 Industrial electricians working in the Ontario construction industry, 1,105 (59%) of which were unionized. The rate of unionization is the highest in Northwestern Ontario, as the vast majority, if not all, of Industrial electricians are unionized. Immigrants and visible minorities account for 19% and 11% of the unionized workforce respectively, 4% and 3% points lower than the total workforce proportions. Indigenous Peoples account for 3% of the unionized workforce, a slightly higher proportion than the total workforce (2%). Nearly half of Industrial electricians in the unionized sector reported a certificate of apprenticeship as their highest level of education, followed closely by college, university or above. Almost a quarter of Industrial electricians are eligible or will be eligible to retire within the next ten years. Workforce supply planning will be particularly crucial for Hamilton-Niagara Peninsula and Kitchener-Waterloo-Barrie.

1,860 TOTAL WORKFORCE

41% NON-UNION

59% UNION

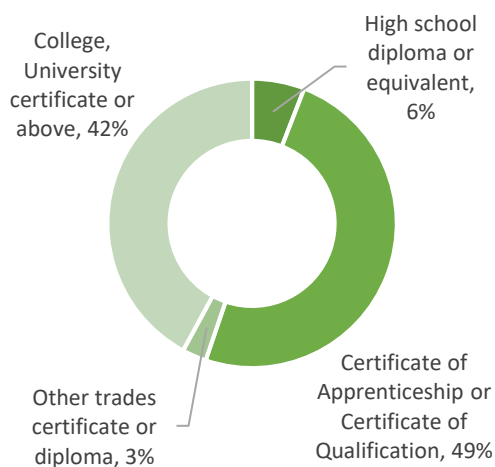
AVERAGE EARNINGS



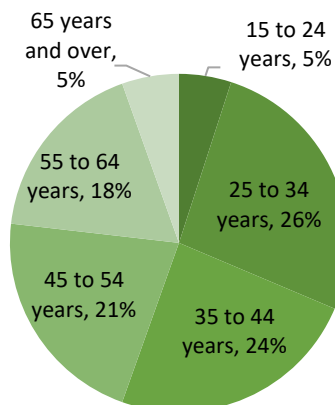
\$72,817 UNION

\$65,964 TOTAL WORKFORCE

EDUCATION



AGE

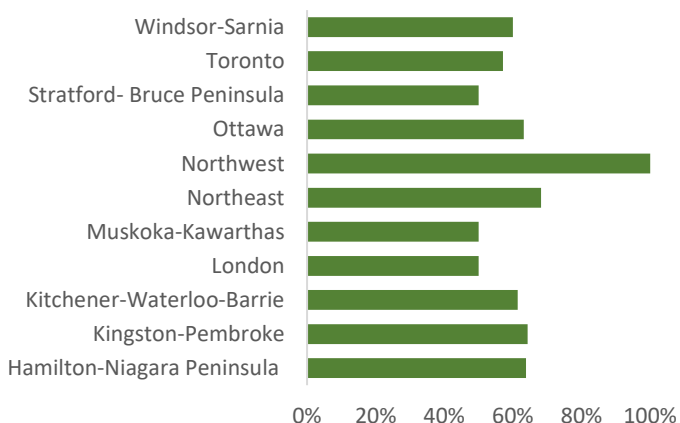


	UNION	TOTAL WORK FORCE
FEMALE	1%	2%
IMMIGRANTS	19%	23%
VISIBLE MINORITIES	11%	14%
INDIGENOUS PEOPLES	3%	2%
PERSONS WITH DISABILITIES	11%	11%

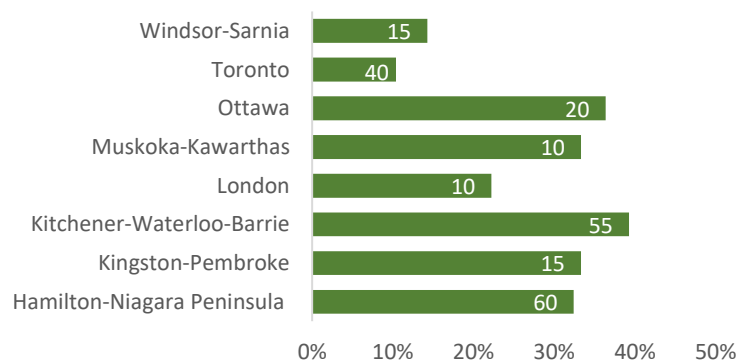
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Insulator

UNION SECTOR

DEMOGRAPHIC PROFILE

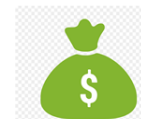
In 2016, there were 2,295 Insulators working in the Ontario construction industry, 935 (41%) of which were unionized. Windsor-Sarnia has the highest rate of unionization (75%) in Ontario. Women, immigrants, visible minorities and Indigenous Peoples represent smaller shares of the unionized workforce than the total workforce. Insulators earn \$63,692 on average per year, 33% higher than the total workforce. Within the unionized sector, 17% of insulators are eligible or will be eligible to retire within the next ten years. Workforce supply planning will be particularly crucial for the economic regions of Toronto and Hamilton-Niagara Peninsula, as 21% of the unionized workforce is eligible or will be eligible to retire within the next ten years.

2,295 TOTAL WORKFORCE

59% NON-UNION

41% UNION

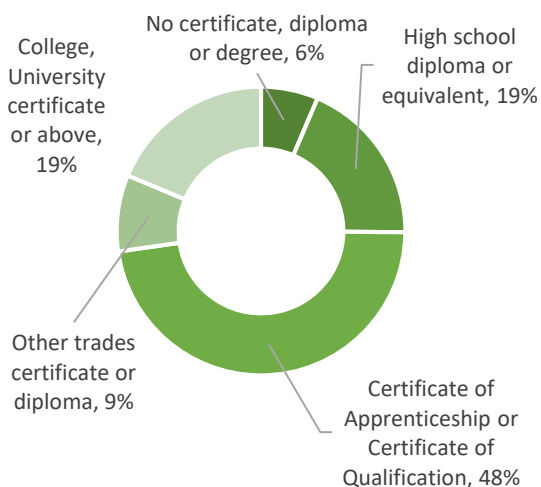
AVERAGE EARNINGS



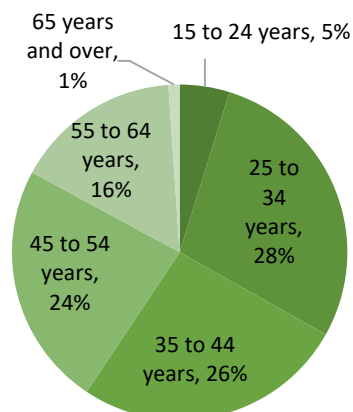
\$63,692 UNION

\$47,991 TOTAL WORKFORCE

EDUCATION



AGE

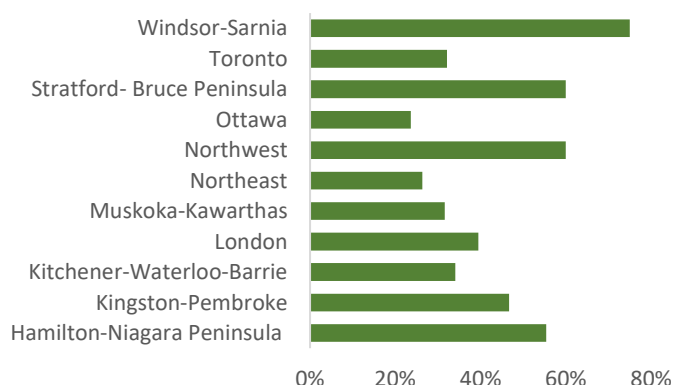


	UNION	TOTAL WORKFORCE
FEMALE	1%	2%
IMMIGRANTS	17%	20%
VISIBLE MINORITIES	11%	15%
INDIGENOUS PEOPLES	2%	3%
PERSONS WITH DISABILITIES	10%	9%

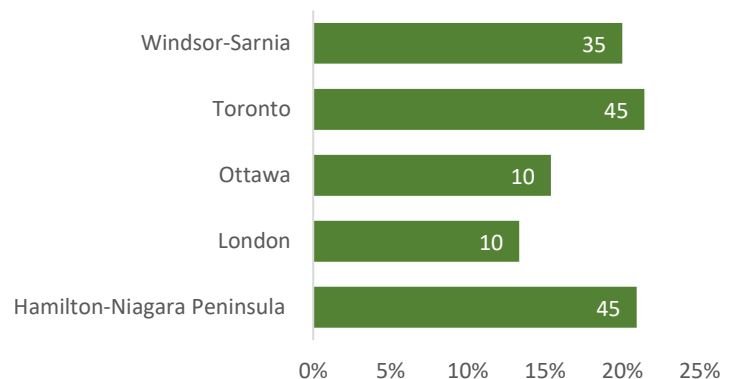
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Ironworker

UNION SECTOR

DEMOGRAPHIC PROFILE

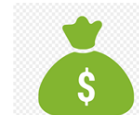
In 2016, there were 2,365 Ironworkers working in the Ontario construction industry, the majority (77%) of which were unionized. There are several economic regions in Ontario where unionized workers comprise 100% of the total workforce; namely Kingston-Pembroke, Muskoka-Kawarths and Windsor-Sarnia. Ironworkers are comprised of a slightly younger demographic, with workers under the age of 25 accounting for 10% of the unionized workforce. Conversely, only 11% of unionized workers are age 55 and over and are eligible or will be eligible to retire within the next ten years. In the Northwest region, the percentage of Ironworkers aged 55 and over exceeds 20%; however, this only accounts for 15 workers. Workforce supply planning may be more critical in Toronto, where 70 ironworkers are within ten years of retirement eligibility (age 55 and over), accounting for 13% of the unionized workforce.

2,365 TOTAL WORKFORCE

23% NON-UNION

77% UNION

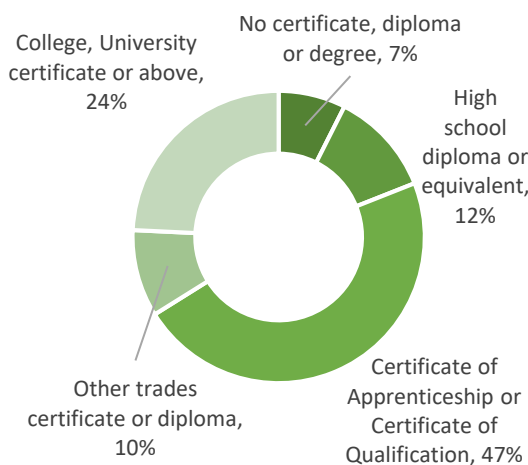
AVERAGE EARNINGS



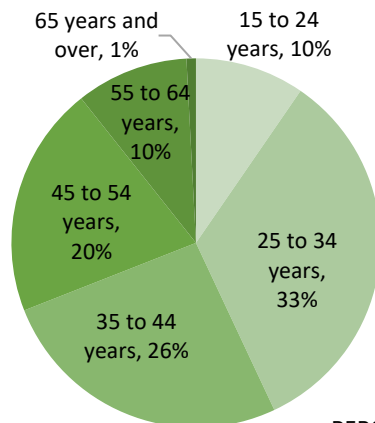
\$76,091 UNION

\$71,318 TOTAL WORKFORCE

EDUCATION



AGE

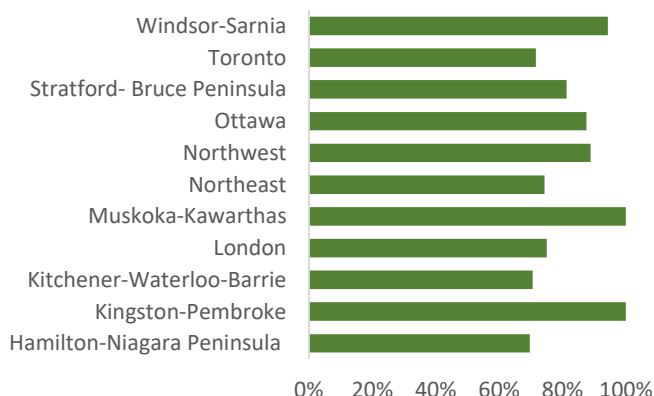


	UNION	TOTAL WORKFORCE
FEMALE	N/A	1%
IMMIGRANTS	10%	13%
VISIBLE MINORITIES	7%	9%
INDIGENOUS PEOPLES	6%	6%
PERSONS WITH DISABILITIES	8%	9%

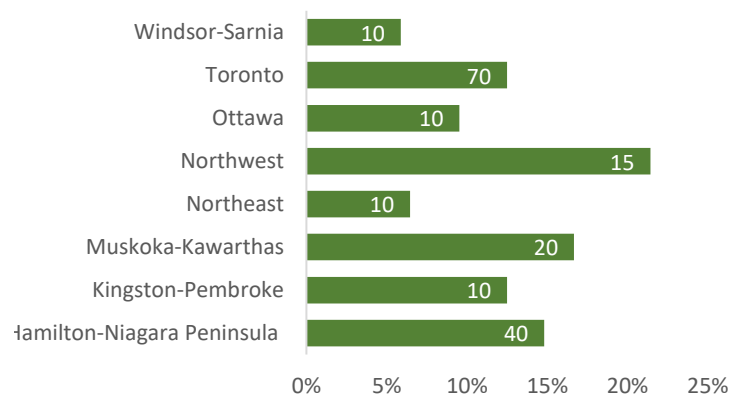
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

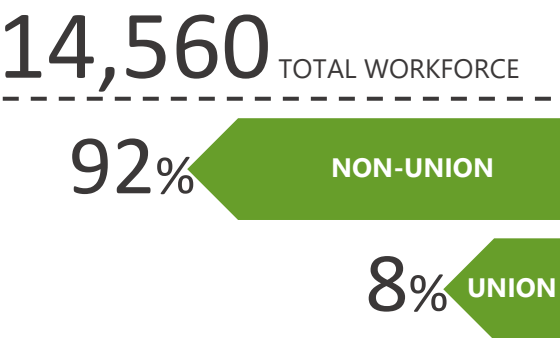
Painters and Decorators

(except interior decorators)

UNION SECTOR

DEMOGRAPHIC PROFILE

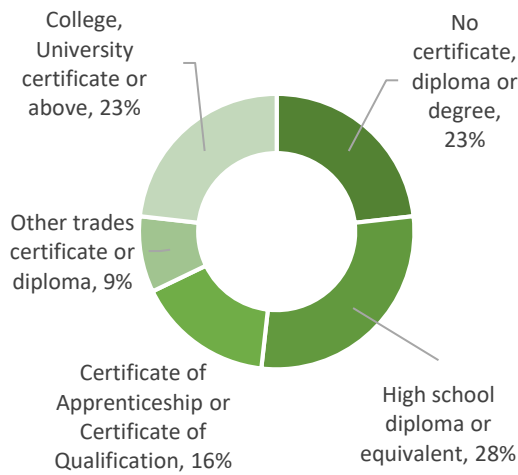
In 2016, there were 14,560 Painters and decorators working in the Ontario construction industry, 1,120 (8%) of which were unionized. Unionization rates vary throughout Ontario, ranging from a low of 4% in Ottawa to a high of 27% in Northwestern Ontario. Women account for 6% of unionized Painters and decorators – slightly higher than the average female representation within the unionized construction workforce. Immigrants (38%) and visible minorities (20%) comprise nearly 60% of the unionized workforce. Despite the diversified workforce, the unionized workforce represents smaller shares of underrepresented groups than the total workforce, apart from Indigenous Peoples. More than a quarter of unionized Painters and decorators are eligible or will be eligible to retire within the next ten years. The representation of this age cohort is higher in Southwestern Ontario, with Stratford-Bruce Peninsula and Windsor-Sarnia accounting for 44% and 38% of the unionized workforce, respectively.



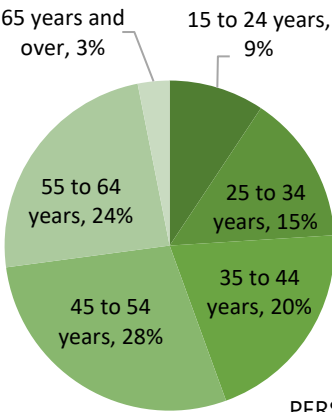
AVERAGE EARNINGS



EDUCATION



AGE

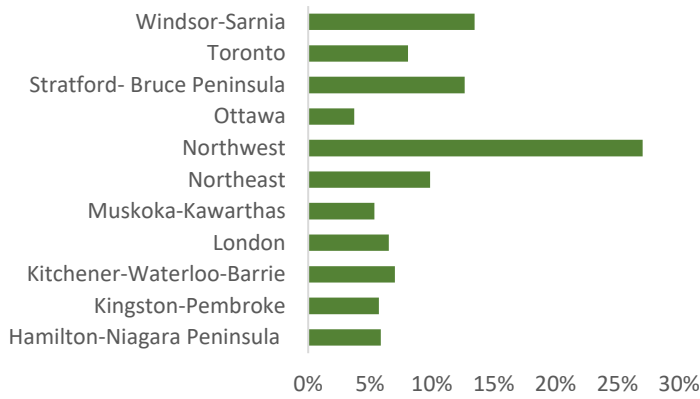


	UNION	TOTAL WORKFORCE
FEMALE	6%	11%
IMMIGRANTS	38%	42%
VISIBLE MINORITIES	20%	24%
INDIGENOUS PEOPLES	3%	2%
PERSONS WITH DISABILITIES	9%	12%

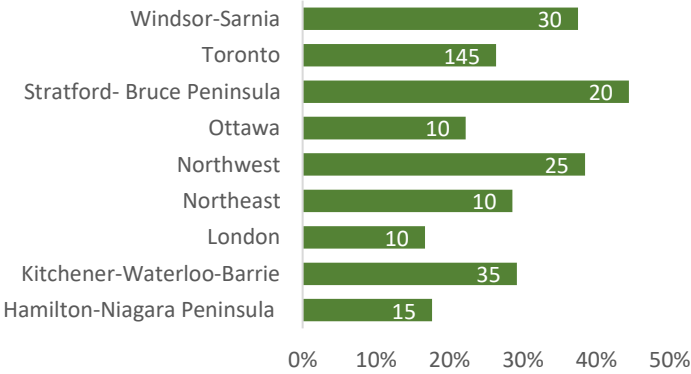
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



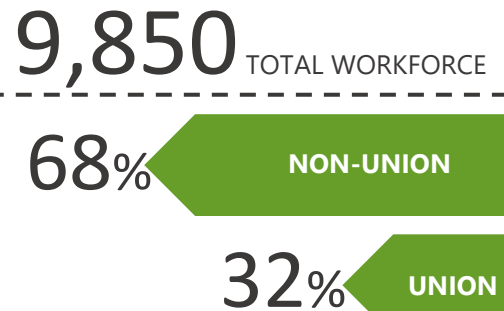
Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Plasterer, Drywall Installer, Lather

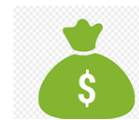
UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 9,850 Plasterers, drywall installers and lathers working in the Ontario construction industry, 3,150 (32%) of which were unionized. Toronto has the highest rate of unionization (40%). Immigrants account for one-third of unionized workers, while visible minorities (17%) and Indigenous Peoples (2%) account for a lower but almost equal proportion to the total workforce. A large share (36%) of unionized workers reported a certificate of qualification as their highest level of educational attainment. Within the unionized workforce, 15% of Plasters, drywall installers and lathers are eligible or will be eligible to retire within the next ten years. In Kingston-Pembroke, the portion of workers at or within ten years of retirement eligibility (age 55 and over) account for a quarter of the unionized workforce.



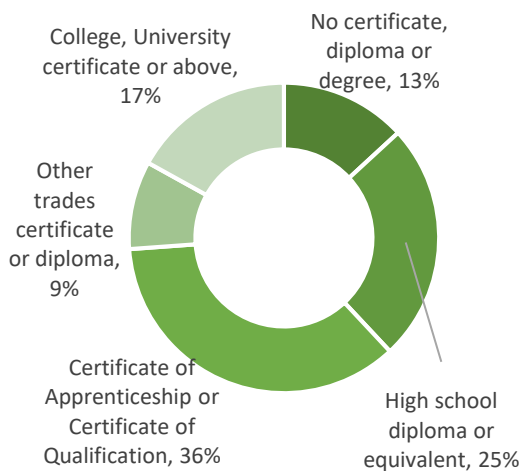
AVERAGE EARNINGS



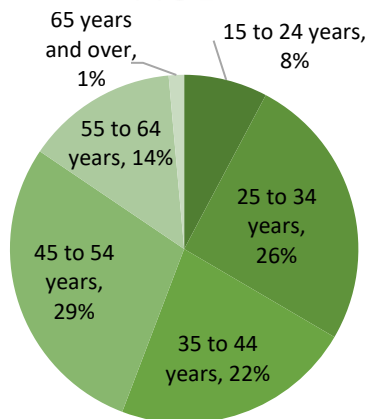
\$39,825 UNION

\$32,517 TOTAL WORKFORCE

EDUCATION



AGE

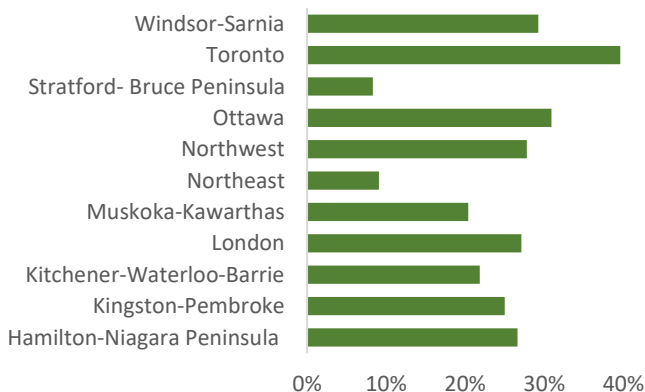


	UNION	TOTAL WORKFORCE
FEMALE	1%	2%
IMMIGRANTS	34%	33%
VISIBLE MINORITIES	17%	17%
INDIGENOUS PEOPLES	2%	3%
PERSONS WITH DISABILITIES	11%	12%

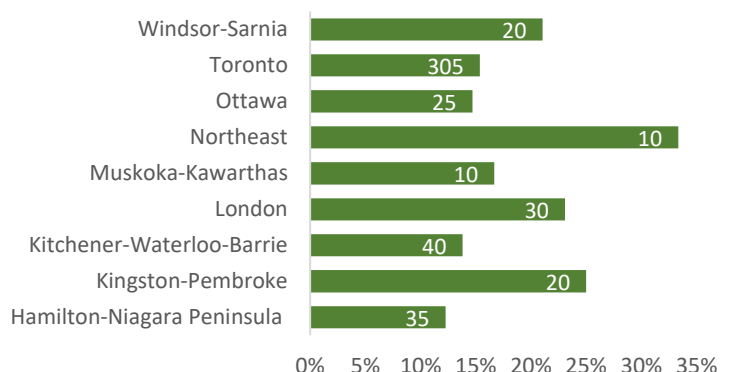
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Plumber

UNION SECTOR

DEMOGRAPHIC PROFILE

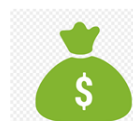
In 2016, there were 14,840 Plumbers working in the Ontario construction industry, 6,460 (44%) of which were unionized. The rate of unionization is higher in the regions of Kingston-Pembroke (52%) and Kitchener-Waterloo-Barrie (50%). The share of underrepresented groups in the unionized workforce is slightly lower than the representation in the total workforce. Immigrants account for 14% of the unionized workforce, while visible minorities (7%) and Indigenous Peoples (2%) account for a lower proportion of the workforce. The majority of Plumbers reported a certificate of qualification as their highest form of education, while a significant portion (31%) also reported college and university certificate or above as their highest form. Plumbers have a younger demographic, with workers between the age of 15 to 34 accounting for close to 50% of the workforce. Plumbers at or within ten years of retirement eligibility (age 55 and over) account for 11% of the workforce, and as high as 18% of the workforce in Stratford-Bruce Peninsula.

14,840 TOTAL WORKFORCE

56% NON-UNION

44% UNION

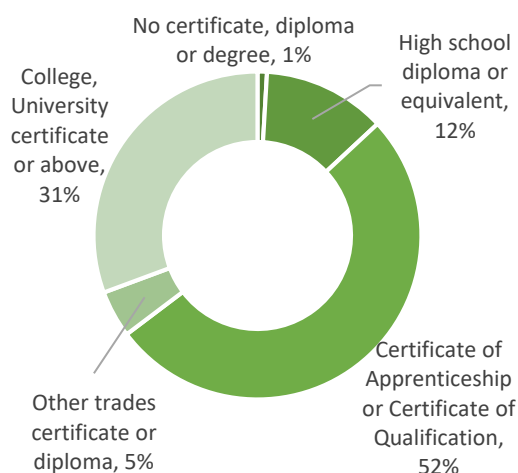
AVERAGE EARNINGS



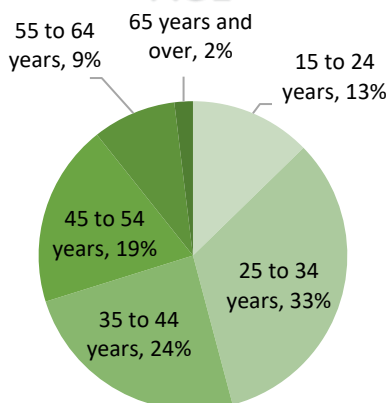
\$63,910 UNION

\$55,093 TOTAL WORKFORCE

EDUCATION



AGE

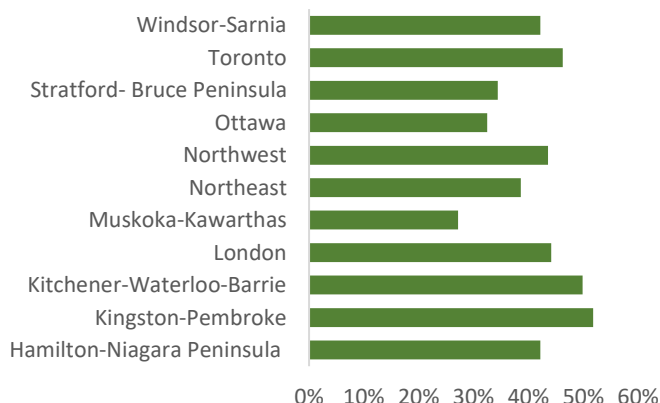


	UNION	TOTAL WORKFORCE
FEMALE	1%	2%
IMMIGRANTS	14%	18%
VISIBLE MINORITIES	7%	9%
INDIGENOUS PEOPLES	2%	3%
PERSONS WITH DISABILITIES	7%	8%

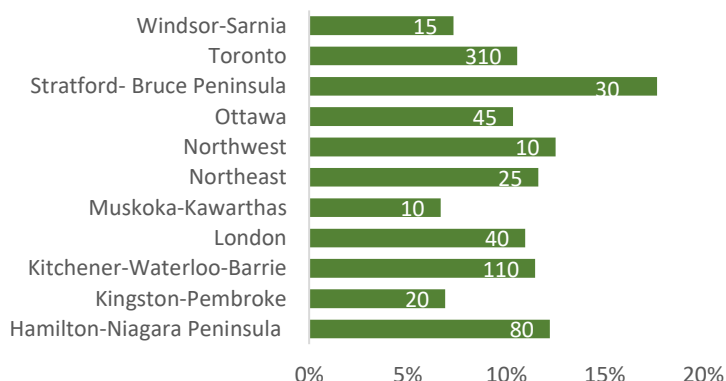
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



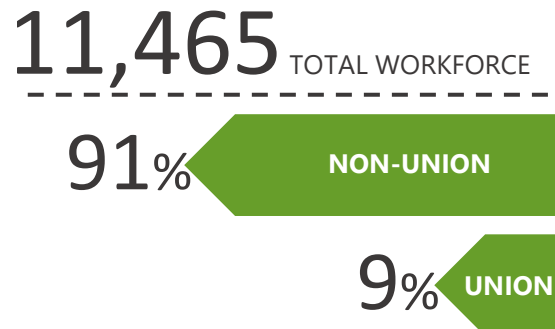
Note: Numbers within the graph represent the number of union workers aged 55 and over

Residential and Commercial Installers

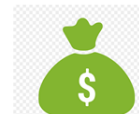
UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 11,465 Residential and commercial installers in the Ontario construction industry, 1,085 (9%) of which were unionized. The rate of unionization is relatively low throughout Ontario, ranging from a low of 4% in Stratford-Bruce Peninsula to a high of 12% in Hamilton-Niagara Peninsula and Kitchener-Waterloo-Barrie. Immigrants and visible minorities account for 21% and 9% of unionized workers, a significantly lower share than in the total workforce, while Indigenous Peoples (4%) are represented at much higher proportion than the total. Within the unionized workforce, 16% of Residential and commercial installers are eligible or will be eligible to retire within the next ten years. Unionized workers aged 55 and older are predominately concentrated in the Greater Golden Horseshoe and Ottawa. In Ottawa, this age cohort accounts for 25% of unionized Residential and commercial installers.



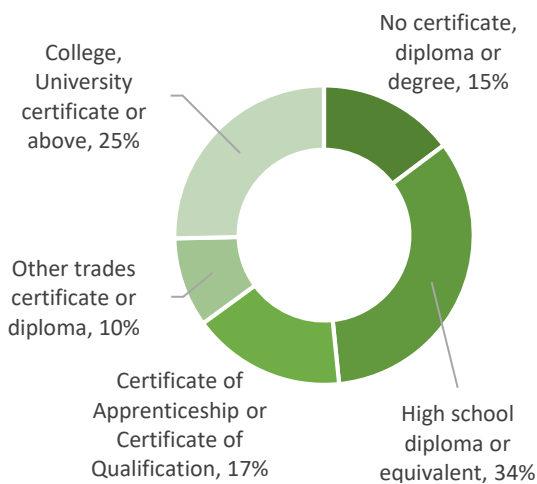
AVERAGE EARNINGS



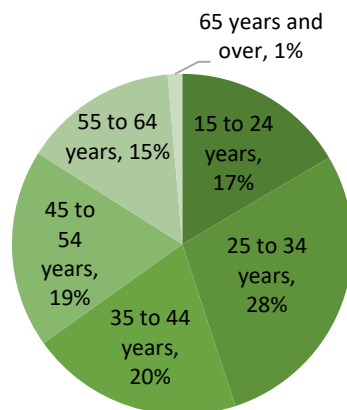
\$43,595 UNION

\$33,056 TOTAL WORK ORCE

EDUCATION



AGE

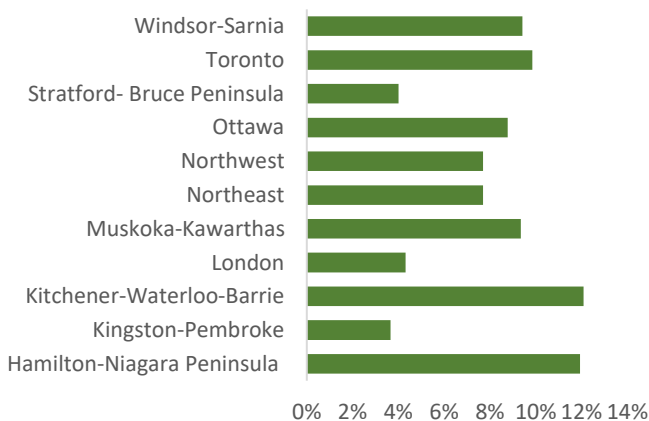


	UNION	TOTAL WORK ORCE
FEMALE	1%	2%
IMMIGRANTS	21%	27%
VISIBLE MINORITIES	9%	13%
INDIGENOUS PEOPLES	4%	2%
PERSONS WITH DISABILITIES	10%	10%

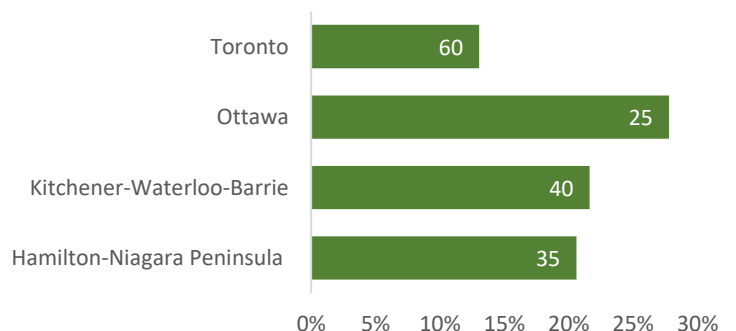
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

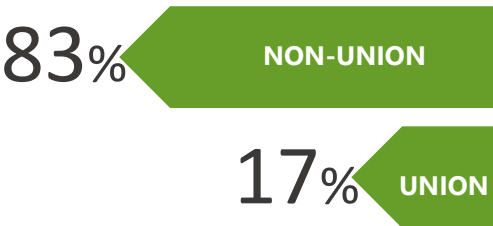
Roofers and Shinglers

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 3,065 Roofers and shinglers working in the Ontario construction industry, 535 (17%) of which were unionized. In the Northwest region of Ontario, the rate of unionization is more than double the provincial rate. Immigrants account for nearly one-third of the unionized workforce, 10% higher than the total workforce. Visible minorities (9%) and Indigenous Peoples (5%) account for a significantly lower proportion of the unionized workforce and represent a smaller share than the total workforce. Within the unionized workforce, 11% of Roofers and shinglers are eligible or will be eligible to retire within the next ten years. Roofers and shinglers within this age cohort are almost exclusively concentrated in the Greater Golden Horseshoe.

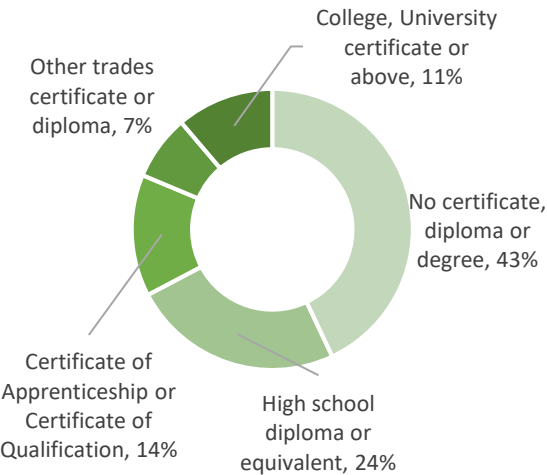
3,065 TOTAL WORKFORCE



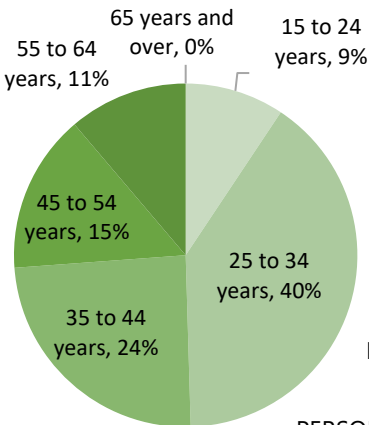
AVERAGE EARNINGS



EDUCATION



AGE

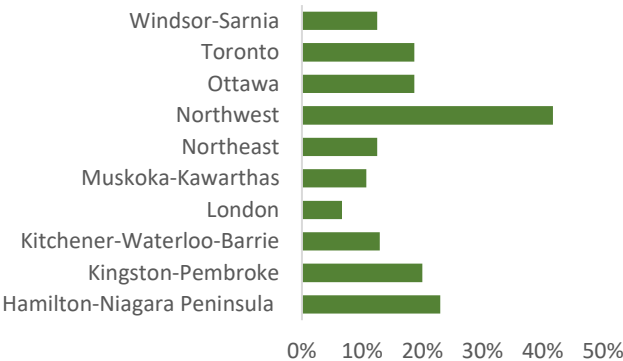


	UNION	TOTAL WORKFORCE
FEMALE	N/A	N/A
IMMIGRANTS	30%	23%
VISIBLE MINORITIES	9%	14%
INDIGENOUS PEOPLES	5%	7%
PERSONS WITH DISABILITIES	11%	9%

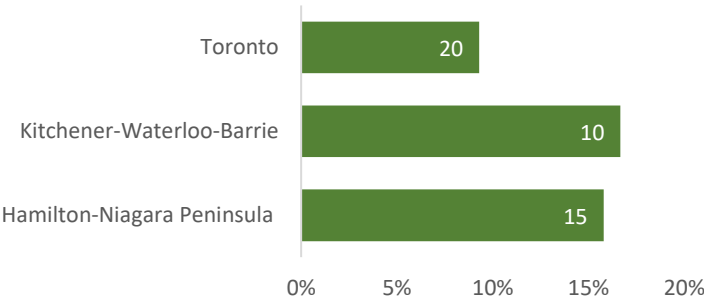
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis

Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Sheet Metal Worker

UNION SECTOR

DEMOGRAPHIC PROFILE


In 2016, there were 4,150 Sheet metal workers working in the Ontario construction industry, 2,560 (62%) of which were unionized. The rate of unionization is slightly higher in Northwest (79%), Toronto (70%), Muskoka (69%). Women account for a small portion (0.4%) of the unionized workforce, slightly lower than the total Sheet metal workforce. More than half of the unionized workforce reported a certificate of qualification as their highest form of education, which is likely the result of it being compulsory trade. Nearly one-fifth of unionized workers are eligible or will be eligible to retire within the next ten years. Workforce supply planning will be particularly crucial in Windsor-Sarnia, as there are 40 workers aged 55 and over, accounting for 35% of the unionized workforce.

4,150 TOTAL WORKFORCE

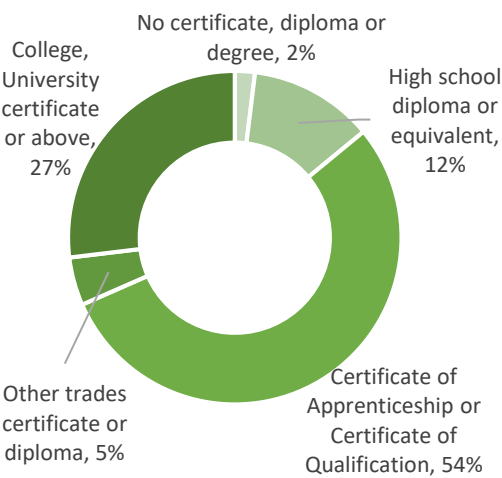
38% NON-UNION

62% UNION

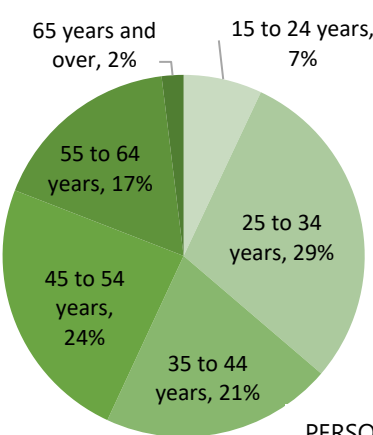
AVERAGE EARNINGS

 \$62,737 UNION
\$57,290 TOTAL WORKFORCE

EDUCATION



AGE

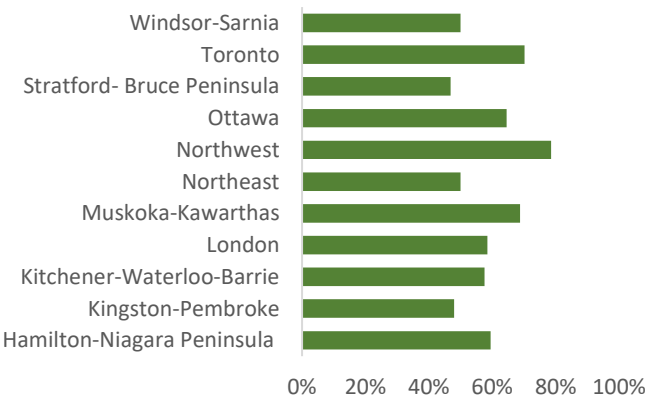


	UNION	TOTAL WORKFORCE
FEMALE	0.4%	1%
IMMIGRANTS	11%	11%
VISIBLE MINORITIES	7%	6%
INDIGENOUS PEOPLES	3%	4%
PERSONS WITH DISABILITIES	10%	11%

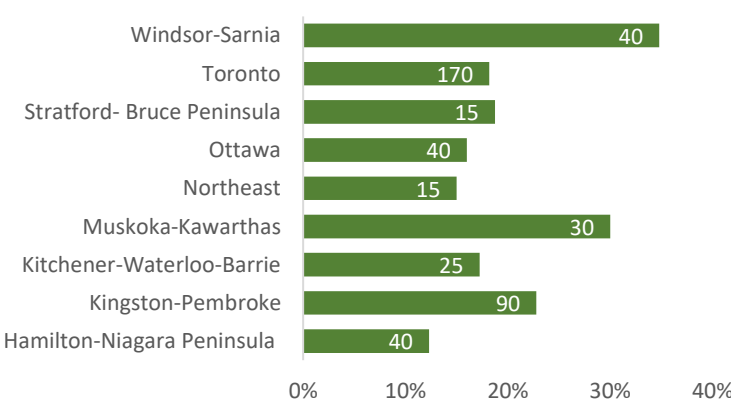
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Steamfitter, Pipefitter, Sprinkler Installer

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 3,485 Steamfitters, pipefitters, and sprinkler installers working in the Ontario construction industry, the vast majority (78%) of which were unionized. The share of underrepresented groups in the unionized workforce is largely reflective of the total workforce. Immigrants account for 9% of unionized workers, while visible minorities (4%) and Indigenous Peoples (3%) account for a slightly lower proportion of the workforce. More than half of pipe trade workers reported a certificate of qualification as their highest form of education. Workers at or within ten years of retirement eligibility (age 55 and above) account for 13% of the unionized workforce and exceed 30% in the economic regions of Stratford-Bruce Peninsula and Muskoka-Kawarths. Conversely, only 3% of unionized pipe trade workers in Kitchener-Waterloo-Barrie are within ten years of retirement eligibility and therefore this region may be less concerned with the impact of retirements on workforce supply.

3,485 TOTAL WORKFORCE

22% NON-UNION

78% UNION

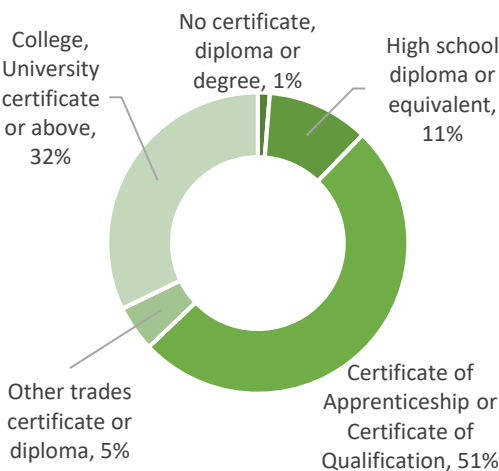
AVERAGE EARNINGS



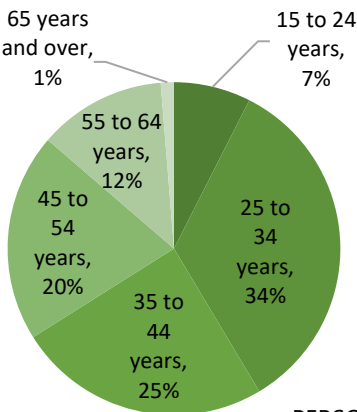
\$77,953 UNION

\$73,197 TOTAL WORKFORCE

EDUCATION



AGE

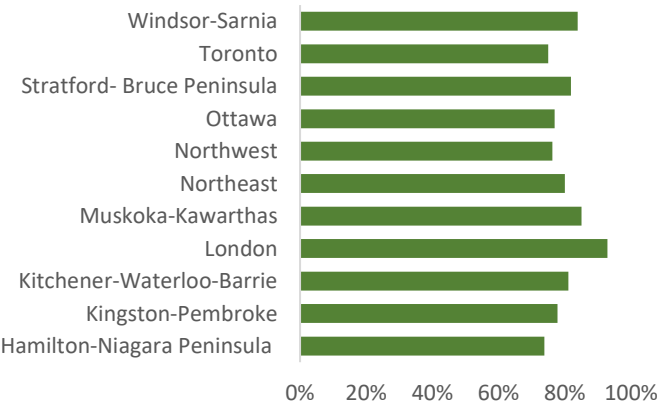


	UNION	TOTAL WORKFORCE
FEMALE	1%	1%
IMMIGRANTS	9%	10%
VISIBLE MINORITIES	4%	6%
INDIGENOUS PEOPLES	3%	3%
PERSONS WITH DISABILITIES	7%	7%

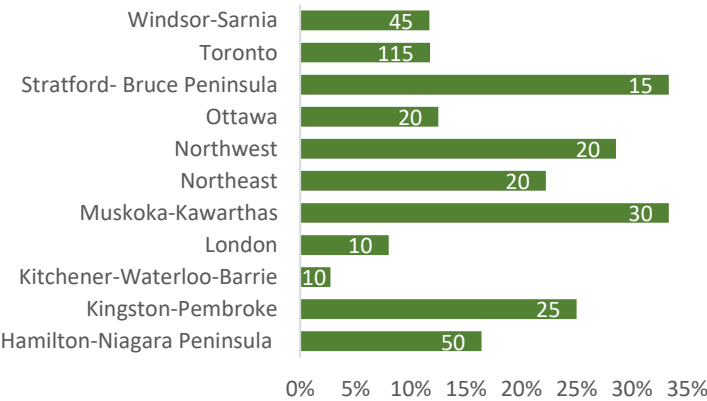
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Numbers within the graph represent the number of union workers aged 55 and over

Tilesetter

UNION SECTOR

DEMOGRAPHIC PROFILE

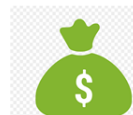
In 2016, there were 3,390 Tilesetters working in the Ontario construction industry, 790 (23%) of which were unionized. Toronto (29%) and Windsor-Sarnia (35%) have the highest rates of unionization in Ontario. Immigrants account for more than 60% of the unionized workforce, with visible minorities accounting for 19% of the workforce. Despite the high representation among immigrants and visible minorities, women and Indigenous Peoples represent fewer than 2% of the unionized workforce. A quarter of unionized Tilesetters are eligible or will be eligible to retire within the next ten years. Tilesetters within this age cohort are almost exclusively concentrated in the Greater Golden Horseshoe. Workforce planning will be of particular importance in Toronto, as Tilesetters aged 55 and over comprise 25% of the workforce, accounting for 155 individuals.

3,390 TOTAL WORKFORCE

77% NON-UNION

23% UNION

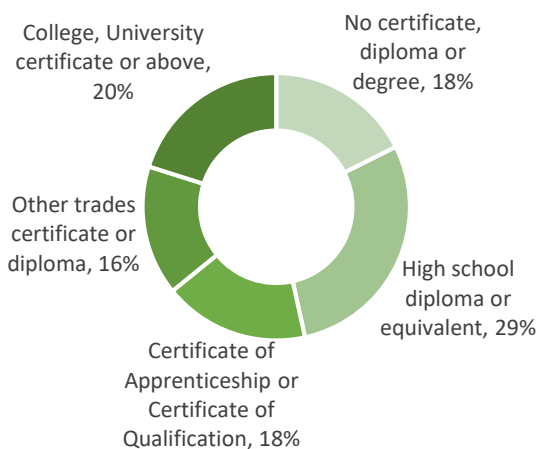
AVERAGE EARNINGS



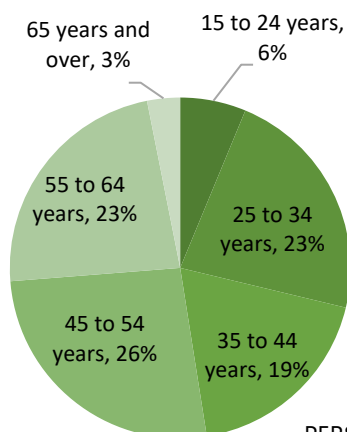
\$41,209 UNION

\$32,773 TOTAL WORKFORCE

EDUCATION



AGE

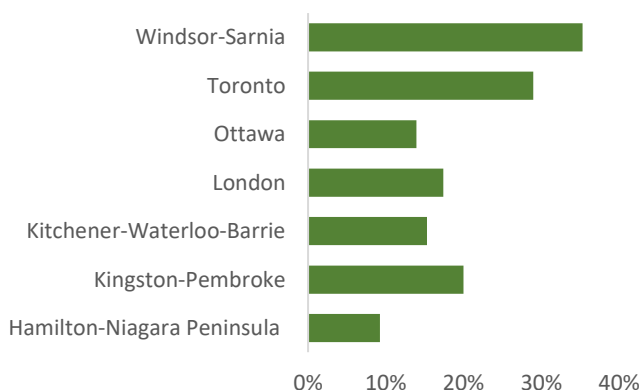


	UNION	TOTAL WORKFORCE
FEMALE	1%	2%
IMMIGRANTS	62%	59%
VISIBLE MINORITIES	19%	20%
INDIGENOUS PEOPLES	N/A	1%
PERSONS WITH DISABILITIES	8%	8%

DEMOGRAPHICS

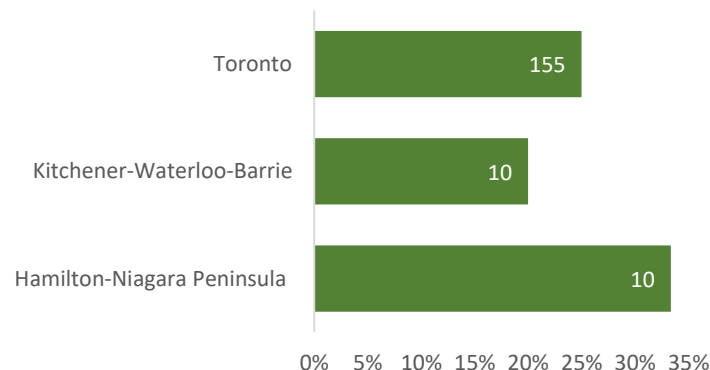
REGIONAL PROFILE

Rate of Unionization



Note: Data for certain regions is suppressed and not included in the analysis

and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Transport Truck Driver

UNION SECTOR

DEMOGRAPHIC PROFILE

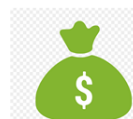
In 2016, there were 8,820 Transport truck drivers working in the Ontario construction industry, 2,175 (25%) of which were unionized. The rate of unionization is the highest in Northwestern Ontario (42%) and London (36%). Immigrants (19%) and Indigenous Peoples (4%) reflect the total workforce, but visible minorities (7%) are 4% lower than the total workforce. The majority of Transport truck drivers reported either having 'no certificate diploma or degree' as their highest level of education. Nearly one-third of unionized Transport truck drivers are eligible or will be eligible to retire within the next ten years. Workforce supply planning will be particularly crucial in Northern Ontario, as approximately 40% of the unionized workforce in the Northeast and Northwest regions will be eligible to retire over the next ten years.

8,820 TOTAL WORKFORCE

75% NON-UNION

25% UNION

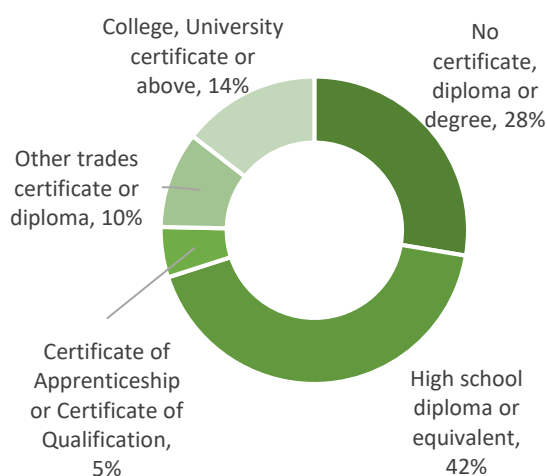
AVERAGE EARNINGS



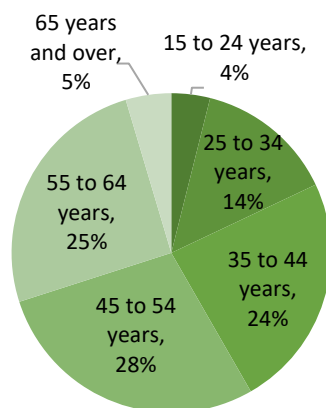
\$59,857 UNION

\$47,185 TOTAL WORKFORCE

EDUCATION



AGE

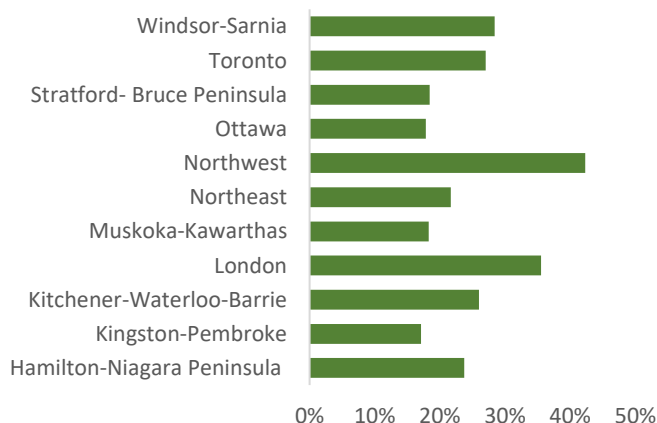


	UNION	TOTAL WORKFORCE
FEMALE	2%	2%
IMMIGRANTS	19%	20%
VISIBLE MINORITIES	7%	11%
INDIGENOUS PEOPLES	4%	4%
PERSONS WITH DISABILITIES	11%	15%

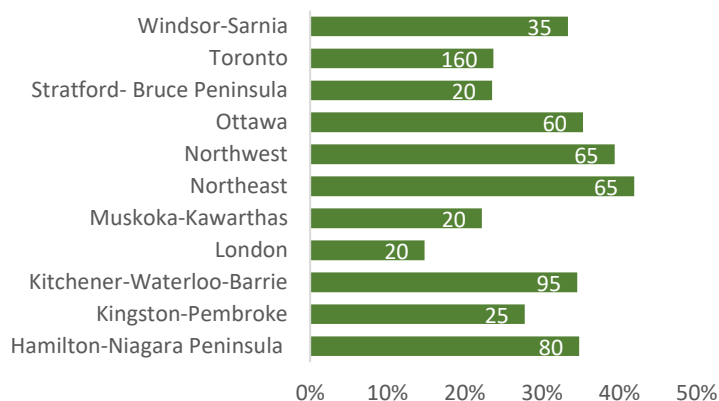
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Numbers within the graph represent the number of union workers aged 55 and over

Welders and Related Machine Operators

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 3,130 Welders and related machine operators working in the Ontario construction industry, 1,225 (39%) of which were unionized. The rate of unionization was highest in the Northwest region (57%), followed closely by Windsor-Sarnia (53%). Kingston-Pembroke had the lowest rate of unionization (17%) in Ontario. Women, immigrants and visible minorities represent smaller shares of the unionized workforce than the total workforce. There is a significant portion (11%) of unionized Welders and related workers under the age of 25. Similarly, workers at or within ten years of retirement eligibility, age 55 and over, account for 24% of the unionized workforce, and as high as 50% in Kingston-Pembroke and Stratford-Bruce Peninsula. However, due to the small labour force in this region, workforce supply planning could be more crucial in regions such as Toronto, where 115 workers are currently eligible or will be eligible to retire in the next ten years.

3,130 TOTAL WORKFORCE

61% NON-UNION

39% UNION

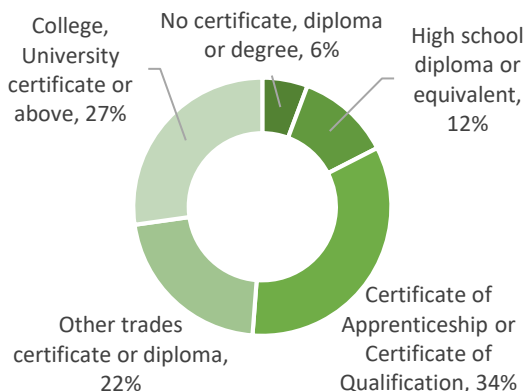
AVERAGE EARNINGS



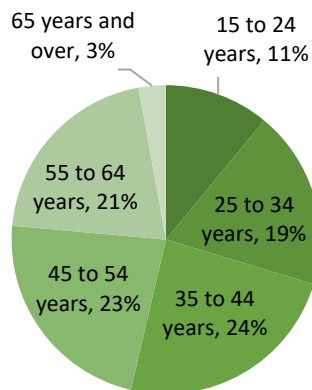
\$73,447 UNION

\$57,822 TOTAL WORKFORCE

EDUCATION



AGE

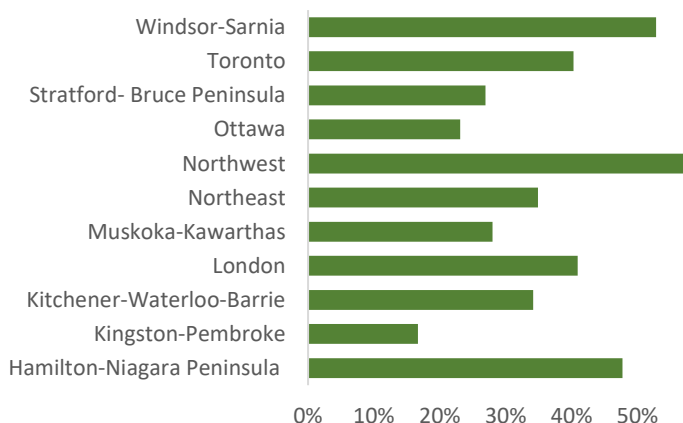


	UNION	TOTAL WORKFORCE
FEMALE	2%	3%
IMMIGRANTS	20%	26%
VISIBLE MINORITIES	14%	18%
INDIGENOUS PEOPLES	4%	4%
PERSONS WITH DISABILITIES	13%	13%

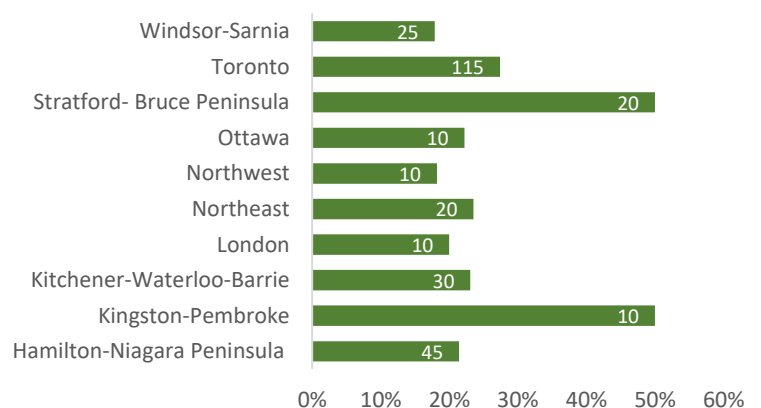
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Construction Estimator

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 5,235 Construction estimators working in the Ontario construction industry, 735 (14%) of which were unionized. The rate of unionization is significantly higher in Northern Ontario, particularly in the Northwest economic region (35%). Immigrants account for nearly one-third of unionized workers, while visible minorities (23%) and Indigenous Peoples (3%) account for a lower proportion of the workforce. More than three-quarters of the unionized workforce reported college or university as their highest form of education. The aging workforce will be a prominent issue within the unionized sector as 28% of Construction estimators are currently eligible or will be eligible to retire within the next ten years. Workforce planning will be particularly crucial in Windsor-Sarnia, as nearly 70% of Construction estimators within this region are aged 55 and over.

5,235 TOTAL WORKFORCE

86% NON-UNION

14% UNION

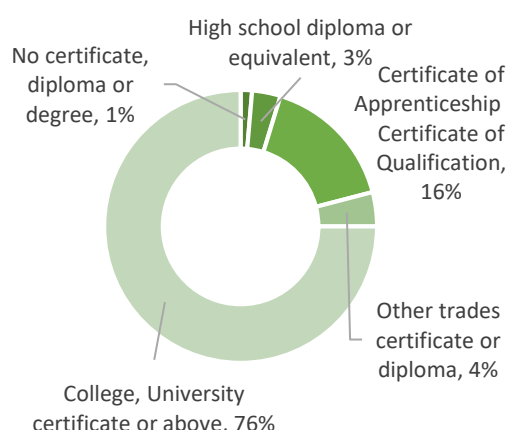
AVERAGE EARNINGS



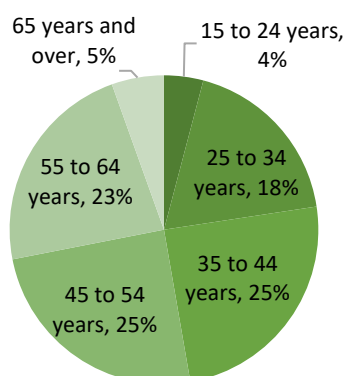
\$98,211 UNION

\$74,962 TOTAL WORKFORCE

EDUCATION



AGE

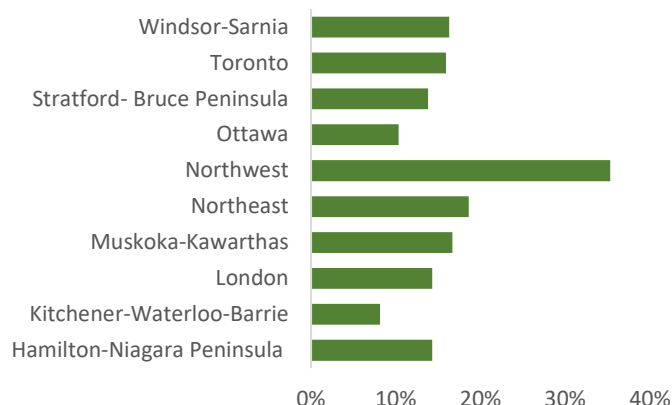


	UNION	TOTAL WORKFORCE
FEMALE	7%	11%
IMMIGRANTS	31%	29%
VISIBLE MINORITIES	23%	17%
INDIGENOUS PEOPLES	3%	2%
PERSONS WITH DISABILITIES	10%	12%

DEMOGRAPHICS

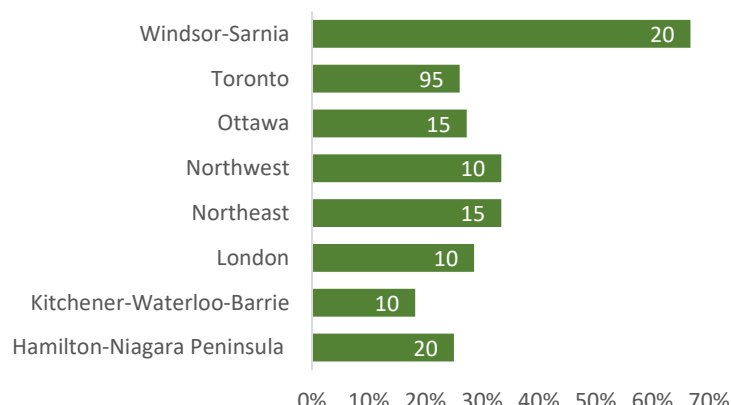
REGIONAL PROFILE

Rate of Unionization



Note: Data for certain regions is suppressed and not included in the analysis

and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Construction Manager

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 22,935 Construction managers in the Ontario construction industry, 2,750 (12%) of which were unionized. The rate of unionization is significantly higher in the Kingston-Pembroke region (19%) and Northwest region (18%). Immigrants (21%) and visible minorities (11%) in the unionized sector are 5% and 3% points lower than the total workforce. Indigenous Peoples (2%) account for an equal but low proportion of the workforce. More than half of Construction managers have either a college diploma or a university degree. Very few Construction managers are under the age of 25, most likely because of the work experience required for a managerial position. Conversely, a quarter of the unionized workforce is eligible or will be eligible to retire within the next ten years. Workforce supply planning will be particularly crucial for the economic regions of Stratford-Bruce Peninsula and Windsor-Sarnia, as 40% of their unionized workforce will be eligible to retire over the next ten years.

22,935 TOTAL WORKFORCE

88% NON-UNION

12% UNION

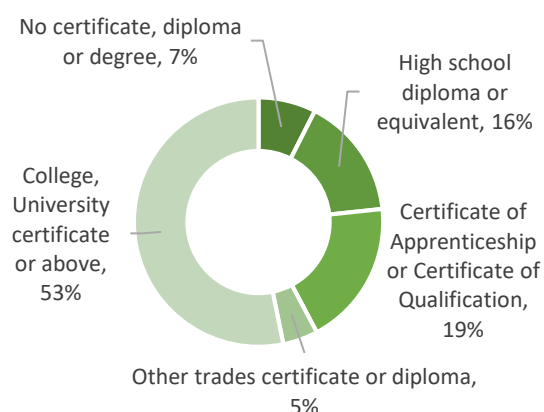
AVERAGE EARNINGS



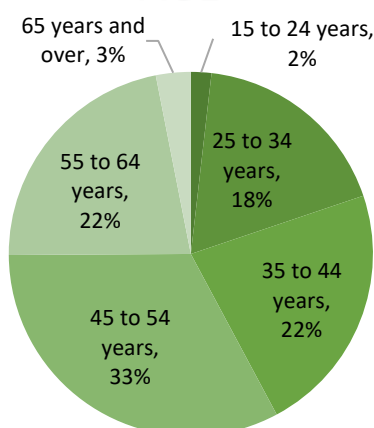
\$100,068 UNION

\$83,144 TOTAL WORKFORCE

EDUCATION



AGE

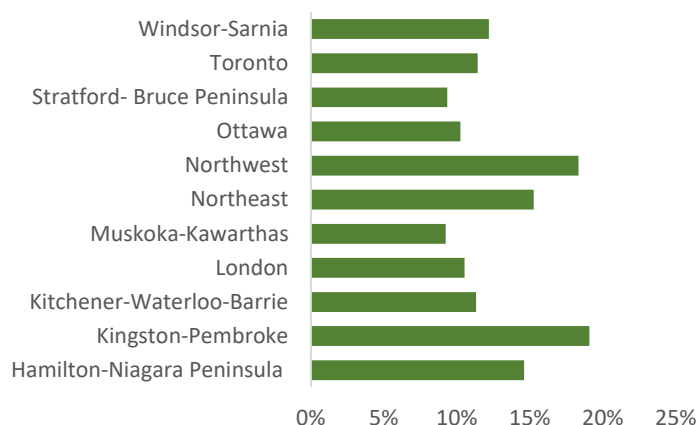


	UNION	TOTAL WORKFORCE
FEMALE	7%	9%
IMMIGRANTS	21%	26%
VISIBLE MINORITIES	11%	14%
INDIGENOUS PEOPLES	2%	2%
PERSONS WITH DISABILITIES	9%	10%

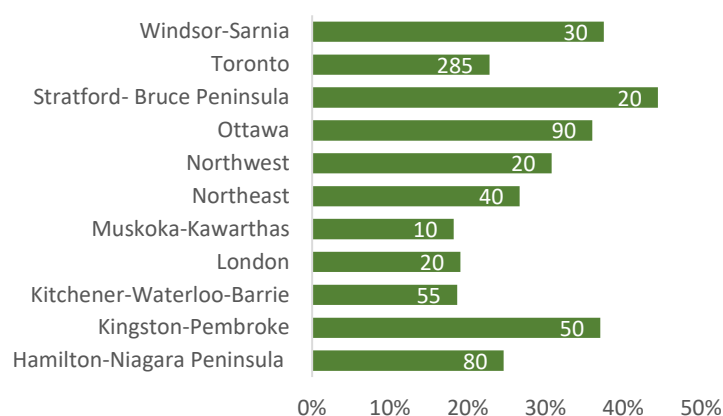
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Numbers within the graph represent the number of union workers aged 55 and over

Contractor

Carpentry Trades

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 6,770 Contractors in carpentry trades working in the Ontario construction industry, 1,035 (15%) of which were unionized. Nearly 28% of Contractors in carpentry trades in Windsor-Sarnia are unionized, the highest rate of unionization across Ontario. Contractors in carpentry trades earn an average of \$73,480 per year, nearly \$20,000 (31%) higher than the total workforce. Immigrants account for 27% of unionized workforce (2% higher than in the total workforce), while visible minorities (7%) are 3% lower and Indigenous Peoples (3%) account for a slightly higher proportion of the workforce. In Ontario, 15% of Contractors in carpentry trades are eligible or will be eligible to retire within the next ten years. In Kingston-Pembroke, while there are only 10 workers within the unionized sector that are aged 55 and over, this group accounts for 40% of the workforce within that region.

6,770 TOTAL WORKFORCE

85% NON-UNION

15% UNION

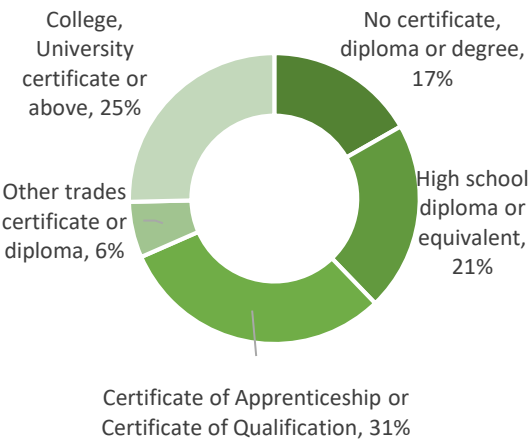
AVERAGE EARNINGS



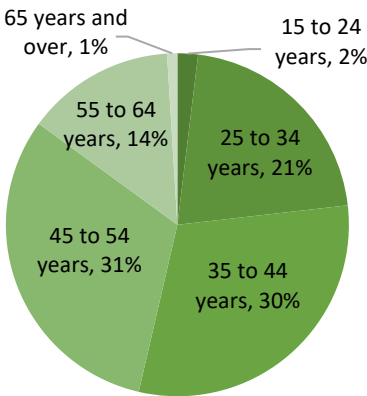
\$73,480 UNION

\$56,162 TOTAL WORKFORCE

EDUCATION



AGE

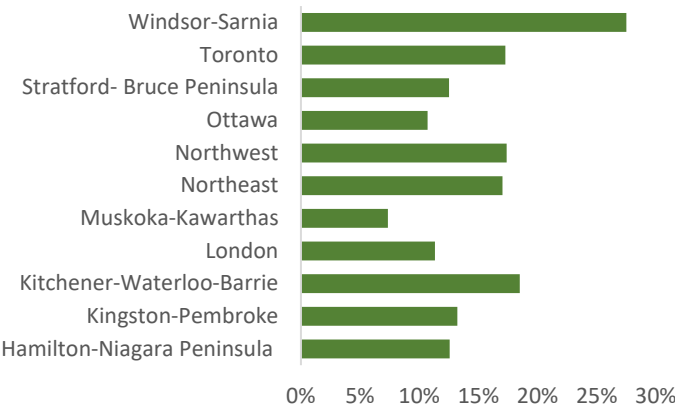


	UNION	TOTAL WORKFORCE
FEMALE	1%	2%
IMMIGRANTS	27%	25%
VISIBLE MINORITIES	7%	10%
INDIGENOUS PEOPLES	3%	2%
PERSONS WITH DISABILITIES	8%	9%

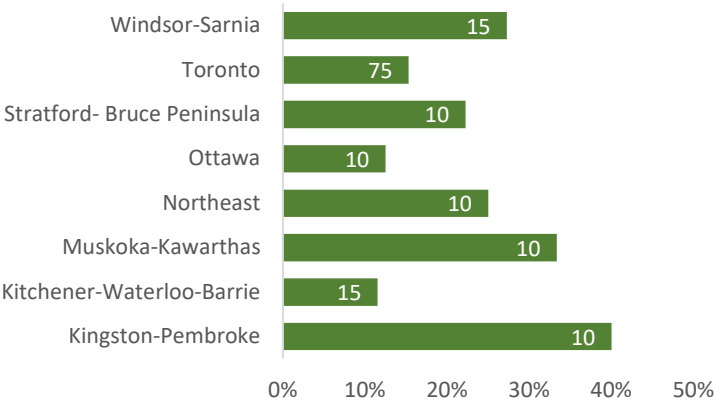
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Contractor

Machining and Metal Forming

UNION SECTOR

DEMOGRAPHIC PROFILE

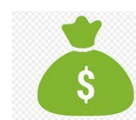
In 2016, there were 1,050 Contractors in machining and metal forming trades working in the Ontario construction industry, 570 (54%) of which were unionized. The demographic composition of the unionized workforce largely reflects the total workforce. Immigrants (16%) account for a higher proportion of the unionized workforce than visible minorities (5%) and Indigenous Peoples (4%). Nearly half of the unionized workforce reported a certificate of apprenticeship as their highest form of education. Contractors in the machining and metal forming trades are comprised of an older demographic, with 21% of the unionized workforce within ten years of retirement eligibility (age 55 and over). While 33% of the unionized workforce in Windsor-Sarnia and Northeast are eligible or will be eligible to retire in the next ten years, this only accounts for 15 and 10 workers, respectively.

1,050 TOTAL WORKFORCE

46% NON-UNION

54% UNION

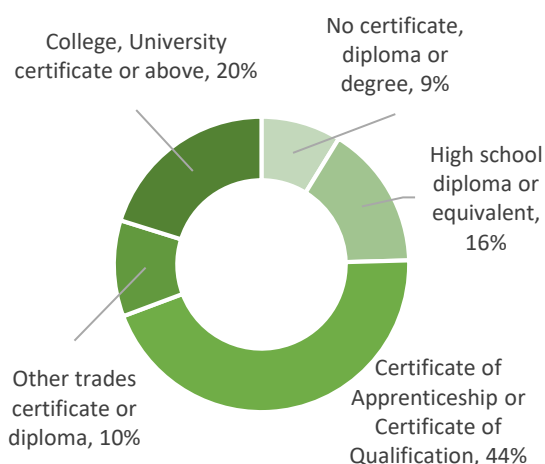
AVERAGE EARNINGS



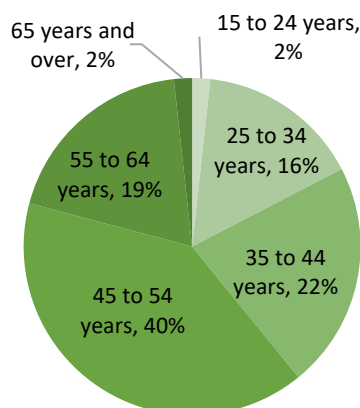
\$100,410 UNION

\$85,051 TOTAL WORKFORCE

EDUCATION



AGE

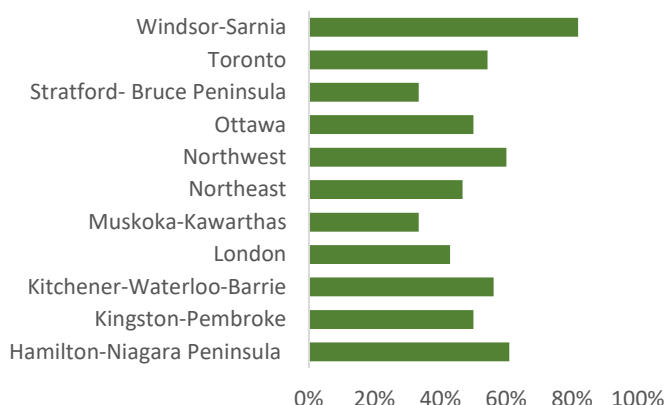


	UNION	TOTAL WORKFORCE
FEMALE	2%	2%
IMMIGRANTS	16%	16%
VISIBLE MINORITIES	5%	6%
INDIGENOUS PEOPLES	4%	5%
PERSONS WITH DISABILITIES	11%	13%

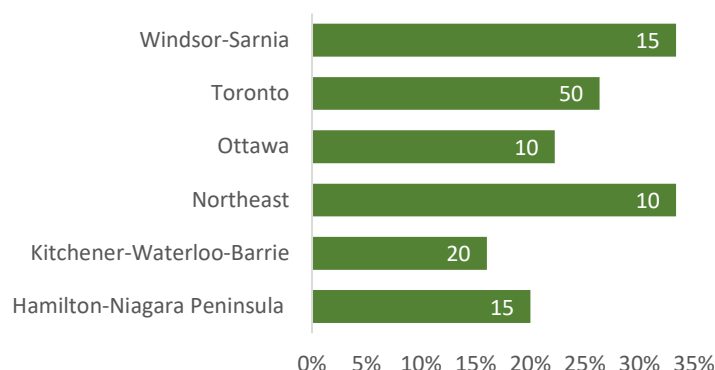
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis

Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Contractor

Other Construction Trades

UNION SECTOR

DEMOGRAPHIC PROFILE

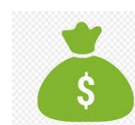
In 2016, there were 12,575 Contractors in other construction trades working in the Ontario construction industry, 2,005 (16%) of which were unionized. The rate of unionization is highest in Toronto (19%) and Northern Ontario (18%), while Western Ontario has lower rates of unionization. Immigrants account for 42% of the unionized workforce, nearly 10% percent higher than the total workforce. Conversely, female participation (2%) is slightly lower for the unionized workforce than the total workforce. One-fifth of unionized contractors in other construction trades are eligible or will be eligible to retire within the next ten years. Workforce supply planning will be particularly crucial for the economic region of Toronto, as 245 contractors are nearing the age of retirement eligibility, accounting for 23% of their workforce.

12,575 TOTAL WORKFORCE

84% NON-UNION

16% UNION

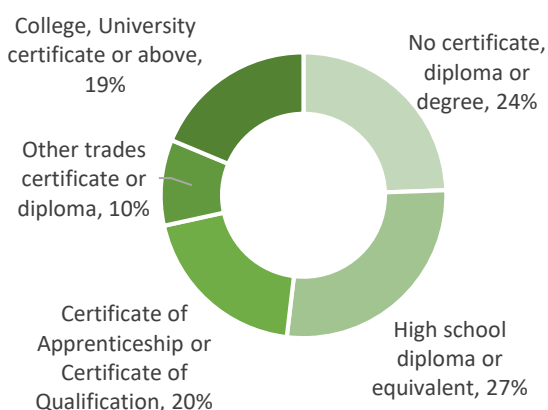
AVERAGE EARNINGS



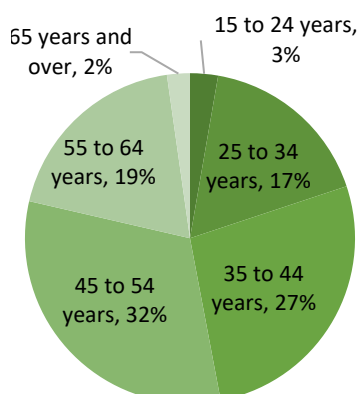
\$61,370 UNION

\$51,210 TOTAL WORKFORCE

EDUCATION



AGE

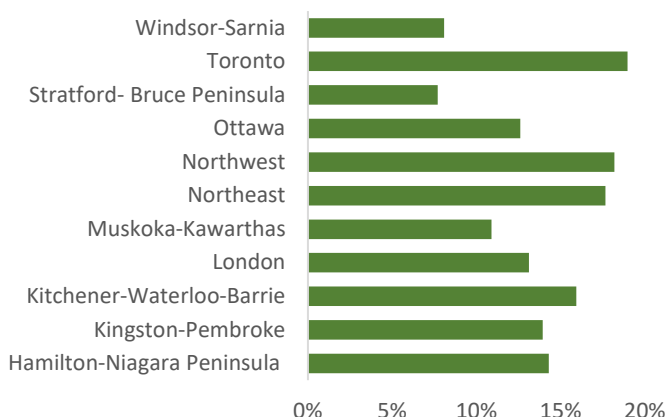


	UNION	TOTAL WORKFORCE
FEMALE	2%	5%
IMMIGRANTS	42%	35%
VISIBLE MINORITIES	11%	15%
INDIGENOUS PEOPLES	3%	2%
PERSONS WITH DISABILITIES	12%	11%

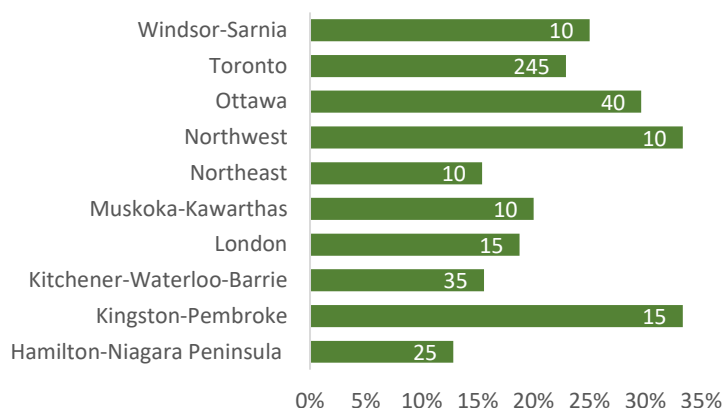
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Contractor

Pipefitting Trades

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 1,600 Contractors in pipefitting trades working in the Ontario construction industry, 805 (50%) of which were unionized. Unionization rates across Ontario range from a low of 25% in Stratford-Bruce Peninsula to a high of 70% in Windsor-Sarnia. Underrepresented groups represent smaller shares of the unionized workforce than the total workforce. The majority (60%) of Contractors reported a certificate of qualification as their highest level of education. Contractors in the pipefitting trades have an older demographic, with no representation of contractors aged 15 to 24 in the unionized workforce. Toronto has the highest number of workers nearing the age of retirement eligibility (age 55 and over); however, this age cohort accounts for a significantly lower percentage of the workforce than Kingston-Pembroke and Windsor-Sarnia.

1,600 TOTAL WORKFORCE

50% NON-UNION

50% UNION

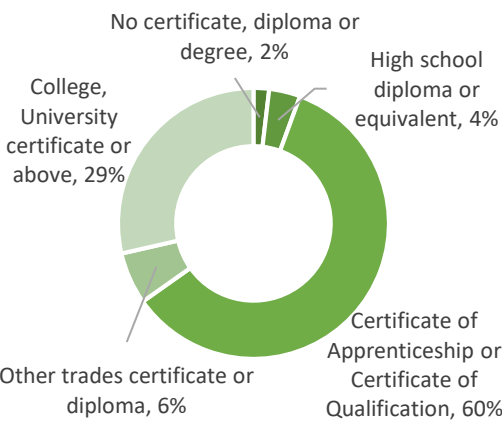
AVERAGE EARNINGS



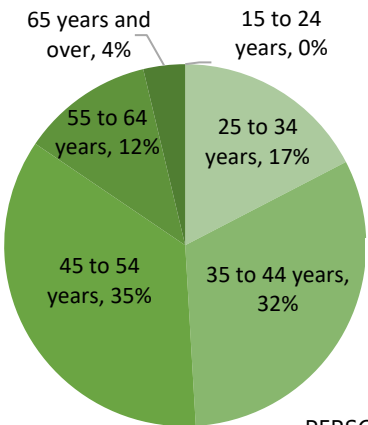
\$107,568 UNION

\$91,083 TOTAL WORKFORCE

EDUCATION



AGE

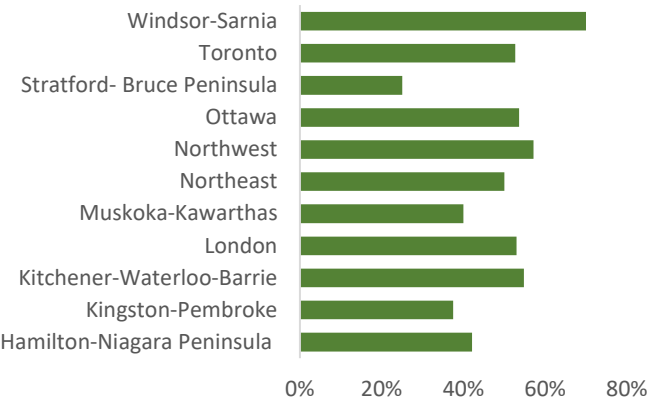


	UNION	TOTAL WORKFORCE
FEMALE	N/A	4%
IMMIGRANTS	15%	18%
VISIBLE MINORITIES	2%	5%
INDIGENOUS PEOPLES	2%	3%
PERSONS WITH DISABILITIES	9%	12%

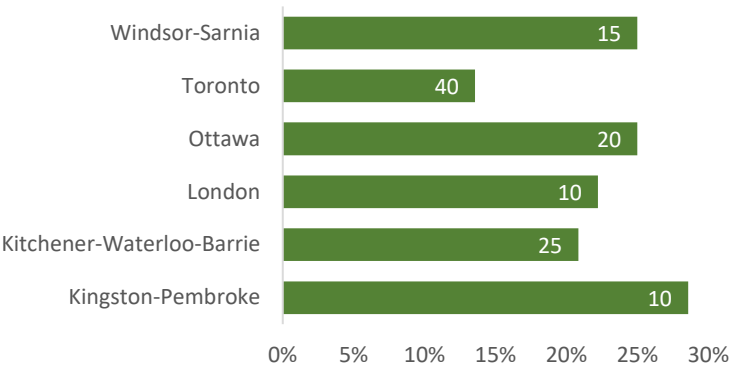
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Contractor

Electrical Trades

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 3,795 Contractors in the electrical trades working in the Ontario construction industry, 1,410 (37%) of which were unionized. The rate of unionization is highest in Western and Northern Ontario. Immigrants account for 17% of the unionized work force, lower than the share of immigrants in total workforce (23%). Visible minorities (5%) represent a significantly lower proportion than the total workforce (10%), while Indigenous Peoples (2%) are equal in proportion to the total workforce. Over one-fifth (22%) of unionized Contractors in the electrical trades are eligible or will be eligible to retire within the next ten years. Workforce supply planning will be particularly crucial for Windsor-Sarnia and Stratford-Bruce Peninsula, as 38% of their unionized workforce will be eligible to retire over the next ten years.

3,795

TOTAL WORK FORCE

63%

NON-UNION

37%

UNION

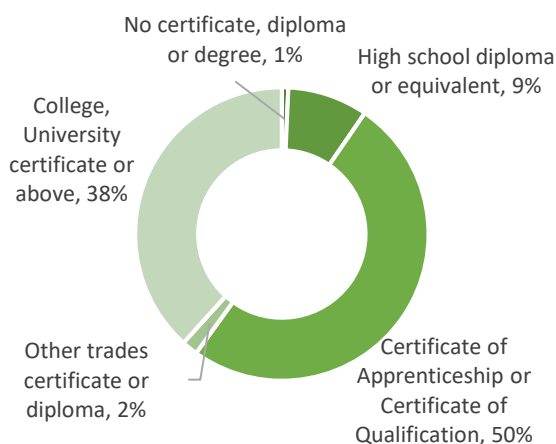
AVERAGE EARNINGS



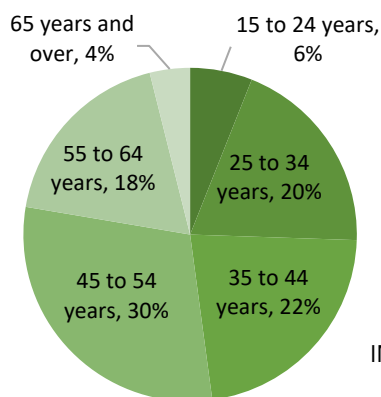
\$100,734 UNION

\$85,043 TOTAL WORK FORCE

EDUCATION



AGE

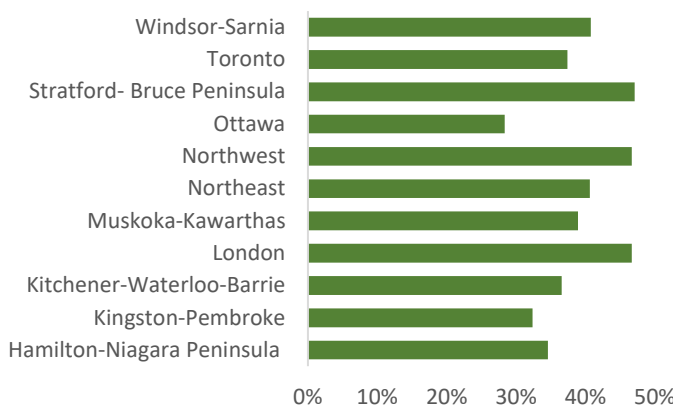


	UNION	TOTAL WORK FORCE
FEMALE	N/A	4%
IMMIGRANTS	17%	23%
VISIBLE MINORITIES	5%	10%
INDIGENOUS PEOPLES	2%	2%
PERSONS WITH DISABILITIES	9%	8%

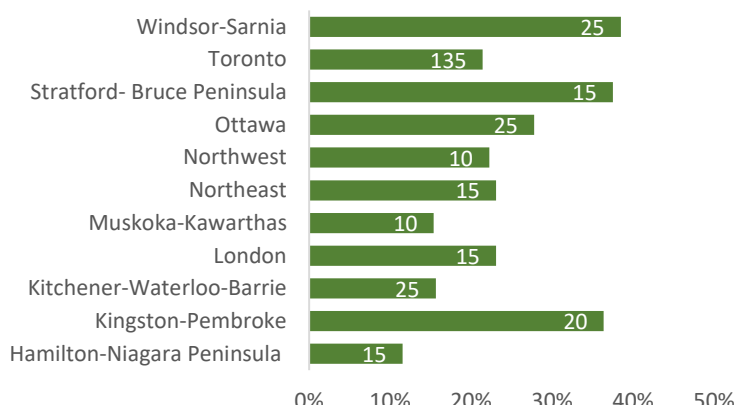
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



Note: Numbers within the graph represent the number of union workers aged 55 and over

Home Building and Renovation Manager

UNION SECTOR

DEMOGRAPHIC PROFILE

In 2016, there were 22,315 Home and building and renovation managers working in the Ontario construction industry, 1,105 (5%) of which were unionized. The rate of unionization is higher in Northern Ontario, particularly in the Northwest economic region (9%). Immigrants and visible minorities represent smaller shares of the unionized workforce than the total workforce and unionized Indigenous Peoples account for a slightly higher proportion of the workforce. Renovation managers earn \$48,436 on average per year, slightly lower than the total workforce average. Nearly a quarter of unionized Renovation managers are eligible or will be eligible to retire within the next ten years. Workforce supply planning will be particularly crucial for the economic region of Kingston-Pembroke, as more than 50% of their unionized workforce will be eligible to retire over the next ten years.

22,315 TOTAL WORKFORCE

95% NON-UNION

5% UNION

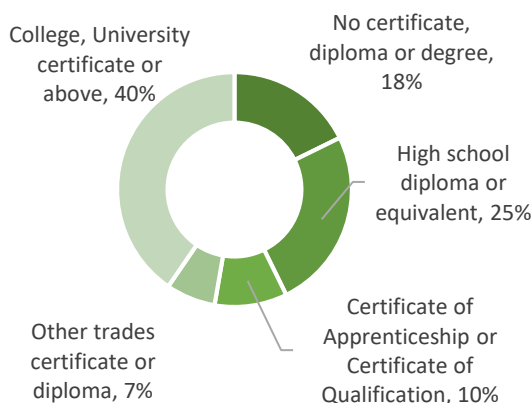
AVERAGE EARNINGS



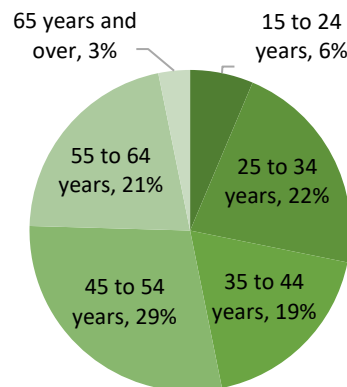
\$48,436 UNION

\$53,502 TOTAL WORKFORCE

EDUCATION



AGE

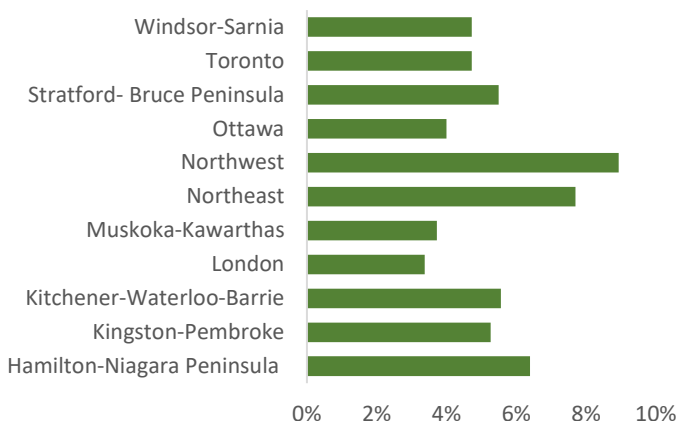


	UNION	TOTAL WORKFORCE
FEMALE	5%	5%
IMMIGRANTS	31%	33%
VISIBLE MINORITIES	17%	20%
INDIGENOUS PEOPLES	3%	2%
PERSONS WITH DISABILITIES	14%	11%

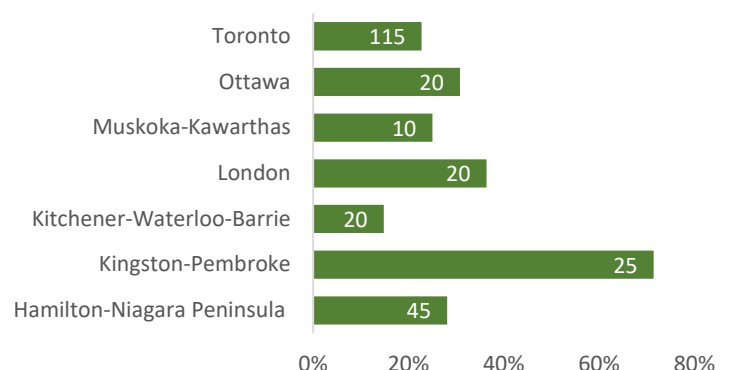
DEMOGRAPHICS

REGIONAL PROFILE

Rate of Unionization



and % of Unionized Workers Aged 55 and Over



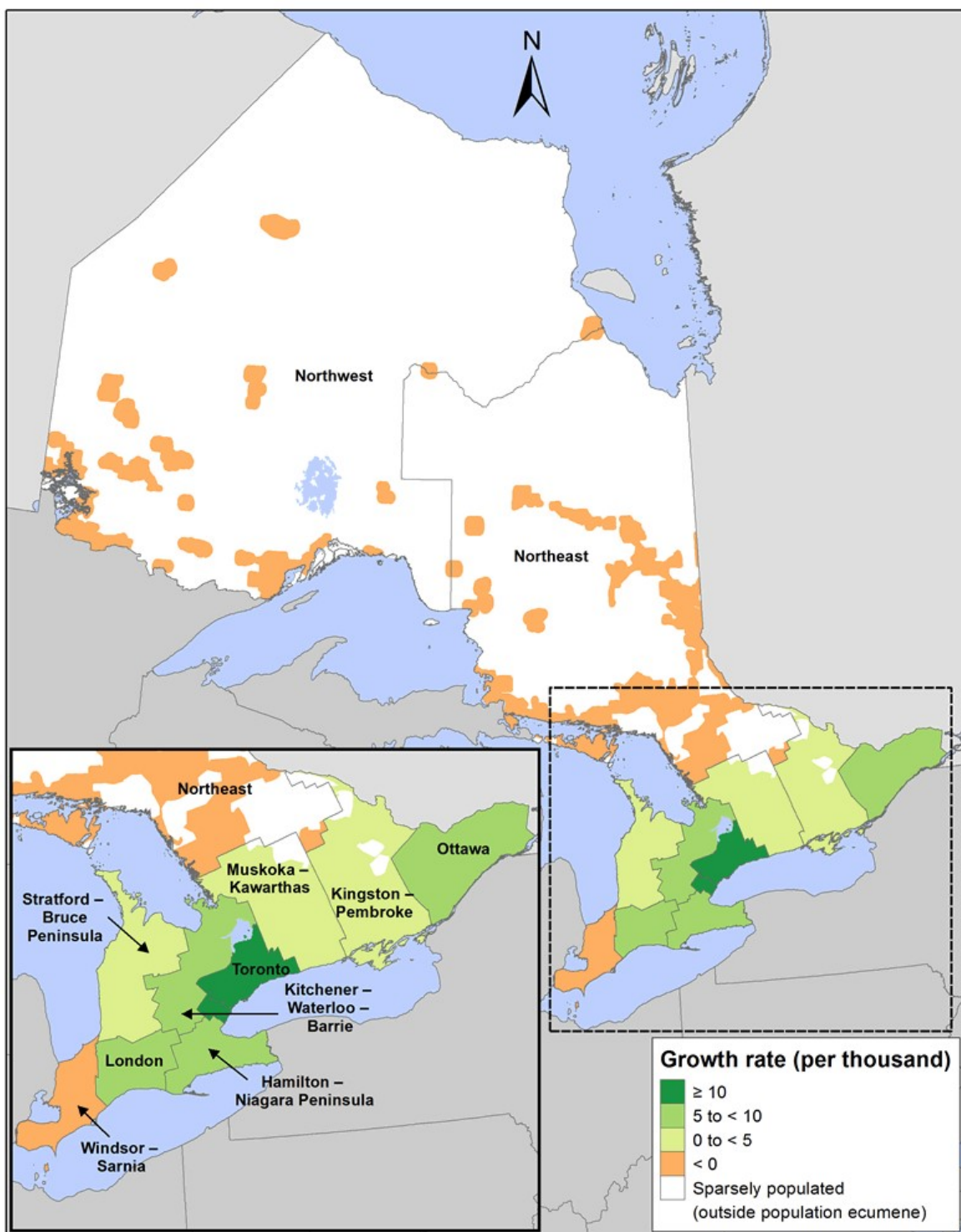
Note: Data for certain regions is suppressed and not included in the analysis
Numbers within the graph represent the number of union workers aged 55 and over

Appendix B: Ontario's Geographic Regions

1. **Greater Golden Horseshoe** – Economic regions: Toronto, Hamilton-Niagara-Peninsula, Kitchener-Waterloo-Barrie
2. **Southwestern Ontario** – Economic Regions: Windsor-Sarnia, London, Stratford-Bruce Peninsula
3. **Eastern Ontario** – Economic Regions: Muskoka-Kawarthas, Kingston-Pembroke
4. **Ottawa and Surrounding Area** – Economic Regions: Ottawa
5. **Northern Ontario** – Economic Regions: Northeast and Northwest



Appendix C: Ontario's Economic Regions



Source: Statistics Canada, Demography Division