

GREEN WORKFORCE DIVERSITY WITHIN THE CONSTRUCTION SECTOR

SECTOR OVERVIEW

ECO Canada conducts an annual survey to identify trends shaping the environmental sector and its workforce in Canada. Construction comprises establishments¹ involved in building, repairing, and renovating projects, including engineering projects. Activities in this sector range from construction projects involving water resources to civil engineering jobs.² The demand for skilled workers across the environmental sector will increase as industries adopt sustainable practices to generate long-term social and environmental benefits for Canadians.

INDUSTRY STATISTICS

Construction accounts for 376,987 establishments across Canada with 99% being classified as small and micro level establishments. More specifically, 61.9% would be classified as micro (1-4 employees) and 37.1% as small (5-99 employees).³ Establishments within the sector reported an average annual revenue of \$499,700 with 78.9% of them being profitable.⁴



376,900+
establishments



99% are
small-scale
(0-99 employees)



**Average total
revenue of:**
**Bottom quartile
\$51,700**
**Top quartile
\$1,519,900**



78.9% are
profitable

FOOTNOTES & REFERENCES

[1] The "establishment" is third of four hierarchical statistical entity subtypes (enterprise, company, establishment and location). It is a statistical unit and it generally corresponds to a plant, mill or factory. More detailed information available at: www.ic.gc.ca/eic/site/cis-sic.nsf/eng/h_00005.html

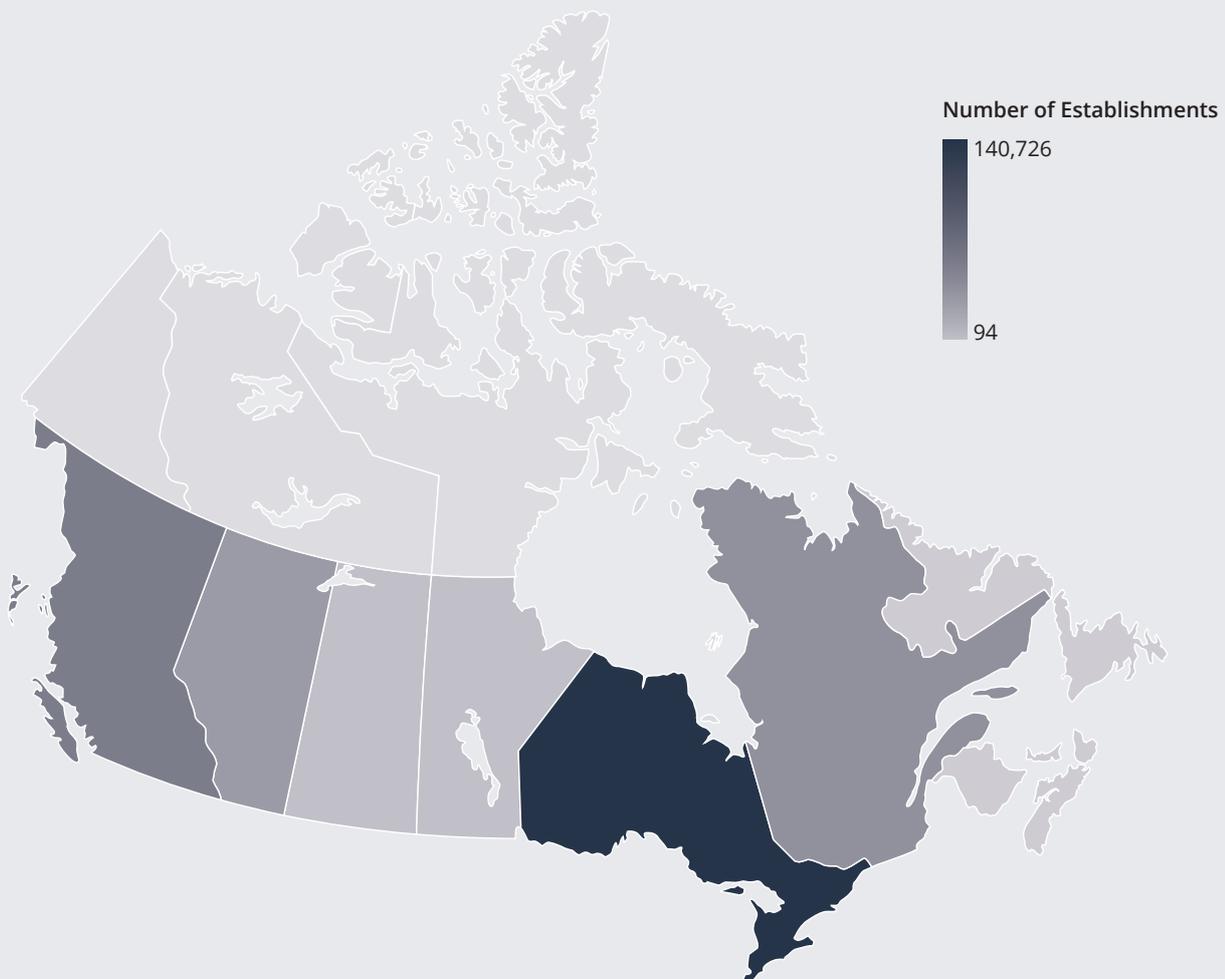
[2] Government of Canada, S. C. (2018). *North American Industry Classification System (NAICS) - Construction*. Retrieved from www23.statcan.gc.ca/imdb/p3VD.pl?CLV=1&CPV=23&CST=01012012&CVD=118465&Function=getVD&MLV=5&TVD=118464

[3] *Construction (2020) - Businesses - Canadian Industry Statistics*. Government of Canada. Retrieved from www.ic.gc.ca/app/scr/app/cis/businesses-entreprises/23

[4] *Construction (2020) - Summary - Canadian Industry Statistics*. Government of Canada. Retrieved from www.ic.gc.ca/app/scr/app/cis/summary-sommaire/23

Construction establishments primarily operate in the provinces of Ontario (140,726), British Columbia, Quebec and Alberta. Ontario consists of 37% of all establishments across Canada within the sector. Atlantic Canada and the Territories display a very small number of establishments which operate within this sector in comparison.⁵

Construction Establishments by Province



ECO Canada's latest Labour Market Outlook found that in 2020, the sector employed 1,397,800 people, of which 52,300 held environmental positions. Through 2025, construction is expecting an expansion of 6,000 new positions as a result of national growth.

FOOTNOTES & REFERENCES

[5] *Construction (2020) - Businesses - Canadian Industry Statistics*. Government of Canada. Retrieved from www.ic.gc.ca/app/scr/app/cis/businesses-entreprises/23

Of the 3,555 environmental workers employed by the 40 construction firms⁶ who responded to our survey:⁷



67% were core workers, or those requiring environmental-specific competencies.

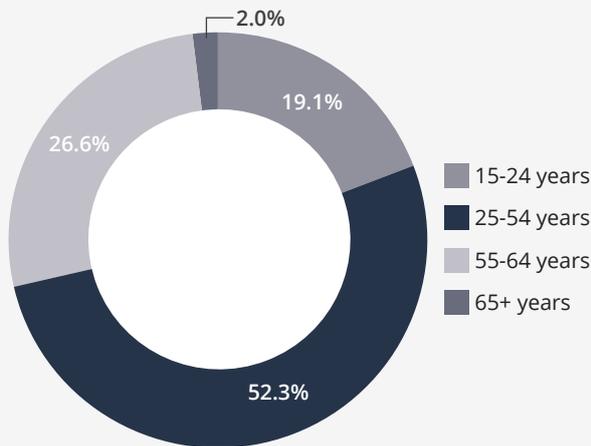


79% were in full-time roles within the sector.

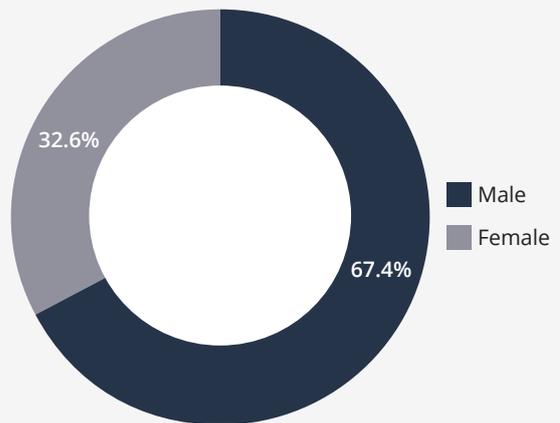


63% were in permanent positions and **15%** in contract-term positions, with the remaining workforce in co-op placement and internships.

Age Distribution



Gender Distribution⁸



10.7% were Indigenous Persons



4.9% were Persons with Disabilities



23.2% were Visible Minorities

A comparative analysis of diversity across the environmental workforce and specific industries is available at ECO Canada's Workforce Diversity Series.⁹

FOOTNOTES & REFERENCES

[6] A firm is defined as: a corporation, limited liability company (LLC), or partnership—that provides professional services. Most firms have just one location
 [7] 2021 HR Survey of Environmental Employers, Scope Methodology and Respondent Profile available at: info.eco.ca/acton/attachment/42902/f-76841385-3995-4fd6-b0ac-14620a0b87e6/1/-/-/-/Divsity%20%282022%29%20Methodology_%20scope_.pdf
 [8] Due to small sample size, counts of the Gender diverse workforce (i.e., neither male nor female) have been suppressed from our published results.
 [9] Workforce Diversity Series available at: eco.ca/research-and-resources/environmental-workforce-diversity-2021/