



## STATE OF THE INDUSTRY

# Government Badly Needs to Get on Right Track



**Chris Gardner**  
ICBA President

When nearly two-thirds of businesses in a major economic sector and job creator tell you you're on the wrong track, it's time for the government to listen and act. That's the clear message from ICBA's most recent *Wages and Benefits*

*Survey*, where even more respondents than last year gave government a "wrong track" rating.

The top priority remains addressing the skills shortages that continue to plague the construction sector. While the situation has

eased this year in the Interior and the North, nearly three-quarters of contractors still report a lack of qualified tradespeople. This shortage forces businesses to delay or turn down projects and absorb additional costs—exactly what we don't need amid a housing affordability crisis.

The B.C. government must accelerate and streamline industry training programs, and the federal government must better align immigration selection criteria with industry needs.

Despite these challenges, half of B.C. contractors expect growth in work volume for 2025, with very few anticipating a decrease. These growth expectations are even stronger than last year and, coupled with the highly

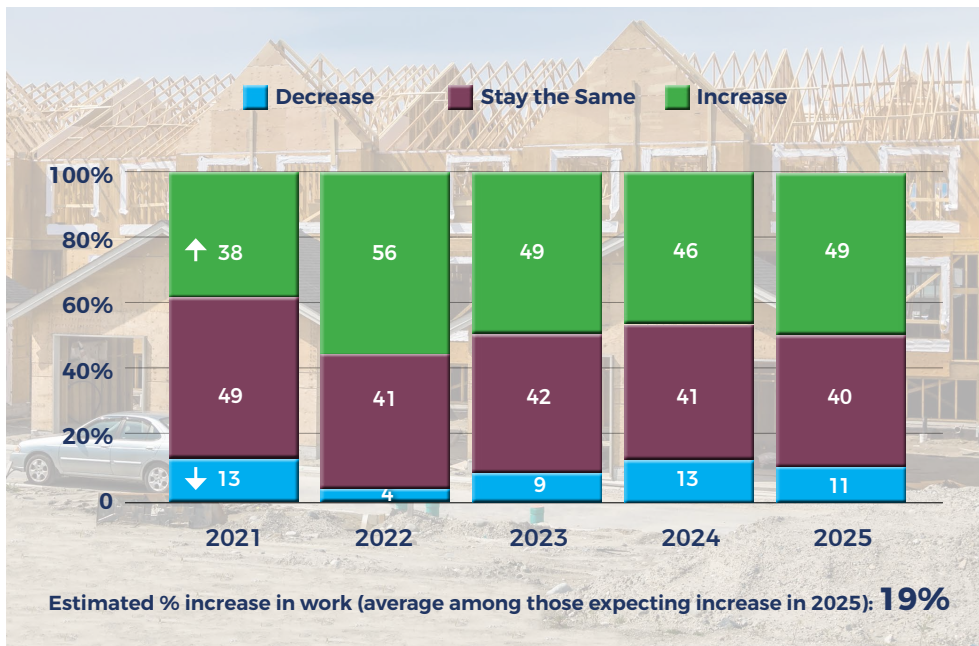
competitive, inflation-beating wages earned by construction professionals, construction remains a bright spot in our economy.

“ Nearly three-quarters of contractors still report a lack of qualified tradespeople. ”

These positives highlight just how much more construction could contribute to B.C.'s prosperity if the government shifted course and unleashed the power and ingenuity of contractors.

## Growth Expectations Remain Strong and Significant

Do you expect your work volume for the year to...



Respondents to the *ICBA Wage and Benefits Survey* include contractors building industrial, commercial, institutional, and all types of residential projects, as well as contractors providing supplier or service work. While they also span the industry in terms of company type and size, 41% of respondents are sub-trades, 36% have annual revenue of less than \$5 million, and 37% have 50 or more employees.

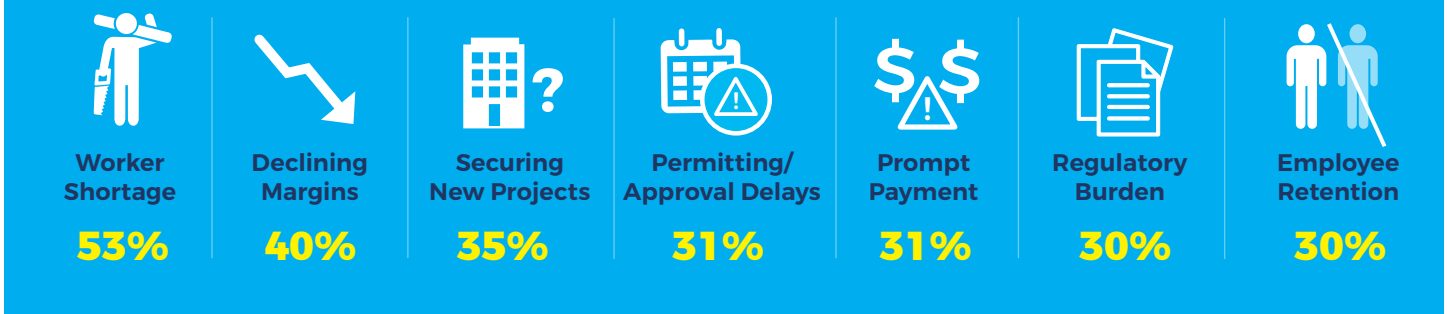
# What's Keeping the Industry up at Night

A growing number of contractors - nearly two-thirds of all survey respondents - believe that government is on the wrong track in dealing with businesses like theirs. That's not surprising when you look at what contractors cite as the biggest challenges ahead in 2025. Worker shortages continue to top the list, and the impact of that and other top concerns can primarily be attributed to poor government policy or the absence of any meaningful action.

Is the Government on the right track or the wrong track in how it deals with a business like yours?



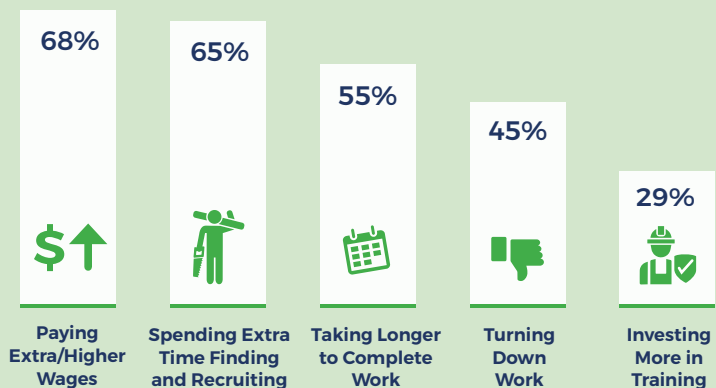
## 'Biggest Challenges in 2025' Cited by Contractors



# 72%

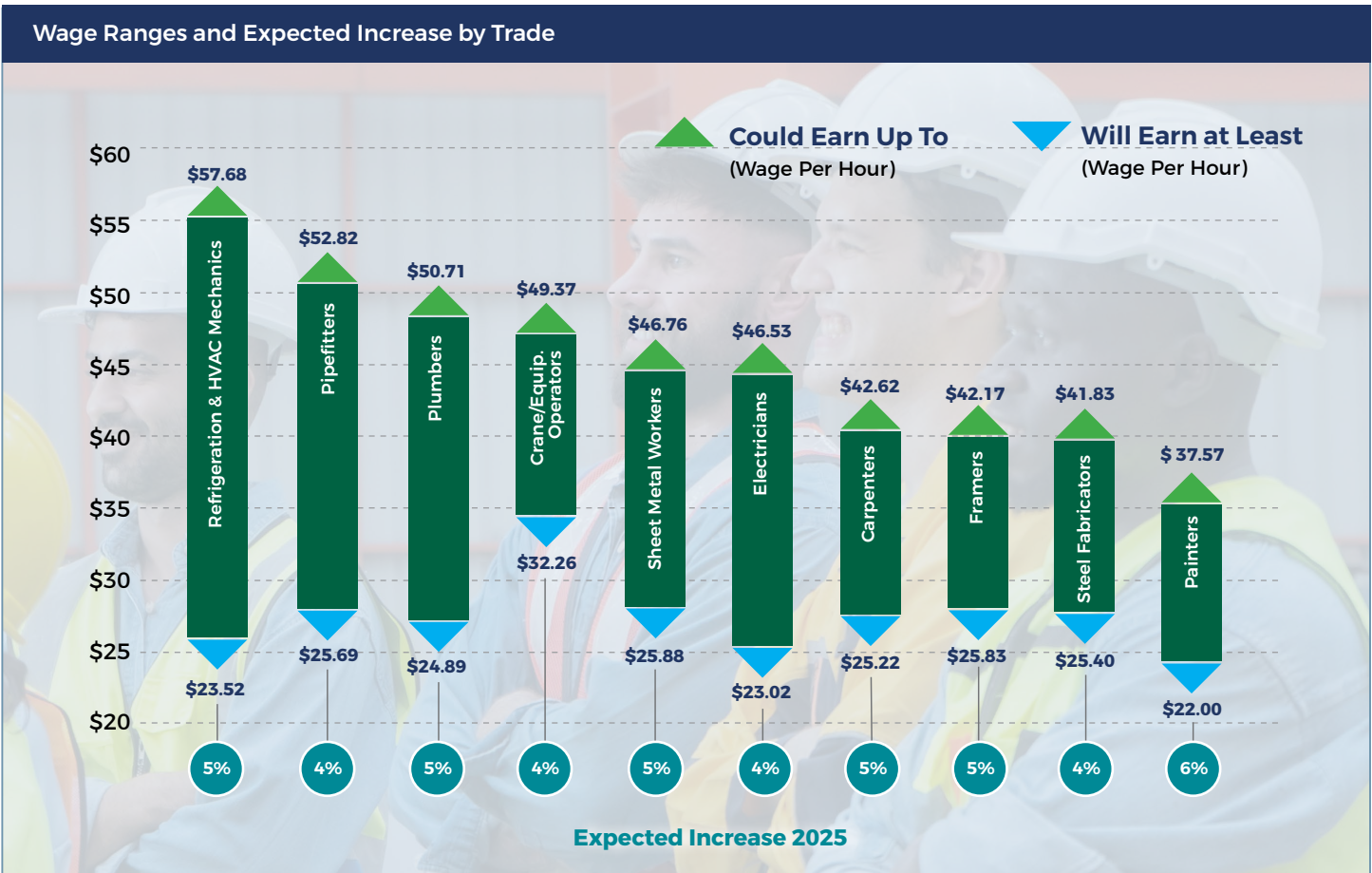
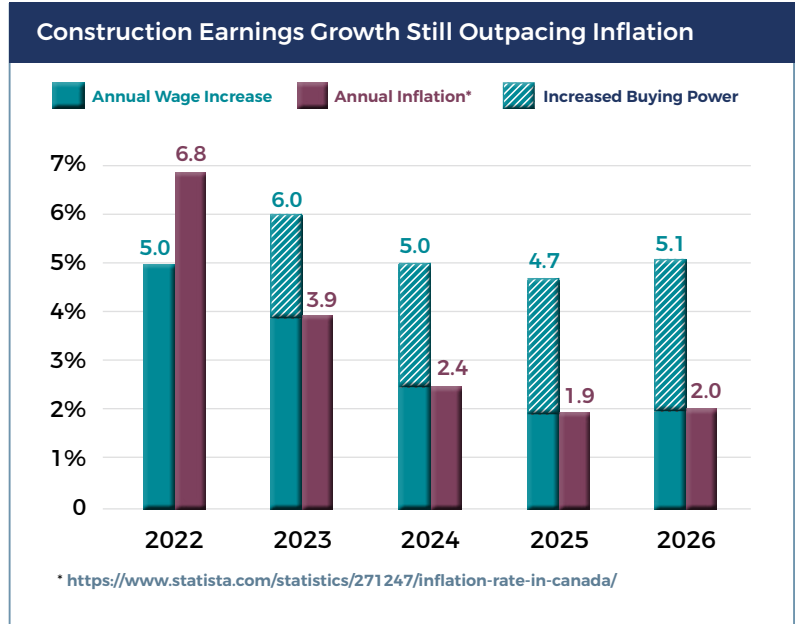
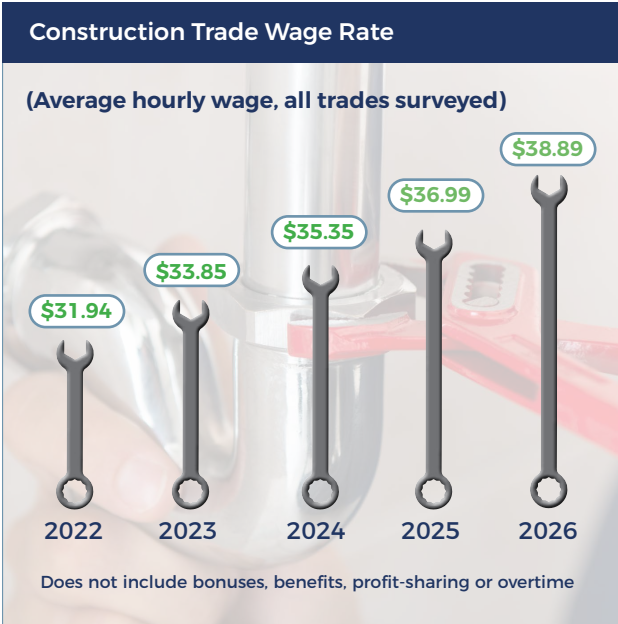
of Contractors Say There Aren't Enough Qualified Workers in the Trades They Require

This is what they're doing about it:



# Construction – A Great Career Opportunity

The expected average hourly wage rate across all construction trades for 2025 is now roughly \$37 and heading higher. That equates to an annual salary of about \$77,000 – before benefits, bonuses, profit-sharing and overtime – and puts construction in the top tier of industries (#6) ranked by wage rates.<sup>1</sup> Projected wage increases outstrip expected inflation, meaning people in the industry will continue to see their buying power and lifestyles improve.



<sup>1</sup> <https://bit.ly/3D53RZ3>

The BC CONSTRUCTION MONITOR is an ICBA publication providing ahead-of-the-curve information and statistics on the B.C. construction industry and issues relevant to it.



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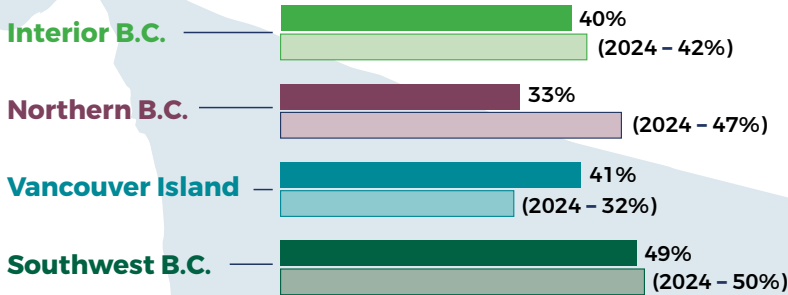
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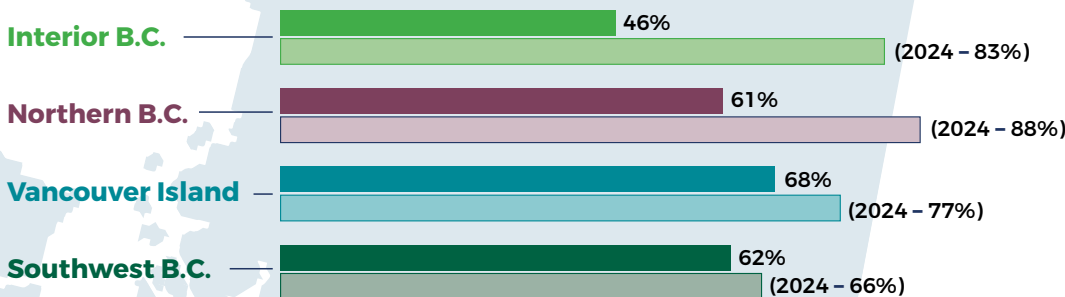
## Key Results and Industry Profile by Region



### Industry Outlook: Companies Expecting More Work in 2025



### Labour Shortages: Companies Identifying Worker Shortage as a 'Biggest Challenge'



### Industry Scale: Companies with Annual Revenues of \$5M or More



### Industry Scale: Companies with 15 or More Employees



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