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Changes in the population of tradespeople between 2016 and 2021

by Sophia Su, Hyeongsuk Jin and Justin Brown

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Introduction

Over the last few decades, much concern and attention have been directed towards Canada's aging labour force and, by extension, its impact on labour force growth and economic output, including increased demand in sectors such as healthcare and the skilled trades.

Reports on potential labour shortages in the skilled trades have been presented by labour organizations, think tanks and government agencies. For instance, more than 245,100 construction workers are expected to retire by 2032, creating a shortfall of just over 61,400 workers (BuildForce Canada, 2023). Recent data from Statistics Canada indicate that while Canada leads the G7 as the most educated workforce because of its large share of college and university graduates, the number of working-age (25 to 64 years) apprenticeship certificate holders has stagnated or fallen in critical fields, such as construction, mechanic and repair technologies, and precision production (Statistics Canada, 2022a). The COVID-19 pandemic in 2020 also caused record declines in trade registrations and certifications, which have yet to recover. This could lead to significant gaps in the supply and demand for journeypersons in the future, further worsening the potential labour shortage in the skilled trades (Statistics Canada, 2022b).

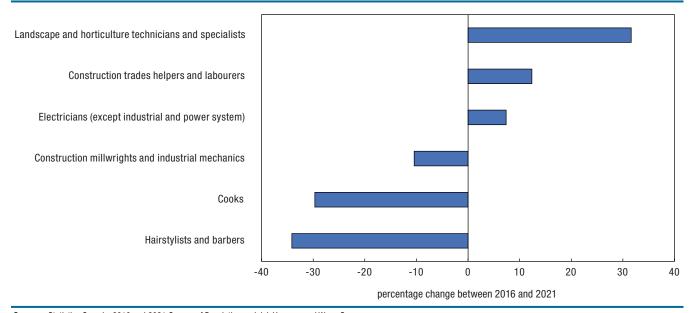
Using the Census of Population and the Job Vacancy and Wage Survey, this paper examines how the number and composition of tradespeople (specifically by age, gender, citizenship and choice of trade) have changed from 2016 to 2021 across Canada, and the degree to which labour shortages in the skilled trades may be experienced. Specifically, tradespeople employed in one of the Red Seal Trades on the Census of Population reference dates are studied.¹ It is important to note that the 2021 Census was conducted in May 2021—just one year after the onset of the COVID-19 pandemic. At that time, the Canadian economy experienced recovering employment levels and easing COVID-19 restrictions, which allowed many businesses—especially those previously forced to close as "non-essential," such as restaurants, gyms, theatres and salons—to re-open and operate at partial capacity (Statistics Canada, 2020). As a result, depending on the sector and region where journeypersons are typically employed, large differences may be recorded because of the varying effects the pandemic had on these sectors and regions.

The number of tradespeople employed in Canada declined between 2016 and 2021

In 2021, 1,620,680 tradespeople were employed in Canada, a decrease of 97,940 (-5.7%) from 2016. Declines were recorded in most of the occupations considered (28 out of 43), largely because of various COVID-19 restrictions and the unequal effects the pandemic had on different trades. The largest drops were recorded among cooks (-62,490, or -29.7%) and hairstylists and barbers (-34,240, or -34.1%), which accounted for most of the decline, followed by construction millwrights and industrial mechanics (-7,180, or -10.4%). During the same period, construction trades helpers and labourers (+20,120, or +12.4%), electricians (except industrial and power system) (+6,180, or +7.4%), and landscape and horticulture technicians and specialists (+5,830, or +31.6%) recorded the largest gains in the number of employed tradespeople.

As shown in the later section, this does not necessarily mean that these tradespeople hold a Red Seal endorsement or have a certificate of qualification in the trade.
As of May 2021, when the 2021 Census was conducted, there were 56 designated trades in the Red Seal Program across Canada (Red Seal Trades). Some of these trades share the same National Occupational Classification (NOC) code, yielding 43 distinct occupations (five-digit NOC code) that contain Red Seal Trades, which are studied in this paper. See Table A4 in the Appendix for the classification.

Chart 1
Percentage change in the number of employed tradespeople from 2016 to 2021, six selected trades



Increases in non-permanent residents in the skilled trades mitigated the declines in tradespeople

Between 2016 and 2021, the number of immigrants (permanent residents and naturalized Canadian citizens) working in the trades decreased by 11.2% (-38,160). Although declines among immigrants were observed in most trades (30 out of 43), the largest declines were observed in the trades heavily affected by the COVID-19 pandemic, such as cooks (-20,220, or -32.7%), hairstylists (-9,240, or -37.2%), and painters and decorators (-3,110, or -22.4%). Excluding these three trades, the number of immigrants working in the trades decreased by 2.3% (-5,590).

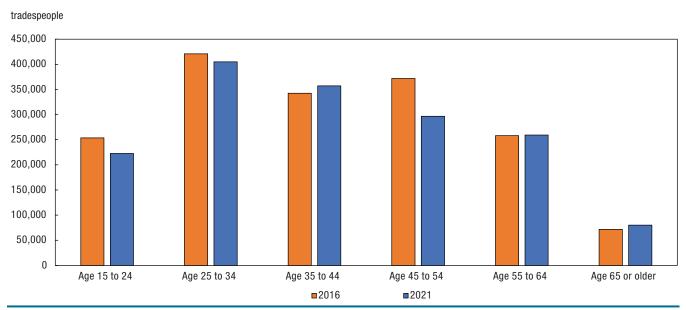
In contrast, the number of non-permanent residents employed in the trades more than doubled (+128.0%) since 2016, increasing from 20,570 in 2016 to 47,000 in 2021. These gains in non-permanent residents were recorded in most trades (39 out of 43) and often mitigated the decline of immigrant and non-immigrant tradespeople. For instance, in trades such as welders and related machine operators, non-permanent residents added 1,640 workers, offsetting the declines reported by immigrants (-1,120) and non-immigrants (-3,880). A similar case is illustrated for automotive service technicians, truck and bus mechanics and mechanical repairers, where non-permanent residents added 1,490 workers to the industry, balancing the decline of 1,280 workers among immigrants. In other cases, gains in non-permanent residents mitigated what otherwise would have been decreases. For example, from 2016 to 2021, the number of bakers among non-permanent residents increased by 2,570 (+216.0%), while declining by 430 for immigrants and 950 for non-immigrants. Without the entry of non-permanent residents, the trade would have decreased by 1,380 instead of showing a net gain of 1,190 in 2021.

Large declines reported in most age groups, especially among youth (aged 15 to 24)

Over the decades, reports on the effects of Canada's aging skilled trades workforce have drawn considerable attention, leading to initiatives aimed at replacing those who will be retiring soon. These initiatives include increasing immigration, enhancing recruitment and campaigns to attract prospective students, and changing high school graduation requirements to include a mandatory technical education credit to expose students to the trades (Employment and Social Development Canada, 2022).

From 2016 to 2021, the number of tradespeople 65 years or older increased by 8,460 (+11.8%). Part of this increase can be attributed to more baby boomers aging into this age cohort. During the same period, large declines were recorded in most other age groups. Specifically, the number of youth (aged 15 to 24) in the trades declined by 31,050 (-12.2%), while the number of young adults (aged 25 to 34), which make up one-quarter of total employed tradespeople, also declined by 15,990 (-3.8%). Most significantly, those aged 45 to 54, representing one-fifth of total employed tradespeople, recorded the largest declines (-75,290, or -20.2%). Many of these declines were recorded in 2021, when changes in working conditions, such as temporary closures and reduced operations because of the pandemic, contributed to decreased employment levels. While those in the 35 to 44 (+14,650, or +4.3%) and the 55 to 64 (+1,270, or +0.5%) age groups recorded gains, they fall considerably short of offsetting the declines reported in the other age groups. This suggests that the rate at which younger workers enter the trades across Canada was slower than the rate at which older workers leave, indicating a declining skilled trades population.

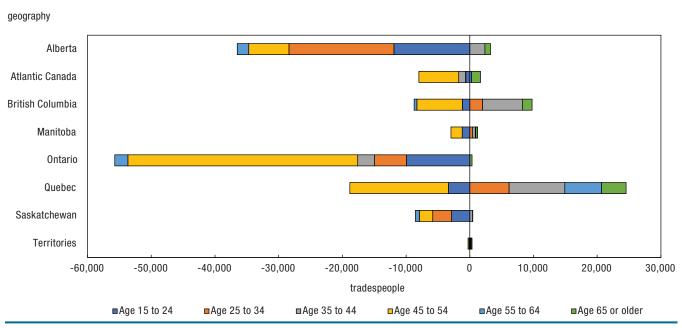
Chart 2
Age distribution of tradespeople in Canada, 2016 and 2021



Sources: Statistics Canada, 2016 and 2021 Census of Population and Job Vacancy and Wage Survey.

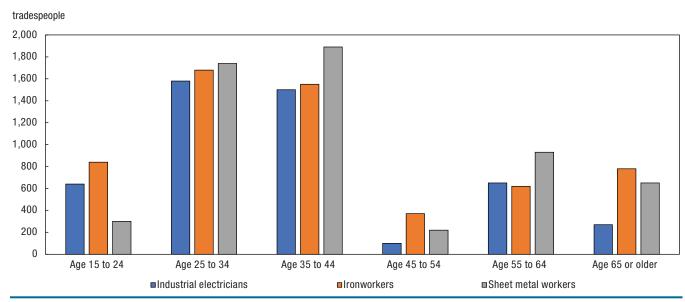
When looking at the changes in the age distribution by region, data indicate that Ontario and Quebec were the largest contributors to the decline in tradespeople for the 45 to 54 age group. For Quebec, these declines were offset by gains in the other age groups. However, for Ontario and Alberta, which shared a similar trend, most other age groups also reported declines, further exacerbating the declining skilled trades population in these provinces.

Chart 3
Absolute change in age distribution of tradespeople, Canada, from 2016 to 2021



While the number of tradespeople declined in most age groups, the effect varied by trade and industry. From 2016, the number of tradespeople in each age group increased for industrial electricians, ironworkers and sheet metal workers. In many cases, the rate at which youth (aged 15 to 24) enter the trades was often faster than the rate at which older workers leave, indicating an increasing supply of tradespeople for these trades.

Chart 4
Trades that recorded increases across all age groups from 2016 to 2021, Canada



Sources: Statistics Canada, 2016 and 2021 Census of Population and Job Vacancy and Wage Survey.

However, large declines were recorded in every age group for other trades such as bakers, roofers and shinglers, and cabinetmakers. The declines among bakers are likely attributed to the pandemic, when non-essential businesses were ordered to close, temporarily putting many people in these fields out of work.

number -25,000 -20.000 -15,000 -10,000 -5,000 0 Age 15 to 24 Age 25 to 34 Age 35 to 44 Age 45 to 54 Age 55 to 64 Age 65 or older ■Bakers Cabinetmakers ■Roofers and shinglers

Chart 5
Select trades that recorded decreases across all age groups, from 2016 to 2021, Canada

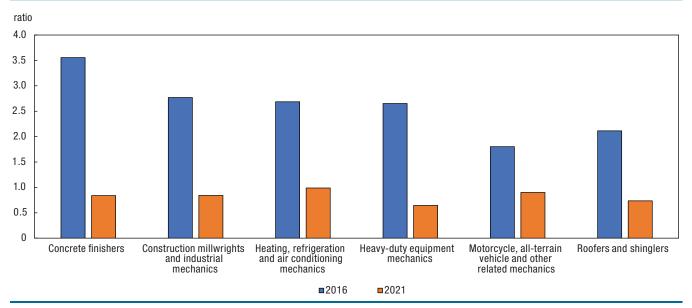
The demand for many trades increased, relative to labour supply, from 2016 to 2021

For individuals who did not work during the reference week, the census collects information about the occupation they held the longest since January 1 of the previous year, providing a measure of the distribution of the unemployed population by occupation.² This can be compared with the distribution of job vacancies by occupation, providing insights into the balance between labour demand and supply for certain occupations.

For most trades, the ratio of the number of unemployed people to the number of job vacancies decreased from 2016 to 2021. This means that, relative to available supply, the demand for these trades has grown over the study period. For instance, notable declines were recorded from 2016 to 2021 for appliance services and repairs; heavy-duty equipment mechanics; construction millwrights and industrial mechanics; and heating, refrigeration and air conditioning mechanics.

^{2.} In the census, the occupation of those who were unemployed corresponds to the occupation respondents held the longest from January 1 of the previous year to the census reference week. The numbers do not account for unemployed people with no recent work experience or those who may have worked in a different occupation during the period. As such, the numbers provide an incomplete measure of labour supply. However, they can still provide valuable insights into how the labour supply in a given occupation is trending over time.

Chart 6
Ratio of unemployment to job vacancies for selected trades, 2016 and 2021



Most tradespeople did not have a trade certificate

Many trades in Canada are not regulated. This means that a certificate is not mandatory to work in the occupation, even if the jurisdiction offers apprenticeship training. However, many job vacancies in the trades require prospective candidates to have a trade certificate, and most tradespeople (employed or unemployed) do not meet this criterion. For instance, of those working as tradespeople in 2021, just under one-third (32.8%) had a trade certificate, and a small number (6.5%) were in apprenticeship training in 2021.³ There were a few exceptions, such as electricians (70.2%) and plumbers (66.6%), where most tradespeople either had a certificate or were apprentices. Still, most tradespeople in 27 of the 43 trades were neither certified nor apprentices.

^{3.} The comparison over time cannot be made, as the information on whether the person had a trade certificate is unavailable in the 2016 Census of Population.

percent 80 70 60 50 40 30 20 10 0 Electricians (except **Plumbers** Construction Hairstylists and Cooks Heavy-duty Landscape and equipment millwrights and barbers horticulture industrial mechanics technicians and industrial mechanics and power system) specialists

Chart 7
Percentage of employed tradespeople with certification, by select trades, 2021

Source: Statistics Canada, 2016 and 2021 Census of Population.

The certification rates were lower for unemployed people whose previous occupations were in a skilled trade, as about one in four (26.1%) had a trade certificate.⁴

In other instances, the number of job vacancies requiring certified tradespeople were found to exceed the number of unemployed persons who met this criterion. This was observed for trades such as welders and related machine operators; construction millwrights and industrial mechanics; and heating, refrigeration and air conditioning mechanics. For these trades, more certified journeypersons are needed to meet this criterion employers have set for filling the vacancies with certified journeypersons. However, this can take considerable time, as apprenticeship training for these trades can take several years, during which employers may end up hiring employees with lower skill levels. Relatedly, many apprentices often do not certify within the program duration and many may discontinue as they progress through it (Statistics Canada, 2023a). Additionally, the COVID-19 pandemic has had lasting effects on trade certification rates. While registrations and earnings are recovering to pre-pandemic levels, certification rates continue to lag behind (Statistics Canada, 2023b).

Conclusion

Using data from the 2016 and the 2021 Census of Population and the Job Vacancy and Wage Survey, this paper examined how the composition of tradespeople differed between the two census years. Given that the 2021 Census was conducted in May 2021, one year after the onset of the pandemic, the COVID-19 restrictions had disproportionate effects across different sectors, potentially leading to unique change drivers. From 2016 to 2021, an overall decline in the number of tradespeople working in Canada coincided with a strong demand for trades such as appliance servicers and repairers; heavy-duty equipment mechanics; construction millwrights and industrial mechanics; and heating, refrigeration and air conditioning mechanics. In 2021, the number of job vacancies for these trades exceeded the number of unemployed people. This led to a tighter labour market for many trades, as many job vacancies required candidates to have a trade certificate, which many did not have. Furthermore, the decline in the number of tradespeople among those aged 15 to 34 and 45 to 54 coincided with gains in the older age groups (55 and older), suggesting an aging skilled trades workforce and a mismatch between the rate at which younger workers entering the trades and the rate at which older workers leaving.

^{4.} For individuals who were unemployed during the census reference week, the census surveyed the job they had held the longest since the beginning of the previous year. These individuals may not necessarily look for a job in the same occupation. Additionally, while the census surveyed whether the individual had a trade certificate, those with certificates may not be certified journeypersons of the trade they previously worked.

Moving forward, with the incorporation of data from the 2026 Census of Population, further analysis could explore whether the trends observed in this paper persist or whether they were influenced by factors related to the pandemic. This ongoing analysis is essential for understanding Canada's trade sector dynamics.

Data sources and definitions

Data sources

Using the 2016 and the 2021 Census of Population, tradespeople who were employed in one of the Red Seal Trades on the census reference dates are studied. Although the majority of journeypersons had only one certification record, some received multiple certificates across trades or jurisdictions. This study considers only the most recent certification record of an individual. If the journeyperson received multiple certificates on the same day, one was chosen at random.

The <u>Job Vacancy and Wage Survey</u> provides comprehensive data on job vacancies and offered wages by industrial sector and detailed occupation for Canada, including by province, territory and economic region. Job vacancy and offered wage data are released quarterly. In this paper, the number of job vacancies in the years of interest (2016 and 2021) were calculated by taking the estimates of the second quarter.

In this paper, tradespeople who were employed in one of the Red Seal Trades on the Census of Population reference dates are studied. This does not necessarily mean that these tradespeople hold a Red Seal endorsement or have a certificate of qualification in the trade. In May 2021, when the 2021 Census was conducted, there were 56 Red Seal trades in Canada. Some of these trades share the same National Occupational Classification (NOC) code, and 43 occupations (five-digit NOC code) that contain Red Seal Trades are studied in this paper.

Definitions

An **immigrant** is 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.

Journeypersons are individuals who passed the qualification exam and received their certificate of qualification from the apprenticeship authority. One can become a journeyperson through apprenticeship training or challenging the exam without becoming a registered apprentice. When a distinction is necessary, the latter cases are referred to as **trade qualifiers**.

A **non-permanent resident** is a person from another country with a usual place of residence in Canada who has a work or study permit or has claimed refugee status (asylum claimant). Family members living with work or study permit holders are also included unless these family members are already Canadian citizens, landed immigrants or permanent residents.à

Red Seal Trades are designated trades to help set common standards across trades and facilitate the mobility of skilled workers across Canada. The Canadian Council of Directors of Apprenticeship administers the Red Seal Program. Journeypersons who have passed the Red Seal examination receive a Red Seal endorsement on their provincial or territorial trade certificate. When affixed to a provincial or territorial trade certificate, the Red Seal indicates that a tradesperson has demonstrated the knowledge required for the national standard in that trade. In May 2021, when the 2021 Census was conducted, there were 56 Red Seal Trades in Canada. As some trades share the same NOC code, these 56 Red Seal trades are classified as 43 occupations (five-digit NOC) in this study.

Appendix

Table A.1
Percentage change in the number of employed tradespeople from 2016 to 2021

National Occupational Classification title	Percentage change
Oil and solid fuel heating mechanics	-37.7
Hairstylists and barbers	-34.1
Cooks	-29.7
Floor covering installers	-28.8
Other technical trades and related occupations	-27.4
Industrial electricians	-23.8
Appliance servicers and repairers	-20.9
Concrete finishers	-20.9
Glaziers	-16.8
Tool and die makers	-16.7
Tilesetters	-14.4
Painters and decorators (except interior decorators)	-13.9
Cabinetmakers	-12.7
Insulators	-11.7
Construction millwrights and industrial mechanics	-10.4
Boilermakers	-10.1
Bricklayers	-9.7
Crane operators	-7.4
Steamfitters, pipefitters and sprinkler system installers	-7.3
Gas fitters	-6.5
Sheet metal workers	-5.6
Plasterers, drywall installers and finishers and lathers	-5.3
Machinists and machining and tooling inspectors	-5.1
Auto body collision, refinishing and glass technicians and damage repair estimators	-3.9
Welders and related machine operators	-3.9
Ironworkers	-3.8
Industrial instrument technicians and mechanics	-3.3
Automotive service technicians, truck and bus mechanics and mechanical repairers	-2.8
Roofers and shinglers	0.2
Storekeepers and partspersons	2.0
Plumbers	2.0
Carpenters	2.3
Bakers	2.9
Electrical power line and cable workers	5.0
Heavy equipment operators	7.1
Electricians (except industrial and power system)	7.4
Electrical mechanics	9.4
Structural metal and platework fabricators and fitters	11.5
Construction trades helpers and labourers	12.4
Heavy-duty equipment mechanics	15.3
Motorcycle, all-terrain vehicle and other related mechanics	17.2
Heating, refrigeration and air conditioning mechanics	19.5
Landscape and horticulture technicians and specialists	31.6

Sources: Statistics Canada, 2026 and 2021 Census of Population and the Job Vacancy and Wage Survey.

Table A.2 Ratio of unemployment to job vacancies, 2016 and 2021

	2016	2021
National Occupational Classification title	ra	tio
Appliance servicers and repairers	1.8	0.6
Automotive service technicians, truck and bus mechanics and mechanical repairers	2.7	1.3
Bakers	3.4	4.4
Cabinetmakers	3.3	1.3
Carpenters	7.3	1.6
Concrete finishers	3.6	8.0
Construction millwrights and industrial mechanics	2.8	8.0
Construction trades helpers and labourers	6.1	1.8
Cooks	1.8	1.8
Crane operators	15.0	2.3
Electrical mechanics	1.5	0.4
Electrical power line and cable workers	12.3	4.0
Electricians (except industrial and power system)	10.2	2.9
Glaziers	2.8	13.0
Hairstylists and barbers	0.9	6.7
Heating, refrigeration and air conditioning mechanics	2.7	1.0
Heavy equipment operators	13.9	2.8
Heavy-duty equipment mechanics	2.7	0.6
Industrial electricians	10.3	2.5
Industrial instrument technicians and mechanics	7.9	1.9
Ironworkers	6.1	3.3
Landscape and horticulture technicians and specialists	1.4	1.1
Machinists and machining and tooling inspectors	2.2	1.2
Motorcycle, all-terrain vehicle and other related mechanics	1.8	0.9
Other technical trades and related occupations	4.8	1.3
Painters and decorators (except interior decorators)	7.6	3.6
Plasterers, drywall installers and finishers and lathers	3.3	1.9
Plumbers	4.3	1.7
Roofers and shinglers	2.1	0.7
Sheet metal workers	10.4	1.6
Steamfitters, pipefitters and sprinkler system installers	11.6	4.1
Storekeepers and partspersons	2.8	1.4
Structural metal and platework fabricators and fitters	2.4	1.3
Tool and die makers	1.2	1.8
Welders and related machine operators	5.7	1.5

Table A.3
Percentage of employed tradespeople with certification, by trades, 2021

National Occupational Classification title	Percentage certified, 2021
Industrial electricians	75.8
Boilermakers	71.5
Steamfitters, pipefitters and sprinkler system installers	71.1
Electricians (except industrial and power system)	70.2
Plumbers	66.6
Electrical power line and cable workers	66.4
Heating, refrigeration and air conditioning mechanics	57.3
Heavy-duty equipment mechanics	56.4
Industrial instrument technicians and mechanics	55.5
Sheet metal workers	54.4
Construction millwrights and industrial mechanics	48.4
Ironworkers	47.9
Automotive service technicians, truck and bus mechanics and mechanical repairers	46.5
Oil and solid fuel heating mechanics	41.5
Tool and die makers	40.4
Gas fitters	39.5
Crane operators	38.6
Carpenters	37.4
Auto body collision, refinishing and glass technicians and damage repair estimators	36.7
Motorcycle, all-terrain vehicle and other related mechanics	36.6
Hairstylists and barbers	36.5
Bricklayers	36.1
Insulators	35.6
Welders and related machine operators	35.3
All included trades	32.8
Glaziers	31.8
Structural metal and platework fabricators and fitters	30.8
Machinists and machining and tooling inspectors	30.1
Plasterers, drywall installers and finishers and lathers	24.5
Electrical mechanics	23.3
Appliance servicers and repairers	23.1
Tilesetters	23.1
Concrete finishers	22.8
Other technical trades and related occupations	19.5
Roofers and shinglers	18.1
Cabinetmakers	16.8
Floor covering installers	15.8
Painters and decorators (except interior decorators)	14.8
Storekeepers and partspersons	14.1
Heavy equipment operators	12.7
Landscape and horticulture technicians and specialists	12.2
Construction trades helpers and labourers	10.2
Cooks	6.9
Bakers	6.4

Source: Statistics Canada, 2016 and 2021 Census of Population.

Table A.4
Red Seal Trades and National Occupational Classification

	No. 21	D 10 17 1
NOC code		Red Seal Trade
14401	Storekeepers and partspersons	Parts Technician
22114	Landscape and horticulture technicians and specialists	Landscape Horticulturist
22312	Industrial instrument technicians and mechanics	Instrumentation and Control Technician
63200	Cooks	Cook
63202	Bakers	Baker
63210	Hairstylists and barbers	Hairstylist
72100	Machinists and machining and tooling inspectors	Machinist
72101	Tool and die makers	Tool and Die Maker
72102	Sheet metal workers	Sheet Metal Worker
72103	Boilermakers	Boilermaker
72104	Structural metal and platework fabricators and fitters	Metal Fabricator (Fitter)
72105	Ironworkers	Ironworker (Generalist) Ironworker (Reinforcing) Ironworker (Structural/Ornamental)
72106	Welders and related machine operators	Welder
72200	Electricians (except industrial and power system)	Construction Electrician
72201	Industrial electricians	Industrial Electrician
72203	Electrical power line and cable workers	Powerline Technician
72300	Plumbers	Plumber
72301	Steamfitters, pipefitters and sprinkler system installers	Sprinkler Fitter Steamfitter/Pipefitter
72302	Gas fitters	Gasfitter - Class A
		Gasfitter - Class B
72310	Carpenters	Carpenter
72311	Cabinetmakers	Cabinetmaker
72320	Bricklayers	Bricklayer
72321	Insulators	Insulator (Heat and Frost)
72400	Construction millwrights and industrial mechanics	Industrial Mechanic (Millwright)
72401	Heavy-duty equipment mechanics	Agricultural Equipment Technician Heavy Duty Equipment Technician
72402	Heating, refrigeration and air conditioning mechanics	Refrigeration and Air Conditioning Mechanic
72410	Automotive service technicians, truck and bus mechanics and mechanical repairers	Automotive Service Technician Transport Trailer Technician Truck and Transport Mechanic
72411	Auto body collision, refinishing and glass technicians and damage repair estimators	Auto Body and Collision Technician Automotive Refinishing Technician
72420	Oil and solid fuel heating mechanics	Oil Heat System Technician
72421	Appliance servicers and repairers	Appliance Service Technician
72423	Motorcycle, all-terrain vehicle and other related mechanics	Motorcycle Mechanic Recreation Vehicle Service Technician
72500	Crane operators	Mobile Crane Operator Tower Crane Operator
73100	Concrete finishers	Concrete Finisher

Table A.4
Red Seal Trades and National Occupational Classification

NOC code	NOC title	Red Seal Trade
73101	Tilesetters	Tilesetter
73102	Plasterers, drywall installers and finishers and lathers	Drywall Finisher and Plasterer Lather (Interior Systems Mechanic)
73110	Roofers and shinglers	Roofer
73111	Glaziers	Glazier
73112	Painters and decorators (except interior decorators)	Painter and Decorator
73113	Floor covering installers	Floorcovering Installer
73400	Heavy equipment operators	Heavy Equipment Operator (Dozer) Heavy Equipment Operator (Excavator) Heavy Equipment Operator (Tractor–Loader–Backhoe)
75110	Construction trades helpers and labourers	Construction Craft Worker

Notes: NOC = National Occupational Classification. During the timeframe of this study, two trades (electric motor system technicians and rig technicians) were designated as a Red Seal Trade and were therefore included. However, electric motor system technicians were de-designated as a Red Seal Trade in July 2022, and rig technicians were de-designated in June of 2021.

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