



Future Skills
Centre

Centre des
Compétences futures



Workforce Planning Board of Grand Erie
Commission de planification de la main-d'œuvre de Grand Erie



Construction:

Quality of Work in Grand Erie 2023

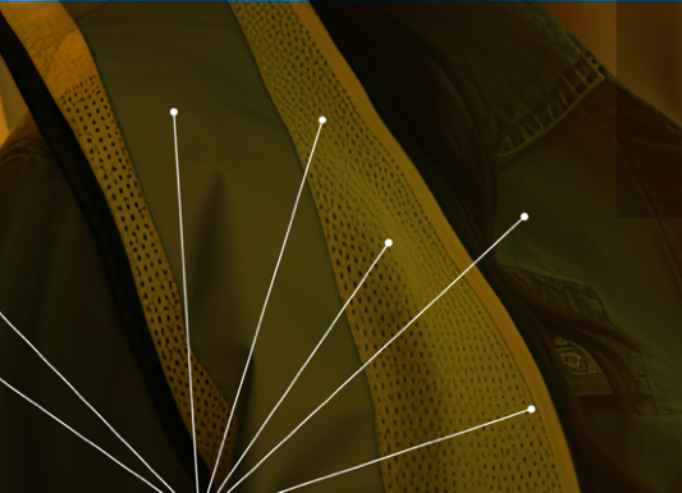


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According to WPBGE's 2022 workforce survey, 22% of job seekers in Grand Erie indicated they were looking for work in the construction sector.

In 2023, the Workforce Planning Board of Grand Erie conducted a study to assess quality of work in local workplaces.

20 construction businesses were surveyed. The results showed:

Top benefits offered by construction employers:

1. Skill development/**training opportunities during working hours** – **95%**
2. **Recognition** for outstanding work and/or length of service – **85%**
3. **Fixed working hours** – **80%**
4. Annual (or more frequent) **pay raises based on performance/merit** – **75%**
5. **Health related benefits** (e.g. medical/dental coverage) – **75%**
6. Annual (or more **frequent**) **job performance assessment** – **70%**
7. **Financial support for skill development/training/education** (e.g. Paying for courses) – **70%**
8. Annual (or more frequent) **pay raises based on inflation** – **70%**
9. **Protocol/policies for employee grievances** – **70%**
10. **Mentorship/career pathways** coaching/guidance – **70%**



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Top benefits being considered by employers:

1. Skill development/training opportunities outside working hours
2. Annual (or more frequent) pay raises based on performance/merit
3. Succession/advancement programs
4. 4-day work week
5. Mentorship/Career pathways coaching/guidance

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When businesses were asked about barriers to better supporting quality of work:

65%

said they had too many competing priorities

65%

said they had financial constraints

60%

said they were unable to free up the time to offer additional training/coaching

30%

said they were unable to hire more staff to distribute workload

10%

said they lacked of awareness about where to find the appropriate resources/supports

25%

of construction businesses indicated they cannot consider offering any more benefits/quality of work supports.

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Best Practices:

“One of our focuses this year is **streamlining our safety programs and our onboarding processes**, so employees feel equipped to do their job well right from the start.”

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Best Practices:

“We train staff on whatever they need, from sensitivity training, to de-escalation training, to how to be a good communicator. It’s definitely part of our company culture here.”

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Best Practices:

“We’re are all for teaching and learning. We've got people coming on in a general labour position, and we teach them from the bottom up, welding fitting, millwrighting. As we get more ticketed tradespersons on, **we progress general labourers into skilled tradespersons.”**

Best Practices:

“We have a whole skills advancement and development program here. Usually every three to six months, I reach out to all of our staff and have conversations with them about the next steps in their career. **I ask ‘where do you want to go from here?’ ”**

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Best Practices:

“Our hours are flexible; if employees need, they can work different hours, as long as they let us know enough in advance so we can work accordingly.”

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Best Practices:

“Some of **our priorities include trying to boost morale, keep employees happy, and encouraging understanding** among staff that everyone has their own schedules and their own personal responsibilities that we should all be flexible to.”

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Resources:

Brantford Home Builders' Association: www.bhba.on.ca

Haldimand Norfolk Home Builders Association: www.hnhba.com

Hamilton Halton Construction Association: www.hhca.ca/services

Industry-Education Council of Hamilton: www.iechamilton.ca/employers

Skilled Trades Ontario: www.skilledtradesontario.ca

Ontario Skilled Trades Alliance: www.ontarioskilledtradesalliance.com

Council of Ontario Construction Associations: www.coca.on.ca

Canadian Construction Association: www.cca-acc.com

Canadian Federation of Construction Safety Associations: www.cfcsa.ca

The Canadian Association of Women in Construction: www.cawic.ca