



**2017**

# **Wage & Benefits Guide**



## Note from ICBA'S President, Chris Gardner



ICBA's 2017 Wage and Benefits Survey is complete and we are pleased to share the results.

This survey is conducted annually with the help of Sentis, a leading opinion research firm. The information allows ICBA to track trends and compare results with those of previous years, making this survey a useful tool for employers planning for the future. The survey also acts as a reference for determining wage and benefit packages in the coming years.

The results detail the increase in expected business volume and projected wage increases by trade across the province as well as regionally.

Our report suggests that over half of BC construction businesses are expecting 2017 to be another strong year. This is consistent with the robust economic performance of BC's economy which led all Canadian provinces in growth in 2016.

Companies anticipating more work are looking to hire new tradespeople and will be increasing hours for existing employees. Wages for tradespeople are expected to increase about 4 per cent this year, continuing the upward trend in wages we have seen over the past number of years and sending a strong signal to young people making career choices about the advantages of choosing a career in the trades.

Thank you to everyone who participated in the survey.

For ICBA members, please visit [icba.ca](http://icba.ca), login to the member's section and click survey to view the comprehensive report, which includes detailed wage and benefit projections, expected trends, and business profiles that can be categorized.

## About ICBA

For more than 40 years, the Independent Contractors and Businesses Association (ICBA) has been the voice of BC's construction industry and the oldest open shop organization in Canada. Representing the interests of more than 2,000 members and clients, ICBA is one of leading third-party providers of group and retirement benefits in BC, the single largest sponsor of apprentices in the province, and undertakes public policy research and advocacy initiatives focused on the construction sector.

ICBA has developed a wide range of products, services and training programs that help construction companies grow their businesses. Learn more about ICBA at [www.icba.ca](http://www.icba.ca).

# BC's Construction Industry is... Open for Business



**200,000** British Columbians are employed by BC's construction industry, which accounts for **8%** of BC's GDP.

**80%** work for open shop companies.

Companies are projecting a **4%** increase in wages in 2017.

Most companies are preparing for growth, but **6 in 10** report a shortage of qualified workers.

## About The ICBA Wage & Benefits Guide



The ICBA Wage & Benefits Study is conducted in partnership with Sentis Research.

The study captures the hourly wages and benefits for 24 trades, at each pay level, from apprentice to journeyman and safety officer.

The survey garnered 1,250 responses, representing a healthy cross-section of the construction industry in all regions of the province.

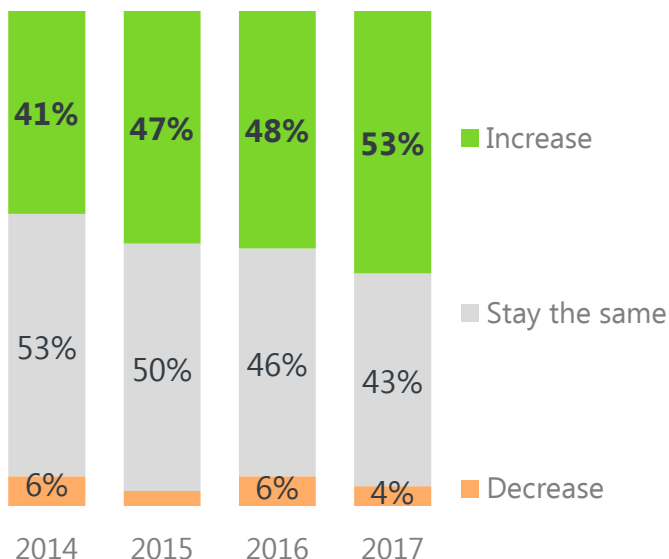
Full results broken down by region, sector, and company size are available to ICBA members through the ICBA website.

# Market Outlook

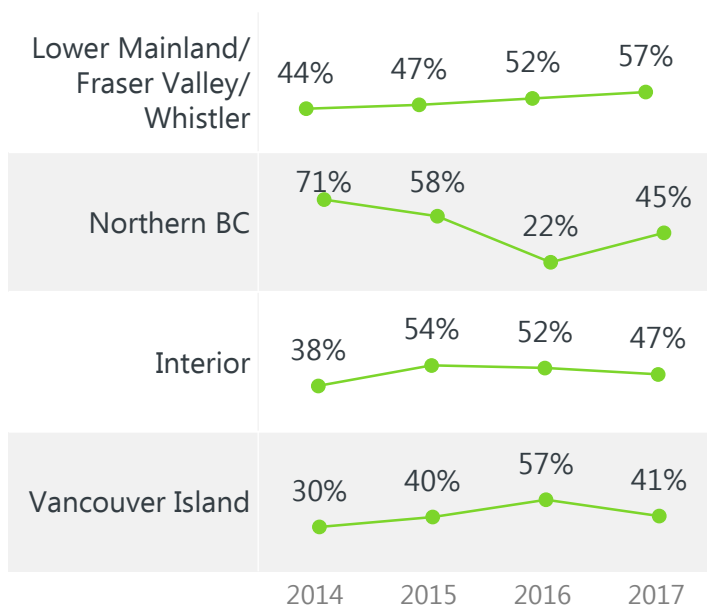
## 2017 Expectations For Work Volume BC Open Shop Companies

**BC's open shop companies are preparing for another year of growth.**

**53%** are expecting their work volume to increase in 2017 – a jump up from the consistent growth over the last several years.



## % Expecting Increased Business in 2017 By Region



**A record 57% of Lower Mainland companies predict increased business in 2017.**

Companies in the North also expect business to be up (45%) in 2017 – a significant increase from 2016.

# More Jobs, More Hours

## How will you handle the increased work volume?

Almost all of the companies predicting more work are expecting to hire more employees.

**47%** of all construction companies are looking to hire new tradespeople in 2017 to deal with the increase in business, and **11%** are also planning to increase the hours of existing employees.



### Region

Region	Hire More People	Increase Employee Hours
Lower Mainland/ Fraser Valley/Whistler	51%	12%
Northern BC	33%	18%
Interior	42%	8%
Vancouver Island	36%	5%

### Type of Work

Type of Work	Hire More People	Increase Employee Hours
Multi Family Residential	59%	9%
High Rise Residential	54%	11%
Single Family Residential	46%	10%
Industrial, Commercial, Institutional	44%	11%

### Company Size

Company Size	Hire More People	Increase Employee Hours
1-9 employees	37%	12%
10-49 employees	48%	10%
50-99 employees	<b>60%</b>	10%
100+ employees	52%	10%

# Strong Demand for Skilled Workers

**6 in 10** construction companies say there are not enough skilled workers in the trades they require.

## Lack of Qualified Workers

**There are not enough in the trades I require** 59%

### Region



### Type of Work



## Impacts of Worker Shortage

The lack of qualified tradespeople in British Columbia is felt in the construction industry as companies are having to spend extra time finding, recruiting and training workers.

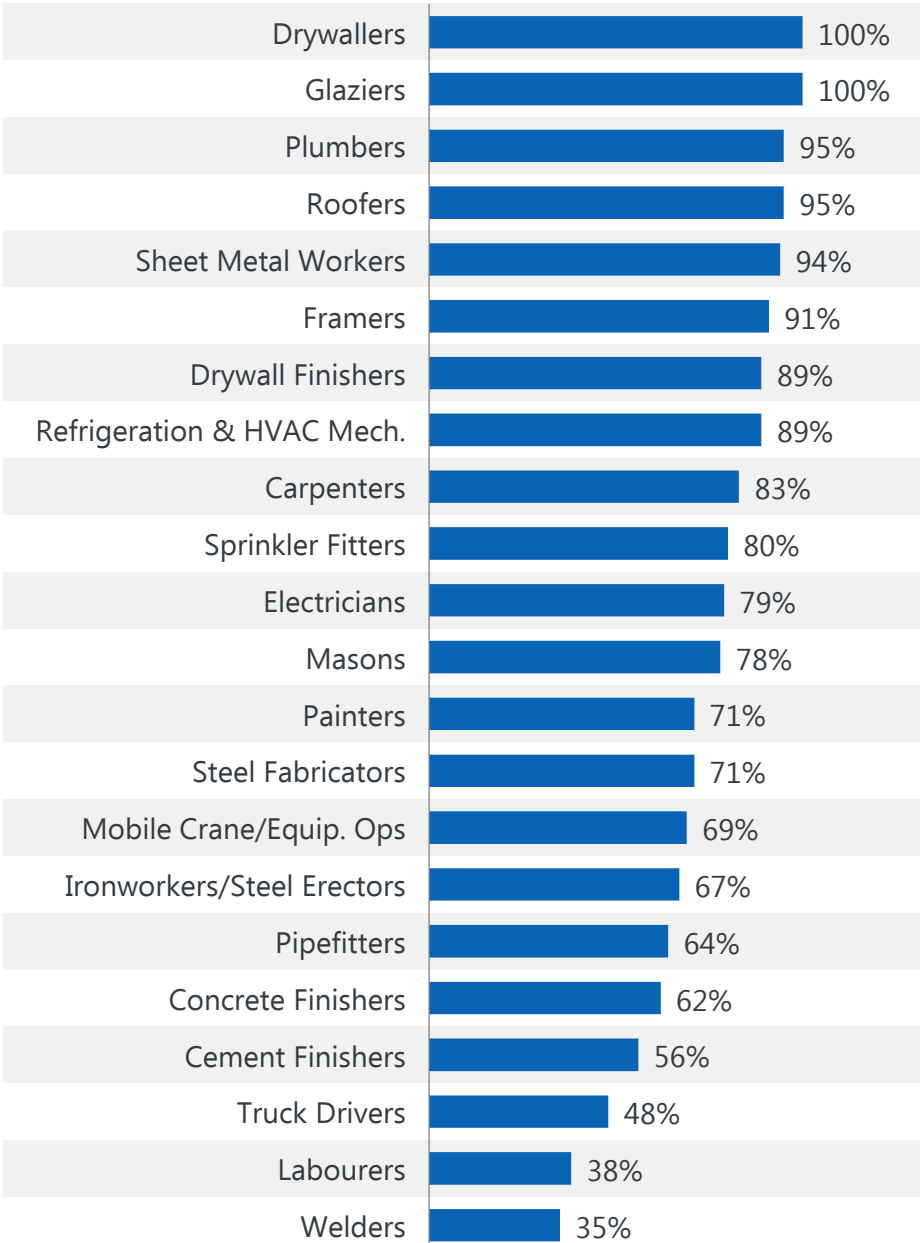
# Strong Demand for Workers Across All Trades

Companies are reporting a worker shortage in most of the 24 trades.

The shortage is most acute for drywallers, glaziers, plumbers, roofers and sheet metal workers - nearly all the companies in these trades say there are not enough qualified workers to meet their needs.

**If they could, companies would hire an average of 12 more qualified workers if they were available.**

**Companies Reporting Shortages  
In their Trades**



How many more qualified tradespeople would you employ?

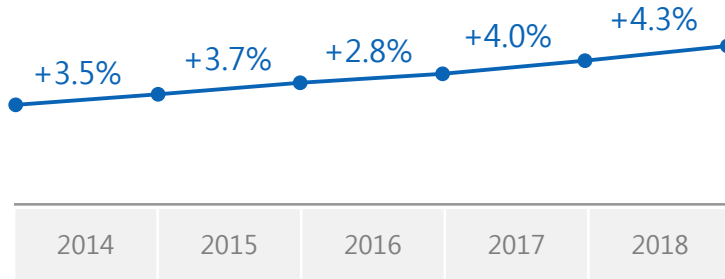
**12**

More people on average

# Robust Wage Increases

Hourly wages for trades are projected to increase by **4% in 2017** and by another 4.3% in 2018.

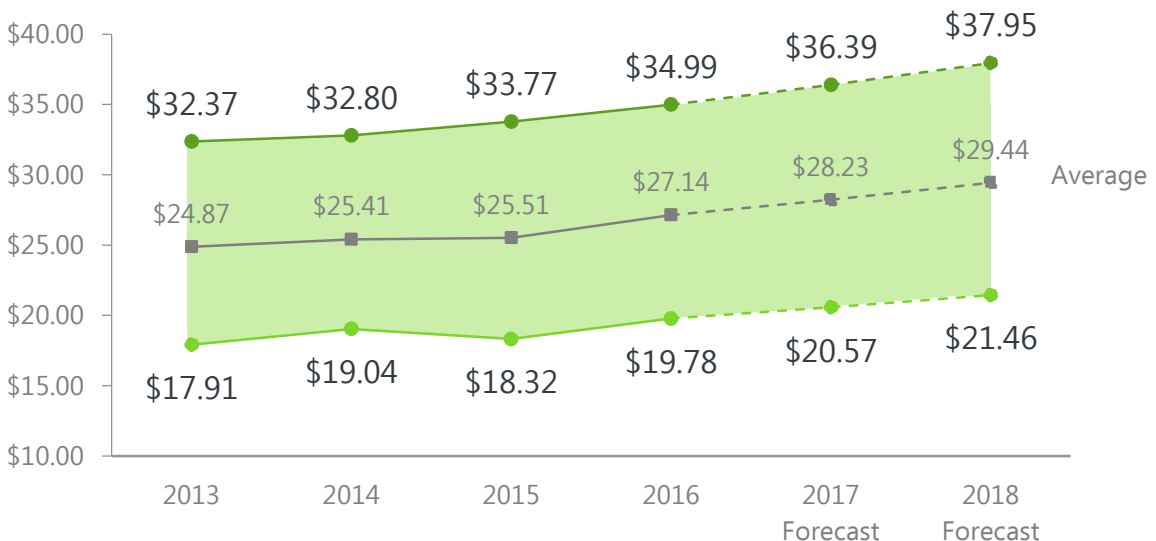
### Wage Forecasts



**The average hourly wage for all trades surveyed stands at \$27.14.**

The chart below shows the lowest to highest average wages across all trades surveyed.

### Market Wage Range





# Hourly Wage Ranges by Trade

Below are the current hourly wage ranges for construction trades in BC. Topping the list are refrigeration/HVAC mechanics with a top wage of \$41.85/hr.

**ICBA members can access the complete set of hourly wages by level (e.g. 1<sup>st</sup> year Apprentice, up to Foreman), region, type of work and field crew size on the ICBA website**

	Entry Level	Foreman	Expected Increase in 2017
<b>All Trades</b>	\$16.00	\$41.85	4%
Refrigeration & HVAC Mech.	\$18.20	\$41.85	4%
Welders	\$20.05	\$39.41	2%
Millwrights	\$24.24	\$38.81	2%
Ironworkers/Steel Erectors	\$20.91	\$38.25	3%
Sheet Metal Workers	\$18.40	\$37.84	3%
Framers	\$18.59	\$37.10	7%
Electricians	\$17.30	\$36.96	4%
Plumbers	\$16.54	\$36.95	4%
Pipefitters	\$16.44	\$36.69	5%
Glaziers	\$22.38	\$35.69	3%
Safety Officers	\$27.23	\$35.49	4%
Carpenters	\$19.69	\$35.29	4%
Concrete Finishers	\$22.29	\$35.13	3%
Roofers	\$20.56	\$35.00	4%
Insulators	\$16.00	\$33.75	1%
Steel Fabricators	\$19.62	\$33.68	3%
Drywall Finishers	\$17.73	\$33.20	4%
Masons	\$20.33	\$32.57	6%
Truck Drivers	\$29.12	\$31.36	3%
Sprinkler Fitters	\$18.60	\$30.67	4%
Labourers	\$18.09	\$30.66	4%
Painters	\$16.38	\$29.35	4%

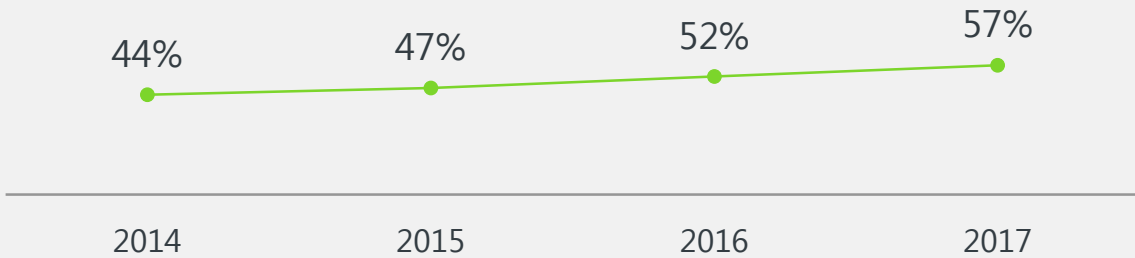
# Regional Highlights

## Lower Mainland/Fraser Valley/Whistler



**57%** of construction companies in this region expect an increase in work volume in 2017.

% Predicting an Increase in Business



**63%** of companies in this region feel there is a shortage of workers in the trades they require – **especially carpenters, labourers and electricians.**

### Business Profile



#### Annual Construction Volume

21% \$20M+  
(compared to 19% overall)



#### Type of Work

12% Concrete Residential High Rises  
(compared to 0% in other regions)



#### Size of Field Crew

39% employ 20+ people on a typical day  
(compared to 36% overall)



#### Number of Employees in Company

70% have less than 50 employees  
(compared to 73% overall)

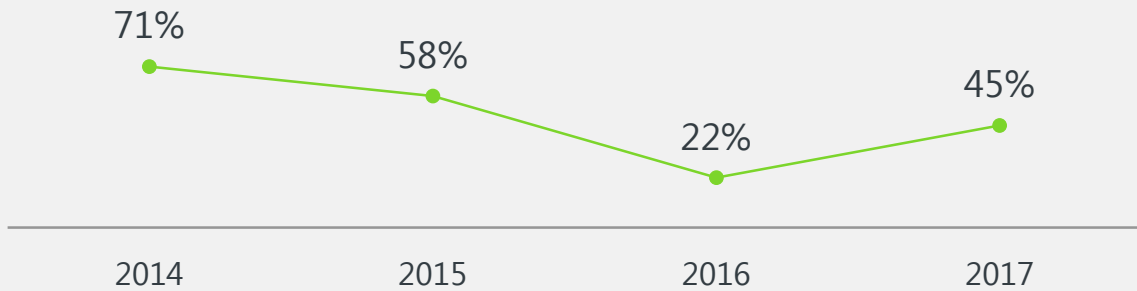
# Regional Highlights

## Northern BC



**45%** of construction companies in this region expect an increase in work volume in 2017.

% Predicting an Increase in Business



**49%** of companies in this region feel there is a shortage of workers in the trades they require – **especially carpenters, labourers, and truck drivers.**

### Business Profile



#### Annual Construction Volume

44% <\$2M  
(compared to 32% overall)



#### Type of Work

35% Industrial  
(compared to 10% overall)



#### Size of Field Crew

42% employ <10 people on a typical day  
(compared to 38% overall)



#### Number of Employees in Company

80% have less than 50 employees  
(compared to 73% overall)

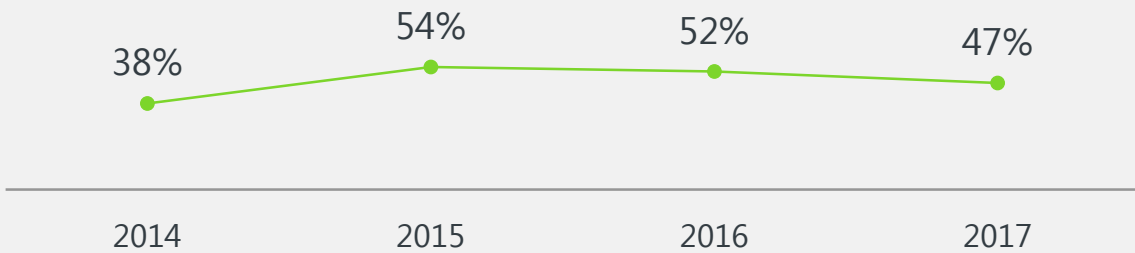
# Regional Highlights



## Interior

**47%** of construction companies in this region expect an increase in work volume in 2017.

% Predicting an Increase in Business



**59%** of companies in this region feel there is a shortage of workers in the trades they require – **especially carpenters and labourers.**

### Business Profile



#### Annual Construction Volume

45% <\$2M  
(compared to 32% overall)



#### Type of Work

49% Single Family Residential  
(compared to 25% overall)



#### Size of Field Crew

49% employ <10 people on a typical day  
(compared to 38% overall)



#### Number of Employees in Company

87% have less than 50 employees  
(compared to 73% overall)

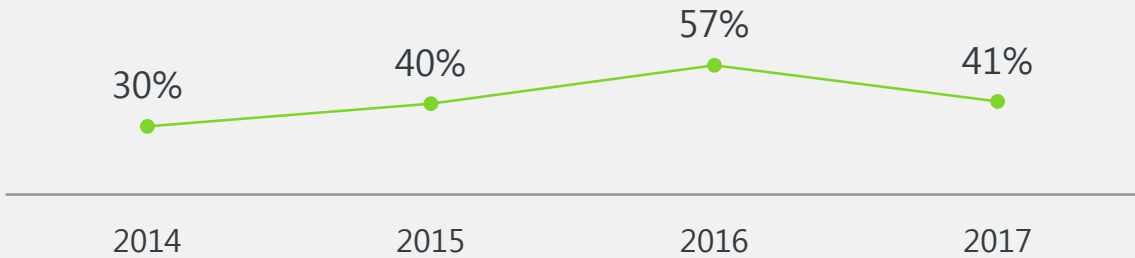
# Regional Highlights



## Vancouver Island

**41%** of construction companies in this region expect an increase in work volume in 2017.

% Predicting an Increase in Business



**45%** of companies in this region feel there is a shortage of workers in the trades they require – **especially carpenters.**

### Business Profile



#### Annual Construction Volume

24% \$20M+  
(compared to 19% overall)



#### Type of Work

19% Institutional  
(compared to 8% overall)



#### Size of Field Crew

55% employ 20+ people on a typical day  
(compared to 36% overall)



#### Number of Employees in Company

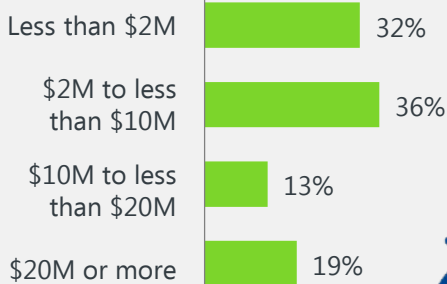
68% have less than 50 employees  
(compared to 73% overall)

# Business Profile

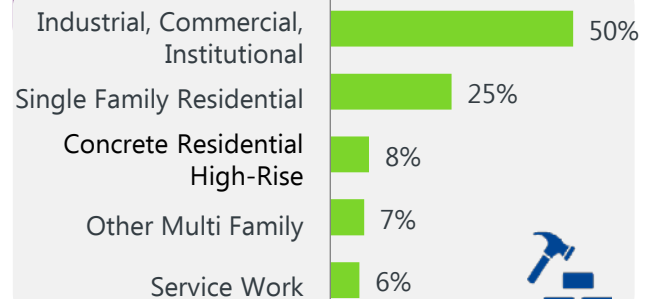
**7 in 10** construction companies have revenues up to \$10 million annually and not more than 50 employees.

**1 in 3** companies have a typical field crew of 20+ workers.

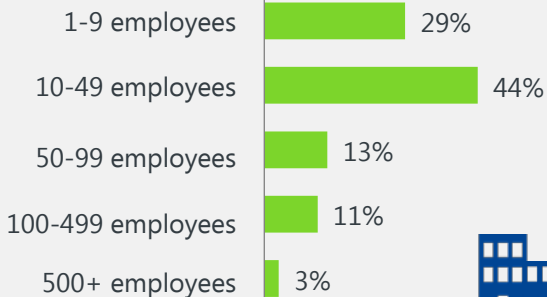
## Annual Construction Volume



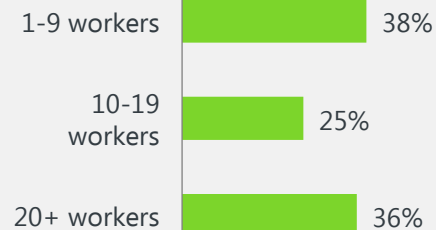
## Type of Work



## Number of Employees in Company



## Size of Field Crew





## CONTACT



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