



Faberconnect

BC Construction Labour Mapping

Understanding the workforce pressures
limiting housing delivery in BC.

The Big Picture

BC's construction workforce is facing pressures that go beyond vacancy counts. Demographic shifts, wage stagnation relative to living costs, and a strained training system have created a persistent talent gap across trades and supervisory roles.

Immigration should relieve these pressures, but delays, credential barriers, and inconsistent jobsite integration limit its impact. Meanwhile, project complexity continues to rise, and productivity is increasingly constrained by management capacity rather than front-line labour alone.

What this means for housing:

Even with strong capital investment, **delivery bottlenecks begin with people**, not materials or land. Without intervention, these pressures will continue to push timelines longer and costs higher.

What Stakeholders Are Saying

Interviews across contractors, developers, training institutions, unions, regulators, and workforce intermediaries revealed consistent themes:

1. Supervisory Capacity Is the Breaking Point

- Too few qualified foremen, supers, and PMs.
- Early promotions lead to sequencing errors, coordination gaps, and costly rework.

2. Training Systems Are Out of Sync with Demand

- Limited availability of Level 1 seats.
- Inconsistent mentorship and jobsite learning.
- Apprentices enter but fail to progress at scale.

3. Workforce Culture Is Changing

- Employers cite lower job-readiness; younger workers face unstable economics and weaker early-career guidance.
- Generational expectations around pay, pace, and progression do not align.

4. Systemic Pressures Are Mounting

- Consultant quality concerns, tight schedules, and rising project complexity are compounding labour shortages.



The Workforce Ecosystem & Stress Points

BC's residential construction workforce spans a complex ecosystem: government agencies, developers, general contractors, trade subcontractors, site supervisors, tradespeople, apprentices, unions, training institutions, recruiters, TFWs, inspectors, and maintenance teams.

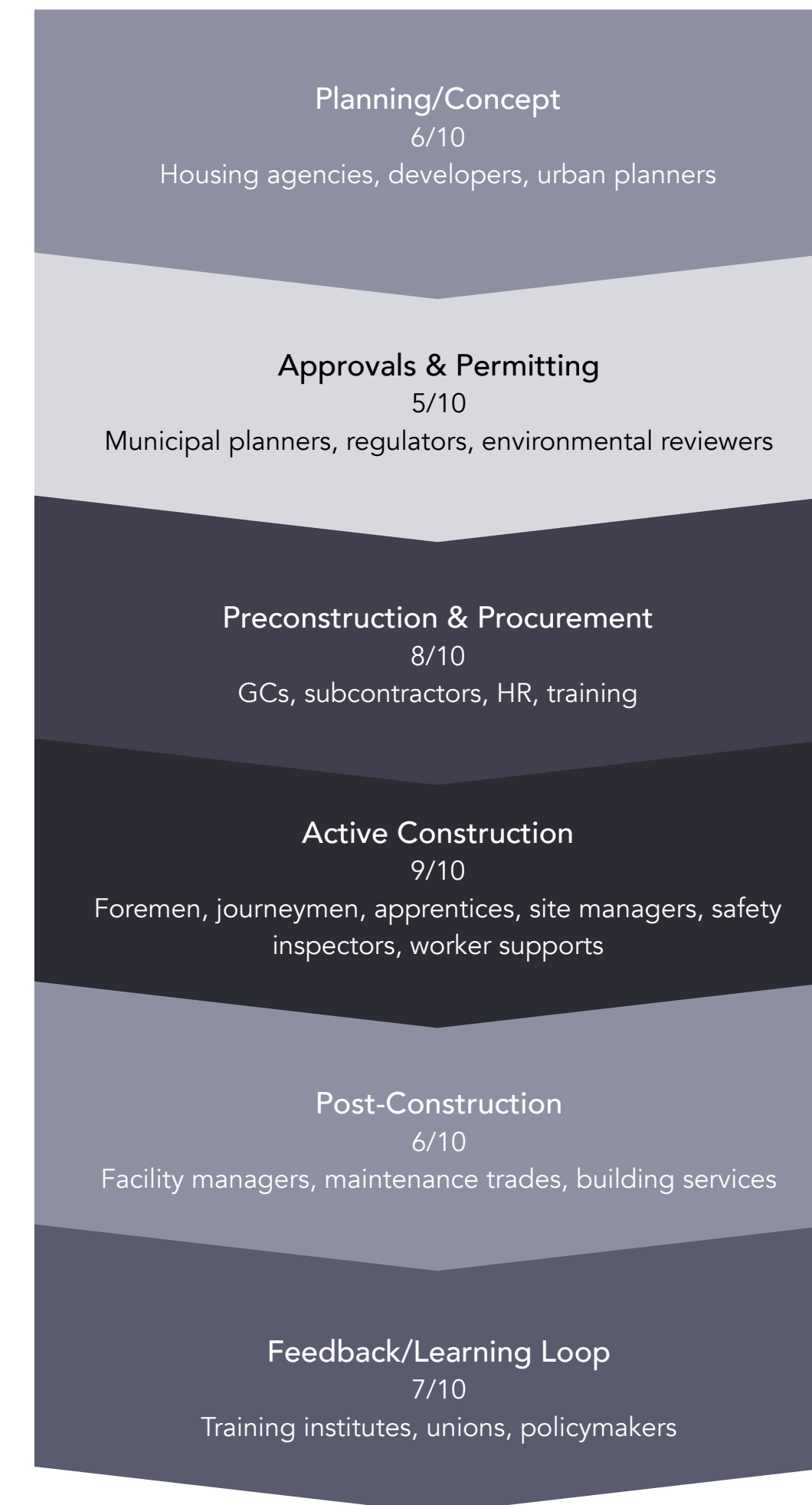
Each plays a distinct role and each faces different constraints. The highest stress levels occur in preconstruction, procurement, and active construction, where coordination and supervision demands peak.

Systemwide Stress Signals

- Supervisory shortages and thin mentorship capacity
- Persistent gaps between training supply and industry needs
- Reliance on immigrant labour without adequate integration support
- Rising expectations for digital and modular construction skills

Priority Opportunities

- Expand supervisory and leadership development
- Modernize apprenticeship pathways
- Strengthen immigration and credential recognition processes
- Integrate modular/prefab skill development into training programs



Access the Report

Gain crucial insight from stakeholders across BC's residential construction sector and explore market stressors and influences in Faber Connect's [Construction Labour Mapping Report](#).