



December 20, 2019

**The Honourable Carla Qualtrough
Minister of Employment, Workforce Development and Disability Inclusion
House of Commons
Ottawa, Ontario K1A 0A6**

Submitted electronically

Dear Minister Qualtrough,

Congratulations on your recent appointment to Minister of Employment, Workforce Development and Disability Inclusion.

The Residential Construction Council of Ontario (RESCON) represents over 200 residential builders of high-, mid-, and low-rise buildings in the province, with a focus on the GTA. Our members build Ontario's communities, homes, and future. We are committed to providing leadership and fostering innovation in the industry through the following six core focuses: Training and Apprenticeship; Government Relations; Labour Relations; Health and Safety; Building Science and Innovation; and Building Code Reform and Technical Standards.

RESCON is delighted by the fact that promoting the skilled trades as first choice careers for young people is one of the core mandates of your ministry. This is an issue of incredible importance to industry. It is expected that 91,100 workers will retire within the next decade in Ontario – around 20% of the current construction workforce. To address this, RESCON has worked to release a video series in partnership with Job Talks Canada, which profiles 50 different careers in the construction skilled trades. Each video is about three minutes long and focuses on what the worker does, how they got into the trade and why they like what they do. The goal of the video series is to highlight lesser known, but extremely important skilled trades jobs to young people, educators and parents alike. Please see the following [link](#) for an example video.

In addition to the Job Talks video series, RESCON has also undertaken comprehensive research into improving recruitment and retention in the skilled trades. A recent report on recruitment, [A Behavioural Economics Approach to Recruitment in Skilled Construction Trades](#), applied behavioral economics to recruitment in the skilled trades and found that behavioural causes are a major contributor to the gap between the demand for skilled construction labour and its supply. The report noted clear opportunities to enhance the outreach to young people during and after elementary and secondary school.

Another report focusing on, [Retaining Employees in the Skilled Trades](#), summarized findings from a comprehensive survey of construction workers in the residential and residential-related skilled trades across the GTA. The report found that these construction workers are amongst the highest satisfied compared to workers from other sectors. Our research shows that the provincial and federal



governments have a significant role to play in facilitating pathways into the construction skilled trades. The Government of Canada is crucial in ensuring that policies are fair and equitable regarding trades equivalency testing for immigrants.

Further, RESCON is also happy to hear that the Government of Canada is committed to eliminating interprovincial trade barriers by harmonizing rules and regulatory requirements to better facilitate the mobility of labour across the country. Within the next decade in Ontario alone, the construction and maintenance industry will need to hire, train, and retain almost 103,900 additional workers in order to meet labour demands due to retirements. RESCON members have had difficulty finding talent to offset the aging workforce. Thus, eliminating labour mobility barriers and increasing focus on the Red Seal Program would significantly help the residential construction industry by allowing for skilled workers from other provinces to more easily come to Ontario to work.

RESCON would be pleased to meet with you to discuss in more detail the work that we do and how industry and government can work collaboratively to lead young people on pathways to success.

Thank you,

A handwritten signature in black ink, appearing to read 'A Pariser', written in a cursive style.

Andrew Pariser
Vice-President
RESCON