

# 2016 WAGE & BENEFITS SURVEY

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**INDEPENDENT CONTRACTORS AND BUSINESSES ASSOCIATION OF BC  
2016 WAGE & BENEFITS SURVEY**

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**PREPARED FOR:  
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PRESIDENT, ICBA**

## LETTER FROM ICBA'S PRESIDENT, PHILIP HOCHSTEIN



ICBA's 2016 Wage and Benefits Survey is complete and we are pleased to share that BC's open shop construction companies will see continued growth as we enter 2016.

This survey is conducted annually, which allows ICBA to track trends and compare with previous data, making this survey a useful tool for employers planning future work and drafting budget plans. The survey also acts as a reference for determining wages for employees in the coming years.

This survey details the increase in expected business volume, projected wage increases by trade, and suggests that more businesses will be looking to hire apprentices in the coming year.

Our report suggests that nearly half of BC construction businesses are expecting a growth in work volume, and the biggest boost is anticipated by the refrigeration and HVAC mechanics industry. Many companies will be looking to hire new tradespeople to handle the increase in business, and some suggested they will be able to increase hours for existing employees.

Companies across BC are expecting wages for their tradespeople to increase roughly 3 per cent this year, continuing the trend of upward growth for wages in the open shop sector. Refrigeration and HVAC mechanics, as well as roofers and sheet metal workers are expected to see a 4 per cent increase in wages for 2016.

Thank you to everyone who participated in the survey. This document shares the highlights and summaries from the survey for the BC construction industry.

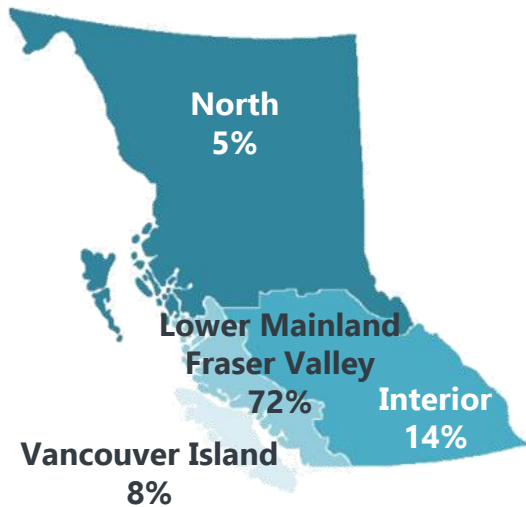
For ICBA members, please log on to [www.icba.ca/survey/](http://www.icba.ca/survey/) to view the comprehensive report, which includes detailed wage and benefit projections, expected trends, and business profiles that can be categorized by trade.

## ABOUT ICBA

The Independent Contractors and Businesses Association (ICBA) is the voice of BC's construction industry and the oldest open shop organization in Canada. Representing the interests of over 1,200 members, ICBA has grown into a thriving member-service oriented association whose voice and leadership is respected throughout the province. ICBA members are involved in virtually all major projects in BC, and the open shop construction industry now accounts for 80% of all projects completed in BC.

Over the years, ICBA has developed products and services that help members grow their businesses, such as our new Construction Market Intelligence software, retirement and health benefit plans, affinity and rewards programs, and more. ICBA is also the single largest sponsor of apprentices in BC, and a provider for management training. Learn more about ICBA at [www.icba.ca](http://www.icba.ca).

# About the Respondents

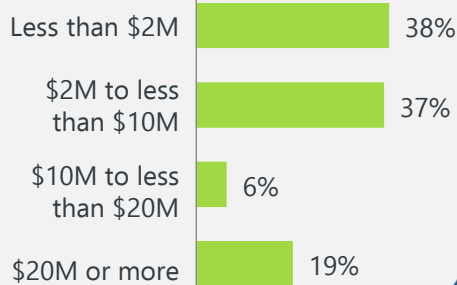


**7-in-10** companies conduct most of their work in the Lower Mainland and Fraser Valley.

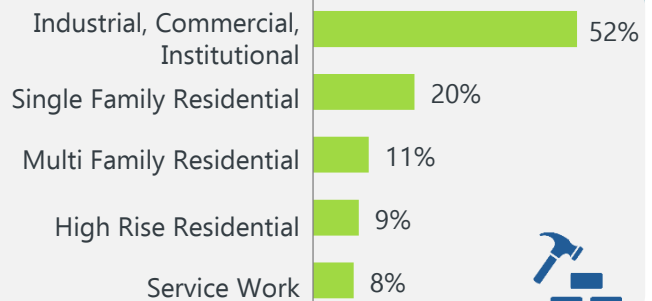
Half of the companies are in Industrial, Commercial or Institutional construction, while 40% are in Residential construction.

Construction is a small business industry as most contractors have fewer than 50 employees and revenues of less than \$10 million.

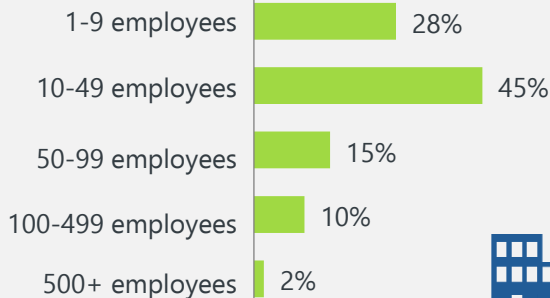
## Annual Construction Volume



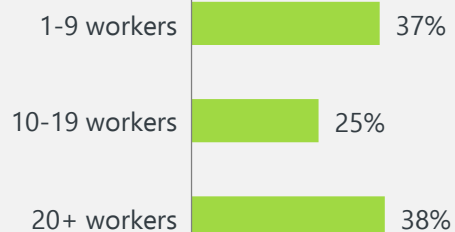
## Type of Work



## Number of Employees in Company



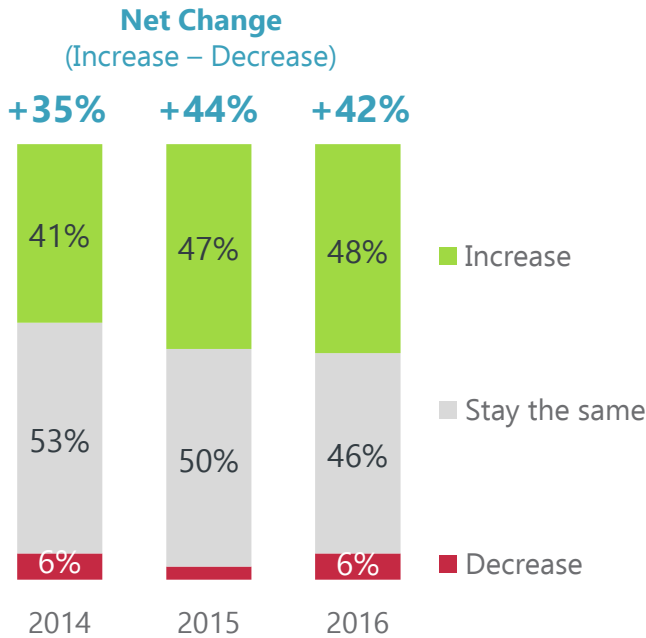
## Size of Field Crew



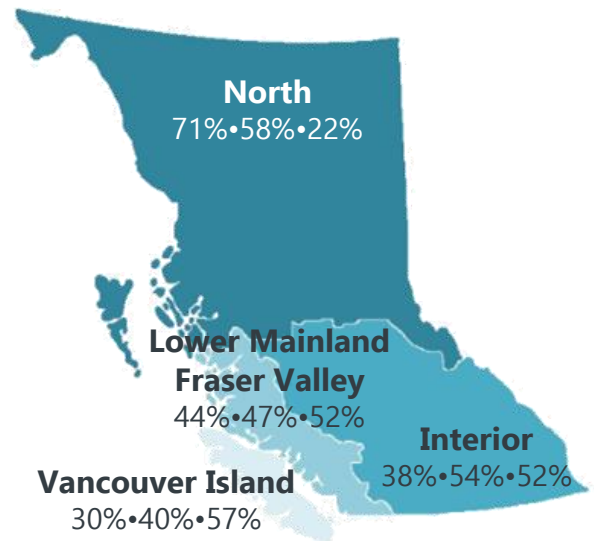
# Market Outlook

BC's open shop construction companies are expecting business to continue growing in 2016.

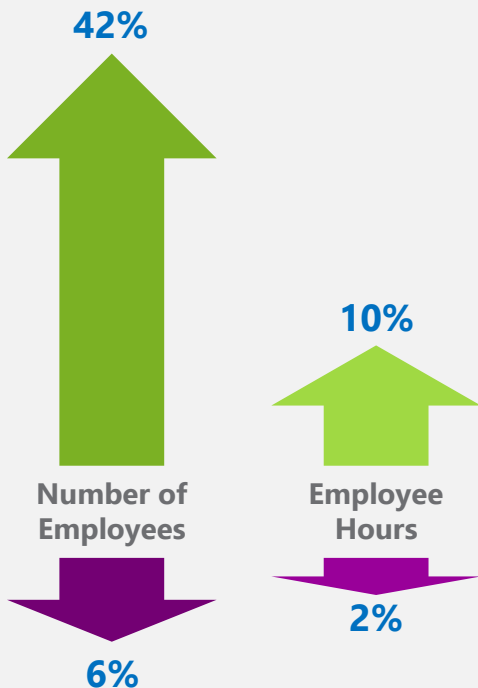
**48%** are predicting an increase in work volume, while another 46% are expecting the same volume as in 2015.



**% Predicting an Increase in Business**  
(2014•2015•2016)



## How companies plan to handle changes in business volume in 2016



**4-in-10** companies are looking to hire new tradespeople in 2016 to deal with the increase in business.

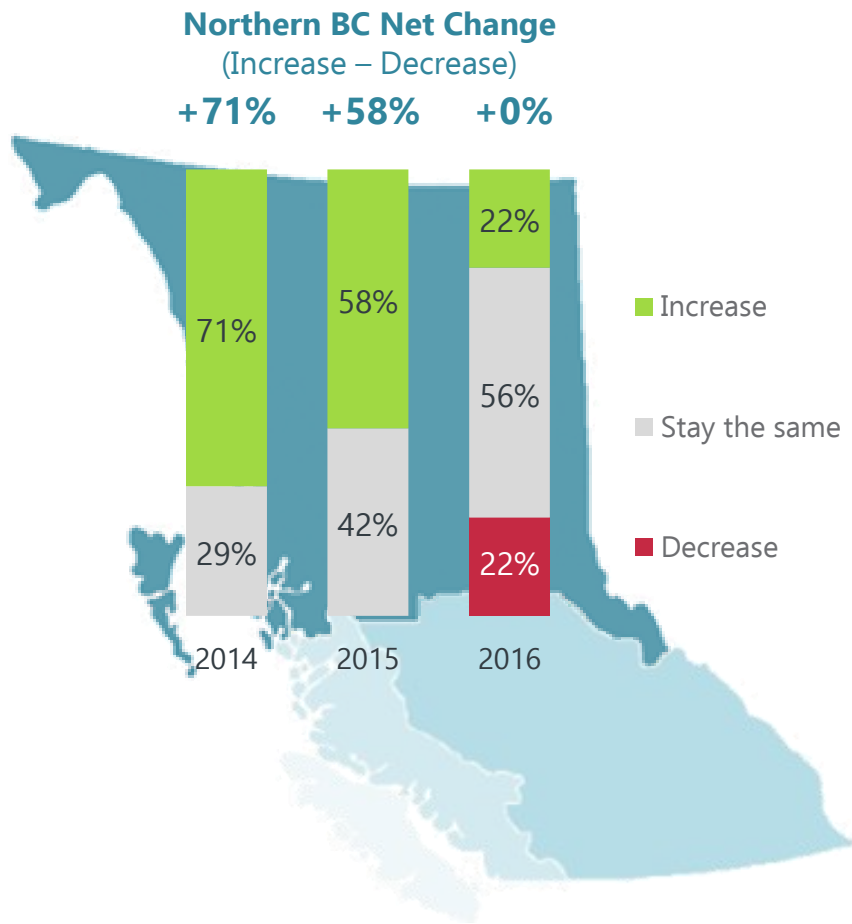
Some companies will also be increasing the hours of their existing employees.

This trend has remained consistent for the past 3 years.

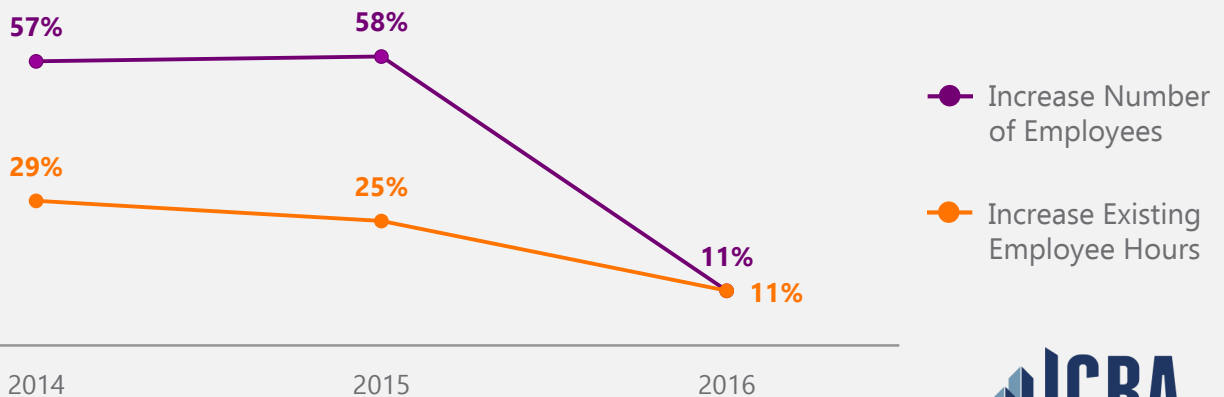
# Market Outlook in the North

The growth anticipated by open shop construction companies in Northern BC over the last few years has cooled off.

The majority of companies were expecting growth in 2014 and 2015. However, expectations are now evenly balanced, with just as many companies expecting a decline in business as expecting an increase.



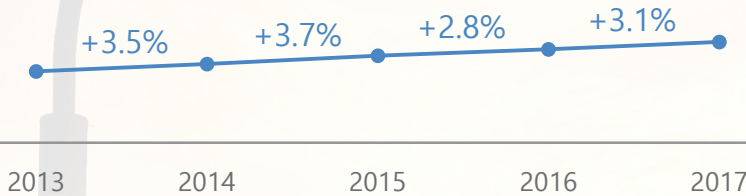
With fewer companies in Northern BC expecting an increase in work volume, relatively few are looking to hire new tradespeople or increase the hours of their existing employees in 2016. In past years, most companies were looking to hire more people and many were planning to increase hours.



## Wage Forecasts

Companies expect wages for their tradespeople to increase about 3% per year.

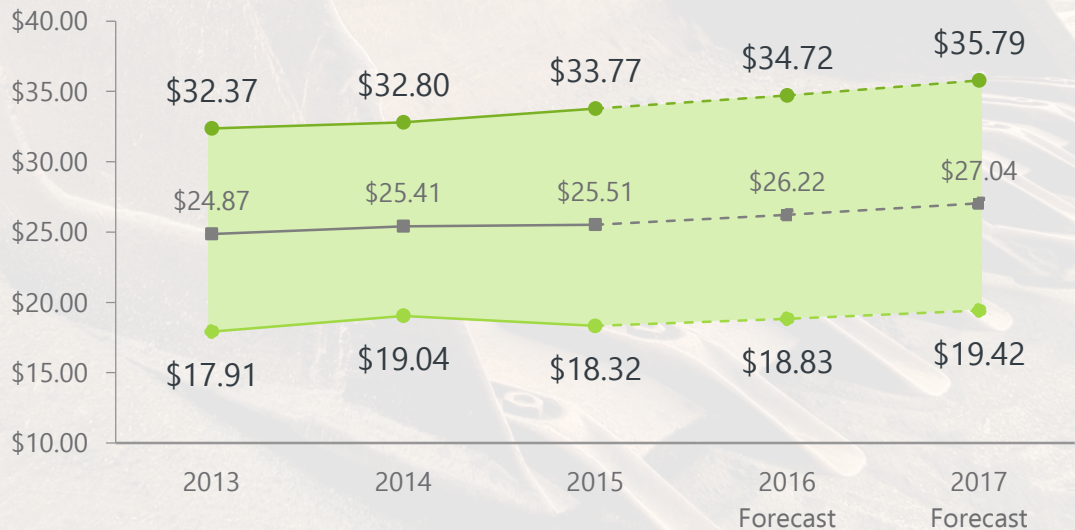
Average pay is forecasted to increase by 2.8% in 2016 and by 3.1% in 2017.



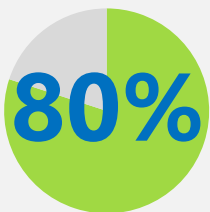
## Market Wage Range

The actual range of wages paid to open shop construction trades has stepped up fairly consistently over the last three years.

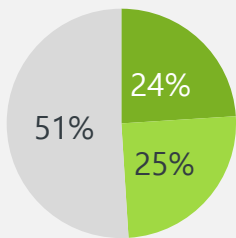
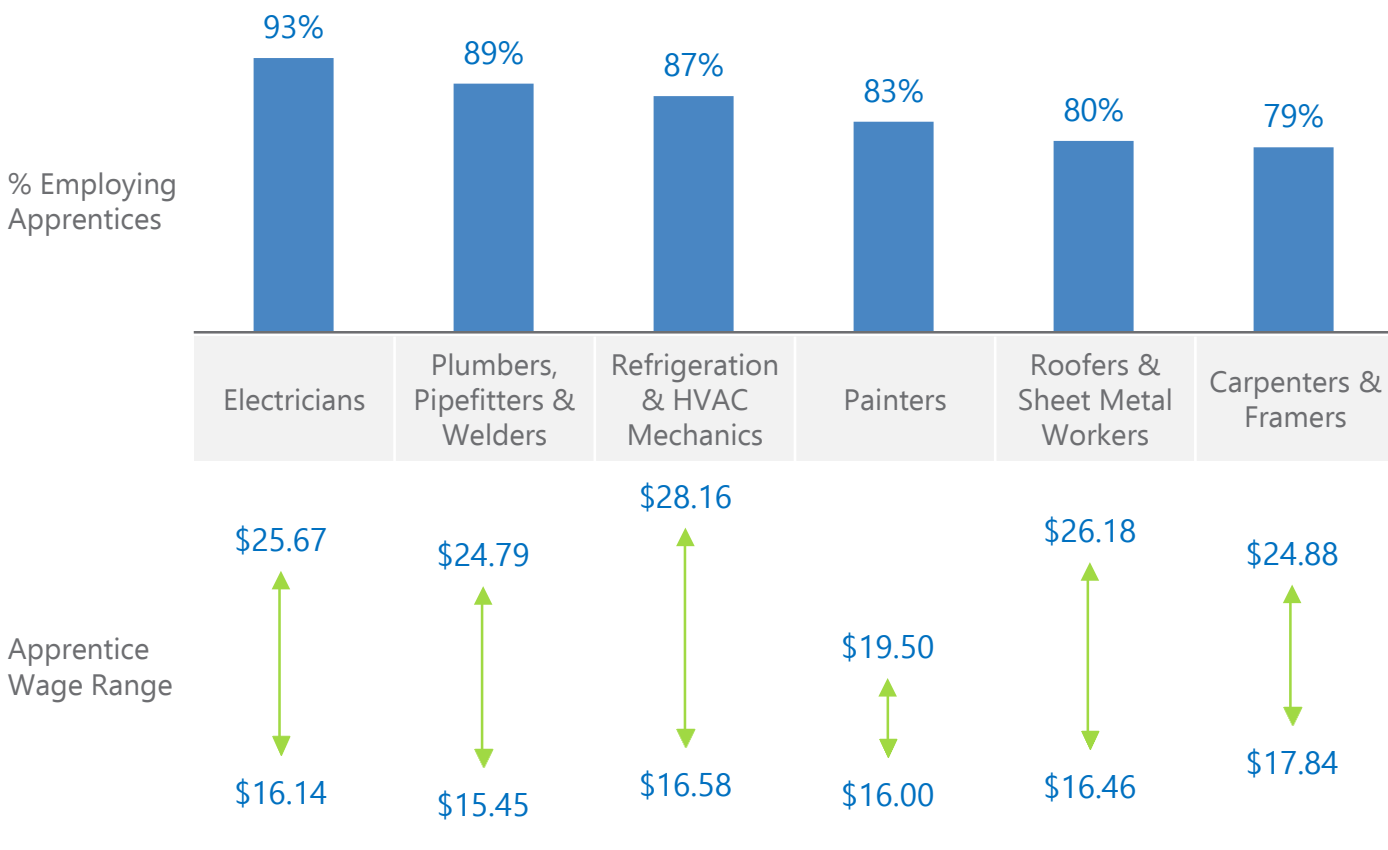
The chart below shows the range from the lowest to highest average wages across all trades, along with the average wage across all trades and levels.



# Apprentices



**8-in-10** of the open shop companies surveyed employ apprentices, up from three-quarters in 2014.



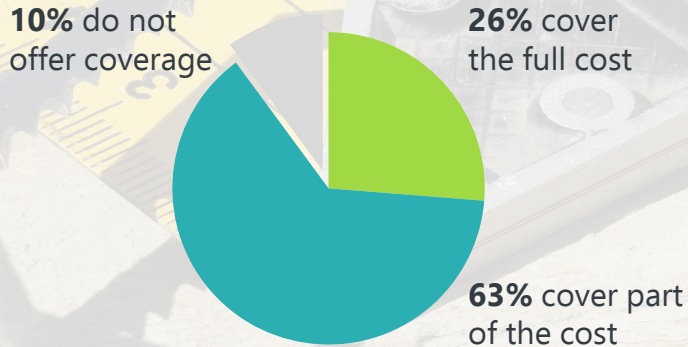
**1-in-2** of the open shop companies surveyed cover at least some of the tuition costs of their apprentices.

- Cover full tuition
- Cover portion of tuition

# Benefits

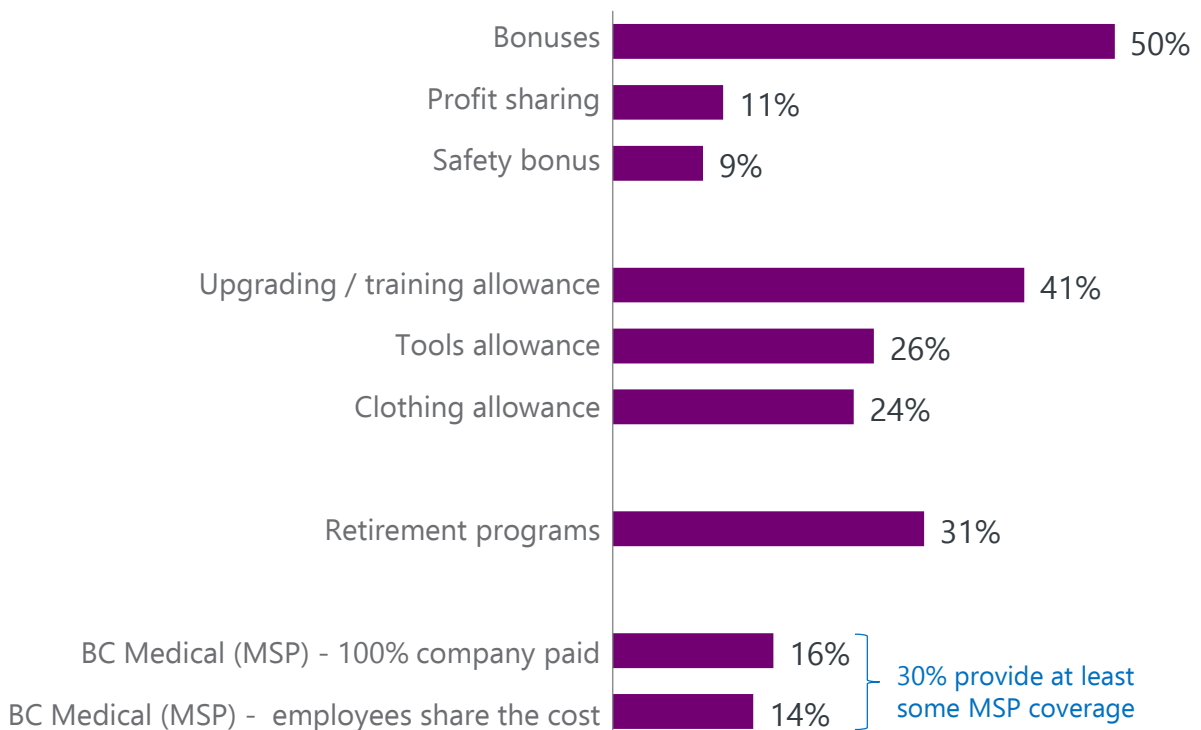
**9-in-10** companies surveyed offer extended health and dental to their hourly employees.

## Extended Health and Dental Plans for Hourly Employees



**1-in-2** construction companies surveyed pay bonuses to their hourly employees.

**4-in-10** provide upgrading or training allowances, while one-quarter offer tools and clothing allowances.







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