



**A Few  
Good  
Lads**

[www.afewgoodlads.com](http://www.afewgoodlads.com)



**HPSC**



# Recruitment, the reality





The labour shortage cost the Canadian economy  
almost **\$13 billion** in 2022

**One in five** Canadians of working are aged 55 to 64

*(CBC News Dec 2022)*



This shortage is due to various factors:

- An aging workforce
- Low birth rates
- A lack of interest in the construction industry among younger generations





# Recruitment within construction





 HPSC

The construction industry in Canada will have an estimated **430,000** job openings between 2019 and 2028.  
*(Canadian Construction Association)*

The industry will need to recruit an estimated **316,000** workers by 2030 to meet demand within Canadian Construction *(stats Canada)*



# Immigration within Canada





## Immigration Levels:

In 2021, the Canadian government set a target of welcoming 401,000 new permanent residents, with a goal of 60% being skilled workers

The government welcomed **405,303** people with permanent residency in 2021



<b>Permanent resident immigration targets (The Government of Canada) by year:</b>	
465,000	2023
485,000	2024
500,000	2025



# Immigration within construction



## Immigrant Labour Force:

Immigrants accounted for **26%** of the labour force in the construction industry in 2020 (*Statistics Canada*)

This number has been steadily increasing over the past decade



### **The Skilled Trades Stream:**

An immigration program for the construction industry, which allows skilled tradespeople to immigrate to Canada on a permanent basis.

In 2020, over **11,000** people were admitted to Canada through this program

### **Express Entry System:**

The Express Entry system is another popular immigration program for skilled workers, which prioritizes candidates who have the skills and experience needed to fill labour shortages in Canada.

In 2020, over **107,000** people were admitted to Canada through this program



## Economic Impact:

Immigration has a significant economic impact on the construction industry in Canada

A report by the Conference Board of Canada found that increasing immigration levels could boost the Canadian economy by **\$4.3 billion** per year by 2040



# The **AFGL** Approach







With use of strategic **partnerships** with organisations based overseas we are able to bring in a significant amount of foreign workers into Canada

We commit to visa processes that **background check** all workers, on an immigration level



We source skilled and unskilled workers. Not all workers have the right experience, but our workers have reliability and the **willingness to learn**

The main countries that we find **successful** workers from are Ireland, The UK, Australia, Chile (amongst others)

## Our Processes:



### Temporary:

Scale up your business short-term/on demand and long term with no commitment to employ long-term

### Temp-to-perm:

Take your time to find the right fit

### Permanent Placements:

For specific roles by on site and in office



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