

CONSTRUCTION & DEVELOPMENT

Ontario Salary Guide 2024



PARKER HUGGETT
A DIVISION OF LRO STAFFING



NAVIGATING INDUSTRY EARNINGS FOR A PROSPEROUS FUTURE

In an ever-evolving economic landscape, staying abreast of the latest job market trends and salaries is not just an advantage, it's a necessity in ensuring your workforce remains strong and competitive. As we navigate the demands and constraints of different sectors of work, changing demographics, and talent shortages, employers and job seekers alike find themselves at a crossroads with uncertainty and potential. For both, knowledge is power in understanding the true worth of construction talent in the context of our current labour market.

As Canada's leading Construction and Development recruitment agency, Parker Huggett is dedicated to bringing our clients and candidates up-to-date market intelligence to make informed employment decisions. Our 2024 Ontario Salary Guide includes

salary data derived from the placements made by our recruitment professionals, job market insights, and other pertinent labour force information for your perusal.

In an industry seeing rapid changes in demand and talent trends, any data compiled can only serve as a snapshot; a deeper understanding of these trends requires further context. If you're looking for additional information or insights on where these trends may be headed long term, get in touch with our construction recruitment experts. If you are interested in data that is not included in the Salary Guide, please get in touch with [Matt Traynor](#) or [Scott Hallam](#) for Western Canada and [Jordan Craig](#) for Eastern Canada.

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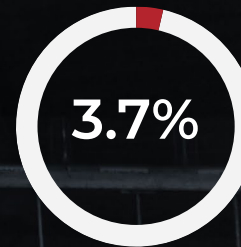
JOB MARKET INSIGHTS

Certainty of Work

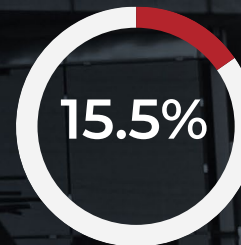
There is no shortage of construction projects on the horizon, and as such, there is a certainty of work for those in the industry. While some markets have slowed down, if you understand where the demand lies, both organizations and job seekers alike can pivot their plans to ensure success. Certainty of work does mean that skilled talent is harder to retain and attract. We're seeing job seekers truly evaluate if a company offers long-term growth opportunities and what their overall stability is when making a decision. As such, employees are looking for organizations who can present not only a strong compensation and benefits package, but also a convincing insight into how they will ensure success for the business and employee alike.

Construction Industry Contrasts

While there is a certainty of work within the construction and development industry, we are seeing a contrast of both busier and slower markets. There has been an influx in institutional developments, such as hospitals and schools. Additionally, many large-scale transit projects are moving forward which continues to keep the infrastructure market active, as well as industrial projects are continuing, such as life science facilities and warehouses. However, development of new commercial towers and capital works, such as fit-ups, have remained more of a stagnant market following the pandemic.



average annual growth rate for commercial construction since 2017



projected growth rate for industrial construction in 2023

JOB MARKET INSIGHTS

Demand for Housing

Despite economic fluctuations and market uncertainties, the demand for housing remains steadfast in most areas of Canada, especially with over 1 million new immigrants to Canada in 2022, and an expected 1.5 million more between 2023 and 2026. That said, factors such as high interest rates and government red tape have slowed construction and development. However, as interest rates lower, we expect to see more housing projects move ahead given the high demand. In the interim, we are seeing an uptick in purpose-built rental housing which is helping to keep the industry moving forward.

A donut chart with a white border and a red segment representing 3.4% of the total. The percentage '3.4%' is displayed in the center of the chart.

3.4%

expected growth in employment for construction in Ontario from 2024-2027

More Nomadic Workforce

We are increasingly seeing a more nomadic industry where workers are increasingly flexible and willing to move from one job or location to another, rather than adhering to traditional, long-term employment with a single company or staying in one geographic area. While we've previously seen construction workers stay within Ontario, we are seeing them move to both the West and East coasts of the nation where there are many new projects being approved in areas with a much lower cost of living. In turn, this means new emerging markets are able to have access to a larger pool of talent with the workforce becoming progressively more mobile.

A donut chart with a white border and a red segment representing 10.2% of the total. The percentage '10.2%' is displayed in the center of the chart.

10.2%

expected growth in employment for construction in Alberta from 2024-2027

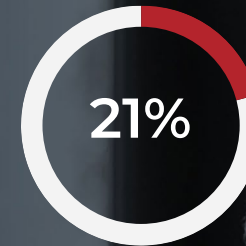
JOB MARKET INSIGHTS

Hiring for Best Fit

The construction industry continues to grapple with a scarcity of skilled talent, posing significant challenges for businesses striving to meet demands in an ever-expanding market. As the need for infrastructure and industrial developments surges, it's imperative for companies to adopt an open-minded approach to hiring. Focusing solely on rigid qualifications can limit the talent pool, leading to unfilled positions and stalled projects. By recognizing potential and investing in training, companies can bridge the skills gap and ensure a workforce that is adaptable, innovative, and capable of driving the industry forward.

Diversified Workforce

There has been a transformative shift towards a more diversified workforce recently in the construction industry. We noticed a notable increase in the recruitment of foreign workers from countries with comparable regulatory environments. Simultaneously, we hit a record breaking number of women in the construction industry according to Statistics Canada, which has made a small dent in addressing talent shortages. Fostering a diverse workforce can improve capabilities for tackling complex challenges and delivering high-quality projects. That said, there is still ongoing work to be done in fostering a more inclusive and diverse industry.



of the entire construction industry's workforce is set to retire over the next decade



of job seekers factor how diverse a company is when evaluating job offers

COMPENSATION PACKAGES

While competitive salaries are critical in securing talent, what employers are offering a prospective employee shouldn't stop there. By offering benefits and perks in line with what candidates value, they're demonstrating commitment to employee well-being and promoting a healthy organizational culture. As a result, this will help mitigate the risk of losing skilled employees to competitors, and ultimately ensuring long-term business success.

Most Desired Benefits



Life & Disability Insurance

95%



Mileage/Transportation Stipends

90%



Flexible Work Schedule

75%



Paid Time-Off

65%



Extended Health Coverage

65%



Retirement Savings Plan

50%



INDUSTRY SALARY RANGES

The Construction and Development sector continues to be one of the most resilient spaces for the Canadian economy, employing roughly 1.5 million Canadians and making up at least 7.5% of Canada's GDP; and its salaries reflect that. While Ontario continues to be amongst the most active construction markets, we are now seeing increased demand in Western and Eastern Canada and do support select partners in those regions. If you are interested in data that is not included in the Salary Guide, please get in touch with [Matt Traynor](#) or [Scott Hallam](#) for Western Canada and [Jordan Craig](#) for Eastern Canada.

CONSTRUCTION & DEVELOPMENT SALARIES

OTTAWA REGION

		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
POSITION		JUNIOR	INTERMEDIATE	SENIOR
ICI	Vice President	-	\$200,000	\$250,000+
	Project Director	-	\$170,000	\$200,000+
	Operations Manager	-	\$150,000	\$200,000+
	Construction Manager	-	\$150,000	\$200,000+
	Project Manager	\$90,000	\$110,000	\$130,000+
	Chief Estimator	-	\$150,000	\$175,000+
	Estimator	\$70,000	\$100,000	\$120,000+
	General Superintendent/Field Operations Manager	-	\$150,000	\$200,000+
	Superintendent	\$80,000	\$110,000	\$130,000 +
	Project Coordinator	\$60,000	\$75,000	\$85,000
	Health & Safety Coordinators	\$60,000	\$75,000	\$100,000+
Civil	Vice President	\$175,000	\$190,000	\$200,000+
	Project Director	\$150,000	\$170,000	\$190,000
	Operations Manager	\$170,000	\$190,000	\$200,000+
	Construction Manager	\$170,000	\$190,000	\$200,000+
	Senior Project Manager	\$127,500	\$140,000	\$160,000
	Project Manager	\$102,500	\$112,500	\$130,000
	Assistant Project Manager	\$90,000	\$100,000	\$110,000

Bonuses, incentives and other forms of compensation are not taken into account
 *Language premiums may be applicable for bilingual candidate (E/F)

CONSTRUCTION & DEVELOPMENT SALARIES

OTTAWA REGION

		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
POSITION		JUNIOR	INTERMEDIATE	SENIOR
Civil	Chief Estimator	\$135,000	\$150,000	\$170,000
	Senior Estimator	\$105,000	\$120,000	\$140,000
	Estimator	\$70,000	\$82,500	\$100,000
	General Superintendent/Field Operations Manager	\$165,000	\$175,000	\$190,000
	Senior Superintendent	\$135,000	\$150,000	\$170,000
	Superintendent	\$105,000	\$115,000	\$130,000
	Assistant Site Superintendent	\$85,000	\$95,000	\$102,500
	Project Coordinator	\$75,000	\$85,000	\$95,000
	Health & Safety Coordinators	\$65,000	\$75,500	\$92,500
High Rise Residential	Vice President	-	\$200,000	\$250,000+
	Project Director	-	\$175,000	\$200,000+
	Operations Manager	-	\$150,000	\$175,000+
	Construction Manager	-	\$150,000	\$175,000+
	Project Manager	-	\$110,000	\$140,000+
	Chief Estimator	\$90,000	\$150,000	\$175,000+
	Estimator	-	\$100,000	\$120,000+
	General Superintendent/Field Operations Manager	\$70,000	\$150,000	\$200,000+
	Superintendent	\$85,000	\$110,000	\$140,000+

Bonuses, incentives and other forms of compensation are not taken into account
 *Language premiums may be applicable for bilingual candidate (E/F)

CONSTRUCTION & DEVELOPMENT SALARIES

OTTAWA REGION

		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
POSITION		JUNIOR	INTERMEDIATE	SENIOR
High Rise Residential	Project Coordinator	\$60,000	\$75,000	\$85,000
	Health & Safety Coordinators	\$60,000	\$85,000	\$100,000+

Bonuses, incentives and other forms of compensation are not taken into account
*Language premiums may be applicable for bilingual candidate (E/F)

CONSTRUCTION & DEVELOPMENT SALARIES

GREATER TORONTO REGION

		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
POSITION		JUNIOR	INTERMEDIATE	SENIOR
ICI	Vice President	-	\$195,000	\$260,000+
	Project Director	-	\$170,000	\$200,000+
	Operations Manager	-	\$170,000	\$200,000+
	Construction Manager	-	\$165,000	\$190,000+
	Project Manager	\$120,000	\$140,000	\$170,000+
	Chief Estimator	-	\$150,000	\$205,000
	Estimator	\$100,000	\$120,000	\$160,000
	General Superintendent/Field Operations Manager	-	\$165,000	\$200,000
	Superintendent	\$120,000	\$150,000	\$175,000+
	Project Coordinator	\$60,000	\$80,000	\$95,000
Civil	Vice President	\$200,000	\$220,000	\$270,000
	Project Director	\$190,000	\$200,000	\$250,000
	Operations Manager	\$190,000	\$225,000	\$240,000
	Construction Manager	\$190,000	\$225,000	\$250,000
	Senior Project Manager	\$150,000	\$170,000	\$190,000
	Project Manager	\$115,000	\$130,000	\$170,000
	Assistant Project Manager	\$95,000	\$105,000	\$120,000
	Chief Estimator	\$160,000	\$180,000	\$200,000+

Bonuses, incentives and other forms of compensation are not taken into account
 *Language premiums may be applicable for bilingual candidate (E/F)

CONSTRUCTION & DEVELOPMENT SALARIES

GREATER TORONTO REGION

		EXPERIENCE & SKILL LEVEL		
		SALARY RANGES		
POSITION		JUNIOR	INTERMEDIATE	SENIOR
Civil	Senior Estimator	\$115,000	\$140,000	\$160,000+
	Estimator	\$85,000	\$115,000	\$130,000
	General Superintendent/Field Operations Manager	\$190,000	\$225,000	\$240,000
	Senior Superintendent	\$150,000	\$170,000	\$200,000+
	Superintendent	\$125,000	\$140,000	\$165,000
	Assistant Site Superintendent	\$90,000	\$102,500	\$117,500
	Project Coordinator	\$85,000	\$95,000	\$110,000
	Health & Safety Coordinator	\$75,000	\$87,500	\$102,500
Residential High Rise	Vice President	-	\$250,000	\$300,000+
	Project Director	-	\$190,000	\$290,000+
	Project Manager	\$145,000	\$170,000	\$200,000+
	Assistant Project Manager	\$100,000	\$120,000	\$135,000+
	General Superintendent/Field Operations Manager	-	\$220,000	\$250,000+
	Superintendent	\$140,000	\$165,000	\$230,000+
	Finishing Superintendent	\$110,000	\$130,000	\$150,000
	Assistant Superintendent	\$90,000	\$100,000	\$130,000
	Project Coordinator	\$65,000	\$80,000	\$95,000+

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 *Language premiums may be applicable for bilingual candidate (E/F)



HIGHLY DESIRED DESIGNATIONS & EXPERIENCE

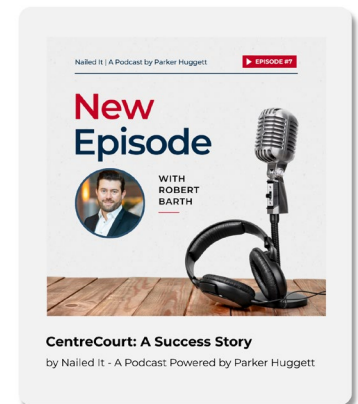
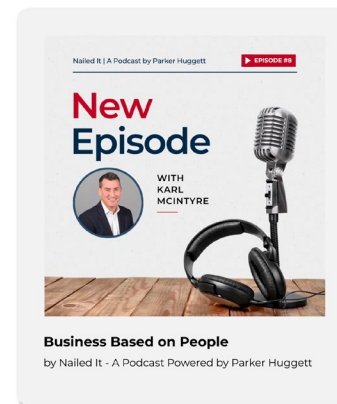
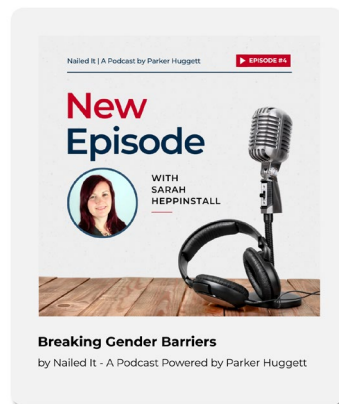
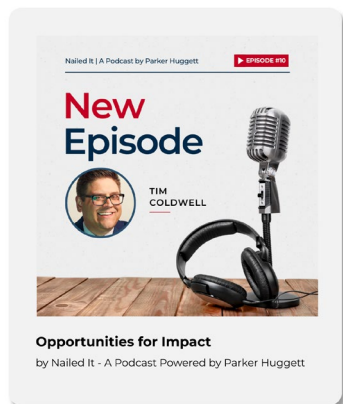
While there are many industry or discipline specific accreditations out there, the following is an overview of the universally most in-demand.

- Construction Engineering Technologist Diploma (CET)
- Architectural Technologist Degree/Diplomas
- BSc/B.Eng
- P.Eng designation
- Gold Seal Certification
- LEED Credentials
- Skilled Trades and Apprenticeship (General Listing)
- General Carpenter
- Secret Level II Clearance with PWGSC
- BIM and REVIT Experience
- PMP (PMI)
- PQS



INDUSTRY PASSION LIKE NO OTHER

At Parker Huggett, we have a passion for the industry like no other, which is why we created our **NailedIt Podcast**. Tune in for candid conversations with Canadian construction and development experts sharing career-defining moments, challenges the industry is currently facing, and the importance of encouraging today's youth to explore the vast opportunities in construction and development.





DRIVING BUSINESS EXCELLENCE THROUGH STRATEGIC STAFFING

At Parker Huggett - a Division of LRO Staffing - we are focused on a tailored approach with each client and candidate we partner with. Utilizing our in-depth market research, trusted referrals, and access to the top recruitment tools available, our specialized recruiters are positioned to help your business thrive through finding the talent it needs to succeed.

As the job market changes continuously and competitive pressures in finding quality candidates increase, having the right staffing partner can make all the difference in finding the perfect fit for a role. If you're an organization searching for quality employees or you are a job seeker looking for employment, Parker Huggett can provide the support and guidance needed to ensure that your career goals are actualized in the construction and development industry. [**Contact us today**](#) to speak with one of our experienced recruitment consultants!