



Dear Construction Stakeholder,

Please forward this message to all your members.

Even though Canada is currently recovering from the effects of a significant economic downturn, the demographic reality is that the country's labour force continues to age. With each passing year, the average age of the workforce in many organizations is increasing, and retirement is becoming an imminent option for many employees. The construction industry is not immune to these changes.

The Construction Sector Council is conducting a study to determine how the construction industry is coping with the expected workforce challenges. The purposes of the study are to find out what employers are doing:

- to develop policies and practices related to the aging workforce,
- to retain older workers, and
- to prepare appropriate workforce plans.

A key component of our study is an online survey of employers, contractors, associations, labour groups and owners. As a leading member in the construction industry, you have been selected to participate in the survey.

To complete the survey's online questionnaire, you only have to visit the following website: [www.csc-ca.org/english/](http://www.csc-ca.org/english/). Once at the site, simply follow the instructions to answer the survey's questions. The questionnaire should take about 20 minutes to complete. For participating in the survey, you will receive a copy of the research report produced from the CSC study.

Your involvement in the survey is completely voluntary. Nevertheless, I strongly urge you to provide the answers that will be so important to the success of this CSC research initiative. All responses will be kept strictly confidential with only grouped results being shown in any publications or reports. If you are unable to complete the survey yourself, or believe someone else in your organization may be better suited to supply the answers, please forward this message to them.

Should you have any questions about the study or the survey, please contact Borys Gengalo of the Construction Sector Council by telephone (613-569-5552 ex 229) or via e-mail [gengalo@csc-ca.org](mailto:gengalo@csc-ca.org).

Regards,

George Gritziotis  
Executive Director