



Alberta Construction Association

Greater market opportunities and less risk for Alberta's construction industry

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WCB Releases 2026 Premium Rates: What Employers Need to Know

The Workers Compensation Board of Alberta has released its 2026 premium rate schedule. The province's average employer premium will increase to \$1.46 per \$100 of assessable earnings, a modest rise of five cents compared to 2025.

While the average rate is increasing, many sectors will see little change. A total of 176 industries will either remain at the same rate or see a decrease, while 36 percent of industries will experience a rate increase above the provincial average. For small businesses that pay approximately \$5,000 per year in premiums, this will translate to an estimated \$15 per month increase.

Why Rates Are Changing

WCB sets annual premiums using three key principles: full funding, collective liability, and individual accountability. Rates must cover the projected cost of compensable injuries for the upcoming year, which includes medical care, wage loss benefits, and rehabilitation supports.

Industry performance also influences rates. Each industry is assigned to a rate group based on historical claims costs. Strong safety performance helps keep premiums stable, while higher injury frequency or severity within a sector increases system costs and can raise rates.

Employers can influence their individual premiums through their own safety record. WCB's experience



Updates from ACA

- ACA members and partners met with Infrastructure Minister Long in Calgary find out more [here](#).
- The Alberta government announced a new *Stop Construction Delays* portal. Find out more [here](#).
- You can sign up for our ACA Digital Tradesperson program [here](#).
- ACA published our latest construction industry statistics [here](#).
- We have started three policy committees intended to guide ACA advocacy on provincial matters. To learn more or to join a committee, contact us at policy@albertaconstruction.net

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rating adjusts employer contributions up or down based on company claims performance within their industry group.

How to Find Your 2026 Rate

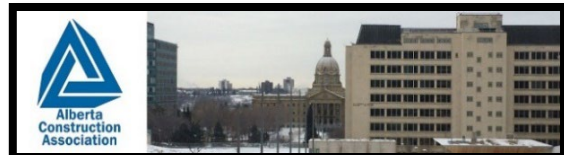
WCB has published the full comparison table for 2026 premium rates by sector and industry category. Employers can review their specific rate group classification and compare rate changes from 2025. The full rate comparison document is available [here](#).

WCB have begun notifying employers of their individual 2026 premium rates. Additional details about the rate-setting process are available on the [WCB website](#).

What This Means for Alberta's Construction Industry

For Alberta's construction employers, the 2026 rate update reinforces the importance of strong injury prevention practices and consistent return-to-work support. As the sector continues to operate near historically high employment levels, sustained safety performance will remain a defining factor in managing workers compensation costs.

ACA will continue to monitor rate impacts across construction-related classifications and advocate for clarity, fairness and transparency in WCB processes. Members with questions about their rate groups or experience rating are encouraged to reach out so we can help direct them to the appropriate resources. an industry that builds Alberta's communities, institutions, and economy.



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A Year of Advocacy, Workforce Leadership, and Collaboration

As 2025 draws to a close, the Alberta Construction Association reflects on a year marked by sustained advocacy, deepened government relationships, and continued investment in the people and systems that underpin Alberta's non-residential construction industry. In a year shaped by population growth, infrastructure demand, workforce pressures, and global economic uncertainty, ACA worked alongside members, local construction associations, and government partners to ensure the construction sector remained informed, engaged, and heard.

Advocacy from the Start of the Year

ACA entered 2025 with a strong focus on early engagement with government. In the first quarter, the Association welcomed the appointment of a new Minister of Infrastructure and advanced recommendations ahead of Budget 2025, reinforcing the need for predictable capital funding, balanced risk allocation, and sustained investment in capital maintenance and renewal.

Following the release of Budget 2025, ACA provided a detailed review highlighting both positive investments and areas requiring further attention. While the capital plan demonstrated continued commitment to municipal, health, education, and transportation infrastructure, ACA reiterated longstanding concerns around the absence of a long-term, predictable funding model and the potential impacts on labour productivity and private sector investment.

Throughout the year, ACA consistently reinforced these messages through meetings with ministers, deputy ministers, and senior officials. A coordinated Legislature Day in May, held alongside the Edmonton and Calgary Construction Associations, provided an opportunity to discuss tariffs, procurement practices, prompt payment, workforce shortages, and immigration pathways directly with provincial decision-makers.

ACA's engagement continued through roundtables with Advanced Education Minister Myles McDougall and Infrastructure Minister Martin Long, including discussions at the Annual General Meeting and a dedicated industry roundtables in June and December. These forums allowed members to speak candidly about contract risk, procurement efficiency, and collaboration, while reinforcing the shared objective of delivering public infrastructure effectively and responsibly.

The year concluded with strong political engagement through ACA's second annual MLA Reception and fall meet-and-greet events, strengthening relationships across party lines and reinforcing the construction industry's role in building Alberta's communities and economy. Thank you to Minister Long and Leader of the Official Opposition, Naheed Nenshi for providing remarks at the Reception.

Navigating Trade Uncertainty and Tariffs

Global trade uncertainty was a recurring issue throughout 2025. Early in the year, ACA participated in federal and provincial roundtables, including discussions with the Minister for Prairies Economic Development Canada as well as serving on the Alberta Trade Advisory Council, to address the potential impacts of tariffs on construction materials and supply chains. Working closely with the Canadian Construction Association, ACA ensured members received timely information and clear advocacy messaging on trade risks and mitigation strategies.

Workforce Development and Skills for the Future

Workforce development was a defining priority across the year. Our current and future skilled labour demand continues to be a focus for our industry – something that ACA and Local Construction Associations have been advocating for more growth in trades a construction related jobs.

In early 2025, ACA formally launched the [Digital Tradesperson program](#), building on earlier pilot initiatives and responding directly to industry demand for digital skills in virtual design and construction and building information modeling. The program was designed with flexible learning pathways, combining online and in-person components to support tradespeople, apprentices, and experienced workers transitioning into new roles.

As the year progressed, the Digital Tradesperson program expanded its reach through asynchronous training, ensuring accessibility for construction workers across Alberta. This work reflected ACA's long-standing recognition that digital literacy is increasingly essential for productivity, safety, and workforce retention. More to come in 2026. ACA also supported members through changes to provincial training funding, including the transition from the Canada-Alberta Job Grant to the [Canada-Alberta Productivity Grant](#). Throughout the summer and fall, ACA provided guidance on eligibility and program design, while continuing to advocate for streamlined access and construction-appropriate delivery models.

Beyond digital skills, ACA maintained its focus on the broader talent pipeline. Engagements with post-secondary institutions, apprenticeship training providers, and government partners reinforced the importance of youth pathways into construction, labour mobility, and strengthening credentialing for skilled workers. ACA also participated in exploratory work on a potential Alberta Trades Discovery Centre, drawing on national best practices to inspire future generations of construction professionals.

Supporting Members Through Education and Resources

Member education remained a core service in 2025. Early in the year, ACA hosted a [Prompt Payment seminar](#) featuring legal experts from Gowling WLG, providing members with clarity on legislative changes and practical implications for contract administration. This work complemented the fall release of updated [Prompt Payment Plain Language Guides](#), ensuring members had consistent, accessible resources throughout the year.

ACA also responded to evolving safety and operational risks. Increased occupational health and safety inspections prompted direct engagement with government and clear communication with members on enforcement priorities. During wildfire season, ACA developed [construction-specific preparedness resources](#), reinforcing the importance of proactive planning, worker safety, and emergency readiness.

The launch of new ACA committees in 2025 strengthened member participation in advocacy, workforce and safety, and innovation and sustainability. These committees provided structured forums for member expertise to shape ACA's priorities and ensure industry perspectives informed policy development.

Looking Ahead

As Alberta continues to experience population growth, infrastructure demand, and technological change, ACA enters 2026 with strong relationships, engaged members, and a clear focus on advocacy, workforce development, and industry excellence. The challenges facing construction are complex, but 2025 demonstrated the value of collaboration, clear communication, and a united, trusted industry voice.

ACA thanks its members, Board, volunteers, partners, and staff for their continued support and engagement. Together, we remain committed to building a strong, competitive, and sustainable construction industry for Alberta. We look forward to a busy and productive in 2026.

Legislature Update

Todd Loewen, Minister of Forestry and Parks

During Question Period the minister was asked about what is being done to mitigate wildfires and protect communities.

Our government is conducting important mitigation work under way across Alberta. We're funding 28 community fireguard plans and four construction projects now in progress in places like Canmore, Hinton, Whitecourt, and Slave Lake. Another great example is the Elkwater town site in Cypress Hills, where FireSmart crews and arborists have been reducing hazardous fuels, including a 1.8-kilometre, 50-metre-wide firebreak to help protect the community. Our community hazardous fuels reduction program is also delivering strong results, and we're working with municipalities to help prepare them for the next wildfire season. A lot has been done, but there's a lot more to do, and we're on it.

Upcoming Events

[Capital Region Partners Presentation](#) – January 21

[2026 Partnering With Industry Showcase](#) – January 22

[2026 Central Alberta Capital Projects Presentation](#) – February 5

[The Builders' Connect Expo](#) – February 12

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