



**BC CONSTRUCTION ASSOCIATION - HUMAN RESOURCES SURVEY**

**TO ALL BCCA MEMBERS:** The BCCA is collecting information regarding the level of apprenticeship training within our membership. It is **very important** that we hear from every contractor member in our organization so that we can develop reliable statistical information. **Please Respond by August 1<sup>st</sup>, 2007 by fax or complete the survey online at: [http://www.surveymonkey.com/s.aspx?sm=D3ip.JM1ZmNRx07O2pYgTRA\\_3d\\_3d](http://www.surveymonkey.com/s.aspx?sm=D3ip.JM1ZmNRx07O2pYgTRA_3d_3d)**

We will be following up by telephone if responses are not received by fax or online. Thank-you for your help.

**Confidentiality:** The information will only be used for the purposes of this study and will not be disclosed or released to anyone for any other purpose.

1. Name of Company \_\_\_\_\_
2. Member of VRCA  VICA  NBCCA  SICA
3. General Contractor  Trade Contractor  Other \_\_\_\_\_
4. Union  Open Shop
5. Does your company currently train employees? Yes  No
6. If you answered YES to question #5, how many? \_\_\_\_\_
7. If they are in an apprenticeable trade, are they indentured to your firm \_\_\_\_\_ or other \_\_\_\_\_ (i.e. joint board or sponsor)
8. If you answered NO to question # 5, has your company been involved in training employees including apprentices in the past? Yes  No
9. If you answered YES to question #5 please indicate trades? (*Please indicate the number of apprentices: ex. Electrical 2*):

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|-------------------------------------|--|
| _____ Architectural Sheet Metal     | _____ Boilermaker                        |
| _____ Building Maintenance Worker   | _____ Carpentry                          |
| _____ Cement Mason                  | _____ Crane Operator                     |
| _____ Drywall Finisher              | _____ Electrical                         |
| _____ Elevator Mechanic             | _____ Floor Covering Installer           |
| _____ Gas Fitter                    | _____ Glazier                            |
| _____ Hardwood Floor Layer          | _____ Heat & Frost Insulator             |
| _____ Heavy Duty Equipment Mechanic | _____ Heavy Equipment Operator           |
| _____ Ironworker                    | _____ Joiner                             |
| _____ Landscape Horticulturist      | _____ Lather (Interior Systems Mechanic) |
| _____ Locksmith                     | _____ Log Builder                        |
| _____ Machinist                     | _____ Mason                              |
| _____ Metal Fabricator              | _____ Painter & Decorator                |
| _____ Piledriver & Bridgeworker     | _____ Plasterer                          |
| _____ Plumber/Gas Fitter            | _____ Refrigeration Mechanic             |
| _____ Residential Steep Roofer      | _____ Roofer, Damp & Waterproofer        |
| _____ Security Alarm Installer      | _____ Sheet Metal                        |
| _____ Steamfitters, Pipefitters     | _____ Sprinkler System Installer         |
| _____ Tilesetter                    | _____ Warehouseperson                    |
| _____ Welder                        | Other _____                              |

10. Would your company be interested in employing or indenturing more apprentices in the future? Yes  No

11. What would be the major barrier, if any, to taking on apprentices?

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12. Is your company experiencing any difficulties finding workers?

a) General Labourers? Yes  No

b) Professional Drivers? Yes  No

c) Trades people? Yes  No

d) Supervisors? Yes  No

e) Management? Yes  No

13. Does your company actively recruit new workers

a) Locally? Yes  No

b) Across BC? Yes  No

c) Across Canada? Yes  No

d) In foreign countries? Yes  No

14. If your company has recruited workers from other countries, were you satisfied with the process?

Yes  No

Comments: \_\_\_\_\_

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15. Would your company be interested in recruiting overseas if you had assistance? Yes  No

16. How many women does your company employ? (Please specify a number and a trade where applicable – i.e. 2 carpenters, 1 electrician)

a) Journeypersons – what trade? \_\_\_\_\_

b) Apprentices – what trade? \_\_\_\_\_

c) Project Managers/Site Superintendents/Estimators \_\_\_\_\_

d) Operational Site Staff \_\_\_\_\_

17. What percentage of the following do you anticipate retiring over the next 1-5 years?

a) Field Staff \_\_\_\_\_%

b) Office Staff/Management \_\_\_\_\_%

*The Canadian Construction Association (CCA) would like to know the following information:*

18. Has your company ever worked in the U.S. market? Yes  No

19. If you answered YES to #18, what were the principle lessons learned from that experience?

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**Please fax the completed survey by August 1<sup>st</sup>, 2007 to the BCCA  
FAX: 250.475.1078**