



British  
Columbia  
Construction  
Association

# BCCA ANNUAL REPORT

Fiscal Year April 1, 2016 - March 31, 2017

*BUILDING **BC'S FUTURE***



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# A NOTE FROM THE BOARD

I am pleased to present this report on behalf of the BCCA Board as we come to the close of a significant and transformative year for the British Columbia Construction Association.

We have undergone a generational change in the leadership of our association over the past year, as have several of our Regional Construction Association partners. The BC Construction Association (BCCA), Southern Interior Construction Association (SICA) and Vancouver Island Construction Association (VICA) all have had new Presidents replace retiring ones. We have also seen the successful completion of the amalgamation of the northern region into the Northern Regional Construction Association (NRCA), another significant milestone.

This renewal provides an opportunity to refresh the relationships among our group of Associations: BCCA, VICA, NRCA, SICA, and VRCA.

To this end I worked with the Regional Chairs to set in motion initiatives to enhance these relationships. We created the Board to Board Communication Initiative last winter with agreed upon actions to improve our communications. We then went on to create the CSO Initiative in the spring, which is a framework for the Chief Staff Officers to guide their roles and responsibilities to each other as a group.

I want to thank the regional Board Chairs for their work and commitment to developing and implementing these important initiatives, and I pass the BCCA torch to the incoming BCCA Chairman.



*Bob Cooke, BCCA Board Chair*

I find great optimism for the future of BCCA as I leave the post of Board Chair. There are still many challenges ahead as associations grapple with generational changes in our industry, the impact of technology, and the Internet of Everything, not to mention our recent change in government and how that may impact our programs and funding. However, we have a strong foundation to work from, refreshed with new blood, new ideas and new governance structures to help us move successfully into our shared future.

A handwritten signature in blue ink, appearing to read 'Bob Cooke'.

**Bob Cooke,**  
BCCA Board Chair &  
CEO of Division 15 Mechanical



# PRESIDENT'S MESSAGE

**Learn / Plan / Act:** So it turns out that 90 days will go by in the blink of an eye. Taking on this role of BCCA President in January 2017, I attacked it with energy, committed to learning about our regions, our members, our industry and the elaborate network of stakeholders that comprise this essential sector of our provincial economy.



*Chris Atchison, BCCA President*



*Plaid for Dad (Prostate Cancer Awareness) - June 16, 2017*



*Anti-Bullying Day - February 22, 2017*



*Staff Christmas Photo - December 2016*

In the first 10 days there were "Listening Tour" sojourns to Kelowna, Kamloops, Vernon, Prince George, Vancouver, Nanaimo and Surrey – all of which provided a better understanding of the issues along with a foundation for trust moving forward. Truly, the listening has never ceased. Nor will it during my tenure.

Later in January and into February I attended the Natural Resource Forum and the SICA CCO Conference, and was welcomed to the Board of BCCA's Employee Benefits Trust. There will always be places to go, people to meet and voices to be heard. We have so much to be proud of and so much to champion.

Spring brought to a close the tenure of two long-term and respected BCCA staff members, President Manley McLachlan and Vice President Abigail Fulton. Manley had been at the helm of BCCA for more than a decade and brought forth leadership and vision for BCCA that carries on today. Abigail's contributions are also numerous, ensuring she will be remembered as a champion of the apprentice system (and a talented proposal writer!).

I am fortunate to have an experienced board of directors comprised of members from each of the regions, which will continue to support the collective advancement of the BC construction industry. The board's commitment is appreciated and recognized.

It is indeed a challenging task to wear multiple hats serving complementary associations. I look forward to the board's ongoing stewardship, particularly as we work together on the BCCA Strategic Plan.

In closing, I want to acknowledge the talent and commitment of the BCCA staff. It was immediately clear to me that this hard-working group of people takes immense satisfaction in the contributions the organization makes to industry, whether that's through the development of a long term project or the launch of a new one. The calibre of the team gives me a profound sense of optimism and inspiration, and I look forward to our achievements.

We are designed and built for a bright future.

A handwritten signature in black ink, which appears to read "Chris Atchison". The signature is fluid and cursive.

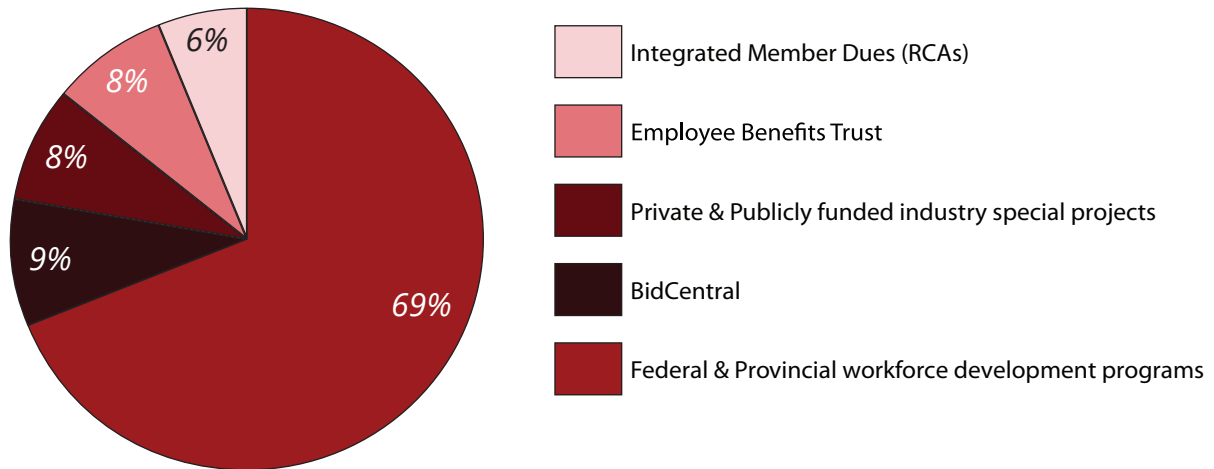
**Chris Atchison,**  
BCCA President

# FINANCIALS

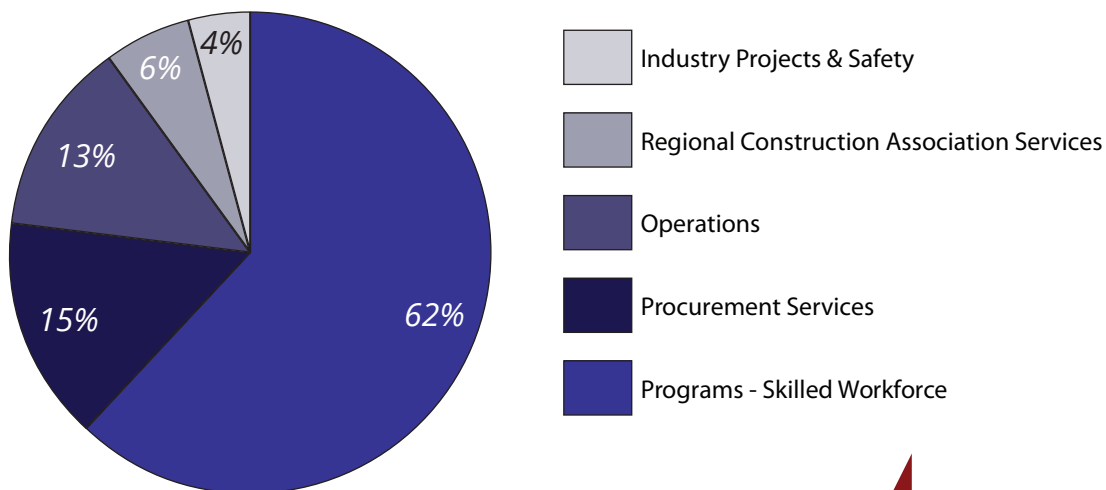
The financial contributions received by BCCA serve to provide opportunities and strengthen the industrial, commercial, and institutional construction sector in British Columbia. BCCA's focus for the fiscal year 2016 /2017 was to maintain a strong financial position while diversifying revenue streams.

Our leadership team and internal accounting department, along with the oversight of the Finance and Audit Committee of the Board, took great care to ensure that financial decisions aligned our expenditures with revenues and that BCCA was able to operate effectively and without compromise.

## BCCA Revenues\*



## BCCA Expenditures\*



*“We’ve improved financial clarity and created a few additional financial reports and policies reinforcing the BCCA board’s ability to make sound board decisions.”*

**Angela McKerlich, BA, CAIB, FCIP**  
Surety Manager, Capri Insurance

*\*charts above do not include \$1,000,000 in LNG Canada Trades Training Fund dollars, which flow through the BCCA’s charitable arm, the Construction Foundation of BC.*

# PROGRAMS & SERVICES

SKILLED TRADES EMPLOYMENT PROGRAM



STEP has been supplying BC construction employers with job-ready workers for skilled trades and general labour jobs since 2006. From screening and assessment to training and supplies, STEP quickly finds and prepares the right candidates for your skilled trades jobs and apprenticeships.

STEP serves employers across BC with RCA-based offices in Prince George, Kelowna, Vancouver, Nanaimo and Victoria and additional locations in Terrace, Prince Rupert, Fort St. John, Kamloops, Nelson, and Abbotsford.

Job placements are achieved by ensuring our Regional Employment Placement Specialists continue to build and maintain relationships with employers, other employment service providers, schools/training providers, and community organizations with specific participant target groups such as women, immigrants, aboriginals, and youth. STEP is Canada's only demand-side employment program.



*"It isn't just the participants who are impacted by our program but their families, coworkers, and employers. Plus, there is the economic benefit realized by participants entering the workforce."*

**Caroline Ames, STEP Provincial Operations Manager**



[www.stepbc.ca](http://www.stepbc.ca)

Funding provided by the Government of Canada through the Canada-British Columbia Job Fund.



**INTEGRATING  
NEWCOMERS**

*Join Canada's construction workforce.*

The BCCA Integrating Newcomers (BCCA-IN) program began in September 2015 and helps immigrants approved for entry into Canada join the construction workforce in British Columbia by connecting them to job leads before they arrive.

Funded by Immigration, Refugees and Citizenship Canada, BCCA-IN facilitates the economic and social integration of immigrants approved for entry into Canada.

BCCA-IN Representatives are located within the Vancouver Regional Construction Association (VRCA) and Southern Interior Construction Association (SICA) offices.



## BCCA-IN Publications

BC Comparison for Apprenticeships in:

- Ireland
- California (USA)
- France
- UK
- Germany
- Philippines

As well as publication on specific trades:

- BC Comparison for Carpenters (South Africa & France)
- BC Comparison for Millwrights (South Africa)
- BC Comparison for Roofers (France)

*"I'm really positive for the future. I'm here for five months but I'm already progressing into the career that I've always wanted."*

**Newcomer Varon Gay Cabarles**

[www.bccassn.com/in](http://www.bccassn.com/in)

Funded by:

Financé par :



Immigration, Refugees  
and Citizenship Canada

Immigration, Réfugiés  
et Citoyenneté Canada



# PROGRAMS & SERVICES



BidCentral is BC's largest online construction bidding marketplace, providing a single entry point for all ICI (Industrial, Commercial, and Institutional) construction projects in BC. Public, private, by-invitation only, and Prebid opportunities are all easily accessible from our main dashboard:

- Trade contractors, suppliers and manufacturers use BidCentral to source bidding opportunities.
- General contractors and construction managers also use BidCentral to post and manage private, invitation only projects.
- Bid authorities use BidCentral to publish and procure suppliers for major public construction projects.
- The BidCentral platform serves the industry at large, allowing all contractors to access project information and documents through the expansion of Premium and Enterprise access levels.

The new BidCentral Prebid (early project) information area of the platform was added this year and is available exclusively to Premium account holders.



*"BidCentral saves me miles of travel and hours on the phone. It's so helpful."*

**Rick, Talon Signs Ltd.**

[www.bidcentral.ca](http://www.bidcentral.ca)

The **LNG Canada Trades Training Fund** (LNGC TTF) was created to assist BC construction employers and their apprentices by providing funding for apprenticeship training. The LNGC TTF funds tuition, student fees, exam fees, textbooks, and course supplies.

**\$1 Million**  
funding from LNG Canada

**Results:**



The **LNG Connect Program** in Terrace/Kitimat assists residents to find employment and funds the courses, safety/work clothes, and equipment necessary for the job. This program works to assist the Aboriginal Communities in the Terrace/Kitimat area, in collaboration with local Aboriginal Community Groups.



Joint venture companies



The LNG Canada Trades Training Fund is advised by the **Sector Engagement Panel:**

- BC Building Trades
- BC Consortium of Colleges
- BC Construction Association
- BC Road Builders & Heavy Construction Association
- Boilermakers Contractors Association of Canada
- Christian Labour Association of Canada
- Construction Labour Relations Association of BC
- Electrical Contractors Association of BC
- Independent Contractors and Business Association of BC
- Industry Training Authority
- LNG Canada
- Mechanical Contractors Association of BC
- Progress Contractors Association of Canada
- Roofing Contractors Association of BC

[www.bccassn.com/Ingcanda](http://www.bccassn.com/Ingcanda)

# PARTNERSHIPS



## employee benefits

The BCCA Employee Benefit Trust (EBT) was created nearly 50 years ago to look after the healthcare needs of the association's participating employers and employees. The plan, which was built by the industry for the industry, has grown from its modest beginnings to the present, where we look after over 460 employer groups and 6,343 of their employees and families.

As the Plan Administrators, the BCCA EBT is committed to working with all our employer groups in managing the employee benefit plan to ensure

we continue to meet their needs. Our core values demonstrate strongly our pledge to client service and plan management. We are proud of the support our member clients have in us and this is evident through our retention rate averaging 93% over the past five years.

The Employee Benefit Trust board consists of one member and CEO from each of the Regional Construction Associations, as well as the BCCA President.

The annual EBT client survey provides useful feedback and evaluation of our commitments. The 2017 Client Survey provided the following key performance indicators.

90%

Willing to Recommend us to Others

97%

Quality of Service

92%

Overall Satisfaction

### **BCCA Representation on EBT Board:**

Scott Bone (NRCA)	Christy Kerr (VICA)
Sylvia Bryant (NRCA)	Fiona Famulak (VRCA)
Bill Everitt (SICA)	Rois Rizzo (VRCA)
Richard Owen (SICA)	Tim Doucette (VRCA)
Rory Kulmala (VICA)	Chris Atchison (BCCA)

[www.bccabenefits.ca](http://www.bccabenefits.ca)



The Council of Construction Associations (COCA) was created to present a united front and a systematic approach to WorkSafeBC issues. COCA represents 20 construction associations from all regions of BC and every sector and size of company, both union and non-union. The BCCA contributes operational funding and has three Directors that sit on COCA's Board of Directors.

COCA has positive financial impact on our contractors' WorkSafeBC costs: The average assessment rate for the Construction Industry is less than half of what it was 20 years ago (from \$5.83 per \$100 of payroll to \$2.74).

COCA's advocacy on behalf of member organizations ensures that regulatory changes are reasonable and effectively promote worker safety.

In 2016-17, COCA advocated for industry on issues including: permanent disability evaluation, joint OH&S committees, measurement of earnings, COR, asbestos, and silica.

### **BCCA Representation on COCA Board of Directors**

1. Wayne Fettback, Western Pacific Enterprises Ltd. (Chair)
2. Don McNiven, McNiven Masonry
3. Jeff Lyth, QSP Leadership

[www.cocabc.ca](http://www.cocabc.ca)



The BCCSA is a non-profit organization serving construction sector 72, plus Aggregate and Ready-Mixed. Funded by industry, the BCCSA provides over 40,000 employers with the best in safety programs, no-cost safety training, consultation services, and resources to help them improve safety for BC's construction workforce.

BCCA is a close supporter of the BCCSA, providing expertise and guidance in alignment with the BCCSA mission of engaging construction employers and assisting them in creating a culture of safe work.

Eight of the 13 BCCSA board members are provided by BCCA from the RCA membership:

Wayne Fettback	Richard Verbeek
Kevin Moss	Stan Weismiller
Brooks Patterson	Cory Klein
Todd Skelton	Don McNiven

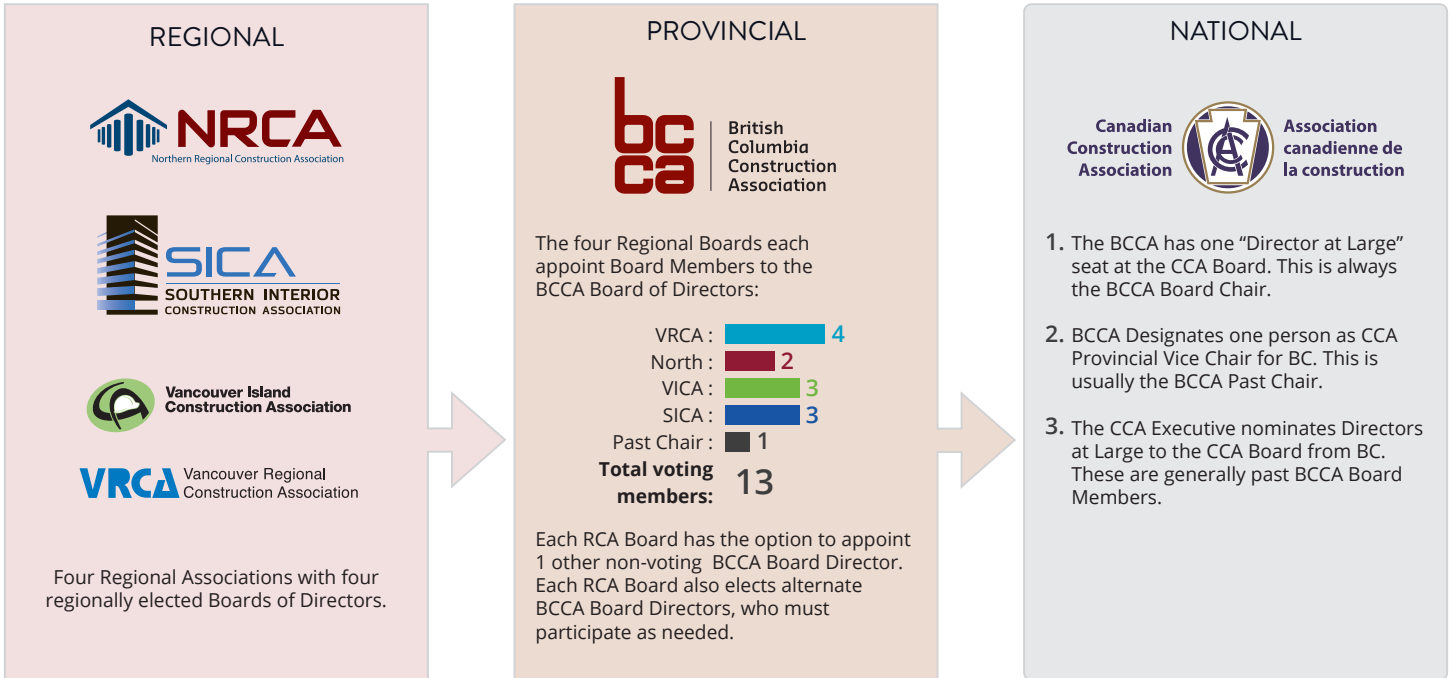
[www.bccsa.ca](http://www.bccsa.ca)



# OUR CONSTRUCTION ASSOCIATION NETWORK

In partnership with our colleagues at the regional and national levels, we work to foster an economic and political climate to promote growth, competition and success for our industry.

Together, we form a strong national network that has enormous power to shape the future of our industry.



## Regional Construction Associations

Companies who hold "Industry" level memberships in their Regional Construction Association are also members of the BC Construction Association and the Canadian Construction Association. Member companies find enormous value in their ability to collaborate directly with our Associations on issues they care about. This year these issues included prompt payment, procurement best practices, corporate and small business taxes, gold seal training, and NAFTA.

The BCCA Board is comprised exclusively of members of the Regional Construction Associations, who provide leadership and guidance to ensure value to the industry across the province and back to the unique regional markets. (See back cover for list of names).

To support the Regional Construction Associations and facilitate open communication and dialogue on key issues, BCCA hosted and funded five Board meetings and 12 meetings of the five Association CEOs this year. These group discussions direct the focus of BCCA's work, ensuring member value and that regional issues are provincially and nationally addressed as needed.

BCCA provided financial assistance to several regional projects and programs, including joint ventures on website development, the operation of BidCentral, the creation of a public sector course on procurement best practices, and a membership development strategy.

This unified approach is of paramount importance to our work, and continues to be one of the most important differentiators for our success.



## ASSOCIATION INITIATIVES

### Employee Benefits Trust Board

- 1 Member of the Trust from each RCA
- CSO from each RCA
- BCCA President

### BidCentral Advisory Team

- BCCA President
- CSO from RCA
- 1 Out of Sector Business Advisor

### LNG Canada Workforce Development Program

- BCCA President & Staff
- Sector Engagement Panel

### Construction Foundation of BC Board (9)

- BCCA President is Director
- BCCA VP is Executive Director
- 4 RCA Board Members
- 3 Industry Seats by invitation of Foundation Board

## BCCA STANDING COMMITTEES

### Standards & Practices Committee

- BCCA President
- BCCA VP of Industry Practices
- CSO from each RCA
- 2 BCCA Board Members
- 4 Industry Representatives (1 from each RCA's integrated membership)

### Construction Innovation Committee

- BCCA Integrated Members (~4)
- CSO from each RCA
- BCCA Directors
- BCCA Staff

### Finance & Audit Committee

- BCCA President
- BCCA Director-Secretary Treasurer
- 2 BCCA Directors
- BCCA Finance Manager

### Executive Search Committee

- BCCA Directors (5)
- Third-Party Consultant

## PROVINCIAL GOVERNMENT

### Deputy Minister's Industry Infrastructure Forum

- BCCA President (Advisor)
- BCCA Past Chair (Co-Chair)
- Deputy Minister of Finance (Co-Chair)
- Additional Advisors:
  - CBA, Partnerships BC
  - A CEC, BC Hydro
- Deputy Ministers from Infrastructure Ministries
- 7 Industry Representatives

### Premier's LNG Working Group Advisory Committee

- BCCA President
- Industry and Government Stakeholders

## CONSTRUCTION INDUSTRY GOVERNMENTAL ORGANIZATIONS

### Asia Pacific Skills Gateway Table

- BCCA President (Chair)

### Common Gound Alliance

- BCCA Member on the Board of Directors
- BCCA Sponsors

### BC Construction Safety Alliance

- BCCA appoints 8/16 Board Seats

### Building Safety Advisory Group

- BCCA is an Advisor

### Council of Construction Associations

- BCCA funds \$100K year and provides operational services
- BCCA appoints 6 of 18 Directors

### SkillsCanada

- BCCA Staff on the Board of Directors
- BCCA Sponsors

### Safety Authority Advisory Board

- BCCA is an Advisor

### Public Construction Council of BC

- BCCA VP of Industry Practices

### Canadian Apprenticeship Forum

- BCCA Member on the Board of Directors
- BCCA Sponsors

### Buildforce Canada

- CSOs & BCCA VP on Civil Advisory Group

### Master Municipal Contract Documents

- BCCA Member on Board

### Home Owner Protection Office

- BCCA is an Advisor

## Legend

- Nominated by RCA, appointed by BCCA Board
- Appointed by RCA Board
- Appointed by BCCA Board
- Invited or Appointed by Government
- Invited by DMIIF Co-Chairs
- Staff
- Volunteer

## Canadian Construction Association

The BCCA is an active member of CCA. The BCCA Board Chair, Bob Cooke, is a Director at Large on the CCA Board. The BCCA Past Chair, Patrick Waunch, is the CCA Provincial Vice Chair for BC. The CCA Executive nominates Directors at Large to the CCA Board from BCCA, who are active on the following standing committees:

- Innovation and Technology
- Trades Contractors
- General Contractors
- Government
- COO
- Standards & Practises

This year BCCA also has taken a leadership role in assisting CCA to raise funds to complete the rebuilding of the Lakay Trades School in Port-au-Prince, Haiti. The school was demolished during the 2010 earthquake.



# BC CONSTRUCTION **STAT PACK**

FALL 2016

**#1**

Construction's Rank as an Employer in BC's Goods Sector

**\$329B**

Value of Proposed Construction Projects in British Columbia

**8.2%**

BC Construction Industry Contribution to BC's GDP

## WORKFORCE TRENDS

4 YEAR TREND

**1 IN 69**



BC High School Grads enter Construction Trades Programs within 1 Year of Graduation



**35%**

**42,100**



Number of Unemployed Youth in British Columbia (15-24 yrs old)



**14%**

**15,000**



Number of construction jobs in BC that will be unfilled due to labour shortages by 2025



**51%**

**17,056**



Number of Construction Companies in BC (non-residential)



**7%**

**210,100**



Number of Employees in BC's Construction Sector



**3%**

**\$57,700**



Average yearly wage of BC construction employees (2nd only to Oil & Gas)



**3%**

## BC CONSTRUCTION ASSOCIATION - CONTRIBUTION HIGHLIGHTS

**\$1MILLION**

LNG Canada Trades Training Fund



Joint venture companies



**10,183**

Construction Job Placements

SKILLED TRADES EMPLOYMENT PROGRAM



**42,188**

BC Project Opportunities



**12,350**

Construction Companies Served by BCCA Programs & Services



British Columbia Construction Association

Things are moving in the right direction. What's your plan?

For more insight, visit us at [www.bccassn.com](http://www.bccassn.com)



# OUR TEAM

## BCCA STAFF

Chris Atchison  
*President*

Warren Perks  
*Vice President,  
Director of Industry Practices*

## Accounting

Sue Edmonds  
Jackie Knutson  
Eric Metcalf

## Administration

Zuzana Capeau  
Andree Porter

## BCCA Integrating Newcomers

Alice Calmettes  
Natalie Durham  
Aurora Ferrera  
Abigail Fulton, *V.P.*  
Marlene Gurnham  
Jordan Perrault  
Daniel Wang  
Teresa Williams

## BidCentral

Jonathan Smallwood

## I.T.

Jeff Lapointe

## Standards & Practices Committee

Lee Bedell, *NRCA*  
Bonnie Griffith, *NRCA*  
Vacant, *NRCA*

Terry Brown, *SICA*  
Jason Henderson, *SICA*  
Angela McKerlich, *SICA*

Rick Bayko, *VICA*  
Doug Savory, *VICA*  
Roger Yager, *VICA*

Ashley Campbell, *VRCA*  
Clark Campbell, *VRCA*  
Kevin Mierau, *VRCA*

## LNG Canada Workforce Development Program

Bonnie-Lynne Ceriko

## Marketing

Lindsay Groves                      Stephen Richter

## Skilled Trades Employment Program

### Northern Region

Steven Bernard  
Bethany Fielding

Melissa Jackson

Robert Johnson  
Deborah Jonkman  
Tasha Matovina  
Michelle Owen  
Veronica Williams

### Southern Interior

David Croteau  
Garry Hanson  
Sarina Klein  
Sharon Miller

## Special Projects

Bruce Lund

## Consultants

Helen Goodland  
Colin How  
Manley McLachlan  
Lisa Stevens  
Matthew Stevenson, *BCCA-IN*

## Innovation Committee

Scott Bone, *NRCA*  
Dr. Guido Wimmers, *NRCA*

Bill Everitt, *SICA*  
Phil Long, *SICA*  
Roger Smith, *SICA*  
Patrick Waunch, *SICA*

Greg Baynton, *VICA*  
Alan Fletcher, *VICA*  
Mark Liudzius, *VICA*

Fiona Famulak, *VRCA*  
Gerry Enns, *VRCA*  
Jennifer Sanguinetti, *VRCA*

Abigail Fulton, *Construction Foundation*  
Warren Perks, *BCCA*

## BCCA BOARD

Robert David Cooke  
*BCCA Chair, VRCA*

Alan Fletcher  
*Vice Chair, VICA*

Angela McKerlich  
*Secretary Treasurer, SICA*

Sue Zacharias  
*Past Chair, NRCA*

Lee Bedell, *NRCA*  
Josh Bergsteinsson, *SICA*  
Mike Fawcett, *NRCA*  
Jason Glue, *VRCA*  
Jason Henderson, *SICA*  
Kevin Mierau, *VRCA*  
Anthony Minniti, *VICA*  
Graham Sibbald, *VRCA*  
Roger Yager, *VICA*

## Deputy Ministers Industry Infrastructure Forum

Ross McLean, *Co-Chair*

## RCA Chief Staff Officers

Greg Baynton, *VICA*  
Scott Bone, *NRCA*  
Bill Everitt, *SICA*  
Fiona Famulak, *VRCA*