



British
Columbia
Construction
Association

BUILDING **BC'S FUTURE**



ANNUAL REPORT

FISCAL YEAR APRIL 1, 2021 – MARCH 31, 2022





OUR MISSION

To support a productive and resilient provincial construction industry by building our workforce, supporting construction delivery, and reinforcing our communities.

OUR VISION

To be the leading and trusted voice of British Columbia's construction industry.

OUR VALUES

From the jobsite to the boardroom, we value community, safety, ethical and respectful business practices, fair market competition, innovation and leadership.

OUR APPROACH TO ADVOCACY

If it's important to employers in our industry, it's important to us.

We are advocates, not activists. BCCA's non-partisan approach is one of our defining characteristics, setting us apart from other organizations serving the construction industry across BC. As representatives of the whole industry, regardless of labour affiliation or political party, BCCA prioritizes solutions that go beyond ideology to make the industry stronger, listening to all sides to find the best answers. Our goal is to create stability through the adoption of best practises and the influence of successful leadership.

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A NOTE FROM THE BOARD CHAIR



A recurring theme in many conversations this year is the impact the pandemic has had on our perception of time. It can sometimes be difficult to remember if an event was 10 days, 10 weeks or 10 months ago. As so much changed, so quickly, under so much pressure, our sense of time and place has fractured.

In the construction industry there have been three distinct “covid eras” in terms of project operations, and as we close out our Annual Report for the fiscal year 2021-2022, I realize that this year has included all three. Instead of marking the year by seasons or months, it seems more relevant to do it by eras:

- 1: The virus is the *riskiest* element effecting the industry, overshadowing other challenges
- 2: The virus is *equal* to the soaring risks of supply chain disruption and cost of goods
- 3: The virus risk is *dwarfed* by the impact of market forces on contract terms and project outcomes

During this fiscal year we saw the end of stage 1, the tyranny of stage 2, and the emergence of stage 3.

At each point, BC’s construction industry has been challenged in different ways, each one generational in its scale and scope, requiring constant operational adjustments.

Government at every level has leaned into construction investment as a way through, and then out of, pandemic economic crisis. Yet at the same time it has burdened the industry with unnecessary new hurdles without alleviating the pressures that are keeping many contractors from succeeding at the work that public owners need them to do.

Lack of movement on Prompt Payment Legislation is a prime example. Onerous payment delays were already putting small businesses – and large ones too – at risk. Now add pandemic,

supply chain disruption, cost escalation, and contractual jeopardy. The legislation needed to help alleviate the late payment “culture” that is unique – and uniquely destructive – to construction, yet BC’s provincial government continues to stall and delay under the guidance of David Eby, the Attorney General and Minister for Housing.

I’m very proud of how the BCCA Board and staff stepped up for contractors throughout the past year. We lead the way as non-partisan advocates on all the key issues, are at the vanguard of workforce development solutions, and have built the industry’s most comprehensive project opportunities marketplace with BidCentral.

BCCA has consciously chosen the path of advocacy over activism. We are rarely the loudest voice at the table, but we are always at the table, forging the path forward that will improve productivity and resilience in our sector.

As “Era 3” accelerates, the pressure on contractors will heat up. Margins will continue to shrink. Contracts will evolve. It’s likely that our politicians will dig deeper ideological trenches. One of BCCA’s greatest strengths as an organization is our network of Regional Construction Associations (RCA), and I call on all members to lend – and raise – their voices to support BCCA and its RCA partners as we work together for your continued success.

A handwritten signature in black ink, appearing to read "Mike Fawcett", written over a light-colored, textured background.

Mike Fawcett
BCCA Board Chair

PRESIDENT'S MESSAGE



Throughout this fiscal year, BC's contractors have continued to operate in an evolving, high-risk market.

The challenges that we've experienced as an industry are remarkable for their range and quantity. In the midst of a volatile economy, the province's industrial, commercial, and institutional builders have strained to meet the record-setting demand for construction services.

BCCA has continued to focus on basics: the need for prompt payment legislation, contract negotiation, public sector procurement best practises, acquisition and retention of talent, affordability of materials and labour, reduction of risk, and industry culture.

Let's look at just a few of the challenges industry operators have managed during the past year:

- COVID-19 protocols and changing profile of virus
- Material cost escalations
- Supply chain disruptions
- Inflation and rising interest rates
- Fixed Price Contracts during this time of price volatility
- Scarcity of talent and high cost of labour
- Competition for talent in the midst of record-setting employment rates
- Ongoing lack of prompt payment legislation
- Surprise labour legislation, such as BC's new 5-day mandatory sick leave and Bill 10, which if it passes will bring card checks and annual union raids back to the industry

I am always humbled by, and grateful for, the extraordinary contributions of the BCCA Board, the Regional Construction Association (RCA) leadership, and the BCCA staff, as we work together to represent the best interests of all contractors in BC's industrial, commercial, and institutional construction industry.

BCCA activity and achievements this past year include:

- Ministry of Attorney General acknowledges need for Prompt Payment Legislation and sets working group to accelerate
- Deputy Minister and Industry Infrastructure Forum leadership on key issues

- Federal Funding for two major workforce development programs (Building Builders, a mentorship program, and a campaign focused on driving apprenticeship registrations), both launching in the fall of 2022
- New episodes of the "Inside Construction" podcast on key topics including prompt payment
- Submissions to the Select Standing Committee on Finance, and Special Committee on Freedom of Information and Privacy Act
- Participation in the CCA Finance and Audit Committees and CCA LCA National Advisory Council
- Co-hosting sessions with the Regional Construction Associations
 - COVID-19 HR Best Practices & Guidance webinar
 - Prompt Payment Townhalls
 - Skilled Trades Certification
- Fifth Annual Construction and Skilled Trades Month

BCCA's defining characteristic remains our unflagging dedication to the whole industry, regardless of politics or labour affiliation. As the only provincial organization representing all contractors, and by extension all tradespeople and workers, professional services, suppliers and manufacturers – and even, all owners – we have an important role to play.

With the unprecedented levels of investment in public infrastructure announced in this year's Provincial Budget came a responsibility to strengthen the industry that's needed to build that infrastructure. BCCA continued to put its exceptional resources to that cause, through a combination of our own direct actions and our efforts to influence the provincial government in its position as the largest purchaser of construction services in BC.

Thank you for all you do to support BCCA, our RCA partners, our programs and services, and each other, as we navigate the uncharted territory that is opening up before us at an ever-faster pace, and with seemingly ever higher stakes.

Chris Atchison
BCCA President

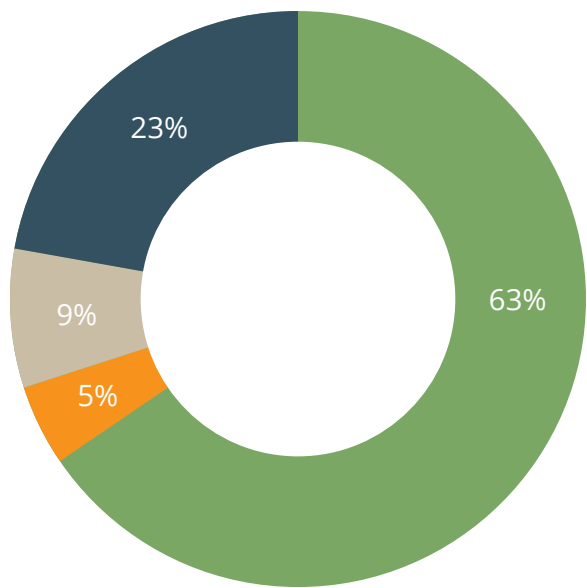
FINANCIALS

The BCCA 2021/2022 fiscal year saw consistent growth in all aspects of its financial health. The association was able to maintain the consistent high standards of service in all its programing while navigating the reopening of travel and in person events. BCCA has continued to grow the reserves to a level which provides operational stability and contingency planning. This will be important as we come closer to the

renewal of two funded program contracts, and variations in administrative cost recovery timing.

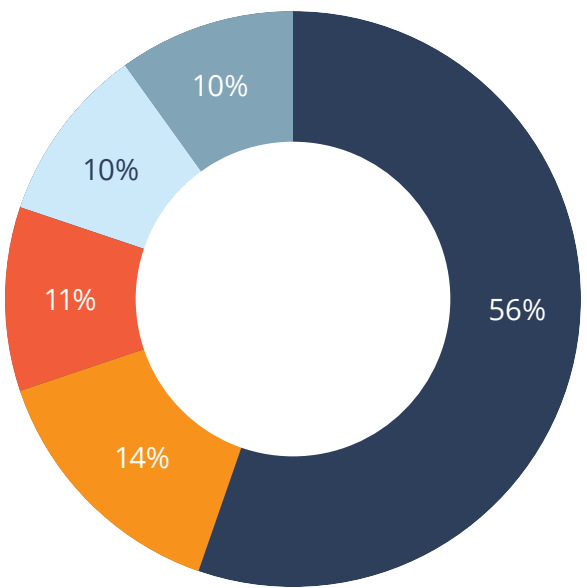
BCCA, along with the Finance and Audit Committee and the BCCA Board of Directors, continue to review the associations financial projections to determine future goals and industry initiatives.

BCCA Revenues



- Federal & Provincial workforce development programs
- Private Funded Programs
- Employee Benefit Trust
- Intergrated membership dues (RCAs)

BCCA Expenditures



- Workforce Development Programs
- Reserves
- Operations
- Regional Construction Association Services
- Industry Projects & Safety

PROGRAMS & SERVICES

SKILLED TRADES EMPLOYMENT PROGRAM



The Skilled Trades Employment Program (STEP) has been supplying BC construction employers with job-ready workers since 2006.

From screening and assessment to training and supplies, STEP quickly finds and prepares the right candidates for skilled trades jobs and apprenticeships. STEP serves employers across BC with Regional Construction Association based offices in Prince George, Kelowna, Kamloops, Vancouver, Nanaimo, and Victoria and additional locations in Prince Rupert, Fort St. John, and Abbotsford.

STEP's Regional Employment Placement Specialists (REPS) have strong ties to community organizations, including secondary and post-secondary trades training providers, which allows us to connect construction employers with the best new recruits in the industry. Employers can rely on STEP to make sure the candidates referred to them are prepared for employment in the trades, not just with the necessary tools, PPE, and safety training, but with coaching on soft skills and what will be expected of them as they start their apprenticeships. With one-on-one support from their REPS, STEP job seekers are ready to work, and one day, become the next generation of journeyman tradespeople.

415	382	347	16%	13,621	11,541
Job seekers served	Placed into employment	Confirmed as still employed after 3 months	Of participants this year were women	Clients served	Client placements from March 2009-March 2022
Fiscal Year				Program to date	



Funding provided by the Government of Canada through the Canada-British Columbia Workforce Development Agreement.

What a fantastic program, along with professional and responsive staff. We have hired many apprentices from STEP and have found it to be our preferred place to hire from.

- Jonny Mutch, Mega Electric Ltd.

stepbc.ca



INTEGRATING NEWCOMERS

BCCA-IN is a pre-arrival employment support program funded by Immigration, Refugees

and Citizenship Canada (IRCC) until 31 March 2023. Our team provides free, nationwide employment coaching services for skilled immigrants looking to transition careers to the construction industry – before moving here. We are the only sector-specific pre-arrival program that serves construction-experienced newcomers on a one-on-one basis, no matter where they plan on landing in Canada.

Job seekers are registered for BCCA-IN services while still in their home country, have a high level of education, approval to immigrate to Canada as Permanent Residents, hold several years industry experience and typically possess non-Canadian professional licenses (credentials). We assist newcomers ('job seekers') pre-arrival by providing job hunting advice and live job leads, advising how to build 'Canadian experience,' and connecting them with the correct credential authorities, employers, industry organizations, and professional associations. The BCCA-IN team also supports Canadian employers from any construction-related industry, province, or territory, by connecting them directly to immigration approved newcomers actively job hunting before arriving in Canada.

420 Clients served	Number of countries clients came from 69	Top 10 countries: India, Nigeria, Pakistan, United Arab Emirates, Iran, Philippines, Lebanon, USA, Australia, Mexico	Top occupations served: Engineers Architects Technicians Construction Supervisors Project Managers Business Professionals (HR, IT, Administration, Finance) Tradespersons	1,279 Clients served since 2019
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Fiscal Year

Funded by:

Financé par :



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada

bccassn.com/in

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PROGRAMS & SERVICES

BidCentral™

BidCentral is BC's largest and most trusted online construction bidding marketplace, providing a centralized solution and quality service for all ICI construction projects in BC for over 20 years. Public, private, invitation-only, prebid and permit opportunities which include documents and timely addendum notifications are all easily accessible with a Premium subscription (offered at a 60% discount to all RCA industry members).

Trade contractors, suppliers and manufacturers use BidCentral to source projects, create relationships and access timely information.

General contractors and construction managers also use BidCentral to invite bidders for intention to bid, remain in control of tenders and document distribution and bid more effectively.

Bid authorities use BidCentral to publish and procure suppliers for major construction projects.

The BidCentral platform services the industry at large, allowing all contractors to connect, distribute and access time sensitive, quality project information and documents through the expansion of a Premium access level.

7,749

Projects posted

\$1.73B

Tendered

72,865

Docs downloaded

8,699

Project subscriptions

Fiscal Year

bidcentral.ca

LNG CANADA

Opportunity for British Columbia. Energy for the world

Joint venture companies



LNG Canada Trades Training Fund

This program gives BC construction employers a way to help their apprentices receive funding for technical training and complete their apprenticeship. Apprentices receive funding for tuition, student fees, exam fees, and other expenses (textbooks/course supplies).

Thank you so much, Jaslynn is putting herself through school and is so excited. This definitely takes some pressure off her.

- Cathy Corner, Office Manager,
Kootenay Lake Electric Ltd.

\$2.207 Million

Funding from LNG Canada

607

Employers

1,279

Tradespeople
trained

100%

Apprentices

Program to date



connect

The LNG Canada Connect program operates in the Terrace/Kitimat area of British Columbia, assisting residents to find employment and providing funding for short courses, safety/work clothes, and equipment necessary for work readiness. LNG Canada Connect has a focus on assisting the Indigenous Communities in the area, and works with local Indigenous Community Groups.

PROGRAMS & SERVICES

Coastal GasLink Pipeline Project

TransCanada Coastal GasLink Connect Program is a program in the Bulkley Valley (Hazelton to Vanderhoof), in Northern British Columbia, to assist residents find employment, and funding to pay for short courses, safety/work clothes, and equipment that is necessary for the employment opportunities in the region.

This program also has a goal of assisting the local Indigenous People in the Bulkley Valley, and work with local Community Groups. This program concluded as of December 31st, 2021.

bccassn.com/connect



Builders Code

The Builders Code is a baseline code of conduct standard for BC's construction industry.

It is a powerful tool for establishing and maintaining a positive worksite and company culture.

Culture is rapidly emerging as the number one determinant of an employer's ability to attract and retain talent.

By expanding the industry definition of safety to include psychological as well as physical hazards, the Builders Code designates an "Acceptable Worksite" as one that does not tolerate hazing, bullying or harassment of any worker. This is the starting point for reducing risk and ensuring a safe and productive environment for all workers.

By focusing on the business goals of productivity, safety, competitive advantage, talent acquisition and employee retention, the Builders Code helps employers to communicate consistent behaviour expectations in the language of industry.

Builders Code resources are:

- HR policies (no cost)
- Advisory Services (no cost)
- Crew training App (no cost)
- Employee and Team Training
- Signage and best practices (no cost)
- Awards and recognition (no cost)

New signatories in the past year include BC Hydro/Site C and Teck Resources.

The Builders Code is managed and funded by BCCA.

34,690

Website Visits

921

Pledge Downloads

1,636

Policy Downloads

256

Companies Pledged

Program to date

PROGRAMS & SERVICES



Employee Benefit Trust

We established the BCCA Employee Benefit Trust over 50 years ago with the mission to ensure construction workers are cared for. As an organization responsible

for the lives of approximately 8,000 employees, in over 500 construction businesses, we continue to work towards this end as demonstrated during the COVID-19 pandemic and moving forward.

While the COVID-19 pandemic is waning, its effects are not. We continue to support the construction industry by offering market-leading access to mental health services, as well as cost-stable benefit plans. At a time when inflation is at its highest levels in 30 years, our plan management strategy has never been more important. Squaredly focused on our purpose, it allows our members to focus on their business and it shows; we're proud of our 97%+ retention rate.

Continued Mental Health support

While many of our groups cover the psychology benefit up to \$500, we have extended the supplementation of this benefit, up to \$2,000, until December 31, 2022, at no cost to plan member groups or employees.

MindBeacon's self-help tools and Therapist Guided Program

are available to our members at no cost. Live Therapy Sessions are also services available. Though these are accessible, we know employees are more likely to use a service if they do not have to pay out of pocket first - even if the expense is reimbursable.

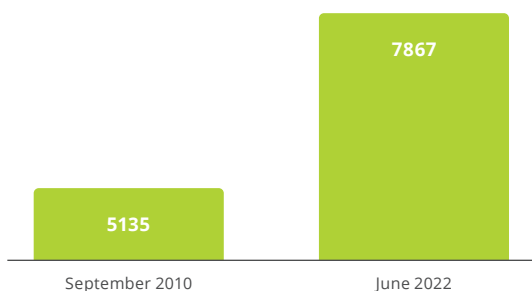
To this end we continue to see increased utilization of our free, **Employee and Family Assistance Program** which is offered to employees of eligible organizations from their date of hire.

The Power to Recruit, Protect and Retain

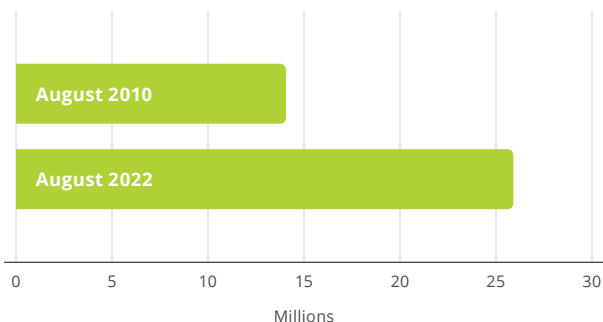
Through the careful stewardship of the plan, membership is at the highest levels ever. The power of the BCCA EBT community works to support each other during these times harnessing the stability realized by the economies of scale of the growing pool of members.

EMPLOYEE GROWTH SINCE SEPTEMBER 2010

Number of Employees has grown by 53% since Self Administration



CONTRIBUTIONS GROWTH SINCE AUGUST 2010



BCCA REPRESENTATION ON EBT BOARD

Nicole Bryant (NRCA)
Clifford Kshyk (SICA)
Debra Dotschkat (SICA)

Rory Kulmala (VICA)
Christy Kerr (VICA)
Donna Grant (VRCA)

Rois Rizzo (VRCA)
Tim Doucette (VRCA)
Chris Atchison (BCCA)

AFFILIATIONS

COCA

Council Of
Construction
Associations

COCA was founded in 1992 to represent the BC Construction Sector's interests as it pertains to WorkSafeBC assessment, claims and occupational health and safety issues. COCA also deals with Technical Safety BC and the Provincial Government in regards to construction's workplace health and safety interests and is an ad-hoc committee of BCCA. COCA represents 20 BC construction associations from every sector and size company, both union and non-union.

The BCCA acts as the secretariat, contributing the largest funding amount. The BCCA appoints four representatives to sit on COCA's Board with representatives from the other construction associations. COCA ensures that regulatory changes are developed to be safe and reasonable.

During the 2021-2022 fiscal year, COCA advocated for industry on numerous files. Including regulatory and policy feedback and WorkSafe Reviews.

COCA is also a member of WorkSafeBC's Policy and Practice Consultative Committee (PPCC) in an effort to represent our collective construction employer's interests.

COCA was founded in 1992 to represent the BC Construction Sector's interests as it pertains

COCA has continued to be instrumental in supporting members through various Covid-19 related issues and concerns with WorkSafeBC including ensuring that construction's essential service status is maintained, providing timely updates and clarification to members on the impact of Public Health Orders including stop work orders, vaccinations and rapid testing.

The construction industry continues to struggle with the opioid crisis as the construction trades account for over 50% of overdose deaths. COCA continues to advocate for solutions and greater awareness.

In the last fiscal year, COCA saved companies millions of dollars and successfully protected the sector and various members interests.

BCCA Representation on COCA

1. Wayne Fettback, Western Pacific Enterprises Ltd. (Chair)
2. Richard Shipway, Syncra Construction Corp
3. Sean Frost, Norland Limited
4. Don Wightman, PML

cocabc.ca

BCCSA

BC Construction Safety Alliance

The BC Construction Safety Alliance is a not-for-profit association that provides services to its members –more than

52,000 construction companies large and small, who employ approximately 220,000 workers province-wide. Our funding is provided by the industry itself through annual assessments by WorkSafeBC. Working for the construction industry, we are also governed by it, through a board of directors who represent every sector of our industry, from residential, road building, aggregate and ready-mixed, to industrial, commercial, institutional, and heavy construction.

BCCA is a strong supporter of the BCCSA, aligning with their goals and initiatives helping make safety simpler for those in the construction industry.

Eight of seventeen BCCSA board members are appointed by the BCCA from the RCA membership:

Wayne Fettback	Kevin Moss
Brooks Patterson	Richard Verbeek
Shayne Price	Scott Torry
	Two vacancies

Key Accomplishments

- The 20th anniversary of the BCCSA was celebrated with a hoodie giveaway to key partners and organizations
- As of the end of 2021 there are now 1,141 COR® Certified companies operating in BC
- Silica Control Tool™ continues gaining traction within industry, with 1,908 Exposure Control Plans completed
- We have trained 3,863 people in-class and PHSM combined
- SiteReadyBC has had 7,459 take the online orientation course
- Certified Concrete Pump Operator program had 22 certifications issued in 2021
- 48 new NCSO® and 5 NHSA™ designations were awarded
- Traffic Control Program has trained over 7,100 new TCPs as well as recertifying 2,351
- We assisted in promoting COVID-19 resources focusing on the new Omicron variant
- Promotion and creation of the Re-Mind.ca website along with promotion of the Lone Hunter video to industry as part of the Alliance's response to mental health and wellness challenges in the industry

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.

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 page 15 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. These group discussions direct the focus of BCCA's work, providing an opportunity to ensure member value and that regional issues are provincially and nationally addressed as needed.

The BCCA has funded and administered several added value cross regional programs and projects.

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

Canadian Construction Association

The BCCA is an active member of the CCA. The affairs of the association are governed by a Board of Directors elected annually, which according to CCA's by-laws shall consist of a maximum of 20 Directors and reflect the diversity of the industry including sectoral and geographic.

BCCA has a position on the Finance and Audit Committee and the COO Council. To facilitate the objectives of the association and improve engagement, CCA has created five National Advisory Councils to provide feedback to the board on issues of national importance.

INDUSTRY REPRESENTATION: BC CONSTRUCTION ASSOCIATIONS

ASSOCIATION INITIATIVES

Employee Benefit Trust Board	Construction Month
Integrating Newcomers	LNG Canada Trades Training Fund
Skilled Trades Employment Program (STEP)	LNG Canada and Coastal GasLink Connect Program
Builders Code	

BCCA COMMITTEES

Executive	BOBS Sub Committee
Finance & Audit	Council of Construction Associations
Governance	Workforce Development
Standard Practices	

CONSTRUCTION INDUSTRY GOVERNMENTAL ORGANIZATIONS

Construction Foundation of BC	Business Council of BC
Common Ground Alliance	CCA - Workforce Development Advisory Group
BuildForce Canada	Deputy Minister's Industry Infrastructure Forum
Canadian Apprenticeship Forum	

The Deputy Minister's Industry Infrastructure Forum (DMIIF) consults, discusses and shares information and ideas related to improving government's infrastructure procurement practices and use of construction-industry resources. The committee has representatives from both government and industry.

Co-Chair	Industry Representatives	
Roger Yager	Terry Brown	Tom Plumb
	Clark Campbell	Gurjit Sangha
	Maura Gatensby	Tim Stanley

Advocating for BC's Construction Industry, Roles and Responsibilities

Office of the Premier



Premier of British Columbia
John Horgan, NDP Party Leader

The Premier presides over the Cabinet.

BCCA advocates on behalf of all Regional Construction Associations to the Premier.

Cabinet

24 Ministers of the Crown.

Each Minister is appointed by the Premier.

Ministers are responsible for the day-to-day activities of their ministry, and for proposing new laws.








The Cabinet is responsible to the Legislative Assembly.

BCCA advocates on behalf of all the Regional Construction Associations to the Cabinet.

Legislative Assembly

There are 87 Members of the Legislative Assembly (MLAs) in BC.

BCCA supports the RCAs in advocating directly with the MLAs in their region.

MLAs in each Region	MLAs by Party
 8	 57
 15	 28
 15	 2
 49	

The next provincial election is scheduled in BC on October 19, 2024.



British
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2022-2024 STRATEGIC PLAN

EXECUTIVE SUMMARY

OUR MISSION

To support a productive and resilient provincial construction industry by building our workforce, supporting construction delivery, and reinforcing our communities.

OUR VISION

To be the leading and trusted voice of British Columbia's construction industry.

OUR VALUES

From the jobsite to the boardroom, we value community, safety, ethical and respectful business practices, fair market competition, innovation and leadership.

STRATEGIC PRIORITIES



BUILDING OUR WORKFORCE



There have been significant gains over the last 8 years but BC's skilled workforce shortage persists, and BCCA remains committed to a full resolution. We will build upon our industry-leading services to offer more ways to assist construction employers in finding and hiring the workers they need, and to provide access to training, benefits, and other resources that build successful construction careers across the whole industry.

SUPPORTING CONSTRUCTION DELIVERY



Access to timely, high quality project information is essential to any successful construction business. So is getting paid on time. We will continue our leadership in the fight for fair, open, and transparent public sector procurement practises, the push for prompt payment legislation, and the growth of BidCentral, BC's largest construction marketplace for procurement opportunities.

REINFORCING OUR COMMUNITIES



As the only non-partisan provincial association representing BC's construction industry, BCCA plays an essential role in aligning our industry on key issues across all labour affiliations and ideologies. We do that through advocacy initiatives that unite employers, stakeholders, and workers, and with the localized expertise and leadership of the four Regional Construction Associations. Together we are stronger.

OUR TEAM

BCCA Staff

Chris Atchison
President

Warren Perks (*Retired in Fall 2021*)
Vice President, Director of Industry Practices

Katy Fairley
Industry Standard Practices Consultant

Lisa Stevens
Chief Strategy Officer

Accounting

Jackie Knutson, Director of Finance
Eric Metcalf
Janessa Connaroe

Administration

Lesley Patten
Executive & Operations Manager

BCCA Integrating Newcomers

Alice Calmettes (*on leave*)
Natalie Durham
Daniel Wang
Linda Ryan, National Program Manager
Evgenia Pavlenko
Hemanth Nunna
Pallavi Bhujbal
Raphael Nzunga
Matthew Stevenson, Consultant

BidCentral

Sue Connors, CEO
Adam Addlestone
Kerry Scott

LNG Canada Workforce Development Program - TTF

Bonnie-Lynne Ceriko

LNG Canada Connect Program

Steven Bernard

Coastal GasLink Connect Program

Louis Moolman

Marketing & Communications

Tom Gogela, Director of Marketing
Nicole Sobel

Skilled Trades Employment Program

Faith Dempster
Director, Workforce Development

Northern Region

Bethany Oakley
Veronica Setso
Cassandra Lobban
Bev Collins
Teresa German
Louis Moolman

Southern Interior

David Croteau
Joelle Mosey
Sarina Klein
Sharon Miller
Susan Bitz
Afra Nazeer

Lower Mainland

Doug Halvorson
Becky He
Kyle Maggs
Gary Schwaiger
Sarah Kennedy

Vancouver Island

Kesley Botting
Caitlin Marion
Bonnie-Lynne Ceriko

BCCA Board

Mike Fawcett, Chair, NRCA
Anthony Minniti, Vice Chair, VICA
Angela McKerlich, Past Chair, SICA
Tim Sportschuetz, VRCA
Roger Yager, VICA
Richard Shipway, VRCA
Aaron Henry, NRCA
Nathan MacDermott, SICA
Don Wightman, VRCA
Stuart Cuthbert, VICA
Tom Spatola, SICA
Cameron Betts, SICA
Adam Timler, VRCA
Mike Wallis, VRCA
Bianca Cooper, SICA

Standard Practices Committee

Roger Yager, VICA	Kevin Mierau, VRCA
Paul Gray, VICA	Clark Campbell, VRCA
Scott Torry, VICA	Stuart Cuthbert, VICA
Paul Gray, VICA	Mike Waltz, VRCA
Byron Tarby, VICA	Aaron Toews, VRCA
Angela McKerlich, SICA	Richard Shipway, VRCA
Phil Long, SICA	Rory Kulmala, VICA
Terry Brown, SICA	Scott Bone, NRCA
Dave Currie, SICA	Scott Wild &
Bonnie Griffith, NRCA	Clifford Kshyk, SICA
Tim Holmes, NRCA	Donna Grant, VRCA
Aaron Henry, NRCA	

BOBS Sub-Committee

Randy Noble (Houle Electric), Chair
Bonnie Griffith (Burgess Plumbing Heating and Electrical), NRCA
David Langton (Competition Glass), SICA
David Erb (Erb Technical Contracting), VICA
Brian Marks (Semihamoo Glass), VRCA

RCA Chief Staff Officers

Rory Kulmala, VICA
Scott Bone, NRCA
Scott Wild / Clifford Kshyk, SICA
Donna Grant, VRCA



British
Columbia
Construction
Association



bccasn.com