



British
Columbia
Construction
Association

BUILDING **BC'S FUTURE**





OUR MISSION

To ensure the construction industry thrives in building British Columbia.

OUR VISION

The trusted champion for British Columbia's construction industry.

OUR VALUES

Safety • Leadership • Inclusivity • Innovation • Community • Fair, respectful, sustainable business practices

CONTENTS

4 A Note from the Board Chair

5 President's Message

6 Financials

7 Programs & Services

14 Affiliations

16 Association Network

17 Industry Representation: BC
Construction Associations

18 2025-2030 Strategic Plan

19 Our Team



A NOTE FROM THE BOARD CHAIR



It is with great enthusiasm that I step into the role of Chair of the Board as of September 2024. I am deeply honored to have been given this responsibility and am excited to work with such a dedicated and skilled team. Together, we will continue to push our organization forward, fostering growth, innovation, and excellence in all we do.

These aren't easy times for British Columbia's construction industry, or for Canada as a whole. Since the inauguration of U.S. President Donald Trump in early 2025, we have been on a roller coaster ride of chaos. With the threat of tariffs on Canadian exports, along with potential countermeasures by the Canadian government looming over us, uncertainty is at an all-time high. The threat of tariffs resulting from this political volatility in the United States jeopardizes cost certainty, disrupts supply chains, delays projects, and erodes profitability. This instability is not only damaging to BC's contractors but to the broader economy, which relies on a strong construction sector to fuel growth.

BC's construction industry was already grappling with numerous challenges, including workforce shortages, rising costs, and deteriorating procurement practices. To make matters worse, BC remains one of the only provinces in Canada currently without prompt payment legislation. These issues have long placed pressure on businesses, but in this climate of heightened risk, the situation has become untenable. Given the urgent need for infrastructure and housing development in BC, this isn't just a construction issue, it affects everyone.

One of my top priorities as Chair is our commitment to prompt payment legislation. Making sure payments are made efficiently and on time is crucial for the stability and success of our industry. This commitment will be a key focus of my time as Chair, as it directly affects the well-being of our partners, contractors, and the broader community.

Additionally, I am eager to strengthen our connections with regional construction associations. These groups play a vital role in supporting local industry professionals and fostering collaboration. By building strong relationships with these regional groups, we can enhance our collective efforts, share valuable insights, and promote best practices across the board. My focus will be on open communication, active engagement, and mutual support to ensure we are all working towards common goals and achieving shared success.

I would also like to acknowledge my fellow BCCA Board Members, the BCCA leadership team, and all the staff at BCCA. This truly is a world-class team that I have the privilege and pleasure to lead, with a wealth of experience and a best-in-class reputation amongst associations across the country. I look forward to the opportunities and challenges ahead and am confident that, together, we will make significant progress in advancing our mission to ensure the construction industry thrives in building British Columbia.

Thank you for your continued support and dedication.

A handwritten signature in black ink, likely of Don Wightman.

Don Wightman
BCCA Board Chair



BCCA Board of Directors and Executive Team at BCCA's Day at the Legislature on April 8, 2025



This past fiscal year focused on strengthening the association's foundation for long-term success while addressing key challenges. The initiatives and milestones achieved during this time reflect BCCA's unwavering commitment to innovation, collaboration, and inclusivity.

Strategic Planning

The groundwork for future success was laid with a 5-year strategic plan to set clear objectives, align resources, and identifying growth opportunities. This roadmap ensures BCCA remains adaptable and responsive to the evolving needs of our members and the industry.

Advocate for Integrity

Advocacy continues to be central to our work, engaging with political parties during provincial and federal elections, our advocacy for prompt payment legislation did not slow down. This included the release of a companion document to the cross-jurisdictional analysis titled "[The Time To Act Promptly is Now](#)". We continue to engage with policymakers, stakeholders, and industry leaders to push for legislation that ensures contractors and subcontractors are paid on time for work completed. As discussions progress, we are holding firm in our position that prompt payment is critical to industry stability, productivity, and fairness.

Since the start of 2025, the uncertainty around U.S. tariffs and Canadian retaliatory measures pose significant risks to our industry. In response, BCCA has communicated as follows:

- Public Statement on impacts to industry.
- Op-Ed reinforcing our stance on fair trade & supply chain stability.
- Webinar for industry outlining impacts & strategies

We will continue to monitor developments and advocate for policies that protect BC's construction businesses from unfair trade disruptions.

Post-Election Engagement: With the NDP securing a slim majority in the recent election, we expect a dynamic political landscape ahead. We will work closely with elected officials ensuring our members' voices are heard. To start, we mailed an information package to MLAs and cabinet members, including a personalized letter, and BCCA's Fall 2024 Stat Pack. Our objective - to build strong relationships with BC's government.

Removal of "Contract A": Industry Alert (June 10, 2024): BCCA continues to warn and educate both owners and contractors of unacceptable levels of risk with the explicit removal of "Contract A" by several public owners.

Advance Productivity

Workforce development initiatives saw significant advancements. We launched Builders Life TalentCentral, an innovative online job board focused solely on construction, connecting employers and job-seekers. We marked the fifth anniversary of the Builders Code, reinforcing our commitment to fostering a culture of respect, safety, and inclusion across all levels of the workforce. We secured renewal of STEP funding for two more years underscoring our dedication to supporting apprenticeships, skills development and job placements in construction province wide.

Activate Connections

Construction and Skilled Trades Month: The industry came together in April 2024 with a series of events and initiatives highlighting the dedication, innovation, and craftsmanship that define the sector. The month not only recognized achievements of individuals and organizations but also helped to inspire the next generation to join this vital workforce.

New Members Only Webinar Series: This new series provides exclusive content and expert insights to members (and their employees) of any Regional Construction Association (RCA).

Truth and Reconciliation: BCCA signed a [Memorandum of Understanding](#) with the First Nations Business Development Association marking a step toward stronger partnerships with Indigenous communities in which we build.

Looking Ahead

In a landscape shaped by economic pressures, workforce demands, and policy shifts, our commitment to fair and open procurement, workforce development, and industry integrity has never been more crucial. We will remain vigilant on emerging challenges and as always, BCCA will be at the forefront, ensuring our industry's voice is heard and our businesses have the support they need to thrive.

I want to acknowledge the dedication of our BCCA team, members, and partners. Together, we are shaping a stronger, more sustainable construction industry in BC. Thank you for your ongoing commitment to building BC's future.

A handwritten signature in black ink, appearing to read 'Chris Atchison'. The signature is fluid and cursive, written on a white background.

Chris Atchison
BCCA President

FINANCIALS

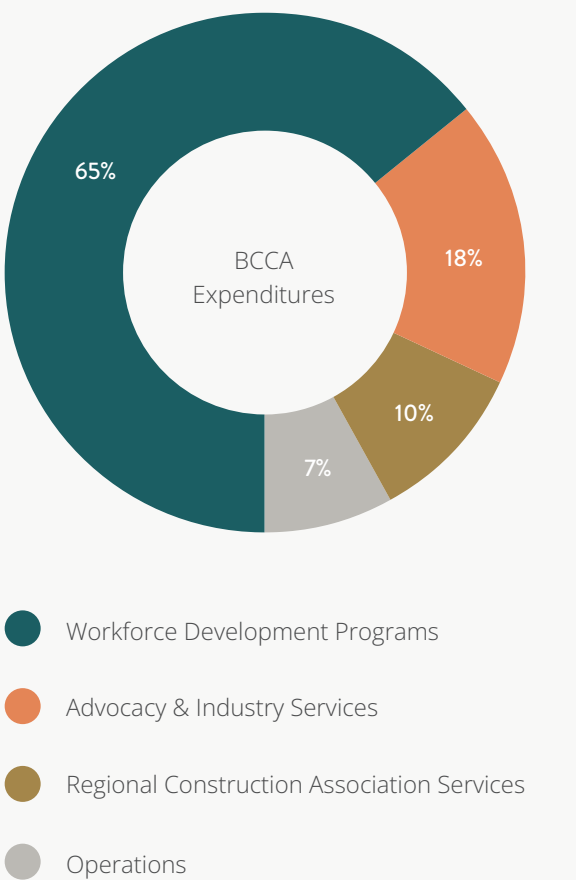
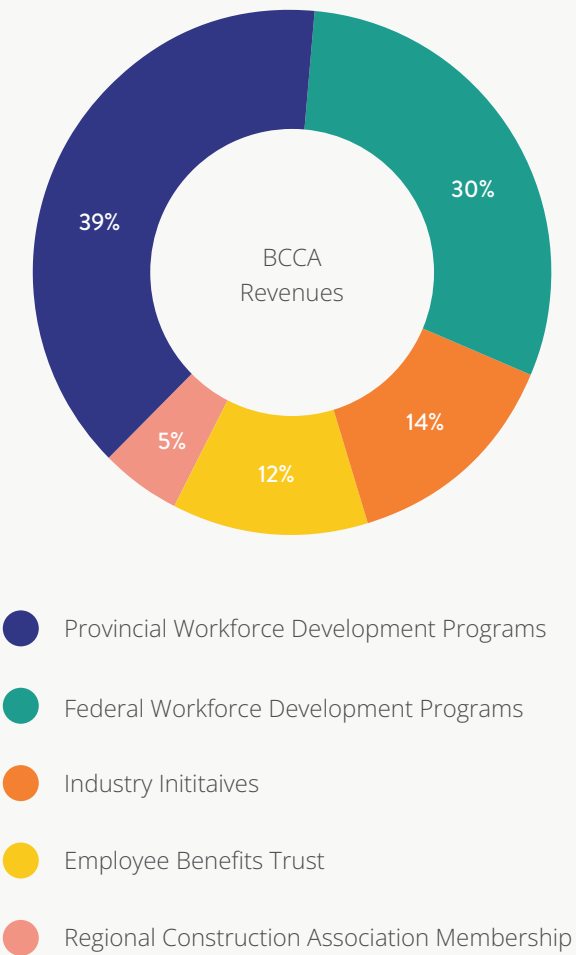
In fiscal year 2024–2025, the BCCA maintained a strong financial position while strategically deploying reserve funds to advance our mission and support the construction industry across the province.

Our financial performance remained robust, with healthy reserve levels and a balanced operational budget. We closed the year with over \$5.6 million in total assets, including \$1.1 million in investments. This stability enabled us to continue investing in key initiatives without compromising our long-term sustainability.

We directed significant resources toward industry development, including the launch of TalentCentral, a technology-forward platform designed to support workforce growth and innovation. Our Honour the Work campaign and the Past Chair Legacy Fund were also supported through reserve allocations, reinforcing our commitment to both legacy and future-focused initiatives.

Looking ahead, our budgeting strategy for the coming year emphasizes continued investment in technology and advocacy. We are especially focused on supporting the advancement of prompt payment legislation, a critical issue for our members and the broader construction sector.

BCCA remains committed to financial stewardship and purposeful spending that drives industry resilience and growth. Thank you to our members, partners, and staff for your continued trust and collaboration.



BCCA INDUSTRY PRACTICES

One of the most important things we do is advocate at the provincial level on behalf of the industry we serve, collaborating with the Regional Associations to support their local issues and the Canadian Construction Association (CCA) on issues that impact our industry nationwide.

BCCA's Industry Practices provides support, insight and expertise into key areas of BCCAs advocacy including contracts, procurement and project delivery. This expertise extends to the Regional Construction Association (RCA) members and aims to be responsive to their needs by actively providing support when requested. This support is typically in the form of delivering member value by giving insights into members' industry practices related questions, local owners and their practices.

Recent activities include:

- In April 2025, the government announced it is beginning the steps to introduce prompt payment legislation. We continue to engage to ensure lien act reform is included for timely holdback release. Our website has extensive information and resources on this important legislation.
- A province-wide industry alert following the confirmation of cases of removal of "Contract A" from the procurement process by a growing list of public owners, including some municipalities, school districts, universities, and crown corporations.
- *Owners Only* Webinar series to promote fair, open and transparent procurement, is only for public sector owners. And over 250 owner project managers, procurement and executives will join for each webinar. Why only owners? To create a space to educate and share best practices on procurement, tendering and contracts and their administration, interpretation and application. The other goal of the *Owners Only* sessions is to help demystify our industry.
- Two *Members Only* webinars featuring expert speakers, delivered in response to the uncertainty created by U.S. tariff actions, each drawing over 300 attendees.
- In response to the uncertainty created by U.S. tariff actions and Canadian countermeasures, BCCA developed a series of Member Advisories and checklists to support contractors navigating the shifting construction marketplace:
 - BCCA Member Advisory #1: Navigating Tariff Uncertainty
 - BCCA Member Advisory #2: Providing Notice in Writing

- BCCA Member Advisory #3: Documentation & Mitigation Requirements
- Construction File #1: Bid Evaluation in an Uncertain Tariff Environment
- Construction File #2: Tariffs and Pricing Adjustments

Visit bccassn.com/industry-priorities/us-tariffs/ for BCCA updates on U.S. Tariffs.

- The Guide to BC Trade Definitions is a foundational resource developed by the BCCA and its BC Trade Definitions Committee and was issued in March 2025. It outlines detailed trade scopes and inclusions/exclusions to support industry in understanding and coordinating construction work across the province. Rooted in BC's construction practices, this Guide promotes clarity, consistency, and collaboration within the industry.
- Public Sector Projects Tip Line - Contractors in BC experiencing bad procurement practices, a lack of transparency, unfair contract terms or anticompetitive behaviour regarding bidding opportunities related to a publicly-funded construction project in BC can use our tip line and receive consultation and support.





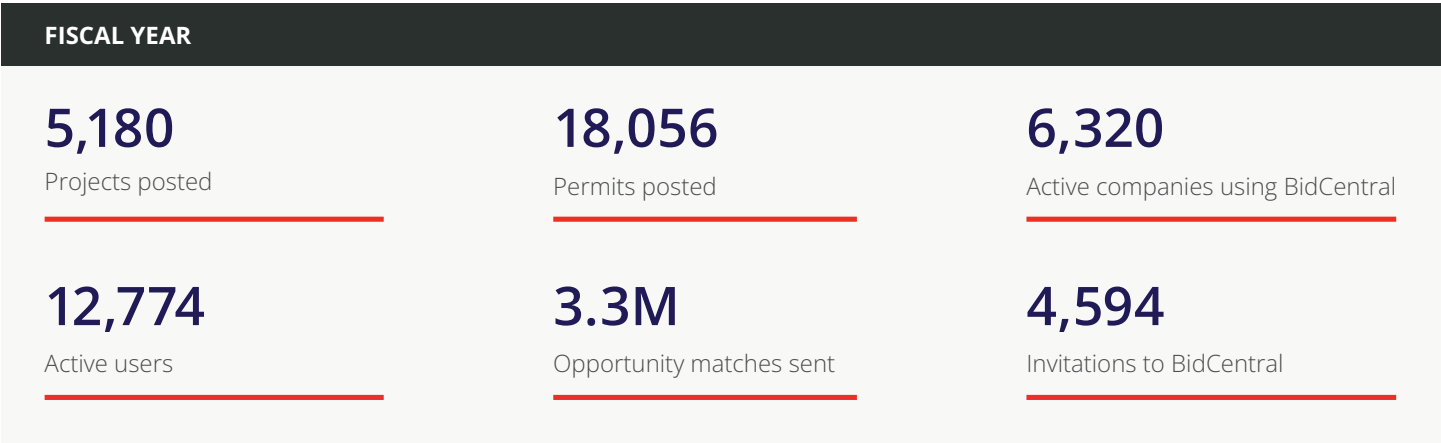
BidCentral is BC’s largest and most trusted online construction bidding marketplace, providing a centralized solution and quality service for all industrial, commercial, institutional and residential (multi-unit) (ICIR) construction projects in BC for over 20 years. Public, private, invitation-only, prebid, and permit opportunities which include documents and timely addendum notifications are all easily accessible with a Premium subscription (offered at a 40% 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.

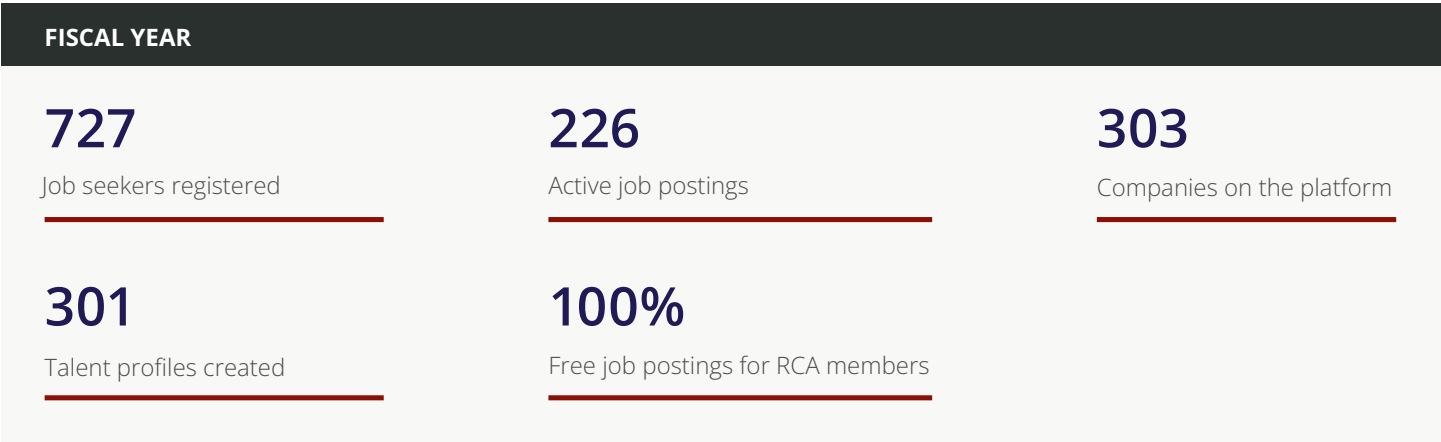
The BidCentral platform services the industry at large, allowing all contractors to connect, distribute, and access time sensitive, quality project information and documents through the expansion of a Premium access level.



Builders Life TalentCentral launched in 2024 as BC’s only dedicated job board built exclusively for the construction industry. Designed to address the province’s skilled labour shortage, Builders Life TalentCentral connects job seekers with real opportunities from employers who understand the sector.

Builders Life TalentCentral launched in 2024 as BC’s only dedicated job

In its first year, the platform attracted over 700 job seekers, 300 companies, and nearly 270 active job postings. RCA members benefit from free, unlimited job postings and direct access to a growing pool of qualified talent—making Builders Life TalentCentral a powerful workforce solution and a standout member benefit that continues to grow in value and impact.





The Builders Code establishes a standard code of conduct for BC's construction industry. It is a powerful tool for creating

and maintaining a positive worksite and company culture. Workplace culture has rapidly emerged as a key determinant of an employer's ability to attract and retain talent. By expanding the definition of physical safety to include psychological safety, the Builders Code identifies an "Acceptable Worksite" as one that upholds a strong commitment to addressing incidents of hazing, bullying, harassment, or discrimination." 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 communicate consistent behaviour expectations in the language of industry.

Builders Code resources include:

- Employer Pledge and Signatory Recognition (no cost)
- Standard Code of Conduct Policy (no cost)
- Employer Workplace Culture Scorecard (no cost)
- Training: online self-directed; live-facilitated open-enrollment workshops; team training
- Awards and Recognition (no cost)

PROGRAM TO DATE

72,213 Website Visits	2,025 Pledge Signatories	1,375 Policy Downloads	1,238 Poster and Pledge Downloads
150 Training Sessions	2,095 Participants Trained	110 Scorecard Completions	



Through its Building Builders Program, BCCA has created a framework to mentor talent in BC's

construction industry. The project's specific objectives include increasing the number of underrepresented workers, including youth, women, racialized individuals, newcomers and members of Indigenous communities to the construction industry, as well as improving their labourer apprenticeship registration and completion rates.

BCCA's Building Builders received an additional two years of funding beyond the initial three-year funding period to ensure the program continues through March 31, 2027. Since its inception, Building Builders has empowered hundreds of new construction workers with the skills and experience needed to thrive in BC's construction industry. Among other things, the extended five-year program aims to facilitate 650 mentorship relationships, as well as paid work experience and training opportunities for 140 Mentees and valuable work experience in the skilled trades for 245 Mentees.

PROGRAM TO DATE

728 Number of Mentees enrolled in the program	325 Number of Mentors volunteering for the program	403* Number of matches
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This program is administered by the British Columbia Construction Association (BCCA)

Funded in part by the Government of Canada's Skilled Trades Awareness and Readiness Program

British Columbia Construction Association

*Note: some Mentors have accepted to guide more than one Mentee.

 **STEP** Skilled Trades
Employment Program

Since 2006, the Skilled Trades Employment Program (STEP) has been building connections between BC construction companies and job seekers looking for apprenticeship opportunities. STEP works to promote diversity and inclusion within the skilled trades by introducing workers from groups underrepresented in the construction industry to companies all over the province. STEP serves employers from locations including the Lower Mainland/ Fraser Valley, Vancouver Island, Prince George, Prince Rupert, Fort St. John, Kelowna, and Kamloops.

Since 2006, the Skilled Trades Employment Program (STEP) has

The STEP team works closely with training providers and other community partners to access motivated new apprentices and refer them to hiring employer companies looking for their next generation of skilled tradespeople. With coaching from STEP's Regional Employment Placement Specialists (REPS), participants are well-prepared for work in the construction industry and bring with them a positive attitude, strong work ethic, and a keen willingness to learn new skills in their apprenticeship. Funded by SkilledTradesBC, STEP is able to provide eligible job seekers with the short-term training, tools, and personal protective equipment they need to be successful and job ready.

FISCAL YEAR			
562	387	282	15%
Participants served	Participants placed into employment	Confirmed as still employed after 3 months	Of participants this year were women
35%	8%	13%	10%
Of participants this year were racialized persons	Of participants this year were recent immigrants	Of participants this year were Indigenous people	Of participants this year were identified as 2SLGBTQIA+

PROGRAM TO DATE

15,106	13,091
Participants served (April 2009 – March 2024)	Participants placed (April 2006 – March 2024)



I've always had a strong interest in how electrical systems work. I realized I needed a career that offered more stability and growth, and the skilled trades felt like the right fit. Kyle, my liaison at STEP, was instrumental in my success. He matched me with a company that aligned perfectly with my interests and strengths, and provided constant support throughout the transition.

Clark McMaster, 1st Year Electrician Apprentice and former STEP participant



STEP is providing a valuable service to new workers, our company, and our industry. Since we first starting getting referrals for new plumbing candidates in 2020, we have a number of them that are now completing their training and will be receiving their Red Seal Plumber certifications. We look forward to providing future opportunities to the eager candidates that STEP refers to us.

Niels Bye-Jensen, President, DAN JEN MECHANICAL

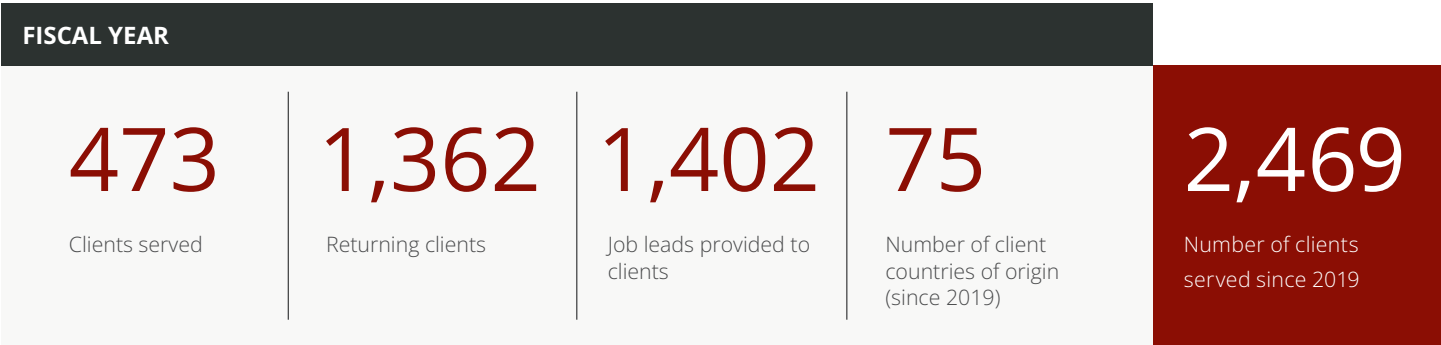


INTEGRATING
NEWCOMERS

BCCA-IN is a pre-arrival employment support program funded by Immigration, Refugees and Citizenship Canada (IRCC).

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 country of residence. These job seekers 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.



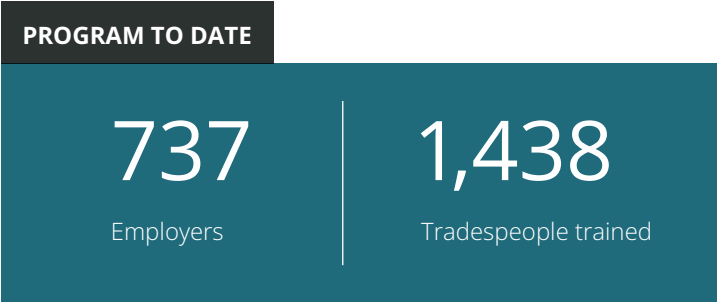
“Hi! Your email has been well received! I did my first reading of my skills assessment, and I found that it sounds very interesting, as it not only showcases where I stand compared to the Canadian labor market standards but also inspires me and provides precious recommendations and guidance to attain my career goals in Canada. This is great, thank you so much!

Elie A, BCCA-IN Client



LNG CANADA

The **LNG Canada Trades Training Fund (TTF)** is a program that was set up to assist BC construction employers in Northwest BC help their apprentices receive funding to attend school, to continue on with their apprenticeship path. This program can fund tuition, student fees, exam fees, and other expenses (textbooks/ course supplies).

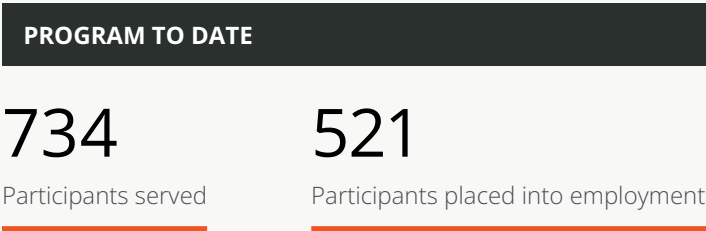


Thank you so much for your help during the process. I am really grateful, and excited for the opportunity.

Tamara Lefebvre, LNG Canada Trades Training Fund Applicant
– IRATA/SPRAT Rope Access Training



The **LNG Canada Connect Program** works with job seekers in the Terrace / Kitimat area, including members of nearby Indigenous communities, to connect them to employment in the construction industry and other in-demand sectors in BC's Northwest region. The program provides participants with short-term training, tools, personal protective equipment, job search assistance, local labour market information, and direct referrals to hiring employers. Working closely with community partners, unions, training providers, large industrial projects like the construction of the LNG Canada plant in Kitimat, and smaller local companies, the aim of the Connect program is to upskill the local workforce and provide access to meaningful career opportunities within the region.





Over 55 years ago, the BCCA Employee Benefit Trust was established with the goal of providing care for construction workers. As an organization responsible for the well-being of over 8,500

employees across 500 construction businesses, our responsibilities have evolved from the transactional claims paying processes to a full-serve, self-management model including client services, consulting, finance/accounting, communications and marketing. Additionally, our governance board of trustees, is composed of construction industry leaders and advocates, who are all familiar with construction's dynamic challenges and opportunities. We are fortunate to have been preceded by visionary leaders of BC's construction industry, and to continue their work with the next generation of intuitive leaders. With the insights of our members and Trustees, we have been able to champion initiatives to prioritize health and wellness in our industry and in the communities we serve. The success of the Trust is reflected in the dedication of the construction industry to promote health and wellness of the employees that build this province.

Empowering Mental Health

While to many, "mental health" is a clichéd term, at the BCCA EBT we see the impact of poor mental health in the rates of Long-Term Disability, in the utilization of services such as counselling, and prescription drug use. We continue to leverage our key relationships with our partners Canada Life, PBC/GSC, MindBeacon (Kii), FSEAP, and CarePath as vital to the positive long-term health outcomes of the members we cover. Only through these supports will employees stay engaged and present at the workplace, driving forward their employer's goals and industry objectives. A commitment to these principles is critical in attracting the next generation of bright minds to an industry critical to BC's success.

To this end, three plan enhancements have been made over the last 12 months:

- 1. Increasing the eligibility period for Life and AD&D to age 75,
- 2. Adding Family Planning (i.e. Fertility treatments) and,
- 3. Adding Gender Affirming Care

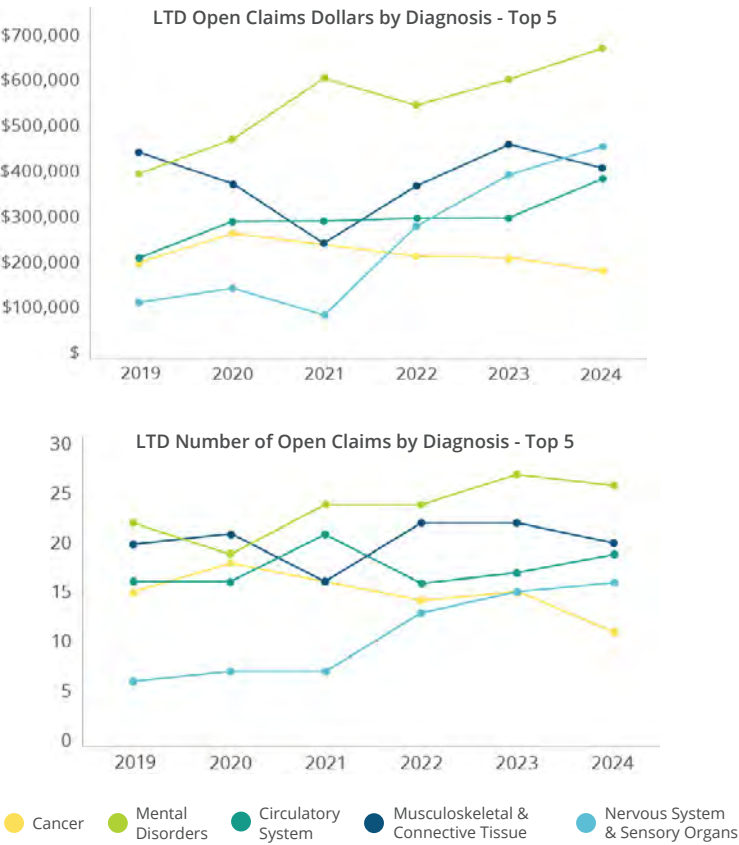
Adapting to the needs of those covered by our plan remains central in prioritizing our initiatives.

Access to Mental Health Services

To support employees and their dependents through life's various stages, access to the Employee and Family Assistance Program (EFAP) has always been a central priority. EFAP is a completely confidential service and provided to employees without additional cost to employers and employees. Rates of utilization have increased by 8% in 2024 from fiscal 2023.

Disability Data Over the Years to 2024

Mental health claims have continued to be prominent in Long Term Disability case rates. Providing supports to reduce the likelihood of disability claims is very important as mental health claims tend to be longer in duration and higher in complexity meaning it's more difficult to return employees to the workforce and requiring employers to replace those workers.



Financial Plan Stability

Ensuring access to services that matter to our member employees can only be achieved through the careful management and stewardship of the program. Inflation continues to play a significant role in the lives of Canadians, and healthcare inflation continues to outpace that of CPI. The BCCA EBT continues to perform exceptionally well in comparison to the remainder of the benefits industry, working to balance affordability, long-term rate stability and access to resources. This is illustrated through the moderate rate adjustments in comparison to the insurance industry since the start of self-administration in September 2010.

	BCCA EBT % Rate Change at Renewal				
	January 1 2011	January 1 2021	January 1 2024	January 1 2025	Average since Jan 2011
Aggregate Overall	1.30%	0.20%	6.20%	7.30%	3.25%

The Power to Recruit, Protect and Retain

As we continue to foster a thriving community, we appreciate the collective strength of our members and the stability it brings to our benefit plan. Together, we are committed to promoting well-being and supporting one another during these turbulent times, which continue to change day-by-day.

BCCA Representation on EBT Board

Nicole Bryant (NRCA)	Chris Atchison (BCCA)	Christy Kerr (VICA)
Rois Rizzo (VRCA)	Tim Doucette (VRCA)	Rory Kulmala (VICA)
Clifford Kshyk (SICA)	Jeannine Martin (VRCA)	
Debra Dotschkat (SICA)	Sarah Walker (NRCA)	



The Council of Construction Associations (COCA) was established in 1992 to

advocate for the interests of the British Columbia construction sector regarding WorkSafeBC assessments, claims, and occupational health and safety issues. As an ad-hoc committee of BCCA, COCA collaborates with WorkSafeBC, Technical Safety BC and the Provincial Government to advance workplace health and safety initiatives specific to the construction industry.

COCA represents 20 construction associations across BC, encompassing companies of all sizes and categories, both unionized and non-unionized. As the secretariat, BCCA contributes significantly to COCA's funding and appoints four representatives to COCA's committee, which includes representatives from other construction associations. COCA strives to work with government bodies and WorkSafeBC to develop reasonable regulations, streamline administrative practices, and manage costs effectively for the construction industry.

Key Activities and Engagements

During the 2024-2025 fiscal year, COCA engaged actively with the construction industry on various pressing issues, ensuring a balanced perspective on proposed government changes while fostering a productive work environment for employers. Notable activities included:

- Consultations on Draft Washroom Regulations: COCA provided recommendations for practical changes to the draft washroom regulations, prioritizing the health and safety of construction workers.
- Position Papers to WorkSafeBC: In response to WorkSafeBC proposals, COCA submitted position papers addressing critical issues affecting the industry.

The following topics were covered:

- Permanent Disability Evaluation Schedule
- Activity Related Soft Tissue Disorder
- Washrooms Regulations on Construction Sites
- Bullying and Harassment in the Workplace
- Combustible Dusts
- Average Earnings Calculation Criteria
- First Aid Regulations & Guidelines
- Emergency Procedures
- Tower Crane Supervisor Guidelines

Regulatory Developments

Several draft regulations and guidelines from WorkSafeBC were paused due to Provincial and Federal elections. COCA anticipates these proposed changes will be reconsidered in the coming months and will include significant areas such as:

- Violence and Harassment
- Emergency Planning
- Cancer as a Consequence of Physical Trauma
- Combustible Dust
- Hazard Identification and Risk Management
- Chronic Pain
- Mental Disorder Policy
- Mental Health
- General Risk Management
- Heat Stress Guidelines

COCA is committed to participating in the upcoming consultation process to influence these regulations effectively, ensuring that they are workable and beneficial for the construction sector.

Achievements and Financial Impact

In the past fiscal year, COCA's efforts have saved construction companies millions of dollars and successfully protected the interests of various members within the industry. The general construction assessment rate has reached a historic low of \$1.06 in 2025, reflecting an overall decrease in injuries and diseases among construction workers. This is a significant reduction from the start of COCA in 1992 when the rate was \$5.83 per \$100 of payroll.

The ongoing advocacy and collaboration efforts remain critical for maintaining this positive trend in workplace safety and cost management.

Conclusion

As we move forward, COCA will continue to champion the interests of the BC construction sector, ensuring that workplace safety regulations reflect the realities of the industry while protecting employers and workers alike. The collective efforts of our board, members, and industry partners are vital in sustaining improvements in safety, health, and financial performance.



The BC Construction Safety Alliance (BCCSA) is a not-for-profit association providing services to its members — more than

57,000 construction companies large and small — who employ approximately 220,000 workers. Our funding is provided by the industry through annual assessments by WorkSafeBC. Working on behalf of the construction industry, we answer to 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.

The BCCSA continues to recognize the BCCA as a strong supporter, as it aligns with its goals and initiatives to help make safety simpler for the construction industry.

Eight of 17 BCCSA board members are appointed by the BCCA from RCA membership:

Wayne Fettback	Shayne Price
Antonio Hsu	Bobby Shauer
Kevin Moss	Scott Torry
Brooks Patterson	Jason Weaver

Key Accomplishments

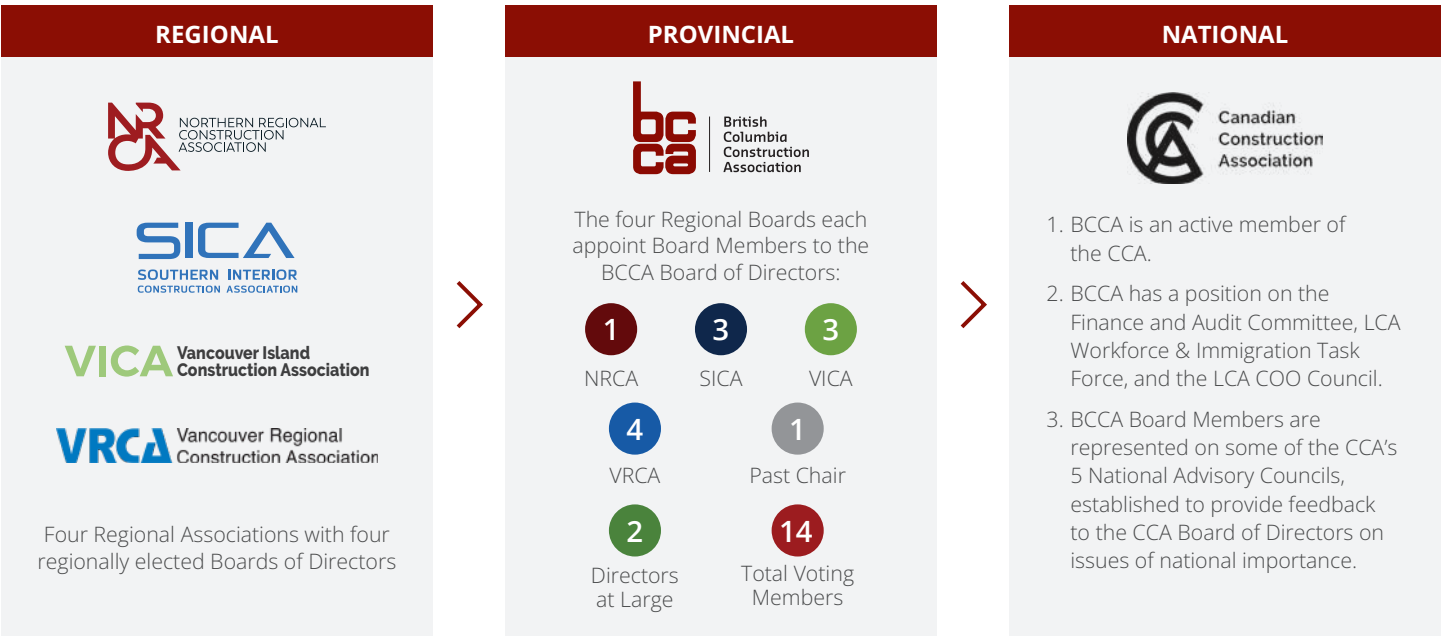
- The Certified Concrete Pump Operator program has certified 792 operators to date, working overtime to complete the remaining scheduled practical exams.
- A total of 1,130 construction companies have been COR®-certified at the end of 2024.
- To date, 479 NCSO®s and 51 NHSA™s have been certified.
- The Silica Control Tool™ is now used in BC, Alberta, Ontario and New Brunswick.
- The 2024 BC Construction Health and Safety Conference again registered record attendance, with more than 230 registrants.
- The Technical High Angle Rope Rescue Program expanded to serve the BC Maritime Employers Association.
- Laid the groundwork for the Recovery Informed Workplaces initiative, which is poised to offer new resources and training to meaningfully address substance use issues.
- SiteReadyBC counted a record number of registrations in 2024-25, including outreach to high school students in 33 school districts, enrolled at no cost.



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 19 for list of names).

Canadian Construction Association

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.

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.

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.

BCCA has a position on the Finance and Audit Committee, LCA Workforce & Immigration Task Force, and the LCA 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.

ASSOCIATION INITIATIVES

BidCentral

Builders Code

Builders Life TalentCentral

Building Builders

Construction Month

Employee Benefit Trust

Industry Practices

Integrating Newcomers

LNG Canada Connect Program

LNG Canada Trades Training Fund

Skilled Trades Employment Program (STEP)

BCCA COMMITTEES

Executive

Finance & Audit

Governance

Industry Practices

Workforce Solutions

BOBS Sub Committee

Council of Construction Associations

CONSTRUCTION INDUSTRY AFFILIATIONS

BuildForce Canada

Business Council of BC

Canadian Apprenticeship Forum

BC Common Ground Alliance

Construction Foundation of BC

Employers Forum

The Deputy Ministers & Industry Infrastructure Forum (DMIIF) was created in January of 2013 in response to calls from British Columbia’s industrial, commercial, and institutional construction industry for a stronger relationship with the provincial government.

The group consults, discusses and shares information and ideas related to improving government’s infrastructure procurement practices and use of construction-industry resources. The DMIIF ensures investments are delivered with the best value for the taxpayer via fair, competitive and transparent procurement processes.

Advocating for BC’s Construction Industry, Roles and Responsibilities

Office of the Premier



Premier of British Columbia
David Eby, NDP Party Leader


The Premier presides over the Cabinet.
BCCA advocates on behalf of all Regional Construction Associations to the Premier.

Cabinet

28 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 93 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	
 SICA	10	 NDP	47
 SICA	15	 BC UNITED	2
 VICA	15	 greens	2
 VRCA	53	 CONSERVATIVE	41
		INDEPENDENT	1

BC’s next provincial election is scheduled for October 21, 2028.

2025-2030

STRATEGIC PLAN

EXECUTIVE SUMMARY



OUR MISSION

To ensure the construction industry thrives in building British Columbia.

OUR VISION

The trusted champion for British Columbia's construction industry.

OUR VALUES

Safety • Leadership • Inclusivity
Innovation • Community • Fair, respectful, sustainable business practices

STRATEGIC PRIORITIES



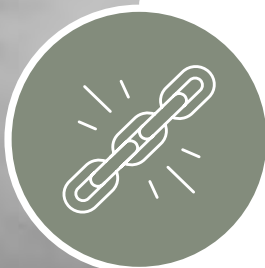
ADVOCATE FOR INTEGRITY

Centered on Construction Delivery, BCCA advocates for best practices and sustainable construction methods to ensure our communities thrive economically, socially & sustainably.



ADVANCE PRODUCTIVITY

For the Construction sector, BCCA advances industry leadership in workforce development, technology, and innovation and delivers value to British Columbians.



ACTIVATE CONNECTIONS

A sought-out connector, BCCA builds, strengthens and expands relationships between businesses, communities, associations, and government-informing policy & programs that are future focused & aligned.

ASSOCIATION EXCELLENCE

A best in class association that partners with RCAs and CCA to deliver member value and create capacity, while operating effectively following best practices in governance.

OUR TEAM

BCCA Staff

Chris Atchison, President
Lesley Patten, Chief Operations Officer
Jackie Knutson, Chief Financial Officer
Sue Connors, Chief Revenue Officer

Accounting

Jackie Knutson, Chief Financial Officer
Eric Metcalf
Janessa Connaroe

Administration

Krystal Bertrand

BCCA Consultants

Katy Fairley, Industry Standard Practices Consultant
Diane Jolicoeur, Builders Code Employer Advisor and Worksite Culture Trainer

BCCA Integrating Newcomers

Alice Calmettes, Program Manager
Natalie Durham
Daniel Wang
Evgenia Pavlenko
Hemanth Nunna
Pallavi Bhujbal
Louise Nichol
Hilal Asaf
Clarissa Stein
Jonas Romanillos
Ryan Angel

BidCentral

Sue Connors, Chief Revenue Officer
Adam Addlestone
Kerry Scott
Jesse Connors

Builders Life TalentCentral

Sue Connors, Chief Revenue Officer
Adam Addlestone
Regina Sun

Building Builders

Kelsey Botting, Program Manager
Joy Magnell
Cristal Sargent
Kathleen Church
Carol Yuan
Krystal Bertrand
Stacey Roach
Mindy Simmons
Kyle White

LNG Canada Workforce Development Program - TTF

Bonnie-Lynne Ceriko

LNG Canada Connect Program

Steven Bernard

Marketing & Communications

Tom Gogela, Director of Marketing & Communications
Nicole Sobel
Silvia Malova
Eshita Meduri
Michelle Sullivan
Hayley Rea (intern)

Skilled Trades Employment Program

Faith Dempster, Director, Workforce Development BC
Joelle Mosey

Northern Region

Teresa German
Shannon Bahm
Kassidy Stuart

Southern Interior

Sarina Klein
David Croteau
Sharon Miller
Susan Bitz
Afra Nazeer
Cassandra Lobban

Lower Mainland

Becky He
Kyle Maggs
Doug Halvorson
Sarah Frost

Vancouver Island

Bonnie-Lynne Ceriko
Noel Ainsley

BCCA Board

Executive

Don Wightman, Chair
Cameron Betts, Vice-Chair
Jenn Cook, Secretary/Treasurer
Anthony Minniti, Past Chair

Directors

Morly Bishop
Bianca Cooper
Mike Fawcett
Chris Lyons
Will Puga
Richard Shipway
Jessica Sidhu
Byron Tarby
Adam Timler
Mike Wallis
Chris Wiebe

Industry Practices Committee

Roger Yager	Adam Timler
Paul Gray	Bianca Cooper
Byron Tarby	Lonnie Trelenberg
Phil Long	Keith Pearce
Terry Brown	Rory Kulmala
Tim Holmes	Clifford Kshyk
Clark Campbell	Jeannine Martin
Jessica Sidhu	Nicole Bryant
Aaron Toews	
Walter Dool	

BOBS Sub-Committee

Randy Noble, Chair
Brad Popoff
Stacey Beattie
Max Mickelson
Cheryl Hartman
Jamie Cook
Fehad Abdul
Brennen Murphy
Steven Favell
Mark Wong
Clark Campbell
Terry Rendek
Stephen Chapman
Elizabeth Zhu

RCA Chief Staff Officers

Rory Kulmala - VICA
Clifford Kshyk - SICA
Jeannine Martin - VRCA
Nicole Bryant - NRCA



British
Columbia
Construction
Association

bccasn.com