



British
Columbia
Construction
Association

BUILDING BC'S FUTURE



2025-2026 ANNUAL REPORT

A NOTE FROM THE BOARD CHAIR



It is my privilege to present this Annual Chair Report for the British Columbia Construction Association (BCCA). It is an honour to serve as the Board Chair of BCCA.

This year has been marked by significant progress, most notably the passage of prompt payment legislation—an important milestone that strengthens payment certainty, trust, and transparency across our industry. This achievement reflects the Board's dedication, alignment, and unwavering commitment to advocacy.

Key achievements this year include:

- Successfully advancing and securing prompt payment legislation in British Columbia
- Strengthening BCCA's role as a leading advocate for payment certainty and industry fairness

- Advancing prompt payment legislation implementation efforts and regulations
- Engaging directly with Members of the Legislative Assembly during Construction Month
- Building relationships with the Ministry of Infrastructure and senior government officials
- Strengthening collaboration with the Canadian Construction Association and industry partners
- Continuing to champion industry education, resources, and stakeholder alignment

As we move forward, our focus remains on implementation, continued advocacy, and supporting the construction community.

Warm regards,

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

Don Wightman
BCCA Board Chair



BCCA Board of Directors and Executive Team at BCCA's Day at the Legislature during Construction Month, in April, 2026



In 2025–2026, the BC Construction Association advanced its strategic priorities in advocacy, productivity, and industry connection. Key achievements included prompt payment legislation, expanded digital and AI-enabled services, continued workforce development, and stronger regional and national collaboration. Despite labour shortages, economic uncertainty,

tariffs, and regulatory change, BCCA stayed focused on practical solutions that support members and strengthen the industry.

Strategic Priorities in Action: BCCA focused on policy leadership, workforce development, innovation, and stronger collaboration with regional construction associations. These efforts helped address immediate industry pressures while building long-term capacity and member value.

Advocate for Integrity: Advocacy remained a core priority. BCCA supported the introduction and passage of BC's prompt payment legislation while continuing to advocate for effective implementation, fair regulations, and modernization of the Builders Lien Act. Member education and government engagement remained central to this work.

- Advanced prompt payment from campaign to legislation and Royal Assent
- Supported industry understanding through FAQs, webinars, and briefs
- Responded to tariff risks with resources, updates, and procurement supports
- Promoted the Trade Definitions Guide to improve scope clarity and reduce disputes
- Launched PermitsCA to improve project intelligence and market access

Advance Productivity: BCCA continued investing in workforce development, succession planning, and innovation.

- Advanced the Honour the Work pilot and fundraising campaign
- Launched the Succession Planning Toolkit to support ownership transition and continuity
- Delivered workforce funding for green energy training, retraining, and newcomer integration
- Enhanced TalentCentral and related tools with AI features and easier employer access
- Promoted awards and future-builder pathways through the Past Chair Legacy Fund

Activate Connections: BCCA strengthened its connections with the provincial and national construction community through initiatives like Construction Month, innovative digital tools such as AI Assistant and PermitsCA, and continued investment in regional and national partnerships. These efforts expanded collaboration, visibility, and access to trusted industry information.

- Delivered another successful Construction Month campaign and began promoting Construction Month 2026
- Deepened collaboration with regional and national associations on advocacy, events, and education.
- Implemented AI assistants across BCCA and partner sites using trusted content
- Scaled PermitsCA through local construction association partnerships across provinces

Outlook: Looking ahead, BCCA will focus on implementing prompt payment legislation, modernizing procurement and permitting, expanding workforce attraction and retention, and continuing to invest in digital innovation and trusted AI tools. With strong partnerships and clear direction, BCCA is well positioned to support a resilient, future-ready construction sector in British Columbia.



Chris Atchison
BCCA President

FINANCIALS

In fiscal 2025–2026, the BCCA continued to build on a strong financial foundation while making disciplined investments in the systems, programs, and partnerships that support our industry across British Columbia.

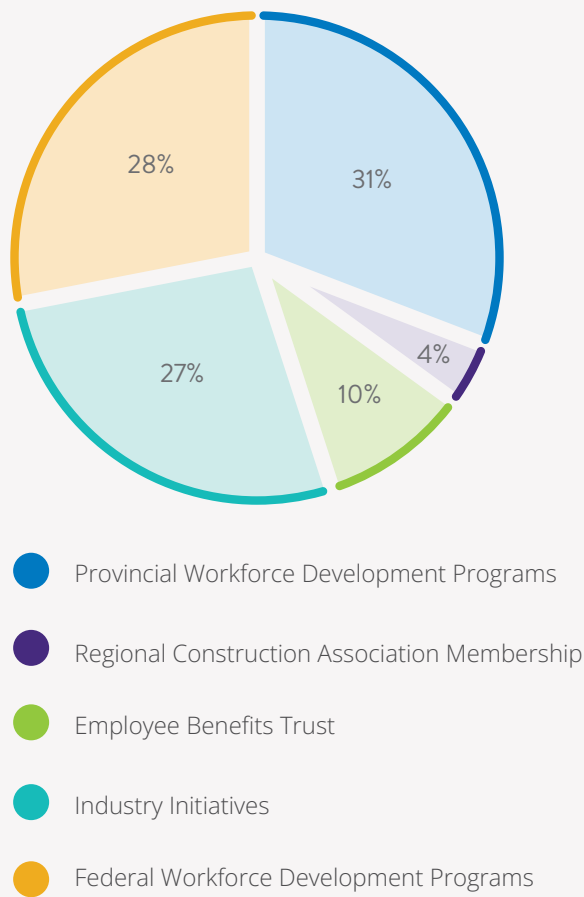
This year, we sustained overall financial stability, with total assets of approximately \$5.8 million and internally restricted funds increasing to \$1.9 million. That growth reflects our continued focus on prudent stewardship, including strengthening reserve funds so that BCCA remains well positioned to manage risk, respond to opportunity, and support long-term organizational resilience.

We also advanced important strategic priorities through targeted investment in technology and digital capability. Across the organization, we continued to improve platforms, tools, and data connectivity to support more effective service delivery, better decision-making, and stronger alignment across our programs. These investments are helping BCCA operate more efficiently today while creating a stronger foundation for future growth.

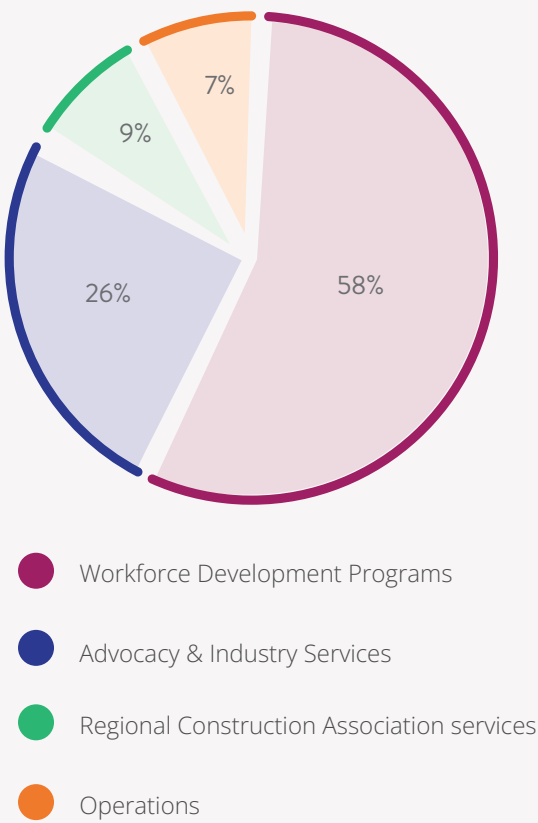
At the same time, we remained committed to initiatives that reflect both our values and our long-term vision. This includes continued support for Honour the Work, as well as the Past Chair Legacy Fund, which recognize the people, leadership, and shared purpose that strengthen our industry. These investments demonstrate that sound financial management is not only about stability, but also about enabling meaningful impact.

As we look ahead, BCCA remains focused on balancing strategic investment with responsible oversight. We are confident that the progress made this year—in financial stewardship, operational capability, and mission-aligned investment—has further strengthened our ability to serve members and support the continued success of British Columbia's construction industry.

BCCA REVENUE STREAMS



EXPENDITURES



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 on issues that impact our industry nationwide.

BCCA's Industry Practices provides support, insight and expertise into key areas of BCCA's advocacy including contracts, procurement and project delivery. This expertise extends to the Regional Construction Association 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.

OWNERS ONLY: The Owners Only webinars underscore BCCA's commitment to collaboration and providing high-quality educational opportunities and resources for the public sector. BCCA hosted 6 webinars with an average attendance of over 200 public sector owners from across BC.

THE BIDCENTRAL ONLINE BIDDING FOR SUBCONTRACTORS (BOBS) BID DEPOSITORY: BOBS supports fair, open, and transparent procurement by providing a structured trade bidding process that protects bid integrity and promotes competitive pricing between trade and general contractors. This year, the program's individual and project thresholds were increased to better reflect current construction costs and market conditions, ensuring the program remains focused on projects where it delivers the greatest value.

PROMPT PAYMENT LEGISLATION: 2025 saw the culmination of years of BCCA advocacy with the introduction and passage of the Construction Prompt Payment Act. On the day the legislation was introduced in the BC Legislation, BCCA was ready with a Myths & Realities document and a comprehensive list of FAQs. That list of FAQs is now over 80.

- CPPA webinars hosted by BCCA: 1 for industry, 1 for members and 2 for owners.

PUBLIC SECTOR PROCUREMENT: A Roadmap for Public Sector Owners Committed to Building Better. BCCA produced a roadmap to help public sector owners deliver construction projects that truly work; for people, for communities, and for the future of BC. By aligning with trusted Canadian standards and resources, such as CCDC, CAMF, CCA, and trade agreements, public owners can build with confidence, transparency, and fairness.

THE BC TRADE DEFINITIONS celebrated its second year. 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 industry.

CONSTRUCTION FILE: Fuel Price Volatility: Reality, Options, and Practical Steps: BCCA recognized BC's construction industry is facing renewed cost pressure from rising fuel prices, an essential input affecting all aspects of project delivery. This Construction File was produced to assist BC's construction association members, including general contractors, trade contractors, and suppliers, in understanding their responsibilities, options, and limitations in this environment.

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.



BidCentral™

This fiscal year, BCCA's BidCentral continued to support construction procurement across British Columbia by helping owners, general contractors, trades, and suppliers connect through trusted project opportunities and prebid activity. Between April 1, 2025 and March 31, 2026, BidCentral posted 5,185 projects and 1,569 prebids, while serving 7,607 active companies and 14,452 active users. The platform also delivered 3.7 million opportunity matches and supported 2,457 invitations to bid, helping industry members discover relevant work and make stronger business connections.

Fiscal year	
5,185 Projects posted	14,452 Active users
1,569 Prebids	3.7M Opportunity matches sent
7,607 Active companies	2,457 Invitations to bid

PermitsCA

This fiscal year marked a major step forward with the addition of BCCA's PermitsCA, a national permit intelligence platform designed to help construction businesses identify early-stage opportunities before projects reach the tender stage. PermitsCA gives users access to building and development permit information, project insights, builder intelligence, and sales pipeline tools, with coverage across Canada and regional context through participating Local Construction Associations.

From April 1, 2025 to March 31, 2026, PermitsCA added 130,853 permits, supported 643 active users, connected data from 81 permit sources, and partnered with 21 Local Construction Associations (LCA) across Canada. By turning permit data into actionable leads, PermitsCA helps contractors, suppliers, manufacturers, and service providers get ahead of upcoming work, identify decision-makers sooner, and strengthen their business development efforts.

Fiscal year	
130,853 Permits added	81 Permits sources
643 Active users	21 LCA partners

BUILDERS LIFE TALENTCENTRAL

BCCA's 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.

In its second year, the platform continued to grow its reach and value, supporting 1,140 job seekers, 157 active job postings, 465 companies, and 473 talent profiles. RCA members continue to 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.

Fiscal year	
1,140 Job seekers	465 Companies
157 Active postings	473 Talent profiles



The Standard for Workplace Culture

BCCA's Builders Code started in 2019 as the first industry-led effort to improve workplace culture in BC's construction industry. It created a shared code of conduct to help set clear expectations for respectful behaviour. Builders Code recognizes that workplace culture affects whether people feel safe, stay in their jobs, and do their best work. It treats bullying, hazing, harassment, and discrimination as issues that hurt safety, retention, and productivity.

The Builders Code expands the definition of safety to include psychological safety, offering an employer-driven suite of practical and easily accessible resources designed to communicate and maintain a respectful, safe, and inclusive workplace culture.

BUILDERS CODE RESOURCES INCLUDE:

- **Acceptable Worksite Pledge and Signatory Recognition** (no cost)
- **Standard Code of Conduct Policy Template** (no cost)
- **Employer Workplace Culture Digital Scorecard** (no cost)
- **Workplace Culture Training:** e-learning; virtual live-facilitated; exclusive team training
- **Workplace Culture Advisory Support**
- **Annual Champion Award Recognition** (no cost)

Program achievements to date:

98,655

Website visits

2,407

Participants trained

156

Scorecard completions

2,216

Pledge signatories

1,440

Policy downloads

39

Champion award winners



BCCA EMPLOYEE RETIREMENT SAVING PLAN:

The BCCA Employee Retirement Savings Program (BCCA ERSP) provides a holistic approach to supporting employee health and financial security, complementing the benefits offered by the BCCA Employee Benefit Trust (BCCAEBT). The Plan allows employees to save for retirement with convenient payroll deductions, low fees, and access to financial education. It's a valuable tool for employers to attract and retain talent while offering tax-saving benefits.

The BCCA ERSP has grown significantly over the last several years. There are currently 333 active participants with a total asset of approximately \$8 million under the BCCA ERSP. This result truly shows the value of the

BCCA ERSP – we aggregate purchase power to reduce member fees, provide strong education and training to help members making important investment choices, and continue to make improvement to the offerings. More specifically, with respect to the purchasing power, because the large amount of asset under management, members pay lower fees which translates to higher investment return which can be a significant amount over time.

- Total asset of approximately \$8,005,000 under the BCCA ERSP.
- Total number of 333 active participants making contributions under the plan.
- 83% (276) participants are actively engaged in making investment decisions

STEP Skilled Trades
Employment Program

BCCA Skilled Trades Employment Program: Since 2006, BCCA's STEP has connected BC construction employers with job seekers pursuing apprenticeships, while promoting diversity and inclusion by helping underrepresented workers enter the skilled trades. STEP serves employers from locations all over the province, including the Lower Mainland/Fraser Valley, Vancouver Island, Prince George, Prince Rupert, Fort St. John, Kelowna, and Kamloops.

The STEP team works closely with trades training providers and other community partners to find motivated

new apprentices and introduce them to employer companies looking for the next generation of skilled tradespeople.

With coaching from STEP's Regional Employment Placement Specialists (REPS), program 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 apprenticeships. 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

552 Participants served	336 Still employed after 3 months
364 Placed into employment	8% Identified as 2SLGBTQIA+
15% Were women	5% Were recent immigrants
33% Were racialized persons	15% Were Indigenous people

Program to date
13,455
Total participants placed (April 2006 - March 2026)



**bc
ca** | **INTEGRATING
NEWCOMERS**
Join Canada's construction workforce.

BCCA Integrating Newcomers (IN): BCCA's IN is a pre and post-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. We are the only sector-specific pre and post-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, or after they have landed.

These job seekers have a high level of education, are approved 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 and post-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. We also offer support through relevant training opportunities and mentorship. The BCCA-IN team also supports Canadian employers from any construction-related industry, province, or territory, by connecting them directly to newcomers actively job hunting.

Fiscal year

458 New clients served	678 Total clients served
49 Clients matched with a Mentor	994 Training courses booked
75 Countries clients came from	3,147 Clients served since 2019

**Funded by:**
Immigration, Refugees and Citizenship Canada

**Financé par :**
Immigration, Réfugiés et Citoyenneté Canada

BUILDING BUILDERS

MENTORSHIP PROGRAM

BCCA's Building Builders -

A Mentorship Program for British Columbia's construction industry.

Through its Building Builders program, BCCA has created a framework to mentor and support talent across BC's construction industry.

Running through March 31, 2027, Building Builders has already provided hundreds of hours of mentorship, job shadowing opportunities, site visits, paid work experience, and skills training to individuals interested in or new to construction careers. The program equips mentees with the skills, experience, and industry connections needed to build successful and lasting careers in BC's construction sector.

The program's objectives include increasing participation from underrepresented groups including; youth, women, 2SLGBTQI+ individuals, racialized people, newcomers, and members of Indigenous communities, while also improving apprenticeship registration and completion rates among labourers entering the industry.

As the program reaches the milestone of 600 mentor-mentee matches, the impact is becoming increasingly clear. Building Builders is fostering meaningful professional relationships, helping mentees enter the industry with confidence, and supporting long-term retention within the provincial construction workforce.

Program to date:

1,075

Mentees enrolled

430

Mentors volunteering

596

Matches

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

Canada

LNG CANADA

The LNG Canada Trades Training Fund, administered by the BCCA, helps BC construction employers support their apprentices as they continue their training. This program can fund tuition, student fees, exam fees, and other expenses (textbooks/course supplies).

Program to date:

757

Employers

1,477

Tradespeople training

100%

Apprentices

Fiscal year

56

Participants served

44

Participants placed into employment

Program to date (November 2015 – March 2026):

775

Total participants served

549

Total participants placed



connect

The LNG Canada Connect program, administered by the BCCA, supports job seekers in the Terrace / Kitimat area, including members of nearby Indigenous communities, by connecting 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.



Honour the Work is a non-profit charity organization that provides books, equipment and lesson plans introducing skilled trades to elementary school students. The initiative provides hands-on construction learning kits to K–5 classrooms across BC to inspire the next generation of builders and trades professionals.

The BC Construction Association and our industry partners are collaborating to distribute Honour the Work into BC schools. BCCA is cultivating education partnerships while fundraising to donate kits directly into classrooms, with the goal to launch 1000 kits and fundraise \$550K to support early engagement with construction careers and grow our workforce. Fundraising launched in November 2025, and we have since launched 68 kits into BC schools, with \$50k+ in donations.

Program to date:

116

Kits funded

\$70,110

Raised

68

Kits deployed in BC classrooms



The Succession Planning Toolkit provides leaders of small and medium construction businesses with guidance as they plan to exit the industry. With 76% of small and medium construction business owners predicted to retire in the next 10 years, the Succession Planning Toolkit features an array of employee ownership models to support these expected transitions. Development of this tool included research findings from a University of Victoria MBA group and included industry engagement, member surveys, literature review, and financial modeling, that led to a clear outcome employee ownership can meaningfully strengthen organizational resilience, improve employee retention, and support sustainable succession.

Launched:

February 25, 2026

368

Times accessed



The BCCA Past Chair Legacy Fund, administered and managed by the BC Construction Association, will go towards funding eligible trades and professional construction career pathways for our industry's future leaders. The fund will provide up to \$2,500 per award recipient and will award up to four applicants each year, with one recipient chosen from the Lower Mainland, Vancouver Island, Northern, and Southern Interior regions of BC respectively. In its first fiscal year, two individuals were awarded from the fund.



OUR HISTORY AND COMMITMENT

The BCCA Employee Benefit Trust was established over 55 years ago with the goal of providing care for construction workers. As an organization responsible for the well-being of over 8,000 employees across 450 construction businesses, we have the necessary expertise to ensure our mission is fulfilled. All of our Trustees are active in the industry, so they are familiar with construction's dynamic challenges and opportunities.

We recognize the leadership and unwavering commitment of B.C.'s construction industry. Our success is a testament to the dedication of our members, who have advocated for health and wellness initiatives that benefit not only the industry but also the communities we serve. The ongoing support from the construction community ensures that the BCCA EBT remains a source of well-being for all employees contributing to the development of this province.

PLAN ENHANCEMENTS FOR 2025

Family Building Benefit: Provides financial support for fertility care or adoption. With a combined lifetime maximum of \$10,000 per family, eligible expenses include fertility treatments, diagnostic testing, cryopreservation, fertility drugs and adoption costs.

Gender Affirmation Benefit: Supports medically necessary transition-related care for members diagnosed with gender dysphoria or incongruence by a licensed physician or nurse practitioner. Lifetime maximum of \$25,000 per person.

Medical Care through Kii Health: An online service that gives members quick access to licensed doctors, nurses, and specialists from home, at no additional cost. Connect within minutes for prescriptions, referrals, and lab requisitions.

BEYOND THE BASICS: YOUR EXTENDED COVERAGE

- **Enhanced Out-of-Province Travel Coverage**
- **Employee and Family Assistance Program (FSEAP)**
- **Enhanced CI and AD&D coverage**
- **CAREpath Chronic Disease Management**
- **Kii Health Virtual Cognitive Behavioural Therapy**

These additional benefits aim to provide comprehensive support for our members' physical and mental well-being.

DATA FROM 2025 SURVEY

92%

Overall satisfaction

92%

Satisfied with the range of services and benefits provided

THE POWER TO RECRUIT, PROTECT AND RETAIN

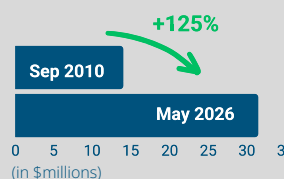
The BCCA EBT's strength comes from the collective support of our members. Together, we are creating a thriving community that prioritizes health and well-being, ensuring a stable benefits plan for everyone. Our efforts help companies retain valuable employees and maintain a productive, healthy workforce.

A LEGACY OF COMMUNITY AND CARE

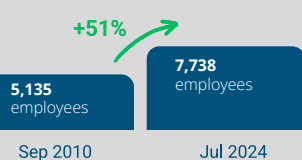
The BCCA Employee Benefit Trust has always been committed to supporting the well-being of those who help build B.C.'s infrastructure. Beyond just health benefits, we focus on offering a range of services that empower construction workers to succeed, whether it's through educational resources, financial planning support, or specialized care for unique work-related challenges.

Our dedication to fostering a healthier and more resilient workforce is driven by a deep understanding of the demands of the construction industry. We continually engage with our members to ensure we remain responsive to their needs, providing them with not only security but also the opportunity to build long-term stability in their personal and professional lives.

Contributions growth since September 2010



Employee growth since September 2010



BCCA Representation on EBT board

Nicole Bryant (NRCA)
Clifford Kshyk (SICA)
Debra Dotschkat (SICA)
Rory Kulmala (VICA)
Christy Kerr (VICA)

Rois Rizzo (VRCA)
Tim Doucette (VRCA)
Chris Atchison (BCCA)
Jeannine Martin (VRCA)
Sarah Walker (NRCA)

AFFILIATIONS



A PROVEN TRACK RECORD

Since its founding by the BC Construction Association and its partners in 1992, COCA has pursued a dual mandate: protecting the health and safety of construction workers while working alongside government and WorkSafeBC to achieve reasonable regulations and sustainable costs for the industry. The results of this sustained advocacy speak for themselves.

When COCA was established, the WorkSafeBC assessment rate for general construction stood at \$5.83 per \$100 of payroll. Today that rate has fallen to just 64 cents — the lowest ever recorded. Injury rates have seen an equally dramatic improvement, dropping from 7.3 per 100 workers to 3.0 in the most recent reporting period. COCA's early and accurate information-sharing during the COVID pandemic also contributed to only 325 construction claims out of a workforce of 250,000, against an all-industry total of over 18,000 claims.

\$5.83 → \$0.64

Assessment rate per \$100 payroll
(lowest ever recorded)

7.3 → 3.0

Injury rate per 100 workers

325 vs 18,000+

Construction vs. all-industry
COVID claims

REGULATORY ENVIRONMENT AND ADVOCACY

The regulatory landscape in 2026 presents significant challenges. Proposed legislative and regulatory change could add approximately \$2 billion to WorkSafeBC costs. These changes would broadly expand worker benefits, grant organized labour greater authority over workplace controls, and impose new responsibilities on employers without corresponding accountability for workers. COCA has been actively monitoring and resisting proposals it considers impractical or imbalanced, while continuing to support amendments that genuinely improve worker safety and are operationally workable.

KEY ISSUES UNDER ACTIVE REVIEW

Several specific regulatory issues are currently under active review:

- Proposed violence, bullying and harassment regulations that COCA considers overly complex
- Expansion of psychological and psychosocial injury definitions that make it difficult to distinguish work-related from non-work-related causes
- Chronic pain provisions with unclear diagnostic criteria
- Emergency planning requirements that have grown significantly in scope

COCA successfully pushed back on a first aid guideline draft that would have required attendants to administer opioid antidotes, citing serious safety risks to those workers — the provision was removed. Progress has also been made on persistent inspection inconsistencies in road building, which are being resolved in ongoing meetings with WorkSafeBC. The Minister's Crane Safety Table, struck in response to several high-profile crane fatalities, has been redirected to WorkSafeBC for broader public consultation, consistent with COCA's recommendation.

ENGAGEMENT AND NEXT STEPS

COCA remains fully engaged at all levels of the regulatory and political process. This includes active participation in pre-consultation and formal public consultations, regular meetings with Minister of Labour Jennifer Whiteside, quarterly meetings with WorkSafeBC Chair William Laird Cronk, and monthly meetings with WorkSafeBC President Anne Nasser. COCA continues to advocate for evidence-based, real-world solutions and urges BCCA members to submit letters to WorkSafeBC on issues of concern — partner correspondence is critically important to the collective advocacy effort.

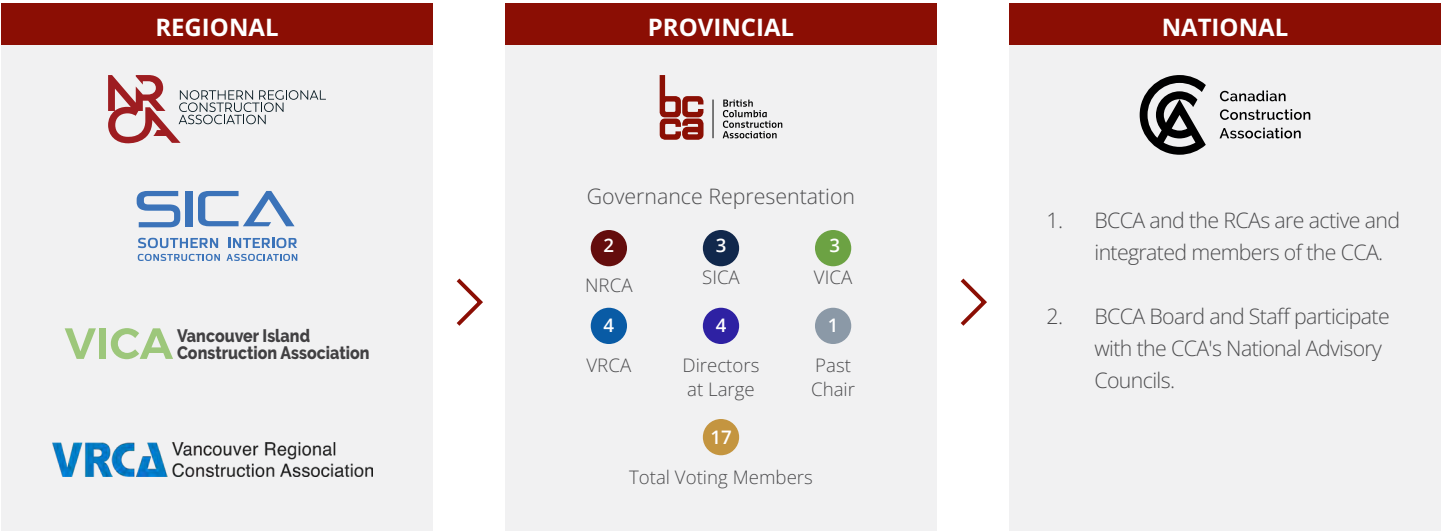
Members are encouraged to subscribe to COCA Update emails through cocabc.ca to stay current on emerging regulatory developments. Finally, I want to extend my sincere thanks to Grant McMillan, COCA's Strategic Lead, and Cheryl Hogg, COO, for their tremendous work and contributions throughout the year. Equal thanks go to the COCA council for its collective knowledge and guidance, to the BCCA staff for their invaluable support, and to all participating associations for their critical investment in this shared advocacy effort. None of this work would be possible without you.

Dr. (Dave) Baspaly, CMC, DBA, MA, BA

President, Council of Construction Associations (COCA)

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 with the ability to shape the future of our industry.



Regional Construction Associations

BCCA's partnership with British Columbia's 4 Regional Construction Associations (RCAs) is fundamental to our ability to represent and support the construction industry across the province. Together, we connect local knowledge with a strong provincial and national voice, ensuring regional priorities are understood and advanced.

Companies holding Industry-level membership with their RCA are also members of BCCA and the Canadian Construction Association (CCA). This connected membership model creates opportunities to share knowledge, identify common priorities, and work collectively on issues affecting our industry.

BCCA's Board is comprised exclusively of members of the RCAs. Their experience and perspective help ground our work in the realities of construction markets throughout British Columbia while providing leadership on broader industry issues.

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.

Throughout the year, BCCA hosts five Board meetings, providing an important forum for discussion about regional priorities, emerging issues, and opportunities for coordinated action. These conversations help shape BCCA's advocacy and programming and ensure regional perspectives inform our work provincially and nationally.

Our strength comes from combining distinct regional perspectives with a shared commitment to a strong construction industry. Maintaining those connections and speaking collectively where our interests align remains central to BCCA's work and the value we deliver across British Columbia.

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.

2025–2030

STRATEGIC PLAN

EXECUTIVE SUMMARY



British
Columbia
Construction
Association

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



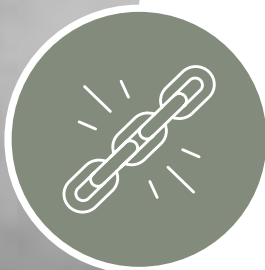
ADVOCATE FOR INTEGRITY

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.

BCCA Staff

Chris Atchison, President
 Lesley Patten, Chief Operations Officer
 Jackie Knutson, Chief Financial Officer
 Sue Connors, Chief Innovation Officer
 Jessica Bonney, Strategic Initiatives Manager

Accounting

Jackie Knutson, CFO
 Eric Metcalf
 Janessa Connaroe

Administration

Krystal Bertrand

Marketing & Communications

Tom Gogela, Director of Marketing & Communications
 Nicole Sobel
 Silvia Malova
 Joey Bulman

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
 Naomi Moran
 Jonas Romanillos
 Carol Yuan
 Maureen Ochagla
 Sang Yoon

BidCentral

Sue Connors, CIO
 Adam Addlestone
 Kerry Scott
 Jesse Connors

Builders Life TalentCentral

Sue Connors, CIO
 Adam Addlestone

Building Builders

Kelsey Botting, Program Manager
 Joy Magnell, Program Manager
 Cristal Sargent
 Stacey Roach
 Mindy Simmons
 Kyle White
 Sue Aitchison
 Rashmeet Parhar
 Rida Kazmi

LNG Canada Workforce Development Program - TTF

Bonnie-Lynne Ceriko

LNG Canada Connect Program

Steven Bernard

Skilled Trades Employment Program

Faith Dempster
 Joelle Mosey

Northern Region

Teresa German
 Shannon Bahm
 Cassidy Stuart

Southern Interior

Sarina Klein
 David Croteau
 Sharon Miller
 Susan Bitz
 Afra Nazeer
 Sheryl Straza

BCCA Board**Executive**

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

Directors

Mike Fawcett - NRCA	Richard Shipway - VRCA
Bianca Cooper - SICA	Morly Bishop - SICA
Mike Wallis - VRCA	Jessica Sidhu - VICA
Byron Tarby - VICA	Will Pauga - VRCA
Chris Lyons - VICA	Cassie Savage - NRCA
Adam Timler - VRCA	Rob Kline - SICA

Industry Practices Committee

Anthony Minniti, Chair	Adam Timler
Byron Tarby	Aaron Toews
Paul Gray	Lonnie Trelenberg
Walter Dool	Jessica Sidhu
Terry Brown,	Keith Pearce
Honourary lifetime member	Rory Kulmala
Phil Long,	Clifford Kshyk
Honourary lifetime member	Jeannine Martin
Mike Walz	Nicole Bryant
Tim Holmes	

BOBS Sub-Committee

Randy Noble, VICA, Houle Electric
 Brad Popoff, NRCA, Equity Plumbing
 Stacey Beattie, VRCA, Black and McDonald
 Max Mickelson, VICA, MGM Mechanical
 Cheryl Hartman, VICA, Thomis Electric
 Jamie Cook, VRCA, Mountain West
 Fehad Abdul, VRCA, MDE Electric
 Brennen Murphy, VRCA, CDC Construction
 Mark Wong, VICA/VRCA, Kinetic
 Terry Rendek, Interior, Rendek
 Stephen Chapman, NRCA, Progressive Ventures Construction Ltd
 Elizabeth Zhu, Owner, Fraser Health

RCA Chief Staff Officers

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



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



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