



BCIB

Building
Opportunity
Here



Respectful
Onsite
Initiative



Zoe, Rock Truck Driver on the Quartz Creek Project, part of the Trans-Canada Highway 1 Four-Laning Program.

**Building
Opportunity
Here**

BCIB Report
2022/23

Taking BC's workforce to new heights: Growing and diversifying BC's skilled trades workforce.

BC Infrastructure Benefits (BCIB) is the progressive employer on some of BC's largest infrastructure projects. We recruit, support, and help to retain a diverse and skilled construction trades workforce — paving the way to lasting careers and a stronger economy.

Our role is to supply skilled workers to these projects and help expand the province's labour pool. Through the Priority Hiring of underrepresented workers, BCIB opens doors for Indigenous peoples, people of colour, women, 2SLGBTQ+, people with disabilities, and locals. Through culture change training, we help keep people in the sector. Through training and apprenticeship partnerships, we help workers progress in their careers.

We work with contractors, unions, project owners, and training organizations to fill good-paying, career-building jobs, building a stronger economy for all British Columbians. BCIB is building opportunity here.



BUILDING OPPORTUNITY AND A HUMAN LEGACY

At BCIB, our job is helping British Columbians build their careers closer to home. The infrastructure projects our workers build are critical to our economy, and the human legacy of skilled trades workers is just as important to the future of our province.

Last year, we employed nearly 2000 workers. That makes us one of the province's largest and fastest growing construction employers. Our employees worked on eight projects last year, including breaking ground on the Cowichan District Hospital Replacement Project.

We made sure each of these projects included career-building opportunities for apprentices, trainees, locals, Indigenous workers and equity-seeking people first. This helps create benefits for workers, their families, communities, and helps develop the skills to build tomorrow's workforce.

Across projects, the number of women and Indigenous peoples was more than double the industry average. Our statistics and figures are impressive, but they only tell part of the story.

Our employees have told us, loud and clear, how inclusivity and diversity are important but are rarely backed with action on other sites they have worked. In today's tight labour market, jobsite culture matters to people considering a career in the skilled trades. That's why BCIB is working with its union partners and contractors to change culture and make construction workplaces a more welcoming, respectful, and safer place for women, Indigenous people and others.

This report collects some of the stories we have heard from contractors, partners, and our employees who are building their careers and a human legacy, here at home.



DAVID MILLER
Board Chair



IRENE KERR
CEO



DARREN, Rock Truck Driver, Chase Creek Road to Chase West Project

“I was a truck driver for 30 plus years. This is the first job I’ve had where I’ve been able to have breakfast in the morning and I’m home every night, not missing out on a bunch of stuff.

“[The Community Benefits Agreement] has definitely worked for me, because I probably wouldn’t have gotten hired on this project without being local. I wouldn’t have been hired because a company that was awarded the contract would have brought in their entire own workforce. They might have hired a few outside people, but I probably wouldn’t have even considered applying for it without the CBA opportunity. I’ve taken the opportunity and run with it — and I feel I’ve developed myself into a valuable employee.”

DARREN, Rock Truck Driver on part of the Trans-Canada Highway 1 Four-Laning Program.



Ironworkers on the Quartz Creek Project, part of the Trans-Canada Highway 1 Four-Laning Program

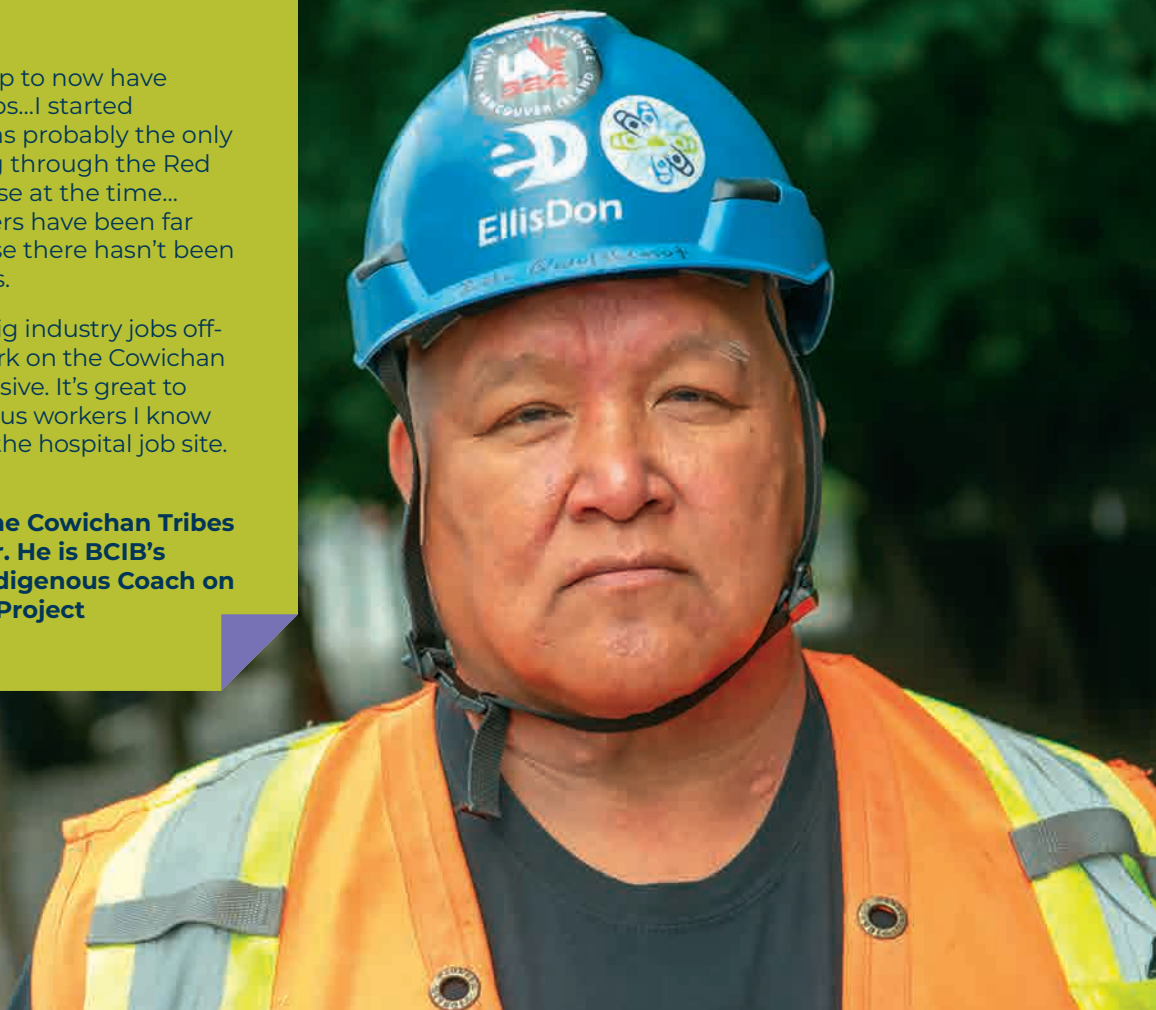
“As an association whose members support unionized construction workers, CLR [Construction Labour Relations Association of BC] shares the same goals as BCIB. Namely, attracting and retaining qualified workers, promoting opportunities for apprenticeship development, ensuring healthy and safe working environments, opening up the construction industry to greater diversity, equity and inclusion, and the overall promotion of growth in well-paying union projects and the workers and families they support. CBAs are a vehicle to bring those goals to bear on public infrastructure projects, and CLR is pleased to partner with BCIB in ensuring the success of projects under these agreements.”

**KEN MCCORMACK, President and CEO,
Construction Labour Relations Association of BC**

“Indigenous tradesmen up to now have mostly worked labour jobs...I started plumbing in 1990 and was probably the only Indigenous person going through the Red Seal Journeyman course at the time... Skilled Indigenous workers have been far and few between because there hasn't been a lot of opportunity for us.

“I've worked most of my big industry jobs off-reserve. The caliber of work on the Cowichan Hospital Project is impressive. It's great to see some of the Indigenous workers I know around here working on the hospital job site. It's really good.”

BUBBA, a member of the Cowichan Tribes and a Red Seal Plumber. He is BCIB's Cultural Advisor and Indigenous Coach on the Cowichan Hospital Project



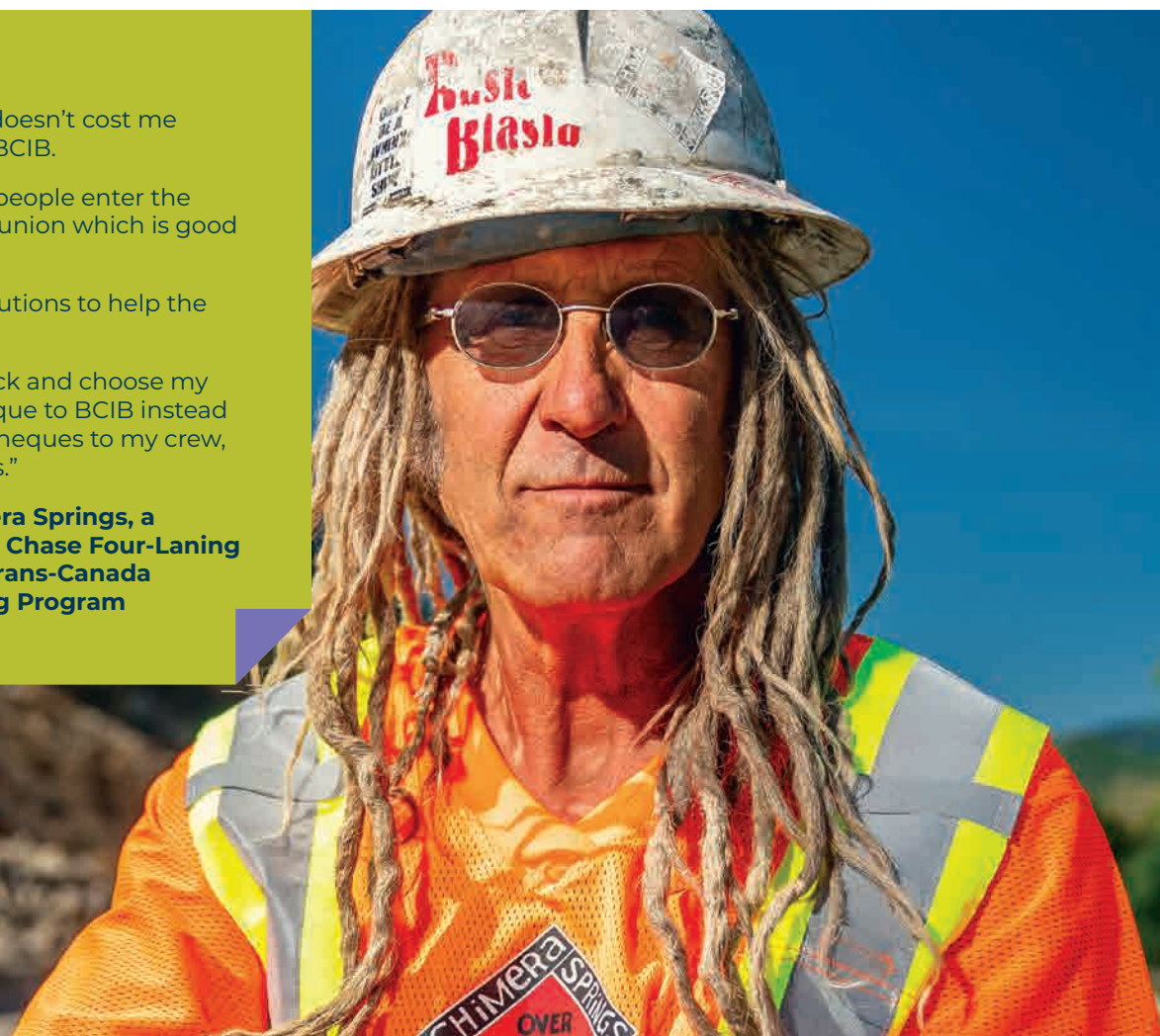
“As a sub-contractor, it doesn't cost me anything to work with BCIB.

“BCIB helps new tradespeople enter the workforce and join the union which is good for the workers.

“BCIB offers win-win solutions to help the project move forward.

“I can name hire; so, I pick and choose my crew. I pay one paycheque to BCIB instead of paying a dozen paycheques to my crew, so it's a smooth process.”

MIKE, owner of Chimera Springs, a sub-contractor on the Chase Four-Laning Projects, part of the Trans-Canada Highway 1 Four-Laning Program



“I’m closer to my colleagues on this project. They seem like family. I’ve been on this project for 2.5 years and I’m one of the longest standing employees. I want to see the job through.

“It’s different for me now because I’m planted in one job with one company. It’s starting to feel like a career and I never felt that before. Now with BCIB, I’m more comfortable and I’m more secure.”

ANDY, Rock Truck Driver on the Chase Creek Road to Chase West Project, part of the Trans-Canada Highway 1 Four-Laning Program and a member of the Adams Lake Band



“Joining the trades as a woman is a very good opportunity to obtain gainful employment. It will excite you, it will satisfy you and it will challenge you in ways that you never thought possible. To be happy in life all a person needs is three things: someone to love, something to do and something to look forward to. And our trade gives us all of that.

“I would be lying if I said it hasn’t been challenging at times. It has been. Over the last 20 years, people have tried to remove me from a project because they didn’t want a woman on their site.

“When I started working for BCIB on the Quartz Creek Project, for the first time in my career, I felt like I belonged. I felt like I didn’t have to prove myself. There was such a good group of individuals on the project. It helped rehabilitate me in so many different ways. And that was very, very good for me.”

BREEHA, Carpenter Journeyperson on the Quartz Creek Project, part of the Trans-Canada Highway 1 Four-Laning Program



KEY STATS AND FACTS¹



9.7%
OF GDP

BC's construction industry has more than doubled since 2001. It now accounts for almost 10% of BC's GDP and employs nearly a quarter of a million workers. The value of proposed construction projects in BC is \$221 billion dollars.²

BCIB APPLICANTS BY THE NUMBERS

APPROXIMATELY

84%

of skilled tradespeople on CBA projects benefit from Priority Hiring including locals, and members of underrepresented groups (Indigenous peoples, locals, women, 2SLGBTQ+ people, persons with disabilities, and youth).

APPROXIMATELY

71%

of applicants have existing skills in the trades.

1. Statistics are from Fiscal 2022/23

2. BC Construction Association statistics pack, Spring 2023

BCIB ONSITE NUMBERS

91% of BCIB Employees on CBA projects live in BC.

75% of workers are local hires (living within 100 km of the jobsite).

9% of BCIB Employees were women, and they worked 10% of the hours. The BC construction industry average for women on job sites is 4.5%.

15% of BCIB Employees were Indigenous tradespeople, working 14% of the hours. The BC construction industry average for Indigenous peoples on job sites is less than 5%.

100% of women on CBA projects get paid the same rate as equally qualified men. In BC, women in the trades earn about 20% less than men.³

3. p. 54, Building a Better BC: Social and Economic Impacts of the Community Benefits Agreement
https://www.buildingabetterbc.ca/documents/BuildingaBetterBC_CBA_Report.pdf

“Performing structural work on the Broadway Subway Project was an honor. I helped put in the first piece of a bridge on night shift. It was one of those special moments where I thought, ‘This is going to be something I will remember for the rest of my life.’

“Working with BCIB was great. I was put to work right away. I always had a pay stub three days before pay. It was excellent. There was definitely a lot of camaraderie on the BCIB worksite. It was very inclusive. I saw a lot of different groups of people there working together in unison.”

KYLE, formerly an Ironworker Apprentice on the Broadway Subway Project. He also contributed to the Pattullo Bridge Replacement Project. Kyle is now a Red Seal Ironworker Journeyman.



“Every day of work on the Quartz Creek Project is good. The people are friendly and I like all the hours and the pay is good and the contract is long. I started in October 2021 and am still working. I hope to stay with BCIB for many more years. Angela, [the BCIB Site Representative] is a really nice person. If I have problem, I go to Angela. For example, she helped me find a hotel room with a kitchen. She does a good job helping all people onsite.

“I want to see where BCIB can take me. People that join this project can expect the workplace environment to be very, very, very good.”

BARRE, Labourer on the Quartz Creek Project, part of the Trans-Canada Highway 1 Four-Laning Program



“I have worked at organizations that claim to support Indigenous people. I am happy to now work at BCIB, an organization that actually walks the path to reconciliation.”

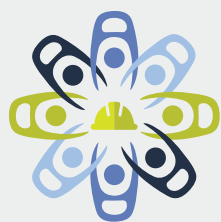
ROY WILLIAMS, Respectful Onsite Initiative and Indigenous Outreach Manager for BCIB



“I was mainly a stay-at-home mom until I came on to the Kicking Horse Project. I enjoy working close to home and being able to be around my family and you know, not have to be gone for so many days at a time. And I grew up here in Golden, so it's pretty exciting to see the difference in the highway and how it all comes together. Both my day shift and night shift crew all get along great. We work well and function well as a team and just have lots of fun.”

TRICIA, Red Circle Flagperson on the Kicking Horse Canyon, part of the Trans-Canada Highway 1, Four-Laning Project





Respectful Onsite Initiative

BCIB's Respectful Onsite Initiative (ROI) is a comprehensive approach to supporting workers. It is a commitment to building inclusive and respectful jobsites. It is key to recruiting and retaining a diverse workforce.

ROI is a suite of training programs including History Matters, BCIB's Indigenous Cultural Competency Training, and Justice, Equity, Diversity, and Inclusion (JEDI) training. ROI brings discussions about gender, race, sexism, and reconciliation to the jobsite. This training contributes to the Province's commitment to the *Declaration on the Rights of Indigenous Peoples Act*. With the support and participation of government, project owners and contractors, all employees participate in this training. ROI training is also offered to other organizations for a nominal fee.

Through education, we are building opportunity here, in BC, for workers and companies.

Opioid and addiction training

Opioid addiction and overdose hits construction harder than any other industry.

That's why BCIB provides its Employees with addiction and opioid awareness tools and training. A safer and more respectful industry includes mental health and addiction supports workers can use both on and off the job.



BCIB staff received Naloxone training from the Construction Industry Rehabilitation Plan (C.I.R.P)

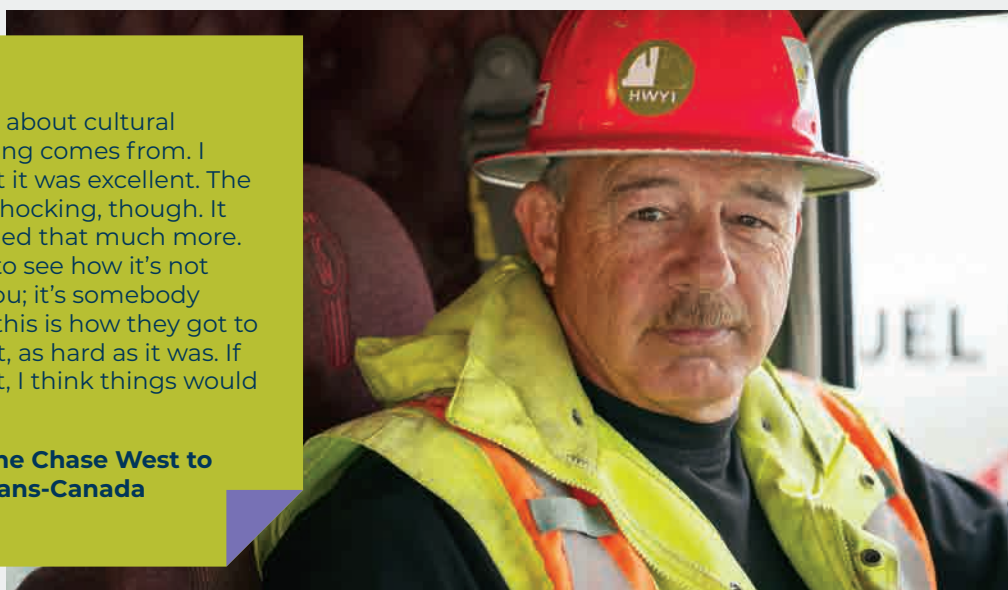


"I will admit, I was skeptical about the materials, the process, and the impact the presentations could have. Many companies do cultural and inclusivity awareness training as a quick add on. I was thankful for the opportunity to attend both the History Matters and JEDI training and be shown how purposeful, informative, and engaging the sessions are. The sessions and presenters truly are agents of change. If we are going to build an inclusive and welcoming workplace this training is a must."

TONI WILLIAMS, Respectful Onsite Initiative trainer for BCIB and a member of the Cowichan Tribes

"ROI training offered a space to learn about cultural issues and that's where understanding comes from. I really enjoyed the training. I thought it was excellent. The Indigenous history part was a little shocking, though. It was quite emotional. I'm glad I learned that much more. The training really opened my eyes to see how it's not somebody reading out attacks on you; it's somebody telling you that this is their life, and this is how they got to that point. It was nice to hear all that, as hard as it was. If more people would understand that, I think things would be a little easier."

BOB, End Dump Truck Driver on the Chase West to Chase Creek Bridge, part of the Trans-Canada Highway 1 Four-Laning Project



"We teamed up with BCIB and they have this amazing initiative called the Respectful Onsite Initiative. The training has been immensely powerful. So after running it through 50 of our people, the feedback has been amazing. It's really opened a lot of eyes to perspectives. Not everybody understands that people go through these things on a daily basis. So, to train them and to educate them is really powerful. So, we're going to continue with that. And I think if you guys have interest in learning more about that, don't come see me, but see BCIB. They definitely have a good thing going there."

CRYSTAL ALSETH, Director of Employee Engagement at Emil Anderson Construction

**Pattullo Bridge
Replacement Project**



Broadway Subway Project



BC Infrastructure Benefits Inc. is the employer for infrastructure projects under the Community Benefits Agreement (CBA).



**Cowichan District Hospital
Replacement Project**

Illecillewaet
HIGHWAY 1 FOUR-LANING PROGRAM
COMPLETED IN 2021



Quartz Creek Bridge
HIGHWAY 1 FOUR-LANING PROGRAM



Kicking Horse Canyon Phase 4
HIGHWAY 1 FOUR-LANING PROGRAM



Chase Four-Laning
HIGHWAY 1 FOUR-LANING PROGRAM



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