



BCIB

Building
Opportunity
Here 



Respectful
Onsite
Initiative



NICOLE, Journeyperson
on the Broadway Subway
Project

*Read Nicole's advice and
insights on the back cover.*

Building Opportunity Here: A Team B.C. Approach

BCIB Report
2024/25

BC Infrastructure Benefits is supplying local qualified workers to contractors, helping to build public infrastructure faster and with B.C. talent.

At the heart of BCIB's work is partnership with unions and contractors. Together we are developing an inclusive B.C. workforce to support the province's infrastructure goals.

Our partnerships with contractors and unions help individual workers progress in their journeys. This past year, we have focused on increasing apprenticeship and trainee opportunities across projects. BCIB prioritizes the hiring of locals, Indigenous people, women, and other qualified underrepresented workers.

We also encourage tradespeople to stay in the sector by fostering respectful jobsites through our Respectful Onsite Initiative training program. This training supports reconciliation and inclusion, maintaining B.C.'s values while strengthening the sector.

Working closely with contractors, unions, project owners, and training organizations, we are developing the workforce needed to deliver cost-effective, high-quality, generational investments faster—all while boosting local economies.

Together, we are building opportunity here.



BUILDING OPPORTUNITY HERE FOR BRITISH COLUMBIANS



I am proud to lead one of the largest construction employers in British Columbia, one that is accelerating public projects through labour supply certainty. Since 2019, BCIB has employed more than 5,000 skilled tradespeople across 14 major infrastructure projects, including a SkyTrain, a hospital, a post-secondary institute, highways, and bridges, with more on the way. BCIB is providing the workforce this province needs to build more projects faster and with B.C. talent.

BCIB is successful because of its collaborative approach. Working with contractors, unions, and project owners, we are building systems that contribute to equity and reconciliation, while making sure important projects get the workers they need. For example, our jobsites employ twice the number of Indigenous tradespeople as the provincial average. BCIB is proving that labour supply efficiency comes with, not at the expense of, progressive goals.

In the Fiscal Year 2024/25, almost 3,000 tradespeople worked across 11 projects; an impressive 96% of them were British Columbians and the rest call Canada home. BCIB's model means locals and people in this province get hired first. Our organization serves as a vital resource, consistently providing a qualified, diverse, and locally sourced workforce essential for constructing critical infrastructure in communities throughout the province. BCIB and its partners have been taking a Team B.C. approach all along.

BCIB was again named one of BC's Top Employers and one of Canada's Best Diversity Employers. For the first time, BCIB was recognized with a NexGen Builders Employer award, presented at the National Building Diversity Awards Summit in Toronto. These acknowledgments—earned by working with our partners—reaffirm that our shared efforts are working.

I hope you find the statistics and testimonials in this report inspiring. I am excited about what we can accomplish together in the coming year.

DAVID MILLER, BCIB Board Chair

BCIB is proud to have received the following awards:



BC's Top Employers



Canada's Top Diversity Employers



Diversity Award for Leadership in Inclusion, WorkBC Duncan



NexGen Builders Employer Award, 2025 National Building Diversity Awards



JUAN, ISAAC, and EDUARDO started as Cement Mason Apprentices on the Pattullo Bridge Replacement Project. All three have earned their Red Seal certification while working on the project.

“Earning my Red Seal certification through BCIB was incredibly important. I am now capable of working anywhere in Canada and it shows that I am a dedicated, qualified, and knowledgeable tradesperson. It’s essential for employers to support apprentices.”

ISAAC, Cement Mason Journeyman on the Pattullo Bridge Replacement Project

“BCIB provided consistent employment and job security. The supportive environment they fostered enabled me to enhance my skills. Their emphasis on inclusive hiring practices and apprenticeship pathways contributed significantly to my development. I felt valued, which helped me remain focused on achieving my Red Seal certification. I was able to take time off to attend school without concern about losing my job when I returned to the job site.”

EDUARDO, Cement Mason Journeyman on the Pattullo Bridge Replacement Project

“The BCIB model is the gold standard for delivering community benefits agreements in major infrastructure projects. Backed by government, driven by clear performance metrics, enforced through strong accountability, and built on deep collaboration with labour, industry, and communities, it ensures tangible, lasting progress in diversifying the skilled trades.”

**ROSEMARIE POWELL, Executive Director,
Toronto Community Benefits Network**



“TI Corp is delivering the Pattullo Bridge Replacement Project on behalf of the Province of B.C. and looks forward to continue working with BCIB as the project heads towards completion. BCIB is a vital component of delivering the project, providing a well-trained labour force and ensuring the inclusion of underrepresented groups. The new bridge will provide a key connection for communities on either side of the bridge and for the region as a whole.”

**WENDY ITAGAWA, Executive Project
Director, Transportation Investment
Corporation**



“BCIB has been amazing in terms of accommodations. They’ve worked with me to make sure my communication needs are met, from having visual signals for communication on the site to making sure I have interpreters when necessary. It’s a huge relief to work with a company that’s proactive in ensuring everyone can do their job without barriers. ... I was ready to go back to Alberta until I got hired by BCIB. Now, I’m ready to get a mortgage here.”

**BRENDAN, Métis Ironworker
Journeyman on Broadway
Subway Project who is Deaf**



“BCIT is honoured to partner with the Ministry of Post-Secondary Education and Future Skills, the Ministry of Infrastructure, and BCIB on the BCIT Trades and Technology Complex. Together, we are helping to build a skilled and resilient workforce for British Columbia – one that reflects the diversity of our communities and drives innovation. This initiative not only addresses critical workforce needs, but also delivers lasting environmental, social, and economic benefits. Through hands-on training, local procurement, and expanded opportunities for Indigenous youth and equity-deserving groups, we are shaping a stronger, more inclusive future for all.”

**DR. JEFF ZABUDSKY, President, British
Columbia Institute of Technology**





"I honestly love my job here. It's the most excited I have been since working in construction. I love carpentry. It's close to where I live. The pay is really good, and I like the people I am working with. I wake up every morning and I'm happy to go to work."

"I was never good at school growing up. It was not my thing, so I was worried that I would not be able to do well with the ACCESS program and the courses at BCIT since I did not graduate grade 12. But the four-week foundation program ACCESS placed me in before I started my carpentry courses really made a difference. It improved my math, my English, and gave me other skills. It made me more confident going into the six-month program at BCIT and it helped me finish at the top of my class."

RY, member of the Woodland Cree First Nation, Carpenter Journeyperson on the Broadway Subway Project, and an ACCESS graduate

To hear Ry's story in his own words, scan this QR code:



ACCESS offers training and employment services to urban Indigenous people. Learn more at **ACCESSfutures.com**

KEY STATS AND FACTS



B.C.'s construction industry accounts for more than 9% of B.C.'s GDP and employs nearly a quarter of a million workers. Current projects are valued at \$158 billion. The value of proposed construction projects in B.C. is \$173 billion.²

In F24/25, BCIB employed almost 3,000 qualified tradespeople throughout the province on 11 projects. These skilled workers earned \$250 million in wages and benefits. Throughout the year, BCIB's workforce continued to demonstrate that diversity in the trades is a strength.

90%

of BCIB tradespeople belonged to at least one priority category, including locals, Indigenous workers, and members of underrepresented groups (women, 2SLGBTQIA+ people, persons with disabilities, and youth).³

24%

of BCIB workers were trainees or apprentices, and 32% of them advanced one or more levels.

97%

of BCIB employees completed Respectful Onsite Initiative training.⁴

BCIB ON-SITE NUMBERS

96%

of BCIB tradespeople lived in British Columbia.³

86%

of workers were local hires, living within 100 kilometres of their jobsite.³

12%

of BCIB trades employees were Indigenous, working 11% of the hours.³

7%

of workers were women, and they worked 6% of the hours.³

100%

of women on CBA projects get paid the same rate as equally qualified men.

1. Statistics Canada: GDP at basic prices, by industry, provinces and territories, percentage share, 2025

2. BCCA Stats Pack – Spring 2025

3. BCIB Workforce Equity Statistics – Fiscal Year 24/25

4. 2024/25 Annual Service Plan Report

“Construction sites are proven to be more productive when there are women working on the site. I believe it’s because women have to work twice as hard. It can be very challenging to be a woman in construction, but it is also very rewarding. The BCIB working group has me feeling optimistic because it includes women from around the industry: unions, contractors, and BCIB. We need opportunities to bring people together if we’re going to tear down some of the barriers women face.”

**LISA FLESHER, Service Representative,
LiUNA Local 1611**



“I have never worked on the tools. So, without talking to women who do, I can only assume what the challenges are. That’s why the working group has been so encouraging. We’re talking about issues from ill-fitting PPE to harassment in the industry. It is important for women in the trades to have these conversations to see how we can help each other now and in the future.”

**SABRINA SANDBECK, Associate
Manager, Workforce Equity and
Development. Sabrina hosts Women
in Construction Working Group
meetings which bring together
contractors, unions, and BCIB.**



“

VCC's Centre for Clean Energy and Automotive Innovation is inspired by the design of the Coast Salish canoe—a reminder that we must paddle together towards a brighter, more sustainable future. Our construction project has already created new opportunities for apprentices and trainees, and it will soon welcome new students in automotive technology, clean energy, and design trades.

“As part of VCC's transformation, we are also exploring how we can reshape our apprenticeship training programs to offer more flexible, accessible pathways into the trades, as well as supporting the needs of the local community and the construction industry.”

IAN HUMPHREYS, VP, Administration & International Development, Vancouver Community College

“

I'm proud that I helped improve a part of Highway 1 in the Interior. Those projects are making families like mine safer. When I got hired by BCIB, we were living in Chase and I was worried that if I re-entered the construction industry after working in healthcare for ten years, I'd have to work away from home. But at BCIB, I got to work locally and be involved in my family's daily life. I like this work so much that when the Chase project ended, I moved my family to Vancouver Island to work on the Cowichan hospital. Now, I get to be a part of another project that will help families, mine included.”

DUNCAN TELFORD was a BCIB Site Representative on the Chase West project, part of the Highway 1 Four-Laning Program.

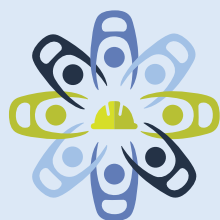
He is now an associate manager of workforce operations on the Cowichan District Hospital Replacement Project.



“

The tools BCIB is using to provide better local jobs in the construction industry are working. They're helping to counteract a toxic worksite culture that can be hostile to new workers who are women, Indigenous, or racialized. BCIB is helping construction workers land better paying, unionized jobs. And that's helping local economies.”

DR. JOHN CALVERT, Associate Professor (retired), Faculty of Health Sciences, SFU, in his independent research published by the Canadian Centre for Policy Alternatives.



Respectful Onsite Initiative

BCIB's Respectful Onsite Initiative (ROI) helps create safe and welcoming work environments, a key element to recruiting and retaining a diverse workforce. Proactively fostering a respectful work culture yields a high return on investment—one of the reasons we call the program ROI.

ROI includes *History Matters: Reconciliation in the Workplace* and *Justice, Equity, Diversity, and Inclusion (JEDI)* training. All employees participate in this training. ROI supports the Province's commitment to the Declaration on the Rights of Indigenous Peoples Act; participants listen to the experiences of Indigenous peoples in Canada from local First Nations' Knowledge Sharers. They practice recognizing and addressing various issues on the jobsite. This program is offered to other organizations and on other projects for a nominal fee.

In addition to the core ROI curriculum, workers on select projects take the Canadian Building Trades Unions' *Building It Green* program, as well as Naloxone training. Together, these programs bring discussions about reconciliation, gender, race, the environment, and recovery to the jobsite. Through education, we are contributing to respectful jobsites and reconciliation while building opportunity here in B.C. for workers and companies.

Naloxone Training

BCIB provides Naloxone training to many of its workers. Naloxone can help someone experiencing an overdose, and the conversations and training about how to use it help destigmatize substance use disorders, increasing the chances a worker will ask for help. If BCIB employees ask for support to find treatment, we can refer them to the Construction Industry Rehabilitation Plan (C.I.R.P), which offers counselling to people who use drugs and their families, among other supports.

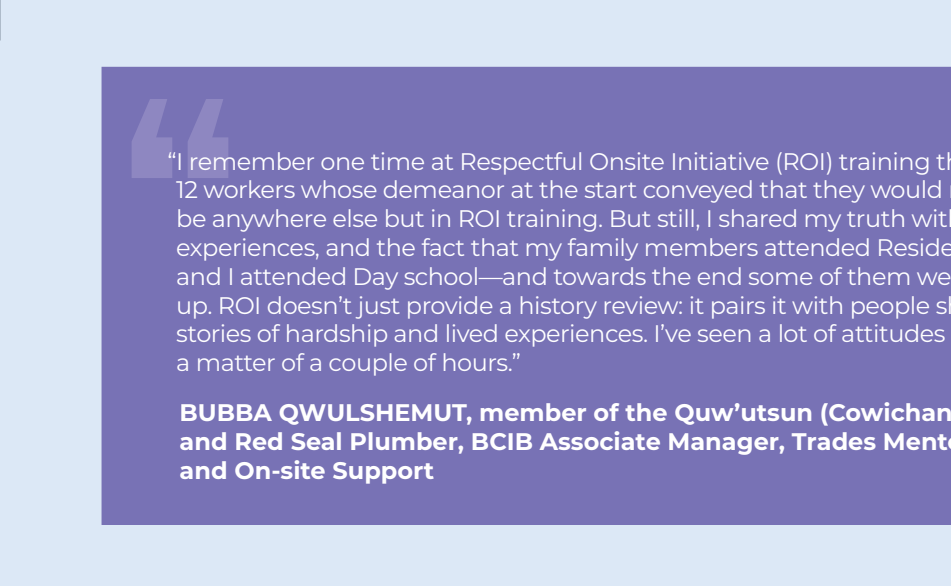
Additionally, BCIB has a drug and alcohol policy that includes supports for workers who voluntarily disclose substance use disorders. This help is in addition to supports offered by C.I.R.P.





“I just wanna say it out loud that I found this day to be one of the most meaningful experiences in my life. I am so honored to have had these stories and experiences shared with me. I can’t find the words to properly express just how amazing it is to see this taking place in the industry I work in. I have never been so proud to be a part of a project, and also a project in the community I live in. Thank you to all of the hosts of the day for having me.”

DEAN, Carpenter Journey person on the Cowichan District Hospital Replacement Project



“I remember one time at Respectful Onsite Initiative (ROI) training there were 12 workers whose demeanor at the start conveyed that they would much rather be anywhere else but in ROI training. But still, I shared my truth with them—my experiences, and the fact that my family members attended Residential school and I attended Day school—and towards the end some of them were tearing up. ROI doesn’t just provide a history review: it pairs it with people sharing stories of hardship and lived experiences. I’ve seen a lot of attitudes change in a matter of a couple of hours.”

BUBBA QWULSHEMUT, member of the Quw’utsun (Cowichan) Tribes and Red Seal Plumber, BCIB Associate Manager, Trades Mentorship and On-site Support



“The Respectful Onsite Initiative (ROI) is what my people and I call heart medicine, good medicine. When sharing my personal experiences and the history of the First peoples during ROI sessions, it is not rare to see people get emotional or even cry. People come to the realization that there is history on the land they work on, history that should never be repeated. Although we do not teach to shame, blame, or be victims, participants extend compassion and empathy that goes beyond the session because they realize that we never know what others are going through or have been through.”

ROSIE, ROI Knowledge Sharer and member of the səlilwətał (Tsleil-Waututh Nation)

**BC Institute of Technology (BCIT)
Trades and Technology Complex**



**Pattullo Bridge
Replacement Project**



**Broadway
Subway Project**



**Vancouver Community College
Centre for Clean Energy
and Automotive Innovation**



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



**Cowichan District Hospital
Replacement Project**

Salmon Arm West
HIGHWAY 1 FOUR-LANING PROGRAM



Selkirk
HIGHWAY 1 FOUR-LANING PROGRAM



Quartz Creek Bridge
HIGHWAY 1 FOUR-LANING PROGRAM
COMPLETE



Illecillewaet
HIGHWAY 1 FOUR-LANING PROGRAM
COMPLETE



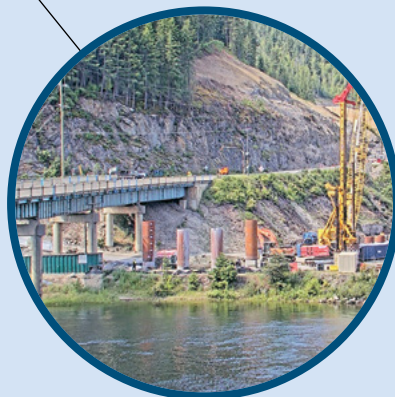
Kicking Horse Canyon Phase 4
HIGHWAY 1 FOUR-LANING PROGRAM
COMPLETE



Jumping Creek to MacDonald Snowshed
HIGHWAY 1 FOUR-LANING PROGRAM



Chase East
HIGHWAY 1 FOUR-LANING PROGRAM



R.W. Bruhn Bridge
HIGHWAY 1 FOUR-LANING PROGRAM



Chase West
HIGHWAY 1 FOUR-LANING PROGRAM
COMPLETE



Ford Road to Tappen Valley Road
HIGHWAY 1 FOUR-LANING PROGRAM



bcib.ca

“

My advice for women and members of the 2SLGBTQIA+ community is that once you find the work you like and find co-workers you mesh well with, they will help guide you. I feel like we're currently trying to pave a new road in the industry so it will be fairer and safer. But it takes companies like BCIB to help us and provide that extra hand to pave a new road.”

NICOLE, Carpenter Journey person on the Broadway Subway Project

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Canada's Top Diversity Employers



Diversity Award for Leadership in Inclusion, WorkBC Duncan



NexGen Builders Employer Award, 2025 National Building Diversity Awards