



**BCIB**

Building  
Opportunity  
Here




Respectful  
Onsite  
Initiative



# Building Opportunity Here for 5 Years

Sean, Ironworker  
Apprentice on  
the Pattullo Bridge  
Replacement Project

BCIB Report  
2023/24



For five years, BC Infrastructure Benefits (BCIB) has recruited, supported, and supplied a diverse and skilled construction trades workforce on projects throughout the province. This past year, BCIB was named one of Canada's Top Diversity Employers and one of BC's Top Employers.

At the heart of BCIB's work is partnership with unions and contractors. Together we facilitate the Priority Hiring of Indigenous people, women, locals, and other underrepresented workers. Also central to BCIB's work is the Respectful Onsite Initiative training program that embeds a culture of inclusiveness and respect in our corporate office and on jobsites. Our upskilling and mentorship programs, along with the apprenticeship partnerships we forge, help workers advance in their careers.

Working closely with contractors, unions, project owners, and training organizations, we are building opportunity here.

# FIVE YEARS OF BUILDING OPPORTUNITY HERE

BCIB's first skilled employee walked onto the Illecillewaet Brake Check Project in 2019. Over the past five years, we have employed about 4,000 tradespeople on 10 projects throughout the province. Along the way, we have built a team that has partnered with contractors and unions to make a difference for construction workers and the industry. We are building systems that contribute to equity and reconciliation, while helping construction companies find the workforce they need to create infrastructure throughout the province.

Last year, 91% of our skilled employees were British Columbians. Our employees worked almost 2.5 million craft hours, and 81% of those hours were worked by locals—people living within 100 kilometres of their project. With almost twice as many women and more than twice as many Indigenous workers as the provincial average, BCIB is fostering a more inclusive and equitable workforce.

We are proud that BCIB was again named one of BC's Top Employers and, this year, one of Canada's Best Diversity Employers. Our staff also won two Toronto Community Benefits Network Building Diversity awards, along with other awards for inclusion, leadership, and for being an outstanding employer. This recognition tells us that what we are doing with contractors and unions is working.

In this report, you will read accounts from our workers and partners that demonstrate how this new model is making a difference for British Columbians.

Thank you for your support over the past five years. We are excited to see what we can do together in the coming years.

**DAVID MILLER**, Board Chair





"I've been drawn to carpentry ever since high school. As soon as I was introduced to ACCESS [Aboriginal Community Career Employment Services Society], they opened doors for me, including funding for school and helping me boost my math skills before starting my trades program at BCIT. I graduated from the ACCESS program and BCIB employed me right away. Now I'm one of five ACCESS carpenter apprentices on the Pattullo Bridge Replacement Project. There is so much you can learn on a worksite that isn't possible to learn in a classroom. Neil, the foreperson, is a great guy and has helped me develop a lot of new skills. One day I'd like to own a shop and build furniture and cabinets."

**NATHAN, member of Ka:'yu:'k't'h'/ Che:k'tles7et'h First Nation, ACCESS graduate and First-Year Carpenter Apprentice on the Pattullo Bridge Replacement Project**

"Nathan is great. He's eager and asks a lot of questions which is ideal. This is a legacy project; it's the best possible job for a young person because the scope of work is very challenging and not your typical residential work. The form work and structures are cool. The hours and pay are good. He's going to learn the right way to complete a task and not the wrong way. I wish I had this opportunity when I was his age. It's important that tradespeople with decades of experience share their knowledge with the apprentices and trainees on the job because they're the next generation to build infrastructure and honestly, they make the workload more efficient. As a society, we haven't promoted the trades enough, so we need to share our knowledge with eager apprentices like Nathan."


**NEIL, Composite Crew General Foreperson on the Pattullo Bridge Replacement Project**



“Working alongside Kicking Horse Canyon Constructors GP (KHCC), BCIB made contributions to our diverse and progressive skilled trades workforce and workplace by helping create opportunities, promoting inclusivity, and driving productivity. During the project, BCIB introduced its Respectful Onsite Initiative training which had a positive impact on the worksite culture on the KHCC jobsite. Through the partnership with BCIB, the KHCC skilled trades workforce became a showcase project in British Columbia for its impressive representation of local workers, Indigenous peoples, women, and people with disabilities.”

**JOE GHERAN, Labour Relations Manager on the Kicking Horse Canyon Phase 4 Project**

**View of the Kicking Horse Canyon Phase 4 zone from Mount 7, including Frenchman’s Bridge, Lynx Viaduct, Bighorn Bridge, Sheep Bridge, the CPKC railway, and the Town of Golden.**



“I’m a woman in the trades and I know what challenges women in the trades face. BCIB removes some of the barriers that exist for women to help them make the trades their home.”

**MILA, BCIB Representative - Workforce Operations on the Kicking Horse Canyon Phase 4 Project**



“It means a lot to me to help my community members and our people by building the Cowichan District Hospital Replacement Project. It feels good to tell my daughter that I’m helping to build this project. I’m proud of my work and what I do. I’ve worked most of my career in Victoria since 2017 building the university, two twin towers and the fire hall as well as the Bear Mountain Project. I am proud to now be working with BCIB, and Island Health and Ellis Don to build this important project close to home.”

**TONY, member of Cowichan Tribes and a Carpenter Journeyman on the Cowichan District Hospital Replacement Project**



“I’m from Somalia and have been here in Canada for eight years. I work on the environmental labour crew. We make sure the site stays clean and that nothing gets into the river. I like that BCIB has a network of projects. I worked at the Broadway Subway Project before this. I like working with BCIB: they pay well, the health benefits are good and the behaviour of the BCIB people is good. It’s a nice place to work. I figure I’ll work on another BCIB project next.”

**ABDIKABIR, Construction Craft Worker (Environmental Crew) on the Pattullo Bridge Replacement Project**



“I made the decision to come to the Pattullo Bridge Replacement Project to work instead of retire in order to spend some time with my son. We don’t know our D-Day (death day) so I want to spend as much time with family as possible. As the kids get busy we spend less time together. I’m happy to see my son build a pension, too. If he does it right, he may not have to work as long as I have. You don’t want to work until you’re 80. We don’t commute together though; we spend enough time together.”

**WAYNE, Operator on the Pattullo Bridge Replacement Project**

“My brother works in the union and a position opened up and it was too good to pass up so I jumped on it. It’s been the best decision I’ve made. The business of the job is nice. The money is great. The benefits are great. The pension has probably been the best thing. My dad has been on me for years about a pension.”

**TYLER, Operator on the Pattullo Bridge Replacement Project**

# KEY STATS AND FACTS<sup>1</sup>



BC's construction industry has more than doubled since 2001. It now accounts for 10.3% of BC's GDP and employs nearly a quarter of a million workers. The value of proposed construction projects in BC is \$170 billion.<sup>1</sup>

## 86%

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

## 88%

of applicants have existing skills in the trades.<sup>3</sup> BCIB works to connect underskilled applicants to training opportunities.

## 91%

of BCIB employees have completed Respectful Onsite Initiative training.<sup>2</sup>

1. BC Construction Association statistics pack, Spring 2024

2. 2023/24 Annual Service Plan Report

3. CBA Workforce Equity Statistics - Fiscal Year 23/24



# BCIB ONSITE NUMBERS

**91%** of BCIB tradespeople live in BC.<sup>3</sup>

---

**78%** of workers are local hires (living within 100 kilometres of the jobsite).<sup>3</sup>

---

**8%** of BCIB employees were women, and they worked 7% of the hours.<sup>2</sup>

---

**14%** of BCIB employees were Indigenous tradespeople, working 13% of the hours.<sup>2</sup>

---

**100%** of women on CBA projects get paid the same rate as equally qualified men.

2. 2023/24 Annual Service Plan Report

3. CBA Workforce Equity Statistics - Fiscal Year 23/24



“This is one of my favourite jobs I’ve ever had. I get really excited every day going to work. I love my coworkers. I love the environment I work in. I love the job that I do.

“I first started at BCIB as a flagger. Learning on the job, I moved over into general labour and then to waterproofing.

“For women who are thinking about going into the trades, I would say, always put yourself out of your comfort zone.”

**ALEXIA, Waterproofing Foreperson on the Broadway Subway Project**

*Photo taken on October 11, 2023, prior to new safety regulations that require safety glasses to be on at all times*



“I like the flexibility of this work. I get as many hours as I want and then take time off when I need. You don’t get that type of flexibility in an office job.

“I worked on the Quartz Creek Bridge Project as part of the Trans-Canada Highway 1 Four-Laning Program. I was hired through BCIB’s Priority Hiring sequence as a Rehire. I love living close to Vancouver and working on this amazing piece of infrastructure”

**LINDSAY, Construction Craft Worker on the Pattullo Bridge Replacement Project**



“As an association dedicated to supporting unionized construction workers, CLR focuses on attracting and retaining skilled workers, promoting apprenticeship opportunities, ensuring safe work environments, and fostering diversity, equity, and inclusion within the industry. The CBA provides a pathway to achieve these objectives in public infrastructure projects, and CLR is focused on advocating for the success of this initiative for the benefit of our members and their families. Our partnership with BCIB plays a role in supporting these objectives.”

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

“All the BCIB Site Representatives have been great — Angela, Liz, Mila. They are really easy to work with and they have been really awesome”

**PETER COLLIER, Superintendent, Pennecon Limited, Prime Contractor on the Quartz Creek Bridge Project**

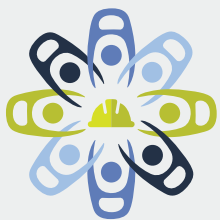


Peter with Angela, BCIB's Site Representative, on the new Quartz Creek Bridge.



“BCIB worked with us to get the project completed regardless of the challenges that came up. BCIB's Manager of Workforce Operations, Training and Systems in the Interior was a dedicated partner. As a team we were able to get through any challenges that arose with regards to the labour force.”

**Dan, Superintendent of Springline Construction, Prime Contractor on the Salmon Arm West Project**



## Respectful Onsite Initiative

BCIB's Respectful Onsite Initiative (ROI) helps create safe and welcoming work environments. It is a commitment to building inclusive and respectful jobsites and key to recruiting and retaining a diverse workforce.

ROI includes History Matters: Reconciliation in the Workplace and Justice, Equity, Diversity, and Inclusion (JEDI) training. Recently, BCIB has added the Canadian Building Trades Unions' Building It Green program.

ROI brings discussions about reconciliation, gender, race, and the environment to the jobsite. All employees participate in this training. ROI supports the Province's commitment to the *Declaration on the Rights of Indigenous Peoples Act*.

This training is also offered to other organizations for a nominal fee. In addition, the program develops clear and measurable strategies to support Indigenous employees' transition to work. Through education, we are contributing to respectful jobsites and reconciliation while building opportunity here, in BC, for workers and companies.

### Opioid and addiction training

Naloxone can help someone experiencing an overdose. BCIB provides Naloxone training and kits to many of its workers. Opioid and addiction training was first launched for trades employees on Lower Mainland projects, BCIB is expanding this training to other projects throughout the province.

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.

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





“I have worked in the construction industry for 18 years. Many people don’t realize that Indigenous Ironworkers have helped build many cities such as NYC, Toronto, and many parts of Quebec. When I got a job dispatch to work on the Broadway Subway Project, I wasn’t expecting to go through the ROI course. You can really see more people understand the struggles us Indigenous peoples have been through. I’m proud to be part of a healthy construction environment, something that has been lacking in many ways for decades.”

**PETER, BCIB Trades Mentorship & Site Support Specialist**

“I feel a sense of pride when I think about the ROI program. There are many 2SLGBTQIA+ folks who may steer clear of trades sites because of the preconceived negative connotations. We should all now know that through the ROI program, and in turn BCIB, someone has your back. The heartfelt warmth I felt from everyone at the Cowichan District Hospital Replacement Project is what construction definitely needs. This brings an enormous sense of relief and a rekindled joy to coming to work. We are all different and we are also skilled workers who are finally now being celebrated for both.”

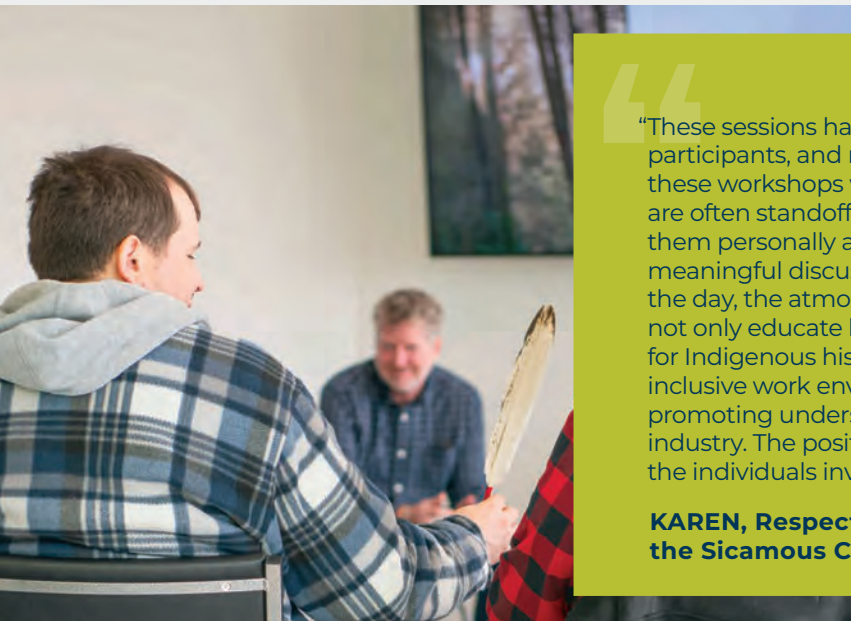
**SARA, Plumber and Pipefitter Journey person on the Cowichan District Hospital Replacement Project**

**Honourable Adrian Dix, Minister of Health, and Bubba Qwulshemut, BCIB Manager, Trades Mentorship & Site Support, onsite at the Cowichan District Hospital Replacement Project.**



“These sessions have proven to be transformative for many of the participants, and myself! Initially, many of the attendees approach these workshops with a sense of skepticism and defensiveness. They are often standoffish, uncertain about the relevance of such topics to them personally and their daily work. Through engaging content and meaningful discussions, the participants begin to open up. By the end of the day, the atmosphere in the room is markedly different. The workshops not only educate but also foster a deeper understanding and respect for Indigenous history and the importance of creating a respectful and inclusive work environment. This program provides invaluable tools in promoting understanding, respect, and unity within the construction industry. The positive changes they bring about are not just beneficial to the individuals involved but to the entire workplace environment.”

**KAREN, Respectful Onsite Initiative Trainer and Manager for the Sicamous Community Health Centre**



**Pattullo Bridge Replacement Project**



**VCC Centre for Clean Energy and Automotive Innovation Project**

**Broadway Subway Project**



**Cowichan District Hospital Replacement Project**

 **BCIB** Building Opportunity Here   
BC Infrastructure Benefits

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

**Illecillewaet**  
HIGHWAY 1 FOUR-LANING PROGRAM  
COMPLETED IN 2021



**Salmon Arm West**  
HIGHWAY 1 FOUR-LANING PROGRAM



**Quartz Creek Bridge**  
HIGHWAY 1 FOUR-LANING PROGRAM



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



**Jumping Creek to  
MacDonald Snowshed**  
HIGHWAY 1  
FOUR-LANING PROGRAM



**Chase Four-Laning**  
HIGHWAY 1 FOUR-LANING PROGRAM

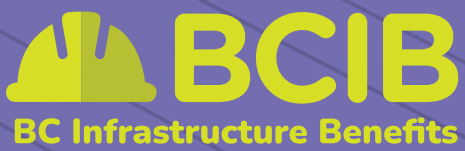


**Ford Road to Tappen Valley Road**  
HIGHWAY 1 FOUR-LANING PROGRAM





**BCIB Board Chair, board members, operations and Indigenous relations leadership, union leadership, and project contractor leadership at BCIB's 5th Anniversary celebration.**



[bcib.ca](http://bcib.ca)

