



Annual Training and Apprenticeship Report

2018

Message from the President



When you're a life-long Dallas Cowboys fan like I am, it's hard not to revere their longtime, Hall of Fame coach Tom Landry. Landry was a passionate believer in preparation and training as a means to winning. "The quality of a man's life is in direct proportion to his commitment to excellence," he wrote in his autobiography. "If you are prepared, you will be confident, and will do the job."

In 2017, nearly 5,000 people trained or apprenticed with ICBA. These are men and women who were committed to furthering their careers by strengthening their skillsets and building their knowledge. Whether longtime workers in the industry or fresh-faced apprentices, they want to be better prepared so they can do the vital job of building B.C. ICBA's unique mix of professional development and apprenticeship programs help them do just that.

We are proud of the fact that ICBA is the single-largest sponsor of construction apprentices in British Columbia. As you can see in this Training and Apprenticeship Annual Report, ICBA is committed to building the future of B.C. by providing courses and programs that evolve as the construction industry evolves.

Every day, nearly a quarter million British Columbians go to work in construction. They contribute almost 10 per cent to the provincial economy. ICBA is proud to stand with these men and women, advocating on their behalf, helping build their skills, and making sure they come home safe every night.

As coach Landry would say, we are committed to seeing them excel through preparation.

A handwritten signature in black ink, appearing to read "Chris Gardner".

Chris Gardner
President, ICBA

About ICBA

For more than 40 years, the Independent Contractors and Businesses Association (ICBA) has been the voice of B.C.'s construction industry. Today, ICBA represents more than 2,000 members and clients, is one of the leading third-party providers of group health and retirement benefits in B.C., and is the single largest sponsor of apprentices in the province.

When you become a member of ICBA, you join an organization that wants you and your business to succeed. We offer a line of services that help businesses grow, including apprenticeship support, management training, skills development, health and retirement plans, wage and benefit surveys, and affinity programs.

We are a strong voice for the industry, and our expertise is regularly sought after by both government and the private sector. We advocate on behalf of free enterprise and the construction industry of B.C., promote responsible resource development, and are an influential voice for advocating for a strong and vibrant construction sector. www.icba.ca



ICBA 2017 Training By The Numbers

3,346

People Trained by ICBA's Professional Development Department

1,173

Apprentices sponsored by ICBA

17

Industry agencies, boards and committees ICBA staff served on

11

New ICBA professional development courses developed and launched in 2017

24

Apprenticeship trades sponsored by ICBA

Electrician

Plumber

Glazier

Top 5 ICBA Construction Apprentice Trades

Carpenter

Refrigeration and Air Conditioning Mechanic

Rachel Pattenden

*Automotive Glass Technician Apprentice,
Insta Glass Chilliwack*



Working in a male dominant trade, I find it important to show that women are just as capable and can provide the trades with many valuable assets. Just because we are feminine doesn't mean we can't do hard work! Because Insta Glass values apprenticeship so much, I gained the necessary skills to do the job as well as other life skills. I am glad to have this opportunity because everyday it provides me with different challenges.

The ICBA Training Team



Dr. Lindsay Langill

VP-Strategic Initiatives and Workforce Development

Dr. Langill joined ICBA after eight years as professor and dean of the School of Trades and Technology at Thompson Rivers University in Kamloops. He has a long history in the trades, including work as the Senior Director of Program Standards for the Industry Training Authority, a secondary school apprenticeship coordinator for the B.C. Ministry of Education, and several university and secondary school teaching roles. He holds three red seal trade certifications.



Sabine Just

Director of Training

Sabine Just, M.A., heads ICBA's apprenticeship and professional development programs. Since joining ICBA in 2011, she has built and grown the association's program to be one of the most successful in Western Canada. Previously, she worked for the Association of Professional Engineers and Geoscientists of BC and EF Education.



Ally Bodnar

Senior Training & Apprenticeship Coordinator

Ally Bodnar graduated from Vancouver Community College's Administrative Program in 2012. Ally started with ICBA shortly after graduation in the role of administration but quickly climbed the ranks to her current role.



Kerry Vital

Project Coordinator

Kerry Vital coordinates and manages special projects for ICBA's training department. She started her career as a newspaper and magazine reporter, and worked in the communications field before joining ICBA in 2015. She holds an honours Bachelor's degree in journalism with a minor in criminology, and when not at work is usually found running on one of the local paths.



Desiree McGee

Training and Apprenticeship Coordinator

Desiree, who joined the ICBA team in 2017, graduated from Douglas College with honours from the Administrative Assistant program. Several members of her family work in construction, giving her a good background knowledge in the trades.

Agencies, Boards, and Commissions ICBA Staff Serve On

ICBA staff serve on a number of industry committees and boards, including:

- Skills Canada - B.C.
- B.C. Common Ground Alliance
- BuildForce Canada
- Business Council of B.C. (BCBC) Board of Governors
- BCBC Employee Relations Committee
- BCBC Energy and Climate Change Committee
- BCBC Business Caucus
- Coalition of B.C. Businesses
- Industry Training Authority
- Council of Construction Associations
- Aboriginal Works Project Steering Committee
- Asia-Pacific Gateway Skills Table
- Metro Vancouver Aboriginal Executive Council Education Advisory Group
- City of Prince George Select Advisory Committee on Economic Development
- Employers' Forum on WorkSafe
- Women in Construction Trades Steering Committee
- Ministry of Environment Energy Step Code Council

ICBA Sets Record for Number of People Trained

In 2017, ICBA trained 3,346 workers by offering 268 professional development classes in cities and job sites across B.C. and the Yukon. Our courses are recognized by various accrediting bodies, and ICBA customizes and delivers top-notch training for our companies. icba.ca/courses



3,346
Trained



268
Courses

ICBA's Top 10 Most Popular Courses in 2017



Take more courses that pertain to your industry, whether it's estimating, project management, or safety. You never know when these courses will take your career in a different direction. Education makes you more employable, and creates different opportunities for you.

Charles Baverstock
Stonebridge Operations Inc.

Our Apprentices

ICBA has apprentices pursuing certifications in nearly two dozen different trades:

- Automotive Glass Technician
- Bricklayer (Mason)
- Carpenter
- Electrician (Construction)
- Gasfitter (Class A)
- Gasfitter (Class B)
- Glazier
- Heavy Duty Equipment Technician
- Insulator (Heat and Frost)
- Ironworker
- Lather (Interior Systems Mechanic)
- Machinist
- Metal Fabricator (Fitter)
- Mobile Crane Operator
- Mobile Crane Operator
- Painter and Decorator
- Petroleum Equipment Installer
- Plumber
- Refrigeration and Air Conditioning Mechanic
- Security Systems Technician
- Sheet Metal Worker
- Sprinkler System Installer
- Steamfitter/Pipefitter
- Welder (Level B)



Nathan Bogusz

Carpenter Apprentice, Beedie



The role of carpenter with Beedie caught my eye in the spring of 2014 – little did I know the opportunity would kick-start my career. As a carpenter apprentice, I like the fact that each day is different; it's a nice change of pace. By working on large-scale industrial developments where you conform to plans, specifications and local building codes, you're involved in every facet of the build.

The work environment is both supportive and rewarding as you get to work alongside great individuals who are highly trained, safety conscious and fun to work with. I also like the fact that Beedie encourages continuing education and career development. Their support has been instrumental as I pursue my Red Seal designation.

Jacob Bros Wins 2017 ICBA Safety Innovation Award

For many years, ICBA has, in partnership with WorkSafeBC, annually recognized one of its members with the Award for Construction Workplace Health and Safety Innovation.

The Award acknowledges individuals and companies for excellence in the prevention of workplace incidents, injuries and illnesses. It recognizes the employee or team of employees who come up with an innovative program, policy, tool or project that demonstrates an innovation in the area of health and safety on the job site. For everyone working in construction, there is nothing more important than ensuring that at the end of each work day, everyone goes home to their families and friends safe.

In November 2017, the Award was presented to Jacob Bros Construction's YVR Runway End Safety Area 26 Left crew.



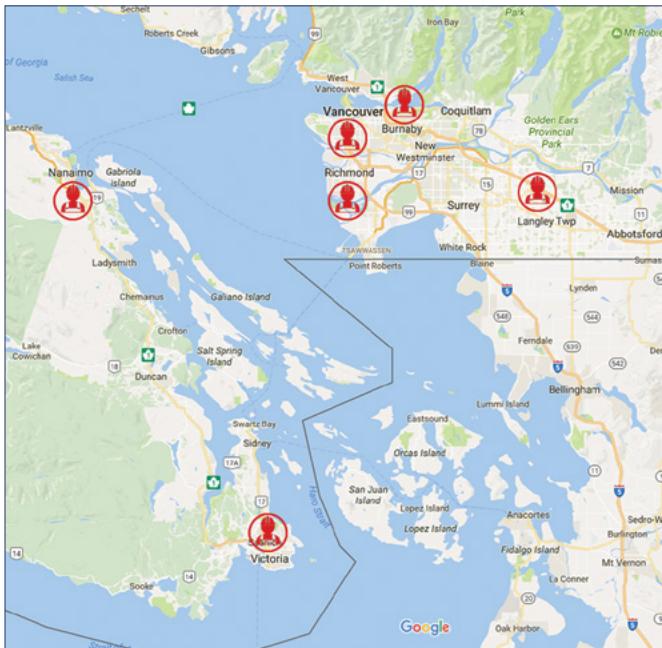
The Jacob Bros' team developed, improved and modified a six-metre long Concrete Vibratory Knife, which allowed YVR Airport to safely use their busiest runway every day. Conventional methods, such as crack inducers, create a lot of noise and generate high levels of dust, exposure to which over the long-term can lead to significant health issues.

In 2018, the Award will be renamed the Gord Stewart Award for Construction Workplace Health and Safety Innovation. For 18 years, Gord was a pivotal leader at ICBA, building and growing the organization, including our training department and insurance business.

All Over B.C.

Locations of ICBA Courses in 2017:

- Burnaby
- Langley
- Terrace
- Fort St John
- Nanaimo
- Victoria
- Kamloops
- Prince George
- Whitehorse
- Kelowna
- Vancouver
- Surrey



Supporting The Next Generation

Universities and colleges which received endowment funding through the Open Shop Construction Industry Educational Investment Trust Fund:

- British Columbia Institute of Technology, Burnaby
- Camosun College, Victoria
- College of New Caledonia, Prince George
- College of the Rockies, Cranbrook
- Kwantlen Polytechnic University, Surrey
- Northern Lights College, Dawson Creek
- Northwest Community College, Terrace
- North Island College, Courtenay
- Okanagan College, Kelowna
- Selkirk College, Castlegar
- Thompson Rivers University, Kamloops
- University of the Fraser Valley, Abbotsford
- Vancouver Community College, Vancouver
- Vancouver Island University, Nanaimo

Great Training Makes Great Careers



Independent Contractors and Businesses Association

Metrotower III
#700 – 4730 Kingsway
Burnaby, B.C. V5H 0C6

Tel 604.298.7795
icba.ca/training