

## BCIB Trade Profiles

British Columbia Infrastructure Benefits (BCIB) is a progressive construction employer. We create career opportunities for underrepresented workers and employ the skilled trades on projects under the province's Community Benefits Agreement (CBA).

The CBA is BC's first union collective agreement that provides priority hiring for workers who are underrepresented in the skilled trades. That means Indigenous people, women, locals and others can get hired first on some of the province's biggest projects.

The CBA maximizes apprenticeship opportunities so workers can progress in their careers.

The CBA also creates respectful and welcoming worksites so everyone feels safe on the job.

Any qualified British Columbian can work on a CBA project whether they are a member of a union or not.

### ***Applying to BCIB***

We don't use traditional job applications at BCIB. When you apply with BCIB you will create a profile with us. We will match your profile to job openings on our network of CBA projects.

If you have several skills, list them all. You might be eligible for job openings on several CBA projects near where you live.

We use Trade Profiles to describe the types of trades we expect to hire on a project. These are based on forecasts from contractors. Trade Profiles do not always include specific duties. We know what kinds of jobs will be required on a project, but we don't always know the number of positions or the certifications required. Contractors and subcontractors let BCIB know these details closer to the start of work, but we want workers to get prepared and register with BCIB well ahead of being needed on site.

If there isn't an opening now, another could come up shortly. Creating and updating your BCIB profile means you can be assessed for all incoming positions. You don't have to be a member of a union to apply; we'll show you how to connect with your relevant union when you start on a project.

To apply for work opportunities with BCIB, start by creating an online profile. Go to [www.bcib.ca](http://www.bcib.ca) and click "Apply Now." If you've already created a profile, hit "Already applied?" If you have any trouble accessing your profile, please email [workforce@bcib.ca](mailto:workforce@bcib.ca) so we can help.

## **Trade Profile: Labourer**

BCIB is recruiting for Labourers and Apprentices.

Labourers and Apprentices may be required on the Kicking Horse Canyon Phase Four Project in the next three months.

### **Labourer Trade Profile Overview:**

As described by the ITA, labourers perform physical tasks such as assembling and disassembling temporary structures, installing and removing concrete forms, mixing, pouring and spreading materials such as concrete and asphalt, digging trenches, compacting earth, cleaning, removing debris, loading and unloading materials, reading and following construction plans and blueprints and assisting skilled craftspeople with their duties. The job of a labourer varies from day to day. They perform a variety of duties involving tool use, lifting, carrying, and managing equipment and machinery to provide support and aid to the skilled craftspeople on-site.

Positions which may be available include Driller/ Driller helper, First Aid Attendant, Flag person, High scaler, Pipelayer, Powder person, Raker person, Shotcrete nozzle person and Forepersons.

#### **Working Conditions:**

- You must be able work extended shift hours, in all weather conditions.
- Expect noisy and dusty environments on all types of terrain.
- Personal Protective Equipment will be required (e.g. steel-toed safety boots, safety glasses/goggles, etc.).
- Experience working in a busy job environment will be considered an asset.

#### **Qualifications and Certifications that are considered an Asset:**

- Site Ready BC, CSTS-09, or RSTS (Link for Site Ready BC to be provided by BCIB)
- Relevant certifications (e.g. TCP, Working from Heights, Fall Protection, Confined Space, etc.)
- Have an understanding of and the ability to follow safe work procedures

#### **Skills Development:**

BCIB works with various support organizations to bridge skills gaps among workers with different level of experience. If there are skilled trades training opportunities, BCIB will reach out to connect you.

*\*This Trade Profile is subject to change due to project needs, contractor requirements and other general updates to work timelines and scope.*