

Building BC's Skilled Worker Legacy

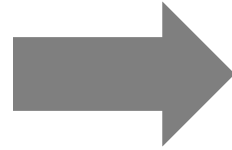
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Introduction

- BCIB is the Crown corporation formed to operationalize the Community Benefits Agreement (CBA)
- The objective of the CBA is to provide benefits to the communities where projects are being delivered, to address BC's skilled trades shortage and to “develop and maintain a skilled workforce.”

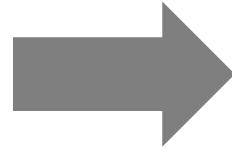
Community Benefits Agreement (CBA)

Project Stability Agreement



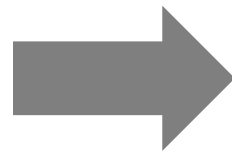
- Good paying jobs
- Access to skilled, diverse workforce
- Aligned and transparent wages
- Labour stability with no strike or lock-out

Priority Hiring



- Women, Indigenous people, Local workers
- Other traditionally underrepresented groups
- Investing in the future and building on community skills

Mobilize and Grow Skills for the Region



- Increased participation of apprentices
- Network of project experience
- Partnerships with unions to enhance skills, training, and apprenticeships

WIIFM?

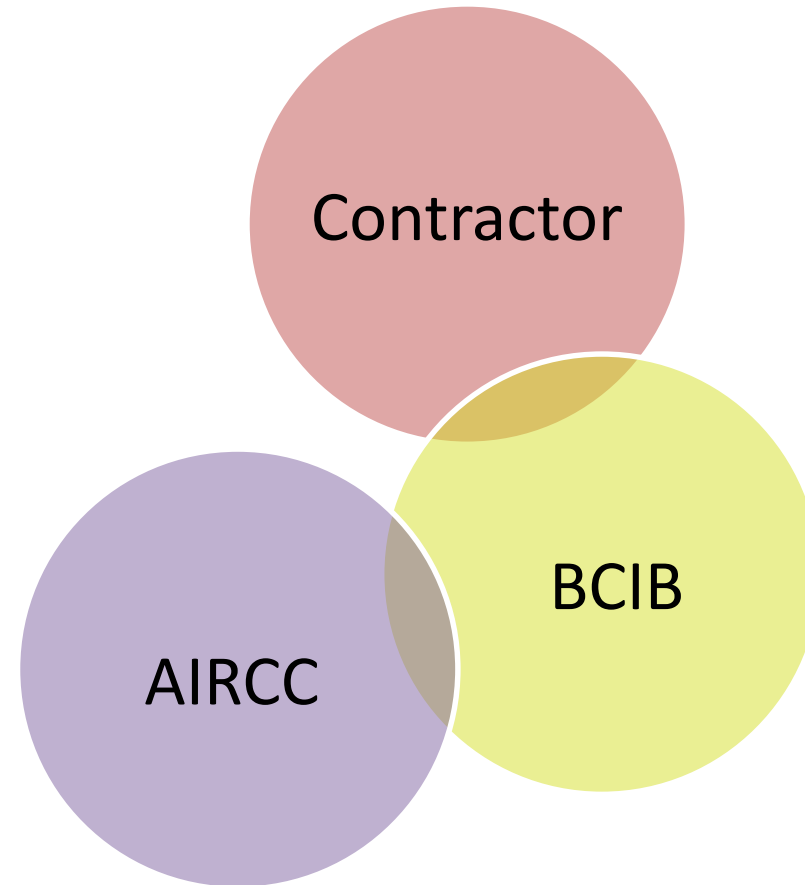
Building a skilled diverse workforce for now and into the future

Value for communities...

Value for business

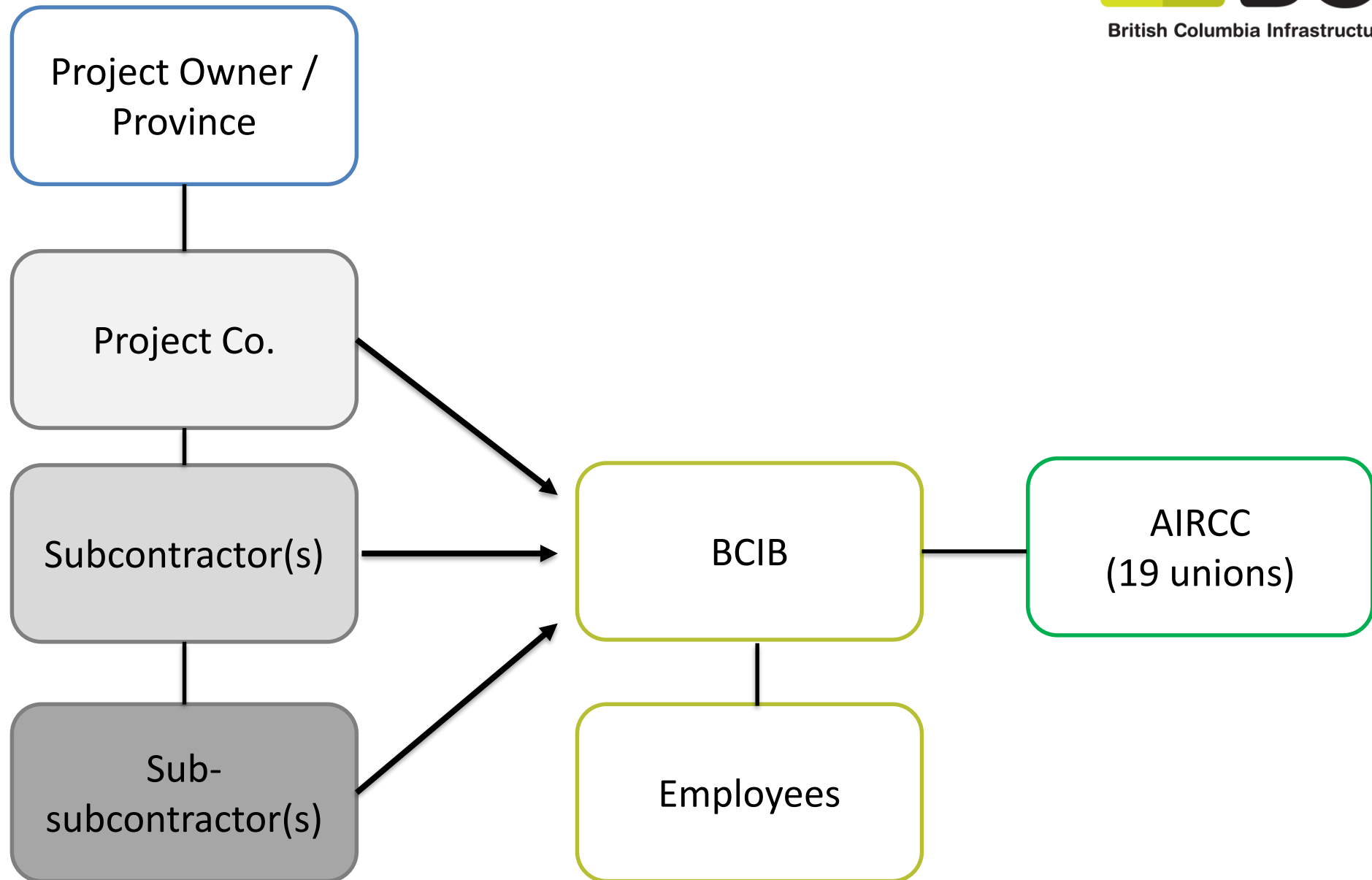
A Community Benefits Agreement
between
BC Infrastructure Benefits Inc.
and
Allied Infrastructure and Related
Construction Council of British
Columbia

Partnership



- BCIB will have a full-time on-site presence to support employees, the contractor, and the AIRCC

Contractual relationships



Who does what

Responsibilities

BCIB	Contractor / Subcontractor
Provide qualified workforce	Provide workforce requirements and employee requests
Sourcing, hiring and onboarding employees	Day-to-day direction, supervision and control of workers, and the performance of the work
Manage and process payroll	Prepare, approve and submit timesheets to BCIB
Baseline safety training (CSTS-09)	Site/work specific safety
Leads HR and discipline	WCB claims management and rating
Leads grievance process	Participates / is involved in all grievance stages

Safety

Responsibilities

BCIB	Prime Contractor
Ensure workers have baseline safety training	Site specific training
Supervisor training	Specialized training for identified hazards / jobs
Safety System Assessments	WCB Claims
Mentoring	

Employee management

- Contractor has day-to-day control over the workforce
- Contractor can issue warnings and order workers off the site
- BCIB performs supporting HR functions

Payroll

- BCIB manages all payroll and makes all remittances
- Contractor/subcontractor responsible for preparing and approving timesheets, and providing to BCIB
- BCIB issues a bi-weekly payroll invoice to contractors and subcontractors - payment is due within 5 business days of invoice
- No overhead or markup for contractors

Workforce supply timeline

Procurement

Pre-job

Construction

Procurement phase



Interim Workforce Requirements
Submission (Forecast)

Procurement

Pre-job phase

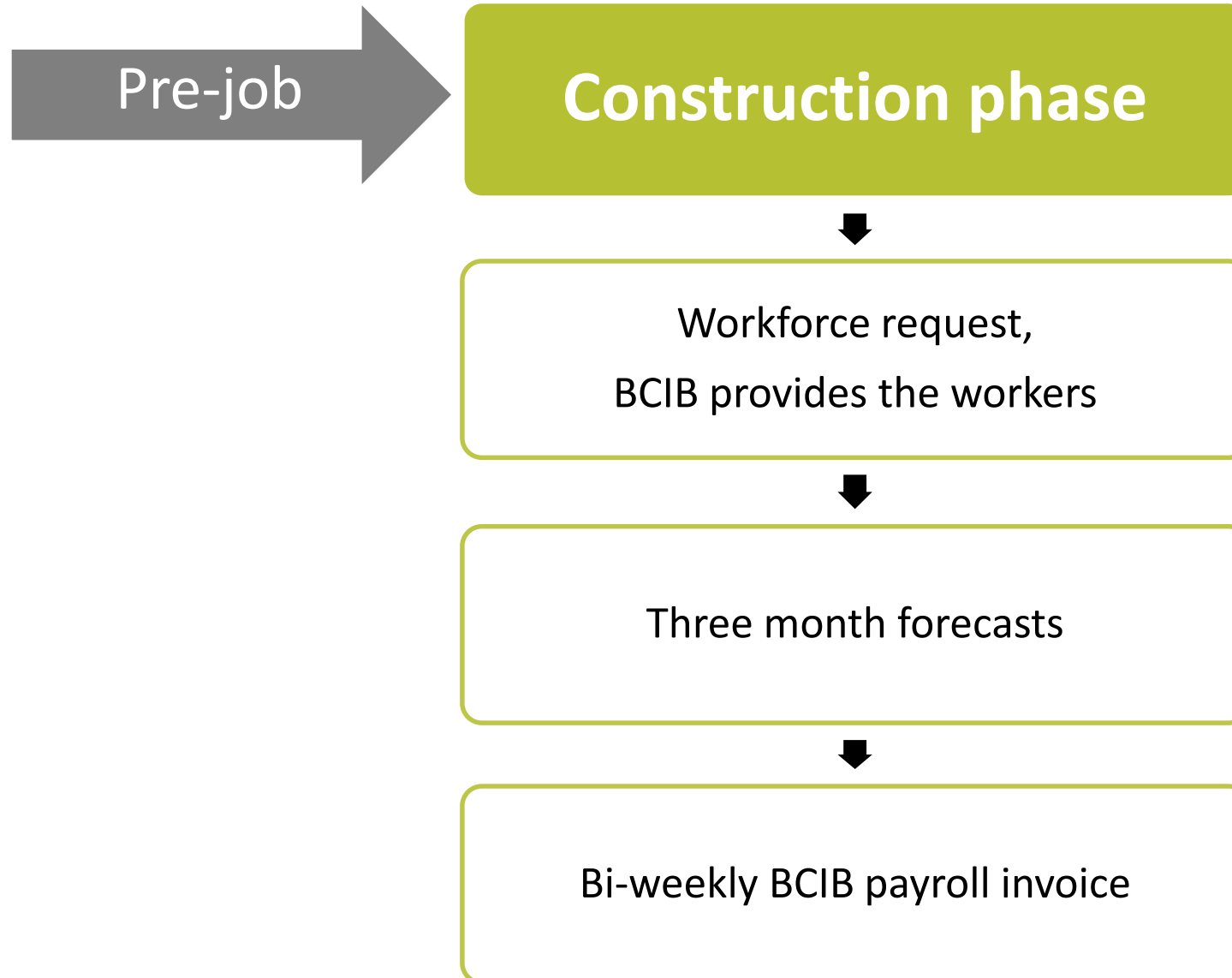
Construction

Enter into BCA / BSA

Six month forecast

- Submitted once

Pre-job conference



Hiring and Dispatch

- The hiring and dispatch draws from three different sources:
 - Name Hires
 - Name Requests
 - BCIB and AIRCC Dispatch

Unmatched access to skilled labour



- 19 Affiliated
UNIONS
- Across BC and
Canada
- BCIB Community
Outreach +
Recruitment

Priority Hiring

- Indigenous workers, women, other under-represented groups and locals get hired first among equally-qualified candidates
- Mobilizing and Building a diverse workforce
- Priority hiring applies to Name Requests and BCIB/AIRCC Dispatch



Committed to working with you

- Working with Contractor on-site
- Flexibility for specialized work
- Cohesive and specialized workforce
- Composite crews and short term work

Thank you

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