

BC Infrastructure Benefits Inc.

**Apprenticeship and Training Targets
Highway 1 - Illecillewaet**

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A. Introduction to the Apprenticeship and Training Targets

1. Background

BCIB is the Crown corporation responsible for implementing the Community Benefits Agreement between the Province and the Allied Infrastructure and Related Construction Council (AIRCC), which represents B.C.'s major building trades unions.

As the employer for workers on select major infrastructure projects under the CBA, BCIB enables British Columbians to have access to good-paying jobs, skills-development and apprenticeships. Providing opportunities to underrepresented workers such as Indigenous people, women and people with disabilities will help ensure our province can meet today and tomorrow's skills needs. This means the economic and social benefits of B.C.'s public infrastructure projects help contribute to stronger, sustainable communities across the province.

1.1 BCIB supports government priorities

BCIB's operations are aligned with the Government of British Columbia's key priorities. BCIB will contribute to making life more affordable by providing employment opportunities for British Columbian workers, including traditionally underrepresented workers in the construction industry. BCIB will contribute to the development of a workforce to meet future demands for infrastructure projects.

BCIB supports the objectives within the Provincial Apprenticeship Ratio Policy (2019) developed by the Ministry of Advanced Education, Skills and Training.

1.2 Community Benefits Agreement

The Community Benefits Agreement (CBA) is an agreement between BCIB and by the Allied Infrastructure and Related Construction Council (AIRCC) which represents 19 of B.C.'s major building trades unions. It describes how workers are hired and employed on select major public infrastructure projects in B.C.

The Community Benefits Agreement helps deliver good-paying jobs, better training and apprenticeships, and more trades opportunities for Indigenous people, women and youth around the province.

The first projects to be delivered under the CBA are

- The Illecillewaet portion of the Trans-Canada Highway 1 Kamloops to Alberta Border Four-Laning Project
- The Pattullo Bridge Replacement Project

2. Purpose

2.1 Meeting the commitments within the Community Benefits Agreement

Article 1.100 of the CBA identifies a series of objectives, including several related to optimizing opportunities to develop and grow the skilled labour workforce within British Columbia, in both the immediate and longer-term. This is to be accomplished by providing apprenticeships, skills training and employment opportunities on a priority basis to Indigenous people, women in non-traditional work, people with disabilities and other disadvantaged groups to achieve appropriate goals reflective of the local area of each Project.

The CBA, Articles 9.200 and 9.201, requires an assessment be performed of the need for enhanced training to meet the commitments within the Agreement. Enhanced training has been interpreted as an overall increase in apprenticeship opportunities on CBA projects, flowing to Local Residents, Indigenous peoples, and Equity Groups in an inclusive, accessible, transparent and collaborative manner.

Article 9.400 of the CBA provides that General Trades trainee positions be established within each Affiliated Union and ratios set on a trade-by-trade basis.

2.2 Establishing Apprenticeship and Trades Trainee ratio targets

An overall target ratio of apprenticeship hours to journeyman hours, across all CBA projects, is set at twenty-five (25%) percent for all BC-recognized Red Seal Trades. A target ratio will be set for each project independently. The apprentice work-hour ratio is to be based on the Red Seal journeyman work-hours where an appropriate level of safety and supervision of the apprentice(s) are ensured.

The target ratio for trainees to other workers, in trades that do not have an apprenticeship program, will be no less than one to ten (1:10), whenever safety and supervision permit.

2.3 Funding and support

A variety of government training programs and services exist such as, but not limited to, the Trades Training System (funded by the Industry Training Authority), the Canada Jobs Fund/Workforce Development Agreement and the Indigenous Skills Training Development Fund. Where current capacity exists, these programs will be used before developing any specialized new training.

Contributions, by the Employer, to an enhanced training fund shall be determined for each Project based on the assessment and this training plan in accordance with applicable government policy(s). The Council will be consulted on training development.

3. Scope

3.1 Project

Highway 1 – Illecillewaet: Along Highway 1 east of Revelstoke, 2 km of four-lane expansion including brake check area, construction of acceleration and deceleration lanes along with other important improvements.

4. Apprentice and Trainee Ratio Setting

Various inputs will be considered to establish the appropriate apprentice and trainee ratio targets for each project. Inputs such as:

- Provincial Apprenticeship Ratio Policy
- Trade Sections of the CBA with established ratios, where specified
- Each project plan(s) including detailed descriptions of the type and complexity of the work to be performed
- Workplace safety factors specific to each trade and project
- Availability of apprentices and trainees in the local area, to better prioritize outreach and engagement efforts

For the Highway 1 – Illecillewaet project the target ratio of Red Seal apprentice positions to Red Seal journeyperson positions is 15%. The target ratio of trainee positions in non-Red Seal trades and trades that do not have an apprenticeship program to journeyperson positions, is 8%.

Currently, these targets are stated in numbers of positions, and not in work-hours. However, once the bidding process is completed and the planned work-hours become available, apprenticeship participation and the associated target ratios will be expressed as a percentage of work-hours. Working with the project team and contractor, efforts will be made to identify opportunities for additional apprentices and trainees throughout the life of the project.

5. Apprentice and Trainee Ratio Targets

Several projected workforce requirement iterations for this price-based procurement have produced a range of possible apprentice and trainee ratio estimates. The estimates range between 15% to 26% for Red Seal trades and 6% to 12% for non-Red Seal trades.

A target Red Seal apprentice work-hour ratio, based on the Red Seal journeyperson work-hours ensuring an appropriate level of safety and supervision, has been set for the Red Seal apprentice work-hour ratio at 18% and the non-Red Seal trades work-hour ratio at 8%.

To ensure these targets are achieved it is expected that each contractor will factor their apprentice or trainee requirements into each Worker Dispatch Request (WDR).