



BC Infrastructure Benefits

Apprenticeship and Training Targets

Trans Canada Highway No 1 Ford Road to Tappen Valley Road

1. Background

British Columbia Infrastructure Benefits Inc. (BCIB) is the provincial Crown Corporation responsible for implementing the Community Benefits Agreement (CBA) on select public infrastructure projects.

The CBA prioritizes the hiring of qualified local, Indigenous peoples, women, people with disabilities and other underrepresented groups and enables a culturally competent and respectful worksite. BCIB is committed to growing and mobilizing a safe, diverse, and skilled workforce and to increase opportunities for apprenticeships.

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 make 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 demands for infrastructure projects now and in the future.

BCIB supports the objectives within the Provincial Apprenticeship Ratio Policy as 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 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 paid on select major public infrastructure projects in B.C.

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

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.

The CBA requires an assessment be performed of the need for enhanced training to meet the commitments within the Agreement (see Articles 9.200 and 9.201 of the CBA). 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.

BCIB intends on meeting the CBA commitments in partnership with the owner, contractors and AIRCC unions

through set targets, recruitment and building the pipeline and connecting sponsored apprentices to a network of wrap around services.

Furthermore, BCIB will work in partnership with industry, local Indigenous communities and equity support organizations to identify and establish wrap around services (e.g., Accessibility) for apprentices and trainees onsite.

2.2 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 Skilled Trades BC), the Canada Jobs Fund/Workforce Development Agreement and the Indigenous Skills Training Development Fund. Where current capacity exists, these programs can be used.

2.3 Apprenticeship and Trainee Target Range

The current target range for the Trans-Canada Highway No 1 Ford Road to Tappen Valley Road Project is 8-18%. This target range may be further refined as more details of the design and information about the skilled workforce requirement for the project becomes available. Workplace safety shall always be a paramount consideration in establishing the ratios.