

2023-2024 ANNUAL REPORT



VICA Vancouver Island
Construction Association





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A JOB BOARD FOR CONSTRUCTION IN BC

VISION AND MISSION

The Vancouver Island Construction Association (VICA) represents the diverse construction community across Vancouver Island, the Gulf Islands, and coastal British Columbia, including the institutional, commercial, industrial, civil, and multi-residential sectors.

As a not-for-profit organization, VICA is dedicated to building a better construction community by fostering growth, economic stability, and prosperity. We advocate for resiliency, excellence, and ethical practices within the industry while promoting a greater understanding of the construction sector among policy-makers, stakeholders, and the public. Our mission is to support the ongoing success and development of our region's construction community.

LEADERSHIP MESSAGES

THE BOARD CHAIR



STUART CUTHBERT
Slegg Building Materials

As I come to the end of my term as Chair of the Vancouver Island Construction Association, there is plenty to reflect on over the past year. In construction the challenges never stop coming, the cyclical nature of inflation and interest rates, coupled with unpredictable events such as war, natural disaster, and pandemic, all have a significant impact and disruption on our industry. It is testament to the resilience of those in our sector that we consistently rise to those challenges and continue to overcome them.

As a board we invested time this year in evaluating our Strategic Plan and the pillars that guide us to serve the construction industry on Vancouver Island. The common theme that our group focused on was that of connection. It is the people and connections that make our industry tick, I encourage all of you to think about the connections you have and perhaps some that you have let slip over the last four years. In our post pandemic world, I cannot think of a more appropriate area for us all to focus on.

Our VICA CEO Rory and his team continually strive to represent our sector and deliver member value. VICA is the recognized voice of the industry on the Island, consistently being the "go to" for comment, guidance, and advice in times of triumph as well as tragedy. Our strong partnership and collaboration with the BC Construction Association (BCCA) and Canadian Construction Association (CCA), mean that our advocacy is not only heard, but sought out, and that we truly do have a voice that is heard at the highest levels municipally, provincially, and federally.

The highlight for me over the last 12 months is the strength of our Young Builders Network (YBN) and Women in Construction (WIC) committees. Their collective engagement through events, training, site tours and charity events is part of the engine that keeps VICA moving forward. These groups represent the future of the sector and highlight that our industry is truly in good hands.

I now pass the Chair's seat onto Barclay Ellis. His passion, experience, relationships and wide knowledge of the industry and our association will serve VICA well. We are fortunate to have him ready to step in and lead the board. I am excited to see what the next year brings and urge you all to re-connect with all aspects of our industry and association in 2025.

BOARD OF DIRECTORS

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STUART CUTHBERT
Slegg Building Materials

VICE-CHAIR

BARCLAY ELLIS

Trades Labour Corporation Victoria

PAST CHAIR

KATE ULMER

Herold Engineering Ltd.

TREASURER

SCOTT TORRY

AFC Construction

SECRETARY

MORLEY WILKINS

Method Chartered Professional Accounting

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ALLISON GREAVES

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MARK DONAHUE

EllisDon

MARK WONG

Kinetic Construction

THE CEO



RORY KULMALA
Vancouver Island
Construction Association

As I reflect on the past year, I am filled with pride and gratitude for the collective achievements of our Vancouver Island Construction Association (VICA) community. Despite ongoing challenges, our industry has not only endured but thrived, thanks to the dedication, resilience, and commitment of our members.

In our 2023-2024 year, VICA remained steadfast in its mission to support and advocate for our members. From small businesses to large firms, contractors to suppliers, we represent a diverse group that is integral to Vancouver Island's economy. This year, we experienced growth, collaboration, and innovation, which is reflected in both our numbers and the positive impact we've made on the region.

One of our key achievements was the continued growth of our membership. Since I became CEO in 2017, we have seen consistent growth, and this past year was no exception. New members across various sectors joined VICA, reinforcing the value we offer as a trusted resource and advocate.

Our Tailgate Toolkit Project continues to promote mental health and wellness on job sites, providing employers with tools to create safer, more supportive work environments. Meanwhile, our Construct Your Future (CYF) program remains successful in attracting new entrants to the industry, connecting job seekers with employers and offering valuable training. We remain dedicated to fostering diversity and inclusion through our Women in Construction (WiC) and Young Builders Network (YBN) committees. WiC provides women in our industry with opportunities to network, share experiences, and promote gender equity through mentorship and advocacy. Similarly, YBN engages the next generation of leaders, offering young professionals' opportunities to build relationships, develop skills, and prepare for leadership roles. Both groups reflect the forward-thinking, collaborative spirit that drives VICA's mission.

Our events, educational programs, and networking opportunities were stronger than ever. Whether in-person or virtual, our conferences, workshops, and seminars equipped members with the knowledge and tools needed to navigate the industry's evolving landscape. Attendance remained high, and member feedback has been invaluable in shaping future programming.

Advocacy remains a cornerstone of VICA's work. This year, we made important strides in representing the construction industry's interests at all levels of government. Notably, we continue to support the BCCA's efforts to advance Prompt Payment legislation. We also worked closely with local municipalities, provincial agencies, and regulatory bodies to ensure our members' voices were heard on issues such as procurement practices, labour shortages, and regulatory changes.

Looking ahead, I am confident that Vancouver Island's construction industry is well-positioned for continued success. While challenges such as rising costs, labour shortages, and regulatory complexity remain, the opportunities for innovation and growth are equally significant. VICA will continue to be a reliable partner, providing resources, advocacy, and support to help our members thrive.

THE TREASURER



SCOTT TORRY
AFC Construction

I am pleased to report that the Vancouver Island Construction Association (VICA) has demonstrated strong financial performance during the 2023-2024 fiscal year. Through diligent oversight and prudent management, Rory and the VICA team successfully maintained a balanced budget while controlling overhead costs. This careful financial management, combined with the organization's diverse program revenue streams—including Education, Harm Reduction, CYF, and other services—has reinforced our financial position.

Additional income generated from VICA's investment portfolio has further bolstered our financial health, contributing to a positive net income for the year and enabling us to build on our Strategic Reserve Fund. These achievements not only enhance VICA's financial stability but also provide valuable benefits to our members.

On September 10th, KPMG presented the Auditor's Report to the Finance Committee, which was subsequently approved by the VICA Board on September 24th. This thorough review and approval process affirms the integrity of our financial reporting and strengthens the foundation for continued growth.

I would like to thank Rory and the entire staff for their hard work in managing the financial information throughout the year. I also wish to express gratitude to the Finance Committee, KPMG, and the VICA Board for their invaluable guidance and support.

As we move forward, maintaining the financial health of VICA remains a top priority. With continued financial stewardship and collaboration, I am confident that VICA is well-positioned to achieve its strategic goals and continue delivering value to our members.

VICA STAFF

Rory Kulmala
Chief Executive Officer

Amie Flint
Director, Operations

Dawn Charity
Manager, Member Services

Sarah Bartfai
Manager, Events & Administration

Jessica Bonney
Manager, Training & Education

Audrey Wilson
Manager, Marketing & Communications

Jennifer Thorkelson
Administration Assistant

Ruth Lebbetter
Accounting Specialist

Sheila Crowley
Administrative Assistant

CONSTRUCT YOUR FUTURE

Taylor Wyllie
Program Coordinator

Alison Bott
Program Coordinator

HARM REDUCTION TEAM

Greg Hemminger
Coordinator, Vancouver

Rose Olsen
Coordinator, Lower Mainland

Alexandra Stockli
Coordinator, Vancouver Island

Mika Dumont
Coordinator, Interior

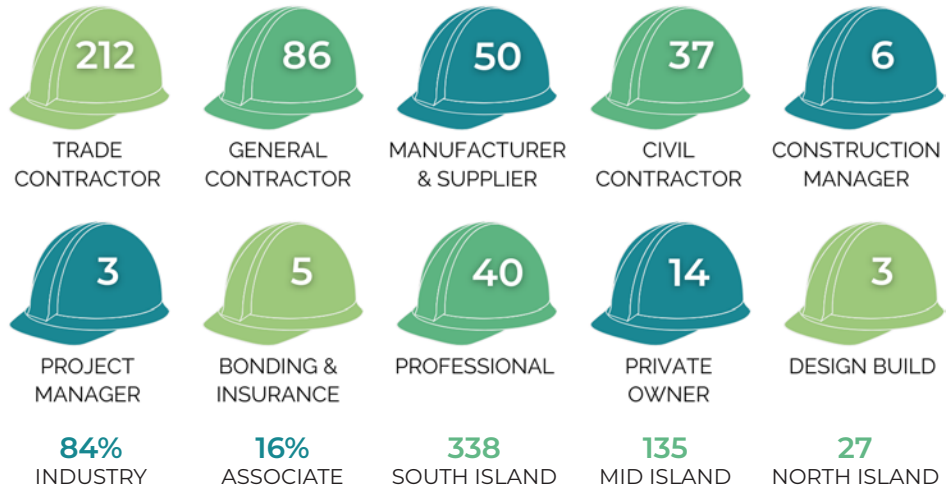


INDUSTRY - MEMBER DISTRIBUTION

We are a community of skilled professionals from owners, general contractors, and trade contractors to manufacturers, suppliers, and purchasers of construction services.

Membership levels for 2023-2024 were strong, with the fiscal year ending with 500 VICA Members, which is 13 more than our previous fiscal year.

This continues the strong upward trend of membership, which saw a slight dip in 2021-22. Industry-members are also represented by BC Construction Association (BCCA) and the Canadian Construction Association (CCA).



PROJECT SERVICES

During the 2023/2024 fiscal year, VICA successfully posted 970 projects on BidCentral, providing valuable opportunities for industry members.

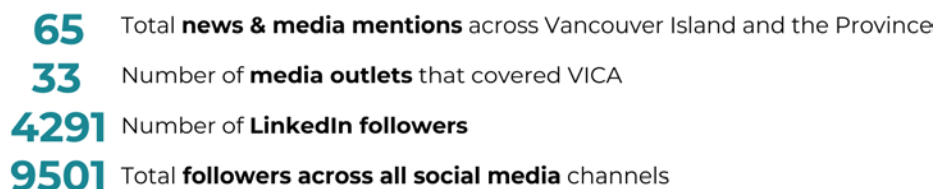
A total of 275 industry members subscribed to BidCentral's Premium service, reflecting a strong engagement within the community. Notably, 65% of eligible industry members now hold a BidCentral Premium account, contributing to a robust network of 1,251 users actively utilizing the platform for project bidding and collaboration.

MEMBER SERVICES



VICA IN THE PUBLIC EYE

In our 2023/2024 fiscal year, VICA increase all of our public eye numbers. From media mentions to social media audience, we have done an exceptional job at increasing brand awareness and overall positioning in the association as an industry leader. Most notably, we increased our total news media mentions across Vancouver Island and the Province of British Columbia by 16%, and increased our total social media followers across all platforms by 18%. This steady growth is a result of all of our marketing, communications, and public relations efforts.



TRAINING & EDUCATION

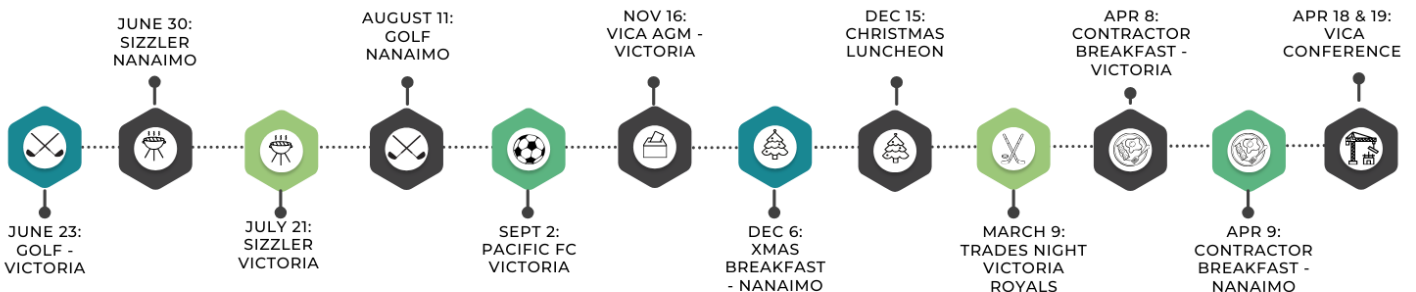
The Vancouver Island Construction Association continues to lead in providing industry-specific training for Vancouver Island’s construction sector, offering a diverse and expanding catalogue of professional development opportunities for both on-site and office-based staff in the industrial, commercial, and institutional sector, as well as multi-residential construction industries.

Our Gold Seal and CPD-accredited courses focus on project management, construction contracts and law, leadership, and safety, tailored to meet the evolving needs of our members. In the 2023/24 fiscal year, we offered 328 courses—serving 880 attendees and providing VICA members with total savings of over \$80,000. With 91% course satisfaction, we are committed to delivering top-tier training that supports skill development and safety across the industry.



INDUSTRY EVENTS & ENGAGEMENT

This year was marked by exceptional events and increased membership involvement. We saw a significant rise in engagement and attendance compared to the previous fiscal year. VICA hosted a total of 12 events across Southern and Mid Vancouver Island, including highlights such as our annual Golf Tournaments, BBQ Sizzlers, and the VICA Conference & Awards.

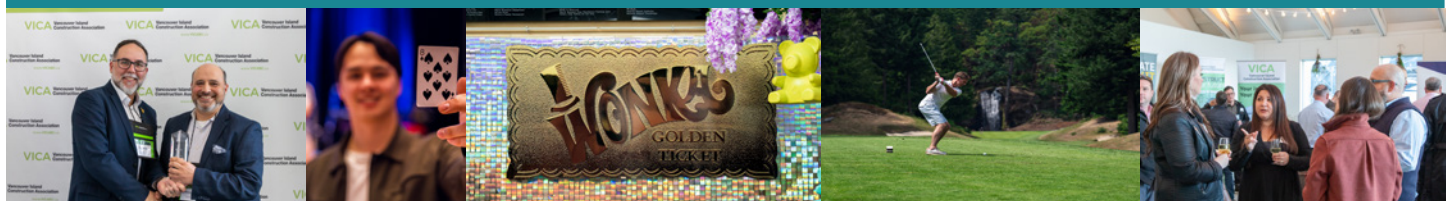


52%

We had 258 member companies attend at least one event. We engaged **52%** of our members through events in this fiscal year.

MEMBER ATTENDANCE

1800 VICA members from 258 member companies attended 12 events this year.



BCCA PROGRAMS & SERVICES



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info@bccabenefits.ca

VICA'S BENEFIT PLAN
Build a Healthier Future: Construction Industry Health & Wellness Plan

GET A FREE QUOTE TODAY!

As a VICA member, you're also part of the BC Construction Association (BCCA), gaining access to a suite of impactful programs and services that enhance workforce development, uphold industry standards, and promote safety across the construction sector.

BCCA Programs and Services:

Contractors are always on a quest to attract and retain the best talent. In construction, the ongoing skilled labour shortage means that the competition is fierce. BCCA's programs and services are here to help you become an employer of choice.

For BC Contractors looking to build their best team and crew:

BCCA's Builders Life TalentCentral is a new, construction focused job board connecting employers and job seekers across BC. The BCCA Skilled Trades Employment Program (STEP) provides pre-screening and referrals of high quality, job-ready candidates for entry-level and 1st year apprenticeship positions, with ongoing follow-up to ensure a good fit. The BCCA Integrating Newcomers program can connect employers to highly skilled and experienced immigrants who are still offshore but already legally approved to come to Canada. The BCCA's LNG Connect program provides employers in the Terrace and Kitimat area, including First Nations Communities, with job-ready, pre-vetted candidates for construction jobs, while the LNG Canada Trades Training Fund pays technical training costs, books and other fees for your apprentices, from year 1 through completion. BCCA's Building Builders program offers opportunities to mentor motivated jobseekers, with the ability to also access no-cost training and wage subsidies to support mentee work experiences with your company. BCCA Builders Code provides employers with free HR policies, advice and training to improve company culture and attract and retain top talent, while the BCCA Employee Benefit Trust (EBT) helps employers recruit, retain, and protect their teams, with benefit plans built by industry for industry, securing employee health and wellness for 55 years.

For BC Companies looking for project opportunities, to build trusted networks, or for contract and procurement advice:

BCCA BidCentral is a contractors' best source for timely, quality, construction project opportunities in BC, and where GC's and owners can find and invite contractors to their public or private projects, while BCCA Industry Practices provides procurement and contract documents, best practises, procedures, and advice for owners and bidders alike.



NETWORK COMMITTEES

VICA has four network committees that continue to grow and foster a great sense of community in the industry. These include our two Women in Construction (WiC) Networks in Victoria and Nanaimo, and our Young Builders Network (YBN) in Victoria and Nanaimo.

These committees are VICA's social arm, providing excellent networking opportunities for both industry veterans and newcomers alike.

WOMEN IN CONSTRUCTION (WiC)

WiC Victoria and Nanaimo hosted 13 events, ranging from fun socials to educational opportunities on relevant industry issues. WiC had a total of 645 registrants during the year.



YOUNG BUILDERS NETWORK (YBN)

YBN Victoria and Nanaimo hosted 13 events in the 2023/24 fiscal year. Ranging from socials to incredible themed events, the Young Builders Network takes networking to new levels with 791 total registrants.



CONSTRUCT YOUR FUTURE

VICA's Construct Your Future (CYF) program equips young adults with the skills and knowledge for entry-level construction jobs by visiting member job sites to explore career paths, roles, responsibilities, and safety requirements.



The Construct Your Future program continues to empower students by bridging them into the construction industry with in-depth training and invaluable work experiences. In the last fiscal year, we saw a significant number of graduates successfully employed, reflecting the program's impact in preparing them for real-world opportunities. Supported by multiple companies, including numerous VICA members, CYF organized work experience days, in-person training, and speed interviews to facilitate student-employer connections. These partnerships remain integral in building a skilled workforce and fulfilling industry demands across Vancouver Island.



CYF TESTIMONIALS

“ This program has helped me feel more confident in my life. Being part of a group has been hard for me in the past and I feel welcomed by our group in the classroom. My confidence has been boosted and I feel comfortable to speak in the group to ask questions, participate, and talk to each other.

I enjoy hands on learning days in the program and I understand why we do some days of in class learning as well. Being a part of this program and learning about all the life skills has helped me reflect on my past experiences and helped me learn from them. This program, overall is run very well. ”

- 18-year-old male participant from BC

“ When I first came in for my interview, I was very nervous, however the staff immediately made me feel comfortable, welcome, and like an equal. When staff called to tell me, I was given the opportunity to participate in the program I was so excited! At that point in my life, I was feeling like nothing was working out for me until that happened. It felt like it happened at the perfect time and was aligning with my goal of working in the industry for my future. ”

- 24-year-old female participant from BC

“ Before this program, I feared being on construction sites and did not have the confidence. Now I feel better and can work at any site. I have learned so much about it and continue to learn more every day. English is not my first language; this program has helped improve my English and learn new words. I learned many things from the certifications we have done. The extra stuff we get in the program is great too! Like gas help, grocery help, and getting paid to come. Having this program is awesome for me. I feel more active, learned so much, getting paid to come, and everything is just great! Staff are doing a great job. I appreciate their help and when I ask for help, I feel so comfortable. Staff here give me hope, I am glad to have them take time to explain things to me and support me so much! Thank you both! ”

- 29-year-old male participant permanent resident

TAILGATE TOOLKIT PROGRAM

The Tailgate Toolkit Project is an innovative initiative designed to enhance harm reduction support and resources for individuals working in the construction trades and transport industries. Building on successful collaborations with Island Health in 2017 and 2021, the Vancouver Island Construction Association (VICA) is thrilled to expand this vital program province-wide with backing from the Ministry of Mental Health & Addictions.

This expansion represents VICA's commitment to providing accessible, stigma-free harm reduction education to workers and creating safer, healthier workplaces across British Columbia.

YOU DESERVE THE RIGHT TOOLS



- 971** Total number of **naloxone kits** distributed
- 39** Attended industry and community **events** by Tailgate Toolkit staff
- 3,094** **Participants** attended Toolbox Talks
- 3,637** Event participants
- 15,197** **Print materials** distributed
- 6,731** Total number of **individuals reached**



WORK HARD. PLAY SMART.

TAILGATE TOOLKIT STORIES

After a Toolbox Talk at a high school in the Interior, a Grade 10 student found the courage to open up about their mother's passing. The conversation had touched on difficult topics, and the student, feeling both vulnerable and supported by the discussion, shared that their mother had struggled with substance use, which ultimately led to her death. They spoke about the pain and confusion they had been carrying, while also expressing a desire to better understand the choices their mother had made. The room grew quiet as their peers listened intently, offering a quiet sense of solidarity and compassion. This moment of openness underscored the importance of creating safe spaces for conversations about loss, addiction, and healing.

- Interior Talks

At the conclusion of a Toolbox Talk that I had facilitated on a University campus, I had a young man approach me with something on his mind that was troubling him. When I had asked at the beginning of what would be a 50-minute talk, if any attendees had been either directly or indirectly affected by the opioid crisis this young man refrained from raising his hand. At the talk's conclusion he felt that he needed to speak with me. He explained that the specific detail I had gone into about my best friend's toxic drug poisoning really shook him. He went on to tell me that he had been suffering a severe trauma response since September of 2023 that leaves him "shaken on almost a daily basis". He went on to explain that after a day on the work site, that it was almost ritual that he'd stop at his best friend's house and smoke hash to relieve the physical stress that comes with a day of manual labour.

On this day however, after his first hit of hash he fell to the floor and broke into a seizure. He would suffer three more seizures, and his heart would stop as he clinically died on his way to the hospital in an ambulance. He woke up two days later with tubes in his mouth and nose, without any recollection of what had transpired. All he had to go off of was the story of what had happened now being told to him by his frightened parents at his bedside. His best friend had told them the frightening details of what had transpired.

He asked if he would get over this feeling that affected him every day? He also told me that the toxicology report said that he had suffered a fentanyl poisoning. I urged the young man to let go of the guilt and accept that he might be here for a reason and that he should make the most of the life he has in front of him that he could have lost on that faithful day. I also gave him my card and urged him to reach out anytime that he is feeling haunted by the experience. Finally I handed a resource package and asked him to reach out for some sort of trauma counseling as this experience seemed to be bothering him deeply.

- Greg Hemminger, Harm Reduction Coordinator



TOGETHER WE'RE BUILDING A CONSTRUCTION INDUSTRY THAT WORKS FOR EVERYONE.

BCCA's Builders Code:

- Establishes a standard code of conduct for the construction industry
- Provides you with the resources you need to ensure a safe and productive environment, free of hazing, bullying, harassment, and discrimination

Show your commitment to acceptable workplace culture.

Become a Builders Code signatory today!



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