

# ANNUAL REPORT

2023





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Construction  
Association

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## VICA'S VISION

Building a better construction community.

## VICA'S MISSION

We are a not-for-profit association that advocates and fosters resiliency, excellence, and prosperity for the construction community on Vancouver Island and the Sunshine Coast.



## CHAIR REPORT

### KATE ULMER

Herold Engineering Ltd.

In my term as the Chair of the Vancouver Island Construction Association, I've witnessed an eventful year in the Vancouver Island construction industry, marked by both challenges and exciting accomplishments. The industry faced rising interest rates, labor shortages, inflation, and supply chain disruptions, yet demand for construction services remained high. VICA members displayed resilience and dedication, successfully delivering a wide range of projects despite these challenges.

Throughout the year, VICA continued to provide exceptional value to its members. Our CEO, Rory, and the hard-working VICA staff facilitated a series of events to foster industry connections and relationships. From the return of our Christmas Luncheon to sold-out golf tournaments, the VICA Award Showcase, and the Vancouver Island Construction Conference, our members had ample opportunities to connect, learn, and grow.

VICA remained committed to keeping our members informed about current and upcoming business opportunities. Bid Central saw a healthy activity level, and efforts to enhance planroom content and prebid information persisted. Additionally, VICA achieved its goal of providing high-quality training and education programs. The Construct Your Future (CYF) program graduated three cohorts of students, many of whom found employment with VICA member companies. Our innovative Tailgate Toolkit Program conducted toolbox talks and supervisor training across the province, promoting a safe and healthy work environment.

It was also an eventful year for our Committees. The Young Builders Network (YBN/U40) and Women in Construction (WiC) committees engaged members through networking events, educational opportunities, and charity fundraising efforts. WiC celebrated its 10-year anniversary, recognizing and promoting the significant contributions of women in the construction industry. These initiatives not only enhance professional growth but also build a stronger sense of community within our association.

Under the creative leadership of our CEO, Director of Operations, and dedicated staff, I believe VICA has reached new heights as a premier membership association for our industry. I want to express my gratitude to the diverse and talented group of Directors I had the privilege to work with this year. Their focus on creating member value and improving our industry and community has been inspiring.

Together, we've made a positive impact on the Vancouver Island construction landscape. As we welcome our new Chair, Stuart Cuthbert, I am optimistic about the future of VICA, and I encourage all members to actively engage, collaborate, and contribute to our vibrant construction community.

## THE VICA BOARD

provides leadership and guidance on behalf of the VICA Membership

### CHAIR

#### Kate Ulmer

Herold Engineering Ltd.

### VICE-CHAIR

#### Stuart Cuthbert

Slegg Building Materials

### PAST CHAIR

#### Chris Lyons

Omicron Construction Ltd.

### TREASURER

#### Barclay Ellis

Trades Labour Corporation  
Victoria

### SECRETARY

#### Scott Torry

AFC Construction

## DIRECTORS

#### Paul Gray

Newcrest Construction Inc.

#### James Clapp

Wilson M Beck Insurance Services  
(Victoria) Inc.

#### Byron Tarby

Makon Projects Ltd.

#### Chris Williams

Houle Electric

#### Morley Wilkins

Method Chartered  
Professional Accounting

#### Allison Greaves

Durwest Construction Management

#### Jac-Lyn Mickelson

MGM Mechanical

#### Josh Fayerman

Milestone Equipment Contracting

#### Mark Donahue

EllisDon

#### Mark Wong

Kinetic Construction Ltd.



# CEO REPORT

**RORY KULMALA**  
Vancouver Island  
Construction Association

In Vancouver Island's dynamic construction industry, we express our heartfelt gratitude for your steadfast support and dedication. The challenges we encounter require extraordinary resilience and innovation. Your commitment has been truly remarkable.

The shortage of skilled labor remains a constant reminder of the constraints VICA Members face. The demand for construction services is increasing, yet finding skilled workers is increasingly challenging. The deficit of tradespeople, project staff, administrative personnel, and other essential roles is a significant hurdle.

In the face of these challenges, our members have shown incredible determination. Your commitment to delivering high-quality projects on time while upholding safety and craftsmanship standards is commendable. We deeply appreciate your contribution to Vancouver Island's construction industry.

As our membership tackles these challenges, VICA remains dedicated to supporting your success with tailored initiatives:

- **Education and Training:** We offer diverse educational resources, workshops, and training programs to enhance your skills and keep you updated with industry trends and best practices.
- **Networking Events:** Our events provide opportunities to connect with local industry peers, fostering relationships and business opportunities on Vancouver Island.
- **Industry Collaboration:** We collaborate with the BC Construction Association, the Canadian Construction Association, and the BCCA Employee Benefit Trust to offer comprehensive corporate and employee support.
- **Advocacy:** We actively represent your interests in our island's economic and regulatory landscape, working to create a favorable business environment for our members.
- **Resource Library:** Access island-specific resources, including industry reports, templates, and guides like our new HR Guide, to help you make informed decisions and streamline your operations.

Thank you for your ongoing support. Together, we'll navigate the complexities of construction on Vancouver Island and build a brighter future for our industry.



# TREASURER REPORT

**BARCLAY ELLIS**  
Trades Labour Corp. (TLC)  
Victoria.

It is my pleasure to present the 2022/2023 Treasurer's Report. The past fiscal year continued to build on the successes of prudent fiscal management by Rory and his team. The Board was presented with a balanced budget at the beginning of the year that yielded a small positive Net Income at year's end. This modest profit was allocated to our Capital Assets Fund and Strategic Reserve Fund.

The diversity of the Association's revenue streams places VICA in a sound financial position for the coming years. Our educational offerings continue to evolve, our Tailgate Toolkit program has expanded province-wide, and the Construct Your Future program is going strong and continues to offer a career path to local youth and adults in Greater Victoria.

We continue to see modest returns on our investments with a low-risk portfolio. We are currently reevaluating our investment strategy. Our harm reduction program has received funding until March 2025 and CYF programs until March 2026. These programs contribute to our financial resiliency.

The 2022/2023 Fiscal Year Audit was presented to the Finance Committee on September 14, 2023 and approved by the Board on October 5, 2023.

I would like to thank our Finance Committee which met quarterly to review our finances before they were presented to the board. I would also like to thank Rory and his team, the VICA Board and KPMG for their input, diligence and collaboration as we navigate our path moving forward.



## VICA STAFF

**Rory Kulmala**

Chief Executive Officer

**Amie Flint**

Director, Operations

**Dawn Charity**

Manager, Member Services

**Sarah Bartfai**

Manager, Events & Administration

**Chenelle Falconer**

Manager, Training & Education

**Owen O'Rourke**

Manager, Marketing & Communications

**Kendra Renaerts**

Project Services Coordinator

**Gina Butts**

Administration & Education Assistant

**Ruth Lebbetter**

Accounting Specialist

**Kylie Hoffman**

Services Assistant

## CONSTRUCT YOUR FUTURE

**Bianca Brown**

Program Coordinator

**Alison Bott**

Program Coordinator

## HARM REDUCTION TEAM

**Colby Young**

Project Lead

**Greg Hemminger**

Coordinator, Lower Mainland

**Rose Olsen**

Coordinator, Lower Mainland

**Mika Dumont**

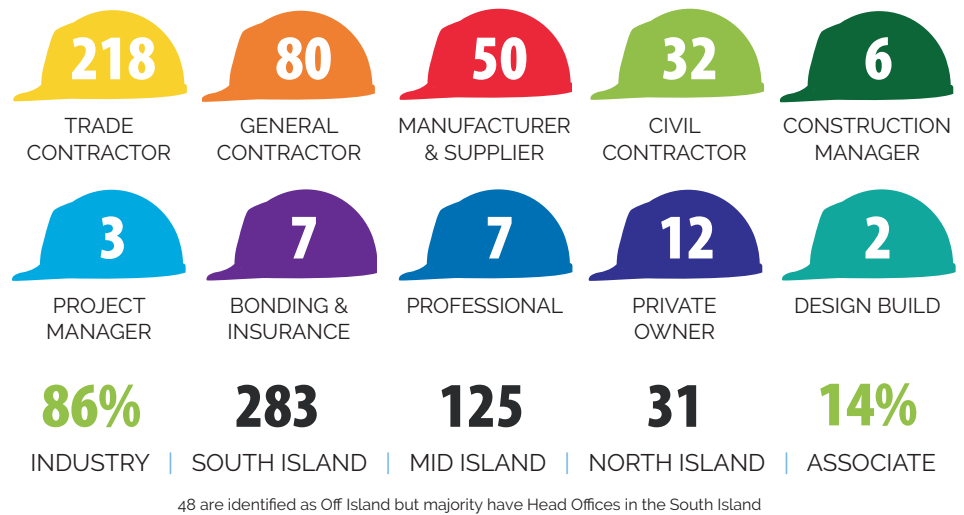
Coordinator, Southern Interior

# W

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

Membership levels for 2022-2023 were strong, with the fiscal year ending with 487 VICA Members. 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).

## VICA INDUSTRY- MEMBER DISTRIBUTION



## PROJECT SERVICES

For 22/23 we saw 931 projects listed on BidCentral, our online planroom, which was a small decrease from 20/21 of 961 projects.

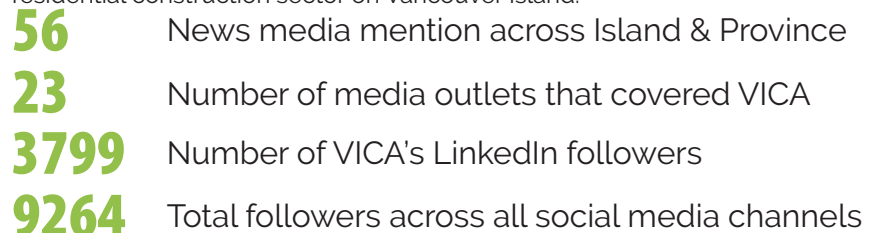
In 2022/23 there were 262 companies signed up for a Premium Account, with 1234 users benefitting from the additional features. 63% of eligible Industry Members hold a BidCentral Premium Account.

## VICA MEMBER SERVICES



## VICA IN THE PUBLIC EYE

In our 2022/2023 fiscal year, VICA garnering 56 media mentions from 23 diverse media outlets. While this is a drop from last year's record high, VICA's widespread coverage attests to the association's growing influence within the regional construction industry. These figures emphasize the association's significant impact on the construction sector and our commitment to being the voice of the ICI and multi-residential construction sector on Vancouver Island.



# VICA TRAINING & EDUCATION

The Vancouver Island Construction Association is proud to be a leader in providing industry-specific training for the local construction sector. Our expanding course catalogue features professional development opportunities for both office staff and on site staff working within the ICI & Multi-Residential construction industry. Our courses are Gold-Seal and CPD accredited, with a focus on project management, construction contract & law, leadership, and safety. We're proud to have offered 238 Live, Online courses and 6 in-person classes in the 22/23 fiscal year, with VICA Members representing 84% of attendees.

**231 COURSES**

**900 ATTENDEES**

**\$80,500 VICA MEMBER DISCOUNTS**

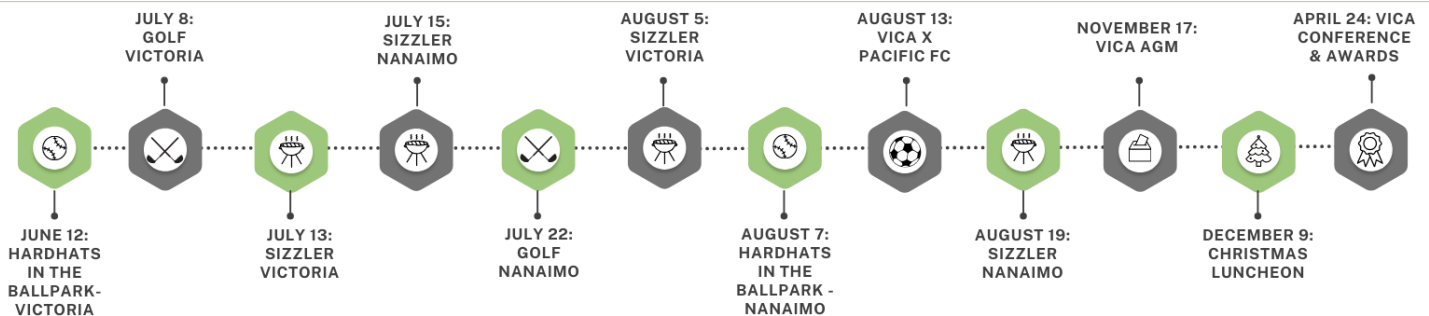
**84% OF ATTENDEES WERE VICA MEMBERS**

**36% OF ATTENDEES ARE PROJECT MANAGERS**

**87% OF ATTENDEES POSITIVELY REVIEWED OUR COURSES**

## INDUSTRY ENGAGEMENT

Returning from the pandemic-laden years of 2019-20 & 2021-22, our 2022-23 fiscal year was our first year of an uninterrupted calendar of events. VICA hosted 12 events in total, including the return of the VICA Golf Tournament and Vancouver Island Construction Conference, as well as a new partnership with Pacific FC. 178 VICA Member companies attended at least one event in our 2022-23 year.



178 Member Companies attended at least one event. We engaged 37% of our members through events in this fiscal year.

### MEMBER ATTENDANCE

1500 VICA members from 178 member companies attended 12 events this year.





# CONSTRUCT YOUR FUTURE PROGRAM

VICA's Construct Your Future Program prepares young adults for an entry level job in the construction industry. Participants visit VICA Member job sites and learn about career paths, roles, responsibilities, and safety requirements.

**37** Numbers of students graduated & employed

**65** Number of companies involved the program, including 41 VICA Members. This includes, work experience days, in-person training, speed interviews and employers.

## TAILGATE TOOLKIT PROGRAM

The Tailgate Toolkit Project is an innovative program aimed at increasing access to harm reduction services and ideas for those working in the construction, trades and transport industry.

After successful partnerships with Island Health in 2017 & 2021, the Vancouver Island Construction Association (VICA) is excited to expand their harm reduction program provincially, with the support of the Ministry of Mental Health & Addictions.

**131** Number of Toolbox Talks delivered

**2973** Number of Toolbox Talk participants

**19** Supervisory Training Sessions

**134** Supervisor Training participants.

**7892** Print resources distributed through Toolbox Talks, Supervisor Training, requests and events attended.

**29** Industry and community events attended by Tailgate Toolkit staff.



### VICA'S NETWORK COMMITTEES

VICA has four network committees, our two **Women in Construction Networks** (WiC) in Victoria and Nanaimo, our **Young Builders Network** (YBN) in Victoria, and our **Under 40 (U40) Network** in Nanaimo. These committees are VICA's social arm, providing excellent networking opportunities for both industry veterans and newcomers alike.

### WOMEN IN CONSTRUCTION

**WiC Victoria** hosted nine events, ranging from fun socials to educational opportunities on relevant industry issues.

**WiC Nanaimo** was able to host five events in the 2022/23 fiscal year, including four site tours.

### YBN & U40

**YBN** hosted six events in the 2022/23 fiscal year, including the return of their Builders concert series, which was hosted at Swans Pub and was headlined by Tal and Randy Bachman.

**U40 Central Island** held two events, their annual Break the Ice social and an Mentorship Breakfast with VICA instructor Tony Healy.



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