

ANNUAL REPORT

2021





WMB

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INSURANCE SERVICES



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Insurance Services
Victoria**

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Construction Insurance and
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We're proud to be a
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Vancouver Island
Construction Association.

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VICA'S VISION

Our vision is to be a leading advocate and the premier member-based association serving the construction sector on Vancouver Island.

VICA'S MISSION

Our mission is dedicated to promoting the interests of VICA Members as it provides its members with exceptional services and benefits.



CHAIR REPORT

JAMES CLAPP

Wilson M Beck Insurance Services

My term as Chair of the Vancouver Island Construction Association Board of Directors will be bookended by a global pandemic. Despite the gloom and uncertainty that accompanied the early days of COVID-19's spread around the world, the construction economy in British Columbia, especially Vancouver Island, has performed far better than expected. Buoyed by its "essential service" designation, the BC construction industry came together as a united front, collaborating and cooperating to operate as safely as possible. Full credit should be given to the members of VICA and its staff for leading the way. VICA has thrived under the adversity and adapted to the "new normal" of modified safety protocols, virtual meetings, and virtual education.

Rory Kulmala and his team have done an excellent job, despite the cancellation of in-person events and educational activities. They have not only maintained but improved the overall operations of VICA — while continuing to deliver value to members. The Construct Your Future (CYF) Program has continued to exceed expectation. Cohort 1 saw all 10 participants gaining employment with VICA members. Cohort 2 commenced in August with the maximum 10 students. Additionally, VICA and the provincial government have collaborated to grow this program by creating CYF Nanaimo, which has already achieved maximum enrollment. Further strengthening ties with our Provincial Government, VICA is taking the lead on a fully funded Harm Reduction Campaign (HRC).

VICA continues to improve its virtual course offerings with consistent growth in registrations and increased options for course offerings. VICA has also transitioned to a new website provider, and the new system is working well. VICA was in a good financial position before the pandemic started, and I am pleased to advise that this continues to improve, due to the CYF and HRC programs, an excellent array of online course offerings, and stable membership numbers. Lastly, our Young Builders Network, U40 CI & Women in Construction committees have continued to provide engaging events to our members throughout the pandemic.

I truly appreciate the opportunity to serve as Chair. It has been a pleasure to work with Rory and staff, along with my fellow Board members. They have provided support, mentorship, and encouragement throughout my term. I would like to thank Dave Flint and Roger Yager for extending their terms on the Board and allowing me another year of preparation before I stepped into the role of Chair.

Rory and his staff are incredibly hard working, and the current board is comprised of a strong group of industry leaders. The incoming chair, Chris Lyons, is poised to take over in November and I am confident he and Rory will continue to lead VICA to a successfully future.

THE VICA BOARD

provides leadership and guidance on behalf of the VICA Membership

CHAIR

James Clapp

Wilson M Beck Insurances Services

VICE-CHAIR

Chris Lyons

Omicron Construction Ltd.

PAST CHAIR

Roger Yager

Knappett Projects Inc.

TREASURER

Kate Ulmer

Herold Engineering Ltd.

SECRETARY

Stuart Cuthbert

Mazzei Electric

DIRECTORS

Barclay Ellis

Trades Labour Corporation
Victoria

Paul Gray

Farmer Construction

David Lewis

Alpine Insulation

Mark Liudzius

Kinetic Construction Ltd.

Scott Torry

AFC Construction

Byron Tarby

Tarby Contracting

Chris Williams

Houle Electric

Morley Wilkins

Campbell Construction Ltd.

RECOGNITION OF SERVICE

The Vancouver Island Construction Association would like to recognize outgoing Past-Chair Roger Yager of Knappett Projects Inc. for his 15+ years of service to the VICA Board of Directors.



CEO REPORT

RORY KULMALA
Vancouver Island
Construction Association

The past year has continued to challenge us personally and professionally as we managed the impacts of the COVID-19 Pandemic. Throughout this time, we have strived to ensure that access to our services was maintained to the highest level while respecting the directives of the Provincial Health Officer.

While other sectors such as tourism and hospitality experienced significant hardship, our construction sector remained resilient in an extremely active market. This has not been an easy feat. Labour and material shortages, site covid protocols, increased costs and a myriad of other issues continue to make our jobs much more difficult. That said, recognizing that construction was deemed an essential service very early on in the pandemic, we at VICA also adapted the way we offer our services and included new initiatives to help you, our valued members, succeed.

Education and training continue to be a valuable and critical element of our value proposition and we converted our training to virtual environment. This has allowed us to expand our course offerings and to reach a broader audience.

The Construct Your Future program has graduated nearly 90 students in Victoria since its inception, all being placed within our industry. Not only was the program renewed for another two years, we also received funding from the Industry Training Authority to expand the program to Nanaimo. This could further introduce 24 new workers to our mid-island construction economy.

We introduced a new initiative called the Tailgate Tool Kit with funding provided by Island Health. This program focused on developing and delivering an opioid awareness campaign centered on the construction sector.

Sadly, but understandably, we have not had any events in person. That said, we were still able to get together virtually whether through our Virtual Christmas Luncheon or via our Info and Insights series we introduced this year. We were also very pleased to support Victoria's Young Builders Network, Nanaimo's U40 Network and our Women in Construction Networks as they also pivoted to virtual events and covid-friendly/compliant events where possible.

As we emerge from this pandemic, we will continue to advocate on your behalf with our Regional Construction Partners (SICA, NRCA and VRCA), the BC Construction Association and the Canadian Construction Association. This ensures that we have a voice regionally, provincially, and nationally on construction issues.



TREASURER REPORT

KATE ULMER
Herold Engineering Ltd.

The VICA 2020/2021 fiscal year has exceeded expectations despite the challenges brought on by the COVID-19 pandemic. The year's budget was cautiously constructed to account for the restrictions on in-person events and programs, and to recognize the uncertainties facing member companies and the industry. The hard work by the CEO and staff at VICA to pivot programs to virtual platforms, provide services within the Public Health guidelines, and to deliver value to our members was reflected in strong membership numbers that surpassed projections.

The year also saw VICA launch a new Harm Reduction Program and an expansion of the Construct Your Future program to the mid-island. These programs provide support for the construction industry and contribute to the financial health of the Association.

The 2020/2021 Fiscal Year Audit was presented to the Board of Directors by KPMG on September 23, 2021 and it was approved.

The efforts of the Board of Directors, Finance & Audit Committee, and the VICA CEO and VICA staff have resulted in a successful 2020/2021 fiscal year and a strong foundation going into next fiscal.

VICA MEMBER SERVICES

7333

Stat Decs signed for VICA Members

45%

VICA Members used Stat Dec services

1112

Contracts & Seals sold via the Document Store

321

Member & Non-Member Customers

VICA STAFF

Rory Kulmala

Chief Executive Officer

Amie Flint

Director, Operations

Dawn Charity

Manager, Member Services

Chenelle Falconer

Manager, Training & Education

Serena Fenton

Administrative Assistant

Kendra Renaerts

Project Services Coordinator

Owen O'Rourke

Communications Specialist

David Smart

Administration & Education Assisnant

Sarah Bartfai (Maternity Leave)

Manager, Events & Administration

CONSTRUCT YOUR FUTURE

Bill O'Brien

Program Lead, Victoria

Shania Eilander

Job Developer, Victoria

Rosie Manhas

Program Lead, Nanaimo

Jennica Graham

Job Developer, Nanaimo

Rubia Martins

Program Specialist

HARM REDUCTION TEAM

Emily Percival-Paterson

Project Manager

Colby Young

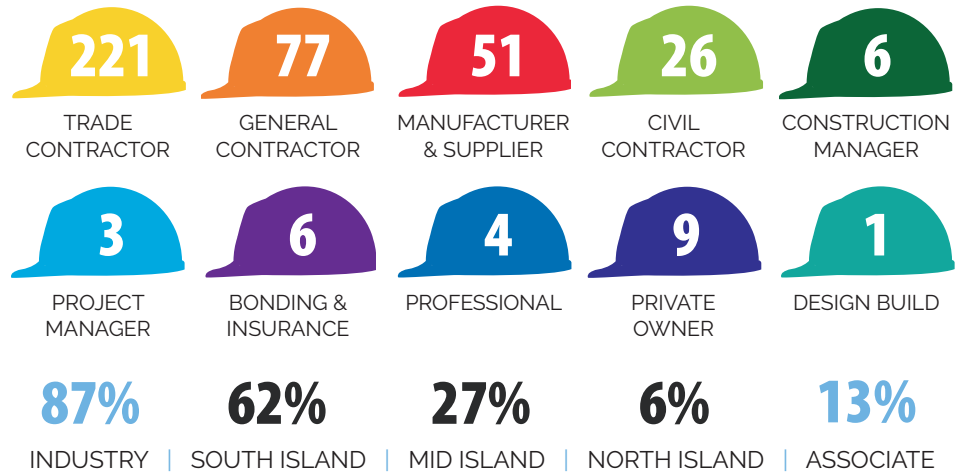
Project Assistant



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

After sustaining the brunt of the COVID-19 Pandemic shutdown in the final quarter of the 2019-20 Fiscal Year, which saw a slight downturn in membership, we're happy to report that our membership level has stay steady at 465 members.

VICA MEMBER DISTRIBUTION



* 5% are identified as Off Island but majority have Head Offices in the South Island

PROJECT SERVICES

In 2020/21 there was an average of 82 projects posted in the planroom each month, up from 67 in 2019/2020 and 78 in 2018/2019. In total, there were 985 projects posted in the BidCentral Plan in 2020/21.

As of June 2021, there were 295 Premium Users* in BidCentral, up from 262 Premium Users the year prior.

* Premium gives BidCentral access to four individuals within one company



VICA IN THE PUBLIC EYE

Throughout the beginning stages of the pandemic VICA was considered the voice of the construction industry, evident by the number of interview requests from the local media, including both live, television and radio interviews. One particular area VICA found success with the media was our Harm Reduction campaign, earning VICA record media mentions for our fiscal year. In the 2020/2021 fiscal year, VICA earned:

- 69** News media mention across Island & Province
- 6,551** Total followers across all social media channels
- 7** Number of times VICA was featured on TV
- 22** Mentions of VICA's Harm Reduction Program

VICA TRAINING & EDUCATION

The Vancouver Island Construction Association is proud to provide industry-specific training for the local construction sector. The comprehensive year-round program is comprised of courses, workshop, and seminars on topics ranging from leadership, finance, and business skills to blueprint reading, estimating, and practical planning for forepeople and site superintendents. In response to pandemic restrictions, all VICA Training and Education have been offered virtually via our Live, Online Classroom. While we do plan on resuming in-person training in 2022, the opportunity to offer virtual training has led to a more diverse course offering and increased opportunity for more remote members to access VICA's training and education programs. Additionally, VICA Training & Education upgraded to a new training software, Arlo — which has already proven it's worth, automating and streamlining process which normally would have taken staff hours to complete with the previous software.

INDUSTRY ENGAGEMENT

The 2020/2021 fiscal was the first year entirely under full or partial pandemic restrictions. Unfortunately, opportunities for member engagement were limited throughout the year.

However, through VICA webinars and other virtual means, we were able to host eight "events" over the year. This included our first ever, Virtual Christmas Luncheon, which saw VICA Members raise over **\$13,000** for our Kids in Need program.

VICA WOMEN IN CONSTRUCTION

WIC Victoria hosted seven events, including a virtual site tours of the McKenzie Interchange Project and Site C, as well as walking tours of Victoria's old town and numerous webinars with speakers from the ICI industry.

WIC Nanaimo will look to resume events in 2022.

YBN & U40

YBN hosted four events, including the highly successful, Party Prohibition. Proceeds from the Party Prohibition event were donated to the Help-Fill-A-Dream Foundation, with \$15,000 being donated.

U40 Central Island will look to resume events in 2022.

CLASSROOM COURSES

192 Courses & Workshops delivered

496 Participants

399 VICA registered participants

80% VICA Member participants

E-LEARNING COURSES

961 Online Courses Sold

Most Popular Online Courses:

- Pipeline Construction Safety
- Construction Industry Ethics

TITLES/ROLES

54% Project Manager, Coordinator

24% Operations, Admin Staff

20% Job Seeker, Sales, Other

12% Supervisor or Manager

11% Government Employee

10% Estimator

7% Foreperson & Superintendent

6% Qualified Tradesperson

& Apprentice

COURSE EVALUATIONS

46% have 10+ years of experience

37% referred by VICA Website

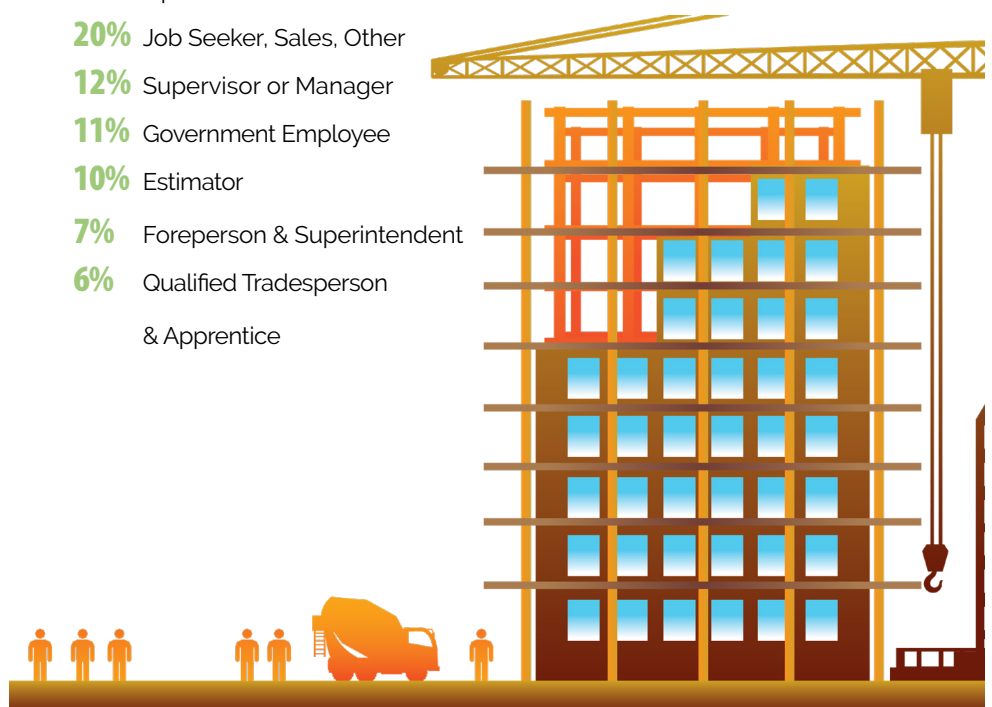
92% of students agreed with the statement: "I trust VICA to provide relevant training."

41% of students request training in Time Management and Productivity

CONSTRUCTION 101

6 times we ran Construction 101 in the 2020-21 fiscal year, up from 2 in 19-20

51% of attendees were VICA Members



CONSTRUCT YOUR FUTURE (CYF) PROGRAM

VICA's Construct Your Future Program prepares young adults for an entry level job in the construction industry. Participants visit VICA Member jobsites and learn about career paths, roles, responsibilities, and safety requirements. The CYF program shifted to a mix-delivery method in response to COVID-19, incorporating on-site training and virtual classroom learning. New to our 2020-21 fiscal year was the expansion of the program to our Nanaimo office, with additional funding provided by the Canada-British Columbia Workforce Development Agreement and the Intergrated Training Authority.



23 Numbers of students graduated & employed

55 Number of companies involved the program, including 37 VICA Members. This includes, work experience days, in-person training, speed interviews and employers.

TAILGATE TOOLKIT HARM REDUCTION INITIATIVE

After a successful partnership in 2017 to offer naloxone training to VICA members, VICA was excited to be partner again with Island Health for the Tailgate Toolkit Project. The Tailgate Toolkit Project is an innovative program aimed at increasing access to harm reduction services and ideas for those working in the construction industry. The harm reduction team began their work on the project in January, releasing their stakeholder engagement report in June. Building off their findings in the stakeholder engagement project, the Tailgate Toolkit team is now offering on-site tailgate talks, supervisor training and providing resources to harm reduction services.

**TAILGATE
TOOLKIT
HARM REDUCTION INITIATIVE**

VICA Vancouver Island
Construction Association





**Employee
Benefit
Trust**

Is Your Benefits Plan Taking Care of Your Needs?

The BCCA Employee Benefit Trust was established over 50 years ago with the mission to look after the health and wellbeing of employees in the construction industry. Today we are privileged to look after 500 construction businesses and 7,000 of their employees. And we continue to work towards our mission, particularly during these unprecedented times.

Our members saved an aggregate of \$2.7 million during the first 4 months of the COVID-19 pandemic. How? Through our COVID-19 Crisis Relief Plan, we reduced rates to decrease the financial burden on our members, so they could continue providing benefits to their employees. We also provided a constant stream of mental health and financial health resources. As a not-for-profit organization, **you and your team are our highest priority.**

Will you give us the privilege of taking care of your team?

Contact us today to tell us about your needs.

BCCA Employee Benefit Trust

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95%
Overall
Satisfaction

94%
Willing to
Recommend
to Others

93%
Quality of
Service