

THE VOICE

SUMMER 2023



A quarterly publication produced by the
BC Road Builders & Heavy Construction Association
for its members and industry partners



INSIDE THIS ISSUE

Letter from the Vice President	Pg. 3
In the News	Pg. 4
Recap: 2023 Ivan Hanchard Golf Tournament	Pg. 6
Article: Dawson Group Reaches 100-year Milestone	Pg. 10
Welcome New Member Companies	Pg. 13
Article: Committee Seeks to Create Path for Roadbuilding Women	Pg. 14
Upcoming BCRB&HCA Events	Pg. 16

LETTER FROM THE VICE PRESIDENT



Our team is pleased to present you with a refreshed and reimagined look for The Voice. The Voice has long served our Association as a powerful platform to showcase our industry accomplishments and diverse membership.

In this edition, we have handpicked a range of topics that include information on attracting new talent, celebrating milestones, promoting diversity in the industry, and more.

As we navigate the challenges and opportunities that lie ahead, let us remember that our collective voice holds immense power. Together, we can forge a stronger, more sustainable future for road builders and heavy construction professionals across British Columbia.

I extend my gratitude to our dedicated team of contributors, whose tireless efforts have brought this magazine to life. Their passion and expertise shine through and I am confident that you will find their insights invaluable.

On behalf of the BC Road Builders and Heavy Construction Association, I invite you to embark on this journey with us, as we amplify “The Voice” of our industry.

Sincerely,

MATT PITCAIRN

Vice President

BC Road Builders and Heavy
Construction Association

IN THE NEWS

ROAD BUILDERS WILL USE VIRTUAL REALITY AND SIMULATORS TO RECRUIT

The \$3.9-million project aims to showcase road building and highway maintenance careers.

KEY TAKEAWAYS:

- The British Columbia Road Builders and Heavy Construction Association is embarking on a three-year mission to attract more people to the industry.
- A \$3.9-million grant will fund a tour that takes simulators across the province to give jobseekers a taste of highway maintenance and road building careers.
- Implementation of the talent attraction program is targeted to begin in Spring 2024 and reach completion in Spring 2026.

THE WHOLE STORY

A digital, immersive road building experience is coming to a B.C. town near you.

Jobseekers across the province will have the opportunity to learn more about highway maintenance



jobs through a \$3.9-million grant to the British Columbia Road Builders and Heavy Construction Association (BCRB&HCA).

The three-year grant will provide funding for BCRB&HCA's talent attraction program, which will utilize innovative training technologies to showcase key jobs within the industry. With a focus on hiring, training, and retaining new employees for the highway maintenance and road building industry, the program seeks to address a critical shortage of skilled workers for trained highway maintenance positions.

"Helping employers remove barriers to the workplace means more people can work and participate in their communities," said Sheila Malcolmson, minister of social development and poverty reduction. "Our government is funding this skills training so that more people can get good in-demand jobs in the highway maintenance and road building industry."

The association explained that highway maintenance contractors in B.C. are facing a shortage of plow truck drivers, heavy equipment operators and mechanics. As part of the program's outreach to groups that are currently underrepresented in the industry, it will seek to establish pathways for sustained employment and aim to engage women, Indigenous Peoples, veterans, new immigrants, and individuals under 40 years of age via training and partnership opportunities.

Using simulator technologies that place prospective jobseekers in the driver's seat of snow plows and other types of heavy equipment, the program will travel across the province and provide hands-on opportunities for participants. The roadshow will include:

- A customized 34' trailer featuring simulators and virtual reality technology.

- Realistic and safe training environments on five different simulators that replicate different models of heavy equipment and attachments
- A participation certificate that recognizes involvement and engagement in the program.

"Investments like these are vital for the strength of communities in BC," said Matt Pitcairn, vice president, BCRB&HCA. "We look forward to how this program will raise the profile of these jobs, and how they can be an important catalyst for the economic health of the province."

Implementation of the talent attraction program is targeted to begin in Spring 2024 and reach completion in Spring 2026.

Source: [readsiteneews.com](https://www.readsiteneews.com)



RECAP: 2023 IVAN HANCHARD GOLF TOURNAMENT

Thanks to everyone that attended the 52nd Annual Ivan Hanchard Golf Tournament in May. The BC Road Builders & Heavy Construction Association welcomed a strong turnout of members to Northview Golf & Country Club in Surrey, BC. In the past, we haven't been blessed with good weather, but fortunately for all involved, we enjoyed sunny temperatures of 26 degrees!

Through generous donations from our membership, we're proud to announce that we were able to raise \$5,000 for our own Betty Spalton Scholarship Program and \$25,000 for the BC Children's Hospital Foundation.

To date, we've donated approximately \$550,000 to the BC Children's Hospital Foundation on behalf of the BC Road Builders & Heavy Construction Association.

Lastly, we wanted to extend a congratulations to our winners:

Ridge Course Lowest Gross Score (61)

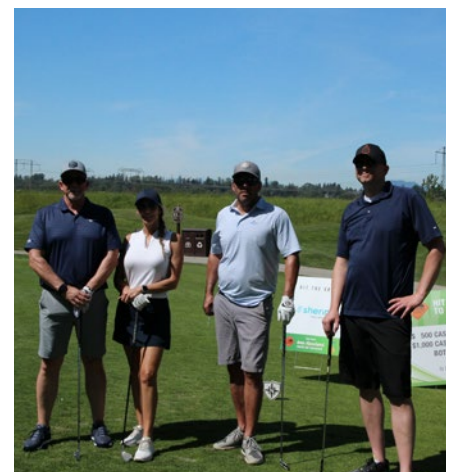
Jason Corbett, Chris Meyer, Luke Plotnikoff, Pieter Schoeman

Canal Course Lowest Goss Score (61)

Ryan Paley, Nelson Tome, Mark Wilson, Taylor Dumont







THANK YOU TO THE SPONSORS OF THE 52ND ANNUAL IVAN HANCHARD CHARITY GOLF TOURNAMENT



DAWSON GROUP REACHES 100-YEAR MILESTONE



In 1922 a family business was born that has spent the last century building some of B.C.'s most iconic road, highway and bridge infrastructure.

And they aren't done yet.

Dawson Group – which now includes Dawson Civil, Dawson Construction, Dawson Idealease, Dawson International Truck Centres and Dawson Road Maintenance – started with Fred Dawson. The young engineer came west after graduation and started his contracting business in Kamloops. He was one of only a few general contractors who was also a professional engineer.

“He brought a degree of professionalism to an industry which was epitomized by the rugged individualist,” said Fred’s son, Graham, in a 1972 interview with the

Journal of Commerce. “Of course, he was a rugged individualist, too. But he also applied engineering concepts to construction projects at an early stage in the development of the industry.”

During that time there were less than 40,000 motor vehicles registered in B.C. and drivers had only recently switched from driving on the left to driving on the right. Since then, the province and Dawson have grown. Today it’s hard to find a B.C. driver that hasn’t benefited from their projects. If you’ve driven over the Burrard Street Bridge, Sea to Sky Highway, the Granville Street Bridge, the Coquihalla, Highway 97 near Summerland and many more, you’ve already felt their impact.

“Fred and his team would go on to contribute to highways and bridges that are still indispensable today—as well as dams, hospitals, and marine infrastructure. Whatever future Fred imagined for his company in 1922, I wonder if it could match the truth,” said Minister of Transportation and Infrastructure Rob Fleming.

While the company boasts a massive fleet of vehicles and equipment, its leadership has always stressed that success comes down to people. Here’s how Graham worded it in 1972: “Skilled people are our most valuable asset. Our people, more than our machines, build our projects. And we are proud to have among us the skills and knowhow that make the difficult become routine.”

Little has changed to this day. The company's current slogan, "We are better together", echoes those values.

"The legacy we've built is one of collaboration that puts people first, drawing on the skills and expertise across multiple disciplines that work in harmony to create the critical infrastructure that people rely on every day," said Ian Dawson, executive chairman of Dawson Group. "It's taken countless kilometres to get us here and we are excited to see where our vision will take us next."

The Dawson team shows no signs of slowing. Last year they completed a 26-million-dollar project, constructing 3.6 kilometres of four-laning on the Trans-Canada Highway near Chase. Dawson is also known for numerous recent paving projects that have revitalized B.C. highways. These include Highway 97C at Hamilton Hill, Highway 97 by 100 Mile House, and Highway 5 at the Great Bear Snow Shed. In 2022, they were tasked with paving more than 213 single-lane kilometres, laying 128,000 tonnes of asphalt on Highway 1 near Kamloops and other projects totalling over \$25 million.

"THE LEGACY WE'VE BUILT IS ONE OF COLLABORATION THAT PUTS PEOPLE FIRST.."

Dawson isn't limited to construction. Every day, Dawson Road Maintenance in the South and Central Cariboo, North Peace, and Bulkley Nass work to keep provincial roads and bridges safe and clear for travellers. Increasingly intense weather due to climate change has only made this work more critical for road safety and the province's supply chains.

"Reaching 100 years in our company's principal industry is an awesome achievement – we've accomplished a lot over that time at Dawson Group," said Ian. "The legacy that started with my grandfather, Fred Dawson, and carried forward with my father, Graham, and I, continues to grow and shape the Canadian landscape."





WELCOME NEW MEMBER COMPANIES



Western Road Distribution provides specialty road services in the areas of dust mitigation, anti-icing, and asphalt preservation for industrial, commercial, and residential clients. They are a locally-owned road contractor with locations in Kamloops, Kelowna, Cranbrook, and Vancouver.



Blackline Site Works Ltd. provides excavating services throughout the Lower Mainland to general contractors, construction management companies, and a range of clients in the real estate development industry. They operate a comprehensive fleet of earthmoving equipment and specialize in complex projects.



Wolseley Canada is the leading wholesale distributor to plumbing, HVAC/R, waterworks, and industrial markets in the country. Wolseley Canada is part of Ferguson—the world's largest trade distributor of plumbing and heat products. They have 32 locations across BC, from Fort St. John to Vancouver Island, to serve client needs.



Heavy West Contracting is a civil construction company offering a variety of earthling and heavy equipment services, from preloading and land development to the construction of roads, bridges, and underground utilities. They have offices in Maple Ridge and Langley to serve clients in the Lower Mainland area.

COMMITTEE SEEKS TO CREATE PATH FOR ROADBUILDING WOMEN

A new BC Road Builders and Heavy Construction Association committee is looking to pave the way for women in the industry.

Vanessa Werden, Partner at Jenkins Marzban Logan LLP, has been working to form the Women in Road Building Committee which will focus on attracting and retaining women in the sector.

"I think that sometimes the industry is not an obvious choice for young women," said Werden. "I think the issue is about normalizing that these are careers for everybody. The more we have groups like the Women in Road Building Committee, the better we can promote the fact that these jobs are here and all types of people can do them. We are a welcoming and inclusive industry."

"I THINK THE ISSUE IS ABOUT NORMALIZING THAT THESE ARE CAREERS FOR EVERYBODY..."

Werden believes the committee can showcase the stories and experiences of high-achieving women in the association's membership. The committee members include Tiffany Brebner, Human Resources Manager,



Tybo Contracting Ltd.; Teagan Burton, General Manager, Mainroad East Kootenay Contracting LP; Saskia Huesing, Project Superintendent, Emil Anderson Construction; and Stephanie Hun, Director of Business Development, Flatiron Corp.

Werden, the committee's chair, stumbled into the construction sector while attending law school at the University of British Columbia. She did her articling with a firm that specialized in construction law and her first four years of practice were spent working closely with one of the top construction litigators in the province. Werden has been practicing law for 12 years and is now partner at a firm that also specializes in contracts, project disputes and everything in between.

"I feel very fortunate to serve the construction industry," said Werden. "My clients are people who are driven, ambitious, smart and I just love my job. Serving that role is really rewarding."

Werden got involved in the association as part of her efforts to better connect with her clients and the industry as a whole. Previously, she spent six years volunteering with Canadian Construction Women before passing on the torch to others.

"Once I left Canadian Construction Women I was kind of looking for relationship building opportunities," she said. "There wasn't anyone at my firm involved with the BC Road Builders so I reached out and ended up getting to know the group and I joined the board."

Now she is leading the charge to promote road building careers. The Women in Road Building Committee plans

to connect with schools, other industry associations and training programs. One of its first actions will be to organize a Women in Road Building panel for the association's Annual Fall Conference in September that features female leaders in the industry.

"We are going to have a meaningful discussion about their pasts, their challenges, successes, current roles and it's an opportunity to showcase that existing talent," said Werden.

The panel will also talk about industry efforts to attract women and other underrepresented groups and if other strategies could be employed by association members. Werden noted that it will be the first of many events organized by the committee and encouraged members to keep an eye out for updates on future ones so they can attend.



UPCOMING BCRB & HCA EVENTS

ANNUAL FALL CONFERENCE

September 17 - 19, 2023

Annual Fall Business Conference taking place September 17 - 19, 2023 at the Delta Hotels by Marriott Grand Okanagan Resort in Kelowna, BC.



WINTER AGM AND HOLIDAY CELEBRATIONS

December 7 - 9, 2023

Hosted in Victoria at the beautiful Fairmont Empress Hotel and Victoria Conference Centre from December 7 - 9, 2023.



MEET IN MAUI 2024

February 3 - 9, 2024

Join us in Maui for the BC Road Builders & Heavy Construction Association Meet In Maui Conference February 3-9, 2024, and experience the perfect blend of business and pleasure in paradise.



WALEA BEACH RESORT
FEBRUARY 3-9, 2024



ROAD BUILDERS MENTAL WELLNESS PROGRAM

BC Road Builders and Heavy Construction Association's Workplace Wellness Program is designed to create lasting workplace culture change, with benefits for both employers and employees.

The program is available, free-of-charge, to all BCRB & HCA member companies. Our longstanding commitment to the road building and heavy construction industry gives us a deep and unique understanding of the business and your workforce. With a proven track record in supporting our members, we have extensive and highly-relevant expertise.



Scan this code to visit the Road Builders' Mental Wellness program site.



**BC ROAD BUILDERS AND HEAVY
CONSTRUCTION ASSOCIATION**

Suite 307, 8678 Greenall Ave.
Burnaby, BC V5J 3M6
T: 604.436.0220

WWW.ROADBUILDERS.BC.CA

 BCRoadBuilders

 bcroadbuilders

 BC Road Builders

