

2024 YEAR IN REVIEW



BC Road Builders and Heavy Construction Association



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YRB

STEPHEN MC NEIL

Chair's Report

On behalf of everyone at the BCRB, thank you to all our committee leaders for your hard work and efforts this year. Our accomplishments in 2024 were unprecedented. Several changes resulted in success stories, but some possible changes could have been considered setbacks. Thankfully, these never occurred, and that's due to the effort of our committees working outside of their day-to-day jobs.

Specifically, there are two items that deserve acknowledgement. In 2018, the Ministry mentioned, in passing, the challenges of Highway 1 and the procurement model. That model was one contract, one contractor—no longer the model we see today. After that, our committee members worked to change that procurement model. Credit must be given to Rob Hasell, who was Chair through many discussions that led the Ministry to today's model. I drove Highway 1 a few weeks ago, and it was a proud moment to see so many road builders' names along that highway.

The other key item concerned the maintenance sector. After over two and a half years of

discussions and more than 400 hours of collaboration with the Ministry, we successfully adjusted the contracts to support a more sustainable sector. I wish to thank Chris Charbonneau for leading these conversations.

Now, let's get to the heart of these changes and the bullets that we dodged. They all come down to our ability to have access—which is the key, and has always been the key, to making changes. It's Kelly Scott who makes this possible; Kelly fosters a relationship that allows us to voice our opinions, provide feedback, and offer different approaches. That access isn't afforded to Kelly because of his title within the Road Builders, it's granted thanks to the sincere relationships he's cultivated over the years.

As a quick reminder, we discussed three major strategic themes for 2024:

- Ongoing work for increased and sustained investment in resilient core infrastructure.
- Leading industry innovation and sustainability using the P.R.E.P. Book.

- Aligning capacity with industry demands. We'd like to express our many thanks to the service and supply sector. The past few years have seen many changes and yet everyone has risen to the challenge—whether that's signage, traffic control, legal issues, pipes, or bridges—we thank you for your flexibility.

The Women in Road Building Committee has helped set the stage for initiatives that attract and retain women in the road building, maintenance, and heavy civil construction sectors. It's industry associations like the BCRB that can truly drive positive change when it comes to evolving our workforce to reflect the composition of the communities where we live and work. We strive to carry this momentum forward, offering programming to prospective employees and resources to our members.

We've received the third year of industry data—thank you to those who participated this year. This data helps inform our positions with the government, as well as celebrate the work that you do. We're excited to share further insights in the coming months and encourage those who didn't participate to have your say in 2025.

In closing, I want to thank Matthew for his many initiatives and his tenacious nature with projects. Roxanne and Ana, there is so much work being done in the background, yet whenever I run into them, they're always smiling—we appreciate all your efforts and contributions. On that note, I thank everyone for their continued support of the Association and the new board that will represent us in 2025.

GROUP BENEFITS PROGRAM



Great benefits are a key way of attracting top talent, which is why we offer an excellent benefit package to our member companies. We partner with ICBA Benefits to make sure that you get the best value for your money while taking care of your workers and their families. Our services include:

- Great group health, dental, and retirement benefits at competitive rates
- A dedicated Wellness Coordinator to ensure smooth onboarding and implementation of our Workplace Wellness Program
- Performance reviews of existing benefits plans to find opportunities for coverage improvement and cost savings

Members receive very competitive rates, top-notch service, and the help of ICBA's committed team. It's great for your workers, their families, and your bottom line. Learn more and [sign up here](#).





BC ROAD BUILDERS

Association Update

Advocacy:

Throughout 2024, the BCRB Executive and senior staff actively engaged in advocacy efforts at all levels of government, underscoring the pivotal role of our industry.

National impact:

BCRB participated in the 2024 Canadian Construction Association Hill Day in Ottawa. The delegation consisted of over 100 construction professionals from coast to coast and met with approximately 75 Members of Parliament to emphasize the national significance of our industry. BCRB representatives met with MPs from all parties, including an impromptu meeting with the Leader of the Official Opposition.

Provincial collaboration:

Regular meetings were conducted in Victoria with the Minister of Transportation and Infrastructure (now the Ministry of Transportation and Transit), senior staff, and members of the Legislative Assembly. BCRB also participated in conferences such as the Southern Interior Local Government Association and Union of BC Municipalities, which strengthened our relationships with local authorities. With the provincial election now

complete, the association will focus on building relationships with the new Transportation Minister and key stakeholders in Victoria.

Stakeholder collaboration:

Continuing an initiative we started in 2023, this year we held two major stakeholder meetings with BC Hydro, TransLink, the Port of Vancouver, Metro Vancouver, Infrastructure BC, the Ministry of Transportation & Transit, and the Vancouver Airport Authority. We also hosted a panel at our Fall Conference featuring senior leadership from these stakeholder organizations. At both occurrences, there was a focus on common opportunities and challenges, including procurement, Indigenous engagement, and cost escalations.

Membership Update:

Our membership continues to grow, reflecting the strength of our association. We extend our gratitude to both our loyal members and the new ones joining us. We encourage you to take a moment to welcome new members at upcoming events. In addition, we're always looking for ways to add value to your membership. With many of our members in the road building industry relying on fuel, we've partnered with Petro-Canada to offer

fuel savings. Sign up today to enjoy 6 cents off per liter for the first 6 months, followed by 4 cents off thereafter. They offer card lock, retail, and fuel delivery services throughout the province.

P.R.E.P. Book:

Launched in 2024, the Provincial Response and Emergency Program (P.R.E.P.) Book highlights the dedication of our maintenance contractors to supporting their communities. Designed to provide essential contact information and critical data for emergencies, this resource reflects their commitment to preparedness and public safety. More than just a guide, the P.R.E.P. Book embodies the proactive spirit and collaborative efforts that strengthen community resilience.

King Charles III Coronation Medal:

BC Road Builders were honoured with the King Charles III Coronation Medal, recognizing the invaluable contribution to our country by BC Road Builders during the Atmospheric River flooding event of 2021.

The RoadShow:

In 2024, The RoadShow launched to address the skilled worker shortage in highway maintenance and road building. So far, our trailer has visited over 25 communities across BC and engaged nearly 10,000 participants through hands-on experiences with Heavy Equipment and Snowplow Simulators. The program connected with audiences at schools, Indigenous communities, and events like the Abbotsford Tradex Skills Competition and World of Trades Expo. Featuring cutting-edge technologies with a customized trailer outfitted with realistic training simulators, The RoadShow has already led to many successful hires, while inspiring underrepresented groups to explore career opportunities in the industry. Learn more at www.bcroadshow.ca.

RoadReadyBC:

Launched in late 2024, RoadReadyBC delivers a standardized online orientation and safety training solution tailored for the highway maintenance and road-building industry. Created in partnership with the Alberta Road Builders, this program provides consistent, high-quality safety training accessible anytime, anywhere, ensuring industry professionals across British Columbia remain informed and prepared. Additional information is included on [page 36](#).

Training:

In addition to RoadReadyBC, BCRB offers a wide range of training programs, continually updating with new safety and industry-relevant courses. Members can enjoy the flexibility of self-paced online learning with exclusive discounts through partnerships with the Construction Industry Training Network, as well as access instructor-led online sessions. In addition, we promote webinars to keep you informed about the latest industry developments.

Blue Book:

BCRB remains committed to collaborating with Equipment Dealers and the Ministry of Transportation and Transit to secure the best Blue Book rates for its members. Following an 8% increase in 2023 and a 7.98% increase in 2024, we have also adjusted the Blue Book release timeline to align with the government's fiscal year-end. This change is intended to promote consistency and efficiency in the bidding process.

Events:

The 2024 Ivan Hanchard Golf Tournament was a record-breaking achievement, selling out in just two hours! We're excited to share that updates for the 2025 format are coming soon, with plans to expand attendance and create even

more networking opportunities. The 2024 Fall Conference in Whistler was also a great success, with a fantastic turnout and beautiful weather for two days of golf and networking. A big thank you to all our members who participated, attended, sponsored, and made these events possible. We look forward to even more success in the future!

Betty Spalton Scholarship and Jack & Gillian Linington Scholarship:

These initiatives celebrate the contributions of key figures in BC's highway maintenance. Since its establishment in 1999, the Betty Spalton Scholarship has received 208 applications, nearly half of which were from women. The Jack & Gillian Linington Scholarship was launched in 2024 to honor their legacy and support talented students and professionals pursuing or continuing careers in the road building industry.

CleanRoads Initiative:

Since 2022, the association has been developing the CleanRoads Innovation Program, a pioneering initiative aimed at reducing the carbon footprint of road building and maintenance activities. This comprehensive carbon offset program includes support in measuring and reporting eligible activities, alongside guidance on implementing best practices. Several policy changes have delayed the launch of this program, but we look forward to going live in 2025, with a focus on off-road heavy equipment.

3rd Annual Membership Survey:

This year, we conducted our 3rd Annual Membership Survey, providing valuable data to shape our advocacy and celebrate your contributions. We are excited to share further insights, and we encourage those who missed out to participate in 2025.

Group Benefits Program:

In partnership with ICBA Benefits, our members have access to competitive group health, dental, and retirement plans. This not only supports your workers and their families but also strengthens BCRB's ability to drive growth and improvement for all members. We encourage all members to get in touch with our office to see how our plan compares to your current program. Additional information is included on [page 4](#).

Mental Wellness Program:

The BCRB&HCA Workplace Mental Wellness Program is offered at no cost to all member companies. Each month, theme-specific resources are provided in digital formats, designed to promote long lasting change. The program emphasizes mental health, physical fitness, and creating inclusive workplaces. Additional information is included on [page 14](#).







SHANE O'DONNELL

Construction Sector Committee Report

This year was a busy one for the construction sector, with progress being made on several initiatives that we've been working on in recent years.

We met with major stakeholders across the province to advocate change that benefits our members and the general taxpayer. For example, many contract clauses are outdated and haven't kept up with the rapidly changing landscape of our industry. Inflation, skilled worker shortages, procurement models, and added risk to contracts have increased over the last decade. By contrast, contract language remains the same and, in some cases, has become more challenging. We've listened to our members and industry leaders raise these key concerns and are happy to provide an update on our progress.

Inflation

Over the past two years, we've worked to increase the rates in the Blue Book. Thanks to our Blue Book Committee's hard work, we've seen an average rate increase of 21%.

As a result of our Association's discussions with the Ministry, all contracts now have a fuel escalation clause. While the escalation clause is helpful, concerns remain regarding trigger quantities and

hauling rates. These issues have been discussed with the Ministry, which has indicated they could be revisited in a year. We welcome feedback from our members as we intend to revisit this topic.

With new tariffs being placed on imported steel, the industry is scrambling to mitigate the increasing costs. The Ministry recognizes the urgency of this matter and will present its findings shortly.

The MMCD has agreed to favourable new force account terms. At this time, the supplemental conditions are being updated, but I can confirm the MMCD Documents Committee has agreed to change the language around overhead. Overhead has been separated into three parts under section 1.38:

1. **"General Overhead"** refers to those costs the Contractor incurs for facilities, staff, support personnel, utilities, consumables, and other fixed costs which are not directly expended for the Contract. These represent the head office and other support costs which are not incurred on-site and which are allocated across all projects. General Overheads are to be included in all quotations and agreed lump sum pricing. Alternately, they are recoverable through

the allowed markup when pricing is by Force Account. The fixed component of equipment rates is not included in General Overheads but rather is a portion of a Standby Rate when those are charged.

2. **“Project Overhead”** refers to those costs the Contractor incurs specifically related to current Work as a whole rather than one task. With the exception of project bonds and insurance (which are Project Overheads), they are verifiable on-site by the Contract Administrator and relate to costs which accumulate on a daily, weekly, or monthly basis. Project Overheads are only recoverable when the Contract Time is extended. They may be calculated on an item-by-item basis, or as an agreed lump sum per day. When Project Overheads are allowed for work done under Force Account, they are entitled to be marked up 10% for General Overheads plus a further 10% for profit.
3. **“Task-Related Overhead”** refers to those fixed costs that the Contractor incurs to perform a given work task, irrespective of the quantity of that item. They are verifiable on-site by the Contract Administrator. Task Overheads are recoverable by specifying them at a daily or hourly rate in the items listed on a Force Account report and are eligible for markup according to their type (i.e. labour, equipment, materials, or subcontractor).

In addition to these changes, the following items have been added to 10.1.1. Payment for Work performed under Force Account shall be calculated as follows:

- Labour at the actual cost to the Contractor, including all amounts paid for labour and all related taxes, assessments payable as required by any statutory scheme, such as Workers’

Compensation, unemployment insurance, holiday pay, insurance, and all employee benefits. A markup of 3% on the foregoing shall be allowed for all Small Tools. A markup of 15% on the total of the foregoing shall be allowed for overhead. A further markup of 10% on the total of the foregoing, including the markup for overhead, shall be allowed for profit.

- Major Equipment
 - (a) **Contractor Owned or Bare Rented:** At the non-operated hourly rates as set out in the Approved Equipment Rental Rate Guide based on actual hours, in minimum increments of 0.5 hours, plus a 15% markup to cover all overhead costs and profit. If equipment is not listed in the Approved Equipment Rental Rate Guide, then at a rate determined by the Contract Administrator based on local equipment rental rates; or
 - (b) **Non-Contractor Owned and Operated:** At the lower of the all-found rate in the Approved Equipment Rental Rate Guide for operated equipment, or the actual rental costs incurred by the Contractor, as evidenced by invoice, plus a 15% markup to cover all overhead costs and profit;
 - (c) No separate rental for Small Tools.
- Materials incorporated into the Work or required for the performance of the Work and not re-usable shall be at the Contractor’s actual cost, as evidenced by invoice, including all transportation, freight, and haulage costs, plus a markup of 15% on such actual cost to cover all overhead, handling, and profit.

A special thanks and congratulations to Glen Barker who dedicated many hours to this initiative.

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The Ministry has finalized and published its new rates, effective for all new contracts starting September 9, 2024, and applicable to all existing contracts moving forward from that date.

COST CATEGORY	PREVIOUS MARKUP RATE	NEW MARKUP RATE
LABOUR	20%	30%
FOOD & LODGING	10%	15%
MATERIALS	10%	15%
EQUIPMENT	15%	15%
PREPARATORY WORK	15%	15%
SUBCONTRACTOR	5%	10%

Special thanks to Mike Jacobs, Scott Jacobs, Chad Tenney, and Ross Gilmour for putting in the early work. Thank you to Brian Atwell, Andrew Rurak, and Grayson Doyle for helping get this across the line, and of course, many thanks to Kelly and Matt for giving the extra push when needed.

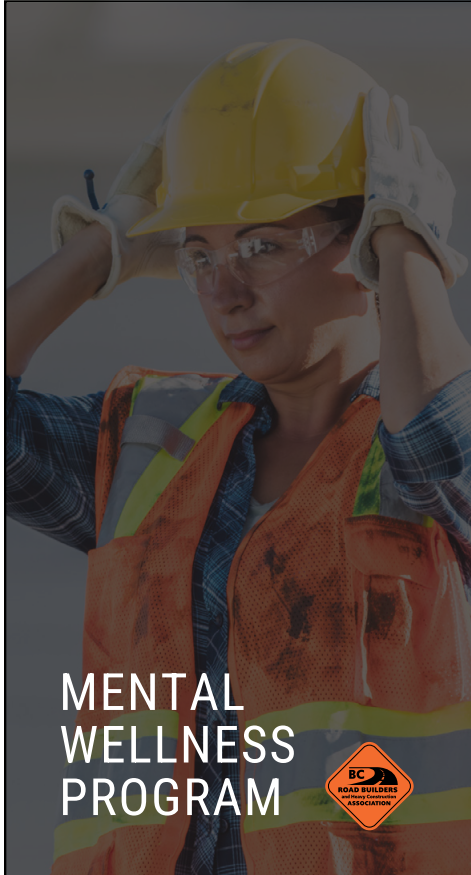
Next up is Time-Related Overhead. TRO is associated with general and project-related overheads that exist during delays outside of contractors' control, but are not recoverable through force account. Discussions have already commenced and we hope to have more information in the new year.

Procurement

With additional risk being continually added to contracts, contractors are shying away from many projects, leaving stakeholders to wonder why they receive very few bids on some projects. We've met with these stakeholders and explained why.

We've also begun a review of the Major Contracts General Conditions language, with a current focus on the dispute resolution language. We expect to see results in the near future. Please reach out to me or any of the other Committee members if you have input on any of these topics.

MENTAL WELLNESS PROGRAM



Wellness is more than just physical, and BCRB is committed to supporting our people in every area of life. That's why we offer a mental wellness program—available free-of-charge to all BCRB & HCA member companies. Our program is designed for the sector, so it delivers actionable information in easy-to-access and relatable ways. With a proven track record in supporting our members, we have extensive and highly-relevant expertise.

The program delivers monthly digital resources with theme-specific materials, including:

- Multiple short educational pieces
- Multiple toolbox talks
- Site posters
- An engaging, self-paced online course, delivering informative multimedia content, including practical tips and links to other resources.

When it comes to mental illness and mental health struggles, we know it isn't always comfortable to speak up. But no one has to suffer alone. We want all our people to have the support they need to be healthy and safe both physically and mentally. If you're curious about learning more or want to sign up, contact us at wellness@roadbuilders.bc.ca, call 604.436.0220, or [visit the](#)

[webpage](#).





Dawson
GROUP

LEN KAZAKOFF

Paving Committee Report

I'd like to recognize the invaluable contributions of our committee members, Collin Blonarowitz, Joe Cuzzocrea, Randy Zbytnuik, Shawn Rokosh, Andrew Duncan, Jamie Stothert, Mike Darby, and Garth Parker. Their dedication is crucial as we address our priorities with the Ministry of Transportation and Infrastructure.

In 2024, the Ministry maintained its strong commitment to early tendering, achieving 82% of the surfacing program tenders by March 31st. This consistent scheduling enables efficient mobilization and gives contractors a stronger start to their projects. Topics raised by the BCRB this year highlight our shared commitment to industry improvement and efficient processes.

The Ministry reaffirmed its policy requiring bonding for subcontractors over \$200,000 to address risks associated with delayed or unpaid payments. The BCRB advocated for extending work zone lengths to improve productivity, and the Ministry is currently reviewing options to optimize zone lengths while minimizing public delays.

Aggregate payment consistency has emerged as an area for improvement. In the Northern Region, contractors produce contract quantities but are only compensated for the amount used. The Ministry is working to align the payment terms with those in the Southern Interior Region.

The Ministry aims to tender projects as early as possible across all regions and will prioritize South Coast projects where feasible. As part of ongoing industry adjustments, it is also open to future discussions on WorkSafeBC's draft heat stress guidelines.

Regarding paving quantities, the Ministry clarified that its rehabilitation programs will continue to maximize budgets for paving, regardless of the volume of capital projects. Additionally, to ensure smooth project execution, it has reviewed usage guidelines for provincial pits, confirming that effective cross-boundary communication will remain a priority.

Lastly, the Ministry clarified responsibilities regarding pavement marking signs post-project, with maintenance contractors handling sign removal. To streamline communications, the Ministry has also asked that questions from subcontractors be relayed through general contractors first, to avoid redundancies.

Thank you for your dedication and hard work in advancing our industry standards and infrastructure goals. Your contributions are invaluable, and I look forward to another successful year of collaboration.





CHARLES POTTER

Bridge Committee Report

The bridge-building industry is exciting, dynamic, and necessary to provide safe and reliable transportation throughout the entire province. It truly is critical infrastructure and a sector that member companies are proud to be a part of.

Our committee meets with senior ministry staff twice a year to discuss common goals, such as safety standards, cost escalation, contract clarity, and how to deliver the most efficient and cost-effective projects.

I'd like to thank the Ministry for taking the time to meet with us. We truly couldn't ask for a more dedicated and professional staff than this group of people. They are as passionate and committed to the bridge industry as we are, so thank you to Rodney Chapman, Carl Lutz, Ian Baker, Rodrigo Disengi, Justin Bae, Alireza Ahmadnia, and Prena Sohal. They travel from far and wide to meet with us and are engaged, professional, open-minded, and willing to work to achieve common goals. We appreciate their time and listening to our concerns and challenges.

I'd like to thank my fellow committee members, Lyle Johnson, Chris Clark, Patrick Wilson, Octavio Flores, and Tyler Rodd, who made a significant effort to ensure our meetings were useful and

productive. I also welcome new committee members Corey Ross, Brad Gunnlaugson, and Tyler Johnston-Watson.

Finally, thank you to the Board for your support, and to Kelly Scott and Matt Pitcairn for organizing and attending the meetings, as well as providing valuable guidance.







YRB

CHRIS CHARBONNEAU

Maintenance Sector Report

This year has been incredibly busy in the maintenance sector, and we have achieved some great things that are already benefiting the industry.

We completed joint Quality Program review sessions with the Ministry this year, including four separate sessions where contractors and our Ministry counterparts attended partnering sessions to review our maintenance agreement and how it's administered. These sessions sparked great conversation and a better understanding from both sides on how our contracts should be administered. It also provided an opportunity for tough conversations to take place regarding the expectations and challenges we collectively face.

Our work included ongoing discussions with WorkSafeBC to implement new training programs for all maintenance contractors regarding live loads. New requirements are on the horizon, and we're working closely with them to ensure these upcoming changes are not onerous and make practical sense—not only for our industry but also for the province.

We worked diligently with the province over the past two years to help them recognize the inflation pressures that have negatively affected the maintenance industry and our long-term contracts since the pandemic. After countless

hours of meetings with financial consultants and government officials at all levels, I'm happy to announce that we achieved a positive outcome. The government agreed to amend our annual inflation adjustment formula to encompass 100% of our contract values, up from 93%, and apply that change retroactively to the start of our contract. The result was a lump sum payment for all contractors in the province, which we received this past summer. This puts the industry in a much more stable position moving forward and is great news for all parties.

With this newfound security, we will continue to engage the Ministry about five-year extensions for our maintenance contracts. We believe this is in the best interests of the province and will provide continuity and high levels of service for years to come.

The maintenance sector will continue to focus on building relationships with stakeholders at all levels of government, which has been key to our success. We have a new minister this year and will strive to make a positive impact during their first year to ensure they understand why the maintenance industry is vital to the province's success.

I'd like to thank all the owners and your representatives for your support as we've tackled these initiatives. None of this would be possible without your collective efforts and collaboration. I look forward to 2025 and taking on any new challenges that may arise.





NIKKI KEITH

Service & Supply Sector Committee Report

At this time last year, we reported that 2024 was shaping up to be a strong year for the Association. I'm pleased to report that our predictions were correct.

Membership remains at an all-time high, with nearly 310 members (178 of these are service and supply member companies). Attendance at our conferences remains high, including the Fall Conference at its new location in Whistler, where it will take place again next year. Our golf tournament is still in high demand, and we look forward to another sell-out this coming May.

Fundraising efforts and scholarships remain a source of ongoing community support and investment in our industry. This includes the newly launched Jack & Gillian Linington Scholarship, established to honour their legacy and offer support to students and professionals in the road building industry. The scholarship provides recipients with financial support for both their education and living expenses, helping them advance their careers in the industry. Through the Ivan Hanchard Golf Tournament, we were able to raise \$5,000 for our own Betty Spalton Scholarship Program, as well as an additional \$25,000 for the BC Children's Hospital Foundation.

MEMBERSHIP

	2016	2017	2018	2019	2020	2021	2022	2023	2024
CONSTRUCTION	81	81	86	88	82	87	99	102	101
MAINTENANCE	15	14	14	12	11	11	11	11	11
SERVICE/SUPPLY	151	144	138	140	125	125	153	166	178
AFFILIATE	16	16	17	17	17	18	18	18	19
	263	255	255	257	235	241	281	297	309

YEAR IN REVIEW 2024

As you are aware, the Association obtained a government grant of nearly \$4M to aid in attracting new talent into the road building community. The RoadShow is a cross-province initiative that features innovative technologies, giving participants a first-hand experience of what it's like to work in the road building industry. We encourage all Service and Supply Committee members to participate in fostering continued growth and awareness of our industry by visiting the [RoadShow website](#) for details and requesting a stop on the trailer's tour route.

I have been a part of the Association for over 28 years and have seen firsthand the strong, unwavering commitment to supporting our member companies and ensuring their concerns are heard by decision-makers in our province. The Association will remain a source of long-lasting benefits to its members, and a point of pride for those who continue to serve on its board.

On behalf of the service and supply sector, I want to thank the BCRB staff and my fellow board members for your ongoing dedication and leadership.







TEAGAN BURTON

Women in Roadbuilding Committee Report

Last year's committee initiative highlighted high-achieving women who work in our industries. At the 2023 Fall Conference, we debuted the Committee by presenting a panel that shared their success stories and engaged in conversation about their experiences. The positive feedback we received from this session was overwhelming, and for that, we are incredibly thankful.

Thanks to conversations sparked by that panel, this year's committee focused on attraction and retention. Many members asked how we can attract more women into the industry and how we can retain those already working in our companies. Well, we heard you loud and clear, enlisting a panel to present at the 2024 Fall Conference focused on the concept of "Laying the Foundations." These panellists have created policies and hiring practices that are doing just that: laying the foundation to help attract a more diverse workforce. This is a critical piece to strengthening our industry. Once again, we'd like to thank those panel members who shared their challenges and successes in attracting and retaining women within their organizations.

Over the last 12 months, the Committee has worked hard to engage with youth and women who are looking to explore the road building and heavy construction industry. This has been accomplished

through volunteering at the RoadShow and public speaking events, and simply being a face for new and current workers to identify with.

After attending these events, the idea arose to create a logo that would identify and celebrate our Committee. Logos were drafted and evolved over several months, with the new logo released at the Fall Conference. You may have noticed it during our event, but if not, you will soon enough.

I would like to extend my sincere gratitude to the Committee members:

- Vanessa Werden, JML LLP, Founder and past Women in Road Building Committee Chair.
- Tiffany Brebner, Tybo Contracting, and this year's Co-Chair.
- Christine Burns, Terus Construction.
- Saskia Huesing, Emil Anderson Construction.
- Stephanie Hun, Flatiron Canada.
- Sarinna Hanschke, BC Centre for Women in the Trades.
- Briar Beers, Cutting Edge Consulting.

And a special thank-you to Roxanne La Claire, Programs Manager, BC Road Builders.

THE WOMEN IN ROAD BUILDING COMMITTEE: A LOGO WITH A MESSAGE

The Women in Road Building Committee continued to drive meaningful change in 2024—this year, with a focus on two critical questions: How can we attract more women to the industry, and how do we retain the talented women already working in our organizations? These efforts culminated in a powerful panel discussion at the 2024 Fall Conference where committee members shared actionable insights into policies and hiring practices designed to build a more diverse and inclusive workforce—laying the groundwork for a stronger, more inclusive industry.

The launch of the RoadShow tour further amplified the committee's impact, with stops at the [Camosun Women in Trades Training Program](#) and other public speaking engagements. By serving as visible role models, the committee continues to inspire new and current workers, offering representation and fostering connections across the industry.

Inspired by these events, a logo was developed to proudly represent and celebrate the committee.

Sadie Loewen, Executive Assistant at Cutting Edge Consulting, is the artist behind the new logo. We had the opportunity to sit down with her to learn more about her inspiration and process.



BCRB: How did you end up working on the new logo design?

Loewen: I work with Briar and she had mentioned that BCRB was creating a logo for the Women in Road Building Committee. She knows I'm an artsy person—I do art in my free time, sell paintings, and do a bit of drawing. She asked if I wanted to come

up with any ideas for the logo and I said sure. I don't have any experience in graphic design, but it was a fun project.

BCRB: What helped inspire the logo design?

Loewen: I wanted something that was very clearly a woman, but also a human. Not pink and bows and heels, because I don't think that's an accurate embodiment or representation of women as a whole, especially women in our industry. Instead, I went for more of a classic silhouette. That way, instead of being pigeonholed, each woman could see it and maybe see themselves in it. I also wanted to incorporate the BCRB logo so I went for the same shape, and I thought that a nice winding road would add a sheen to her hair.

BCRB: What role do you think the Women in Road Building Committee plays in shaping the future of the industry?

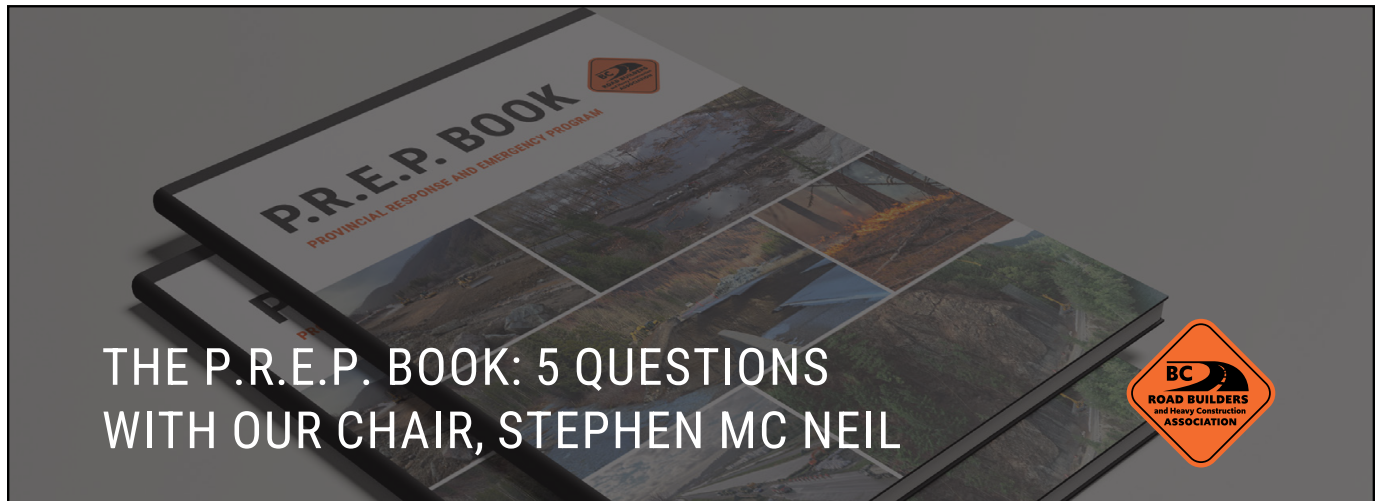
Loewen: I think it's hugely important because many people still view construction as a male-dominated industry. They assume that women who work in the sector are only in administrative positions. Having a committee about road building filled with powerful women who are doing so much for the community and the industry—there are superintendents on the committee, there are project managers and engineers—I think it's important to show women that there are so many possibilities and capabilities in the construction industry.

The Women in Road Building logo debuted at the 2024 Fall Conference and will be showcased everywhere soon.





P.R.E.P. BOOK



THE P.R.E.P. BOOK: 5 QUESTIONS WITH OUR CHAIR, STEPHEN MC NEIL

What does P.R.E.P. stand for?

The Provincial Response and Emergency Program.

What is the P.R.E.P. Book?

The P.R.E.P. Book is a tangible tool to support the province and our communities through natural disasters, generational climate events and other challenging situations. Its pages contain the resources available to offer support at a moment's notice, each chapter offering a snapshot of the maintenance contractor ready to respond in the event of an emergency within a corresponding service area.

Why is the P.R.E.P. Book important?

The program was founded on the understanding of our industry's pivotal role in shaping the future of our province. I feel this resource is a vital part of our role as advocates—not just for our member companies, but for our communities as a whole.

Why is BCRB the right organization to lead this initiative?

As participants in the road building and heavy construction sector, we are uniquely positioned to make a difference when unexpected natural events put our communities at risk. It's worth recognizing that every maintenance contractor in the Association has committed to assist in times of crisis.

How will it be distributed?

Our team is finalizing a comprehensive distribution list consisting of MLAs, MPs, municipal and regional district staff, First Nations, and other key stakeholders. We are determining the relevant pages to be sent to each region and will distribute the P.R.E.P. book accordingly.

Thank you to every member who contributed to the P.R.E.P. book and has put themselves forward as willing to assist in a future time when their expertise is needed most.

2024 EVENTS



As always, our events were a major highlight of the year. From surf spots to ski towns, our members got to experience it all, starting with a trip to Hawaii for our **Meet In Maui** conference. Over 300 members made the transpacific trek to Maui, spending February 3rd to 9th connecting with industry leaders, gaining insights into the latest trends and technologies, and discovering new business opportunities—all against the stunning backdrop of the South Pacific.

On May 10th, our members rang in the spring season with the 53rd annual **Ivan Hanchard Charity Golf Tournament** at Northview Golf and Country Club. The always anticipated event is for a great cause, supporting both the BC Children's Hospital Foundation and the Association's own

Betty Spalton Scholarship. This year was another great success, raising \$5,000 for the scholarship program and \$25,000 for the BC Children's Hospital Foundation. Since its inception, the event has raised nearly \$700,000 for BCCHF and over \$60,000 in scholarship funds.

For the first year, our annual **Fall Conference** took place in Whistler, from September 15th to 17th. The event featured keynote sessions by MoTI, BC industry leaders, and the Women in Road Building Committee with their panel on attracting and retaining women in the sector. Between informative sessions and some great meals, our members spent their downtime unwinding at the spa and on the golf course for our Fall Open and BC Road Builders' Classic Golf Tournament.





THE ROADSHOW

BC ROAD BUILDERS
**THE
ROADSHOW**



ROADSHOW MILES & MILESTONES



35,000 KM TRAVELLED



55 EVENTS



25 CITIES



400+ SIMULATOR HOURS



8,000+ HANDS-ON ATTENDEES

HIGHLIGHTS FROM THE ROAD

Our President, Matt Pitcairn, envisioned an interactive pop-up experience that would introduce job seekers to careers in road building. The initiative would reach people in communities all over the province, allowing them to experience careers firsthand through state-of-the-art heavy machinery simulators. When BCRB received a government grant to assist in attracting new talent to the sector, the concept went from wishful thinking to an idea with legs—or in this case, wheels. The RoadShow was born.

KEY EVENTS

Now eight months into its journey, the RoadShow has participated in over 55 events, from Vancouver Island to Vanderhoof, roughly 800 kilometres from its home base in Surrey. Some standout events included:

Canada Day

The trailer celebrated its first [Canada Day](#) in Shuswap by appearing in its first parade. The RoadShow set up for the day at Centennial Field, receiving enthusiastic feedback from prospective, new, and experienced industry professionals—

including a talented 11-year-old who achieved a perfect score on the rock truck simulator.

The Agrifair

The RoadShow spent August 2-4 at the Abbotsford Agrifair, a Fraser Valley staple for over 100 years. Visitors had the chance to experience our state-of-the-art simulators and discovered that careers in road building can be even more interesting than carnival rides.

The Trades Expo

We couldn't miss the opportunity to participate in one of BC's biggest interactive trade events, the Trades Expo. More than **[number]** of visitors tested our simulators from Oct 16-17 at the Cloverdale Agriplex.

Other highlights included the [Camosun Women in Trades Training Program](#), the [Indigenous Forestry Conference](#) in Port Alberni, and the [Osoyoos Indian Band Career Fair](#).

COLLABORATING WITH BC BOB

You may have noticed a new face on the RoadShow social media channels recently—Bob Kronbauer, aka “BC Bob.” As the founder of Vancouver Is Awesome and an enthusiast for all things BC, Bob was the perfect partner for a collaborative video series. Through this partnership, we introduced the RoadShow to his audience of over 80,000 followers, sparking interest in careers in road building—like driving a snowplow.

The RoadShow x BC Bob Engagements

- 1M+ plays (and counting!) on Instagram, Facebook, and TikTok.
- 4 videos posted to date with 1-2 more in the works.
- 16K likes (Instagram & TikTok).
- 568 comments (Instagram & TikTok).
- 483 saves (Instagram & TikTok).
- 338 shares (Instagram).



stevencroy7 Got to try the road show at my school, was absolutely fantastic to get to try it and Ken backed it down a super long driveway to get it to our shop classes, super impressive driver.



momelsa Terrific idea! So many young people (or older) might not understand their options/opportunities, or what they might enjoy! 😊



snukwa7 @bobkronbauer we signed up and headed to Skwlax this week 🚧



seemailz Ken ran me through that sim, was awesome!
14w 1 like Reply



gunns_galore My daughter and I were first to try it out today in Abby!



jessehymers That trailer came to KSS in chilliwack for a jobs day, it was an amazing experience with a lot of construction equipment simulators. Very good training

The RoadShow wouldn't have been possible without the incredible efforts of the team behind it—especially our dedicated Tour Lead, Ken Barwich. Ken drove the 34-foot trailer an impressive 35,000 kilometres and trained thousands of people on our simulators along the way. A heartfelt thank-you also goes out to our volunteer member companies, whose support at events was invaluable in making the RoadShow a success:

- Emil Anderson Maintenance
- Capilano Highway Services
- Terus Construction
- Jacob Bros Construction
- NorLand Limited
- Dawson Group
- Mainroad
- Emil Anderson Group
- All Roads Construction
- Island Asphalt
- Formula Contractors
- YRB
- Emcon
- TYBO

Quick Stats from the Emil Anderson Maintenance Hiring Fair

- Date: Oct 5, 2024
- Location: Rosedale, Chilliwack
- Resumes collected: 27
- Qualified candidates: 16
- Hires: 9 hires (2 women)



RoadREADYBC

ONLINE ROAD SAFETY ORIENTATION

STANDARDIZED SAFETY TRAINING



The road building and heavy construction industry faces significant safety risks. This year, BCRB introduced RoadReadyBC, an online safety training program tailored specifically for BC's road building and heavy construction sector. Inspired by Alberta's Roadbuilders Safety Training System (RSTS), RoadReadyBC offers an easily accessible online curriculum that aligns with BC's safety legislation and best practices.

Suitable for both new and experienced workers, RoadReadyBC covers essential and advanced safety awareness. Developed with support from the Construction Industry Training Network (CITN) and BC Construction Safety Alliance, RoadReadyBC aims to improve safety industry-wide.

Quick Facts:

- Features 24 online course modules
- Input from 60 industry experts
- Equivalent training is completed by 2,000+ workers each year in Alberta.

Get RoadReady today at roadreadybc.ca.

"Having participated in RoadReadyBC, I can confidently say it's a transformative program that advances safety awareness and industry standards in road building. The program's comprehensive approach and practical insights significantly enhance skills and will boost confidence in the construction field."

— **Tiffany Brebner, Human Resources Manager, TYBO Contracting**

2024 INDUSTRY REPORT



After analyzing data from our annual member survey, the BC Road Builders & Heavy Construction Association is offering a detailed snapshot of the positive impact the road building and maintenance industry has on the province, the challenges it faces and what the coming years may bring.

\$2.1 BILLION in average annual contributions to BC's economy in payroll, 2022-24

\$6.1 MILLION donated to charities in 2023

47,000 KM of BC highway and side roads

2,973 bridges connecting BC communities

THE DIVERSITY OF OUR MEMBERSHIP INCREASES

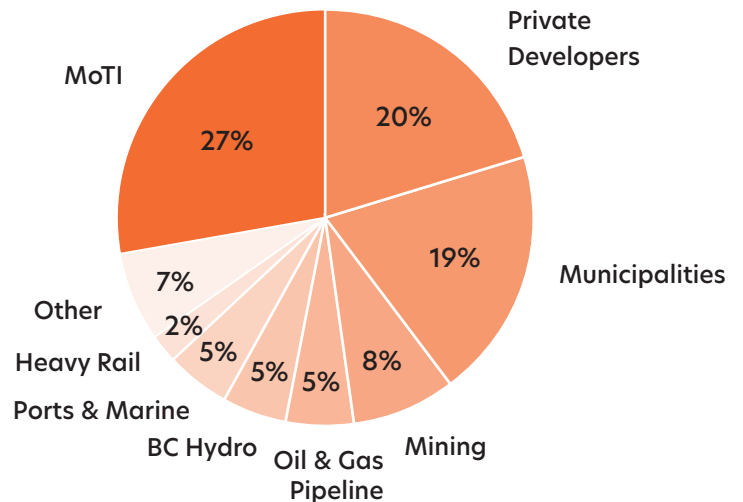
79% of member companies employ recent immigrants
↑ 72% in 2023.

17% of member companies employ women
↑ 12% in 2023.

21% of member companies employ people new to the industry
↑ 11% in 2023.

SECTORS WE SUPPORT

% SHARE OF TOTAL REVENUE, CONSTRUCTION COMPANIES



A GROWING FOCUS ON SAFETY IN 2024

74% of member companies say that workplace safety is generally improving. The launch of **RoadReadyBC**, the new standardized safety training purpose-built for the sector, reinforces this perception.

Data sourced from 2024 Annual Survey of construction & maintenance members. Payroll estimated using mean payroll reported. Charitable donations calculated using median donation reported.

NEW MEMBERS IN 2024

CONSTRUCTION



SERVICE & SUPPLY

