

Airport Expansion to Cost \$1.4 Billion

Courtesy: RCABC/Roofing BC, Fall Edition

Vancouver International Airport Authority officials, including chairman Graham Clarke and VIAA president and CEO Larry Berg were on hand this July to help pour the first cement for the largest expansion at the Vancouver airport since the construction of the international terminal during the 1990s.

The 10-year, \$1.4 billion Gateway project is designed to ensure YVR will be able to accommodate the 23 million passengers projected to use the airport annually by 2013. It will also allow the airport to handle new, larger passenger aircraft like the Airbus A380. YVR expects to handle about 16.4 million passengers this year.

Construction projects will include nine more gates at the international terminal and expanded facilities for check-in, passenger screening, baggage handling and customs. Also included is the airport portion of the RAV rapid transit line and a new five-storey office building.

The major projects are expected to generate 5,200 person-years of employment and \$525 million in direct GDP.

Red Seal Website

A new website has been launched to help the construction industry find qualified workers across Canada.

Red Seal Resume (www.redsealresume.com), aims to simplify the process of finding Red Seal Trained workers for Red Seal certified jobs. The site acts as an electronic job board where employers can post jobs and tradespersons can post their resumes.

The site has already received support from the industry such as the Electrical Contractors Association of BC and the Roofing Contractors Association of BC. The company behind the site is currently working with colleges and training centres across BC to ensure as many apprentices as possible access the system.

Construction ITO Proposal Gains Momentum

Courtesy: BCCA Bulletin, November 2005

In June of this year the BCCA and its Advisory Council on Construction Training submitted a detailed proposal to the Industry Training Authority to create a Construction Industry Training Organization (CITO) for the ICI and Multi-Family High Rise sector of the industry.

The ITA has been clear that they intend to develop a number of Industry Training Organizations (ITOs) over the next few years. To date we have ITOs developed for the Residential Construction, Horticulture, and Automotive sectors. ICI construction could well be the next area of focus, particularly given that about half the apprentices in the system are registered in construction trades. BCCA members are currently training about 75% of that group of apprentices.

The BCCA CITO proposal was developed and approved by contractors, both general and trade, all of whom actively train apprentices in their companies. It promotes a training organization that is inclusive of all stakeholders and seeks to create a balanced industry led system.

The mandate of CITO is to be the hub of the training system, connecting, aligning and integrating all stakeholders involved in and interested in creating and retaining a skilled workforce for a changing and growing BC construction industry. Some of the tasks that CITO may perform are as follows:

- Recruit trainees.
- Provide access to training, mentors and workplace assessors.
- Coordinate and facilitate program delivery.
- Support employers in their training activity.
- Identify current and future skills and training needs.
- Design and develop training programs and strategies.
- Design and oversee challenge exams.

- Develop an annual training plan.
- Accredite training providers for delivering CITO training solutions.
- Market / promote programs to employers.
- Establish occupational and program standards.
- Implement training management system.
- Be the source of training information tools for employers as it pertains to apprenticeship training.
- Track trainees throughout their training path.
- Facilitate the assessment of trainee competency.
- Building relationships between all stakeholders.

Other roles such as program evaluation, training provider selection / approval, and promotion of industry training could also be delivered by CITO. However, CITO will not be delivering training programs.

As the hub, it is expected that CITO will bind the stakeholders into a single force focused on addressing the skill gaps and needs of the construction industry in an efficient and effective manner. Stakeholder engagement and involvement will be at the heart of CITO's business approach and will be the linchpin to its success.

Over the summer and fall months, the BCCA has been discussing the CITO proposal with other construction organizations and seeking their input and approval. We have been pleased with the positive response we have received so far and we anticipate further support into the future. The BCCA recognizes that a successful ITO in the ICI sector will require co-operation between the many construction-related organizations in the province involved with industry training.

Currently, the BCCA is seeking active input from all interested parties through an interactive webpage on the BCCA website [www.bccassn.com]. We encourage all our members to read the proposal and provide us with your comments.

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Keep you eyes open for the new ECABC website to be completed by December 2005

VRCA Celebrates Excellence

Courtesy: Journal of Commerce

The Lower Mainland construction industry saluted its best and brightest on November 2. The Vancouver Regional Construction Association feted winners of its silver and gold Awards of Excellence at a dinner held at the Hyatt Regency hotel in downtown Vancouver and attended by more than 500 people.

Hosted by noted satirist and broadcaster Bob Robertson, the awards shone the spotlight on some of the best and most innovative construction projects across the Greater Vancouver area over the last year. Ledcor took the gold award for general contractor over \$40 million for their work on the BC Cancer Research Centre. The 370,000 square foot building, which is also LEED Gold certified, also earned **Bridge Electric Corporation** a gold award in the electrical contractor category. Keith Plumbing and Heating Co. was also the proud recipient of a silver award for mechanical contracting for their work on the Cancer Research centre.

Scott Construction Group did very well. In addition to earning a silver award in the over \$40 million general contractor category for their work on the Callisto condominium complex in downtown Vancouver's

Coal Harbour area, they also garnered another silver in the \$10 to \$40 million category for general contractors for their work on the Macleod II project. In the General Contractor under \$10 million category, Scott Construction took the gold award for their work on the Christ Church Cathedral, a historic downtown Vancouver landmark as well as a challenging restoration job. Considerable seismic work was also done on the church.

Lockerbie and Hole took Gold in the Mechanical Contractor Category for their work on the Jim Pattison Tower Fit-Out at Vancouver General Hospital. Other winners included Flynn Canada, who won the President's Award in the Trade Contractor category for their work on the roof of the Lift Restaurant in Coal Harbour. "It was a daunting task for such a small project," Troy Johnston of Flynn Canada said, upon accepting the award.

Another small but significant project, "the Cob" by the Stanley Park Earthen Architecture project, won VCRA's Innovation Award. Using only traditional materials, the Stanley Park Ecology Society was able to create sustainable buildings, which complement the temperate climate of the park. Patricia Thomson, the executive director of the Stanley Park Ecological Society, said building the cob was "the urban equivalent

to a barn raising."

Projects at the University of British Columbia, which has recently become a hotbed of construction, also earned several companies gold and silver accolades. PCL Construction Westcoast was given the gold General Contractor \$10 to \$40 million award for their work on the UBC Michael Smith Biotechnology project, which involved not only building an expansion to the existing structure but considerable seismic upgrades, all while working around a functioning bookstore located in the building.

"It's the team out on the site that does it. It's the crews and the supervisors," PCL representative Wayne Marsden said.

Another UBC project, the Life Sciences Building, earned Celtic Drywall a silver President's award, and a silver award for **Houle Electric Ltd.** in the Electrical Contractor category.

Matcon Excavating and Shoring Ltd won the Trade Contractor Chairman's award for their work on the Electronic Arts building in Burnaby.

Individuals were also recognized at the ceremony for their contributions to the construction industry. Rebecca McDiarmid was hailed as the 2005 Outstanding Woman in Construction. She started with Ledcor in 1997, and has since

become not only LEED certified but also Ledcor's first female project manager.

Industry veteran Jack Bibby was recognized with a lifetime achievement award.

"I haven't finished yet," Bibby joked with the crowd as he received his award.

Brian Martin, who chaired the VRCA awards committee, and Keith Sashaw, the executive director of the VRCA, gave the opening addresses for the evening, thanking everyone for their attendance and highlighting another record year for the construction industry.

Martin also mentioned all the hard work of the committee, who toured numerous sites over the spring and summer to judge the various projects.

A video presentation also highlighted the many gold and silver award winners.

Al Johnson of Worksafe BC, the platinum sponsor of the Awards of Excellence, stressed the importance of his organization to the industry.

"We feel we're a big part of this industry. We don't build, demolish, or change the land like you do, but we're a big player," he said.

Editor's Note: Although not mentioned in this article, as previously reported, **Status Electrical Corporation** won a Silver Award of Excellence for their UBC ICICS/CS Project. ECABC congratulates Bridge, Houle and Status, all of whom not surprisingly, are ECABC members.

The Economy

Data Source: Statistics Canada

British Columbia's economy grew 4.0% in 2004, outpacing every other province except Alberta, where GDP advanced 4.3%.

Preliminary estimates released by Statistics Canada in April had shown BC at the front of the pack. Economic growth was considerably stronger than the Canadian average of 2.9%. Growth rates in other provinces ranged from +1.4% in Nova Scotia to +3.4% in Saskatchewan. Newfoundland (-1.4%) was the only province where real GDP declined in 2004. Continued strong domestic demand for goods and services was

the main reason for BC's solid performance last year.

Final domestic demand—the sum of consumer, business and government spending on goods and services—increased 4.8%, marking the sixth straight year of robust growth. However, the external sector (trade with other provinces and nations) put the brakes on the economy: although exports of goods and services expanded a healthy 5.7%, import growth was even stronger (+7.5%), as many of the goods and services purchased by consumers, businesses and governments were produced outside the province. The value of business inventories topped the \$1 billion mark (\$1997, chained) in 2004.

Here Comes the RAV Line

Courtesy: RCABC/Roofing BC, Fall Edition

Construction of the Richmond to Vancouver rapid transit line (RAV) began in August, will take four years to complete and is expected to open in 2009 in time for the 2010 Winter Olympics. The line will be renamed the Canada Line when complete. It includes an underground portion through much of downtown and along Cambie Street. It crosses the Fraser River to Richmond City Centre with a branch line to the Vancouver International Airport. Winning bids for metal panels, decks and other

contracts for the 17 RAV stations are expected to be announced this fall, with a number of RCABC members in the bidding process.

Due to rising material costs, the RAV line has already shot over budget and European financing has been tapped to provide most of the private sector funding needed to keep construction of the huge project on track. Roughly \$1.25 billion (2003 dollars) for the project has come from the Vancouver International Airport Authority, the Greater Vancouver Transportation Authority (TransLink), and the three levels of government. The remaining \$720 million needed for RAV construction was

raised by InTransitBC LP in the private sector. The majority of that funding – \$600 million through debt financing – has come from three European financial institutions: the Bank of Ireland, Société Générale and Norddeutsche Landesbank Girozentrale.

The remaining \$120 million in equity financing will come through InTransitBC and includes partners SNC-Lavalin, the British Columbia Investment Management Corp. and Quebec's Caisse de dépôt. Each provided \$40 million. The three European backers underwrote equal portions of the \$600 million, according to reports.

Vancouver Chapter Christmas Party

Don't forget to register for the Vancouver Chapter Xmas party this year. Held at the Ramada/Park Hotel in Richmond and

featuring Wally Tiemer as Elvis it is sure to be an evening of good food, good company and lots of dancing.

If you have not received your registration form you can get one on line at www.eca.bc.ca/events.php or you can call Zana at 604.294.4123

Renaissance Not Retirement

You cannot take the business with you

by Gordon D. Wusyk

adapted from Beyond Survival by Léon A. Danco

As a successful business owner do you have a finish line? I'll bet you don't have a document which says that at a given time under any given conditions you are going to retire without being an approving party to the event. An irrevocable retirement clause? That doesn't mean deferred income, a board chairmanship, or a consulting job. It means retirement.

Retirement is usually an unpleasant subject. It's often not something founders of successful businesses discuss because it's most often equated with castration or death.

That's unfortunate because I think that the more competent a man is in his chosen profession, the more important it becomes that he decide at the height of his powers, his own finality. While at his peak he should determine the date on which he will confer authority and get out.

SEMI RETIREMENT

I often hear, "I have a plan for retirement. I'm sort of semi retired. I come into the office a little later. I'm not making all of the decisions. I look around a bit, but the kids are really doing a wonderful job. I take a lunch hour and I play a little golf. We head to Arizona in the winter for

several months. I'm more or less retired."

This is what I'm told, but what I hear is, "I don't know what to do with my life. I've always loved business and I'm not going to make it on the senior's tour the only thing left is to go into the office, bang on the table, intimidate the help, alienate the customers, and mess up the business part time. This is called "more or less retired." You should hear what the successors call it.

Work is noble. We don't want to give it up. Yet, it is the height of impertinence for us to think that we're going to die at the peak of our power. Nothing quits at the peak. Flowers don't just disappear in full bloom. Athletes don't die after they've won the Stanley Cup. Everything has a period of perfection. And everyone has their peak. But it doesn't last forever.

A 17 year old girl may skate her way to an Olympic Gold Medal. How good will she be at 35?

It was only in the days when you got shot in the saddle by an errant knight in armor, or the life expectancy was 35 that people died at the height of anything. Now, with life expectancies of 70 - 80 years, we are likely going to last past our peak.

Retirement is only considered unpleasant if we lack purpose.

If you expand your world there are an infinite number of things that are fascinating. The expansion of our world is truly the work of retire-

ment. This is the renaissance of man. I invite you to share it.

What I'm talking about is preparation for the inevitable—your plans for retirement. And retirement is not trimming grass, or going down to Palm Springs, to play golf. Retirement is renaissance. It's a time of renewal and transition from success to significance. It is a time of mentoring people and giving back.

Retirement is to celebrate your "students." If you can't prepare your management to revitalize your business, then you have failed. If you think retirement is impossible and nobody else will follow you...that's tragic.

I would like to remind us that no matter what we do, we cannot insulate our lives from those who will follow us.

The world will be better off when you have explained what you know to those who must follow. Your final glory is in the achievement of your students. They need and want you. The future will thank you and remember you.

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This article is an excerpt adapted from "BEYOND SURVIVAL, A Guide for Business Owners and their Families," by Léon A. Danco, published by PREDICTABLE FUTURES, Inc. - The Business Family Centre, Edmonton AB, Gordon D. Wusyk, President.

Please don't hesitate to contact us at 780.702.2499; Toll free: 1.866.241.2221 or solutions@predictablefutures.com for additional information about our resources for Canada's family business owners.



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I thought you'd want to know – your father's out raising hell in the plant again!

BCCA Supports COCTA with Renewed Campaign for Training Tax Credit

Following is the text of a presentation made last month by Manley McLachlan, President of the BC Construction Association to the Select Standing Committee on Finance and Government Services:

The Construction Sector Council has recently released an analysis of the BC Construction Market and the demand on a trade by trade basis for skilled workers going out to 2013. This is the first scientific analysis of Labour Market Information in our province and one that points out the huge demand we will face for skilled trades people in the next 10 years. Above all else the report states that there will be a demand for 50% more workers in the industry by 2013 than were at work in 2004. Collectively government and Industry must face this challenge.

This government has taken a very active approach to industry training, providing new opportunities for flexibility and industry input. This increased focus on the needs of our industry has opened the door to many new industry initiatives which, in turn, will pave the way to a truly industry-led training system. This gov-

ernment has been listening to the concerns over skills shortages and many new seats for industry training have opened up at the various training institutions around the province. We commend the government for these actions. However, we would like to suggest that, in addition to supporting the educational process within the institutions, government needs to lend its support to those who provide the majority of the training within construction—the employers.

Most skilled workers active in the construction industry achieve their high skill level thanks to the training they receive on the work site. In the apprenticeship system the apprentice learns from the journey person on the job. For the employer, indenturing an apprentice does not just mean hiring a new, partially trained worker, it also means that the company's skilled worker must take time away from the job at hand to teach and mentor them. The cost of training that apprentice is therefore quite substantial for the company.

In a recent survey of our membership, companies rated the cost of training, both in time and money, as the greatest barrier to taking on apprentices. This government needs to heed that message. At a time when critical shortages are being predicted and intake is being increased into training programs, employers need to be encouraged to hire more apprentices.

We recommend that this government introduce a training tax credit. Just as the Province of Ontario has recognized the need to encourage employers by allowing such a credit, so should this government demonstrate its support for trades training in the work place. We recommend that any credit provided be accessible evenly across the industry, whether the employer is training fifty apprentices or one. Many employers in the province engage in training despite the small size of their company and they are as much in need of assistance as those who support a higher payroll.

Allowing a tax credit would not only reduce the employer's cost associated with training on the job, it alleviates the fear of "poaching". Many employers are reluctant to take on the responsibility and cost of training an individual when there is no assurance that the individual will stay with their company once they are fully trained. If the employer is eligible for a tax credit there would be more incentive to take on the risk.

With the 2010 Winter Olympics around the corner, the last thing we want to see is the pool of skilled workers shrinking. If this government is truly committed to increasing the number of skilled trades people in this province they must take the steps necessary to support those employers who are prepared to train.

COCTA Welcomes BCCA Support for Apprenticeship Training Tax Credit

The Council of Construction Trade Associations consists of 12 trade associations representing over 1000 employers province-wide. ECABC is one of the 12 and **Richard Campbell**, Executive Director of ECABC is its current chairman.

BCCA launched an unsuccessful campaign last year to encourage the BC government to adopt an apprenticeship training tax credit program. Last spring, COCTA discovered that Ontario had introduced an ATTC and decided to pick up where BCCA left off with another attempt.

You may recall a flurry of newspaper articles as well as a couple of TV and radio spots last spring, which were designed to bring public and government attention to what we believe us an obvious part of the solution. Like BCCA, our efforts were widely supported in govern-

ment but ultimately rebuffed by the Ministry of Finance. Minister Colin Hansen's argument had to do with funding priorities and their decision to fund 25,000 additional seats for education.

In early October, we received another rejection from the Ministry of Finance after a letter writing campaign and meetings with officials from the Ministry of Economic Development. This came from **Minister Carole Taylor** who maintained that ATTC programs are ineffective and too expensive. We are uncertain as to the source of her information, but believe she is mistaken on both counts.

Despite this latest setback, COCTA is proceeding with a second lobbying effort to encourage Minister Taylor, the Premier and others to take a second look at an idea that has been adopted in Ontario, Quebec and internationally in Japan and 12 US states.

Realizing finally that we need to expand our base of support, we have recently approached the BC Business Council and the newly formed Competition Council. We will also be meeting

with the Canadian Home Builders Association of BC and the Greater Vancouver Home Builders Association later this month.

We just discovered that we have support in the form of a survey recently sponsored by the BC Skills Force, which is a joint initiative of the BC Chamber of Commerce and the Community Futures Development Association of BC. The project was funded federally by HRSDC and provincially by the Ministry of Economic Development and the Ministry of Small Business and Revenue. A key conclusion reached by this survey was: "tax credits for training and more relevant training in schools were seen as the most important modes of assistance."

Presumably a conclusion drawn by a survey jointly funded by the federal and provincial governments should have some impact. With this and the recent blitz of publicity surrounding the skills shortage along with lobbying efforts and presentations by COCTA, BCCA and others, we are hopeful the Minister of Finance will reconsider the idea of an Apprentice Training Tax Credit and implement it quickly.

Fast-Track Design/Construction Use More Prevalent

by Norman D. Streu and Christopher E. Hirst

The popularity of fast-track design/construction continues to increase. With the construction boom expected to continue for the foreseeable future, it is unlikely that fast tracking will become any less popular for some time to come. The following are ten things you should know about fast-tracking:

1. Fast-tracking in design and construction does not refer to an activity that is simply done quickly. Rather, fast-tracking specifically refers to starting one stage of design or construction before the prior stage is complete. It is the concurrent execution of aspects of design and construction, the purpose of which is to achieve earlier project completion.
2. Fast-tracking is not for the faint of heart. Proper execution of a successful fast-track project requires experience and skill. The process of compressing the schedule of design and construction involves an inherent risk that even relatively small errors in design or construction may significantly disrupt the successful execution of the project.
3. The greater the overlap in design and construction, the greater the risks involved in fast tracking. A fast track project is likely to run into issues if design work is rushed, or if changes have to be made to trade contracts after they have been awarded.
4. In the standard design-bid-build method of project delivery, design documentation is essentially complete before bids are invited. Design-bid-build project delivery is accordingly not appropriate for fast-tracking. Construction management, design build, and guaranteed maximum price delivery methods are more amenable to fast-tracking.
5. Project coordination is more complex in a fast-track project, as it is compressed into a shorter period of time. Successful execution requires capable personnel in all key roles to ensure that priorities are maintained.
6. Fast-tracking is not suitable for every project and should not be considered with every owner. Careful consideration should be given to whether a particular project can be successfully fast-tracked.
7. Advantages of fast-tracking can include earlier transfer of construction cost risk, a general reduction in the amount of contractor initiated change orders during construction, and a reduction in market risk by going to the market before design work is complete and the majority of design costs have been expended.

8. The commitment of the architect to the fast-track process is essential. If the architect feels as though fast-tracking has been forced upon it by the owner and/or construction manager, fast-tracking is much less likely to be successful.
9. A successful fast track project requires that an owner invest the construction manager with significant authority to manage tendering and construction. An owner cannot continually second guess the decisions of its construction manager and expect to successfully complete a fast-track project.
10. A fast-track project requires clear, single point responsibility throughout the project hierarchy to minimize project confusion about who is in charge of each aspect of design or construction. Good practice requires that all project participants exercise care in communicating responsibility for project assignments.

There is no question that a successful fast-track project can significantly reduce project schedule. However, if not done carefully, fast-tracking can become a threat to quality, cost and even schedule. For an excellent discussion of fast-track project delivery, see the recently published *Management of Building Projects; An Industry Practice Manual*, BC Building Project Committee (First Edition) January, 2005.

Construction Unique in Reducing Time off on WCB

Good news came recently in the form of WCB statistics on the Duration of claims – the amount of time that a worker is off on a wage loss claim.

The Construction Industry is unique among all industries in BC because it has reduced the Duration of its claims – and the claim costs

– during a rapidly expanding economy. The Construction Safety Association (CSABC), created by COCA, is helping to change the culture of the Construction Industry into a more proactive and positive safety culture. WorkSafeBC has been very supportive of CSABC and has restructured its allocation of resources in response to a request from CSABC. With the restructuring, WorkSafeBC has claims staff, that are allocated specifically to construction, so that they come to know our

industry and its unique needs. CSABC worked with WorkSafeBC staff to orient regional WorkSafeBC employees to our industry and to identify and remove any barriers to effective communication and return to work. WorkSafeBC Construction Account Manager Mike McKenna has worked closely with CSABC and has had contact with 360 construction companies in the last 16 months.

Olympic Construction Costs Soaring

Courtesy: RCABC/Roofing BC, Fall Edition

Concerns are being raised about the costs of venues for the 2010 Winter Games in Vancouver because of rising labour rates and material prices.

Organizers say BC's building boom has forced those costs to skyrocket, but say they'll do what

ever necessary to ensure the Games come in on budget.

The executive director of the Council of Construction Trades Associations told reporters it will be a challenge to meet that budget because of the province-wide building boom. Richard Campbell said the cost of materials, such as steel, are rising quickly. He warns there could soon be a labour shortage that would drive the final price tag even higher.

"When it comes right down to

the crunch, it's very possible that we're still going to have to import people at whatever price it will take, to bring them here to help us finish things off," Campbell said. Organizers have budgeted \$620 million for the Olympic venues, but now say construction costs could jump 25 to 40 percent over the original projections.

Steve Matheson, the vice-president of venue development for the Vancouver Olympic Committee, said at this point he doesn't know

what the bottom line will look like. "It's going to be a challenge because we know that there's definitely been a fair bit of cost escalation since the 2002 bid, when our prices were established," Matheson said. The provincial government is responsible for any cost overruns, but Matheson said organizers don't plan to go back to the government for more money. He said they'll do whatever it takes to come in on budget.

BC Construction Industry Training Institute

A new BC Construction Industry Training Institute (CITI) was launched November 4, 2005 to increase and coordinate apprenticeship training in BC with support of industry, labour, provincial and federal governments to help train skilled workers

The new BC Construction Industry Training Institute has the support of the construction industry, labour and the provincial and federal governments, says Wayne Peppard, Executive Director of the British Columbia and Yukon Territory Building and Construction Trades Council (BCYT).

"This new institute is desperately needed because British Columbia faces a shortage of skilled workers in many trades in the residential, industrial, commercial and institutional sectors," said Peppard. "And we know that by 2013 construction industry employment will have increased 50% over 2001 levels."

Peppard said the Institute, sponsored by BCYT affiliated unions, brings together \$4.9 million invested annually in training programs, nearly 2000 apprentices in training and bring together facilities, equipment and land devoted to training with an estimated value of \$9 million. Peppard said a remarkable 95% of workers in BCYT programs successfully complete their three to four year apprenticeships.

BCYT Chair Gary Kroeker said the Institute is a big step forward for construction industry apprenticeship training and will benefit the BC economy.

"BC has a problem with the increasing shortage of trained workers in construction and with this new Institute, we have a solution that has the support of employers, unions and govern-

ments," Kroeker said. "This Institute will not only help provide more skilled workers but also workers who have good, family-supporting jobs and are safety trained."

Kroeker said CITI will also encourage women and First Nations members to consider apprenticeships in the construction industry.

Manley McLachlan, President of the B.C. Construction Association, which represents approximately 2,000 companies in the sector, said the Institute will bring together employers and unions.

"We are encouraged with all efforts to expand the options for trades training. After all, the one common issue facing all elements of the construction industry is the industry's need for skilled workers. It is the one area where we all can find common ground," McLachlan said.

Brian Clewes, Chief Executive Officer of the provincial government's Industry Training Authority, said CITI is good news for the construction industry.

"The development of this training institute comes at a crucial time for trades training in BC. I believe this initiative will be good for apprentices, good for employers and good for British Columbia and we look forward to working with the institute," Clewes said.

David Podmore, President of Concert Properties Ltd., one of BC's largest real estate development companies, said CITI will improve the construction sector.

"We believe that a strong industry hinges on the availability of skilled, well-trained trades people. Concert Properties wholeheartedly endorses this initiative," Podmore said.

George Gritzotis, Executive Director of the Construction Sector Council, a national not-for-profit financed by government and industry to address construction industry human resource needs, said his organization welcomes

CITI's creation.

"We look forward to working with the Construction Industry Training Institute to develop products and services geared toward meeting the current and future human resource needs of the construction industry in British Columbia," Gritzotis said.

CITI will not only coordinate apprenticeship training and increase the number of apprentices but will also promote apprenticeships as a career option for young people, said Peppard. Peppard said CITI's new Director of Training is Kelly Sinclair, who was the managing director of training for the United Food and Commercial Workers' Union from 1992 to 2005, overseeing training in six offices in five BC cities.

Peppard said CITI will:

- engage in training partnerships with employers, labour organizations, Aboriginal groups and government;
- provide advice on training methods and opportunities;
- identify funding options for training from provincial and federal government programs;
- advise the provincial government on the need to develop new programs, improve provincial training curriculums and protect standards in trades training;
- promote the advantages of careers in the trades and helps young people, students and others gain access to apprenticeship training and facilities

For more information: Call Wayne Peppard, BCYT at cell 778-388-0014 or Gary Kroeker at 604-473-8831 or Bill Tieleman, West Star Communications, at cell 778-896-0964. For background on CITI and apprenticeships, go to www.bcciti.org

ACE-IT Update

The Industry Training Authority (ITA) recently released its most recent statistics on the ACE-IT program.

Not to be confused with Secondary School Apprenticeship programs, the Accelerated Credit Enrolment in Industry Training (ACE-IT) is a dual credit program enabling secondary school students to get a start on the school based technical training portion of an apprenticeship. The student is not indentured to an employer, but they earn credit for at least level 1 apprenticeship technical training in addition to their high school graduation credits.

The program is offered by participating school districts in partnership with post secondary training providers and employers. It can be complementary to a Secondary School Apprenticeship which in turn provides a head start on the work-place portion of an apprenticeship. Students enrolled in both will be well on their way to a trades credential by the time they finish high school.

According to the ITA the ACE-IT program is growing rapidly. In 2004/05, 24 school districts participated in the first term of the program with 853 students registered in different industry training programs. In 2005/06 the ITA projects over 1950 students participating from 37 different school districts.

The number of students registered in Secondary School Apprenticeships also increased with 1200 signed up in 2004/05.

As high schools are one of the favoured sources for new workers, it is encouraging to see the increased interest in trades among youth that is demonstrated by these statistics. It is also important, however, that strong links are forged between the schools and the employers to ensure that students who have an interest are easily linked to employers prepared to indenture new apprentices.

If you are interested in being more involved in local ACEIT programs please let BCCA or your local association know. More details on the ACE-IT program can be obtained on-line at: www.itabc.ca



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Petro Canada Super-Pass and Ramada Inn

Did you know that you can use your Petro-Can Super Pass card to get reduced rates on your accommodations at the Ramada Hotel Chain?



Petro Canada Super-Pass Fleet Rates

Did you know that as a members of ECABC you can set your family gasoline purchases up as a fleet and get preferred rates?

Did you know?

- If your eyes are 6' above the surface of the ocean, the horizon will be about 3 statute miles away.
- The longest word in the English language, according to the Oxford English Dictionary is pneumoultramicroscopic-silicovolcanoconiosis. The only other word that is a little longer is the plural variation of this word.
- Hydrocortisone and hydrocortisones are the largest anagrams
- Los Angeles full name is "El Pueblo de Nuestra Señora la Reina de los Angeles de Porciuncula"
- On Pitcairn Island it is an office to shout "Ship Ahoy" when there is no ship in sight.
- Icelandic phone books are listed by given name rather than surname.
- The population of Outer Mongolia have recently been issued with surnames

2005 Lights of Hope



Thanks to all those who helped out on a rainy day in Vancouver





Electrical Contractors Association of BC

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Web: www.eca.bc.ca



Bell offers special discounts to ECABC member companies and their employees. Until December 31, 2005, receive free accessories (\$75 value) with every activation. Please visit your local Bell store for more information.

Schedule of Events

November 15, 2005
Central Chapter Meeting
Coast Inn of The North - P. George

November 22, 2005
Vancouver Chapter Meeting
Executive Hotel - Burnaby

November 25, 2005
Vancouver Chapter Xmas Party
Ramada/Park Plaza - Richmond

December 1, 2005
BCEA/ECABC/EFC Christmas Reception
Rlverrock Casino, Richmond. BC

December 9, 2005
MCABC/ECABC Christmas Mingler
Presidents Challenge
123 - 3989 Henning Drive, Burnaby

December 24 - January 3, 2006
ECABC offices closed

The Farmer

A man owned a small farm that had been in his family for generations. Employment Standards claimed he was not paying proper wages to his help and sent an agent out to interview him. "I need a list of your employees and how much you pay them," demanded the agent. "Well, there's my hired hand whose been with me for 3 years. I

pay him \$600 a week plus free room and board. The cook has been here for 18 months, and I pay her \$500 a month plus free room and board. Then there's the half-wit that works here about 18 hours a day. He makes \$10 a week and I buy him a bottle of rye every week," replied the farmer. "That's the guy I want to talk to; the half-wit," says the agent. The farmer says, "That would be me."

Benefits of Membership

Advocacy

- A strong united voice to government for expressing opinions and concerns regarding issues that directly affect the electrical industry
- Representation on other associations, committees and councils that deal with apprenticeship, safety, WCB and other issues

Consulting

- Contract Interpretation Service

Education

- Seminars or information sessions and speakers at chapter meetings
- Salaried Employees Training Trust Fund (recovers costs for some seminars/courses)
- Scholarship fund through our membership in the BC Electrical Association (BCEA)
- Seminars and courses offered from other associations

Health Care

- BCCA Group Benefit Plan

Insurance

- Industry specific insurance from Federated Insurance and a gasoline discount program

Networking

- Regular networking opportunities at monthly chapter meetings, annual general meetings, an annual national conference and social events.

News

- Safety alerts and the ECA newsletter The Conduit (monthly) and Relay (annually) to keep members current on industry events and issues

Marketing

- Electrical engineers/contractors joint committee, the ECA website, the ECA logo for stationery and web page use, and membership stickers for industry recognition

Publications

- Member only access to videos, publications and manuals such as the Seismic Restraint Standards Manual and Health & Safety Policy Manual.
- When your membership application has been accepted you receive a Seismic Restraint Standards Manual and Health & Safety Policy Manual free (2 x \$80 = \$160 value).
- Only ECA members can access CECA and NECA publications.

Discounts and Preferred Rates

NEBS forms discounted rates	Accent Inn Corporate Rates
Esso gasoline discount program	Coast Hotels and Resorts
Group benefit plan rates	PetroCan SuperPass
Legal services	Fleet purchase/lease
Accounting services	Answering service
Imagewear - Marks WorkWearHouse	Cellular phone rates
Courier rates	Consulting rates
Protective clothing and uniforms	Webdesign and hosting (soon)

