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Official publication of the Construction Association of New Brunswick (CANB)

2019



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EXECUTIVE DIRECTOR'S REPORT

John Landry



The past year was a record year for work in our province, particularly in the three major centres of Fredericton, Saint John, and Moncton. Speaking to members, we are predicting another busy year for the industry, perhaps less so on public provincial infrastructure, with significant cuts being made to the 2019 capital budget; however, we are seeing steady development in the private sector, as well as announcements coming from Defence Construction Canada, NB Power, and possible resource development in the mining and gas sector. While our government has had to make some difficult decisions to balance the budget, we need to get to a point where proper asset management and long-term infrastructure planning are put in place and legislated to ensure the proper lifecycle and maintenance of our provincial capital assets. This will only lead to further savings to the taxpayer and allow the industry to invest and maintain their workforce. This is something we will continue to advocate for to the government of New Brunswick – a long-term infrastructure plan – that goes beyond a four-year election cycle.

Another area of focus has been advocating for fair, reciprocal inter-provincial trade agreements that allow our members to compete on a level playing ground with companies who are based in other provinces. CANB has met with Premier Blaine Higgs and there is a willingness to listen to industry and come up with a solution that promotes the expertise currently residing in our province, while respecting free trade agreements.

In the last 12 months, I, along with your board of directors and members have made huge amounts of progress. We met four times as a full board, twice with just the executive, and twice in joint industry and government meetings. The two joint industry and government meetings were very well attended with a very positive outlook from all our industry partners. Although these meetings are focused on brainstorming, sharing information, and the social, it's a great avenue to get to know our clients and partners. We also worked with the attorney general's office on prompt payment legislation and the mechanics lien act. We worked



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with DTI most of the year to achieve a clear transparent set of guidelines for change orders and are seeing positive results from industry. We were also successful in removing wording from government tenders passing on all errors and omissions in tender documents. I believe it has stopped.

Our Building For The Future program, which started 10 years ago, has continued to grow. We are very proud to say we have sponsored over 40 schools again this year with tools, materials, and/or funding, with well over 150 to date. We are also proud to say we have partnered with Skills Canada to assist delivering awareness to the middle and high schools of our province, something we feel is very important for the future of our industry moving forward.

In addition, CANB and our partner associations continue to have a strong partnership and working relationship with the Canadian Construction Association (CCA). Together with Mary Van Buren, we work together with partner associations across the country to advocate to build a better Canada. In November, Nadine Fullarton and I attended the 100th centennial celebrations of the CCA and participated in the Parliament Hill Day, as well as lobbied the federal

government on several issues that promote investment in the industry and ensuring the infrastructure money earmarked by the federal government flows to communities in an effective and efficient manner. We also advocated to be consulted on the item of community benefits and tying tenders to hiring quotas and community sponsorships. The CCA has truly stepped up in the last year when it comes to advocating on behalf of the industry and we look forward to continuing our successful partnership in the years to come.

Lastly, I would like to thank the board and members for their tremendous support and collaboration. We have made remarkable progress in the past year, but there is still much more to do. I believe we will be successful in achieving our goals if we continue to work together as a team with our partners and owners.

In closing, I am looking forward to working with all of you and ask again for your support. This is your association and we can only accomplish our tasks with your support and assistance. Help us to keep our companies, employees, tax dollars, and jobs in our province. ✓



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MESSAGE FROM THE PRESIDENT OF THE CANB

Rob Carvell, P.Eng



We ended 2018 with a change in our provincial government. It is still uncertain if we gained, or lost, but what we have elected is a frugal seasoned premier who has stalled or halted many of the capital projects started by his predecessor.

Good fiscal management should never be criticized as many of these projects will get reenergized in the years to follow, but in the short term we have some big holes to fill figuratively and literally. The eyesore of a hole in the ground in the centre of downtown Fredericton where the new Justice Building was to be built would be a great start. We have all heard the ditty on how many lawyers it would it take to fill a lake, we now have a real opportunity. With slow growth in the beginning of 2019, we will emulate the beginning of 2018. Although this was not predicted with the path to recovery improving, it certainly makes staying the course economically very trying to our industry members, but with hope.

The new government has been very approachable thus far inviting us to the table to discuss how to keep our trades people employed on viable resource-type projects. Resource business in the province of New Brunswick is currently necessary in the creation of new development, plus adds to continued growth of existing business. The present minority Conservative

government have had three months to organize themselves since being elected, but with a get-it-done-type attitude we are hopeful of creativity. The creativity does not end locally, we still have hope that the federal government will move Alberta oil to New Brunswick via a pipeline to be refined in the largest refinery in the country, then shipped south to the northeastern United States, which has a great appetite for this product. We will keep pushing that barrel. With provincial spending decreasing, thus having impact on vertical construction within the building group, early starts in construction on a few public schools and nursing homes is appreciated but not enough to stimulate positive growth particularly in the larger firms. As always, small- and medium-size firms compete hard on the private commercial work.

Although slow as stated, the start of 2019 began with a taste of optimism within the province. The Conference Board of Canada predicting increased growth for the next decade, and with Statistics Canada in agreement, we have reason to be optimistic. Our softwood lumber industry is stable and growing nicely, having J.D Irving, plus other industrialists looking for new entrants into the workforce to facilitate growth and to replace the retiring Baby Boomers.

Our 10-year outlook on the workforce for New Brunswick is a major concern for business of our association, province, and country. The question of where we are going to find people to fill positions from top to bottom of all organizations is a real concern that needs to be answered quickly. The marine terminal expansion for Saint John is underway and on track with the expectation of a long-term build of three to four years. This is long overdue, thus will be a tremendous boost to the local economy as we will allow larger ships in port to load and unload product. Many of the consulting firms are busy working nights and weekends to keep pace on new designs for projects in medical marijuana, plus the extension to recreational marijuana. Most, if not all, the first builds are looking at expansion to the new facilities that were rapidly put into place. This is a business where size truly matters and where it stops is anyone's guess. When consultants are busy, activity follows in the construction sector. We could create some positive optimism, as a second nuclear reactor at Lepreau is still a dream of NB Power, plus another project in discussion is an oil upgrader, which could be a reality for the Saint John region, is still planned. The Mactaquac Dam refurbishment project estimated at \$1 billion and climbing keeps getting pushed ahead as the corporation looks for capital.

The Sisson Mine development at over \$500 million, plus the expansion of the Fredericton Airport will be the projects that are certainly going to add depth to the capital construction base. Moncton will see a new building at the University of Moncton, plus downtown refurbishment in all that it has to offer will inject some enthusiasm in our business.

I will reiterate what I have said in the past that the fostering of an evolution of culture by the provincial government has never been more necessary as its primary objective has to be to restore growth plus create jobs so that our young can stay here to live and work to build happy fulfilling lives. Our new premier and his recent commitments to the hospitals in Saint John, Fredericton, and Moncton is fantastic news for the construction industry. This is also necessary so that we can offer the best health care possible in order to attract more talent and investment to complement and extenuate our business.

We are appreciating the business created as a result of Defense Construction Canada in fulfilling its announcement in December 2018, which is a commitment to maintain capital spending budget of over \$260 million at Base Gagetown for 2019. This work is usually split amongst the Forces Housing Agency and the larger projects required to maintain the largest land training base in Canada. Plans for 2019 also include a large capital expenditure on roads within the base and training ground.

NB Power will continue to upgrade its facility in Grand Falls, thus providing some members with reasonable opportunities at one of the smaller power and generating facilities in the province. Gaining valuable work experience on this project could springboard to the larger upgrades

slated for the future. Capital spending and shut downs will continue with similar frequency as experienced in previous years.

CANB continues its good working relationship with government at all levels. We have had engaging continuous dialogue with the Provincial Government Buildings Group that include very positive meetings with the different ministers. Open transparent relationships allowed us to follow up on our tendering practices within some departments and as well bring attention to the looming discussion required to make some changes to the Lien Act related to holdback amounts, prompt payment, and the change order process within the departments. All of these items have been carried over to 2019 and we hope to continue the positive move forward in terms of getting the information and discussions required to make changes and better the environment for our members. The city of Saint John has stopped from withholding the bidders list to freeing up the bidders list to allow fair competitive bidding on municipal projects.

Moncton Northeast had the forethought to start the Build for the Future program and this continues to grow with donations of materials, tools, and equipment to schools all over the province as this program was adopted by the other two associations in Fredericton and Saint John. Success is contagious. All member partner associations have had continued success with various activities to bolster this program. As education expenses continue to devour what is available from the government purse strings, this program and anything complementary to it is necessary to aid in the teaching of our young future construction workers.

I am a true believer that it is not the strongest or the most intelligent that will survive, but those that can adapt and change. New Brunswickers exemplify this as we are in constant change and continually adapt to that change with the cold-blooded ambition to succeed. We have a bright prosperous future and we will support each other towards this success in all parts of the province. ✓



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MESSAGE FROM MINISTER OF TRANSPORTATION AND INFRASTRUCTURE, NEW BRUNSWICK



The Honourable Bill Oliver

The construction industry continues to play a critical role in New Brunswick's economy and is a key partner in maintaining and improving our public infrastructure.

As we are all aware, our province is facing a difficult fiscal situation. We understand that over the past decade our residents have been continuously squeezed by increasing taxes, and those elected to make New Brunswick a better place to live have avoided tough decisions, borrowed

more money and pushed our financial problems to future generations. We strongly believe our children and grandchildren deserve to live in a place that is financially secure and allows them to achieve their dreams right here at home.

That's why our government is putting a stop to this trend.

No one knows better than private sector employers and employees how important it is for organizations to

live within their means. That is why we want to stop the growth of our debt and we're very pleased to have a balanced budget during our short time in office.

In order to find that balance, we have had to make some difficult decisions. This has included scaling back on the capital budget and the number of new projects.

Despite the challenges we are facing, however, as part of our multi-year

MAP Strategic Workforce Services Inc.

MAPSWS is an industry-led non-profit organization dedicated to creating inclusive and learning cultures in NB workplaces through effective training, project management and human resources best practices.



New Brunswick Mentor Apprentice

Program (NBMAP) is an industry led training and HR consulting program dedicated to improving the quality and effectiveness of on-the-job mentorship and knowledge transfer in our current workforce. NBMAP helps employers across all business sectors develop learning cultures in their respective organizations through mentorship, generational and diversity training as well as the development of key performance indicators and impact assessments.



New Boots: Progressing Women in Trades

is New Brunswick's provincial network and resource hub that aims to promote, support and mentor women in non-traditional skilled trades, such as: construction, maintenance, automotive, truck and transport, forestry, etc. Our goal is to increase the number of girls and women who will pursue a career in the skilled trades and support them at all levels, as well as their employers, on their journey to certification and Red Seal endorsement.



First in Trades (FIT) is a pilot project supported by the government of Canada (ESDC), and in partnership with NBBTU and JEDI, to provide a meaningful training and employment experience for Indigenous people and to increase the participation of Indigenous apprentices among the affiliated unions of the NB Building Trades. FIT will closely follow a cohort of apprentices for the next five years to increase the progression and retention rates for Indigenous apprentices.

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No one knows better than private sector employers and employees how important it is for organizations to live within their means.

strategic investment plan, our government has still set aside \$600.6 million for capital spending in 2019-2020.

Through the five-year plan, we will set priorities, re-allocate funds to upgrade existing infrastructure, and create an ability for different associations and companies to prepare a plan for what they can count on.

More significantly, our government is committed to the asset management program and we are focused on maintaining our existing roads, bridges, highways, schools, and hospitals, while exercising strong fiscal discipline.

Over the course of the five-year plan, our asset management funding will steadily increase from the 2019-20 level as funding currently being used to complete new builds is re-directed to maintaining our existing infrastructure. The Department of Transportation and Infrastructure is responsible for delivering more than \$493 million of the provincial capital spending program. This budget includes \$204.3 million for construction of public works projects, including major hospitals and schools; \$168.6 million for the highway program, \$44 million for the bridge program, as well as \$52.6 million for the federal-provincial cost shared program.

A few of the major highway and bridge projects we will be continuing with or commencing include; Route 11, from Shediac River to Cocagne River; the Fundy Connector project; the rehabilitation of Centennial Bridge in Miramichi; Petitcodiac River Bridge;

Coles Island Bridges; Anderson Bridge; Little Bouctouche River #1 bridge; and the Florenceville bridge.

Some of the major public works projects include the construction of new schools in Oromocto and Moncton, and continuing work at our

hospitals in Moncton, Bathurst, and Fredericton.

I look forward to working together with the construction industry over the coming year to provide better infrastructure to serve New Brunswickers. ↗



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DELIVERING ON OUR VISION TO BUILD A BETTER CANADA



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Mary Van Buren, president, Canadian Construction Association

The Canadian Construction Association's (CCA) centennial anniversary year put in motion several strategic initiatives in support of our five-year plan, and more importantly, to deliver on our vision to "build a better Canada".

Increasing our influence with government

Prompt payment

Following a strong representation from the CCA, and as part of the ongoing reform to the procurement system, the government committed in the fall economic update that legislation introducing prompt payment for construction contractors and subcontractors on federal projects on federal lands will be forthcoming, as well as adjudication of payment issues.

Investor confidence in Canada

The CCA expressed concern on the dwindling investor confidence in Canada exacerbated by the hurdles and project delays from Trans Mountain, the steel tariffs, the less favourable tax environment compared to the U.S., and the threats to fair procurement process through

"community benefits" requirements. We continue to press these issues with the government and recognized their modest steps to improve Canada's competitiveness by introducing accelerated depreciation, something the industry has been requesting for some time.

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The CCA has expressed its concern regarding community benefits requirements and is actively working to devise with the government a solution acceptable by the industry; one that does not increase your paperwork or reduce your ability to hire workers readily.

To get the credit you deserve for the good works you already do, we are asking you to use #CDNConstructionGives when tweeting about causes you support.

Expanding member & COO engagement

Hill Day

Late in November 2018, the CCA organized a Hill Day with over 100 members and COOs who met with members of parliament and senators to raise the profile of construction.

Inclusive workforce

The government responded to our requests in the fall economic update by including funding for women, as well as for Indigenous and recent immigrant women entrepreneurs, apprentices, and workers.

The CCA facilitated a small workshop to discuss the opportunities and barriers of under-represented segments. The CCA is forming a working group to create a baseline of perceptions of a career in construction, help educate owners and employees on the benefits of inclusivity and celebrate leaders in diversity.

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Enhancing member services

Gold Seal online

The Gold Seal Certification program's transition to online exams included everything from an update to the application portal to the actual exams themselves. Moving to a digital platform enhanced experience, as well as enables faster marking and collecting feedback.

New CCDC documents

CCDC documents are a great example of how the industry – from owners to architects and contractors – work together. After substantial discussion and co-creation, we have issued a few new and revised CCDC documents:

- Revised CCDC 23 – A Guide to Calling Bids and Awarding Construction
- New CCDC Master Specifications Division 00
- New CCDC 30 – IPD Contract

The CCA conducted CCDC seminars attended by over 700 delegates in close to 30 cities in partnership with local construction associations.

CCI – innovation strategy

The CCA in partnership with Canadian Construction Innovations (CCI) submitted a proposal to receive funding for 1,000 science, technology, engineering, and mathematics (STEM) co-op placements. The CCA was advised that we will be “first in line” should the fund be topped up in March 2019.

Becoming a best-in-class association

Over the years, the CCA's board has grown to 90 directors, well outside of what is recommended for optimal and effective decision-making. Based on a COO and board member survey, analysis of CCA's bylaws and related documentation, as well as observation of our March meetings, 10 recommendations were made and discussed at the CCA board meetings. The expectation is that the complete renewal will take several years to ensure there is time to seek input, socialize options, and make decisions.

Let's stay in contact

Please email me at mvanburen@cca-acc.com if you have any feedback or comments on how the CCA can serve you better. Hear what is going on by subscribing to the CCA's newsletter at bit.ly/ccasubscribe or by following @ConstructionCAN on Twitter, or by looking up Canadian Construction Association on LinkedIn. ➤



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MODERNIZING THE GOLD STANDARD

Nationally recognized as the standard of excellence, the Gold Seal program is the leading certification program for management professionals in the construction industry. Built by the industry for the industry, Gold Seal is designed for project managers, superintendents, estimators, safety coordinators, construction owners, and foremen. It requires candidates to demonstrate work experience, industry knowledge, and education to make sure that those who earn the certification do so proudly.

With over 10,000 Gold Seal Certification (GSC) holders, the program's strong reputation needs to make sure it remains a leader with modern-day best practices. Over the past few years, this iconic program has undergone a major modernizing transition by offering all the exams online.

Upcoming CANB Gold Seal exams
OCTOBER 25, 2019
(apply by September 13, 2019)

"Offering the exams online was a huge win for the Gold Seal Program," says Kees Cusveller, chair of the National Gold Seal Committee. "It not only modernized the program, but it allowed us to provide the exam writers with a better user experience. In the future, we will be better able to manage our exams and be more agile in making sure they remain up to date with the latest industry best practices."

The transition to online exams included everything from an update to the application portal, where applicants can sign up to write the exam, to the actual exams themselves. This transition has had many benefits for both the program, as well as the writers.

An enhanced writing experience. The new exam portal provides writers with features, such as a timer and question reminders, which helps them succeed in the exam.

Faster results. With traditional paper and pencil, exam writers have waited up to eight weeks to get their marks. With the new online exams, marking and providing feedback will happen at a much faster pace.

Collecting feedback. To help improve the program it is important that ongoing feedback is collected from Gold Seal writers. The implementation of a post-exam survey provides several insights on where the exam can be improved.

The transition to online exams did not happen overnight. In fact, the January 2019 exam was the first session offering the exam exclusively online. In 2018, there were two pilot sessions where the exams were offered both online and on paper, but with success at both sessions, all future exams will only be online. While exams are still written at the local construction associations, exam writers need to supply their own laptop.

To access the exam, there are a few technical requirements the writers' laptop must satisfy. Internet Explorer is not supported, so the laptop must have the most up-to-date version of Chrome, Firefox, Safari, or Edge. It is also highly recommended that the device has an 11-inch monitor or larger, a physical keyboard (on screen not recommended), and a mouse or touchpad. The laptop must also be able to connect to the local construction association's wireless access point.

Now that the exam is online, it opens the door for new ways for the program to remain a leader in the industry. Continuous improvements to the program, such as additional support for exam writers, making sure industry-focused education and training courses are available, and the ability to update exams more quickly, are just a few of the tasks that lie ahead for Gold Seal.

If you are interested in the GSC, visit the website at goldsealcertification.com and sign up to attend one of the monthly webinars. These webinars provide an opportunity to meet the Gold Seal staff, learn more about the program, and have your questions answered. You can also follow Gold Seal on Facebook, Twitter, and LinkedIn. ↗

Apprenticeship and Occupational Certification Branch



Direction de l'apprentissage et de la certification professionnelle



Apprenticeship is a long-standing part of the training and education system in New Brunswick. It is a structured training program that requires the committed participation of three partners: the apprentice, the employer and the government represented by Apprenticeship and Occupational Certification.

The required hours of training for each occupation are defined by regulation under the Apprenticeship and Occupational Certification Act. About 80% of the apprentice's training is done on-the-job at the employer's place of business where the apprentice performs progressively challenging prescribed tasks under the supervision of a journeyperson. The remaining 20% involves technical (in-school) training at a post-secondary training establishment. This training is usually provided by the NB Community Colleges under the guidance of qualified instructors. A Progress Record Book identifies the tasks that must be performed on the job by the apprentice and records the progress of the apprentice through the apprenticeship program.

Upon the successful completion of an apprenticeship program, the completing apprentice will be issued a Diploma of Apprenticeship, a Certificate of Qualification, and in some cases, an Interprovincial Red Seal, all signifying journeyperson status.

For replacement of marks, transcripts, Diploma of Apprenticeship, Certificate of Qualification and Identification pocket cards, please contact your Regional Apprenticeship and Occupational Certification office.

L'apprentissage fait depuis longtemps partie intégrante et essentielle du système d'éducation et de formation au Nouveau-Brunswick. C'est un programme d'éducation structuré qui requiert la participation de trois partenaires: l'apprenti, l'employeur et le gouvernement qui est représenté par l'Apprentissage et certification professionnelle.

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CANB MEMBER BENEFITS

Do you know all the benefits of being a member of the Construction Association of New Brunswick (CANB)?

Of course there's the obvious – project

information available 24/7, which includes the online and physical plans room – but did you know that being a member of the CANB also means your company:

- Is included in CANB's membership directory.
- Receives discounts at hotels in the Atlantic provinces, Mark's, and Deluxe Business Products.
- Receives a member rate on Bid Depository forms.
- Has use of large training/meeting facilities at member-discounted rates.

And that's not all. There are things going on behind the scenes too.

- Advocacy – membership in the association allows you to have a voice in making the views of the construction-related issues to governments, legislators, and the media and the public.

• Networking – CANB hosts numerous social functions throughout the year, such as dinner meetings, curling, and golf events. These events provide members with endless networking opportunities.

• Education – the CANB sponsors a number of informative education programs through seminars or dinner meetings. Topics covered include construction law, construction document reading, estimating, and job planning.

• Labour relations – The association is the accredited employer's organization under the New Brunswick Industrial Relations Act and bargains on behalf of its certified members with both the Labourers International Union of North America and the United Brotherhood of Carpenters and Joiners of America. ✓

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2019 CANB EVENTS

CANB JIG Meeting & Summer Social – Thursday, June 20, 2019

The Joint Industry and Government (JIG) meetings are hosted twice a year, the third Thursday of June for the summer meeting and outdoor social at the Riverview Resort, and the first or second Thursday of December at the Crowne Plaza Fredericton-Lord Beaverbrook hotel.

The meetings are attended by CANB's entire board of directors, along with their partner associations and representatives from industry/buyers of construction. The meetings are informative sessions designed to bring everyone together to review the past year's experiences and what they expect for the next 12 months. Typically, 30 to 40 people attend each event and everyone in attendance takes about three to five minutes to brief the group on what has happened and what to expect in the next year.

Individuals attending typically include representatives from the design community, architects association, engineers association, and DTI, UNB, NB Power, DCC, PETL, Apprenticeship and Certification, the Building Trades, PWC, NBCSA, NB Tap, NB Map, NBCC, Skills Canada, and GNB Economic Development.

The summer JIG Meeting will be taking place at the Riverside Resort & Conference Centre, 35 Mactaquac Road, French Village, Fredericton, NB. To book a room, please contact reservations@riversidefredericton.com, or call (506) 363-5111, or visit them online at riversidefredericton.com.

- CANB meeting (board only) – 10 a.m. to 12 p.m.
(lunch will be provided)
- JIG Meeting – 1 p.m. to 3 p.m.
- Social and Dinner – 3 p.m. to 5 p.m.

*Meetings will be held in the chalets behind the resort
Please RSVP by June 14, 2019 with your name, spouse's name, and your choice of lobster or steak.

CANB Saint John Annual Hockey Tournament

Join the fun at the Lord Beaverbrook Rink (LBR)!

The annual pond hockey style tournament is hosted by CANB – Saint John as an opportunity for our member companies to interact, socialize, and develop lasting business relationships.

The 2019 hockey tournament took place on March 1, 2019 and it was a sellout with 96 players representing 16 teams from the memberships in Moncton and Saint John. The winning team was Canam Group, out of Moncton, and our second place winner was Quality Concrete, out of Saint John.

- Games are played in 15-minute durations, using half the ice at the LBR.
- The tournament is a round-robin elimination-style game; teams play a minimum of four games.
- Teams are limited to six or less players with a maximum of three players on the ice at one time.
- Players must be 19 years of age or older to participate in this tournament.
- This is a full-day event and lunch will be provided to participants.

Registration of teams is limited to 16 only on a first-come, first-served basis.

Upcoming CANB events

BOARD MEETINGS

June 20 – Board meeting at 10 a.m., Joint Industry and Government at 1 p.m., Riverside Resort, 35 Mactaquac Road, French Village Fredericton, French Village, NB E3E 1L2.

October 1 – Board meeting at 10 a.m. in CANB Moncton boardroom, 297 Collishaw Street, Moncton, NB E1C 9R2.

December 12 – Board meeting at 10 a.m., Joint Industry and Government, 1 p.m., Crown Plaza Fredericton, Restigouche room, 659 Queen Street, Fredericton, NB E3B 1C3. ↗

The Joint Industry and Government meeting in December 2018.





BUILDING FOR THE FUTURE

Thanks to our members across the province, we have managed to support our schools with over \$200,000 to date in the Building for the Future program.

Building for the Future is an initiative administered by the CANB – Moncton Northeast, CANB – Saint John, and CANB – Fredericton Northwest that supports the teaching of construction trades in local schools. The goal is to expose as many students to the construction trades and ensure the teaching of new courses and the use of relevant technology.

The program was founded in 2007, and after several fundraising events, was launched from the Moncton regional office in 2009. Thanks to our members across the province, we have managed to support our schools with over \$200,000 to date.

Teachers of any high schools may apply for this program for teaching of the construction trades.

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For more information on the program, please visit
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Leo Hayes High School
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Saint John Region

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BUILDFORCE CANADA PROJECTS A STABLE CONSTRUCTION ECONOMY FOR NEW BRUNSWICK OVER COMING DECADE



By Bill Ferreira

The labour force in New Brunswick's construction and maintenance industry is expected to remain relatively stable over the coming decade, decreasing by 900 workers from the 2018 level of 25,600. The challenge for the industry will be retirements, as 29 per cent of the existing labour force (7,400 workers) are expected to retire between 2019 and 2028. How the industry manages their replacements will be critical to ensure that an adequate and well-

trained labour force exists to keep pace with anticipated future provincial construction demands.

The latest BuildForce Canada forecast foresees moderate declines in new homebuilding and reduced overall investment in road, highway, and bridge infrastructure. These declines, however, should be mostly offset by growth in the home renovation market, as well as higher demands for industrial, commercial, and institutional construction.

Employment demands over the longer term will be supported by rising maintenance and renewed engineering construction requirements, as well as the start of the anticipated reconstruction work on the Mactaquac hydro dam so as to keep the facility operating to 2068, as intended by NB Power. Rising exports and growth in the manufacturing sector should increase the construction of industrial buildings between 2019 and 2024, while further investments in hospital projects in Bathurst, Saint John, and Fredericton should sustain institutional construction activity over the same period.

Weaker demand for new housing is expected to 2028, in part, reflecting the aging of the population and slower provincial population growth. A key driver of growth in the residential sector will be renovation and maintenance activities, which should help to sustain employment near 2019 levels.

Even as overall employment remains mostly unchanged, sustaining labour force capacity at current levels will require an ongoing industry focus on recruitment and training. With 29 per cent of the existing labour force (7,400 skilled workers) projected to retire over the next 10 years, recruitment issues will remain a top-of-mind priority for the industry. Based on historical trends, BuildForce estimates



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Even as overall employment remains mostly unchanged, sustaining labour force capacity at current levels will require an ongoing industry focus on recruitment and training.

the industry could recruit as many as 4,500 first-time new entrants aged 30 and younger from the local population. That leaves a gap of 2,900 workers that will need to be recruited from other industries.

Recruiting the next generation of construction and maintenance workers will be challenging, as competition from other sectors facing similar demographic pressures will be intense; however, with a sustained industry effort and commitment to recruiting, this doesn't have to be the case. Over the past five years, more than 4,700 apprentices registered in New Brunswick's 15 largest construction programs, with 2,700 completions registered during that period. An ongoing commitment to training and apprenticeship development should ensure the industry develops the qualified tradespeople it requires to sustain a skilled labour force over the long term.

The industry can also expand its efforts to increase the participation of workers traditionally underrepresented in the province's workforce – such as women, Indigenous peoples, and new Canadians. For example, in 2018, women employed in New Brunswick represented 49 per cent of the province's total labour force, but in the province's construction and maintenance industry, women working in direct trades accounted for only 2.4 per cent of industry workers. Indigenous Canadians didn't fare much better, accounting for little more

than 2.7 per cent of the province's construction labour force. Even small increases in these percentages could go a long way to ensuring the industry continues to recruit the workers it needs to remain competitive and avoid the creation of future skills shortages.

Building a sustainable labour force requires an ongoing commitment from all stakeholders to recruitment and labour force development. Ongoing investment in apprenticeship development, increasing the participation of underrepresented groups, and maintaining recruitment

and training initiatives will go a long way to help the industry address its future labour force needs. While this may be challenging during slower periods, it will be a necessity to avoid labour force tightness in the future. ↗

Bill Ferreira is the executive director of BuildForce Canada. BuildForce Canada is a national industry-led organization committed to working with the construction industry to provide information and resources to assist with its management of workforce requirements. ↗



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Along with a best-in-class employee benefit program, Merit NB encourages consistent employee training, and to support constant training, they offer member contractors with an annual training reimbursement. In the past four years, Merit NB has dispersed over \$250,000 as training reimbursements. Furthermore, Merit has an annual training calendar and sponsors many complimentary and discounted safety training courses. Merit is also an advocate

for open-shop contractors and their employees to ensure they are treated equal and fairly by their own governments.

Merit members believe that a business environment in which construction contracts are awarded on the basis of corporate merit ensures that clients receive the best possible service at the best possible price. As Merit points out, it is in the public’s best interest that all construction contracts are awarded to the lowest qualified bidder through open and fair competition.

It does not take a degree in economics to know what happens when over 70 per cent of any industry is barred from bidding: quality goes down and costs go up. Closing competition on important government-funded infrastructure projects unnecessarily increases costs to taxpayers.

Merit is also an advocate for a worker’s rights to a secret ballot vote when deciding to join a collective bargaining unit. Furthermore, every employee has the voluntary choice to belong, or refrain from belonging to a labour organization and being paid and promoted based on his/her skills, initiative, and responsibility for individual accomplishment rather than employment seniority alone.

It is this combination of employee benefits, industry employee training, and advocating for a strong business environment that sets Merit New Brunswick contractors apart. Merit NB proudly points out that Merit contractors are skilled, well trained and productive! ↗



Merit New Brunswick’s best-in-class benefit plan is provided to all Merit employees, and is constructed specifically for New Brunswick’s construction employees and their families.



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The new Trades Education Centre at the NBCC Saint John Campus is providing New Brunswickers with the tools and opportunities to gain the skills they'll need to fill future workforce vacancies in the skilled trades.



Since September, NBCC learners in the Automotive Service Technician, Auto Body and Collision Technician, Welding and Steel Fabrication programs have been learning and practicing their skills in bright, modern new classrooms and shops.

As New Brunswick's population ages, experts predict that an estimated 100,000 people will leave the workforce over the next decade. This mass exodus will lead to thousands of job vacancies in a number of sectors, particularly the skilled trades.

With the opening of a new Trades Education Centre at its Saint John Campus, New Brunswick Community College (NBCC) is providing New Brunswickers with the tools and opportunities to gain the skills they'll need to fill those vacancies.

"NBCC has a strong reputation as a leader in skills training and the new Trades Education Centre ensures that we will continue to play a vital role in the development of New Brunswick's highly skilled workforce," said Marilyn Luscombe, NBCC president and CEO. "NBCC is uniquely positioned to respond to labour market needs by

graduating exceptional learners with the necessary skills, knowledge, and perspectives to thrive in their chosen professions."

Since September, NBCC learners in the Automotive Service Technician, Auto Body and Collision Technician, Welding and Steel Fabrication programs have been learning and practicing their skills in bright, modern new classrooms and shops. The Trades Education Centre provides a more efficient use of space, better air flow and quality, and the latest equipment, giving students the opportunity to obtain the best trades education possible.

The new trades facility was made possible by a federal-provincial investment of \$13.49 million through the Post-Secondary Institutions Strategic Investment Fund. The provincial government contributed

\$6.65 million to the new facility, with the federal government contributing \$6.74 million.

The 4,845-square-metre Trades Education Centre is the first building in the provincial government's assets to be lit with all LED lighting. The design features dispersed natural light and 20-foot ceilings in the shops, creating a bright learning environment. Modernized air flow technology has improved air quality, both in the trades centre and in the main campus building, where the shops were formerly located.

With the demand for skilled trades education growing, the building was designed and built with future needs in mind. Its location on the west side of the campus will allow for future expansion eastward without major changes to the structure.



Left: The ribbon-cutting from the Trades Education Centre at the NBCC Saint John Campus official opening. From L to R: Jodi Stringer-Webb, regional director of the Saint John Campus of NBCC; The Hon. Trevor Holder, Minister of Post-Secondary Education, Training and Labour; NBCC President and CEO Marilyn Luscombe; student Perry Peterson; Saint John-Rothesay MP Wayne Long; Lindsay Bowman, vice-chair of the NBCC Board of Governors; and Saint John Mayor Don Darling.

Below: With the demand for skilled trades education growing, the building was designed and built with future needs in mind.

The new Trades Education Centre was designed by Murdock & Boyd and built by Marco Maritimes, both Atlantic Canadian firms with proven track records of noteworthy projects, including Seaside Park Elementary, the QPlex, and Willie O'Ree Place.

Perry Peterson, a mature learner studying in the Motor Vehicle Repairer and Painter program, appreciates the opportunity to learn his trade in a modern new facility.

"With the updated shops and equipment, it makes for a much more

efficient learning environment," he said. "It gives us the hands-on learning opportunities we require to advance in our trade."

With flexible educational programming that is responsive to the social and economic needs of the province, the New Brunswick Community College (NBCC) is a provincially-recognized public post-secondary institution reputed for producing skilled, knowledgeable graduates who are contributing to the province's prosperity. In addition to one- and two-



year certificate and diploma programs, NBCC provides specialized and customized training to meet the needs of specific sectors and communities, and delivers apprenticeship training to more than 1,800 learners annually. Find out more by visiting www.nbcc.ca.

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At a cost of approximately \$5 million, the new public pool at Centennial Park will replace the aging Centennial Beach that has reached the end of its lifespan.



The nature of the pool site will give visitors a dramatic entrance to the facility since the water increases in depth.

If next summer is as warm as the last one, bathers in Moncton are sure to be overjoyed with the new public pool in Centennial Park. At a cost of approximately \$5 million, the facility will replace the aging Centennial Beach that has reached the end of its lifespan.

Located in the upper area of the park near the Rotary Lodge, the new pool will be larger, barrier-free, and increase in depth gradually like an actual beach. The shallow area will contain a spray feature like those commonly found in a splash pad, and the deepest areas will

reach 1,500 mm (4.92 feet) to allow for swimming. The pool should be able to accommodate 651 people.

The new facility will also include a beach house with change rooms and washrooms, an outdoor shower spout, and a pool-side sand area. The parking lot at the park entrance will be expanded so that the new facility will offer significantly more parking spots than the old one. When one considers that the old "beach" saw over 25,000 visits per summer, these spots will be a much-appreciated addition.

A spokesperson from BDA Landscape Architects states that the nature of the pool site will give visitors a dramatic entrance to the facility. "You enter at a level that is slightly higher than the pool so you are actually looking down over the whole park. It's purely a result of the location, but it makes quite an impression."

The site has been designed to provide good balance between sun and shade. For those days when the heat proves to be too much, a shade sail at the entrance to the pool area, several



TAKING CARE OF OUR EXISTING INFRASTRUCTURE

The Provincial Government's \$600.6-million capital spending program focuses on maintaining our roads, bridges, highways, schools and hospitals. Through our multi-year strategic investment plan we will set priorities, re-allocate funds to upgrade existing infrastructure and help our partners plan for the future.





The new facility will also include a beach house with change rooms and washrooms, an outdoor shower spout, and a pool-side sand area.



It may be snow-filled now, but by mid-summer the new Centennial Beach Pool should be ready help city dwellers keep cool.

shaded picnic tables, and two umbrellas in the sand pit will provide a break from the sun's rays. Several large grassy areas and a tree-lined perimeter will also complement the pool area and provide plenty of space for relaxing.

Construction for this project is being overseen by Marco Maritimes Limited. As the largest Atlantic Canadian-based contractor, Marco has constructed several significant projects in the Moncton region and is very happy to contribute to the city's outdoor recreation facilities.

"As a company that is based in Atlantic Canada and staffed by Atlantic Canadians, we pride ourselves on working where we live and creating facilities that our families and the

community can enjoy well into the future," says Allan MacIntosh, president of Marco Maritimes Limited. "Our site superintendent for this project lives in the Moncton area and he's already looking forward to visiting the facility with his family when it's finished.

Although the Maritime spring is sure to present the usual challenges of rain and snow, work on the new facility is scheduled to be complete in July 2019, so it can be open for the majority of the summer season. ↗



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For over 35 years, Ivan's Camera has been a part of the Moncton downtown core. The Ivan's name has been associated with cameras and photographic equipment, but what most people are not aware of is our commercial audio & visual division (Ivan's AV). We have been told that we are Moncton's best kept secret! With 19 full-time AV staff at our offices in Moncton and Dartmouth, we are able to serve clients throughout Atlantic Canada.

We were fortunate to partner with Gardner Electric, Bird Construction, SMG Canada, and Daktronics to

supply and integrate the new state-of-the-art audio and video system for the new Centre Avenir Centre. This was a challenge that we welcomed and are now excited to be able to show the quality of work that we offer to our clients every day.

AUDIO SYSTEM

The audio system in the main bowl consists of 10 strategically placed and tuned clusters of JBL VRX series line array speakers with four subwoofers to add some thump and bottom end. A total of 66 individual speakers were installed in the main bowl area. A distributed audio system was also

installed throughout the facility to add audio to the washrooms, public areas, stairwells, and suites. Bottom line, the system really sounds great!

We also installed a wireless hearing assist system in the new facility that will have portable wireless receivers available for people requiring these devices. They are compatible with most hearing-aid devices (T-Coil) or can be used with standard headphones or earbuds.

VIDEO PRODUCTION SYSTEM

Ivan's Audio Visual was also sub-contracted by the new scoreboard



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Far left: Ivan's Camera was fortunate to partner with Gardner Electric, Bird Construction, SMG Canada, and Daktronics to supply and integrate the new state-of-the-art audio and video system for the new Centre Avenir Centre.

Left: The audio system in the main bowl consists of 10 strategically placed and tuned clusters of JBL VRX series line array speakers with four subwoofers to add some thump and bottom end.



supplier Daktronics to provide all the production video cameras, as well as the video switching and replay system for the new centre-hung scoreboard. The system consists of two Panasonic portable 4K cameras, two fixed-goal cameras, as well as two fully automated 4K pan-tilt-zoom cameras located under the scoreboard. The new four-channel instant replay system will allow frame-by-frame slow-motion replay of the action to enhance the fan experience. A large switching

and distribution system were also installed to leave some room for future expandability.

In addition to the audio and video systems, we also provided the follow spot lighting fixtures for the main bowl. These fixtures will ensure that the talent will shine bright for years to come, no matter what the occasion.

OUTDOOR PLAZA AUDIO SYSTEM

Finally, an outdoor audio system for the plaza was also installed to provide year-round music and

announcement capability to the new outdoor plaza and ice rink. This area was a combined effort with Roadway Systems who provided the cabling and electrical requirements.

We are certainly pleased with the outcome and honoured to have been part of this project. Ivan's AV would like to say a special thank you to Serge Goguen, the sales project manager, Andrew Arsenault, our AV team lead, and the rest of the Ivan's AV integration team for a great and successful job. ↗



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