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2023

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Attracting students to the skilled trades



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Message from the President of the LCA

EVAN BARR



"Challenges are what make life interesting; overcoming them is what makes life meaningful."

I would like to thank you for your continued support of the Lethbridge Construction Association (LCA). Without your commitment, we wouldn't be able to provide the support that we do for our industry in terms of providing networking opportunities, ongoing education, and advocacy. In short, you enable us to be the trusted voice and information centre for the construction industry.

The annual AGM was held on February 16, 2023. It was great to see so many in attendance come to show your support and enjoy some great networking. During the meeting, we passed out a short survey to get those in attendance feedback on how we, as a board, can provide more value for your membership. This was a great tool to help in the March LCA board strategic

planning session. As a member, we encourage you to let your issues be known and be part of the discussions. More often than not, others have been in the same situation before or presently. The LCA is that voice for you to be heard. Our main objective is to be the voice of construction in southern Alberta and to make sure our members see the value of their membership.

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By working together with a collective and collaborative voice, we can help the construction industry.

As you likely know or have experienced, the ongoing labour shortage that many faced in 2022 seems to be a hot topic of discussion among employers. With fewer younger workers entering the trades and a large segment of the workforce expected to retire, this presents a very big challenge for our industry. To help offset this, more collaboration is happening between the LCA, BILD, the apprenticeship board, Lethbridge College, and school divisions. In October, Lethbridge College hosted a trade industry night to discuss new programs and initiatives to engage students interested in a career in the trades. As well in November, the Lethbridge and area school districts, along with local businesses, put on for one night an introduction to the trades for students and parents called Try a Trade. This was a unique opportunity for students and their parents to spend an evening at various sites learning from skilled tradespeople in a hands-on environment.

Mental health in the workplace is another important issue that is becoming

a concern to all employers, and knowing how to support mental health in your workplace is essential. We will continue to monitor the impacts and ensure more information is distributed, or workshops are made available to members.

In the face of these many challenges, I know that our industry will continue to play a vital role now and in the future. The LCA is working hard on your behalf. We will continue to share resources with you while ensuring your voice is heard. By working together with a collective and collaborative voice, we can help the construction industry. It is also the time to keep the lines of communication open at the association level, as well as with our employees, suppliers, friends, and families to provide support where needed. I'm sure many more challenges will arise, but we will tackle each of these challenges as we always do.

Along with these challenges, some exciting things are happening. Construction projects are being announced, and new ones are already started. It is encouraging to see both

private- and provincial-funded projects getting started in 2023. As a group of companies representing the construction industry, we play an integral part in the sustainability of the local infrastructure and economy.

Another new change this year within Alberta was the new Prompt Payment and Construction Lien Act. This past August, the LCA, in collaboration with the ACA, was pleased to offer the membership a free information session along with additional information on what you need to know about the changes regarding this new act and how it will affect your business. We are hopeful that the new legislation provides an opportunity for our industry to adapt to a consistent and reliable payment process, and avoid unwanted and costly conflicts over payment issues.

I'm truly thankful to be a part of the construction community. On behalf of the LCA, I wish you all a safe and successful year in business. Again, thank you for your membership and for being part of the Lethbridge Construction Association. ▲



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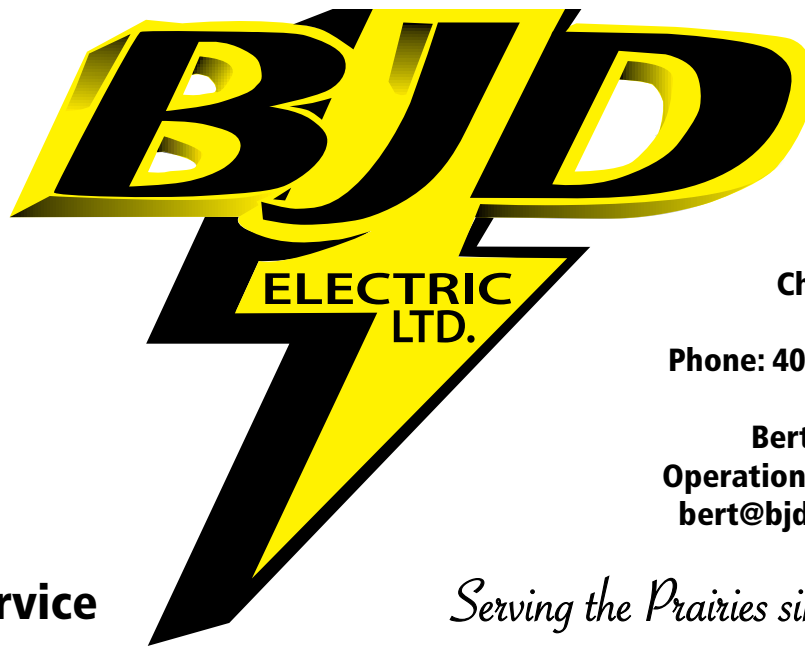


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Message from the Executive Director of the LCA



ERIN LOW

When deciding what this issue's focus should be, we didn't have to look far. Within a few blocks of my office, I am bombarded by "help wanted" ads looking for skilled workers, skilled trades, and apprentices.

Over the past few years, we have seen such a huge increase in the demand for skilled workers and trades people, compounded by the exodus of retirees leaving the trades and construction. The pandemic also put a pause on new apprentices entering the trades, existing students completing trades certifications, and a lack of feeder programs like school RAP programs promoting the trades to our local youth. This is why it was obvious to us that our next issue highlights the importance of skilled trades and the need for more exposure to them.

Although we are seeing an increase back into the trades, there is still a lot of stigma and false narrative surrounding

preconceived notions of what a career in the trades looks like. We surveyed 216 junior and senior high students to get a read on what they know and how they feel about a career in the trades. The results were varied and pretty interesting. Check out the survey results on page 68.

Over the past year, the LCA has continued to support the Alberta Construction Association's work with the Government of Alberta to promote the changes to the Prompt Payment Legislation which came into effect on August 29, 2022. We will continue to see how these changes will affect the commercial construction industry in Alberta.

Once again, on behalf of the Lethbridge Construction Association, I thank you for being a valued LCA member and for trusting us to be your voice of the construction industry in Southwest Alberta. ▲

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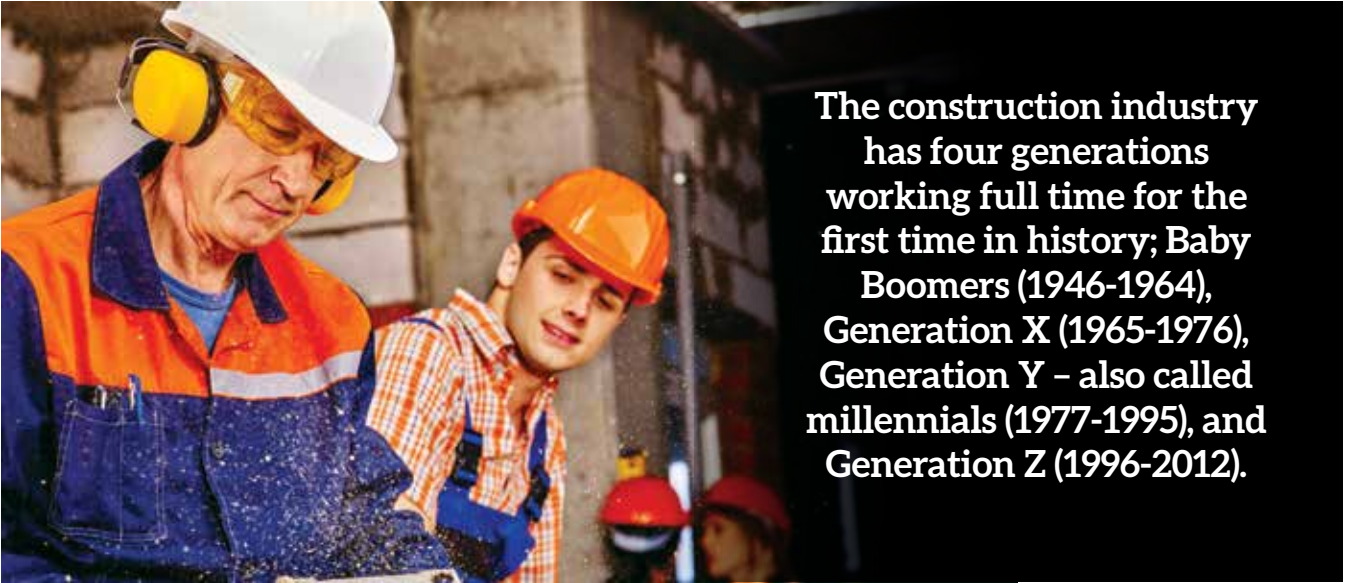




ASK THE DIRT CREW!

Generational differences in the workplace

By Francis Rankin



The construction industry has four generations working full time for the first time in history; Baby Boomers (1946-1964), Generation X (1965-1976), Generation Y – also called millennials (1977-1995), and Generation Z (1996-2012).

Baby Boomers, for years, made up the largest percentage of the workforce and are now mostly retired. The percentage of Baby Boomers is also decreasing yearly at a faster pace than millennials and Generation Zs who are entering the construction industry, therefore causing employers to have a shortage of workers. Organizations know that new generations are entering the workforce but really don't know what they want or how to manage them. Fundamentally, millennials and Gen Zs want to do interesting work with people they enjoy, get paid a fair wage, and have time to do things they want to do outside of work.

As Baby Boomers leave, they are taking years of knowledge with them. According to studies, it takes a new employee up to 10 years to gather the same information that the employee left with upon retirement. The other challenge that employers are having is that new employees are not as loyal as Baby Boomers, and in 10 years the odds are not in favour of the employer that the new employee might not still be with the company. Companies have discouraged older workers from retiring because they know that by keeping the older worker, it will increase diversity within the organization, improve operational efficiency, and grow the bottom line.

The construction industry cannot ignore their current Baby Boomer and Generation X employees and assume that they will

remain in the industry until retirement. Generation X employees are taking on a larger role now that the Baby Boomers are retiring from the workforce and yet must continue to work with millennials and Generation Z employees to keep a practical working environment. Regardless of which generation is in the workplace, the one common factor is that they want to be respected by their own generation, as well as the ones they are working with each day.

The construction industry is facing challenging times. The average age of workers in the construction industry in Canada is 42.5 years, as per Statistics Canada (February 2019). This means that the construction industry needs new blood sooner rather than later and this is becoming a critical concern to employers. A U.S. study estimates that by 2025, the global workforce will be made up of 75 per cent of millennials. The construction industry faces the challenge of attracting and keeping both millennials and Gen Zs to an industry they do not find appealing.

Employers must be aware that millennials and Gen Z employees have things in common when it comes to working in the workplace. Both generations, if they are not happy with their current working environment, will not hesitate to leave. At least one-in-three millennials are assessing their working environment for better opportunities. However, they can be

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both happy and effective if you focus on what is important to them. Work-life balance is important to both generations and they will quit organizations if flexibility is not in place to encourage this practice.

Both generations are very tech savvy, with Generation Z being even more aggressive. Ninety-one per cent of Gen Zers expect their employers to have the latest technology, and if not, these organizations are prepared to invest to attract them to the company. Companies that understand that retention is critical to their success will develop strategies to keep this high-end talent because they see this as a strategic advantage for their companies in the marketplace.

How does the construction industry attract and keep millennials and Gen Zs to an industry they do not find appealing?

Give millennials and Gen Zs something to be proud of

Millennials are the first global-centric generation due to the rapid growth of the Internet, so they want to create a life and work that has meaning and gives them a purpose. Employers must supply a clear picture to millennials that they can have a career in the construction industry, and this is something they can be proud of. A study from Bentley University reports that 84 per cent of millennials are making a positive impact in their community beyond their workplace. In the end, millennials are

looking for a career. Generation Z employees must see that your organization is making a positive difference in the community and the world. They are especially attracted to work that can help the environment, have them be involved, or have them lead these projects. These generations want to know that they are making a difference and that the company they are working for believes in corporate social responsibility.

Encourage positive social interactions in your construction labour business

Millennials and Gen Z consider a good working environment and healthy culture to be important, and both consider workplace culture to be important. Gen Z places higher value on workplace culture than millennials, and millennials place higher value than Generation X. It is critical to encourage positive interactions among workers and bring the team together to make your company appealing. Companies are encouraged to use social media to profile events and show how healthy their culture is among their workers, this will appeal to millennials and Gen Z potential employees. As the generations get younger, their verbal skills have weakened and they prefer to interact with other individuals through texting and social media programs. Getting them into an environment where they can intermingle and interact with other employees is encouraged.

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Millennials report that the people they work with are an incredibly important part of their experience. They place significant value on their team, boss, mentors, and friends in the workplace. To attract and keep millennial employees, create an environment so millennials can develop friendships. If millennials do not feel they have a community at work, they are more likely to go elsewhere.

Flexibility & work-life balance is important

Flexibility is one of the top values that millennials and Gen Z employees look for in an organization. Flexibility allows them to manage their work-life balance and have control of their lives. According to a poll by American Express, 75 per cent of millennials believe that a successful organization must have flexible working options and that having a rigid structure is a deterrent from hiring new workers. Millennials and Gen Zs consider flexibility a benefit and that each employee should negotiate with their employer on what flexibility looks like based on family structure, income, and other activities such as going to school part time, and travel arrangements to and from work. Flexibility can come in the form of flex time, compressed work weeks, and working remotely from home. These options do apply to the construction industry based on your position.

Millennials are not interested in following in the footsteps of Baby Boomers who will show their loyalty to the company

and will work long hours to conduct a job. Millennials will stop when it is time to go home and continue the job tomorrow or hand it over to someone else. Their work-life balance is much more important to them than loyalty to their company.

Companies must take steps to promote work-life balance for all generations. A common result of lack of work-life balance is burnout among employees which reduces productivity, more sick days, and affects the company's bottom line. If workers are happy, healthy, and enjoy going to work then the chances of them leaving the organization is much less.

Learning and mentorship opportunities for your construction labour force

To attract young workers, including professionals to your construction company, you must supply learning opportunities. Millennials and Gen Zs are interested in ongoing learning opportunities and they recognize that they need to stay up to date on the latest trends. All this added training will help their career. Learning can come in the form of workshops, added college or university courses, and even have a coach assigned to them for guidance and growth.

Everyone wants a coach. Millennials and Gen Zs are constantly asking for feedback and cannot get enough of it, meanwhile the older employees are less interested in feedback. Older employees still want to know how they are doing and can

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take criticism better than the younger employees.

Mentorship programs are becoming a critical part of companies that have employees in all four generations. The idea is to pair a more experienced employee with a new employee and for the older employee to supply guidance and pass along their knowledge that they have within the construction industry to new younger employees. The mentorship program also shows that the company cares about the employee and is interested in their personal development. A mentor can supply structure around career growth and development. Also,

they can supply an insight into office politics and ways to navigate that environment.

Older workers often have considerable experience that cannot be learned in school and the younger employees appreciate it when this wisdom is shared. What younger employees do not like being told is "this is how things are done" without a clear explanation why. Instead, the older worker should have the younger employee develop new ways to conduct the same task if they feel that the old way does not make any sense to them, and if so, then there will be more buy

in from the younger employee because they value their opinion.

Considering reverse-mentoring where the young Gen Z employee can take the Baby Boomer under their guidance to teach them the latest tech programs are now being used in the office or field. This way, Gen Zs feel appreciated and valued. That is why organizations recognize the need to bridge the generation gap in the workplace. Reverse-mentoring creates a meaningful one-on-one relationship between the generations and becomes an enormously powerful learning tool for all involved, particularly the older employee. With this arrangement,



Christopher Babits, Architect AAA and David Cocks, Architect AAA are excited to welcome to our partnership

Theresa Yauck, NCIDQ,

A strong leader in Interior Design in Southern Alberta, Theresa brings a wealth of knowledge and experience to every project. With over 18 years at FWBA Architects, Theresa has cultivated an undeniably refreshing portfolio, breathing vibrant life into school, seniors, civic projects, and more. Throughout her successful career, Theresa remains humble and seeks to provide true mentorship and guidance to staff and clients alike, knowing that a collaborative approach is always the key ingredient in completing projects successfully. Her empathetic approach is a hallmark of her work methodology and as she joins the partnership, Theresa will nurture further growth at FWBA Architects by championing younger staff, bringing a holistic approach to project execution, and focusing on business development.



the older employee will be in a safe working environment with a low risk of embarrassment.

Career development prospects

Career growth is important to millennials and Gen Z's, as both generations pay close attention to potential prospects. Job changing is part of their routine to get ahead and they believe that they must look after themselves because they do not believe that companies will look after their wellbeing. Older generations call them impatient and feel that that they must pay their dues to get ahead.

Both generations like to be challenged and once the challenge has been met, they feel they should be rewarded for solving the problem. If companies do not provide that opportunity, then millennials and Gen Z's will look elsewhere to use their new skills and continued career growth. This still applies in the construction industry where young workers want to continue to get ahead and who they work for is less important.

To keep both millennials and Gen Zs, continue to develop them into highly skilled employees. This means making sure they are not bored or stuck with a repetitive job and keeping them engaged. Ask them to improve processes and make them more efficient. Millennials worry about being stagnate and will be competitive in the job market. Support them to get to that next level in the company, whether that be in management, as foreman, or a site supervisor, and provide them with the training to carry out their goals.

Understand and use their full skill spectrum

Regardless of the generation a worker belongs, they do not want their employer to underutilize their skill set. Studies reveal that only 28 per cent of millennials feel their current employer uses their skill set to its fullest potential. Each generation has a different skill set and it's important to transfer that knowledge

and skills to the younger generations. Companies must be aware that once a generation retires that the younger generation must be able to do the same level of work as the older generation. The younger generations, such as millennials and Gen Z's, may do it differently to conduct the same outcome.

Young talent should feel that companies are interested in them and their ideas and want to use their full

potential if they are going to be hired by a company, if not then they will look elsewhere for a company that is prepared to use their full potential. Companies should sit down with young talent and make sure they are aware of all the potential of this new young employee. Before you consider hiring, ensure that you can use all their skills and let them know where these skills will be used to help the company. This allows the young

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talent to express what they know and they also know that the company cares about them.

Decent compensation package

The compensation package that you offer new employees reflects on their value within the company, regardless of which generation is being hired. Millennials and Gen Zs will reflect on what is being offered to make their final choice. Unlike Baby Boomers and Generation Xs, millennials and Gen Zs put less emphases on the compensation package because they have other values to take into consideration, such as the technology level the company has to offer, the value that they put back into the community, the amount of career growth that is available, and is the company prepared to use their full potential. Typically, employees in the construction industry must negotiate their own compensation package, but they should be doing their homework before they agree to get hired. Companies, on the other hand, must do the same by doing their homework to understand what the going rate is for highly skilled labour in the construction industry. The tight labour market and rising inflation are pushing workers to demand better pay, improved benefits, and demands on working conditions to create a better work-life balance.

Clear communication, vision, and targets

A clear company vision statement declares what the company's goals are for the future. Where do they want to go and how do they aim to achieve these goals? This statement is vital to millennials and Gen Zs who are starting out in their careers and want a clear path for their purpose within the company and how they can be involved in the effects to achieve the final goals. The mission statement is a declaration of the company's purpose and core values. It describes who they are and who will be receiving their products or services. Once again, millennials and Gen Z's take this into consideration when joining an organization. Gen Zs take it more seriously than millennials in that they want to ensure that the company they work for supplies a positive impact on their community and a global influence based on the size of the company.

Clear and concise communication is necessary for both generations. Prospective candidates will have done their research and know the company better than you think, and will understand where they want to fit in within the company to make it a positive experience for both them and the company. In the interview process, provide them with a clear path of your expectations and provide them with challenges, also encourage and support them to meet these challenges. If they feel connected to the end goal, they are more likely to remain with

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the company for the long term.

Communicate with millennials and Gen Zs in person and often, especially when it relates to their work, whether the conversation is about their work performance, development, or compensation. They will supply honest feedback to management about how they are feeling and present their ideas. They want their say and want to contribute to the betterment of the company. There are times that are going to be tough, and the company must show the younger employees that they support them regardless of the circumstances, and that their goals and targets can be met. It is not always a straight line to success.

Encourage innovation and use of technology in your construction business

Millennials and Gen Zs that are entering the construction industry have grown up using technology and do not know any differently. They believe that technology can be incorporated into any industry, including the construction industry. This may include using different apps throughout the day, from keeping track of their time to using the latest technology when it comes to operations, such as surveying, and their ability to use eco-friendly materials in projects. They believe that technology can reduce work and save time.

Gen Zs want to be able to use the latest technology and are not concerned if they have not been trained on these latest technology programs because they look at it as a new challenge

that they must learn and conduct. If companies are not prepared, or are not interested in the latest technology, then Gen Zs will not be interested in the company or will only last a brief time because they will pursue other opportunities elsewhere where the latest technology is available to them. If the company is prepared to invest in the latest technology, have Gen Zs be involved in the selection of the new software or equipment that is going to be bought.

Millennials and Gen Zs want to feel valued and have their opinion heard and taken seriously. When it comes to innovation, companies must supply the challenges to these generations to produce solutions rather than relying on older generations or employees. Companies must make sure to incorporate their ideas once potential solutions have been found.

Conclusion

Millennials and Gen Zs that are entering the construction industry must be proud of what they are doing and their employer's contribution to the community. Work-life balance is particularly important in that they will work hard for the company, but their time is not company's time. The organization must show them a clear path for development with the aid of mentoring, coaching, and learning opportunities. Millennials and Gen Zs want their employers to maximize their potential for the company and pay them a decent wage for their work. Organizations must communicate with these younger employees often with feedback. Finally, these generations want to use the latest technology, and if companies are not prepared to get it, then they will seek employment elsewhere.

Companies must have a strategic plan to recruit and keep millennials and Gen Z's, and if not, then these generations will move to somewhere they feel they can contribute. Change is a normal process for them, and based on the current marketplace they will use their demands to get what they want. ▲



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MESSAGE FROM THE PREMIER OF ALBERTA

On behalf of the Government of Alberta, it is my pleasure to send greetings to readers of *Discussing Ideas Around Construction* (DIRT) magazine.

Members of the Lethbridge Construction Association play an important role in Alberta's growth and prosperity. From roads and bridges, to public buildings, businesses and homes, building infrastructure creates employment, improves communities and helps ensure people in southern Alberta—and all Albertans—have access to the services they need.

Thank you to the leadership and staff of the LCA for your advocacy on behalf of members. I appreciate your commitment to promoting high construction standards and industry safety.

Best wishes for continued success.



A stylized, handwritten signature of Danielle Smith in black ink.

Honourable Danielle Smith, Premier of Alberta





Message from the Minister of Infrastructure

NATHAN NEUDORF

On behalf of the Government of Alberta, it is my pleasure to extend greetings to the members of the Lethbridge Construction Association. Thank you for the incredible work you do day-in and day-out to help provide Alberta's public infrastructure.

My ministry of infrastructure is responsible for delivering about one quarter of the government's Capital Plan investment. Our efforts are focused on ensuring construction of new public facilities, as well as renovation, renewal, and maintenance of existing buildings throughout the province.

Through the 2023 Capital Plan, the Alberta government is investing \$23 billion over three years into enhancing public infrastructure. This investment is helping to secure Alberta's future by growing the economy and creating thousands of infrastructure jobs related to planning, design, and construction.

In Lethbridge, work is underway on projects in design or construction, including:

- the new Garry Station Elementary School;
- the new 50-bed Lethbridge Recovery Community project that, once complete, will help support Albertans suffering from addictions on their path to recovery;
- renovations at the Chinook Regional Hospital to help increase surgical capacity and reduce wait times; and
- repairing security components and heating and electrical systems in the Lethbridge Correctional Centre, Provincial Building, Courthouse, and Administration Building.

The 2023 Capital Plan also contains new funding for three school projects, namely, construction of a new K-6 Catholic school in west Lethbridge, construction of a gym for École



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La Vérendrye, and planning funds for modernizing Galbraith Elementary School. In addition, \$11 million of new funding over three years is being provided to expand the renal dialysis program at the Chinook Regional Hospital.

Another part of my ministry's responsibilities is to lead our government's effort to ensure our province gets its fair share of federal funding to help build the province. Alberta Infrastructure has been instrumental in securing billions in federal funding that includes funding from the Investing in Canada Infrastructure Program (ICIP).

Here in Lethbridge, through ICIP, the Alberta government and Government of Canada are investing over \$70 million towards 23 unique infrastructure projects. These projects include construction of the Legacy Park Discovery Playground, expansions at Lethbridge College and Red Crow Community College, improvements to water and waste-water treatment facilities, and repairs and upgrades to government-owned facilities, and seniors and family housing.

I want the Lethbridge Construction Association members to know that I believe we are key partners in providing needed

Our efforts are focused on ensuring construction of new public facilities, as well as renovation, renewal, and maintenance of existing buildings throughout the province.

infrastructure, creating jobs and growing the economy. I thank you for your ongoing commitment and excellence, and I look forward to working with you.

Working in my capacity as the Minister of Infrastructure has been incredibly fulfilling and encouraging as I represent Lethbridge and our province in many different meetings, sit-downs, AGMs, the list goes on. After the past two years of virtual meetings, it has been great to spend time with people across the province, show them some Southern Alberta hospitality and kindness, and work with them to better our province. As your minister, I am committed to ensuring that the Government of Alberta is working as collaboratively with industry as possible to achieve the best value for all Albertans and our industry partners. ▲

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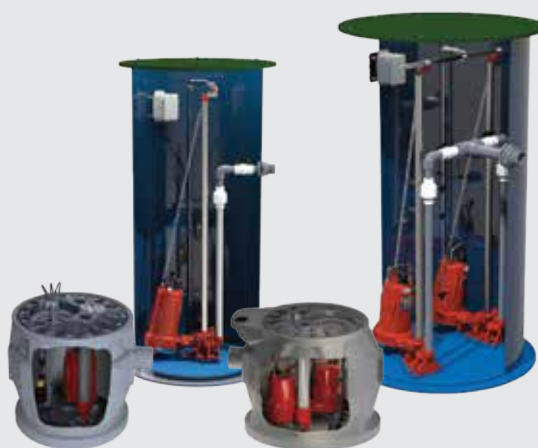


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Message from the MLA of Lethbridge West



SHANNON PHILLIPS

Over the last year, our community and province have worked hard to overcome the hardships caused by the recent pandemic. Citizens in Lethbridge and Alberta have shown their resilience by adapting to the ever-changing environment created by the pandemic. But we know with a new normal, comes new challenges. The construction industry has been no exception with the out-of-control costs, skilled labour shortages, and ongoing supply chain issues.

Now, more than ever, the provincial and federal government's investment in public infrastructure projects is critical. By investing in infrastructure,

governments can not only create activity in industrial construction, but they can ensure that when the economy rebounds, we have the roads, bridges, schools, and other infrastructure that we will need to create jobs and prosperity well into the future. When governments fail to invest in our province's infrastructure, jobs both present and future are threatened.

Despite the current need for investment, several key infrastructure investments in our community remain unfunded by the province. We need to invest in local projects like the Highway 3 bridge, one of the promises made by the government during the last election,

and so many other projects – including significant enhancements to our region's school capital portfolio – to make sure our communities have the capacity to grow and support new opportunities. The members of the Lethbridge Construction Association are vital to the economic strength of our city, and I encourage members to continue to speak up about their concerns. Together we can provide support and a voice for the members of the construction community.

Thank you to all the members of the Lethbridge Construction Association for your hard work and support of your neighbours this year. You build Alberta! ▲



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Message from the Mayor of Lethbridge



BLAINE HYGGEN

This is a great time to be in Lethbridge.

Results of the 2022 Community Survey showed that 90 per cent of respondents rank their quality of life in Lethbridge as good or very good. The survey collected residents' feedback on topics such as top-of-mind issues, satisfaction, importance and usage of City Services, communication, customer service, financial planning/taxation, and overall quality of life. It is a useful tool and essentially a community report card to help inform council on how residents see their quality of life in our city and their thoughts on city services.

While the worst challenges of the pandemic may be behind us, our economy still has room to grow into its full potential, so Lethbridge City Council has already been hard at work in 2023. As our city continues to grow and prosper, so do the major industries and organizations such as the Lethbridge Construction Association. This group continues to showcase innovation and leadership to help guide our city forward.

One major project set to come to fruition in 2023 is the Lethbridge and District Exhibition expansion and Agri-Food Hub. This project is a huge

economic catalyst that will lead to greater investment and job creation as agricultural industries further develop in the city and the region.

The City of Lethbridge was pleased to recently launch the Clean Energy Improvement Program (CEIP), which will provide homeowners with a financial tool to support energy efficiency and renewable energy upgrades to their properties. With the goal of creating a more climate-resilient community and lowering energy costs, the list of eligible projects includes upgrading windows, doors, adding solar panels, increasing insulation, upgrading lighting fixtures, installing a tankless hot water system, and more.

Not only will this program help property owners with energy bill savings and provide low-interest financing, but the CEIP will help support our local economy. This is wonderful news for our community for those looking to make more affordable home upgrades, as well as for the work being created for local energy efficiency and renewable energy contractors. Local contractors who include energy efficiency and renewable energy in their services are encouraged

to apply to be listed as a qualified contractor on the program website to provide services for CEIP projects.

Due to an extraordinary response in the first week, the program is currently at full capacity for year one of the four-year program. Pre-qualification submissions will be placed on a waitlist and will be processed on a first-come, first-served basis as space becomes available. As not all submissions received to date will move forward to full application stage, the anticipation is that space may become available in the next four to six months. Other submissions will be processed when year two of the program opens in February 2024.

Contractors are still encouraged to visit ceip.abmunis.ca/Lethbridge for more details. Learn more about the local program at www.lethbridge.ca/living-here/My-Taxes/Pages/Clean-Energy-Improvement-Program-CEIP.aspx.

As the city continues to invest in infrastructure, projects, and new opportunities for the community, we know that the LCA will be a partner in ensuring Lethbridge continues to thrive. We look forward to building a brighter future together for Lethbridge. ▲



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(L to R): Erin Low, LCA executive director and Alex Hill, LCA executive assistant.



CCA SECURING A STRONG FUTURE FOR THE INDUSTRY THROUGH COLLECTIVE ADVOCACY



By Mary Van Buren, President, Canadian Construction Association

Representing 20,000+ member firms, the Canadian Construction Association (CCA) is proud of our mission to inspire a progressive, innovative, and sustainable construction industry.

The key to our success is working with valued partner associations like the Lethbridge Construction Association. We are powered by your engagement. Together, we are driving change on key issues that make a real impact, not only for the industry, but for all Canadians.

A smart infrastructure plan backed by investment

As the industry's national advocate, the CCA has been working to help

shape a long-term plan for sustainable infrastructure investment. In our meetings with government leaders and reinforced by our advocacy strategies, the CCA has always maintained that one size does not fit all. Every region and municipality, including our Indigenous communities, have different needs and priorities.

We need to move from quick fixes to a strategy that focuses on long-term solutions and value for Canadians in the regions they live. It is why we engage with our local construction association partners and members to learn first-hand what is important to you and your community.

Over the past two years, the CCA has been actively engaged to drive more investment in key trade gateways and corridors across the country. This included partnering with the Western Canada Roadbuilders & Heavy Construction Association and bringing in national partners, like Export Development Canada, the Business Council of Canada, and the Canadian Chamber of Commerce, to build the support we need among politicians and Canadians. The CCA helped fund the report, *From shovel ready to shovel worthy*, to strengthen our case. We are also supporting a media and government relations outreach campaign to create more momentum and support for this initiative. We are gaining traction, and our goal is to have this important issue reflected in the 2024 Federal Budget.

Workforce an urgent priority

More than 70 members from across Canada and representing all sectors of the construction industry met with parliamentarians from all parties to discuss the labour crisis and urgent need to *Rebuild Canada's workforce NOW* during CCA's annual Hill Day on November 15. Our collective efforts to bring this message locally, provincially, and federally has generated government support for investing in promotion of the trades and changes to immigration, including increasing immigration to help ease the shortfall.

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The urgent need for skilled trade workers is also receiving nationwide attention as we work to build the number of apprentices, through our partnership with the Canadian Apprenticeship Service, and turn construction into a first-choice career, through our industry-wide Talent Fits Here campaign.

Fair procurement

The CCA's semi-annual Meech Lake meeting with government leaders resulted in a commitment to establish a working group on procurement and project delivery methods. We also embarked on a fact-finding mission this past summer to learn first-hand from members about their challenges with current procurement practices. Dubbed the Standard Practices Tour, the CCA visited Vancouver, Edmonton, Winnipeg, St. John's, and Montreal in June.

We are creating resources to educate owners on the challenges identified by our members, as outlined in the report (which can be found at www.cca-acc.com/wp-content/uploads/2022/09/Standard-Practices-Tour-Report-Final.pdf). Procurement needs to adapt to encourage innovation, account for long-term value and sustainability, promote the use of alternative delivery models, and support shared risk. Too often contractors take on the risk of project costs and delays due to the shortage of workers, materials, and supply chain disruptions.

Action-backed policies to support green infrastructure

The federal government knows that construction has a major role to play in its greening strategy and achieving Canada's net zero targets. We submitted detailed recommendations on developing a buy clean policy, mandating change, enabling investment decisions, growing Canada's advantage in building practices, technology and building materials, and training and incentivizing the future workforce. Following the submissions, the CCA has been invited to participate in a working

group on Canada's Green Buildings Strategy. The CCA and our partners are also aligning on our message that governments must update building codes, provide incentives for businesses, share climate data, and create a list of approved "green" materials.

Stay in touch!

You can count on the CCA to be a collaborative partner to the Lethbridge Construction Association, providing helpful tools, sharing best practices across the country and being your voice with the federal government. ▲

Stay in the loop by subscribing to the CCA's newsletter at bit.ly/ccasubscribe, by following @ConstructionCAN on Twitter, or by looking up Canadian Construction Association on LinkedIn.



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ACA ADVOCACY UPDATE



By Ken Gibson, Executive Director, Alberta Construction Association

ACA Advocacy with new premier and cabinet paying dividends for membership

Alberta Construction Association (ACA) advocacy is reflected in ministerial mandate letters across government that address key issues for Alberta's contractors. Mandate letters can be found at open.alberta.ca/publications/mandate-letters-to-ministers-2022. Highlights include:

- Sustained infrastructure investment, including trade corridors to support Albertan's quality of life and economic prosperity
- Best value procurement and standardized contracts to reduce risk
- Extending prompt payment provisions to Government of Alberta contracts
- Promoting trades education, working training, recognition of out-of-province credentials, fostering opportunities for people from under-represented communities, and expanded Provincial Nominee Program
- Continued red tape reduction with an emphasis on streamlined permitting and land titles processes
- Complete Occupational Health & Safety Code review and more focus on mental health supports to keep workers safe
- Review Building Code changes to ensure safety and affordability

New Infrastructure Minister Nathan Neudorf comes from our industry, having owned his own firm as a carpentry subcontractor, having worked for a general contractor, and having served as a consultant for several public owners. Neudorf is a former chair of the Lethbridge Construction Association and a former board member of the ACA.

Infrastructure

Some of the issues the ACA looks forward to working with the Infrastructure Minister and the Government include:

- Extending prompt pay to projects under the Public Works Act.
- Lack of transparency and variability regarding future projects, funding, timing, delivery, project budget, impacting industry's ability to plan. It takes years of steady work to produce skilled design consultants, tradespeople, and project managers. Swings in infrastructure spending inevitably lead to periods in which industry capacity can't meet demand without price increases at the expense of taxpayers.

- Relations that are contractual and transactional rather than collaborative.
- Inappropriate allocation of risk.
- The revision of GoA agreements removing all forms of alternative dispute resolution, leaving the courts as the only option.
- Contractor selection primarily based on low price treating construction as a commodity, rather than selection on best value and innovation treating construction as a specialized service.

The ACA will carry these themes forward in our advocacy for the upcoming provincial election, slated for May 29, 2023.

Builders' Liens and Prompt Pay

Prompt pay came into effect for contracts signed after August 29, 2022.

The ACA successfully advocated for Land Title provisions to speed up resolution of liens in the Government's Pending Registration Queue system, and to overturn stop payments on progress draws by Alberta Infrastructure where a court order signaled pending removal of the lien on school projects.

ACA Forms A and B contracts and the Builders' Lien Plain Language Guide have been updated to reflect the new Act. Two new ACA Plain Language Guides (Prompt Pay Provisions; Prompt Pay Adjudication process) are also now available through the ACA website at albertaconstruction.net/documents/.

The industry consortium of the ACA, Alberta Trade Contractors Coalition, Municipalities Alberta Association, and Consulting Engineers of Alberta will not submit at this time a proposal to government to act as a nominating authority to accredit prompt pay adjudicators and manage the adjudication process. The ACA is concerned that the proposed administrative responsibilities contemplated in the regulations run counter to the goal of affordable costs borne by parties to an adjudication. The ACA will advocate for choice amongst nominating authorities to best serve industry.

Apprenticeship, Skills, and Workforce Development

The ACA continues to advocate for a stronger industry role in vocational education and apprenticeship, offering to assist

continued on page 36



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the new Skilled Trades Apprenticeship Board with industry engagement.

The ACA met with the Minister of Skilled Trades to reinforce the need for the apprenticeship system to maintain quality and address skill shortages and followed up advocating for new incremental funding to train the increase in apprentices registered with Alberta colleges and polytechnics.

I have been appointed to the Premier's Council on Skills. The council is to provide advice on issues and emerging trends with respect to the skills needed in Alberta's workforce, particularly as they relate to educational programming in Alberta's adult learning system.

The ACA develops recommendations to improve federal immigration

Skilled foreign trained tradespeople can become productive permanent residents that mentor Canadian apprentices to help address chronic labour shortages. The ACA shared industry recommendations on recommended improvements to federal immigration programs.

The ACA continues to oppose wage scales on federal construction contracts

The ACA applauded the 2014 repeal of the Federal Fair Wages Act in 2014. Upon learning that wage scales are under consideration to achieve a more favourable investment

tax credit, the ACA has reiterated its concerns with the current federal government about bureaucrats replacing the marketplace to determine fair wages. Construction remains the third-highest wage industry in Alberta after oil and gas and utilities.

Worker Lending Pilot Program

Your local construction association in partnership with Alberta Construction Association is pleased to offer a pilot service for the 2023 construction season (March to August) to identify trusted contractors to help you share your employees with when you are in surplus position, and to draw employees from when you are short.

We hope that your firm will be busy all season. Sometimes beyond your control projects don't always start when you expect and you have good people without enough work for them. Sometimes you win more work and need to temporarily mobilize more workers.

Lending workers to trusted contractors:

- Shows your employees you care about making sure they have a steady paycheck
- Ensures that they can get the necessary hours for apprenticeship completion

Borrowing workers from a trusted contractor:

- Allows for better planning and cost control

There is no cost for this pilot program given the generous funding support of Alberta Ministry of Labour and Immigration.

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TOASTS

McNamara's Flooring Studio did the flooring in our building renovation. Their product selection was great and their installers did a great job. It was very easy to work with them.

We really appreciate Riley at **1st TechniCall** thinking outside of the box to come up with a creative solution for the limited capacity we had within our building. He came up with a plan that bought us the time we needed to choose the right solution in the future.

Our registration needs are often time sensitive, difficult, and unique. Jen at **Astro Insurance** is always willing to prioritize our requests and helps to keep our fleet in compliance. We appreciate their service.

Toast to **Lafarge** for their community-minded efforts and support of local sports tournaments.

A toast to **Floor Designs** for all your effort getting our jobs done well and on time. With the ever-changing lead times it's not an easy task these days. Great work!



Have a Toast? Email LCA your submission now so you don't forget for next year!

TOASTS

Dennis Dirtworx -

Working with your company is always a pleasure. We get things completed safely, on time, and on budget. Thanks for all your hard work!

Thank you to **BCB Engineering** for their willingness to collaborate to help projects succeed.

A big shout out to the team at **Ground Breakers Construction** for their very responsive, quality workmanship.

We would like to thank **Alpine Drywall** for all their hard work and dedication on our job sites. You are always willing to go above and beyond and it shows.

To **DMT industrial** (Jason Gill) and **Deltec Power & Controls System** (Matt Yackulic) for always being there to get projects completed and having a few laughs along the way.



GOLD SEAL CERTIFICATION - BECOME A RECOGNIZED EMPLOYER



The Canadian Construction Association's (CCA) Gold Seal Certification Program can help your company attract, grow, and retain top talent

By Chanel Roberts, Manager, Education and Gold Seal Certification Program, Canadian Construction Association



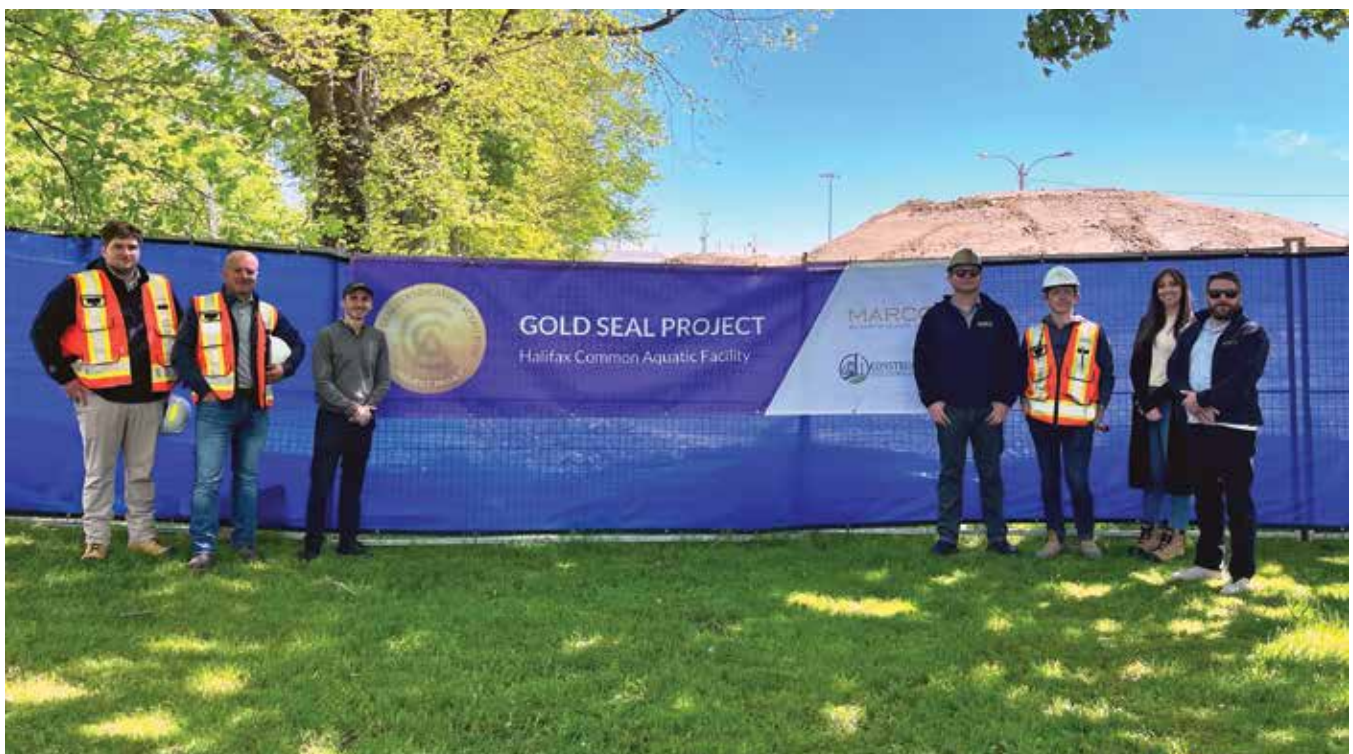
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4. Opportunities for Gold Seal Project recognition, providing increased promotion and exposure for featured projects.
5. Advocating for the Gold Seal Certification Program.

Get the best people for the job

Including information on Gold Seal Certification on your website’s careers section and in job postings can benefit your company in many ways. Having a clearly defined and articulated way of growing talent and investing in professional development is an incentive for applicants and can help differentiate your company from the competition. By asking for the certification in job postings or by listing it as an asset, you can showcase your appreciation and support of professionalism.

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Having your project recognized as a certified Gold Seal Project is also a great way to encourage eligible jobsite staff to become certified and gain visibility for your commitment to professional development.

Gold Seal Projects promote the value of Gold Seal Certified professionals on a project site and educate those who are non-certified about the value of certification. A Gold Seal Project demonstrates a company’s ability to manage and undertake challenging construction projects and showcases their

Congratulations to Chris Boehme on recently receiving his Gold Seal Certification in Project Management.



Chris Boehme, Project Management Gold Seal Certified in March 2023.

professionalism and expertise in the construction industry.

To learn more about Gold Seal Certification, visit cca-acc.com/workforce-excellence/gold-seal.

To learn more about Gold Seal Projects, visit cca-acc.com/workforce-excellence/gold-seal/gold-seal-projects/.

To inquire about becoming a Gold Seal Employer, contact the Gold Seal team at goldseal@cca-acc.com. ▲



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With nearly 350 resort-style condo units expected, 102 Scenic Drive will offer residents new residential housing options near downtown Lethbridge.

SUPPLY & DEMAND: HOW IT'S EFFECTING THE LETHBRIDGE ECONOMY

By Trevor Lewington, CEO, Economic Development Lethbridge

It's a term used in almost every sector of business – *supply and demand*. The concept is highlighted by everything from rolls of paper towels and lettuce on grocery store shelves, to the amount you're paying at the pump when you fill up your vehicle. And yes, there are other factors that go into what you're paying and where all your hard-earned money goes, but a lot of those factors are driven

by, you guessed it, those two words, supply and demand.

The construction sector is no different, and some of the issues concerning the general population have an even bigger effect with those who work in construction. With rising inflation and interest rates at 4.5 per cent – levels not seen since 2008 – it's that much more expensive to build or upgrade both

commercial and residential buildings. Pair those rising costs with the uncertainties of both supplies and commodities arriving when and where they need to, and over the past six months the low unemployment rates in the Lethbridge CMA (Census Metropolitan Area), which were 4.1 per cent in February 2023, the construction sector has had to work hard in 2022. The good news is compared

to 2022 numbers, the sector is now employing roughly 1,000 more workers than the same time last year.

Some of the issues mentioned above have led investment inquiries to Economic Development Lethbridge (EDL) to focus or find more brownfield opportunities than greenfield options. Brownfield means finding an existing building or space and retrofit or renovate to the needs of the business, where a greenfield project would see a business come into the area and build their facilities from the ground up. This shift away from new greenfield developments has meant our team at EDL must continue to build on our relationships with commercial realtors in the region to find viable options for those businesses looking to expand in or relocate to Lethbridge and southern Alberta.

The news does get better with some bigger projects on the books in the next few years. PIP International is building their Pea Processing Facility, building on the work they've done with their commercial demonstration location in Lethbridge. A new elementary school in West Lethbridge and upgrades to Kate Andrews High School in Coaldale will be completed in the next couple years as well. Later this spring, the world will be welcomed to the new Agri-Food Hub and Trade Centre at Lethbridge & District Exhibition. The 270,000-square-foot, \$72 million facility will help uplift our region and make the facility a true hub for the agriculture, agri-food processing, and tourism sectors in our region.

Residential construction remained steady in Lethbridge in 2022, with building permit values for residential builds totaling \$208.8 million. This number is down from \$237.6 million in 2021, but is the second-highest total for our city in the past 10 years. Some of that number can be attributed to the residential condominiums being constructed at 102 Scenic Drive. The two-building, 342-unit complex will be ready for move-in in spring of 2024, with an estimated value of just over \$50 million.

Our organization works closely with current business owners looking to grow and expand their operations, as well as site selectors inquiring about the benefits of Lethbridge and southern Alberta. Through our advocacy work and

networks, we will continue to work pro-actively with the Lethbridge Construction Association to offer solutions and recommendations to make construction a thriving sector and career option for our community. ▲



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TOASTS

A toast the **LCA staff** (Erin and Alex) for always being there to answer questions and take time out to make people feel welcome in the office.

During the busy construction season last year, a lot of equipment was out on projects, and **Cooper Equipment Rentals** still managed to help us out by bringing in equipment from their other locations so we could complete our projects.

To **Mikado Electric** for being strong supporters of the registered apprenticeship program for high school students.

Toast to the team at **Bartle & Gibson** for always working hard to get orders completed and shipped in a timely fashion!

Borne Industries – always a pleasure to work with this team. They are always organized and willing to go the extra mile to get a job done.



Have a Toast? Email LCA your submission now so you don't forget for next year!

TOASTS

To Blair at **MB2 Management Ltd.**

One of the best in the construction business!

Abe and his team at **VHL Construction** demonstrate the qualities of a knowledgeable and trusted group of people. We are proud to work with them on many varied projects and will continue to do so.

Cheers to the team at **Rite-Way Fencing!** Always appreciate the friendly service and the willingness to work with changing schedules.

Zero Gravity goes above and beyond! Safety is always a priority, and they work hard to make sure the job gets done on schedule.

We would specifically like to toast **EMCO Waterworks Lethbridge**, who more than once have been able to find materials that have been in short supply to allow us to continue working with minimal impact to our clients.



LCA HIGHLIGHT REEL

We are proud to be able to show off all the great work that our members accomplish every year. Check out some of the fantastic projects that our members do every day.



Lethbridge Parkade.

Photo courtesy of Sean Stewart. Canem Systems Ltd.



University of Lethbridge Science Commons.

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Coaldale RCMP.

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Cavendish Farms.

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Eastside Constructed Wetland in Taber.

deGraaf Excavating Ltd.





Scenic Drive in Lethbridge, AB.
Dennis Dirtworx.



Chinook Lake in Coleman, AB.
Dennis Dirtworx.



Schooten Feedlot in Mossleigh, AB.
Dennis Dirtworx.



Chinook Regional Hospital, 3B Renovation.
DMT Mechanical Ltd.



Superform ICF Facility.
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Fritz Sick Pool Boiler Replacement.
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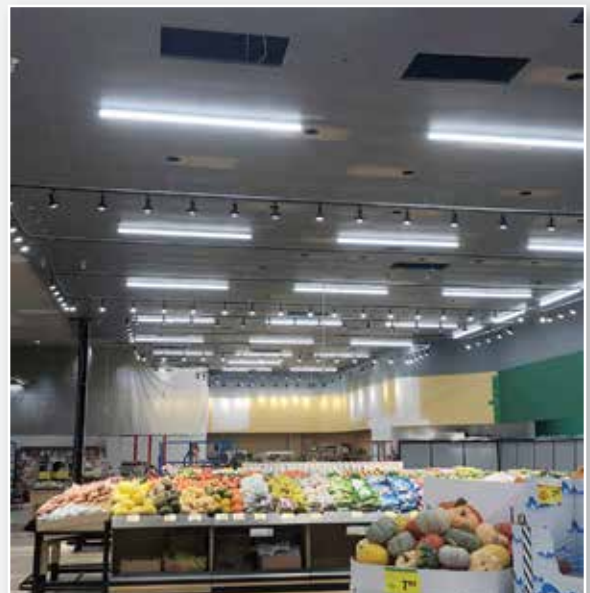
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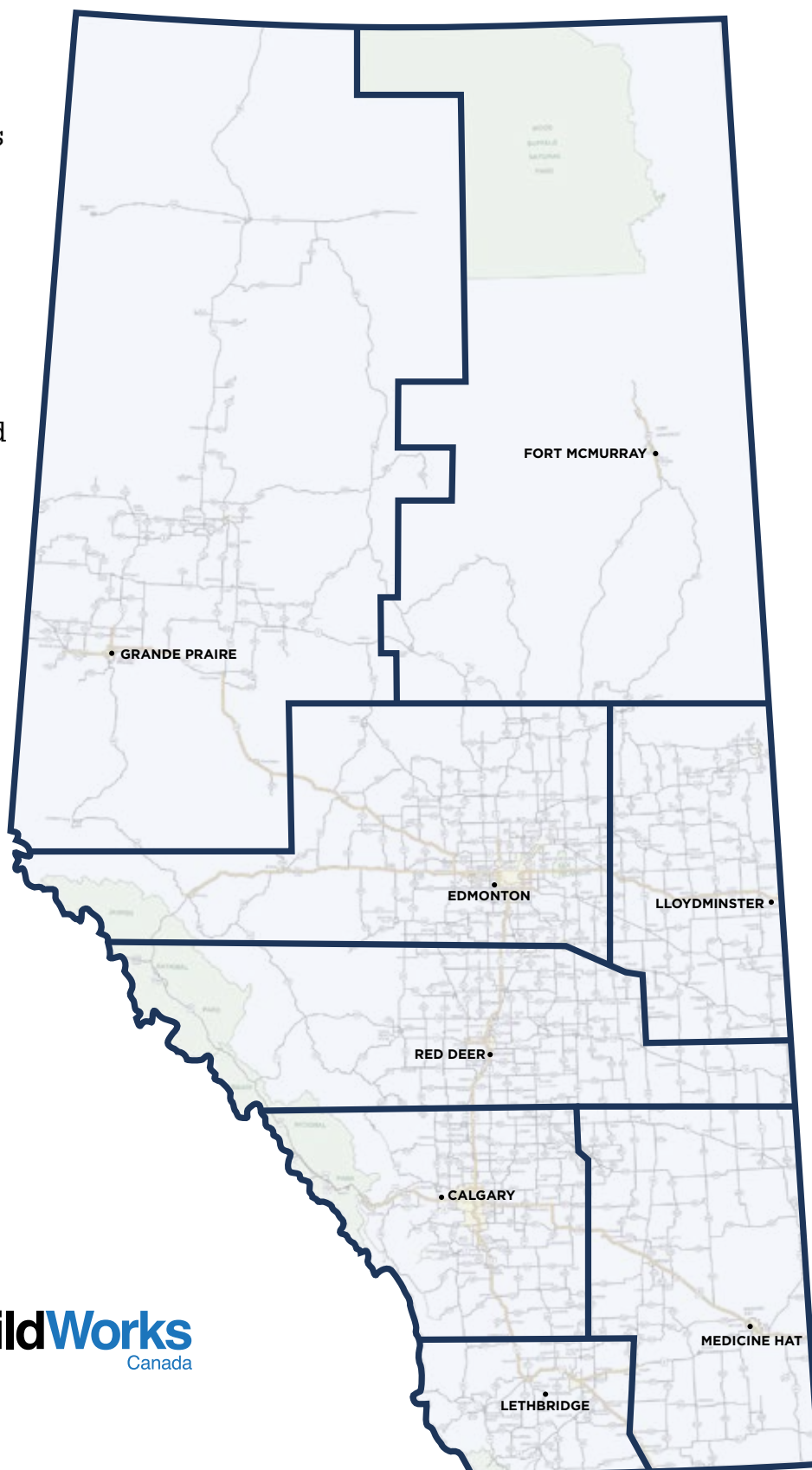
Lethbridge Exhibition Agri-Food Hub.
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RAP is designed for high school students in Grades 10 through 12 who are interested in pursuing any of the 50-plus skilled trades offered in Alberta.

GETTING A HEAD START ON THE TRADES

Exploring the benefits and successes of the RAP program

By Kelsey James

The Registered Apprenticeship Program (RAP) through Lethbridge School Division is helping the next generation of trades workers get a head start on their career.

RAP is designed for high school students in Grades 10 through 12 who are interested in pursuing any of the 50-plus skilled trades offered in Alberta. The hours that students work in high school go towards the first year of their trade studies, many of which are four-year programs with roughly 1,500 hours of work per year.

"They develop a work ethic, they learn how to communicate, take directions, work accurately, work as a team and work consistently. These are essential life skills," said Andrew Krul, off-campus education coordinator for the Lethbridge School Division. "I have had many parents

tell me over the years, 'Our child loves it. They come home tired but love the work and talks about it constantly. It gives them a purpose and direction.'"

If a student starts RAP in Grade 10 and works summers and half days in Grade 11 and 12, they would work the required 1,560 hours for first year, explained Krul. If they graduate a semester early, which many students do, they will go to college for their first year of technical training and by June will already be a second-year apprentice. RAP also gives them the opportunity to earn up to 40 high school credits, which is a significant chunk of the 100 they need to graduate.

Enrollment for the program is significant and increases every year, added Krul. Applicants are often interested in mechanics, but this year has seen a shift in interests towards

construction trades, including carpentry and electrical work.

"Part of that may be because of the Try a Trades nights we have been offering for students and guardians. These evenings have had a strong emphasis on construction-related trades," he said. "I just received an email from a parent who watched 10 students leave a welding shop after this event, talking and smiling with real enthusiasm of what they were able to see and do."

Employer feedback has also been "overwhelmingly positive", which is reflected in the number of calls he receives from businesses asking if he has any other RAP students that could come work for them.

"Not everyone will go into the trades, but the trades are for everyone," Krul said. "I grow tired of people placing the

trades in a hierarchy. Trades are not lower than university degrees. They are parallel train tracks.”

Trevor Van Schothorst, fleet manager at Cross Cut Directional Boring Ltd., began his career as a RAP student specializing in heavy equipment technician (HET) when he was in Grade 10. He worked for a large HET business, where he was mentored and trained by a previous RAP grad. He worked for the company for eight years before joining Cross Cut, which focuses on boring for utility installation and maintenance, natural gas, water, irrigation, telecommunication, electrical, and oil and gas.

Van Schothorst sees the benefit of RAP as being able to mold young employees into company culture, but also train them to work on all equipment. Although RAP’s ability to mold young employees into company culture is valuable, its capacity to train them to operate all equipment is equally beneficial. HET training throughout the apprenticeship process is very expensive to employers, so having a RAP student who is not tied into the apprenticeship pay scale makes training much more feasible to absorb into a company.

Being a former RAP student, Schothorst recognizes that employers need to put in the time to train apprentices.

“Just hiring them and sending them to technical training is not enough,” he added. “You need to have the patience and take the time to teach them. What is perhaps obvious to a journeyman is not always clear to an apprentice.”

In order to be successful in the trades, RAP students need to have an openness to learn and realize the trades are always changing and advancing so the ability to learn must go along with that, Schothorst added.

Jared Barthel’s interest in the trades came after a classroom presentation by the school division’s off-campus education coordinator and subsequent discussions with him. He entered the program when he was in Grade 10 and secured a placement with Cross Cut



If a student starts RAP in Grade 10 and works summers and half days in Grade 11 and 12, they would work the required 1,560 hours for first year.



From L to R: Patrick Vandenberg, Trevor Van Schothorst, Jared Barthel, and Shane Barthel.



Try a Trades nights allows students to get up close and personal with the construction trades.

continued on page 62



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Directional Boring Ltd., where he has since completed his Red Seal certification.

Jared, who also pursued hazardous environment training, particularly enjoys his steady progression forward each year, which includes developing his own skills in the trade and helping the company move ahead so the focus is on preventative maintenance of HET equipment rather than break down maintenance.

"I've never regretted my decision because, through the successes and struggles, you can see the result of your work," Jared said.

For Jared, RAP is the perfect way to establish a career, earn money, and gain experience.

Patrick Vandenberg and Shane Barthel both joined RAP while in high school. Vandenberg, who graduated last June, had accumulated well over his 1,560 hours by the time he left Grade 12. He recently completed his first year of technical training in college.

"When you go to college, be prepared to get a lot thrown at you in those eight weeks," Vandenberg said. "Those weeks are packed, so take high school courses seriously—especially math and science—because sooner than later you are going to need them."

Vandenberg also appreciated the type of learning he received in college because he could see the practical application of math and science to the trade that was not always noticeable in high school.

Shane, who also graduated last June, started his apprenticeship while in high school and has since completed his first year of technical training at Lethbridge College. He enjoys and is challenged by the variety of equipment that he is able to work on. He began his RAP—set up by the school division's off-campus education coordinator—with another company before joining Cross Cut Directional Boring Ltd. in February 2023. Shane recognizes that, in order to be successful in the trades, you need to be patient, precise and have strong problem-solving abilities.

For more information about the Registered Apprenticeship Program, visit www.lethsd.ab.ca. ▲



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- Reversal of onerous changes to occupational health and safety, WCB, and overtime laws
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- Working with Alberta Infrastructure for improved contracts and procurement practices

ACA projects have brought new resources to industry:

- Physical demand assessments for all construction trades, available at no charge
- Construction New Talent: 50% cost shared wage subsidies for work placements of Alberta post-secondary students
- Trade Pathways work experience pilot



In 2023

ACA will continue advocacy to:

- Extend prompt pay to Government projects covered under the Public Works Act
- Urge Governments to provide adequate, predictable, sustained investment in public infrastructure and buildings
- Bring new federal and private funding to significantly increase building retrofit project work
- Oppose contract terms that unfairly download risk on contractors
- Changes to apprenticeship and to Immigration to enhance access to skilled tradespeople

ACA will be working on:

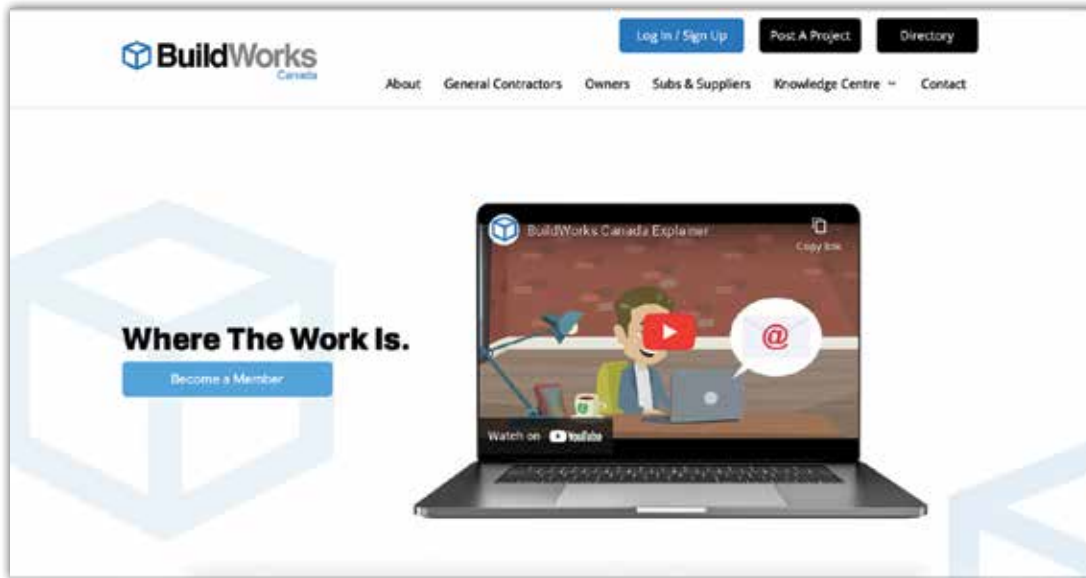
- Developing new safety standards for unregulated credentials
- Workforce retention and recruitment projects
- Technology partnerships
- Building our relationship with members through communications outreach
- Construction industry issues in the spring Provincial election

For more information please go to AlbertaConstruction.net

ACA appreciates your continued membership support!

BUILDWORKS LAUNCHES NEW SERVICES FOR USERS

By Lisa Kopochinski



BuildWorks—the procurement and business development platform for the construction industry in Alberta, Saskatchewan, and Manitoba, which helps members find opportunities—is about to get better!

Edmonton Construction Association (ECA) director of corporate development, Matt Schellenberger, says BuildWorks has relaunched two new services for users: the BuildWorks Directory, and the *myPlansroom*, an invitation to bid product. They will also be introducing the brand-new BuildWorks Certificate service, accessible on the BuildWorks platform.

- The BuildWorks Directory allows users to be seen by other companies, get invited to projects, and win more work. As a member, your premium directory listing will be featured and highlighted.
- BuildWorks is continuing to evolve to better serve members, provide timely bidding information, and posting results to continue to provide member value. Implementing pre-bid functions and working with other association group across Alberta and Canada to streamline the services is also important.
- The Invitation to Bid (now called *myPlansroom*), with its easy-to-use features, allows prime contractors to invite interested bidders to their projects, whether visible on BuildWorks generally or not. *myPlansroom* is a key tool for trade contractors and suppliers particularly to expand their invitation and network by using this directory of thousands of Alberta companies. It can be used in all phases of the

construction process, during tendering and construction, or internally within your office, and keeps all project communications and documents in one easily accessible secure space.

- The brand-new BuildWorks Certificate Service is for general contractors and subcontractors to generate certificates of substantial performance, along with a front-end search engine for users to search certificates. The Alberta Government has added the option of posting a Certificate of Substantial Completion online. Certificates can still be physically posted on construction sites or online with BuildWorks Canada.

Cross-provincial platform

Developed and offered in partnership by 12 local Western Canadian construction associations in Alberta, Saskatchewan, and Manitoba, BuildWorks connects members with a national network of regional experts, qualified providers, and opportunities for work.

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"You can share project documentation or advertise your opportunity to our entire network—and maximize the exposure and value of your project," says Schellenberger. "Our cross-provincial platform increases project visibility, resulting in easier access to upcoming opportunities, as well as more competitive prices from trusted and reliable contractors, consultants, and suppliers." ▲



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Efforts remain strong to attract young people to the industry as a career choice.

ATTRACTING STUDENTS TO SKILLED TRADES

Many students don't know about the many trades that are available that can offer strong pay and longevity

By Lisa Kopochinski

As the construction industry continues its struggle to find skilled workers, efforts remain strong by off-campus student placement coordinators who work for and with local school divisions to attract young people to the industry as a career choice.

Mark Boschee is the off-campus coordinator for the Holy Spirit School Division in Lethbridge. His primary focus is to create a safe and positive learning experience for students enrolled into one of five programs the division offers. To ensure this process is fulfilled in the Registered Apprenticeship Program (RAP), he works closely with students,

parents/guardians, and employers.

"In the last five years, I have identified three struggling issues when it comes to attracting students to the trades—awareness, a viability mindset, and blue-collar blues," says Boschee.

Overcoming challenges

When it comes to awareness, many students don't know about the many trades that are available, an issue many off-campus coordinators try to solve through classroom presentations, information nights, and individual consultations.

And, with respect to the viability mindset, many students and parents have a negative mindset, which is largely focused on economic and longevity of the trades. Boschee says that most see the need for trade jobs, but view them as volatile careers dependent on the market, especially those in construction trades.

"And, with the blue-collar blues, there seems to be an overall North American societal belief that if you choose a blue-collar career then you have not achieved," says Boschee. "This is one of the most challenging and frustrating issues to overcome, especially for

"In the last five years, I have identified three struggling issues when it comes to attracting students to the trades—awareness, a viability mindset, and blue-collar blues." — Mark Boschee

students who you know would flourish in a trade but choose a different route, or those students who want a trade for their career but are redirected by a parent or guardian."

Andrew Krul, an off-campus coordinator for the Lethbridge School Division, agrees and says the main challenge is awareness of skilled trades careers.

"My role is to promote off-campus education programs (job shadow, work experience, registered apprenticeships, and Green Certificate) to students, parents and employers," says Krul. "For interested students, we screen them for attitude and potential aptitude, place students in viable apprenticeships after job shadow, and monitor their progress."

He adds that students rarely ask about carpentry, sheet metal, or HVAC, primarily because those trades have not been on their radars. He'll often ask students if they have heard about sheet metal, and many reply that they don't know what that is.

"As a response, I'll say, 'How about we set up a job shadow to see what it is like?' And in many cases, the job shadow leads to interest and a subsequent apprenticeship," says Krul.

Try a Trade night

Krul emphasizes that the successes are a direct result of specific programs. For example, a number of combined school divisions held a Try a Trade night last fall for students and parents/guardians.

"This was only possible because of the willingness of employers to participate," says Krul. "We had welders give up their evening to have students operate CNC machines and weld a basic project to take home."

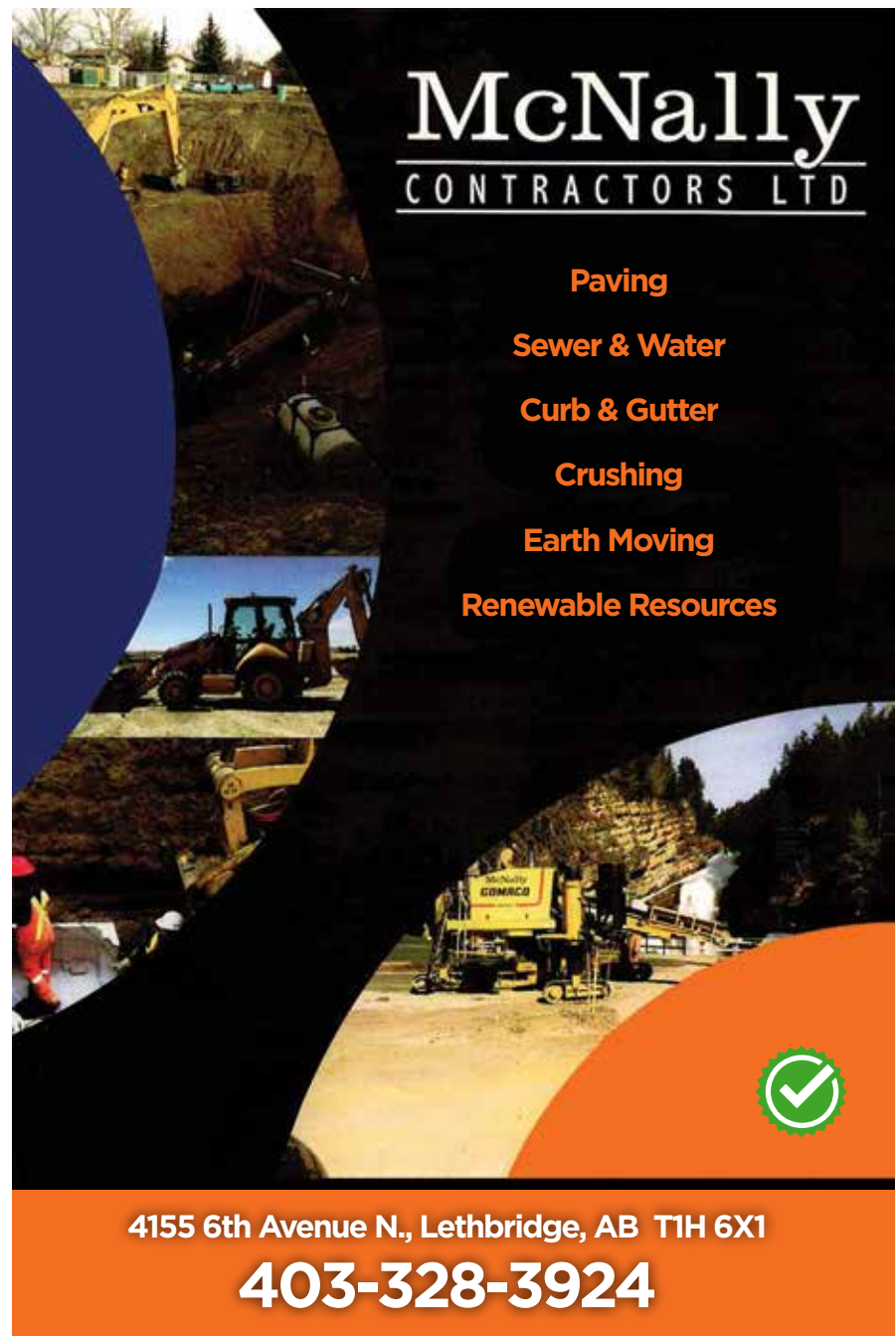
Krul adds this event was essentially the equivalent of watching a movie trailer to

see if it would pique interest. For many students it did, which led to a job shadow for either a few full days or afternoons.

"To give one example, a Chinook high school student indicated he wanted to go into carpentry, but had no

experience outside of his high school shop classes," says Krul. "He did Try a Trade in October and enjoyed it. And recently, he did three days of work with the company and is now going to be hired as an apprentice this summer."

continued on page 68



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Andrew Krul's (left) role as off-campus coordinator for the Lethbridge School Division, is to promote off-campus education programs (job shadow, work experience, registered apprenticeships, and Green Certificate) to students, parents and employer.

PHOTO COURTESY OF ANDREW KRUL.



A number of combined school divisions held a Try a Trade night last fall for students and parents/guardians.



When it comes to awareness, many students don't know about the many trades that are available, an issue many off-campus coordinators try to solve through classroom presentations, information nights, and individual consultations.



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Career counseling and more

Trevor Wagenvoort is the youth employment coordinator with Fifth on Fifth Youth Service/Lethbridge Youth Foundation, a youth employment service that works with individuals ages 15 to 30. It offers career counseling, employability skills, classroom-based employment programs, and a program for persons with disabilities looking for employment.

"We work with youth and employers to create an employment opportunity," he explains. "I serve as the program coordinator on this federally sponsored program. Together, our team writes contracts with employers offering a wage reimbursement program, assisting the employer and youth in what we call a win-win relationship."

Over the past number of years, Fifth on Fifth has worked with numerous industries—from trades to tech. However, he says trades have always been in need of re-education and understanding for the opportunity it presents.

"In both our classes and career mentor programs, we run personality and career-based tests. These tests will generate

“Once you begin to show the professional and financial growth available in the trades, they far exceed anything offered in other occupations.” – Trevor Wagenvoort

a list of fields for the client to pursue. All too often clients will dismiss the trades because they feel there is little to no opportunity,” says Wagenvoort. “Once we break down the trades into lifestyle, promotion, and wages, they see the potential.”

Wagenvoort adds the main challenge is that the trades are often overlooked, as culturally they are not recognized as an honourable field of employment.

“It is a perception not based in any reality,” he says. “Once you begin to show the professional and financial growth available in the trades, they far exceed anything offered in other occupations.”

COVID certainly proved challenging too as many of Fifth on Fifth’s services are traditionally drop-in visits into the building, which averaged 100 to 150-plus daily.

With the shutdowns and controlled limited services, these numbers dropped to single digits some days.

“Even post COVID, our numbers remain low and we have gone to appointment based,” adds Wagenvoort. “However, although overall numbers are down, our successful outcomes and over contracts to employers have hit record levels.” ▲





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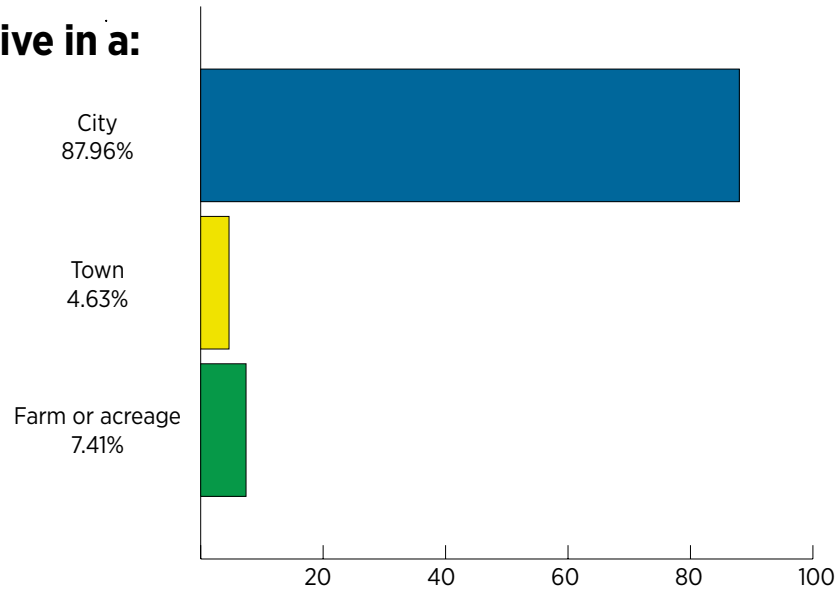


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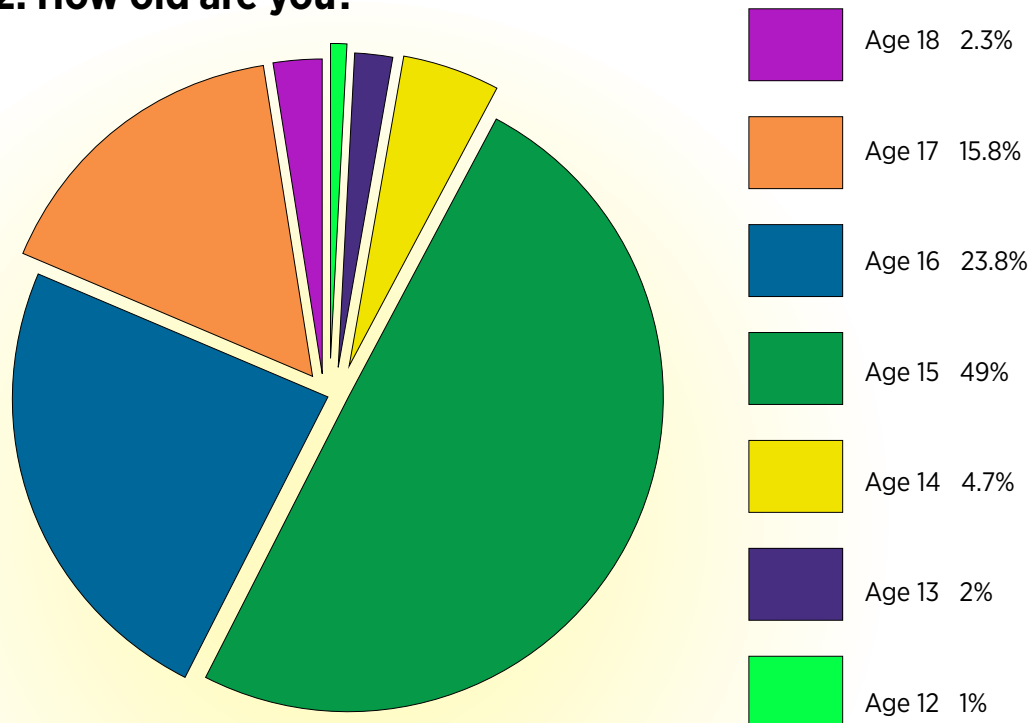
YOUTH TRADES & CONSTRUCTION SURVEY SUMMARY

We asked students about the construction industry and what they thought about their future. For the following questions, we asked about construction trades. For the purpose of this survey, the definition of trades includes: carpenters, electricians, plumbers, crane operators, heavy equipment operators, roofers, sheet metal workers, HVAC (heating & ventilation, air conditioning), engineers, estimators, project managers, etc.

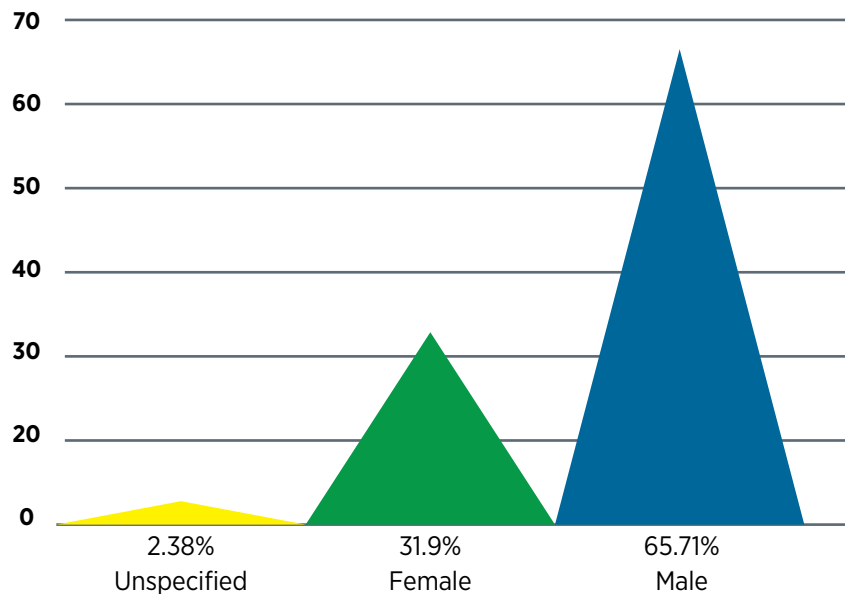
Q1: Do you live in a:



Q2: How old are you?



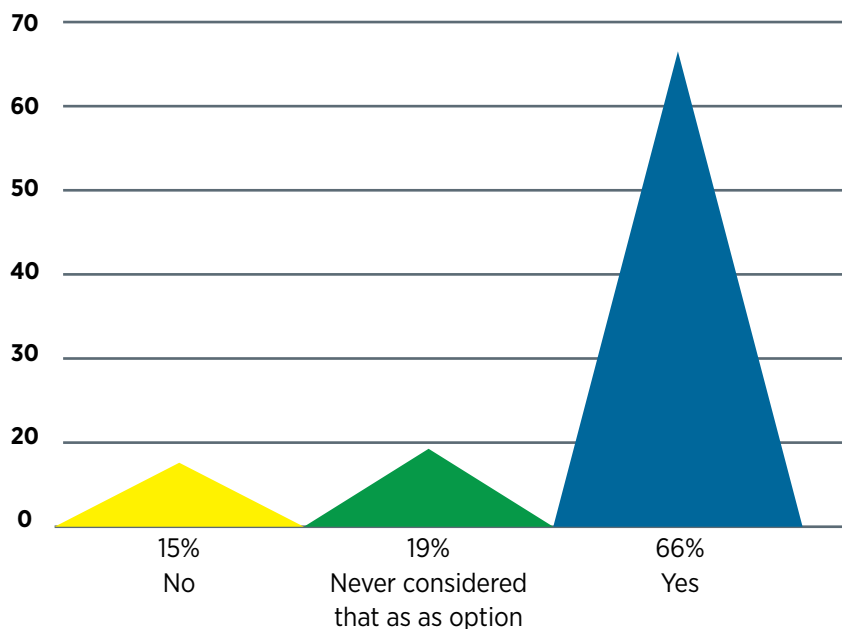
Q3: How do you identify? My gender is:



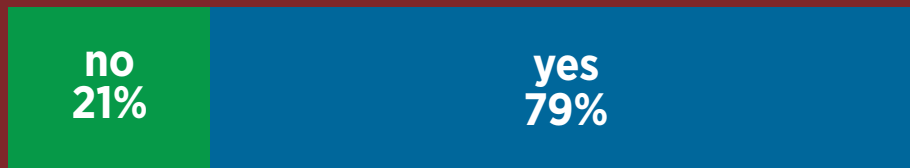
Q4: Do you identify as a visible minority?



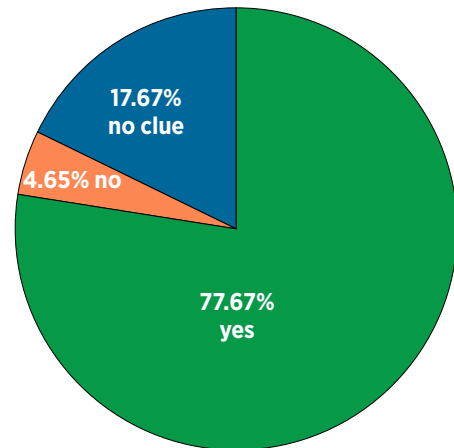
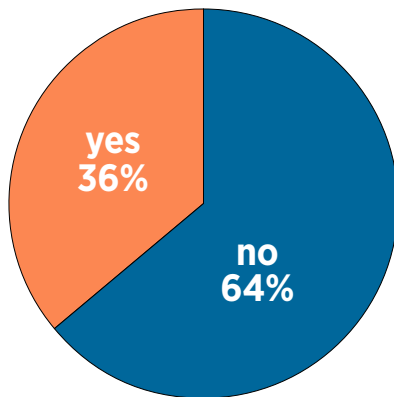
Q5: Would you consider a career in the *trades* (see above for definition)?



Q6: Do they teach you about careers in the trades in school?

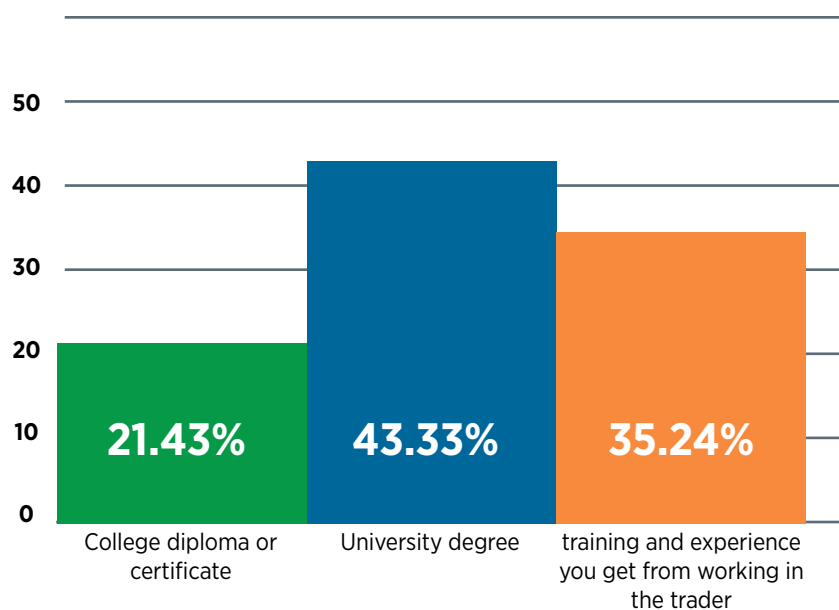


Q7: Has your guidance counsellor / teacher recommended a trade as an option for your future?



Q8: Do you believe you can make a good wage/ salary in the trade?

Q9: Do you think it is better to get a college (diploma or certificate) or a university degree compared to working in the trades?



Q10: What career do you want to be after you graduate?

We sent out a survey to junior and senior high students asking them about their thoughts on a career in the trades and construction. Some of the 216 student responses were surprising! We are encouraged by the youth coming in who are interested in a career in our industry, but there is still a lot of work to do promote the trades and erase the preconceived notions still floating around.



Q11: Do you think working in the trades will be too physically demanding?

yes
26.05%

no
73.95%

2022 LCA EVENTS RECAP

The LCA held many events in 2022 and at the beginning of 2023, with a great turnout for each! It was nice to resume some of our popular in-person events and we got great feedback from our members for events going forward.

Owners Forum - June 2, 2022

New for 2022, the LCA held two Owners Forum sessions to outreach to our neighbouring communities and local owners. On Thursday, June 2, 2022 we hosted our LCA Owner's Forum Brunch. Discussion focused on construction procurement options and issues currently faced in our industry. We also had local architect Alvin Fritz speak on his experiences on the bidding process. The initial response from our neighbouring communities was great and we look forward to continuing to establish working relationships. As a follow up to June's event, the LCA held a second Owner's Forum in November with Mary Van Buren, president of the Canadian Construction Association, and Phil Perry of Perry Educational Services who answered questions and offered some training on Canadian construction documents.



June 2022 Owners Forum.



Alvin Fritz speaking.



November Owners Forum event.



LCA Strategic Planning Session - March 2023

Thank you to our amazing board of directors who donated their afternoon to work on the LCA's strategic plans for the next three years. We are excited for the future of commercial construction in Southwest Alberta.



Lunch & Learn sessions

Over the past year the LCA have been able to resume offering in-person Lunch & Learn seminars to our members. Together with BILD Lethbridge, we had some terrific turnouts to the following sessions held over the last six months: Upcoming Concrete Changes & GU-L's role in sustainable building & development; Employers HR information session; and Changes to the OHS Code.

Team Lethbridge

The Lethbridge Construction Association was proud to be part of Team Lethbridge 2022. Executive director Erin Low and board member Jesse Potrie (FWBA Architects) travelled to Edmonton to attend several meetings over three days last December with ministers at the legislature. They were advocating for issues affecting the construction industry. Team Lethbridge is an opportunity for organizations from our city to meet directly with provincial ministers and other government representatives.



Team Lethbridge members meeting with Premier Danielle Smith and Minister of Infrastructure Nathan Neudorf.



Team Lethbridge members with Minister of Finance Travis Toewes.



LCA Executive Director Erin Low speaking at the Team Lethbridge kick-off event.

Annual Golf - June 10, 2022

The annual LCA Golf Tournament was a successful and fun event. This event supports local trade apprentices with funds raised going directly towards the LCA Annual Apprentice Scholarship Awards.





Annual Safety BBQ - June 22, 2022

It was a pleasure to see so many in attendance for our Annual Safety BBQ. We had a great turnout with 170 members and their staff in attendance. We are already making notes for the planning of June 2023's event!



BBQ 2022 event organizers.



Launch Party for 2022 Women in Construction/ DIRT magazine - July 13, 2022

We were excited to celebrate the launch of last year's issue of *DIRT* magazine at Sister's Pub. Last year's issue focused on some remarkable local women in construction and it was a great evening to celebrate these amazing women in the industry.



DIRT magazine launch party cover ladies. L to R Courtney, Carly, and Meaghan.



LCA Government Action Committee Meeting with Minister Milliken – August 11, 2022

Thank you to the members of the LCA Government Action Committee who were able to meet with newly appointed Minister of Infrastructure Nicholas Milliken last August as we discussed budget and infrastructure concerns affecting Southern Alberta. We were also joined by MLA of Lethbridge East Nathan Neudorf and Alberta Construction Association Executive Director Ken Gibson (virtually).



From L to R: Erin Low, LCA Executive Director; LCA Board members Peter Principalli, Dan Wood and Darren Guenther; Minister Nicholas Milliken; MLA Nathan Neudorf.

AGM - February 16, 2023

On February 16, 2023, the LCA held its annual general meeting (AGM). This event saw a terrific turnout and was a great opportunity for members to network and hear about upcoming infrastructure concerns and updates from keynote speaker Deputy Premier & Minister of Infrastructure Nathan Neudorf.



Minister Nathan Neudorf speaking at LCA AGM.

REINTRODUCING THERESA YAUCK



FWBA Architects is proud to re-introduce Theresa Yauck, who is the company's newest partner and first interior design partner in the firm's history.

Theresa Yauck joined the FWBA team in 2005. Completing her education at Lethbridge College in interior design and the engineering program, Yauck began her FWBA career as a drafts person and FWBA's first interior designer. With the role, she became a jack-of-all-trades being involved in both architectural contract documents, as well as interior design. Yauck was pivotal in elevating the depth and quality of FWBA's interior packages, including enhanced spatial

planning and organization, adding nuance to universal accessibility, sensitive material selection, and an ability to think through the lens of all users. As the solo interior designer for her first nine years, Yauck had no choice but to excel and she did. Yauck defined interior design at FWBA.

She not only integrated herself as a dynamic, multi-talented leader, but her warmth and charisma has made her a cornerstone of FWBA's culture. Her strength within the firm is her ability to cultivate trust and openness while seamlessly mentoring her team. Yauck has proven that her growth and empowerment method create confident

designers while maintaining a close-knit team. Throughout her successful 18-year career, Yauck continues to provide genuine mentorship and guidance to staff and clients alike, knowing that a collaborative approach is the key to successfully completing projects.

True to her roots in furniture design, Yauck is a sage at millwork and details. It's rare to meet designers who enjoy the detailed work and meticulousness of every inch and corner as much she does. Nothing escapes her professional eye, knowing that the millwork areas have the highest use. She hopes to extend her expertise into designing more hospitality and restaurant

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Dr. Robert Plaxton School.

projects, where millwork is vital to combining functionality with design moments that elevate the client's brand. Yauck's awareness of the client's needs and her ability to anticipate future growth is what brings clients back time and again.

There is no gatekeeping with Yauck; her knowledge is openly shared with staff, consultants, reps, and our valued clients. She firmly believes that "elevating the collective means elevating the final project". Her insightfulness is based on active listening, and she respects that a client's vision is an extension of their business vision.

To date, she has helped facilitate hybrid schools that also act as community buildings, daycares, libraries, and more, for rural communities such as Coaldale High School, Stirling School, and Magrath school. She's brought elegance and refinement to projects such as the Evanston Summit Independent Living

continued on page 82

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ATCO can support interested vendors in obtaining DOS and FSC clearance to participate in this contract and submit quotations for additional work scopes.

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ali.abulrejal@atco.com | 1-403-519-3827



Yauck also shines at cultural projects with learning components; her work with the King Eddie School C-Space in Calgary (see [here](#)) and the Waterton Visitor Centre are testaments to her extreme calibre as an interior designer.



Waterton Lakes National Park Visitor Centre.

for Seniors. Yauck also shines at cultural projects with learning components; her work with the King Eddie School C-Space in Calgary and the Waterton Visitor Centre are testaments to her extreme calibre as an interior designer.

Yauck has repeatedly shown mastery of her skill, cultivating an undeniably refreshing portfolio, breathing vibrant life into school,

seniors, civic projects, and more. Her empathetic approach is a hallmark of her work methodology, and she brings fresh perspective and style to the partnership. Yauck will nurture further growth at FWBA Architects by championing younger staff, bringing a holistic approach to project execution, and focusing on business development. ▲



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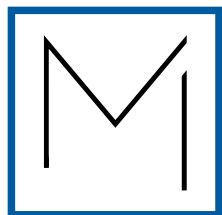
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ACA/CCA/CCDC DOCUMENT ORDER FORM (all prices subject to GST)

Item Description	Filetype	Member	Non-Member
Division 01 - 2020 Master Specifications for Division 01 – 2020 General Requirements	Electronic	500.00	750.00
Division 00 - 2018 Master Specification for Procurement & Contracting Requirements	Electronic	300.00	450.00
CCA 1 – 2021 Stipulated Price Subcontract (includes 2 seals)	Electronic Seals	75.00 12.00	150.00 24.00
CCDC 2 – 2020 Stipulated Price Contract (Owner-Contractor) (includes 2 seals) <i>Note: General Supplementary Conditions for use in the Province of Alberta must be used</i>	Electronic Seals	92.00 16.00	184.00 32.00
CCDC 2MA – 2016 Master Agreement & (includes 2 seals) CCDC 2WA – 2016 Work Authorization	Electronic Seals	92.00 16.00	184.00 32.00
CCDC 3 – 2016 Cost Plus Contract (Owner-Contractor) (includes 2 seals) <i>Note: General Supplementary Conditions for use in the Province of Alberta must be used</i>	Electronic Seals	92.00 16.00	184.00 32.00
CCDC 4 – 2011 Unit Price Contract (includes 2 seals) <i>Note: General Supplementary Conditions for use in the Province of Alberta must be used</i>	Electronic Seals	92.00 16.00	184.00 32.00
CCDC 5A – 2010 Standard Construction Management Contract - for Services (includes 2 seals)	Electronic Seals	92.00 16.00	184.00 32.00
CCDC 5B – 2010 Standard Construction Management Contract for Services and Construction (includes 2 seals) <i>Note: General Supplementary Conditions for use in the Province of Alberta must be used</i>	Electronic Seals	92.00 16.00	184.00 32.00
CCDC 9A & 9B – 2018 Statutory Declarations <i>Free download for documents 9A&9B from www.ccdc.org</i>	Seals	3.00	6.00
CCDC 10 – 2018 Guide to Construction Project Delivery Methods	Electronic	54.00	108.00
CCDC 11 – 2019 Contractor's Qualification Statement (includes 1 seal)	Electronic Seals	50.00 4.00	100.00 8.00 each
CCDC 12 – 1994 Project Financial Information	Electronic	5.00	7.50
CCDC 14 – 2013 Design-Build Stipulated Price Contract (includes 2 seals) <i>Note: General Supplementary Conditions for use in the Province of Alberta must be used</i>	Electronic Seals	92.00 16.00	184.00 32.00
CCDC 15 – 2013 Design Services Contract between Design-Builder and Consultant	Electronic Seals	92.00 16.00	184.00 32.00
CCA 16 – 1992 Guidelines for Determining the Cost Associated with Performing Changes in the Work	Electronic	24.00	36.00
CCDC 17 – 2010 Stipulated Price Contract Between Owners & Trade Contractors on Construction Management Projects (includes 2 seals) <i>Note: General Supplementary Conditions for use in the Province of Alberta must be used</i>	Electronic Seals	92.00 16.00	184.00 32.00
CCDC 18 – 2001 Civil Works Contract (includes 2 seals) <i>Note: General Supplementary Conditions for use in the Province of Alberta must be used</i>	Electronic Seals	92.00 16.00	184.00 32.00
CCA 19 – 2011 Stipulated price Sub-subcontract (includes 2 seals)	Electronic Seals	70.00 11.00	140.00 22.00
CCDC 20 – 2008 Guide to the Use of CCDC 2 – 2008	Electronic	26.00	52.00
CCDC 21 – 2016 A Guide to Construction Insurance	Electronic	40.00	80.00
CCDC 22 – 2002 A Guide to Construction Surety Bonds	Electronic	40.00	80.00
CCDC 23 – 2018 A Guide to Calling Bids and Awarding Construction Contracts	Electronic	40.00	80.00
CCDC 24 – 2022 A Guide to Model Forms and Support Documents	Electronic	40.00	80.00
CCA 25 – 2001 A Guide to Project Management Services	Electronic	26.00	52.00
CCA 26 – 2016 A Guide to the Construction Management Project Delivery Method	Electronic	26.00	52.00
CCA 27 – 1997 A Guide on Construction Environmental Management Planning	Electronic	26.00	52.00
CCA 28 – 2009 A Guide to Improving Cash Flow in the Construction Industry	Electronic	26.00	52.00
CCDC 29 – 2016 A Guide to Pre-Qualification	Electronic	40.00	80.00
CCDC 30 – 2018 Integrated project Delivery Contract	Electronic Seals	92.00 16.00	184.00 32.00



ACA/CCA/CCDC DOCUMENT ORDER FORM

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Item Description	Filetype	Member	Non-Member
CCDC 31 – 2020 Service Contract Between Owner and Consultant	Electronic Seals	92.00 16.00	184.00 32.00
CCDC 40 – 2018 Rules for Mediation and Arbitration of Construction Disputes	Electronic	26.00	52.00
CCDC 44 – 2016 A Guide to the Use of CCDC 14 & CCDC 15	Electronic	26.00	52.00
CCDC 45 – 2011 A Guide to the Use of CCDC 5A – 2010	Electronic	26.00	52.00
CCDC 46 – 2011 A Guide to the Use of CCDC 5B – 2010	Electronic	26.00	52.00
CCDC 47 – 2011 A Guide to the Use of CCDC 17 - 2010	Electronic	26.00	52.00
CCDC 48 – 2002 A Guide to the Use of CCDC 18 – 2001	Electronic	26.00	52.00
CCA 50 – 2003 A Contractor's Guide to Project Financing & Payment Security <i>Complimentary Download for Members www.cca-acc.com</i>	Electronic	26.00	52.00
CCA 51 – 2008 Guide to Calling Bids and Awarding Subcontracts	Electronic	26.00	52.00
CCA 52 – 2008 Joint Venture Guide	Electronic	26.00	52.00
CCA 53 – 2016 A Trade Contractor's Guide and Checklist to Construction Contracts	Electronic	26.00	52.00
CCA 61 – 2008 Risks of Pre-Purchasing Equipment and Materials for Construction Projects <i>Complimentary Download for Members www.cca-acc.com</i>	Electronic	26.00	52.00
CCA 81 – 2001 A Best Practices Guide to Solid Waste Reduction <i>Complimentary Download for Members www.cca-acc.com</i>	Electronic	26.00	52.00
CCA 83 – 2004 Environmental Best Practices Guide for Hot Mix Asphalt Plants <i>Complimentary Download for Members www.cca-acc.com</i>	Electronic	38.00	76.00
CCA 90 – 2007 Guidelines for Electronic Procurement	Electronic	26.00	52.00
CCDC 220, 221, 222 Bond Forms	Electronic	20.00	40.00
Other Publications			
CCA 2010 Human Resources Toolkit: A Guide to Leadership in the Construction Industry	Hardcopy	92.00	184.00
CCA Guide – 1993 Recommended Guidelines for Provision of Geotechnical Information in Construction Contracts	Electronic	26.00	52.00
A Complete set of CCA Contracts & Guides (Binder) Seals included	Electronic	480.00	960.00
A Complete set of CCDC Contracts & Guides (Binder) Seals included	Electronic	1040.00	2080.00

Registration numbers must be purchased through your local LCA to download all electronic documents from the Canadian Construction Association and Canadian Construction Document Committee websites. The following electronic documents require Copyright Authorization Seals: CCA 1, CCDC 2, CCDC 2MA, CCDC 3, CCDC 4, CCDC 5A & 5B, CCDC 9A & 9B, CCDC 10, CCDC 11, CCDC 14, CCDC 15, CCDC 17, CCDC 18, CCA 19, CCDC 30 and CCDC 31. Use of the Seal demonstrates that the document is accurate and amended. The above documents all come with at least 1 complimentary seal with purchase of the registration number. ~ Failure to affix Copyright Seals constitutes an infringement of copyright ~

CANADIAN DESIGN-BUILD INSTITUTE DOCUMENTS

(all prices subject to GST)

Item Description	Filetype	Member	Non-Member
Series 100 (2000) Canadian Design-Build Institute Practice Manual Introduction & General	Hardcopy	55.00	110.00
Document 110 – 2018 A Guide to the Transportation and Infrastructure Sector	Hardcopy	37.00	74.00
Series 200 (2000) Canadian Design-Build Institute Practice Manual Procurement Award	Hardcopy	55.00	110.00
Document 210 (2004) RFP Guide	Hardcopy	55.00	110.00
Series 300 (2004) – Responding to RFQ's & RFP's	Hardcopy	55.00	110.00
Document 310 (2004) Conceptual Estimating	Hardcopy	33.00	66.00
Series 400 (2009) – A Guide to Project Delivery	Hardcopy	55.00	110.00
A Complete Set of CDBI Practice Manuals	Hardcopy	290.00	580.00



ALBERTA CONSTRUCTION ASSOCIATION DOCUMENTS & GUIDES (all prices subject to GST)

Item Description	Member	Non-Member
ACA Form A - 2022 Standard Contract Between Contractor & Subcontractor <i>*Requires the Form A Copyright Seal</i>	*Free to Members	*\$5.00 Plus Purchase of Seals
ACA Form A – 2022 Copyright Seal <i>*Required for use of the Form A Standard Contract</i>	3.00	6.00
ACA Form B - 2022 Standard Contract Between Subcontractor & Sub-Subcontractor <i>*Requires the Form B Copyright Seal</i>	*Free to Members	*\$5.00 Plus Purchase of Seals
ACA Form B – 2022 Copyright Seal <i>*Required for use of the Form B Standard Contract</i>	3.00	6.00
ACA Form C – Alberta Standard Guide for Take-Over Procedures	3.00	6.00
ACA Form C Supplement 1 – Certificate of Substantial Performance of Prime Contract	Hardcopy 3.00 Electronic 49.00	Hardcopy 6.00 Electronic 49.00
ACA Form C Supplement 2 – Certificate of Substantial Performance of Subcontract	Hardcopy 3.00 Electronic 49.00	Hardcopy 3.00 Electronic 49.00
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