



Vancouver Regional Construction Association
Professional Services Division Meeting
MINUTES

Date: 3:30 – 5:00pm, June 22, 2023

Location: Hybrid via VRCA Boardroom and Microsoft Teams

Attendee	Company	Div	In person	Virtual
Craig Mitchell - VRCA Professional Services Division Chair	Black Box Modular Solutions	PS		●
Scott Harcus – VRCA Trade Contractors Division Vice Chair	Alexander Holburn Beaudin Lang LLP	PS		●
Kai Fraser – VRCA Trade Contractors Division	Turner & Townsend Inc.	PS		●
Nicholas Acosta Alvarado	Swiss Re Corporate Solutions	PS		●
Thu Duncan	HKA	PS		●
Logan Patience	HKA	PS		●
Kevin Chan	Contractor Connect Software Ltd.	PS		●
Josh Richardson	Ashdown Capital	PS		●
Matthew Binkle	Wilson M. Beck Insurance Services Inc.	PS		●
VRCA Staff				
Erin Wormald - Member Experience Specialist	VRCA			●

Action Items			
Item #	Owner	Action	Timeline
PS230622-1	VRCA Workforce Development	Topic #1 – Labour Shortage <ul style="list-style-type: none"> ● VRCA School Connection program – Provide Members information on the program. Volunteer opportunities. <ul style="list-style-type: none"> ➢ Education committee. ➢ Provide parent education on trades. ➢ Opportunities for women in the industry. Contact: Eva Ciesielska – Workforce Development Manager – education@vrca.ca	Fall 2023
PS230622-2	VRCA Workforce Development	Topic #1 – Labour Shortage <ul style="list-style-type: none"> ● Education/Webinar – Steps to Hire Foreign Workers. 	



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		<ul style="list-style-type: none"> ➤ Immigration process ➤ Forms ➤ Commitment 	Fall 2023
PS230622-3	VRCA	Topic #1 – Labour Shortage <ul style="list-style-type: none"> • What can VRCA do in this Region to support the Immigrant workforce? 	Ongoing
PS230622-4	VRCA Workforce Development & Marketing	Topic #2 – Education <ul style="list-style-type: none"> • Education/Overview of Software and Platforms predominantly being used or becoming more popular in the industry. • Provide regular updates/create more awareness on VRCA course offerings. • Education/Webinar on Bonding & Surety <ul style="list-style-type: none"> • Professional Services Series 	Fall/Winter 2023
PS230622-5	VRCA Membership & Events	Topic #2 – Events <ul style="list-style-type: none"> • Review current VRCA Events and provide additional opportunities for VRCA Members to network. 	Fall 2023

Agenda:

1. Introductions
2. VRCA/BCCA/CCA Updates
3. Discussion topics as presented by Chair.

VRCA/BCCA/CCA Updates

Presenter	Topic	Updates
Erin Wormald	Events	<ul style="list-style-type: none"> • Awards of Excellence Outstanding Achievement Award Nominations are open until July 31, 2023 • YCL Boat Cruise – July 20, 2023 – Save the Date • YCL Golf Tournament – September 08, 2023 – Save the Date • Awards of Excellence Gala – October 17, 2023 – Save the Date
Division Chair	BCCA	<ul style="list-style-type: none"> • BCCA Builders Life Talent Pool - <u>Builders-Life-BC - BC Construction Association (bccassn.com)</u> • BCCA Apprenticeship Services - <u>Apprenticeship Services About - BC Construction Association (bccassn.com)</u> • BCCA Integrating Newcomers - <u>BCCA-Integrating Newcomers - BC Construction Association (bccassn.com)</u>

Discussion Topics as Presented by Chair

Topic	Discussion Points	Conclusions (if applicable)	Action Item
1. Labour Shortages	<ul style="list-style-type: none"> • Municipalities have infrastructure to build but the shortage of workers in the construction workforce is causing a challenge to complete all projects required. • Government is looking at more innovative solutions around the world to accelerate construction methodology. • Housing crisis – Inability to build the number of homes required without the workforce required. • Productivity on current projects. • Senior Management/Senior Project level is a tight market. <ul style="list-style-type: none"> • Job hopping due to demand is causing wage inflation. • We are seeing hiring issues across the board from Graduates up to Directors. Recruiters must work hard to find the right people. • Difficult to also find Lawyers with construction expertise and experience. Seeing lawyers working on projects that don't necessarily have a great deal of experience in construction law creates many different types of challenges. <p>Chair: Is there anything new and innovative your companies are doing to attract candidates to your business?</p> <ul style="list-style-type: none"> • In the hiring process we are finding when it comes to hiring the newer younger generations is that a flexible work environment is what everyone wants with a bare minimum of a hybrid model. • Referral bonuses. Good people know good people. • By not being in the office employees lose the Mentorship opportunities. • Eliminating the work from home model cause and effect. • There is a push and pull to this. We need to do better as employers at creating an engaging environment that attracts employees to work in the office. • Seeing a larger divide in the industry between the site workers and office workers when the site works are required to be at site and the office workers have the option to work from home. 	<ul style="list-style-type: none"> • Educate parents on the wide range of opportunities for their children in the trades. 	PS230622-1 PS230622-2 PS230622-3



	<ul style="list-style-type: none"> • Clients seem to appreciate it when you are in the office. • There is bankruptcy and consolidation occurring in construction because of some of the slow down. • Interest rates are affecting development. • People are moving into private space lending and moving away from conventional lenders. Due to the carrying timeframe being so long some lenders are capped out on their construction allocation. • Cost of living in Vancouver affecting the construction workforce. • Exposure to high school students regarding the opportunities for women in the construction industry. • Parents are a major factor in a child’s perception of trades. • VRCA School Connection program. Volunteer Opportunities. • Immigration programs available for Trades/Professional Services. • VRCA to provide Employers education on immigration requirements of Foreign Workers. 		
<p>2. VRCA Education & Events</p>	<p>Chair: Is there certain education you think could be beneficial that you think VRCA could provide to not only Professional Services but also to keep current with the times?</p> <ul style="list-style-type: none"> ➤ Education resources with respect to different software and platforms predominantly being used or becoming more popular in the industry. ➤ VRCA to bring more awareness to the course offerings provided. Reminders and Alerts to Members. ➤ Bond & Surety training. <ul style="list-style-type: none"> - Setting up your first bond facility. <p>Chair: Any commentary on events you would like to see?</p> <ul style="list-style-type: none"> ➤ More events in the suburbs for people that don’t want to venture downtown for smaller networking events. The Langley mixer at Moxie’s was fantastic. ➤ Breakfast networking would be valuable without a speaker just open conversation and networking. ➤ Cycling club/grouse grind club while these are good ideas to be active the networking opportunities won’t be the same. ➤ Pub Crawls/Axe Throwing/Bowling - Great opportunities to network. 		<p>PS230622-4 PS230622-5</p>



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	<ul style="list-style-type: none">➤ Division Meeting networking. Not ideal with time of day of meetings and location of VRCA.➤ Professional Services networking group.		
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