



Canadian  
Construction  
Association

# Annual review

# 20 23

Talent Fits Here™  
targets future workers  
and their educators



# Table of contents

**3**

Message from  
our Chair

---

**5**

Message from  
our President

---

**7**

Building a strong  
foundation

---

**8**

Strengthening  
partnerships

---

**9**

Equipping the  
industry

---

**10**

Snapshots

---

**11**

Meet the board

---

**12**

Our sponsors

---

**13**

Partner  
associations

---

**14**

Affiliate  
associations

# Message from our Chair

**Brendan Nobes**



I am delighted to share with you the outstanding achievements we have made together for the industry, and for Canadians over this past year. CCA continues to provide the support of a **Trusted Partner, Trusted Champion, and Trusted Advisor** for the construction industry.

We – our industry, CCA, and our integrated partner associations – proved once again to be a resilient group. Housing became the leading federal area of focus, while our industry continued to navigate the workforce shortage, inflationary pressure, and a sluggish economy. CCA turned these challenges into opportunities – making a case for the industry at every opportunity as the backbone of the Canadian economy and the foundation of our quality of life.

We assembled a devoted group of volunteers to be your **Trusted Champions**. Whether it's webinars to inspire best practices, research on immigration programs to benefit the industry, or semi-annual meetings with federal leaders to advocate for fair procurement, CCA's Board, National Advisory Councils,

and committees are actively working for you. During the Chair's Tour, we were able to better engage with our integrated partner associations, learn their issues, and advocate for them. Your voice will only get stronger when integrated partner associations are included as members after a vote at the 2024 Annual General Meeting.

Working closely with the Board of Directors as well as the Governance and Nominating Committee, we remain committed to governance effectiveness. The latest governance review highlighted board efficacy, the adoption of proven governance methods and tools, and the invaluable work of NACs to help advance engagement, provide insights into CCA's priorities and share knowledge with the industry.

As one example of the value of the NACs, we produced a comprehensive five-part webinar series, *Read Your Construction Contract*. Accessible language is key to creating a safe environment for everyone in construction, helping to eliminate confusion and reduce the risk of error.

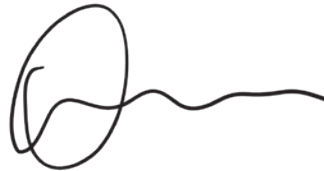
A particular passion of mine, the Canadian Construction Documents Committee (CCDC), saw many triumphs this year. Our suite of documents expanded, with six receiving full endorsement from CCA and our fellow constituent organizations: Construction Specifications Canada (CSC), the Royal Architectural Institute of Canada (RAIC), and the Association of Consulting Engineering Companies-Canada (ACEC). Confidence also comes from knowledge. We delivered 15 CCDC webinars to more than 1,200 participants in 2023, each hosted by a subject matter expert to reinforce our role as your **Trusted Advisor**.

Gold Seal was another success story in 2023 as we over delivered on our promise of five new Gold Seal Employers, with a total today of 29. Our new applicants to the program grew by 57 per cent. With the newly developed Gold Seal promotional toolkit for our partner associations, the promotion of Gold Seal Employers is simpler, more consistent, and effective. As your **Trusted Partner**, CCA is constantly working towards streamlined, beneficial programs to bolster the industry.

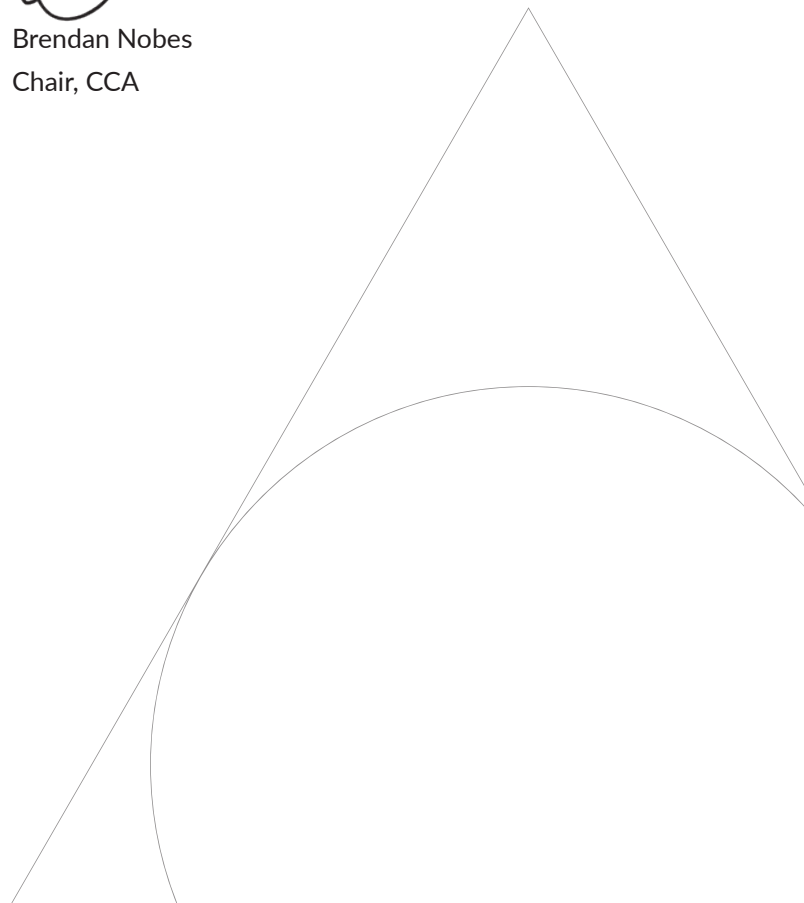
The coming year will be one of transition, as we welcome both a new Chair, Francis Roy, and a new President, Rod Gilbert. I am confident our new Chair and President will continue the innovative and transformative work that their predecessors have begun.

On a personal note, I want to thank you all for your support during my time as Chair. I'm proud of what we've accomplished and will carry this experience with me fondly. Together, we are building a more resilient and sustainable future for Canada.

Sincerely,



Brendan Nobes  
Chair, CCA



# Message from our President

**Mary Van Buren**



Let me begin this report by saying thank you. It has been an honour to work alongside the very best and brightest this industry has to offer. The key to our collective success is working together towards our common goal to Build a Better Canada for all.

The development and delivery of our strategic plan has been a passion project of mine, inspiring a progressive, innovative, and sustainable industry that acts with integrity. We are creating a stronger voice, engaging our members, and introducing new partnerships to help our industry thrive.

This year we gained traction in our pursuit of more investment in key trade gateways and corridors across the country. The Canada Trade Infrastructure Plan was launched and endorsed by provincial premiers – a huge win for not only our industry but also every Canadian who will benefit from the windfall of economic growth it creates.

Our collective efforts to make the workforce shortage issue a priority – bringing the message

locally, provincially, and federally through our Hill Day and semi-annual Meech Lake meetings – have also generated government support for increasing immigration targets, welcoming more newcomers with construction experience, and investing in promotion of the trades to help ease the shortfall.

The Canadian Apprenticeship Search (CAS) program provided important incentives to hire and train first-year Red Seal apprentices. Working with our partner associations, CCA provided approximately \$3 million in incentives to member firms across Canada. The CAS program is also helping our industry broaden its diversity, with 47 per cent of the apprentices self-identifying as being from an equity-deserving group.

Talent Fits Here™, our recruitment campaign for Canadian construction, continued in 2023 with a new approach – focusing on educators and guidance counsellors to bring construction to the forefront of youths looking to begin their career.

As part of the evolution of our industry, transitioning to digital-first models is something we remain committed to. We are making contract management simpler and more transparent with our soon-to-be-launched contract management platform, SignaSur™.

As 2023 comes to an end, I find myself reflecting on my time as president. It has been an honour to serve you for the past six years and raise the profile for Canada's construction industry.

Construction builds our country, from creating communities where families thrive, to building infrastructure that keeps our economy moving. It will never cease to amaze me what this industry can achieve together.

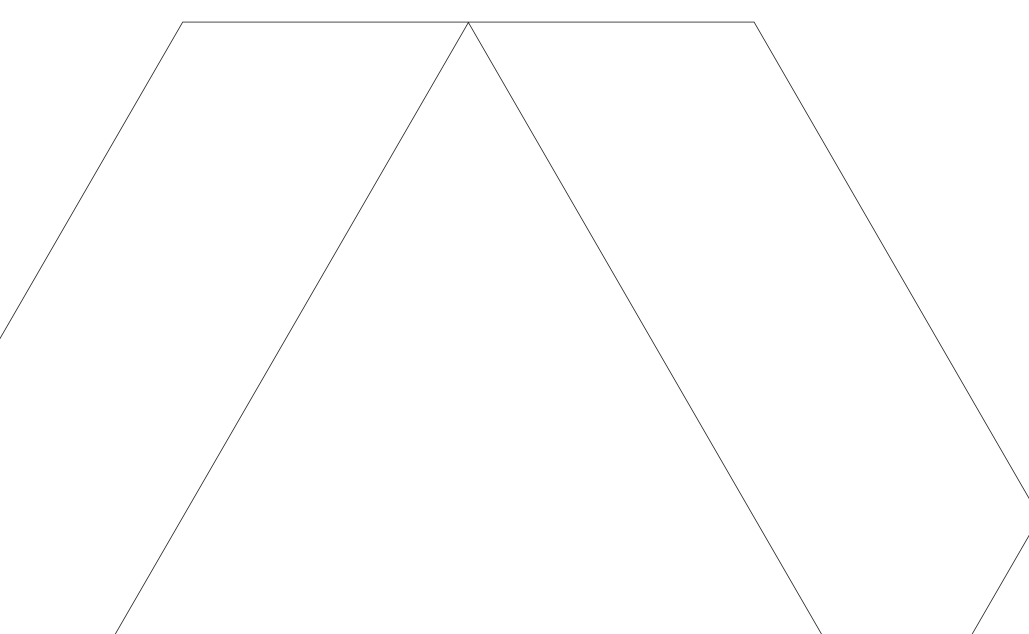
While I will be pursuing a different path in 2024, I will remain a champion of the associations and the industry, and the incredible contributions you make to the economy and to our quality of life. I'm confident CCA will continue to push boundaries to unite, lead, and evolve the construction industry into a place of success, diversity, and strength.

Thank you for your continued dedication to our industry, your voice when we need it most, and your support of CCA, now and onward.

Sincerely,



Mary Van Buren  
President, CCA



# Building a strong foundation for a stronger Canada

CCA is the national voice of the construction industry, dedicated to securing the necessary investment, programs, and legislative support to build a strong foundation for a stronger Canada. As your **Trusted Champion**, we engaged with ministers and other changemakers to push for progress on the issues that matter most to you.

2023 marked our most impactful Hill Day yet, with close to 100 industry leaders from across Canada meeting with over 70 Parliamentarians to urge the federal government to boost infrastructure investment, address the construction workforce shortage, and modernize procurement processes.

We gained ground on rebuilding Canada's workforce through immigration reform and the promotion of skilled trades. The federal immigration plan now includes a process under the Express Entry program to welcome skilled newcomers with experience in 10 construction-related occupations considered a priority in Canada. There are also greater investments being made into programs to accelerate the number of Red Seal apprentices like the Canadian Apprenticeship Service.





## Strengthening partnerships to propel the industry forward

In 2023, we looked for new and better ways to engage and collaborate with our members and stakeholders. We are your **Trusted Partner**, providing more value to you through programs, services, and robust advocacy strategies to unify and strengthen the industry.

With our coalition partners we succeeded in advancing the call for a Canada Trade Infrastructure Plan, receiving resounding support from provincial premiers that we need to invest in our trade gateways and corridors.

We worked closely with our integrated partner associations to improve your contract management experience with our new digital, contract lifecycle management platform, SignaSur™. Our Gold Seal program has also expanded its reach, with 29 Gold Seal Employers by the end of 2023 and enrollments increasing by 57 per cent – proving this industry values excellence in construction management and the continued professional development of their employees.



# Equipping the industry with knowledge, resources, and tools to thrive

CCA took our role as your **Trusted Advisor** to new heights in 2023, expanding our Best Practices Services and delivering new documents, tools, and resources to benefit our members.

Our members are receiving the most recent economic data and analysis impacting the construction industry through our quarterly ICIC Insights Report. We are also moving the needle with buyers of construction through outreach and education on the benefits of sharing risk and involving contractors early in the project.

Our support for CCDC documents, a staple of the industry, remains solid as we pushed for the endorsement of six new or updated CCDC documents and delivered 15 CCDC Document Webinars. We also launched an on-demand CCDC webinar library – a resource for contractors to expand their knowledge on some of construction's most widely used documents.



# Snapshots





CCA President, Mary Van Buren with members from the 2023–2024 Board of Directors.

## Meet our board

### **Brendan Nobes**

Chair

*Nova Scotia*

### **Francis Roy**

Vice Chair

*Quebec*

### **David Bowcott**

*Ontario*

### **Wayne Ferguson**

*Ontario*

### **Christina O'Donnell**

*Ontario*

### **Derek Brown**

*Newfoundland and Labrador*

### **Nadine Fullarton**

*New Brunswick*

### **Cory Richter**

*Saskatchewan*

### **Charles Caza**

*Ontario*

### **Peter Grose**

*Manitoba*

### **Amber Sandhu**

*Ontario*

### **Nicole Chabot**

*Manitoba*

### **Eric Gaulin**

*Quebec*

### **Brad Scott**

*Nova Scotia*

### **Trevor Doucette**

*Alberta*

### **Quentin Huillery**

*Alberta*

### **Ajay Sharma**

*Alberta*

### **Steve Drummond**

*British Columbia*

### **John Mollenhauer**

*Ontario*

### **Rick Wagner**

*British Columbia*

# Thank you to our 2024 CCA Annual Conference sponsors

## Diamond

---



## Platinum

---



## Gold

---



## Silver

---



## CCA National Awards

---



# Partner associations

ACQ Bas-Saint-Laurent/ Gaspésie/ Les Îles	Construction Association of New Brunswick	Niagara Construction Association
ACQ Estrie	Construction Association of Nova Scotia	Northern Regional Construction Association
ACQ Laval/ Laurentides	Construction Association of P.E.I.	Nova Scotia Road Builders Association
ACQ Mauricie/ Bois-Francs/ Lanaudière/ Centre-du-Québec	Construction Association of Rural Manitoba	Ontario General Contractors Association
ACQ Métropolitaine	Construction Association of Thunder Bay	Ontario Road Builders Association
ACQ Montérégie	Corporation des entrepreneurs généraux du Québec	Ontario Sewer and Watermain Construction
ACQ Nord-Est du Québec	Edmonton Construction Association	Ottawa Construction Association
ACQ Québec	Fort McMurray Construction Association	P.E.I Road Builders and Heavy Construction Association
ACQ Outaouais-Abitibi et Nord Ouest du Québec	Grande Prairie Construction Association	Prince Albert Construction Association
ACQ Saguenay/ Lac Saint-Jean	Hamilton-Halton Construction Association	Red Deer Construction Association
Alberta Construction Association	Heavy Civil Association of Newfoundland	Regina Construction Association
Alberta Roadbuilders & Heavy Construction Association	Kingston Construction Association	Sarnia Construction Association
Association de la construction du Québec	Lethbridge Construction Association	Saskatchewan Construction Association
Association des constructeurs de routes et grands travaux du Québec	Lloydminster Construction Association	Saskatchewan Heavy Construction Association
B.C. Road Builders & Heavy Construction Association	London & District Construction Association	Saskatoon Construction Association
British Columbia Construction Association	Manitoba Heavy Construction Association	Southern Interior Construction Association
Calgary Construction Association	Medicine Hat Construction Association	Toronto Construction Association
Canadian Concrete Masonry Producers Association	Moose Jaw Construction Association	Vancouver Island Construction Association
CANB – Saint John	New Brunswick Road Builders & Heavy Construction Association	Vancouver Regional Construction Association
CANB-Fredericton Northwest Construction Association	Newfoundland & Labrador Construction Association	Winnipeg Construction Association
CANB-Moncton Northeast		Yukon Contractors Association

---

# Affiliate associations

Canadian Federation of Construction Safety Associations

Canadian Institute of Steel Construction

Canadian Roofing Contractors Association

Electrical Contractors Association of Ontario

Greater Toronto Electrical Contractors Association

Independent Contractors and Businesses Association

Mechanical Contractors Association of Ontario

Surety Association of Canada





Canadian  
Construction  
Association

250 Albert St, Suite 300  
Ottawa, ON K1P 6E6  
[cca-acc.com](http://cca-acc.com)