



MANITOBA  
CONSTRUCTION  
SECTOR COUNCIL

The background of the report cover is a collage of construction-related images. The top section shows a pair of brown leather work boots, a yellow hard hat, and a pair of tan leather work gloves. The bottom section shows two construction workers in a trench, wearing safety gear and working with a long metal rod. The entire image has a warm, orange-brown color cast.

# ANNUAL REPORT

## 2017





# 2017: ONGOING GROWTH

## MESSAGE FROM THE EXECUTIVE DIRECTOR

Carol Paul B.Ed., M.Ed.

**T**his year marks the third anniversary of my position as Executive Director. When I started in this role, we discussed as a staff developing the MCSC as a sustainable organization with externally funded projects. We expected at that time there would be a change in government and decided it would be in our best interests to pursue sources outside of the government's contribution to compliment our core provincial budget. We all agreed this would allow us the flexibility to work on some incredibly exciting projects that matched our skill sets and interests. The leadership style would shift to allow each staff member to manage their own projects. This required a very motivated and committed staff team. MCSC has the right team and has grown leaps and bounds towards sustainability.

Our growth only continued this past year. When staff came together to present to stakeholders, we couldn't believe how much we accomplished as a team. We were worried, that the number of activities we were involved in would overwhelm our audiences but our passion was what always shone through. Our industry, community and government partners recognized the quality of our work and the milestones we have reached. For example, Bruce Bishop, Program Manager, Industry and Transportation, Red River College commented,

“MCSC was instrumental in helping us to establish our newest program offering, namely *Construction Site Supervisor (CSS)*. MCSC and in particular, Carol Paul, has worked tirelessly over the past couple of years to bring this program to fruition. With Carol Paul's leadership, Red River College and other post-secondary institutions have finalized the curriculum and will be launching our new certificate program in the fall of

2017. MCSC was integral in helping RRC establish a steering committee, with industry support for CSS, including partnerships with Assiniboine Community College and University College of the North. Without the support and guidance of MCSC the process to bring the CSS Certificate to the marketplace would have been significantly impacted, resulting in a delay of bringing an identified/required service to the Manitoba Construction Industry.”

Last year alone, MCSC implemented *Job Readiness, Introduction to Heavy Construction, Project Management*, and safety training in 9 Indigenous communities (value: \$418,000). MCSC coordinated on-line supervisor training for 61 individuals within industry and community organizations, facilitated career awareness to 5,082 students, featured 376 posts on Facebook, coordinated four young women's events, brought career awareness to clients and job developers of immigrant settlement agencies, developed a job bank, created 28 non-traditional trade profiles on [www.tradeup-manitoba.com](http://www.tradeup-manitoba.com), developed and piloted a *Framer Certificate* program using virtual reality, and coordinated the *College Working Group* and *Education and Training Committees*.

With Carol Paul's leadership, Red River College and other post-secondary institutions have finalized the curriculum and will be launching our new certificate program in the fall of 2017.

MCSC produced a promotional video and six *Trade Talk* videos to feature careers in Manitoba's construction industry. MCSC is also managing three *Workers Compensation Board Research Workplace and Innovation Projects* (value \$396,200) and has submitted a proposal to Western Diversification that has been short listed and forwarded to Ottawa. (value \$1.3M). In March, MCSC secured \$470,000 in funding through First Peoples Development Inc. to deliver the *Construction Employment Preparation Program (CEPP)* that will prepare 100 Indigenous people displaced by the floods of 2011 for employment in their communities. The program is being delivered at MCSC's new training centre located at 480 Portage Avenue across from University of Winnipeg.

The vast amount of activity motivates the staff team to achieve more. As a team, we have seen the difference partnerships and training have made to underrepresented groups we serve and the difference we are making in the lives we touch, as we move MCSC towards sustainability as an organization. 📌



# PUTTING PIECES IN PLACE

## MESSAGE FROM THE FINANCE MANAGER

Alex De Girolamo

**M**CSC had a successful operational and financial performance in the 2016-17 program year that generated a 260% increase in revenues. This was the result of a significant increase in funding from non-provincial funders including Indigenous communities, Workers Compensation Board and industry contributions.

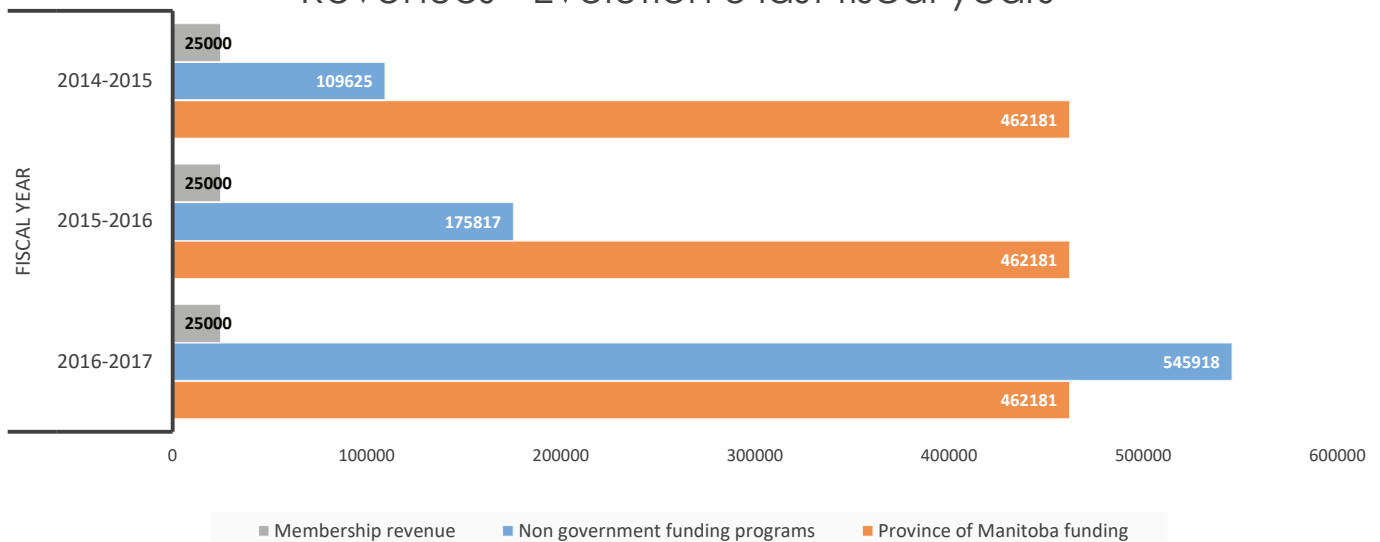
The increase in revenue resulted in the streamlining of administrative, accounting and financial processes that were more effective and efficient. The new strategy included a cost reduction and budgeting control process in operations. There is

a clear process to monitor investments, expenses, equipment costs, negotiate contracts and track project cash-flows including collections and payment processes.

It is remarkable to note that more than a million dollars passed through MCSC bank accounts. Simultaneously, MCSC substantially over-achieved again this year its organizational mandate and all the specific activities/outcomes outlined by each project funded by the Province of Manitoba and non- provincial funders.

Finally, given the MCSC Projections for the 2017-2018 program year, MCSC anticipates more operational and financial transactions to be processed and more revenue generated than the previous year. In other words, MCSC is by definition, not only a growing non-profit organization in educational services rendered to the community, but also a solid organization holding sustainable economic and financial standards. 📈

### Revenues - Evolution 3 last fiscal years







# A YEAR OF ENGAGEMENT

## MESSAGE FROM THE DIRECTOR OF EDUCATION AND TRAINING

La Donna Ogungbemi – Jackson, 4 yr B. A., B.Ed.

**D**uring 2016 – 2017, the Director of Education and Training has been working on four main areas to meet the training needs of the existing construction industry, those who would like to enter the field, and MCSC as a whole. The four areas are Career Development Resources, Course Delivery, Working with Underrepresented Groups, and Engaging People via Social Media.

### Career Development Resources

Through research and development, 28 more career profiles of non-apprenticeship-able trades (includes career duties, academic requirements, and salaries) were added to the TradeUp Manitoba website (Careers section). MCSC believes that it is important for educators, students and those interested in non-apprenticeship-able careers to know about these career options in Manitoba. Additionally, MCSC developed a new video series, Trade Talk, to promote careers in construction with young people in Manitoba. To date, six Trade Talk videos (i.e. Bricklayer, Carpenter, Crane/ Hoist Operator, Drywall Taper, Plumber, and Sheet Metal Worker) have been completed and shared with numerous youth and community members throughout Manitoba. These videos can be found on [www.tradeupmanitoba.com](http://www.tradeupmanitoba.com) and our YouTube channel – Trade Up Manitoba.

### Course Delivery

The Director of Education and Training partnered with the Indigenous Liaison to deliver the Introduction to Heavy Construction course to 66 Indigenous people three First Nations communities (Split Lake - Iron North, Shoal Lake 40, and Fairford). Each delivery was two weeks in length and was delivered by two separate subject matter experts (Brent Good from Hugh Munro Construction, and Eline Anderson, retired heavy equipment operator).

In November, the Director of Education & Training delivered a workshop, Creating an Inclusive Workplace, to 11 industry members at the Manitoba Home-builders' Association's Housing Forum. The focus of this workshop was to highlight the difference between inclusivity and diversity in the workplace, the benefits of an inclusive workplace, the four competency levels to approaching work, and effective communication strategies with new staff.

### Working with Underrepresented Groups

As part of MCSC's mandate, the Director of Education and Training promoted the benefits of a career in construction with underrepresented groups. In November 2016, the Director of Education & Training participated in the planning committee for three Unlocking the Toolkit Girls' Forum events for 213 female students and volunteers in grades 5/6 within Manitoba. School divisions included River East Transcona, Sunrise School, Kelsey, and OCN. At each event, MCSC staff provided hands-on activities, while the Director participated in the Welcome Ceremonies, as well as, co-delivered presentations with Skills Canada – Manitoba to 41 teachers /educators about MCSC's online resources and classroom presentations.

In addition, the Director of Education & Training partnered with industry representatives (Richard Whitfield, Trades Qualification Assessor at Apprenticeship Manitoba, and William

Kirkness, Indigenous Liaison/ Human Resources at Hugh Munro Construction Ltd) to co-deliver two presentations to 25 career coaches and job developers at Manitoba Start. The first presentation introduced staff to the subsectors of the construction industry, the process for challenging exams, career paths and online resources for newcomer clients. The second presentation covered topics related to employment options, networking opportunities and interviews tips for the construction industry (private and government). These presentations ensure that individuals who work with newcomers have consistent foundational knowledge about the construction sector when assisting clients who have varying construction experience.

### Engaging People via Social Media

The MCSC team worked with Facebook contractor, Ellice Gan, to use social media tools, such as Instagram and the TradeUp Manitoba Facebook page, to share and engage our target audience (ages 18 -34) about MCSC events, local news, training opportunities and employment options in the construction industry.

MCSC created five e-newsletters to showcase MCSC staff's community, school, and training activities to the Board of Directors and Education & Training Committee. Moving forward, MCSC has decided to send out four issues (Spring, Summer, Winter, and Fall) per fiscal for interested parties. 📧



# RAISING AWARENESS

## MESSAGE FROM THE COMMUNITY & YOUTH LIAISON

James Murphy

**T**rade Up presentations in school and community outreach organizations in 2016-17 were engaging and informative for 944 students and teachers from junior and senior high school years and 180 students in 8 outreach community organizations in Winnipeg. The presentations have been a big hit with David Livingstone, Niji Mahkwa, King Edward, St Johns, Argyle Alternative, Jeanne-Sauve, College Beliveau, John Gunn, John G. Stewart, MITT, Nelson McIntyre, Children of the Earth, Lord Selkirk, West Kildonan, Strathcona Schools and others. Of the 1,087 students surveyed from January-March 2017, 24% said are interested in a career in construction!

The Community and Youth Liaison presented to 68 students and teachers at schools outside of the City of Winnipeg including Springfield Middle School and Collegiate, and F.W. Gilbert School in Pinawa.

MSCS presented to over 1492 students at 12 career fairs in elementary, middle and secondary schools engaging students using the game base learning tools and activities such as First Day at Work, the spaghetti tower and the crane simulator along with the MCSC Trade Talk Videos. The Community and Youth Liaison attended a career fair at Peguis First Nation, Springfield Middle School and Sunrise School Division.

The Community and Youth Liaison also developed a job board to connect people looking for jobs in construction to companies with job postings. He worked with MITT to match graduates from their pre-employment program to jobs from this job bank. The job board is posted on the Trade Up Manitoba Facebook site. **Bev Stuart, MITT** commented,

“Being privy to the real-time needs of what Manitoba employers are looking for skilled trades-people, is incredibly valuable to MITT. Students graduating from our pre-employment trades programs are eager to start their new career; but as is often the case, they are faced with the – no experience, no job – no job, no experience predicament. The list shared provides our students with a competitive advantage by permitting MITT career services staff to reach out and invite employers to our industry-student engagement events. These events provide employers the opportunity to “speed interview” as many as 30 candidates.”

The Community & Youth Liaison participated at Manitoba Heavy Construction South Expo 2017 with a booth; It was an excellent opportunity for MCSC to connect with decision makers and heavy construction professionals that could benefit from our services and referrals.

The WCA Career Expo was also a great opportunity for MCSC to connect with school students who came from across the province to try a trade. Over 1500 students received valuable hands on experience at the MCSC and MHCA booth engaged in the game based learning tools MCSC developed. This opportunity helped students decide which career is best suited to them after high school.



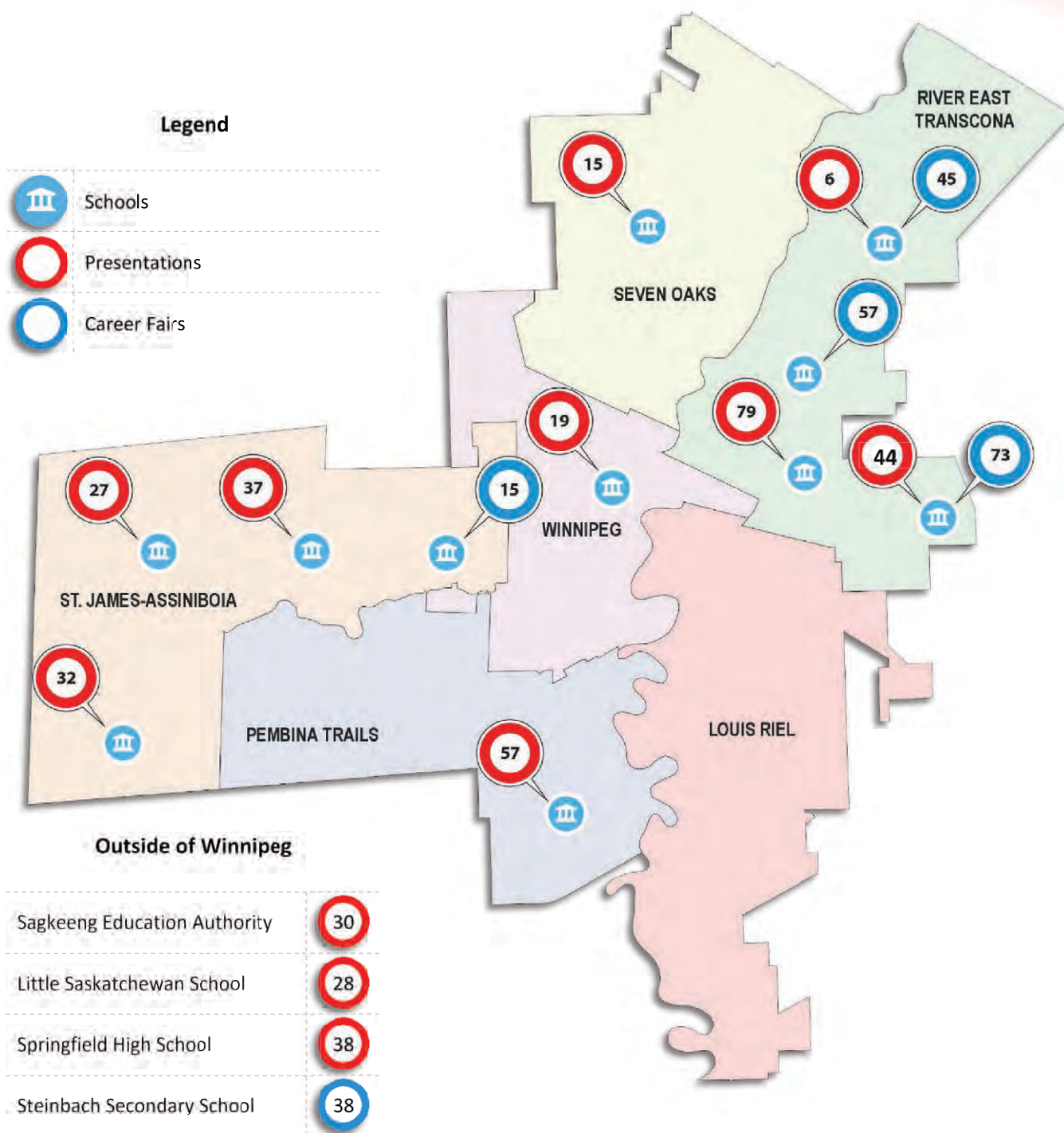
James with MITT Newcomers

The Community & Youth Liaison is also the Program Coordinator for the new *Construction Employment Preparation Program* offered to 100 participants from March 2017-March 2018 by Manitoba Construction Sector Council with funding through First Peoples Development Inc. These four cohorts involved in the 16-week program provides Indigenous participants, who have been displaced by the flood of 2011, with skills in homebuilding construction so they will be able to work in their home communities.

*The Construction Employment Preparation Program (CEPP)* includes job readiness, essential skills, employability skills, power tool training, safety, residential framing and on- site tours/role model presentations integrated throughout the program. 🏠

# SCHOOL PRESENTATIONS AND CAREER FAIRS 2016-2017

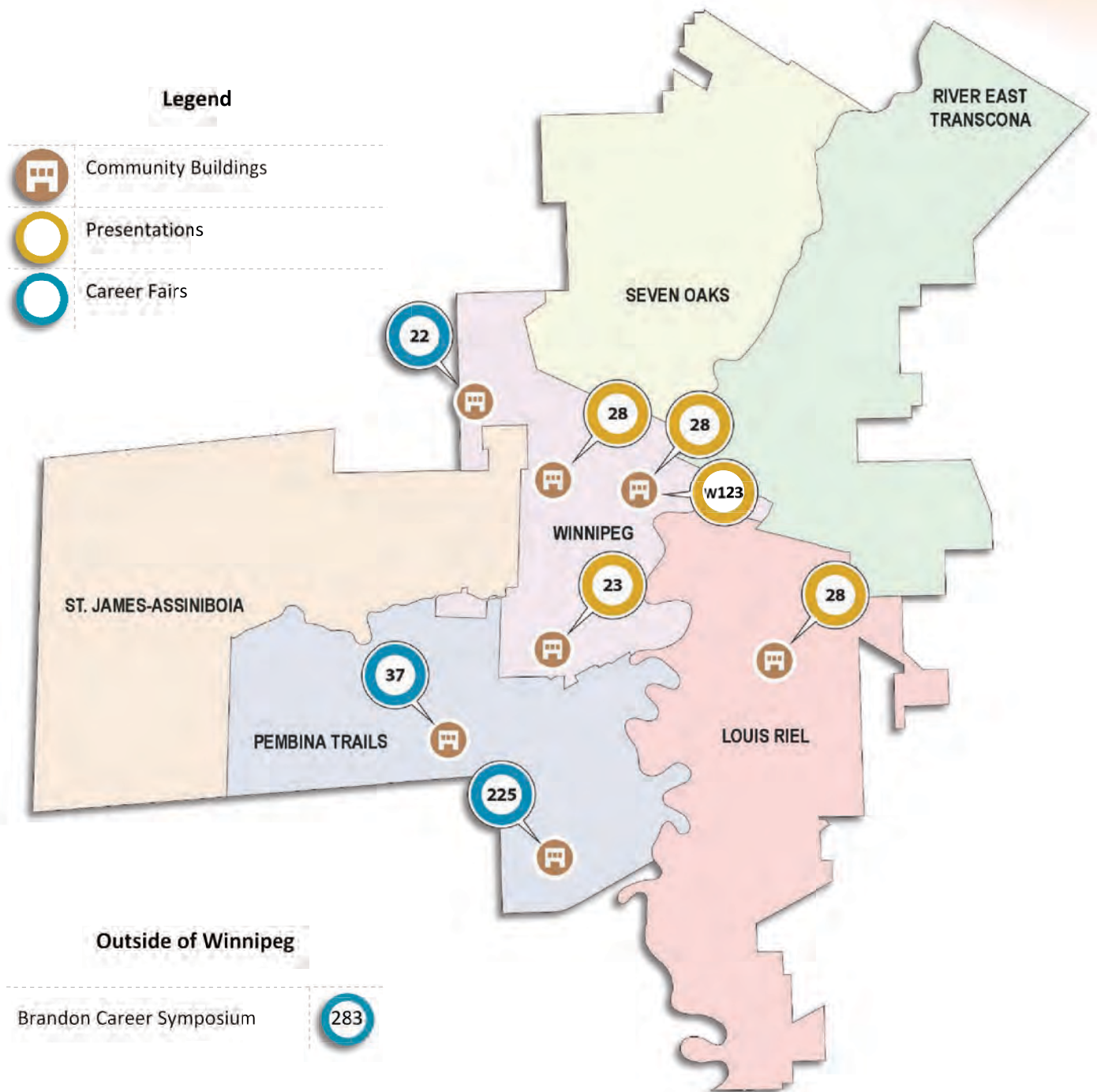
This map illustrates the school division areas where MCSC staff delivered school presentations and participated in career fairs. (See Table for exact locations)





## COMMUNITY PRESENTATIONS, WORKSHOPS, AND CAREER FAIRS 2016-2017

This map illustrates the areas inside and outside Winnipeg where MCSC staff delivered presentations, organized workshops, and participated in career fairs with community organizations.  
(See Table for exact locations)







# REACHING OUT TO THE NORTH

## MESSAGE FROM THE INDIGENOUS LIAISON

Gerry Hudson

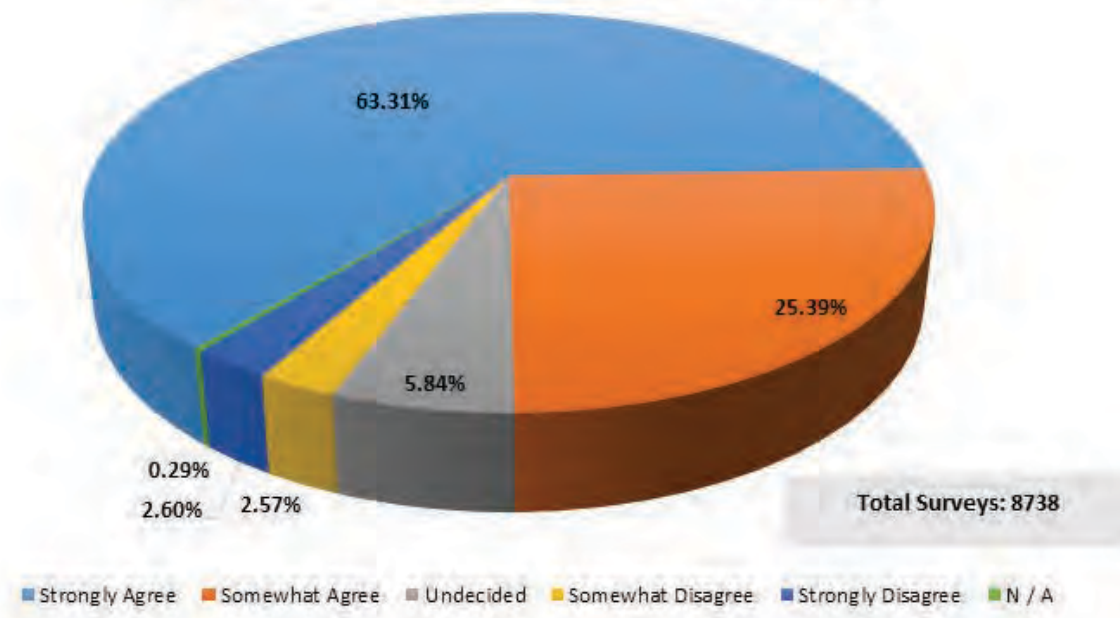
**I**n the 2016-17 year, the Indigenous Liaison represented MCSC at a number of events across Manitoba. These included First Nations presentations and career fairs in northern Manitoba and work in nine First Nations communities across southern and northern parts of the province. First Nations communities partnered with Indigenous Affairs and Northern Development Canada (IANDC) to access funding to deliver *New Supervisor and Project Management Training*. In addition, the Indigenous Liaison served an advisory role with a number of post-secondary educational institutions including University College of the North, Red River College, Assiniboine Community College, and Manitoba Institute of Trades and Technology, also with Indigenous agencies such as First Peoples Development Inc., Swampy Cree Tribal Council, Dakota Ojibway Tribal Council, Indigenous Leadership Development Inc., which focused on Indigenous community workforce issues.

Specifically, the Indigenous Liaison acted in a coordination capacity and as an instructor in the *New Construction Supervisor and Project Management Programs* for Iron North Construction. He also assisted with the MCSC Indigenous Engagement Committee to research and develop engagement and Indigenous procurement in the construction industry.

The Indigenous Liaison is accessible to all of our association members to assist with engaging Indigenous procurement joint ventures. Looking ahead to the 2017-2018 year and beyond, goals include connecting with more Indigenous communities in southern and northern Manitoba, establishing a trades awareness presentation program for First Nations' communities and building strong Indigenous leadership. First Nations communities and their leaders will have a greater awareness of the trades and the construction industry.

Nine first Nations communities completed 8738 evaluations on *Job Readiness* courses. The results were very positive as shown in the pie chart below. 88.7 percent of students agreed that the *Job Readiness* material was useful and helped the students in some way. 🙌

Job Readiness Evaluation Results  
in Nine First Nation Communities





# ALL ABOUT BRANDING

## MESSAGE FROM THE BUSINESS COMMUNICATION COORDINATOR

Rick Wang, B. A. A.

**D**uring 2016 – 2017, the Business Communication Coordinator worked on four main areas to assist with the office and training needs of MCSC. The four areas were: Office Work Support, MCSC Course Materials, MCSC Training Evaluation Database, and Supervising Practicum Students.

### Office Work Support

The Business Communication Coordinator supports the MCSC administrative functions, tracks the MCSC office inventory and swag, develops and maintains the MCSC database of office assets for insurance purposes and general inventory.

All MCSC swag was evenly divided for use by the three project managers. A MCSC Employees' Inventory Excel Sheet was created to manage the usage of the inventory. The sheet allows the tracking of supplies. This new system minimizes loss of MCSC swag and accurately measures usage.

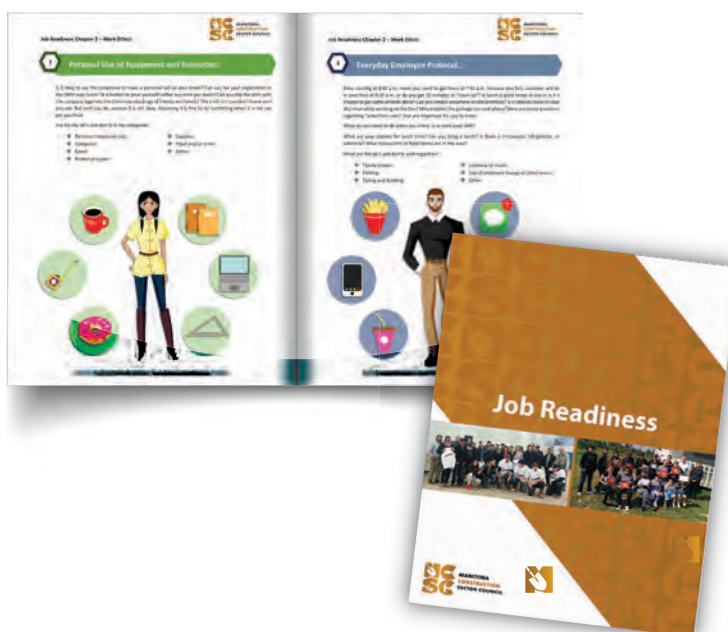
For insurance purposes, the Business Communication Coordinator created an excel sheet to track the office assets owned by Industry Services and then labeled all equipment with codes. All new office assets were added to the excel sheet when purchased. A separate training assets sheet was created to track MCSC owned assets including iPads, iPods, laptops, speakers, projectors, etc. This system provides an accurate and updated inventory of all Industry Services and MCSC training assets.

### MCSC Course Materials: Data Entry, Formatting, Design and MCSC Branding

During the summer of 2016, the Business Communication Coordinator finished digitalizing the outdated MCSC program materials for the *Job Readiness Program* and the *Roadbuilders Safety Training System (RSTS)* online course.

The *Job Readiness Program*, which consists of six modules, was compiled by the former Indigenous Liaison, Ron Castel. However, the material only existed in a hard copy. The Business Communication Coordinator retyped and formatted the material with the MCSC brand, so it can be digitally modified by the MCSC team. To better represent the Indigenous communities MCSC represents, the Business Communication Coordinator created 36 images with Indigenous characters for all six modules.

Over 150 copies of the manual have been printed and used in six Indigenous communities including Opaskwayak Cree Nation, Split Lake, Shoal Lake, Fairford, York Factory Cree Nation, and Sagkeeng during the fiscal year 2016 - 2017. The professional appearance of the manual drew the attention of many others who are now requesting delivery of the *Job Readiness Program* in their Indigenous communities or in Winnipeg.



*Roadbuilders Safety Training System (RSTS)* online course includes 17 online tutorials/modules, which could not be cut and pasted from the original version. The Business Communication Coordinator retyped all 17 modules into a word document and worked with industry partners to embed new photos for each. Over 100 copies have been printed and used in Indigenous communities to teach the introduction to heavy construction course.



## MCSC Training Evaluation Database: Data Entry, Charting, Statistic Organization

To improve evaluation processes, the Business Communication Coordinator created an MCSC Evaluation Database Sheet in Microsoft excel. The excel sheet organizes data and helps MCSC visualize the survey evaluation results using pie charts measured in percentages. The new system reduces any difficulty assessing large amounts of data.

There were more than 600 evaluations received from the Indigenous communities last fiscal year. All of them were updated to the MCSC Evaluation Database Sheet, then printed and compiled by community into MCSC evaluation binders.

## Supervising Practicum Students

The Business Communication Coordinator developed the tasks and responsibilities of four practicum students from MITT's *Business Administrative Assistant* program as well as a University of Manitoba summer student who worked as the MCSC Digital Media Assistant. The five students performed various tasks related to maintaining the MCSC and TradeUp websites as well as assisting in the MCSC office work, school presentations, and career fairs. The the Business Communication Coordinator measured student progress and completed a final performance report at the end of each work placement. 📄

MCSC WORK PRACTICUM STUDENTS INFORMATION: 2016 APRIL TO 2017 MARCH					
Students' Names	Schools	Programs	Positions in MCSC	Practicum Durations	Dates of Performance Review
Waqas A.	MITT	Business Administrative Assistant	Office Assistant	2016-05-10 to 2016-06-21	2016-06-21
Amanda J.				2016-09-13 to 2016-10-21	2016-10-21
Karla D.				2016-10-31 to 2016-12-09	2016-12-09
Bonnie K.				2017-02-13 to 2017-02-17	2017-02-17
Jessica Sh.	U of M	University I	Social Media Assistant	2016-07-04 to 2016-08-26	2016-08-26



# 2016-2017 ACTIVITY HIGHLIGHTS

**M**anitoba Construction Sector Council has had an extraordinary year! We built new partnerships, developed innovative programs and spread the word to youth and underrepresented groups about all the career opportunities available in the construction sector. Our branding is consistent and our message is clear.

MCSC is the go to organization for support services, digital resources and quality programs.

## Financial

In this program year, MCSC exceeded the provincial funding contribution for the first time! New projects included three projects with the Workers Compensation Board Research and Workplace Innovative Program. MCSC is working in partnership with MHCA, MHBA and IBEW to develop innovative safety resources using the latest digital technology.

## Collaboration

The College Working Group expanded to include partners from University College of the North and Apprenticeship. Red River College, Assiniboine Community College and Manitoba Institute of Trades and Technology partnered with MCSC to develop the New Site Supervisor in Construction Certificate to be delivered this fall. The new Framer Certificate is developed and will also be delivered at the colleges. The working group's role has been instrumental in advancing MCSC as an organization that delivers quality programs.

## Innovation

MCSC has been invited to attend technology events that feature our latest virtual reality and game based learning tools. MCSC purchased 15 i-Pads, virtual reality headsets and i-Pods to use at career fairs, presentations and training. MCSC is ahead of the curve when it comes to using innovative technology to bring awareness and deliver training in the construction sector!







## EDUCATION AND TRAINING

Only through industry, community and school partnerships can MCSC create awareness about careers in construction as well as educating industry and underrepresented groups, such as young women.

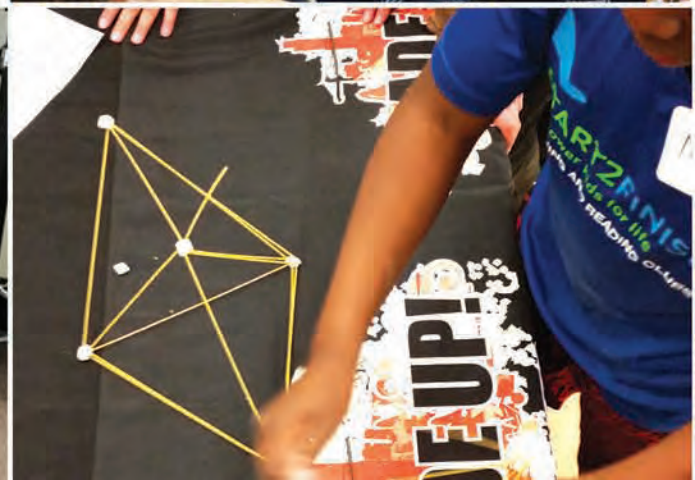
Partnership

Awareness

Education









## SCHOOL AND COMMUNITY OUTREACH

**T**rade Up School and Community Outreach presentations were engaging and informative for the students in junior and senior high schools this year.

MCSC partnered with Skills Canada Manitoba to present at career fairs in elementary schools in the inner city using game base learning tools and activities such as, The First Day at Work, the Spaghetti Tower and the Crane Simulator along with the MCSC Trade Talk Videos. The presentations have been a big hit with likes of David Livingstone, Niji Mahkwa, King Edward and Strathcona School.

### Presentations

In the 2016 – 2017 year, the Community and Youth Liaison delivered 12 TradeUp presentations to 944 students and teachers in the city of Winnipeg and to 68 students and teachers outside of Winnipeg.

### Career Fairs

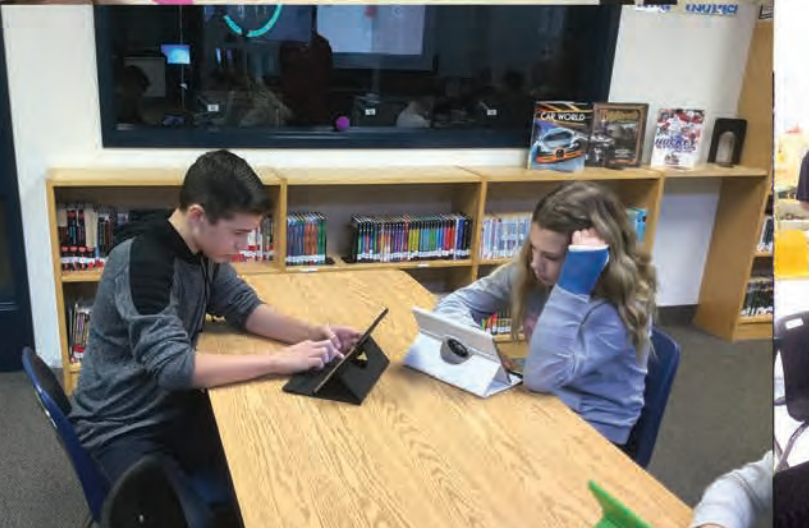
In the 2016 – 2017 year, The Community and Youth Liaison provided career booths and interactive games for 223 students and teachers at 5 school based Career Fairs.

### Public Awareness

In the 2016 – 2017 year, MCSC staff presented TradeUp and Access presentations to 180 adults.









## JOB READINESS PROGRAM

**A**s a facilitator in the Job Readiness Program, I worked in several Indigenous communities and celebrated the success of the graduates. At Shoal Lake 40, students completed the Introduction to *Heavy Construction* course and the *Heavy Equipment Operator Certificate* with Hugh Munro Construction.

Many students were hired during the 6 week on the job training and many have since gained full time employment working on the Shoal Lake Freedom Road.

### Ann Redsky

Ann Redsky from Shoal Lake 40 First Nations completed the *Job Readiness Program* and the *Introduction to Heavy Construction* course. Ann is currently employed as a full time Heavy Equipment Operator working on the Freedom Road and has plans to be certified as a heavy equipment operator.









## MENTORING AND INTERNSHIPS

**D**uring the fiscal year 2016 – 2017, there were four practicum students from Manitoba Institute Trades and Technology (MITT), and one student from *Canada Summer Jobs Grant Program*. The five students maintained MCSC Social Media and assisted with MCSC office work.



### MITT BAA Students

Waqas Ahmed, Amanda Jiang, and Karla Mae Dugay were enrolled in the MITT Business Administrative Assistant (BAA) program. The three students were assigned to MCSC to gain office administration experience before they graduated in 2016. Each student worked as a full-time office administrative assistant for six weeks to assist the MCSC team with office work.



### MITT Exchange Student

Bonnie Kim was an exchange student from South Korea who completed a full-time one week work placement as an office assistant in February 2017.



### Canada Summer Jobs Grant Program

Jessica Shieh was hired by MCSC as a social media assistant under the Canada Summer Jobs Grant Program in August 2016.

She worked on the MCSC social media pages including Women in Trades Facebook group, MCSC Facebook page, Trade Up Manitoba Facebook page, and TradeUp Manitoba website.





## CORE FUNDING PARTNER



## BOARD OF DIRECTORS



## EXTERNAL FUNDING PARTNERS



Indigenous and  
Northern Affairs Canada

## INDUSTRY PARTNERS



## SECTOR COUNCIL PARTNERS



## COMMUNITY PARTNERS



## POST-SECONDARY PARTNERS



## SCHOOL PARTNERS





## INDIGENOUS PARTNERS



Cross Lake  
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