



MANITOBA
CONSTRUCTION
SECTOR COUNCIL

Manitoba Construction Sector Council

AGM 2021 - 2022

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CONSTRUCTION
SECTOR COUNCIL**





Table of Contents

2021 - 2022 MCSC Annual Report

Message from the MCSC Board Chair	1
Message from the Executive Director	2
MCSC Team	3
Member of the Board	4

Activity Highlights

Education	5 - 11
Awareness	12 - 15
Engagement	16

Partnerships

Core Funding Partner	17
Board of Directors	17
External Funding Partners	17
Government	17
Post Secondary Partners	17
Industry Partners	18
Community Partners	18
Sector Council Partners	19
School & Education Partners	20
Indigenous Partners	21
Communication & Technology Partners	21





Message from the MCSC BOARD CHAIR

Colleen Munro
Hugh Munro Construction Ltd.

As we come out of the pandemic, MCSC has continued to collaborate with industry members, educational institutions, government, community and the people of Manitoba. Presently MCSC is leading the task to develop and thereafter promote a provincially coordinated career pipeline—a market informed strategic process which helps attract individuals to careers in the construction industry.

Industry demands for labour are felt across the province and MCSC has identified obstacles that prevent youth, newcomers, Indigenous people, women along with new and existing workers from advancing on their career path. Manitoba Heavy Construction Association and MCSC met with the Province of Manitoba to recommend the establishment of a task force that would support the recruitment and advancement to careers in construction. MCSC has reached out to government for a staff person to collaborate with the organization to help reach these objectives.

MCSC's relationship with the Manitoba Status of Women and Economic Development, Investment and Trade has resulted in funding to deliver construction skills training and employment in 7 remote Indigenous communities with 70 Indigenous graduates. In addition, MCSC brought career awareness in 30 remote Indigenous communities using the latest virtual reality technology introducing over 300 Indigenous youth to construction careers.

As my recent appointment to Chair the Manitoba Women's Advisory Committee, I can work with the two organizations to identify synergies and promote women in the construction trades.

This past year the team at MCSC were very busy with providing training including Cross Lake-blast hole drilling and water and waste installation, York Landing -blast hole drilling and framer, Pineymootang-framer and blast hole drilling, Fisher River-framer and Sagkeeng job readiness. All construction training offered included three weeks of job readiness and one week of certified safety training ensuring all graduates are presently or will be employed on local construction projects.

The Manitoba Status of Women project will wrap up with a panel of the Indigenous women graduates at the much-awaited MCSC Manitoba Women in Trades Conference on November 16, 2022, at Victoria Inn, Winnipeg.

Presently, the board is examining the current and future state of technology in construction to inform the MCSC 4-year plan (2023-26) in partnership with New Media Manitoba, Red River College and Critical Ops. This will begin with a workshop on the use of drones in construction on November 17, 2022. MCSC is also collaborating with Manitoba Environmental Industries Association, Supply Chain and RRC Polytechnic to gather information on the current and future state of sustainable construction in our province.

With all the opportunities and plans, the MCSC board directed the engagement of Rob Wozny, Sound Strategy on a communications strategy to innovate and improve how MCSC shares stories and communicates with their internal and external audiences. I feel strongly we have raised the profile of the MCSC with government and our stakeholders. MCSC will continue to highlight their accomplishments through this new communications plan.

I encourage all the board organizations to attend and invite their members to participate in the Manitoba Women in Trade Conference on November 16th at the Victoria Inn to foster and support women in the trades.

A big thanks to Peter Paulic, Brandt Tractor who has retired from the board and dedicated many hours to the organization and a warm welcome to Tony Texteira, JC Paving who we look forward to working with! Sincere thanks to MCSC's dedicated and committed executive director, Carol Paul and her hard-working, passionate team who truly care about the organization!

Look forward to a busy and enterprising 2022/23!



Message from the **EXECUTIVE DIRECTOR**

Carol Paul

B.Ed, M.Ed

Collaboration has been the key to success for MCSC over the past year. The MCSC board of directors worked diligently to update the bylaws and the four-year strategic plan. The board developed a skill gaps analysis process and a new communication plan to prepare for the four-year plan submission to the province (2023-6).

MCSC collaborated with several sector councils including Manitoba Environmental Industries Association to develop and deliver a water and waste installation course piloted in Cross Lake and New Media Manitoba to survey the current state of technology in construction.

Collaboration with the educator working group led to the signing of a Memorandum of Understanding with Manitoba Institute of Trades and Technology, delivery of the Introduction to Heavy Construction course with young women in River East Transcona School Division and applied research on sustainability and technology in construction in partnership with Manitoba Industry Academia Partnership (MIAP) and Red River College Polytechnic.

A partnership with Manitoba Status of Women, Province of Manitoba has led to the delivery of job readiness, safety training, blast hole drilling, water and waste installation and the framer course with Indigenous women in four remote communities. Upon completion, the women were employed on local construction projects. Collaboration with the Employment Opportunities Unit, Provincial Services Branch led to a collaboration with Grey & Ivy on an innovative design build course with Indigenous youth in Barren Lands.

The staff team at MCSC continue to manage projects with passion and determination. Their innovative ideas and collaborative approach to project management has carried MCSC successfully through another challenging year. As a new year begins, the team is optimistic and excited to welcome in person events again including the second Manitoba Women in Trades Conference.

This report brings a message of gratitude for the continued support of the MCSC board of directors, the MCSC staff team, industry, education, government and community partners.

Sincerely,

Carol Paul, Executive Director

Manitoba Construction Sector Council

MCSC Team



Carol Paul
Executive Director



James Murphy
Community and Youth Liaison



Ramir Diaz
*Coordinator of
Education and Training*



Karla Dugay
Office Manager



Alex De Girolamo
Financial Manager



William Kirkness
Indigenous Liaison



Anthony Carvalho
Social Media Specialist

Members of the Board

2021 - 2022



Colleen Munro
Hugh Munro Construction
Board Chair



Lanny McInnes
Manitoba Home Builder Association
Board Vice Chair



Joan Harris-Warren
First People Development Inc.
Board Secretary Treasurer



Teri Urban
Parkwest Projects Ltd.



Andrew Reimer
All-Fab Building Components Inc.



Janet Milne
Milne Homes



Chris Lorenc
Manitoba Heavy Construction Association



Peter Paulic
Brandt Tractor Ltd.



Darryl Harrison
Winnipeg Construction Association

Education

Newcomers

MCSC coordinated industry experts from Singh Contracting and Purpose Construction with Immigrant Centre to offer mentorship to 9 newcomers and 5 career coaches.

Immigrant Partnership Winnipeg, in partnership with Hue Productions and the community, produced a digital media series called Healing Hearts that focuses on promoting meaningful cross-cultural discussion and learning between Indigenous Peoples and newcomers to Canada while amplifying the voices of members of Indigenous communities and those from immigrant, refugee, and newcomer backgrounds. MCSC in partnership with industry stakeholders were part of this event to promote career opportunities in the construction sector to 55 participants.



Online Construction Site Supervisor Courses:

6 Newcomers Registered

5 Found Employment

CSAM Site Ready Orientation Training:

17 Registered

Newcomers Referred:

2 Referred to Industrial Engineering Program

2 From RRC Polytech to be mentored by MCSC on Canadian workplace expectations and culture

Winnipeg Immigration Partnership:

55 Participants

20 International students from RRC Polytechnic who were seeking employment in the construction sector

Total Newcomers:

111 Newcomers

Education

Work Practicum & Summer Students

Students' Names	Schools	Programs	Positions in MCSC	Practicum Durations
Jing Li	MITT	Business Administrative Assistant	Office Administrative Assistant	May 3, 2021, to June 18, 2021
Sahil Mehar	RRC Polytech	Business Information Technology Diploma	Website Designer and Developer	July 13, 2021 to September 3, 2021
Racheal Abayomi-Ganiyu	MITT	Business Administrative Assistant	Office Administrative Assistant	October 12, 2021 to November 19, 2021
Danise Adora	MITT	Business Administrative Assistant	Office Administrative Assistant	January 17, 2022 to February 25, 2022



✎ Danise Adora



✎ Racheal Abayomi-Ganiyu



✎ Sahil Mehar



MCSC at CSAM Safety Orientation & Training



Healing Hearts presentation to newcomers



Manitoba Film Industry for Construction Workers & Trades people for newcomers



New Construction Supervisor Course

Education

Safety Awareness Resource Chainsaw

The Coordinator of Education and Training coordinated the development of the WCB Research & Workplace Innovation Program with the technology team from BIT Space Development to create a Safety Awareness Chainsaw resource in virtual reality. This two-part interactive resource will immerse users into the safe use and proper maintenance, storage, and transportation of chainsaws.

ChainsawVR



Education

Manitoba Status of Women

The Indigenous Liaison coordinated the delivery of:

- Pinaymootang (Fairford) (July 12th -October 29th)**
 Job readiness, CSAM safety training, and delivery of the framer course. Nine of eleven Indigenous women graduated. Two left the program due to Covid protocol. All nine women were employed by Mid North Construction.
- Cross Lake (July 5th-July 30th)**
 Job readiness and safety training for 16 Indigenous women. Four were hired by Mid North Construction. The remaining 12 completed blast hole drilling training (Aug 3rd-Sept 17th) All 12 women were employed by Mid North Construction.
- York Landing (Jan 31-March 25th)**
 Job readiness, safety, and blast hole drilling with 9 women. Two women from Split Lake who commuted on the winter road dropped out due to a death in the family. 7 graduated and applied to work for local drilling companies until the construction of the all-weather road begins in their community.
- Cross Lake (Feb 14th-April 1st)**
 Job readiness, safety, and water and waste installation training with 12 women. Two dropped out due to a death in the family. 10 women graduated; all are employed with Mid-North Construction on the water line installation project.
- Pinaymootang (Fairford) (March 14th-May 17th)**
 Job readiness and safety training with 14 Indigenous women. 11 graduated and went on to complete the 8-week blast hole drilling training. The women will be employed on local road projects June 1, 2022. This completes the Western Diversification funding requirements for blast hole drilling.



Job Readiness Completed:

58 Women

Safety Training:

58 Completed

Blast Hole Drilling

34 Completed

34 Hired

Water & Wastewater Line Installation

10 Completed

10 Hired

Framer:

9 Completed

9 Hired



Pinaymootang - Framer (a)



Pinaymootang - Framer (b)



Cross Lake - Drilling



Pinaymootang - Job Readiness



Cross Lake - Cileen Muswagon



York Landing - Blast Hole Drilling (a)



York Landing - Blast Hole Drilling (b)



York Landing - Job Readiness



Cross Lake - Job Readiness



2022 - Cross Lake Water & Wastewater Line Installation



Pinaymootang Job Readiness (a)



Pinaymootang Job Readiness (b)

Education

Indigenous Training

The Indigenous Liaison coordinated the delivery of:

- **Fisher River** (June 7th -August 9th)
Framer course with 9 Indigenous adults. The program was shut down due to Covid. As a result, one student sadly passed away. Restart saw 4/9 returning and completing the training. Funding was provided through community.
- **York Landing** (Oct 18-Dec 17th)
Job readiness and a framer course with 9 students. 5 students completed the first 6 weeks. Course delivery was suspended when the community ran out of funding. Funding was provided through community.

- **Sagkeeng** (Feb 22-March 11th)
Job readiness with 9 students; 2 students dropped out due to Covid protocol. 7 graduated.

AMIK provided cultural awareness training with 30 MCSC staff, board of directors, and industry partners as a step towards truth and reconciliation.



Awareness

Presentations

15 School Presentation
(in-person)

569 Students

5 Virtual Presentations

918 Students

30 Communities Virtual Reality
Trades Presentations

334 Indigenous Youth

3 Career Fairs

3405 Students

The Community and Youth Liaison in partnership with the Education and Training Coordinator.

Introduced Indigenous youth to the carpentry trades at MIKWANOKII Youth Training, Employment Program, Shawenim Abinoojii, Southeast Child and Family Services hosting 7-two-week workshops with 40 Indigenous youth.



✎ Mikwanokii Youth Training (a)



✎ Mikwanokii Youth Training (b)



✎ Mikwanokii Youth Training (c)

Mentored four eager youth who aspire to work as a welder, electrician or carpenter. Youth were guided on resume and interview skills, types of PPE, free CPR/First Aid training available and potential employment opportunities for construction labourers.

Presented to 20 attendees at the Alternate Reality Club to bring awareness of the innovative immersive technology used by the sector council.



Summer Camp - Carpentry & Welding (a)



Summer Camp - Carpentry & Welding (b)



Summer Camp - Carpentry & Welding (c)



Summer Camp - Carpentry & Welding (d)

Brought career awareness to 12 Indigenous youth in Cranberry Portage with Frontier School Division and Grey & Ivy.

The outcome was the design and build of a warming hut at the Forks.



Cranberry Portage - Egg Lake, MB (a)



Cranberry Portage - Egg Lake, MB (b)

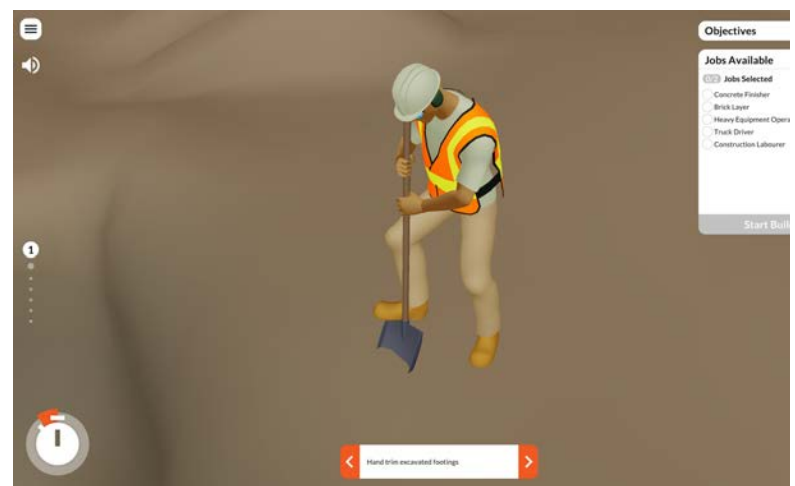
Developed Trade Up Manitoba Game with developer Something We Love starting with the building of a house. Students play seven stages of the game while exploring all the trades required in a house build. The new design features an updated UI to the current design style, exciting sound effects, and a diverse workplace that is situated along the Winnipeg skyline. This will be followed by an ICI and heavy construction build over the next 2 years



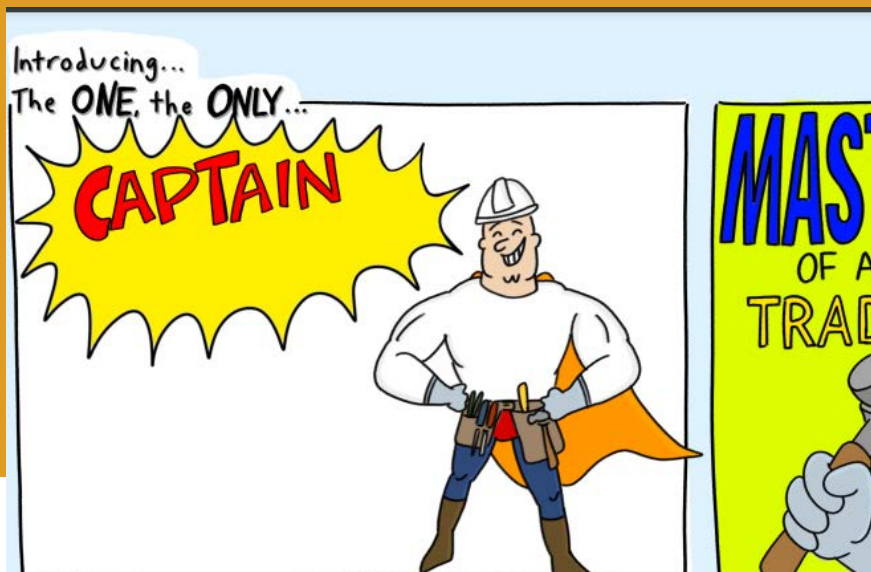
Build Game (b)



Build Game (a)



Build Game (c)



Comic Captain Construction

Teamed up with the International Brotherhood of Electrical Workers and the Plumbers and Pipefitters Union to create a comic book series that focuses on skilled trades and geared towards elementary and middle year students. The objective of the comic strip is to introduce students to the trades through the 'Captain' who has super powers and skills to get any job done. He brings awareness to youth facing challenges with construction projects in their homes. This is an excellent career awareness tool that will resonate with youth!

- Partnered with Film Training Manitoba to highlight construction careers with 26 new entrants in the film sector.
- Coordinated the production of two Trade Talk videos, glazier and carpentry both available on the Trade Up Manitoba website.
- Advanced the partnership with Chatter High by adding survey questions specific to heavy, ICI, home building, and Indigenous sectors of construction. Students will engage with member association websites to advance their understanding of careers in construction.

Glazier**Carpenter**

MCSC developed Manitoba Women Leaders in Construction Profiles to inspire women working in construction; the profiles were disseminated through social media and MCSC special events.



Engagement

MCSC collaborates with the **educators working group** to bridge gaps that exist for new entrants, returning workers, and those seeking career advancement in construction. Government, industry, community, and education partners work in partnership to recognize prior learning, develop new courses to address skill gaps, and create a road map for adults returning to school. This is a map that will help learners navigate the system and open all doors for learning. There is a focus on addressing the needs of underrepresented groups.

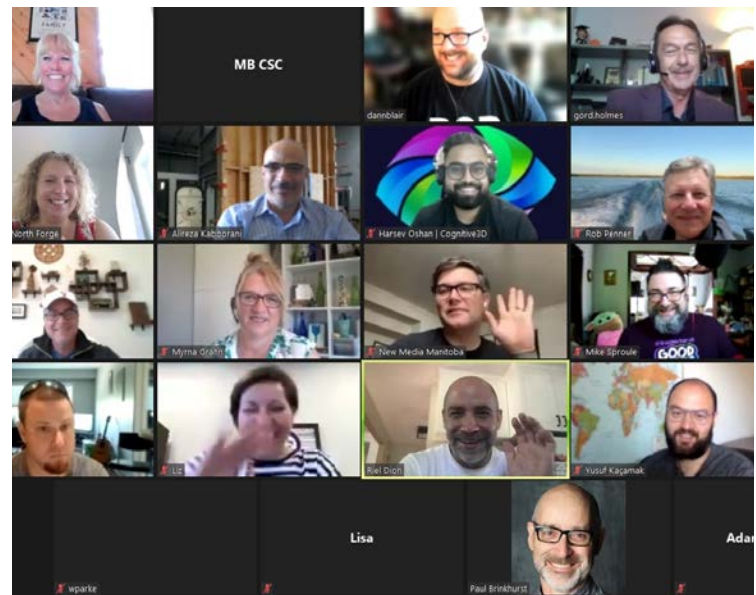
The **immersive working group** networks with industry, education, and technology partners to leverage their collective expertise and collaborate on projects that require immersive training to solve specific training needs. The members of the group have expertise in project management, digital technology development, curriculum development, and content delivery and represent various sectors/industries.



▮ RRC Polytech Students from Language Training Centre Program

MCSC collaborated with the industry to address the **skill gap for glaziers**. The advisory committee included Glass 8, Accurate Dorwin, Polar Windows, Flynn Group, Border Glass, Duxton Windows, Building Efficiency Technology Access Centre, RRC Polytechnic, and Winnipeg Construction Association. The program will be delivered at Neeginan College in partnership with the Manitoba Institute of Trades and Technology.

A resume workshop was delivered to nine International Brotherhood of Electrical Workers students who were seeking employment following the Power-Line Technician training.



▮ Immersive Working Group Meeting



▮ Winnipeg Women Conference



▮ Building Efficiency Technology Access Centre Tour at RRC Polytech

Partnerships

2021 - 2022

Core Funding Partner



Board of Directors



External Funding Partners



Government



Post Secondary Partners



Partnerships

2021 - 2022

Industry Partners



Partnerships

2021 - 2022

Community Partners



Sector Council Partners



Partnerships

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Partnerships

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