



BRITISH
COLUMBIA

Draft
Project Plan
Community Benefits Framework
Updated January 2019

Community Benefits Office

Purpose

This document defines the project in terms of objectives, scope, deliverables and stakeholders and describes how the project will be managed.

The Project Management Plan:

- Establishes and ensures a common understanding between all parties of the objectives, scope and requirements this project will address;
- Ensures a common understanding of the work to be performed, the deliverables, the methodology to be used and the roles and responsibilities of all parties; and
- Provides the project team with a baseline document (scope, approach and deliverables) from which to carry out the work, and to measure the progress and success of the project.

Project Plan Approval:

Project Sponsor

Signature

Date

Grant Main
*Deputy Minister,
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Project Lead

Signature

Date

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1.0 INTRODUCTION

1.1 Project Overview

The Province of BC has an initiative underway to develop a Community Benefits Framework (CBF) that will support the achievement of enhanced benefits for British Columbians and their communities through the delivery of public sector infrastructure projects. As part of the CBF, the Province will ensure that dollars spent on provincial public infrastructure projects not only provide the best outcomes for projects but will also realize benefits through investments in roads, bridges, schools, hospitals and other construction projects.

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Through the CBF, the Province will incorporate a variety of approaches to achieve these objectives across projects, regions and sectors.

To assist the Province in meeting overarching objectives and outcomes, a Community Benefit Office has been established (initially residing within the Ministry of Transportation and Infrastructure (TRAN)) to coordinate this initiative on behalf of the BC Provincial Government, working closely with the Ministry of Finance and other government ministries.

Why focus on Community Benefits?

Infrastructure projects to be delivered by the Province of BC in the coming years will be built during a time of high economic and construction activity. The importance of building a robust workforce must be considered. Labour stability and resourcing, including attraction and retention of skilled workers, is important to grow the skilled workforce, ensure provincial projects are completed in a cost-effective manner, on time, and in a way that meets owner objectives to provide both the best outcome for the project and long-lasting benefits to British Columbians and their communities.

The goal of this project is to optimize opportunities for British Columbians through the delivery of infrastructure projects that help to grow a skilled workforce and provide long-lasting benefits for the Province.

1.2 Project Background

This project was initiated in December of 2017, when the CBO was directed to consider how community benefit objectives could be achieved, or enhanced, through the delivery of publicly-funded infrastructure projects.

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The CBF will include policy and guidance on how to effectively incorporate community benefit objectives into public sector infrastructure projects through procurement and contracting practices, which may include the application of a labour agreement on select projects. The CBF will also establish a robust performance and reporting framework to measure and communicate success.

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Ministries with capital programs (such as Health, Advanced Education and Skills Training, Education, and Citizens' Services) were engaged in early and ongoing conversations regarding the scope and process to implement a CBF for cross-government application. In addition, many ministries with related policy mandates (such as Advanced Education and Skills Training, Labour, Jobs Trade and Technology, etc.) were engaged to ensure alignment with the CBA and broader CBF development process.

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1.3 Project Objectives

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The CBF objectives consider the importance of growing a stable, qualified and available workforce to effectively deliver future infrastructure projects in British Columbia. Further information about each of the objectives is provided below.

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Apprenticeships in the skilled trades are essential to the development of the future workforce. Provincial infrastructure projects present an opportunity to support on-the-job apprentice training and certification.

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It is acknowledged that the Province has a legal duty to consult with impacted First Nations which will often result in accommodation arrangements. Strategies and approaches applied through the CBF are not intended to replace this process, but supplement to provide incremental opportunities to Indigenous People.

Indigenous people account for just under 6%¹ of BC's current population. The BC Labour Market Outlook indicates that the Indigenous population has the highest rate of population growth and a higher propensity to choose construction as their career choice, supporting the growing priority to train and recruit this important population to support the construction of future infrastructure projects throughout the Province.

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¹ A 2016 Stats Canada [report](#) identifies that Indigenous people account for 5.9% of the total population of BC

The BC labour market outlook predicts tighter labour market conditions in the coming years. Much of this is attributable to the exit of retiring baby boomers, resulting in the loss of qualified and experienced workers on job sites. This further emphasizes the need to focus on the attraction, retention and growth of skilled workers. It is important to ensure access to construction related employment to as much of the workforce as possible to meet the demand for skilled workers on provincial infrastructure projects.

- Women account for just over 50%² of the BC population. Construction and related occupations have historically been male dominated in BC. However, the construction industry is taking steps to expand the labour pool by improving access to industry careers and increasing the number of women in the skilled workforce.
- Youth aged 15-24 years account for nearly 12%³ of the BC population. Youth will account for roughly 50% of all workers entering the labour market over the coming decade and will do so after obtaining a post-secondary education or directly out of high-school.
- In 2017, one in five (22%) of the Canadian population aged 15 years and over – or about 6.2 million individuals – had one or more disabilities⁴.

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² A 2016 Stats Canada [report](#) identifies that women account for 50.9% of the BC population

³ A 2016 Stats Canada report identifies that youth (ages 15-19 and 20-24) account for 11.8% of the BC population

⁴ <https://www150.statcan.gc.ca/n1/pub/89-654-x/89-654-x2018002-eng.htm>

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For projects that are subject to a CBA, local is defined as residents (for the last six months) within a 100km radius of the project worksite.

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CBA wages are established through the labour agreement, are consistent with prevailing union wages, and are administered by the employer BCIB.

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Highways, bridges and road projects require consideration of climate change impacts. New schools, hospitals and other facilities continue to be built in B.C. to achieve high levels of environmental performance, meeting Leadership in Energy and Environmental Design (LEED) Gold certification or equivalent.

In December 2018, the Government of British Columbia released a CleanBC plan to reduce climate pollution while creating more jobs and economic opportunities for people, businesses and communities. Relevant commitments to CBF in the strategy are specific to “Better Buildings” and include raising standards for new construction, specifically:

- Public buildings will reduce emissions by 50% by 2030; and
- Every new building will be “net-zero energy ready” by the year 2032.

As an example, this objective incorporates best efforts to use wood first on infrastructure projects and incorporate other environmentally beneficial practices where possible. Through its Wood First program, the Province encourages the forest industry, researchers and design professionals to innovate in BC’s built environment through value-added wood products – encouraging the growth of local and global markets, while promoting climate-friendly construction.

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2.0 PROJECT SCOPE AND DELIVERABLES

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