



RCITO
RESIDENTIAL CONSTRUCTION INDUSTRY TRAINING ORGANIZATION

2006 / 07 BUSINESS PLAN

JANUARY 2006

MANDATE	1
VISION	1
PLANNING CONTEXT & LABOUR MARKET CONDITIONS	2
SCOPE	3
TRAINING CAPACITY NEED	4
PERFORMANCE GOALS	5
PROGRAM STANDARDS	6
PROGRAM DEVELOPMENT ACTIVITIES	6
STAKEHOLDER CONSULTATIONS	7
BUDGET SUMMARY	8
OPERATIONS BUDGET	9
ORGANIZATION & GOVERNANCE STRUCTURE	10

MANDATE

Mandate of the **Residential Construction Industry Training Organization**.

Identify, promote, develop, coordinate and manage the delivery of effective and efficient industry training and qualifications in BC residential construction industry by responding to the skills and training needs of trainees workers and employers.

RCITO defines industry training needs, sets industry training and occupational standards, measures industry training results, and directly interfaces with other construction organizations and public, private and K-12 training providers.

The **RCITO** strategic goals are:

- To identify BC residential construction industry training requirements and develop strategies, programs and qualifications to meet them.
- To ensure sufficient numbers of motivated people enter BC residential construction industry employment and career paths.
- To establish career and learning pathways which connect BC residential construction programs, other programs, and industry training qualifications.
- To build and sustain an industry training culture within the BC residential construction industry as a whole and among individual employers and workers.
- To build a sustainable BC residential construction industry training organization.
- To attain a high level of trainee, worker and employer satisfaction with RCITO products, programs and services.

VISION

The **RCITO** vision is to be an industry training organization that facilitates:

An integrated and sustainable British Columbia residential construction industry training system and outcomes which effectively match the supply of and demand for skilled workers and support industry growth.

PLANNING CONTEXT AND LABOUR MARKET CONDITIONS

The following factors provide the planning context and market conditions that drive the business priorities and planned activities for the ***Residential Construction Industry Training Organization***.

1. Labour Force Succession Planning

Aging construction/trades workforce and the need for succession planning in all construction trades.

2. Residential Activity

Continued new housing starts, home renovation and other construction industry activity sharing the same labour pool of qualified trades professionals.

3. Youth and Career Choices

Population projections suggest 800,000 young people (15 - 29) will live in BC by 2025. Trades continue to have a poor career choice image. Trades careers are good options for many and need to be promoted to high schools and young people.

4. Competition for Skilled Workers

Lower mainland ICI projects leading up to 2010 are drawing trades professionals from all over the province. RC shares the labour pool of qualified professionals. Focussed residential trades will provide RC expertise.

5. Professionalism/Costs

The need for higher levels of professionalism. Maintaining a high quality construction labour pool that produces a high quality product, on time, on budget, keeps costs realistic. Shortages are a threat to the sector and to the provincial economy

The **Residential Construction Industry Training Organization** is accountable to it's customers (employers and apprentices) and the **ITA** for the standards and outcomes of the following **ITA** approved training programs:

PROGRAM	LEAD RESPONSIBILITY	LINKAGES
ACCREDITED		✓
CARPENTER		✓
PLUMBER		✓
ELECTRICIAN		✓
BRICKLAYER (MASON)		✓
WALL & CEILING INSTALLER		✓
CONCRETE FINISHER (CEMENT MASON)		✓
DRYWALL FINISHER		✓
CABINET MAKER (JOINER)		✓
FLOOR COVERING INSTALLER		✓
GLAZIER		✓
ROOFER		✓
SHEET METAL WORKER		✓
TILESETTER		✓
RECOGNIZED		
RESIDENTIAL BUILDING MAINTENANCE WORKER	✓	
RESIDENTIAL CONSTRUCTION FRAMING TECHNICIAN	✓	
LOG BUILDER	✓	
BUILDING ENVELOPE TECHNICIAN	✓	
RESIDENTIAL STEEP ROOFER (ON HOLD LIST)	✓	
RESIDENTIAL OILBURNER MECHANIC	✓	
LOCKSMITH	✓	
FOUNDATION		
NO FOUNDATION PROGRAMS		

TRAINING CAPACITY NEED

Based on available labour market data and consultation with stakeholders the **Residential Construction Industry Training Organization** is requesting that the following training capacity be funded by the **ITA**.

PROGRAM	LEVEL	LAST YEARS ACTUAL	CURRENT YEARS FORECAST 05/06	BUSINESS PLAN REQUEST 06/07	FORECAST 07/08	CURRENT ACTIVE APPRENTICES
APPRENTICESHIP TECHNICAL TRAINING						
RESIDENTIAL BUILDING MAINTENANCE WORKER	1	0	32	20		3
	2	11	0	13		0
	3	13	16	0		10
RESIDENTIAL CONSTRUCTION FRAMING TECHNICIAN	1-3	80	300	300	300	296
LOG BUILDER	ON HOLD – INDUSTRY TO REVIEW					
BUILDING ENVELOPE TECHNICIAN	1	N/A	N/A	96	96	N/A
	2	N/A	N/A	48	96	N/A
RESIDENTIAL STEEP ROOFER (ON HOLD LIST)	ON HOLD – INDUSTRY TO REVIEW					2
RESIDENTIAL OILBURNER MECHANIC	NOT ACTIVE IN BC					0
LOCKSMITH	MANAGED BY ALBERTA					10

PERFORMANCE GOALS

The following goals are derived from the *ITA* service plan and have been agreed upon by the *ITA* and the *Residential Construction Industry Training Organization*.

Goal 1

The number of employers/sponsors offering trainee/apprentice placements.

BASELINE (March 2005)	05 / 06 TARGET	06 / 07 TARGET	07 / 08 TARGET
TBD	TBD	TBD	TBD

Goal 2

The number of programs meeting the specifications and standards of an up to date training program.

BASELINE (March 2005)	05 / 06 TARGET	06 / 07 TARGET	07 / 08 TARGET
2 out of 7	2 out of 7	6 out of 9	10 out of 10

Goal 3

The level of customer satisfaction as evaluated through an annual customer satisfaction index measure.

BASELINE (March 2005)	05 / 06 TARGET	06 / 07 TARGET	07 / 08 TARGET
N/A	N/A	ESTABLISH BASELINE	TBD

Goal 4

The level of stakeholder awareness and understanding of the *Residential Construction Industry Training Organization*, it's mandate and services, as measured by an annual stakeholder awareness index.

BASELINE (March 2005)	05 / 06 TARGET	06 / 07 TARGET	07 / 08 TARGET
N/A	N/A	ESTABLISH BASELINE	TBD

Goal 5

The number of credentials issued by the *ITA* to participants in the programs assigned to the *Residential Construction Industry Training Organization*.

BASELINE (March 2005)	05 / 06 TARGET	06 / 07 TARGET	07 / 08 TARGET
N/A	N/A	250	400

Goal 6

The number of registered trainees/apprentices in programs assigned to the *Residential Construction Industry Training Organization*.

BASELINE (March 2005)	05 / 06 TARGET	06 / 07 TARGET	07 / 08 TARGET
218	N/A	450	500

PROGRAM STANDARDS

PROGRAM NAME	COMPLIANCE WITH STANDARDS	PLANNED COMPLIANCE DATE
RESIDENTIAL BUILDING MAINTENANCE WORKER	NO	06/07
RESIDENTIAL CONSTRUCTION FRAMING TECHNICIAN	YES	
LOG BUILDER	NO	06/07
BUILDING ENVELOPE TECHNICIAN	NO	06/07
RESIDENTIAL STEEP ROOFER (ON HOLD LIST)	NO	*
RESIDENTIAL OILBURNER MECHANIC	NO	**
LOCKSMITH	YES	

* This program is under utilized and will be reviewed to determine if it should be made inactive.

** Red Seal Program recognized but not offered in BC.

PROGRAM DEVELOPMENT ACTIVITIES

Based on the factors described in planning context and labour market conditions and the status of program standards the **Residential Construction Industry Training Organization** intends to undertake the following program development activities.

PLANNED ACTIVITY NEW (N) UPDATE (U)	PROGRAM	PLANNED YEAR OF ACTIVITY	TYPE OF ACTIVITY		
			PROGRAM PROFILE	PROGRAM OUTLINES	EXAM BANK DEVELOPMENT
N	RESIDENTIAL CONSTRUCTION FORMWORK	06/07	06/07	06/07	06/07
N	BUILDING ENVELOPE TECHNICIAN	06/07	06/07	06/07	06/07
N	RESIDENTIAL HEATING TECHNICIAN	06-08	06/07	06/07	07/08
N	INTERIOR FINISHING TECHNICIAN	06-08	06/07	06/07	07/08
N	EXTERIOR FINISHING TECHNICIAN	07/08	07/08	07/08	07/08
U	RESIDENTIAL BUILDING MAINTENANCE WORKER	06/07	06/07	06/07	06/07
U	LOG BUILDER	06/07	06/07	06/07	06/07

STAKEHOLDER CONSULTATIONS

The **Residential Construction Industry Training Organization** has consulted with the following stakeholders in the development of this business plan:

Industry Associations

1. CHBA/BC/Kamloops
2. CHBA/GV/Nanaimo
3. ICBA
4. RCFT Accreditation Committee
5. BC Log & Timber Building Association
6. HVCi BC RHWHA
7. BCCA

Training Institutions

1. Canadian Community College
2. College of New Caledonia
3. College of the Rockies
4. Ridge Meadows College
5. Sprott Shaw College
6. Discovery College
7. Mission Community Skills Center
8. Ministry of Education
9. Camosun College
10. Malaspina College
11. Secondary School partners in the lower mainland, interior and Port Alberni

Other

1. ITA
2. HPO
3. CHBA BC HRD Committee

BUDGET SUMMARY

REVENUES	CURRENT YEAR 05 / 06	06 / 07	07 / 08
ITA (CORE CONTRIBUTION)	199,140	200,000	200,000
INDUSTRY		25,000	
OTHER	32,500	25,000	20,000
IN KIND	58,915	100,000	120,000
TOTAL	\$290,555	\$370,000	\$340,000

EXPENDITURES	CURRENT YEAR 05 / 06	06 / 07	07 / 08
OPERATIONS	234,376	261,000	265,325*
NEW PROGRAM DEVELOPMENT		435,000	252,000
SIGNIFICANT PROGRAM UPGRADES		66,000	0
TOTAL	\$234,376	\$662,100	\$517,325

* \$200,000 from ITA

OPERATIONS BUDGET

OPERATIONS EXPENDITURES	CURRENT YEAR TO DATE ACTUAL EXPENDITURES	BUDGET 06 / 07	FORECAST 07 / 08
SALARY & BENEFITS	133,591	181,400	190,625
CONSULTING	23,470	10,000	12,000
PROFESSIONAL SERVICES (LEGAL/AUDIT)	5,200	3,000	3,000
FACILITIES	9,000	24,000	26,000
OFFICE EXPENSES	4,138	5,500	1,200
MARKETING/ COMMUNICATIONS	7,015	3,000	3,000
TRAVEL/MEETING	10,266	12,000	15,000
OTHER	9,770	22,200	14,500
TOTAL	\$202,450*	\$261,100	\$265,325

* Includes program development costs. Those will be broken out for the final plan

ORGANIZATION & GOVERNANCE STRUCTURE

BOARD OF DIRECTORS

Chair	Chris Erb	SupErb Construction, Nanaimo	President CHBA Nanaimo
Secretary Treasurer	Philip Hochstein	ICBA	President
Director	Dale Baron	Morning Star Homes	GVHBA Incoming President
Director	Tim Kasten	Hillside Contractors	President CHBA Kamloops
Director	Bob Warren	Kita Log Builders	Vice President Log & Timber Ass. (interior)
Director	Terry Regier	Ecco Heating Products	Vancouver
Director	Mary Anne Davidson	RCITO	CEO
Director	Barry Scroggs	Farmer Construction, Victoria	BCCA Representative
Ex Officio	Ken Cameron	Housing Protection Office	President
Ex Officio	MJ Whitmarsh	CHBA BC	CEO
Ex Officio	Sandy Steward	ITA	Director Client Interests

COMMITTEE MEMBERS

Each program we oversee on behalf of the industry will have an accredited committee, which is comprised of industry representatives including employers and trade professionals. The committees will be small and assist in ensuring the standard continues to meet industry needs and they will oversee all updates etc, providing a recommendation to the RCITO Board that would then take that decision to the ITA for approval/decision and implementation. As such we currently have one Accreditation Committee: The RC Framing Technician Accreditation Committee.

Chair	Ralph Belisle	President TQ construction, Vancouver
Committee Members	George Martin	President Spaces Inc. Vancouver
	Herman Rebneris	President Cottage Grove Industry, Victoria
	Neil Sinclair	T.Q. Carpenter

STAFF

Mary Anne Davidson (MBA CHRP), CEO