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Official publication of the Construction Association of New Brunswick (CANB)

2022



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New Brunswick residential superstructure completed in 21 weeks

Federal infrastructure funding stranded

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EXECUTIVE DIRECTOR'S REPORT

John-Ryan Morrison

2022 will mark a note of significant change at the Construction Association of New Brunswick (CANB). After nine years of stewardship in the executive director role, John Landry retired from the association in January. On behalf of the board of directors, I want to thank him for his hard work representing the association, and on a personal note for all of his support during the transition. I come to CANB after nine years working for the provincial government within the Department of Transportation and Infrastructure and I hope to use that experience to foster a positive and productive working relationship in the coming months and years.

I have learned a great deal about our

membership over my first month in charge of the association, mostly how important of a role the construction industry plays in the lives of all New Brunswickers, and not just the 30,000 who work in the industry. When the federal government declared COVID-19 a global pandemic two years ago, the construction industry was deemed 'critical' by our provincial government, and our members stepped up and put our boots on the ground to ensure we did our part for our province.

New Brunswick's government is projecting that the fiscal 2021-22 year will end in a \$487.8 million surplus instead of the \$244.8 million deficit that had been estimated in the last budget. What is the result? New

Brunswick is set to use some of that surplus and spend \$77 million more than expected on roads, schools, and hospitals. The benefits of the \$77 million in public infrastructure represents a rise in GDP of \$110 million, 724 jobs created, an additional \$242 million boost to the New Brunswick economy, and \$33 million, which will be recovered in additional tax revenue. That is proof of how important our industry is and shows the benefits of investing in public infrastructure.

CANB continues to foster a good working relationship with the government at all levels and these open relationships have helped oversee positive changes in the tendering process, as well as an



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Apprenticeship is a long-standing part of the training and education system in New Brunswick. It is a structured training program that requires the committed participation of three partners: the apprentice, the employer and the government represented by Apprenticeship and Occupational Certification.

The required hours of training for each occupation are defined by regulation under the Apprenticeship and Occupational Certification Act. About 80% of the apprentice's training is done on-the-job at the employer's place of business where the apprentice performs progressively challenging prescribed tasks under the supervision of a journeyperson. The remaining 20% involves technical (in-school) training at a post-secondary training establishment. This training is usually provided by the NB Community Colleges under the guidance of qualified instructors. A Progress Record Book identifies the tasks that must be performed on the job by the apprentice and records the progress of the apprentice through the apprenticeship program.

Upon the successful completion of an apprenticeship program, the completing apprentice will be issued a Diploma of Apprenticeship, a Certificate of Qualification, and in some cases, an Interprovincial Red Seal, all signifying journeyperson status.

For replacement of marks, transcripts, Diploma of Apprenticeship, Certificate of Qualification and Identification pocket cards, please contact your Regional Apprenticeship and Occupational Certification office.

L'apprentissage fait depuis longtemps partie intégrante et essentielle du système d'éducation et de formation au Nouveau-Brunswick. C'est un programme d'éducation structuré qui requiert la participation de trois partenaires: l'apprenti, l'employeur et le gouvernement qui est représenté par l'Apprentissage et certification professionnelle.

Les heures exigées pour chaque profession sont définies par le règlement sous la Loi sur l'apprentissage et la certification professionnelle. Environ 80% de la formation d'un apprenti a lieu en cours d'emploi. Cette formation pratique se déroule chez l'employeur où l'apprenti accomplit des tâches réglementaires de complexité progressive sous la supervision d'un compagnon. L'autre 20% comprend la formation technique dans un établissement post-secondaire. La formation technique est habituellement enseignée par des instructeurs qualifiés des collèges communautaires du Nouveau-Brunswick. Un livret de contrôle identifie les tâches pré-établies que les apprentis doivent accomplir en cours d'emploi et fait état de l'évolution des compétences acquises par l'apprenti au programme d'apprentissage.

Après avoir satisfait à toutes les exigences du programme d'apprentissage, l'apprenti se verra décerner un diplôme d'apprentissage, un certificat d'aptitude, et dans certains cas, le Sceau rouge interprovincial, tous reconnus comme statut de compagnon.

Pour obtenir une copie d'un relevé de notes, diplôme d'apprentissage, certificat d'aptitude et une carte d'identité, veuillez s'il vous plaît contacter votre bureau régional d'apprentissage et certification professionnelle.

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update of the Mechanics Lien Act. The two biggest challenges we are facing as a construction industry in New Brunswick is a shortage of skilled tradespeople and the lack of provincial government movement on Prompt Payment legislation. Despite a good working relationship, the absence of political will from senior leadership to move the pre-election promise of Prompt Payment legislation forward over the past six years has been noticeably frustrating for our members. We have shown our elected officials the benefits of the legislation, the success stories in other provinces and countries, and yet they choose to sit idle while our local businesses continue to suffer and while our roads, schools, and hospitals are in desperate need of cash injection. When payments are delayed in any part of the construction payment

process, contractor cash flow is directly affected, and cash flow is crucial to the survival of the industry and our provincial economy. As a provincial construction association, we know what an important role the N.B. construction industry plays and we will continue to push this file forward for the benefit of all New Brunswickers.

Our provincial government also lags behind the rest of the country in terms of electronic bidding software, something the construction association has been promised in the past. New Brunswick remains one of the only provinces in the country to rely upon a paper, now emailed paper copy, for tender submissions. The software exists and the benefits for both parties are clear, yet in the 10 years our association has been

lobbying on behalf of our members, we have seen very little progress.

There are some positives to announce. 2022 will mark the return of the Joint Industry Forum, last held in 2019. This large event co-hosted by the Association of Consulting Engineering Companies – NB; Architects' Association of New Brunswick; Construction Association of New Brunswick; and Government of New Brunswick will take place at the Saint John Trade and Convention Centre over the course of two days starting on November 2nd. Over the two days, various roundtable events, presentations, plenary sessions, panel discussions, and networking opportunities will be presented to attendees, which will include public and private sector owners, user groups, architects, engineers,



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In my first month in charge, I have refreshed our website, including adding new sections highlighting women in the trades, prompt payment, the *New Brunswick Builder* magazine, updated bid depository page, and a new section to upload substantial completion certificates.

I also spent time learning and getting to know the industry from my provincial colleagues from the east coast, as well as good conversations with the Canadian Construction Association CEO and VP. I attended my first CCA National Conference in Vancouver in March and it was a great opportunity to connect with my national colleagues and educating myself further.

Another one of the projects I am happy to get off the ground so quickly was the association's first member survey in a while. Working with staff from our three regional associations, we sent out the survey on the 25th of February and presented the results at our March AGM. I think it will give us important insight into our four associations and how we are performing.

I want to end by thanking everyone who helped me get my feet wet in this new role, including my colleagues and boards of our three regional associations, and my board and executive for the support. I am a big proponent of volunteerism and we have great volunteers on these boards. I am looking forward to working with everyone as we enter this new period of transition for our association and I think 2022 is going to be a great year for our industry. ✓

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MESSAGE FROM THE PRESIDENT OF THE CANB

Andrew Myers



2022 will mark my first year as president of the Construction Association of New Brunswick (CANB) after serving the previous two as vice-president. I want to start by thanking outgoing president, Rob Carvell, for his hard work and dedication to our organization and I am looking forward to continuing his efforts to represent our over 600 members on provincial and federal issues relating to the construction industry. 2022 also marks another significant change to our association with John-Ryan Morrison replacing the now-retired John Landry as executive director of the CANB. We thank John Landry for his hard work over the past nine years.

As we are now on our second anniversary of the federal government declaring COVID-19 a global pandemic, the one thing that remained constant throughout, as it always has in our great province, is that the provincial construction industry keeps the provincial economy moving forward. Considered an essential service by our provincial government, work continued for the over 30,000 New Brunswickers throughout the pandemic. My colleagues in the industry put their earnings back into the economy, which has helped ensure the provincial government remained fiscally strong, even in a pandemic. New Brunswick's government is projecting that the fiscal 2021-22 year

will end in a \$487.80 million surplus instead of the \$244.8 million deficit that had been estimated in the last budget.

One of my main goals for our association over my term as president is to ensure our members are treated fairly and allowed to grow their business in New Brunswick. Especially during the pandemic, we have seen time and time again how much the construction industry is relied upon to help restore and rebuild the struggling economy in the province, and yet our elected leaders continue to push back and delay in making real change to help our industry grow. For over nine years, CANB has been lobbying our



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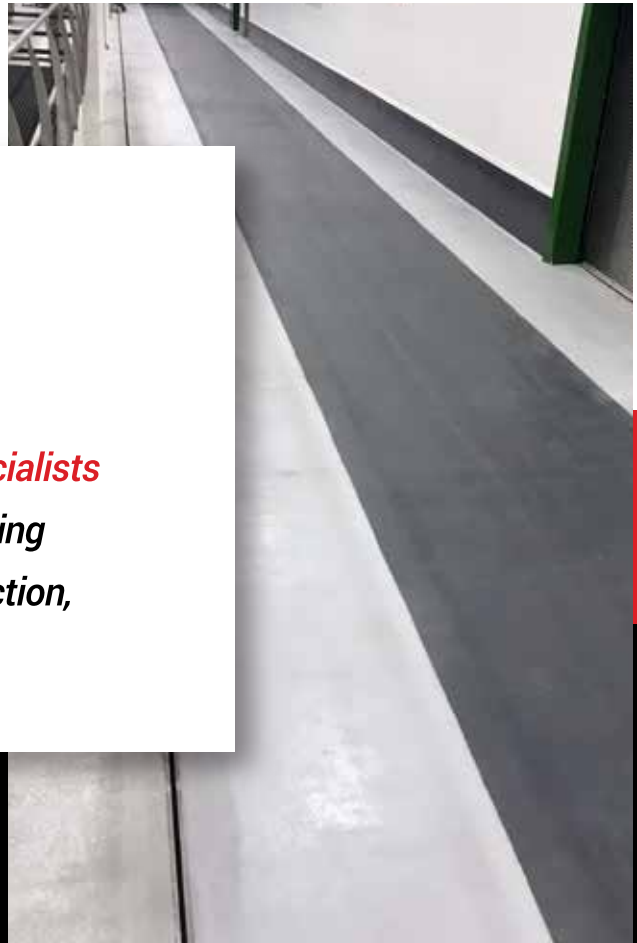
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provincial leaders and decision makers to bring in Prompt Payment legislation. That's nine years of advocating for our industry and providing fact-based evidence on how Prompt Payment legislation can help an economy grow. Instead of being leaders in the field, our provincial government has taken a wait-and-see approach even though all the groundwork has been done for them in other provinces like Ontario and Saskatchewan. Solving the prompt payment challenge in N.B.

will release millions of dollars into the economy and improve cash flow for everyday New Brunswickers across our province.

The construction industry was one of the hardest-hit industries in Atlantic Canada impacted by the COVID-19 pandemic. Some big projects were either shut down or postponed, other activities curtailed, and since the construction sector is already sensitive to economic cycles, we felt the economic impacts just like every

other industry. Our members continue to feel the fiscal pain of the supply chain issues felt across the Canadian construction industry caused by the pandemic. Global inflation is causing prices to soar, unrealistic completion dates in tender documents, difficulty in sourcing material, and delays in delivery for almost all material have caused huge headaches for our members. All of these supply chain issues have resulted in increased project costs, frustrated clients, and added financial burden to our industry that still needs to meet their bi-weekly payroll requirements even though client payments have been slowed due to missed targets caused by the supply chain issues. It is something our members will continue to feel the effects of throughout 2022 and beyond into next year. The pandemic has brought to light how fragile and volatile the Canadian construction supply chain industry is and we hope that our provincial and federal governments recognize the need to collaborate to ensure a more stable supply chain.

I am looking forward to the challenge ahead. ↗

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CCA FOCUSED ON HELPING MEMBERS BUILD CAPACITY

*By Mary Van Buren, president,
Canadian Construction Association*



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Our initiatives include securing robust, long-term investment in infrastructure, positioning the industry as a first choice for careers and fair procurement

There is no debate. The infrastructure we design, build, and maintain must anticipate a rapidly changing world, where future climate, technologies, and social needs will be very different from today. But to achieve this, we need a considered and coordinated national plan backed by a long-term investment strategy.

Infrastructure enables trade, powers businesses, connects workers to their jobs, creates opportunities for communities and protects the nation from an increasingly unpredictable natural environment. It also supports workers, providing millions of jobs each year in building, design and maintenance, accounting for over 1.4 million jobs in Canada.

Our industry can be the path to green and the road to economic recovery.

There are, however, some significant challenges to the industry realizing its full potential. As the industry's national advocate, the Canadian Construction Association (CCA) has been working to support members in your continued success and to remove roadblocks.

This includes ensuring the federal government procures fairly and

transparently, that there is a consistent and long-term infrastructure investment plan, and finally, that our industry is seen as a career of choice.

These issues will be CCA priorities for 2022, and were already raised with key elected parliamentarians during our annual Hill Day on November 30 and in our response to the federal government's National Infrastructure Assessment. Backed by our 60+ integrated partner associations, we reinforced the need to develop a long-term infrastructure investment strategy, secure the right skills for the industry now and in the future by attracting a diverse and inclusive workforce, and expand project delivery models that support fair procurement.

Investing in infrastructure will secure Canada's growth economy

Setting national goals around building sustainability into our infrastructure is key to our future economy. The economy needs reliable infrastructure to connect supply chains and efficiently move goods and services across borders. The funds must be predictable, flow quickly, and be aligned with provincial, municipal, and Indigenous needs.

The creation of an independent advisory body can align governments at the provincial and municipal level to address infrastructure deficits across Canada. The stability of having multi-year project pipelines, based on evidence and independent expert advice, would also enable the development of the necessary skilled workforce and encourage private sector investment.

Supporting value and innovation through fair and transparent procurement

With productivity and sustainability issues on the rise, including net-zero carbon targets and shortages in material and labour affecting profit margins, now is the time to modernize procurement practices. To build the infrastructure needed across the country and recruit the workforce of the future, federal procurement strategies need to adapt to encourage innovation, include contractors earlier in the process, account for long-term value and sustainability, promote the use of alternative delivery models, and support shared risk.

Building the workforce of the future

The construction industry is facing a serious workforce shortage that will impact our progress on building for the future. Skilled tradespeople cannot be created overnight. Now is the time to focus on building workforce capacity and boosting skilled training programs.

Find out more about our Talent Fits Here campaign, and support it by re-sharing it. Or take advantage of our resources on Diversity, Equity and Inclusivity.

A strong federal partner is also needed to help the industry recruit, train, and retain tomorrow's workforce. Applying quotas when the workforce simply does not exist will not solve the root issues. Instead, the industry must be seen as a career of choice, particularly among underrepresented groups.

Stay in touch!

Canada will be counting on the construction industry to build back better. You can count on the CCA to be a collaborative partner to the Construction Association of New Brunswick, providing helpful tools, sharing best practices across the country and being your voice with the federal government.

Stay in the loop by subscribing to CCA's newsletter at bit.ly/ccasubscribe, by following @ConstructionCAN on Twitter, or by looking up Canadian Construction Association on LinkedIn.

Please email me at mvanburen@cca-acc.com if you have any feedback or comments on how the CCA can serve you better➤



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*By Chanel Roberts, Manager, Education and Gold Seal Certification Program,
Canadian Construction Association*



The Gold Seal Certification program is focused on helping the industry achieve excellence through education, training, and skills development.



When your staff members receive their GSC, that's cause for celebration! Some companies proudly display their employees' GSC certificates on a special wall.

The Canadian Construction Association's (CCA) Gold Seal Certification program can help your company attract, grow, and retain top talent. Through competency assessments, professional development and continued mentorship, this professional certification program is focused on helping the industry achieve excellence through education, training, and skills development.

Use competency assessments to nurture talent

Many a great foreman, estimator, project manager, safety practitioner, or superintendent starts in a different role and moves up the chain over the years. It is important to have a formal framework to identify talent, discuss future opportunities, and chart a learning and

mentoring path for progression.

Gold Seal's competency assessments, which form the heart of its program, can help guide the growth of the skills of your workforce. The assessments define the knowledge, skills, and abilities that construction professionals working in Gold Seal designations should possess regardless of company field, size, or geography.

"One of the great things about competency assessments is that they can be used for much more than Gold Seal exam preparation," says Alistair Robertson of Learning Forty-Two, an adult learning and development specialist who led the most recent update of Gold Seal designations and exams. "HR departments, managers,

and employees can use them to help identify areas for ongoing skill development through relevant training or other learning opportunities. The competencies themselves can even be used to help hire new and evaluate existing employees."

Lunch 'n' Learns are helpful tools to get employees excited about Gold Seal. The CCA organizes public information webinars and can also deliver one tailored to your company or group.

Getting your project recognized as a Gold Seal project is also a great way to get all eligible jobsite staff certified, subtrades included, and gain visibility for your commitment to professional development.



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Get the best people for the job

Including information on Gold Seal Certification in your website's careers section and in job postings can benefit your company in many ways. Having a clearly defined and articulated way of growing talent and investing in professional development is a big perk for applicants and can help differentiate your company from the competition. By asking for the certification in job postings or by listing it as an asset, you can showcase your appreciation of professionalism and your support of professional development.

Prevent the brain drain

According to the job site Indeed, "no room to grow" is the top reason why people leave their jobs. Knowing that your employer invests in their staff is a strong motivator.

Establishing a mentoring program where Gold Seal Certified staff members help those who are just starting on their process is a great idea. Some companies have appointed an admin, HR, or training contact to assist with applications.

Celebrating success

When your staff members receive their GSC, that's cause for celebration! Some ways that employers can mark this occasion include framed certificate presentations and newsletter, website, or social media announcements. Some companies also proudly display their employees' GSC certificates on a special wall.

Learning does not stop at GSC. We have a growing number of Gold Seal Certified professionals with two or three GSCs in different designations as they have moved from one certifiable designation to another.

There is also our highest level of certification, the renewable Professional, Gold Seal Certified (P.GSC) credential, whereby enrolled GSCs must demonstrate having worked in their designation for a minimum of 2,000 hours and earned 30 credits worth of updated activities every two years.

To learn more about Gold Seal Certification, visit our website at cca-acc.com/workforce-excellence/gold-seal or contact our staff at goldseal@cca-acc.com.

Congratulations to the below individuals who received Gold Seal Certification in 2021.

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- **Networking** – The CANB hosts numerous social functions throughout the year, such as dinner meetings, curling, and golf events. These events provide members with endless networking opportunities.
- **Education** – The CANB sponsors a number of informative education programs through seminars or dinner meetings. Topics covered include construction law, construction document reading, estimating, and job planning.

For more information on member benefits, please visit constructnb.ca.

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April 2022 Update



What happens when the provincial and federal governments do not work together? The construction industry and the New Brunswick economy suffers. Money that has been earmarked by the federal government to help New Brunswick grow and prosper remains unallocated.

Of the almost \$676 million committed to the province, \$401 million (60 per cent) remains unallocated by the provincial government. If the provincial government does not allocate this money soon, New Brunswick is at risk and missing out on this critical infrastructure funding and all of the benefits to the construction industry, job market, GDP, and provincial economy that goes along with it. ➔

Federal Infrastructure Investment in New Brunswick Committed vs Unallocated – Over \$401 Million “Stranded”

(As of April 2022)



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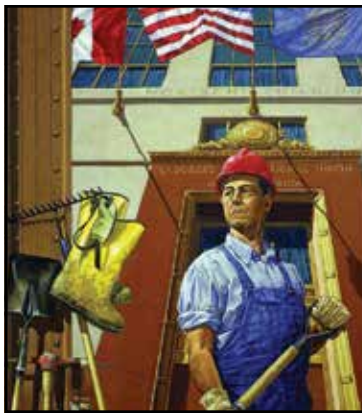
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NEW BRUNSWICK'S CONSTRUCTION RECOVERY TO CONTINUE THROUGH 2024; WORKER RECRUITMENT REMAINS A PRIORITY



The past two years have been challenging times across Canada. As life returns to normal and governments ease pandemic restrictions, the economic recovery appears to be in full swing. In New Brunswick, the turnaround in 2021 was driven by the residential sector and a slight recovery in industrial, commercial, and institutional construction.

Housing starts in the province

climbed to an estimated 3,800 units in 2021 – levels not seen for more than a decade. That figure represents an increase of more than 100 per cent over 2016's low point, and caps off four consecutive years of increases. Some demand will likely carry over into 2022, but rising interest rates will almost certainly return starts to a more typical level of 2,900 units annually through 2027.

Of course, higher residential demands mean greater employment. New Brunswick's residential sector added some 2,100 workers (26 per cent of its 2020 labour force) in 2021. Overall sector employment should remain at or around its current level of 9,900

workers through 2027, as employment losses in new-home construction are offset almost entirely by growing demand for renovations.

A similar trend holds for New Brunswick's non-residential sector. Activity recovered strongly in 2021, led by a partial recovery in industrial and commercial building investment and a significant increase in institutional and government building construction. Further growth is expected through 2023, as ongoing projects are supplemented by a rebound in other sectors.

Activity in the later years of the BuildForce forecast horizon is more moderate. Non-residential construction demands are likely to slow in 2024 and beyond as current projects wind down. Engineering-related investments, which peaked in 2021, are also expected to decline, although the planned refurbishment of the Mactaquac Dam in 2027 should create a new up-cycle.

These significant shifts in investment will create turbulence in the labour market. Absent the announcement of any new and significant investments in the province, non-residential employment is expected to decline by approximately 895 workers (-7 per cent) between 2022 and 2027.



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Worker retirements loom large

Throughout the 2022–2027 forecast period, worker retirements will loom large. Approximately 4,200 workers (17 per cent of the 2021 labour force) are expected to depart New Brunswick's construction labour force over the next six years. Although that figure will be offset at least in part by the addition of 2,700 workers through traditional recruitment channels, the industry will nonetheless need to recruit some 1,500 workers from other sources. Less easy to replace will be the skills and experience lost with the retirement of older workers.

How can New Brunswick replenish its construction labour force? Two approaches dominate. One of the most reliable recruitment channels has been the provincial apprenticeship system. The flow of journeypersons through that pipeline was interrupted by the COVID-19 pandemic in 2020, as in-school training, testing, and certification was curtailed significantly due to public-health measures.

Most training providers have since adapted their practices and restored their programs to at or near pre-pandemic levels. And while most trades are maintaining the right recruitment balance, a handful have been identified as possibly at risk of undertraining. These include bricklayers, carpenters, heavy-duty equipment technicians, sheet metal workers, sprinkler fitters, and welders.

The other approach the industry can use to close its recruitment gap is to place a greater focus on diversity. Women account for about nine

per cent of New Brunswick's total industry labour force, but only three per cent of its on-site labour force. Indigenous people represent even smaller numbers; so too do newcomers and new Canadians. Increased recruitment among all three groups would certainly prepare the industry to better meet its future labour force needs.

Construction's challenges in New Brunswick are not insurmountable, but they require action. The industry cannot assume that traditional solutions will be effective in addressing projected shortcomings of not only workers, but also their essential skills and experience. ↗



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The free 16-week STEP program gives participants the basic knowledge to start their direct apprenticeship path.



Jessica Johnson, 2021 STEP participant, was impressed with her overall experience in her STEP carpentry class.

Have you ever seen a carpenter framing a house, or a plumber repairing a leak, or a crane operator in the sky and thought “I would like to do that, but how...”? Well, we might have a solution to that question.

“We are facing a perfect storm in New Brunswick as we have an aging population with many experienced skilled trades workers retiring and we have a lack of new entrants, apprentices,” says Katelyn MacDonald, STEP coordinator at MAP Strategic Workforce Services Inc. “We also don’t have a very diverse workforce in our skilled trades sectors, may it be in construction, forestry, or manufacturing. We know that we aren’t the only sector having recruitment challenges, but we wanted to help our sectors and find a bridge solution to the workforce issue and the diversity piece for our employers and contractors. Plus, many skilled trades jobs offer competitive salaries and rewarding work right here in our beautiful province.”

In partnership with the Government of New Brunswick, Apprenticeship and Occupational Certification Branch, the Skilled Trades Exploration Program (STEP) was developed as a targeted program to explore skilled trades based on the needs of the New Brunswick labour market and offer a direct route to apprenticeship for participants looking to start a career in trades.

The free 16-week program give participants the basic knowledge to start their direct apprenticeship path and includes: hands on/theory learning of one or more targeted skilled trades, math, safety, Workplace Essential Skills (WES), site visits, and mentoring.

Brad Denny, 2021 STEP participant, was surprised how quick his carpentry skills were developing.

“It was great learning how to use tools and build things. Once you start building stuff, it’s surreal to see it take shape and think it came from scratch,” says Denny. “Putting something together makes you feel really accomplished.”

Jessica Johnson, 2021 STEP participant, was impressed with her overall experience in her STEP carpentry class.

“They really set us up for success. Getting to pour concrete slabs, getting to build walls, getting to work with power tools and getting that on-the-job practical experience, that was invaluable,” says Johnson.

STEP piloted the first class in 2019 in partnership with J.D. Irving Limited. In the class there were nine women who graduated from the program, STEPW, and began their apprenticeship throughout multiple divisions of J.D. Irving.

"When I joined STEPW, I was actually looking at going back to school and trying to join the trades, but as a single mother it was really daunting. I didn't know where to start. And this program came up and opened the door. It allowed me to come back," says Jean MacDonald, 2019 STEP participant. "I never thought I could enjoy a job so much in my life."

"I always wanted to take a trade, but I wasn't sure which one. I found STEPW, which allowed me to try multiple trades, I immediately loved the mechanics class, so I stuck with it. It's been an awesome experience and I'd recommend it to any women interested in the trades," says Marissa, 2021 STEP participant.

"At JDI, we are focused on investing in the talent and potential of our people, as well as on recruiting new graduates and offering them the opportunity to step directly into a career," says Linda Speedy, VP, human resources at JDI. "We've been proud to be associated with STEPW and pleased to hire and work alongside its graduates."



Since the first pilot in 2019, STEP has expanded its offerings to help anyone who wants to get into a skilled trade in all sectors.

Since the first pilot in 2019, STEP has expanded its offerings to help anyone who wants to get into a skilled trade in all sectors, be it construction, automotive, truck and transport, manufacturing, forestry, etc. STEP is fortunate to have New Brunswick employers partnered for this initiative in all corners of the province.

If you want to STEP into your new skilled trades career, contact us today! If you are an employer looking to hire, contact us at info@mapsws.ca or (506) 658-8282. ↗

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The Association of Consulting Engineering Companies of New Brunswick (ACEC-NB) is celebrating its 40th anniversary this year. The association remains true to its purpose, to serve the interests of consulting engineers through advocacy, creating opportunity for collaboration, and building the profile of members and the industry.

New Brunswick's consulting engineers are a snapshot of the picture province. While several consulting engineering



groups are large firms who export their services across Canada and around the globe, more than 85 per cent of our engineering firms are small businesses of less than 20 employees.

But our members pack a big punch. The economic impact of New Brunswick engineering firms was more than \$300 million in 2020, putting the architectural, engineering, and related services sector on par with provincial pulp, paper and paperboard mills, health and personal care stores, forestry and logging businesses.

ACEC-NB members regularly talk with major client groups, including the New Brunswick Department of Transportation and Infrastructure (NB DTI) about ongoing projects. Being a part of discussions early helps advance a positive business environment and helps remind government that robust

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Above left: Route 15 - Harrisville Boulevard Dogbone Interchange, Dieppe, NB. Top right: Elsipogtog First Nation K-8 new school Design-Build Project, Elsipogtog, NB. Bottom right: Upper River Valley Hospital Biomass Boiler Plant, Waterville, NB.

infrastructure is its "core business". Key investments provide clean drinking water, handle our waste, create spaces for sports and recreation, and helps protect our homes against flooding and other natural disasters.

Continuing the excellence

New Brunswick consulting engineers are continuing the tradition of excellence in Atlantic Canada with iconic new projects. Some recent examples of award-winning projects include helping the YMCA of Greater Moncton realize its dream of a centre for a large and robust community in Moncton's north end. MCW Maricor was the mechanical design engineer for the \$17.5 million facility.


Dillon Consulting Limited collaborated with the Atlantic First Nations Water Authority to develop individual asset management plans for water and wastewater systems for 17 participating First Nations communities in Atlantic Canada.

R.V. Anderson Associates Ltd. was the prime design

consultant for Elsipogtog First Nation's new K-8 school, creating a student-friendly environment conducive to safety, learning, and long-term growth. The design considered diverse viewpoints from band leaders, students, and school staff.

The efforts of our members in projects like these pay off for everyone. An economic impact assessment of the Association of Consulting Engineering Companies in New Brunswick prepared by the Department of Finance shows steady employment growth in New Brunswick and noted productivity gains for our members. Jobs in the engineering and related service fields are good-paying jobs that contribute to New Brunswick's economic growth.

New Brunswick's consulting engineers, like all residents, are invested in our province. We want to see our communities grow, our children thrive, our environment protected and a better tomorrow. Engineers help create that bright future. ➤



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FUNDY QUAY PROJECT KICKS OFF IN SAINT JOHN

With a recent migration back to the area, there is a big need to provide suitable housing in this uptown area

By Lisa Kopochinski

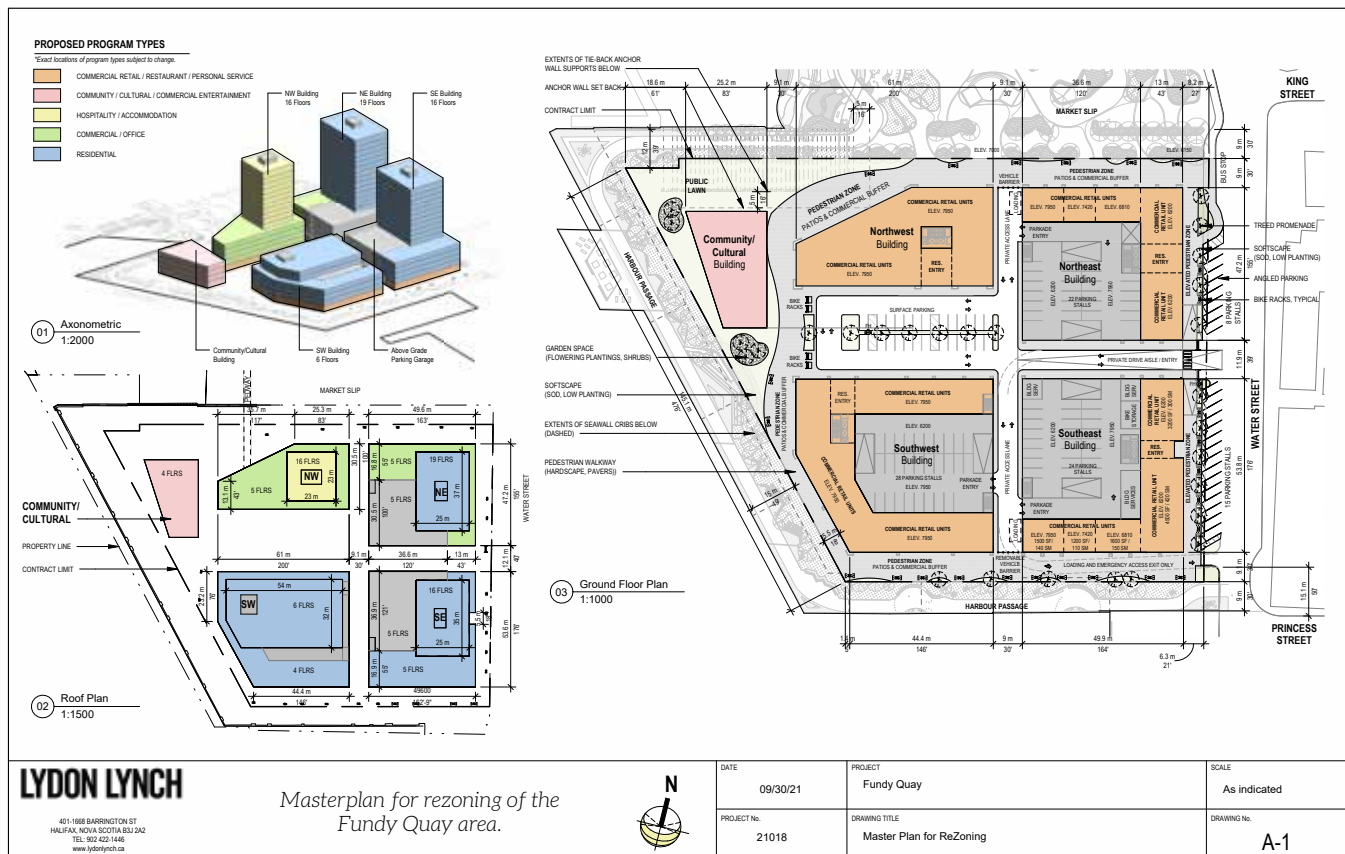
Construction is set to begin this summer on the first of five buildings comprising Fundy Quay, a \$300-million waterfront commercial and residential project in Saint John, New Brunswick.

"We cleared zoning in January and received unanimous support from the advisory committee and city council as well," says Chris Elias, vice-president of operations at Fundy Harbour Group, a property management company in Saint John.

The first of five buildings is a 16-storey residential and

commercial property on 35 Water Street on the southeast corner of the site.

"We have three buildings that are currently earmarked for residential use. At full buildout, we are expecting up to 670 units on site," says Elias. "Each of these three buildings will have an interior parking garage. The ground floor of each building will be for commercial/retail use. This building is next to the harbour's public space, which will also be part of a larger endeavour. The first building is all apartments for rent. That could change due to market conditions, but as of right now, we're focusing on the rental market."



All renderings courtesy of Lydon Lynch Architects.



Southwest aerial 3D view.



Northwest pedestrian view.



Northeast aerial 3D view.



Southeast pedestrian view.

Why this project is needed

This impressive project is needed on a number of levels. First and foremost, based on recent CMHC and Census data, Saint John has had the lowest vacancy rate in a very long time. The primary need is to provide more suitable housing in the uptown area of the city due to a growing demand.

“With COVID, we have seen a large interprovincial migration coming from the western provinces back to the Atlantic provinces,” notes Elias. “We are seeing a trend with those originally from this area who are moving back. The 2016 Census showed that we were losing our younger New Brunswickers and Atlantic Canadians to Western Canada. The 2021 Census showed that this is the first time we have had a net positive interprovincial migration and most of this is coming from central and western Canada.”

He adds that this also has a lot to do with the ability to

work remotely, combined with the affordability that New Brunswick offers.

“This project is not just going to be a residential enclave. We also have buildings earmarked for hospitality use. We’re exploring hotel options in the uptown area, and we have the opportunity to change a building to full commercial use with a long-term tenant that wants to build offices on the waterfront,” says Elias. “We are able to pivot to address the needs as we go forward.”

While this area has a lot of waterfront, historically it has been reserved for industrial use. Formerly the Coast Guard site, this project will be the first largescale waterfront development in the uptown area. It will also incorporate public space, including 500 metres of multi-use paths along the new development and a pedestrian connection between the new site and Market Square and the Marco Polo cruise ship terminal.

In a Zoom announcement earlier this year, New Brunswick Premier Blaine Higgs acknowledged the stop-and-start history of development on the old Coast Guard property.

"I know all good things take time, and this one has taken time, but I am excited about it being a catalyst for the city like never before. Not only will this investment create new economic activity during the construction phase, but the transformation of the area will attract substantial private-sector investment in the longer term."

The premier added that this project is expected to generate \$138.1 million in total GDP, more than 2,000 jobs, and \$21.4 million in provincial government revenue.

Project challenges

Elias says there had been several attempts in the past to develop this area, but this always involved a great deal of collaboration among different levels of government. This time around, the team was successful at ensuring that a deal was brought forward that did not rely on large long-term government leases.

"Our philosophy was that we are going to make this viable and take a phased approach, as opposed to trying to build out the entire site at once and, in doing so, we're not going to be reliant on federal or provincial leases. That allowed us to get deals that worked for all levels of government because the federal, provincial, and local governments were all involved in the transaction in order to make this project possible."

The groundbreaking with the first building is set for July, with an anticipated two-year construction cycle. Lydon Lynch is the architect on this impressive project with Bird Construction as the construction manager. If market conditions continue as they have been, construction on the subsequent building will begin once the first building has been completed.

"If we really start to have a lot of confidence in the market and we see solid lease-ups with each phase, we may undertake to do more than one phase at once," says Elias. "The hope would be to take advantage of some efficiencies by keeping some of the subtrades—equipment, tower cranes, etc.—on site so that we can just turn around and start the next building as soon as we are reaching substantial completion of the prior building. Part of our risk management approach is also being flexible so we are going to adapt and allow for our timeline to adapt to market conditions."

The aim of this project is to complete all five buildings within in the next decade, taking into account that each building will take two years to complete. To sum up, Elias says his team is thankful for all the cooperation from the different levels of government that are involved, and the positive feedback that has been received from the community.

"We are very pleased with the momentum we have right now." ✓

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A GEM IN THE COMMUNITY

New K to Grade 8 community school in Elsipogtog First Nation was a much-needed facility for the region

By Shayna Wiwierski



The new Elsipogtog First Nation Community School is a Kindergarten to Grade 8 school in Elsipogtog First Nation.



The team drew inspiration from the culture and environs of the local community, incorporating elements such as large windows, high ceilings, custom tree branch-like columns, and even the colours and cardinal directions from the Mi'kmaq Medicine Wheel as motifs in the design.

PHOTO BY DALE PRESTON PHOTOGRAPHY.

Students in Elsipogtog First Nation now have a new school of their own to learn at.

The new Elsipogtog First Nation Community School is a Kindergarten to Grade 8 school in Elsipogtog First Nation, located 10 minutes west of Rexton and approximately 91 kilometres north of Moncton. The school replaced the former First Nation school that was around 40 years old and was past its lifecycle.

The school was announced by Indigenous Services Canada (ISC) and Elsipogtog in 2018 as a design-build project. Foulem Construction teamed up with R.V. Anderson Associates Ltd. as the prime design consultant who was joined by the Taylor Architecture

Group on the design. Colliers International performed as the owners' representative and project managers for this federally-funded ISC project.

Construction on the \$26.8 million facility started in May 2020 and was completed in August 2021. Murray Amirault, regional manager for the Maritimes at R.V. Anderson Associates Ltd., says that the Elsipogtog First Nation wanted to see something very specific as far as the type of school they wanted and the cultural needs it had to include.

"They wanted to allow natural light in, to be sustainable and attractive and safe for their students and staff. The school itself, they wanted it to reflect their belief in the Medicine Wheel," says Amirault.

The team also drew inspiration from the culture and environs of the local community, incorporating elements such as large windows, high ceilings, custom tree branch-like columns, and even the colours and cardinal directions from the Mi'kmaq Medicine Wheel as motifs in the design. One of the building's most defining features is its semi-circular layout; kindergarten students begin their educational journey in the east pod, and as they grow, they gradually move westward until their graduation as a mature student in the west pod, reflecting the movement of the seasons and natural sunlight through the building each day. With its innovative design, Elsipogtog First Nation Community School is uniquely positioned to bring



Above left: The school, which can accommodate close to 700 students, is just under 70,000 square feet in size and is a single-storey structure with an elevated running track in the gym and a mechanical penthouse. Above right: The school itself is set in a forested area and the designers incorporated those natural elements into the school finishes.

PHOTOS BY DALE PRESTON PHOTOGRAPHY.

people together in new ways and unlock new possibilities.

The school, which can accommodate close to 700 students, is just under 70,000 square feet in size and is a single-storey structure with an elevated running track in the gym and a mechanical penthouse.

The school features four wings for the different age groups. There is also a music room with a shared

performance stage that can be closed off from the gym, as well as a large multipurpose room, a dental clinic, a “quiet” room, kitchen, home economics, skilled trades room, art room, fitness room, outdoor fire pit, and indoor and outdoor walking tracks. The outside features a soccer field, a stormwater management water pond, and drainage swales to allow natural water to be captured and used in rain gardens, as well as a

ceremonial pit and outdoor play areas for each different age groups.

The school itself is set in a forested area and the designers incorporated those natural elements into the school finishes.

“The concept of the school from the beginning was to match the natural surroundings of the school. The school is surrounded by a lot of trees, a large forest. We focused on matching

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 **EllisDon**

the exterior and interior concept of the building to match the natural surroundings. The kids, when they are going out in the community, going to the school, and walking or playing around, they are seeing trees, water, all the time,” says Moe Latif, managing director for RVA Architecture, a division of R.V. Anderson Associates Ltd. “For the exterior, we matched the colour of the surrounding area. We used a metal cladding similar to a wood look to match with the surrounding trees. We have green outside and incorporates glazing around the whole building. We tried as much as we could to maximize natural light inside.”

To this end, RVA developed unique community spaces for teachers and students to come together and share ideas, such as semi-private “wings/pods” for individual age groups, teacher collaboration rooms, and a two-storey gymnasium at the heart of the school.

A big element of this new school is all the natural lighting. The former school didn't have many windows, so in designing this new facility, having lots of sunlight throughout



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A big element of this new school is all the natural lighting.



In addition to the normal amenities that schools usually have, there is also a dentist room for those who need dental services.

PHOTOS BY DALE PRESTON PHOTOGRAPHY.

was an important element. Although the project team wasn't aiming to get LEED certification on this project, they did incorporate LEED elements into the build, including the use of energy modelling and energy consumption calculations, as well as maximizing daylight views, using the required R insulation values as per the National Building Code requirements, and the use of foam insulation for a tight envelope on the building.

R.V. Anderson Associates Ltd. received the Power of Collaboration award for this project in 2022 from the Association of Consulting Engineering Companies of New Brunswick. Although it was a huge honour to receive this award, Latif mentions that seeing the happiness of the children in this new school was an even greater honour.

"This project was important to us to deliver something to the community, to the kids, and give them a chance to get a better education," says Latif. "I visited the school in September when the kids were there and I went to the back of the building with the kids and they were playing around and were super happy. The assistant director of education, Mr. Stan Drillen, was walking with me around the school and he told me this was the first time they have seen kids so happy since they didn't have a playground in the previous school. It was an honour to work on this school and build an innovative facility for the community." ✓

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NEW BRUNSWICK RESIDENTIAL SUPERSTRUCTURE COMPLETED IN 21 WEEKS

PHOTOS COURTESY OF THE CANADA MASONRY DESIGN CENTER.

By Lisa Kopochinski

This six-storey building, located at 49 Nathalie in Dieppe, features 95 units, underground parking, and is completely held up by concrete masonry units with precast hollow-core planks

Work is now complete on the six-storey residential building in Dieppe, New Brunswick that took only 21 weeks to erect.

The building—located at 49 Nathalie Street—features 95 units, underground parking, and is completely held up by concrete masonry units (CMUs) with precast hollow-core planks. The non-combustible structure has double the code minimums for fire ratings and far superior sound isolation between units. While this method of construction is typically reserved for schools and hospitals, it is quickly becoming a popular option

for multi-storey developments across the country because of its strength, durability, efficiency, and cost-effectiveness.

The main players on this impressive project are property developer Three Creeks Development; architecture firm Spitfire Design Co.; general contractor Acadian Construction; and masonry contractor Acadia Bricklayers, all based out of Moncton.

Andrew Smith is an engineer with the Canada Masonry Design Centre, Atlantic office in Dartmouth, Nova Scotia. He says on a load-bearing masonry project such as this, there are

“Our industry has been promoting these structures for many years and it felt so good to not only get this project, but also to step up and complete it as fast as we promised. There is a sense of pride that comes with this building. It is a big win and something I will always look back on.”

generally not multiple trades on the site. Rather, the masons are the only trade on site, which allows for less gaps in communication and less work stoppages.

“This project was very interesting in the fact that it proves what our industry has been saying for many years,” says Smith. “Using masonry as the load-bearing material was a common building practice for many structures only 20 or 30 years ago. For whatever reason, designers moved away from load-bearing masonry and I think the knowledge of how useful it can be was lost.”

Smith explains that masonry is a local product that employs a local labour force to erect the buildings so that the money spent on masonry stays within local communities. Owners can be rest assured that masonry pricing is one of the least volatile building materials on the market.

“Our industry has been promoting these structures for many years and it felt so good to not only get this project,

but also to step up and complete it as fast as we promised. There is a sense of pride that comes with this building. It is a big win and something I will always look back on.”

Project challenges

This project is a non-combustible building with double the code minimums, which did provide additional challenges, but is well worth it.

“Installing pretty finishes on a cheap building may help rent the units out quicker, but it has always been my opinion that a building’s structure should be just as impressive as the finishes,” says Smith.

Smith adds that updating the building’s structure should come with a hefty price tag, but the industry has been working hard to prove load-bearing masonry is cost competitive with typical combustible construction building materials and a cheaper alternative to reinforced concrete. Building owners and landlords should take pride in knowing they

are building with tenants’ safety and comfort in mind. The load-bearing masonry walls provide at least double the required fire-resistance rating than code minimums, and also compartmentalize fires to ensure they don’t spread throughout the building.

He cites an example that if a resident is tired of having a neighbour with a loud dog, or one that listens to heavy metal music every night until 2 a.m., tenants can rest easy knowing that these block walls significantly exceed the code minimums for sound transmission.

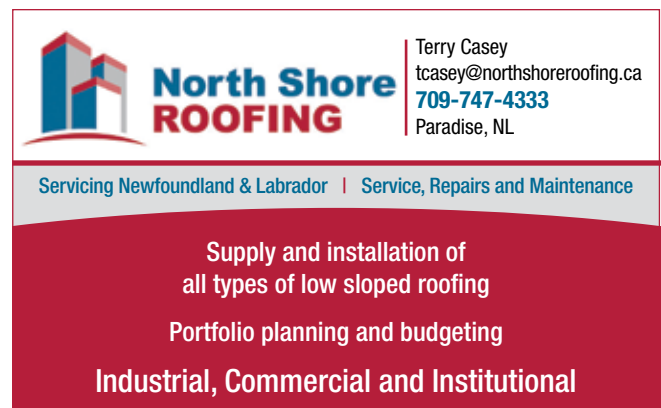
“These benefits are a huge advantage for load-bearing masonry buildings over typical wood construction or even concrete buildings,” says Smith. “Concrete buildings may be non-combustible construction, but the walls between units are almost always a steel stud wall that provides code minimums. Getting these extra benefits with load-bearing masonry requires absolutely zero extra work and money. There are inherent benefits to the structural walls.” ➤




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Fast forward to today, new apprentices still need that mentor to teach them all of these important things, but are your journeypersons given the tools, training, and time required to teach their skilled trades to others? As an employer are you doing everything you can to support your mentors and apprentices to allow this vital exchange to take place?

Mentorship is becoming increasingly important as workplaces become more diverse and inclusive, and research shows the millennial generation largely wants a workplace mentor. We at New Brunswick Mentor Apprenticeship Program (NBMAP) have tools to help you equip both the apprentices and mentors. Mentorship Matters Apprentice Workshop is an interactive, practical, and industry-aligned workshop, designed to prepare apprentices

“Apprentices need to soak up as much information and skills as possible from their journeyperson mentors to become great journeyperson and mentors themselves,” says Jean Marc Ringuette, journeyperson electrician, IBEW 502 business manager.

to maximize mentoring moments, and to gain knowledge from experienced workers making for a stronger, safer, and better workplace. Laying the foundation for effective and responsible apprentices, this course teaches them about their responsibility for their own career and learning, with a focus on how to get the most from their on-the-job mentors. When an apprentice feels valued and supported by their employer this helps with retention.

“Apprentices need to soak up as much information and skills as possible from their journeyperson mentors to become great journeyperson and mentors themselves,” says Jean Marc Ringuette, journeyperson electrician, IBEW 502 business manager.

We equip mentors with the tools to pass on their knowledge. Through the Mentorship Matters Mentor Workshop,

mentors will be offered tips and tools to that make for a stronger, safer, and better transfer of skills, knowledge, and workplace behaviour to new workers, which makes for a better industry overall. They will learn the six steps to effective mentorship and be able to maximize mentoring moments on the job with your apprentices.

“I found that since our union has started the NBMAP, journeymen have been more helpful, a lot more open to teaching apprentices and listening to apprentices’ ideas,” says Jaret Blyth, boilermaker apprentice, Local 73.

Proper mentoring promotes an inclusive workplace culture and is arguably one of the most important investments you can make for your skilled trades workers. Email or call us today to schedule your Mentorship Matters training while we are offering buy one get one free training in 2022. ↗



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HANWELL PARK ACADEMY SET TO OPEN FOR THE FALL TERM

The Hanwell Park Academy will accommodate up to 650 students and feature 37 classrooms, an early childhood room, an outdoor learning area, two gyms, music rooms, a performing arts room, technology labs and science rooms, art rooms, and open project work areas for groups.

By Catherine Carter, Marketing Coordinator, Marco Group Limited

Construction for Hanwell Park Academy has entered its second year and is proceeding on schedule. Project Manager Jordon Power of Marco Group, the general contractor, says that the project is on track to achieve substantial completion in late-June and open to students at the beginning of the fall term.

Although supply-chain issues have plagued the industry across the board, Power is happy to say that Marco's team has been able to achieve solutions that have kept the project on track.

"On-going supply chain issues have certainly made the past year a challenging one, but for the most part we have been able to mitigate these obstacles through early procurement

and the use of alternate products that are more readily available," says Power. "We understand how important this new school is for the community, and we've remained committed to having it open on time."

By the time this article goes to print, commissioning and final installations will be underway and preparations for the mid-summer handover will have begun.

The 11,000-square-metre building will accommodate up to 650 students and feature 37 classrooms, an early childhood room, an outdoor learning area, two gyms, music rooms, a performing arts room, technology labs and science rooms, art rooms, and open project work areas for groups. It will

also have an outdoor sports field, which has been designed to harmonize with the adjacent walking trail.

"The school has been designed to promote flexible learning. Operable partitions between classrooms will allow classrooms to be reconfigured depending on the lessons being delivered. There are project work areas located throughout the school, adjacent to clusters of classrooms, which will allow students to leave the classrooms to regroup depending on needs for a particular lesson," says Michael Colpitts, architect at Murdock and Boyd Architects. "Open spaces in the school have also been designed with more flexibility in mind. The learning stair [a large, open staircase in the building's



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cafeteria], for example, can be used for viewing performances on the stage below, for individual learning, for small group gatherings, or as an overflow space from the library. At lunch, it can also be used for eating and socializing.”

To enhance the learning experience, several classrooms include glassed-in breakout rooms where teachers can work one-on-one with students that need extra attention. Classrooms also include a designated “safe area” where students can gather out of site from the classroom door window in the event of an intruder.

The two large gymnasiums (one for the elementary-level students and one for the intermediate students) will be equipped with divider curtains so that two physical education classes can take place at a time.

This project is being constructed to LEED (Leadership in Energy and Environmental Design) Silver standards and will seek certification. The building will draw its heat from a combination of propane furnace and a biomass boiler.

This is the seventh school that Marco has constructed in New Brunswick and their fifth project with Murdock and Boyd. Although Hanwell Park Academy is Marco’s only project in the province at this time, President Allan MacIntosh says they look forward to conducting more work in the province in the near future.

“We have an excellent New Brunswick team and we have maintained strong relationships with our clients in the region,” says MacIntosh. “With the large amount of work that is currently out for tender, we are confident we will be undertaking more work in the province in the near future.” ↗

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