

# ANNUAL REPORT 2024



***Investigating, improving and delivering***



## Who we are

The BC Construction Safety Alliance is a not-for-profit association that provides services to its members — more than 57,000 construction companies, large and small, who employ more than 220,000 workers across the province. We are funded by the construction industry itself through annual assessments by WorkSafeBC. Working on behalf of the construction industry, we are answerable to it, reporting to a Board of Directors who represent workers and employers in every sector of our industry, from residential, road building, aggregate and ready-mixed, to industrial, commercial, institutional, and heavy construction.

## What we do

We exist to promote the safety of the workers employed by our members. We deliver on that mandate by offering a range of member services and supports for construction (Sector 72) and select aggregate and ready-mixed employers. Our efforts are focused on injury prevention and building or enhancing a culture of safety on construction sites. We strive to meet a diversity of needs among owners, managers, supervisors, and workers.

We engage in outreach activities and collaborations designed to raise awareness of our services, support our safety partners and stakeholders, and assist in the development of safety initiatives created to benefit workers, contractors and the industry. Through these activities, we help our members achieve regulatory compliance. In addition, we are the apolitical spokesperson for the construction industry on important issues involving construction health and safety.

## Our Mission and Values

Our overarching and ongoing goal continues to be Making Safety Simpler. Our mission is to engage BC construction employers and help them to build and promote a positive workplace safety culture for their workers. Each day is governed by core values expressed in these four guideposts:

- Safety is everyone's responsibility.
- Injury prevention, management, and education are critical components of our work.
- Acting in ethical, responsible, and transparent ways is critical to creating and maintaining positive industry relationships.
- Establishing collaborative partnerships with construction industry stakeholders, including WorkSafeBC, is integral to achieving our mission.

## Doing the work that's needed to make safety simpler



**A**s my term as the BCCSA Board Chair comes to an end, it's time to reflect on the successes and lessons learned over the past two years.

My predecessor, Lesa Lacey, is passionate about safety resources being readily available to small contractors. She is also an advocate for promoting both the construction industry and the health and safety community to schools and young workers. I am pleased that Lesa's work has continued by way of several research projects geared towards removing the barriers that small employers face while striving to be safety-compliant.

I am also encouraged that the BCCSA has developed a mobile safety resource centre that will travel the province and provide safety training opportunities for schools and workers who are newly employed in the construction industry. These initiatives, along with a bursary program, will provide valuable resources to support the next generation of safety professionals.

The BCCSA also continues to research meaningful opportunities to assist employers and employees in addressing mental health and substance misuse issues in the workplace.

Having additional BCCSA representation throughout the province has also been identified as a way to ensure that resources are readily available and that the BCCSA is receiving input from the entire industry.

I have had the great pleasure of welcoming five new members to our board, all of whom are passionate about the industry and improving safety outcomes. The experience, talent and dedication around the board table make me proud to be associated with the BCCSA and grateful to have had the opportunity to serve as Chair.

I would like to thank Mike McKenna and his staff for accepting every challenge placed before them and doing the work that is needed to achieve our collective goal of making safety simpler.

I would also like to thank the construction industry throughout BC for the trust they have placed in the BCCSA and for their support of the very important work that is being done every day to ensure their employees are healthy and safe.



Will Cook

Chair of the BCCSA Board of Directors

## Find a need and fill it



**T**he theme of the 2024 Annual Report is “Investigating, improving and delivering” through the BCCSA’s many programs and products.

As an organization, the BCCSA often finds itself in an ideal position to scan the horizon for issues affecting the health and safety of construction workers, analyze the gaps that exist in meeting those needs, and develop meaningful and innovative solutions to address them. In doing so, we work quickly, purposefully and cost-effectively, leveraging the expertise of both our in-house staff and our stakeholders.

Over the past year, we’ve translated ideas into action in many ways.

The BCCSA’s Certified Concrete Pump Operator (CCPO™) program sought to bring professionalism and an enhanced respect for safety to a profession that had previously been overlooked. In 2024, the program assessed more operators than were assessed in the previous six years.

The Silica Control Tool® is a good example of one of our products that continues to develop and become more agile as it adapts to new niches in roadbuilding and mining, both in BC and beyond its borders.

In 2024, we laid the groundwork for our Recovery Informed Workplaces initiative, which is poised to offer new resources, training and initiatives to meaningfully address substance use issues by providing

worker support in the construction workplace.

Under our new “Safety on the Road” initiative, we’re deploying a mobile trailer to travel across the province — particularly to smaller employers — to provide engaging safety demonstrations and build awareness of the products and services available to them through the BCCSA.

We’ve also established the groundwork for a pilot program to develop Regional Safety Committees within the province, to better engage smaller employers and deepen our understanding of their needs.

Finally, we’ve established a bursary and scholarship program to assist students who intend to pursue health and safety education in service of the construction industry.

As always, we acknowledge that this is a team effort that relies on the talents and energy of our staff, our Board of Directors, and people such as our outgoing chair Will Cook, as well as the continuing support of WorkSafeBC. All are essential to our mission to expand the range of meaningful products and services available to our members — and to make safety simpler.



Mike McKenna  
Executive Director, BCCSA

**T**HE BOARD OF THE BCCSA is made up of volunteer representatives who are selected by senior decision-makers from their respective industry associations. They are working industry members who represent all sectors of construction — residential, road building, aggregate, ready-mixed, industrial, commercial, institutional, and heavy; as well as the fire and flood restoration industry — and ultimately, the workers employed by them. These chosen representatives of the companies who make up the province's construction industry provide a vital connection to our member base. Through them, we identify industry challenges and through their counsel and encouragement develop and deliver appropriate responses to meet them.

## Executive Team

### CHAIR

#### Will Cook

BC ASSOCIATION OF RESTORATION CONTRACTORS

### VICE CHAIR

#### Kevin Moss

Marine Roofing Group  
BC CONSTRUCTION ASSOCIATION

### SECRETARY

#### Joe Wrobel

JPW Road & Bridge Services Inc.  
BC ROADBUILDERS & HEAVY CONSTRUCTION ASSN

### TREASURER

#### Antonio Hsu

PCL Constructors Westcoast Inc.  
BC CONSTRUCTION ASSOCIATION

## Committees

- Canadian Federation of Construction Safety Associations (CFCSA)
- CFCSA Governance Committee
- CFCSA NCSO®/NHSA™ Committee
- BCCSA Finance, Governance and RDO Committees
- CFCSA Training Standards Committee
- Fire and Flood Restoration Technical Advisory Committee
- Prime Contractors Technical Advisory Committee

## Directors

#### Wayne Fettback

Western Pacific Enterprises GP  
BC CONSTRUCTION ASSOCIATION

#### Brooks Patterson

NorLand Limited  
BC CONSTRUCTION ASSOCIATION

#### Bobby Shauer

Greyback Construction  
BC CONSTRUCTION ASSOCIATION

#### Shayne Price

SKYGRID Construction Inc.  
BC CONSTRUCTION ASSOCIATION

#### Jason Weaver

Bryant Electric Ltd.  
BC CONSTRUCTION ASSOCIATION

#### Scott Torry

AFC Construction  
BC CONSTRUCTION ASSOCIATION

#### Jamie Stothert

Green Roads Recycling Ltd.  
BC ROADBUILDERS & HEAVY CONSTRUCTION ASSOCIATION

#### Doug Wilson

Peak Construction Group  
INDEPENDENT CONTRACTORS AND BUSINESSES ASSOCIATION

#### Robert Sims

Salit Steel BC  
INDEPENDENT CONTRACTORS AND BUSINESSES ASSOCIATION

#### Tyler Thorson

Heidelberg Materials  
CONCRETE BC

#### Henri Belisle

TQ Construction  
CANADIAN HOMEBUILDERS' ASSOCIATION OF BC

#### Blaise McDonald

MAC RENO DESIGN INC.  
CANADIAN HOMEBUILDERS' ASSOCIATION OF BC

## Our Partner Organizations

- BC Construction Association (BCCA)
- BC Stone, Sand & Gravel Association (BCSSGA)
- Canadian Federation of Construction Safety Associations (CFCSA)
- Concrete BC
- BC Road Builders & Heavy Construction Association (BCRBHC)
- Canadian Home Builders' Association of British Columbia (CHBA BC)
- Independent Contractors and Businesses Association (ICBA)
- WorkSafeBC

## Ex-Officio

#### Michael Paine, *MANAGER*

OHS CONSULTATION & EDUCATION SERVICES  
WORKSAFEBC



## TRAINING DEPARTMENT:

# new courses, new updates, new ways to deliver

**T**he BCCSA Training Department never stands still. Existing courses are frequently updated to incorporate new information, regulations and legislation. New courses are developed to address emerging health and safety issues and challenges.

Courses are also being delivered on a range of platforms, from in-person workplace training to traditional classrooms, self-paced online learning and Virtual Instructor-Led Training (VILT), combining a live instructor with remote learning. The development of additional digital learning materials with fillable forms has also simplified the distribution of course content.

In 2023 the Training Department launched two new courses: Asbestos Control Training and Dust Extractor Vacuums Safe Use and Maintenance.

Improvements to student and instructor portals have continued to make online training more efficient. The new Learning Management System went live in May, improving the registration process.

In 2024 the Training Department launched three new courses:

- Hazardous Materials Awareness, an online course;
- Every Mind Matters at Work, an online course designed to increase awareness of mental health and its impact at work; and
- Managing Minds at Work, an in-person workshop dedicated to promoting mental health awareness for supervisors and leaders.

Existing courses have also continued to evolve to ensure they reflect current issues and regulatory compliance.

Updated courses include BC Construction Safety Legislation & Administration, and Train the Safety Trainer. Other courses, such as COR® Internal Auditor, Principles of Health & Safety Management and Principles of Injury Management are undergoing review.

Notably, SiteReadyBC counted a record number of registrations in 2024, in part due to increased outreach to students in 33 school districts, where high school students are enrolled in the program at no cost. The course has proved important not only because it prepares graduates to work safely on construction sites, but also because it helps introduce students to the possibilities of a career in construction.

The Training Department also launched the First Aid App to simplify BC's written first aid assessment process for construction employers. The app allows workplaces to determine and document necessary first aid equipment, supplies, and facilities required at each workplace to remain compliant with BC's OHS Guidelines. 

### BCCSA By The Numbers

Safety Training (How Many Students)	
392	Principles of Injury Management
1,969	Leadership for Safety Excellence
264	Train the Safety Trainer
833	COR® Internal Auditor Training
323	WHMIS 2015 – Train the Trainer

# The BC Construction Health and Safety Conference tops attendance records

The BCCSA's BC Construction Health and Safety Conference, was held October 24th and 25th at the Pinnacle Harbourfront Hotel in Vancouver and topped 2023's attendance records as the largest event in the conference's history. The conference drew almost 240 registrants, attracted more sponsors than the previous year, and attracted 28 exhibitors to the sold-out trade show floor.

Keynote speakers included Justin Ganschow speaking on the limitations of an enforcement mindset in improving safety outcomes, and Terry Small, on understanding how our minds can work to help people to be calmer, happier and sharper.

Other speakers included Victoria Beaton, who spoke about ways that forward-thinking construction companies are leveraging AI to revolutionize traditional safety practices, and Leslee Montgomery, who presented ways that leaders can develop thicker skins and calmer minds to address stress in the construction trades.

In surveys completed by attendees at the 2024 conference, more than 98 per cent rated the event "good" to "excellent." On a scale of one to 10, they also awarded all speakers an average rating of 8.37, and the trade show an average of 8.4.

Planning for next year's conference was already underway in 2024. The conference will be held on October 23rd and 24th, 2025 at the Executive Plaza Hotel in Coquitlam, a new and larger venue. The new location offers more space for conference attendees and a larger trade show floor for the growing conference. The change in venue is also a response to delegate feedback, with attendees noting that



they found Vancouver traffic difficult to negotiate and were also looking for more room to park trucks — something generously offered by the new venue. 

## BCCSA By The Numbers

### Online Training

1,107	Principles of Health & Safety Management
9,557	SiteReadyBC
62	Dust Extractor Vacuums Safe Use & Maintenance
28	Hazardous Materials Awareness
33,967	SiteReadyBC (since July 13, 2020)

## The RDO fund: investigating emerging health and safety challenges to develop new solutions

**T**he BCCSA continues to leverage its **Research, Development and Opportunity (RDO)** fund, money derived from surplus revenue generated by BCCSA safety training and product sales. With the approval of the Board of Directors, the RDO fund is used to initiate studies and develop tools that address important health and safety issues.

Often, these projects become regularly funded Alliance initiatives. Recent projects that are now regularly funded include the BCCSA's Asbestos Competency Training program (see page 16), and ConstructionCare (see page 17).

The RDO-funded study, *Construction Safety & Substance Use: Blueprint for Action in BC*, a joint effort by the BCCSA and the Centre for Applied Research in Mental Health and Addiction at Simon Fraser University was completed in 2023. In 2024, the study inspired a series of four presentations on Recovery Informed Workplaces in Vancouver, Victoria, Prince George and Kelowna.

These events featured Dr. Paul Farnan of the University of British Columbia and Simon Fraser University, and Ian Robb, Chairman, Building Trades of Alberta, on the importance of workplace support in addressing mental health, addiction, and dependency challenges.

RDO-funded programs in 2024 included:

**The Lead in Ceramics Research Study:** This research program was designed to reliably measure lead exposure resulting from dust generated by disturbing ceramic tiles — either cutting, chipping or demolition. The study concluded that fusion pellet digestion — which dissolves geological materials — followed by analysis using EPA 200.7 — which uses spectrometry to identify metals and trace elements — was the best-performing method for detecting lead in bulk ceramic tile samples. The study also determined that no method performed reliably for detecting lead in air filter samples containing ceramic tile dust. The study also concluded that there is potential for overexposure to lead during work with ceramic tiles,



particularly when the level of lead in the tiles is high.

**Small Firm Safety Study: Small Matters:** This research study aims to create an occupational health and safety management approach and a tool designed specifically for small- and micro-construction firms. Led by researchers at UBC, the study also looks to address the safety resource gap for smaller contracting firms and to develop better ways to connect them with the available safety resources they need to develop a safety culture and remain compliant. The researchers are working with an expert advisory group, BCCSA staff, and board members to develop a small employer tool for a proposed delivery in early 2025.

The BCCSA continues to remain open to employers and other stakeholders on emerging health and safety challenges in the BC construction industry that require further investigation. The ability to apply RDO funding to these important issues represents a unique capacity to develop and deliver tailor-made solutions to these challenges. 

# Certified Concrete Pump Operator Program

**T**he Certified Concrete Pump Operator program worked overtime to certify operators.

WorkSafeBC's Occupational Health and Safety Regulation required all persons operating concrete pumps in British Columbia to be certified by January 1, 2024. WorkSafeBC approved the BCCSA as the authorized certification body for concrete pump operator certification through the Certified Concrete Pump Operator (CCPO™) program in 2023.

As the profession was previously unregulated, it was challenging to determine how many people who operated concrete pumps would seek certification. The BCCSA initiated outreach to operators in 2020 in anticipation of new WorkSafeBC regulations, officially announced in December 2021. The CCPO™ program continued its outreach efforts through 2023 in the form of postcard mailing campaigns, an animated video and personal contact by Regional Safety Advisors.

Certification required operators to complete an online written exam, followed by the scheduling of practical exams so that operators could remain compliant. A robust response from the industry through 2024 led to a significant number of applicants completing written exams, but waiting for their practical exam, which was more challenging to schedule. WorkSafeBC initially authorized the BCCSA to issue provisional certificates to all pump operators in the practical exam scheduling queue. However, these certificates expired on November 1, 2024.

The CCPO™ program employed six practical skills assessors, and a subject matter expert committee of five to 10 people, to oversee practical exams. To process the large number of applicants, the program delivered what was necessary, ramping up from two to three assessments per week to two assessments per day, seven days per week. Peak scheduling only began to moderate at the end of the year.

The CCPO™ program continues to make presentations at relevant trade shows to reach BC contractors attending them



and also to promote adoption in other jurisdictions — a potential source of revenue for BCCSA. Alliance representatives attended the Canadian Concrete Expo 2024 in Mississauga, ON in February, staffing an exhibitor booth and headlining a popular CCPO™ conference session. 

## BCCSA By The Numbers

### Certified Concrete Pump Operator (CCPO™) Program

**239** New Accounts in 2023

**308** Written exams administered

**390** Practical exams administered

**351** Certificates awarded

# NCSO® and NHSA™ certifications national standards, continuously improving

**T**he BCCSA offers and administers the National Construction Safety Officer (NCSO®) and the National Health and Safety Administrator (NHSA™) certification programs. These programs represent national standards recognized by employers and construction safety associations in all Canadian jurisdictions through the Canadian Federation of Safety Associations (CFCSA), of which BCCSA is a member.

NCSO® and NHSA™ certifications are designed to serve similar goals for different types of safety practitioners.

NHSA™ certification was created for people who perform safety functions from their offices. This includes administrators and human resource professionals who manage claims, promote safety, ensure compliance with WorkSafeBC regulations, and maintain safety records and statistics.

## BCCSA By The Numbers

### NHSA™

- 179** Applications started
- 34** Total exams written
- 20** Provincial exam written
- 14** National exam written
- 16** NHSA™ Designations awarded
- 51** Total of all NHSA™'s

NCSO® certification was created for people who perform a safety function in the field. This certification requires three years of practical construction-related experience in Canada within the last 10 years.

In 2024, the BCCSA commenced a review of the entire program, including assignments, certification, electives and published documents. The Alliance also created an NCSO®/NHSA™ database to better track certificate expirations and to encourage increased recertification.

This year, the BCCSA also finalized and approved a memorandum of understanding with the CFCSA on national operations and exam policy for the national NCSO®/NHSA™ program. 

## BCCSA By The Numbers

### NCSO®

- 507** Applications started
- 298** Total # of exams written
- 171** Provincial exams written
- 127** National exams written
- 100** NCSO® Designations awarded
- 449** Total of all NCSO®'s

## Regional Safety Advisors

**T**he BCCSA's seven Regional Safety Advisors (RSAs) offer health and safety advice and assistance at no cost to all construction sector 72 employers and select aggregate and ready-mixed employers. RSAs are located in the Lower Mainland, Vancouver Island, Interior & Kootenay, and Northern BC. Each offers extensive experience in construction industry health and safety and applies it at the local level.



RSAs are a critical link in identifying and investigating safety challenges on the front line. They assist the Alliance's smallest employers, engaging with

them in person, online or by telephone. RSAs answer safety questions, provide advice on WorkSafeBC regulations, help employers with safety orders, and assist them in developing Safe Work Practices and safety materials.

Among the RSA team's contributions in 2024:

- Updated three toolbox talks and developed 11 new ones on reducing musculoskeletal injuries.
- Developed four new safe job procedures.
- Reached out to companies to assist them in applications to the COR® program.
- Assisted the Electrical Contractors Association of British Columbia in building a safety manual template.

- Contacted those who recently achieved their NCSO® and NSHA™ designation to provide support and mentorship and learn about their experiences with the program.
- Reached out to members of the Fire & Flood Restoration industry to promote the Fire and Flood Restoration Program Technical Advisory Committee and the free resources it offers to them.

After extensive investigation and stakeholder consultation, the BCCSA continues to follow a roadmap to both improve the RSA program and increase its reach. 



# Technical High Angle Rope Rescue Program

**THARRP continues to help employers remain compliant.**

The Technical High Angle Rope Rescue Program (THARRP) was created following a request by the construction industry to prepare fire department personnel at the Greater Vancouver Regional District Fire Chiefs for technical rope and tower crane rescue procedures.

Still unique in Canada, the program was developed to meet the needs of the construction industry under WorkSafeBC requirements.

Under the program, fire departments receive instructor training through six recognized training agencies in BC. Certified fire department trainers then train other members within their local fire departments.

With approval from WorkSafeBC the Alliance expanded the program to the BC Maritime Employers Association. The program became active for marine crane survey requests through the THARRP portal on January 1, 2024.

While THARRP can point to successful high-angle rescues, this legacy program continues to fulfill its underlying purpose of helping employers meet their regulatory obligations and demonstrating required due diligence at crane sites. 



## BCCSA By The Numbers

### Technical High Angle Rope Rescue Program (THARRP)

- 37** Instructors trained
- 39** Fire departments involved
- 33,892** Training hours delivered
- 220** Crane site surveys completed

# Traffic Control Person (TCP) Program

**The BCCSA TCP program remains the premiere path to TCP certification.**

In 2024, the Alliance continued to perform the necessary research to improve the Traffic Control Person (TCP) program, so it could continue to exceed benchmarks as a WorkSafeBC-approved training provider of TCPs in the province.

Under the BCCSA offering, TCPs receive a two-day comprehensive standardized training program, providing the most rigorous and transparent quality assurance protocol in the industry. In 2024 the BCCSA worked to finalize its application for third-party certification through the Institute for Credentialing Excellence (ICE). With ICE certification, the BCCSA TCP program will be unique in the province for having achieved that standard.

In 2023, the program developed the online TCP Renewal course, which allows students to renew their TCP credentials online. That allowed applicants to choose between the two-day TCP course, offered exclusively in person, and the one-day TCP renewal, available both in-person and online. The BCCSA remains the only WorkSafeBC-approved provider offering an option for online TCP renewal. The online renewal course became so popular in 2024, that online registrations out-paced the one-day in-person renewal course.

The program continues to stress professionalism through continuous review of learning objectives, learning outcomes, the list of practical skills, and examination questions. 



## BCCSA By The Numbers

### Traffic Control Program

**5,795** New TCPs

**1,589** Renewals

## COR® Program

The COR® program continues to reach out to employers as it stresses professionalism.

**T**he BCCSA is the construction industry Certifying Partner for WorkSafeBC's Certificate of Recognition (COR®), an employer safety program. COR® is based on rigorous studies and robust research data that indicate the program has demonstrably and reliably reduced the number and severity of workplace injuries since it was introduced in 2003.

In 2024 the program continued to reach out to employers across the province. An animated COR® awareness video produced in 2023 was translated into Hindi, Punjabi and Spanish.

BCCSA also underwent a WorkSafeBC Certifying Partners audit to confirm that Alliance operations conform to contractual obligations, good business practices, and the objectives of the COR® program. No nonconformities were found.

BCCSA's quality assurance (QA) activities include the requirement to assess at least 10 per cent of External Auditors in the field. For 2024, the program's QA Specialist, COR® completed 10 shadow audits, accompanying an External Auditor in the field to observe auditing techniques according to the standard set out in training.

As required by WorkSafeBC, COR® External Auditors must also complete a minimum of seven hours of auditor refresher/recertification over the three-year auditor certification to be eligible for requalification. In 2024, the BCCSA administered six requalification training sessions for 47 COR® External Auditors.

In July 2024 WorkSafeBC completed the main COR® financial incentive run for 2023. Incentives for BCCSA COR®-certified employers totaled more than \$16.1 million (data provided by WorkSafeBC, July 12, 2024). 

## The Hazard Assessment and Risk Control App & Tool

**T**he Hazard Assessment and Risk Control App & Tool is under development by the Alliance to help employers conduct appropriate risk assessments where there are expected hazards, in addition to implementing effective controls and safe work practices.

Based on the BCCSA Hazard Assessment Guide, the Risk Assessment Tool combines the functionality of the Silica Control Tool® and the TCP Digital Resource, processing

**BCCSA** By The Numbers

COR® Statistics	
1,130	COR® Certified Employers
74	New COR® Certifications
184	COR® Applications
46	Letters of Interprovincial COR® Reciprocity
39	Application for Interprovincial COR® Reciprocity
47	COR® External Auditors Recertified

user inputs to identify and determine job site risks and hazards, and providing information on how to control them. The tool will also help prepare documentation that can help employers support due diligence. In addition, the tool will connect users to existing BCCSA resources, including training, programs and services.

The app is expected to launch in 2025 

## Silica Control Tool®: ongoing research helps keep workers safer

The BCCSA's proprietary Silica Control Tool® (SCT) was devised to assist workers engaged in activities that produce silica dust by producing a relevant exposure control plan. It also assists employers in remaining compliant with regulations requiring them to control silica dust exposures below allowable limits.

The BCCSA team continues to make the SCT more robust by adding new tasks, construction tools, and silica samples in support of workers who encounter silica in a broad range of situations. A data update for the SCT was launched in 2024 and the quality of data for shotcrete operations was improved.

The tool's adaptability has also seen it used in adjacent activities — for example, a mining version of the tool for BC's Ministry of Energy, Mines and Low Carbon Innovation and a roadbuilding version for the Alberta Roadbuilders & Heavy Construction Association.

Versions of the SCT are now used in BC, Ontario, Alberta and New Brunswick with additional interest shown by WorkSafe Victoria (Australia) and the Ontario Stone, Sand and Gravel Association. Adoption by new clients represents an additional source of revenue for the Alliance.

This year, the Silica Control Tool® was also translated into French for future implementation. 

### BCCSA By The Numbers

#### Asbestos

**4,065** Online ACT Course Completions

**181** Exams Administered Online

**51** Exams Administered In-Person

**1,969** New users added

**115** Level 2 Practical Sessions

**355** Individuals who Achieved Level 2

### BCCSA By The Numbers

#### Silica Control Tool® (SCT)

**824** New Users

**5,879** Total Users

**6,714** ECPs started

**3,858** ECPs started

**44** Samples from direct sampling

**41** Samples from other sources

## Asbestos Control Training

**A**s of January 1, 2024, new standards introduced under the Workers Compensation Act require asbestos abatement workers to complete mandatory safety training and certification.

Under RDO funding, the BCCSA quickly developed an Asbestos Control Training (ACT) certification program in conjunction with the BC Ministry of Labour, WorkSafeBC, and industry stakeholders. ACT is now a regularly funded program and the BCCSA is deemed an approved provider by WorkSafeBC for Level S training for asbestos certification in addition to Levels 1, 2, and 3. The program employs six asbestos assessors.

ACT was recently adopted by the Yukon Workers' Safety and Compensation Board, with the BCCSA engaged as the service provider. 

# The FFRP technical advisory committee providing research to support a unique construction trade

**T**he Fire and Flood Restoration Program Technical Advisory Committee (FFRPTAC) remains the go-to source for authoritative health and safety information in the restoration industry. The committee is composed of industry members from 13 companies, plus one member from WorkSafeBC and three from the BCCSA.

## FFRPTAC HIGHLIGHTS FROM 2024 INCLUDE:

- Increasing committee membership from 12 to 13 companies.
- Finalizing the contents of an asbestos information guide for the fire and flood restoration industry to provide information on new BC certification and licensing requirements.
- Discussing challenges around the toxicity characteristic leaching procedure (TCLP) test and inconsistent requirements around the province.
- Continuing to develop musculoskeletal injury (MSI) resources in support of an MSI training program for workers.

THE FFRPTAC ALSO FIELDS A SERIES OF SPECIAL-PURPOSE SUBCOMMITTEES, INCLUDING:

- The Lead Subcommittee, which aims to create a methodology for testing exposure to lead.
- The Mental Health Subcommittee, which works to develop guidelines and resources related to mental health for workers in the fire and flood restoration industry.
- The Site Safety Assessment (SSA) Stakeholder Subcommittee, which finished its work in 2024 by developing an online guide and additional resources for the SSA Kit — a proactive approach to regular workplace inspections.
- The Subcontractor Management Subcommittee, which aims to create a formalized process to support fire and flood contractors in understanding their responsibilities and focus on how they can effectively practice supervisor duties on site.

## BCCSA By The Numbers

### ConstructionCare

<b>47</b>	Total number of employers onboarded, all time.
<b>202</b>	Number of referrals
<b>194</b>	Physio initial assessments
<b>175</b>	Physio treatments
<b>8</b>	Physician assessments

### ConstructionCare

**T**he BCCSA has partnered with WorkSafeBC and rehabilitation providers to deliver ConstructionCare, a program designed to minimize the personal and financial costs that are often encountered with delayed assessments, investigations, and treatment following a workplace musculoskeletal or soft tissue injury. Under the program, WorkSafeBC expands traditional coverage to fund same-day physiotherapy assessments, next-day physician assessments (with diagnostic testing as needed) and stay-at-work/return-to-work coordination. As the program continues to deliver proven results, the BCCSA continues to expand employer access to the program.

## PCTAC: diving deeper into emerging issues

### The Prime Contractors Technical Advisory

Committee (PCTAC) works to identify new safety challenges, investigate these issues and develop resources to help contractors, large and small. In 2024, PCTAC was made up of members from 32 companies, one member from WorkSafeBC and three from BCCSA.

Issues discussed and addressed during regular meetings this year included:

- Scaffold safety.
- Fire safety practices for wood-frame projects.
- Amendments to provincial first aid regulations, including determining appropriate equipment, conducting patient extraction drills, and managing after-hours coverage.
- Complying with new requirements for flush toilets on construction sites with more than 25 workers.
- Creation of a guidance pamphlet on access stairs.

SEVERAL ACTIVE SUBCOMMITTEES ALSO MET SEPARATELY TO ADDRESS SPECIFIC ISSUES OUTSIDE OF REGULAR PCTAC MEETINGS.

- The Concrete Pump Subcommittee is working to address the lack of industry knowledge and standards regarding inspecting and maintaining concrete pumping equipment.
- The Control Zones/Dropped Objects Subcommittee is working to develop a dropped objects and control zones program.
- The Fire Safety Management Subcommittee aims to share best practices, align standards, and mitigate fire risks related to hot work activities.



- The Lone Hoist Operator Rescue Subcommittee is working to develop resources, including rescue assessment and procedures, for a lone hoist operator rescue scenario.
- The Subcontractor Management Subcommittee is developing a management tool that can be used to manage multiple subcontractors.
- The Traffic Control Subcommittee is developing a toolkit for prime contractors to provide user-friendly guidance on operating beside roadways.
- The Tower Crane Inspections Subcommittee is supporting BC Crane Safety in developing tower crane safety resources for the industry.
- The Welding Subcommittee concluded its work to develop a welding training/communication program and exposure control tool to educate subtrades and workers on minimum requirements and best practices.

## Marketing and Communications

### Building awareness, building connections with employers.

The BCCSA's marketing and communications services reach out to all employers across the province using its web presence, social media, articles, monthly Hardhat News email blasts, live events, direct mail, sponsorships and advertising — digital, print and radio.

HERE ARE SOME HIGHLIGHTS FROM 2024:

- Developed extensive promotional and event support for the BCCSA's BC Construction Health and Safety Conference.
- Promoted the COR® and CCPO™ programs via print ads in industry magazines.
- Arranged for information spots on asbestos certification and mental health on local radio.
- Established sponsorships at multiple events, including: gold sponsorship of the BC Construction Association's Construction Month; a latte booth at the LEAP: Women in Construction Conference organized by the VRCA; breakfast sponsor of the B.C. Roadbuilder & Heavy Construction fall conference; the Mental Health and Addictions Symposium in Prince George; and the contractor breakfast of the BC Common Ground Alliance.
- Fielded booths at conferences and trade shows, including the Western Conference on Safety in Vancouver, the Northern BC Home Show in

Prince George, the BC Natural Resources Forum in Prince George, and the Canadian Concrete Expo in Toronto.

- Hosted Eat & Greet Prince George in June, a chance for local contractors and their employees to meet the BCCSA board of directors and senior BCCSA staff.
- Leveraged social media to increase engagement with BCCSA posts on all channels, including a new Instagram presence.
- Organized a series of events on Recovery Informed Workplaces in Vancouver, Victoria, Prince George and Kelowna.
- Worked with the Training Department to boost social media outreach to maximize course enrolment.▲



# Introduction to Financials

**THE BCCSA IS FUNDED BY** its members, a reality of which the alliance is always mindful. Each dollar spent on new research, projects, products and programs, is invested, with respect for their financial contribution and the hard work they undertake to earn it.

The independent auditor's report and financial statements reflect the BCCSA's commitment to promote worker safety by investing the contributions with which it has been entrusted in a responsible and transparent manner. The goal: to demonstrate results that improve health and safety outcomes for all workers.



# Independent Auditor's Report

To the Members of B.C. Construction Safety Alliance

## Opinion

**WE HAVE AUDITED** the financial statements of B.C. Construction Safety Alliance ("the Alliance"), which comprise the statement of financial position as at December 31, 2024, and the statements of operations, statement of changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Alliance as at December 31, 2024, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

## Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Alliance in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Alliance's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Alliance or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Alliance's financial reporting process

## Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Alliance's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Alliance's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Alliance to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

## Report on Other Legal and Regulatory Requirements

As required by the Societies Act of British Columbia, we report that in our opinion, the accounting principles used in these financial statements have been applied on a basis consistent with that of the preceding year.



March 06, 2025  
Burnaby, B.C.

**ENNS & COMPANY**  
Chartered Professional Accountants

*The accompanying notes are an integral part of these statements*

## Statement Of Operations

For The Year Ended December 31, 2024

	<b>2024</b>	2023
	\$	\$
<b>Program revenue</b>		
Certificate of Recognition Program (Schedule 2)	<b>2,785,742</b>	2,447,353
Health and Safety Association Program (Schedule 3)	<b>6,131,402</b>	4,918,261
Traffic Control Program (Schedule 4)	<b>1,027,976</b>	940,831
High Angle Rope Rescue Program (Schedule 5)	<b>912,094</b>	702,143
Fire and Flood Restoration Program (Schedule 6)	<b>143,390</b>	131,600
Asbestos Certification Program (Schedule 7)	<b>883,640</b>	585,459
Gross revenues before deferrals	<b>11,884,244</b>	9,725,647
Transfer to deferred contributions	<b>(2,749,066)</b>	(1,564,295)
	<b>9,135,178</b>	8,161,352
<b>Program expenditures</b>		
Certificate of Recognition Program (Schedule 2)	<b>2,605,754</b>	2,111,859
Health and Safety Association Program (Schedule 3)	<b>4,575,646</b>	3,476,083
Traffic Control Program (Schedule 4)	<b>742,206</b>	733,107
High Angle Rope Rescue Program (Schedule 5)	<b>813,785</b>	873,143
Fire and Flood Restoration Program (Schedule 6)	<b>129,325</b>	110,891
Asbestos Certification Program (Schedule 7)	<b>268,462</b>	856,269
	<b>9,135,178</b>	8,161,352
Excess of revenues over expenditures before other items	<b>-</b>	-
<b>Other income and expenditures</b>		
Interest on short term investments	<b>142,893</b>	132,958
Retained surplus (Note 3)	<b>1,381,935</b>	767,031
Research, Development and Opportunity Fund (Schedule 8)	<b>(150,343)</b>	(867,055)
Investment income	<b>76,841</b>	193,819
Unrealized fair market value adjustment	<b>611,579</b>	21,203
<b>Excess of revenues over expenditures</b>	<b>2,062,905</b>	247,956

*The accompanying notes are an integral part of these statements*

## Statement Of Change In Net Assets

For The Year Ended December 31, 2024

	<b>2024</b>	2023
	\$	\$
<b>GENERAL FUND</b>		
Balance, beginning	-	142,998
Excess (deficiency) of revenues over expenditures	<b>247,956</b>	(418,308)
Transfer from the research, development and opportunity fund	<b>867,055</b>	411,283
To top up RDO fund	<b>(867,055)</b>	(399,703)
Transferred to/from BCCSA reserve fund	<b>(247,956)</b>	275,310
To write-off project closeout adjustment	-	(11,580)
Balance, ending	-	-
<b>RESEARCH, DEVELOPMENT AND OPPORTUNITY FUND</b>		
Balance, beginning	<b>1,350,000</b>	1,350,000
Transferred to the general fund	<b>(867,055)</b>	(411,283)
To top up RDO fund	<b>867,055</b>	399,703
To write-off project closeout adjustment	-	11,580
Balance, ending	<b>1,350,000</b>	1,350,000
<b>BCCSA RESERVE FUND</b>		
Balance, beginning	<b>1,803,379</b>	2,078,689
Transferred from the general fund	<b>247,956</b>	(275,310)
Balance, ending	<b>2,051,335</b>	1,803,379
Total funds	<b>3,401,335</b>	3,153,379

*The accompanying notes are an integral part of these statements*

## Statement Of Financial Position

For The Year Ended December 31, 2024

	2024	2023
	\$	\$
<b>Assets</b>		
<b>CURRENT</b>		
Cash	<b>5,384,621</b>	54,696
Investments-General fund	<b>3,714,215</b>	2,808,729
Investments-RDO fund	<b>1,350,000</b>	1,350,000
Receivables	<b>128,937</b>	70,514
Prepaid expenses	<b>45,089</b>	79,079
	<b>10,622,862</b>	4,363,018
Prepaid deposit	<b>18,774</b>	18,774
Property and equipment (Note 2)	<b>93,330</b>	39,517
Investments-WorksafeBC Reserve Fund	<b>1,979,706</b>	1,657,551
Investments-BCCSA Reserve Fund	<b>2,507,448</b>	2,051,335
	<b>15,222,120</b>	8,130,195
<b>Liabilities</b>		
<b>CURRENT</b>		
Payables and accruals	<b>455,509</b>	1,057,015
Deferred contributions (Note 3)	<b>7,322,665</b>	2,014,294
	<b>7,778,174</b>	3,071,309
DEFERRED REVENUE - RESERVES (Note 4)	<b>1,979,706</b>	1,657,551
	<b>9,757,880</b>	4,728,860
<b>Net Assets</b>		
GENERAL FUND	<b>1,606,792</b>	-
RESEARCH, DEVELOPMENT AND OPPORTUNITY FUND	<b>1,350,000</b>	1,350,000
BCCSA RESERVE FUND	<b>2,507,448</b>	2,051,335
	<b>5,464,240</b>	3,401,335
	<b>15,222,120</b>	8,130,195

Commitments (Note 9)

APPROVED ON BEHALF OF THE BOARD:

 Will Cook Director

 Antonio Hsu Director

*The accompanying notes are an integral part of these statements*

## Statement Of Cash Flow

For The Year Ended December 31, 2024

2024

2023

\$

\$

### Operating Activities

Working capital from operations

Excess of revenue over expenditures	<b>2,062,905</b>	247,956
<b>Adjustments for items not affecting cash</b>		
Amortization of property and equipment	<b>30,058</b>	17,629
Unrealized fair market value adjustment	<b>(611,579)</b>	(21,203)
<b>Net changes in non-cash working capital balances from operations</b>		
Receivables	<b>(58,423)</b>	(30,740)
Prepaid expenses	<b>33,990</b>	(9,296)
Accounts payable	<b>(601,506)</b>	631,167
Deferred contributions	<b>5,630,526</b>	(693,905)
	<b>6,485,971</b>	141,608

### Investing Activities

Purchase of property and equipment	<b>(83,871)</b>	(41,289)
Proceeds on sale of investments	<b>5,455,127</b>	1,609,500
Purchase of investments	<b>(6,527,302)</b>	(2,436,818)
	<b>(1,156,046)</b>	(868,607)
<b>NET INCREASE IN CASH</b>		
	<b>5,329,925</b>	(726,999)
<b>NET CASH, BEGINNING OF YEAR</b>		
	<b>54,696</b>	781,695
<b>NET CASH, END OF YEAR</b>		
	<b>5,384,621</b>	54,696

*The accompanying notes are an integral part of these statements*

## Notes

For The Year Ended December 31, 2024

On June 23, 2010, B.C. Road and Construction Safety Network ("CSN") and Construction Safety Association of B.C. ("CSABC") amalgamated to form the B.C. Construction Safety Alliance (the "Alliance"). The Alliance is a tax-exempt not-for-profit organization registered under the British Columbia Societies Act.

The purpose of the Alliance is to create a forum for and provide resources to employers, allowing them to collaborate with The Workers Compensation Board of British Columbia ("WorkSafeBC") to improve safety programs, reduce injury frequency and shorten WorkSafeBC claim duration.

### Note 1 Significant Accounting Policies

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations and include the following significant accounting policies:

**INVESTMENTS** Investments are made up of both short term deposits and equities that can be liquidated in one year or less and long term investments that have a term of greater than one year.

#### PROPERTY AND EQUIPMENT

Property and equipment are carried at cost less accumulated amortization. Amortization is calculated annually as follows:

Leasehold improvements	- 5 years straight-line
Furniture and office equipment	- 5 years straight-line
Computer equipment	- 3 years straight-line
Software	- 2 years straight-line

**FUND ACCOUNTING** The Alliance maintains two funds which are segregated for purposes of carrying on specific activities. The General Fund accounts for the Alliance's collaborative WorkSafeBC program deliveries and administrative activities. This fund reports all revenue, including contributions restricted by WorkSafeBC. The Research, Development and Opportunity Fund is an internally restricted fund created by transfers of interest earned and surplus revenues to allow the Alliance to be responsive to emerging safety issues within the construction industry. As per the direction of the BCCSA Board of Directors, the BCCSA reserve fund is an additional amount of reserves to account for six months of expenditures for the High Angle Rope Rescue Program and the Fire and Flood Restoration Program and three months of expenditures for the Certificate of Recognition Program, Health and Safety Association Program and Traffic Control Program. These last three programs only need three months of expenditure reserves as WorkSafeBC has already allowed for three months of reserves in the deferred revenue – reserves liability account.

**REVENUE RECOGNITION** The Alliance follows the deferral method of accounting for contributions. Restricted contributions are restricted to fund the following programs: Certificate of Recognition Program ("COR"), Health and Safety Association Program ("HSA"), Traffic Control Program ("TCP"), High Angle Rope Rescue Program ("THARRP"), Fire and Flood Restoration Program ("FFRP") and the Asbestos Certification Program (ACP). They are recognized as revenue in the year in which the related expenditures for that program are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

*The accompanying notes are an integral part of these statements*

**Notes***For The Year Ended December 31, 2024***Note 1 Significant Accounting Policies (continued)**

**REVENUE RECOGNITION (continued)** Course revenue and other revenue are recorded once the services have been performed. Interest income and other investment income are recognized on a time proportion basis.

Deferred contributions includes net surpluses / (deficits) from current year programs. Any surplus funds are either deducted from the following year's funding, repaid to WorkSafeBC, transferred to deferred revenue - reserves approved by WorkSafeBC, provided the reserve fund does not exceed the maximum amount allowed, or recognized as other income from WorkSafeBC.

Deferred revenue - reserves includes contributions received for certain programs held in reserve for unanticipated expenses in future periods. These amounts are transfers from deferred contributions approved by WorkSafeBC.

**CONTRIBUTED SERVICES AND MATERIALS** A number of volunteers contribute a significant amount of their time and services to the Alliance each year. Because of the difficulty in determining fair value, these contributed services are not recognized in the financial statements. The Alliance records the fair value of contributed materials at the time of receipt, where such fair value is determinable, and the materials would otherwise have been purchased. During the year, the Alliance did not receive any such contributed materials.

**ALLOCATION OF EXPENDITURES** The Alliance operates the following programs: COR, HSA, TCP, THARRP, FFRP and the ACP. The costs of each program include the costs of personnel and premises and other expenditures that are directly related to providing the program. The Alliance also incurs a number of general support expenditures that are common to the administration of the organization and each of its programs.

The Alliance allocates its general support expenditures in proportion to the budget approved by the primary funder, WorkSafeBC.

**FINANCIAL INSTRUMENTS** *Measurement of financial instruments*

The Alliance measures its financial assets and financial liabilities at fair value at the acquisition date, except for financial assets and financial liabilities acquired in related party transactions. Transaction costs related to the acquisition of financial instruments subsequently measured at fair value are recognized in excess of revenue over expenditures when incurred. The carrying amounts of financial instruments not subsequently measured at fair value are adjusted by the amount of transaction costs directly attributable to the acquisition of the instrument.

The Alliance subsequently measures all of its financial assets and financial liabilities at amortized cost.

**Impairment** Financial assets measured at amortized cost are assessed for indications of impairment at the end of each reporting period. If impairment is identified, the amount of the write-down is recognized as an impairment loss in excess of revenue over expenditures. Previously recognized impairment losses are reversed when the extent of the impairment decreases, provided that the adjusted carrying amount is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in excess of revenue over expenditures.

*The accompanying notes are an integral part of these statements*

## Notes

For The Year Ended December 31, 2024

### Note 1 Significant Accounting Policies (continued)

#### USE OF ESTIMATES

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the reporting period. Actual results could differ from those estimates.

### Note 2 Property and Equipment

	Cost	Accumulated Amortization	2024 Net	2023 Net
Leasehold improvements	<b>374,195</b>	<b>365,278</b>	<b>8,917</b>	-
Furniture and office equipment	<b>343,768</b>	<b>263,920</b>	<b>79,848</b>	36,664
Computer equipment	<b>152,933</b>	<b>148,368</b>	<b>4,565</b>	2,853
	<b>24,434</b>	<b>24,434</b>	-	-
Software	<b>895,330</b>	<b>802,000</b>	<b>93,330</b>	39,517

### Note 3 Deferred Contributions

	Beginning Balance	Repayments/ Transfers	Advanced funding	Additions Reductions	Ending Balance
Certificate of Recognition Program	<b>335,494</b>	<b>(335,494)</b>	<b>1,461,935</b>	<b>179,987</b>	1,641,922
Health and Safety Association Program	<b>1,442,178</b>	<b>(1,442,178)</b>	<b>2,236,535</b>	<b>1,555,754</b>	3,792,289
Traffic Control Program	<b>207,724</b>	<b>(207,724)</b>	<b>435,330</b>	<b>285,770</b>	721,100
High Angle Rope Rescue Program	<b>(171,000)</b>	<b>171,000</b>	<b>635,331</b>	<b>98,309</b>	733,640
Fire and Flood Restoration Program	<b>20,709</b>	<b>(20,709)</b>	<b>75,280</b>	<b>14,067</b>	89,347
Asbestos Certification Program	<b>179,189</b>	<b>(179,189)</b>	-	<b>344,367</b>	344,367
	<b>2,014,294</b>	<b>(2,014,294)</b>	<b>4,844,411</b>	<b>2,478,254</b>	7,322,665

Included in the current year repayments are \$ 767,031 (2022: \$ 674,581) relating to prior year's revenues that were originally deferred. This amount is recognized as other income as WorkSafeBC continues to permit the Alliance to retain it.

Advanced funding of Asbestos Certification was received in 2023 for 2024 funding (Note 10).

*The accompanying notes are an integral part of these statements*

**Notes**

For The Year Ended December 31, 2024

**Note 4 Deferred Revenue - Reserves**

	Beginning Balance	Current year additions	Ending Net
Certificate of Recognition Program	<b>611,056</b>	<b>85,103</b>	<b>696,159</b>
Health and Safety Association Program	<b>835,000</b>	<b>230,017</b>	<b>1,065,017</b>
Traffic Control Program	<b>211,495</b>	<b>7,035</b>	<b>218,530</b>
	<b>1,657,551</b>	<b>322,155</b>	<b>1,979,706</b>

**Note 5 Allocation of Expenditures**

	COR 45%	HSA 45%	TCP 8%	THARRP 1%	FFRP 1%	2024 Total	2023 Total
Salaries	<b>403,153</b>	<b>403,153</b>	<b>71,672</b>	<b>8,959</b>	<b>8,959</b>	<b>895,896</b>	713,071
Benefits	<b>53,468</b>	<b>53,468</b>	<b>9,505</b>	<b>1,188</b>	<b>1,188</b>	<b>118,817</b>	97,220
Consultants and contractors	<b>92,016</b>	<b>92,016</b>	<b>16,358</b>	<b>2,045</b>	<b>2,045</b>	<b>204,480</b>	36,349
Accounting & Legal Fees	<b>4,009</b>	<b>4,009</b>	<b>713</b>	<b>89</b>	<b>89</b>	<b>8,909</b>	38,777
Advertising	<b>9,433</b>	<b>9,433</b>	<b>1,677</b>	<b>210</b>	<b>210</b>	<b>20,963</b>	27,697
Board expenditures	<b>20,836</b>	<b>20,836</b>	<b>3,704</b>	<b>463</b>	<b>463</b>	<b>46,302</b>	46,285
Building and services	<b>480</b>	<b>480</b>	<b>85</b>	<b>11</b>	<b>11</b>	<b>1,067</b>	2,238
Communications	<b>20,506</b>	<b>20,506</b>	<b>3,646</b>	<b>456</b>	<b>456</b>	<b>45,569</b>	38,149
Conferences and meetings	<b>16,865</b>	<b>16,865</b>	<b>2,998</b>	<b>375</b>	<b>375</b>	<b>37,477</b>	20,310
Furniture and equipment	<b>7,427</b>	<b>7,427</b>	<b>1,320</b>	<b>165</b>	<b>165</b>	<b>16,505</b>	21,825
Office supplies	<b>12,274</b>	<b>12,274</b>	<b>42,182</b>	<b>273</b>	<b>273</b>	<b>27,276</b>	29,962
Property taxes and insurance	<b>23,657</b>	<b>23,657</b>	<b>4,206</b>	<b>526</b>	<b>526</b>	<b>52,570</b>	43,430
Publication	<b>10,241</b>	<b>10,241</b>	<b>1,821</b>	<b>228</b>	<b>228</b>	<b>22,757</b>	24,956
Program Delivery	<b>19,601</b>	<b>19,601</b>	<b>3,485</b>	<b>436</b>	<b>436</b>	<b>43,558</b>	36,200
Rent	<b>138,633</b>	<b>138,633</b>	<b>24,646</b>	<b>3,081</b>	<b>3,081</b>	<b>308,074</b>	327,701
Technology	<b>117,664</b>	<b>117,664</b>	<b>20,918</b>	<b>2,615</b>	<b>2,615</b>	<b>261,476</b>	150,275
Training	<b>509</b>	<b>509</b>	<b>90</b>	<b>11</b>	<b>11</b>	<b>1,131</b>	666
Travel	<b>54,725</b>	<b>54,725</b>	<b>9,729</b>	<b>1,216</b>	<b>1,216</b>	<b>121,612</b>	74,336
Amortization	<b>13,526</b>	<b>13,526</b>	<b>2,405</b>	<b>301</b>	<b>301</b>	<b>30,058</b>	17,629
	<b>1,019,023</b>	<b>1,019,023</b>	<b>181,160</b>	<b>22,648</b>	<b>22,648</b>	<b>2,264,497</b>	1,747,076

*The accompanying notes are an integral part of these statements*

## Notes

For The Year Ended December 31, 2024

### Note 6 Financial Instruments

Items that meet the definition of a financial instrument include cash, investments - general, investments - RDO fund, receivables, investments - WorkSafeBC reserve fund, investments - BCCSA reserve fund and payables and accruals.

It is management's opinion that the Alliance is not exposed to significant liquidity risk or credit risk arising from these financial statements. The following is a summary of the significant financial instrument risks:

**MARKET RISK** Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk. It is management's opinion that the Alliance is not exposed to significant currency risk.

**CURRENCY RISK** Currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Alliance undertakes investment transactions in foreign currencies and, consequently, certain of its financial instruments are exposed to foreign currency fluctuations. Financial instruments include the following amounts, presented in Canadian dollars, which are denominated in foreign currencies:- *Investments: \$1,381,573*

**INTEREST RATE RISK** Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The fair values of fixed rate financial instruments are subject to change, since fair values fluctuate inversely with changes in market interest rates. The cash flows related to floating rate financial instruments change as market interest rates change. The Alliance is exposed to interest rate risk with respect to its investments.

**OTHER PRICE RISK** Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Alliance is exposed to other price risk related to its investments.

### Note 7 Director, Contractor and Employee Remuneration

On November 28, 2016, the new British Columbia Societies Act came into force. Included in the new Act is a requirement to disclose the remuneration paid to all directors, the ten highest paid employees and all contractors who are paid at least \$75,000 annually. The Alliance does not pay any remuneration to any board directors. The Alliance has 14 employees and/or contractors earning \$75,000 or more. Their total remuneration is \$ 1,658,229

### Note 8 Economic Dependence

The Alliance's funding is provided by WorkSafeBC. The Alliance is economically dependent upon this funding to continue its operations.

### Note 9 Commitments

Obligations under various rental leases, including base rent and operating costs, are:

2025	\$ 275,398
2026	\$ <u>264,170</u>
	\$ <u>539,568</u>

### Note 10 Subsequent Events

As at or subsequent to year end, the Alliance entered into various agreements with WorkSafeBC to continue the COR, HSA, TCP, THARRP and FRRP programs for a period of one year from January 1, 2024 to December 31, 2025.

*The accompanying notes are an integral part of these statements*

## Summary Schedule Of Revenue And Expenditures

For The Year Ended December 31, 2024

## Schedule 1

2023

### REVENUE

	2024	2023
WorkSafeBC contributions	\$ 9,424,308	\$ 7,763,950
Courses	\$ 1,346,401	\$ 833,374
Manuals	\$ 7,044	\$ 8,023
Replacement cards	\$ 3,219	\$ 4,191
Event revenue	\$ 145,693	\$ 108,118
Silica tool	\$ 1,007,991	\$ 218,079
CCPO/Asbestos exams	\$ 290,526	\$ 257,437
Other revenue	\$ 145,648	\$ 116,803
Gross revenues before deferrals	\$ 11,884,244	\$ 9,725,647
Transfer to deferred contributions	\$ (2,749,066)	\$ (1,564,295)
	<b>\$ 8,161,352</b>	<b>\$ 6,690,346</b>

### EXPENDITURES

Salaries	\$ 2,732,420	\$ 2,277,339
Benefits	\$ 447,745	\$ 377,421
Consultants and contractors	\$ 2,346,306	\$ 2,604,821
Advertising	\$ 354,463	\$ 276,475
Bank charge	\$ 43,558	\$ 36,235
Board expenditures	\$ 46,302	\$ 46,285
Building and services	\$ 1,067	\$ 2,238
Communications	\$ 118,605	\$ 112,767
Conferences and meetings	\$ 306,716	\$ 260,929
Furniture and equipment	\$ 341,979	\$ 371,660
Office supplies	\$ 32,833	\$ 39,459
Professional fees	\$ 82,463	\$ 46,502
Property taxes and insurance	\$ 52,570	\$ 43,430
Publications	\$ 481,538	\$ 357,840
Rent	\$ 324,461	\$ 333,223
Technology	\$ 732,950	\$ 418,611
Training	\$ 130,556	\$ 128,796
Travel	\$ 528,588	\$ 409,692
Amortization	\$ 30,058	\$ 17,629
	<b>\$ 17,629</b>	<b>\$ 8,161,352</b>
Excess of revenue over expenditures	—	—

*The accompanying notes are an integral part of these statements*

Schedule 2

**Certificate Of Recognition Program (COR®)**

For The Year Ended December 31, 2024

**2024**

**2023**

**REVENUE**

WorkSafeBC contributions	<b>\$ 2,784,638</b>	\$ 2,444,225
Other revenue	<b>\$ 1,104</b>	\$ 3,128
<b>Gross revenues before deferrals</b>	<b>\$ 2,785,742</b>	\$ 2,447,353
Transfer to deferred contributions	<b>\$ (179,988)</b>	\$ (335,494)
	<b>\$ 2,605,754</b>	\$ 2,111,859

**EXPENDITURES**

Salaries	<b>\$ 1,056,318</b>	\$ 937,515
Benefits	<b>\$ 173,198</b>	\$ 155,097
Consultants and contractors	<b>\$ 537,139</b>	\$ 415,953
Advertising	<b>\$ 110,960</b>	\$ 109,709
Board expenditures	<b>\$ 109,709</b>	\$ 20,828
Building and services	<b>\$ 480</b>	\$ 1,007
Communications	<b>\$ 28,468</b>	\$ 23,258
Conferences and meetings	<b>\$ 25,992</b>	\$ 18,688
Furniture and equipment	<b>\$ 10,409</b>	\$ 16,129
Office supplies	<b>\$ 12,673</b>	\$ 16,290
Professional fees	<b>\$ 44,143</b>	\$ 17,859
Property taxes and insurance	<b>\$ 23,657</b>	\$ 19,544
Bank charges	<b>\$ 19,601</b>	\$ 16,290
Publications	<b>\$ 22,580</b>	\$ 23,549
Rent	<b>\$ 138,633</b>	\$ 147,465
Technology	<b>\$ 251,276</b>	\$ 76,421
Training	<b>\$ 891</b>	\$ 604
Travel	<b>\$ 114,974</b>	\$ 87,720
Amortization	<b>\$ 13,526</b>	\$ 7,933
	<b>\$ 2,605,754</b>	\$ 2,111,859
Excess of revenue over expenditures	—	—

*The accompanying notes are an integral part of these statements*

## Health And Safety Association (HSA)

For The Year Ended December 31, 2024

## Schedule 3

2023

### REVENUE

	2024	2023
WorkSafeBC contributions	\$ 4,260,066	\$ 3,340,002
Courses	\$ 851,215	\$ 528,857
Manuals	\$ 7,044	\$ 8,023
Event revenue	\$ 145,693	\$ 108,118
Silica tool	\$ 290,526	\$ 257,437
CCPO/Asbestos exams	\$ 516,970	\$ 633,751
Other revenue	\$ 59,888	\$ 42,073
Gross revenues before deferrals	\$ 6,131,402	\$ 4,918,261
Transfer to deferred contributions	\$ (1,555,756)	\$ (1,442,178)
	<b>\$ 4,575,646</b>	<b>\$ 3,476,083</b>

### EXPENDITURES

Salaries	\$ 1,306,490	\$ 977,544
Benefits	\$ 212,237	\$ 164,091
Consultants and contractors	\$ 1,297,670	\$ 1,105,385
Advertising	\$ 168,391	\$ 140,128
Board expenditures	\$ 20,836	\$ 20,828
Building and services	\$ 480	\$ 1,007
Communications	\$ 77,936	\$ 77,606
Conferences and meetings	\$ 217,796	\$ 177,706
Bank charges	\$ 19,601	\$ 16,325
Furniture and equipment	\$ 12,451	\$ 15,806
Office supplies	\$ 13,851	\$ 16,347
Professional fees	\$ 26,379	\$ 23,942
Property taxes and insurance	\$ 295,980	\$ 152,364
Publications	\$ 138,633	\$ 147,465
Rent	\$ 324,461	\$ 333,223
Technology	\$ 397,838	\$ 212,944
Training	\$ 1,410	\$ 1,865
Travel	\$ 330,484	\$ 197,253
Amortization	\$ 13,526	\$ 7,933
	<b>\$ 4,575,646</b>	<b>\$ 3,476,083</b>
Excess of revenue over expenditures	—	—

*The accompanying notes are an integral part of these statements*

**Traffic Control Program (TCP)**

**Schedule 4**

For The Year Ended December 31, 2024

	<b>2024</b>	2023
<b>REVENUE</b>		
WorkSafeBC contributions	\$ 874,120	\$ 845,980
Courses	\$ 65,980	\$ 19,057
Replacement cards	\$ 3,219	\$ 4,191
Other revenue	<u>\$ 71,603</u>	\$ 71,603
Gross revenues before deferrals	\$ 1,027,976	\$ 940,831
Transfer to deferred contributions	<u>\$ (285,770)</u>	\$ (207,724)
	<b>\$ 742,206</b>	\$ 733,107
<b>EXPENDITURES</b>		
Salaries	\$ 259,246	\$ 245,482
Benefits	\$ 43,406	\$ 42,647
Consultants and contractors	\$ 110,100	\$ 165,872
Advertising	\$ 65,623	\$ 17,850
Board expenditures	\$ 3,704	\$ 3,703
Building and services	\$ 85	\$ 179
Communications	\$ 8,716	\$ 7,141
Conferences and meetings	\$ 27,259	\$ 3,302
Bank charges	\$ 3,485	\$ 2,895
Furniture and equipment	\$ 1,596	\$ 2,281
Office supplies	\$ 4,825	\$ 2,599
Professional fees	\$ 10,989	\$ 3,102
Property taxes and insurance	\$ 4,206	\$ 3,474
Publications	\$ 114,497	\$ 132,739
Rent	\$ 24,646	\$ 26,216
Technology	\$ 24,117	\$ 54,389
Training	\$ 599	\$ 53
Travel	\$ 32,702	\$ 17,773
Amortization	\$ 2,405	\$ 1,410
	<b>\$ 742,206</b>	\$ 733,107
Excess of revenue over expenditures	—	—

*The accompanying notes are an integral part of these statements*

## Technical High Angle Rope Rescue Program (THARRP)

## Schedule 5

For The Year Ended December 31, 2024

	<b>2024</b>	2023
<b>REVENUE</b>		
WorkSafeBC contributions	<b>\$ 912,094</b>	\$ 702,143
Transfer (to) from deferred contributions	<b>\$ (98,309)</b>	\$ 171,000
	<b>\$ 813,785</b>	\$ 873,143
<b>EXPENDITURES</b>		
Salaries	<b>\$ 55,047</b>	\$ 47,026
Benefits	<b>\$ 8,510</b>	\$ 7,217
Consultants and contractors	<b>\$ 279,041</b>	\$ 350,058
Advertising	<b>\$ 2,353</b>	\$ 2,179
Board expenditures	<b>\$ 463</b>	\$ 3,703
Building and services	<b>\$ 11</b>	\$ 22
Communications	<b>\$ 801</b>	\$ 693
Conferences and meetings	<b>\$ 625</b>	\$ 472
Bank charges	<b>\$ 436</b>	\$ 362
Furniture and equipment	<b>\$ 313,201</b>	\$ 284,731
Office supplies	<b>\$ 305</b>	\$ 793
Professional fees	<b>\$ 339</b>	\$ 388
Property taxes and insurance	<b>\$ 526</b>	\$ 434
Publications	<b>\$ 366</b>	\$ 474
Rent	<b>\$ 3,081</b>	\$ 3,277
Technology	<b>\$ 7,073</b>	\$ 7,250
Training	<b>\$ 127,558</b>	\$ 126,210
Travel	<b>\$ 13,748</b>	\$ 40,918
Amortization	<b>\$ 301</b>	\$ 176
	<b>\$ 813,785</b>	\$ 873,143
Excess of revenue over expenditures	-	-

*The accompanying notes are an integral part of these statements*

**Fire And Flood Restoration Program (FFRP)**

**Schedule 6**

For The Year Ended December 31, 2024

	<b>2024</b>	2023
<b>REVENUE</b>		
WorkSafeBC contributions	\$ 143,390	\$ 131,600
Transfer to deferred contributions	\$ (14,065)	\$ (20,709)
	<b>\$ 129,325</b>	<b>\$ 110,891</b>
<b>EXPENDITURES</b>		
Salaries	\$ 31,283	\$ 28,621
Benefits	\$ 4,799	\$ 4,362
Consultants and contractors	\$ 25,391	\$ 20,867
Advertising	\$ 2,504	\$ 2,245
Board expenditures	\$ 463	\$ 463
Building and services	\$ 11	\$ 22
Communications	\$ 732	\$ 3,089
Conferences and meetings	\$ 1,356	\$ 472
Furniture and equipment	\$ 199	\$ 218
Office supplies	\$ 311	\$ 333
Professional fees	\$ 339	\$ 388
Property taxes and insurance	\$ 526	\$ 434
Bank charges	\$ 436	\$ 362
Publications	\$ 44,344	\$ 42,701
Rent	\$ 3,081	\$ 3,277
Technology	\$ 11,555	\$ 1,589
Training	\$ 93	\$ 64
Travel	\$ 1,601	\$ 1,024
Amortization	\$ 301	\$ 176
	<b>\$ 129,325</b>	<b>\$ 110,891</b>
Excess of revenue over expenditures	-	-

*The accompanying notes are an integral part of these statements*

**Asbestos Certification Program (ACP)**

**Schedule 7**

For The Year Ended December 31, 2024

	<b>2024</b>	<b>2023</b>
<b>REVENUE</b>		
WorkSafeBC contributions	\$ 450,000	\$ 300,000
Courses	\$ 429,205	\$ 285,459
CCPO/Asbestos exams	\$ 4,435	\$ -
Gross revenues before deferrals	\$ 883,640	\$ 585,459
Transfer to deferred contributions	<u>\$ (615,178)</u>	\$ 270,810
	\$ 268,462	\$ 856,269
<b>EXPENDITURES</b>		
Advertising	\$ 4,632	\$ 4,366
Benefits	\$ 5,598	\$ 4,006
Communications	\$ 1,952	\$ 3,413
Conferences and meetings	\$ 33,688	\$ 57,671
Consultants and contractors	\$ 96,965	\$ 546,685
Furniture and equipment	\$ 4,122	\$ 52,496
Office supplies	\$ 869	\$ 3,103
Professional fees	\$ 273	\$ 824
Publications	\$ 3,772	\$ 6,013
Rent	\$ 16,387	\$ 5,522
Salary	\$ 24,035	\$ 41,150
Technology	\$ 41,091	\$ 66,017
Travel	<u>\$ 35,078</u>	\$ 65,003
	\$ 268,462	\$ 856,269
Excess of revenue over expenditures	- -	

*The accompanying notes are an integral part of these statements*

**Research, Development And Opportunity Fund**

**Schedule 8**

For The Year Ended December 31, 2024

**2024**

**2023**

**EXPENDITURES**

Consultants and contractors	\$ 91,818	\$ 339,308
Communications	\$ 235	\$ 62
Conferences and meetings	\$ 229	\$ 561
Furniture and equipment	\$ -	\$ 5,086
Publications	\$ 4,380	\$ 65,301
Travel	\$ 501	\$ 3,585
Office supplies	\$ -	\$ 326
Technology	\$ 53,180	\$ 438,017
	<b>\$ 150,343</b>	<b>\$ 867,055</b>
Deficiency of revenue over expenditures	<b>\$ (150,343)</b>	<b>\$ (867,055)</b>

*The accompanying notes are an integral part of these statements*



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*'Making Safety Simpler'*