



THE BCRCC
SUMMER YOUTH
EMPLOYMENT
PROGRAM

Plan A: Mission Statement

Youth employment is the future. Our mission is to provide high school students with the opportunity to get experience in the construction industry working hands on as material handlers for our reputable contractors. Tools are provided for our Plan A members as well as safety equipment. They gain experience, safety certifications and training, high school credits for graduation, eligibility for grants, and the ability to find a passion for a new career path.



Plan A: Program Description

- Work for a BCRCC Signatory Contractor
 - Entry-level positions earn \$19.00 per hour, with opportunity for advancement and apprenticeship
- Earn High School Credits & Awards
 - Earn up to 16 credits towards your high school diploma
 - Be eligible for a \$1000 award if requirements are met
- After High School, Proceed to Earn a Red Seal Certificate
 - Apprentices do not earn student debt, as tuition is sponsored
 - Apprentices earn a paycheque when not in school
 - Apprentices earn top wages dictated by a collective agreement that includes employer-paid health benefits, pension, and career-advancement training
 - Red Seal certificate is recognized worldwide



Material Handler Job Description

The material handler position is also known as the pre-apprentice position because it is a job for an individual with little to no experience in the construction field, and it requires only basic tools and safety equipment. On site, these individuals are expected to show up on time with a good attitude and demonstrate a good work ethic and an eagerness to learn. Tasks include:

- Site cleanup and general housekeeping, because a tidy site is a safe site
- Attending morning tool-box talks where daily goals, safety hazards, and work projections are discussed
- Stripping concrete formwork of structural elements
- Working with the crane rigger to organize and stack materials to be used
- Cataloging all materials on site and estimating quantities of materials
- Working with a team to perform sacking and patching tasks on columns and slabs
- Assisting carpenters and carpenter apprentices by hand-delivering materials, as well as with work-station take-down, moving, and setup
- Learning how to safely operate carpentry-related power tools

What's In It for Our Contractors?

The eager new material handlers provide labour for a wage of \$19 an hour at no costs of pension and health and welfare, and employer remitted funds (except training) to the contractor.

We want the Plan A employment program to be a mutually beneficial program for all parties involved. This program creates a future labour pool that will fill the projected shortfall of workers in the trades.

If Contractors choose to retain Plan A workers through to September following their summer work experience, Contractors must begin remitting workers as Apprentices with full wages, pension and benefits.

What's Provided:

The Plan A Youth Employment Program is proud to support our youth workforce and provide the tools necessary for workers. The BCRCC provides all tools needed, with the exception of work boots.

To be provided with the tool set, a \$100 deposit cheque/payment will be required. If the employment is obtained for a minimum of six weeks, the deposit will be refunded and the tools can be kept at no cost. However, if the student does not work up until 6 weeks the deposit will not be refunded.

- 20 oz. hammer
- Nail bar
- Tape measure (26ft/8m)
- Tool belt (basic)
- Green hard-hat
- Hi-vis vest
- Safety glasses
- Gloves

(Total value: \$190.00)



What's Required:

We consider skill, safety, quality, productivity, and attitude to be the keys to success in the Industry.

As a Plan A student, prior to your dispatch to a jobsite you will need to complete the following safety training courses:

- Construction Safety Training Systems 2020 (CSTS) - Online course
- Workplace Hazardous Materials Information System 2015 (WHMIS) – Online course
- BCRCC COVID Prep Course – Online course
- BCRCC Fall Protection Training – In Person



Contact Information

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