



Canadian
Construction
Association

Annual Review

2024



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Message from our Chair

Francis Roy

As we reflect on the past year, I'm excited to share the progress we've made together. 2024 has been a year of transformation and growth, where we aimed to foster strong connections, spark deeper collaboration, and empower you with the tools and insights to thrive in an increasingly complex world.

When I began my term as Chair of the Canadian Construction Association (CCA), my goal was to strengthen our partnership and engagement with you, our valued members. Through our collective efforts, we're building a stronger, more connected industry – one that is ready to face the challenges and opportunities ahead.

One of our biggest efforts was to adapt and modernize the tools and resources we develop and deliver to members. Our National Advisory Councils (NAC) worked closely with our Best Practices Services to develop a whole new series of guides, bulletins, and webinars for our members. These thought leadership products cover a range of topics: managing risk, controlling bid costs, adopting emerging technologies, and adapting to new prompt payment laws. Through these efforts, the NACs are working tirelessly to strengthen and support the industry – equipping members with more insight and knowledge so they can make better decisions about their businesses.

Adding value to member businesses is why CCA collaborated with our Integrated Partner Associations to launch SignaSur™. The digital contract lifecycle management solution is designed especially for our members to manage construction documents securely and seamlessly – from start to finish.

It's also why we worked to improve Gold Seal Certification, making the certification process smoother, more efficient, and more relevant to our members' needs.



Our work paid off. We boosted individual enrolment in the program by 26 per cent last year. We also onboarded 25 new Gold Seal Employers – construction companies that support and encourage their employees to earn Gold Seal Certified. Having more Gold Seal Employers is an important step in raising the level of excellence across our entire industry – because more Gold Seal Certified professionals mean smarter and stronger member firms.

I would be remiss if I didn't salute the Canadian Construction Documents Committee. The committee celebrated its 50th anniversary in 2024 by having its most productive year ever, publishing 16 new guide documents, contract forms, and bond forms, as well as a new Civil Code version of documents designed especially for the Quebec industry. I'm proud of all these achievements in 2024. They equip and empower our members to face the challenges of 2025 with confidence and enthusiasm.

Thank you to the industry leaders who served on our Board, committees, and NACs last year. Your expert knowledge and generous collaboration have been instrumental to our activities and successes.

I also want to extend my heartfelt thanks to the dedicated staff of CCA, whose hard work and commitment have been vital to our success.

To all of them and to all our members, I say let's keep working together every day not only to improve the performance of our businesses and the industry, but also build a stronger, more resilient Canada.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Francis Roy', with a stylized flourish at the end.

Francis Roy
Chair, CCA



Message from our President

Rodrigue Gilbert

Reflecting on my first year as President of the Canadian Construction Association (CCA), I'm energized by the opportunity to work alongside such a dynamic and committed community. It's clear that our greatest strength lies in our unity. It gets you heard at the highest levels politically; it produces policy and legislative results; and it provides a solid footing on which to adapt to political and economic uncertainty. This past year, we came together to advocate boldly for the future of our industry and the future of Canada.

Last year's Hill Day was a shining example of that unity in action. The event was our biggest and best ever. More than 100 delegates from across Canada and representing all sectors of the construction industry travelled to Ottawa to meet with parliamentarians and top policy advisors. This collective strength ensured that our priorities were not just heard but truly understood.

Our delegates raised three pressing priorities for the future of the construction industry and for the future of Canada. The need to invest in long-term sustainable infrastructure, with a focus on housing, transportation, and trade-enabling projects. The need to grow our workforce through balanced immigration policies and better recruitment initiatives to address critical labour shortages. And the need to modernize procurement to ensure fair competition, early contractor engagement, and balanced risk-sharing.

We succeeded in getting our messages across. Clear and immediate proof is the federal government's pledge to create the Canadian Infrastructure Council. Its creation is a monumental win for everyone in Canada's construction sector. The council is also the first step in delivering the National Infrastructure Assessment.

We all deserve a round of applause for this shared achievement. Our advocacy delivered value to our members and partners by voicing their needs directly and powerfully to parliamentarians, top advisors, and senior officials. The relationships we nurtured with these people have paved the way for even greater influence in 2025 – an unpredictable year that will demand our continued strength and unity.



No matter what challenges lie ahead, I know that our strength and determination will see us through. It's this spirit of collaboration and shared purpose that I want to celebrate as we look to the future. Together, we're not only building a stronger industry but also helping shape a better, more prosperous Canada for all.

To our members, your needs were front of mind for CCA throughout last year. Your support was vital to our success in delivering value to you, and will continue to be essential in the year to come.

To our partner associations, your collaboration and our shared trust have enabled us to serve our members together. We will be counting on it again this year as we continue to shape the future of construction together.

To our past Chairs, your invaluable counsel in my first year as President has been inspiring and instrumental in guiding our efforts.

To everyone, let's keep advocating as a united voice so our industry can continue to build the infrastructure Canadians rely on every day.

Sincerely,

A handwritten signature in black ink, appearing to read 'Rodrigue Gilbert', with a stylized flourish at the end.

Rodrigue Gilbert
President, CCA



Building connections within our industry

In 2024, CCA deepened industry ties to produce greater value for members and partners.

Our Annual Conference was vital to this effort. More than 630 delegates, including 126 first-timers, were in attendance for the four-day event that took place in March. The conference continues to bring industry leaders together to collaborate on key issues, share best practices, and identify opportunities for growth.



We strengthened relationships through our Partner Association Symposium in Montreal. The event fostered community collaboration, promoting best practices and the exchange of ideas to enhance value to members across the CCA ecosystem.

Our Integrated Partner Associations are vital to our success and, this year, they truly stepped up, helping to deliver exceptional value across multiple initiatives. Their unwavering support was instrumental in hosting CCDC's first in-person seminars since the pandemic. More than 850 members took part to explore new contracts and guides with experts.

We also worked with 23 of our partner associations to roll out the Canada Green Building Council's Low Carbon Training Program. This program upskilled 311 industry professionals in Ontario, Alberta, and British Columbia on low-carbon construction.



We also worked with 23 of our partner associations to roll out the Canada Green Building Council's Low Carbon Training Program. This program upskilled 311 industry professionals in Ontario, Alberta, and British Columbia on low-carbon construction.

And we're revolutionizing the industry together with the launch of SignaSur™. The digital contract lifecycle management solution enables Canadian construction companies to manage documents securely and seamlessly from project inception to completion.

Our cooperation with the National Research Council continued. We increased the number of mentees in the CONTACT mentorship program. In a related move, we put teachers and guidance counsellors front and centre in the new phase of our Talent Fits Here campaign.

This year, we saw a 26 percent increase in the number of Gold Seal enrollments and welcomed 25 new Gold Seal Employers, including Defence Construction Canada, the first public-sector organization to achieve this certification. This accomplishment not only elevates industry standards, but also fosters a stronger network of highly qualified professionals across the sector.

We brought this commitment to higher standards to our own governance operations. We hired a firm to carry out an independent review of our leadership structure, decision-making processes, and overall management effectiveness.

Empowering our members with tools and resources

Delivering tools and resources that add real value to members was a top priority for CCA in 2024.

Our Construction Quarterly Economic Insights were a popular and valuable resource. The reports provide robust data points and refined analysis for members to plan their operations and for us to advocate on behalf of members, partners, and industry. To add even further value, we supported these reports with exclusive briefings for members and partners.

12 **Labour market in construction**

In 2024, employment in construction began the year with significant gains from 2023. However, in the second quarter, employment declined, easing most of the progress made in the first quarter. Despite this setback, overall employment in the construction sector remains at historically high levels. While rising unemployment rates in other sectors have attracted media attention, the construction industry continues to experience relatively low unemployment driven by sustained demand for construction work.

04 **GDP and GDP per capita**

Despite overall GDP growth, GDP per capita experienced another quarterly contraction, marking its fifth consecutive decline. This trend highlights ongoing challenges in productivity and individual economic well-being.

18 **Inflation of construction materials**

The Industrial Product Price Index (IPPI) tracks the price movements of goods used in the production of final products. For the construction industry, the IPPI provides valuable insights into the cost trends of essential materials. During the third quarter of 2024, the IPPI experienced a welcome growth contraction, slowing down from 2.6 per cent in the second quarter to 0.9 per cent quarter-over-quarter.

Employment by province

During the second quarter of 2024, national employment in the construction sector as labour conditions softened. Overall, employment in the sector over-quarter, resulting in a loss of approximately 18,400 jobs across Canada. Disparities, with different provinces exhibiting varied employment trends.

Quantified percentage change

This slowdown was driven by price decreases in energy products, primary ferrous metal product group, as well as lumber and other wood products.



Our Best Practices Services was active in delivering value to members. In 2024, we developed two new guides on managing risks, two new bulletins on controlling costs and making wiser choices on bids, three new webinars on adopting new technologies, and a two-part webinar series to guide our members on the implementation of the Federal Prompt Payment for Construction Work Act. These thought-leadership products may cover a range of topics, but they are all designed to achieve a single goal: to support members with more insight and knowledge so they can make better decisions.

Our National Advisory Councils did outstanding work to support Best Practices Services in developing these products. Because of this collaboration, 2024 was our most productive year in elevating standards and fostering a culture of thought leadership throughout industry.

Our Canadian Construction Documents Committee celebrated its 50th anniversary in 2024, marking a year of significant achievements. The committee published 16 new guide documents, contract forms, and bond forms. It also published new Civil Code version of documents designed especially for the Quebec industry. The value of these modernized documents cannot be overstated: they help our members minimize risk, save time, and elevate professional credibility in negotiating contracts and executing projects.

Advocating nationally for our industry

In 2024, CCA championed policy and program changes necessary for members, partners, and industry to maintain and build the infrastructure Canadians rely on every day.

Our efforts in policy, outreach, and strategic engagement laid the groundwork for significant change, ensuring the industry's priorities are heard at the highest levels of government.



A cornerstone of our advocacy efforts is Hill Day, designed to deepen member and partner engagement with federal officials. We held our biggest ever Hill Day in 2024. Over 100 delegates from across Canada and representing all industry sectors travelled to Ottawa to raise our highest priorities with dozens of parliamentarians and top policy advisors. Under the mantra, “It’s not promises that build the economy – it’s construction,” the discussions focused on pressing issues facing the industry, including the urgent need for enhanced infrastructure investment, workforce development, and the modernization of procurement strategies.

Hill Day also provided a platform to highlight our new report on climate resilience in construction. It sets out in clear language and vivid detail the urgent need for greater investment and supportive policies in achieving Canada’s net zero objectives and protecting Canadian infrastructure from extreme climate events. Our report recommendations were heard loud and clear. We made presentations to many officials in several government organizations; and we started collaborating with the Conference Board of Canada on a federally funded study of the impact of climate change adaptation on our industry’s workforce.

In a landmark development, the federal government pledged to create the Canadian Infrastructure Council. The council is the first step in delivering the National Infrastructure Assessment, a comprehensive and coordinated approach to address Canada’s long-term infrastructure needs. The creation of the Canadian Infrastructure Council represents a monumental win for Canada’s construction sector. In the year ahead, we will monitor development of the council and fight for better industry representation on it and an expanded scope.

By amplifying our message through media, op-eds, various reports, presentations, and meetings with key stakeholders, CCA has set the stage for even greater influence with the government in the years ahead.



Snapshots





Meet our Board

Francis Roy,
Chair
Quebec

Trevor Doucette,
Vice Chair
Alberta

David Bowcott
Ontario

Derek Brown
Newfoundland and
Labrador

Charles Caza
Ontario

Nicole Chabot
Manitoba

Steve Drummond
British Columbia

Frank Faieta
Ontario

Wayne Ferguson
Ontario

Eric Gaulin
Quebec

Peter Grose
Manitoba

Quentin Huillery
Alberta

John Mollenhauer
Ontario

Christina O'Donnell
Ontario

Cory Richter
Saskatchewan

Sam Sanderson
Prince Edward Island

Amber Sandhu
Ontario

Brad Scott
Nova Scotia

Ajay Sharma
Alberta

Rick Wagner
British Columbia

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CCA National Awards

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Chubb Insurance
Company of Canada

McMillan LLP

Travelers Canada

Intact Surety

PCL Construction

Vipond INC.

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ACQ Laval / Laurentides

ACQ Mauricie / Bois-Francs / Lanaudière / Centre-du-Québec

ACQ Métropolitaine

ACQ Montérégie

ACQ Nord-Est du Québec

ACQ Outaouais-Abitibi et Nord Ouest du Québec.

ACQ Québec

ACQ Saguenay / Lac Saint-Jean

Alberta Construction Association

Alberta Roadbuilders and Heavy Construction Association

Association de la construction du Québec

Association des constructeurs de routes et grands travaux du Québec

B.C. Road Builders and Heavy Construction Association

British Columbia Construction Association

Calgary Construction Association

CANB - Saint John

CANB - Fredericton Northwest Construction Association

CANB - Moncton Northeast

Construction Association of New Brunswick

Construction Association of Nova Scotia

Construction Association of Prince Edward Island

Construction Association of Rural Manitoba

Construction Association of Thunder Bay

Corporation des entrepreneurs généraux du Québec

Edmonton Construction Association

Fort McMurray Construction Association

Grande Prairie Construction Association



Hamilton-Halton Construction Association

Heavy Civil Association of Newfoundland

Kingston Construction Association

Lethbridge Construction Association

Lloydminster Construction Association

London and District Construction Association

Manitoba Heavy Construction Association

Medicine Hat Construction Association

New Brunswick Road Builders and Heavy Construction Association

Newfoundland and Labrador Construction Association

Niagara Construction Association

Northern Regional Construction Association

Nova Scotia Road Builders Association

Ontario General Contractors Association

Ontario Sewer and Watermain Construction

Ottawa Construction Association

P.E.I Road Builders and Heavy Construction Association

Red Deer Construction Association

Sarnia Construction Association

Construction Association of Saskatchewan

Saskatchewan Heavy Construction Association

Southern Interior Construction Association

Surety Association of Canada

Toronto Construction Association

Vancouver Island Construction Association

Vancouver Regional Construction Association

Winnipeg Construction Association

Yukon Contractors Association



Affiliate associations

Canadian Federation of Construction Safety Associations

Canadian Institute of Steel Construction

Canadian Roofing Contractors Association

Electrical Contractors Association of Ontario

Greater Toronto Electrical Contractors Association

Independent Contractors and Businesses Association

Mechanical Contractors Association of Ontario





Association
canadienne de
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Canadian
Construction
Association

250 Albert St, Suite 300
Ottawa, ON K1P 6M1
cca-acc.com