

BUILDING BUILDERS

MENTORSHIP PROGRAM

IMPACT REPORT

2022 - 2026

Prepared by



Connecting experience with ambition.

Building careers. Strengthening connections.

Building the future of B.C. construction.

Funded in part by the Government
of Canada's Canadian
Apprenticeship Strategy



Canada

POWERED BY:



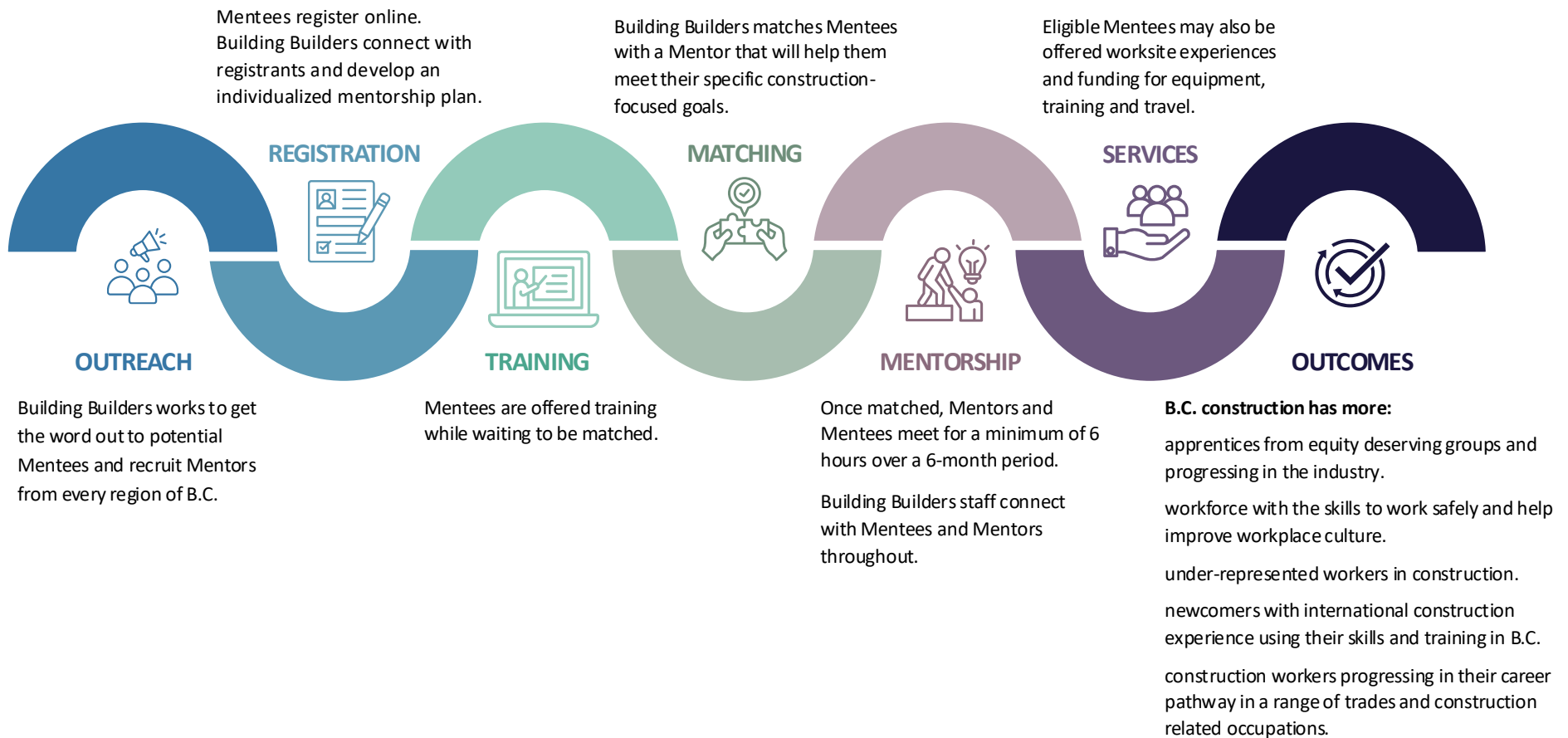
British
Columbia
Construction
Association

A mentorship program for B.C.'s construction industry to:

ATTRACT: Support new workers and apprentices, including those from equity-deserving groups, to enter the construction industry.

PROGRESS: Support Mentees with construction experience to advance their careers and progress along their career pathways.

RETAIN: Support construction workers to remain in the industry, continue progressing in their careers, and contribute to B.C.'s construction workforce



BUILDING BUILDERS PROGRAM SUPPORTS APPRENTICES

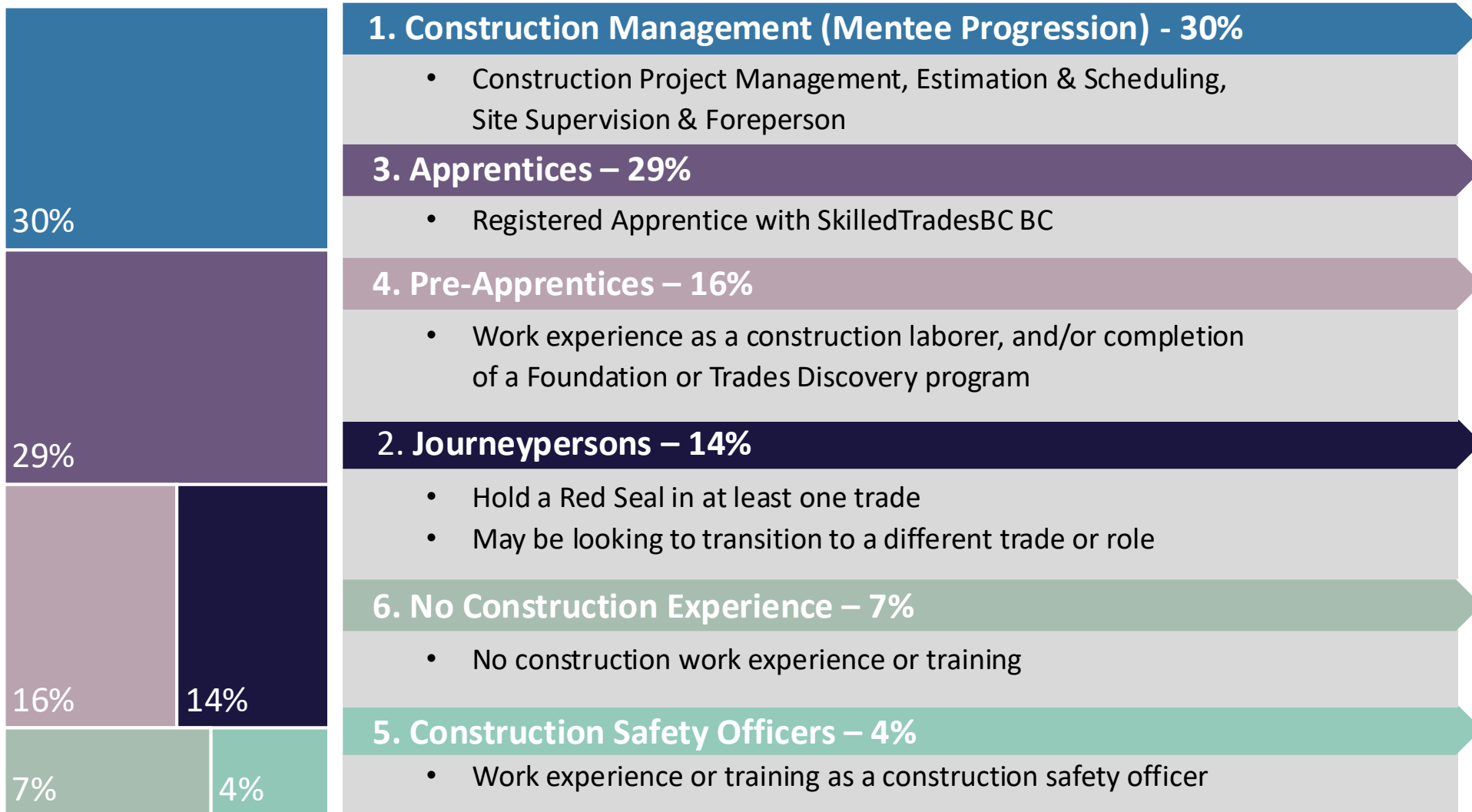
46% of the Mentees supported through the program to date self-identified as **pre-apprentices through Level 4 apprentices.**



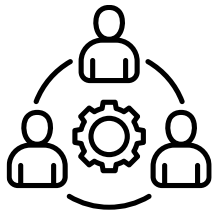
Pitt Meadows Plumbing Site Tour - 2025

IN 2025-26

Mentees join the program with a range of training, experience and roles in the construction sector:



IN 2025-26



CONSTRUCTION MANAGEMENT PROGRAM ENTRY PROFILE

EXPERIENCE OR TRAINING IN PROJECT
MANAGEMENT, ESTIMATION, OR SITE
SUPERVISION

ABOUT HALF WORKING IN
CONSTRUCTION

CONSTRUCTION EXPERIENCE



TOP 3 MENTORSHIP GOALS

- LEADERSHIP
- CAREER GUIDANCE
- BC BUILDING CODE

30% CONSTRUCTION MANAGEMENT

OF MENTEES WERE

BUILDING BUILDERS SERVICES ACCESSED

- 87% RECEIVED BUILDERS CODE INFO PACKAGE
- 64% REGISTERED IN SITEREADYBC
- 34% WERE FUNDED FOR OTHER TRAINING
- 21% PARTICIPATED IN A WORK SITE EXPERIENCE

OUTCOMES

23%



NEW JOB OR
PROMOTION

IN 2025-26



APPRENTICE PROGRAM ENTRY PROFILE

REGISTERED WITH SKILLEDTRADES BC

MOST LEVEL 1-2

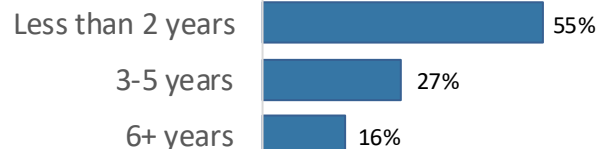


SOME LEVEL 3-4



TYPICALLY WORKING IN CONSTRUCTION

CONSTRUCTION EXPERIENCE



TOP 3 MENTORSHIP GOALS

- LEADERSHIP
- COMMUNICATION
- RED SEAL PATHWAYS

29% APPRENTICES

OF MENTEES WERE

BUILDING BUILDERS SERVICES ACCESSED

- 75% RECEIVED BUILDERS CODE INFO PACKAGE
- 39% REGISTERED FOR SITEREADYBC TRAINING
- 18% WERE FUNDED FOR OTHER TRAINING
- 9% PARTICIPATED IN A WORK SITE EXPERIENCE

OUTCOMES

20%



NEW JOB OR
PROMOTION

32%



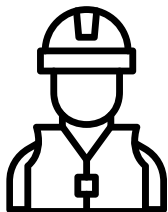
NEW APPRENTICESHIP
SPONSOR

14%



COMPLETED
RED SEAL

IN 2025-26

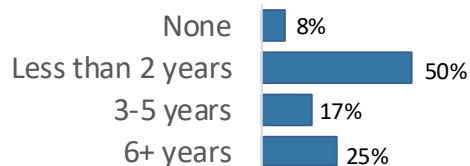


PRE-APPRENTICE PROGRAM ENTRY PROFILE

SOME HAVE COMPLETED A TRADES
FOUNDATION OR DISCOVERY PROGRAM

TYPICALLY, NOT WORKING IN
CONSTRUCTION, BUT MOST HAVE
CONSTRUCTION WORK EXPERIENCE

CONSTRUCTION EXPERIENCE



TOP 3 MENTORSHIP GOALS

- LOOKING FOR WORK TIPS
- TECHNICAL JOB SKILLS
- RED SEAL PATHWAYS

16% PRE-APPRENTICES

OF MENTEES WERE

BUILDING BUILDERS SERVICES ACCESSED

- 92% RECEIVED BUILDERS CODE INFO PACKAGE
- 71% REGISTERED FOR SITEREADYBC TRAINING
- 29% WERE FUNDED FOR OTHER TRAINING
- 4% PARTICIPATED IN A WORK SITE EXPERIENCE

OUTCOMES

17%



NEW JOB OR
PROMOTION

38%



NEW APPRENTICESHIP
SPONSOR

IN 2025-26

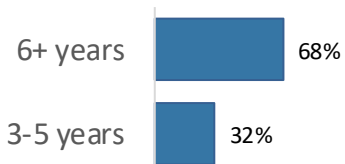


JOURNEYPERSON PROGRAM ENTRY PROFILE

ALL HAVE A RED SEAL, MAY BE
PURSUING NEW TRADE

TYPICALLY WORKING IN CONSTRUCTION

CONSTRUCTION EXPERIENCE



TOP 3 MENTORSHIP GOALS

- LEADERSHIP
- COMMUNICATION
- NETWORKING

14% JOURNEYPERSONS

OF MENTEES WERE

BUILDING BUILDERS SERVICES ACCESSED

- 64% RECEIVED BUILDERS CODE INFO PACKAGE
- 50% REGISTERED FOR SITEREADYBC TRAINING
- 32% WERE FUNDED FOR OTHER TRAINING
- 14% PARTICIPATED IN A WORK SITE EXPERIENCE

OUTCOMES

19%



NEW JOB OR
PROMOTION

5%



NEW APPRENTICESHIP
SPONSOR

IN 2025-26



**NO CONSTRUCTION
EXPERIENCE PROGRAM
ENTRY PROFILE**

NEW TO CONSTRUCTION SECTOR

**NO CONSTRUCTION WORK
EXPERIENCE OR TRAINING**

TOP 3 MENTORSHIP GOALS

- LOOKING FOR WORK TIPS
- TECHNICAL JOB SKILLS
- RED SEAL PATHWAYS

7% **NO CONSTRUCTION
EXPERIENCE**
OF MENTEES HAD

BUILDING BUILDERS SERVICES ACCESSED

- 90% RECEIVED BUILDERS CODE INFO PACKAGE
- 100% REGISTERED FOR SITEREADYBC TRAINING
- 10% WERE FUNDED FOR OTHER TRAINING
- 40% PARTICIPATED IN A WORK SITE EXPERIENCE

OUTCOMES

30%



**NEW JOB OR
PROMOTION**

IN 2025-26

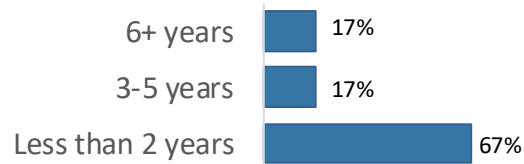


CONSTRUCTION SAFETY OFFICER PROGRAM ENTRY PROFILE

SOME HAVE COMPLETED A TRADES
FOUNDATION OR DISCOVERY PROGRAM

TYPICALLY NOT WORKING IN
CONSTRUCTION, BUT MOST HAVE
CONSTRUCTION WORK EXPERIENCE

CONSTRUCTION EXPERIENCE



TOP 3 MENTORSHIP GOALS

- CONSTRUCTION SAFETY
- INDUSTRY INFO
- LEADERSHIP

4% CONSTRUCTION
SAFETY OFFICERS
OF MENTEES WERE

BUILDING BUILDERS SERVICES ACCESSED

- 83% RECEIVED BUILDERS CODE INFO PACKAGE
- 33% REGISTERED FOR SITEREADYBC TRAINING
- 67% WERE FUNDED FOR OTHER TRAINING
- 67% PARTICIPATED IN A WORK SITE EXPERIENCE

OUTCOMES

17%



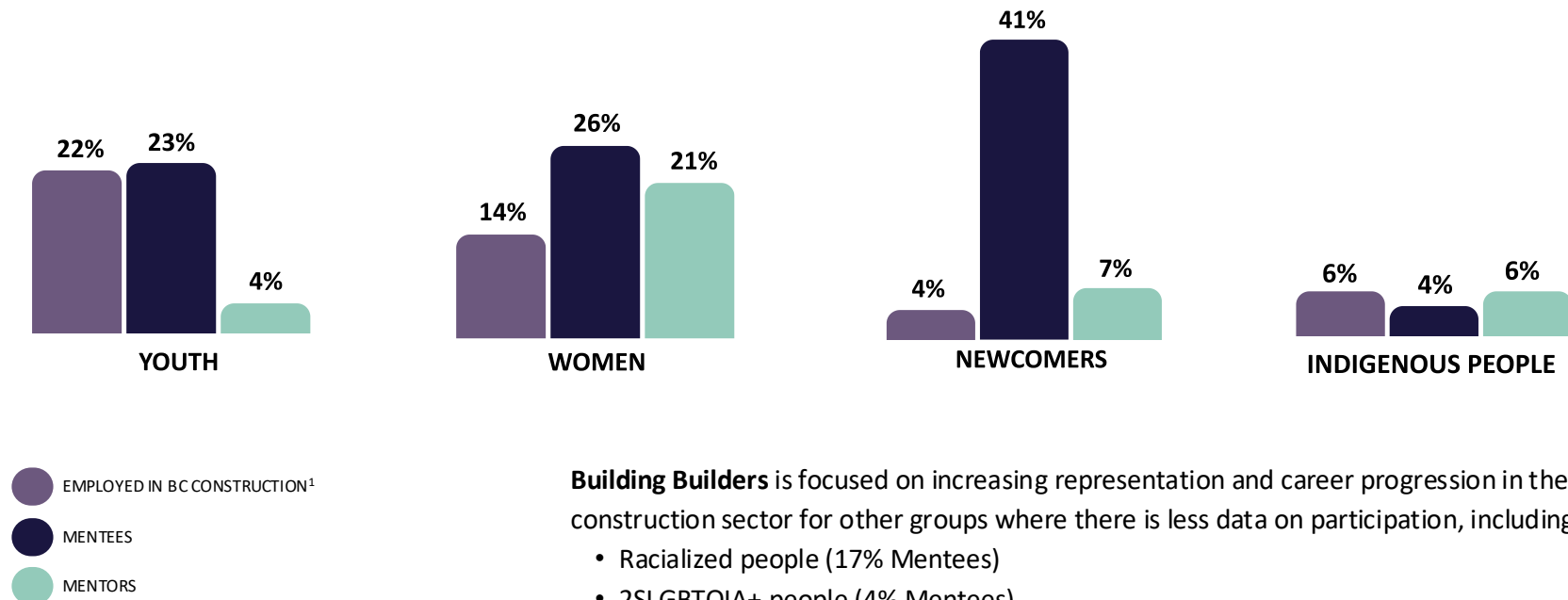
NEW JOB OR
PROMOTION

Building Builders is helping to grow a skilled and inclusive trades workforce, where more people, including women and under-represented groups, choose and progress in careers in the trades, addressing shortages of skilled trades people that may be constraining economic growth.

- Focused on recruiting youth and under-represented groups as both Mentees and Mentors
- Offering Builders Code training to help create an inclusive, safe and productive environment for all workers

COMPARING BUILDING BUILDERS PARTICIPANTS WITH THE BC CONSTRUCTION SECTOR

2022-26



Building Builders is focused on increasing representation and career progression in the construction sector for other groups where there is less data on participation, including:

- Racialized people (17% Mentees)
- 2SLGBTQIA+ people (4% Mentees)
- People with disabilities (3% Mentees).

YOUTH MENTEES & MENTORS



The construction workforce is aging, with over 20% of workers over 55.

There is an increasingly pressing need for youth to enter construction careers.

Building Builders is working to support youth not only to enter trades careers but to progress in them.

AS OF MARCH 2026:

28 OUTREACH EVENTS
TARGETED FOR YOUTH IN CONSTRUCTION

YOUTH WERE:

23%
OF MENTEES

4%
OF MENTORS

2025-26 YOUTH MENTEES

MENTEE PROGRAM ENTRY PROFILE



MENTEE OUTCOMES

23%


NEW JOB OR
PROMOTION

3%


NEW APPRENTICESHIP
SPONSOR

6%


COMPLETED
RED SEAL



Women are under-represented in the BC Construction Sector, making up only 6% of the sector's skilled trades workers and 13% of management.

Increasing female participation can help meet the demand for workers, while bringing fresh perspectives to project management, safety protocols, and workplace culture.

Building Builders is working not just to recruit but also to retain women in the sector.

AS OF MARCH 2026:

27 OUTREACH EVENTS
TARGETED FOR WOMEN IN CONSTRUCTION

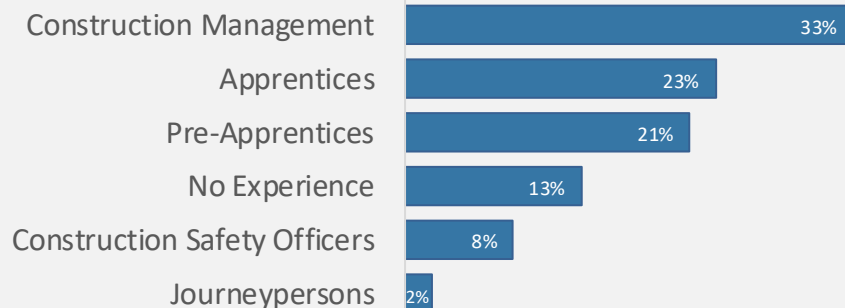
WOMEN WERE:

30%
OF MENTEES

21%
OF MENTORS

2025-26 WOMEN MENTEES

MENTEE PROGRAM ENTRY PROFILE



MENTEE OUTCOMES

25%



NEW JOB OR
PROMOTION

13%



NEW APPRENTICESHIP
SPONSOR

2%



COMPLETED
RED SEAL

NEWCOMER MENTEES & MENTORS



Many newcomers have extensive construction experience in their home country.

Newcomers make up only 3% of trades workers and 3% of construction management.

Building Builders is working to support newcomers to find pathways into the Canadian construction occupations where they can use and build their skills.

AS OF MARCH 2026:

15 OUTREACH EVENTS
TARGETED FOR NEWCOMERS IN CONSTRUCTION

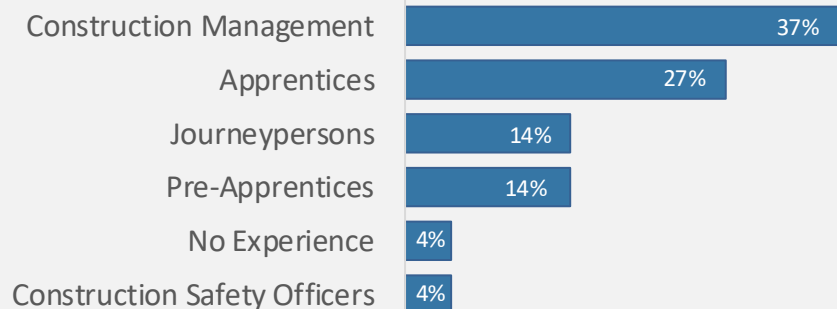
NEWCOMERS WERE:

40%
OF MENTEES

7%
OF MENTORS

2025-26 NEWCOMER MENTEES

MENTEE PROGRAM ENTRY PROFILE



MENTEE OUTCOMES

31%



NEW JOB OR
PROMOTION

18%



NEW APPRENTICESHIP
SPONSOR

6%



COMPLETED
RED SEAL

INDIGENOUS MENTEES & MENTORS



Indigenous representation in the BC Construction Sector has grown, with Indigenous people making up 8% of trades workers and 4% of construction management.

There is still substantial work to do to advance Indigenous participation, leadership, and economic opportunity across the industry.

Building Builders is advancing opportunities for Indigenous construction workers at all levels.

AS OF MARCH 2026:

13 OUTREACH EVENTS
TARGETED FOR INDIGENOUS PEOPLE IN CONSTRUCTION

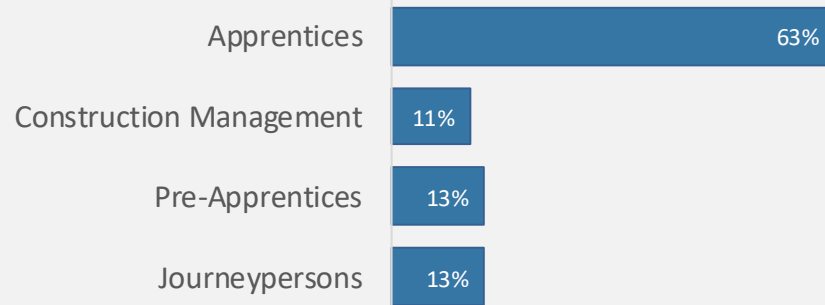
INDIGENOUS PEOPLE WERE:

4%
OF MENTEES

5%
OF MENTORS

2023-26 INDIGENOUS MENTEES

MENTEE PROGRAM ENTRY PROFILE



MENTEE OUTCOMES

8%

NEW JOB OR
PROMOTION

8%

NEW APPRENTICESHIP
SPONSOR

IN 2025-26

CREATING GREATER IMPACT THROUGH COLLABORATION & REFERRALS

62 MENTEES WERE REFERRED TO INTERNAL AND EXTERNAL SUPPORTS

32%

INTERNAL BCCA WORKFORCE SOLUTIONS

20 Mentees Referred

Skilled Trades Employment Program - STEP
Integrating Newcomers
Connect
Talent Central

Our internal BCCA referral network connects Mentees to specialized supports without duplicating services.

68%

EXTERNAL PARTNER REFERRALS

42 Mentees Referred

Employment
Education
Training &
Other Community Services

Mentees are connected to external partners for specialized support beyond Building Builders' scope.

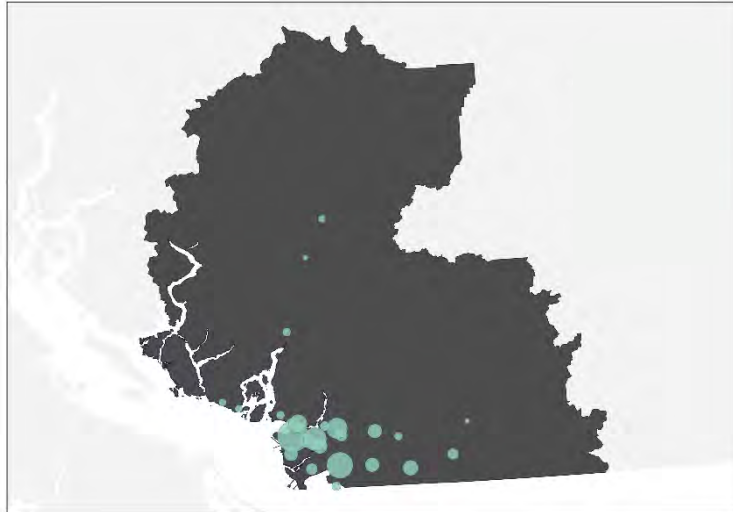
Several Mentees have returned to Building Builders for continued support after accessing internal or external services.

BUILDING BUILDERS GEOGRAPHIC REACH

2022 – 2026

Vancouver Region

67% of registered Mentees, 64% of matches



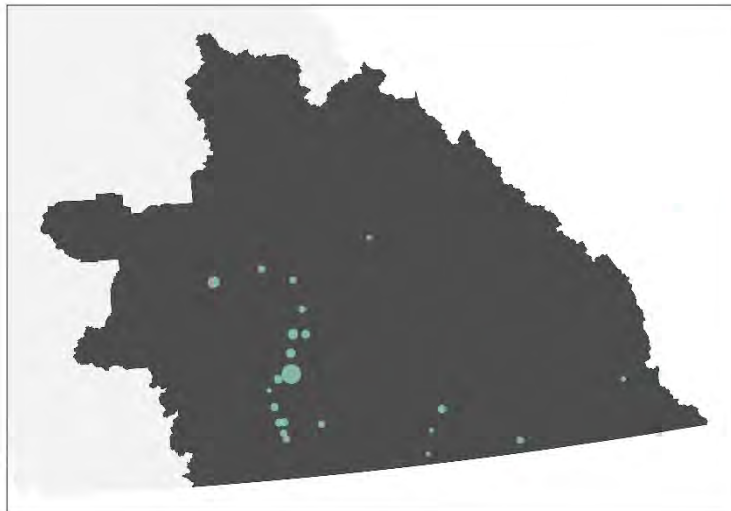
Vancouver Island

15% of registered Mentees, 18% of matches



Southern Interior Region

10% of registered Mentees, 12% of matches

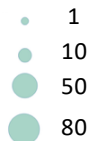


Northern Region

4% of registered Mentees, 6% of matches



Registered
Mentees



* Location unknown for 4% of registered mentees

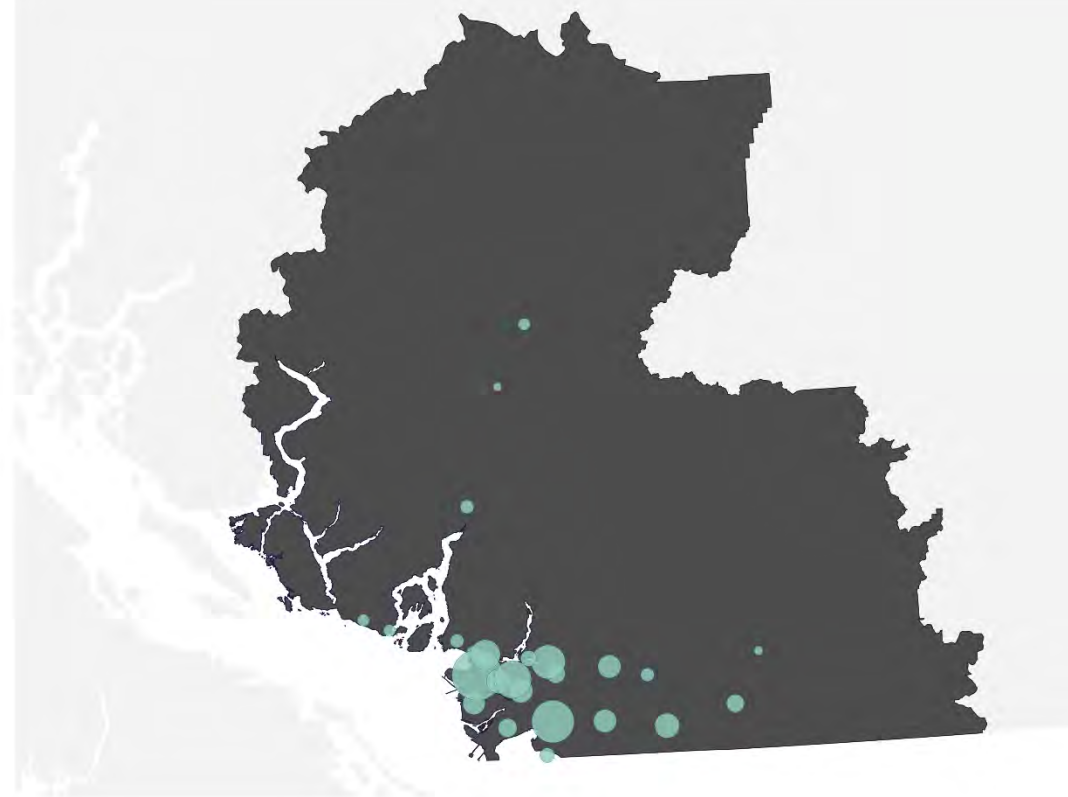
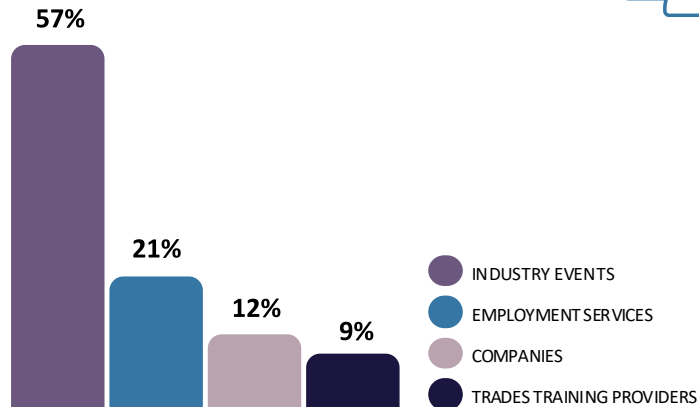
WITH SUPPORT FROM THE
VANCOUVER REGION CONSTRUCTION ASSOCIATION



709 REGISTERED
MENTEES

79 REGISTERED
MENTORS

150 OUTREACH
EVENTS



ABBOTSFORD
BURNABY
CHILLIWACK
COQUITLAM
DELTA
DEROCHE
GARDEN BAY

GIBSONS
HOPE
KENT
LANGLEY
MAPLE RIDGE
MISSION
NEW WESTMINSTER

NORTH VANCOUVER
PEMBERTON
PITT MEADOWS
PORT COQUITLAM
PORT MOODY
RICHMOND
ROBERTS CREEK

SECHelt
SQUAMISH
SURREY
VANCOUVER
WEST VANCOUVER
WHISTLER
WHITE ROCK

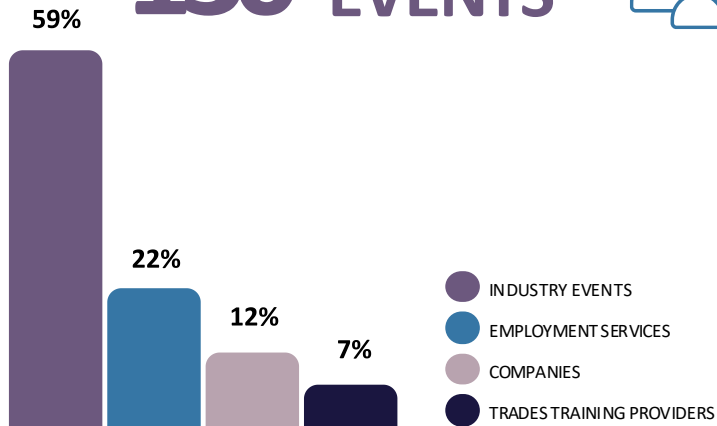
WITH SUPPORT FROM THE
VANCOUVER ISLAND CONSTRUCTION ASSOCIATION

VICA
Vancouver Island
Construction Association

152 REGISTERED
MENTEES

52 REGISTERED
MENTORS

130 OUTREACH
EVENTS



CAMPBELL RIVER
CENTRAL SAANICH
COBBLE HILL
COLWOOD
COMOX
COURTENAY

CUMBERLAND
DUNCAN
HALALT
LADYSMITH
LAKE COWICHAN
LANGFORD
MILL BAY

NANAIMO
NANOOSE BAY
NORTH SAANICH
PORT ALBERNI
PORT HARDY
QUALICUM BEACH

ROYSTON
SALTSPRING ISLAND
SHAWNIGAN LAKE
SOOKE
UCLUELET
VICTORIA



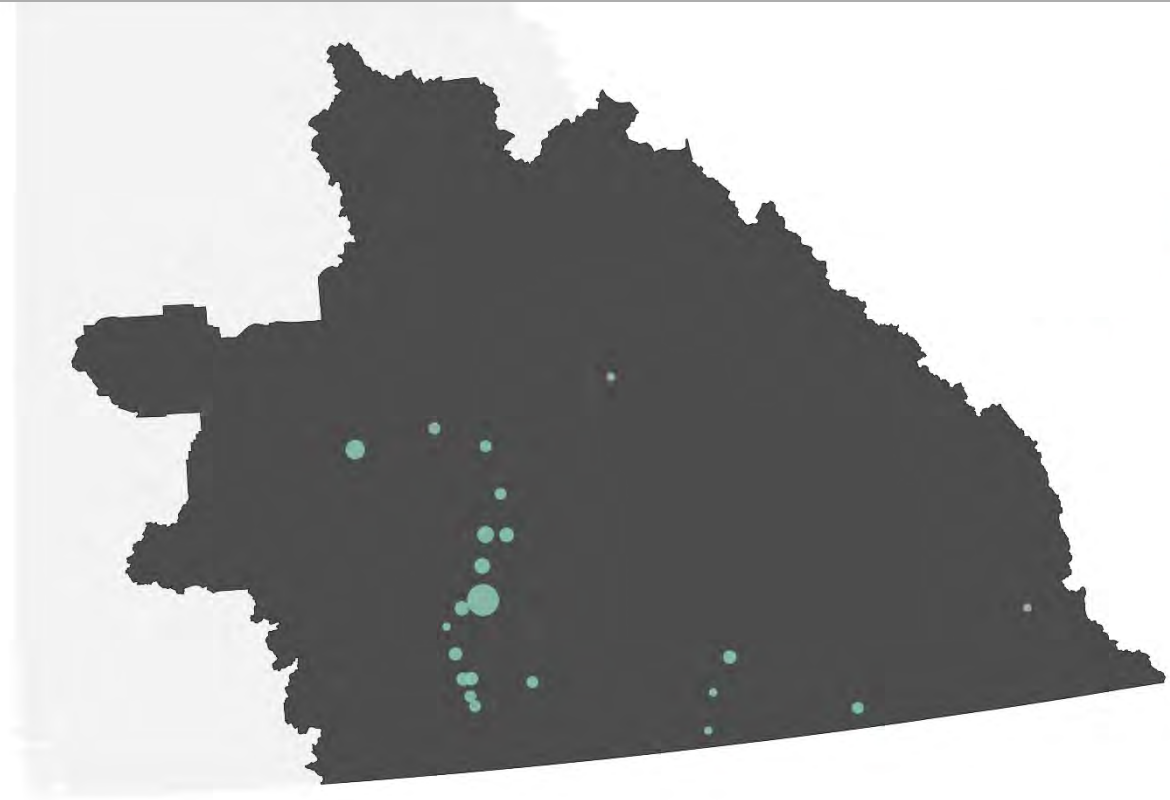
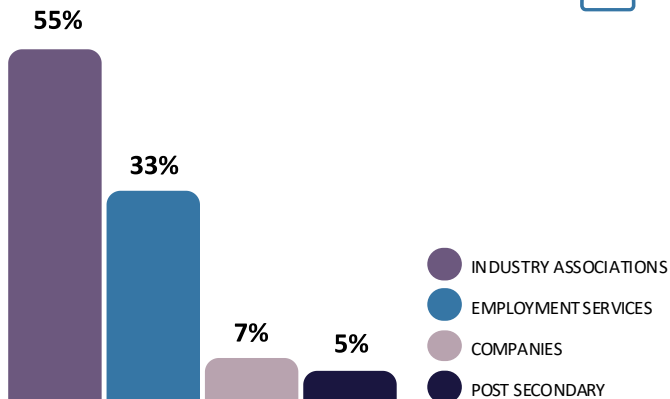
WITH SUPPORT FROM THE
SOUTHERN INTERIOR CONSTRUCTION ASSOCIATION



105 REGISTERED
MENTEES

44 REGISTERED
MENTORS

106 OUTREACH
EVENTS



ARMSTRONG
BEAVERDELL
CASTLEGAR
CHASE
COLDSTREAM
CRANBROOK

CRESTON
FERNIE
KALEDEN
KAMLOOPS
KELOWNA
LAKE COUNTRY

LUMBY
NAKUSP
NELSON
OKANAGAN FALLS
PEACHLAND
PENTICTON

REVELSTOKE
SALMON ARM
SUMMERLAND
TRAIL
VERNON
WEST KELOWNA

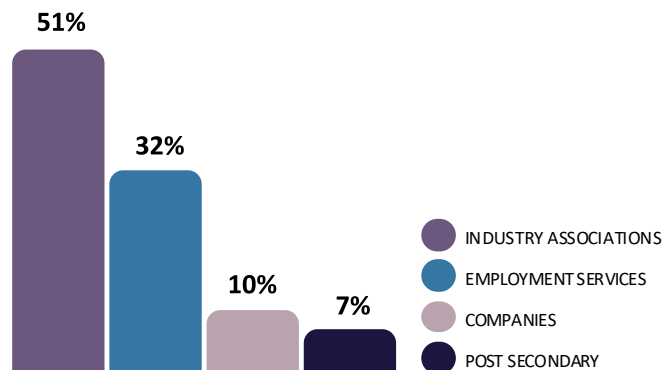
WITH SUPPORT FROM THE
NORTHERN REGIONAL CONSTRUCTION ASSOCIATION



47 REGISTERED
MENTEES

23 REGISTERED
MENTORS

105 OUTREACH
EVENTS



BURNS LAKE
FORT ST JAMES

FORT ST JOHN
KITIMAT

PRINCE GEORGE
PRINCE RUPERT

QUESNEL
TERRACE

47%

OF MENTORS HAVE RED SEAL
CERTIFICATIONS

MENTORS HAVE EXPERTISE IN 30+ TRADES

MENTOR OCCUPATIONS INCLUDE:

- Leadership in all Red Seal construction trades
- Project Management
- Health & Safety Training
- Estimation
- Site Superintendent

MENTOR REPORTED BENEFITS

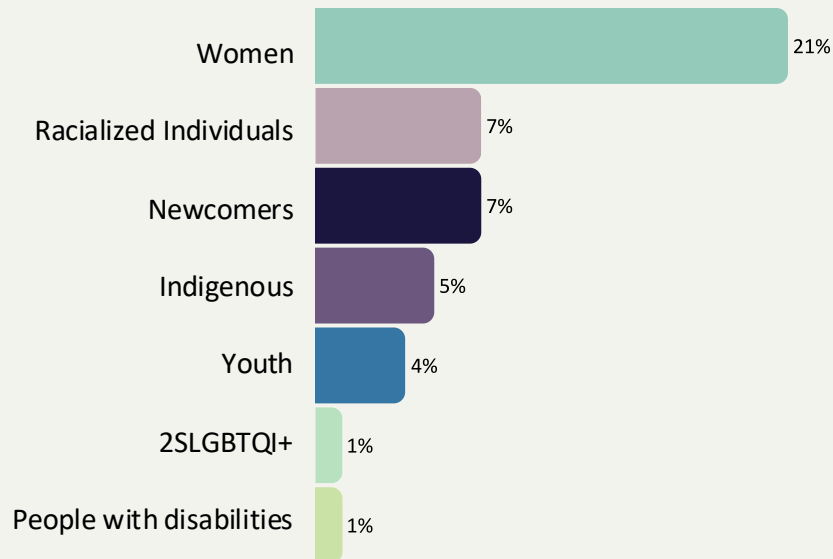
- *Improves workplace performance and retention.*
- *The program provides opportunities to Mentor existing employees*
- *The program connects Mentors with potential hires and some Mentees have been hired*

33%

OF MENTORS HAVE RETURNED
TO MENTOR AGAIN

Many of our Mentees have returned to the program as Mentors!

WHO'S REPRESENTED? MENTOR DIVERSITY



Over the past two years in Canada, I have been able to learn and grow in many ways. I hope to contribute my knowledge and skills to the Canadian construction industry and also share my experience with others who wish to enter this field

Thanks to Building Builders, I feel more prepared, more motivated, and proud to be part of a community that truly wants to see apprentices succeed. I'd recommend this program to anyone entering the trades.

I'm very grateful for this opportunity to connect with a supportive and encouraging Mentor! I have been able to get good quality work gear through funding and receive quality advice and support to help me get closer to my goals.

As I start my journey as a Level 1 electrician, I feel equipped and ready thanks to the tools, advice, and support I've received. I couldn't have asked for a better team to guide me - thank you for everything!

My Mentor has helped me understand the construction industry as a Mentee...

My Mentor was incredibly knowledgeable and always willing to answer questions and share real-world advice. He helped me understand the electrical trade and construction industry on a deeper level. His guidance not only improved my technical skills but also opened my eyes to the many paths and opportunities within the industry.

As a first-year electrical apprentice, joining the Building Builders Mentorship Program has been one of the best decisions I've made. Starting out in the trades can be overwhelming, but this program gave me the support, guidance, and confidence I needed to get started on the right foot.

The program gave me the chance to learn directly from an experienced Mentor, which helped me feel more confident about my future in the construction industry. [Their] guidance, encouragement, and practical advice supported me in taking clear steps toward my career goals.

As a Mentor, what I learned from my Mentee...

It is a win-win situation for both Mentor & Mentee

The experience brought me back to my apprentice days with lots of great memories, and the fact that I had no one to Mentor me. Times were perhaps a bit tough back then, and this program would have been nice to have.

I found the program rewarding, easy, not a huge time commitment, flexible and the assigned Mentorship Program Advisor's support to be seamless.

The best thing about this program is, selfishly, how this experience is enriching me.

650

Mentor/Mentee
matches to date

314

Number of Mentees who
participated in volunteer
work experience, job
shadow or site visit

423

Number of Mentees who
have registered for
SiteReadyBC training

198

Number of Mentees who
gained employment or got
promoted while
participating in Building
Builders

57

Number of cities and towns
across BC with Building
Builders Mentors and
Mentees

1110

Number of Mentees &
Mentors who received
Builders Code info packages

The logo features four horizontal bars of increasing height in light grey, light green, teal, and dark blue, followed by the text "BUILDING BUILDERS" in a large, bold, dark blue sans-serif font, and "MENTORSHIP PROGRAM" in a smaller, dark blue sans-serif font below it.

BUILDING BUILDERS

MENTORSHIP PROGRAM

Strengthening B.C.'s Construction Industry

Building Builders is making a measurable difference across B.C.'s construction industry.

As of August 31, 2026, 650 Mentor and Mentee matches have connected people with the experience, guidance and industry connections they need to build successful careers.

100%

**OF MARCH 2027 TARGET
MET IN AUGUST 2026**

By supporting people to enter, progress and remain in construction, the program is strengthening today's workforce while helping build the next generation of skilled construction professionals across the province.

Funded in part by the Government
of Canada's Canadian
Apprenticeship Strategy

Canada 

POWERED BY:



British
Columbia
Construction
Association



We're here to connect experience with ambition.
Get in touch today!



Website

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Prepared by

