



Entry Level BIM Practitioners

A Partnership of the Workers Compensation Board and Alberta Construction Association

What is the Opportunity?

There is an emergent and growing need for entry level Building Information Modeling (BIM) practitioners in Alberta's construction industry. The WCB will, at times throughout the year, have clients who are injured in the construction industry and are not able to return to the job they were doing at the time they were hurt. These clients are eager to stay within their industry and would bring that knowledge forward to start a career as a BIM practitioner.

Benefits for Your Organization

You will receive appropriate candidates as the WCB will pre-screen potential clients to ensure they have the skills, education, experience and physical demands to be a successful hire. Once a candidate is hired the WCB will be able to assist with their training on the job ("TOJ") program. This is a cost sharing of the salary the successful candidate will receive for a period of time. In addition, should the client have a new injury or aggravate their prior injury, the costs are applied to the industry and not the employer's WCB account. Please see the attached fact sheet on TOJs for more information. There is also some information on WCB recruitment services. As well, the WCB will be able to support any training (classroom/academic) that is required to become an entry level BIM practitioner, including project management, contract management as well as BIM software. You will work with the WCB to determine what type of training is appropriate and where that training should occur. Should a worker require any ergonomic adjustments, the WCB will be able to assess them and supply the equipment required.

Program Outline

To ensure we are getting you the right candidates, we need to create a profile of the entry level BIM practitioner position. This will encompass the physical demands, experience, skills and training you require. In addition, we will require the associated salary. Developing this profile will be a joint effort with the WCB. Please see the attached AutoCAD employability profile as an example.

With this profile, the WCB will monitor their clients to determine if they would be a good fit and would contact you when they had a potential client for you to interview. You could also let the WCB know when you have a hiring need as well. You would work with a job developer from the WCB to ensure that needs are met and the process is transparent and simple.

Timelines

The WCB is ready to initiate this program right now – we just need employers to participate!



Requirements for Participating Employers

In order to participate in the training on the job program, you must be in good standing with the WCB.

You must also be willing to spend the time to work with your new employee and let the WCB know if there are any concerns.

You agree to complete 3 brief one page status reports that help the WCB and ACA to improve and measure the success of the program (reports at initial hire, at the conclusion of probation period or TOJ period whichever comes first, and 6 months after that).

Interested? Next Steps

1. Contact ACA of your interest and ACA will connect you to the appropriate member of the WCB team. ACA contact is [Ken Gibson, 780-455-1122 #222, ken.gibson@albertaconstruction.net](mailto:ken.gibson@albertaconstruction.net)
2. Together, the WCB and you will create the job profile noted above. Blank templates are attached for you to complete.
3. If there is training outside the scope covered by the WCB, please advise ACA as we will work to identify funding support from the Canada Jobs Grant and other programs.
4. You will confirm with WCB the optimal intake period for the TOJ experience, and to arrange with the WCB for your HR personnel to interview candidates.

ACA and the WCB hope to identify other emerging occupations (ie drone operators) and existing occupations where there is a staffing need so we can grow this program.