




CONSTRUCTION
ASSOCIATION OF NOVA SCOTIA
Building with Skill and Integrity Since 1862



Construction Association of Nova Scotia

2023 | Annual 2024 | Report



Building With Skill & Integrity

The Construction Association of Nova Scotia (CANS) is the leading voice of the construction industry respected by members, government, industry, and the public.

CANS represents more than 780 large and small companies throughout Atlantic Canada that build, renovate and restore non-residential buildings, roads, bridges and other engineering projects.

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MESSAGE FROM OUR CHAIR



Allan MacIntosh
Chair of CANS Board of Directors

The spirit of the construction industry is truly amazing. Time and time again, the construction industry has demonstrated its resilience and responsiveness in the face of adversity. Housing starts and infrastructure spending has ramped up to combat the crisis of increasingly unaffordable housing across the province and country. This is coupled with a skilled labour shortage. Yet, when faced with challenges, the people who build our province step up, dedicating time, energy, and resources to ensure our economy and communities prosper.

CANS welcomed 88 new members in 2023-2024, marking the highest influx in recent years. This surge reflects a growing interest and engagement in the Association’s mission and the services provided to our members.

The face of construction professionals and tradespeople is changing — for the better! We’re seeing an increasingly diverse workforce, not only in terms of backgrounds but in terms of experiences and skills. Adaptability has long been the industry’s superpower and the key to its resilience — by welcoming diverse perspectives, we can continue to drive innovation and fresh approaches to problem-solving.

CANS supports this evolution by creating opportunities to attract talent and build support systems that welcome diversity. Some of our work this past year included our partnership with the YWCA’s Shift Change Program and Building Futures for Youth-led youth engagement sessions, with presentations at The Discovery Centre’s Digital Discovery Bootcamps and the Africadian Empowerment Academy’s ‘Pathway to Success Program’. We are excited to continue this work in 2024-2025 with the all-new Women in Construction Forum this October.

CANS’ advocacy has helped enhance pathways to the skilled trades for newcomers and improved direct entry to apprenticeship programs for underemployed and equity-deserving groups.

In collaboration with the Department of Labour, Skills, and Immigration, CANS has taken part in trade missions held in London, Toronto, Birmingham and Dublin — a strategic initiative to connect potential newcomers with local opportunities in construction. Furthermore, BFY staff have been actively engaging with schools across Nova Scotia to develop future generations of the industry’s workforce. This summer’s cohort of marked a three-year high, welcoming a steady increase of girls and students from Black and Indigenous communities.

Across the board, CANS has provided services that add value to our members and promoted industry to support workforce development for years to come.

For 162 years, we have remained committed to growth, progress, and leadership in the construction industry. We’re proud of the role we’ve played in the evolution of our industry throughout our communities, province, and country. To our members, past and present, who have built and continue to build our towns, cities, and province — thank you.

I would also like to acknowledge my fellow board members and committee members for contributing their business expertise and industry knowledge, especially those who sit on the governance committee, Ian Boyd, Dave MacGregor, and Tom Skinner, as well as Duncan Williams, CANS President & CEO.

It has been an honour to serve as CANS chair of the board and represent our membership over the past 12 months. I am proud of the progress the Association has made as the leading voice of the ICI construction industry, representing more than 35,000 people throughout the province.

On behalf of CANS’ board and committee members, I extended our deepest appreciation to our members, stakeholders, partners, and industry for your continued loyalty and trust.

Allan MacIntosh
2023-2024 Chair, Board of Directors
Construction Association of Nova Scotia

MESSAGE FROM OUR PRESIDENT & CEO



Duncan Williams
CANS President & CEO

It is no secret that our community, province and country are in a housing crisis. Our industry has risen to the occasion, accessing historic levels of infrastructure investment and actioning housing starts, all the while combatting unprecedented labour shortages. The resilience of our industry — of you, the individuals working in construction never ceases to amaze me. In light of this, I have never been prouder of how we have handled ourselves – the CANS team, our volunteers, our partners, and our members – who have risen to the occasion, often at a moment’s notice.

CANS is known as a member-driven and sector-focused Association, recognized for its responsiveness, proactiveness, and excellence in service delivery. Throughout 2023 to 2024 the team had many accomplishments, which we will highlight in detail throughout our 2023-2024 Annual Report.

CANS works hard to be the leading voice of construction in Nova Scotia. We kicked off 2024 with the honour of receiving Canadian Construction Association’s (CCA) 2023 Partner Association Award, which recognized our efforts championing Nova Scotia’s construction industry.

CANS advocacy efforts focused on important issues impacting our members and the larger construction industry, including national building code adoption; addressing accessibility in construction mitigation; green building initiatives; and immigration support to address the labour shortages.

The team played an active role in strengthening the workforce through valuable training and networking opportunities for career and skill development designed specifically for industry. Across the board, attendance of CANS events grew and provided opportunities for employees of member communities to build

their networks and connect with their construction community. And finally, our projects and documents services continued to rank as the most important service CANS offers.

Overarchingly, the programs and services we have delivered over the last year have provided CANS members and their businesses with a competitive advantage. And CANS continues to grow to better support you. We added several new people to the CANS team in 2023-2024, while recognizing and elevating others’ roles.

Seven people joined CANS over the last year – Kerri Miller, Program Manager, Education and Training; Bill Sellon, Manager, Projects and Procurement Information; Matt Wilush, Marketing & Communications Lead; Wendy Winters, Education & Training Lead; Lauren Kirk, Project Information Specialist; Kathy Derksen, Executive Assistant; Reid Allen, Education & Training Specialist.

Alison Clack, who has been with the Association for five years was elevated to Manager, Marketing & Communications. And, Rob Lewis, who has been with the Association for over 13 years, was elevated to Vice-President, Finance & Information Services.

None of the accomplishments and progress we have achieved over the last year would have been possible without the commitment and resilience of every member of CANS staff who continuously go above and beyond to serve our members and industry. I’m proud to have each of you on our team.

Finally, I will thank Allan MacIntosh for his service as chair of our board of directors this past year, as well as our governance committee, each director of our board, our committee volunteers, and our staff for their efforts and dedication.

Duncan Williams
President & CEO
Construction Association of Nova Scotia



Rodrigue Gilbert
Canadian Construction Association (CCA) President



Canada’s construction industry rallies for reform

Representing 18,000+ member firms, the Canadian Construction Association (CCA) is proud of our mission to inspire a progressive, innovative, and sustainable construction industry.

The key to our collective success is working with our valued partner associations like the Construction Association of Nova Scotia (CANS).

With an ongoing national housing crisis, the government’s prioritization of a low-carbon economy, and mounting workforce shortage, CCA is capitalizing on the political attention to advocate for strategic investment and policies that will support our efforts to build a stronger Canada.

Building beyond housing: CCA’s advocacy push

While Canada’s Housing Plan formed the centrepiece of the 2024 Federal Budget, the industry was left disappointed by several significant missed opportunities, including:

- Next steps for the National Infrastructure Assessment
- Investment in corresponding infrastructure for every new home built

- A long-term plan to fill the gap in our trade-enabling infrastructure
- Modernization of procurement strategies to support shared risk
- Meaningful collaboration with provinces, municipalities, and industry

Estimates indicate that each new housing unit requires up to \$107,000 in public infrastructure dollars, thus a significant investment is needed to build, support, and connect these homes to essential housing-enabling infrastructure. This represents a major shortfall in investment. Canada’s existing, not to mention aging, infrastructure is not prepared for the additional stress. One infrastructure failure can have many consequences.

We voiced these concerns at our Meech Lake meeting in May. This meeting is a chance for industry experts from across Canada to connect with senior federal government officials to discuss critical issues affecting the industry. The second of these biannual meetings is scheduled for the fall to provide another touchpoint ahead of CCA’s annual Hill Day in November.

Awareness to action: Construction’s progress on net zero objectives

CCA will be releasing an update to our 2021 "Strength, resilience, sustainability" white paper in September.

This broader report will highlight the progress made by industry, explore the linkages between climate risk and infrastructure decisions, and discuss the path forward in confronting the climate crisis. It will also serve as a springboard for discussions with government on the need for greater investment and supportive policies to not only achieve net zero objectives but also protect Canadians and the infrastructure they depend on daily from the escalating threats of extreme climate events.

CCA’s Q4 2023 ICIC Construction Sector Quarterly Insights Report observed that the industry is making significant gains in sustainability practices. Despite its history as a contributor to greenhouse gas (GHG) emissions, the sector is swiftly embracing measures to curb its environmental impact. There has been a notable decrease in emissions intensity across various infrastructure assets and investments in clean technologies and materials are rising.

Rebuilding Canada’s construction workforce

With an estimated 265,000 workers set to retire in the next decade and growing construction demands, there is a real need to partner with the federal government on workforce development strategies. While progress has been made, there’s still much work to be done.

We achieved some headway with the federal government on rebuilding Canada’s workforce through immigration reform. Immigration targets were increased and a new process was announced under the Express Entry program to welcome skilled newcomers with work experience in occupations considered a priority in Canada, including construction.

However, ongoing dialogue will continue as the government needs to create a more supportive environment to alleviate the labour choke points – this includes changing an outdated immigration point system and working with provinces to ensure better skills matching.

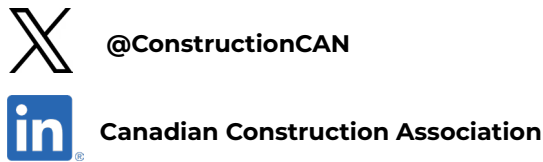
Simplifying contracts and guides

CCA is striving to make contract management simpler and more transparent for our members with our new contract management platform, SignaSur. SignaSur offers secure, digital CCA and CCDC contracts through our integrated partner associations. Many of our integrated partner associations have had a briefing on the service and are at various stages of adoption and launch.

A series of new CCA and CCDC documents have been published and are now available for purchase through CCA’s integrated partner associations. A special thank you to CANS for hosting a CCDC Seminar, our first in-person seminar since the pandemic. These seminars provided a unique opportunity to delve into new contracts and guides, with the document authors who provided detailed explanations and demonstrated their use in practice.

Stay in touch!

You can count on CCA to be a collaborative partner to Construction Association of Nova Scotia, providing helpful tools, sharing best practices across the country and being your voice with the federal government.



SCAN ME
To subscribe to CCA’s newsletter.



CANS 2024 HONOURARY LIFE MEMBER



Larry Gibson
FloorsPlus Commercial
CANS 2024 Honourary Life Member

Larry Gibson's influence in the construction industry is a testament to visionary leadership, steadfast commitment to community and a profound dedication to philanthropy. His journey is marked by an entrepreneurial spirit, a philosophy of setting small goals to achieve monumental aspirations and a focus on reinvesting in both his business and community.

Larry's career began in his teenage years with odd jobs in flooring installation. His dedication and entrepreneurial drive soon led to the co-founding of Install-A-Flor with his wife, Patricia, in 1988. This venture evolved into Floors Plus, a company that, under Larry's stewardship, has expanded to encompass seven retail locations, a robust commercial division, and a global distribution network. Floors Plus's investment of over \$100 million in labour within Nova Scotia underscores Larry's unwavering commitment to local economic growth and employment.

Larry's involvement in community projects, including Chain Lake Place, Miller Lake West, Perry Lake Developments, Perry Lake Estates, Stewiacke River Crossing and the Akerley Centre, highlights his dedication to enhancing local infrastructure and community spaces. "Building Stewiacke River Crossing, a residential and commercial area, has been like building a small city," he explains. The project, spanning 120 acres, already includes residential spaces, a plaza with coffee shops, a grocery store and a glass manufacturing facility — creating 20 local jobs. Larry finds fulfillment in watching a community grow from a bare piece of land to a vibrant neighbourhood, where families move in and take care of their properties.

Philanthropy has been a cornerstone of Larry's career, reflecting his commitment to societal well-being. His leadership roles on boards such as the Halifax Mooseheads Advisory Board, the Partners for Care QEII Foundation and the Heart and Stroke Foundation demonstrate his active engagement in supporting health and community initiatives. Larry's contributions have been widely recognized through numerous prestigious awards, including the Bowman Award (awarded to FloorsPlus Commercial (Install A-Flor Ltd.) in 2013), the Harry Jerome Award for Excellence in Business, the Hector Jake Entrepreneurial Award, and the Queen's Diamond Jubilee Award. These accolades serve as a testament to his outstanding achievements and the profound respect he commands within the industry and broader community.

Larry's perspective on Nova Scotia's construction industry highlights a promising future marked by both challenges and opportunities. He recognizes that the industry is at a critical juncture, where the demand for skilled workers far outstrips the current supply. This gap presents a golden opportunity for those with the right expertise to find steady, lucrative employment and advance rapidly within the industry. "The skill set required in this industry offers unbelievable opportunities. There's a significant shortage and demand for skilled workers, especially those who excel at what they do," he notes.

For young entrepreneurs looking to make a positive impact, Larry emphasizes the importance of setting small, manageable goals.

“
**A lot of people set big ones
and then get disappointed. My
wife and I used to set weekly
goals and reward ourselves
when we achieved them.
Don't just talk about your
dreams; go out and do it!**
”

Larry's philosophy of reinvesting in the business has been simple but effective. "Whenever I got paid, I took half of it and bought new tools. I believed in doing whatever made my job easier, more efficient, and more profitable," he explains.

During our interview, Larry seamlessly switched between the conversation and his responsibilities on-site. As the dump truck's beeping resonated in the background—a familiar sound on any job site—Larry effortlessly provided quick instructions to the driver before returning to our discussion. With a chuckle, he remarked, "That's another thing you can't lose sight of – multitasking," underscoring an essential, often overlooked skill in construction.

Larry Gibson epitomizes the values and spirit of the Construction Association of Nova Scotia. His lifelong dedication to innovation, industry advancement, community service and global impact make him an exemplary candidate for Honorary Life Membership. His legacy will continue to inspire future generations in the construction industry and beyond.

RECENT HLM RECIPIENTS

- 2023 Earl Casey
- 2022 Royce Williston
- 2021 Tom Vincent
- 2020 John O'Connor and Tim Jones
- 2019 David Wilson
- 2018 Ken Seward
- 2017 Clayton Bartlett

CANS has been recognizing individuals with Honourary Life Membership since 1992. To see a full list of recipients and read their stories, scan the code below with your phone, or visit: www.cans.ns.ca/honourary-life-member/



CANS Honourary Life Membership

Since 1992, the Construction Association of Nova Scotia has been honouring individuals in the construction industry with Honourary Life Membership. Through this designation, CANS wishes to honour individuals who, through their deeds and actions, have significantly contributed to the betterment of the Association, the industry, and attainment of CANS' goals and visions.

FINANCIAL SNAPSHOT

2023-2024
Treasurer’s Report

Prepared by Tom Skinner
Treasurer, CANS Board of Directors

We are pleased to enclose the audited financial statements of the Construction Association of Nova Scotia for the year ended June 30, 2024. These statements have been prepared in accordance with generally accepted accounting principles and the Auditors’ report has been issued without reservation. All significant accounting policies are detailed in the Notes to the Financial Statements.

As indicated in the Statement of Operations, our deficit for the year ended June 30, 2024, was -\$54,135. Strong operations resulted in a \$328,654 increase in overall revenue for a total of \$3,484,518 compared to \$3,155,854 in the previous fiscal year. The largest increases were to CANS Education & Training Program, Events, and Membership. Our revenue continues to show diversification with non-membership fees such as Building Futures for Youth, Events, Promotions & Advertising, and Education & Training representing over 68% of total revenue.

Expenditures of \$3,538,653 were up \$205,512 over prior year due mainly from the increase in operating costs, Education and Training Development costs associated with the full calendar of Education offering, elevated Events, and more activity within membership and the industry. This left us with the operating deficit of -\$54,135 (compared to a budgeted operating deficit of -\$165,073).

The Balance Sheet continues to show the Association’s strong financial position, with total assets of \$2,205,561. Current Liabilities and Deferred Revenue totaled \$1,552,020. Un-restricted assets totaled over \$246,923 with another \$406,618 in Reserved Funds.

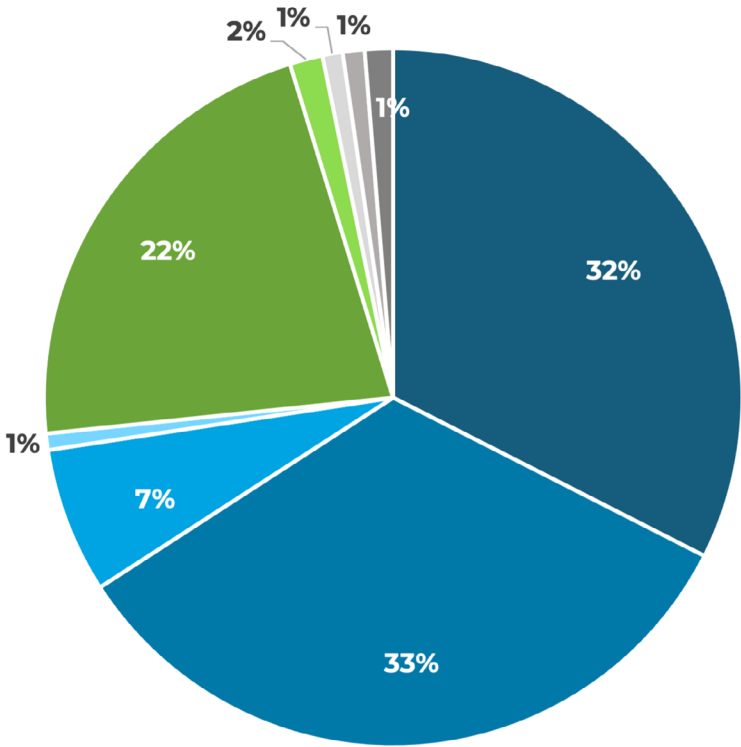
Our reserves along with other funds are invested primarily in Guaranteed Investments and other interest-bearing vehicles. The Association’s investment policy remains conservative, and as outlined in Note 5 on page 8 of the financial statements, its objectives are: preservation of principle, maintenance of liquidity, and maximization of return within these parameters.

CONSTRUCTION ASSOCIATION OF NOVA SCOTIA SUMMARIZED STATEMENT OF FINANCIAL POSITION			
AS AT JUNE 30, 2024			
ASSETS	2024 \$	2023 \$	
Cash and short term investments	1,742,727	1,723,212	
Other current assets	234,280	326,529	
Capital assets, net of accumulated ammortization	228,554	253,016	
	2,205,561	2,302,757	
LIABILITIES AND NET ASSETS			
Deferred revenue	982,526	1,047,763	
Other liabilities	569,494	547,318	
Net assets - restricted funds	406,618	406,618	
Net assets - operating fund	246,923	301,058	
	2,205,561	2,302,757	

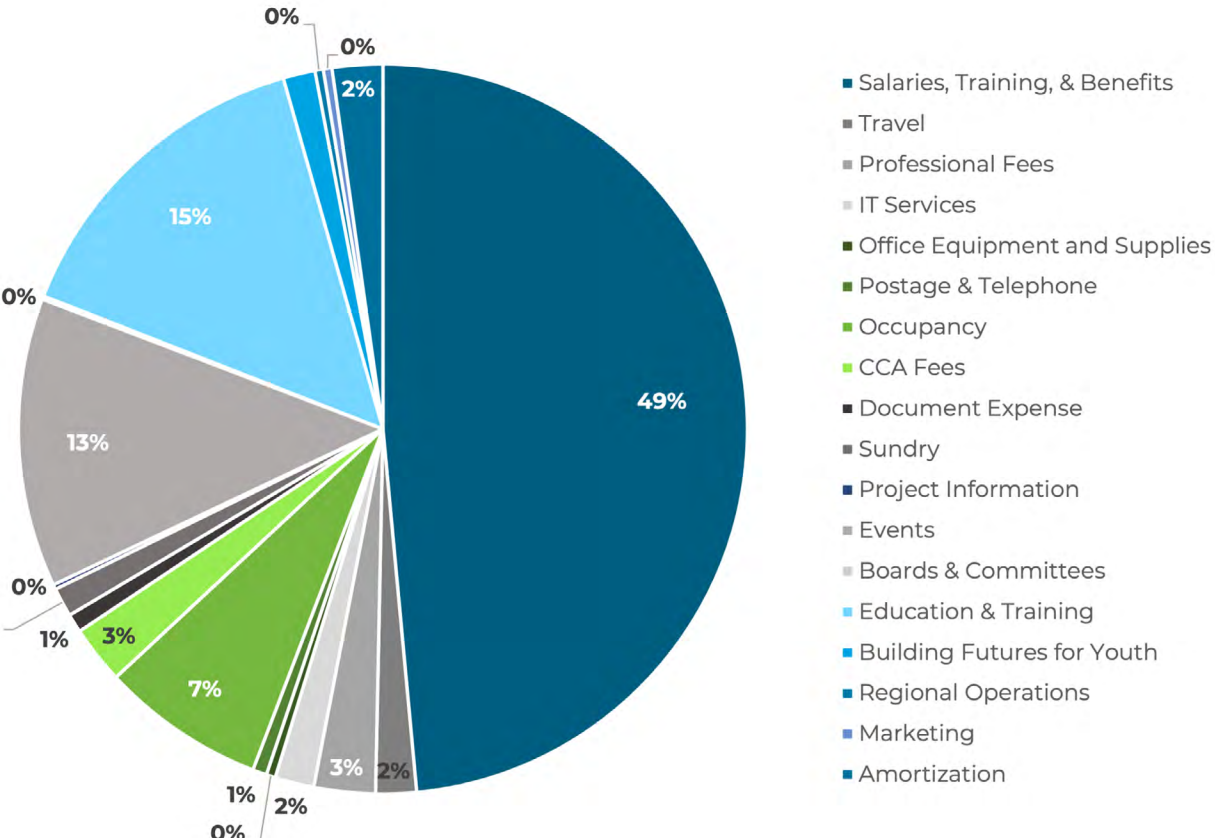
CONSTRUCTION ASSOCIATION OF NOVA SCOTIA SUMMARIZED STATEMENT OF OPERATIONS			
AS AT JUNE 30, 2024			
REVENUES	2024 \$	2023 \$	
Membership dues	1,132,032	1,077,816	
Events	761,898	609,306	
Education & training	1,162,918	984,569	
Other revenues	427,670	484,173	
	3,484,518	3,155,864	
EXPENSES			
Salaries, training, & benefits	1,717,004	1,622,256	
Occupancy	257,610	247,617	
Events	453,409	383,288	
Amortization	79,196	75,405	
Education & training	518,492	491,873	
CCA fees	90,752	92,551	
Other expenses	422,190	420,151	
	3,538,653	3,333,141	
Excess (deficiency) of revenue over expenses	-54,135	-177,277	

- Membership Dues
- Education & Training
- Building Futures for Youth
- CANS Connect
- Events
- Document Sales
- Promotions & Advertising
- Investment Income
- Sundry

Revenue



Expenditures



2023-2024: YEAR IN REVIEW

CANS STRATEGIC PRIORITY AREAS



Committee Reports and Highlights —

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Government & Industry Relations

CANS will have been successful in the area of **Government & Industry Relations** when:

- CANS, building on its success, continues to be recognized as the key advocacy and lobbying group for the industry.
- Our influence is felt at all levels of government.
- Lines of communications between government and industry are fluid, open and consistent.

CANS will achieve this goal by:

- Identifying and advocating on issues faced by the sector.
- Ensuring our members are engaged in our government relations activities through participation and priority setting.
- Continuing to build collaborative partnerships to ensure success.

UPDATES FROM 2023-2024

CANS continued its commitment to building strong relationships with municipal, provincial, and federal governments, as well as key industry stakeholders. Our focus remains on ensuring that our members are represented at the decision-making table on critical public policy issues that directly impact the construction industry. Over the past year, CANS has actively lobbied all levels of government on a range of pressing issues essential to the growth, sustainability, and success of our members’ businesses and the broader construction sector.

Key focuses include modernizing procurement practices, addressing workforce shortages and immigration, enhancing work site accessibility, and expanding affordable housing options. These ongoing challenges are critical to the construction industry’s competitiveness and the success of Nova Scotia’s economy.

Prompt Payment – Advocating for prompt payment legislation remains a key priority for CANS. Over the past year, we have continued to push for legislation that ensures timely payment practices within the industry, helping to secure fair cash flow for our members.

Building Code Adoption – CANS has been actively engaged in discussions with all levels of government regarding updates to the National and Provincial Building Codes. Our advocacy focuses on ensuring that regulations remain practical, supporting both safety and innovation within the construction industry.

Increasing Skilled Trades – With the support of CANS, the Province of Nova Scotia announced enhanced pathways to the skilled trades for newcomers and improved direct entry to apprenticeship programs for underemployed and equity deserving groups.

Accessibility in Construction Mitigation – CANS has met with accessibility advocates, and representatives from industry, HRM and the Province to discuss pathways to improve construction mitigation plans to enhance accessibility and public safety when navigating around active worksites. While meetings are in the early stages, the group has identified areas where contradictory guidelines have created barriers to accessibility and are working with the appropriate level of governments to address these contradictions.

Gradual Onset Stress – We successfully lobbied the Workers’ Compensation Board on gradual onset stress policies, leading to the adoption of some of our key recommendations. This progress is crucial for better supporting the mental health of our industry’s workforce.

LOOKING FORWARD

This upcoming fiscal year will bring a heavy election cycle, with Nova Scotia’s municipal elections being held in October 2024, and a Provincial and Federal Election expected within the next 12 months. As such, CANS is working on a robust election strategy to ensure industry’s key issues are at the forefront of the election and help inform our members of candidates’ platforms.

CANS will continue to work with all levels of government, municipalities, key partners, and stakeholders to provide unbiased input whenever possible. Our objective is to be considered trusted partners of government, which is critical to influencing the development of good policy, practices, and resilience in the sector and throughout our local communities. By fostering these relationships, we aim to support the construction industry’s growth and contribute to the overall prosperity of Nova Scotia.

Technology & Innovation

CANS will have been successful in **Technology & Innovation** when:

- CANS is recognized as a primary resource for knowledge and expertise regarding construction related technology & innovation.
- CANS members are among the most technically advanced construction communities in the world.
- Our members have access to innovation funds and economic tools to assist them in competing successfully.

CANS will achieve this goal by:

- Exploring the creation of an innovation hub and pursuing partnerships with other stakeholders, local businesses, government agencies, universities, etc.
- Becoming the go-to resource for members for advancements in technology and related opportunities available in the construction sector.

UPDATES FROM 2023-2024

Green Building Initiatives – In partnership with Dalhousie University, the provincial government, and other stakeholders, CANS is looking to advance the reduction of greenhouse gas emissions in construction through technology and policy in concrete production. We are committed to driving sustainability initiatives across the sector to meet Nova Scotia’s environmental goals.

Enhanced Printing Services – In spring of 2024, CANS invested in a new state-of-the-art printer, designed to significantly improve the speed at which we can print technical drawings and designs. This enhanced capability allows us to process large volumes of technical documents more efficiently, reducing turnaround times. This investment reflects our ongoing commitment to providing practical solutions that benefit CANS Members and support their business success.

LOOKING FORWARD

Over the next year, we will remain focused on the goals set out in our strategic plan to excel in Innovation and Technology. Innovation remains a key priority for CANS as we work to introduce cutting-edge technology to our members through a forward-thinking approach.

In 2024-2025, we look forward to engaging with members to better understand their technology needs and to provide innovative solutions that advance the construction industry. We will look at transforming our digital presence, to enhance CANS online services and channels of communication. Looking ahead, CANS is positioning itself as a thought leader in the adoption and integration of artificial intelligence (AI) technologies within the construction industry.

Workforce Development

CANS will have been successful in the area of **Workforce Development** when:

- Construction is seen as a career of choice.
- Our members report that they are meeting their workforce needs.

CANS will achieve this goal by:

- Connecting employers and potential employees – ensuring all opportunities including those less visible are known and considered.
- Promoting the construction industry proactively, often and early in schools and related organizations.
- Facilitating relationships and collaborating with groups related to immigration and diversity to advise of opportunities and options.
- Influencing workforce development policy, programming and training.

UPDATES FROM 2023-2024

CANS Workforce Development, Planning and Policy Committee has spent much of the last year engaging with underrepresented communities, shifting the culture, and changing the image of the construction industry.

Over the last year, CANS continued to facilitate and attend meetings with key industry stakeholders and organizations to discuss partnerships and collaboration opportunities. Some of these opportunities have been with Nova Scotia Community College, Nova Scotia Apprenticeship Agency, and the provincial department of Labour, Skills, and Immigration, among others.

Workforce Recruitment – In 2023-2024, CANS' commitment to addressing the construction labour shortage was advanced through immigration initiatives. Over the last year, CANS participated in a recruitment mission to Toronto, the United Kingdom and Ireland, led by Nova Scotia's Department of Labour, Skills and Immigration (LSI). Looking ahead, we are planning an exploratory mission to Mexico, aiming to create new opportunities for our members.

In February 2024, CANS hosted the second CANS Construction Job Fair which showcased 27 employer and partner booths, and attracted over 1,000 registered job seekers looking for work in the construction industry. It was a valuable afternoon of making connections for our members, job seekers and program partners.

Support & Development – In May 2024, CANS hosted the Construction Workforce Summit, bringing together 100 attendees for a series of morning education sessions. The sessions focused on generational training, understanding the upcoming Workers' Compensation Board (WCB) Gradual Onset Psychological Injury Policy, and navigating mental health and masculinity in the workplace.

CANS partnered with YWCA Shift Change and Nova Scotia Community College to offer ‘Shift Change: Gender and Difference Inclusivity Leadership Program.’ The program is designed for male supervisors and leaders who want to strengthen their leadership skills for effective communication and networking both inside and outside their organization, as well as leaders who want to influence the workplace culture in a positive way. The program involved 30 hours of mixed in-person and online work including action learning spread out over six weeks. Two cohorts were offered and 27 people took the program.

LOOKING FORWARD

Based on the continued success of the Construction Workforce Summit and CANS Construction Job Fair, CANS will continue to elevate and expand these events. The CANS Events team is shaping out the first CANS Women in Construction Forum which will take place in October 2024 with the goal of inspiring, supporting, and connecting women in industry.

CANS will continue to leverage our relationships with educational institutions, community groups and government agencies to fill the room with construction-focused job seekers and those who are interested in learning the benefits that a career in construction can bring. We will continue to participate in trade missions and offer sessions on navigating the immigration system to help members bolster their workforce.

BUILDING FUTURES FOR YOUTH // HIGHLIGHTS

The Building Futures for Youth (BFY) program offers grade 10 and 11 students the opportunity to safely explore careers in the construction sector through paid summer work terms. Through the program, students gain experience in a construction industry occupation, earn co-operative education credits, register as construction trades pre-apprentices, make connections with industry, become eligible for scholarship opportunities, and most importantly, gather information to help make informed career choices.

In 2023-2024, BFY had an outstanding year. The program received 253 applications and successfully placed 89 students with host employers across the province. Additionally, 17 community engagement events were held, further strengthening ties between students and the construction industry. These engagements included, but were not limited to: The Discovery Centre's Digital Discovery and Engineering camps, and the Africadian Empowerment Academy's Pathways to Success Program.

BFY Program Partners

- Construction Association of Nova Scotia
 - Nova Scotia Apprenticeship Agency
 - Nova Scotia Department of Education and Early Childhood Development
- Nova Scotia Community College
 - Nova Scotia Road Builders Association
 - Construction Safety Nova Scotia



CANS BFY - By the Numbers:



29 new Host Employers



89 BFY students placed



17% of students were women



8% of students were Aboriginal



7% of students were African-Nova Scotian



CBVRCE BFY Student, John working with Cormack Builders.



HRCE BFY Student, Ian with his supervisor Willy and crew from Ocean Contractors enjoying Hawaiian shirt Friday.



SRCE BFY Student, Rhylen working with Walker's Electrical Construction & Maintenance.

Industry Education & Training

CANS will have been successful in the area of **Industry Education & Training** when:

- CANS Education and Training Development Program is recognized as the gold standard and is considered the most valuable training available to members and non-members.
- CANS is the leading provider of training for the construction industry in Nova Scotia, addressing member needs from Construction 101 to diversity training.

CANS will achieve this goal by:

- Partnering and engaging with government, business and community-based organizations to collaboratively address the industry specific and cultural needs of diverse communities. This includes offering culture and diversity training to educate management teams and businesses.
- Ensuring course delivery is tailored to a virtual training format and easily accessible to all.
- Seeking alliances with the best-of-the-best educators to ensure excellence in all our programs.

UPDATES FROM 2023-2024

CANS Education & Training Courses - CANS Education and Training Development Program continued to grow and introduce new course offerings to better meet membership needs. The 2023-2024 year saw significant engagement in the program, with over 985 participants from 186 unique member companies. CANS offered 59 programs in various formats, including in-person sessions, virtual instructor-led courses, and e-learning.

Corporate Private Training Sessions – In 2023-2024 CANS Education assisted 12 companies in developing 14 private training sessions and engaging 207 individual learners. In addition, CANS continued to assist members with securing funding support for their organization's training initiatives.

WIPSI Discounts – Through our strong partnership with the Province of Nova Scotia's Workplace Innovation and Productivity Skills Incentive (WIPSI) Program, eligible CANS members received a 50 per cent discount on all Education and Industry Training courses upfront. This year, over 98 member companies have participated in this funding program, collectively saving approximately \$380,520 in direct training costs. CANS looks forward to continuing this valuable partnership with the Province of Nova Scotia and the WIPSI Program.

LOOKING FORWARD

CANS will continue prioritizing the accessibility, availability, and relevance of the courses and training we offer. Our focus will be on leadership, workplace well-being, culture, industry fundamentals, and innovation and technology education. CANS will proactively identify emerging training needs and enhance the promotion of available opportunities through our Education and Training Development programs.



Attendees of learn about gradual onset stress injuries from WCB Nova Scotia at CANS 2024 Workforce Summit, a morning of educational sessions for industry employers.

MEMBERSHIP SERVICES & ENGAGEMENT

In the 2023-2024 fiscal year, CANS successfully signed on 88 new members, surpassing the previous year's total by 56. We are proud to report a retention rate of 91 per cent for annual member renewals, underscoring the significant return on investment for both full and associate CANS members and highlighting the continued value of our membership benefits and services.

Our team completed 76 in-person and virtual member onboardings, ensuring that new members felt a personal connection to the association and received the highest value from their membership. In 2023-2024, we had the honour of recognizing one Long-Term Member and 13 Bowman Award recipients for their exceptional contributions.

We hosted Member Mixers in Sydney in October, Kentville in November, and Antigonish in January, welcoming over 150 industry professionals at each event. These mixers featured informative Project Talks in each region and received high satisfaction ratings from members, particularly for the opportunity to network in person. We are excited to continue these exclusive Member Mixer events in 2024-2025 across various regions outside of the Halifax Regional Municipality.

The 2024 CANS Advantage program, which offers exclusive and unique discounts to CANS members and their families expanded to include 16 partners, reflecting the increasing demand for member benefits tailored to the needs of those in the construction industry.

LOOKING FORWARD

In 2024-2025, CANS will maintain its focus on recruiting new members, engaging with existing ones, and enhancing the overall value of membership. We will solidify the successes of our current programs and reinforce the substantial return on investment that membership brings.

The Membership Lead and the Vice President, Member Engagement & Development will continue to work towards increasing member engagement, achieving high renewal rates, and encouraging participation in CANS programs and services. Additionally, they will promote the construction industry and our services to potential members, external stakeholders, and the general public.

CANS Membership - By the Numbers:



CANS EVENTS & NETWORKING

In 2023-2024, CANS hosted five in-person events allowing members to network and stay connected within the construction industry.

CANS 161st Annual General Meeting, presented by Aon

CANS 161st Annual General Meeting presented by Aon, held on September 22-24, 2023, at the Rodd Brudenell River Resort on PEI was a great success! Delegates attended in our keynote luncheon, where Terry Kelly addressed overcoming obstacles and encouraged us to examine how our blind spots might hinder creative problem solving. Our AGM business session followed the luncheon. Attendees heard updates from Canadian Construction Association President Mary Van Buren and Chairman Brendan Nobes. Delegates also heard from CANS Committee Chairs about the progress that has been made over the past twelve months, and approved CANS 2023-2024 Board of Directors.

Saturday began with a leisurely start and featured two activities that showcased the local area: a kayaking expedition along three rivers and a painting class led by local artist Julia Purcell. Delegates had the option of playing in our annual golf tournament, hosted at Dundarave. Saturday's festivities culminated in our 80s theme night dinner and dance with the musical talents of Vintage 4.0.

CANS sends a big thank you to our event sponsors for their support and help to make our AGM a success.

CANS 2024 Construction Job Fair

On Thursday, February 8, CANS kicked off its first event of 2024 with the CANS Construction Job Fair—and we are proud to say it was a huge success!

It was a busy and productive day for all. More than 1,060 job seekers registered for the event, with folks lining up an hour early to meet with our 27 employers and event partners.

We had a steady pace of attendees comprised of students in construction programs, recent graduates, newcomers to Nova Scotia, and many new Canadians. Thank you to all who attended for supporting the growth of the construction industry through this event!

CANS sends a big thank you to our exhibitors, event partners, and event sponsors for their support and help to make the CANS Construction Job Fair a success.

CANS 2024 De-Icer, presented by Home Depot Pro

On Friday, April 19, CANS 2024 Home Depot Pro De-Icer marked industry's kick-off to a busy construction season. The full spectrum of Nova Scotia's construction industry came out to celebrate with a record turnout – more than 1,800 attendees were registered! Throughout the evening, industry professionals enjoyed exceptional fine dining, lively sponsorship activations, musical entertainment and unparalleled networking opportunities at the Halifax Convention Centre.



Attendees of CANS AGM came dressed to impress for 80s theme night.



CANS 2024 Honourary Life Member, Earl Casey receiving his award at CANS AGM.



CANS Construction Job Fair connected over 1,000 job seekers with industry employers.



CANS staff ready to greet more than 1,800 attendees at our biggest De-Icer yet!



Attendees of CANS 2024 De-Icer enjoying the 360° videobooth.



Spring Fling golf tournament winners pose with CANS staff and title sponsor rep.



Over 400 golfers enjoyed gorgeous weather and ample networking opportunities across three courses at CANS Golf Tournament!

It was a fun-filled night as attendees networked and built new industry connections while enjoying several engaging activations. A performance by musicians Andrew Doyle and Ed Burke ended the busy evening with a bang. Thank you to all our event sponsors, and everyone involved in CANS 2024 De-Icer who helped bring CANS biggest event of the year to life, from our attendees and sponsors to the event staff working their magic behind the scenes. This was our largest De-Icer ever and we can't wait to see what 2025 has in store for our industry!

CANS 2024 Spring Fling, presented by Arrow Construction Products

There's no better way to spend a sunny spring day than reconnecting with friends over a round of world-class golf followed by a great meal. We had a blast doing so at CANS 2024 Arrow Construction Products Spring Fling on Thursday, May 16, 2024! Over 100 golfers competed in the CANS Spring Fling Golf Tournament at The Lakes at Ben Eoin Golf Club, and nearly 170 guests joined us for the networking dinner at the Membertou Trade & Convention Centre, with presentations from Graham Marshall and David Meuse, Mayor Amanda McDougall, and a presentation to recognize the recent Gold Seal Certification of Roscoe Wilk (Brilun Construction). Thank you to our sponsors, who helped make this event a big success, and thank you to all attendees and guests who joined us in celebrating construction in Cape Breton!

CANS 2024 Golf Tournament, presented by Gil-Son Construction

It was a gorgeous day of sun and golf for more than 400 participants at the CANS 2024 Gil-Son Construction Golf Tournament on Thursday, June 20 at three golf courses: Oakfield Golf & Country Club, Glen Arbour Golf Course and Grandview Golf & Country Club. It was a sweltering day, but the heat couldn't stop us from having a great day of golf! Thank you to all the players who participated in the CANS 2024 Gil-Son Construction Golf Tournament, and congratulations to all tournament winners. CANS sends a big thank you to our event sponsors for their support and engagement, helping make the day a huge success!

PROJECTS & DOCUMENTS

Year over year, CANS members continue to rank Projects and Documents as the most important service CANS offers. To ensure that CANSnet is the most comprehensive Projects and Tendering service in Atlantic Canada, CANS continues to monitor trends and member feedback, making ongoing improvements to meet member and industry needs.

Our Projects Team works diligently to ensure all project information is posted and available within four hours of receipt. Additionally, we have expanded the range of tenders we bring in to better serve our growing membership.

CANS has seven Commissioners of Oath on staff, six in Dartmouth, NS and one in Sydney, NS. CANS continues to offer this service both in-person and virtually, making it available to members across the province. In 2023-2024, CANS Commissioners of Oath signed over 5,846 CCDC 9 Statutory Declarations for member companies. CANS provides this service at no additional cost, and saved member companies \$116,500 in 2023-2024.

CANS Tender Library provides members with an inventory of current tenders or projects open for bidding, including up to date results and awards once a project closes. Over the last year, CANS projects team posted nearly 4,995 projects from across Atlantic Canada and beyond

The CANS Pipeline Report, a forward-looking resource on upcoming potential projects, is updated in real-time and available to members 24/7. In 2023-2024, CANS staff added over 395 new pipeline leads to CANSnet and updated many more. This report has become a vital tool in our projects library, offering members crucial insights and forecasting capabilities.

LOOKING FORWARD

Looking forward, CANS will work towards even more aggressive benchmarks for posting projects, streamlining tenders by working closely with Owners and Tender Calling Authorities, working to bring in more private tenders and broadening the scope of tenders to meet the needs of members.

CANS Projects & Documents - By the Numbers:



CANS EMERGING LEADERS GROUP

The Construction Association of Nova Scotia (CANS) Emerging Leaders Group is dedicated to fostering valuable and inclusive opportunities for the next generation of industry leaders. Formed in September 2001, this group aims to engage younger members of the CANS community by encouraging their active participation and professional development. The Emerging Leaders Group is comprised of individuals under 40 years of age who are employed by companies that are members of CANS.

Strong Attendance at Events

Throughout the year, we hosted five sell-out events, which have contributed to the growing momentum of our group. These events not only foster connections among emerging leaders but also provide a platform for sharing industry insights and best practices.

Support for the Mental Health Foundation of Nova Scotia

In 2023-2024, the Emerging Leaders Committee took a proactive approach to give back to the community by securing the appropriate licenses to conduct 50/50 draws at each event. Proceeds from these draws were directed towards the committee's chosen charity, allowing us to make a meaningful impact while engaging our members in philanthropic efforts.

In 2023, the committee and its members raised \$1,331 for the Mental Health Foundation of Nova Scotia, highlighting our dedication to promoting mental health awareness and support in the community. The Group also raised \$280 in 2024 for Adsum for Women & Children.

In 2023, the committee successfully raised funds for Habitat for Humanity by purchasing two studs during the Stud-A-Thon campaign. This initiative contributed directly to building homes for families across Nova Scotia, reinforcing our commitment to community support and collaboration within the construction industry.

LOOKING FORWARD

The CANS Emerging Leaders Group remains committed to creating a supportive environment where young professionals can develop their skills, expand their networks, and contribute positively to the construction industry and the community at large. As we move forward into 2025, we look forward to building on our successes, expanding our outreach, and continuing our commitment to community service and professional development. Through these efforts, we aim to empower the next generation of leaders within the CANS network.



Members of the Emerging Leaders Committee greeting attendees at the 2024 Winter Speaker Series.



Attendees enjoying the Emerging Leaders annual Meet & Greet on the Harbour.

CANS STAFF LISTING



Duncan Williams
President & CEO



Kathy Derksen
Executive Assistant



Melody Hillman
Vice-President,
Member Engagement
& Development



Rob Lewis
Vice-President,
Finance & Information
Services



Chantal Arsenault
Director, Policy
& Workforce
Development



Alison Clack
Manager, Marketing &
Communications



Michelle Fievet
Manager, Events



Kerri Miller
Program Manager,
Education & Training



Bill Sellon
Manager, Projects
& Procurement
Information



Reid Allen
Education & Training
Specialist



Nichole Banks
Administrative Lead



Justin Blakeney
Project Information
Specialist



Adam Gilbert
Building Futures for
Youth Lead



Lauren Kirk
Project Information
Specialist



Britney MacNeil
Events Lead



Tanya Reddick
Building Futures for
Youth Lead



Lynda Sellon
Accounting Lead



Taylor Shaw
Research, Program &
Policy Lead



Alex Wickwire
Membership Lead



Matt Wilush
Marketing &
Communications
Lead



Wendy Winters
Education & Training
Lead

CANS 2023-2024 BOARD OF DIRECTORS

Allan MacIntosh
MARCO Group
Chair of the Board and Chair of the Governance Committee

Ian Boyd
Iron Maple Constructors
Vice-Chair of the Board and Chair of the Government and Industry Relations Committee

Gord Gamble
Iron Dog Inc
Immediate Past Chair of the Board

Tom Skinner
RKO Steel Limited
Treasurer and Chair of the Finance, Investment and Risk Management Committee

Allison Coffin
Eastward Energy
Chair of the Workforce Development Committee

Jason Noack
Marid Industries Limited
Chair of the Membership Services and Engagement Committee

Mike Clements
Ocean Contractors Limited
Board Member

Andrew Doucet
rcs construction Inc.
Board Member

Heather Cruickshanks
L.E. Cruickshanks Sheet Metal
Board Member

Gerard Jessome
Department of Infrastructure & Housing
Board Member

Jamie MacNeil
BOYNECLARKE
Board Member

Austin McLennan
Meridia Recruitment Solutions
Board Member

Jon Mullin
Grey Cardinal Management Inc.
Board Member

Victoria Stanhope
Stanhope Simpson Insurance Ltd.
Board Member

David Wood
The Municipal Group of Companies
Board Member

Blair Nickerson
Black & McDonald
Board Member

Peter Riley
Lindsay Construction
Board Member

Dave MacGregor
Office of Priorities & Planning

Stanley North
rcs construction Inc
Ex-Officio, Chair of the Emerging Leaders Committee

Duncan Williams
Construction Association of Nova Scotia
President & CEO, Ex-Officio

Kathy Derksen
Construction Association of Nova Scotia
Secretary to the Board(CANS)
Executive Assistant



President & CEO, Duncan Williams (right) and 2023-2024 Chair, Allan Macintosh (middle) thank outgoing Chair, Dave Macgregor (left).

PAST CHAIRS OF CANS BOARD

2023 Dave MacGregor, Office of Priorities & Planning

2022 Gord Gamble, Iron Dog Inc

2021 Victoria Stanhope, Stanhope Simpson Insurance

2020 Tim Houtsma, Marid Industries

2019 Tom Skinner, RKO Steel Limited

2018 Chad Weisner, CABCO Communications Group

2017 Rene Cox, Bird Construction

2016 Matt Brunt, Bird Stairs

2015 Rylan MacDow, The Shaw Group

2014 John Flemming, Ocean Contractors Ltd.

2013 Cory Bell, J.W. Lindsay Enterprises Ltd.

2012 Brendan Nobes, rcs construction Inc

2011 John Volcko, PCL Constructors Canada Inc.

2010 Peter Macnab, VICWEST

2009 David Wood, Municipal Contracting Ltd.

2008 Tom Vincent, Atlantica Mechanical Contractors

2007 Royce Williston, Higgins Construction

2006 Clayton Bartlett, Roclan Industries

2005 Ernie Porter, J.W. Lindsay Enterprises

2004 Ken Seaward, Aluma Systems

2003 Tim Nobes, Sigma Construction

2002 Adrian Morrison, Black & McDonald Limited

2001 David Wilson, Wilcraft Concrete Services

2000 David Bancroft, Northstar Construction

1999 David Oulton, Marid Industries

1998 Gary Dean, Robert McAlpine Ltd.

1997 Cliff Dahms, Able Equipment

1996 Paula Webber, Scotia Roofing Contractors

1995 Haluk Alemdar, Seaport Contractors

1994 Erik Twohig, G.S. Concrete Products

1993 Rod Kerr, Waterworks Construction

1992 Edgar Goguen, Arrow Construction Products

1991 Larry Macdonald, Black & McDonald Limited

1990 Gerry Blom, Kidston Glass

1989 Harry Poole, Woodlawn Construction

1988 Jack Flemming, Ocean Contractors Limited

1987 George Himmelman, Halifax Heating

1986 Jack Logan, Bird Construction Products

1985 Keith B. MacRae, Dineen Construction

1984 Clyde J. O'Malley, O'Malley Electric

1983 Leslie R. White, Fundy Construction

1982 G.A. Amirault, Croft Metal Products

1981 Robert M. Murray, Fraser Brace Maritime Ltd.

1980 C. Mark Cleary, Western Electrics

1979 Donald J. Gillis, Gills Fence

1978 Bruce K. Gordon, Cromarty Construction

1977 Douglas S. Waller, Waller Agencies

1976 Ronald F. Harris, Lundrigans

1975 Ian C. MacInnes, Ian MacInnes Enterprises

1974 Tunis Obdam, Western Plumbing

1973 W.L. Giffin, Fundy Construction

1972 S.E. Acker, L.E. Shaw

1971 V.C. Woodworth, V.C. Woodworth (1964) Ltd.

1970 David MacNab, David MacNab & Co.

1969 John R. Fiske, Stevens & Fiske Construction

1968 F.J. Creaser, Halifax Heating

1967 A.P. Mills, Guildfords

1966 Earl Bowman, Fundy Construction

1965 H.G. Rounsefell, Steen Mechanical

1964 R.C.T. Stewart, Cameron Contracting

1963 D.W. Salsman, Parker Brothers

1962 J.R. Matheson, Hillis & Sons Ltd.

1961 F.C. Hudson, Annapolis Valley Construction

1959 A.E. MacMillan, Fundy Construction

1958 C.P. Roper, Roper Agencies

1957 W.A. Chaddock, W.A. Chaddock & Co.

1956 C.C. MacDonald, C.C. MacDonald Ltd.

1955 W.J. Carter, Carter & Smith Ltd.

1954 A.G. Sullivan

1953 E.C. O'Leary, MacDonald Construction Co.

1949 E.L. Woolcombe

1948 D.F. MacIssac

PAST CHAIRS OF CANS BOARD (CONTINUED)

- 1947 W.M. Gould
- 1946 B.A. O’Leary
- 1941-43 G.W. Miller, Kenny Construction
- 1938 Harry L. Roper, Brookfield Construction
- 1937 Frank Reardon
- 1936 A.F. Dyer
- 1934 J.H. Conn
- 1932-33 Hon. A.S. MacMillan, Fundy Construction
- 1929 G.E. Hagen
- 1929 E.J. Gillis, Gillis Co.
- 1928 J.E. Gould
- 1927 J.C. Harris
- 1921-26 W.G. Foley
- 1920 Henry Roper, Brookfield Construction
- 1889 S.M. Brookfield, Brookfield Construction
- 1862 John Brookfield, Brookfield Construction

ADDITIONAL PAST PRESIDENTS (Years Unavailable)

- J.W. Brookfield, Brookfield Construction
- F.J. Cummings
- J.A. Currie
- A.D. Faulkner
- Jas. Farquhar
- G.M. Hagen
- M.E. Keefe
- A.A. McDonald
- J.A. MacInnes
- S.A. Marshall

CANADIAN CONSTRUCTION ASSOCIATION CHAIRS FROM NOVA SCOTIA

- 2022 Brenden Nobes, rcs construction Inc.
- 1989 Jack Flemming, Ocean Contractors
- 1979 Ian MacInnes, Ian MacInnes Enterprises
- 1971 R.C.T. Stewart, Cameron Construction
- 1961 A.G. Sullivan

MECHANICAL CONTRACTORS ASSOCIATION OF CANADA, CHAIRS FROM NOVA SCOTIA

- 2004/05 Tom Vincent, Sayers & Associates
- 1998/99 Lloyd MacLean, Wm. MacKay Plumbing & Heating
- 1995/96 Adrian Morrison, Black & McDonald Ltd.
- 1976/77 J. Powers, Power Brothers
- 1960/61 A.F.C. Marsh
- 1902/03 F. Powers, Power Brothers

CANS 2023-2024 AWARDS

Long-Term Member Awards

CANS Long-Term Member Award is presented to companies that have held a membership with the Association for 50 years or more, and honours companies who have shown their dedication, support, and commitment to the Association throughout the years and is an achievement to be proud of.

For a full list of CANS Long-Term Members, please click here.

- Roscoe Construction Ltd.
- Atlantic Purification Systems
- Flynn Canada Ltd.
- Apex Industries Inc.
- Able Infrastructure Inc.
- Ocean Contractors Limited
- Aberdeen Paving Limited
- E.H. Price Ltd.

Bowman Awards

Each year, CANS recognizes companies that have held continuous membership for more than 25 years by presenting them with the Bowman Award.

The Bowman Award is named after Earle Bowman of Fundy Construction – a past President and Honourary Life Member of CANS. To honour the efforts and grand achievements of this prolific mover and shaker in the construction industry, companies are awarded for their years of membership and displaying a degree of dedication that would make Earle Bowman proud.

For a full list of Bowman Award recipients through the years, please click here.

- Aquavap Indotec Agencies Inc.
- Office Interiors
- Reddick Brothers Masonry Ltd.
- M & M Sheet Metal Ltd.
- Rendan Fabricators Ltd.
- Plexus Connectivity Solutions
- Reinforced Earth Company Ltd.
- Southeast Drywall
- 4Refuel Canada Ltd. Atlantic Region
- Colliers Project Leaders Inc.

BFY Host Employer Awards

Since its original pilot in Halifax in 2008, there have been more than 320 BFY Host Employers who have helped youth on their journeys towards a career in construction. We’re thankful to each of these employers for giving youth in Nova Scotia the chance to explore a career in the construction industry.

Our champion Host Employers are companies that have gone above and beyond in their commitment to the BFY program. Some have been Host Employers for 12 years, while others have taken over 40 students over the years!

In 2021, CANS created the BFY Host Employer Award to recognize the outstanding contributions and support of these champions. Today, we’re recognizing:

- Ambassador Award - Dexter Construction (The Municipal Group of Companies)
- Company Award - Ocean Contractors Limited



CONSTRUCTION
ASSOCIATION OF NOVA SCOTIA

The Construction Association of Nova Scotia (CANS) is the leading voice of the construction industry respected by members, government, industry, and the public.

CANS represents more than 780 large and small companies throughout Atlantic Canada that build, renovate and restore non-residential buildings, roads, bridges and other engineering projects.

Get In Touch!

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