

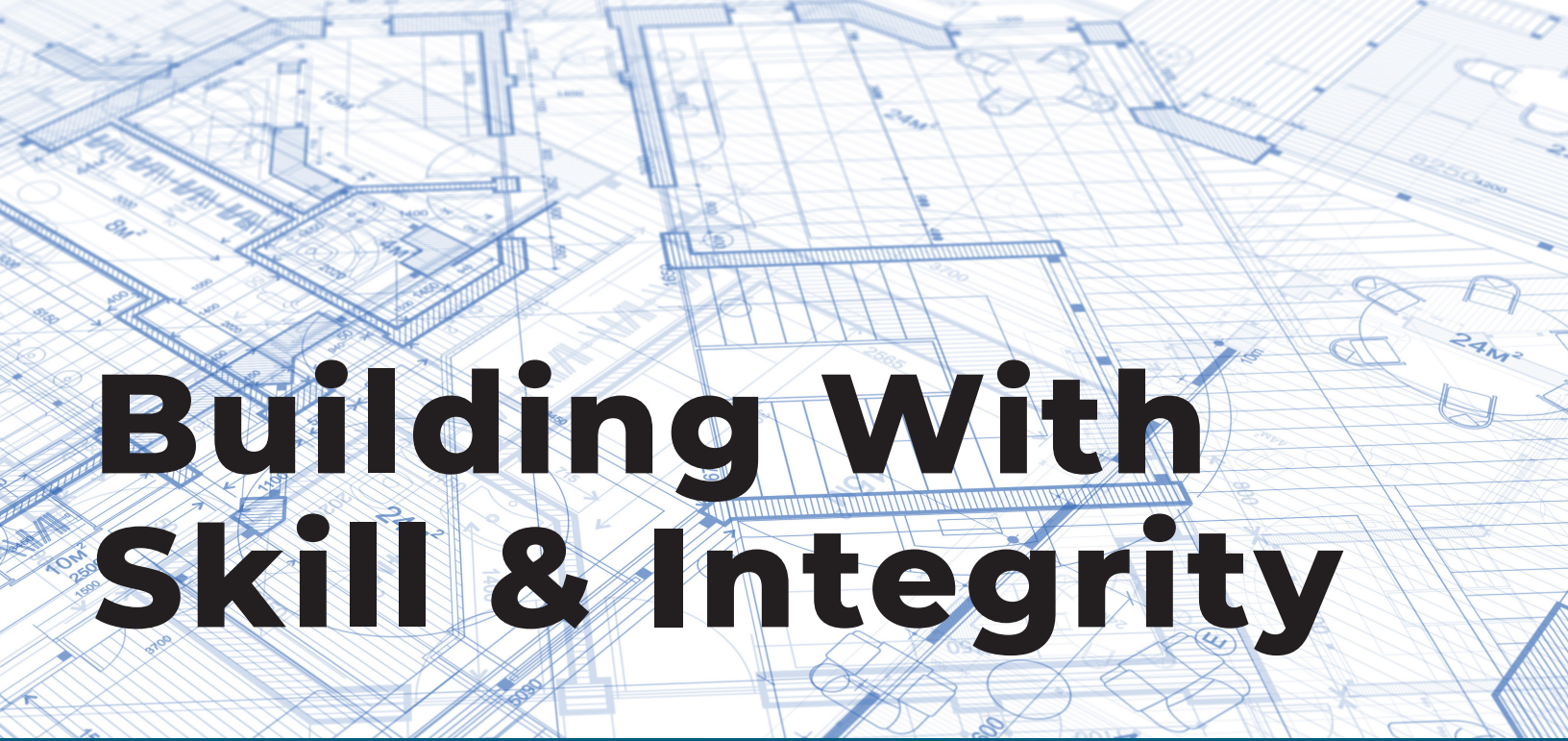


CONSTRUCTION
ASSOCIATION OF NOVA SCOTIA
Building with Skill and Integrity Since 1862



Construction Association of Nova Scotia

2025 | Annual 2026 | 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 800+ 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 CEO



Duncan Williams

CANS CEO

The past year marked an important period of progress for the Construction Association of Nova Scotia. Together, we embraced new opportunities, responded to industry challenges, and continued strengthening the association's impact across the province.

Supporting our members remained at the centre of everything we do. Throughout the year, CANS expanded programs and services, delivered valuable learning opportunities, and created meaningful opportunities for industry professionals to connect. Through advocacy, training, events, and resources, we remained focused on helping our members succeed.

We continued to invest in the long-term success of the association by improving efficiencies, refining operations, and strengthening the foundation of our programs. These efforts help ensure CANS remains responsive to member needs while positioning the organization for continued growth and impact.

This year, CANS was pleased to welcome five new team members whose expertise and dedication strengthen the association's ability to serve members and advance industry priorities. Joining the team were Projects Information Specialists Madeline Roma and Anna Wash, Education & Training Specialist Anna Swimm, Building Futures for Youth Program Lead Barbara Mindard, and Marketing & Communications Lead Krystalanne Thompson.

As we reflect on another successful year, I would like to extend my sincere gratitude to the Board of Directors for their leadership, guidance and commitment to the association. I also want to recognize the dedicated CANS staff whose hard work and professionalism continue to deliver value for our members each day.

Most importantly, thank you to our members for your ongoing trust, engagement and support. Everything we achieve as an association is made possible through your participation and commitment to strengthening Nova Scotia's construction industry. I look forward to continuing this important work together in the year ahead.

Finally, I would like to acknowledge and thank Mike Clements for his outstanding service as Chair of the CANS Board of Directors over the past year. I also extend my appreciation to the Governance Committee, members of the Board, our many committee volunteers, and the entire CANS staff team for their dedication, expertise and contributions to the success of the association and the industry we serve.

A blue ink signature of Duncan Williams, consisting of stylized initials 'DW' followed by a surname.

Duncan Williams

CEO

Construction Association of Nova Scotia

MESSAGE FROM OUR CHAIR



Mike Clements
Chair of CANS Board of Directors

As I reflect on my year as Chair of the Board of Directors, I am filled with appreciation for the people who make this organization and our industry so strong. The dedication, adaptability and resolve of our members have been evident at every turn. In a year marked by both challenges and opportunities, it has been a privilege to witness the remarkable work being done across Nova Scotia's construction sector and to support the efforts of those who continue to build and strengthen our communities.

One of the things that has always impressed me about CANS is its commitment to people. Beyond advocating for the industry, the association is helping shape a workforce that reflects the communities it serves and ensuring future generations see construction as a rewarding and viable career path.

CANS also continues to create space for important conversations that strengthen our industry. Through strategic partnerships, education, and advocacy, CANS is helping lead the industry toward a future that is more inclusive, equitable, and sustainable.

Looking back over the past year, what stands out most is the breadth of accomplishments achieved by both our members and our association. We have celebrated significant projects, strengthened relationships across the industry, expanded professional development opportunities, and advanced meaningful advocacy efforts on issues that matter to our members. Together, we have continued to elevate the profile

of the construction industry and reinforce its vital role in Nova Scotia's economy and communities.

At the heart of these successes is the CANS team. Their professionalism, expertise, and commitment to members are evident in everything they do. Whether through advocacy, workforce development initiatives, industry events, training opportunities, or member services, the team consistently demonstrates a passion for supporting the industry and those who work within it. On behalf of the Board of Directors, I extend my sincere thanks and congratulations to the entire staff for another outstanding year.

While we have much to celebrate, there is also important work ahead. Our industry continues to face significant workforce shortages, increasing project demands, evolving technologies, and growing expectations around sustainability and productivity. Meeting these challenges will require collaboration, innovation, and continued investment in people. However, I am confident that our industry is well positioned to seize these opportunities and build on the momentum we have created together.

The success of CANS is driven by the collective efforts of its members, volunteers and leaders. I am proud of what we have accomplished together and optimistic about the opportunities that lie ahead for our industry.

A stylized, handwritten signature in black ink, consisting of a large 'M' and 'C' followed by a horizontal line.

Mike Clements
2025-2026 Chair, Board of Directors
Construction Association of Nova Scotia

CANADIAN CONSTRUCTION ASSOCIATION'S (CCA) REMARKS

A unified voice for Canada's builders: CCA driving progress in Ottawa

Building infrastructure in Canada has never been more challenging. Critical transportation routes must be built faster, trade corridors need to operate without interruption, aging assets require urgent rehabilitation, and communities must remain connected—all amid rising costs, regulatory hurdles, and economic uncertainty.

For companies on the ground, success depends on a strong, coordinated national voice that can influence the policies, investments, and frameworks shaping how infrastructure gets built. That is the role of the Canadian Construction Association (CCA).

Keeping construction at the centre of Canada's economic agenda

In a year marked by geopolitical change and economic disruption, one outcome mattered above all: keeping construction central to Canada's growth strategy.

Working alongside regional partners like the Construction Association of Nova Scotia (CANS), CCA has advanced industry priorities across key federal files, including faster approvals for major projects, trade diversification, and Buy Canadian procurement policies that reflect construction's realities.

Through direct dialogue with policymakers and a growing national media presence, CCA has positioned construction as central to solving Canada's biggest challenges, from housing supply and trade capacity to economic resilience and nation-building projects.

CCA has submitted its [priorities for Budget 2026](#), outlining measures to help unlock the industry's ability to deliver the government's "Build, Baby, Build" agenda. With Parliament returning this fall, workforce development, trade diversification, infrastructure investment, and procurement will remain key priorities.

CCA is taking the industry's perspective directly to federal, provincial, and territorial decision-makers. Recent appearances before the Committee on Internal Trade and the Standing Committee on Foreign Affairs



Rodrigue Gilbert
President, Canadian Construction Association

and International Trade focused on practical solutions to interprovincial barriers and supply chain challenges, including labour mobility and the movement of materials—issues that directly affect construction productivity and project delivery.

CCA is also bringing the construction story to policymakers and the public through our [Construction for Canadians Tour](#). Launched this summer, the tour is showcasing active and recently completed worksites across the country, putting a spotlight on the people, businesses, and projects building Canada while extending construction's voice beyond Ottawa.

From advocacy to action: Shaping long-term infrastructure planning

For years, the construction industry has called for a more coordinated, long-term approach to infrastructure planning in Canada—one that moves beyond short-term funding announcements toward predictable, strategic investment. Today, that shift is underway.

Federal initiatives such as the creation of a Major Projects Office and the National Infrastructure Assessment reflect priorities long championed by CCA: better data, clearer project pipelines, and faster, more predictable approvals.

These changes matter for contractors. Clearer project pipelines give companies confidence to invest in equipment, workforce, and innovation, while better planning helps ensure projects move forward based on real provincial and municipal needs.

CCA is also bringing construction's expertise into discussions about how federal projects are procured and delivered. Our [Building forward](#) report sets out industry-informed recommendations for improving federal procurement and project delivery, with a focus on stronger collaboration, clearer expectations, and better outcomes.

Reducing barriers and modernizing procurement

Regulatory complexity and outdated procurement practices remain major obstacles to infrastructure delivery. Through ongoing engagement with federal officials, including semi-annual Meech Lake meetings and regular consultations, CCA has advocated for faster permitting, improved coordination, reduced duplication, fairer risk allocation, more transparent bid processes, and procurement models that support collaboration.

CCA has also participated in [consultations](#) led by Immigration, Refugees and Citizenship Canada, Employment and Social Development Canada, the Canadian Infrastructure Council, Transport Canada, and the Major Projects Office, ensuring construction priorities shape discussions on workforce capacity, project delivery, infrastructure planning, and regulatory modernization.

That engagement is supported by CCA's economic analysis. The summer 2026 [Construction Quarterly Insights report](#) gives members timely analysis of construction and the broader Canadian economy, helping translate tariffs, trade measures, and procurement changes into practical implications for businesses.

CCA is also working with Public Services and Procurement Canada to improve the federal security clearance process, with regular discussions focused on requirements, training, and processing timelines. These practical issues may seem administrative, but removing barriers to participation can make a meaningful difference to contractors delivering federal work.

Tackling the workforce challenge

Contractors continue to face persistent labour shortages as demand grows. Major projects, housing-enabling infrastructure, and stronger trade corridors all depend

on a skilled, available workforce. At the federal level, this includes policies that support skilled trades training, improve labour mobility, streamline immigration pathways for qualified workers, and better align workforce programs with industry demand.

Attracting and retaining talent is equally critical. This means raising awareness of construction careers, supporting a more inclusive workforce, and reinforcing the industry's role as a source of stable, well-paying jobs.

The road ahead

CCA is moving full speed ahead to ensure the momentum built over the past year is not lost. Backed by partners like CANS, the sector will continue pushing for policies and investments that move the industry forward.

The months ahead bring opportunities to advance these priorities, including Parliament's return, Budget 2026, Hill Day, and another Meech Lake meeting with senior federal officials and parliamentarians.

CCA will also continue strengthening tools and knowledge that help members succeed, from productivity and cost-predictability work to new CCDC documents, SignaSurTM, and best practice initiatives.

With strong partnerships, a united voice, and a clear vision, we can build a more resilient supply chain, a stronger workforce, and the modern infrastructure Canadians need.

Want to stay informed and engaged?

Sign up for CCA's [PLUS+](#) newsletter for updates on advocacy, industry trends, and tools to support your business. Subscribe today at [ccasubscribe](#), and join a community shaping construction's future in Canada.



SCAN ME

To subscribe to CCA's newsletter.



About the Canadian Construction Association (CCA)

Backed by 18,000 member firms drawn from 57 local and provincial integrated partner associations, the Canadian Construction Association (CCA) is the national voice for Canada's institutional, commercial, industrial, civil and multi-residential construction industry, giving voice to the public policy, legal and standards development goals of contractors, suppliers and allied business professionals working in, or with, our industry.

FINANCIAL SNAPSHOT

2025-2026 Treasurer's Report

Prepared by Tom Skinner

Treasurer, CANS Board of Directors

I am pleased to present the audited financial statements of the Construction Association of Nova Scotia for the year ended June 30, 2026. The financial statements have been prepared in accordance with generally accepted accounting principles, and the auditors have issued their report without reservation. Significant accounting policies are outlined in the Notes to the Financial Statements.

As reported in the Statement of Operations, the Association recorded a surplus of just over \$122,000 for the fiscal year. Strong operating performance generated total revenue of \$4.17 million, reflecting substantial growth in Events, Membership, and Education & Training revenues compared to the previous year.

The Association continues to benefit from a diversified revenue base. Non-membership sources, including Building Futures for Youth, Events, and Education & Training, accounted for approximately 70% of total revenue, reducing reliance on membership dues and supporting long-term financial sustainability.

Total expenses for the year were \$4.05 million, remaining generally consistent with the prior fiscal year. As a result, the Association achieved the operating surplus of \$122,000.

The Statement of Financial Position continues to reflect the Association's strong financial standing. As of June 30, 2026, total assets were \$2.67 million, while current liabilities and deferred revenue totaled \$1.78 million. At the conclusion of the fiscal year, the operating surplus was transferred to the Special Events & Projects Fund. Following this transfer, unrestricted net assets exceeded \$246,000, with an additional \$639,000 held in reserved funds.

The Association's reserves and other invested funds are held primarily in guaranteed investment products and other interest-bearing instruments. Consistent with the Association's conservative investment policy, the primary objectives remain the preservation of capital, maintenance

of liquidity, and maximization of returns within those parameters. Additional details regarding the Association's investments can be found in Note 5 of the financial statements.

On behalf of the Board of Directors, I would like to thank our members, partners, volunteers, and staff for their continued support and contribution to the Association's success. The Association remains in a strong financial position and is well equipped to support its strategic priorities and continue to serve the construction industry throughout Nova Scotia.

CONSTRUCTION ASSOCIATION OF NOVA SCOTIA SUMMARIZED STATEMENT OF FINANCIAL POSITION

AS AT JUNE 30, 2026

ASSETS	2026 \$	2025 \$
Cash and short term investments	2,119,215	2,103,033
Other current assets	371,597	249,784
Capital assets, net of accumulated amortization	176,422	173,399
	2,667,234	2,526,216

LIABILITIES AND NET ASSETS

Deferred revenue	1,183,435	1,160,442
Other liabilities	598,389	602,479
Net assets - restricted funds	638,487	516,372
Net assets - operating fund	246,923	246,923
	2,667,234	2,526,216

CONSTRUCTION ASSOCIATION OF NOVA SCOTIA SUMMARIZED STATEMENT OF OPERATIONS

AS AT JUNE 30, 2026

REVENUES	2026 \$	2025 \$
Membership dues	1,289,676	1,189,627
Events	1,177,576	937,706
Education & training	1,294,920	1,194,190
Other revenues	417,395	857,054
	4,179,567	4,178,577

EXPENSES

Salaries, training, & benefits	2,089,167	1,961,703
Occupancy	274,633	268,100
Events	550,295	486,173
Amortization	55,192	66,877
Education & training	590,598	590,264
CCA fees	94,927	90,632
Other expenses	402,640	605,074
	4,057,452	4,068,823

Excess (deficiency) of revenue over expenses	122,115	109,754
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2025-2026: YEAR IN REVIEW

CANS STRATEGIC PRIORITY AREAS

**Government
& Industry
Relations**

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**Innovation &
Technology**

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**Workforce
Development**

12

**Industry
Education &
Training**

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Government & Industry Relations

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

- CANS is seen by members as a responsive, proactive advocate on regulatory, policy, and advocacy matters that are a priority to members and industry.
- Lines of communications between government and industry are fluid, open and consistent.
- Our influence is felt at all levels of government.
- Best practices and standard procedures are clearly established and proactively communicated across industry.
- Training institutions are held accountable to industry standards, producing dedicated, well-prepared workers who help close the labour shortage.
- Our communications embrace modern, efficient and interactive media.

CANS will achieve this goal by:

- Maintaining timely, transparent communication and engaging members regularly on emerging issues and policy changes.
- Building strategic relationships, presenting unified industry positions, and consistently participating in policy consultations.
- Collaborating with government, training institutions, and industry partners to align curriculum with labour market needs, advocate for higher standards in skills training, and monitor outcomes to ensure graduates are job ready.
- Proactively communicating industry's priorities.

UPDATES FROM 2025-2026

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 members are represented at the decision-making table on critical policy issues that directly impact industry.

Over the past year, CANS has actively engaged all levels of government on a range of urgent priorities essential to the growth, resilience, and long-term success of our members' businesses and the broader sector. We are actively developing our strategies and are consulting with our members on their perspectives and insights to ensure our advocacy efforts reflect the needs of industry.

Advocacy – Advocacy remained a core priority throughout the year. CANS played a leading role in advancing discussions on enhanced direct-entry apprenticeship programs and career-transition pathways into the skilled trades, helping secure a \$10 million provincial investment.

A significant milestone this year was CANS becoming a founding member of the Atlantic Construction Caucus, a collaborative alliance of the provincial construction associations and road builders associations of Newfoundland and Labrador, Nova Scotia, Prince Edward Island, and New Brunswick. The caucus was established to strengthen the collective voice of Atlantic Canada's construction industry and address issues that transcend provincial borders.

By working together, member organizations will advocate for shared priorities, coordinate responses to regional challenges, and advance policies that support economic growth, workforce development, productivity, and innovation throughout the region.

LOOKING FORWARD

CANS will continue to work with all levels of government, key partners, and stakeholders to provide informed input that reflects the needs of the construction industry. Our objective is to be regarded as trusted partners of government—an essential role in shaping effective policy, strengthening industry practices, and building resilience within the sector and our communities. By fostering these relationships and championing the interests of our members, CANS will continue to play a leadership role in advancing a strong, competitive, and sustainable construction industry that contributes to the long-term prosperity of Nova Scotia and Atlantic Canada.

PROJECTS & DOCUMENTS

CANS Projects & Documents - By the Numbers:



6,048
CCDC 9 Statutory
Declarations signed



5,047
Projects posted to
CANS Tender Library



659
New pipeline entries added
and **576** updates to existing
pipeline entries

Innovation & Technology

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

- Member companies report increased awareness of emerging technologies and feel confident in adopting new technology tools that improve innovation and productivity.
- CANS is recognized regionally as a key promoter and educator of technology-informed best practices in construction.
- Members leverage access to innovation funds and economic tools that strengthen their ability to compete and grow.
- CANS continues to deliver modern and efficient access to information, tenders, and services.
- Our platforms for all activities, events and engagement are modern, efficient and reflect the marketplace.

CANS will achieve this goal by:

- Providing members with opportunities to learn about AI and emerging technologies to enhance productivity, competitiveness, and industry performance.
- Hosting technology-focused events and workshops to showcase emerging tools, share best practices, and connect members with experts and innovators.
- Facilitating access to innovation funding and economic development programs that support tech adoption and modernization.
- Sharing insights on industry trends and forecasts to key stakeholders, including government, industry, and sector partners.
- Collaborating with industry stakeholders to champion a shared, actionable approaches to innovation.
- CANS continues to lead by example in embracing innovation and advancing technology across our organization and the construction industry.

UPDATES FROM 2025-2026

We've made strategic investments in our digital platforms, strengthened our cybersecurity infrastructure, and are actively planning for responsible AI adoption. These efforts reflect our commitment to staying ahead of industry needs while supporting our members with modern, secure, and forward-looking solutions.

Through CANS Awards program, CANS has recognized members investing in innovation and technology to advance construction in the region.

LOOKING FORWARD

Over the coming year, CANS is committed to engaging with members to better understand their evolving technology needs and deliver innovative solutions that support industry advancement. As part of this commitment, we will focus on transforming our digital presence to enhance online services and strengthen communication channels.

Looking ahead, CANS is positioning itself as a thought leader in the responsible adoption and integration of AI within the construction sector. Guided by the goals outlined in our strategic plan, we remain focused on excelling in innovation and technology. Innovation continues to be a key priority as we work to introduce cutting-edge tools and approaches through a forward-thinking lens.

Workforce Development

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

- Construction is positioned as a career of choice in Nova Scotia, helping attract talent and unlock new opportunities across the province.
- Members recognize CANS programs and events as valuable resources for career development, networking, hiring and workforce planning.
- Members report that they are meeting their workforce needs.

CANS will achieve this goal by:

- Partnering with government, training institutions, and industry partners to align curriculum with industry standards and create pathways for new entrants.
- Advocating for targeted government investment and promoting construction careers through outreach, education and partnerships.
- Seeking and attracting investment required to support our initiatives, events, platforms and training.
- Continuing to attract young workers through school outreach, promotional campaigns and career awareness initiatives.
- Delivering targeted events and programming such as immigration workshops, Building Futures for Youth and job fairs to connect talent with opportunity.
- Supporting members with immigration needs by offering resources, programming and connections to settlement services.
- Expanding accessible, low-or no-cost learning opportunities for members to raise awareness about emerging trends shaping their businesses.

UPDATES FROM 2025-2026

Over the last year, CANS continued to facilitate and attend meetings with key industry stakeholders 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.

Support & Development – CANS fourth annual Job Fair was the largest yet. Welcoming 40 exhibitors and over 1,300 job seekers, this highlights commitment to connecting employers with skilled talent. Many candidates were from construction-related education programs, equity groups, workforce industry groups, immigration streams and connector programs.

Alongside industry partners like NSCC and the Province, CANS helped launch the Institute of Skilled Trades guided by an industry-led council that will help modernize and strengthen programming. Its focus is on improving training quality, transforming learning environments and supporting more graduates and apprentices to meaningful, in-demand careers.

CANS remains an active partner in the Nova Scotia Construction Immigration Coalition, working to ease workforce shortages across industry. The Coalition launched VidCruiter, a hub for employers and potential employees alike to connect, both internationally and locally. This commitment includes supporting skilled immigration policies and participating in November's immigration trade mission to Mexico City. The Coalition reviewed over 1,500 candidates, visited local trade school campuses, and met over 400 applicants in-person to assess their suitability for local employers.

LOOKING FORWARD

Building on the success of advocacy efforts, recruitment missions, and workforce events, CANS will continue to elevate and expand these initiatives. We will leverage our relationships with educational institutions, community groups, and government agencies to engage construction-focused job seekers and those interested in exploring the benefits of a career in construction.

BUILDING FUTURES FOR YOUTH // HIGHLIGHTS

CANS 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. The program enables students to gain hands-on experience in construction occupations, earn co-operative education credits, register as pre-apprentices in construction trades, and build valuable industry connections. Students also become eligible for scholarships and gather essential information to help them make informed career choices.



During the 2025–2026 program year, the BFY program completed 136 school presentations, received 150 applications and successfully matched 73 students with host employers across Nova Scotia. In addition to facilitating these placements, the program participated in 9 community engagement events aimed at strengthening connections between students and the construction industry. These initiatives enhanced industry awareness, promoted career exploration, and supported meaningful engagement with diverse youth across the province.

BFY Program Partners

- Construction Association of Nova Scotia
- Nova Scotia Department of Labour, Skills and Immigration
- 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:



21 new Host Employers



73 BFY students placed



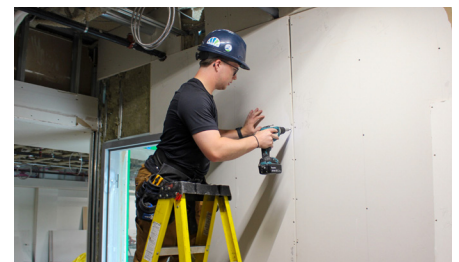
12% of students were women



7% of students were Aboriginal



8% of students were African-Nova Scotian



Industry Education & Training

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

- CANS is recognized as the training provider of choice for industry, as evidenced by steady or growing enrolment and strong course evaluations.
- Members consistently recognize training initiatives as effective in closing skills gaps, strengthened workforce capabilities, and contributed to lower turnover across the industry.

CANS will achieve this goal by:

- Delivering high-quality private and public training aligned with industry needs to help employers retain skilled workers, reduce onboarding costs, support growth, and build long-term workforce stability.
- Ensuring members have access to clear pathways for upskilling, certification, and career advancement.
- Updating training programs regularly to reflect emerging topics such as workforce wellness, leadership development, modular construction, or digital project tools.
- Extending training programs to support success across all other strategic pillars.

UPDATES FROM 2025-2026

CANS Education & Training Courses – The CANS Education and Training Development Program reached 800 participants from more than 150 member companies in 2025-2026.

CANS offered 90 different training opportunities across a mix of in-person, virtual instructor-led, and e-learning formats, providing flexible, accessible training opportunities for members across the province.

In partnership with the Canadian Construction Association (CCA), CANS hosted two CCDC seminars this spring, attracting more than 80 participants.

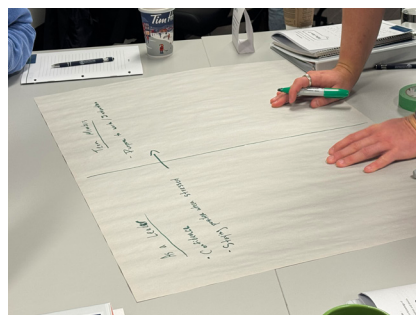
CANS returned to in-person training outside HRM with the delivery of Financial Management for Contractors in Sydney. We are committed to increasing regional training opportunities across Nova Scotia in 2026-2027.

Corporate Private Training Sessions – CANS supported 13 member companies through the delivery of 15 private training sessions, reaching more than 200 learners.

WIPSI Program – Through CANS' partnership with the Province of Nova Scotia's Workplace Innovation and Productivity Skills Incentive (WIPSI) Program, eligible members received upfront discounts of 50 to 100% on training costs. More than 90 member companies accessed the program this year, generating approximately \$466,000 in savings.

LOOKING FORWARD

As Nova Scotia's construction industry evolves, CANS will continue to deliver training that meets member companies where they are today and prepares them for tomorrow. While maintaining a strong focus on leadership, workplace well-being, culture, and industry fundamentals, we will expand into emerging areas such as procurement, women's leadership, building code changes, and new technologies to support ongoing growth and success.



MEMBERSHIP SERVICES & ENGAGEMENT

CANS welcomed 100 new members in 2025-2026, maintaining the strong momentum established in the previous year. We are also proud to report a strong membership renewal rate, with 88% of members renewing to date as the process continues.

Throughout the year, our team completed more than 80 new member onboarding meetings and conducted 58 CANS Chats with current and prospective members. These one-on-one conversations strengthened relationships, highlighted the benefits of CANS membership, supported recruitment efforts, and helped members maximize the value of the programs, services, and resources available to them.

In February, CANS hosted a successful Member Mixer in Sydney, strengthening connections among members and industry professionals alike. Building on this success, we look forward to expanding our exclusive Member Mixers into additional regions outside of the Halifax Regional Municipality in 2026-27.

LOOKING FORWARD

CANS will continue to focus on growing and strengthening our membership by recruiting new members, deepening engagement with existing members, and enhancing the overall value of membership. Building on the success of our current programs and services, we will continue to demonstrate the strong return on investment that membership provides while creating new opportunities for meaningful connections and participation.

In the year ahead, we will prioritize member engagement, support high renewal rates, and encourage greater involvement in CANS programs, events and services. At the same time, we will continue to champion Nova Scotia’s construction industry by promoting the value of CANS membership to prospective members, stakeholders, and the public.

CANS Membership - By the Numbers:



100 New
Members



88% Member
Retention Rate



138+ Member
Onboardings &
CANS Chats



8 Bowman Award
Recipients

CANS EVENTS & NETWORKING

CANS 163rd Annual General Meeting

The CANS Business Session and 163rd Annual General Meeting provided members with an update on the association's strategic planning renewal process and highlighted the accomplishments of CANS committees over the past year.

In 2025, CANS introduced five new industry awards to recognize the contributions of individuals and companies helping shape the future of Nova Scotia's construction sector. The awards celebrate leadership, innovation, community involvement, and the advancement of women in construction, while recognizing those whose dedication and professionalism exemplify the values of the association.



CCA Presentation at AGM.

CANS 2025 Women in Construction Forum

Nearly 300 industry professionals attended the second annual CANS Women in Construction Forum, coming together to celebrate the diverse perspectives and leadership women bring to the industry while fostering meaningful connections across the sector.



Women in Construction Forum attendees participating in facilitated networking .

CANS 2026 Construction Job Fair

The CANS 2026 Construction Job Fair brought together 40 employers and more than 1,300 job seekers, creating valuable opportunities to connect employers with skilled talent. Attendees included students enrolled in construction programs, recent graduates, newcomers to Nova Scotia, and individuals seeking rewarding careers in the construction industry.



Employer companies supporting jobseekers at the Construction Job Fair.

CANS 2026 Women in Construction Happy Hour

More than 160 industry professionals attended the inaugural CANS Women in Construction Happy Hour at Nine Locks Brewing in Dartmouth. The event provided an opportunity to build new connections and celebrate the growing contributions of women across the construction sector.



Women in Construction attendees networking.

CANS 2026 Pro De-Icer

CANS 2026 De-Icer officially kicked off the construction season and did so in record-setting fashion. Nearly 2,000 industry professionals gathered at the Halifax Convention Centre, making it the largest De-Icer in the association's history and demonstrating the strength and enthusiasm of Nova Scotia's construction community.



De-Icer attendees enjoying their meals.

CANS 2026 Spring Fling

More than 200 industry professionals attended the CANS 2026 Spring Fling, which featured the association's annual golf tournament and evening reception. The event provided members and partners with an opportunity to connect, strengthen relationships, and celebrate another successful year in the industry.



Spring Fling golfers waiting to head to their holes.

CANS 2026 Golf Tournament

The CANS 2026 Golf Tournament was the largest in the event's history, welcoming more than 600 golfers across four courses. Strong participation from members, sponsors, and industry partners made the tournament a tremendous success and reinforced its reputation as one of CANS' premier networking events.



CANS Golf Tournament's Best Dressed Team was EllisDon Corporation, who matched from head-to-toe.

CANS EMERGING LEADERS GROUP

The CANS Emerging Leaders group is dedicated to fostering valuable and inclusive opportunities for the next generation of industry leaders. The group aims to create 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.

Strong Attendance at Events – Throughout the year, the committee hosted five sell-out events.

Support for Housing – The Emerging Leaders group hosts 50/50 draws at each event. Proceeds from these draws are directed towards the committee's chosen charity.

Committee Update – We want to thank Chair, Nicole Baker for her numerous contributions this year. We also want to thank outgoing former Chair, Kevin Cahill for his contributions since joining the committee in 2020.

We welcome incoming Chair, Jake Brennan (Iron Maple Constructors), and Vice-Chair, Debra Reid (FBM Architecture Ltd.)

Your 2026-2027 Emerging Leaders Committee

- (Chair) Jake Brennan, Iron Maple Constructors Inc.
- (Vice-Chair) Debra Reid, FBM Architecture Ltd.
- Alan Ehrenholz, CBCL
- Colin MacKinley, Able Electric
- Danny Luong, Avondale Construction
- Ellen MacDonald, Atlantic Road Construction & Paving
- Emma Sypulski, Lindsay Construction
- Jack Flemming, Ocean Contractors Ltd.
- Kaitlyn Bennett, Pomerleau
- Nicole Baker, Eastward Energy
- Solveig Burns, rcs Construction
- Ted McGeen, AON



Construction Association of Nova Scotia

Emerging Leaders



Members of the Emerging Leaders Committee at the annual summer harbour cruise.



Attendees networking and grabbing a slice of pizza before at our spring Speaker Series.

CANS STAFF LISTING

*As of June 30, 2026



Duncan Williams
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



Michelle Fievet
Manager, Events



Bill Sellon
Manager, Projects
& Information
Technology



Nichole Banks
Education & Training
Administrator



Justin Blakeney
Sponsorship Lead



Kaila Chaisson
Membership Lead



Adam Gilbert
Industry Education &
Training Development
Lead



Britney MacNeil
Events Lead



Barbara Minard
Building Futures for
Youth Lead



**Tanya Reddick
Clayton**
Building Futures for
Youth Lead



Madeline Roma
Project Information
Specialist



Lynda Sellon
Accounting Lead



Taylor Shaw
Research, Program &
Policy Lead



Anna Swimm
Education & Training
Specialist



**Krystalanne
Thompson**
Marketing &
Communications Lead



Anna Wash
Project Information
Specialist



Kari Webber
Project Information
Specialist

CANS 2025-2026 BOARD OF DIRECTORS

Mike Clements

Ocean Contractors Limited
Chair of the Board, Chair of the Government & Industry Relations Committee, Chair of the Governance & Nominating Committee

Heather Cruickshanks

L.E. Cruickshanks Sheet Metal
Incoming Chair of the Board

Ian Boyd

Iron Maple Constructors
Immediate Past Chair of the Board

Tom Skinner

RKO Steel Limited
Treasurer, Chair of the Finance, Risk Management & Investment Committee

Allison Coffin

Eastward Energy
Chair of the Workforce Development, Policy and Planning Committee

Jason Noack

Atlantic Building Restoration
Chair of the Membership Services & Engagement Committee

Gord Gamble

Iron Dog Inc
Board Member

Ciarán Hehir

Global Construction Maritimes
Board Member

Anne Lombardi,

Flora Sustainability Consulting
Board Member

Gerard Jessome

Department of Infrastructure & Housing
Board Member

Jamie MacNeil

BOYNECLARKE
Board Member

Sheldon Marinelli

Northern Contracting Limited
Board Member

Jon Mullin

Grey Cardinal Management Inc.
Board Member

Blair Nickerson

Black & McDonald Limited
Board Member

Peter Riley

Lindsay Construction
Board Member

Kris Skiba

Board Member

Victoria Stanhope

Stanhope Simpson Insurance Ltd.
Board Member

John Young

PCL Constructors Canada
Board Member

Nicole Baker

Eastward Energy
Ex-Officio Director, Chair of the Emerging Leaders Committee

Duncan Williams

Construction Association of Nova Scotia
CEO, Ex-Officio Director



2025-2026 Chair of the Board Mike Clements presenting at CANS 163rd Annual General Meeting.

CANS' Board & Committees

The Construction Association of Nova Scotia (CANS) is governed by a voluntary, industry-based board of directors with additional feedback and insights provided through our voluntary committees:

- Government & Industry Relations Committee
- Workforce Development Committee
- Membership Services and Engagement Committee
- Emerging Leaders Group Committee

PAST CHAIRS OF CANS BOARD

2025 Ian Boyd, Iron Maple Constructors	1989 Harry Poole, Woodlawn Construction
2024 Alan MacIntosh, Marco Group	1988 Jack Flemming, Ocean Contractors Limited
2023 Dave MacGregor, Office of Priorities & Planning	1987 George Himmelman, Halifax Heating
2022 Gord Gamble, Iron Dog Inc	1986 Jack Logan, Bird Construction Products
2021 Victoria Stanhope, Stanhope Simpson Insurance	1985 Keith B. MacRae, Dineen Construction
2020 Tim Houtsma, Marid Industries	1984 Clyde J. O'Malley, O'Malley Electric
2019 Tom Skinner, RKO Steel Limited	1983 Leslie R. White, Fundy Construction
2018 Chad Weisner, CABCO Communications Group	1982 G.A. Amirault, Croft Metal Products
2017 Rene Cox, Bird Construction	1981 Robert M. Murray, Fraser Brace Maritime Ltd.
2016 Matt Brunt, Bird Stairs	1980 C. Mark Cleary, Western Electrics
2015 Rylan MacDow, The Shaw Group	1979 Donald J. Gillis, Gills Fence
2014 John Flemming, Ocean Contractors Ltd.	1978 Bruce K. Gordon, Cromarty Construction
2013 Cory Bell, J.W. Lindsay Enterprises Ltd.	1977 Douglas S. Waller, Waller Agencies
2012 Brendan Nobes, rcs construction Inc	1976 Ronald F. Harris, Lundrigans
2011 John Volcko, PCL Constructors Canada Inc.	1975 Ian C. MacInnes, Ian MacInnes Enterprises
2010 Peter Macnab, VICWEST	1974 Tunis Obdam, Western Plumbing
2009 David Wood, Municipal Contracting Ltd.	1973 W.L. Giffin, Fundy Construction
2008 Tom Vincent, Atlantica Mechanical Contractors	1972 S.E. Acker, L.E. Shaw
2007 Royce Williston, Higgins Construction	1971 V.C. Woodworth, V.C. Woodworth (1964) Ltd.
2006 Clayton Bartlett, Roclan Industries	1970 David MacNab, David MacNab & Co.
2005 Ernie Porter, J.W. Lindsay Enterprises	1969 John R. Fiske, Stevens & Fiske Construction
2004 Ken Seaward, Aluma Systems	1968 F.J. Creaser, Halifax Heating
2003 Tim Nobes, Sigma Construction	1967 A.P. Mills, Guildfords
2002 Adrian Morrison, Black & McDonald Limited	1966 Earl Bowman, Fundy Construction
2001 David Wilson, Wilcraft Concrete Services	1965 H.G. Rounsefell, Steen Mechanical
2000 David Bancroft, Northstar Construction	1964 R.C.T. Stewart, Cameron Contracting
1999 David Oulton, Marid Industries	1963 D.W. Salsman, Parker Brothers
1998 Gary Dean, Robert McAlpine Ltd.	1962 J.R. Matheson, Hillis & Sons Ltd.
1997 Cliff Dahms, Able Equipment	1961 F.C. Hudson, Annapolis Valley Construction
1996 Paula Webber, Scotia Roofing Contractors	1959 A.E. MacMillan, Fundy Construction
1995 Haluk Alemdar, Seaport Contractors	1958 C.P. Roper, Roper Agencies
1994 Erik Twohig, G.S. Concrete Products	1957 W.A. Chaddock, W.A. Chaddock & Co.
1993 Rod Kerr, Waterworks Construction	1956 C.C. MacDonald, C.C. MacDonald Ltd.
1992 Edgar Goguen, Arrow Construction Products	1955 W.J. Carter, Carter & Smith Ltd.
1991 Larry Macdonald, Black & McDonald Limited	1954 A.G. Sullivan
1990 Gerry Blom, Kidston Glass	1953 E.C. O'Leary, MacDonald Construction Co.

1949 E.L. Woolcombe

PAST CHAIRS OF CANS BOARD (CONTINUED)

1948 D.F. MacIsaac

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

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

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



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 800+ 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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