

OFFICIAL PROGRAM STANDARDS NOTICE (OPSN)

Issued: September 18, 2026

Program: CONSTRUCTION CRAFT WORKER (LABOURER)

To: SkilledTradesBC Training Providers
Youth Train in Trades School Districts

Subject: Construction Craft Worker (Labourer) Program Outline and Program Profile Update

OPSN No.: OPSN 2026 022

Effective Date: January 1, 2027

Summary of Change: Please be advised that a revised Program Outline and Program Profile have been posted to the [SkilledTradesBC website](#) for implementation January 1, 2027.

Details: The Construction Craft Worker (Labourer) Program Review was conducted In July 2025 to align BC's Construction Craft Worker (Labourer) Program Outline to the 2025 Red Seal Occupational Standard (RSOS). The review process resulted in revised content to meet the current industry standard.

The following changes to the **trade name**, **total training hours**, and **training levels** are:

	Previous (2015)	Updated (2027)
Trade Name	Construction Craft Worker (Labourer)	Construction Craft Worker
Technical Training (TT)	Level 1: 120 hours Level 2: 120 hours	Level 1: 150 hours (+30) Level 2: 120 hours (no change)
Work-Based Training (WBT)	4,000 hours	3,330 hours (-670)
Total Training Hours (TT + WBT)	4,240 hours	3,600 hours (-640)
Training Levels	2	2 (no change)

There are some changes to the **sequencing of training content**, as captured in the **Gaps and Overlaps** section of the attached Implementation Plan.

All levels of the revised program will be implemented on January 1, 2027. For details, including information about Standardized Level Exams (SLEs), please view the attached implementation plan.

Attachments: Construction Craft Worker (Labourer) Implementation Plan
Construction Craft Worker (Labourer) Competency Migration Chart

For more information contact: Program Standards Team:
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cc: All SkilledTradesBC Staff

Implementation *Plan*

HARMONIZATION OVERVIEW

The Canadian Council of Directors of Apprenticeship (CCDA) is responsible for the Red Seal Program, which develops common interprovincial standards and examinations. The CCDA Harmonization Initiative was introduced with the goal of substantively aligning apprenticeship systems across Canada by making apprenticeship training requirements more consistent in the Red Seal trades.

The 4 Harmonization Priorities are:

1. Use of Red Seal trade name
2. Consistent **total training hours** (in-school and on-the-job)
3. Same number of **training levels**
4. Consistent **sequencing** of training content, including use of most recent Red Seal Occupational Standard (RSOS).

The Construction Craft Worker (Labourer) program was last reviewed in 2014-2015 prior to the initiation of the harmonization initiative.

As part of the harmonization initiative, the Construction Craft Worker National Occupational Analysis (NOA) was subsequently reviewed in 2024 and published in 2025 as a Red Seal Occupational Standard (RSOS). A revised BC Program Outline is now being implemented on January 1, 2027 to align to these revisions.

SUMMARY OF PROGRAM CHANGES

The following changes to the **trade name**, **total training hours**, and **training levels** are:

	Previous (2015)	Updated (2027)
Trade Name	Construction Craft Worker (Labourer)	Construction Craft Worker
Technical Training (TT)	Level 1: 120 hours Level 2: 120 hours	Level 1: 150 hours (+30) Level 2: 120 hours (no change)
Work-Based Training (WBT)	4,000 hours	3,330 hours (-670)
Total Training Hours (TT + WBT)	4,240 hours	3,600 hours (-640)
Training Levels	2	2 (no change)

There are some changes to the **sequencing of training content**, as captured in the **Gaps and Overlaps** section at the end of this document.

PROGRAM DEVELOPMENT TIMELINES

Activity	Timeframe
Program Outline Workshop	July 2025
Program Outline/Profile Draft Review	November 2025
Standardized Level Exam (SLE) redevelopment	October 2026
Implementation Planning	May-August 2026
Launch Date	January 1, 2027

PROGRAM TRANSITION SUMMARY

The SkilledTradesBC Program Standards team consulted with the post-secondary training provider that delivers the Construction Craft Worker (Labourer) program and considered the input of our internal and external partners in determining the impact of implementing the revised program. The impacts are determined to be minimal and can be mitigated without the requirement for formal mechanisms such as gap training or training provider support.

All levels of the revised program will be implemented on the same date.

Year 0 01/26	2015.L1	2015.L2
Year 1 01/27	2027.L1	2027.L2

EXAMS FOR THE 2027 PROGRAM

Revised Exams

The revised Level 1 Standardized Level Exam (SLE) is under development. The current Level 1 SLE will continue to be delivered at the end of Level 1 Technical Training until the revised Level 1 SLE is implemented.

How will training providers be informed of the launch of the revised SLE?

An OPSN will be sent to announce the launch of the revised Level 1 SLE.

Program *Data*

TRAINING PROVIDERS

- Construction and Specialized Workers Training Society

APPRENTICES

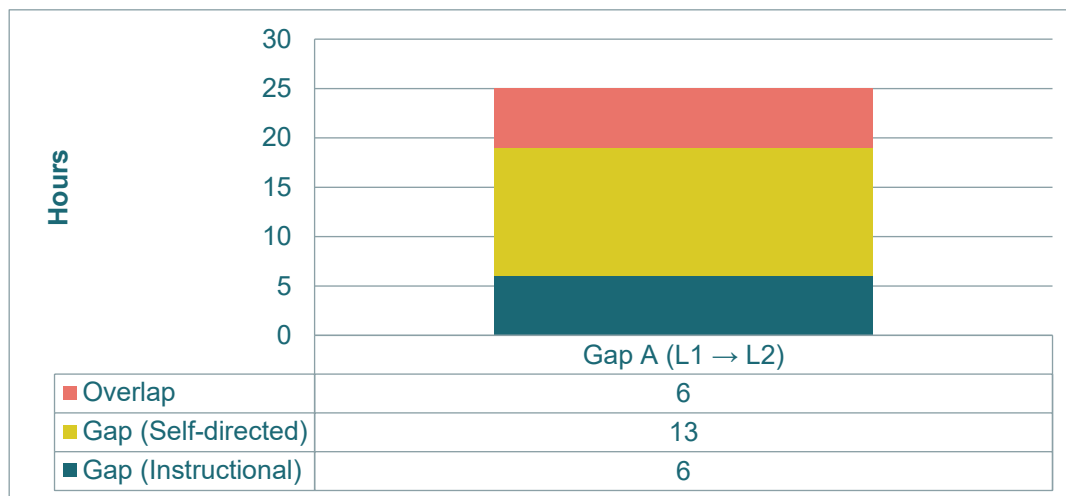
Program Registrations as of August 1, 2026

Program	Status	OTT	2015.L1	2015.L2	Total
Construction Craft Worker (Labourer)	Active	101	156	3	260
	Inactive	200	335	37	572
	Total	301	491	40	832

Notes:

1. **OTT:** Apprentices who are registered with SkilledTradesBC but haven't completed any technical training.
2. **2015.L2s:** TWs who have completed 2015.L2 are not considered in transition planning as they will not be impacted by the implementation of revised training.
3. **Active:** Apprentices for whom activity has been logged with SkilledTradesBC within the last 18 months.
4. **Inactive:** Apprentices for whom **no** activity has been logged with SkilledTradesBC within the last 18 months.

Gaps and *Overlaps*



GAPS AND OVERLAPS

A **Gap** is an estimate of the hours of technical training content **that an apprentice will be missing if they transition** from the 2015 program to the 2027 program (2015→2027) at a specific level. An apprentice will only transition to the 2027 program once so will only face a gap in their training at that one point.

Gap A (2015.L1→2027.L2) is the technical training content that an apprentice who has completed Level 1 will be missing if they transition into 2027 Level 2.

An **Overlap** is an estimate of the hours of technical training content that an apprentice will be repeating if they transition from the 2015 program to the 2027 program (2015.L→2027.L) at a specific level.

INSTRUCTIONAL HOURS AND SELF-DIRECTED HOURS

Instructional Hours consist of the missing content that requires instructional time to address. It is critical to the apprentice's success and is unlikely to be learned without intervention.

Self-Directed Hours consist of the missing content that an apprentice will likely learn in the context of other tasks or levels in technical training, on the job, or through self-study. It is not considered critical to the apprentice's success.

Construction Craft Worker (2027) Implementation Plan

GAP A: 2015.L1 → 2027.L2

This table lists the content that an apprentice will be **missing** if they have completed Level 1 (2015.L1) and then take the revised Level 2 (2027.L2).

Competency	Missing Content	Content Migration	Instructional Hours*	Self-directed Hours**
B1 Participate in a healthy and respectful work environment	- Describe techniques to manage personal health and well-being - Describe aspects of professionalism	NEW	-	2
B2 Use communication techniques	- Describe methods of communication - Demonstrate the role of the apprentice - Describe the role of a mentor - Describe workplace equity, diversity, and inclusion	NEW	-	2
D5 Handle materials	Describe the handling of construction materials	NEW content expanded in 2027.L1	-	2
E1 Prepare site	Describe building of access and egress roads	NEW content expanded in 2027.L1	-	1
G4 Install grout, epoxies, and caulking	Describe mixing and installing of grout, epoxies and/or caulking	2015.L2/NEW → 2027.L1	2	2
H2 Tend to bricklayers	Introductory learning task theory content on cutting masonry units, application and installation of lintels and rough bucks, washing masonry units, assisting with the installation of refractory materials, and the usage of fireproofing materials.	2015.L2 → 2027.L1	2	2
J1 Prepare and build roads	- Describe road construction before paving - Describe placement of paving materials - Describe modification of existing paving materials	NEW content expanded in 2027.L1	2	2
TOTAL			6	13

***Instructional Hours** are hours of content that an apprentice would need dedicated instruction to cover.

****Self-Directed Learning Hours** are hours of content that an apprentice would be able to cover through self-study, on the job or in the context of other tasks/levels.

Construction Craft Worker (2027) Implementation Plan

OVERLAP A: 2015.L1 → 2027.L2

This table lists the content that an apprentice will be **repeating** if they have completed 2015.L1 and then take 2027.L2. Overlaps are identified so that instructors and apprentices are aware of the repeated content. There may be opportunities for transitioned 2015.L1 apprentices to use some of their overlap time to study their gap content.

Competency	Repeating Content	Content Migration	Hours
D1 Install permanent and temporary fencing	Install permanent and temporary fencing	2015.L1 -> 2027.L1/L2	2
D3 Perform traffic control	Describe traffic control	2015.L1 -> 2027.L1/L2	1
D5 Handle materials	Describe the handling of construction materials	2015.L1 -> 2027.L1/L2	2
J1 Prepare and build roads	Describe modification of existing paving materials	2015.L1 -> 2027.L1/L2	1
		TOTAL	6

Construction Craft Worker: Program Outline Review Details

2015.L = 2015 Construction Craft Worker (Labourer)Level (1, 2)

2027.L = 2027 Construction Craft Worker Level (1, 2)

RSOS = Red Seal Occupational Standard

CCW = Construction Craft Worker

Key

Black Text = No change to level

Blue Text = Content moved to lower level = 2015.L2 → 2027.L1

Purple Text = Content moved to higher level = 2015 L1 → 2027.L2

Green Text = New content added

Red Text = Content removed

Summary - Competency Migration

The BC Occupational Analysis Chart (OAC) was aligned to the structure of the 2025 Red Seal Occupational Standard (RSOS). Therefore, **competencies have been renamed and restructured**. This chart shows the finalized competency distribution for the Construction Craft Worker (2027) program. It summarizes the major changes to the competencies. For details, see the charts below.

2027 CONSTRUCTION CRAFT WORKER LEVEL 1 (2027.L1)		2027 CONSTRUCTION CRAFT WORKER LEVEL 2 (2027.L2)	
Line A	USE SAFE WORK PRACTICES	Line A	USE SAFE WORK PRACTICES
	A1 Manage workplace hazards		A1 Manage workplace hazards
	A2 Apply OHS regulations and WorkSafeBC standards		
	A3 Use fall protection systems and equipment		
	A4 Use personal protective equipment		
	A5 Use fire safety procedures		
			A6 Use safety committees
	A7 Perform safety watch		
Line B - NEW	USE COMMUNICATION, MENTORING, AND CONTINUOUS LEARNING TECHNIQUES	Line B - NEW	USE COMMUNICATION, MENTORING, AND CONTINUOUS LEARNING TECHNIQUES
New competency	B1 Participate in a healthy and respectful work environment		
New competency	B2 Use communication techniques		
		New competency	B3 Use mentoring techniques
		New competency	B4 Maintain continuous learning
Line C	USE TOOLS AND EQUIPMENT		
	C1 Use hand tools		
	C2 Use power tools		
	C3 Use powder-actuated tools		
	C4 Use rigging and hoisting equipment		
	C5 Use portable equipment		
	C6 Use mobile equipment		
	C7 Use sandblasters		
	C8 Use packers		
Line D	PERFORM ROUTINE TRADE ACTIVITIES	Line D	PERFORM ROUTINE TRADE ACTIVITIES
	D1 Install permanent and temporary fencing	New competency	D1 Install permanent and temporary fencing
	D2 Erect and dismantle hoarding / enclosures		
	D3 Perform traffic control	New competency	D3 Perform traffic control

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Red Text = Content removed

2027 CONSTRUCTION CRAFT WORKER LEVEL 1 (2027.L1)		2027 CONSTRUCTION CRAFT WORKER LEVEL 2 (2027.L2)	
	D4 Establish grades and elevations		D4 Establish grades and elevations
	D5 Handle materials	New competency	D5 Handle materials
	D6 Install membranes	New competency	D6 Install membranes
	D7 Install insulating materials	New competency	D7 Install insulating materials
2015.L1 B Line → 2026.L1 D Line	D8 Use documentation, blueprints, and specifications	2015.L2 B Line → 2027.L2 D Line	D8 Use documentation, blueprints and specifications
2015.L1 B Line → 2026.L1 D Line	D9 Use basic trade math	2015.L2 B Line → 2027.L2 D Line	D9 Use basic trade math
Line E	PERFORM SITE WORK	Line E	PERFORM SITE WORK
	E1 Prepare site		E1 Prepare site
	E2 Perform ground work		E2 Perform ground work
	E3 Perform demolition		E3 Perform demolition
	E4 Apply excavation and shoring practices		
	E5 Service site		
Line F	USE SCAFFOLDING AND ACCESS EQUIPMENT	Line F	USE SCAFFOLDING AND ACCESS EQUIPMENT
	F1 Use scaffolding		F1 Use scaffolding
	F2 Use access equipment		
Line G	PERFORM CONCRETE WORK	Line G	PERFORM CONCRETE WORK
	G1 Form concrete		G1 Form concrete
	G2 Place and finish concrete		G2 Place and finish concrete
			G3 Modify concrete
New competency	G4 Install grout, epoxies, and caulking		G4 Install grout, epoxies, and caulking
Line H	PERFORM MASONRY WORK	Line H	PERFORM MASONRY WORK
			H1 Prepare masonry work
	H2 Tend to bricklayers		H2 Tend to bricklayers
Line I	PERFORM UTILITIES AND PIPELINE TASKS	Line I	PERFORM UTILITIES AND PIPELINE TASKS
	I1 Install utility piping		I1 Install utility piping
			I2 Perform pipeline activities
			I3 Perform pipeline maintenance
Line J	PERFORM ROADWORK	Line J	PERFORM ROADWORK
Competency renamed	J1 Prepare and build roads	New competency	J1 Prepare and build roads
	J2 Install roadwork components		

Details – Competency Migration

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This chart shows where content from the 2015 Construction Craft Worker (Labourer) program (2015.L) moved to in the 2027 Construction Craft Worker program (2027.L) and includes details of content that was split across levels.

2015 CONSTRUCTION CRAFT WORKER (LABOURER) LEVEL 1 (2015.L1) to 2027 CONSTRUCTION CRAFT WORKER LEVEL 1(2027.L1)

2015.L1	2027.L1	MIGRATION	DETAILS
Line A USE SAFE WORK PRACTICES	Line A USE SAFE WORK PRACTICES		
A1 Manage workplace hazards	A1 Manage workplace hazards	N/A	
A2 Apply OHS regulations and WorkSafeBC standards	A2 Apply OHS regulations and WorkSafeBC standards	N/A	
A3 Use fall protection systems and equipment	A3 Use fall protection systems and equipment	N/A	
A4 Use personal protective equipment	A4 Use personal protective equipment	N/A	
A5 Use fire safety procedures	A5 Use fire safety procedures	N/A	
A7 Perform safety watch	A7 Perform safety watch	N/A	
Line B ORGANIZE WORK	Line B USE COMMUNICATION, MENTORING, AND CONTINUOUS LEARNING TECHNIQUES		
B1 Use documentation, blueprints, and specifications	N/A	2015.L1 B Line → 2027.L1 D Line	Content moved from the 2015.L1 B Line to the 2027.L1 D Line.
B2 Communicate with others	N/A	N/A	Competency removed and replaced with 2027.L1 B2.
B3 Use basic trade math	N/A	2015.L1 B Line → 2027.L1 D Line	Content moved from the 2015.L1 B Line to the 2027.L1 D Line.
	B1 Participate in a healthy and respectful work environment	New competency	New competency and content.
	B2 Use communication techniques	New competency	New competency and content.
Line C USE TOOLS AND EQUIPMENT	Line C USE TOOLS AND EQUIPMENT		
C1 Use hand tools	C1 Use hand tools	N/A	
C2 Use power tools	C2 Use power tools	N/A	
C3 Use powder-actuated tools	C3 Use powder-actuated tools	N/A	
C4 Use rigging and hoisting equipment	C4 Use rigging and hoisting equipment	N/A	
C5 Use portable equipment	C5 Use portable equipment	N/A	
C6 Use mobile equipment	C6 Use mobile equipment	N/A	
C7 Use sandblasters	C7 Use sandblasters	N/A	
C8 Use packers	C8 Use packers	N/A	

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2015.L1	2027.L1	MIGRATION	DETAILS
Line D PERFORM ROUTINE TRADE ACTIVITIES	Line D PERFORM ROUTINE TRADE ACTIVITIES		
D1 Install permanent and temporary fencing	D1 Install permanent and temporary fencing	N/A	
D2 Erect and dismantle hoarding / enclosures	D2 Erect and dismantle hoarding / enclosures	N/A	
D3 Perform traffic control	D3 Perform traffic control	N/A	
D4 Establish grades and elevations	D4 Establish grades and elevations	N/A	
D5 Handle materials	D5 Handle materials	N/A	
D6 Install membranes	D6 Install membranes	N/A	
D7 Install insulating materials	D7 Install insulating materials	N/A	
	D8 Use documentation, blueprints, and specifications	2015.L1 B Line → 2027.L1 D Line	Content moved from the 2015.L1 B Line and added to the 2027.L1 D Line.
	D9 Use basic trade math	2015.L1 B Line → 2027.L1 D Line	Content moved from the 2015.L1 B Line and added to the 2027.L1 D Line.
Line E PERFORM SITE WORK	Line E PERFORM SITE WORK		
E1 Prepare site	E1 Prepare site	N/A	
E2 Perform ground work	E2 Perform ground work	N/A	
E3 Perform demolition	E3 Perform demolition	N/A	
E4 Apply excavation and shoring practices	E4 Apply excavation and shoring practices	N/A	
E5 Service site	E5 Service site	N/A	
Line F USE SCAFFOLDING AND ACCESS EQUIPMENT	Line F USE SCAFFOLDING AND ACCESS EQUIPMENT		
F1 Use scaffolding	F1 Use scaffolding	N/A	
F2 Use access equipment	F2 Use access equipment	N/A	
Line G PERFORM CONCRETE WORK	Line G PERFORM CONCRETE WORK		
G1 Form concrete	G1 Form concrete	N/A	
G2 Place and finish concrete	G2 Place and finish concrete	N/A	
	G4 Install grout, epoxies, and caulking	New competency	New competency for 2027.L1. Content is partially new, with some learning tasks moved from 2027.L2.
	Line H PERFORM MASONRY WORK		
	H2 Tend to bricklayers	New competency	New competency for 2027.L1. Content is partially new, with some learning tasks moved from 2027.L2.

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2015.L1	2027.L1	MIGRATION	DETAILS
Line I PERFORM UTILITIES AND PIPELINE TASKS	Line I PERFORM UTILITIES AND PIPELINE TASKS		
I1 Install utility piping	I1 Install utility piping	N/A	Competency remains largely the same with the addition of some new learning tasks.
Line J PERFORM ROADWORK	Line J PERFORM ROADWORK		
J1 Install paving materials	J1 Prepare and build roads	N/A	Competency renamed for 2027.L1. Learning tasks were partially updated with new content.
J2 Install roadwork components	J2 Install roadwork components	N/A	

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2015 CONSTRUCTION CRAFT WORKER (LABOURER) LEVEL 2 (2015.L2) to 2027 CONSTRUCTION CRAFT WORKER LEVEL 2 (2027.L2)

2015.L2	2027.L2	MIGRATION	DETAILS
Line A USE SAFE WORK PRACTICES	Line A USE SAFE WORK PRACTICES		
A1 Manage workplace hazards	A1 Manage workplace hazards	N/A	
A6 Use safety committees	A6 Use safety committees	N/A	
Line B ORGANIZE WORK	Line B USE COMMUNICATION, MENTORING, AND CONTINUOUS LEARNING TECHNIQUES		
B1 Use documentation, blueprints, and specifications	N/A	2015.L2 B Line → 2027.L2 D Line	Content moved from the 2015.L2 B Line and added to the 2027.L2 D Line.
B3 Use basic trade math	N/A	2015.L2 B Line → 2027.L2 D Line	Content moved from the 2015.L2 B Line and added to the 2027.L2 D Line.
	B3 Use mentoring techniques	New competency	New competency and content.
	B4 Maintain continuous learning	New competency	New competency and content.
Line D PERFORM ROUTINE TRADE ACTIVITIES	Line D PERFORM ROUTINE TRADE ACTIVITIES		
	D1 Install permanent and temporary fencing	New competency	New competency for 2027.L2. Content is mostly new with a few learning tasks moved from 2027.L1.
	D3 Perform traffic control	New competency	New competency for 2027.L2. Content is mostly new with a few learning tasks moved from 2027.L1.
D4 Establish grades and elevations	D4 Establish grades and elevations	N/A	
	D5 Handle materials	New competency	New competency for 2027.L2. Content is mostly new with a few learning tasks moved from 2027.L1.
	D6 Install membranes	New competency	New competency for 2027.L2. Competency expanded with practical content for Level 2.
	D7 Install insulating materials	New competency	New competency for 2027.L2. Competency expanded with practical content for Level 2.
	D8 Use documentation, blueprints and specifications	New competency	New competency for 2027.L2. Content is mostly new with a few learning tasks moved from 2027.L1.
	D9 Use basic trade math	New competency	New competency for 2027.L2. Content remains the same but is moved from 2015.L2 B3.
Line E PERFORM SITE WORK	Line E PERFORM SITE WORK		
E1 Prepare site	E1 Prepare site	N/A	
E2 Perform ground work	E2 Perform ground work	N/A	
E3 Perform demolition	E3 Perform demolition	N/A	

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2015.L2	2027.L2	MIGRATION	DETAILS
Line F USE SCAFFOLDING AND ACCESS EQUIPMENT	Line F USE SCAFFOLDING AND ACCESS EQUIPMENT		
F1 Use scaffolding	F1 Use scaffolding	N/A	
Line G PERFORM CONCRETE WORK	Line G PERFORM CONCRETE WORK		
G1 Form concrete	G1 Form concrete	N/A	
G2 Place and finish concrete	G2 Place and finish concrete	N/A	
G3 Modify concrete	G3 Modify concrete	N/A	
G4 Install grout, epoxies, and caulking	G4 Install grout, epoxies, and caulking	N/A	Content was updated to accommodate addition of G4 in 2027.L1.
Line H PERFORM MASONRY WORK	Line H PERFORM MASONRY WORK		
H1 Prepare masonry work	H1 Prepare masonry work	N/A	
H2 Tend to bricklayers	H2 Tend to bricklayers	N/A	
Line I PERFORM UTILITIES AND PIPELINE TASKS	Line I PERFORM UTILITIES AND PIPELINE TASKS		
I1 Install utility piping	I1 Install utility piping	N/A	
I2 Perform pipeline activities	I2 Perform pipeline activities	N/A	
I3 Perform pipeline maintenance	I3 Perform pipeline maintenance	N/A	
	Line J PERFORM ROADWORK		
	J1 Prepare and build roads	New competency	New competency for 2027.L2. Content is mostly new with a few learning tasks moved from 2027.L1.