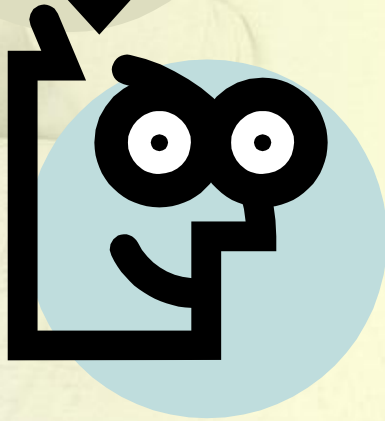


SUPERVISOR TRAINING AND DEVELOPMENT



Life Is Good

Supervision Committee



Committee Members

Ron Cherlet

CLRA

Bill Wilson

UA Local 488

Rick Carter

Sheet metal Local 8

Greg Reid

Building Trades

Dave Hagen

Chemco Electric

Ray Matthews

IBEW Local 424



OBJECTIVES

- To raise the quantity, quality and capacity of field leaders and supervision.
- To create uniform standards of training and expectations.
- To professionalize supervision at the site of construction.



Recommendations

- 1. All existing Foremen obtain Industrial Construction Crew Supervisor (ICCS) Certification**

Designated Occupation



INDUSTRIAL CONSTRUCTION CREW SUPERVISOR



- Administered by Alberta Apprenticeship and Industry Training (AIT)
- see www.tradesecrets.gov.ab.ca
- is a Construction Owners Association of Alberta BEST PRACTICE



OBTAINING THE CERTIFICATE



- Complete an approved training program that trains to an industry defined set of competencies or
- Employer Assessment of Competency completed with the candidate by the Employer
- Work 1000 hours as a F/M in a 2 year period within five years of DOA (documentation from employer required)
- Successfully complete an exam
- \$150 fee to apply for certificate



Recommendations

1. All existing Foremen obtain ICCS Certification
2. **All potential Foremen take Foreman training**



Recommendations

1. All existing Foremen obtain ICCS Certification
2. All potential Foremen take Foreman training
3. **Ongoing training of Foremen**



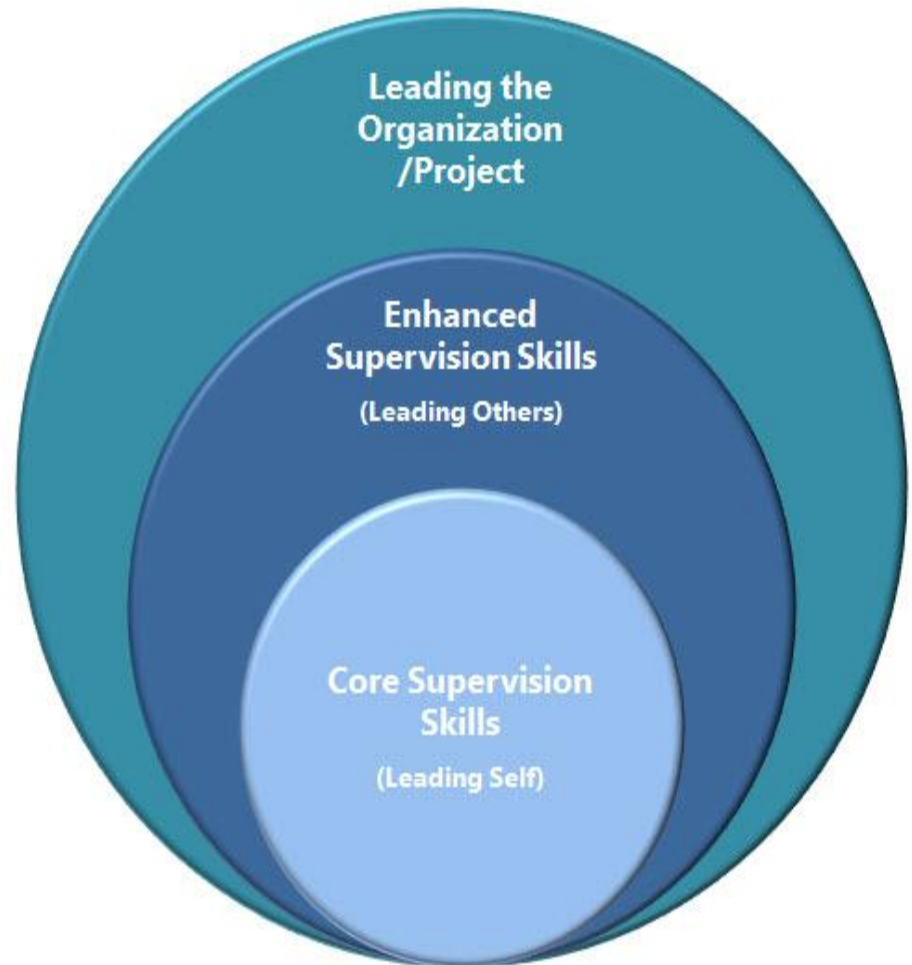
Recommendations

1. All existing Foremen obtain ICCS Certification
2. All potential Foremen take Foreman training
3. Ongoing training of Foremen
4. **Implementation of training at field level**



BSV Better SuperVision Ltd.

- reviewed 1st half of 2011
- Extensive industry input – unions, contractors, owners, and foremen – graduates and prospective foreman



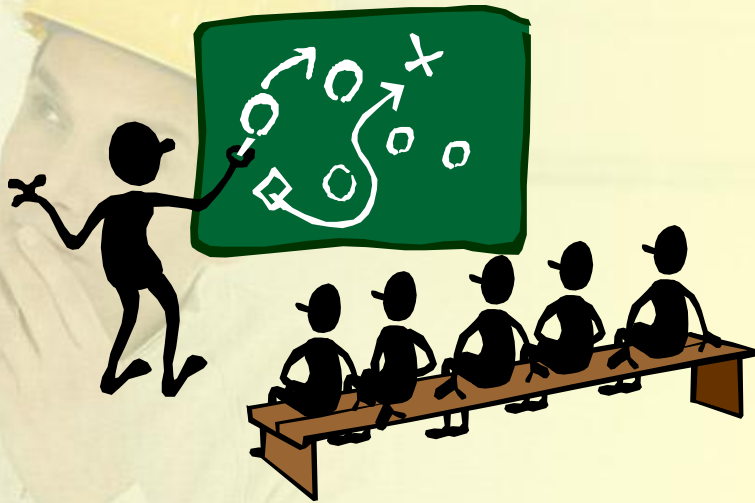
Better SuperVision

“building tomorrows leaders today”

- 4 days of classroom training – ex. 4 Fridays +
- Construction Sector Council e-learning package as core “textbook” for the program – 16 hours +
- Leadership For Safety Excellence – 2 days



Day 1	Day 2	Day 3	Day 4
Module 1: Welcome & Overview (.25 hrs) Unionized Construction Industry (.5 hrs) Module 2: Supervision (& eLearning program) (2.5 hrs) Module 3: Communication (2.5 hrs) Module 4: Conflict Resolution (1.75 hrs)	Module 1: Stress Management (1.25 hr) Module 2: Adult Learning (1 hr) Module 3: Motivation (2 hrs) Module 4: Meetings (1 hr) Module 5: Problem Solving & Decision Making (2.25 hrs)	Module 1: Labour Relations (2.25 hrs) Module 2: Performance Management (1 hr) Module 3: Team Performance (2.75hrs) Module 4: Time Management (1.5 hrs)	Module 1: Planning and Scheduling (3 hrs) Module 2: Productivity and Quality (2.5 hrs) Module 3: Quality Tools and Assurance (2 hrs)



Leaders Building Leaders

- Targeted for superintendents, G/F's, senior F/M
- Focus is workplace coaching skills (coaching F/M)
- In new format will be two days

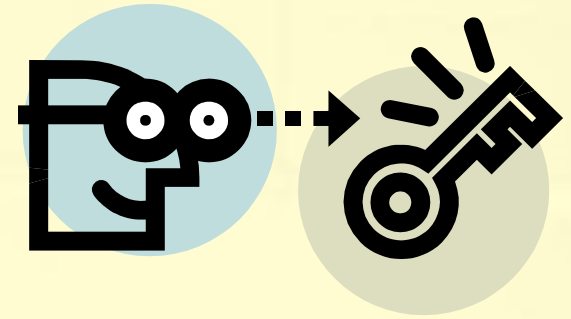


Recommendations

1. All existing Foremen obtain ICCS Certification.
2. All potential Foremen take Foreman training.
3. Ongoing training of Foremen.
4. Implementation of training at field level.
5. **Skills Inventory of supervisor experience, skills and training.**



Golden Opportunity



The BTA and Contractors together can offer:

- The person “on-the-tools” the best supervision in the industry
- The Supervisor the opportunity to be the best in the Industry and a career path.
- The contractor the best supervision in the industry
- The owner/client the best supervision in the industry
- It will take teamwork and focussed effort
- WIN-WIN in action



THANK YOU

???Questions???

!!Comments!!