

**Heavy Construction EXPO: Building WORKFORCE Excellence**  
**March 20 to 22, 2012**  
**Winnipeg Convention Centre**

**P R O G R A M**

The **Heavy Construction EXPO: Building WORKFORCE Excellence** presented by the Manitoba Heavy Construction Association (MHCA), is the first ever annual conference based entirely upon the educational, vocational, attraction and retention, leadership, and safety skill set human resource needs of the heavy construction industry in Manitoba.

To take place at the Winnipeg Convention Centre March 19-22, 2012 the **Heavy Construction EXPO: Building WORKFORCE Excellence** is the theme and guiding principle of our EXPO which we intend to host annually in Winnipeg, and Brandon and Thompson in succeeding years.

**EXPO** will focus on three main course streams: Workforce Development, Leadership and Professional Development and Construction Safety Excellence™ the latter as offered through our WORKSAFELY™ Program.

**EXPO** will feature dynamic keynote speakers, classroom instruction, hands-on training, panel discussions, interactive workshops and accredited curriculum.

**EXPO** course content will increase the skills and knowledge of entry level, new and seasoned workers and management in the heavy construction industry and offers COR/SECOR credits or a certificate of completion.

**EXPO** is designed to both help attract new, and retain existing employees by offering dynamic, vocation and career relevant education and training on an ongoing annual basis.

This **comprehensive educational program** was developed by heavy construction industry leaders with feedback and consultation with more than 25 key public and private sector external stakeholders.

The **program content** has been developed to address the needs of all levels of experience. Content has been coded to assist in making appropriate choices. They are designed to fall within one, or more of the following categories:

- **New** – those with limited exposure who would be considered recent hires, or those considering a career in our industry
- **Seasoned** – those with industry experience who may play a supervisory role
- **Leadership** – those in decision-making roles including senior managers, owners, job superintendents
- **All** – for everyone regardless of job, level of experience, years of service or topic knowledge

To further selection assistance, the following information will be provided for each and every session:

- **Presentation Title**
- **Who Should Attend**
- **Declaration of COR/SECOR credits** – or if completion of the presentation results in a certificate
- **Length of Presentation**
- **Class Size** (if applicable)
- **Name of the Presenter/s**
- **Description of the content (Abstract)** which gives you an answer to “What’s in it for me?”
- **Presenter/s Biographical Sketch**

## AGENDA OVERVIEW

### Tuesday March 20, 2012

- 6:30 am **Registration Opens** with Continental Breakfast available  
7:30 am **Conference Opening & Greetings and State of the Province:**  
8:00 am **Breakout Sessions** begin  
10:30 am **Refreshment Break**  
10:45 am **Breakout Sessions** continue....  
Noon **Lunch Service**  
12:45 pm **Plenary Presentation: "Aboriginal Partnering"**
  - *Grand Chief Nepinak*1:30 pm **Breakout Sessions**  
3:15 pm **Refreshment Break**  
3:30 pm **Breakout Sessions** continue....  
5:00 pm End of day one

### Wednesday, March 21, 2012

- 6:30 am **Registration Opens**  
7:30 am **Plenary Presentation: 'Four Generations, One Workplace'**
  - *Wade Miller, CEO, Pinnacle Human Resources & Labour Relations Consulting*8:00 am **Breakout Sessions** begin  
10:00 am **Refreshment Break**  
10:15 am **Breakout Sessions** continue....  
Noon **Lunch Service**  
12:15 pm **Plenary Presentation: 'Safety is a Team Game'**
  - *Ryan Walter, President, American Hockey League's Abbotsford Heat*1:00 pm **Breakout Sessions** begin  
3:00 pm **Refreshment Break**  
3:15 pm **Breakout Sessions** continue...  
5:00 pm End of day two

### Thursday, March 22, 2012

- 6:30 am **Registration Opens**  
7:30 am **Plenary Presentation: 'SAFEWORK Needs Your Voice?'**
  - *Representative, Workers Compensation Board*8:00 am **Breakout Sessions** begin  
10:00 am **Refreshment Break**  
10:15 am **Breakout Sessions** continue....  
Noon **Lunch Service**  
12:15 pm **Plenary Presentation: 'Gold Seal Certification Program'**
  - *Barry Brown, Canadian Construction Association*
  - *Red River College*1:00 pm **Breakout Sessions** begin  
3:00 pm **Refreshment Break**  
3:15 pm **Breakout Sessions** continue...  
5:00 pm End of conference
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# Plenary Presentations

## TUESDAY, MARCH 20

**7:45 am**

Greetings and State of the Province – Premier Greg Selinger (TBD)

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**12:45 PM**

- **Presentation Title:** **Aboriginal Partnering**
- **Name of the Presenter/s:** **Grand Chief Derek Nepinak, AMC**

**Abstract:**

*To follow*

**Presenter/s Biographical Sketch:**

Derek Joseph Nepinak. Niibin Makwa (Summer Bear) was born in Winnipeg, Manitoba and spent his first few years living in the home of his grandparents on the Pine Creek First Nation. During this time, Derek observed his great grandparents living the ways of his people; hunting, fishing, gardening, smoking fish, tanning moose hides and other traditional activities. Derek was raised in a family setting with many aunts, uncles and cousins forming the family unit in the customary way of his people.

Derek excelled in school and was also a very strong athlete in hockey, football & swimming. Derek also excelled at football and was the starting quarterback for his high school football team. In 1992, while swimming for the University of Calgary Derek swam in the Olympic Trials in Montreal and was a nation finalist. A few years later he practiced with the University of Alberta Golden Bears football team during his undergraduate degree.

In University, Derek completed a First Class Hours Bachelor of Arts degree in Native studies from the University of Alberta. While in the process of obtaining his first degree, Derek worked with Aboriginal youth in the care of Child & Family services. As a youthcare worker, he helped design an Aboriginal residential care program that integrated cultural awareness and protocols into the day-to-day activities of the youth. This helped to promote a much-needed sense of belonging and identity for the youth.

Following his first degree, Derek travelled to the North and worked with two Dene communities near Fort Smith, NWT. In this capacity, Derek assisted in the development and revision of the Band's Constitution, bylaw development, community planning, as well as economic development initiatives. While assisting the Dene people, Derek also completed a law degree from the University of Saskatchewan; in his last semester completing the Intensive Program in Aboriginal Lands, Resource & Governance at Osgoode Hall Law School in Toronto. Derek excelled in the area of Aboriginal law where he received several academic awards, including a prestigious nation award from the University of Toronto Law School for the best student submission to the indigenous Law Journal.

Continuing his education, Derek received the Duff Roblin Fellowship and enrolled in the Aboriginal Governance Master's Program at the University of Winnipeg. Prior to completing his Master's degree, Derek was called home by the people to become the Chief of the Pine Creek First Nation.

When Derek became Chief, the community of Pine Creek was in third party management and had defaulted on many of its CMHC mortgages. Several garnishees were registered against the band and third party managers controlled all INAC funds. INAC contribution agreements were in default and

reporting standards were nonexistent. The band had also lost its bison herd and community morale was considerably low. In nine months, Chief Nepinak implemented financial and administrative and was able to take the community out of third party management. Chief Nepinak also brought the housing program into compliance and was able to get all eleven CMHC mortgages consolidated and paid consistently on time.

Since Derek's tenure as Chief, the community has been able to raise \$4 Million dollars in new housing investments, as well as remove all provincial garnishees. After removing garnishees through debt repayment agreements, Chief Nepinak was able to begin raising revenue streams considerable through tobacco tax revenue and has improved the band's overall fiscal health. Today, Pine Creek First Nation sits in a strong financial position and recently re-introduced a new small herd of purebred Wood bison back into the community through a partnership purchase agreement with the Skownan First Nation.

Outside of his work, Derek is a strong proponent of family and community values, and believes strongly in the power of prayer, In his leisure time, Derek can be seen on a motorcycle or swinging the clubs at the golf course!

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## **WEDNESDAY, MARCH 21**

**7:30 am**

- **Presentation Title:** **Four Generations, One Work Place**
- **Name of the Presenter/s:** **Wade Miller, CEO Pinnacle**

**Abstract:**

For the first time in modern history, we have four separate generations working side by side in the workforce creating more challenges than ever associated with engagement, motivation, compensation, recruitment and retention.

In today's competitive market, it has never been more vital to an organization's success to find ways to maximize everyone's performance. The first success key is to engage your employees and recognize the generational differences. By identifying what is important and motivates each, and then creating a compelling work climate to address the needs of each group, creates the common ground. The big question is - *How can you achieve that?*

Wade Miller will explain the key differences between each generation and how to manage their expectations of each other. How can your organization become an "Employer of Choice"? He will walk you through some easy steps that your organization can follow to attract and also retain high performance individuals.

**Presenter/s Biographical Sketch:**

**Wade Miller** (well known former Winnipeg Blue Bomber) is the CEO and Co-Founder of Pinnacle (2001), Manitoba's largest recruitment firm with 23 specialized recruiters. Pinnacle serves all sizes of businesses, from entrepreneurial to multinational corporations, through three divisions: Executive & Professional Search, Human Resources and Labour Relations Consulting and Staffing [Term/Temporary & Direct Hire]

In addition, Wade has founded other thriving businesses, including Elite High Performance and Rehabilitation Centers and Booster Juice. His achievements define his commitment to developing

organizations dedicated to excellence, growth and success. Wade's achievements are the direct result of hard work, team empowerment, innovation and his principle belief that Great People create Great Organizations.

In May 2007, Wade was named one of Canada's Top 40 Under 40™, a national award celebrating our leaders of today and tomorrow. In July 2009, Wade was named as a Prairie finalist for Ernst and Young's Entrepreneur Award.

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**12:15 pm**

- **Presentation Title:** **Safety is a Team Game**
- **Name of the Presenter/s:** **Ryan Walter** (President, American Hockey League's Abbotsford Heat)

**Abstract:**  
To follow

**Presenter/s Biographical Sketch:**  
To follow

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**THURSDAY, MARCH 22**

**7:30 am**

- **Presentation Title:** **“SAFEWORK Needs Your Voice?”**
- **Name of the Presenter/s:** **Representative of Workers Compensation Board**

**Abstract:**  
To follow

**Presenter/s Biographical Sketch:**  
To follow

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**12:15 pm**

- **Presentation Title:** **Gold SEAL Certification Program**
- **Name of the Presenter/s:** **Barry Brown**

**Abstract:**

The presentation will include a brief history of the program, benefits of certification, use of certification as an HR Strategy as well as Condition of Contract.

**Presenter/s Biographical Sketch:**

**Barry Brown** is President of Maple Leaf Construction in Winnipeg, Manitoba, operating his own business in the heavy construction and road building industry. He served as Chairman of the CCA Board of Directors in 2002. He has been a member of the CCA Board of Directors since 1993. He served as the Provincial Vice-Chair for Manitoba from 1993 through 1998. He was a member of the CCA Executive Committee from 1994 to 2003 is the current Chairman of the National Gold Seal Committee and has served on the TRIP/Canada Management Committee. Barry has served as Chair of the CCA Construction Exports Committee and its successor the International Business Committee. In November of 2006, Barry became the first Canadian President in the history of the Confederation of International Contractors' Associations (CICA).

Barry graduated from the University of Manitoba with a B.Sc. Civil Engineering in 1974. He has served as Chairman of Manitoba Heavy Construction Association and as Chairman of the Western Canada Road Builders Association. He has been a strong supporter of the CCA Gold Seal Certification Program as well.

Barry is married with 2 children and when time permits, he enjoys a number of hobbies including golf, boating and woodworking.

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## Breakout Sessions

### Tuesday, March 20: ½ Day Sessions Morning (8:00 am – 12:00 pm)

**Presentation Title:** 1 – Essential Skills for the 21<sup>st</sup> Century Workplace: Why Should You Care?

- **Theme:** Workforce Development
- **Who Should Attend:** All
- **COR/SECOR or certificate:** n/a
- **Length of Presentation:** ½ day (morning)
- **Class Size** 100 max
- **Name of the Presenter/s:** Lindsey Laidlaw & Jonathan Cote

**Abstract:**

The 21<sup>st</sup> century workplace needs a skilled workforce that is efficient, effective and adaptable, while workers need the skills required to perform successfully at work. A large survey of employers across Canada found that there are nine skills critical to success in today's workplace. They are the Essential Skills. The nine Essential Skills are: reading, document use, writing, numeracy, oral communication, thinking skills, working with others, digital technology and continuous learning.

This interactive workshop will be structured for HR managers and first level supervisors to answer the following questions:

- Essential Skills – What are they?
- Essential Skills – Why should I care?
- Essential Skills – What can I do?

**Presenter/s Biographical Sketch:**

Workplace Education Manitoba (WEM) is considered an Essential Skills leader in Canada with 20 years of expertise, experience and success along with a proven record of Essential Skills solutions and partnerships. A non-profit organization, WEM is guided by a labour/industry/government partnership. WEM's continued relevance is a reflection of its philosophy and process: continuously searching for ways and opportunities to view all things systemically combined with a desire to develop and support customized Essential Skills solutions where the individual, the workplace and Manitoba's workforce will all benefit. In addition to the core team, WEM's seven regional coordinators and six Essential Skills centres positioned throughout the Province support a full range of ES assessment and learning services across the nine workplace Essential Skills. WEM performs original research and shares ES workforce development expertise with business, labour and practitioners. For more information on WEM's services and downloadable resources, visit [www.wem.mb.ca](http://www.wem.mb.ca).

The workshop will be facilitated by two long time members of the WEM team:

- Lindsay Laidlaw, Research and Special Projects Coordinator
- Jonathan Cote, Communications Coordinator

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**Presentation Title:** 2 - Measure Performance & Take Action in the Construction Industry

- **Theme:** Workforce Development
- **Who Should Attend:** Seasoned/Leadership
- **COR/SECOR or certificate:** Testing
- **Length of Presentation:** ½ day (morning)
- **Class Size** 20 max
- **Name of the Presenter/s:** Roberta Bishop

**Abstract:**

This workshop will ensure employee performance expectations are communicated in a measureable and observable fashion and provide objective feedback. (Documented to company standards). (4 hours)

**Presenter/s Biographical Sketch:**

**Roberta Bishop**, B.A., B.Ed., P.B.C.E., has over two decades experience facilitating adult learning in classrooms, boardrooms and a variety of workplaces throughout Manitoba. She is a skilled and enthusiastic communicator with several years of practical business experience. As former co-owner of an educational consulting company, and Chief Operations Officer for a technology business, Roberta is committed to delivering informative and fun learning events that provide useful knowledge for both the learner and the company represented.

Additional Comments:

Certificate is presented upon completion of BST program. **All 13 modules must be complete by March 31, 2013 in order to receive a BST Certificate.** Additional modules will be scheduled after the Expo.

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**Presentation Title: 3 – Build High Performance Construction Teams**

- **Theme:** Workforce Development
- **Who Should Attend:** Seasoned/Leadership
- **COR/SECOR or certificate:** Testing
- **Length of Presentation:** ½ day (morning)
- **Class Size** 20 max
- **Name of the Presenter/s:** Ken Kell

**Abstract:**

This workshop will improve teamwork and ensure motivation and the achievement of high performance on the work site. Foreman, supervisors and managers will benefit from attending this session.

**Additional Comments:**

Certificate is presented upon completion of BST program. All 13 modules must be complete by March 31, 2013 in order to receive a BST Certificate. Additional modules will be scheduled after the Expo.

**Presenter/s Biographical Sketch:**

**Ken Kell** is a training and education consultant providing technical, safety and leadership services to a myriad of clients. His client list includes Apprenticeship Manitoba, Winnipeg Construction





Roberta is committed to delivering informative and fun learning events that provide useful knowledge for both the learner and the company represented.

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**Presentation Title: 6 – Construction Profitability/Productivity/Contracts**

- **Theme:** Workforce Development
- **Who Should Attend:** Seasoned/Leadership
- **COR/SECOR or certificate:** Testing
- **Length of Presentation:** ½ day (afternoon)
- **Class Size** 20 max
- **Name of the Presenter/s:** Randy Storoschuk

**Abstract:**

This workshop will promote the relationship between quality of work, safe work practices, and productivity on the work site ensuring a profitable project. Will ensure construction supervisors recognize the contractual obligations associated with construction contracts. (4 hours)

Audience: foreman, supervisor, manager

**Additional Comments:**

Certificate is presented upon completion of BST program. All 13 modules must be complete by March 31, 2013 in order to receive a BST Certificate. Additional modules will be scheduled after the Expo.

**Presenter/s Biographical Sketch:**

Randy has over 30 years of experience in construction. During that time, Randy has fulfilled duties as a labourer, estimator, chief estimator, project manager and risk manager. He has worked under many contractual arrangements such as lump sum, design/build, unit price and P3 for building, civil and industrial projects. Notable projects that Randy has worked on are the, MTS Centre, Manitoba Hydro Downtown Office Building, Canadian Museum for Human Rights and the Disraeli Bridges Project. In the early stages of his career, Randy estimated and managed lump sum bid and negotiated projects which included all areas of construction. Randy then moved into risk management where the focus was on Request For Proposal responses, preconstruction planning and construction document development while working in a project team environment.

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**Presentation Title: 7 – Communicating & Implementing Change**

- **Theme:** Workforce Development
- **Who Should Attend:** Seasoned/Leadership
- **COR/SECOR or certificate:** Certification upon completion
- **Length of Presentation:** ½ day (afternoon)
- **Class Size** 24 max
- **Name of the Presenter/s:** Steve Pilote

**Abstract:**

**Purpose:**

It's not that people don't like change; it's that people don't like being changed. Why is it that only 33% of all strategic initiatives are ever successfully completed? Do your employees understand the need for change and do they have a desire to want to change? Often managers believe that simply telling employees of a change will be sufficient and don't consider the human side. Without proper consultation with those directly affected by change initiatives there will be little chance for success.

In this session you will learn why many workers resist change, how to overcome that resistance and how to communicate and then guide the change transition process.

**Topics:**

- Resistance to Change
- Response to Change
- Managing Change
- Managing Change Transition
- The Change Transition Process
- Communicating, Consulting and Enabling Change.

**Learning Objectives -**

By the end of this session, you will be able to:

- ❖ Understand the Common Responses to Change
- ❖ Understand and Implement the 6 Keys to Preparing for Change
- ❖ Communicate Effective Change
- ❖ Guide Change Transition Process
- ❖ Overcome resistance to change
- ❖ Negotiate versus Persuade
- ❖ Communicate, consult and enable change

***Presenter/s Biographical Sketch:***

**Steve Pilote** is a Senior Consultant with People First HR Services where he plays a lead role in all Supervisory, Leadership, Management and Executive Development assignments. He is also very much in demand across the country as a conference presenter and a keynote speaker.

In his first career, Steve served the Winnipeg community as a member of the Winnipeg Police Service eventually rising to the rank of Inspector, reporting directly to the Chief of Police. During his time in uniform, Steve held progressively responsible roles including leading the department's Training Academy. Just prior to joining People First, he was responsible for overseeing and leading change initiatives within the department of some 1650 uniformed and civilian members. One of his career highlights was receiving the 'Canadian Auto Theft Bureau/Canadian Association of Chiefs of Police' National Award of Merit.

Steve is a nationally recognized training developer and facilitator who has developed and designed countless internal universities and delivered customized training to thousands of individuals in such diverse sectors as agriculture, financial services, information technology, manufacturing, construction, mining, retail, and healthcare. In addition, Steve has been a pioneer in the field of blended learning and online learning.

Known for his trademarked "Leaders Do" program, Steve brings a unique perspective and deep experience in the development and delivery of training programs that provide participants with meaningful tools and techniques as well as a deeper understanding of the human side of leading.

**Presentation Title:**

**8 – Aboriginal Recruitment and Retention**

- **Theme:** Workforce Development
- **Who Should Attend:** Seasoned/Leadership
- **COR/SECOR or certificate:** n/a
- **Length of Presentation:** ½ day (afternoon)
- **Class Size** 100 max
- **Name of the Presenter/s:** David Robertson

**Abstract:**

- Successful recruitment and retention requires more than just job placement
- Assisting Aboriginal people access career/training opportunities requires an holistic approach to programming
- This approach entails supports and resources offered to the individual, family, community and the companies involved
- This includes ensuring employer HR scans are completed and that they are “diversity ready”, ensuring that a commuting model is integrated, using mentorship in development
- Providing reactive and proactive transitional supports, this includes transitioning to the classroom, to the city, and to the job
- Program development is facilitated with the input of key stakeholders from communities, industry, and key service providers (training institutions, transitional supports, etc).

**Presenter/s Biographical Sketch:**

**David Robertson** has been working in the field of Aboriginal Workforce Development for three years, and in that time has spearheaded the development of programs for the Information Communication Technologies Industry and the Manufacturing Industry, both programs including the creation of senate recognized diploma programs by the University of Winnipeg and Winnipeg Technical College.

In 2008, David started work as the Program Manager for the Information Communication Technologies Association of Manitoba. During his two year tenure at ICTAM, David started two programs that were the first of their kind. The Aboriginal Youth ICT Challenge is a program that introduces students to the ICT industry while providing them the skills to build their own websites from scratch. This program has achieved an incredible success rate and has graduated over 100 students in three years. The Aboriginal ICT Diploma Program was built to effectively increase Aboriginal representation in the ICT industry in Manitoba. It is now offered throughout Manitoba.

In 2010, David was hired as the Project Coordinator for a new program called Connecting Aboriginals to Manufacturing. This program was to use a holistic approach to development to increase Aboriginal recruitment and retention in the Manufacturing Industry. Starting from scratch in July 2010, the CAM program is now piloting in Peguis First Nation and Fisher River Cree Nation with 16 students. The CAM program’s ultimate object is to develop a model for other communities and industries to copy in order to effectively increase Aboriginal workforce participation.

**Tuesday, March 20: 1 Day Sessions (8:00 am – 5:00 pm)**

**Presentation Title: 9 - Principles of Health & Safety Management**

- **Theme:** COR/SECOR
- **Who Should Attend:** Seasoned/Leadership
- **COR/SECOR or certificate:** yes
- **Length of Presentation:** 1 Day
- **Class Size** 25 max
- **Name of the Presenter/s:** Elaine Alvis

**Abstract:**

This course is designed to provide company owners, managers, and supervisors the knowledge to develop a simple, cost-effective Health and Safety manual.

**Course Objectives:**

- To teach owners, managers, and supervisors the steps to take in developing a company specific health and safety program
- To provide information to participants about the benefits of having a company health and safety program
- To assist employers in the health and safety implementation process

**Course Content:**

- Explain the purpose of a Health and Safety program
- Identify the elements required in an effective health and safety program
- Review the applicable legislation - Occupational Health & Safety Act and Regulation
- Assistance and resources available

This course is directed to the construction industry and the topics discussed provide the fundamental knowledge required for the development and implementation of an effective health and safety program. Many construction employers in the province of Manitoba have used this information as the building blocks to development of their health and safety program.

This course is one of the required courses for the Certificate of Recognition Program (COR).

***Presenter/s Biographical Sketch:***

**Elaine Alvis** is a Worksafely program safety advisor. She is responsible for the delivery of safety and environment related services to the heavy construction throughout Manitoba.

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**Presentation Title: 10 – Fall Protection (Practical)**

- **Theme:** Construction Safety Excellence (Workforce Safety)
- **Who Should Attend:** All
- **COR/SECOR or certificate:** yes
- **Length of Presentation:** 1 Day
- **Class Size** 24 max
- **Name of the Presenter/s:** Bruce Waterer, Mark Fawley, Bev Drobot

**Abstract:**

- State current Manitoba regulations.
  - Review applicable CSA Standards.
  - Identify the four key elements of fall protection.
  - State the hierarchy of fall protection.
  - Identify the difference travel restraint and fall arrest.
  - Calculate basic clearance requirements.
  - State anchorage requirements and review force types.
  - Inspect and use connecting components.
  - Inspect, don, and adjust two types of full body harnesses.
  - Perform harness partner checks.
  - Perform inspections of fall protection equipment and review logging requirements.
  - State maintenance and storage requirements.
- Install and use various vertical and horizontal fall protection systems and equipment.

**Presenter/s Biographical Sketch:**

**Bruce Waterer** comes to New Heights with more than thirty years of work experience in the railway industry, with more than fifteen years in safety, developing programs in fall protection, emergency response and scaffolding for a major railway in Canada.

After leaving the railway in 1996 Bruce pursued a successful career in consulting services specializing in fall protection assessments, accident investigation and other related safety programs.

Bruce provides a high level of instruction for fall protection and rescue, scaffolding, confined space entry and rescue, lockout, ladder safety, trenching and excavation, WHMIS, fork lift, aerial work platform and respiratory protection applications.

**Mark Fawley** has been a valuable member of the New Heights instructional and customer service team since 2008.

In addition to being a Certified Construction Safety Officer (CSO), Mark also brings over twenty years of work experience in the construction and maintenance industries, with more than ten years in developing, implementing, and applying safety programs and procedures.

Mark provides professional instruction in fall protection and rescue, confined space entry and rescue, scaffolding, aerial work platform, lockout, WHMIS and ladder safety and well as other related topics.

Beverly **Drobot is a technical instructor with New Heights. Previous to joining New Heights she was** a safety co-ordinator for some large construction companies in Manitoba. Bev holds certifications as a COR Construction Safety Officer (CSO), a Workplace Health and Safety Auditor, an ISO 9001/TL9000 Internal Auditor, and is a Registered COR Auditor, and has a degree in Business Administration.

Bev provides instruction for fall protection and rescue, bucket truck evacuation, confined space entry and rescue, respiratory protection, WHMIS, lockout, and ladder safety.

**Presentation Title:** 11 – Scissor Lift Aerial Platform Operation

- **Theme:** Construction Safety Excellence
- **Who Should Attend:** New/Seasoned
- **COR/SECOR or certificate::** Testing/certification upon completion
- **Length of Presentation:** 1 Day – 1 session in morning and 1 in the afternoon
- **Class Size** 8 students per session
- **Name of the Presenter/s:** Glenn Hewgill

**Abstract:**

Through a combination of both theoretical and applied learning, students will acquire the skillset required for safe and effective inspection, operation and maintenance of scissor lift aerial platforms.

Students will learn to understand the regulations specific to scissor lifts, identify hazards and safety guidelines, conduct and document inspections, determine safe lifting capacities, and demonstrate proper operating procedures.

**Presenter/s Biographical Sketch:**

**Glenn Hewgill** has been instructing with Rae's Training for the past 12 years, and has delivered the Basic Rigging Gear course to over 500 people within companies such as Canadian National Railway, Progress Rail, Hazco Environmental, Tolko Industries, and Manitoba Infrastructure and Transportation. Glenn gained knowledge and experience in the field by working in the trade with his father, Archie Hewgill, who is a Red Seal Crane Operator.

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**Presentation Title:** 12 – Introduction to Confined Spaced Level 1

- **Theme:** Construction Safety Excellence
- **Who Should Attend:** All
- **COR/SECOR or certificate:** Testing/certification upon completion
- **Length of Presentation:** 1 Day
- **Class Size** 25 max
- **Name of the Presenter/s:** Marc Watt

**Abstract:**

This Awareness program deals with Part 15 of the Workplace Safety and Health Regulations and is theoretical in nature.

The course covers:

- Entry permits
- Ventilation
- Hardware, harnesses and equipment
- Tripods and hoists
- Atmospheric monitoring
- Respiratory protection
- Practical evolutions
- Classroom only.... (no hands-on components)

**Presenter/s Biographical Sketch:**



This program brings awareness to individuals who are exposed to hydraulic systems, and may not know it. Many hydraulic incidents and fatalities are a result of people working with hydraulic systems without understanding the related hazards.

***Presenter/s Biographical Sketch:***

**Casey Ruttan** was born in Belleville, Ontario and grew up in the village of Stirling.

Casey's interest in mechanics began at a young age working on the family race car and into high school he took several automotive courses. He was also an accomplished athlete with 3 All Ontario Hockey Championships and Ski Raced at a Provincial level in Alberta for the Banff Mountain Ski Academy.

He also had a keen interest in business and computers so from there he took a year of business administration at Loyalist College. He took what he learned and later started his first venture as an Internet Service Provider. Continuing with his keen interest in computers Casey obtained the Microsoft Certified Systems Engineer designation and after selling his internet company joined the IT and call centre industry for 5 years where he became a Senior Manager in a centre located in Belleville, Ontario.

In 2004 it was time for a change so he returned to Loyalist College where he attended the Mechanical Techniques program and graduated on the Dean's list and was the first recipient of the Rob Cassan award for demonstrating leadership and community involvement. He discovered an aptitude for fluid power and from there he joined Multi-Flow Fluid Power, a small business providing hydraulic systems and components to small and large customers locally and abroad.

Casey learned very quickly and before long he was managing key accounts in the projects department along with large shipments of assembled components to China for EMS Tech Engineering and Canadian Steamship Lines along with other ocean going shipping companies. He then became involved in field service with Systems Service Inc which provides hydraulic related service to many customers throughout Ontario and beyond. He eventually was a 50% owner and over two years grew the company in difficult economic conditions. He was able to travel throughout Ontario and to the US working on several projects including valve replacement on an 85 tonne coal stacker in Missouri and a gate system that is now running in a Goderich Salt Mine. During this time he also taught Fluid Power at Loyalist College in 2010 where he developed a lesson plan for hose fabrication and enhanced the program delivery with his real world experience.

Casey is now a part of the team at the Hydraulic Safety Authority of Canada as a trainer and consultant, a firm that develops and provides training and consulting relating to Hydraulic Hazards. People and safety are very near and dear to Casey's heart. He continues his efforts to make a difference.

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***Presentation Title:***

**15 – Ground Disturbance (Level 2)**

- ***Theme:*** Construction Safety Excellence
- ***Who Should Attend:*** New/Seasoned
- ***COR/SECOR or certificate:*** Testing/Certificate upon completion
- ***Length of Presentation:*** 1 day
- ***Class Size:*** 25 max
- ***Name of the Presenter/s:*** Brad Plett

***Abstract:***

The Ground Disturbance course is presented in a logical sequence – from the pre-planning stage to the actual dig – and highlights the “musts” compared to the “should.” Participants learn how to clarify sources when searching for underground facilities, providing notification to the facility owner and receiving owner notification.

Participants gain an understanding of the necessary approvals/crossing agreements and regulation necessary before creating a ground disturbance. They learn to create a plot plan/site drawing, gain an understanding of line locating and learn about types of exposure. Participants will also learn how to do a backfill inspection, as well as how to use permits and conduct pre-job meetings.

***Presenter/s Biographical Sketch:***

***Brad Plett:*** As a CSO with Elite Safety Services, Brad is the primary instructor of our health and safety programs and specializes in onsite safety for oil and gas turnaround activities.

**Two Day Breakout Sessions – Tuesday, March 20 & Wednesday, March 21 (8:00 am – 5:00 pm):**

**Presentation Title:** 16 - COR Auditor Training

- **Theme:** COR/SECOR
- **Who Should Attend:** Seasoned/Leadership
- **COR/SECOR or certificate:** certificate
- **Length of Presentation:** 2 days
- **Class Size:** 30 max
- **Name of the Presenter/s:** Grant Jones

**Abstract:**

Safety Program audits are a very cost-effective method of measuring existing management systems. This course is designed for auditor candidates who will be evaluating the effectiveness of their company's health and safety program. Participants will learn how quality audits reduce risk through a systems approach which maintains focus on continuous workplace safety improvement including accident prevention thereby reduction. Participants must have an understanding of health and safety management systems before enrolling in this program. All auditor candidates should have a working knowledge of field operations and possess strong communication and analytical skills.

**Course Objective:** To teach participants the importance of conducting effective health and safety audits.

**Course Content:** The participant will discover what role the auditor plays in the health and safety management system along with the following:

- Reasons for performing audits and types of audits available
- How to carry out effective interviews, communicate the findings through a close-out meeting and the Auditor's Executive Summary report
- Legislative and Due Diligence requirements
- Examine how corporate culture affects the health and safety program
- The WORKSAFELY Quality Assurance review
- Complete a mock audit

**Auditor Certification:**

Industry standards are in place to ensure that quality auditor training is provided by WORKSAFELY. A pre-requisite for this course is COR Principles of Health & Safety Management (PHSM). The following audit certification standards are in place:

- A minimum score of 80% is required in classroom theory
- Certificates of attendance will be issued to all COR Auditor class participants. Internal auditor numbers will be issued to participants who provide a company trial audit to the MHCSF within 6 months of taking the auditors class.
- Following completion of the COR Auditor Course, auditors are highly recommended to also attend annually the MHCA COR Auditor Re-certification course, preferably within 3 months of the scheduled audit.

This course is one of the required courses for the Certificate of Recognition Program (COR).

**Presenter/s Biographical Sketch:**

**Grant Jones**, C.E.T. (Civil), C.S.O., has been involved in safety for 17 years, the last 7 as owner of his own safety consulting business. A previous safety coordinator and manager, he is familiar with keeping both workers and the workplace safe. He helps organizations build their H&S programs, teaches a wide range of safety courses and as a certified auditor for the MHCA has performed countless COR™ audits since the inception of the program. Grant has extensive experience and training in Total Quality Concepts including certification as an ISO 9001 internal auditor.

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**Presentation Title:** **17– Leadership for Safety Excellence**

- **Theme:** **COR/SECOR**
- **Who Should Attend:** **Seasoned/Leadership**
- **COR/SECOR or certificate:** **certificate**
- **Length of Presentation:** **2 days**
- **Class Size:** **25 max**
- **Name of the Presenter/s:** **Phil McDaniel**

**Abstract:**

This course is designed for management and supervisory positions. This program will enable supervisors to build safety and health into their every-day planning, create and promote a safe work environment where people can work safely, and help make a lasting contribution to the reduction of incidents in the industry.

**Course Objectives:**

- To define the supervisor's role
- To explain the supervisor's responsibilities for safety on the worksite
- Go over Manitoba Legislation

**Course Content:**

The course is divided into four modules dealing with the following:

1. **Supervisors Role**
2. **Investigations**
3. **Inspections**
4. **Training**

**Day two goes over Manitoba Legislation, followed by a test for review.**

This two-day course is one of the core courses required for the Certificate of Recognition (COR) Program.

**Presenter/s Biographical Sketch:**

**Phil McDaniel** is a WorkSafely program Safety Advisor. He is responsible for overseeing the implementation of the WorkSafely program. Phil is a graduate from the Red River College Occupational Health & Safety Course and his experience in the field is a huge asset to the WorkSafely Program.

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**Presentation Title:**

**18 – 20 – Traffic Control Coordinator**

- **Theme:** Construction Safety Excellence
- **Who Should Attend:** Seasoned
- **COR/SECOR or certificate::** Testing/certification
- **Length of Presentation:** 2 days
- **Class Size:** 3 courses of 30 participants each
- **Name of the Presenter/s:** Glen Black

**Abstract:**

Students will be educated in the legal, safety, and functional requirements of setting up and coordinating traffic control measures. Both practical and theoretical methods will be utilized by the students in an attempt to standardize practices across Manitoba.

The course content will include roles and responsibilities, a review of applicable regulations and standards, using traffic control equipment, setting up, maintaining and removing work zones, and practical traffic control skills.

**Presenter/s Biographical Sketch:**

*To follow*

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- **Class Size:** 20 max
- **Name of the Presenter/s:** Roberta Bishop

**Abstract:**

In this workshop, supervisors will be able to define, distinguish and promote acceptable workplace behaviors. (4 hours)

**Additional Comments:**

Certificate is presented upon completion of BST program. All 13 modules must be complete by March 31, 2013 in order to receive a BST Certificate. Additional modules will be scheduled after the Expo.

**Presenter/s Biographical Sketch:**

**Roberta Bishop**, B.A., B.Ed., P.B.C.E., has over two decades experience facilitating adult learning in classrooms, boardrooms and a variety of workplaces throughout Manitoba. She is a skilled and enthusiastic communicator with several years of practical business experience. As former co-owner of an educational consulting company, and Chief Operations Officer for a technology business, Roberta is committed to delivering informative and fun learning events that provide useful knowledge for both the learner and the company represented.

**Presentation Title:** 23 – Effective Worker Safety Orientation

- **Theme:** Construction Safety Excellence
- **Who Should Attend:** Leadership
- **COR/SECOR or certificate:** certificate upon completion
- **Length of Presentation:** ½ day (morning)
- **Class Size:** 15 max
- **Name of the Presenter/s:** Ian Brown

**Abstract:**

Ensuring that newly hired or transferred in employees get off to a safe start with a new assigned work assignment, this course will provide safety leaders with valuable information regarding safety orientations. The course will include what should be included in an orientation, who should conduct the orientation and when, it will cover the legal role and responsibility of the employer for conducting orientations, and give a comprehensive overview of the importance of conducting timely orientations.

**Presenter/s Biographical Sketch:**

**Ian Brown** is a Graduate Civil Technologist with a specialty in construction, both residential and commercial. Ian has in excess of 40 years' experience in safety conducting inspections and has been with the Workplace Safety & Health Division since 1990.

**Presentation Title:** 24 - Sourcing Our Future Workforce

- **Theme:** Workforce Development
- **Who Should Attend:** All/Seasoned/Leadership
- **COR/SECOR or certificate:** n/a
- **Length of Presentation:** ½ day (morning)
- **Class Size:** 150 max
- **Name of the Presenter/s:** Karen Sharma, Marianne Petrachek, Maria Pacella

**Abstract:**

**Speaker 1 title:** Helping Employers Hire and Retain Internationally Experienced Tradespeople: Workplace Integration of Skilled Newcomers in the Trades

**Abstract:**

The Workplace Integration of Skilled Newcomers in the Trades project helps employers meet their labour shortages by connecting them with skilled internationally experienced tradespeople, who are certified or are working towards certification in their trade. WISNIT also supports employers in integrating internationally experienced tradespeople in their workplaces, by working with them to understand workplace expectations, connecting them with training supports and helping resolve issues and conflict.

During this workshop, participants will learn about practical strategies for hiring and retaining internationally experienced tradespeople. Participants will also be provided with information about WISNIT, how they can participate and the types of supports available through this program.

**Presenter/s Biographical Sketch:**

**Karen Sharma** is the Project Manager of Workplace Integration of Skilled Newcomers in the Trades Project for the Alliance of Manitoba Sector Councils. Before joining the WISNIT project, Karen was the A/Director of the Labour Market and Strategic Initiatives Branch, Immigration Division, Manitoba Labour and Immigration. In this role, Karen lead the development and implementation of a number of critical strategic labour market initiatives, including the establishment of the *Worker Recruitment and Protection Act* business registration program, coordination of the Manitoba Nursing Recruitment Initiative and the establishment of recruitment procedures under Manitoba's international agreements with governments of the Philippines and Iceland.

Before joining the Immigration Division, Karen worked as a Policy Analyst with the Apprenticeship Branch, Manitoba Entrepreneurship, Training and Trade. Her time with the Apprenticeship Branch gave her a strong passion and capacity for work in the area of Qualifications Recognition and the trades.

**Speaker 2 title:** Embracing Diversity – Hiring & Managing Persons with Disabilities

**Abstract:**

This workshop addresses the benefits of building a diverse workforce while focusing on hiring practices, attitudinal awareness, accommodation and performance of persons with disabilities.

**Learning Objectives:**

- value diversity with an appreciation of the changing labour market
- identify barriers of stereotypes, biases and myths about disabilities
- increase confidence conducting interviews and job performance
- accommodate and supervise persons with disabilities
- understand employer/employee rights and responsibilities
- recognize that accommodation does not need to be complex or expensive

**Presenter/s Biographical Sketch:**

**Marianne Petrachek** has 20+ years of expertise in both private and public business sectors, including over ten years in a unionized manufacturing environment, experience working with the City of Winnipeg, over seven years in Membership Services and Development with The Winnipeg Chamber of Commerce, Recruiting Manager with a national firm, and currently as Employer Liaison

Representative with Reaching E-Quality Employment Services. As Employer Liaison Representative, Marianne is responsible for working with employers, particularly larger employment equity legislated employers, to facilitate employee and accommodation opportunities for people with disabilities; providing representation on many relevant employer, government, equity and community committees and advisory boards; and working internally with consumers/clients to provide Interview Skills Workshop training sessions using employers for Mock Interviews. Marianne brings together both the business and community perspectives and demonstrates this balance while creating and delivering workshops and in providing consultation services with both employers and employees.

### **Speaker 3: Women in Trades**

#### **Abstract:**

- Why the trades
- Why Women and the Trades
- Benefits to both women and the employer
- What should be done
- How can we reach out to women and industry

#### **Presenter/s Biographical Sketch:**

**María Pacella** has been Executive Director of Skills Canada Manitoba for over 5 years. In the 5 years at Skills Canada Manitoba, Maria has overseen tremendous growth in the organization with respect to program expansion. A lot of the expansion has been in the area of Young Women's Conferences. The conferences are located in Thompson, The Pas, Brandon, Dauphin and Winnipeg. The Young Women's Conference, is a one day conference for young women to learn about trade and technology careers available on today's employment market. Currently, SCM runs 6 Young Women's Conferences and 8 other Programs promoting skilled trades. Skills Canada Manitoba runs 14 programs and events throughout the school year.

Maria Pacella has a social work background along with many years' experience with government and community development. She has extensive experience in targeting outreach to special needs groups.

**Moderator: Leona Daniels**

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#### **Presentation Title: 25 – WCB & Return to Work Basics**

- **Theme:** Construction Safety Excellence
- **Who Should Attend:** Leadership
- **COR/SECOR or certificate:** Testing & Certification upon completion
- **Length of Presentation:** ½ day (morning)
- **Class Size:** 30 max
- **Name of the Presenter/s:** Sue Roth

#### **Abstract:**

An overview to best practices in order to enhance or build a return to work program. The workshop covers legal obligations, financial implications (including rate setting), elements of a return to work program and overcoming common challenges.

#### **Presenter/s Biographical Sketch:**

**Sue Roth:** Over 15 years' experience working with seriously injured workers. For the past 3.5 years worked as SAFE Work Coordinator with SAFE Work at WCB of Manitoba providing training and consulting to construction firms relative to return to work, managing WCB matters and health and safety initiatives.

**Abstract:**

Return to Work and Disability Management

- Explain the benefits of a return to work and disability management program
- Advise of the legal requirements from all sources, i.e. WCB, Human Rights Code
- Explain the underlying principles
- Provide the elements of an effective program
- Roles and responsibilities of primary stakeholders
- Typical process post-incident and related forms
- How to match functional capabilities with modified or alternate work
- Compiling a modified duty inventory
- Explain the relationship between effective disability management and WCB claims management

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**Wednesday, March 21: ½ Day Sessions Afternoon (1:00 pm – 5:00 pm)**

**Presentation Title: 26 –Return to Work and Disability Management**

- **Theme:** Construction Safety Excellence
- **Who Should Attend:** Leadership
- **COR/SECOR or certificate:** Testing & Certification upon completion
- **Length of Presentation:** ½ day (afternoon)
- **Class Size:** 30 max
- **Name of the Presenter/s:** Kathy Greenlay

**Abstract:**

- Explain the benefits of a return to work and disability management program
- Advise of the legal requirements from all sources, i.e. WCB, Human Rights Code
- Explain the underlying principles
- Provide the elements of an effective program
- Roles and responsibilities of primary stakeholders
- Typical process post-incident and related forms
- How to match functional capabilities with modified or alternate work
- Compiling a modified duty inventory
- Explain the relationship between effective disability management and WCB claims management

**Presenter/s Biographical Sketch:**

**Kathy Greenlay** has over 20 years' experience in Disability Management, Vocational Rehabilitation, Job Placement, Workers Compensation and Health & Safety Issues. She has recently been added to the University of Winnipeg Professional Studies teaching roster and is scheduled to provide seminars on Return to Work and Disability Management in the near future. She is also a Certified Workplace Safety & Health Trainer through Workplace Safety & Health Division and have attended Return to Work Basics training through the Manitoba WCB.





- **Who Should Attend:** Seasoned/Leadership
- **COR/SECOR or certificate:** n/a
- **Length of Presentation:** ½ day (afternoon)
- **Class Size:** 25 max
- **Name of the Presenter/s:** Dan Furlan & Bryan Luce

**Abstract:**

This workshop targets the key issues of recruitment and retention of motivated, dependable, well performing employees. Specific recruiting strategies to be covered in this practical workshop include expanding the range of potential candidates, selling the construction employment opportunity, screening in and selecting higher quality candidates, consistently. Employee retention strategies to be reviewed include accelerating learning and performance through solid orientation and training, establishing clear performance and behaviour expectations for employee success and taking a proactive approach to prevent unnecessary turnover to minimize costs.

**LEARNING OBJECTIVES**

Following the workshop, participants will be able to:

- List the issues and challenges of recruiting in a challenging labour market
- Implement methods to attract high quality candidates & deter poorer ones
- Effectively screen in higher potential candidates,
- Select candidates based on demonstrated work behaviours & experience,
- Accelerate performance through effective orientation,
- Build performance and employee engagement,
- Reduce turnover through proactive supervision practices.

**Presenter/s Biographical Sketch:**

**Dan Furlan**, B.A., C.H.R.P., Pinnacle Human Resources Associate and founder of HR Strategies Inc., is a seasoned Human Resources professional who has demonstrated HR leadership in many sectors, including manufacturing, health care, telecommunications, service and financial management. He has been responsible for the full range of human resource management services in both local and national businesses. He targets key management practices in leadership, recruitment & retention, performance management & employee relations, as well as, training, development and succession planning. His preferred approach is direct and hands on, recognizing that organizations need practical, targeted solutions to work effectively and efficiently.

A Past President of the Human Resource Management Association of Manitoba, he consults to business on both HR operations and policy. He has also instructed in HR Management at both college and university levels for many years.

**Bryan Luce** is an executive level human resources and labour relations professional possessing a career history of accomplishment in diverse economic sectors and organizations. Bryan leads Pinnacle's Human Resources, Labour Relations and Executive Search Practice.

Bryan's career has included senior human resources and labour relations leadership roles in small to large organizations in the manufacturing, healthcare, telecommunications and agriculture sectors.

As Executive Vice President and Chief Human Resources Officer for MTS Allstream Inc., a national telecommunications carrier, Bryan was responsible for leading and directing all human resources and

labour relations functions for the organization's Consumer Markets and Enterprise Solutions Division, encompassing in excess of 6,000 employees.

Most recently, Bryan served as Vice President Human Resources for James Richardson International and was responsible for all human resources and labour relations functions in support of grain handling operations across Canada. Bryan served on the Board of Directors for the Manitoba Business Leadership Network, and as a member of the Conference Board of Canada's Council of Industrial Relations and Human Resources Executives.

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**Presentation Title:** **29 – Prime Contractor**

- **Theme:** **Construction Safety Excellence**
- **Who Should Attend:** **Seasoned/Leadership**
- **COR/SECOR or certificate:** **Testing/certification upon completion**
- **Length of Presentation:** **½ day (afternoon)**
- **Class Size:** **30 max**
- **Name of the Presenter/s:** **Rick Brownlee**

**Abstract:**

The Prime Contractor course educates students on the legal responsibilities when a person is designated as a "prime contractor", understand how the contract bid process works and the importance of having a systematic approach for contract management, identify trends, and have a framework in place to diligently manage a work site when designated the "prime contractor".

**Presenter/s Biographical Sketch:**

**Rick Brownlee**

To follow

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**Presentation Title:** **30 – Beyond "Lift with your legs not with your back": Back Injury Prevention for Owners, Managers and Supervisors**

- **Theme:** **Workforce Development**
- **Who Should Attend:** **All**
- **COR/SECOR or certificate:** **n/a**
- **Length of Presentation:** **½ day (afternoon)**
- **Class Size:** **19 max**
- **Name of the Presenter/s:** **Alex Stuart**

**Abstract:**

- Hazard identification
- Present best-practices for back injury prevention in Heavy Construction
- Talking to workers about Back Injury Prevention
- Trips for Medical Management and Return to Work
- Policy and Procedure to support back injury prevention
- Break-out groups to discuss case studies

**Presenter/s Biographical Sketch:**



**Abstract:**

- State relevant legislation and regulations pertaining to rescue.
- Identify basic rescue considerations.
- Inspect and use block and tackle, davit and descent control rescue equipment and systems.
- Review rescue procedure requirements.
- Perform basic casualty packaging using a SKED and Wrap-Evac stretcher.
- Perform belays using a Gri Gri.
- Perform practical rescue scenarios and drills.

**Prerequisite: Recommended - Fall Protection Practical Training within the last 3 months**

**Presenter/s Biographical Sketch:**

**Wayne Donnelly** has over thirty-eight years of experience working at height. He has been extensively involved with the assessment, development and implementation of various fall protection, confined space entry and scaffold programs and training courses for more than twenty one years to customers across Canada and the US. He leads a team of highly trained and dedicated professionals whose goals are the same as his: to provide our customers with the professional support they need to prevent occupational injury from falls from heights confined space entry and scaffold operations.

Prior to forming New Heights Industries Inc. Wayne managed the technical training delivery department for a major railway in Western Canada. His responsibilities included the coordination and delivery of various technical and safety training courses and programs to internal clients throughout Western Canada.

In addition to his commitment to New Heights, Wayne sits on the CSA Technical Committee for Fall Protection (Z259) as an associate member and Chair of the Z259.17 sub-committee for the selection and use of active fall protection equipment, is the Vice-Chair and voting member on the CSA Committee for the Code of Practice for Access Scaffold (Z797-09) and is the Vice-Chair and voting member on the CSA Committee for the Management of Work in Confined Spaces (Z1006-10).

**Don Reed** joined New Heights Industries in June of 2004. Prior to that Don provided instruction via a number of high profile training organizations and was the technical sales manager for a major manufacturer of aerial delivery equipment.

Don is an authorized OSHA instructor and an IRATA certified rope technician. He brings more than a decade of experience in fall protection, confined space operations and rescue. He holds a BA from the University of Montclair and numerous professional certifications.

Don provides instruction for fall protection, rescue, tower climbing, confined space entry and rescue, trenching and excavation, respiratory protection and lockout.

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**Presentation Title:**

**33 (Repeat of 15) – Ground Disturbance (Level 2)**

- |                                    |  |
|------------------------------------|--|
| • <b>Theme:</b>                    | <b>Construction Safety Excellence</b>      |
| • <b>Who Should Attend:</b>        | <b>New/Seasoned</b>                        |
| • <b>COR/SECOR or certificate:</b> | <b>Testing/Certificate upon completion</b> |
| • <b>Length of Presentation:</b>   | <b>1 day</b>                               |
| • <b>Class Size:</b>               | <b>25 max</b>                              |
| • <b>Name of the Presenter/s:</b>  | <b>Brad Plett</b>                          |

**Abstract:**

The Ground Disturbance course is presented in a logical sequence – from the pre-planning stage to the actual dig – and highlights the “musts” compared to the “should.” Participants learn how to clarify sources when searching for underground facilities, providing notification to the facility owner and receiving owner notification.

Participants gain an understanding of the necessary approvals/crossing agreements and regulation necessary before creating a ground disturbance. They learn to create a plot plan/site drawing, gain an understanding of line locating and learn about types of exposure. Participants will also learn how to do a backfill inspection, as well as how to use permits and conduct pre-job meetings.

**Presenter/s Biographical Sketch:**

**Brad Plett:** As a CSO with Elite Safety Services, Brad is the primary instructor of our health and safety programs and specializes in onsite safety for oil and gas turnaround activities.

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**Presentation Title:** 34 – Rigging Gear Basics

- **Theme:** Construction Safety Excellence
- **Who Should Attend:** New/Seasoned
- **COR/SECOR or certificate:** Testing/Certificate upon completion
- **Length of Presentation:** 1 day
- **Class Size:** 10 max
- **Name of the Presenter/s:** Glenn Hewgill

**Abstract:**

The Basic Rigging Gear Course educates employees in knowledge and skills to safely inspect, use and maintain rigging equipment through a blend of practical and written education.

Students will learn to identify regulations pertaining to rigging, review the different types of slings and rigging hardware used, practice documenting and inspecting criteria for these pieces, learn to recognize importance of rigging capacities and how to determine the type of rigging required for a lift, determine center of gravity for a load, identify the effect angle loading has on rigging gear, and practice hoisting hand signals.

**Presenter/s Biographical Sketch:**

**Glenn Hewgill** has been instructing with Rae’s Training for the past 12 years, and has delivered the Basic Rigging Gear course to over 500 people within companies such as Canadian National Railway, Progress Rail, Hazco Environmental, Tolko Industries, and Manitoba Infrastructure and Transportation. Glenn gained knowledge and experience in the field by working in the trade with his father, Archie Hewgill, who is a Red Seal Crane Operator.

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**Presentation Title:** 35 – Training the Construction Workforce

- **Theme:** Construction Safety Excellence
- **Who Should Attend:** Seasoned/Leadership

- **COR/SECOR or certificate:** Testing
- **Length of Presentation:** 6 hours
- **Class Size:** 20 max
- **Name of the Presenter/s:** Ken Kell

**Abstract:**

In this workshop, supervisors will recognize the competency of their workforce and assign work accordingly. They will act as mentors and search for effective ways to increase crew skills through training. (6 hours)

Audience: foreman, supervisor, manager

**Additional Comments:**

Certificate is presented upon completion of BST program. All 13 modules must be complete by March 31, 2013 in order to receive a BST Certificate. Additional modules will be scheduled after the Expo.

**Presenter/s Biographical Sketch:**

**Ken Kell** is a training and education consultant providing technical, safety and leadership services to a myriad of clients. His client list includes Apprenticeship Manitoba, Winnipeg Construction Association, Manitoba Construction Sector Council, Construction Sector Council, Red River College, Myers Norris Penny and the Centre for Aboriginal Human Resource Development, among others. He is the retired Manager of Manitoba Hydro Technical Training Department and was responsible for training and development activities for technical employees of both the gas operations and electric operation of the company. Ken has a Degree in Mechanical Engineering and a Certificate in Adult Education. Prior to Manitoba Hydro Ken worked as the Manager of Technical and Safety Training for Centra Gas Manitoba Inc., as the Director of Training for 511 Training and Educational Institute, Director of Employee Development at Manitoba Rolling Mills, Program Planner for the Ministry of Education of Brunei Darussalam and Department Head of Related Subjects at Red River College. Ken has been active in the community serving on various committees as well as remaining active in several sports including hockey, golf and fishing.

**Two Day Breakout Sessions – Wednesday, March 21 & Thursday, March 22 (8:00 am – 5:00 pm):**

**Presentation Title:** 36 – Train the Trainer (Assessment of Skill Set Competency)

- **Theme:** Construction Safety Excellence
- **Who Should Attend:** Seasoned/Leadership
- **COR/SECOR or certificate:** n/a
- **Length of Presentation:** 2 days
- **Class Size:** 25 max
- **Name of the Presenter/s:** Greg Huff

**Abstract:**

1. *Introduction*

This course is intended for “New and Experienced “ trainers who are responsible for developing, delivering and evaluating training courses and programs.

The goal of this course is to provide participants with the skills and knowledge to deliver training courses for company employees and/or participants in training programs.

## 2. Objectives

Upon completion of this course, participants will be able to:

- ✓ Identify legislation as it applies to training courses and programs;
- ✓ Apply adult learning principles to training sessions;
- ✓ Develop training content and materials;
- ✓ Develop learning activities;
- ✓ Recognize training challenges and apply measures to deal with such challenges;
- ✓ Apply various presentation techniques and skills to training sessions, and;
- ✓ Develop and apply techniques to evaluate and analyze training sessions.

## 3. Format and Methodology

This course will utilize an interactive workshop format that will draw on participant experiences during group activities and discussions, application of skills and short lectures. The activities are designed for both individual and group participation whereby participants will learn to apply learned techniques to their own training situations.

## 4. Evaluation

No formal written test will be used to evaluate participants. This course will use small group activities and individual presentations to evaluate each participant's ability and knowledge to apply course subject matter. In order to receive a Train-The-Trainer certificate, the participant will develop a written instructional plan on a topic of which they will conduct a brief presentation to the class.

### Presenter/s Biographical Sketch:

**Greg Huff** is a WorkSafety Program Advisor responsible for the delivery of safety and environment related services to the heavy construction industry throughout Manitoba. Greg has worked for over 25 years with industry and government in the capacity of a safety professional. He is currently involved in starting up the MHCA Training Academy which specializes in heavy equipment operator training.

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**\*\*\* You must have completed Confined Space Entry Level 1  
to participate in this session \*\*\***

**Presentation Title:** **37 – Confined Space Entry Level 2**

- **Theme:** **Construction Safety Excellence**
- **Who Should Attend:** **All**
- **COR/SECOR or certificate:** **Testing/certification**
- **Length of Presentation:** **2 days**
- **Class Size:** **16 max**
- **Name of the Presenter/s:** **Darren Brick**

**Abstract:**

The confined space entry program covers competencies within Workplace Safety and Health Regulations and NFPA 1670. It ensures participants have the skills they need to enter confined spaces as part of their work tasks.

The course covers:

- Entry permits
- Ventilation
- Hardware, harnesses and equipment
- Tripods and hoists
- Atmospheric monitoring
- Respiratory protection
- Practical evolutions

Have to note they have to have the first level to take this

**Presenter/s Biographical Sketch:**

**Darren Brick** is the Director of Elite Safety Services. He is a confined space technician who has been involved in the fire service for 20 years and technical rescuer since 2002. Our company provides instruction and onsite rescue capabilities to industrial, construction and energy sectors.

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**Presentation Title: 38 – Construction Law**

- **Theme:** Professional Development & Gold Seal
- **Who Should Attend:** Seasoned/Leadership
- **COR/SECOR or certificate::** Testing/certification upon completion
- **Length of Presentation:** 2 days
- **Class Size** 25 max
- **Name of the Presenter/s:** Thompson, Dorfman, Sweatman LLP

**Abstract:**

The materials and instruction presented are designed to teach / familiarize owners, managers, supervisors and project managers with: construction contracts and contract law; liabilities and responsibilities both in the office and the field; compiling and submitting proper extras and claims; ways and means to avoid conflict in contracts, with owners, trades, and labour. A manual, summarizing course and documents used in the industry, is included. We would also want to consider some form of certification/evaluation of participant knowledge aside from simply a certificate of attendance.

In support of the above the outline of the course topic areas includes:

- Contract Responsibilities of all Parties
- Avoiding Construction Disputes
- Contract law, Interpretation & Who's Responsible
- Impact Costs and Procedures
- Drawings and Specifications – Interpretation
- Bidding and Risks
- Review of Contract/Sub-Contract Agreements
- Supervisor and Company Liabilities
- Defining and avoiding back charges
- Negotiations for Dispute Resolution

Proper letters for Contract Changes/Extras  
Correspondence/Documentation re: Disputes  
Builders Lien Act – Rights and Remedies  
Bonding and Insurance  
Extras – Process & Documentation  
Avoiding Construction Claims  
Claims- Process & Documentation  
Resolving disputes  
Construction Claims – Reasons  
Arbitration and Mediation

***Presenter/s Biographical Sketch:***

***Thompson Dorfman Sweatman LLP (TDS)*** is one of the leading full-service business law firms in Manitoba, with over 120 years of history providing legal services to its clients locally, nationally and internationally. From our offices in Winnipeg, Manitoba, TDS has the expertise necessary to help clients take advantage of every opportunity and to develop creative solutions to legal challenges experienced in their business in a timely and cost-effective way. The full-service firm's seventy-eight lawyer team covers over 20 areas of practice and offers services in six languages including English, French and Spanish. TDS has long been recognized as a centre of excellence in the areas of business law, labour relations law, employment law, civil litigation and dispute resolution. LEXPERT® The Business Magazine for Lawyers recognized TDS as the leading corporate law firm in Manitoba, being the only Manitoba corporate law firm at the centre of its "Bulls-Eye" ranking of Manitoba corporate law firms. A number of our lawyers have been recognized by LEXPERT® and THE BEST LAWYERS IN CANADA® and other legal publications as being among the leading Canadian lawyers in their areas of practice.

While assisting business, government, institutional and individual clients with their Canadian legal needs, wherever and whenever they may arise, TDS lawyers and staff are committed to supporting their community of Winnipeg, and the Province of Manitoba. Many TDS lawyers hold positions of leadership in community service support of the arts, legal education and in the legal profession.

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- **Length of Presentation:** ½ day (afternoon)
- **Class Size:** 30 max
- **Name of the Presenter/s:** Steve Pilote

**Abstract:**

**Session 1a - Role of Leadership**

It is a common misconception that leadership is an exclusive club where only those “born with it” can be members. Sure, there will always be people who were born with natural leadership qualities but by and large, the characteristics or ingredients of leadership can be developed. However, the most important part of any leadership journey is the desire to develop. Through this practical session, you will learn and be able to apply the principles of effective leadership.

**Learning Objectives**

By the end of this session, you will be able to:

- Develop your own leadership skills by understanding the core competencies of effective leaders.
- Learn to develop your Leadership Behaviours, with an emphasis on ethical and inclusive decision making.
- Define the difference between leadership & management.
- Enhance trusting relationships with employees
- Effectively build your credibility by demonstrating accountability
- Effectively Manage by Walking Around
- Learn how to climb through the 5 stages of leadership.
- Learn how to become a person of influence.
- Understand and leverage the diversity of personality types.

**Session 1b: Creating a Motivating & Collaborative Environment**

It is a common misconception of managers to believe that to get employees motivated and committed requires the use of rewards or threats, or the belief that what motivates us will also motivate our workers. In this session you will learn that commitment comes from within. As Leaders we have the ability to create an environment that will influence employees to be truly motivated from within. This requires an understanding of those intangible and not so obvious factors that create a truly caring and committed environment that enables individuals to outperform most expectations.

**Learning Objectives**

By the end of this session, you will be able to:

- Develop your leadership skills by understanding how to truly motivate your team.
- Explain and understand the difference between external and internal motivators.
- Learn the 3 'C's of intrinsic motivation.
- Enhance your leadership skills by leveraging the impact of the Pygmalion Effect.
- Learn how to create a motivating environment while building an inclusive culture.
- Understand the progressive and deficit principles of Maslow's Hierarchy of Needs
- Learn how to remove the de-motivators from your workplace.
- Use the principles of intrinsic motivation to build employee commitment.
- Manage disgruntled workers.



- Implement methods to attract high quality candidates & deter poorer ones
- Effectively screen in higher potential candidates,
- Select candidates based on demonstrated work behaviours & experience,
- Accelerate performance through effective orientation,
- Build performance and employee engagement,
- Reduce turnover through proactive supervision practices.

***Presenter/s Biographical Sketch:***

**Dan Furlan**, B.A., C.H.R.P., Pinnacle Human Resources Associate and founder of HR Strategies Inc., is a seasoned Human Resources professional who has demonstrated HR leadership in many sectors, including manufacturing, health care, telecommunications, service and financial management. He has been responsible for the full range of human resource management services in both local and national businesses. He targets key management practices in leadership, recruitment & retention, performance management & employee relations, as well as, training, development and succession planning. His preferred approach is direct and hands on, recognizing that organizations need practical, targeted solutions to work effectively and efficiently.

A Past President of the Human Resource Management Association of Manitoba, he consults to business on both HR operations and policy. He has also instructed in HR Management at both college and university levels for many years.

**Bryan Luce** is an executive level human resources and labour relations professional possessing a career history of accomplishment in diverse economic sectors and organizations. Bryan leads Pinnacle's Human Resources, Labour Relations and Executive Search Practice.

Bryan's career has included senior human resources and labour relations leadership roles in small to large organizations in the manufacturing, healthcare, telecommunications and agriculture sectors.

As Executive Vice President and Chief Human Resources Officer for MTS Allstream Inc., a national telecommunications carrier, Bryan was responsible for leading and directing all human resources and labour relations functions for the organization's Consumer Markets and Enterprise Solutions Division, encompassing in excess of 6,000 employees.

Most recently, Bryan served as Vice President Human Resources for James Richardson International and was responsible for all human resources and labour relations functions in support of grain handling operations across Canada. Bryan served on the Board of Directors for the Manitoba Business Leadership Network, and as a member of the Conference Board of Canada's Council of Industrial Relations and Human Resources Executives.

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Upon successful completion of this program, participants will receive a certificate which will be registered with the Manitoba Heavy Construction Association. This is an excellent introduction for the new entrant to the heavy construction workforce or a dynamic refresher for the more seasoned worker.

**Presenter/s Biographical Sketch:**

**Jeff Love** is a Safety Technician who joined Borland Construction in 2010. He graduated the Occupational Health and Safety Program at Red River College and is responsible for creating a positive safety culture within Borland's operations. Jeff is involved in many of Borland's training programs and is working towards completion of his (CSO) Construction Safety Officer designation in 2011.

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**Presentation Title:** **47 – Basics of Surveying, Grade Staking, Machine Control & Guidance**

- **Theme:** **New Trends**
- **Who Should Attend:** **New/Seasoned**
- **COR/SECOR or certificate:** **certificate**
- **Length of Presentation:** **1 day**
- **Class Size:** **50 max**
- **Name of the Presenter/s:** **Darren Wanless**

**Abstract:**

Basics of Surveying: (morning)

A easy to understand introduction into the basics of Surveying including basic levelling, angles and distance. Methods such as laser levelling, total stations and manual measurements will be covered.

Machine Control & Guidance (afternoon)

An in-depth look into the integration of 2 dimensional and 3 dimensional machine control & guidance (MC & G) into construction equipment. Topics will include types of MC & G and their setup on various equipment, the benefits and drawbacks, requirements from blueprints and plans necessary to integrate MC & G into your company, and a look at the types of projects that can be completed with the technology.

**Presenter/s Biographical Sketch:**

Darren Wanless CET, is a graduate from the Municipal Engineering Technology program from Red River College In Winnipeg MB. He began working for Cochrane Engineering in 1997 on a wide variety of Civil, Water and Wastewater, and Building projects. In 2000 he joined Cansel Survey Equipment to promote Trimble Mapping and Survey Equipment throughout Manitoba and Northwestern Ontario. He has held various positions in that time, moving to two other Cansel Branches throughout the years to promote and support Machine Control & Guidance products. He re-settled in Winnipeg to assume the role of Owner/Principal - Manitoba Division and presently works with his employees to promote Survey, Mapping, Spatial Imaging, Machine Control, VRS and Ag products to all GIS/GPS users throughout the province. He has instructed the Civil Engineering - Geomatics course at U of M and conducted other seminars and lectures at various other secondary and post-secondary institutions.