



COAA Best Practices XVII May 19-20, 2009

**WORKFORCE DEVELOPMENT**

**COMMITTEE**

**Co-chairs**

**Terry Burton/Stephen Kushner**





## COAA Best Practices XVII May 19-20, 2009

- o Provide an Overview of WFDCC 2008-09 Activities
- o Thank-you
  - o Herb Holmes, Steve Jarvis/Syncrude, Christine Couture/AB Govt., Lori Miller/Kiewit
  - o Members of the WFDCC & the various sub-committees
  - o Construction Sector Council (George Gritzotis, Rosemary Sparks)
  - o University of Alberta (Dr. Aminah Robinson Fayek for the research)
  - o A&IT (Shirley Dul, Mark Douglas, Olie Schel and group)
  - o Susan Williams, Shannon Marchand AB. Govt.
  - o BCA, ECAA, ICA, Fluor, Ceda & the Ab . Govt for funding support



## COAA Best Practices XVII May 19-20, 2009

- o Marketplace opportunities
  - o Apprentice employment
  - o Female employment
  - o Aboriginal employment
  - o Establish LR KPIs for each major project
  - o Cost Awareness (absenteeism, turnover, late starts, early quits, breaks)
  - o Productivity
  - o National craft database
  - o Improved TFW process





## COAA Best Practices XVII May 19-20, 2009

- o Marketplace challenges
  - o East Coast potential activity
  - o Supply of qualified supervision
  - o Competitive collective agreements
  - o Absenteeism
  - o Turnover
  - o Retirees/the bubble
  - o Expectations





## COAA Best Practices XVII May 19-20, 2009

### o **Sub-committee 2008 & 2009 Activities**

#### o **Supervisory Training & Qualifications Sub-Committee**

- **Designated Occupation/Alberta--completed**
- **CSC National Occupational Analysis (NOA)**
- **Industrial Construction Crew Supervisor (ICCS) Development Program**
- **Supervisor Skills Development Tool/completed—CD available**

#### o **Workforce Forecasting Sub-Committee (Herb will cover)**

#### o **Respect in the Workplace Sub-Committee**

- **Industry workshops (Ft. Mac, Edm & Calgary)**
- **Individual Contractor workshops**
- **Cultural awareness module**
- **Manuals & Brochures**





## COAA Best Practices XVII May 19-20, 2009

- **Sub-committee 2008 & 2009 Activities**

- **Absenteeism Sub-Committee**

- **Undertaking initial research/ U of A re Absenteeism**
    - **Expected 12-18 months for completion of research and report issuance.**





## COAA Best Practices XVII May 19-20, 2009

### o **Sub-committee 2008 & 2009 Activities**

#### o **Effective Use of Apprentices Sub-Committee**

- Continued distribution of “A Guide For On –The – Job Learning booklet,” -- **well received by industry**
- **Apprenticeship Mentoring Program/communications plan**

#### o **Opportunities for Women in Construction Sub-Committee**

- **Working with various groups to enhance employment opportunities**
- **Distributing various tools (brochures—employee & employer, posters, etc.)**
- **Advertising campaign**
- **Government of Alberta support**





## COAA Best Practices XVII May 19-20, 2009

- o **Respect in the Workplace Booth**
  - o -Employee and Supervisory training curriculum and facilitators guide will be available for review
  - o -Sign up sheet for train the trainer workshops for organizations who wish to deliver the material internally
  - o -Sign up sheet for employee and supervisor training
  
- o New Volunteers Welcome







## COAA Best Practices XVI May 20, 2008

- o **Workshops**

- o **Absenteeism Committee Workshop**

- o **STQ Industrial Construction Crew Supervisor (ICCS) Development Program Workshop**





## COAA Best Practices XVII May 19-20, 2009

- **Workforce Development Committee – Terry Burton (Shell Canada Energy), Stephen Kushner (Merit Contractors), Co-Chairs**

<b>Shabbir Hakim</b>	<b>- TIW Western</b>
<b>Camille Croteau</b>	<b>- CNRL</b>
<b>Mark Douglas</b>	<b>- Alberta Government</b>
<b>Paul Dejong</b>	<b>- CLAC</b>
<b>Hardy Lange Van Ravenswaay</b>	<b>- PCAC</b>
<b>Gerry Donnelly</b>	<b>- Alberta Building Trades Council</b>
<b>Hugh Tackaberry</b>	<b>- Fluor</b>
<b>Elizabeth Krywolt</b>	<b>- Alberta Government</b>
<b>Marilynn Boehm</b>	<b>- Alberta Government</b>
<b>Randy Stefanizyn</b>	<b>- Syncrude Canada Ltd.</b>
<b>Tim Brower</b>	<b>- IBEW Local 424</b>
<b>Warren Douglas</b>	<b>- Suncor</b>





## COAA Best Practices XVII May 19-20, 2009

- **Supervisory Training & Qualifications (“ST & Q”) Sub-Committee, Elizabeth Krywolt (AB. Govt.), Shabbir Hakim (TIW Western), Co-Chairs**

**Burt van Delden – CLAC**

**Cam Blair – Lockerbie & Hole**

**Erik Schmidt – Alberta Apprenticeship & Industry Training**

**Hugh Tackaberry – Fluor Canada**

**Marla McCready – Merit Contractors Association**

**Matthew Smart – Syncrude Canada**

**Mike Yorke – Bantrel Constructors**

**Pat Barnes – Electrical Contractors Association of Alberta**

**Ron Cherlet – Construction Labour Relations Association**

**Sherri Thompson – Flint Energy**

**Tracy Stephen – REPPSCO**





## COAA Best Practices XVII May 19-20, 2009

- **Workforce Forecasting Sub-Committee, Herb Holmes (CLRA-A), Chair**
  - Lori Miller
  - Antony Ngo
  - Gary Mullaly
  - Gina Wong
  - Cathy Dumaresq
  - Patricia Armitrage
  - Ken Gibson
  - Mike Lam
  - Wilma Monje
  - Ron Harry
  - Bob Collins
  - Ernie Stokes
  - Sam Patayanikorn
  - Heidi Harris
  - Kelly Hurford
  - Paul deJong
  - Steve Etlinger
  - Herb Holmes
  - Vinay Bhardwaj
  - Debra Windle-Smith
  - Carla Corbett
  - Brian Dijkema
  - Bill Stewart





## COAA Best Practices XVII May 19-20, 2009

- o **Respect in the Workplace Sub-Committee, Lynn Palumbo (CLRA-a), Paul DeJong (CLAC) Co-Chairs**

Wade Ashton	- IBEW Local 424
Lynne Palumbo	- CLRA
Sam Kemble	- CLRA
Marla McCready	- Merit Contractors
Cailin Mills	- Alberta Government
Steve Lamb	- Syncrude Canda Ltd.
Sam Kemble	- CLRA
Paul DeJong	- CLAC
Lindsay Osmond	- Westwood Companies
Hardy Lange van Ravenswaay	- PCAC





## COAA Best Practices XVII May 19-20, 2009

### o **Effective Use of Apprentices Sub-Committee, Doug Hawkins (CLRA-A) and Larry Bell (CNRL), Co- Chairs**

**Shabbir Hakim**

- TIW (Western)

**Vern Kibblewhite**

- PCL Industrial Constructors Inc

**Graeme Proudfoot**

- Merit Contractors

**Terry Burton**

- Shell Canada Energy

**Gene Bartel**

- TIC Canada

**Shelley Playford**

- Ledcor Group

**Mike York**

- Bantrel Constructors

**Gene Bacon**

- Suncor Energy Inc – retiree

**Roland Labossiere**

- Kellogg Brown Root

**Garth Rattray**

- Alberta Building Trades Council (IUPAT Local 177)

**Don Obrowsky**

- Waiward Steel

**Ken Eerkes**

- Christian Labour Association of Canada

**Larry Schmidt**

- Alberta Government





## COAA Best Practices XVII May 19-20, 2009

### o **Opportunities for Women in Construction Sub-Committee, Hugh Tackaberry (Fluor), Chair**

**Erica Storteboom**

**Elizabeth Krywolt**

**Jane Kerry**

**Shelly Playford**

**Donna MacPherson**

**Dawn Ohama**

**Wanda Wetterberg**

**Ryan Timmermans**

**Brenda McCallum**

**Marla McCready**

**Michele Spak**

**Alisa Neuman**

**- Kiewit**

**- Alberta Government**

**- Bantrel Constructors**

**- Ledcor Group**

**- Alberta Government**

**- IBEW Local 424**

**- Women Building Futures**

**- Christian Labour Association of Canada**

**- Jacobs**

**- Merit Contractors**

**- Alberta Government**

**- Alberta Government**





## COAA Best Practices XVII May 19-20, 2009

### o **Absenteeism Sub-Committee, Warren Douglas (Suncor), Chair**

<b>Randy Stefanizyn</b>	<b>- Syncrude Canada Ltd.</b>
<b>Herb Holmes</b>	<b>- CLRA</b>
<b>Shabbir Hakim</b>	<b>- TIW (Western)</b>
<b>Hugh Tackaberry</b>	<b>- Fluor</b>
<b>Zarelda Reghelini</b>	<b>- Alberta Government</b>
<b>Elizabeth Krywolt</b>	<b>- Alberta Government</b>
<b>Gerry Donnelly</b>	<b>- Alberta Building Trades Council</b>
<b>Steve Kushner</b>	<b>- Merit Contactors</b>
<b>Edwin Dening</b>	<b>- CLAC</b>
<b>Mahedi Saleni</b>	<b>-U of A</b>
<b>Aminah Robinson</b>	<b>-U of A</b>
<b>SangHyun Lee</b>	<b>-U of A</b>





COAA Best Practices XVI May 19-20, 2008

☺ Thank-you for Your  
Support **from and For** the  
WFDCC!

