



Supervisory and Training Qualifications Subcommittee

Foreman Skills Development Tool





Foreman Skills Development Tool

- A performance management system developed and piloted by the University of Alberta designed to identify individual supervisor performance and monitor overall trends and tendencies within a company, project or organization.



Foreman Skills Development Tool

The Foreman Skills Development Tool can be used by organizations in a number of ways:

1. To provide foremen with feedback on their skills, and to measure improvements over time
2. To identify training and mentoring required for foremen to improve their skills in the core competencies
3. To measure the impact of training or mentoring on the skills of foremen

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4. To provide foremen with the opportunity to gain recognition for their skills based on their assessment
5. To help the organization to identify site-wide or project-wide issues that may be affecting the ability of their foremen to carry out their responsibilities
6. To help in identifying company- or industry-wide areas that require further training or mentoring of foremen
7. To help in the definition of a formal qualification for a Construction Trades Foreman

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How to initiate the process

1. Review the report and the tool – disks available
2. Review the FuelYourCareer website – fuelyourcareer.ca
3. Contact Dr. Robinson Fayek @ U of A
 1. Information session
 2. Summer workshops
 3. Support from ST&Q committee members



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Next Steps

Explore alternate methods of industry integration (possible commercial aspects)

Future workshops

