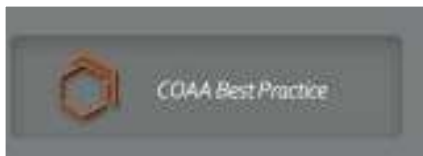


# **INDUSTRIAL CONSTRUCTION CREW SUPERVISOR (ICCS)**

## **PEER PANEL ON TRI-PARTITE ALLIANCE**

### **COALITION OF THE WILLING**

**Supervisor Training &  
Qualifications Sub-Committee  
Work Force Development**



## Peer Panel OBJECTIVE - We have an idea and we need your help to make it better

### Purpose:

Review an early draft roadmap for an ICCS Tri-Partite Alliance to...

Create early awareness and understanding

Encourage collaboration and discussion - Coalition of the Willing

### Objectives:

- Your Feedback — Opportunities, Pinch Points, Unintended Consequences
- Discuss Readiness
  - Implementation in your organization; what are the right targets/timing?
  - What is the right mechanism to engage people



## Background – The power of collaboration

Tri-partite Alliances were first discussed at the 2010 Building Trades of Alberta (BTA) conference

- 2011 – Syncrude and Shell successfully used this approach towards Emissions Reduction and Safety Leadership
- 2012 – Shell, Imperial, and Syncrude are moving forward with a new alliance on ICCS - supported by BTA and CLAC
  - We believe:
    - The competency of front level supervision is a key enabler for a safe worksite.
    - The adoption of ICCS certification can help us achieve a vision of a work place where nobody gets hurt.
  - Multi-Stakeholder alliance to improve Safety while improving productivity
  - Alliance is drafting a formal signed agreement with senior executive commitment

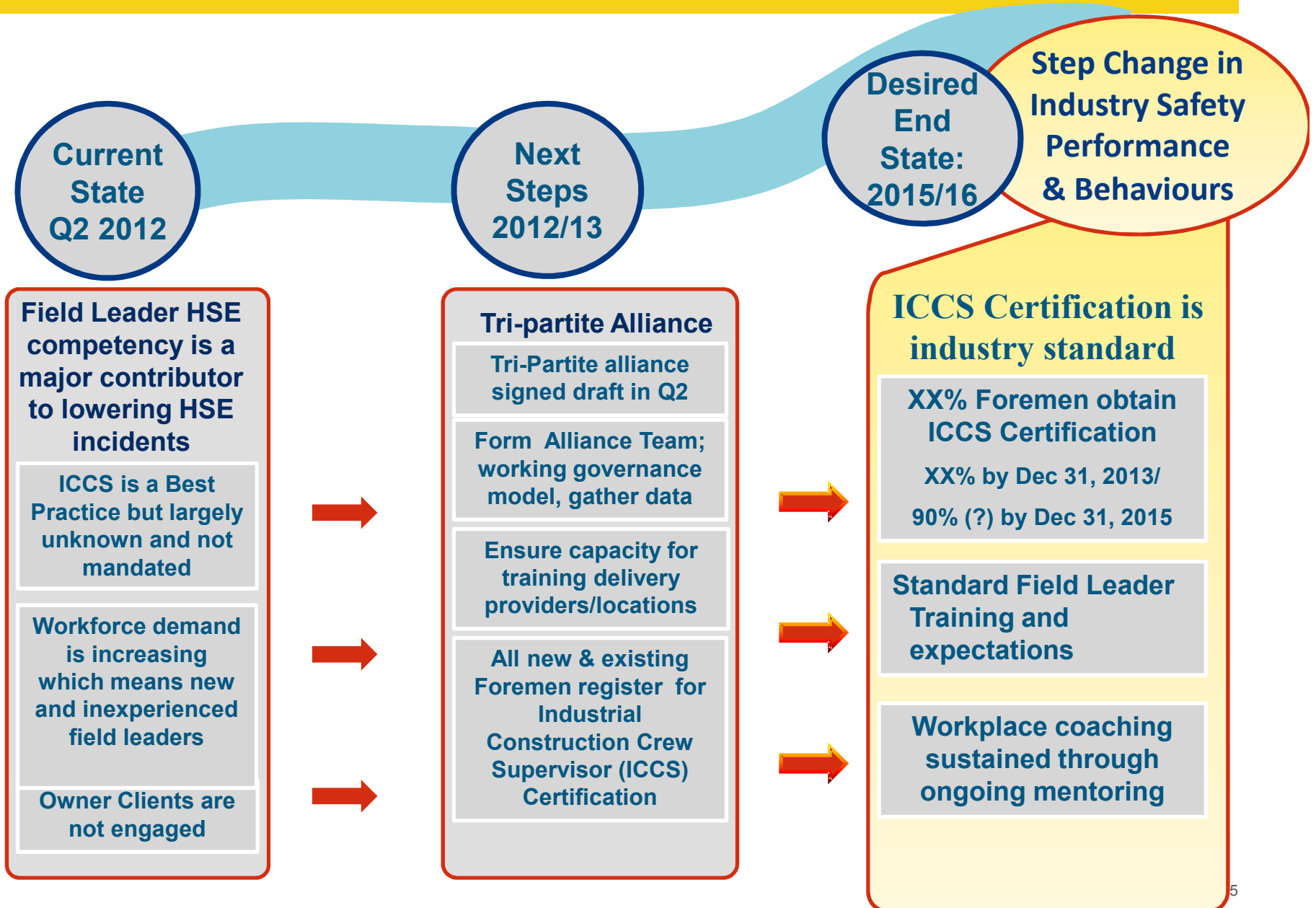


# Business Case

- OS/AB Construction/Ops Safety is lagging in global benchmarks
- Mitigate New Worker risk/workforce demand by raising the quality and capacity of field leaders/supervision
- Baby Boomers are retiring – prepare next generation
- Create a Career Path for Front Line Leaders (& others)



# ICCS ROADMAP – SHELL/IMPERIAL/BUILDING TRADES



# Background



# INDUSTRIAL CONSTRUCTION CREW SUPERVISOR (ICCS)

To qualify for an Alberta Occupation Certificate, applicants must :

- Complete one of the following:
  - Better Supervision (approx. 850\$, 48 hours)
  - Supervisor Training Program (Christian Labor Association)
  - Supervisor Training (Merit Contractors Association)
  - CSC e-learning
- Complete **Leadership for Safety Excellence** training program (approx 300\$ (non-member, 16 hours)
- There is an option to complete a Employer Assessment Of Competency form in lieu of the safety training
- Complete 1000 hours of work experience as a supervisor within 24 months (deadline is within 5 years of application)
- Pass written 3 hour exam



# RISKS

- **Alignment of Vision**
  - Enabling Contractor Companies to understand the benefits
  - Commitment to stay the course
- **Financial**
  - Additional cost to pay for courses/register/prep
  - Additional time/space required to study
  - Cost of low retention
- **Commitment to Industry Adoption**
  - Clarity around who will drive industry adoption
  - Owner Client commitment to mentoring; consistency
  - Inclusion /Communication; non-support from owner clients outside of the Tri-Partite Safety Alliance
- **Logistics**
  - Capacity to train large numbers of individuals; Turnarounds – short term requirements
  - Feasibility of mobile training model
  - Work Force Planning
  - Management of Change - ICCS version control; Refresher training
- **Duration**
  - Multi year strategic initiative

