



Alliance Members

Owner Client Sponsors

Shell (John Rhind, Ian Silk)

Imperial Oil (Bob Kerr)

Suncor (Mark Little)



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Alliance Members **Industry Champions**

Chemco Electrical Contractors (Dave Hagen)

Ledcor Group (Al Beaudry)

North American Construction Group (Joe Lambert)

PCL (Gary Truhn)

Fluor Constructors (Hugh Tackaberry)

Building Trades of Alberta (Warren Fraleigh)

Christian Labour Assoc. of Canada (Wayne Prins)

Merit Contractors Association (Stephen Kushner)

Construction Labour Relations (Neil Tidsbury)



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Alliance Members Project Team

Project Manager – Sheree Boyer (Shell)

Dave Hagen, Matthew Hofer (**Chemco**)

Doug Dory (**BTA**)

Peter Pilarski (**Merit**)

Bill Peterman (**Ledcor**)

Dave Kallay (**NACG**)

Kevin Pretty (**PCL**)

Elizabeth Krywolt (**CNRL**)

Stefane Gri , Stephanie Mills (**IOL**)

Frank Zee (**CLAC**)

Glen Leddy (**ACSA – Alberta Construction Safety Association**)

Paul de Jong (**PCA – Progressive Contractors Association of Canada**)

Russ Belik (**AIT – Alberta Apprentice and Industry Training**)

Ron Cherlet (**CLR**)

Grace Lane (**Shell**)



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Front Line Leaders – Best Practice to Standard

Lessons learned from the Industrial
Construction Crew Supervisor (ICCS)
Tripartite Alliance



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Panel discussion

Members:

Winston Fynn – Shell

Dave Kallay – North American Construction Group (NACG)

Kevin Pretty – PCL

Bill Peterman – Ledcor

Kevin Olafson – Chemco Electric

Russ Belik – AIT Alberta

Peter Pilarski – Merit Contractors Association

Frank Zee – Christian Labour Assoc. of Canada (CLAC)

Doug Dory – Building Trades of Alberta (BTA)



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Today's objectives

To discuss:

- ICCS Tripartite Alliance journey
 - Our successes
 - What we have learned
 - Implementation in our organizations
- Your feedback – opportunities, pain points

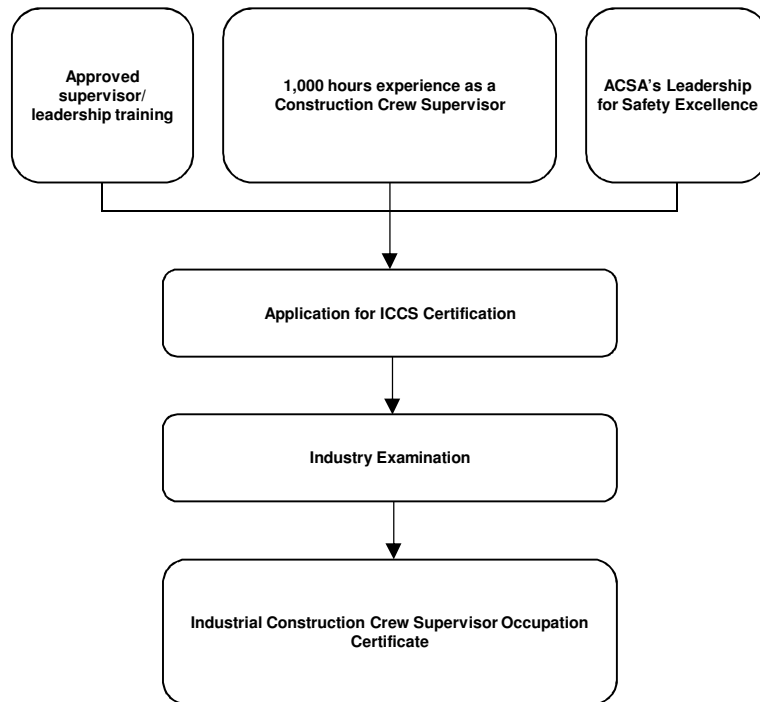


What is ICCS?

Industrial Construction Crew Supervisor

... designed **by** Industry – **for** Industry

... a **designated occupation** administered by the **Government of Alberta**



- Obtaining ICCS certification requires a combination of training & experience
- Knowledge and capabilities are verified through documentation and written examination

ICCS certification equips the industrial construction front line leader to:

- Provide safety leadership and take on responsibility and accountability for a safe workplace
- Act as the employer's representative on the job, and to lead the crew assigned
- Follow project plans and schedules and supervise the crew's daily and weekly activities
- Ensure the work done meets industry standards for quality and crew productivity
- Prepare reports and documentation as required by the employer



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The Tri-Partite Alliance team & purpose

Alliance participants and industry members recognize:

- A need to improve safety, leadership and commitment to a safe workplace by continuously striving to improve training, attitudes and behaviors
- Industry desire to foster a culture of employee ownership and active participation in safety excellence, productivity gains & quality improvements
- ICCS certification is a key enabler to initiating the step change in culture

Industry collaborative approach to...

- Create early awareness and understanding of ICCS
- Encourage collaboration and discussion – to highlight value of ICCS



Alliance successes & lessons learned

- Formed in May 2012
- Certifications are steadily increasing year over year and 2013 looks to easily double total certifications for all of 2012
- Increased engagement by owners and by contractor companies
- Increased awareness and interest from contractor companies
- Fluor Constructors has committed to 100% foreman enrollment in ICCS Program on Shell's Quest project
- FAQs created
- Collaboration is key
- Assign both a "Champion" and a Focal Point in your organization
- Just start....you won't have all the answers at the beginning
- Start benchmarking; quantitative and qualitative measurements
- Be flexible and adjust the path as we continue towards the goal of ICCS as industry standard



ICCS Adoption

... 2 parallel paths ...



- ✓ Engage & Plan
- ✓ Execute & Evaluate
- ✓ Embed/ Sustain

... to a single result ...

Increased pool of ICCS certified front line leaders



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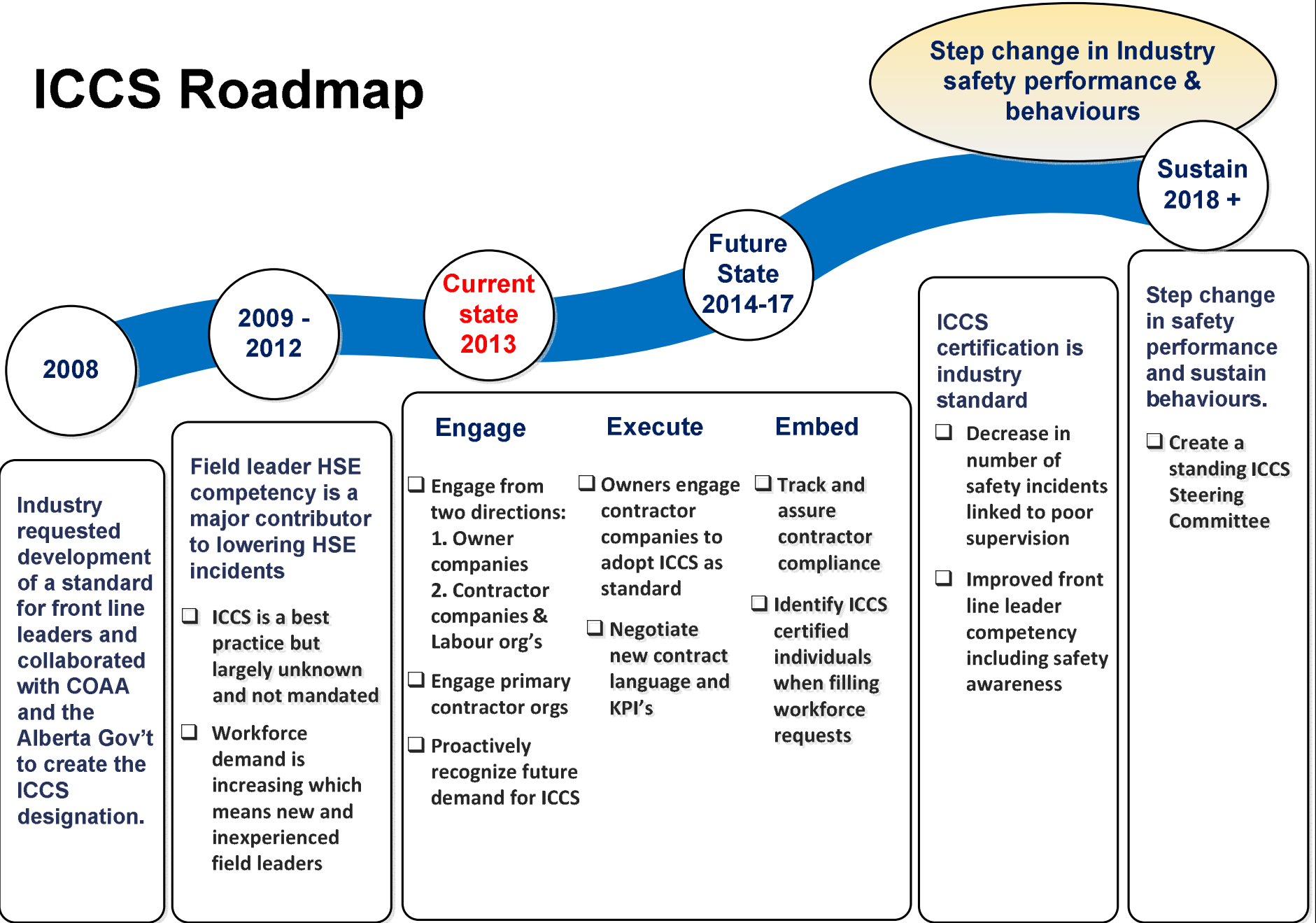


Background Slide(s)



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ICCS Roadmap



ICCS Industry Adoption Curve

