



ICCS Journey – Standing up a COAA Best Practice

The value of a
baseline training standard
for Front Line Leaders



COAA Best Practice



Panel discussion

Members:

Randy Wachowicz – Shell

Mike Daley – Syncrude

Dave Kallay – North American Construction Group (NACG)

Bill Peterman – Ledcor

Andrew Wojcik – Fluor Constructors Canada

Ron Fithen – Laird Electric

Moderator:

Sheree Boyer – Shell



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Today's objectives

- Provide background/overview
- Show progress in 2013
- Provide different perspectives on the value and benefits of ICCS
 - Supervisors
 - Contractors
 - Owners
- Open discussion & answer questions
- Mentoring & Coaching – your perspectives

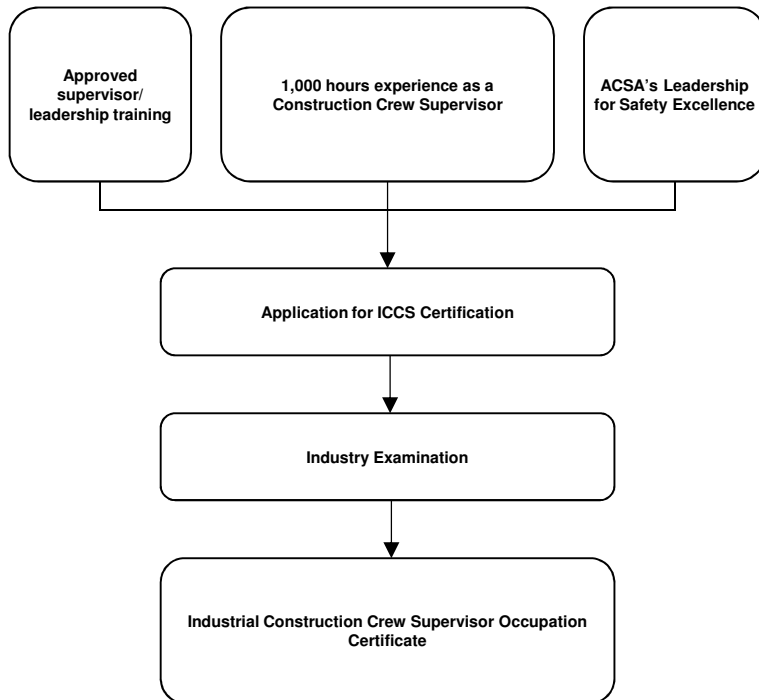


What is ICCS?

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

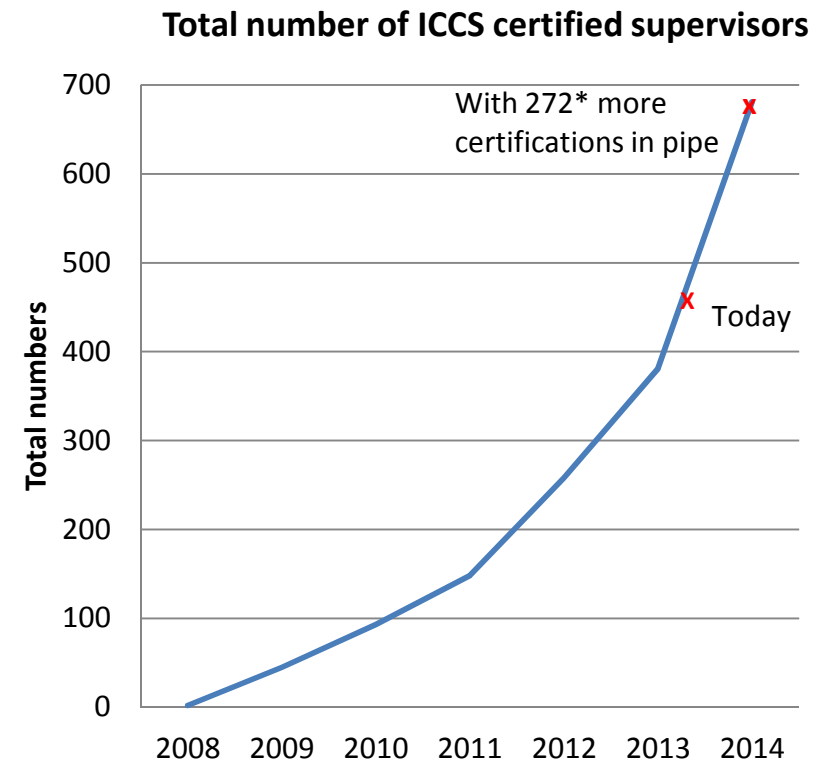
ICCS certification equips the industrial construction front line leader to:

- 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



Progress - data as of April 30, 2014

	# certificates awarded in year	Total number of ICCS certificates issued (AIT)
2008	2	2
2009	47	49
2010	48	97
2011	55	152
2012	110	262
2013	123	385
2014 – 4 mo	74	459



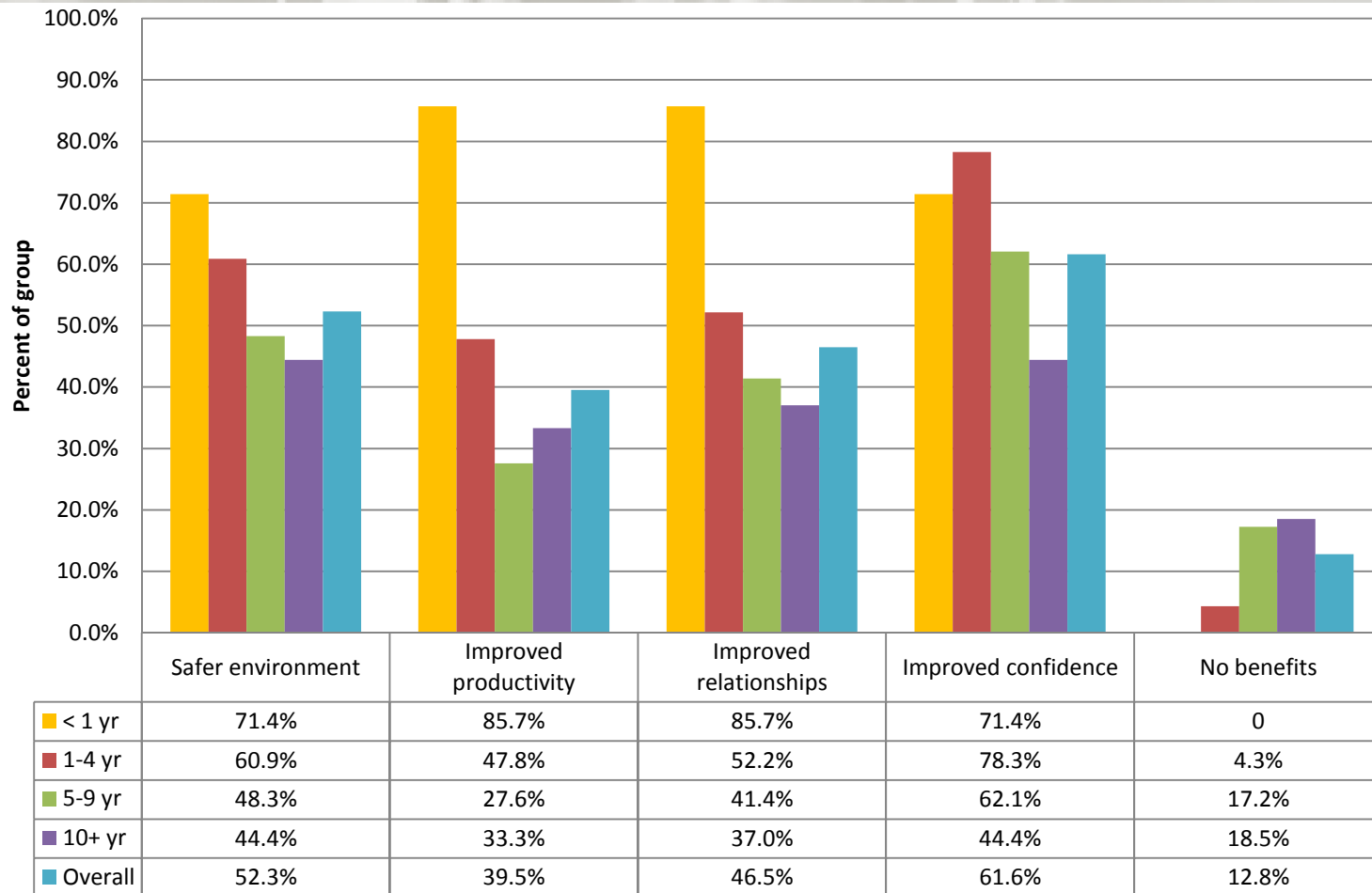
* Data from **Ledcor**, **Chemco**, **NACG** and **Fluor** indicate 36 exams written; 236 applications to write = 272 certifications in pipe



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ICCS perception survey results

Perceived benefits from ICCS certification
by years of experience (percentages) *



* Survey completed November 2013 by 86 front line supervisors across four companies



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Panel perspectives





Questions?



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Background Slide(s)



ICCS engagement



*Alberta Construction Safety Association
Apprenticeship and Industry Training
Building Trades of Alberta
Canadian Natural Resources Ltd
Chemco Electrical Contractors Ltd.
Christian Labour Association of Canada
Construction Labour Relations Association
Construction Owners Association of Alberta
Construction Sector Council
Enform
Houston Area Safety Council
Imperial Oil Ltd
Ledcor Group
Merit Contractors Association
North American Construction Group
Oil Sands Safety Association
PCL family of companies
Progressive Contractors Association of Canada
Rose Committee
Shell Canada
Strike Energy
Suncor Energy
United Association of Plumbers and Pipefitters
Local Union 488
And more ...*





ICCS requirement details

Training:

Approved leadership/supervisory training:

(Choose 1 of the following 5)

- *Better Supervision—Construction Labour Relations –Alberta and Building Trades of Alberta, or*
- *Foreman Certification Training Program—National Association of Union Schools and Colleges (NAUSC), or*
- *Supervisor Training Program—Christian Labour Association of Canada, or*
- *Supervisor Training Program—Merit Contractors Association, or*
- *First Level Supervisor Training Program— Buildforce.*

Leadership For Safety Excellence training

- *Alberta Construction Safety Association*

{In lieu of training, employer can submit an Employer Assessment of Competency on a candidate (\$450 fee); application with training - \$150}

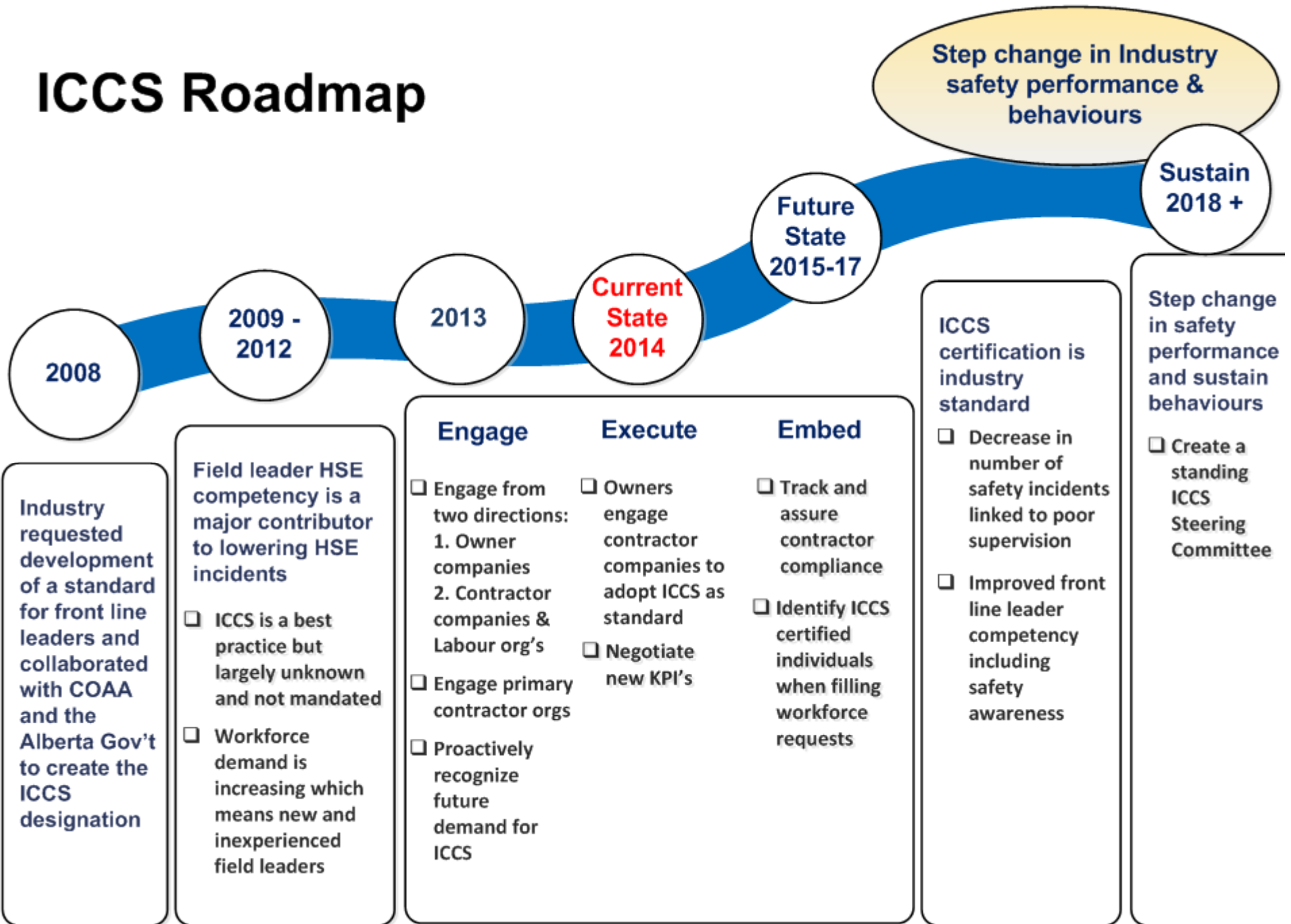
Work experience part:

1000 hours in a two year period within the last five years.

Multiple choice exam – 70% required to pass



ICCS Roadmap



2008

Industry requested development of a standard for front line leaders and collaborated with COAA and the Alberta Gov't to create the ICCS designation

2009 - 2012

Field leader HSE competency is a major contributor to lowering HSE incidents

- ICCS is a best practice but largely unknown and not mandated
- Workforce demand is increasing which means new and inexperienced field leaders

2013

Engage

- Engage from two directions:
 1. Owner companies
 2. Contractor companies & Labour org's
- Engage primary contractor orgs
- Proactively recognize future demand for ICCS

Current State 2014

Execute

- Owners engage contractor companies to adopt ICCS as standard
- Negotiate new KPI's

Future State 2015-17

Embed

- Track and assure contractor compliance
- Identify ICCS certified individuals when filling workforce requests

Step change in Industry safety performance & behaviours

Sustain 2018 +

ICCS certification is industry standard

- Decrease in number of safety incidents linked to poor supervision
- Improved front line leader competency including safety awareness

Step change in safety performance and sustain behaviours

- Create a standing ICCS Steering Committee