

MODOS



Twice as Safe – Twice as Productive
Harness the Power of Managed Competence
Jim Kanerva

Why did we develop an employee competency management system, MODOS?



See Video 1: [link to COAA website - Video 1](#)





BEYOND THE RULES

MOVING SAFETY
FROM COMPLIANCE
TO COMPETENCE

- The International Ironworkers have been partners in Waiward's competency journey from day 1.
- The Ironworkers, through IMPACT, funded an 18-month study of Waiward's competency management system, MODOS.
- The results of this study (Beyond the Rules) have now been released for the public.

MODOS: An Introduction to the System



See MODOS video: [MODOS website](#)



From “Beyond the Rules” by the CanadaWest Foundation

Waiward began its competency management system journey toward MODOS in 2012. No other major change was made.



- “According to Alberta’s Occupational Health and Safety figures, in 2012, Waiward had 28 disabling injuries and six lost time claims during 732,556 hours covered by WCB. That’s an average of one lost time claim for every 122,000 hours worked.”
- “As of April 2017, Waiward has accumulated more than 4.66 million hours free of lost time incidents”
- “That is an 800 per cent improvement over historical averages (and a 3,700 per cent improvement over 2012).”



We're growing our MODOS "Community of Firms". This is no longer just a Waiward story!

- COAA and PAAD;
- GO Productivity and Griffiths Sheppard Consulting are licensed MODOS resellers;
- Ironworkers Locals 720 and 725 are paying customers;
- The Steel Plus Network (64 fabricators members across North America) is a paying customer;
- Graham Industrial (union), Mammoet Western Canada (union), Ledcor (non-union), Waiward Steel LP (union) are paying customers.



Is MODOS Working?



See Video 2: [link to COAA website - Video 2](#)

Ed had the courage to forgive us, and is still part of the Waiward Family!





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