

Groundbreaker

— The Official Publication of the Manitoba Heavy Construction Association —

LONG TERM INFRASTRUCTURE PLAN

WHAT IT SHOULD LOOK LIKE

Steven Fletcher, Ron Lemieux,
Shari Decter Hirst and others weigh in



Winter roads and
COR™ training

Nor-Win Construction –
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Heavy Construction

EXPO

BUILDING **WORKFORCE**
EXCELLENCE

Details on MHCA's 2nd annual education conference inside

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Building Workforce Excellence

Second annual EXPO set to provide key safety and HR training needs of employers and employees

BY HEATHER HUDSON

Consider it your one-stop-shop for learning. The second annual Manitoba Heavy Construction Association (MHCA) Heavy Construction EXPO will offer more than 70 courses to heavy equipment operators, supervisors and management on everything from hydraulic safety to how to influence people without using authority.

The three-day event will also allow professionals to maintain certification in a number of disciplines as well as achieve Gold Seal Certification points from the Canadian Construction Association and provide COR™/SECOR safety training.

This year marks an additional focus that broadens the scope of the learning opportunities.

“A good portion of EXPO is directed at providing safety and health education, but an equal part will give supervisors and managers the tools they need to be better leaders, motivators and supervisors with a fair amount of HR development courses,” says Glen Black, director of WORKSAFELY™ education and training for MHCA.



Glen Black, Director,
WORKSAFELY™
Education and
Training, MHCA



Cindy Blair, Human
Resources Manager,
Borland Construction

EXPO was created last year as a blend of vocational, educational and safety training that addressed the labour shortage and skill-level challenges in the heavy construction industry.



Gord Lee, the 2012 EXPO chair, pulled together a number of stakeholders from different disciplines in the industry to create a steering committee that would ensure the education would reflect the needs of the industry.

“We felt it was important to deliver safety and health education but also education that would provide project managers, supervisors and management at all levels with education and training on how to be better leaders and learn how to motivate and engage their employees,” Black explains.

Enter Cindy Blair, human resources manager with Borland Construction. She’s long been supporting HR in the industry, so she was the perfect choice to act as a subject-matter expert. She says this year’s EXPO is focused on what employers want and employees need.

“We’ve put together a package that will deliver satisfaction for the needs of both employers and employees,” she says. “Employers that are sponsoring employees will get a return on their investment as participants will improve skills and acquire knowledge which they can use on the job.”

Some of the HR-focused courses include:

- Communication and Implementing Change
- Succession Planning, Effective Delegation in Construction
- Effective Employee Recruitment
- Ethics and Integrity and Human Resource Management Practices in Construction

These and other HR-focused offerings will allow participants to gain accreditation in some areas of study, which is a huge bonus for organizations.

Safety courses will include a half-day of professional development directed at safety practitioners and professionals in the heavy construction industry to hone their skills in safety leadership.

Other safety courses include:

- Hearing Conservation
- The Magic of Coaching Within Leadership
- Hydrogen Sulfide Safety
- Advanced Hydraulic Safety Awareness Training
- Driving the Brand – Safe Driving
- Working Alone Training for Staff in Isolated Work Areas
- Managing Substance Abuse
- Violence and Harassment in the Workplace

Many popular courses from last year will be back, including the Traffic Control Coordinator and COR™ certification courses as well as fatigue management offerings.

“We have courses that appeal to the first-in employee that provide proper orientation for them, all the way up to the front-line leader. There’s something for everyone,” Black says.

EXPO will provide opportunities for industry, business and safety leaders to share ideas, best practices and success stories, make new friends and network with colleagues.

Held April 8-10, 2013 at the Victoria Inn in Winnipeg, Man., the event is expected to attract between 700 and 1,000 people. Registration opened in early January and organizers say interest and support is already overwhelming. As a result, they expect course registrations to sell out. 