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THE

VEGETATION MANAGER *magazine*

2019

SHAPING THE FUTURE:

PEOPLE, PERFORMANCE & PROSPERITY

BUILDING A TRAINING MATRIX

TRAINING PROGRAM EVALUATING

THE ADVANTAGES OF E-LEARNING

PVMA

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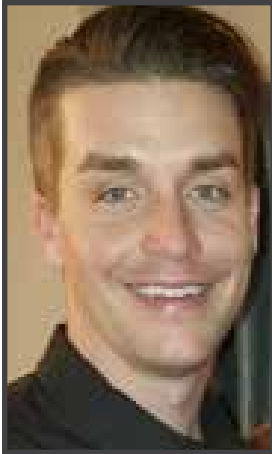
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PRESIDENT'S REPORT



- BRANDON TUPPER, PRESIDENT PVMA



Another spring is quickly approaching. Our industry members start to come out from their winter activities to focus on spring and summer activities. This last year was a relatively quiet year compared to past years at the association.

This summer we held a very successful Casino. Thanks to Laura and her team of

volunteers they managed to bring the association additional funding. The BOD is always looking at unique ways to bring an increased public awareness to the association and are looking for some unique ways from membership. We do however have a much stronger understanding of ways to bring value using these funds from our last casino endeavour.

We brought to life one of our old protocol manuals. Back in - I believe – 1994 we had a manual developed that answered this question How to Reclaim Soils affected by Herbicide. However, after 25 years things have changed. Last spring, we brought in a subject matter expert to update the manual and present to membership. Over the summer and this fall we had some other people provide input.

This spring we now have a printed version available for membership.

I speak to this frequently. As a volunteer organization you can get involved with the direction the PVMA goes. Volunteering has many benefits and volunteering in your industry has even more. I encourage you to get involved. We really need champions right now on some initiatives and it might be a wonderful time to jump on board. Nearly all committees make use of Go-To-Meetings where they can meet virtually and save on valuable time and resources. The association has a paid for account and Val can help set up the meetings for everyone and give some training and support for those that have never used it. You can also reference a three-part series I wrote on the virtual workspace and volunteering for additional tips on how to make it work even better.


Facebook has been active with updates and posts. We encourage you to get involved in the social media realm and stay up-to-date on upcoming events. As always, we are very fortunate to have the support of companies and we couldn't run the organization without them. Look up one of the sponsors and make sure to let them know that you appreciate their support. If you have any questions or concerns about the PVMA feel free to reach out.



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INTAKE #2: APRIL 1-APRIL 12, 2019

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SPRING:

INTAKE #1: MARCH 27-MARCH 28, 2019

INTAKE #2: APRIL 3-APRIL 4, 2019

Fall: TBA

BUILDING A TRAINING MATRIX

- BY WADE SMITH, SOUTHBROOK SAFETY & CONSULTING LTD.

“ IT IS SO IMPORTANT IN MODERN TIMES FOR US TO KEEP TRACK OF OUR EMPLOYEE TRAINING CERTIFICATES, DRIVING RECORDS, HEARING TESTS, EYE EXAMS AND IN SOME CASES FITNESS TESTS. TRAINING AND TESTING ARE NOT CHEAP, MANY COMPANIES ARE LOOKING AT ONLINE COURSES AS A WAY OF COST SAVINGS.

WHAT ARE THE TRAINING REQUIREMENTS OF YOUR CLIENTS?

All client certification requirements will differ in some ways;

- H2S aware vs H2S Alive
- Bear aware vs Wildlife courses.
- ATV online etc.

So you could have one group of employees that have more training than another group, depending on the client's requirements.

There is no sense in training 16 people for Argo operation if only 4 will ever go to that site.

Why spend 2 days in an H2S Alive course when the H2S Aware can be done online? Some clients will not accept online certificates.

So how do you keep track of all of the courses and when do they expire? You definitely don't want them all expiring at the same time of year or maybe all in the same year. That can get very expensive and be quite time consuming.

THE DO IT YOURSELF METHOD:

This takes a small amount of planning on your part, plus having some skill with excel really helps. Start with the most common items like Driver's license and abstract, First Aid, CPR, WHMIS, TDG, H2S etc.

Group them into courses that you can take online, that can be completed anytime you or your employee has the 90 minutes to complete them.

THEN HAVE A LOOK AT THE COURSES THAT YOU MUST TAKE IN A CLASS ROOM.

They usually take 1 to 3 days and take some planning. These are the ones that you don't want to expire at the same time for obvious reasons. You can redo the course 6 to 12 months early to space them out.

IF YOU HAVE NOT DONE IT ALREADY YOU SHOULD CONSIDER TAKING AN EXCEL COURSE.

In one day they will teach you everything you need to know on how to make a system of macros to complete what I suggest here.

You can do this online as well but then you may miss getting a better idea from a fellow student whom may have a simpler way of doing the same thing you want to do.

Only put in the expiry dates, have the macro flag these dates 3 to 6 months before expiry.

"It's just that easy" All you have to remember is to open the file every month to collect the flagged names.

USING A DATA SERVICE METHOD:

This is the best for 20 or more employees, the data service does most of the work. You enter the employee name and email, the course name and expiry date. The data service company contacts both you and the employee when an update is due.

Some of these services even do the online portion and thus the data entry for that portion as well. The data is never erased so you will be able to go back to the start and look things up, if you ever need to.

What is really cool is that there is one company www.safetyorientation.ca that does custom online workplace orientations. You could, with their help, handle your spring onboarding with a lot less overloading of your management staff.

Don't make it complicated, preferably keep your excel sheets so that you can print them on 1 landscape page. I have some blank sheets that I have posted on the PVMA web site under forms.



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EVALUATING AND DEVELOPING YOUR TRAINING PROGRAM - PART 1

- BY BRANDON TUPPER, ANTHONY FIELDS, OMENDRA ADHIKARY, ALICIA SOUTHALL

From small sized businesses with a staff count of 5, to large sized businesses with a staff count of one hundred, training programs are essential and beneficial to both the organization and its employees. In times of rapid economic change and technology advancing constantly, some organizations no longer experience their employee stability of past and therefore develop more of an ad hoc approach to training. Whichever approach is used, training is essential in establishing and maintaining knowledgeable employees.

Competent and confident employees are what adds to the success of an organization. Employees who possess these traits are able to motivate other employees to work together, which creates a productive workplace and also assists with retention. By establishing an ongoing and effective training program, the likelihood of competent and confident employees is increased.

NEEDS ASSESSMENT

The first step in developing a training program is to conduct a needs based assessment. Through an appropriate assessment, an organization will recognize the type of training required for its employees. There are several ways of analyzing needs assessment. The point of the needs assessment is to pinpoint exactly where the organization can improve through training. It could be geared toward the entire organization, a specific department, or an individual whose performance has suffered. The common types of assessments are: organizational, job/task based and individual based.

Organization-wide analyses usually reflect the results that the entire company wants. Technology shifts are examples of when entire organizations need specific training in order to remain competitive. Specific departments may also be pinpointed based on factors such as turnover, absenteeism, and performance (Zinni, Mathis, & Jackson, 2011). Job/Task analyses take into account jobs and the specific tasks that are related to doing the job. "The requirements of jobs with the knowledge, skills, and abilities of employees..." (Zinni et al., 2011, p. 287) can be compared in order to effectively identify training necessities. The third needs-based assessment type is individual analysis. This type of assessment looks at employees specifically and recommends direct training to teach a program or improve performance.

A job/task based analysis is also necessary due to changes in the industry. For example, a job may require an employee to weld two pieces of metal differently in order to save costs. In such a case, a task based assessment is appropriate. Many times, specific employees need additional training because they are not able to follow the specific rules and methods that are laid out. This may be due to the fact that the employee is new and does not understand the ways of doing

work in his new organization. In such a case, an employee based needs assessment is necessary. The combination of the three types of assessments will ensure that the organization as a whole moves forward while giving appropriate training to individuals and departments as needed.

EVALUATE EFFECTIVENESS

Training programs are costly. Therefore, it is necessary to measure the effectiveness of this training program. Currently, the industry standard used in evaluating the training program is the Kirkpatrick Foundational Principles Model. According to Kirkpatrick and Kirkpatrick (2006), there is so much wisdom in this concept that, it not only evaluates a training program but will inspire the trainer to look beyond the entire traditional classroom content delivery model. The concept includes reaction, learning, behaviour, and results.

In order to effectively analyze a training program, a benchmarking assessment will be conducted (Zinni et al., 2011). Some examples of questions that will be considered are: At what level are the employees currently at? How does the team currently work together?

FIGURE 1:

THE KIRKPATRICK MODEL OF EVALUATING THE TRAINING PROGRAM



LEVEL 1: REACTION

Level 1 of the Kirkpatrick Training Evaluation Model will be most effective for new employees. A simple questionnaire will be used to evaluate the employee's reaction to the training. Did you enjoy the training? Was the training relevant to the job? Did you think that the practicability of the training will translate to the job? Was it an effective use of your time? Would you recommend the training to colleagues? For current employees and the management team, using the questionnaire approach may not be as effective as compared to the other levels of evaluation. For example, the data obtained from the questions posed (i.e. Did you like the training?) is not highly useful.

To make Level 1 effective for these employees, a sound assessment is required. This method allows staff the opportunity to identify gaps in their training based on courses they feel are relevant to the training they received.

To make an evaluation effective in Level 1, the questionnaire will be completed right after the employee receives the training. This will reduce the likelihood that employees will give the success or failure of the training program to other attributes.

LEVEL 2: LEARNING

Level 2 of the Kirkpatrick Training Evaluation Model will not be as effective for new employees as it would be for current employees. Current employees are equipped to partake in peer assessments, self-assessments, and general observations regarding the training they have received. Some of the considerations: Did the participants learn what was taught? What extent did the training program change the employees' behaviours?

Level 2 will help make changes and recommendations to the relevance and quality of the new training program. The self-assessments, peer assessments and observations will occur shortly after the training has completed for the same reasons as per Level 1.

LEVEL 3: BEHAVIOUR

Levels 3 and 4 become more difficult for HR departments to evaluate. This level of evaluation is more effective when geared towards the management team. It focuses on the extent that the training program has changed the behaviour for a measurable output. It also considers if there have been any measurable changes in the activity and performance of the employee? Level 3 is an important measure for the training program because it can identify reasons why the employee is not transferring their knowledge to the job.

To efficiently evaluate at this level, key senior executives will have to have input into the organizational strategic plan. The directors will have to determine what job behaviours and competencies need to be measured. Some practical behaviour would include: Does the supervisor encourage the new employees based on what they were taught? Are the incentive programs in place and functioning?

LEVEL 4: RESULTS

Level 4 is the final level of the Kirkpatrick Training Evaluation Model and is most effective at the organizational level and the management team. It seeks to measure changes in business performance that is a direct result of employees applying their training to the workplace. Level 4 is the most complex level to measure and is most referred to as bottom line value. Use metrics to evaluate the following measures to determine the effectiveness of the training program: productivity, turnover, retention and recruitment, LTI and sick days. The data collected to analyze Level 4 will be used to calculate the Return on Training Investment (ROI):

By following the Kirkpatrick Foundational Principles to measure the effectiveness of the training program and give your organization credibility. Using the four levels of evaluation, the actual learning, behaviour changes and results will be attainable along with long term evaluation.

Next time we will talk about Development of Training Content and Training Delivery.

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ADVANTAGES OF E-LEARNING

- BY BOB GORDON

Whether you are the Boss, Safety Officer, Trainer or just the person that has been put in charge of developing a e-learning program for your company it can be an intimidating task.

One of the toughest questions you will have to deal with is;

HOW TO USE E-LEARNING TO IMPROVE EMPLOYEE PERFORMANCE;

- Every employee in your organization can improve, even the best ones.
- There are strategies you probably already use to achieve this including providing effective leadership and motivation.
- When you use e-learning effectively, you can improve employee performance.

SO NOW THAT WE REALIZE THAT THERE IS A BENEFIT WHAT TYPES OF E-LEARNING COURSES HELP BOOST EMPLOYEE PERFORMANCE? UPSKILLING

- You can use e-learning to upskill employees in new job roles, to help them advance their careers, or when implementing new systems or technologies.
- In the latter, the new system or technology is likely to have performance-related objectives. E-learning can help you reach those objectives faster and in a more sustained way.

REINFORCING EXISTING SKILLS

- All employees, including the very best members of your team, can develop bad habits.
- This happens for a variety of reasons, including becoming over-comfortable with what they do.
- This becomes a problem when it impacts performance, although it can sometimes be hard to identify if there is no measurable performance slippage.
- You will know, however, if employees are not performing to their potential. E-learning courses that reinforce existing skills will help.

SOFT SKILLS

- Soft skills like communication skills, teamwork abilities, and customer service skills can improve the performance of your employees just as much as hard skills.

JUST-IN-TIME TRAINING

- There is an increasing body of knowledge that just-in-time learning is one of the most effective ways of delivering training to your employees.
- Just-in-time learning is where an employee doesn't do the training until they absolutely need it.
- This creates urgency plus the employee must use the skills or knowledge in immediate real-world situations.

E-LEARNING TIPS FOR IMPROVING EMPLOYEE PERFORMANCE

- Even if you have a good strategy for improving employee performance through training, success depends on delivery.
- The main pitfall you want to avoid is employees going through the motions with the training because you make them.
- This doesn't help the company or the employee.
- Instead, you want the employee to fully engage with the training.
- When they engage, they will retain the information more effectively and will also, crucially, put it to use.
- Of all the training options you have, e-learning is one of the best at achieving this.

HERE ARE FIVE TIPS YOU CAN USE TO ENSURE E-LEARNING DELIVERS EMPLOYEE PERFORMANCE IMPROVEMENTS:

1) MAKE LEARNING A HABIT

- Organizations that get the most from training courses delivered via e-learning or otherwise are those that have a learning culture.
- If your employees expect and want training, it is more likely to be effective.

2) CUSTOMIZE FOR SELECTIVE GROUPS OF LEARNERS

- One of the main benefits of e-learning is the ability to customize courses.



Industrial Vegetation Management

- Reducing fire hazards and protecting agriculture crops
- Protecting the security and integrity of assets such as pipelines, power lines, facilities and other infrastructures.
- Reducing the impact of invasive plant species
- First Nations partnerships



- Customizing for small groups of employees.
- With this approach, most of the course is standard for all employees but you can then have specific modules that you customize for each group.
- This makes the course more relatable and relevant.

3) USE MICROLEARNING

- Your employees like using their phones.
- Not only that, they expect to be able to use their phones for all sorts of tasks.
- Why should completing an e-learning course for their employer be any different?
- From your perspective, employees will engage more with the course as they can proceed through it at a time that suits them.
- This is more effective than the more formal method of the employee making time to complete the course on a computer.

4) MAKE THE LEARNING ACTIVE

- You should also include as many interactive elements as possible in your e-learning course.
- This includes gamification elements, scenarios, quizzes, social media integration, and more.
- With e-learning, the employee should participate in the course as much as possible.

5) GIVE INSTANT FEEDBACK

- Quizzes and other interactive elements can give you instant feedback on an employee's progress through the course.
- This lets you monitor uptake, completion rates, and success rates.
- In e-learning, feedback is also important for another reason – it shows the employee how well they are doing and where they need to improve.
- For example, the employee might think they know something more than they do or they might think they don't understand something.
- Instant feedback removes the guesswork.

MEASURE PERFORMANCE OVER TIME AND REPEAT

REMEMBER:

Improving employee performance is not a one-time thing. Instead, it is about constantly working to achieve the best. Therefore, e-learning should be a part of your ongoing performance improvement strategy.



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2018 FALL WORKSHOP HIGHLIGHTS

The PVMA 2018 Fall Workshop and General Meeting was held at the Balzac Community Center on October 25, 2018. We are glad for the response we have received and the increased attendance at our last couple of workshops and seminars. Thank you for supporting us.

Our speaker for the day was Andrea Sawatzky from the Pest Management Regulatory Agency. During the morning session she spoke on Pesticides, PPE and You and the afternoon session was on Regulations Regarding Pesticide Application in Vegetation Management. Andrea was an informative speaker who also answered questions from those attending.

The meeting wrapped up with a short update from the PVMA Board of Directors. We thank Candice Manshreck and her committee for all their efforts booking the venue, caterer and lining up our speaker. Our workshops and conferences are an enormous undertaking and we appreciate the efforts of our Conference committee.

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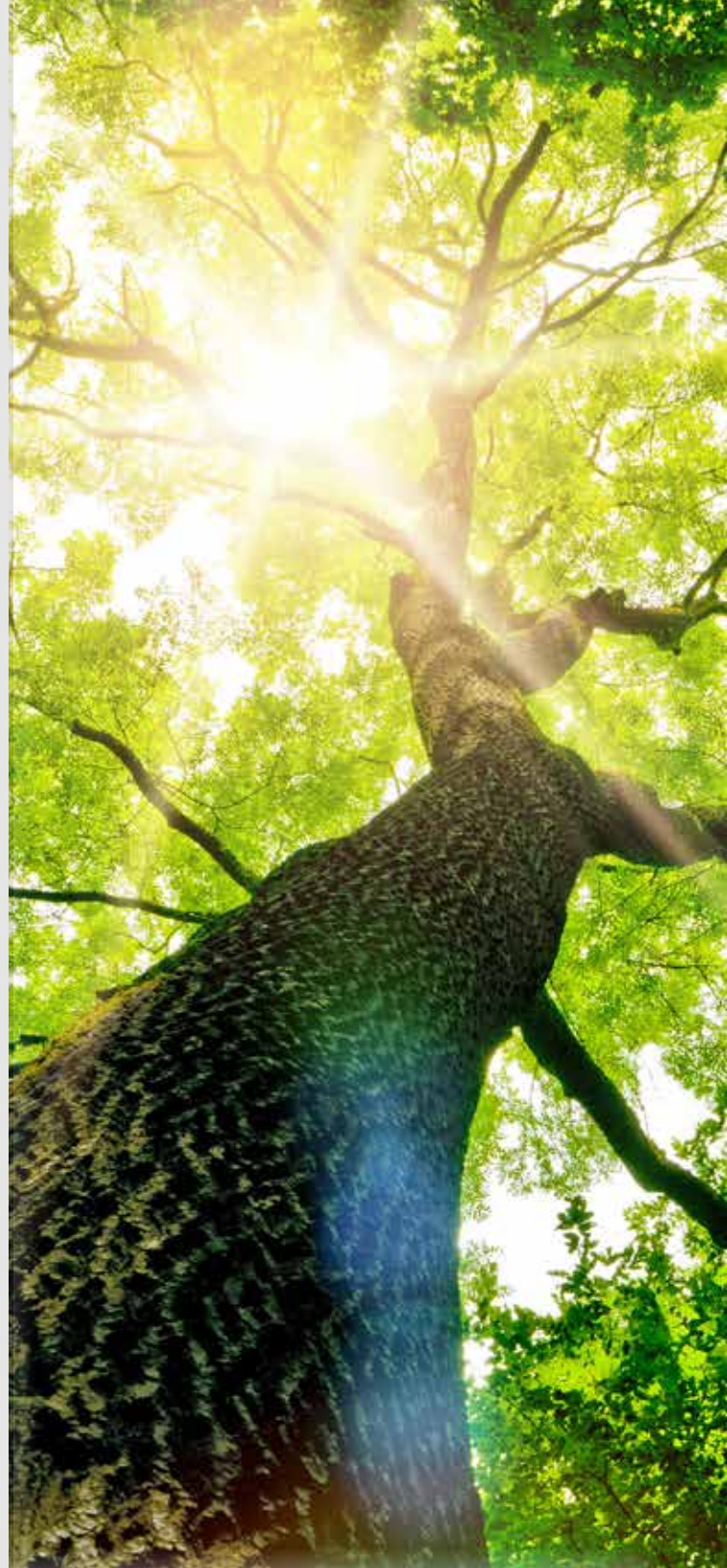
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COMMITTEE REPORTS

- PROTOCOL COMMITTEE

I am proud to announce the PVMA Field Manual for Rehabilitating Soils Affected by Residual Herbicides is complete and ready for distribution by the end of February 2019.

The manual covers theory, methodology, legislation and suggests practical remediation methods for soils affected by herbicides. This manual should prove to be an invaluable resource for users in developing plans to either mediate or rescue sites that have exposed to herbicides or spills.

I would like to take this opportunity to thank all involved in developing this manual. Without your dedication and time this would not have been possible. The manual will be available for purchase at our upcoming spring meeting at the River Cree Feb 26 – 28, 2019

Vaughn Leuschen - Director in Charge

- UTT-UTW BOARD OF GOVERNORS -

Hello Everyone,
Just a few recent updates from the UTT/UTW committee. We have begun the process of updating the UTT/UTW course with Olds College. This will take some time, but we are hoping to have the revised course in place for the April 2020 classes. We have also made a few changes to the website to reflect recent decisions of the board. Please take a few minutes to review the changes on the website.

Jason McRobert – Director in Charge

- EDITORIAL COMMITTEE

You may have heard the term “Many hands make for light work”. That is particularly true when it comes to our Editorial Committee. We rely heavily on the vegetation professionals on the committee when it comes to brainstorming themes for future issues and for article ideas and submissions.

Our committee started off strong but, due to job changes and increasing workloads, we have lost some valuable contributors to the team. We strive to provide our membership and Industry with informative and educational articles. If this is an area that you would like to help with, we would welcome you. We are having an Editorial Committee meeting at the Spring Conference at the River Cree Resort. We will be meeting during the lunch break on the second day of the Conference and we would love to have you join us. Just speak to Val or Nicole at the registration table and they will direct you to the meeting room.

Jennifer Edwards – Director in Charge

- GOVT LIAISON COMMITTEE

Alberta Environment and Parks (AEP) hosted a meeting on January 29th, 2019 to provide Industry updates from Lakeland College, Pesticide Regulatory, PVMA, AAAF, and PMRA.

Biggest change with the Pesticide Branch is the upcoming retirement on March 1st, 2019 of Vivianne Servant. Thank you Vivianne for your work over the years within the industry, and good luck moving forward from your position at Alberta Environment!

Alberta Environment sent reminders to all Pesticide Applicators of the updated Legislation Regulations on June 7th, 2018. If you are an applicator or a Service provider and you did NOT receive a letter with the updated changes – Please contact Devon Smiegielski Pesticide Certification Advisor with AEP or Lakeland College Pesticide Branch with updates to your correct contact information.

There were approximately 200 notices that came back undeliverable of this notification. There are current changes and more coming forward in March for the AEP website so watch you saved links you utilize on your computer as they may change. One other update with AEP is Tanya Rushcall is the Provincial Pesticide Approvals and Registration Specialist.

Lakeland College has some changes to their website as well. One may have to watch and update some links to navigate to the new website. Lakeland would like to see more utilization of their online database. This database allows you to go in with a username and password to check on the status of your applicator license, contact information, and what applicator credits you have received or require. Currently there is only 50% uptake of this service in the industry. Lakeland College will have a booth at the PVMA conference if you care to inquire about the online database, or to update your contact information for your Pesticide Applicators License.

Pesticide Policy Branch is currently reviewing and proposing a few changes to the Environmental Code of Practice. Mostly updating wording and proposed changes to make the Code relevant and align with the Pesticide Regulations.

PMRA reports that there are two new PCP numbered products available in the Industrial vegetation market for 2019 containing Flazasufuron and another with Triclopyr. As heard in the news, Glyphosate was reviewed by a group of 20 scientists at Health Canada who were not involved with the 2017 re-evaluation.

Glyphosate is still deemed safe to use as directed on the label, upholding the original decision. Another product, 2% Liquid Strychnine used for Richardson Ground Squirrel control has been proposed for cancellation in 2019. This is much to the concern to the AAAF and Agricultural Service Boards here in Alberta and agricultural community groups across the prairies.

Geoff Thompson - Director in Charge

- SAFETY COMMITTEE REPORT -

We have made a lot of progress on many fronts, the committee is strong with a wide range of experience. We have many ideas that will be coming your way.

One project the “Hazard Identification for Utility Tree Trimmers” has now been critiqued. We want to make it into a pocket size flip chart for the UTT and UTW members. It helps the worker identify and make correct decisions for managing hazardous trees. What are they looking at? How should they deal with it? This would include using mechanical solutions as well as manual solutions.

Worker exposure and safety is paramount to making the correct decision. When to use ropes, how to use ropes and which knots to use. Which are the recommended industry standard.

The safety committee has also been involved in the development of competency sheets for tree falling, climbing and bucket that have been put on the PVMA website that can be downloaded and used to help you determine your own programs strengths and weaknesses. Competency Gap is the difference between the current competency level (CCL) of your employees and the required competency level (RCL).

- In other words, the disparity or difference between the existing abilities, skills and competencies of your employees and what are expected of them in achieving the objectives that you want them to achieve IS the competency gap.
- “Competency” consists of the skills and knowledge required by employees to effectively perform their jobs or specific tasks assigned to them from time to time. It can include talent or natural skill.
- One other definition of ‘competency’ is that it is “the ability to do something successfully or efficiently”.
- An organization needs information on employees’ competencies in order to improve the quality of human resource training and development programs.

Most important is that the worker must be able to identify when they are working out-side of their level of experience.

If you have any ideas or if you want to join our committee, please contact: bgordon@asplundh.com

Bob Gordon – Chairman



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ADVANTAGES OF E-LEARNING

- SUBMITTED BY BOB GORDON

For companies looking to incorporate a new training program, the advantages of e-learning greatly outweigh those of face-to-face or classroom learning.

Advancement and efficiency are extremely important to businesses today, and many organizations are turning to e-learning to save money, time, and energy. Here's a breakdown of some of the benefits companies can gain from implementing an online training platform (and why your company should position itself as an e-learning company in order to attract top talent).

E-LEARNING IS COST EFFECTIVE

An online training system reduces many costs that would normally be associated with classroom training, including travel, learning materials, venues, and catering. With outdated training methods, updating and reproducing learning materials is costly and time-consuming. Online training platforms let you update important text packets and lesson plans quickly and easily, and since they remain online, you can save on printing costs. Given the savings a company can see after implementing an online employee training program, ROI is one of the clearest benefits of e-learning for businesses.

E-LEARNING IMPROVES PERFORMANCE AND PRODUCTIVITY

People are always looking for opportunities to grow. Online training allows employees to quickly get up to speed on new processes. One major complaint about traditional training methods is that the time-consuming nature of the programs takes away from valuable time that could have been spent on other work. With training management

systems, employees can participate in their online courses at any time—including at home or during down time at work—so learning doesn't have to conflict with other important or time-sensitive job tasks. Online training platforms also allow employees to revisit key information right when they need it.

E-LEARNING IS CONVENIENT AND FLEXIBLE

E-learning means no boundaries. One of the key advantages of e-learning is that employees have the ability to participate in online courses from anywhere with an internet connection. This eliminates a lot of energy spent coordinating where and when a course will take place.

Gathering a whole team of employees together in one place is never easy, and never efficient. E-learning gives both management and employees more flexibility to complete important "just-in-time" training as requirements change.

E-LEARNING ALLOWS TIMELY FEEDBACK

Employees are able to get real-time feedback during an online training course. And because everything is connected online, management can also get up-to-date analyses on how courses are performing, and they track the progress of individual employees. Another bonus for management? No manual evaluations of coursework. If you want to include quizzes in your training, all course authors need to do is provide the correct answers, and the learning management system can automate the grading and evaluation.

E-LEARNING PROVIDES EASY ACCESS TO INFORMATION

We all know that referring back to sloppy hand-written notes taken during training sessions is not the most effective way to

retain information. Online training helps take paper out of the equation altogether. E-learning materials are stored online, so employees can access important resources any time they encounter a question or difficult situation. And really, isn't that the point of the training anyway?

E-LEARNING IMPROVES RETENTION

E-learning companies get the opportunity to create fun and engaging training courses through the use of videos, interactive slides, and even games. These intriguing courses lead to better results by helping employees retain more of the information learned.

E-LEARNING PERSONALIZES THE TRAINING EXPERIENCE

Not every employee learns the same way. Even though the course material is consistent for all users, e-learning allows each individual learner to control the pace of the course. Because of the flexibility e-learning provides, users can also take the course in an environment more conducive to their learning style.

The advantages of e-learning are plentiful. But here's where businesses may be the most interested: the bottom line. E-learning helps companies create a higher quality, more effective training experience for employees, at a more affordable cost.

When employees can be more excited about training, their engagement carries over into the rest of their work, and when that engagement is multiplied across entire departments, the bottom line is impacted. A company's ROI might be the most surprising—and most apparent—advantage of online learning.

WHY YOU SHOULD CONSIDER COR

- SUBMITTED BY IAN STANWOOD

“ THE OBLIGATION FOR COMPANIES TO PROVIDE A SAFE WORK ENVIRONMENT IS NOT A NEW CONCEPT.

In recent years however, it has taken the spotlight in many industries and has greatly affected organizations in a number of ways. Poor safety statistics or the inability to prove an established record or system can have contractual implications or may even disqualify you from bidding on certain jobs.

For contractors, proving that you have a well-documented health and safety program is vital. Although the ability to work safe is imperative, it is also essential that a company be able to prove this through providing proper documentation, historical records and registers such as WCB. Providing this documentation can often be complicated and time consuming depending on the type and size of your organization. Having a disorganized health and safety program can lead to unnecessary administration costs and can even lead to monetary penalties from governing agencies.

Organizations should consider joining the Certificate of Recognition (COR) program offered through the Alberta Government to support in establishing an accepted health and safety system.

The ability for organizations to produce a COR designation is quickly

becoming an industry standard and, in some cases is a requirement for contractors looking to bid on certain jobs.

SO, WHAT IS A CERTIFICATE OF RECOGNITION (COR) AND HOW DO YOU OBTAIN IT?

Firstly, before your organization can get COR you must have more than 10 employees and have a health and safety program which meets provincial standards. Once this criterion is met, you are required to join one of thirteen Authorized Partners in Alberta.

Your organization can choose which Certified Authorized Partner is the best fit based on your industry, but its required as part of the application process. These partners offer services to help develop a health and safety system, provide training, coordinate the audit process and provide quality assurance.

Once established, your health and safety program is verified through an external audit where your system is evaluated by a certified safety auditor. Once your company is successful in obtaining COR, it must be audited every 3 years to verify compliance. Although this may sound intimidating, there are many benefits to consider.

WHAT ARE THE BENEFITS?

In addition to holding your safety program to a higher standard, employers who reduce or maintain their safety stats below predicted targets, within their WCB industry code while maintaining COR, can earn up to a 20% discount on their yearly bill.

This can amount to significant savings depending on your industry code and the number of people employed. The added benefit of having a proactive safety program, while helping to reduce incident costs, is also a key component to the COR program.

As mentioned above, this is quickly becoming an industry standard and is something that should be strongly considered. The ability to prove that a company has a well-developed health and safety system is paramount in an environment where the bar is continually being raised.



GLEN PAYNCH: INDUSTRY SERVICE PROFILE

- BY JENNIFER EDWARDS



Glen joined the Utility Vegetation Management Industry in 2005, after originally joining the industry as a Registered Professional Forester with a background in Forest Harvest Planning, Silviculture, and Logging / Heavy Equipment supervision.

The vast majority of his time in the Vegetation Management Industry has been in powerline patrolling and notifications/consenting. Through his years in the industry he has had the opportunity to work directly for a Utility, run his own contracting company and work for a contracting company. Through his roles and experience he has been able to see and be a part of projects across North America. Most recently he had the privilege of working on projects with Fortis Alberta, Manitoba Hydro and Hydro One. As our industry extends over large geographic areas Glen has embraced this challenge and has been open to travel, benefiting him in many ways with the most important being able to learn from many Utility Companies and Utility Professionals. A highlight of this geographically diverse experience has been his ability to live and work in Florida for a year, along with his family.

Glen has seen many changes and developments in our industry with the top of the list being in relation to electronic planning technology. Although this technology has developed, the most impactful in this regard is the fact that more and more companies have not only embraced these tools but are relying on them to gain efficiencies and to meet overall business goals. He has also noticed that both people in planning roles along with Utility Arborists and field crews prefer these tools and are starting to request them. Planning technologies in our industry have highlighted the complexity of the work and skills required to be a Utility Arborist. In addition to electronic planning he has also noticed increased compliance and professionalism required in key areas such as safety and quality control. Successful field crews now require diverse competencies including customer relations, project management,

and electronic data compliance. With the diversity and complexity of the skills now required to work in this industry, he has heard from employees and customers that our industry is now becoming recognized as a profession, as opposed to a job.

Issues Glen sees in the Industry today include a combination of rising Utility Vegetation Maintenance costs and obtaining longer term and environmentally sound vegetation management. With rising costs, he believes that more people or organizations should be financially vested in determining and achieving long term vegetation management programs and, he has always found it interesting how small the percentage of the trees maintained by Utility companies are actually owned by them. He would define long term vegetation management plans as working to remove or decrease incompatible vegetation and promoting or establishing compatible vegetation. Once realized, long term vegetation management plans will allow utilities to decrease costs and increase environmental stewardship- two key imminent issues Glen sees now and in the future.

The bulk of Glen's career in the Utility Vegetation Management industry has been with ArborMetrics Solutions. He thanks Robert Richens, and all his colleagues at ArborMetrics Solutions for the experiences and relationships he gained over the last nine years. As of January 2019, Glen has accepted the position of Regional Manager of the Prairie Provinces for Asplundh Canada. He is looking forward to working with a great team and helping attain the continued success of Asplundh Canada as a Utility Vegetation Industry Leader. Glen wishes the PVMA a successful 2019 and hopes both himself and Asplundh Canada can be a part of that.

DO YOU KNOW OF A PVMA MEMBER WHO IS GIVING BACK TO HIS/HER COMMUNITY OR ARE YOU ONE? PLEASE EMAIL VAL@PVMA.CA AND LET US KNOW.

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- PUBLICATION SCHEDULE

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SCHOLARSHIP & BURSARY RECIPIENTS

- BY VAL EICHELT

2018 SCHOLARSHIP AWARD

As the number of exceptional applicants continues to grow, the PVMA Awards Committee's job becomes increasingly more difficult. After reviewing the many 2018 scholarship applications received, one applicant in particular stood out.

Kaylie Kryz had us all with her essay opening sentence.

“ I will never look at another ditch the same way again. What was once just green space between the road and a field, is now a vibrant array of hundreds of plants that I notice individually by their unique characteristics.... With my new-found deep interest in vegetation and its management practices, I have begun to pave a path to a future career in the industry.”

Kaylie is in her 2nd year of an Environmental Sciences: Conservation and Restoration Ecology Degree at Lakeland College. She spent this past summer working as a Weed and Pest Inspector Summer Student with the County of Vermilion River, which she says was the most enjoyable summer job she has ever had. The vegetative management portion of that job was her favourite. Her aim is to get her Pesticide Applicator's License and she is especially interested in the agricultural and industrial divisions. She is also interested in educating people about the good vegetation management does and to remove people's fearful doubts about spraying.

In Kaylie's own words... "I now see so much more in a ditch than just green. It is like over this past year I have put on my glasses for plants, it has been a real eye-opener".

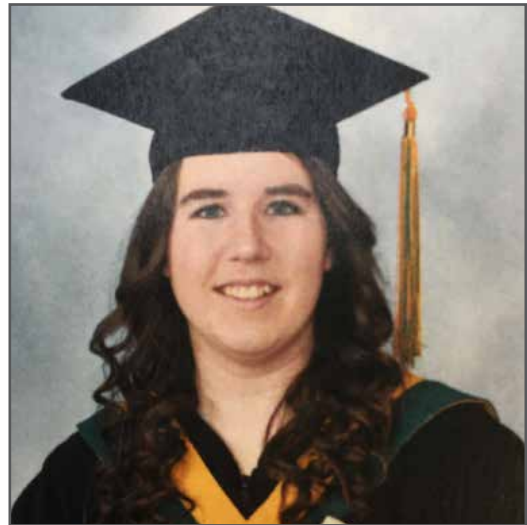
In addition to a cash award, Kaylie also received an invitation to attend the PVMA Spring Conference at the River Cree in February, where she will be formally recognized. Be sure to congratulate her when you meet her there.

PVMA 2018 BURSARY AWARD

The 2018 Bursary was awarded to Cole Medcke. He is the son of PVMA member Don Medcke, an Associate Ag Fieldman with Westlock County. Cole is enrolled in the 2nd year of a 4-year

Bachelor of Arts program at MacEwan University. Aside from his studies he likes to exercise, is a Hockey referee and a Lifeguard. Don says his son received the bursary cheque in the mail the first day home for Christmas break, so he was a happy starving student!! He thanks the Awards Committee.

Don't miss out on this member benefit. If you have been a PVMA member for over a year, are in good standing, and you have a dependant who has completed at least one semester of any post secondary program, they are eligible to apply for a \$500 bursary. Bursary applications for 2019 will be available later this year with a deadline of October 31st. Visit pvma.ca for more details.



2018 SCHOLARSHIP RECIPIENT KAYLIE KRYZ



2018 BURSARY AWARD WINNER COLE MEDCKE



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