



# Manitoba Integrated & Standardized Safety Training Newsletter

## Winter 2017



### Manitoba Building Trades (MBT): Improving Safety Outcomes



The union construction industry provides the safest workforce in the industry. Because we do not take safety for granted, safety practices and new ways to deliver safety training are constant pursuits. To improve safety outcomes, we need to constructively review current training systems to determine effectiveness and to identify opportunities for improvement.

### Manitoba Building Trades is Committed to Worker Safety and Productivity

MBT's competitive advantage and dominant position in Manitoba's construction industry is built on a commitment to train our workforce to be the safest and most productive in the industry. We recognize that our work is dynamic and ever-changing and maintaining safety grounded productivity mandates that we seek opportunities for continuous improvement.

Representing over **7,000 skilled Manitoba workers in 13 Manitoba unions**, MBT is part of a national network of union organizations that together represent half a million skilled trades and construction professionals.



The MISST project, supported by a grant from the **Research and Workplace Innovation Program of the Workers Compensation Board of Manitoba**, will research existing training and develop a model to improve safety outcomes through integration and standardization of safety training for Manitoba's Skilled Trades. A more detailed description of the project is contained in the MISST-Project Overview article.

*Sudhir Sandhu*, CEO  
MBT

Project partners



## Construction Safety Association of Manitoba (CSAM) Supports the Manitoba Integrated & Standardized Safety Training Project



Initiated in 1989, the Construction Safety Association of Manitoba is a non-profit organization that is governed by the Winnipeg Construction Association's Board of Directors and the CSAM Advisory Committee. CSAM is looking forward to working with Manitoba Building Trades and the other community stakeholders in the MISST project to improve safety outcomes in Manitoba.



CSAM's mission, vision and strategic plan is to strengthen the safety

culture in Manitoba's construction industry with proactive education, training and consulting that supports safe work practices, career development and COR™/SECOR™ certification across the province.

The Association supports its mandate for providing **Practical Solutions for a Safer Workplace** with the following list of objectives:

- To provide information regarding accident prevention methods and changes to health and safety regulations
- To develop information, resources, tools and training programs to enable contractors to meet their legislated responsibilities
- To provide guidance with respect to establishing comprehensive safety programs tailored to meet the needs of individual companies both large and small
- To act as the Authority Having Jurisdiction to grant COR™ Certification

& SECOR™ Certification.

CSAM is run by and for the building construction industry in Manitoba - representing the "400 Group" of the Workers Compensation Board of Manitoba (WCB).

The Association is financed by Manitoba contractors through a surcharge on WCB premiums, collected by the Workers Compensation Board; Associate Member fees; and self-generated income from our offered services.

Behind the scenes is a dedicated team that care about safety as much as you do - working together to achieve our mission, vision and strategic plan in making Manitoba's construction industry a safe one to be a part of.

**Mike Jones**, Executive Director  
CSAM

## Research and Workplace Innovation Program (RWIP)

The Workers Compensation Board of Manitoba (WCB) is committed to ensuring and supporting safe and healthy workplaces, putting workers at the centre of all we do and providing them with valued services for injury prevention, compensation, and return to health and work while maintaining system integrity.

The WCB has established the Research and Workplace Innovation Program (RWIP) to promote

and fund Scientific Research, Workplace Innovation and Training and Education projects, and knowledge transfer and exchange related to recovery and meaningful return to work of injured or ill workers and prevention of occupational injuries and diseases. RWIP projects are funded under three (3) streams: High Quality Scientific Research, Workplace Innovation Projects and Training and Education Projects.

The Integrated and Standardized Safety Training for Manitoba's Skilled Trades project was funded under the Training and Education funding stream of the RWIP. For more information or for details on how to apply for funding please visit the RWIP website at <https://www.wcb.mb.ca/research-and-workplace-innovation-program-0>.

## Manitoba Integrated & Standardized Safety Training (MISST) Project Overview

The primary goal of the MISST project is to research and develop a conceptual model that will guide the creation and implementation of standardized and integrated safety training for Manitoba's skilled building trades. This goal supports *Manitoba's Five-Year Plan for Workplace Injury and Illness* which has as goals within its key actions of creating a genuine culture of safety and to reduce workplace injury. Working towards developing uniform training standards will ensure that the safety training provided to workers and employers in Manitoba's Building Trades is consistent, effective and up to date.

Manitoba Building Trades (MBT) is the lead organization for the project and will work in partnership with the broad range of stakeholders, such as: WCB, SAFE Work Manitoba, Apprenticeship Manitoba, Allied Manitoba Sector Councils, employers, trade unions, high schools, colleges, pre-employment programs and other health and safety organizations. This project is supported by a grant from the Research and Workplace Innovation Program of the Workers Compensation Board of Manitoba.

The need for this project in Manitoba is related to 4 factors:

1. **Lack of Standardization.** Pre-employment and apprenticeship training for skilled trades is delivered by a wide variety of organizations. This training is reflective of national trades' standards by levels, but may not include occupation-specific safety training in an adequate way.
2. **Need for Integration.** A system-wide standard of integration would ensure workers have consistent training and contribute to better safety outcomes.
3. **Need for Certification and National Harmonization.** National harmonization would support labour mobility while contributing to maintaining consistent safety training standards amongst all provinces.
4. **Labour Market Needs and Workforce Diversity.** Increased labour market needs will continue to increase the need for safety training. Culturally-appropriate training resources need to be included for both new Canadians and the increasing Aboriginal Workforce in Manitoba.

To move towards the goal of standardization and integration of safety training delivery across the training system in the building trades, the MISST project (Stage 1) will provide the foundation for the next stages of development by:

- *Reviewing and analyzing the extent and standardization of existing safety training, and training provider capacity;*
- *Creating a partnership network inclusive of colleges and other stakeholders motivated to increase safety learning outcomes;*
- *Developing a model for Integrated Standardized Safety Training (MISST) which has a standardized core of safety competencies reflective of common core cross-system partnership need, and customization*



to diversity and occupation-specific requirements;

- *Recommending a prioritized list of occupations* for implementation consideration the Stage 2 of this project; and
- *Transferring Knowledge and Sharing Information* directly with the network of stakeholders/partners across the system.

The MISST project is designed in 3 phases, to be completed over 16 months (from January, 2017 to April, 2018).

- **Phase 1 | Partnership Development and Secondary Research** (January-July 2017)
  - Partnerships will be developed with the project stakeholder groups. An environmental scan and secondary research related to the standardization and integration of safety training for trades will be completed.
- **Phase 2 | Primary Research** (July-November 2017)
  - Extensive primary research will be conducted across Manitoba to provide the information that will inform the development of the MISST Model.
- **Phase 3 | Model Development and Testing** (December 2017-April 2018)
  - Working with the project stakeholders, and using the results of the secondary and primary research, a development model will be created and tested. This model will reflect the standardized core of safety competencies reflective of common core cross-system partnership needs, and customization to diversity and occupation-specific requirements.

**Richard Nordrum**, Project Manager  
Manitoba Integrated Standardized Safety Training Project

For more information, please visit [misst.ca](http://misst.ca)

## Project Supporters

Apprenticeship Manitoba	LIUNA Local 1258	Operating Engineers of Manitoba (OE-987)
Construction Safety Association of Manitoba (CSAM)	Manitoba Construction Sector Council (MBCSC)	Operating Engineers Training Institute of Manitoba (OETIM)
International Brotherhood of Electrical Workers (IBEW-2085)	Manitoba Hydro	Red River College (RRC)
Iron Workers Local 728	Manitoba Institute of Trades and Technology (MITT)	Safety Services Manitoba (SSM)
		United Association 254 (UA)