



Manitoba Integrated & Standardized Safety Training | Newsletter Winter 2018



MISST Project Update

The primary goal of the Manitoba Integrated Standardized Safety Training (MISST) project is to research and develop a conceptual model that will guide the creation and implementation of a standards-based safety training system for Manitoba's skilled building trades. The project research team has completed secondary research consisting of an environmental scan of safety training in Manitoba and a review of standards-based systems in other jurisdictions, most notably, other provinces in Canada. The team also completed primary research consisting of in-depth interviews with more than 50 industry representatives. The final stage of information gathering was an industry opinion survey, the subject of this summary.

The survey was distributed to approximately 375 targeted and invited industry contacts and received a total of 117 responses, an excellent response rate of slightly over 30%. The following key findings are presented in response to the original goals of the survey.

Project Partners



Goal 1: Present opinions collected from as broad a constituency as possible including all major stakeholder groups and workplace safety roles.

The following list indicates the distribution of respondents within each industry segment:

- unions (12%)
- private training providers (18%)
- colleges and private vocational institutes (14%)
- construction companies (34%)
- governmental agencies, departments and crown corporations (6%)
- associations (3.5%), non-profits and non-governmental agencies (8%), others (2.5%)

The remaining 2% of responses were removed from the sample because the respondents were not involved with the commercial construction industry in Manitoba.

Goal 2: Determine the knowledge and experience of respondents with standards-based systems.

Questions related to Goal 2 focused on respondents' knowledge of standards-based systems. Results from these questions provided context for the team regarding respondents' opinions of possible system characteristics.

- Self-reported knowledge of standards-based systems ranged from "good" to "expert". While this self reported level of knowledge suggests a reduced need for system supports such as prepared training content, templates and tools, in fact, respondents indicated a desire for supports, especially during transition to a new system, should that occur.

Goal 3: Understand the perceptions of standards-based safety training systems held by the industry and the benefits and challenges the industry sees.

Questions related to Goal 3 focused on specific industry views of benefits and challenges and of the potential effects, positive or negative, of implementing a standards-based system.

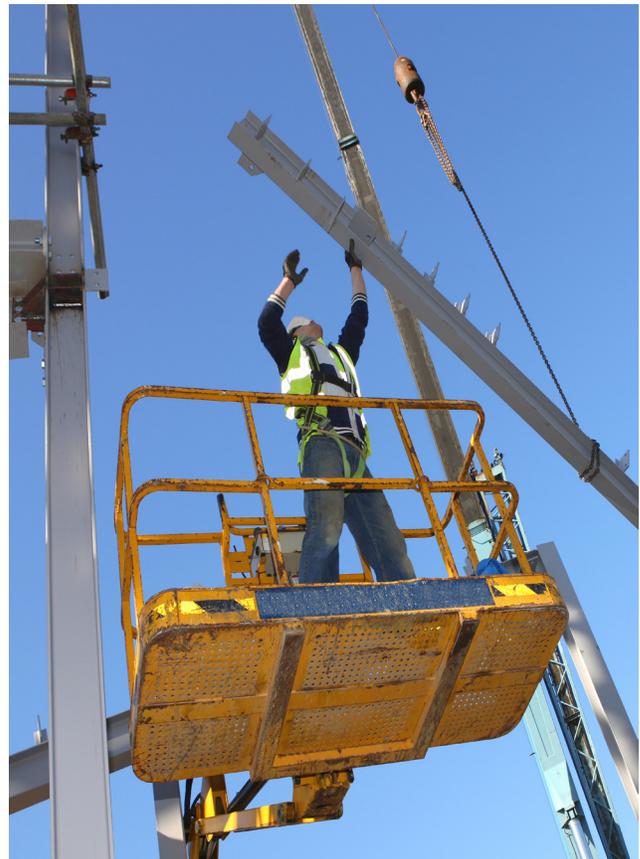
- Survey respondents almost unanimously supported the concept of a standards-based safety training system in Manitoba (>90%).
- Overwhelmingly, survey respondents indicated they believed that a standards-based approach would make curriculum, training methods and training delivery more consistent and would make certificates more indicative of the safety skills workers possess.

- Most respondents (75%) expected that such a system would have a moderate or significant positive effect on their organizations and believed that such a system should focus on standards not just for curriculum but also for training methods, training providers and instructor requirements.
- Survey responses were mixed relating to potential benefits such as greater oversight, improved cost-effectiveness and safer workers. Respondents may be recognizing that simply replacing what is currently available with a new system won't necessarily improve the nature of safety training but that the right system could improve safety training significantly.

Goal 4: Collect opinions regarding importance of typical standards-based system components.

Questions related to goal 4 asked respondents to rank the relative importance of named system components. Questions focused on items such as legislated or voluntary participation, oversight and authority, enforcement, content standardization and grandfathering.

- Respondents were mixed as to whether the program should be voluntary or legislated. A majority of respondents indicated they would participate in a voluntary program provided the program was valuable for the costs involved.
- Respondents were mixed about the ways in which enforcement should or might occur most likely because they were unclear as to the specifics of what an enforcement system would entail, but a majority felt enforcement was important. Several respondents also commented on the impact enforcement has on the perception of value and trust in the system.
- Respondents' identification of possible choices for an organization most appropriate to oversee a new system was spread across the organizations provided as choices however enforcement was seen by a large number of respondents as the role of Workplace Safety and Health. Responses favoured using an existing organization rather than creating a new arms-length entity.
- Respondents indicated that a grandfathering approach to help long term workers become accredited had merit although the response was mixed.
- A majority of respondents felt workers should have to take refresher courses in the 2-5 year time range.



- Respondents overwhelmingly supported the identification and creation of transitional supports to help stakeholders transition to a new system. The following items were selected as having high value during a transition:

- o Prepared training content
- o Third-party support to adjust current materials
- o Third-party support to meet the requirements for trainer accreditation
- o Incentives to reduce costs associated with meeting the standards
- o Implementation support tools such as templates and checklists

Goal 5: Determine opinions regarding costs.

Questions related to goal 5 explored cost sensitivities among respondents and sought to gauge opinion as to how costs should be distributed.

- Survey respondents indicated a sensitivity to costs in both their answers to specific questions and their comments. While all respondents understood such a system would incur costs, the majority of respondents felt those costs should be shared 50/50 between industry and government. There was also a sensitivity to incurring new costs without benefit. That is, in comments, respondents indicated that incurring costs without realizing value would reduce willingness to participate.

Goal 6: Explore priority content areas for a standards-based safety training system.

Questions related to goal 6 focused on respondent opinions regarding specific named courses or topic areas of importance to a possible standards-based safety training system.

- Overwhelmingly, survey responses indicated that the following topics should be included in a standards-based safety training system:
 - o fall protection/working at heights
 - o confined spaces
 - o aerial work platforms
 - o scaffolding
 - o lock out tag out
 - o WHMIS
- Responses for Musculoskeletal (MSI) Injury prevention included a greater number of respondents indicating they were unsure than the other topic areas.

This summary reviews only the major findings of the industry opinion survey. The MISST report, to be released later in 2018, will include a full review of findings along with an environmental scan, descriptions of models studied in other jurisdictions, and a potential model for Manitoba.

MISST Research Team

Operating Engineers Training Institute of Manitoba

Since it was first established in 1986, Operating Engineers Training Institute of Manitoba (OETIM), has been serving the training needs of Manitoba's heavy construction industry by providing training in the fields of crane and heavy equipment operation. OETIM is a registered PVI (Private Vocational Institute) in Manitoba as well as a federally recognized accredited training facility.



To remain a leader in heavy equipment and crane operator training OETIM regularly invests in new equipment and technologies that reflect the realities of today's workplace and training environments. Technologies such as GPS guided equipment and computer simulated training exercises, coupled with a



modern heavy equipment fleet, allow OETIM to meet industry expectations while delivering the best possible training to all participants.

Being a member of the Canadian Operating Engineers Joint Apprenticeship and Training Council grants OETIM access to a plethora of internationally developed training materials and resources.

All OETIM instructors are hand picked from industry and are subject matter experts in their respective fields who give back to industry by participating in, and lending their expertise to, various committees, boards, and working groups that help shape and standardize the heavy construction industry at both provincial and national levels. Continuous professional development and education of instructors helps to bridge the gap between academic and trades education.

With a strong commitment to safety, training, and the development of the heavy construction industry, OETIM is proud to work with Manitoba Building Trades and other industry stakeholders in development of the MISST project.

For more information visit www.oetim.com.



Jorden James
Program Coordinator & Instructor

BUILD TOGETHER



WOMEN OF THE BUILDING TRADES

The trouble with conventional thinking is that often, conventions perpetuate ideas conceived within a framework that has evolved to a more progressive and informed state. Historically, work was often divided along a gender bias, hence there was such a thing as men's work and women's work.

Women's work was deemed the nurturing or domestic variety, whereas men's work would involve skilled work or hard labour. As our need has evolved, women have entered

many non-traditional occupations and proven as capable as their male counterparts. Whether in martial occupations or in professional designations, conventions no longer dictate artificial and ill-founded limitations based on gender.

Though many of these perceptions have changed in numerous industries and occupations, the skilled trades remain a final frontier for women. With only 4-6% participation by women in the skilled trades, construction is mostly a man's world. Now, Manitoba Tradeswomen are ready to turn perceptions on their heads.

In December 2016, Build Together Manitoba was launched. Originally launched as a national initiative by Canada's Building Trades Unions (CBTU) in 2013, Manitoba has joined BC, Alberta and Saskatchewan in launching provincial chapters. Build Together has unified and strengthened the voices of women in order to raise awareness and recruit more women into skilled trades, to increase retention, and resolve issues women face in the workplace. Build Together has four provincial chapters, including Manitoba which was founded in December 2016.

High Skill, High Reward

Along with the gender divide, work in the trades has historically been stigmatized as unpleasant, physically taxing work to be considered as a last resort. Exposing young girls and women to the highly skilled, creative, rewarding work that can lead to long-term careers is essential to addressing recruitment barriers.

Build Together Manitoba (BTMB) recently joined forces with Manitoba Women in Construction to meet with students in Grades 9-12 at Manitoba Construction Careers Expo in May. The expo gives students in grade 9 to 12 the opportunity to learn about careers in the trades. Students get an interactive experience with over 30 trades with skilled journeypersons. Build Together Manitoba representatives spoke to hundreds of students including many young girls and women. For visiting students, speaking to women who have successful careers in the construction trades opens up previously unimagined professional possibilities.



Success Factors for Retention

Beyond the exposure to the trades, women of Build Together Manitoba emphasize the importance of providing a welcoming work environment for women entering the trades. Many women feel out of place due to the fact that on many sites there isn't proper fitting safety equipment or women's facilities. Along with the negative attitudes of some of their male counterparts, it can be difficult to feel as though there is a place for them.

Build Together members will be active workplace advocates and will be working to educate their colleagues and employers on strategies to foster inclusion in the workplace. From personal experiences, they understand that getting a foothold in the workplace is only the first step. Building successful careers will require sustained focus on supporting and retaining women as they enter this non-traditional environment.

Build Together members will act as mentors and support new entrants by sharing prior learning and experiences. Creating a support and mentorship network will mean that new entrants won't have to figure it all out on their own. They will be able to reach out to experienced tradeswomen who have already walked the path to success. As this network of mentors expands, so will the success rate of retaining more women in the trades.

Role models at worksites

Nothing demonstrates possibility more than having role models who occupy important places in a profession. Beyond occupying frontline positions, women are now occupying leadership positions. The early entrants are pioneers forging a trail many others will follow. As pioneers, the women of Build Together Manitoba are truly smoothing the road for those coming into the industry in the days ahead.

Build Together Manitoba is also promoting respectful workplaces, and advocating for increased training for frontline supervisors and shop stewards on this issue. This will serve to minimize the negative attitudes towards women and other non-traditional participants in the industry including new Canadians and Indigenous Canadians. Respectful workplace training would increase the feeling that construction worksites are welcoming and safe environments for everyone.

One of the most critical barriers for women working in the trades is accommodation of maternity leaves and child rearing. Career advancement is hampered by traditional expectations of women's role in child-care. Further, construction has very limited opportunities for reasonable accommodation during pregnancy and the nature the industry has allowed owners and contractors to avoid the responsibility for accommodation standards that are well established and accepted in other industries.

Members of BTMB has met with federal representatives including The Honourable Patty Hadju and Winnipeg South Member of Parliament Terry Duguid to highlight this issue and advocate for legislative changes to lend more support for women in the trades.

BTMB has also challenged skilled trades and construction unions to take responsibility for more meaningful advocacy on behalf of their female members. The valid argument is that these are not women's issues but economic, equity and fairness issues that unions must adopt as core commitments. As such, BTMB women are not just looking outside for change, they are looking within.

As more women enter the construction industry, assumptions about their capacity and ability to excel are changing dramatically. The question is no longer whether women can participate and excel but how long it will take before they become equal participants in leading this dynamic segment of our economy.

In any significant change initiative, systems require pioneers. These pioneers display extraordinary courage and a selfless willingness to improve the lives of many others. They do not accept their own challenges as the rights of passage for others who follow. Instead, they carry a unyielding resolve to help others enjoy the benefits of their efforts without experiencing the hardship.

The women of BTMB are true pioneers. The full measure of their efforts will benefit generations of women who pursue careers in the skilled trades. As an industry, we look forward to the changing demographic landscape in construction. The industry will be better for it.



Build Together Manitoba Committee

www.buildtogether.ca
[@BuildTogetherMB](https://twitter.com/BuildTogetherMB)

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)

MISST is supported by a grant from the Research and Workplace Innovation Program (RWIP) of the Workers Compensation Board of Manitoba.