2017 HIGHLIGHTS

MEMBERSHIP

<table>
<thead>
<tr>
<th>Active Members</th>
<th>Associate Members</th>
<th>Annual WCB Levy</th>
</tr>
</thead>
<tbody>
<tr>
<td>36,403</td>
<td>2,470</td>
<td>1.5%</td>
</tr>
</tbody>
</table>

86.2% of ACSA members employ fewer than 20 employees
5.7% of ACSA members employ between 20 and 99 employees
1.6% of ACSA members employ more than 100 employees

EDUCATION

<table>
<thead>
<tr>
<th>Classroom Courses</th>
<th>Online Course Participants</th>
<th>New Students (attended their first ACSA Course)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,731</td>
<td>45,200</td>
<td>6,548</td>
</tr>
</tbody>
</table>

15,087 Unique Enrolments (number of students taking one or more courses)
59.5% ACSA students under the age of 40
94% of students say ACSA courses help them do their job safety
92% of students would recommend ACSA courses to their fellow workers

CERTIFICATION

<table>
<thead>
<tr>
<th>Active COR Holders</th>
<th>Active SECOR Holders</th>
<th>PIR Refunds to ACSA members</th>
</tr>
</thead>
<tbody>
<tr>
<td>3,808</td>
<td>1,532</td>
<td>$34,010,815</td>
</tr>
</tbody>
</table>

44.5% of all COR and SECOR holders in Alberta achieved through ACSA
4.38/5 members with a COR/SECOR agreement certification is relevant as a standard for safety
4.36/5 members with an NCSO agree designation is relevant as a standard for safety officers/advisors

WEB AND SOCIAL MEDIA

<table>
<thead>
<tr>
<th>FACEBOOK</th>
<th>LINKEDIN</th>
<th>TWITTER</th>
</tr>
</thead>
<tbody>
<tr>
<td>360</td>
<td>622</td>
<td>403</td>
</tr>
</tbody>
</table>

1.1M impressions generated from online communications
5.5M impressions generated across North America for the joint NAOSH media campaign
9,000 subscribers to ACSA's monthly e-newsletter

84.2% of ACSA members employ fewer than 20 employees
5.7% of ACSA members employ between 20 and 99 employees
1.6% of ACSA members employ more than 100 employees

New Followers
Existing Followers
The Alberta Construction Safety Association (ACSA) is an independent not-for-profit society, registered under the Alberta Societies Act in 1988. Our members include any employer with a valid account that falls under specified industry codes within the construction class, as recognized by the Workers’ Compensation Board-Alberta (WCB). Your ACSA is funded through a WCB levy of 1.5 per cent (2.25 per cent effective January 1, 2018). Associate memberships are available to non-construction based companies outside of Alberta, with annual fees based on the number of employees.

**OUR VISION**
Through the co-operative efforts of all involved, the construction environment in Alberta will be the safest anywhere.

**OUR MISSION**
To provide quality advice and education for the construction industry that will reduce human suffering and financial costs associated with workplace incidents.

**OUR GUIDING PRINCIPLES**
- Respect for the individual.
- Safety on every construction site is paramount. Every worker should go home each day, incident free.
- The ACSA is inclusive, representing all construction constituents/sectors in Alberta.
- Leadership in safety education.
- Provide quality advice to government and industry.
- Promote the human, organizational and financial return of a safe construction site.
- Promote safety as good business practice.

**OUR MEMBER BENEFITS**
- Discount pricing on training courses.
- Discount pricing for materials.
- Opportunity to participate in the Certificate of Recognition program (COR).
- Opportunity to participate in the Small Employer Certificate of Recognition program (SECOR).
- Exclusive invitations and discounts to ACSA events.
- Networking opportunities, including the opportunity to join one of our eight Regional Safety Committees.
- Participation in ACSA supported campaigns, such as Steps for Life, Take a Walk Day, and NAOSH Week.
- ACSA communications, such as the Alberta Toolbox magazine, monthly newsletter ‘ACSA Update’, course information emails, and more!
At its retreat in September 2017, the Board established the foundation for a new strategic direction for the ACSA for the next three years, creating five new strategic priorities, and a fresh and powerful vision and mission statement. Our primary strategic direction is based around a culture of safety in the construction industry. The term we have coined is “moving the needle toward a cultural change” in a vision of what safety is and what safety can be. Our new vision is a simple yet effective mantra that everyone can aspire to. Our priorities strategically focus our efforts on our membership’s needs and wants, and better understanding this dynamic within the construction industry.

An Operational Plan and performance targets are now being developed for the new three-year Strategic Plan which will be rolled out in 2018.

A new Stakeholder Engagement Policy has been adopted that sets down guidelines on how we engage with our numerous stakeholders, but more importantly it identifies who our stakeholders are. We now have a strategic vision for engaging with each of our stakeholder groups that includes various methods and mechanisms of engagement. For example, we will form a small committee comprised of senior level executives, including presidents and owners in the construction industry that will sit with our Executive Director to help shape our strategic direction for training. This form of strategic engagement has already been established with the Regional Safety Committees (RSCs). An Engagement Advisory Committee, chaired by an ACSA staff member, has been formed and is made up of representatives from each of the RSCs. Their mandate is primarily to provide feedback and input on major ACSA projects and operations. With this engagement model, the connection between the ACSA and RSCs is as strong as it has ever been and we can only see greater growth in our relationship so that we can better understand what we can do together to advance safety in the regions and across the province.

The Board is continuing its journey from an operational to a strategic governance model. It is an ongoing process and as a Board, the challenge is to continue to think strategically about the future direction of the ACSA, while letting the professional and highly skilled staff take care of day-to-day operations.

The ACSA board structure has evolved to include high-functioning sub-committees. The Finance and Risk Committee holds overall responsibility for the financial aspects, as well as potential risks and opportunities facing the organization. The Governance and Human Resources (HR) Committee has been working hard on enhancing the Board Charter, which is a living document that we will continually update. The bylaws review is an ongoing effort and is a larger undertaking than we had originally anticipated, but we are making good progress and positive changes are being implemented as we work through this rewrite of the bylaws.

The Governance and HR Committee has developed a Code of Conduct and an orientation program for the Board. Last year, for the first time, we delivered the orientation program to the entire Board, including 13 new directors. The orientation program provides a strong history of the organization and an overview on how your ACSA functions and receives funding. With the feedback we received during the inaugural session, the orientation program has been tweaked and will be offered again to both the existing Board and new members who will be joining in 2018.

My two years serving as Board Chair have gone by quickly. I am incredibly thankful to my fellow Board members for their engagement and positive influence during this time. Not only were they willing to engage in governance renewal, but they have been patient with me as their leader and I thank them for that. Working with people who are so passionate about our industry and who uphold a commitment to the safety of workers has been especially rewarding. As I turn over the reins to Neil Moffatt, I am confident in knowing that he is a more than capable leader who will bring fresh and sound ideas, along with his clear vision to the work ahead.

The ACSA staff continues to provide amazing service and maintain a positive attitude. The staff are proud of who they are and what they have become. Kudos go to the Executive Director and senior management team for maintaining a safe, happy and healthy work environment.

In closing, the construction industry is moving in a positive direction in terms of economic growth. It will take time to move out of the current slowdown, but the industry is stable and I see steady gains and progress in our future. Together, our commitment to safety will make an impact and shape the direction of safety training to ensure lives are lived safely and workplaces remain safe.

In 2017 several new laws were passed or were under development affecting Alberta business owners and workers in the construction industry. The new carbon levy to minimize the province’s greenhouse gas emissions has had an impact on fuel prices for vehicles and machinery. We’ve seen expansion to workplace legislative changes that ensure workplaces are fair, modern and safe. In total, 2017 has been a year of economic growth. It will take time to move out of the current slowdown, but the industry is stable and I see steady gains and progress in our future. Together, our commitment to safety will make an impact and shape the direction of safety training to ensure lives are lived safely and workplaces remain safe.

Moving the needle toward a culture of safety.

In 2017 several new laws were passed or were under development affecting Alberta business owners and workers in the construction industry. The new carbon levy to minimize the province’s greenhouse gas emissions has had an impact on fuel prices for vehicles and machinery. We’ve seen expansion to workplace legislative changes that ensure workplaces are fair, modern and family-friendly, and a framework for the legalization of cannabis in Alberta has been developed.

Most notably, the past year was marked with comprehensive reviews of both Occupational Health & Safety, and Workers’ Compensation Board (WCB-Alberta). The Alberta Construction Safety Association has fostered a strong relationship with government and was invited to provide input to help shape the recommendations, and watched closely as both reviews unfolded. While we are still not totally clear on what full implementation will mean to our industry, we will continue to be responsive to ensure that the ACSA’s training and learning programs are current with the new legislation.
As we embark upon a new year, your ACSA is excited to reach a significant milestone — commemorating its 30th Anniversary. On November 9, 1988, the Alberta Construction Safety Association was created; the first safety association formed under revised legislation. I invite you to watch the 30th Anniversary video posted to our special webpage and review our many achievements over the past three decades.

We have accomplished a lot during our first 30 years together in advancing workplace safety, but what matters most is what we do next, in the decades to come. We have accomplished a lot in our first 30 years together in advancing workplace safety.

Your ACSA had the opportunity to provide input on the OHS Act to Protect the Health and Well-being of Working Albertans. After much anticipation and extensive consultation, the Government of Alberta has made substantial changes to provincial occupational health and safety (OHS) laws in Alberta with the passing of Bill 30 – the Act to Protect the Health and Well-being of Working Albertans. Your ACSA had the opportunity to provide input on the OHS review and ensured our members were made aware of the extensive opportunities for input as they became available throughout the year. We also communicated the changes widely as soon as they were announced.

Much effort has been made in the development of an updated three-year Strategic Plan for 2018-2021. The new Strategic Plan solidifies our commitment to serve the construction community in Alberta and looks forward to opportunities to enhance our relationship with safety leaders and expand our reach to include more business owners and managers than ever before. We will be unveiling the Strategic Plan, including our new Vision, Mission, Strategies and performance targets, by mid-year 2018.

On a final note, this past year I faced some personal health challenges and found myself running at less than full speed. I owe a great deal of gratitude to those who stepped up to ensure continuity and a seamless flow in operations. I always knew that I worked with a team of caring, professional staff, and they more than proved their capabilities. I am truly thankful for their efforts and dedication. I also want to acknowledge our Board Chair, Steve King, who extended his term for another year to support the organization during my recovery, and thank the ACSA Executive and Board for their support over the past year. I am happy to be back at the shop and look forward to travelling more and enjoying an exciting year ahead.

Strategic Plan, including our new Vision, Mission, Strategies and performance targets, by mid-year 2018.

The Alberta Construction Safety Association is committed to taking stakeholder engagement to the next level. We are the voice of safety for the construction industry in Alberta and want to ensure that your views are represented in all of our work. To that end, a new Stakeholder Engagement Plan has been adopted that governs the relations of your ACSA, identifies stakeholders, and outlines the general principles to which your ACSA will adhere through its engagement activities. The new policy is a collaborative step forward with our stakeholders and sets the foundation for transformative engagement.

We have already implemented engagement strategies with our Regional Safety Committees and for the Consultant Auditor review. Going forward, a Project Engagement Plan will be incorporated into ACSA projects impacting our stakeholders. In addition, all ACSA departments will develop a Continuous Improvement Engagement Plan that identifies stakeholders impacted by its day-to-day activities and incorporates mechanisms for regularly gathering stakeholder feedback, both directly and indirectly. An Employee Engagement Plan is also being developed to consistently gather ongoing feedback from our employees, another key stakeholder group.

It has been a year of service enhancements at your ACSA. Primarily, our efforts in the development of a new Learning Management System (LMS), which will provide enhanced user benefits, such as improved self-service capabilities, centralised storage of course-related information, and streamlined purchasing. The new system builds on intuitive interactions and ease of use. This has been an elaborate undertaking and prior to implementation we have invested the time and effort to ensure all the necessary components were in place to provide a more seamless transition to a fully integrated system. The new LMS platform will launch in early January 2018.

Many resources were downloaded last year alone. We encourage you to continue to support your ACSA for all of your safety training requirements, before investing in costly alternatives that may not be recognized by Alberta industry.

The Alberta Construction Safety Association is committed to providing leading training delivery services and content to our members and students, while positioning the organization for continued growth.

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Alberta Construction Safety Association Status Report 2017

OVERVIEW

Since our inception in 1988, we like to think the ACSA has helped to make Alberta workplaces the safest anywhere. We have built a solid and trustworthy reputation for leading safety training in Alberta and throughout Canada. With more than 36,000 active members, the ACSA is the largest safety association in the province. Construction companies across the province rely on the ACSA for their safety training, and COR and SECOR achievements.

Through our training programs, the ACSA works hard to empower a community of safety leaders in the province’s construction industry. More than 20,000 people have commenced careers as designated safety leaders since we started the National Construction Safety Officer (NCSO) and Health & Safety Administrator (HSA) programs, and more than 8,500 companies have achieved their certificate of recognition through the ACSA since the COR program started.

We invest in our people, providing caring and comfortable workplace environments. Ultimately, it is the dedication and unrelenting efforts of our people that has created and connected a community of safety leaders in the province’s construction industry, and enables employees and employers to make workplaces safer.

Through the four pillars of our business plan – Infrastructure and Capacity, Accessibility, Diversity, and Adaptability we are moving health and safety forward in the construction industry.

Our brand is based on a promise that highlights four core attributes that would not exist without the dedication of our people. We champion the safety spirit through our friendly staff, professionalism, shared knowledge, and resolute pursuit of excellence.

Our commitment to excellence is evident in everything we do. We share our wealth of knowledge in our commitment to make workplaces safer. We also build partnerships that help connect a growing safety community throughout regional and metropolitan centres across Alberta.

WHAT WE DO

OUR PROMISE

FUNDING

2017 REVENUE

- Courses and materials;
- Association memberships; and
- WCB industry levy.

Course & Material Sales
WCB Industry Levy
Associate Memberships
Other Revenue

6.9%
10.8%
44.8%
37.5%
Alberta’s economy remains strong, outperforming all provinces on a number of fronts: GDP per capita, average weekly earnings, employment rate (share of adults with a job) and level of private sector investment. Alberta led all provinces in real GDP growth, with growth of four per cent in 2017. In 2018, growth is expected to moderate to 2.5 per cent, as the economy shifts gears and the recovery becomes entrenched.

Alberta has added over 70,000 full-time jobs since mid-2016, with employment growth of one per cent in 2017. The improving labour market is fuelling consumption and demand for housing, while growing manufacturing activity and rising oil production is boosting exports.

OIL AND GAS ACTIVITY
The recovery in oil and gas activity was one of the principal factors driving Alberta’s economy in 2017. Drilling activity was double 2016 levels. Non-conventional investment fell, as construction wraps up on the last of the large oil sands projects that began before prices declined. As these projects move into the operational phase, oil production is expected to increase by 331,000 barrels in 2018. The ramp-up in production highlights the need for additional pipeline capacity to new and diverse markets, improving returns for Canadian crude oil.

NON-RESIDENTIAL INVESTMENT
Investment outside the energy sector, particularly in commercial construction, has lagged behind improving economic conditions in the province. Declines in road, highway and bridge activity and other engineering projects could further compound losses in the engineering sector in 2018 as projects wind down. Non-residential investment is expected to stabilise and begin to recover in 2018.

MANUFACTURING BASE
Alberta’s manufacturing industries are seeing a solid improvement. Higher oil prices have boosted prices for petroleum and petrochemical products. The forestry sector has been bolstered by high lumber prices, in part due to market disruptions caused by hurricanes Harvey and Irma and wildfires in western North America. Manufacturing volumes were higher in 2017, as a result of capacity expansions at two chemical processing facilities and the reopening of a beet packing plant in Balzac. In 2018, production will start at the Sturgeon Refinery, further expanding Alberta’s manufacturing base. These factors, combined with stronger oil production, are expected to support real export growth of 3.4 per cent in 2018. However, uncertainty over NAFTA negotiations and soft lumber demand could weigh on investment and exports.

HOUSING MARKET
Rebuilding in Fort McMurray and a robust demand for single-unit dwellings in other areas across the province is fuelling residential investment. House prices and the number of sales have grown this year, and rebuilding efforts in Fort McMurray are ahead of schedule. The 2017 forecast for housing starts was 28,700 and for residential investment, 14 per cent. In 2018, housing starts are forecast to hold at 29,000. However, a sudden increase in interest rates could slow housing activity.

LABOUR MARKET
Alberta’s labour market continues to recover. As of October 2017, 41,000 jobs (of the 62,000 jobs lost during the recession) were regained. Employment growth of 1.5 per cent is projected in 2018.

CONSTRUCTION SECTOR
Alberta’s economy is expected to grow modestly over the next three years. Significant construction investment across the province will focus on infrastructure, public works and commercial/residential sectors. There will be more public-private partnerships (P3) and other collaborative approaches to large infrastructure construction. A focus on environmentally-friendly practices in design, construction and operational phases will also be prevalent. New-build construction will shift to infrastructure/commercial sectors, and repairs and maintenance.

The construction industry comprises 10 per cent of Alberta’s gross domestic product (GDP). Capital investment in construction and repairs amounted to $50 billion in 2017. While at a historical low, Alberta’s investment remains significantly higher than other provinces. The Alberta Government plans to spend $4.7 billion on capital maintenance and renewal from 2017 to 2021. The Federal Government plans to spend $35 billion on infrastructure in Canada, funded through the Infrastructure Investment Bank.

LOOKING AHEAD
Alberta’s economy remains capital intensive. In 2016, investment was $54,600 per capita, twice the national average, not including residential housing. A total of $82 billion in projects were under construction as of August 2017. The majority of these projects are expected to finish by the end of 2018. The state of the economy has delayed or cancelled many of the $152 billion proposed private projects in the province. If one in five projects is to proceed, it would mean an additional investment of $30 billion.

The oil price decline in 2015 and changing global market conditions has halted Alberta’s oil sands expansion. New project cancellations and delays have also resulted in a sharp decline in new capital investment. As current oil sands projects reach completion in 2018, a shift from construction expansion to maintenance is expected. Demand for construction labour will move to sustaining capacity and maintaining facilities and equipment. While investment will remain at 2009 levels, oil and gas activity is unlikely to return to pre-recession highs.

A recovery in new housing activity is projected to take hold in 2018 and is expected to increase in 2019 due to rising immigration and household formations. Residential construction will rise modestly with in-migration to 2020, and remain flat to 2024. Employment levels will increase, but not expected to return to 2016 peaks. It is estimated that 36,200 retiring skilled workers will exit the Alberta construction industry over the next decade. With an aging workforce, the construction sector will need to access alternative sources of labour to fill the gap of retiring workers. Attracting and training young workers and responding to the needs of individual workers to meet these demands may pose a formidable challenge. A talent shortage could tax the construction industry, especially smaller businesses. The global competition for talent could also exacerbate the labour shortage.
ALBERTA BUILDING PERMITS:
2012 to 2017 ($ Value x 1,000)

Source: Statistics Canada Table 026-0006 Building permits, value by activity sector (monthly, dollars)
The Government of Alberta reports that since the ACSA was established in 1988, safety performance in Alberta has improved. Over the past 30 years, the number of lost-time claims (claims resulting in a workers’ time off work) has decreased by almost half, from over 7,100 to just under 3,800. These figures are even more impressive by the fact that currently, there are 45,000 more companies working in the construction industry in Alberta than there were in 1988.

Consistent safety performance and collaborative return-to-work initiatives continue to keep claim rates low. When lost-time claims (LTC) are added to modified work claims (where the worker was able to remain on the job in an alternate role or schedule), the result is defined as the total number of disabling injuries – the number of injuries that are, or could potentially be, lost-time claims.

Disabling injury (DI) claims combine both lost-time and modified work concepts to produce an overall figure where an occupational injury or disease disables the worker causing either time-lost from work or for their normal work duties to be modified. A modified work claim is a claim for an occupational injury or disease that causes the worker to have time away from work beyond the day of injury. For this report, a fatality is counted in the year it was accepted by WCB for compensation.

The LTC and disabling injury rates reflect the number of claims per 100 workers. While claim volume fell in 2016, the number of covered workers in the province also declined, resulting in no change in the disabling and lost-time claim rates per 100 covered workers. In 2018, the disabling injury rate is expected to be 2.5 per 100 covered workers and the LTC rate will remain stable at 1.3 per covered workers.

Data Source: WCB - Alberta

### TABLE ONE: Injuries and Fatalities for ACSA Member Industries, Alberta: 2012-2016

<table>
<thead>
<tr>
<th>YEAR</th>
<th># OF ACCOUNTS</th>
<th>PERSON YEARS</th>
<th>DISABLING INJURIES</th>
<th>DISABLING INJURY RATES</th>
<th>LOST-TIME CLAIMS</th>
<th>LTC CLAIM RATE</th>
<th># OF MODIFIED WORK CLAIMS</th>
<th># OF WCB ACCEPTED FATALITIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>54,355</td>
<td>338,562</td>
<td>10,224</td>
<td>3.02</td>
<td>4,699</td>
<td>1.39</td>
<td>8,295</td>
<td>39</td>
</tr>
<tr>
<td>2013</td>
<td>57,566</td>
<td>379,561</td>
<td>11,610</td>
<td>3.06</td>
<td>5,048</td>
<td>1.33</td>
<td>9,596</td>
<td>71</td>
</tr>
<tr>
<td>2014</td>
<td>61,222</td>
<td>400,356</td>
<td>12,312</td>
<td>3.08</td>
<td>5,307</td>
<td>1.33</td>
<td>10,248</td>
<td>68</td>
</tr>
<tr>
<td>2015</td>
<td>62,580</td>
<td>385,059</td>
<td>10,415</td>
<td>2.75</td>
<td>4,680</td>
<td>1.23</td>
<td>8,569</td>
<td>44</td>
</tr>
<tr>
<td>2016</td>
<td>60,374</td>
<td>332,929</td>
<td>8,589</td>
<td>2.58</td>
<td>3,748</td>
<td>1.13</td>
<td>7,184</td>
<td>55</td>
</tr>
</tbody>
</table>

The disabling injury rate is calculated by dividing the number of disabling injury claims by the person-years worked estimate, and multiplying the result by 100. The disabling injury rate represents the probability or risk of a disabling injury or disease to a worker during a period of one-year of work. The disabling injury rate is similar to the lost-time rate in that it offers a comparable range of significance when comparing across industries. The key difference is that lost-time incidents do not require time away from work. The rate represents the number of claims per 100 person-years worked and includes claims made for both lost-time and modified work.

Modified Work Claim: A modified work claim is a claim for an occupational injury or disease which has been accepted by WCB for compensation. When lost-time claims (LTC) are added to time away from work due to injury or disease, the result is defined as the total number of disabling injuries – the number of injuries that are, or could potentially be, lost-time claims.

Lost-Time Claim: A lost-time claim is a claim for an occupational injury or disease which has been accepted by WCB for compensation. A lost-time claim represents the probability or risk of an injury or disease to a worker during a period of one-year of work which will result in time lost from work. Comparisons of lost-time claim rates between industries, or between years, can be used to indicate increases, decreases, or differences in this rate.

LTC Rate = \frac{\text{Number of LTC's}}{\text{Person-years worked}} \times 100

WCB Accepted Fatality: An occupational fatality is the death of a worker which resulted from a work-related incident or exposure and which has been accepted by the WCB for compensation. A fatality is counted in the year it is accepted.

Source: WCB - Alberta
Currently, there are more than 60,000 member companies in the WCB database that fall under the construction sector industry codes. Table 2 represents the ACSA member industry description and associated industry code as per WCB - Alberta website.

<table>
<thead>
<tr>
<th>INDUSTRY CODE</th>
<th>INDUSTRY DESCRIPTION</th>
<th>INDUSTRY CODE</th>
<th>INDUSTRY DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>02100</td>
<td>Landscaping</td>
<td>42122</td>
<td>Mechanical Contracting</td>
</tr>
<tr>
<td>02200</td>
<td>Right-of-Way Maintenance</td>
<td>42124</td>
<td>Electric Wiring</td>
</tr>
<tr>
<td>30102</td>
<td>Overhead Doors - Install/Repair</td>
<td>42125</td>
<td>Floor Coverings - Sell/Install</td>
</tr>
<tr>
<td>35108</td>
<td>Overhead Gases - Service Only</td>
<td>42129</td>
<td>Industrial Plant Maintenance</td>
</tr>
<tr>
<td>34102</td>
<td>Panel Mfr Operations</td>
<td>42133</td>
<td>Cabinets/Counters - Assemble/Install</td>
</tr>
<tr>
<td>40103</td>
<td>Construction - Industrial</td>
<td>42135</td>
<td>Drywall/Sheetrock/Plaster/Tile/Etc.</td>
</tr>
<tr>
<td>40104</td>
<td>Construction Trade Services, NEC</td>
<td>42139</td>
<td>Industrial Coating Services</td>
</tr>
<tr>
<td>40105</td>
<td>Residential General Contracting</td>
<td>42141</td>
<td>Acoustic Materials - Sell/Install</td>
</tr>
<tr>
<td>40106</td>
<td>Paving/Surfacing</td>
<td>42143</td>
<td>Framing Contractor - Cont.</td>
</tr>
<tr>
<td>40107</td>
<td>Mobile Equipment Operation</td>
<td>42144</td>
<td>Fire Sprinklers - Install/Service</td>
</tr>
<tr>
<td>40108</td>
<td>Power Line - Construct/Remove</td>
<td>42147</td>
<td>Finishing Carpentry</td>
</tr>
<tr>
<td>40109</td>
<td>Pipeline Construction</td>
<td>42148</td>
<td>Steel/Entrance/ - Fabricate/Install</td>
</tr>
<tr>
<td>42102</td>
<td>Brick Masonry Contracting</td>
<td>42155</td>
<td>Mason Buildings</td>
</tr>
<tr>
<td>42103</td>
<td>Mason - Masonry/Angular</td>
<td>42156</td>
<td>Erect/Install - Storage Tanks</td>
</tr>
<tr>
<td>42104</td>
<td>Concrete Construction</td>
<td>42159</td>
<td>Chasen Operations</td>
</tr>
<tr>
<td>42105</td>
<td>Erect - Sheet/Metal Structure</td>
<td>42164</td>
<td>Mechanical Insulation - Install/Service</td>
</tr>
<tr>
<td>42106</td>
<td>Erect - Structural Steel</td>
<td>42166</td>
<td>Mechanical Insulation - Install/Service</td>
</tr>
<tr>
<td>42109</td>
<td>Heavy Machines/Equip - Install/Service</td>
<td>51120</td>
<td>Cathodic Protection Service</td>
</tr>
<tr>
<td>42110</td>
<td>Elevators/Exalators - Service/Install</td>
<td>62102</td>
<td>Machinery/Equip NEC - Sales/Service</td>
</tr>
<tr>
<td>42111</td>
<td>Painting/Decorating</td>
<td>86111</td>
<td>Staffing Services - Labour</td>
</tr>
<tr>
<td>42112</td>
<td>Felt/Termaize - Sell/Install</td>
<td>89601</td>
<td>Winding</td>
</tr>
<tr>
<td>42113</td>
<td>Heating Systems - Fix/Install</td>
<td>89602</td>
<td>Refrigeration Equip - Sales/Service</td>
</tr>
<tr>
<td>42114</td>
<td>Roofing</td>
<td>89603</td>
<td>Service Station Equip - Sales/Install</td>
</tr>
<tr>
<td>42115</td>
<td>Sheet/Washing</td>
<td>89928</td>
<td>Scaffold/Cranes - Rent/Install</td>
</tr>
<tr>
<td>42121</td>
<td>Doors/Windoww - Manufacture/Install</td>
<td>89928</td>
<td>Scaffold/Cranes - Rent/Install</td>
</tr>
</tbody>
</table>

Employers who make up Alberta’s construction industry include a wide cross-section of companies, that:

- Construct, repair or renovate residential buildings (i.e. houses, apartment buildings, condominiums); commercial buildings (i.e. office towers, shops, malls); and industrial buildings (i.e. oil refineries, petrochemical plants, power plants);
- Perform engineering works (i.e. highways, bridges, pipelines);
- Subdivide and develop land; and
- Energy companies

The ACSA membership can be defined as:

- 86.2 per cent employ fewer than 20 employees;
- 5.7 per cent employ between 20 and 99 employees; and
- 1.6 per cent employ more than 100 employees

In partnership with a growing safety community, the ACSA is a catalyst in building links and connections with its stakeholders and industry partners to instill a culture of safety. The ACSA champions the safety spirit, empowering employees and employers to make workplaces safer, and enabling everyone to return home unharmed.

Innovation and change are driven through collaboration. Through strategic partnerships and the dedication of our Regional Safety Committees, we continue to strengthen our connection with stakeholders and the general public, and expand our reach to communities in Alberta and across the country. We are proud to partner with provincial and national bodies to raise awareness on critical issues, and to assist in promoting campaigns that support our mandate.

**OUR SAFETY COMMUNITY**

**DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN ALBERTA - 2017**

- **Residential**
- **Engineering**
- **Industrial Commercial Institutional (ICI)**
- **Oil Sands**
- **Non-Residential Maintenance**

Source: BuildForce Canada Construction & Maintenance Looking Forward – Alberta Highlights 2017-2026
CONSTRUCTION EMPLOYEES

In 2017, the construction industry accounted for 10.5 per cent of total employment in Alberta. Total employment (the total number of employees and self-employed people), 15 years and over was 0.6 per cent lower than in 2016. There were 241,000 employed in the construction industry in 2017; 93.8 per cent were full-time and 6.2 per cent were part-time.

According to the Statistics Canada 2017 Labour Force Survey, the gender breakdown in the construction industry was 33,100 women employed (33.7 per cent), an increase of almost one per cent over 2016 and 207,800 men employed (66.3 per cent). Comparatively, in Alberta women accounted for 45.4 per cent and men 54.6 per cent of total employment (for all industries).

In 2017, the Alberta average hourly rate in the construction sector was $33.12, compared to $30.01 in all industries. The median hourly wage rate was $31.25 in the construction industry, compared to $26.40 for total employees, all industries.1

EMPLOYMENT IN ALBERTA EMPLOYMENT IN CONSTRUCTION

| AGE CHARACTERISTICS | # | %* | # | %*
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<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>15-24 years</td>
<td>293,800</td>
<td>12.8%</td>
<td>27,500</td>
<td>11.4%</td>
</tr>
<tr>
<td>25-54 years</td>
<td>1,544,900</td>
<td>68.0%</td>
<td>173,900</td>
<td>72.2%</td>
</tr>
<tr>
<td>55 years and over</td>
<td>438,200</td>
<td>19.2%</td>
<td>39,500</td>
<td>16.4%</td>
</tr>
</tbody>
</table>


Notes: The percentage of multiple jobholders is obtained by dividing the number of multiple jobholders by total employment. This association method also applies to the percentage of employees under union coverage and the percentage of employees working overtime per week.

INDUSTRY PARTNERS

There are a multitude of organizations that support the ACSA mandate. These include: associations representing construction owners and employers; associations representing construction employees; and construction associations. The ACSA has eight Regional Safety Committees across Alberta and a 30-member Board of Directors that includes representatives from many of these organizations.

REGIONAL SAFETY COMMITTEES

The eight Regional Safety Committees across the province are our arm in the community, promoting health and safety where they live and work. The RSCs are made up of volunteer representatives from construction and trades associations, small and large contractors, suppliers, union representatives, Workers’ Compensation Board-Alberta, Alberta government, along with individual worker members for the purpose of providing a communication link between the employer and the ACSA’s Board of Directors. The RSCs are active in identifying regional and trade-specific health and safety training needs and are involved in many of ACSA’s endeavours.

GOVERNMENT OF ALBERTA

Alberta Occupational Health and Safety (OHS) works in consultation with industry to help prevent work-related injuries, illnesses, and fatalities. Workers facing immediate harm can report unsafe conditions at a workplace by making a confidential health and safety complaint online, or by calling OHS direct at 1-866-415-8900.

The Occupational Health and Safety Act establishes the minimum standards for healthy and safe workplaces in Alberta. These laws are supported through the internal responsibility system and enforced through compliance activities.

New OHS laws will come into force in June 2018. The changes introduced in the Act to Protect the Health & Well-being of Working Albertans will improve worker safety, modernize workplace standards and practices, better align Alberta’s standards with the rest of Canada and provide greater compensation and benefits to injured workers and their families. Amendments to the Act will ensure the right for employees to refuse dangerous work, create workplace health and safety committees and expand rules to prevent workplace violence and harassment. Visit our special webpage at www.youracsa.ca/bill-30-you/ for more information.

WCB-Alberta was created by the Alberta government to administer workplace insurance on behalf of employees and workers, as part of the Workers’ Compensation Act. WCB is employer-funded to provide cost-effective disability and liability insurance. The WCB provides no-fault benefits and supports a safe return to work for injured workers.

In 2017, the Government of Alberta concluded an extensive review of the WCB-compensation system and passed legislation for enhancements to the system. Some of the changes became effective January 1, 2018 and many others will be implemented throughout 2018. The changes provide for a more compassionate system that provides fair compensation and meaningful rehabilitation for injured workers. More information is available at www.wcb.ab.ca.
TRANSFORMATIVE ENGAGEMENT

The ACSA has begun several initiatives designed to stimulate conversation and thought about the changing role of safety leaders. At the forefront is a new Stakeholder Engagement Policy that outlines a process by which we identify, communicate with, and respond to our stakeholders. The ACSA is committed to establishing and maintaining productive relationships with all of our new and long-standing stakeholders through a comprehensive engagement process characterized by mutual respect and trust.

The ACSA Stakeholder Engagement Policy will be formally integrated into the policy standards and principles across all areas of the organization. It provides for due consideration and response to the interests, ideas and concerns of our stakeholders. It provides the flexibility to adapt the policy to address unique circumstances and change within our stakeholder environment. In addition, it advocates for communicating with frequency, consistency and effectiveness. The Stakeholder Engagement Policy is a collaborative step forward with our stakeholders and sets the foundation for transformative engagement in our future endeavours.

ALBERTA TOOLBOX

Alberta Toolbox is a magazine that delivers thought-provoking articles about the construction industry through the lens of leadership in safety. Read about the latest advancements in safety technology; hear from experts in the field; find out about initiatives and campaigns that you can get involved in; and a whole lot more! Alberta Toolbox is published three times a year in a digital format. Visit www.albertatoolbox.ca to download the latest edition.

BREAKFAST WITH THE LEADERS

In partnership with Women Building Futures (WBF), the ACSA introduced a new speaker series, Breakfast with the Leaders to evoke thought and discussion on a range of relevant and interesting topics of interest to the Leaders to evoke thought and discussion on a range of relevant and interesting topics of interest to Alberta’s construction and maintenance industries. On February 7, 2017, over 100 invited guests gathered to hear from JudyLynn Archer, former CEO of WBF and Tammy Hawkins, ACSA’s COO, and learn more about the ACSA/WBF partnership to connect more women to the growing safety community in Alberta.

The second session, held on March 23rd, focused on economic diversification, with presentations from and an interactive Q&A with Lorraine Royer, Manager, Government and Stakeholder Relations, Petrochemical Development at Inter Pipeline Ltd.; Ian MacGregor, CEO at Ntl Refining Ltd.; and JudyLynn Archer.

The topic of the third session, held May 24th, Creating a Learning Culture: Why it should matter more than ever, featured panelists (Jimmy Holroyd, Board Chair AT and Director of Training at Local 146; and Mario Kulas, Manager, Upgrader Site Projects, Shell. The discussion was facilitated by Kathy Krypton, WBF President and CEO. Archived recordings of all three events are available on our YouTube channel. To be added to the invitation list for an upcoming event, email marketing@acsabc.ca

CONFERENCE AND TRADE SHOW HIGHLIGHTS

The 25th Annual NCSO Professional Development Conference was held in Edmonton, on March 9 and 10. The theme of the 2017 Conference was Connect. Communicate. Collaborate. The milestone event was celebrated by 400 delegates, 20 speakers, 23 tradeshow exhibitors and six first-time sponsors. This premier learning and networking conference was developed for safety practitioners working in the Alberta construction industry.

Plans are now underway for 2018, with the conference being renamed the ACSA Conference, making the event more inclusive and to recognize the organization’s 35th Anniversary. The themes: Safety Without Borders will look at how safety transcends many different borders and what it means for you as a safety leader, or company owner. Visit the ACSA website to register and for more information.

In our effort to spread the word and empower employers and safety leaders to create safer workplaces, the ACSA also participated in a number of trade shows and conferences in 2017, including: BILD Alberta’s Fall Conference; the Canadian Home Builders’ Association – Alberta’s BUILD Conference; the Canadian Society of Safety Engineers (CSSE) Conference; the 36th Annual Health & Safety Conference; and the Alberta Roadbuilders & Heavy Construction Association Annual Convention.

WEB AND SOCIAL MEDIA

In 2017, our social media base grew by close to 10 per cent. We have achieved over 1.1 million impressions across North America.

CELEBRATING OUR WORK

The ACSA was the recipient of the Marketing Award of Distinction, awarded by the 2017 Alberta Business Awards of Distinction. The award recognized the rebranding of the ACSA and the celebration of our one-millionth student. This Alberta Chambers of Commerce award recognizes business and organizations that have demonstrated outstanding achievement and contributions to their community, while having developed business acumen and management practices to ensure long-term sustainability.

In 2017, the ACSA received an Award of Excellence for Special Events at the Canadian Home Builders’ Association – Alberta’s BUILD Conference; and the Alberta Roadbuilders & Heavy Construction Association Annual Convention.

The International Association of Business Communicators (IABC) recognizes projects, programs and campaigns that are guided by a communication strategy. In 2017, the ACSA received an Award of Excellence for Special Events at the IABC Capital Awards, in recognition of the 2017 NCSO Professional Development Conference.

The Canadian Occupational Safety Readers’ Choice award recognizes vendors and service providers who are the best at what they do in helping safety practitioners. For the second consecutive year, the ACSA was honoured as a preferred supplier in the Health & Safety Associations category.
Each year, the ACSA celebrates outstanding innovations and achievements in safety, recognizing individuals and companies from the Alberta construction industry. The awards also applaud their contributions to the Regional Safety Committees in their local communities. The awards are presented by region in four award categories:

- The Trailblazer Award is presented to companies in two groupings: Small/Medium (fewer than 30 employees); and Large (30 or more employees).
- The Pacesetter Award recognizes safety achievements for individuals and their outstanding service to the Regional Safety Committee (RSC) in their community.
- The National Construction Safety Officer (NCSO) of the Year Award recognizes a safety professional who has built their safety career in construction through three or more years of practical on-site experience, the management of projects and initiatives, and also through extracurricular activities such as training and volunteering.
- The Health & Safety Administrator (HSA) of the Year Award recognizes a safety professional who has built their career in safety through the management of projects and initiatives in their work, as well as other activities, such as training and volunteering.

Last year, more than 80 nominations were received. The 2017 Annual Achievement Awards gala was held on March 11, at the Edmonton Marriott at River Cree Resort. For more information, visit youracsa.ca.

Calgary region:
- Pacesetter – Trevor Klein
- Trailblazer (Small/Medium) – Jartyme
- Trailblazer (Large) – Armington Development Corporation

Edmonton region:
- Pacesetter – Carol-Anne Chung
- Trailblazer (Small/Medium) – RCT Contracting
- Trailblazer (Large) – Chemco Electrical Contractors

Grande Prairie region:
- Pacesetter – Leah-Ann Maybee
- Trailblazer (Large) – Pipeworx

Lethbridge region:
- Pacesetter – Shari Mathieu
- Trailblazer (Small/Medium) – Cedar Ridge Quality Homes

Parkland region:
- Pacesetter – Trevor Hovland
- Trailblazer (Small/Medium) – Teton Consulting
- Trailblazer (Large) – Prime Boiler Services

Wood Buffalo region:
- Trailblazer (Small/Medium) – Acdem Tech-Sci
- Trailblazer (Large) – Willbros Canada

Regional Awards

2017 NCSO/HSA Awards

NCSO of the Year
Jackie Peden

HSA of the Year
Lorisa Sarmiento

Looking Ahead to 2018

The new Learning Management System will provide more robust, reliable and dependable online programming for users across Alberta. Some of the enhanced user benefits include: improved self-service capabilities, centralized storage of course-related information, and streamlined purchasing.

Our Legislative Awareness course has been updated to include content related to complying with the new OHS legislative requirements.

Three new courses will be added to our offerings in 2018: Silica Awareness, Contractor Management, and Working Around Power and Mobile Equipment (PME).

Breakfast with the Leaders speaker series will continue where business professionals will discuss topical issues and inspire you with their experience, knowledge, and success stories.

Stakeholder engagement will be at the forefront of all of your ACSA activities. Take the opportunity to provide input and shape the future direction of workplace safety.
### STRATEGIC GOAL:
To invest in infrastructure and capacity (people and technology) to sustain the organization over the long-term.

Your ACSA enhances service delivery and operational efficiency through upgrades to IT infrastructure to remain current; process improvement to drive capacity and capabilities; and developing and implementing continual improvements, protocols and problem-solving to operate at the highest industry standards.

### INFRASTRUCTURE
A significant investment has been made in a new student services platform, set to launch in January 2018. The new Learning Management System (LMS) leverages cloud-based services to improve usability and self-service options for students and members. The LMS provides streamlined reporting and tracking of student information, and increased analytics to optimize course delivery.

Our work throughout 2017 was focused on optimizing infrastructure to increase service levels. The current telephony and internet services in Edmonton, Calgary and Fort McMurray offices were reassessed to increase bandwidth. These efforts will ensure scalability of applications and infrastructure to support delivery of instructor-led distance courses. Optimizing the information systems support model and investing in a new student services (LMS) platform will result in reduced costs for both operational and support overhead of approximately 30 per cent.

Business continuity and disaster recovery efforts for information technology (IT) operations were enhanced province-wide. Network security has been improved by investing in more robust hardware to better mitigate the risk of security incidents and augment universal threat management practices.

Updated technological solutions for e-auditing are being explored for certification programs, including COR, SECOR, and NSCO.

### CAPACITY
We look to attract and retain the best professional staff to achieve and maintain our position as an industry leader and to ensure we can effectively serve our stakeholder interests and needs. A Human Resources strategy has been developed to attract, retain and manage performance of our staff.

Equipping our staff with the understanding, skills, access to information, knowledge and training that enables them to perform effectively is at the forefront of our service model to provide value to our members. To ensure they have first-hand knowledge and can share their learning with our students, our staff participate in ACSA courses offered as part of their professional development. Client services staff are fully informed on the programs and services we offer and provide expert advice on our certification. All of our instructors are certified and take a learner-centred approach to course delivery that improves knowledge retention and skills development. We also continue to streamline work and workflow processes for greater efficiency.

### STRATEGIC GOAL:
To significantly increase accessibility to ACSA courses and services across the province.

Your ACSA continues to enhance its business model, proactively promoting safety training and certification to ensure accessibility for all regions and sectors.

Your ACSA is committed to providing leading training services and programs to our students and members. This commitment means that we continually review our systems to determine ways to better meet your needs.

Feedback has been gathered from past and present students, facilitators and member companies on their satisfaction and experience of our training services. With this input, we have been developing a new platform to meet the changing needs of our stakeholders. Final testing is underway in preparation for the launch of a new Learning Management System in early January 2018.

The new LMS is industry-leading, providing users with enhanced self-service options and overall, a better learning experience. The interface with the new system will be much more intuitive, lending to easier use. Some of the enhancements the LMS brings include:

- **Increased self-service capabilities**: Students will be able to do a lot more on their own, such as view their course purchases, request refunds, password changes, registration changes and course cancellations. The self-service capability will make it easier and quicker and provide greater control over your training budget, system access, and course enrollment.

- **Centralized source for course-related information**: In the previous platform, course-related information such as course descriptions, results, and evaluations were stored across three separate data applications. This information will be consolidated into a single platform for easier and quicker user access.

- **One source for student and instructor information**: Similarly, student and instructor information, including credentials, contact information, certificates, etc., was stored across multiple systems. This information will be located in one place for your convenience.

### ACCESSIBILITY
- **Reporting and tracking**: the reporting side of the new system will allow us to monitor registration trends and course demand. This will improve our course schedule forecasting so we can better meet the needs and interests of our students and members.

- **Streamlined multi-course purchasing**: users will be able to purchase multiple courses through a streamlined online process and will no longer be required to submit a printed form.

The Occupational Health and Safety Professional Framework — A Global Framework for Practice promotes enhanced capability standards for OHS practitioners. In September 2017, an international agreement was signed, called the Singapore Accord, to fortify a commitment to improving OHS professional and practitioner capabilities so they may more effectively guide and lead the creation of healthier and safer workplaces. Many safety associations, certifying bodies, and credentialing organizations worldwide have signed on to use the Framework as a reference and gap analysis tool in relation to their professional practices and career development programs to ensure that their continuing professional development programs meet the common standard. Your ACSA has also adopted the course development framework at the practitioner level, to ensure that ACSA courses align with these new global guidelines.

In 2017, 362 classroom courses were provided outside of Edmonton and Calgary. Overall, there were 1,731 courses delivered to a total of 30,611 students. In addition, 45,200 students signed on for an online course.

A state-of-the-art training facility opened in Fort McMurray in July 2017, expanding our presence in the Wood Buffalo region and providing additional safety training services and resources for the local construction community. For the first time, three courses were offered at a training facility in Camrose, providing classroom courses to workers in that community.

Regular weekend courses continue to be popular, with almost all being completely sold-out. Weekend courses run in Edmonton every two weeks and during the Christmas-week break. These course offerings increase the availability of ACSA services to students who are unable to access classes during the week, provide more options, and greater accessibility.

Course listing and dates can be found in our course calendar on the ACSA website.

Your ACSA JOBline lists job openings for safety professionals in the industry; and posts resumes that prospective employers can search and view. Last year, there were 3,985 visits to the ACSA’s Jobs webpage and 958 visits to the Post a Resume webpage.
DIVERSITY

The course was developed in collaboration with the Alberta Roadbuilders and Heavy Construction Association to introduce more learning options, enhance training opportunities, and upgrade and increase online courses. We review best practices from other provinces and industry sectors to ensure we are the leaders in safety education.

More than seven courses were updated in 2017. The revamped Leadership for Safety Excellence™ course went live in November 2017. The course content is geared toward supervisory positions, and is beneficial to all. The two-level program provides a certificate of completion and a certificate of proficiency.

Worksite Investigation Basics and Legality Assessments courses have been revised to make them more interactive and engaging for adult learners. These courses, along with Communications and Ethics for the Safety Leader were rolled out in 2017. The course helps participants to identify perception errors, develop and evaluate safety messages, deal with conflict resolution, and how to make difficult decisions. The Ground Disturbance online course content was also updated to meet the educational standards of the Alberta Common Ground Alliance course standard 201 audit.

The Workplace Hazardous Materials Information Management System (WHMIS) From the Trainer’s course has been updated and new videos added; the revised course will be offered starting in January 2018.

Three new courses will be added to our offerings in early 2018:

1. Silica Awareness - silica is a mineral that forms the basis of rock and sand and is found in many materials used in residential, industrial and road construction. Over time, the exposure to silica dust can cause silicosis, chronic respiratory problems such as bronchitis, tuberculosis, and lung cancer. The Silica Awareness course has been developed in collaboration with the Alberta Roadbuilders and Heavy Construction Association and BIZI Alberta (formerly the Canadian Home Builders’ Association Alberta).

2. Ground Disturbance - the course teaches the fundamentals of ground disturbance and the importance of working with the property owner to ensure its rights are being respected.

3. Recruitment Process Training - this course provides training on how to manage multiple contractors in a commercial development or residential construction project. The course was developed in collaboration with the Alberta Construction Association.

NCOSO and HSA Certification

Entry level safety practitioners can earn a construction safety designation through the ACSA. The National Construction Safety Office (NCISO) and the Health and Safety Administration (HSA) designations indicate that an individual has training in various construction-related health and workplace safety management principles. The NCISO and HSA programs program individuals for the continuing process of becoming experts and leaders in construction safety. The difference between the two programs is that the NCISO designation requires three years of construction experience as a pre-requisite.

In collaboration with the Canadian Federation of Construction Safety Associations (CFCSA), effective July 1, 2017, changes were made to the NCISO designation, creating a new standard, introducing an exam component, and impacting certain courses and maintenance requirements. This new standard strengthens the NCISO designation, making it more credible and allowing ease of transferability between provinces.

All NCISOs must now achieve an “Active” status, showing their commitment to continual improvement and professional development. New registrants in the NCISO program will be granted “Active” status. Current NCISOs will retain their designation, however to maintain an “Active” status, they must meet the new requirements to be included on an Active List (to be made public in 2020). To obtain the Active NCISO status, required courses are available at any ACSA training location across Alberta.

The updated NCISO in-person exam was first offered in the fall of 2017, with 40 multiple-choice questions. All closed-booked sessions feature 10 modules that provide a generic orientation to construction safety. A portion of the funding received from a creative sentencing award has been directed toward this program so that we can expand the scope of CSTs and continually add modules for industry-specific needs. In 2018, the funding will be used to provide at no cost, the CSTS Propane incidents module to high school students participating in the Safety in Schools program.

A trade audit has been concluded of all course materials. The ACSA has protected its intellectual property and is now working to ensure its rights are being respected.

The ACSA welcomed three summer students from the Northern Alberta Institute of Technology (NAIT). This is the third year we have participated in the summer student program and had three students involved in projects such as audit research, NCISO equivalency, and LSE proficiency. All three students obtained the HSA certification during their placement.

A Workplace Safety Certificate of Recognition (COR) and Small Employer Certificate of Recognition (SECOR) program premium refunds of up to 20 per cent. Your ACSA website lists the requirements that your company must meet in order to maintain its COR.

In 2017, 72 organizations submitted Action Plans in place of a COR audit. Rather than conducting an internal audit, COR companies working to meet their audit requirements have the option of developing and implementing an Action Plan that maps out goals-setting for their company's combined corporate and safety objectives. This holistic approach aims to improve their health and safety management system by strengthening alignment to and understanding of their company's corporate objectives, while also allowing health, safety and environmental (HSE) objectives, which may fall outside of the typical scope of an audit, to be prioritized throughout the company. An Action Plan template is available for download on ACSA’s website.

A review of the audit tool and electronic auditing (e-audit) is now underway. A survey distributed in September gathered input from 200 end-users that will assist in the development of a new audit tool and to build an e-audit tool. Going forward, input will be garnered using a number of different mechanisms through each phase of the project and updates on our consultation activities will be posted to our website and shared in our monthly newsletter.

After an extensive review and consultation, the Consultant Auditor Application process has been revamped and applications are now being accepted for the new Consultant Auditor Program. During the review process your ACSA met with member companies to gather feedback on their experiences with consultant auditors; hosted focus groups with a group of existing consultant auditors to secure their perspectives; and consulted the On-Site Audit Review (OSAR) program to identify gaps in our current program.

For companies looking to create a health and safety manual, required for both COR/SECOR certification, the Principles of Health and Safety Management course includes a comprehensive step-by-step guide with more than 40 free resources and templates that provide employers with the tools to build an effective health and safety manual.

STRATEGIC GOAL:

To upgrade training content and certification processes to meet changing safety needs. Your ACSA provides NCISO and HSA certification and COR and SECOR certification. We work with key partners to ensure that we meet or exceed set standards and keep our members and stakeholders informed of changes that affect them.

Alberta Construction Safety Association Status Report 2017
13 KEY ELEMENTS OF COR AND SECOR

01. COMPANY HEALTH & SAFETY POLICY

02. WORKPLACE HAZARD MANAGEMENT & CONTROL

03. SAFE WORKPLACE PRACTICES

04. SAFE JOB PROCEDURES

05. COMPANY RULES

06. PERSONAL PROTECTIVE EQUIPMENT (PPE)

07. PREVENTATIVE MAINTENANCE

08. TRAINING & COMMUNICATION

09. INSPECTIONS

10. INVESTIGATION & REPORTING

11. EMERGENCY PREPAREDNESS

12. RECORDS & STATISTICS

13. LEGISLATION*

*NOTE: For SECOR, element 13 is different from COR. Contractor Management is the 13th element for SECOR and Legislation is combined in Element 1, Company Health & Safety Policy.
EMployer PIR Refunds

The Partnerships in Injury Reduction (PIR) program encourages injury prevention and the development of effective workplace health and safety management systems. Employers are eligible for a PIR refund after they have earned a COR/SECOR and completed a successful audit of their health and safety management system to ensure that it meets the provincial partnership standards. WCB provides the PIR refund to participating employers, to a maximum of 20 per cent of industry-rated premiums in the previous calendar year. Last year, thousands of Alberta employers received a PIR refund, sharing over $72 million for their 2016 performance; ACSA member companies received a total of $34,010,815 in 2016 PIR rebates.

Workers Within an ACSA WCB Industry Code Work for a COR Company

A COR shows that the employer’s health and safety management system has been evaluated by a certified auditor and meets provincial standards. These standards are established by Alberta Occupational Health and Safety.

On Average, PIR Companies Have 20 Per Cent Lower Lost-Time Claim Rates

Employers with a COR designation can receive up to a 20 per cent discount on their WCB industry rate premiums. ACSA members maintaining a COR earn more refunds than any other certified partner.

3,808 active CORs and 1,532 active SECors achieved and maintained through ACSA

In 2017, of the more than 11,100 active CORs in Alberta, 48 per cent were achieved through the ACSA – more than two and a half times that of the nearest certifying partner!
ACSA staff collaborate with and support a number of local and national programs that promote safety training and uphold the safety spirit, including:

**ALBERTA ROADBUILDERS & HEAVY CONSTRUCTION ASSOCIATION (ARHCA)**
The ARHCA represents contractors who work on the construction and rehabilitation of highways, municipal roads, bridges, sewers, and water projects, as well as the suppliers and consulting engineers who work with them. The ARHCA supports stable long-term investment in our transportation infrastructure and believes that a strong transportation system is essential to Canada’s future, providing a cost-effective method of moving goods and services to local and world markets, and giving Canadians a safe and efficient way to travel. The ARHCA is partnered with ARHCA in the development of Roadbuilders Safety Training System (RSTS) online courses and the Alberta Temporary Traffic Control classroom courses. www.arhca.ab.ca

**APPRENTICESHIP AND INDUSTRY TRAINING (AIT)**
Apprentices learn on the job, ensuring that they receive practical, hands-on training that meets the needs of current and future employees. AIT plays a leadership role in developing Alberta’s highly skilled and trained workforce. The AIT Board advises the Minister of Advanced Education about the needs of local and national programs that promote safety training and uphold the safety spirit, including:

**BILD ALBERTA**
Building Industry and Land Development Alberta (BILD Alberta) represents the amalgamation of the Canadian Home Builders’ Association – Alberta and the Urban Development Institute Alberta. BILD Alberta is the unified voice for the land development, home building and renovation industry, representing over 1,900 business members.

In 2017, BILD Alberta launched a campaign to address fall prevention. Safety Ninja is a fall prevention hero promoting fall prevention safety resources to help workplaces improve safety.

The ACSA partnered with BILD Alberta in the development and delivery of Building to SEICOR workshops and CSTS. Together we’re raising the bar on safety and cultivating home builders and land developers to that standard.

www.bildalberta.ca

**CAREERS: THE NEXT GENERATION**
This non-profit organization raises youth awareness of career options and helps students earn while they learn through internship. They partner with government, educators, communities, industry, parents and students to introduce youth to rewarding careers and develop the skilled workers of the future.

The ACSA is partnered with CAREERS in the Safe Under 18 campaign. Together we’re teaching our youth on how to be safe and ensuring a brighter future.

www.nextgen.org

**DAY OF MOURNING**
On April 28th each year, Canadians in workplaces across the nation observe a moment of silence at 11 am to commemorate fallen workers. Established in 1984, the National Day of Mourning honours workers who were killed, injured, disabled, or have lost their lives to work-related incidents or occupational diseases. The ACSA and its eight Regional Safety Committees co-host annual public events throughout Alberta in honour of fallen workers and to remind those working in the industry to always remain vigilant and safe.

www.wcb.ab.ca/about-wcb/community-partnerships/day-of-mourning.html

**JOB SAFETY SKILLS SOCIETY (JSSS)**
This not-for-profit organization, in partnership with education, industry, government and the community at large, facilitates the education and training of youth to help significantly reduce fatalities, injuries and illness in the workplace.

The JSSS provides financial support to JSSS for research, and to develop, upgrade and deliver an extensive school-based program of workplace health and safety-education and training resources, named the JobsSafe program. Through this work, WCB statistics report that Alberta is witnessing a steady decline in the number of workplace injuries to young workers. www.jobsafetyskills.com

**NORTH AMERICAN OCCUPATIONAL SAFETY & HEALTH (NAOSH) WEEK**
First launched in 1977, this continent-wide event spanning three countries (Canada, USA and Mexico) focuses on employers, employees, and partners, highlighting the importance of reducing injuries and illness in the workplace, at home and in the community. NAOSH Week events and activities are coordinated by local, provincial and/or regional committees, comprised primarily of volunteers, who share a focus and vision of safer workplaces and communities. This annual event is held in May each year. In 2017, the ACSA supported the media campaign to raise awareness on the matters of physical health, safety and mental health.

www.naosh.org

**PARTNERS IN ROAD CONSTRUCTION SAFETY (PRICS)**
This concerned group of private and public sector organizations are working together to reduce the more than 900 collisions and millions of dollars in property damages that occur on roads and utility construction zones each year. Your ACSA partners in the PRICS public awareness campaign that encourages Alberta drivers to slow down through road construction zones. Together we’re making the construction of our roads safer for our roadbuilders. www.prics.ca

**ST. JOHN AMBULANCE**
St. John Ambulance is the national leader, setting the standard for training in first aid, CPR and other lifesaving skills. St. John Ambulance delivers the ACSA’s Standard First Aid and CPR training course in Calgary and Edmonton to help employers prevent and reduce the frequency and impact of workplace injuries. This course is a requirement for NCOS and HSA certification. www.stjohn.ab.ca

**STEPS FOR LIFE – EVERY STEP FORWARD IS ONE THAT WE’RE TAKING TOGETHER**
Walking for Families of Workplace Tragedy is the top public, national health and safety event in the country. The Association for Workplace Tragedy Family Support (known as Threads of Life) provides workers and their families with one-on-one peer support and guidance after a workplace injury, illness or fatality. In Steps for Life, those who have been more directly impacted by a workplace tragedy walk side-by-side with those who are committed to preventing others from knowing this horror. The ACSA and Regional Safety Committees are proud to sponsor annual Steps for Life walks throughout Alberta each year. Together, we are promoting safer workplaces. www.threadsforlife.ca

**TAKE A WALK DAY**
Held in August each year, this WCB-Alberta campaign creates awareness about back injury prevention promoting walking as the best way to ease back pain if you are injured. The program encourages you to stay active to maintain a healthy back. Some 90 ACSA participants partook in Take a Walk Day 2017. Join us on August 23rd, for Take a Walk Day 2018. www.backactive.ca

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Congratulations to the 2017 Gary Wagar Scholarship recipients –
Certificate program at the U of A. The recipients also receive a complimentary
continue their professional development in the Occupational Health & Safety
Administrator (HSA) designation through the ACSA, helping these students to
attained the National Construction Safety Officer (NCSO) or Health & Safety
Two $1,000 scholarships are presented annually to individuals who have
this partnership is to encourage and support students furthering their careers
former ACSA Executive Director Gary Wagar, who retired in 2012. The goal of
The U of A and the ACSA have established a scholarship program in honour of
One of the most advanced programs in Canada, the University of Alberta’s Occupational Health and Safety (OHS) program, provides
Health and Safety (OHS) program, and safety/occupational-health-and-safety
The Alberta Construction Safety Association and Women Building Futures are both
This part-time program is offered in flexible and accessible formats and taught
by industry experts in downtown Edmonton, Calgary, and across Alberta
through partnerships with local colleges. Students may also fulfill all program
requirements through online courses.

WBF’s staff and students are equipped with the highest standard
of safety skills.

Back Pain: Don’t take it lying down - Staying active is better for your back.
Together, the ACSA and WCB-Alberta partnered to deliver the campaign to over
5,000 participants from across Alberta last year. Learn about back pain basics,
protecting your back, accessing treatment, and staying active.
www.backactive.ca

The Alberta Construction Safety Association and Women Building Futures are both
committed to increasing the number of women in construction to address the
workforce shortage that will occur as skilled workers reach retirement.

ACSA is proud to partner with WBF and celebrate some key milestones in 2017:
• Offering in-kind safety training at a value of $28,000 to ensure
WBF’s staff and students are equipped with the highest standard
of safety skills.
• Providing office space in Fort McMurray to support WBF’s expansion
to connect more women in Alberta’s north to workforce opportunities
in the area.
• Partnering with WBF on the Breakfast with the Leaders speaker series to
evoke thought and discussion on a range of topics that are important to
Alberta’s construction and maintenance industries.

Together, WBF and the ACSA aim to attract and train new workers and ensure
they have the knowledge, competency, skill, and ability to meet or exceed industry
standard for worker safety and productivity.

The University of Alberta’s Occupational Health and Safety (OHS) program, provides
an opportunity for practicing OHS professionals, as well as those who aspire
to a career in health and safety, to advance their skill set and assist
employers in continuously improving safety performance.

This part-time program is offered in flexible and accessible formats and taught
by industry experts in downtown Edmonton, Calgary, and across Alberta
through partnerships with local colleges. Students may also fulfill all program
requirements through online courses.

The U of A and the ACSA have established a scholarship program in honour of
former ACSA Executive Director Gary Wagar, who retired in 2012. The goal of
this partnership is to encourage and support students furthering their careers
in the health and safety profession.

Two $1,000 scholarships are presented annually to individuals who have attained the National Construction Safety Officer (NCSO) or Health & Safety Administrator (HSA) designation through the ACSA, helping these students to continue their professional development in the Occupational Health & Safety Certificate program at the U of A. The recipients also receive a complementary registration to the annual ACSA Conference.

Congratulations to the 2017 Gary Wagar Scholarship recipients –
Benjamin Wilson (NCSO) and Christina Baumgardt (HSA).

Since 1998, Women Building Futures (WBF) has been the leader in preparing
women for economically prosperous careers in industries where they have
historically been under-represented. These careers lead to economic freedom and
personal growth that are transformational for women, their families, and their
communities. WBF has extensive experience recruiting and ensuring career success
for women at a consistent employment rate of 90 per cent. Graduates of WBF programs become safe, productive workers and experience an average increase in income of 35% per cent on their first day of hire. WBF works closely with industry
to ensure that its recruitment and training programs are aligned with industry’s
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www.wbf.ca
2017 TRAINING HIGHLIGHTS

TOP 10 CLASSROOM COURSES

01 Leadership for Safety Excellence
02 Auditor Training Program
03 Principles of Health & Safety Management
04 Workplace Hazardous Materials Information System (WHMIS) 2015 Train-the-Trainer
05 Legislative Awareness
06 Basic Instructional Techniques
07 Confined Space Entry/Monitor
08 Workplace Investigation Basics
09 Prime Contractor
10 Communications & Ethics for Safety Leaders

TOP THREE ONLINE COURSES

01 CSTS - Construction Safety Training System
02 PCST - Pipeline Construction Safety Training
03 RSTS - Roadbuilders Safety Training System

In 2017, there were 1,731 courses delivered to a total of 30,161 students. In addition, 45,200 students signed on for an online course.

Fewer students attended courses in 2017 (a 5.3 per cent decrease from 2016). In 2017, the number of students signing up for e-learning courses decreased by 8.8 per cent from 2016.
Alberta Building Permits vs Enrolments/Participants

Source: Statistics Canada Table 026-0006 Building permits, value by activity sector (monthly, dollars)

ACSA Enrolments/Participants (RT Axis)
Alberta Building Permits (Total Residential & Non-Residential $000s)
Following are the 2017 ACSA Board of Directors, the Association they represent and (year appointed):

<table>
<thead>
<tr>
<th>Name</th>
<th>Association/Role</th>
<th>Year Appointed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shaun Arnault</td>
<td>Edmonton Construction Association</td>
<td>2017</td>
</tr>
<tr>
<td>Brad Bent</td>
<td>Christian Labour Association of Canada</td>
<td>2013</td>
</tr>
<tr>
<td>Michael Charlton</td>
<td>Mechanical Contractors Association of Alberta</td>
<td>2017</td>
</tr>
<tr>
<td>Justin Cote</td>
<td>Alberta Roofing Contractors Association</td>
<td>2017</td>
</tr>
<tr>
<td>Michael Court</td>
<td>Alberta Construction Association</td>
<td>2016</td>
</tr>
<tr>
<td>John Digman</td>
<td>Medicine Hat Construction Association</td>
<td>2017</td>
</tr>
<tr>
<td>Ron Generaux</td>
<td>Construction Owners Association</td>
<td>2017</td>
</tr>
<tr>
<td>Robert Gould</td>
<td>CDAA Industrial Contractor Representative</td>
<td>2017</td>
</tr>
<tr>
<td>Dave Hagen</td>
<td>Electrical Contractors Association of Alberta</td>
<td>2000</td>
</tr>
<tr>
<td>Ryan Hawley</td>
<td>Red Deer Construction Association</td>
<td>2017</td>
</tr>
<tr>
<td>Charles Iggulden</td>
<td>Fort McMurray Construction Association</td>
<td>2013</td>
</tr>
<tr>
<td>Tanya Jacques</td>
<td>Grande Prairie Construction Association</td>
<td>2013</td>
</tr>
<tr>
<td>T.J. Keil</td>
<td>BILD Alberta (formerly Canadian Home Builders Association - Alberta)</td>
<td>2016</td>
</tr>
<tr>
<td>Steve King, Chair</td>
<td>Alberta Roadbuilders &amp; Heavy Construction Association</td>
<td>2012</td>
</tr>
<tr>
<td>Jenna Klynsena</td>
<td>Alberta Roadbuilders &amp; Heavy Construction Association</td>
<td>2017</td>
</tr>
<tr>
<td>Craig McCauley</td>
<td>Alberta Construction Association</td>
<td>2017</td>
</tr>
<tr>
<td>Ken Macdonald</td>
<td>Lloydminster Construction Association</td>
<td>2012</td>
</tr>
<tr>
<td>Kaia Miller</td>
<td>Medicine Hat Regional Safety Committee</td>
<td>2017</td>
</tr>
<tr>
<td>Bruce Moffatt</td>
<td>Alberta &amp; NWT Building and Construction Trades Council</td>
<td>2007</td>
</tr>
<tr>
<td>Neil Moffatt, Vice-Chair</td>
<td>Merit Contractors Association</td>
<td>2008</td>
</tr>
<tr>
<td>Terry Parker</td>
<td>Alberta Building Trades</td>
<td>2017</td>
</tr>
<tr>
<td>Tim Scott</td>
<td>Lethbridge Regional Safety Committee</td>
<td>2013</td>
</tr>
<tr>
<td>Mike Rezansoff</td>
<td>Building Trades of Alberta - Southern Manager</td>
<td>2011</td>
</tr>
<tr>
<td>Derrick Schulte</td>
<td>Alberta &amp; NWT Building and Construction Trades Council</td>
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<tr>
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<td>Lethbridge Regional Safety Committee</td>
<td>2017</td>
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<tr>
<td>Bernad Ulfinger, Past Chair</td>
<td>Alberta Construction Association</td>
<td>2006</td>
</tr>
<tr>
<td>Dwayne Wallace</td>
<td>Calgary Construction Association</td>
<td>2014</td>
</tr>
<tr>
<td>Brent White</td>
<td>Calgary Construction Association</td>
<td>2017</td>
</tr>
</tbody>
</table>

**Regional Safety Committees:**

- **Calgary**
  - Randy Januszewski, Chair

- **Edmonton**
  - Rob Vandertats, Chair

- **Grande Prairie**
  - Tanya Jacques, Chair

- **Lakeland (Lloydminster & Bonnyville)**
  - Jennifer Keach, Chair

- **Lethbridge**
  - Steve Yanke, Chair

- **Lethbridge**
  - Steve Yanke, Chair

- **Medicine Hat**
  - John Digman, Chair

- **Parkland (Red Deer)**
  - Ryan Hawley, Chair

- **Wood Buffalo (Fort McMurray)**
  - Tamera Madden, Chair

**ACSA Administration:**

- **Dan MacLennan**
  - Executive Director

- **Tammy Hawkins**
  - Chief Operating Officer

- **Ryan Davis**
  - Manager, Course Development

- **Maureen Dea**
  - Manager, Accounting & Finance

- **Michael Hogan**
  - Manager, Marketing, Communications & Reputation

- **Brent Schneider**
  - Senior Project Manager, Shared Services

- **Heidi Schneider**
  - Manager, Client Services

- **Gary Thomson**
  - Manager, Learning Services
EMPOWERING A SAFER CONSTRUCTION COMMUNITY