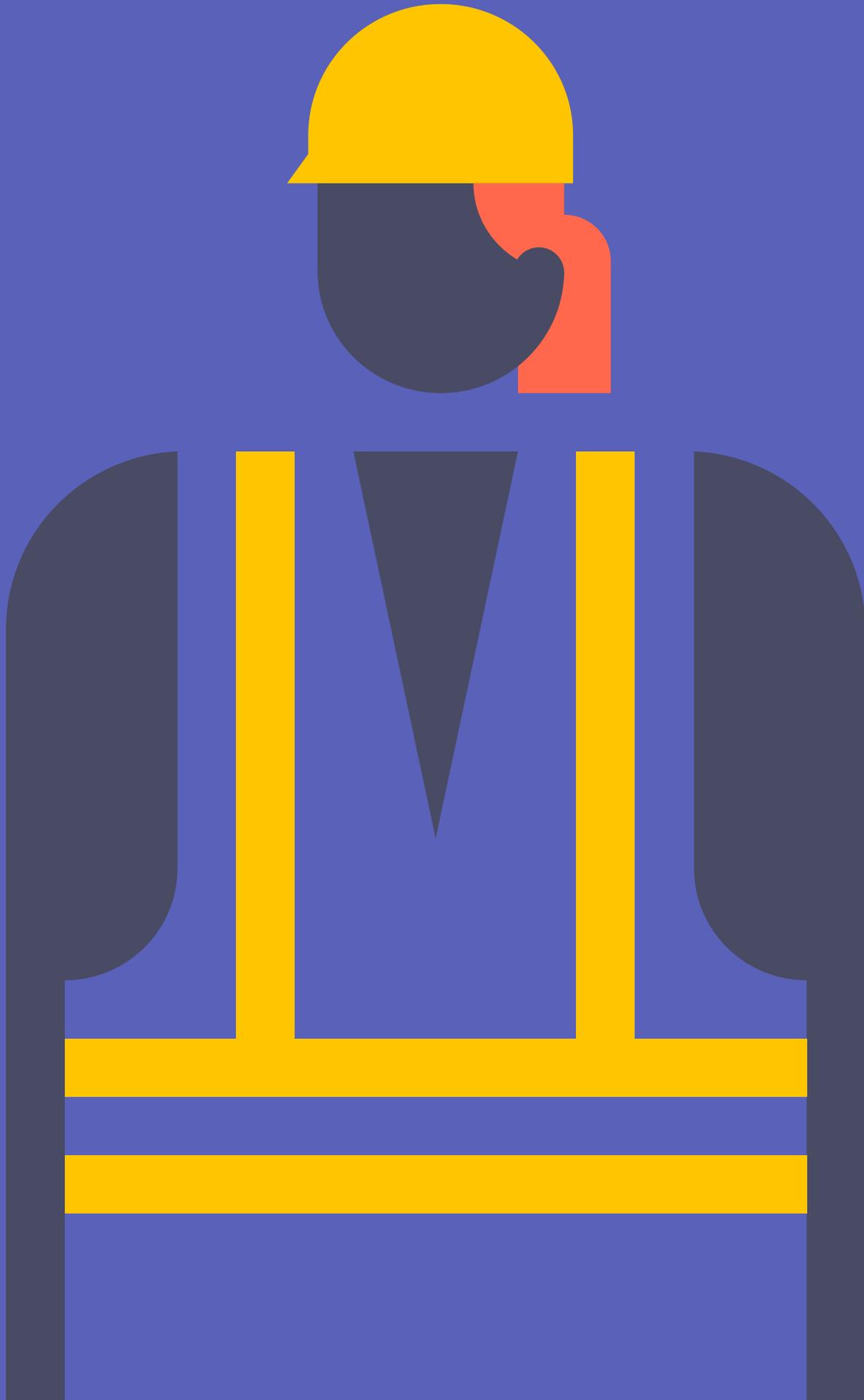
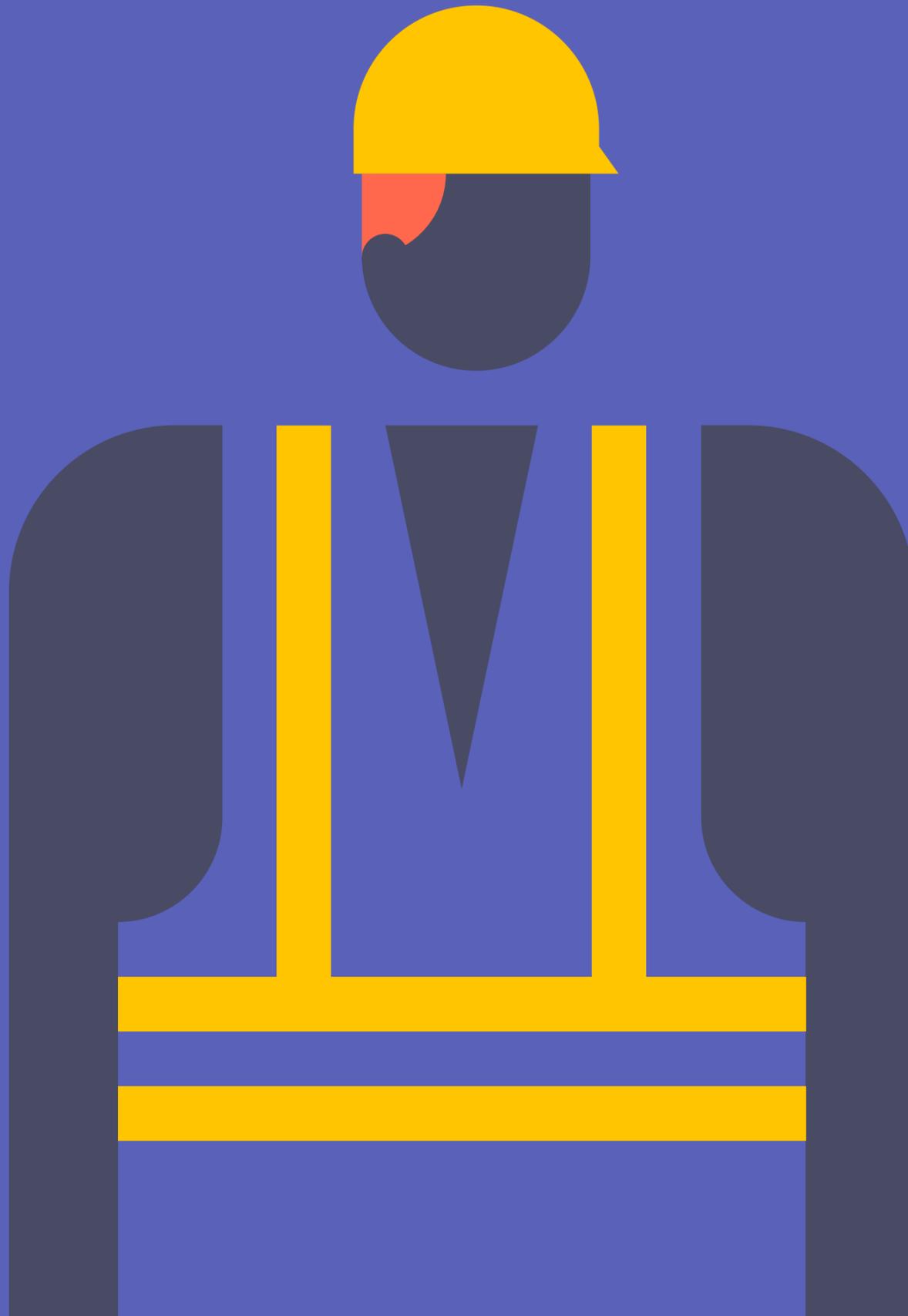




Alberta Construction
Safety Association

EMPOWERING A SAFER CONSTRUCTION COMMUNITY
STATUS REPORT 2017





01	2017 HIGHLIGHTS
03	ABOUT THE ALBERTA CONSTRUCTION SAFETY ASSOCIATION
03	Vision
03	Mission
04	Guiding Principles
04	Member Benefits
05	MESSAGE FROM THE BOARD CHAIR
07	MESSAGE FROM THE EXECUTIVE DIRECTOR
09	OVERVIEW
11	ECONOMIC OUTLOOK
15	WORKPLACE SAFETY OUTLOOK
15	Disabling Injury and Lost-Time Claim Rates
18	OUR SAFETY COMMUNITY
21	ENGAGING WITH OUR COMMUNITIES
23	ACSA ACHIEVEMENT AWARDS
25	STRATEGIC PRIORITIES
25	Infrastructure
25	Capacity
26	ACCESSIBILITY
27	DIVERSITY
28	ADAPTABILITY
28	NCSO and HSA Certification
28	COR/SECOR Certification
29	13 KEY ELEMENTS OF COR AND SECOR
31	EMPLOYER PIR REFUNDS
33	COMMUNITY PARTNERSHIPS
37	2017 TRAINING HIGHLIGHTS
41	ACSA BOARD OF DIRECTORS
42	Regional Safety Committees
42	ACSA Administration

2017 HIGHLIGHTS

MEMBERSHIP

36,403

Active Members

2,470

Associate Members

1.5%

Annual WCB Levy
(2.25% effective January 1, 2018)

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

1,731

Classroom Courses

45,200

Online Course Participants

6,548

New Students
(attended their first ACSA Course)

15,087

Unique Enrolments
(number of students taking one or more courses)

59.5%

ACSA students under the age of 40

94%

of student say ACSA courses help them do their job safety

92%

of students would recommend ACSA courses to their fellow workers

4.34/5

members agree "ACSA is the Leader in Safety Education"

CERTIFICATION

3,808

Active COR Holders

1,532

Active SECOR Holders

\$34,010,815

PIR Refunds to ACSA members

44.5%

of all COR and SECOR holders in Alberta achieved through ACSA

4.38/5

members with a COR/SECOR agree 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

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

2,047,673

pages view of youracsa.ca

326,242

users visiting youracsa.ca website

849,245

times the youracsa.ca website was visited

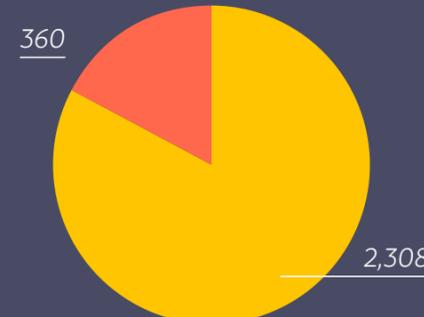
143,437

PDF Resources downloaded

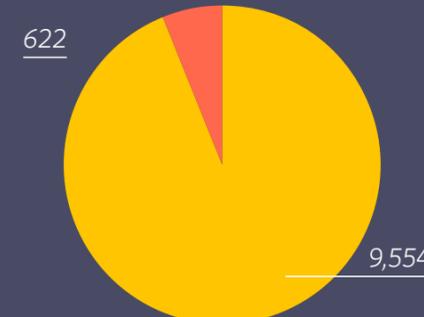
3,985

visits to Your ACSA Jobline webpage

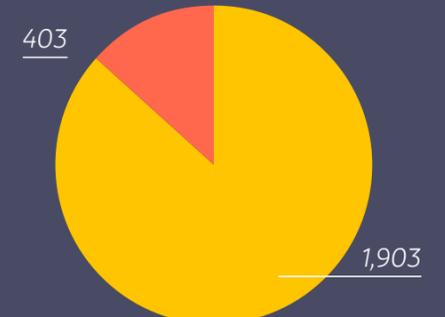
FACEBOOK



LINKEDIN



TWITTER



Existing Followers (Yellow) | New Followers (Red)

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!

MESSAGE FROM THE BOARD CHAIR



*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.

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.

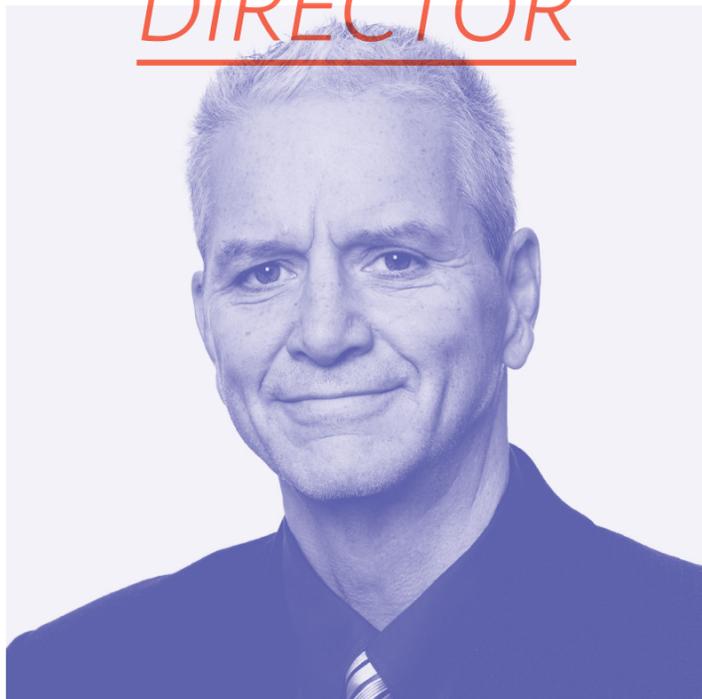
My two years serving as Board Chair have gone by quickly. I am incredibly thankful to my fellow Board members for their engagement and positive influence during this time. Not only were they willing to engage in governance renewal, but they have been patient with me as their leader and I thank them for 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.

Stephen W. King
ACSA BOARD CHAIR

MESSAGE FROM THE EXECUTIVE DIRECTOR



We have accomplished a lot in our first 30 years together in advancing workplace safety.

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. I would like to thank both past and present members, students, board members and staff for your support and contributions. We look forward to collaborating with you on our future endeavours.

Your ACSA is committed to providing leading training delivery services and content to our members and students, while positioning the organization for continued growth. We continuously assess the relevancy and value of our courses to ensure they provide the most current information and content. This includes updating existing courses, introducing new courses, and eliminating dated content. Safety training programs provided at your ACSA are developed using the latest theories and training

techniques in adult learning. Through this teaching model we can achieve greater rates of retention and workplace application of the knowledge we share.

Too often, we hear about organizations that have purchased expensive safety training programs from out-of-province providers and the forceful sales tactics used to sign them on. Your ACSA courses are current on all legislative changes and requirements, and templates are provided free to our members on our website. In fact, some 143,437 PDF resources were downloaded last year alone. We encourage you to consider your ACSA for all of your safety training requirements before investing in costly alternatives that may not be recognized by Alberta industry.

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.

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, centralized 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.

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 Policy 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.

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.

Dan MacLennan
EXECUTIVE DIRECTOR

WHAT WE DO

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 PROMISE

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.

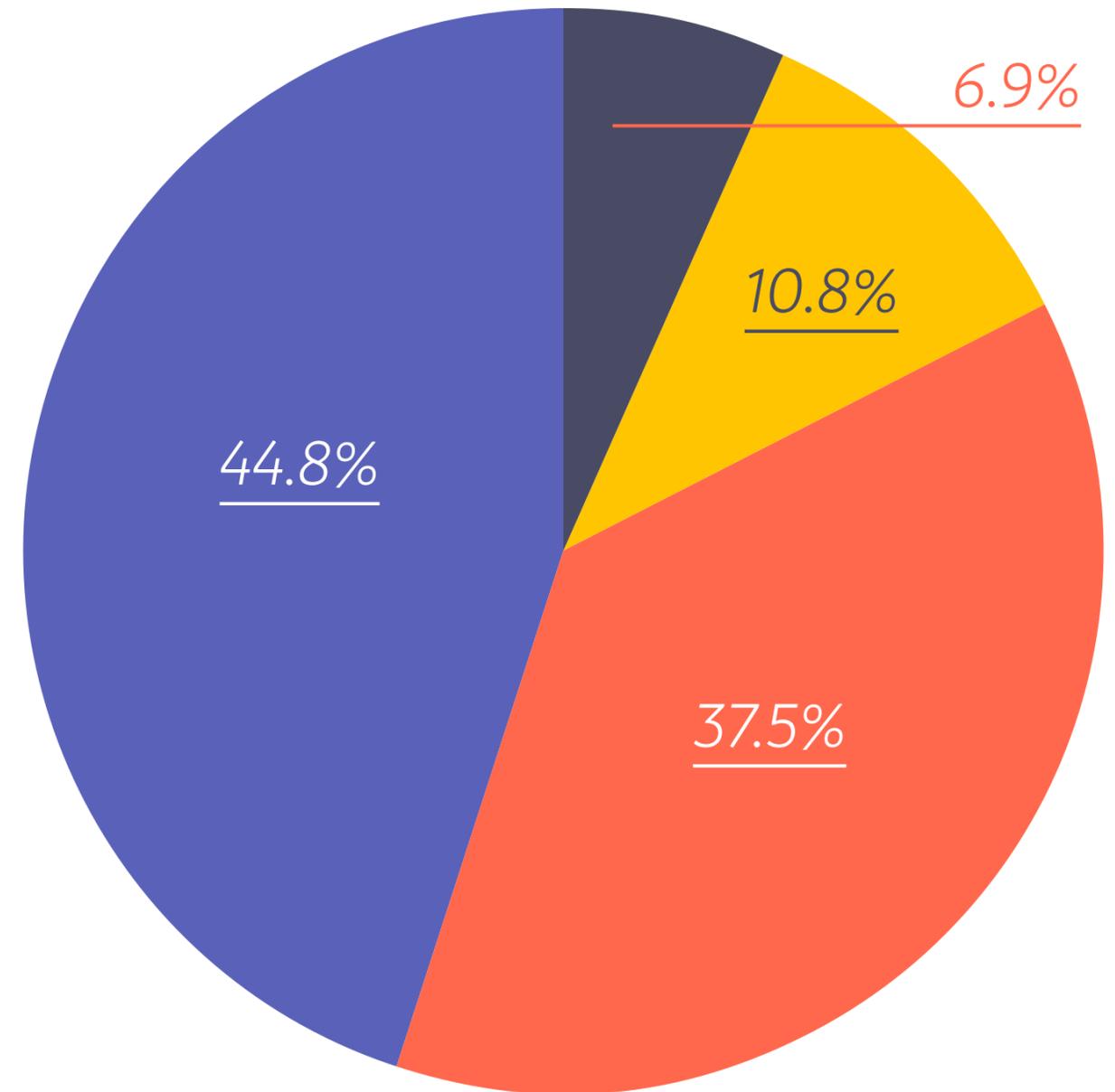
FUNDING

Courses and materials;

Association memberships; and

WCB industry levy.

2017 REVENUE



- Course & Material Sales
- WCB Industry Levy
- Associate Memberships
- Other Revenue

ECONOMIC OUTLOOK

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 fueling 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 311,000 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 stabilize 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 beef 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 softwood lumber 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 fueling 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 \$60 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 \$14,600 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 \$151 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 2014 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.

ECONOMIC TRENDS

- Higher interest rates - could increase the cost of capital for some companies and projects. A sudden increase could slow housing activity and consumer spending.
- Access to finance - a 2017 survey of Bank of Canada senior loans officers indicates some tightening of credit conditions, particularly for small business and commercial borrowers in the Prairies, including Alberta.
- Cost inflation - cost pressures on materials and labour may occur as growing construction activity in other parts of the world place pressure on resources.
- Consumer confidence - with an improving economy, retail sales have returned to pre-recession levels. In 2018, the forecast for real household consumption growth is 2.4 per cent.

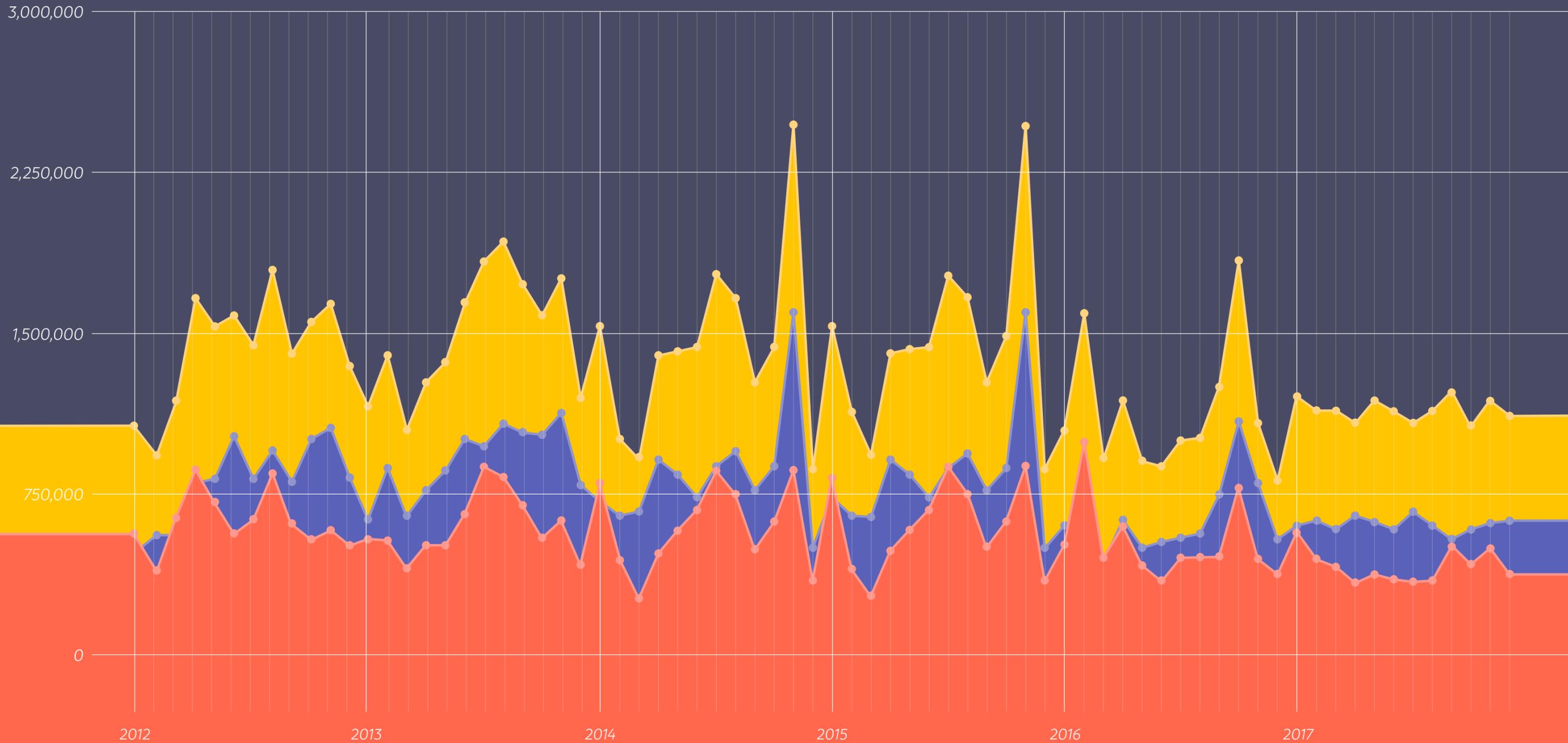
KEY ENERGY AND ECONOMIC ASSUMPTIONS¹

FISCAL YEAR ASSUMPTIONS	2016-17 ACTUALS	2016-17 FORECAST	2017-18 FORECAST	2018-19 FORECAST	2019-20 FORECAST
Natural Gas Price (ARP) - CDN \$/GJ	2.01	2.15	2.90	2.90	3.00
Crude Oil Price (WTI) - USD \$	47.93	48.00	55.00	59.00	68.00
Real GDP % Change	-3.7	2.6 ²	2.2	2.4	2.5
Employment % Change	-1.6	-1.6	0.9	1.4	1.6
Housing starts (thousands of units)	24.5	24.5	25.7	28.8	30.2
Alberta Consumer Price Index - % Change	1.1	1.9	2.0	2.0	2.0

¹Government of Alberta - Economic Outlook (Budget 2017)
²Alberta Treasury Board and Finance estimate

ALBERTA BUILDING PERMITS: 2012 to 2017 (\$ Value x 1,000)

● Total residential and non-residential
● Residential ● Non-residential



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

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

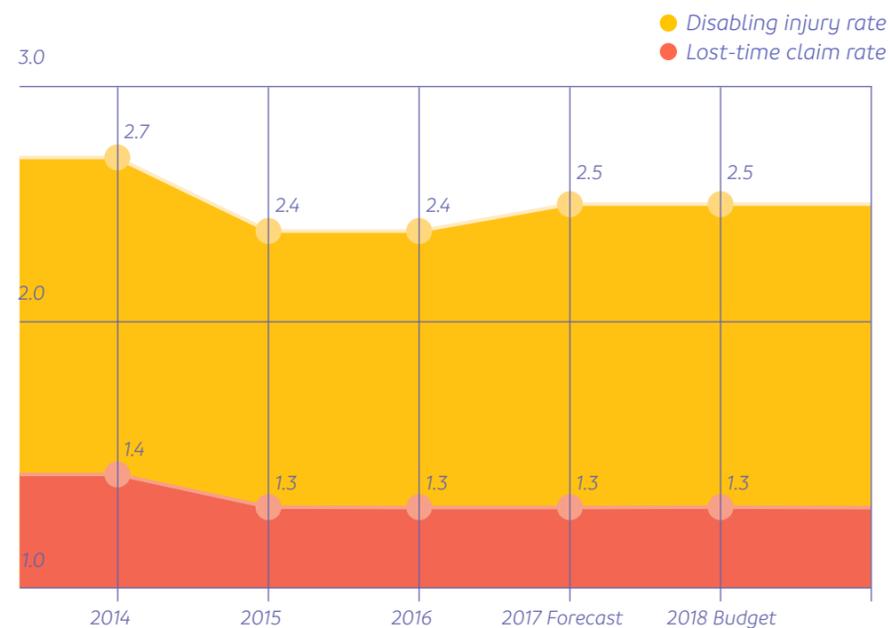
YEAR	# OF ACCOUNTS	PERSON YEARS	DISABLING INJURIES	DISABLING INJURY RATES	LOST-TIME CLAIMS	LTC CLAIM RATE	# OF MODIFIED WORK CLAIMS	# OF WCB ACCEPTED FATALITIES
2012	54,355	338,562	10,224	3.02	4,699	1.39	8,295	39
2013	57,566	379,561	11,610	3.06	5,048	1.33	9,596	71
2014	61,122	400,356	12,312	3.08	5,307	1.33	10,248	68
2015	62,380	381,509	10,415	2.73	4,680	1.23	8,569	44
2016	60,374	332,929	8,589	2.58	3,748	1.13	7,164	55

Table 1: reports results on number of accounts, person years, injury claims, fatalities, and claim rates rolled-up for all ACSA member industries, Alberta, 2012 - 2016.

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.

DISABLING INJURY AND LOST-TIME CLAIM RATES

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.



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.

Disabling injury claims combine both the 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 LTC 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.

Modified Work Claim: A modified work claim is a claim for an occupational injury or disease where workers had their normal work duties altered to enable them to remain working without losing time from work. Also included are claims where injured workers are helped back into the workplace with modified duties after time lost due to injury or disease.

Disabling Injury Claims: Disabling injury (DI) claims combine both lost-time and modified work 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.

Person-Years Worked: Person-years worked are estimates provided by the WCB. One person-year is equivalent to one full-time worker working for one year, and can be assumed to equal 2,000 hours worked.

Lost-Time Claim Rate: The lost-time claim rate is calculated by dividing the number of lost-time claims by the person-years worked estimate, and multiplying the result by 100. The lost-time claim rate represents the probability or risk of an injury or disease to a worker during a period of one-year 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 risk.

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

Disabling Injury Rate: The disabling injury rate is calculated by dividing the number of disabling injury claims by the person-years worked estimates, 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 claim rate although it covers a broader range of injuries, including those that are less severe in nature (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.

$$\text{Disabling Injury Rate} = \frac{\text{Number of DI's}}{\text{Person-years worked}} \times 100$$

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

TABLE TWO: ACSA members - WCB Industry Code/Description

INDUSTRY CODE	INDUSTRY DESCRIPTION	INDUSTRY CODE	INDUSTRY DESCRIPTION
02100	Landscaping	42122	Mechanical Contracting
02200	Right-of-Way Maintenance	42124	Electric Wiring
30302	Overhead Doors - Install/Repair	42125	Floor Coverings - Sell/Install
31508	Overhead Cranes - Service Only	42129	Industrial Plant Maintenance
34800	Transit Mix Operations	42133	Cabinets/Counters - Assemble/Install
40400	Construction - Industrial	42135	Drywall/Lathe/Plaster/Stucco/etc.
40401	Construction Trade Services, NEC	42139	Industrial Coating Services
40405	Residential General Contracting	42141	Acoustic Materials - Sell/Install
40602	Paving/Surfacing	42143	Framing Contractor - Cont.
40604	Mobile Equipment Operation	42144	Fire Sprinklers - Install/Service
40901	Power Line - Construct/Remove	42147	Finishing Carpentry
40905	Pipeline Construction	42151	Siding/Eavestrough - Fabricate/Install
42102	Brick/Masonry Contracting	42155	Move Buildings
42103	Boring - Horizontal/Angular	42156	Erect/Dismantle - Storage Tanks
42104	Concrete Construction	42159	Caisson Operations
42105	Erect - Sheet/Metal Structures	42184	Mechanical Insulation - Install/Service
42106	Erect - Structural Steel	42184	Mechanical Insulation - Install/Service
42109	Heavy Machine/Equip - Install/Service	51504	Cathodic Protection Service
42110	Elevators/Escalators - Service/Install	62302	Machinery/Equip NEC - Sales/Service
42111	Painting/Decorating	86911	Staffing Services - Labour
42113	Tile/Terrazzo - Sell/Install	89401	Welding
42117	Heating Systems - Fab/Install	89600	Refrigeration Equip - Sales/Service
42118	Roofing	89605	Service Station Equip - Sales/Install
42120	Sand Blasting	89928	Scaffold/Cranes - Rent/Erect
42121	Doors/Windows - Manufacture/Install		

Currently, there are more than 60,000 member companies in the WCB database that fall under the construction sector industry codes.

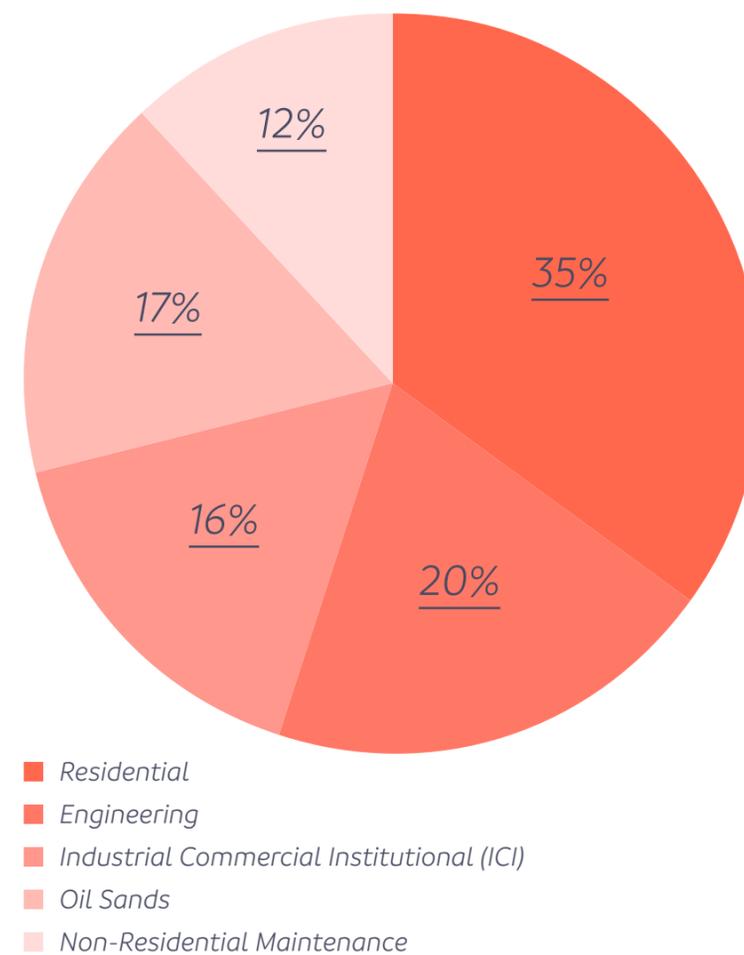
Table 2: represents the ACSA member industry description and associated industry code as per WCB - Alberta website.

OUR SAFETY COMMUNITY

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.

DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN ALBERTA - 2017



CONSTRUCTION EMPLOYERS

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

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.

CHARACTERISTICS	ALBERTA	CONSTRUCTION
Average Number of Hours Worked per Week	36.7	42.3
Multiple Jobholders (% of total employment)	6.1%	3.4%
Average Job Tenure (months)	91.4	75.9
Employees Under Union Coverage (%)	20.8%	13.6%
Employees Working Overtime per week (%)	17.8%	23.4%

Data Source: Statistics Canada, Labour Force Survey, CANSIM Tables 282-0022, 282-0031, 282-0042, 282-0078 and 282-0084, 2017.

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

According to the Statistics Canada 2017 Labour Force Survey, the gender breakdown in the construction industry was 33,100 women employed (13.7 per cent), an increase of almost one per cent over 2016 and 207,800 men employed (86.3 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.³

AGE CHARACTERISTICS	EMPLOYMENT IN ALBERTA		EMPLOYMENT IN CONSTRUCTION	
	#	%*	#	%*
15-24 years	293,800	12.8%	27,500	11.4%
25-54 years	1,544,900	68.0%	173,900	72.2%
55 years and over	438,200	19.2%	39,500	16.4%

Data Source: Statistics Canada, Labour Force Survey, CANSIM 282-0008, 2017
*Percentages may not add up to 100 due to rounding.

Data Source: Statistics Canada, Labour Force Survey, CANSIM Table 282-0072, 2017
Note: The average hourly wage is obtained by dividing the sum of the wages of all the employees by the total number of employees. The median hourly wage is that wage below which half the employees earn and above which half the employees earn.

³Alberta Government Industry Profiles 2016 (Construction Industry)
<https://work.alberta.ca/documents/industry-profile-construction.pdf>

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-medium-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 employers 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 1-866-415-8690.

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 enshrine the right for employees to refuse dangerous work, create worksite 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

ENGAGING WITH OUR COMMUNITIES

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 importance 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 NW Refining Ltd.; and JudyLynn Archer.

The topic of the third session, held May 24th, Creating a Learning Culture: Why it should matter now more than ever, featured panelists j'Amey Holroyd, Board Chair AIT and Director of Training at Local 146; and Mario Kulas, Manager, Upgrader Site Projects, Shell. The discussion was facilitated by Kathy Kimpton, 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@youracsa.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 30th Anniversary. The theme, **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 employees and employers to create safer workplaces, the ACSA also participated in a number of trade shows and conferences in 2017, including: BILD Alberta's Fall Conference (formerly the Canadian Home Builders' Association – Alberta's BUILD Conference); the Canadian Society of Safety Engineers (CSSE) Conference; the 16th 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 with our online communications. Our monthly email newsletters now reach well over 9,000 subscribers and our news media campaigns have generated about 5.5 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.

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.

ACSA ACHIEVEMENT AWARDS

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.

REGIONAL AWARDS

CALGARY REGION

- Pacesetter – *Trevor Klein*
- Trailblazer (Small/Medium) – *Jertyne*
- Trailblazer (Large) – *Remington Development Corporation*

EDMONTON REGION

- Pacesetter – *Carole-Anne Chung*
- Trailblazer (Small/Medium) – *RKT Contracting*
- Trailblazer (Large) – *Chemco Electrical Contractors*

GRANDE PRAIRIE REGION

- Pacesetter – *Leah-Ann Maybee*
- Trailblazer (Large) – *Pipeworx*

LAKELAND REGION

- Pacesetter – *Bonnie Wood*
- Trailblazer (Small/Medium) – *Creative Glass & Aluminum*
- Trailblazer (Large) – *Seven Lakes Oilfield Services Corporation*

LETHBRIDGE REGION

- Pacesetter – *Sheri Mathieu*
- Trailblazer (Small/Medium) – *Cedar Ridge Quality Homes*

PARKLAND REGION

- Pacesetter – *Trevor Hovdebo*
- Trailblazer (Small/Medium) – *Tatonga Consulting*
- Trailblazer (Large) – *Prime Boiler Services*

WOOD BUFFALO REGION

- Trailblazer (Small/Medium) – *Acden Tech Sonic*
- Trailblazer (Large) – *Willbros Canada*

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 PRIORITIES

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 learnings 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.

ACCESSIBILITY

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 independently manage their own course purchases, request refunds, password changes, registration changes and course cancellations. This self-serve 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.

- **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 simplified 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 their 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 30,161 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 Canmore, 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 your 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

STRATEGIC GOAL:

To build a broader learning program to appeal to a more diverse work force.

Your ACSA continually looks at opportunities 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 *Legislation Awareness* 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. This 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) Train-the-trainer* 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:

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, or other 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 BILD Alberta (formerly the Canadian Home Builders' Association Alberta).

Contractor Management replaces the *Prime Contractor* course. The new course focuses 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.

Working Around Power and Mobile Equipment, offered in an online format and classroom course, showcases best practices. The course focuses on understanding the mechanical motion when guarding and identifying potential hazards. Funding for course development and delivery was provided through a creative sentence awarded jointly to ACSA, the Alberta Roadbuilders and Heavy Construction Association and the Alberta Sand and Gravel Association. The course will be offered free of charge to ACSA members in 2018.

The *Construction Safety Training System (CSTS)* basic program contains 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 trademark 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, NCSO equivalency, and LSE proficiency. All three students obtained the HSA certification during their placement.

You can follow your ACSA on your preferred social media platform and get the latest updates as they happen.

-  @OfficialACSA
-  ACSA – Alberta Construction Safety Association
-  Alberta Construction Safety Association

ADAPTABILITY

STRATEGIC GOAL:

To upgrade training content and certification processes to meet changing safety needs.

Your ACSA provides NCSO 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.



Entry-level safety practitioners can earn a construction safety designation through the ACSA. The National Construction Safety Officer (NCSO) and the Health and Safety Administrator (HSA) designations indicate that an individual has training in various construction-related health and safety management principles. The NCSO and HSA programs prepare individuals for the career-long process of becoming experts and leaders in construction safety. The difference between the two programs is that the NCSO designation requires three-years of construction field 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 NCSO designation, creating a new standard, introducing an exam component, and impacting certain course and maintenance requirements. This new standard strengthens the NCSO designation, making it more credible and allowing ease of transferability between provinces.

All NCSOs must now achieve an "Active" status, showing their commitment to continual improvement and professional development. New registrants in the NCSO program will be granted "Active" status. Current NCSOs 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 NCSO status, required courses are available at any ACSA training location across Alberta.

The updated NCSO in-person exam was first offered in the fall of 2017, with 40 individuals writing the exam. This closed-booked exam covers hazard assessment and controls, training and orientations, inspection, investigations, auditing, health and safety programs, documentation, WHMIS, adopted standards, first aid and emergency preparedness, and the Canadian Criminal Code. The next exam is scheduled to take place prior to the ACSA Conference in March 2018. Future exams will be scheduled, based on demand. Check ACSA's website for the exam schedule.



COR/SECOR CERTIFICATION

A Workplace Safety Certificate of Recognition (COR) and Small Employer Certificate of Recognition (SECOR) shows that the employer's Health and Safety Management System (HSMS) has been evaluated by a certified auditor and meets provincial standards established by Alberta Occupational Health and Safety. Only companies with fewer than 11 employees at any given time qualify for the SECOR program.

Maintaining a COR/SECOR ensures the ongoing review of an employer's health and safety management system so that gaps can be identified and corrected. It also provides employers with an Alberta Government-issued certificate, recognizing their efforts in maintaining a healthy and safe workplace. A COR/SECOR qualifies employers for the WCB's Partners in Injury Reduction 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.

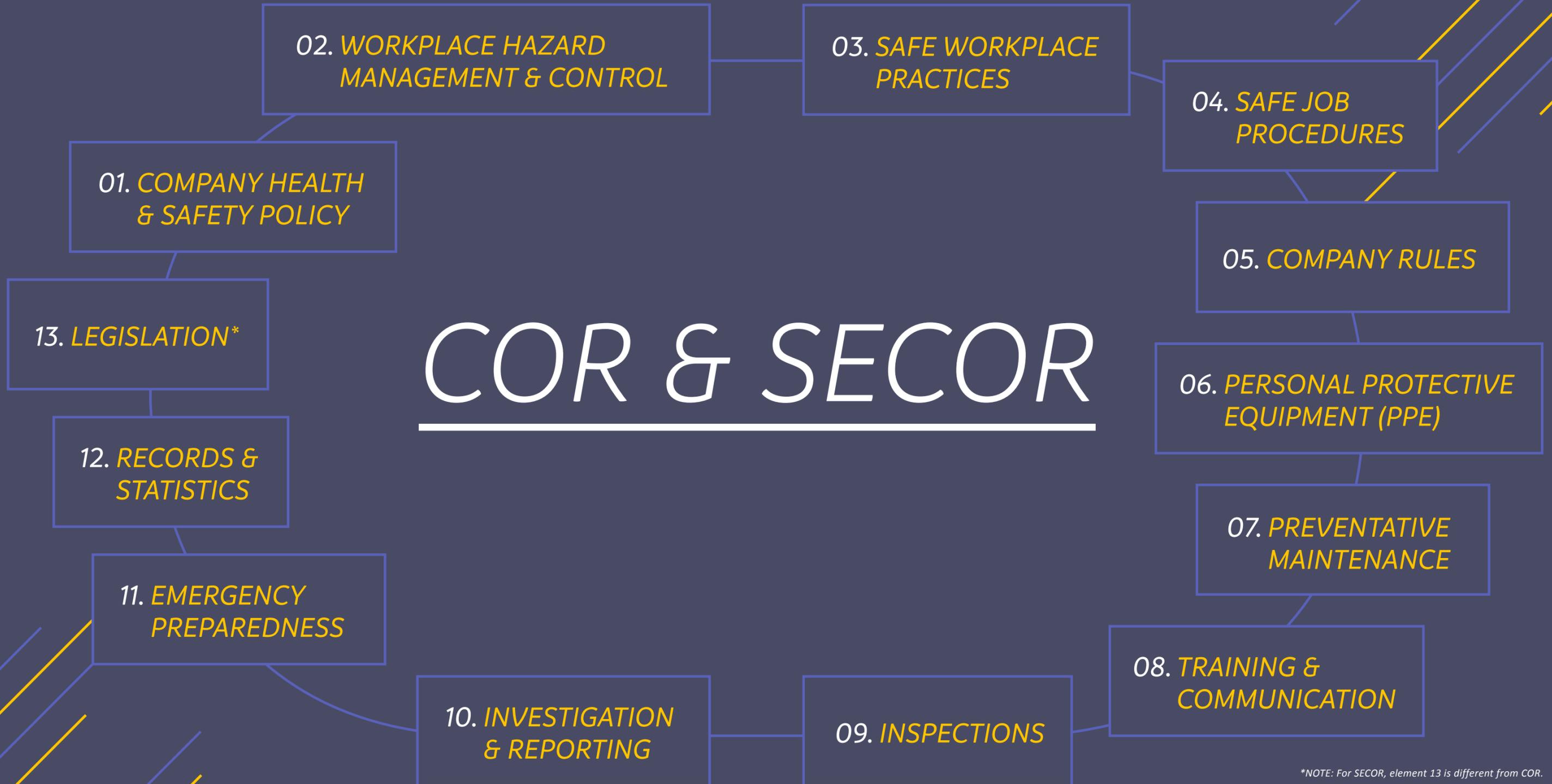
In 2017, 72 organizations submitted Action Plans in place of a COR audit. Rather than conducting an internal audit, COR companies working to meet their audit requirements have the option of developing and implementing an Action Plan that maps out goal-setting for their company's combined corporate and safety objectives. This holistic approach aims to improve their health and safety management system by strengthening alignment to and understanding of the company's important 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.

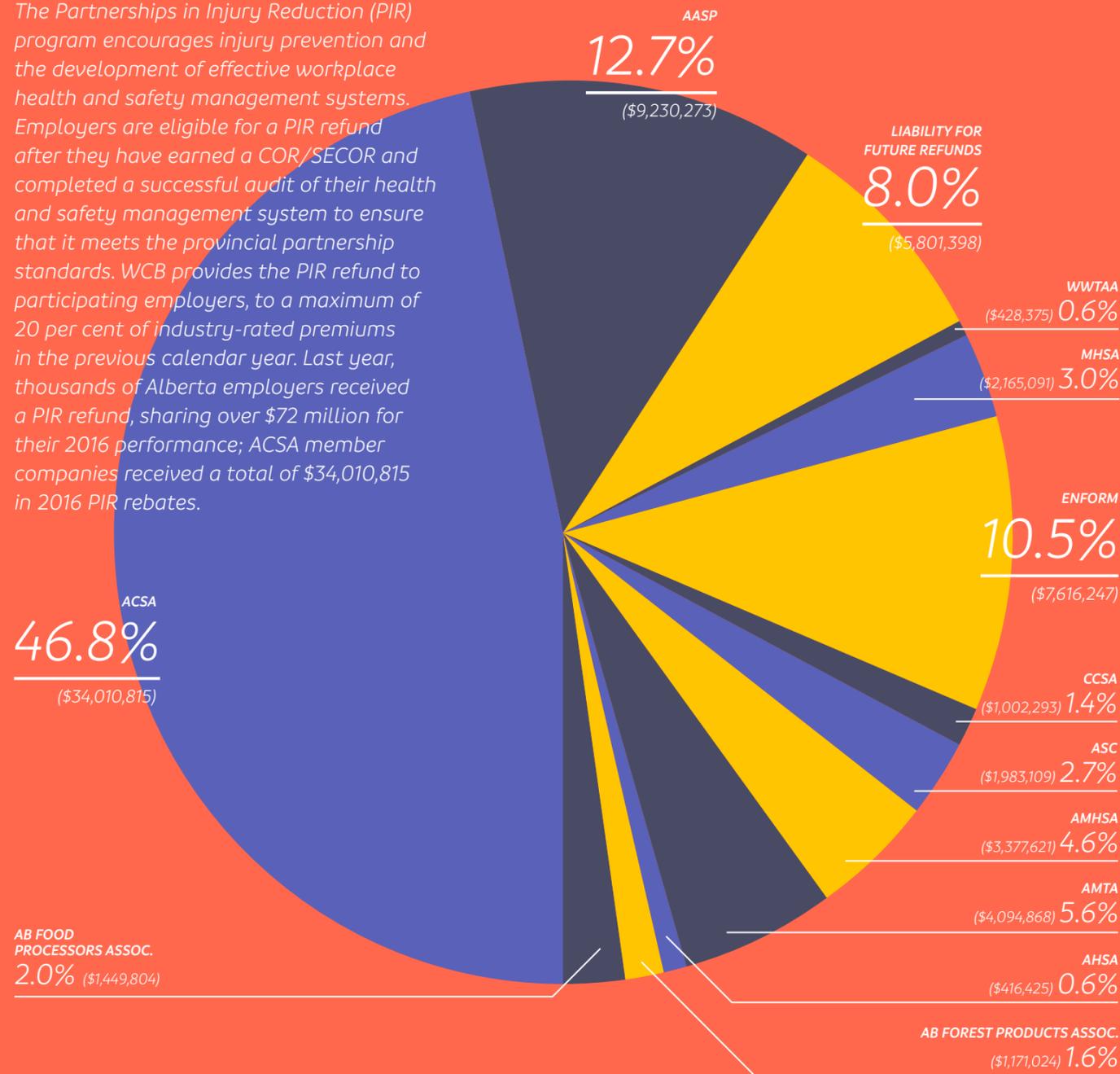
13 KEY ELEMENTS OF COR AND SECOR



*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

7/10

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

20%

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

5,340

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!

COMMUNITY OF PARTNERS

Status Report 2017

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, sewer, 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 ACSA 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 the Alberta labour market for skilled and trained persons, and training and certification in trades and occupations.

The ACSA is proud to sponsor the AIT Awards recognizing excellence in Alberta's industry. Every year, the Apprenticeship and Industry Training Board celebrates the best of the best of Alberta's apprentices and employers. Congratulations to the 2017 recipient, Tyler Roach from Blackfalds, Alberta who is training to become an electrician. www.tradesecrets.alberta.ca

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 SECOR 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 educators, 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 ACSA 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 JobSafe 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 (PIRCS)

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 PIRCS 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.pircs.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 NCSO 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.threadsoflife.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



UNIVERSITY OF ALBERTA (U OF A)

Health and safety in the workplace is an ongoing concern amongst workers and employers across all industries. One of the most advanced programs in Canada, 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 to 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 complimentary registration to the annual ACSA Conference.

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

www.ualberta.ca/extension/continuing-education/programs/health-and-safety/occupational-health-and-safety



WOMEN BUILDING FUTURES

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 132 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 workforce demands.

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 celebrated 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. www.womenbuildingfutures.com



WORKERS' COMPENSATION BOARD-ALBERTA

WCB-Alberta administers the Workers' Compensation Act for the province's workers and employers. Their goal is to significantly and measurably reduce the impact of workplace illness and injury on Albertans.

WCB-Alberta partners with the ACSA and other organizations and campaigns that promote awareness about safety in the workplace, and support workers in Alberta who've been affected by a workplace injury or illness. These include:

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

Heads Up: work smart. work safe. Young workers are often new to the workforce, so it's important they know their rights and how to talk to their employers about safety. The ACSA espouses young worker safety and proudly promotes the Heads Up program throughout its offices and training facilities. www.headsupab.com

Put Yourself in Our Boots - helps organizations think about workplace safety from the perspective of emergency responders and provides the tools to help make changes in their workplaces. www.ourboots.ca

WCB-Alberta has many resources available that promote safety in your workplace, including topics like personal protective equipment, hearing protection, clean worksites, fall protection, ladder safety, eye protection and more. www.wcb.ab.ca

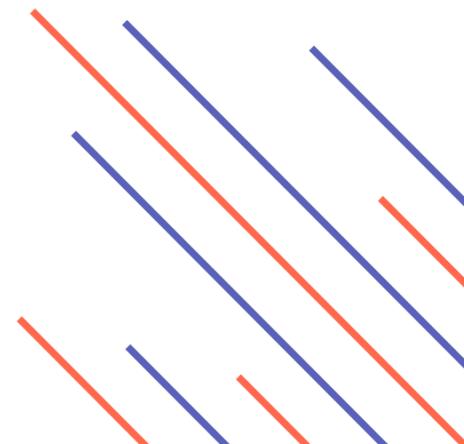


CANADIAN SOCIETY OF SAFETY ENGINEERING (CSSE)

CSSE was founded in 1949 by a small group of dedicated individuals drawn together in the common cause of accident prevention. It grew from a provincially-based organization to become Canada's largest national and most established professional organization for health and safety practitioners. Today, CSSE has over 4,000 members across Canada, the United States, and around the world working together to enhance the health, safety and environmental profession.

ACSA partnered with CSSE in 2017 to promote NAOSH Week across Alberta. Our collaborative approach realized a television and radio advertising campaign encouraging safety professionals to visit the ACSA website where they could apply for a NAOSH Week package which included important information and promotional materials related to workplace safety. The promotion resulted in hundreds of responses, overwhelming our supplies of materials.

Additionally, ACSA staff participate in the annual CSSE conference as presenters, trade show exhibitors, sponsors, and conference delegates. As a leader in safety, ACSA values its relationship with CSSE and will continue to support the Society's important work. www.csse.org



2017 TRAINING HIGHLIGHTS

TOP 10 CLASSROOM COURSES

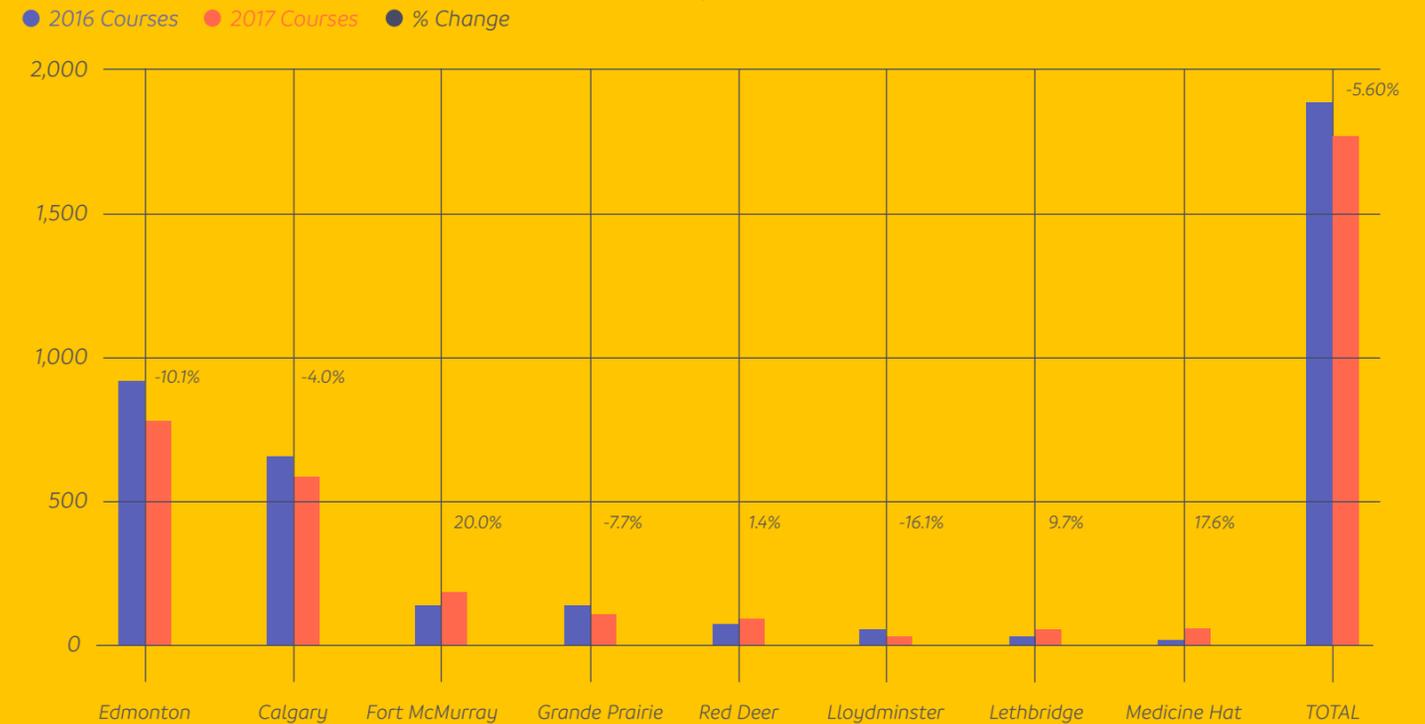
01	Leadership for Safety Excellence
02	Auditor Training Program
03	Principles of Health & Safety Management
04	Workplace Hazardous Materials Information System (WHMIS) 2015 Train-the-Trainer
05	Legislative Awareness
06	Basic Instructional Techniques
07	Confined Space Entry/Monitor
08	Workplace Investigation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

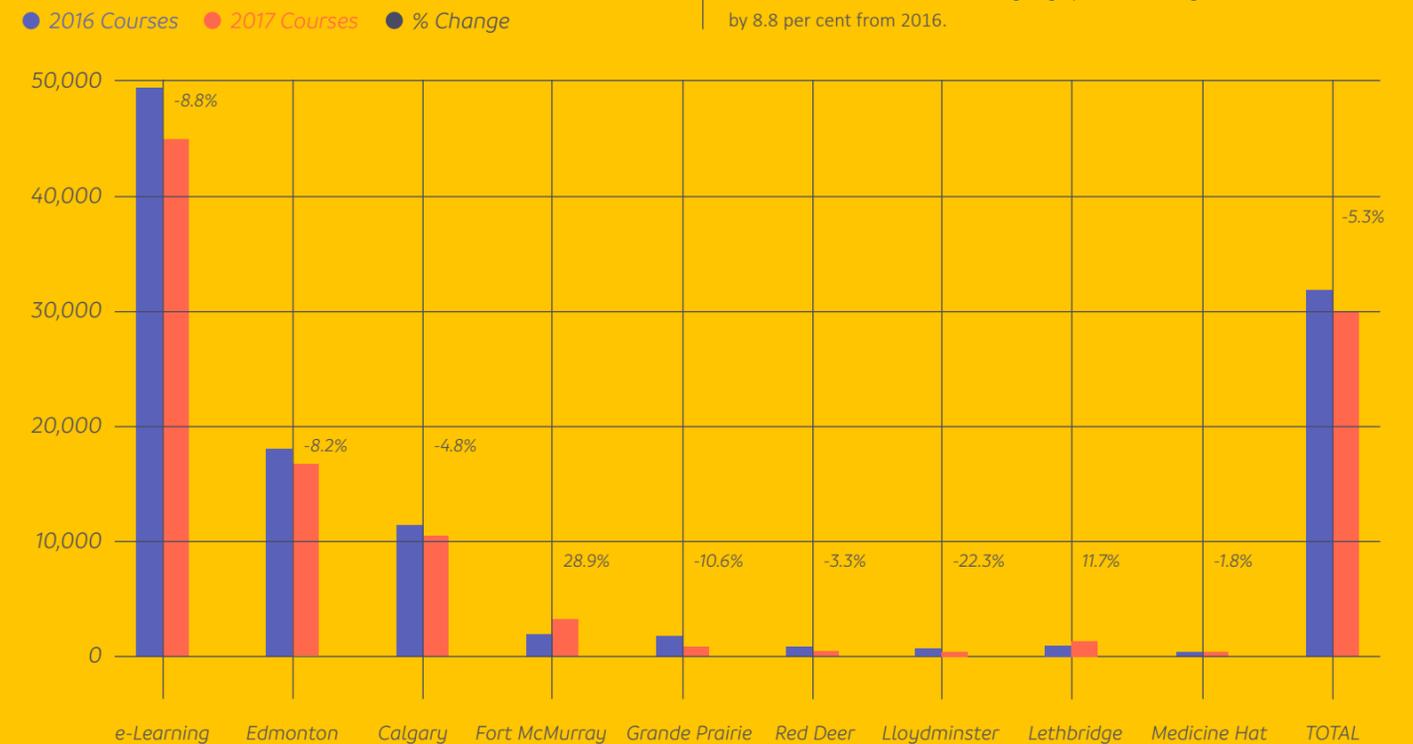
Number of Courses by Region (% Change)

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.



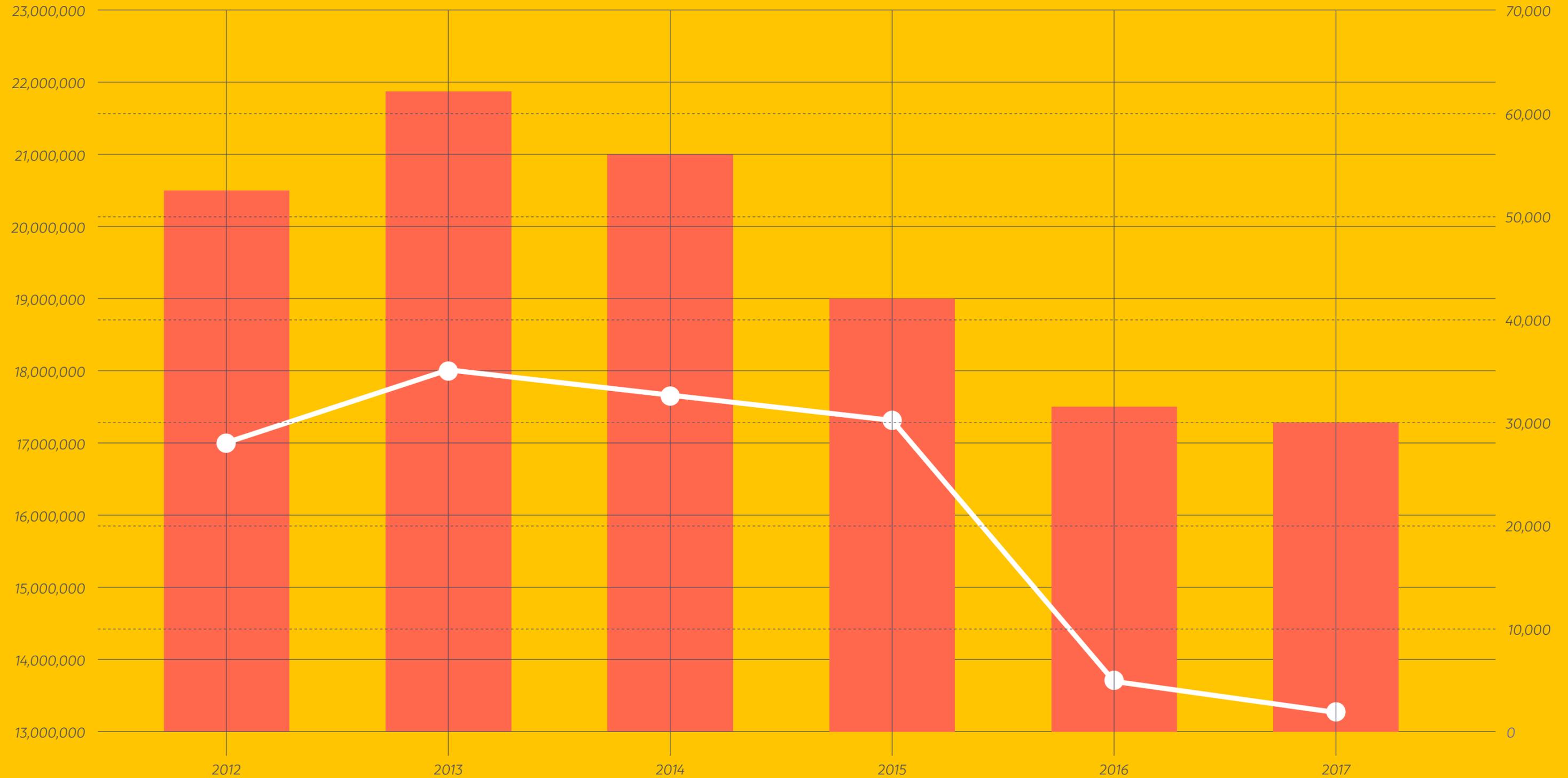
Number of Students by Region (% Change)

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

● ACSA Enrolments/Participants (Rt Axis)
● Alberta Building Permits
(Total Residential & Non-Residential \$000s)



ACSA BOARD OF DIRECTORS

Following are the 2017 ACSA Board of Directors, the Association they represent and (year appointed):

BOARD OF DIRECTORS

SHAUN ARNAULT

Edmonton Construction Association (2017)

BRAD BENT

Christian Labour Association of Canada (2013)

MICHAEL CHARLTON

Mechanical Contractors Association of Alberta (2017)

JUSTIN COTE

Alberta Roofing Contractors Association (2017)

MICHAEL COURT

Alberta Construction Association (2010)

JOHN DIGMAN

Medicine Hat Construction Association (2017)

DAVID GAGNON

Edmonton Regional Safety Committee - Worker Rep (2014)

RON GENEREUX

Construction Owners Association of Alberta (2017)

ROBERT GOULD

COAA Industrial Contractor Representative (2017)

DAVE HAGEN

Electrical Contractors Association of Alberta (2000)

RYAN HAWLEY

Red Deer Construction Association (2017)

CHARLES IGGULDEN

Fort McMurray Construction Association (2013)

TANYA JACQUES

Grande Prairie Construction Association (2015)

STEVE JANZEN

Grande Prairie Regional Safety Committee - Worker Representative (2014)

T.J. KEIL

BILD Alberta (formerly Canadian Home Builders Association - Alberta) (2016)

STEVE KING, CHAIR

Alberta Roadbuilders & Heavy Construction Association (2012)

JENNA KLYNSTRA

Alberta Roadbuilders & Heavy Construction Association (2017)

CRAIG MCCAULEY

Alberta Construction Association (2017)

KEN MACDONALD

Lloydminster Construction Association (2012)

KAIJA MILLER

Medicine Hat Regional Safety Committee (2017)

BRUCE MOFFATT

Alberta & NWT Building and Construction Trades Council (2007)

NEIL MOFFATT, VICE-CHAIR

Merit Contractors Association (2008)

TERRY PARKER

Alberta Building Trades (2017)

TIM SCOTT

Lethbridge Regional Safety Committee (2013)

MIKE REZANSOFF

Building Trades of Alberta - Southern Manager (2011)

DERRICK SCHULTE

Alberta & NWT Building and Construction Trades Council (2007)

TIM SCOTT

Lethbridge Regional Safety Committee (2017)

RICHARD THIESSEN

Lethbridge Regional Safety Committee - Worker Representative (2017)

BERNAL ULSIFER, PAST CHAIR

Alberta Construction Association (2006)

DWAYNE WALLACE

Calgary Construction Association (2014)

BRENT WHITE

Calgary Construction Association (2017)

REGIONAL SAFETY COMMITTEES

CALGARY

Randy Januszewski, Chair

EDMONTON

Rob Vandertas, Chair

GRANDE PRAIRIE

Tanya Jacques, Chair

LAKELAND (LLOYDMINSTER & BONNYVILLE)

Jennifer Keach, 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





Alberta Construction
Safety Association

225 Parsons Road SW
Edmonton, AB T6X 0W6

Phone 780.453.3311
Toll-Free 1.800.661.ACSA
Email info@youracsa.ca

youracsa.ca