2019 Status Report
Lives lived safely.

Alberta Construction Safety Association
The Alberta Construction Safety Association has built a solid and trustworthy reputation for leading health and safety training in Alberta and throughout Canada, and is recognized as a reliable source of information. Construction companies appreciate the value that we bring as a leader in health and safety training and rely on us for their certification achievements.

Our Vision

Lives lived safely

Our Mission

To create and share resources and services to promote health and safety values

Our Promise

<table>
<thead>
<tr>
<th>Strive for <strong>excellence</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Share our wealth of <strong>knowledge</strong></td>
</tr>
<tr>
<td><strong>Resolute</strong> in making workplaces safer</td>
</tr>
<tr>
<td><strong>Friendly</strong> service</td>
</tr>
</tbody>
</table>
2019 BY THE NUMBERS

Membership

39,019 Members

36,798 Active members
2,221 Associate members

89.9% of ACSA members employ fewer than 20 employees
7.6% of ACSA members employ between 20-99 employees
2.3% of ACSA members employ 100+ employees

Education

101,719 Online course participants
+147.4% over 2018

1,549 Classroom courses
+0.4% over 2018

25,144 Classroom course participants
18,116 Unique student enrollments (taking one or more courses)
6,099 Students attending their first ACSA course
52.7% of ACSA students are under the age of 40
COR & SECOR

3,313 Active COR Holders
1,334 Active SECOR Holders
$27,881,284 PIR Refund to ACSA Members
Source: WCB-Alberta; accessed May 21, 2019

Communications

1,981,055 Page views of youracsa.ca
+4.7% over 2018

410,027 Visitors to youracsa.ca
+24.5% over 2018

174,223 PDF resources downloaded from youracsa.ca
17,540 Subscribers to Your ACSA Update e-newsletter
40.0% Average open rate for Your ACSA Update e-newsletter

Engagement

159,830 Engagements (likes, comments, shares and links)
+64.5% over 2018

2,874,946 Impressions generated on social media
+4.7% over 2018

112.3% Increase in LinkedIn interactions
65.4% Increase in Facebook interactions

Social Media Followers

Existing Followers New Followers

Twitter
Total: 2,194
2,106 88
Facebook
Total: 4,181
3,478 703
YouTube
Total: 6,989
6,076 913
LinkedIn
Total: 15,664
12,918 2,546
The Alberta Construction Safety Association (ACSA) is governed by 17 trade contractor groups and associations that are representative of the construction industry in Alberta. We bring our collective voices and expertise to the table to effectively govern the work of the ACSA, so that together, we can ultimately ensure that lives are lived safely.

Over the past three years, your ACSA Board has transitioned to a Strategic Board that governs the organization’s activities. The extensive work behind the scenes came to fruition this year as our new Bylaws were adopted in compliance with the Alberta Societies Act and a new Board Charter was endorsed in April 2019. I can confidently say that everything is now in place and functioning well so that going forward the Board is positioned to think and act strategically and proactively to advance health and safety in our industry.

Structural changes have also been made within the committee system. Terms of Reference have been established for our three Board Committees: the Executive Committee; Governance and Human Resources (HR) Committee; and, the Finance and Risk Management Committee. The Executive Committee is comprised of four members from the Board and is responsible for reporting to the entire Board on administrative matters of the ACSA. As Board Chair, joining me on the Executive Committee are Neil Moffatt, Past Chair; John Digman, Chair of the Finance and Risk Management Committee; and Ryan Hawley, Chair of the Governance and HR Committee.

I would like to thank Neil, John and Ryan for their contributions this past year and for strengthening our role as the strategic hub of the ACSA.

Over the past year, the ACSA has been nimble and quick to react to legislative changes that affect our industry. When changes are being contemplated by Occupational Health and Safety (OHS), or the Workers’ Compensation Board (WCB), the ACSA has had a seat at the table and our voice is being heard. The variety of sectors the ACSA represents in the construction industry, coupled with the knowledge and expertise we hold on the health and safety of our industry is recognized and valued. This progressive approach positions the ACSA as a leader in the health and safety industry for our members.

I would like to thank Dan McLennan, CEO, and Tammy Hawkins, COO, for their leadership of ACSA operations. They are the corporate link between the Board and the administration and we look to them to ensure our vision and priorities are implemented. The ACSA staff are truly dedicated to their work and on behalf of the Board, we thank them for their contributions and for positively influencing safe work sites.

This past year has been both challenging and rewarding. As we are now firmly positioned as a Strategic Board, I believe we are on the right path to accomplish some really great things. As my term ends and the next Board Chair is elected, we can look forward to the future, where we all work in tandem to advance health and safety across the construction industry.
like to think of the Alberta Construction Safety Association as an agile organization. Many people think agile is all about working faster, better, cheaper, but it is more about being sooner, smarter and safer. Being agile is a way of thinking, or a search for better ways. Agility has grounded our work over the past year, as we look to enhance the value we provide to our members.

Throughout the year, we talked about the new Occupational Health and Safety (OHS) Act and how the changes may affect our members. We served our members by launching our new COR Audit and eAudit Tools, becoming an approved provider of mandatory training for health and safety committees and representatives, and updating our courses and training to reflect the legislative changes.

We also kept abreast of OHS changes announced in mid-December by quickly updating our course content to ensure that our members could comply with new deadlines imposed.

We recognize that it is a tough time for our industry and the challenges that you face each and every day. When it comes to health and safety in the workplace, no one should be left out. The ACSA Board has approved the provision of the Construction Safety Training System (CSTS 2020) course free-of-charge to members and non-members, until December 31, 2020.

This interactive, mobile-friendly course provides a basic orientation to help you work safely on any work site in Alberta and beyond. Optional Add-on Modules allow employers to customize the CSTS 2020 training to fit their specific site requirements. Since launching last fall, more than 60,000 individuals have taken advantage of this free offer.

In this Status Report, you will read about respectful workplaces and the importance of psychological health to keep workers safe. To create awareness on mental health, we invited former NHL goaltender and coach Clint Malarchuk to share his story at the 2019 ACSA Conference. We worked with NorQuest College to provide diversity and inclusion training to our staff. And, in a unique partnership with the Alberta Council of Women’s Shelters, an online course on Domestic Violence in Your Workplace was developed. More than 750 people have registered for this free course since its launch in November.

Work continues on implementing the ACSA 2018–2020 Strategic Plan, as we operationalize the strategic priorities outlined in this report. The Board and senior management will meet later this year to assess our progress, address challenges, and discuss new opportunities.

I want to thank the ACSA’s eight Regional Safety Committees from around the province. The recent changes to the ACSA bylaws have us working together to update our processes.

I am grateful and appreciative of the ACSA team that I work with daily, whose work goes above and beyond my expectations. Our COO, Tammy Hawkins, the management team and every ACSA staff member deserves credit for raising the bar in all areas of our operations. I also want to thank the ACSA Board Executive and all Board members for their guidance and support, and on the progress we continue to make in our governance journey.

Lives lived safely. It is a simple, helpful reminder of what we do and why we do it. It is a vision that we all can aspire to.
The Alberta Construction Safety Association (ACSA) is the largest safety association in the province. We have over 39,000 active members, including employers with a valid WCB account within the construction sector (classified with specified industry codes – See Table 1), and associate members made up of non-construction companies. Since 1988, the ACSA has operated as a not-for-profit society registered under the Alberta Societies Act. We are governed by a Board of Directors, representative of our members.

The ACSA is a catalyst in connecting the community of health and safety professionals in the construction industry across the province. Our training and certification programs are second to none. We offer a variety of classroom and online courses to empower employers and employees to make workplaces safer. Our online courses deliver training where and when it is needed. We offer the COR/SECOR certification programs and administer the National Construction Safety Officer (NCSO™) and Health & Safety Administrator (HSA) designations. Since our inception in 1988, more than 15,000 people have achieved one of these designations. Today, almost 5,000 companies maintain their COR/SECOR through the ACSA. Over one million people have taken ACSA courses and now champion health and safety at their workplaces.

Together, we advocate for Lives lived safely.

In our determined pursuit for excellence, we share our wealth of knowledge with our members and our communities. The ACSA has over three decades of experience in raising the profile of health and safety in Alberta, and across the country. Our engagements are characterized by trust and mutual respect.

When our members interact with ACSA, we want it to be a great experience. From the professionalism of our Client Services representatives, to our dedicated instructors, and the self-service options available through the Learning Management System, best-in-class service is embedded into our culture. We take great pride in our professionalism and friendly service.
Our interaction with construction employers and employees across the province is enhanced through eight Regional Safety Committees (RSCs). The Committees are made up of volunteer representatives from construction and trades associations, contractors, suppliers, union reps, WCB, Alberta government, and individual worker-members. Our RSCs serve an important role and are an integral part of the ACSA operations. Along with functioning as a conduit between ACSA and our members, RSCs plan and implement community outreach activities furthering ACSA’s vision and mission in the eight regions. Support your local RSC, located in Calgary, Edmonton, Fort McMurray (Wood Buffalo), Grande Prairie, Lakeland (Lloydminster), Lethbridge, Medicine Hat and Red Deer (Parkland). Together with the RSCs across Alberta, we advocate for Lives lived safely.

2019 Regional Safety Committee Chairs and Vice-Chairs

L-R Back Row: Rob Fehr, Parkland Vice-Chair; Kendall Kenig, Grande Prairie Chair; John Digman, Medicine Hat Chair; Frazer Stone, Grande Prairie Vice-Chair; Brad Vonkeman, Parkland Chair; Rob Munro, Lethbridge (former Chair); Jason Wheeler, Medicine Hat Vice-Chair.

L-R Front Row: Linda Lylick, Wood Buffalo (former Chair); Dan MacLennan, CEO, ACSA; Baldish Sidhu, ACSA; Devin Lanthier, Wood Buffalo Vice-Chair.

Missing: Whitney Allen, Edmonton Chair; Ian Simpson, Edmonton Vice-Chair; Trevor Klein, Calgary Chair; Matt Cooper, Calgary Vice-Chair; Ian Bullock, Lethbridge Chair; and Steve Yanke, Lethbridge Vice-Chair.

2019 Revenue

ACSA revenue is primarily derived from a WCB Industry grant (based on a 2.25 per cent levy collected on the WCB premium rate for our members), and course and material sales.
OUR KEY STAKEHOLDERS

ACSA Members

Table 1 represents the ACSA member industry description and corresponding industry code as per the WCB-Alberta website. Currently, there are more than 74,000 member companies in the WCB database that fall under the construction and construction trades sector industry codes. We also serve 2,221 of our associate members classified under different industries.

Table 1: Alberta Construction Safety Association Members by WCB Industry Code

<table>
<thead>
<tr>
<th>Code</th>
<th>Industry Description</th>
<th>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>30302</td>
<td>Overhead Doors – Install/Repair</td>
<td>42125</td>
<td>Floor Coverings – Sell/Install</td>
</tr>
<tr>
<td>31508</td>
<td>Overhead Cranes – Service Only</td>
<td>42129</td>
<td>Industrial Plant Maintenance</td>
</tr>
<tr>
<td>34800</td>
<td>Transit Mix Operations</td>
<td>42133</td>
<td>Cabinets/Counters – Assemble/Install</td>
</tr>
<tr>
<td>40400</td>
<td>Construction – Industrial</td>
<td>42135</td>
<td>Drywall/Lathe/Plaster/Stucco/etc.</td>
</tr>
<tr>
<td>40401</td>
<td>Construction Trade Services, NEC</td>
<td>42139</td>
<td>Industrial Coating Services</td>
</tr>
<tr>
<td>40405</td>
<td>Residential General Contracting</td>
<td>42141</td>
<td>Acoustic Materials – Sell/Install</td>
</tr>
<tr>
<td>40602</td>
<td>Paving/Surfacing</td>
<td>42143</td>
<td>Framing Contractor – Cont.</td>
</tr>
<tr>
<td>40604</td>
<td>Mobile Equipment Operation</td>
<td>42144</td>
<td>Fire Sprinklers – Install/Service</td>
</tr>
<tr>
<td>40901</td>
<td>Power Line – Construct/Remove</td>
<td>42147</td>
<td>Finishing Carpentry</td>
</tr>
<tr>
<td>40905</td>
<td>Pipeline Construction</td>
<td>42151</td>
<td>Siding/Eavestrough – Fabricate/Install</td>
</tr>
<tr>
<td>42102</td>
<td>Brick/Masonry Contracting</td>
<td>42155</td>
<td>Move Buildings</td>
</tr>
<tr>
<td>42103</td>
<td>Boring – Horizontal/Angular</td>
<td>42156</td>
<td>Erect/Dismantle – Storage Tanks</td>
</tr>
<tr>
<td>42104</td>
<td>Concrete Construction</td>
<td>42159</td>
<td>Caisson Operations</td>
</tr>
<tr>
<td>42105</td>
<td>Erect – Sheet/Metal Structures</td>
<td>42161</td>
<td>Erect – Precast Concrete</td>
</tr>
<tr>
<td>42106</td>
<td>Erect – Structural Steel</td>
<td>42184</td>
<td>Mechanical Insulation – Install/Service</td>
</tr>
<tr>
<td>42109</td>
<td>Heavy Machine/Equip – Install/Service</td>
<td>51504</td>
<td>Cathodic Protection Service</td>
</tr>
<tr>
<td>42110</td>
<td>Elevators/Escalators – Service/Install</td>
<td>62302</td>
<td>Machinery/Equip NEC – Sales/Service</td>
</tr>
<tr>
<td>42111</td>
<td>Painting/Decorating</td>
<td>86911</td>
<td>Staffing Services – Labour</td>
</tr>
<tr>
<td>42113</td>
<td>Tile/Terrazzo – Sell/Install</td>
<td>89401</td>
<td>Welding</td>
</tr>
<tr>
<td>42117</td>
<td>Heating Systems – Fabricate/Install</td>
<td>89600</td>
<td>Refrigeration Equip – Sales/Service</td>
</tr>
<tr>
<td>42118</td>
<td>Roofing</td>
<td>89605</td>
<td>Service Station Equip – Sales/Service</td>
</tr>
<tr>
<td>42120</td>
<td>Sand Blasting</td>
<td>89928</td>
<td>Rent/Erect – Scaffold/Cranes</td>
</tr>
<tr>
<td>42121</td>
<td>Doors/Windows – Manufacture/Install</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Construction Employees

In 2019, the construction industry accounted for 10.1 per cent of total employment in Alberta. Total employment (the total number of employees and self-employed people, 15 years and over) is expected to increase at an average rate of 1.4% from 2017 to 2021. There were 236,800 employed in the construction industry in 2019; 93.5 per cent were full-time and 6.5 per cent were part-time, compared to 91.9 and 8.1 per cent respectively in 2018.

<table>
<thead>
<tr>
<th>Characteristic</th>
<th>Alberta</th>
<th>Construction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Number of Hours Worked per Week</td>
<td>36.1</td>
<td>40.7</td>
</tr>
<tr>
<td>Multiple Jobholders (% of total employment)</td>
<td>6.2</td>
<td>3.8</td>
</tr>
<tr>
<td>Average Job Tenure (months)</td>
<td>92.8</td>
<td>86.1</td>
</tr>
<tr>
<td>Employees Under Union Coverage (%)</td>
<td>24.6</td>
<td>17.3</td>
</tr>
<tr>
<td>Employees Working Overtime per Week (%)</td>
<td>23.0</td>
<td>32.9</td>
</tr>
</tbody>
</table>

Data Source: Statistics Canada Tables: 14-10-0037-01, 14-10-0039-01, 14-10-0044-01, 14-10-0055-01, 14-10-0070-01 and 14-10-0076-01, 2019

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 2019 Labour Force Survey, the gender breakdown in Alberta for the construction industry was 37,500 women employed (15.8 per cent), a decrease of 0.5 per cent from 2018; and 199,800 men employed (84.2 per cent). Comparatively, in Alberta women accounted for 46.1 per cent and men 53.9 per cent of total employment (for all industries).

<table>
<thead>
<tr>
<th>Employment in Alberta</th>
<th>Employment in Construction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age Characteristic</td>
<td>Number</td>
</tr>
<tr>
<td>15-24 years</td>
<td>285,700</td>
</tr>
<tr>
<td>25-54 years</td>
<td>1,590,500</td>
</tr>
<tr>
<td>55 years and over</td>
<td>466,900</td>
</tr>
</tbody>
</table>

Data Source: Statistics Canada Table 14-10-0023-01, 2019

In 2019, the Alberta average hourly rate in the construction sector was $33.75, compared to $31.39 in all industries. The median hourly wage rate was $32.40 in the construction industry, compared to $27.28 for total employees, all industries.

1 Data Source: Statistics Canada Tables: 14-10-0023-01 and 14-100202-01
2 Data Source: Statistics Canada Table: 14-10-0064-01, 2019 Employee wages by industry, annual
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.
Industry Partners

ACSA actively collaborates in the construction industry and beyond to advance common values, practices and beliefs. The ACSA works to enhance a culture of health and safety and ultimately align our activities with our industry partners for the greatest impact in protecting worker health and safety.

Alberta Occupational Health and Safety

Alberta Occupational Health and Safety (OHS) is responsible for establishing and enforcing legislation that establishes minimum standards for safe and healthy practices in Alberta workplaces.

The OHS legislation requires employers to do everything reasonably practicable to protect the health and safety of their employees.

Employees have three basic rights under the OHS legislation:

1. The right to refuse dangerous work and know that they are protected from reprisal.
2. The right to know about workplace hazards and have access to basic health and safety information.
3. The right to participate in health and safety discussions and health and safety committees.

WCB-Alberta

The Workers’ Compensation Board-Alberta (WCB-Alberta) was created in alignment with the Meredith Principle by the government to administer the Workers’ Compensation Act for the province’s workers and employers. Funded by employers, the WCB provides disability and liability coverage for work-related injury and illness. Workers’ compensation insurance provides workers with the benefits and services needed to help them get back to work safely after an injury happens. The WCB’s goal is to significantly and measurably reduce the impact of workplace illness and injury on Albertans.
The ACSA monitors the employment distribution and demographics of construction workers in Alberta. This insight into the construction sector helps to optimize our strategies and ultimately strengthen our connection with the health and safety community.

**Distribution of Construction Employment in 2019, Alberta**

- New Housing: 21%
- Residential Renovation and Maintenance: 20%
- Non-Residential Maintenance: 18%
- Industrial Commercial Institutional (ICI): 18%
- Oil Sands: 12%
- Non-Oil Sands Engineering: 11%

Source: BuildForce Canada

Total construction employment is expected to rise by 20,400 jobs (+11 per cent) between 2021 and 2028. Alberta’s construction and maintenance industry will need to hire and retain almost 59,500 workers over the coming decade to meet the demands of moderate growth, and replace an estimated 40,800 skilled workers expected to retire.

Building a sustainable workforce will require the construction and maintenance industry to increase recruitment from groups traditionally under-represented in the current construction labour force, including women, Indigenous Canadians, and new Canadians. Alberta’s construction labour force is made up of approximately 17 per cent new Canadians.

Women account for approximately 15 per cent of Alberta’s construction labour force, of which about 30 per cent work directly on construction projects, while the remaining 70 per cent work primarily in administrative and management-related occupations. This translates to women representing 4.6 per cent of employment in direct trades and occupations.

Approximately 6.4 per cent of Alberta’s construction labour force is made up of Indigenous Canadians, of which about 80 per cent work directly on construction projects, while the remaining 20 per cent work in administrative and management-related occupations.
TRAINING AND CERTIFICATION

2019 Training Highlights
The ACSA offers a collection of 25 classroom courses and 46 online courses—and growing—covering a variety of topics to advance health and safety in the workplace. Last year, 6,099 students attended an ACSA course for the first-time and 18,116 students took one or more courses. More than half (52.7 per cent) of ACSA students are under the age of 40.

Top 5 Online Courses

1. Construction Safety Training System (CSTS 2020 and CSTS-09)
2. WHMIS 2015 Worker Education
3. Introduction to Health & Safety Committees and Representatives (IHSCR)
4. Propane on the Work Site
5. Controlling Hazardous Energy and Lock Out Tag Out (LOTO)

Top 10 Classroom Courses

1. Leadership for Safety Excellence (LSE)
2. Alberta Occupational Health & Safety Legislation Awareness (LEG)
3. Auditor Training Program (ATP)
4. Principles of Health & Safety Management (PHSM)
6. Worksite Investigation Basics (WIB)
7. Working Around Powered Mobile Equipment (PME)
8. Communication and Ethics for the Safety Leader (C&E)
9. Basic Instructional Techniques (BIT)
10. Auditor Training Program Recertification (ATP-R)
Last year, 1,549 classroom courses were delivered to a total of 25,144 students.

Overall, the number of students completing classroom, instructor-led training decreased by six per cent.

Number of Courses by Region (% Change)

<table>
<thead>
<tr>
<th>Region</th>
<th>2018</th>
<th>2019</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Edmonton</td>
<td>1%</td>
<td>-7%</td>
<td></td>
</tr>
<tr>
<td>Calgary</td>
<td>10%</td>
<td>7%</td>
<td></td>
</tr>
<tr>
<td>North</td>
<td>0.4%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>South</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
<td>0.4%</td>
</tr>
</tbody>
</table>

Number of Students by Region (% Change)

<table>
<thead>
<tr>
<th>Region</th>
<th>2018</th>
<th>2019</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Edmonton</td>
<td>-4%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Calgary</td>
<td>-15%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>North</td>
<td>7%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>South</td>
<td>1%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
<td>-6%</td>
</tr>
</tbody>
</table>

North includes: Fort McMurray, Grande Prairie and Lloydminster
South includes: Lethbridge, Medicine Hat and Red Deer
Designations and Certifications Highlights

NCSO™ & HSA

Health and safety practitioners can earn a construction health and safety designation through the ACSA. The National Construction Safety Officer™ (NCSO™) and the Health and Safety Administrator (HSA) designations indicate that an individual has completed training in various construction-related health and safety management principles. The NCSO™ and HSA programs prepare individuals for the process of becoming experts and leaders in construction health and safety.

Congratulations to Kendra Woods, who was named 2019 NCSO™ of the Year at the ACSA Conference in March. The award recognizes individuals building their careers in construction, who manage projects and participate in training and volunteer activities to enhance safety in the workplace.

The ACSA continues to work with its partners and stakeholders (e.g. Canadian Federation of Construction Safety Associations, Canadian Society of Safety Engineering, and the Board of Canadian Registered Safety Professionals) to ensure the NCSO™ and HSA programs remain relevant and satisfy equivalency, certification and maintenance requirements and transferability of these designations across provincial borders.

COR/SECOR

The Workplace Safety Certificate of Recognition (COR) and Small Employer Certificate of Recognition (SECOR) verifies that the employer’s Health and Safety Management System (HSMS) has been evaluated by a certified auditor and meets provincial standards established in partnership with Alberta Occupational Health and Safety. Companies with fewer than 11 employees may choose to participate in the SECOR program.

Maintaining a COR/SECOR ensures an ongoing review of an employer’s health and safety management system so that any gaps can be identified and rectified. A COR/SECOR provides employers with an Alberta Government-issued certificate, recognizing their efforts in maintaining a healthy and safe workplace.

7/10 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.

PIR companies on average have 20% 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.

4,647 active CORs and SECORs achieved and maintained through ACSA

In 2019, of the 10,500 active certificates in Alberta, 3,313 CORs and 1,334 SECORs were achieved through the ACSA – that’s 44.3 per cent, or more than double that of the nearest certifying partner authorized to administer the COR program to Alberta employers.
EMPLOYER PIR REFUNDS

2019 PIR Refunds

The Partnership in Injury Reduction (PIR) program encourages injury prevention and the development of effective workplace health and safety management systems. A COR/SECOR qualifies employers for the WCB’s PIR premium refunds of up to 20 per cent.

In 2019, 10,417 Alberta employers received a PIR refund, sharing almost $60 million for their 2018 performance ($5,598,213 of the $66 million pool was retained as a Liability for future refunds). Some 4,936 ACSA member companies benefited from a total of $27,881,284 in PIR Refunds, or 45.8 per cent of the payout. The remaining 54.2 per cent was disbursed to members of 11 other safety associations.

Source: WCB-Alberta; accessed May 21, 2019
Domestic Violence in the Workplace

According to research conducted by the Alberta Council of Women’s Shelters (ACWS), 25 per cent of Albertans have been exposed to workplace violence in the past year¹ and 90 per cent of domestic violence incidents will be disclosed to a co-worker². One Canadian woman dies at the hand of a current or former partner every six days.

Funded through an OHS Innovation Grant from Alberta Labour, ACSA and ACWS partnered on an innovative project that aims to help members of the construction industry recognize the signs of—and interrupt—domestic violence impacting their workplaces. The pilot project includes a customized Domestic Violence & Your Workplace toolkit and an awareness campaign for the construction industry. ACSA also developed an online training course, Domestic Violence Awareness in Your Workplace.

ACSA’s online course launch and the joint pilot project was announced at the ACWS Annual Breakfast with the Guys event in November 2019. ACSA’s Tammy Hawkins joined a panel of experts to reinforce our vision of Lives lived safely and our part in addressing domestic violence at the workplace.

Mental Wellness

A psychologically healthy workplace helps keep workers engaged and productive. Wellness includes addressing mental health. This issue needs to be acknowledged, both at work and at home.

The ACSA works diligently to create awareness and to promote respectful workplaces that are free from harassment. As part of this initiative, we take every opportunity to incorporate mental wellness into our course offerings.

To foster a better understanding among our stakeholders, we invited former NHL goaltender and coach Clint Malarchuk to talk about his battle with mental illness at our annual ACSA Conference held in April 2019. Clint’s key message is: Do not suffer in silence.

Like many other Canadians, Clint grew up on the ice rinks around his hometown. He tells us his childhood was marked by anxiety, depression and obsessive-compulsive disorder (OCD).

Hockey became an escape from his abusive, alcoholic father. Hockey was his life, and it also became his salvation.

On March 22, 1989, Clint suffered one of the most gruesome injuries in NHL history. At only 27 years old, he nearly died on the ice when his carotid artery was slashed. Clint and those around him believed he had only minutes to live.

With the aid of a quick-acting medical team, emergency surgery, and a whopping 300 stitches to close his six-inch wound, Clint’s life was saved. To widespread disbelief, he returned to the ice a short 10 days post-incident.

In meeting Clint, you will see an Alberta cowboy, complete with Stetson, swagger, and snakeskin boots. Part of a cowboy’s mantra involves “getting right back on that horse!” Clint received a resounding standing ovation for his miraculous rapid return to the game—but—did not receive any therapy or counselling for his trauma.

He was a hero who had the remarkable love and support of his hockey family and fans to help heal his wounds, but the nightmares came, and did not stop. By the following season, he was struggling—experiencing anxiety, depression, and panic attacks. Clint’s life was spiralling out of control.

When Clint retired from professional hockey, he furthered his career as a coach. During that time, he continued to seek psychiatric help, and was finally diagnosed with a chemical imbalance. His brain was lacking in serotonin. He received initial relief while taking antipsychotic medications, but over time they stopped working. He turned to alcohol. The occasional reliance on alcohol steadily increased into dependency and resulted in an attempted suicide. While heavily intoxicated, Clint went behind his barn at his Nevada farm, put a gun under his chin, and pulled the trigger. The bullet lodged in his skull and remains there today. Once again, Clint had cheated death.

Following his suicide attempt, Clint spent six months in rehab, where he was diagnosed with post-traumatic stress disorder (PTSD). With that diagnosis, Clint was able to get the help he needed to deal with his anxiety, depression and OCD. By accepting his illness, Clint says he has learned to live a healthy, happy and productive life.

Clint has since become an advocate for mental health. Along with his wife Joan, he travels across North America doing advocacy work and encouraging people to talk about their mental health. He promotes awareness by educating people about mental illness as a disease to be treated and managed, not unlike life-threatening physical conditions.

The ACSA is working to provide the training and resources required to help foster psychological health and safety in our workplaces. Through respectful communication and education, we can build an inclusive community to support employees who are living with mental illness.
ACSA's 2018–2020 Strategic Plan provides us with focus and purpose. It shapes our organization and the resources and services we offer to promote our health and safety values.

We believe health and safety transcends borders beyond our workplaces and into our homes.

That is the inspiration behind our Lives lived safely vision. The five goals outlined below are moving the ACSA forward to see our vision through and achieve service excellence for our members and stakeholders.
Goal 1

To serve our stakeholders by sharing resources, providing support and delivering training

The ACSA is an organization that serves. A core theme of service is an essential element of our strategic direction. This includes aspects of enhancing a service culture, maximizing accessibility and ensuring the organization is responsible to stakeholder interests and needs.

2019 Highlights

In September, we launched CSTS 2020

CSTS 2020 was designed on a mobile-friendly platform and is available to members and non-members free-of-charge, until December 31, 2020. From the launch of CSTS Fundamentals in September 2019 to year-end, there were 57,310 registrants for the course.

The CSTS 2020 Add-on Modules available free-of-charge, were also in high demand

<table>
<thead>
<tr>
<th>Course</th>
<th>Registrants</th>
<th>Launched</th>
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<tbody>
<tr>
<td>Basic Ladder Safety</td>
<td>2,121</td>
<td>12/19</td>
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<tr>
<td>Basic Scaffold Safety</td>
<td>5,887</td>
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<tr>
<td>Confined Space Awareness</td>
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<td>Controlling Hazardous Energy and LOTO</td>
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<td>Environmental Protection</td>
<td>4,939</td>
<td>12/19</td>
</tr>
<tr>
<td>Working at Height</td>
<td>4,786</td>
<td>12/19</td>
</tr>
</tbody>
</table>

In January, we launched our new COR Audit Tool

The new COR Audit Tool is more reflective of our members’ needs, meets the new PIR audit standards, and is compliant with the updated OHS Legislation.

We developed courses to align with Government standards for the new OHS Act directing employers to create Joint Work Site Health & Safety Committees and Representatives.

Introduction to Health & Safety Committees and Representatives (IHSCR) – 5,671 students have completed the course following its launch in May 2019.

Health & Safety Committees and Representatives (HSCR) – 4,280 students have registered for the online course since its launch in June 2019. 576 students have taken the classroom course.
In December, we launched the free **Domestic Violence Awareness in Your Workplace** online course. In the first month of the launch, there were 643 registrants.

The **Learning Management System** (LMS) application continues to increase value for the organization, students and members by positioning the ACSA for continued growth and leveraging cloud-based services with a best-of-breed service provider. Additionally, the application improves usability and self-service options, while enhancing decision-making through better analytics.
**Goal 2**

**To better understand the diverse demographic and cultural needs of our stakeholders to ensure that our services meet those needs**

The ACSA adopts modern approaches to teaching and learning. To be relevant and effective for a new generation of customers (learners, employers, etc.), the ACSA will continue to adopt innovative approaches to learning.

**2019 Highlights**

2019 saw a **147% increase in the uptake of online courses, with 101,719 online participants.** ACSA partnered with BIS Training Solutions to offer a collection of their online courses at a discount to our members. Twenty BIS courses have been added to the ACSA course library.

In the summer of 2019, **diversity and inclusion training** was provided to all ACSA staff by the Diversity and Inclusion team from NorQuest College. The ACSA has partnered with NorQuest College to pilot face-to-face diversity and inclusion workshops for our members in the spring of 2020.

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**Goal 3**

**To support shared values and encourage a health and safety/wellness philosophy amongst stakeholders**

A focus on improving the safety culture in the construction industry in Alberta. Core activities of providing safety training and certification will remain, coupled with approaches to strengthening the connection to the workplace safety culture.

**2019 Highlights**

- 223 NCSOs™ and 166 HSAs were certified by ACSA.
- 3,313 active COR and 1,334 active SECOR holders.

ACSA received 4,242 COR audit submissions and 1,325 SECOR audit submissions. In addition, 91 COR Action Plans were approved as maintenance options, compared to 64 in 2018.
Goal 4

**To identify and connect with our full eligible membership base to ultimately align our shared values**

The ACSA will undertake a highly targeted approach to communications to increase its impact on the construction safety outcomes in Alberta. This includes the use of best available data in order to focus communication and stakeholder engagement efforts on investments with the greatest return.

**2019 Highlights**

- In April, we hosted our annual 2019 ACSA Conference focusing on the theme *Facing Disruption: Building Sustainability*. More than 400 delegates and 30 trade show exhibitors took part. Some 41 per cent of the delegates attended the ACSA Conference for the first time.

- National Day of Mourning events were coordinated by each of the ACSA RSCs on April 28.

- During the week of May 5-11, ACSA’s RSCs supported North American Occupational Safety and Health (NAOSH), and organized numerous fundraising events in support of Threads of Life and other charities.

- ACSA is communicating directly with more members, workers and companies through social media, regular e-newsletters, and in numerous other ways. In 2019, we recorded 159,830 engagements (likes, comments, shares and links) on social media platforms, an increase of 64.5 per cent over 2018. We also noted a 112.3 per cent increase in LinkedIn interactions and a 65.4 per cent increase in Facebook interactions.
To continually enhance relationships with stakeholders and partners to share information and better deliver services

Collaboration and partnerships to advance the ACSA’s mission. A focus on collaborative relationships and partnerships remains paramount. These include stakeholders, vendors, technology partners, safety associations, learning institutes, standards associations, international safety organizations, certifying partners, and others.

2019 Highlights

ACSA’s stakeholder engagement model is based on:

- An ongoing and thorough analysis of ACSA’s stakeholder environment.
- Integrating the policy standard and principles across all areas of the organization.
- Providing due consideration and response to the interests, ideas and concerns of our stakeholders.
- Remaining flexible and adapting the policy to address unique circumstances and changes within our stakeholder environment.
- Communicating with frequency, consistency and effectiveness.

The engagement model continues to be applied to the consultations we undertake and the partnerships we form.

We are working closely with our RSCs to improve capacity for supporting their work by holding bi-annual meetings with RSC Executives to better understand their needs. We have engaged a consultant to help build the new handbook and guidelines document.

ACSA has participated in nine Creative Sentencing projects over the past two years. Through these projects, we have established partnerships with other safety associations and built relationships with Government of Alberta technical advisors. These partnerships include the Alberta Roadbuilders & Heavy Construction Association, Alberta Sand & Gravel Association, BILD Alberta, Energy Safety Canada, and others.

We served on several Industry Task Forces and Working Groups to advance common safety standards related to safety in the workplace. These include:

- COR Harmonization Task Group
- Mental Health Working Group
- Musculoskeletal Disorders Working Group
- OHS Slips, Trips and Falls Working Group
- Potentially Serious Incident Task Group
- Prevention Data Advisory Group
- Strategic Steering Committee Working Group
CSTS 2020 will be offered to both members and non-members at no charge until December 31, 2020. This course is a pre-entry requirement for many construction and industry work sites. CSTS 2020 Fundamentals provides a basic overview of various health and safety topics and students are tested for their understanding of the content. CSTS 2020 is now accessible on your mobile device, tablet, and still on your desktop.

CSTS 2020 is customizable using optional Add-on Modules, to help employers fit the training to their specific site requirements. Module topics include:

- Basic Ladder Safety
- Basic Scaffold Safety
- Confined Space Awareness
- Controlling Hazardous Energy and LOTO
- Driving & Journey Management*
- Environmental Protection
- Evacuations & Exposing Utilities
- Framing Hazards and Controls
- Introduction to Respiratory Protection Equipment*
- Mobile Equipment Awareness
- Propane on the Work Site
- Pumpjack Scaffold Safety*
- Rigging, Hoists, and Cranes*
- Roofing Hazards and Controls
- Types and Uses of Safeguards
- Silica on the Work Site*
- Transportation of Dangerous Goods (Generic)*
- Working Around Concrete Pump Trucks*
- Working at Height
- Working Safely Around Drywall

*Module will be available later this year

Eight courses will be updated: Basic Instructional Techniques (BIT), Leadership for Safety Excellence (LSE), Contractor Management (CM), Fall Protection Planning (FPP), Flagger Train the Trainer (FTTT), Hazard Management (HM), Transportation of Dangerous Goods Train the Trainer (TDG TTT), and Worksite Investigation Basics (WIB).

Our current partnership with St. John Ambulance delivering Standard First Aid will be expanded to include their new Mental Health First Aid course as soon as that is launched—anticipated first quarter.

The Domestic Violence Awareness in Your Workplace online course will continue to be offered to ACSA members free-of-charge.

In partnership with NorQuest College, the Diversity & Inclusion to Maximize Workplace Psychological Safety pilot will be delivered as a face-to-face workshop in April and May 2020, at ACSA Edmonton, Fort McMurray, and Rocky View facilities, followed by a one-hour online course on Indigenous Perspectives in Psychological Safety.

A Spotlight Series concept of half-day courses is being developed to cover topics such as human factors for physical and mental health, risk management, risk tolerance, workplace harassment prevention, workplace violence prevention, and work site wellness.

The COR Audit Tool will be updated, based on feedback received from ACSA members and other stakeholders.

A new course evaluation tool will be rolled out to gather feedback on both classroom and online courses.
Executive Committee

The ACSA Executive Committee is comprised of four Board members who report to the Board of Directors on ACSA administrative matters.

- **Brad Bent**, Chair
- **Neil Moffatt**, Past Chair
- **John Digman**, Finance & Risk Management Committee Chair
- **Ryan Hawley**, Governance & HR Committee Chair

ACSA Board of Directors

The ACSA Board of Directors is comprised of various construction associations and trade contractor associations. Following are the 2019 ACSA Board members, the Associations they represent, and year appointed:

**Jeff Appelman** 2019  
Alberta Roadbuilders & Heavy Construction Association

**Matthew Armstrong** 2019  
Bild Alberta

**Brad Bent** 2013  
Christian Labour Association of Canada

**Cody Bexson** 2019  
Lloydminster Construction Association

**Michael Charlton** 2017  
Mechanical Contractors Association of Alberta

**Pascale Contant** 2019  
Building Trades of Alberta

**Justin Cote** 2017  
Alberta Roofing Contractors Association

**John Digman** 2017  
Medicine Hat Construction Association

**Darren Guenther** 2019  
Lethbridge Construction Association

**Dave Hagen** 2000  
Electrical Contractor’s Association of Alberta

**Ryan Hawley** 2017  
Red Deer Construction Association

**Malcolm Kirkland** 2019  
Merit Contractors Association

**Craig McCauley** 2017  
Alberta Construction Association

**John McNicoll** 2019  
Edmonton Construction Association

**Neil Moffatt** 2008  
Merit Contractor’s Association

**Terry Parker** 2017  
Building Trades of Alberta

**Denis Poitras** 2019  
Alberta Construction Association

**Derrick Schulte** 2007  
Building Trades of Alberta

**Vacant**  
Fort McMurray Construction Association

**Vacant**  
Grande Prairie Construction Association

**Dwayne Wallace** 2014  
Calgary Construction Association
ACSA 2019 Board of Directors

Back Row (L-R): John Digman, Finance & Risk Management Committee Chair; Dan MacLennan, CEO, ACSA; Cody Bexson, Board Member; Denis Poitras, Board Member; Ryan Hawley, Governance & HR Committee Chair.

Middle Row (L-R): Michelle Pelletier, former Board Member; Bren Alton, former Board Member; Justin Cote, Board Member; Michael Charlton, Board Member; Matthew Armstrong, Board Member.

Front Row (L-R): Brad Bent, Chair; Neil Moffatt, Past Chair; Shawn Bower, former Board Member.

Missing Board Members: Craig McCauley, Jeff Appelman, Pascale Contant, Darren Guenther, Dave Hagen, Malcolm Kirkland, John McNicoll, Terry Parker, Derrick Schulte, and Dwayne Wallace.

ACSA Administration

Dan McLennan
Chief Executive Officer

Tammy Hawkins
Chief Operations Officer

Meleena Doroshenko
Accounting & Finance

Lindsey Brogan-Macdonald
Rachel Forseth
Client Services

Baldish Sidhu
Communications & Stakeholder Engagement

Matthew Nasby
COR

Brent Schneider
Information Systems

Gary Thomson
Learning Services
Lives lived safely.