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**Workers Health
& Safety Centre**

Building partnerships for safer, healthier worksites

A message from Dave Killham, WHSC Executive Director



Give people what they need. It is a simple recipe for success. This approach underscores the Workers Health & Safety Centre's (WHSC) expanded training partnerships within Ontario's construction sector. Increased outreach to the sector has cemented our ability to bring training to those who want

and need effective, practical, legally mandated training.

should be addressed by meeting legal requirements and establishing safe work procedures and effective controls.

Many in the sector support our unique worker-centred training too. We can proudly report participant training hours in the construction sector increased by some 20 per cent in 2012. With our continued commitment, we hope to report even greater success in future. Want to learn more? Read on and discover the many ways the WHSC can support your training needs.

From decades of experience and ongoing consultation within the construction sector, we know workers and their representatives need more than a safety talk. Only quality training will ensure workers not only have knowledge of work hazards, but also will understand how hazards

Whether you need to know the laws that govern construction projects or require the knowledge and skill to operate mobile equipment, WHSC can help.

MOL construction blitz targets supervisor compliance

A recent Ministry of Labour (MOL) blitz report raises serious concerns for worker safety, supervisor competency and employer compliance in the construction sector.

During the blitz, inspectors issued some 5,000 orders to employers, including almost 500 stop work orders. Inspectors issue stop work orders when they find an immediate threat to worker health and safety.

Violations of fall protection requirements topped the list of orders, including stop work orders. Falls remain the single largest cause of critical injuries and worker deaths on construction sites.

This MOL blitz though specifically targeted "supervisory safety engagement." Inspectors assessed employer duties to provide adequate worker training,

written emergency procedures, time for joint health and safety committee meetings and inspections, and timely supervisor response to JHSC recommendations. Supervisor compliance will be a continued focus of MOL blitzes. This summer, the MOL also proposes to introduce new mandatory training requirements for all Ontario supervisors.

Need help now? WHSC offers *In-class* or *E-class Supervisor Health and Safety Training* to help supervisors and employers understand and comply with their legal duties and competency and training requirements. Also check out WHSC's *Fall Protection Program*, geared to workers and supervisors in the construction sector. (See inside for details.)



WHSC CONSTRUCTION TRAINING RESOURCES



Construction sector work can be dangerous, physically demanding and subject to constantly changing conditions. Good quality training will not only meet legal training requirements but will help ensure everyone on a work site has the skills to continually recognize, assess and help control job hazards.

Start by building a strong foundation with these essential WHSC health and safety training courses. WHSC schedules training year-round in communities across Ontario. We can also bring programs to training centres and right onto job sites. Contact a WHSC training service representative to learn more.

Confined Space in Construction (6 hours)*

Construction workers may be required to perform work in a variety of confined spaces including trenches, sewers, furnaces and storage tanks to name a few. This program provides them with the information and tools to identify, assess and control hazards associated with confined spaces common to the sector.

Confined Space Plan and Program (12 hours)

This comprehensive program is designed to meet the needs of joint health and safety committee members. The program covers legal requirements, confined space hazard assessment components, methods of atmospheric testing and setting up a workplace specific confined spaces plan and program.

Cranes, Hoists and Rigging (6 hours)

This program will familiarize participants with methods to recognize and hazards associated with cranes, hoists and rigging of loads. A practical component allows participants to demonstrate acquired knowledge in the field including all important signalling procedures.

Elevating Work Platforms Operator (8 hours)* NEW

This program will provide operators with both in-class theory and hands-on experience to learn about different types of elevating lifts, related hazards and legal requirements. Participants will demonstrate how to inspect equipment, exchange cylinders and safely operate elevating platforms relevant to their work. Note: Participants must complete fall protection training as a pre-requisite.

Fall Protection (4 hours)*

For construction workers, it addresses basic hazards of working at heights including safe use of ladders. The module reviews relevant regulations and effective control measures. Participants will focus on safe work procedures for use, inspection and storage of fall protection systems.

Lockout (3 hours)

This program provides a basic understanding of energy hazards and the need for lockout systems. It reviews sources of energy and their hazards, relevant legislation, standards and guidelines, lockout procedures and components of an effective lockout policy and program.

Mini-Excavator Operator (8 hours)* NEW

In this program, participants will learn about signalling, components of excavators, safety hazards related to mini-excavator operation and all legal requirements. Safe operating procedures for travelling on inclines and declines, soil classification, shoring and sloping are also reviewed through a hands-on practicum.

Propane Handling, Storage and Use (3 hours)

Participants in this program will learn the general principles of propane handling, storage and use and their related hazards. A review of safe work procedures will help ensure participants can protect themselves and co-workers from hazards related to propane and propane-fuelled equipment.

Regulations for Construction Projects (3 hours)

This program is designed for workers and worker representatives to better understand the Regulations for Construction Projects and how they may be used to promote safer, healthier worksites. Various sections of this regulation are discussed along with strategies to help improve worksite conditions beyond the requirements of the law.

Rough Terrain Forklift Operator (8 hours)*

This retooled program focuses specifically on the needs of rough terrain forklift operators in the construction sector. This comprehensive program covers basic principles of operation, common hazards, relevant regulations and includes a hands-on practicum session.

Skid Steer Operator (8 hours)* NEW

This program includes in-class theory on the hazards related to skid steer operation, safe work procedures including standard signalling, and legal requirements for operating skid steer equipment. Participants will demonstrate newly learned skills during a hands-on practicum.

Supervisor Health and Safety Training (6 hours)

Supervisors have legally defined workplace health and safety duties. This program reviews these legal requirements, how supervisor competence is defined and also the related duty of persons directing work under the Criminal Code.



WHMIS: Our Right to Know (6 hours)

Participants will gain an understanding of the workplace hazardous materials information system and its legal requirements. In reviewing hazard information on labels and material safety data sheets (MSDS) participants will also learn about occupational health hazards and how to evaluate the effectiveness of workplace hazard control plans.

WHMIS at Work (3 hours)

Suitable for general workforce training, this program focuses on the use of labels, MSDS and training to ensure full compliance with WHMIS legal requirements. A review of MSDS's drawn from participants' workplaces is encouraged to reinforce learning and make important links back to real work experiences.

WHMIS Review (3 hours)

Once you've completed comprehensive WHMIS training, this program will fulfil legal requirements to annually review your WHMIS program. Participants will review their legal rights and duties, all important information on labels and material safety data sheets and how to access this information at work.

Workplace Inspections (3 hours)

This is invaluable training for joint health and safety committee or worker trades committee members. Workplace hazards are defined and categorized and roles and responsibilities identified. Breaking workplace inspections into a five-stage process, participants gain new insight into conducting thorough and systematic workplace inspections.

*Participant manuals are pocket-sized, making them easy to carry and access on job sites.

ROT: Upon successful completion, participants will receive a portable record of training.

Editor's note: The WHSC also offers several comprehensive training programs for joint health and safety committees including a construction sector program aimed at completing mandatory Part II Certification training.

Our clients will tell you ...

At the Workers Health & Safety Centre we work with clients employed in a variety of trades, including those from:

- Industrial, commercial and institutional work sites;
- High and low-rise residential projects; and
- Major urban centres to the remotest of communities.

Working together, we ensure the learning you need takes place when and where you need it.

"WHSC's lift truck operator training and instructor materials are very good. We offer the programs at our training centre using our own WHSC-qualified instructors who are Journeymen trades people. Having our members instruct to other Journeymen and apprentices makes the training even more workplace specific. This worker-training-worker model really works for us."

Chris Descoteaux
Assistant Training Co-ordinator
UA Local 527 JTC

"We use WHSC fall protection and WHMIS programs to train our members and apprentices on behalf of our signatory contractors. WHSC training materials are oriented to the real needs of workers. The content is user-friendly and the pocket-sized format allows our members to carry them in toolboxes or leave them in their vehicles for ready access. We can count on WHSC to meet our training needs."

Angelo Bozzato
Training Coordinator
SMWIA Local 285

"We have an ongoing relationship with WHSC because we like their approach. WHSC works with us to adapt or develop programs to meet our needs. We know WHSC's door is always open if new training needs arise."

Nick Ciccone
Training Director & Apprenticeship Co-ordinator
LiUNA Local 837.

ON THE GROUND

WHSC and Building Trades partners deliver quality training In-house *and* in the community

Having the right training is important. Getting it into the hands of those who need it most is critical. WHSC delivers on both. A province-wide network of volunteer health and safety instructors, drawn from partner organizations, allows WHSC to deliver training around the province, across sectors and right at work sites. WHSC-qualified instructors combine real workplace experience with comprehensive training on health and safety and adult education principles to ensure learning is engaging and relevant.

IBEW Local 353 first partnered with WHSC some 20 years when they began to offer members foundational programs like WHSC's Level I and Level II programs. This was Howard McFadden's first connection to WHSC too. An IBEW 353 Executive Board member and WHSC-qualified instructor for 10 years, McFadden has taught a dozen different WHSC programs at the Local's training centres. It's a formula that works he says. "Grassroots demands, leadership committed to health and safety, and support from WHSC staff allow us to provide ongoing quality training to our members when and where they need it," says McFadden.

For example, Local 353 regularly schedules WHSC fall protection and WHMIS training for their members on layoff. Offering programs at their own facilities gives WHSC partners the flexibility to schedule programs at night or on weekends. Using in-house instructors ensures learning is work-related and real.



WHSC also uses Local 353's Don Mills training centre to offer regularly scheduled community-based programs. Steven Martin, IBEW 353 Business Manager says, "Our Local prides itself on making health and safety training a priority. The key is to make it accessible. Working with WHSC, we offer training on a schedule that suits our needs. In turn, WHSC uses our facilities to provide training to the broader community. It's an arrangement that benefits everyone," adds Martin.



ON THE GROUND

WHSC expands suite of operator skills training

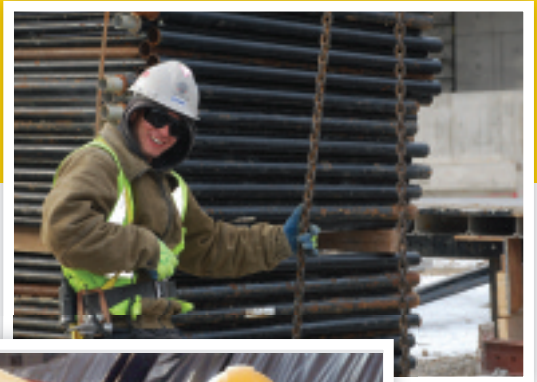
As the Ministry of Labour steps up enforcement of competency requirements for equipment operators, WHSC is responding with new programs to fill these training gaps.

To address a demand for comprehensive operator safety skills training, several construction sector partners have worked with WHSC to develop programs that not only meet worksite needs but also will comply with legal requirements and standards, and provide an official record of training (ROT) upon completion.

Two of WHSC's newest programs are skid steer and mini-excavator operator training. WHSC staff consulted extensively with our clients in the construction sector including, representatives from LiUNA Locals 183 and 837. Together they reviewed program resource materials, assessed training centres for delivery capacity and delivered program pilots.

WHSC operator safety skills programs include a full day of in-class training followed by a practicum where operators work one-on-one with an instructor to demonstrate newly acquired knowledge and safety skills. For novice operators the practicum serves as a vital training tool. For experienced operators it provides the opportunity to reevaluate their ability and competency.

Sandro Pinto, executive director of LiUNA Local 183's training centre, says they have added WHSC skid steer and mini-excavator programs to their training roster. Citing a longstanding partnership with the WHSC, Pinto says it was only fitting to work with WHSC again. "Unlike many fly-by-night providers, we count on WHSC to provide quality training and ongoing support to our instructors. We are supportive of any effort that elevates the standard of health and safety training," adds Pinto.



IN THE COMMUNITY

Supporting COBT's Hammer Heads program

A unique partnership between the Central Ontario Building Trades (COBT) and its' affiliated partners is helping youth from priority, under-resourced and Aboriginal communities in Toronto access job skills training and a chance at sustainable, lasting employment in the building trades.



Hammer Heads is a comprehensive skills development program that introduces youth to the construction trades while providing them with critical job and life skills training. The program builds a solid foundation with two-weeks of intensive occupational health and safety training using WHSC programs.

James St. John is COBT business manager and director of the Hammer Heads program. "With trades' experience, access to affiliates' training centres and support from industry partners, Hammer Heads participants are getting excellent training from day one—training that not only meets but far exceeds industry requirements.

It was a natural fit for us to partner with WHSC on this initiative," says St. John.

Each year WHSC offers some 3,000 hours of health and safety curriculum to the program, delivered by WHSC-qualified instructors at COBT affiliate training centres.

Dave Killham, WHSC, executive director, says, "Through the Hammer Heads program we help inform the next generation of health and safety leaders. We want young workers to know from the outset about their health and safety rights including the right to quality on the job health and safety training."

To date 91 Hammer Head graduates have begun a construction trade apprenticeship.



IN THE COMMUNITY

Lambton Kent students get hands-on tool time at union training centre

Lambton Kent senior high school students curious about careers in the construction sector are heading to LiUNA Local 1089 for a one-day awareness session where they learn about basic health and safety and have a chance to see and use some tools of the trade.

The awareness session is offered through the Ontario Ministry of Education's Specialist High Skills Major (SHSM). The program lets students customize their secondary school education to focus on their interests and talents by exploring work within an economic sector, while completing their secondary school diploma.

A unique partnership between the Workers Health & Safety Centre and Lambton Kent District School Board provides WHSC health and safety curriculum to SHSM students at LiUNA 1089's Sarnia training centre.

Chad Hogan, Local 1089 training director and WHSC-qualified instructor, is passionate about teaching safety, especially to new workers. Hogan coordinates and delivers most of the Local's apprenticeship training, but makes time for this special school board project. "Many have worked part-time including stints in construction, farming and factories, but few of them have had any real training on the job," says Hogan. He adds, this awareness session is no substitute for legally required training, provided by the employer, but it is invaluable nonetheless. "I see it as my job to let these students know what their rights are, including the right to training that safeguards their health and safety."

Caroline White is a Special Projects Teacher and coordinates the SHSM program for Lambton Kent District School Board. "The partnership with the WHSC and LiUNA has allowed students from our school board to learn the importance of health and safety training," says White. "Learning directly from industry experts enhances the experiential learning opportunities for our students," adds White.

