

Industrial Construction Crew Supervisor Development ICCS

Best Practices May 2009



- •Identify User Groups
 - Administrative/Management
 - Decision Makers
 - Student Development(Potential/Current Supervisors)



- Create Personas
 - Representative of User Groups
- •Identify needs of user groups/personas



- Identify/Develop Necessary Content
 - Based on user tasks
- Gather Resources
 - Current Best Practices
 - Other available relevant sources of information

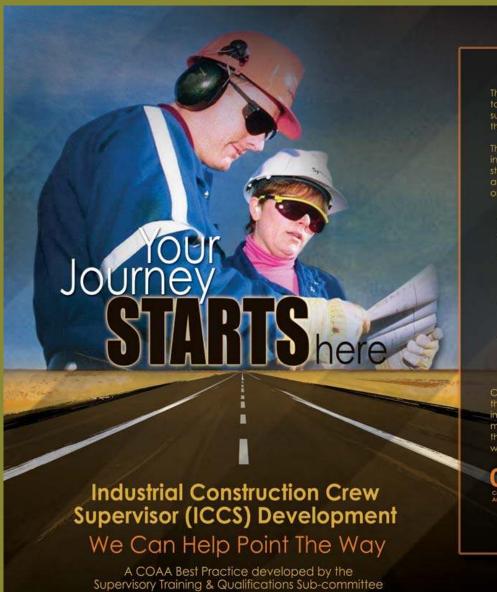


- Currently working with web developer
 - www.iccsalberta.ca/



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Industrial Construction Crew Supervisor Development

The Construction Owners Association of Alberta (COAA) takes pride in its premier Best Practice of growing the supervisory skill capacity of construction foreman, within the industrial construction industry.

This Best Practice, presented in the form of an interactive website, provides foremen and industry stakeholders with specifically targeted information, tools and resources which correspondingly result in greater on the job success. The website contains information on:

- The Roles, Responsibilities and Requirements of a Construction Foreman.
- Industry recognized training for Construction Foremen.
- How to obtain the Industrial Construction Crew Supervisor (ICCS) Designated Occupation Certificate offered by Alberta Apprenticeship and Industry Training.
- How to identify specific training and development needs for your foremen, by using a 360 degree feedback assessment tool.
- How to select workplace coaches, along with the resources that help coaches become more successful in developing the job skills of new foremen

Construction organization's and their foremen will find this Best Practice website useful in developing skills that improve safety, build teamwork, grow employee morale, and enhance productivity. We invite you to put the information and tools available on this website to work for you.





Website launch Fall 2009

Watch your e-mail and other publicity material for notification of the website address.



Marketing Ideas

- Making contact
- Email notifications
- Notebooks (pocket)

- Posters late summer
 - Building Trades
 - •Lunchrooms
 - Contractors
 - Individual Companies
 - Associations



Marketing Ideas

- •Your ideas and suggestions?
- •Send them our way!



Thank You

•Questions?



•What's your initial response to the website?



•What information could you use to develop the foremen in your organization or on your project? Is there sufficient information? Is there something missing?



•How can we as an industry promote the website ?



- •Is the distinction between <u>ICCS</u>

 <u>Development</u> and <u>requirement for</u>

 <u>ICCS designated occupation</u> clear?
- •Does a different name need to be used for ICCS Development? If yes, what are your suggestions?



- The Skills Development Tool for Construction Trades Foremen CD (an assessment tool) was launched last year at Best Practices.
- •Do you know what this tool is?
- Are you using it? Explain



Endorsement/Contact List

- Are you interested in adding your company or organization to our website?
- Are you interested in giving us further feedback on our website?
- Contact Elizabeth Krywolt, Co-chair elizabeth.krywolt@gov.ab.ca



Endorsement/Contact List

- •Are you interested in becoming active on our committee?
- Contact Elizabeth Krywolt, Co-chair

elizabeth.krywolt@gov.ab.ca



Thank You

- Electrical Contractors Association of Alberta
- Apprenticeship and Industry Training
- •CEDA
- Have sponsored/paid for major portions of our website and advertising to make this project happen!



Thank You Also...

- Bantrel Constructors
- CLRa
- Fluor
- Syncude
- •TIW Western
- Government of Alberta
- Flint

- •CLAC
- ECAA (Labour Relations)
- •CEDA
- Lockerbie & Hole
- •UA Local 488
- Merit ContractorsAssociation