

COURSE GUIDE

2026

**ONTARIO
INFRASTRUCTURE
ACADEMY**

MARCH 23–27, 2026



ORBA 

PART 2

Canada 

**EMPLOYMENT
ONTARIO**

Ontario 

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Introducing the 2026 ONTARIO INFRASTRUCTURE ACADEMY (OIA)

Since the Road Building Academy was formally established in 2007 it has achieved some significant milestones.

In the last 10 years the Ontario Road Builders' Association has achieved some great heights. We have trained over 3000 students. Presented 145 courses. And our instructors have instructed ORBA Members for more than 2000 hours!

This year we are pleased to bring you 15 courses offered in-person or online.

With a focus on delivering courses in more categories and to more markets, we have added some exciting new categories, courses and flair to the 2026 programming.

We would like to take a moment to thank our dedicated committee members.

GEOFFREY STEPHENS

Capital Paving Inc.

CAM BECKER

Steed and Evans Limited

AMMA AGBEDOR

Asphalt Institute

MIKE DECKERT

FLO Components Ltd.

NIKKI LASKIN

Aon

CHARLES QUENNEVILLE

Platform Insurance Management Inc.

SINA VARAMINI

Crumb Rubber Manufacturers

CAMERON WOOD

Roto-Mill Inc.



WHICH COURSE WILL BENEFIT YOU MOST?

Senior Management
 Project Manager
 Foreperson
 Superintendent/ Supervisor
 Estimator
 Scheduler
 Contract Administrator
 Quality Control
 Project & Municipal Engineers
 Plant / Paving Crew
 Sales and Marketing
 Finance
 Legal
 HR
 Health and Safety

	Senior Management	Project Manager	Foreperson	Superintendent/ Supervisor	Estimator	Scheduler	Contract Administrator	Quality Control	Project & Municipal Engineers	Plant / Paving Crew	Sales and Marketing	Finance	Legal	HR	Health and Safety
MANAGEMENT AND LEADERSHIP															
Adaptive Leadership: Navigating Change in Today's Workplace		
A Day in the Life: Developing the Next Generation of Forepersons, Superintendents & Project Managers				.											
Improving Engagement through Positive Leadership		
BUSINESS AND PROFESSIONAL															
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Communications, Negotiation, Conflict Resolution
Construction Industry Ethics
Construction Law			
Construction Project Management											
First Level Supervisor Training Program			.	.											
Introduction to Construction Estimating					
Introduction to Understanding Systemic Racism: A Guide for Leaders and Managers
Pipeline Construction Safety Training	.		.												
Working in a Respectful and Inclusive Workplace

Adaptive Leadership: Navigating Change in Today's Workplace

COURSE OVERVIEW

This course is about assessing attendee's AQ, or Adaptability Quotient. As a skill, adaptability has gone from interesting to important, especially in the construction sector. The workforce is changing, new technology is being adopted, and so how we develop leaders in the sector is more important than ever. Attendees of this course will be given the AQ assessment beforehand and the results with accompanying insights will be discussed in a generalized way. In a deeply collaborative, collegial environment, attendees will learn about the things that hold them back from necessary adaptation, and how to build work environments that embrace the skillset of adaptability. In the past, Nancy Watt delivered the highly regarded EQ workshop for men and women at ORBA's Academy. Now, AQ, Adaptability Intelligence is the next-level, leadership 2.0. for those who want to thrive, not just survive in society's exponential rate of change. By doing so, we alter our relationship with change and put ourselves in the driver's seat of our future success.

LEARNING OUTCOMES

Nancy Watt will combine three workshops into a full-day customized ORBA course that will cover:

- The importance of adaptability in professional and personal lives.
- Resiliency training and how teams can bounce back better.
- Harnessing humour for better diversity & inclusion understanding and implementation.

WHO SHOULD ATTEND

- Leaders, emerging leaders
- Forepersons
- Superintendents

INSTRUCTOR



NANCY WATT

Ranked among the top five Leadership Workshop leaders at Microsoft's INSPIRE conference for four years, Nancy is a renowned Communication Specialist with the National Institute of Trial Advocacy. An international speaker and facilitator, Nancy combines evidence-based research with experiential improvisational theatre techniques. She's notable in the tech, education, and various other sectors, with sessions at institutions like Harvard, MIT, and Princeton. Her unique 'Pracademic' approach and use of comedy as a learning tool have established her as a voice in the Future of Work and Diversity, Equity, and Inclusion. Notable clients include Microsoft's NERD, Engineers Without Borders, and Women in Cloud. A Second City alumna with a B.A. in Psychology/Sociology, she also holds numerous certifications, including Cornell's Program in Diversity & Inclusion and AQ's Adaptability Quotient. Nancy's signature program is H.A.P.P.I.E., which fuses positive psychology with improv exercises.

A Day in the Life: Developing the Next Generation of Forepersons, Superintendents & Project Managers

COURSE OVERVIEW

This dynamic course emphatically answers the question: “What do civil construction Forepersons need to know to help them to succeed in their jobs?” Developed by industry practitioners, the two day, practical, skills-focused course incorporates group activity, case studies and interactive techniques.

COURSE OUTLINE

- Project Check Lists
- Workplace Safety
- Contract Instructions and Technical Requirements
- Typical Project Information
- Environmental Management
- Risk Management
- Tracking Project Productivity
- Scheduling
- Quality Control
- Claims & Site Documentation
- Dealing with Third Parties

LEARNING OUTCOMES

- Develop check lists for the various stages of a project to assist planning
- Identify project risks and use proactive planning and preparation to manage
- Set priorities to ease day-to-day challenges & better manage project
- Understand the impacts of productivity, quality control and task to the overall project schedule
- Identify the traits of the various generations in the workforce - Baby Boomers, Gen X, Millennials, Gen Z

WHO SHOULD ATTEND

- Forepersons
- Superintendents
- Project managers

INSTRUCTOR



BARRY THOMPSON M.A., C.E.T.

Barry has a civil engineering diploma from Toronto Metropolitan University and is a Certified Engineering Technologist. Barry received his Master of Arts degree in adult education from Central Michigan University. His extensive industry experience in roles as an estimator/project manager, as manager/ chief estimator, aggregate sales and marketing manager and procurement/contracts manager at various Ontario construction and aggregate organizations. Barry was an IT business support manager, lead training, development and implementation related to mergers and divestitures with construction companies. He is currently teaching part-time and developing curriculum in engineering programs at Ontario community colleges.

Improving Engagement Through Positive Leadership

COURSE OVERVIEW

Attendees will learn to foster a positive, engaged workforce, navigate diverse personalities, manage expectations, and provide constructive feedback. This session will empower participants in managing and supervising their teams more effectively.

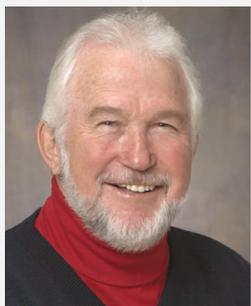
LEARNING OUTCOMES

- Introduction: Addressing current challenges leaders face.
- DISC Behavioural Model: Understand HOW people operate. Talent Insights Assessment – Part 1.
- The 12 Driving Forces: Understand WHY individuals are motivated. Talent Insights Assessment – Part 2.
- Talent and Job Fit: Assessing if your role inspires you.
- Handling Stress and Emotions: Emotional Intelligence Video, Five EI Competencies, and Mindfulness.
- Employee Engagement Cycle: Core areas for enhancement.
- Feedback Essentials: 10 methods for effective feedback, praise, and recognition.
- Remote Work Excellence: 19 strategies to enhance remote performance.
- Re-energizing Teams: Addressing common team dysfunctions, engagement queries, trust-building, respectful work environments, team issues, and the “Great Resignation” phenomenon.
- Influence Strategies: Understanding six unconscious motivators.
- Leadership Competencies: 25 key traits [TI Assessment – Part 3 DNA].
- Assertiveness: Striking a balance between aggression and passivity.
- Conflict Management: Five-step problem-solving model.
- Action Plans: Summary and actionable steps to integrate course concepts.

WHO SHOULD ATTEND

- Leaders, managers, or supervisors keen on deepening their understanding of behaviors and motivators for both personal and team development. Ideal for leaders eager to enhance their interpersonal skills.

INSTRUCTOR



DAVE NEELY

Dave brings with him rich experience from his tenure as a trainer and coach for IBM Canada. A certified behavioral analyst, Dave’s collaborations include esteemed organizations such as ORBA and various Construction Associations (Kingston, Ottawa, Toronto, Hamilton, Niagara) and Tomlinson Construction. Dave’s mission is to amplify your prowess as a manager or supervisor.

Building and Managing Customer Relations

COURSE OVERVIEW

In construction, superior customer service paves the way for project profitability, re-engagements, enhanced team dynamics, and a professional reputation. Superintendents encounter a plethora of customers, from end-clients and contractors to trades and internal teams. It's crucial to discern their varied needs, manage expectations, and navigate challenges deftly. This training delves into the core tenets of customer service in construction, equipping superintendents to address concerns promptly and professionally.

LEARNING OUTCOMES

Post-session, attendees will be adept at:

- Recognizing the long-term dividends of top-notch customer service.
- Understanding and addressing varied customer expectations.
- Pinpointing obstacles in delivering exceptional service.
- Evaluating customer satisfaction and initiating appropriate action.
- Discerning trigger points and refraining from using them.
- Effectively listening to uncover underlying issues and envisaged solutions.
- Assuaging or pacifying disgruntled customers.
- Modifying behavior in alignment with diverse stakeholders for optimized outcomes.
- Fostering a pervasive culture of service excellence.

COURSE BREAKDOWN

- Professionalism and Service: Embodying an exceptional service ethos.
- Service Excellence Drivers: Exploring the six pillars.
- Stakeholder Management: Constructing and fortifying relationships onsite.
- Diverse Customer Interactions: Strategies for engaging with trades, architects, contractors, etc.
- Trigger Points: Understanding customer pain points.
- Self-Management: Techniques when you're the aggrieved party.
- The Three "R" System: A structured approach to pacify upset customers.
- Problem-Solving: Swiftly diagnosing issues and brainstorming win-win solutions.
- Reaping Benefits: Understanding the positive ramifications of resolving customer service hurdles.



Building and Managing Customer Relations *(continued)*

INSTRUCTIONAL TECHNIQUES

- Group dialogues and activities, both holistic and subgroup based.
- Solo exercises tailored to individual perspectives.
- Real-world case studies and pivotal incidents.
- Real-time simulations and role-playing.

TARGET AUDIENCE

- Dedicatedly crafted for Construction Superintendents.

PRIOR TO SESSION

- Participants are expected to complete a brief questionnaire and undertake a self-assessment.

INSTRUCTOR



SYLVIE THIBAULT BA, MBA

Sylvie is a bilingual business strategist and leadership capacity builder who brings a wealth of hands-on operations, IT, and HR knowledge to private and public organizations. Sylvie holds an Executive MBA from Saint Mary's University where she teaches in the Sobey School of Business. She is a Senior Consultant at Fairwinds Training and Development, President at My Momentum Strategies, as well as a Certified Extended DISC Professional and a Certified Trainer (Emploi-Québec). Over the last decade, Sylvie has developed Gold Seal Certified curriculum and delivered Gold Seal Certified courses to a number of construction industry companies and associations across Canada.

Heavy Equipment Operation – Basic Introductory Training

COURSE OVERVIEW (Maximum 9 Participants)

Delivered by **Northern Construction Academy (NCA)** in partnership with **ORBA**, this hands-on introductory training program provides foundational operating experience on one of the following machines: **Excavator, Dozer, or Grader**. Each participant will complete training on one selected machine during the week, with a maximum of three participants per piece of equipment.

Participants will receive 15 hours of practical instruction under qualified instructors, focusing on machine components, safe operating procedures, and essential operating techniques.

The program includes five days of training and **five nights of single-occupancy accommodation (March 22–27)** at a local hotel approximately 20 minutes from the training facility. Hotel bookings and registration will be managed directly by NCA. Standard room amenities are included. Breakfast is not included.

Students are responsible for bringing their own PPE:

- **Steel-toe boots (8-inch recommended)**
- **Non-expired hard hat**
- **Hi-vis orange safety vest**
- **Work gloves**

LEARNING OUTCOMES

- Identify key components and functions of selected heavy equipment
- Demonstrate safe start-up, shutdown, and operating procedures
- Apply foundational machine operating techniques
- Build confidence operating heavy equipment under supervision
- Understand job site safety expectations and industry standards

WHO SHOULD ATTEND

- Individuals beginning a career in heavy equipment operation
- Entry-level workers entering the road building industry
- Employers seeking introductory training for new operators
- Individuals seeking hands-on exposure to equipment operations

INSTRUCTORS



NORTHERN
CONSTRUCTION
ACADEMY

NORTHERN CONSTRUCTION ACADEMY (NCA)

Northern Construction Academy (NCA) is a specialized heavy equipment training institution focused on preparing individuals for careers in the construction and road building industries. NCA delivers hands-on, practical training led by experienced instructors, emphasizing safety, skill development, and job readiness. Through industry partnerships and real-world training environments, NCA equips students with foundational competencies required to enter the heavy equipment workforce with confidence.

Aggregates 101

COURSE OVERVIEW

Participants in this course will gain core education about the aggregate industry, its terminology and different processes, policies and practices. Product types, licensing, processing, delivery, quality control, best practices and more will be discussed.

LEARN:

- Definitions: sand & gravel, quarry, recycled aggregate, products and more
- Aggregate Licensing
- Rehabilitation
- Aggregate Processing: Stripping, drilling, blasting, crushing and more
- Delivery of Product
- Quality Control and Specifications
- Controls, Obligations and Best Practices

WHO SHOULD ATTEND

This course is designed for those new to the construction industry, have an interest in aggregates or have minimal aggregate experience (non-aggregate functional role), and those seeking an increase in aggregate knowledge.



INSTRUCTORS



ALEX CARUNA

Polydeck, National Manager, Canadian Aggregates

Alex is a Civil Engineer with a background in construction materials and pit & quarry operations. Having worked for 10 years with Dufferin in Concrete & Aggregates production responsibilities of all kinds, he has a firm understanding of material extraction, processing, and end use. Alex has been with Polydeck for many years, serving Aggregate customers of various sorts throughout the country.



STEVE DREW

Nelson Aggregates, Director of Operations

Steve is a graduate of Western Ontario University. He has over 40 years of experience in the aggregate industry. He has held many roles – Dir. Business Development, Plant Manager, Safety Manager, Dir. Of Operations and more. Currently, he is with Walker Industries looking after safety for their aggregate and construction division plus he is the Manager of OSSGA Specifications and Standards.

TECHNICAL AND SAFETY

Aggregates 101 *(continued)*

INSTRUCTORS



KEVIN FITZPATRICK

WSP, Senior Project Engineer

Kevin is a graduate of the University of Waterloo Geological Engineering program and has been consulting the aggregate industry for over 25 years. He has worked on aggregate projects all across Ontario. He is a senior project engineer with WSP Canada.



CHRIS GALWAY

Amrize, Sr. Land Manager, Central Ontario

Chris has a Bachelor of Science in Geology from Carleton University. His work experience includes being in the mineral exploration business, specifically gold exploration for Teck Cominco in northern Ontario and northern Quebec. He was also Client Manager at IBM responsible for Canadian Federal Government accounts. Chris joined Amrize in 2007 as Land Manager for Northern and Eastern Ontario.



JULIE HARRINGTON

OSSGA, Senior Director, Training and Events

Julie has spent more than 17 years working in the aggregate industry, including her extensive contributions through OSSGA, where she has played a key role in strengthening safety practices, elevating training standards, and supporting operators across the province. A graduate of Royal Roads University, she also brings over 15 years of post-secondary teaching experience at Conestoga College and Royal Roads.



RYAN THIBODEAU

Amrize, Customer Service & Logistics Manager

Ryan has been with Amrize for over 20 years. He is passionate about the aggregate industry and providing a safe work environment for all in the industry. His work history includes being a Dispatcher, Supervisor, Fleet Coordinator, Health & Safety Coordinator, and is currently CSLM based out of the Amrize Dundas Quarry.

Joint Health & Safety Committee (JHSC) Certification – Part 1

COURSE OVERVIEW (Maximum 24 Participants)

JHSC Certification Part 1 provides the foundational training required under Ontario's Occupational Health and Safety Act (OHSA). This CPO-approved program is mandatory for workplaces with 20 or more workers and ensures both worker and management representatives understand their legal duties and responsibilities.

Participants must attend all three full training days to receive certification. Training is conducted in English and follows Ministry-approved curriculum standards.

LEARNING OUTCOMES

- Understand legal duties and responsibilities under OHSA
- Recognize and assess workplace hazards
- Conduct effective workplace inspections
- Participate in incident investigations
- Understand the structure and function of a Joint Health & Safety Committee

WHO SHOULD ATTEND

- Worker representatives of a Joint Health & Safety Committee
- Management representatives of a Joint Health & Safety Committee
- Employers with 20 or more workers
- Health & Safety professionals supporting JHSC compliance

Note: Completion of Part 1 is required before enrolling in Part 2.

INSTRUCTORS



4S Consulting

4S Consulting is a professional health and safety consulting firm specializing in occupational health and safety compliance, training, and program development across Ontario. As a CPO-approved training provider, 4S Consulting delivers Ministry-compliant certification programs and works with organizations to strengthen workplace safety systems, reduce risk, and ensure regulatory compliance across multiple industries.

Joint Health & Safety Committee (JHSC) Certification – Part 2

COURSE OVERVIEW (Maximum 24 Participants)

JHSC Certification Part 2 builds on the foundation established in Part 1 and focuses on construction sector-specific hazards and control measures. This CPO-approved training equips committee members with practical tools to identify, assess, and control risks within construction environments.

Participants must have successfully completed JHSC Part 1 and attend both full training days to receive certification. Training is conducted in English.

LEARNING OUTCOMES

- Identify sector-specific construction hazards
- Apply effective hazard control strategies
- Strengthen workplace risk assessment practices
- Improve committee effectiveness in promoting health and safety
- Support ongoing compliance with OHSA and regulatory requirements

WHO SHOULD ATTEND

- Certified JHSC Part 1 worker representatives
- Certified JHSC Part 1 management representatives
- Construction safety personnel
- Employers and supervisors responsible for safety oversight

INSTRUCTOR



4S Consulting

4S Consulting is a CPO-approved occupational health and safety training provider with extensive experience delivering Joint Health & Safety Committee certification programs across Ontario. Their instructors combine regulatory expertise with practical industry knowledge to equip participants with the tools needed to effectively manage workplace hazards and maintain compliance within construction environments.

Paving Professionals Workshop

**TO REGISTER FOR THIS WORKSHOP,
PLEASE CLICK ON THE LINK BELOW:**

[https://secure.e-registernow.com/cgi-bin/
mkpayment.cgi?state=4024](https://secure.e-registernow.com/cgi-bin/mkpayment.cgi?state=4024)

COURSE OVERVIEW

The Academy's Paving Professionals Workshop is an immersive, systems-focused training experience designed to strengthen the technical expertise, operational coordination, and quality performance of Ontario's paving workforce.

Delivered by leading industry practitioners and subject-matter experts, this two-day program bridges theory with hands-on field execution. Participants will engage with the full paving ecosystem – from asphalt production and trucking logistics to laydown, compaction, and quality control – with a disciplined focus on safety, efficiency, and performance.

WHAT YOU WILL MASTER

Participants will gain advanced, field-ready capability across the full paving system, including:

- Integrating plant production, trucking logistics, MTV operations, paving, and compaction into one synchronized, continuous operation.
- Controlling paver speed, material flow, and roller coordination to improve smoothness, density, and overall pavement performance.
- Applying plant fundamentals – temperature control, mix consistency, and production discipline – to reduce variability and eliminate avoidable defects.
- Diagnosing and correcting field challenges such as segregation, joint deficiencies, and compaction gaps with precision and accountability.
- Leveraging emerging technologies – including 3D milling, 3D paving, digital mapping, and on-board density intelligence – to elevate performance standards beyond conventional practice.

WHO SHOULD ATTEND

This program is designed for professionals responsible for delivering operational excellence and pavement performance across the paving lifecycle, including:

- Plant Managers and Production Supervisors
- Laydown Supervisors and Field Foremen
- Quality Control Technicians and Managers
- Project Managers and Operations Leads
- Estimators and Industry Equipment or Material Specialists

INSTRUCTOR



DONN BERNAL

Bio to be provided

Practical Solutions in Managing Excess Soil

COURSE OVERVIEW

This one-day course focuses on practical solutions to manage excess soils at various kinds of properties. With regulation O. Reg/ 406.19 gradually coming into force and several aspects being implemented on January 1, 2023, all construction sites will need to consider excess soil more carefully with proper planning and consideration of the relevant aspects of the regulations. The course will cover various aspects of managing excess soils including reporting, planning, sampling, and tracking requirements. Exemptions of the regulations depending on the land use volume and nature of the construction site will also be discussed. Further roles and responsibilities of Site Owner, Contractor and Qualified Person will also be explained. In addition, other considerations of managing soil like logistics, geotechnical and subgrade suitability for re-use will be included in the course.

LEARNING OUTCOMES

- Understand Planning and Reporting Requirements as per O.Reg. 406/19
- Review various options for tracking systems acceptable under the new regulation
- Discuss responsibilities of Project Leader, Contractor and Qualified Person for source and fill sites for excess soil
- Consideration of non-environmental aspects of fill import and export
- Designing of sampling programs based on various volumes and kinds of sites based on the excess soil regulation

WHO SHOULD ATTEND

- Site Supervisors
- Project Managers
- Project & Municipal Engineers
- QA/QC Staff
- Students

INSTRUCTORS



SALMAN BHUTTA Ph.D., P.Eng., Principal, Engtec Consulting Inc.

Dr. Bhutta is the Principal Engineer and the founding member of Engtec Consulting Inc. In his current capacity with Engtec, Dr. Bhutta assists contractors, producers and owners in implementing new technologies and processes in their day-to-day activities. Dr. Bhutta is heavily involved in the areas of cold-in-place recycling, expanded asphalt, forensic engineering, and high-performance hot mix asphalt design and testing. Dr. Bhutta has extensive experience in development of a wide variety of new material processes including hot mix asphalt, waterproofing membranes, polymer modified asphalt and sealants and the implementation of their applications in the field. Dr. Bhutta is a recognized expert in the field of forensic engineering as is related to pavement and materials engineering. Dr. Bhutta also has extensive experience in Heavy Weight Deflectometer testing and analysis, pavement design using mechanistic and empirical pavement design procedures, use of Inertial Profilograph to control smoothness and large-scale multidisciplinary contract administration services. Dr. Bhutta has authored more than 25 technical papers and over 500 technical reports and presentations in the area of earth and environmental engineering. Dr. Bhutta is a contributing member of the Canadian Technical Asphalt Association (CTAA) and Asphalt Road Recycling Association (ARRA).



HAMMAD DIN P.Eng., Manager, Environmental Group, Engtec Consulting Inc.

Hammad is a professional engineer with 16 years of experience in managing a variety of Record of Site Conditions. Phase I and Phase II environmental site assessments (ESAs), Excess Soil Investigations, peer reviews, long term groundwater monitoring programs, ex-situ and in-situ remediation projects, risk assessments and vapour intrusion assessments. Hammad is a Qualified Person (ESA) as per O. Reg. 153/04 and has filed several Record of Site Conditions for a variety of residential and commercial redevelopment properties. He is familiar with various environmental regulations, specifically O. Reg. 153/04 and O. Reg. 406/19. He has also managed Phase I and II ESAs in numerous provinces across Canada. His clients have included Real Estate Investment Trusts (REITs), property investors, redevelopers, developers, construction companies, architects, real estate Agents, governments (municipal, provincial and federal), lawyers, financial institutions and private individuals.

Traffic Control – Temporary Work Zones



COURSE OVERVIEW (Maximum 20 Participants)

This virtual Traffic Control program, delivered by the **Infrastructure Health & Safety Association (IHSA)**, provides essential knowledge for safely managing traffic control on Ontario construction projects. The course focuses on understanding and applying the Ontario Traffic Manual (OTM) Book 7 standards to ensure worker and public safety in active work zones.

Participants must have their own computer or laptop and their own copy of **OTM Book 7** to fully participate. Active engagement throughout the full training day is required.

LEARNING OUTCOMES

- Understand the purpose and application of OTM Book 7
- Identify safe work zone set-ups and traffic protection requirements
- Recognize hazards associated with traffic control operations
- Apply best practices to maintain worker and public safety
- Understand responsibilities related to traffic control on construction sites

WHO SHOULD ATTEND

- Job seekers interested in entering the construction industry
- Individuals seeking traffic control certification to improve employability

INSTRUCTORS



Infrastructure Health & Safety Association (IHSA)

Infrastructure Health & Safety Association (IHSA) is Ontario's trusted health and safety resource for the construction, transportation, and electrical utilities sectors. IHSA provides industry-recognized training, consulting, and resources to help employers and workers prevent injuries, reduce risk, and ensure compliance with Ontario's health and safety legislation. Their programs are built around real-world industry standards and regulatory requirements.

ONLINE COURSES



ORBA offer a variety of industry specific online courses for continuous learning. The range of online courses, powered by Buildforce, offers you a unique opportunity to learn at your own pace, from any home or office computer and to fit learning into your life.

Gold Seal Credit

Communications, Negotiation, Conflict Resolution	2	The information presented in this course will help you to improve your communication skills both written and oral, your negotiating skills and conflict resolution abilities alongside co-workers and on the job site every day.	\$150
Construction Industry Ethics <i>(course is now directly online)</i> ←	3	Ethical behaviour is paramount in the construction industry. By maintaining high ethical standards, and being consistent in our practices, we thrive both personally and professionally. The Construction Industry Ethics course can help your employees navigate the ethical grey areas they face every day.	\$275
Construction Law	2	This newly updated course is intended to provide members of the construction industry with an understanding of construction law.	\$150
Construction Project Management	3	The information presented in this course will help you to understand what you can do to successfully administer projects and will provide you with the necessary tools to help manage a project.	\$150
First Level Supervisor Training Program	5	This course offers the critical basic skills and concepts needed to supervise a crew in the residential, institutional, commercial, industrial and civil construction sectors.	\$400
Introduction to Construction Estimating	2	Accurate and precise estimating is critical to the financial viability of a construction firm. This course provides an introduction to the field of construction estimating and covers all aspects of the production of an accurate estimate.	\$150
Introduction to Understanding Systemic Racism: A Guide for Leaders and Managers	-	The goal of this course is to increase awareness about systemic racism, and provide information and strategies to help organizations create and/or revise policies and processes to support workplaces that are inclusive of Black, Indigenous and People of Colour.	\$100
Pipeline Construction Safety Training	-	This course has been designed and developed by the construction industry to address health and safety issues specific to pipeline construction in the oil and gas industry.	\$100
Working in a Respectful and Inclusive Workplace	-	This course is intended to equip you to be successful and participate in creating a respectful and inclusive workplace. Participants will benefit by eliminating discrimination and harassment, and how everyone can create respect through inclusive communication, teamwork and mentorship.	\$100

For more information about these courses, please visit orba.org/onlinecourses for the full course outline and Gold Seal.

REGISTRATION

Registration for Online courses are available at any time. Please register online at orba.org/onlinecourses.

Please allow 48 hours to receive your login pin and login information. All courses through Buildforce are delivered entirely online. The courses cannot be accessed through a mobile phone/mobile device.

REGISTRATION INFO

Course Name	Date
Adaptive Leadership: Navigating Change in Today's Workplace	March 26
A Day in the Life: Developing the Next Generation of Forepersons, Superintendents & Project Managers	March 26 & 27
Aggregates 101	March 23
Building & Managing Customer Relations	March 23
Heavy Equipment Operation – Basic Introductory Training	March 23-27
Improving Engagement Through Positive Leadership	March 26
Joint Health & Safety Committee (JHSC) Certification – Part 1	March 23-25
Joint Health & Safety Committee (JHSC) Certification – Part 2	March 26 & 27
Paving Professionals Workshop	March 24 & 25
Practical Solutions in Managing Excess Soil	March 26
Traffic Control – Temporary Work Zones	March 23

Register here:
<https://secure.e-registernow.com/cgi-bin/mkpayment.cgi?state=4024>

REGISTRATION INCLUDES

All courses cover materials, coffee breaks and lunch each day.

TIME

Full day classes begin each day at 8:00 AM and run to 4:00 PM unless stated otherwise.

CERTIFICATES

Participants will receive a certificate of completion at the end of each course.

VENUE ENERCARE CENTRE

VENUE

ENERCARE CENTRE
Exhibition Place, Automotive Building
100 Princes' Blvd., Toronto ON



COURSE FEES

- Registration by March 17, 2026

REGISTRATION INCLUDES

Course materials, continental breakfast, refreshment breaks and lunch each day.

CERTIFICATES

Participants will receive a certificate of completion at the end of the course.

CONFIRMATIONS & CANCELLATIONS

- We will confirm registrations by email to the contact person's attention.
- Cancellations must be received by March 17, 2026 **or a penalty fee of \$500 will be charged to the attendee member company.**

REGISTRATION

For any registration enquiries, please contact **Alexis Del Rosario** at alexis@orba.org

ACCOMMODATION

ORBA has secured room blocks at neighbouring hotels, please contact **Sharon Headley** directly at sharon@orba.org for more information.



**Don't miss out on this opportunity to learn, grow and stay current.
Spaces will fill up fast, so register today to secure your spot!**