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  • Pipeline Construction Safety Training
  • Working in a Respectful and Inclusive Workplace
The 2020 program will feature 25 courses this year, bringing back popular ones including 10 online courses from previous years as well 11 brand new courses providing information and guidance on the most relevant topics of our industry. Road Building Academy courses will touch on each of four important areas: Management and Leadership, Business and Professional, Technical and Safety, and Law and Legal Matters.

In addition to skills and knowledge gained through training, the Academy provides an opportunity for participants to meet and network with industry peers. Members can once again take advantage of the Canada-Ontario Job Grant program, which provides direct financial support to companies that are training their employees. More information can be found on page 23.

We look forward to seeing you at the 2020 Road Building Academy.
### WHICH COURSE WILL BENEFIT YOU MOST?

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### ONLINE COURSES

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COURSE OVERVIEW

The management of construction projects is a challenge in an increasingly competitive marketplace. To ensure success, an effective project control system must be designed, developed and implemented to provide management with timely and accurate information. The fundamentals of EVM will be presented in a down-to-earth, basic approach, along with hands-on exercises and examples that will allow participants to apply the concepts.

LEARNING OUTCOMES

• Obtain basic knowledge in understanding and using an effective performance management system in managing construction projects effectively.
• Detect both positive and negative trends in a timely manner.
• Forecast the Projected Final Cost (Estimate at Completion) using several techniques.
• Make project decisions concerning scope, cost and schedule parameters faster, more effectively and more confidently.
• Learn to avoid the pitfalls of project management by quickly identifying potential project risks and mitigate them as early as possible.

WHO SHOULD ATTEND

• Owners
• Designer
• Contractor/Subcontractor
• Project Manager

INSTRUCTOR: PHIL PERRY
Perry Educational Services

Phil Perry, P.Eng. is an experienced Senior Project Manager with over 30 years in the Construction Industry. He has been teaching Post-Secondary Construction Management sessions for over ten years and has been working with contractors on their various Professional Development Programs.
Emotional Intelligence (EI) in Leadership

COURSE OVERVIEW

An unconventional, engaging and entertaining training workshop using evidence-based psychology and improvisational theatre to explain Emotional Intelligence in Leadership.

An overview of what and how EI is beneficial is covered and then practical application of that evidence-based research is done using the tools and techniques of improv. Whether in leadership positions in the boardroom, job site management or coaching a little league team, participants learn powerful tools to gauge, manage and enhance EI and in the process, improve conflict resolution, ability to read others, negotiation skills and empathy.

EI is the ability to understand and manage our own emotions, and those of the people around us. People with a high degree of EI know what they’re feeling, what their emotions mean, and how these emotions can affect other people. For leaders, having EI is essential for success. After all, who is more likely to succeed – a leader who shouts at his team when he’s under stress, or a leader who stays in control, and calmly assesses the situation?

LEARNING OUTCOMES

- Understand basic elements of the neuroscience of emotions, limbic system and decision making.
- Appreciate how communication styles between genders can be different.
- Understand how communication breakdown occurs with low EI.
- Regain control of negotiation.
- Neutralize threats, lies and insults.
- Help shape important deals.

- Communicate, collaborate and negotiate in uncertain environments.
- Improve working relationships and interpersonal skills.
- Claim and create more value for oneself, team and organization.
- Understand and resolve seemingly intractable disputes.
- Deal with difficult people.
- Understand cognitive distortions and their negative impact.
- Identify and manage unhealthy thinking patterns.

WHO SHOULD ATTEND

- Anyone who has employees reporting to them.

INSTRUCTOR: NANCY WATT

President of NANCY WATT COMMUNICATIONS, a specialized facilitation, consulting and creative agency that works with all sectors, education, healthcare and business exploring the social science of collaboration, communication and connection. Using a ‘Pracademia’ approach, Nancy Watt elucidates evidence-based research in an engaging and entertaining way using the tools and techniques of improv honed from her days at Second City Conservatory in Toronto. This form of experiential learning has been used in diverse settings with a wide swath of clients from the homeless and marginalized populations to the construction industry, judiciary, medical school faculty and law societies.
COURSE OVERVIEW

A five-part workplace wellness course consisting of interactive improv activities that impactfully explain the what, why and how of mental health wellness.

Medical and psychological evidence-based research is explained. Practical solutions are given to managing one's mental health.

Some in the construction industry find it difficult to vocalize their issues due to fear of stigmatization or simply because they can’t accept or recognize what’s happening to them.

According to the Centers for Disease Control, the construction industry is one of the most at-risk industries for suicide — period. While regulations and monitoring for physical safety have increased dramatically over the years, mental healthcare lags. But mental health is critically important and should be prioritized as highly as wearing a hard hat.

The American Psychological Association estimates that more than $500 billion is siphoned off from the economy because of workplace stress, and 550 million workdays are lost each year due to stress on the job. Sixty – 80 per cent of workplace accidents are attributed to stress, and up to 80 per cent of doctor visits are due to stress. Workplace stress has been linked to health problems ranging from metabolic syndrome to cardiovascular disease and mortality.

In this informative, intensive and unconventional mental health training course, we use the effective tools of improvisational theatre to elucidate the evidence-based research into mental wellness.

LEARNING OUTCOMES

• Introduction to Meta-Cognition, i.e. think about thinking.
• Body Battery Inventory, i.e. know what depletes, know how to recharge your mental health battery.
• Identifying the connection between beliefs, thoughts, feelings and behaviours.
• Identifying and shifting cognitive distortions.
• How positive psychology impacts mental wellness.
• Introduction to the use of cognitive therapy to assist with achieving mental wellness.
• Introduction to the power of the narrative.
• Practical applications to enhance relationships at work and home.
• Vitality – how physical activity affects the brain.
• Transforming Negativity.
• Mental health First-Aid; how to assist another.
• Manifestation of mental health problems & how to recognize warning signs.
• Mental health can be a laughing matter – how humour helps.

WHO SHOULD ATTEND

• All Construction Industry staff.

INSTRUCTOR: NANCY WATT

President of NANCY WATT COMMUNICATIONS, a specialized facilitation, consulting and creative agency that works with all sectors, education, healthcare and business exploring the social science of collaboration, communication and connection. Using a ‘Pracademic’ approach, Nancy Watt elucidates evidence-based research in an engaging and entertaining way using the tools and techniques of improv honed from her days at Second City Conservatory in Toronto. This form of experiential learning has been used in diverse settings with a wide swath of clients from the homeless and marginalized populations to the construction industry, judiciary, medical school faculty and law societies.
Advanced Project Monitoring and Control

COURSE OVERVIEW

The next level of an “essentials” project management workshop is here and has been designed to prepare project managers for the challenges they will face in the real world. This course focuses on the execution, monitoring and control, and project completion.

LEARNING OUTCOMES

• Adjust project controls to reflect how contract types influence project cost, quality and timing.
• Distill project information, to get a clear, realistic understanding of current project status.
• Assess the appropriate level at which to monitor and control elements of the project.
• Differentiate between Issue Management and Scope Management.
• Use specific analytical techniques to quantity risk and evaluate mitigation strategies.
• Use specific techniques to analyze the root cause of problems.
• Identify why stakeholders are often reluctant to sign off on project deliverables and identify ways to address these causes.

WHO SHOULD ATTEND

• Project managers of mid to large size projects (including those who already have their PMP® designation), who require the tools to better monitor and control their projects.
• Senior Management
• Project Administrators/Coordinators/Project Engineers
• Schedulers/Planners

INSTRUCTOR: CARL SERGEANT
PMP, World Class Productivity

An internationally respected thought leader in the field, Carl has been recognized as one of the fifty most powerful and influential project management professionals in the world by the Project Management Institute’s (PMI), PM Network Magazine. Carl brings an entrepreneurial, results-based focus to his consulting and presenting practice based on more than three decades of project, program and portfolio management experience.
Managing Complex Projects in the Road Building Industry

COURSE OVERVIEW

As our projects become more complex, project success becomes more elusive. Listed below are three very critical reasons why organizations must address the nature of complexity with their projects:

- Complexity is not going away and will only increase.
- Large budgets are at stake – the average budgets for projects that are highly complex are nearly twice as large as the average project.
- Effectively navigating complexity delivers a competitive advantage.

This highly interactive 2-day workshop, participants will explore actual high-profile examples of complex projects, identify what made them complex and the impact of the complexity on their eventual success or failure.

LEARNING OUTCOMES

- Apply basic concepts of complexity theory in order to create project metrics and enhance project outcomes.
- Identify how project risk factors influence project complexity and our decisions on how they are handled.
- Identify key drivers of project complexity.
- Apply key project management and agile techniques – including your soft skills – to help harness complexity and improve project outcomes.

WHO SHOULD ATTEND

- Project Managers
- Project Team Managers
- Functional Managers

INSTRUCTOR: CARL SERGEANT
PMP, World Class Productivity

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Managing Field Productivity to Improve the Bottom Line

COURSE OVERVIEW
Contractor success depends heavily on the field production of tradesmen. This seminar will define Field Productivity, discuss the effects of low Field Productivity and outline approaches to increase Field Productivity.

LEARNING OUTCOMES
- Identify different types of productivity
- Identify factors that Impact Productivity
- Measure lost productivity
- Understand the Contractor’s Role in improving Productivity
- Understand the Supervisor’s Role in Improving Field Productivity

WHO SHOULD ATTEND
- Supervisors
- Project Managers
- Coordinators
- Superintendents
- Foremen

INSTRUCTOR: PHIL PERRY
Perry Educational Services
Phil Perry, P.Eng. is an experienced Senior Project Manager with over 30 years in the Construction Industry. He has been teaching Post-Secondary Construction Management sessions for over ten years and has been working with contractors on their various Professional Development Programs.
COURSE OVERVIEW

Many contractors have labour productivity concerns, high overhead costs, below-budget profits and one continuous headache with cash flow. The six-hour Profitable Contracting course provides operating, field personnel and administrative staff the systems and processes required to manage their expenses and improve profitability.

Profitable Contracting discusses both operational and financial management issues I experienced during my 35 year career, many of which will apply to your company: profit requirements, estimating, project management, labour productivity, human resource skills, materials and tools management, change orders, job costing, cash flow, AR collections, risk management, overhead controls, asset controls and a host of others.

All participants receive and take home a detailed course manual complete with all the topics, exercises and schedules needed to improve their business.

LEARNING OUTCOMES

- Key strategies to maintain and improve profits and increase cash flow.
- Managing labour productivity.
- Effective human resource policies and procedures.
- Forecasting adequate revenue to ensure overheads are covered and profit is achieved.
- Ensuring that billings and change orders are controlled and monitored for collection.
- Negotiating major material and equipment purchases and delivery dates.
- Safeguarding company assets.
- Reviewing, calculating and discussing financial performance tools that assist decision making.
- Forecasting business and project cash flows.

WHO SHOULD ATTEND

- Owners
- Project Leaders
- Project Managers and Coordinators
- Field Supervisors
- Estimators
- Accountants

INSTRUCTOR: WAYNE NEWELL
Wayne Newell Management and Seminar Services

With over 35 years financial and construction experience, Wayne has amassed a library of knowledge on what makes a successful contracting business. Since 2003 he has been presenting his exclusive seminars in most major Canadian cities. He was awarded his CMA in 1972.
Project Planning & Estimating Techniques

COURSE OVERVIEW

Numerous surveys of project management professionals have revealed that a key factor in achieving project success, is starting with a proper project plan. Do you need to improve your project planning, scheduling and estimating skills? This course is designed to provide participants with a foundation for the successful management of projects by enabling the participants to properly plan their projects.

LEARNING OUTCOMES

- Establish the bases for project planning at the start of the project by capturing and getting alignment on key high-level project requirements.
- Scope planning and WBS development
- Time planning – project scheduling
- Cost estimating and budgeting
- Quality planning
- Risk response planning and Risk Register
- Procurement planning
- Project controls planning

WHO SHOULD ATTEND

- Project Managers who need to boost their project planning skills
- Project team members who need to learn how to plan their own tasks on a project

INSTRUCTOR: CARL SERGEANT

PMP, World Class Productivity

An internationally respected thought leader in the field, Carl has been recognized as one of the fifty most powerful and influential project management professionals in the world by the Project Management Institute’s (PMI), PM Network Magazine. Carl brings an entrepreneurial, results-based focus to his consulting and presenting practice based on more than three decades of project, program and portfolio management experience.
Strategic Planning for Growth for Today’s Construction Industry

**COURSE OVERVIEW**

Business success isn’t an accident – it has to be planned. Despite this, very few construction companies regularly practice any type of strategic planning.

Strategic planning transforms your business. Imagine being able to increase profits, expand your capacity, ensure success and build a better company. This course was designed to help you do just that, by teaching you the fundamentals of strategic planning for construction professionals.

By methodically working through all the necessary phases, you will create a comprehensive 3-year strategic growth plan in just one day.

You will return to your company fully prepared to develop a 3-year strategic plan, an annual business plan and a 3-year financial plan.

**LEARNING OUTCOMES**

- Identifying and capitalizing on strengths and opportunities
- Discovering and mitigating weaknesses and threats
- Creating actionable strategies
- Developing extensive financial plans
- Creating comprehensive business plans
- Crafting and implementing Strategic Growth Plans
- Increasing revenues by 22% and profits by 78%

**WHO SHOULD ATTEND**

- Owners
- Department and division Managers
- Project Managers and Coordinators
- Estimators
- Project Leaders
- Accountants and Controllers
- Anyone who can influence profits

**INSTRUCTOR: WAYNE NEWELL**

Wayne Newell Management and Seminar Services

With over 35 years financial and construction experience, Wayne has amassed a library of knowledge on what makes a successful contracting business. Since 2003 he has been presenting his exclusive seminars in most major Canadian cities. He was awarded his CMA in 1972.
Construction Practices and Impacts to the Natural Environment

COURSE OVERVIEW
Notwithstanding contractor due diligence, the nature of highway construction operations poses significant potential for impacts to the natural environment. Prevention of disturbances to habitat and spills to fisheries watercourses requires both background knowledge and planned execution of operations adjacent to protected areas. This course will highlight some of the legislation that protects the natural resources of Ontario and Canada, provides a biological overview of how the environment can be effected during construction, examines the adequacy of various environmental protection measures, and builds awareness of Species at Risk (SAR) and Fisheries Act protections and associated impact avoidance strategies. As part of the course, participants will be put into the shoes of environmental regulators/enforcement officer, in order to assess impacts that a job site and its activities may have and mitigation strategies and controls that could be employed to prevent impacts.

LEARNING OUTCOMES

- Understand relevant components of federal and provincial environmental legislation applicable to construction activities
- Recognize how certain construction activities can result in harmful impacts to the environment
- Understand 2019 Fisheries Act prohibitions against harm to fish and fish habitat
- Learn critical environmental protection measures for construction operations
- Learn definition of spills, prevention measures, and critical steps in spills response
- Understand relevant components of the Species at Risk Act and what to do if you have Species at Risk on your job site.

WHO SHOULD ATTEND

- Project Managers
- Foreman
- Superintendent/Supervisor
- Legal

INSTRUCTOR: DOUGLAS R. CLARK
B.Sc., CISEC

Douglas is the Senior Biologist/President of EcoTec Construction Limited and EcoTec Environmental Consultants Inc. with 30 years of experience in conducting environmental assessments and ecological landscape construction for terrestrial and aquatic environments across Canada as well as internationally. Specifically, Mr. Clark has been actively working in landscape construction projects for the MTO since 1997. This includes ecological restoration design, agency negotiations, installation of required tree, shrub, and herbaceous plant material, and long term maintenance.

In 1999 Mr. Clark established a tree, shrub and aquatic plant nursery, Caverloch Nurseries, in order to provide native plant stock for EcoTec’s ecological restoration projects. Since the nurseries inception, he has been active in propagating, planting, pruning and general stock maintenance.

In addition to his extensive experience within the landscape industry Mr. Clark currently sits on the Environmental Committee for the Ontario Road Builders Association (ORBA) in order to provide a voice for the landscape industry within the Association. He also is a representative of ORBA on the Ontario Provincial Standards (OPS) Environmental Committee, where he actively assists in the preparation of environmental and landscaping specifications for the Province of Ontario.
Earth Moving Productivity

COURSE OVERVIEW
Participants will learn the basic layout and structure of the Performance Handbook (PHB) and how to navigate through it. They will gain a basic understanding of how to reference machine specifications in each of the product sections. In addition, you will learn how to use the PHB to estimate machine productivity and determine owning and operating costs of heavy equipment. Participants will apply the concepts to solve real-world scenarios in earthmoving.

LEARNING OUTCOMES

• An understanding of what the PHB is and the information contained within
• How to use the PHB as a reference for machine specifications
• How to use the PHB to estimate potential production for a machine
• How to use the PHB to estimate owning & operating costs of equipment

WHO SHOULD ATTEND

• Equipment Managers
• Estimators
• Project Managers
• Owners

INSTRUCTOR: BRIAN DAVIS
CAT Application Specialist

Brian’s career started at an early age working for his family’s business, H. Davis Construction. Brian began as a machine operator and worked his way up to General Manager of Operations. When the senior partners decided to retire, Brian switched gears and began working for Toromont. For the last 12 years he has held the position of Construction Solutions Manager where he is able to use his industry knowledge to assist customers with their application challenges.
Practical Solutions in Hot Mix Technology 2.0

COURSE OVERVIEW
Practical Solutions in Hot Mix Technology 2.0 is a two-day course, focusing on practical solutions for typical hot mix challenges, as well as providing theoretical understanding of hot mix technology. With an ever-changing asphalt paving industry, participants will learn about new equipment, materials and processes, along with Marshall and Superpave mix design, material properties, production, construction and testing.

LEARNING OUTCOMES
- Adjust job mix formulas
- Perform troubleshooting methods for HMA production and placement concerns
- Apply emerging hot mix technologies to improve performance
- Assess which technologies are most beneficial for your organization

WHO SHOULD ATTEND
- Site supervisors
- Project managers
- Plant operators
- Project engineers
- Quality control staff

INSTRUCTORS: DOUBRA AMBAIOWEI
Ph.D., P.Eng., Technical Director, ORBA

Doubra has developed extensive and practical expertise on a range of pavement infrastructure projects involving inspection, non-destructive testing using high-tech equipment, designs, construction management and material assessments. He currently provides technical advise to support and promote the quality use of Hot Mix Asphalt, and all other road building materials and construction best practices.

SINA VARAMINI
Ph.D., P.Eng., Research and Development Manager, McAsphalt Industries Limited

Sina is currently involved in development, optimization, and implementation of innovative and sustainable asphaltic products and processes pertained to road building industry. Sina is actively involved with a number of organizations within the industry in delivering practical training and professional development programs to support the betterment of the industry.
COURSE OVERVIEW

ORBA is partnering with the Asphalt Institute (AI) on this two-day course that covers the fundamental information that every asphalt plant mix roadway inspector should know. Before now, this course was only available in the U.S. and will be the only course of its kind available in Canada! The course includes information essential for project management resulting in asphalt pavements reaching their intended service life. Course content follows the new AI MS-22 Construction of Hot Mix Asphalt Pavements manual. Each attendee will receive a copy of the manual including a note book with hard copies of all course slides.

LEARNING OUTCOMES

Constructing high-quality asphalt pavements is the goal of our industry. You will learn to produce high-quality pavements by learning about the inspector’s responsibilities at the various stages of the construction process. You will develop a general understanding of hot mix materials, production, placement and compaction operations. Extra attention will be given to mix placement and compaction.

WHO SHOULD ATTEND

This course is designed for engineers, inspectors, technicians and contractor personnel, project managers and consultants who are responsible for project inspection and operations of asphalt plants and paving operations, and aspects of project management, materials sampling and testing, mix design, construction, and project documentation.

INSTRUCTOR: AMMA WAKEFIELD, MASc., P.Eng
AI’s Canadian Regional Engineer

Amma supports Asphalt Institute’s Canadian members and large user agencies across all of Canada through training and technical guidance. Her expertise includes asphalt mix design, testing, troubleshooting, and providing technical support to placement operations. She is a PhD candidate at the University of Waterloo where she is focusing on her dissertation to develop a framework for evaluating binder properties from plant-produced mixes.

INSTRUCTOR: H. WAYNE JONES, P.Eng
Regional Engineer, Asphalt Institute

Wayne is the Asphalt Institute Senior Regional Engineer for the states of Illinois, Indiana, Michigan, and Ohio serves as AI’s representative on several regional technical committees. He has over twenty-eight years of experience in the highway construction industry and has rebuilt sections of interstate highways in four different states. His paving crews have won numerous quality paving awards at the state level plus a national award for quality airport paving. Wayne conducts training seminars on quality construction and has helped author several of AI’s technical manuals. Nationally, he is active on two Transportation Research Board Committees.
Introduction to Design of Roadway Protection Systems and Cofferdams

TECHNICAL AND SAFETY

Date | February 26 & 27, 2020
Venue | BMO Institute for Learning, Toronto
Member Fee | $949 plus HST
Non-Member Fee | $1,049 plus HST

COURSE OVERVIEW

Many of us have graduated from Civil Engineering programs with the hopes of incorporating engineering concepts learned in the classroom into a career in Construction. It can however be challenging bridging the gap between the university of college classroom and the world of construction. This course is designed to help bridge the gap between what can sometimes be two very different classrooms.

The objective of this course is to review concepts covered in geotechnical classes of civil engineering programs and explain how to marry those concepts with information provided by owners with tender packages. The ultimate outcome of this course is to provide the connective tissue between the framework of a civil engineering education with the reality of life as an Engineer in Training working in a construction company.

LEARNING OUTCOMES

• Ability to interpret a geotechnical report with respect to required shoring design input and extract critical data.
• Examine load cases imparted on a shoring system including hydrostatic and surcharge loading.
• Design basic soldier pile & lagging and sheet pile shoring systems including deadman, raker, and strutted restraint systems.
• Develop a cursory understanding of risks associated shoring design systems and methods of managing these risks.

WHO SHOULD ATTEND

• Engineers in Training working toward P.Eng
• Project Coordinators
• Estimators
• Project Managers
• Managers

INSTRUCTOR: MIKE JUSTASON, P.Eng, MBA, M.Eng
Associate Professor – McMaster University

Michael teaches courses in Geotechnical and Foundation Engineering, Engineering Economics, and Communications for Civil Engineers at McMaster University. He is a graduate of Civil Engineering and Management and holds a Masters in Engineering from McMaster University, as well as an executive-MBA from Western University, and is currently a PhD. candidate in the Dept. of Civil Engineering of McMaster. Prior to joining McMaster University, he worked at Bermingham for 18 years as product manager; engineering manager; and in business development. His main areas of expertise include pile driving and deep foundations.

INSTRUCTOR: ANDREW WELTZ, P.Eng
Vice President, Eastern Canada - BAUER Foundations Canada

Andrew began working in the roadbuilding sector 24 years ago with Graham Brothers Construction Limited and since has worked as a labourer, operator, field engineer, superintendent, estimator, project manager, contractor’s manager and vice president with Armbro/Aecon, Bermingham and currently with BAUER Foundations Canada, where he holds the position of Vice President Eastern Canada. He completed his engineering degree at Dalhousie University. Half of Andrew’s time in the roadbuilding sector has been with deep foundation contractors where he harnessed his interest in the practical application of piling, shoring and cofferdam design.
Canadian Construction Association (CCA) Subcontractors 101

COURSE OVERVIEW

Eighty per cent of the people managing Construction Contracts do not read, do not understand or are not following the Construction Contract in place between the two organizations! This creates problems for both the Contractor and the Subcontractor (and Sub-Subcontractor).

The Canadian Construction Association publishes standard documents for the Construction Industry. This is a workshop on the various CCA Sub-Contracts with an emphasis on the roles and responsibilities of the Contractor, the Sub-Contractor and the Sub-Sub Contractor.

LEARNING OUTCOMES

- CCA-1 – Stipulated Price Subcontract
- CCA-19 – Stipulated Price Sub-Subcontract
- ACA Form A – Agreement between Contractor and Sub-Contractor
- ACA Form B – Agreement between Sub-Contractor and Sub-Subcontractor
- Guides covered by the course:
  - CCA-51 – Guide to Calling Bids and Awarding Subcontracts
  - CCA – A Trade Contractors Guide & Checklist to Construction Contracts

WHO SHOULD ATTEND

- Managers
- Project managers
- Estimators

INSTRUCTOR: PHIL PERRY

Perry Educational Services

Phil Perry, P.Eng. is an experienced Senior Project Manager with over 30 years in the Construction Industry. He has been teaching Post-Secondary Construction Management sessions for over ten years and has been working with contractors on their various Professional Development Programs.
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

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Credits</th>
<th>Description</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>COMMUNICATIONS, NEGOTIATION, CONFLICT RESOLUTION</td>
<td>2</td>
<td>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.</td>
<td>$150</td>
</tr>
<tr>
<td>CONFINED SPACES SAFETY AWARENESS</td>
<td>1</td>
<td>Whether you are preparing to work in confined spaces for the first time, or have been working in this type of construction for years, the information presented in this course will help you to understand what you can do to keep yourself, your co-workers and the environment you work in safe every day.</td>
<td>$100</td>
</tr>
<tr>
<td>CONSTRUCTION INDUSTRY ETHICS</td>
<td>3</td>
<td>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.</td>
<td>$200</td>
</tr>
<tr>
<td>(2 for online and 1 for classroom)</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>CONSTRUCTION LAW</td>
<td>2</td>
<td>This newly updated course is intended to provide members of the construction industry with an understanding of construction law.</td>
<td>$150</td>
</tr>
<tr>
<td>CONSTRUCTION PROJECT MANAGEMENT</td>
<td>3</td>
<td>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.</td>
<td>$150</td>
</tr>
<tr>
<td>FIRST LEVEL SUPERVISOR TRAINING PROGRAM</td>
<td>5</td>
<td>This course offers the critical basic skills and concepts needed to supervise a crew in the residential, institutional, commercial, industrial and civil construction sectors.</td>
<td>$400</td>
</tr>
<tr>
<td>INTRODUCTION TO BUILDING INFORMATION MODELING</td>
<td>1</td>
<td>As an emerging technology, Building Information Modeling (BIM) is generating a lot of buzz in the construction industry. This course provides an overview of how this technology positively impacts the construction process.</td>
<td>$150</td>
</tr>
<tr>
<td>INTRODUCTION TO CONSTRUCTION ESTIMATING</td>
<td>2</td>
<td>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.</td>
<td>$150</td>
</tr>
<tr>
<td>PIPELINE CONSTRUCTION SAFETY TRAINING</td>
<td>-</td>
<td>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.</td>
<td>$100</td>
</tr>
<tr>
<td>WORKING IN A RESPECTFUL AND INCLUSIVE WORKPLACE</td>
<td>-</td>
<td>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.</td>
<td>$100</td>
</tr>
</tbody>
</table>

### REGISTRATION

Registration for online courses are available at any time. Please register online at [www.orba.org/onlinecourses](http://www.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.

For more information about these courses, please visit [orba.org/online courses](http://orba.org/online courses) for the full course outline and Gold Seal.
For 2020, ORBA’s Road Building Academy will be returning to the BMO Institute for Learning in Toronto. This learning facility offers inspiring spaces where teams can collaborate and share their thoughts. The facility was designed to be filled with natural light to inspire attendees. Everything you need is in one space. The venue boasts all day Nourishment Hubs stocked with healthy and energizing foods, a full lunch buffet as well as various dinner options (not included in Academy pricing) that guarantees you will leave the facility satisfied.

**NOURISHMENT HUBS**

Nourishment Hubs are an evolution of the coffee break and offer fresh and energizing refreshments throughout the day from 7:00 am to 5:00 pm.

**THE SOCIAL CENTRE & EVENING ENTERTAINMENT**

At the end of the day, guests can relax and unwind with colleagues in the Social Centre and enjoy regional craft beers, international wines, inventive cocktails or refreshing soft drinks. The lounge also features a light food menu, games room, seasonal patio, wide screen TV’s, weekly live entertainment and karaoke. Full-service bar & light menu 5:00 pm – 12:00 am.

Complimentary high-speed Wi-Fi is offered throughout the facility as well as free parking on-site.

**HOW TO GET THERE**

Conveniently located off the 401 Highway at:

3550 Pharmacy Avenue
Scarborough ON
ACCOMMODATION

ON-SITE ACCOMMODATION
For your convenience, Academy registrants are able to book overnight accommodation directly at BMO Institute for Learning. Enjoy onsite accommodation, a full dinner and full breakfast the next morning without having to leave the premises.

AMENITIES
• electronic card key system
• queen size bed with two bedside tables and wall-mounted lamps
• full bathroom with hairdryer and bath amenities, including bath robe
• armchair with ottoman, coffee table and floor lamp
• work area with desk, chair, lamp and push pin board
• complimentary high-speed Internet access
• cable TV with remote
• AM/FM clock radio with docking station
• telephone with voicemail messaging
• single brew coffee maker
• luggage stand
• closet with full-length mirror
• iron and ironing board
• windows that open, most onto the courtyard
• a self-controlled heating and air conditioning unit
• Free parking

BOOKING
To receive the reservation request form, please contact Jasvinder Singh directly at jasvinder.singh@orba.org

COURTYARD BY MARRIOTT TORONTO NORTHEAST/MARKHAM
Located less than 10 minutes from the BMO Institute for Learning, Academy registrants can also book overnight accommodation at Courtyard by Marriott Toronto Northeast/Markham, 7095 Woodbine Avenue, Markham ON. For reservations, please call 905.474.0444.
## PRICING, PARTICULARS & REGISTRATION

<table>
<thead>
<tr>
<th>Course Name</th>
<th>Date</th>
<th>Price Member</th>
<th>Price Non-Member</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advanced Project Monitoring and Control</td>
<td>February 24 &amp; 25</td>
<td>$949</td>
<td>$1,049</td>
</tr>
<tr>
<td>Canadian Construction Association (CCA) Subcontracts 101</td>
<td>February 26</td>
<td>$649</td>
<td>$749</td>
</tr>
<tr>
<td>Construction Practices and Impacts to the Natural Environment</td>
<td>February 24</td>
<td>$649</td>
<td>$749</td>
</tr>
<tr>
<td>Earned Value Management (EVM) for Construction Projects</td>
<td>February 25</td>
<td>$649</td>
<td>$749</td>
</tr>
<tr>
<td>Earth Moving Productivity</td>
<td>February 25</td>
<td>$649</td>
<td>$749</td>
</tr>
<tr>
<td>Emotional Intelligence (EI) in Leadership</td>
<td>February 25</td>
<td>$649</td>
<td>$749</td>
</tr>
<tr>
<td>Introduction to Design of Roadway Protection Systems and Cofferdams</td>
<td>February 26 &amp; 27</td>
<td>$949</td>
<td>$1,049</td>
</tr>
<tr>
<td>Managing Complex Projects in the Road Building Industry</td>
<td>February 26 &amp; 27</td>
<td>$949</td>
<td>$1,049</td>
</tr>
<tr>
<td>Managing Field Productivity to Improve the Bottom Line</td>
<td>February 24</td>
<td>$649</td>
<td>$749</td>
</tr>
<tr>
<td>Paving Inspector Course</td>
<td>February 25 &amp; 26</td>
<td>$1,150</td>
<td>$1,250</td>
</tr>
<tr>
<td>Practical Solutions In Hot Mix Technology 2.0</td>
<td>February 27 &amp; 28</td>
<td>$949</td>
<td>$1,049</td>
</tr>
<tr>
<td>Project Planning &amp; Estimating Techniques</td>
<td>February 28</td>
<td>$649</td>
<td>$749</td>
</tr>
<tr>
<td>Profitable Contracting</td>
<td>February 28</td>
<td>$649</td>
<td>$749</td>
</tr>
<tr>
<td>Strategic Planning for Growth for Today’s Construction Industry</td>
<td>February 27</td>
<td>$649</td>
<td>$749</td>
</tr>
<tr>
<td>Wellness Works – Improving Workplace Mental Health</td>
<td>February 24</td>
<td>$649</td>
<td>$749</td>
</tr>
</tbody>
</table>

### FEES
Fees for all courses cover materials, coffee breaks and lunch each day.

Discount – Receive a 10% discount on fees after 5th participant registered per company. All fees subject to HST.

### TIME
Classes begin each day at 8:00 a.m. and run to 4:00 p.m.

### CERTIFICATES
Participants will receive a certificate upon completion of a Gold Seal accredited course.

### CANCELLATIONS AND REFUNDS
Full refunds will be provided if requested before Monday, February 10, 2020. No refunds will be available after February 10th. Substitutions welcome. All cancellations must be made in writing to ORBA. Courses subject to cancellation if insufficient participant registration.

### REGISTRATION
orba.org/academy
UPCOMING ORBA OAPC EVENTS

2019 PRESIDENT’S TOUR
ONE MISSION - ONE VOICE

The President’s Tour is coming to a city near you! Dates and locations are as follows:

NOVEMBER 5, 2019: LONDON
Location: Four Points by Sheraton London, 1150 Wellington Rd

NOVEMBER 7, 2019: MISSISSAUGA
Location: Holiday Inn & Suites, 2565 Argentia Road

NOVEMBER 12, 2019: SUDBURY
Location: Radisson Hotel Sudbury, 85 Ste Anne Road, Sudbury

NOVEMBER 14, 2019: OTTAWA
Location: Centurion Conference & Event Center, 170 Colonnade Rd. South, Nepean

2019 FALL ASPHALT SEMINAR
FINDING A BETTER APPROACH - GETTING PAVING RIGHT IN ONTARIO

DATE: DECEMBER 5, 2019
Location: Universal EventSpace, 6250 Hwy 7, Vaughan ON

The 2019 Fall Asphalt Seminar will bring together the best minds in the industry in one room to learn about best practices, the latest technological advancements and lessons learned from past paving projects.

93rd ANNUAL ORBA CONVENTION AND AGM
STAYING AHEAD OF THE CURVE

DATE: FEBRUARY 2 - 4, 2020
Location: The Fairmont Royal York Hotel, Toronto

SAVE THE DATE
SPONSORSHIP OPPORTUNITIES AVAILABLE!
For more information please contact Jasvinder Singh, jasvinder.singh@orba.org
Get Gold Seal Certified

CANADA-ONTARIO JOB GRANT

The Canada-Ontario Job Grant (COJG) is an initiative through Employment Ontario and the Federal government, which supports employer training goals with direct financing to help businesses access training and bridge employee skills gaps with grants of up to $10,000 per trainee.

COJG provides direct financial support to employers who enroll their staff in training programs ranging from learning the latest industry software or equipment, to earning industry certifications. Small, medium and large businesses choose the training that best meets their company needs.

For more information on how to access the grant, please visit http://orba.org/canada-ontario-job-grant-program/

GOLD SEAL CERTIFICATION

The Gold Seal Certification program certifies Canadian construction management professionals, i.e. estimators, superintendents, project managers, owners, construction managers and safety coordinators involved in general, electrical or mechanical contracting, roadbuilding and heavy construction or specialty trades. Applicants require a combination of industry experience, education and training to challenge the Gold Seal exam and, if successful, to become Gold Seal Certified (GSC).

Visit: goldsealcertification.com/get-certified for more information on the certification streams available to you.
DID YOU KNOW A DRIVER WITH AN INVALID LICENCE CAN COST YOUR ORGANIZATION?

- CVOR points and civil litigation in case of an accident
- Impoundment of your company’s vehicle
- Insurance costs not covered by your provider
- Negative media and regulatory attention

THE SOLUTION:
ORBA DRIVER LICENCE STATUS CHECK PROGRAM

A TIMELY, RELIABLE AND AFFORDABLE WAY FOR YOUR COMPANY TO CONFIRM THAT YOUR DRIVERS HAVE A VALID LICENCE.

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