

# Workplace Training and Skills Development - Logger Training Initiative

## What's In It For Employers?

### BC Community Forest Association Conference

June 11<sup>th</sup> – 13<sup>th</sup>, 2015 in Clearwater, BC

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# Workplace Training and Skills Development - Logger Training Initiative

Selkirk College's Training Consulting Service



**Our Commitment:**

To work with  
Employers to support  
training and skills  
development for  
productivity,  
competitiveness, and  
business growth.

# Workplace Training and Skills Development - Logger Training Initiative

## Our Training Consulting Service Approach

### Sector-based Approach

- Evaluate training at 5 levels:
  1. Reaction
  2. Learning
  3. Skills Transfer
  4. Business Results
  5. Return-on-Investment
- Drive continuous improvement.

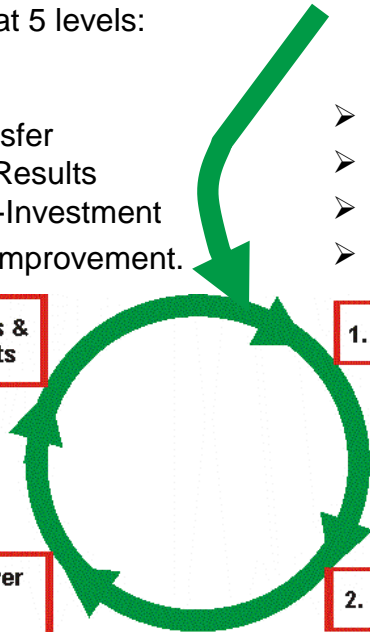
- Stakeholder Map.
- Key Informants.
- Partner Relationships.
- Labour Market Information.

4. Evaluate Results & Business Impacts

1. Profile the Sector

3. Develop & Deliver Training, Track Outcomes

2. Consult with the Sector



- Use experiential and problem-based training approaches.
- Incorporate workplace and essential skills.
- Focus on competency-based knowledge and skills.

- Key Informant, Employer, Stakeholder, and Partners' meetings. Advisory committee(s).
- Prepare and validate DACUM.
- Develop curriculum and assessment tools.
- Build and support capacity.

### Company-based Approach



Are you doing the **right training**?

Are you doing your **training right**?

Are you getting **economic value** and **return on your training investments**?

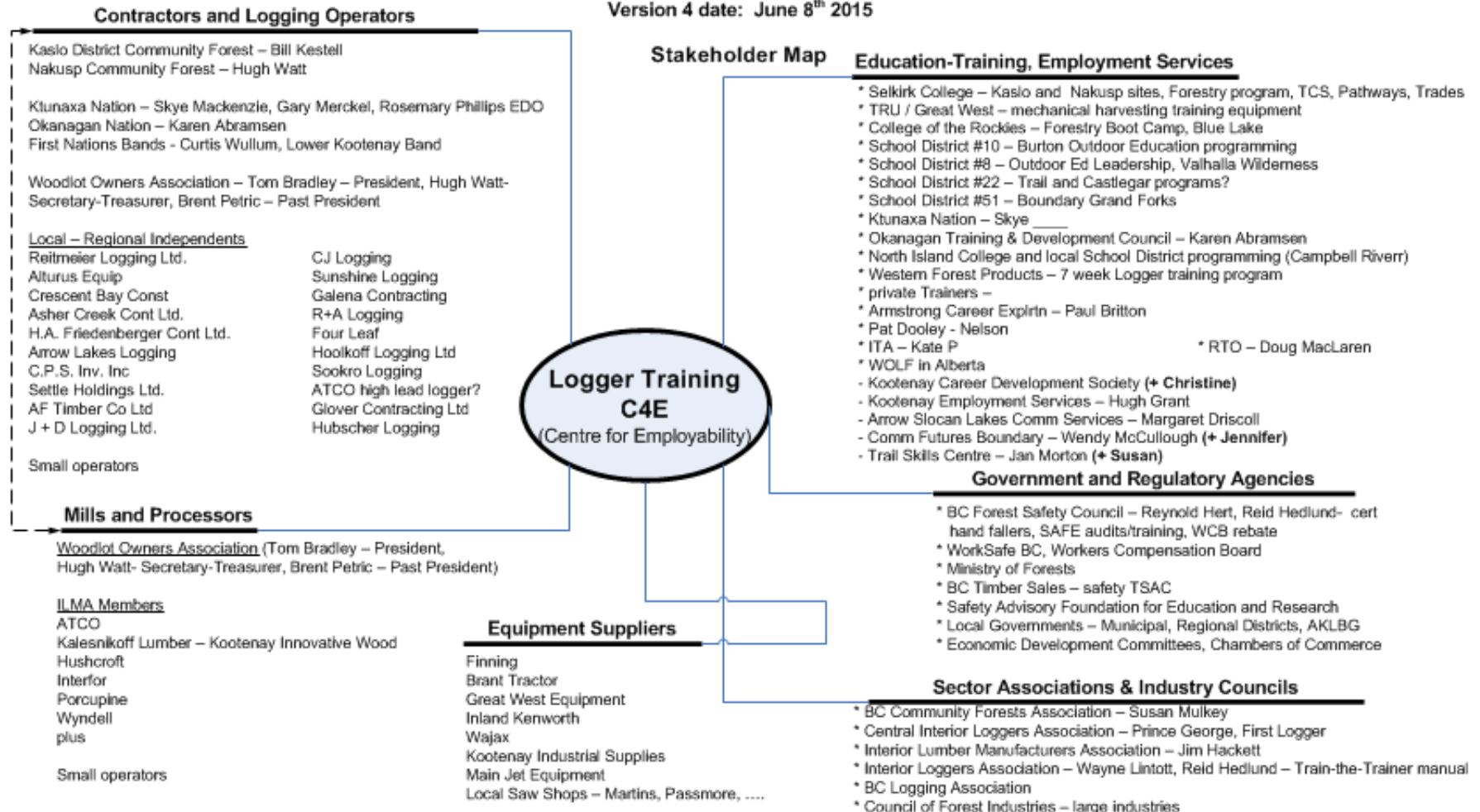
# Workplace Training and Skills Development - Logger Training Initiative

## Sector-based Approach

### West Kootenay Logger Training Initiative

DRAFT for discussion and comment

Version 4 date: June 8<sup>th</sup> 2015



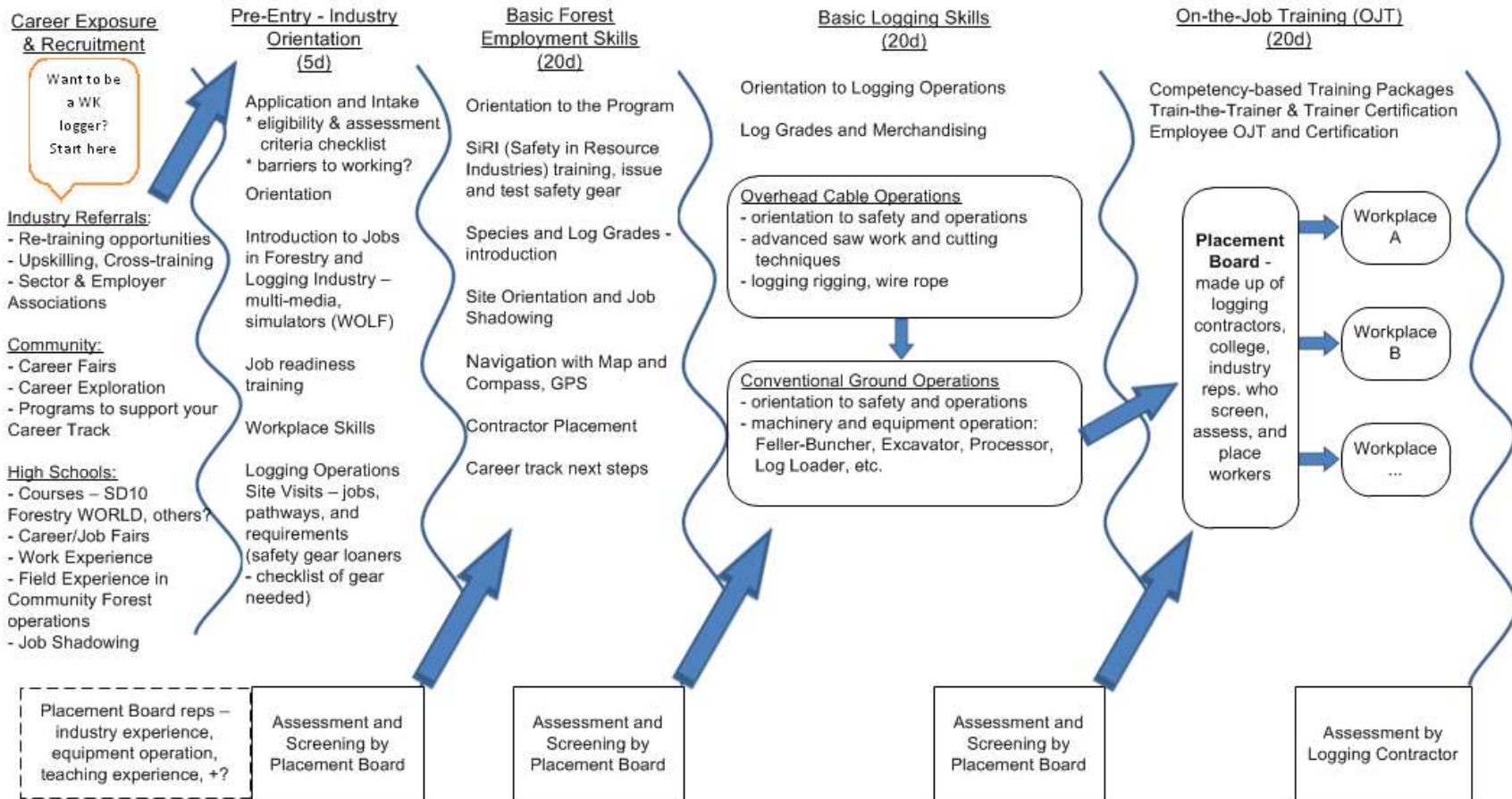
# Workplace Training and Skills Development - Logger Training Initiative

## Sector-based Approach



### West Kootenay Logger Training – Concept Plan

DRAFT for discussion and comment  
Version 7 date: February 17<sup>th</sup> 2015



Good Paying Jobs in West Kootenay Logging Operations

# Workplace Training and Skills Development - Logger Training Initiative

## Sector-based Approach

### Logging Fundamentals So You Want to be a Logger...?

What are your opportunities?

Logging Crew

Logging Machinery Operator

Forestry Crew

Trucking

Best of All - Enquire... [sekiik.ca/oe](http://sekiik.ca/oe)

### Logging Fundamentals Entry Level Jobs and Career Pathways Where do You Start?

Best of All - Enquire... [sekiik.ca/oe](http://sekiik.ca/oe)

### Logging Fundamentals Show Me the Money...

Earnings Logging & Forestry Labourers: \$44,000 - \$53,000

Earnings Logging Machinery Operators: \$44,000 - \$79,000

Earnings Chain Saw Operators: \$55,000 - \$84,000

source: [WorkBCwebsite](http://WorkBCwebsite)

Best of All - Enquire... [sekiik.ca/oe](http://sekiik.ca/oe)

### Logging Fundamentals Where will the Training take Me?

The chart shows key jobs in demand for 12 logging contractors who operate in the West Kootenays.

Job Category	Number of Employees Needed			Job Total
	Immediate (next 12 months)	Short Term (12-18 months)	Long Term (18-3 years)	
Chainsaw	2	1	1	4**
Chain saw**	8	5	5	18**
Hand Cutter	2	5	4	11
Hand Sucker	1	1	1	3
Hook Sucker**	5	5	5	15**
Logging Slinger**		2	1**	3**
Roller Sucker Operator	1	5	0	6
Skidder Operator	2	4	2	8
Processor Operator		2	0	2
Loader Operator	2	1	2	5
Tractor Operator	2	2	2	6
Truck Driver	3	6	6	15
Other Supervisors	1	0	0	1
Other Mechanics		1	0	1
<b>WestKootenay Job Total</b>	<b>28</b>	<b>40</b>	<b>34</b>	<b>102</b>

Best of All - Enquire... [sekiik.ca/oe](http://sekiik.ca/oe)

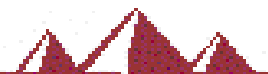
# Workplace Training and Skills Development - Logger Training Initiative

## Sector-based Approach

**13 week joint College – Industry – Community Forests training project:**

- **Module 1 (5 days) – Industry Orientation and Job Readiness**
- **Module 2 (20 days) – Basic Forest Employment Skills:** more than 15 certificates in First Aid – OFA 1 & TE, Emergency Response, Chainsaw Safety and Operations, Radio Communications, Logging Rigging and Lifting, Wire Rope, Fire Suppression, ATV operation, Tree ID and Log Grades, Navigation with Map & Compass and using GPS, others.
- **Module 3 (20 days) – Basic Logging Skills:** job shadowing on local Overhead Cable and Conventional Ground logging operations.
- **Module 4 (20 days) – On-the-Job Training:** practical work experience and job coaching with local Logging Contractor Operators.

Training is planned to start September to December 2015. Participants will be eligible for travel allowances and child care supports, and will receive personal protective equipment valued at \$750.



# Workplace Training and Skills Development - Logger Training Initiative

## Sector-based Approach

Logger Training Initiative – West Kootenay  
Selkirk College and Industry Partners – Logging Fundamentals Course Outline

version date – 2015-04-28

Module 3 : <b>Basic Logging Skills (20d)</b>			
Topics	Outcomes	Evaluation	
		Tell Me...	Show Me...
<p>Orientation to Logging Operations – cable and ground operations</p> <p>Overview of Operations (2d) – Logging Plan, Environmental Management System, and Emergency Response Plan, safety &amp; hazards, tree cutting and movement on site, site constraints &amp; obstacles, others?</p>	<ul style="list-style-type: none"> <li>o Module topics, scheduling, &amp; performance expectations explained, agreed and contracted*.</li> <li>o Discuss general safety &amp; operations of Grapple Yarders and Tower Yarders.</li> <li>o Describe components of each system including guy lines, rigging, skylink systems, etc</li> <li>o Discuss the Logging Plan for the site and key features of the Emergency Response Plan and Environmental Management System.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Features and aspects of site to Logging Plan.</li> <li>✓ Difference between a Running &amp; Standing Skyline, butt rigging.</li> <li>✓ What are the key safety aspects in the Logging Plan, Emergency Response Plan and Environmental Management system.</li> </ul>	<ul style="list-style-type: none"> <li>➤</li> </ul>
<p>Log Grades and Merchandising (1d)</p>	<ul style="list-style-type: none"> <li>o Differentiate typical end uses and log values of 8 major species.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Discuss values and end uses of each species in terms of premium – commodity – low grade products, and the value of each species for the logging operation.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Given a set of bucking specifications and mix of logs – show me how you'd layout the logs to buck for highest yield, value and quality.</li> </ul>
<p>Overhead Cable Operations (12d)</p> <p>- orientation to safety and operations (1d)</p> <p>– site specific layout, hazards (creek crossings, etc.) and</p>	<ul style="list-style-type: none"> <li>o Mechanics of cable logging operation               <ul style="list-style-type: none"> <li>- landing</li> <li>- tail load</li> <li>- deflection</li> <li>- pay load</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>	<ul style="list-style-type: none"> <li>➤ Follow safety procedures to assist with set up of system including guy lines, rigging, and lines.</li> </ul>



# Workplace Training and Skills Development - Logger Training Initiative

## Company-based Approach



UNIFAB Industries Ltd. Business Strategy and Training Plan 2015-2017

Training Topics	Training Development				Training Delivery				Notes	
	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3		Q4
Technical Skills										
Project 100-out-specific safety training, general health & safety review, communications, issues design review, labview, material handling, quality scheduling others.										Kevin, Rob Craig J - job specs & procedures John M. - equipment Craig J.
Project 100-out, August Bird project										John M Shipp-Receiver, Fabrication, Welding, Painting & Finishing
Material Handling (general) - cranes, staging, rigging slide clamp, 100T MS press, magnetism operations for structures, ducting, panels.										John M Shipp-Receiver, Fabrication, Welding, Painting & Finishing
Material Handling for forest of - fork lift, staging, moving product, ladders & platforms, rigging over-weight/over-height/over-hang on strapping, corners, ducting for structures, panels.										John M Shipp-Receiver, Fabrication, Welding, Painting & Finishing
SP/Finishing.										Supplier OUT, <a href="http://www.HSDC.org">www.HSDC.org</a> <a href="http://www.SSPC.org">www.SSPC.org</a>
Quality testing / re-testing - quality and efficiency of work, supervisor assessment, 200s										Supplier OUT, <a href="http://www.HSDC.org">www.HSDC.org</a> In-house theory (tell me) & practical (show me). Seekin taste resources John, Rob, Supervisors

**UNIFAB INDUSTRIES LTD.**

### Training for On-the-Job Trainers

#### Performance Statement

Given: \* completion of Training for On-the-Job Trainers training session;  
\* practice during the training session and training on-the-job;  
\* Job Task - Hazard Analyses (JTHAs) and Training Outlines for job positions in various areas.

Trainers will be able to coordinate and/or deliver Unifab on-the-job training programmes to assess learning and application of skills on-the-job for Employees at the Unifab manufacturing facility.

Such that On-the-Job Trainers and Job Coaches are able to:

- \* arrange and coordinate job orientation, training, and on-the-job coaching and practice for newly hired employees or for employees transferring into the Department.
- \* use training resources and packages (JTHAs, Training Outlines, manuals, references, handouts, etc.) to support on-the-job training in production and support job positions.
- \* document a 2-year training strategy for priority skills training and cross-training to increase business competitiveness.


#### Training Outline

Training Context at Unifab Industries Ltd.  
The Training Cycle  
Job Analysis to Training Outlines ("Checks")  
Practise, Practise, Practise

# Workplace Training and Skills Development - Logger Training Initiative Company-based Approach

**Job Task Hazard Analysis**  
Sample: Non-Controlled

Position : Manufacturing Operations Staff  
Job Task: Change Dust Bags in Baghouses

Procedure	Hazards	Rating	Corrective Actions	Job Standards
<p>Organize tools and equipment:</p> <ul style="list-style-type: none"> <li>a/ 2 open end (15/16") wrenches to tighten tension nuts.</li> <li>b/ 4 small pieces of plywood (1 ft. by 1 ft.) for the explosion doors inside bag compartment.</li> <li>c/ 4 long pieces of plywood (2 ft. by 3 ft.) for explosion hatches on top of the baghouse.</li> <li>d/ 1 pair of needle nose pliers.</li> <li>e/ There must be 2 people present for completing this job.</li> <li>f/ 1 x 5/8" ratchet and deep socket</li> <li>g/ On the large baghouses a safety harness is required when you physically have to crawl inside of the baghouse under the explosion doors at the top.</li> </ul> <p>1) Lock out power by following ama Health and Safety procedures.</p> <p>2) Open second door from bottom (bag compartment) - check for dust.</p>	<p><b>Rating Legend:</b> "A" = high risk "B" = moderate risk "C" = low risk</p> <p>Entrapment hazard</p> <p>* Electrical shock. * Looks not secured.</p> <p>* Dust. * Stubborn door handles could jar a person.</p>	<p>A</p> <p>A</p> <p>B</p> <p>A</p>	<p>Use and properly attach safety harness. Hatch Watch must be stationed outside at access - egress point. See <a href="#">H&amp;S - CSE</a> and <a href="#">H&amp;S - Fall Arrest</a>.</p> <p>&gt; Use caution. &gt; Double check lockouts. See <a href="#">H&amp;S - LOTO</a> &gt; Wear PPE, mask, goggles &gt; Have a good stance so you won't lose your balance.</p>	 <p>Harness worn properly. Hatch Watch standing by.</p> <p>Power is "locked out" - baghouse fan won't activate.</p> <p>Determine if dust is apparent and locate broken bag.</p>

**INDUSTRIES LTD.** Training Package - Cold Saw Version 1.0 August 10<sup>th</sup> 2013

**Position(s):** Millwright, Machinist, Electrician, Fabricator, and Helpers

**Cold Saw - Training Performance Objective**

**Given:** Completion of a short training course; Practice under supervision of the Trainer.

**Trainees will be able to set-up and operate the Cold Saw**


**Such that:** Health & safety procedures are followed; Damage to the equipment is eliminated; Material scrap and waste is avoided.

**Cold Saw Chunk Plan**

- Equipment Overview - the Cold Saw is used to cut material to size (length, levels) to maximize speed and efficiency in material cutting operations.
- Environment, Health & Safety - check for coolant levels and pump leaks; wear PPE, safe lifting of loads, use hoist, moving parts - pinch-crush, cuts & abrasions
- Equipment Setup - identify equipment components, setup and adjust equipment
- Equipment Operation - run Mills
- Quality & Troubleshooting - accurate; - prevent



**Job Task Hazard Analysis: Change Dust Bags in Baghouses**



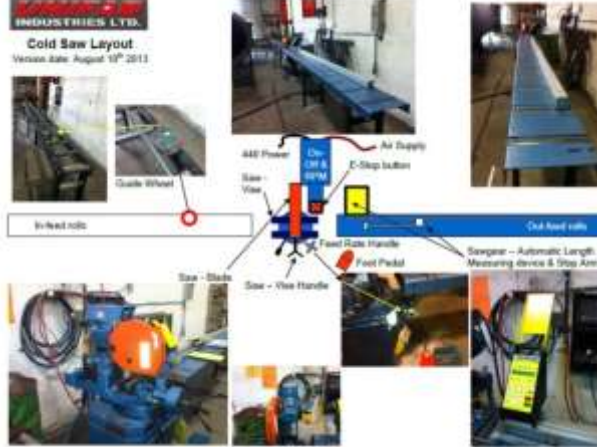
**Step 11: Tighten tensioning bolts at top of baghouse to adjust bag tension.**

Hazards:	Rating	Corrective Action
* Over tightening.	B	> Only tighten about 20mm.
* Too loose.	B	> Tighten so bag does not sway.

**Job Standards:**  
+ The bag is snug enough not to sway and will not hit into an adjacent bag.

Click next to see next slide, Back to see previous slide, EXIT to leave the show

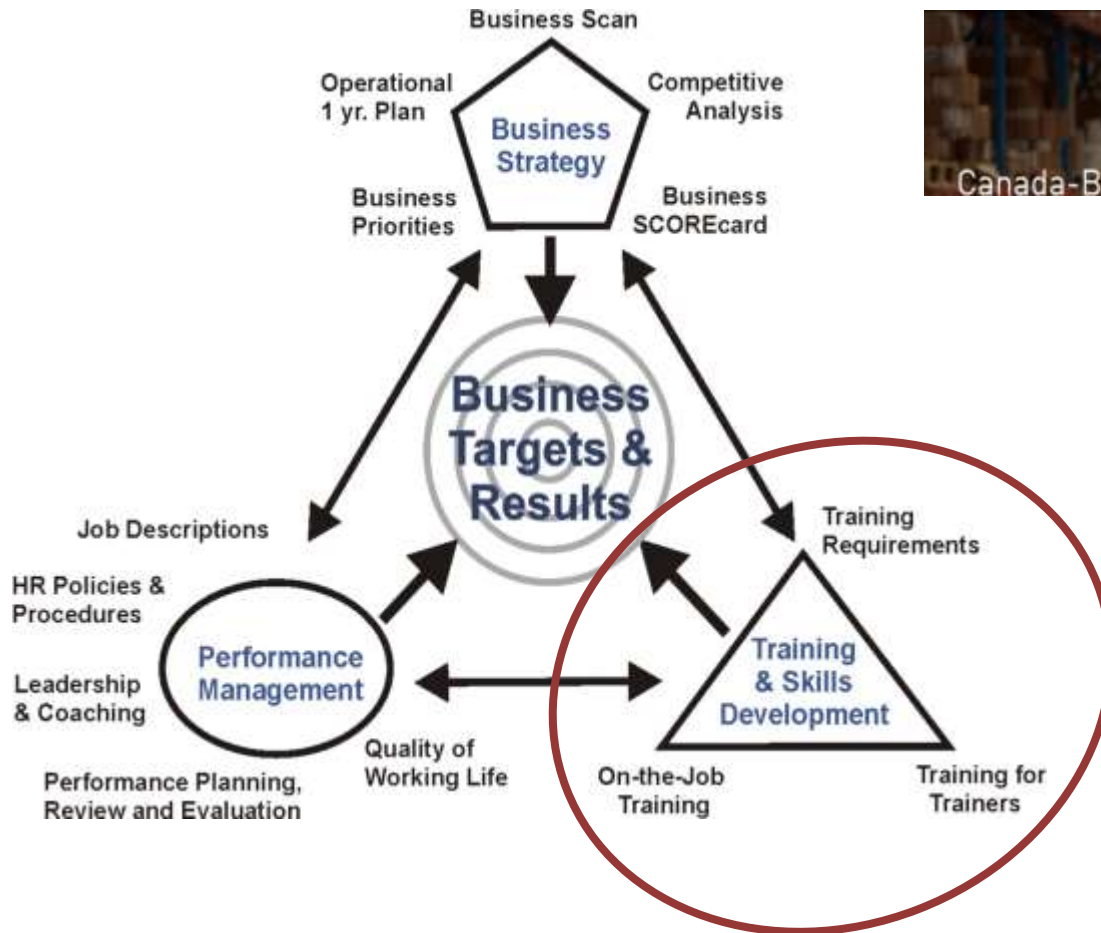
**INDUSTRIES LTD.**  
**Cold Saw Layout**  
Version Date August 10<sup>th</sup> 2013



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# Workplace Training and Skills Development - Logger Training Initiative

## Company-based Approach and the Canada – BC Job Grant



### Canada – BC Job Grant

- 1/3 Employer contribution.
- 2/3 Government contribution to a maximum of \$10,000 per Employee per year for job training and skills development.
- For costs of '**outside**' trainers and/or courses – trainer fees, course tuition, exam fees, texts and supplies. Does not cover travel costs.

# Workplace Training and Skills Development - Logger Training Initiative

## Canada – BC Job Grant

### Current Delivery Partners:

**Accelerate Okanagan** - Professional, Scientific and Technical Services Sector

Thompson Okanagan 250-870-9028

**ASPECT** - All Sectors

All Regions 1-888-287-4957

**Back in Motion** - All Sectors

City of Surrey 778-728-0730

**BC Chamber of Commerce** - All Sectors

All Regions 778-747-0144 ext. 701

**Bowman Employment Services** - All Sectors

All Regions 1-877-866-3100

**Canadian Manufacturers & Exporters - BC** - Manufacturing Sector including companies or organizations providing business services to manufacturing in BC

All Regions 604-713-7808

**go2hr** - Accommodation and Food Services; Transportation and Warehousing; Arts, Entertainment and Recreation Sectors

All Regions 604-633-9787 ext. 235

**Harbour Digital Media** - Manufacturing Sector

Vancouver Island 1-250-812-8827

**Northern Interior Woodworkers Holding Society** - Mining, Construction, Transportation, and Manufacturing Sectors

Cariboo, North Coast Nechako, Northeast 1-250-563-7712

**YMCA of Greater Vancouver** - All Sectors

All Regions 604-685-8066 1-888-298-3947



### Delivery Partner Program

<http://www.workbc.ca/Employers/Run-your-business/Canada-B-C-Job-Grant/Delivery-Partner-Program.aspx>

The B.C. government has engaged organizations to act as Delivery Partners to maximize the benefits of the Canada-BC Job Grant program for employers, particularly small business employers, as well as current and future employees. Delivery Partners will:

- Assess employer skills needs and develop training plans
- Collaborate with trainers to deliver training for jobs in demand
- Organize group-based training for multiple employers
- Assist employers with program applications

Each Delivery Partner provides services to meet the needs of specific economic sectors and geographic regions of the Province.