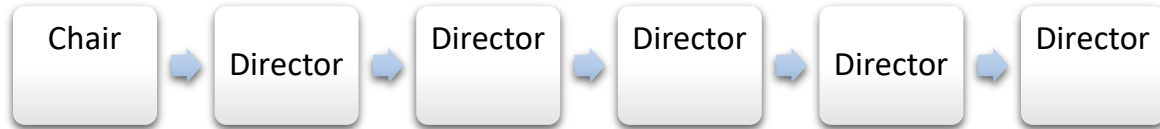


# RDCA EDUCATION COMMITTEE



Red Deer  
Construction  
Association

### A. Committee Structure



### B. Overview and Purpose

The Education Committee is a standing committee of the Red Deer Construction Association Board. The purpose of the committee is to promote and seek continuous learning opportunities for the RDCA members; promote pathways for our local youth in the areas of skilled trades (student/teacher/administration); assist our local educational institutions in the promotion and development of industry related training; and facilitate the RDCA Scholarship Program.

### C. Responsibility and Scope

1. The Executive Committee is responsible for the appointment of current Board Members based on availability, skills, interests and experience.
2. Recommended Committee appointments are approved by the Executive Committee upon recommendation by the Education Committee.
3. The Committee Chair is appointed by the RDCA Executive Committee.

### D. Members (Directors)

1. Up to 6 members representing the Red Deer Construction Association- Minimum of 4 Directors and Maximum 2 Members at large
2. Minimum of 3 Directors plus the RDCA Executive Director are required for the scholarship process. Maximum 2 Members at large.

### E. Objectives

1. Develop a structure of educational offerings on a yearly basis to assist the association that relate to safety, Gold Seal, technical skills, soft skills, systems skills, business, administration and human resources.
2. Liaison with members, associations, and educational institutions to assist in development programs and essential skills for the betterment of the industry. Initiate focus groups on a regular basis for feedback.
3. Promote programs throughout the year with local educational institutions including try-a-trade, LATTE, field explorations, skills competitions, industry procurement methods, and apprenticeship.
4. Create consistency in a long-term relationship that provides opportunities for both the educational facility as well as industry.
5. Liaise with parallel RDCA committees to develop education budget funding.

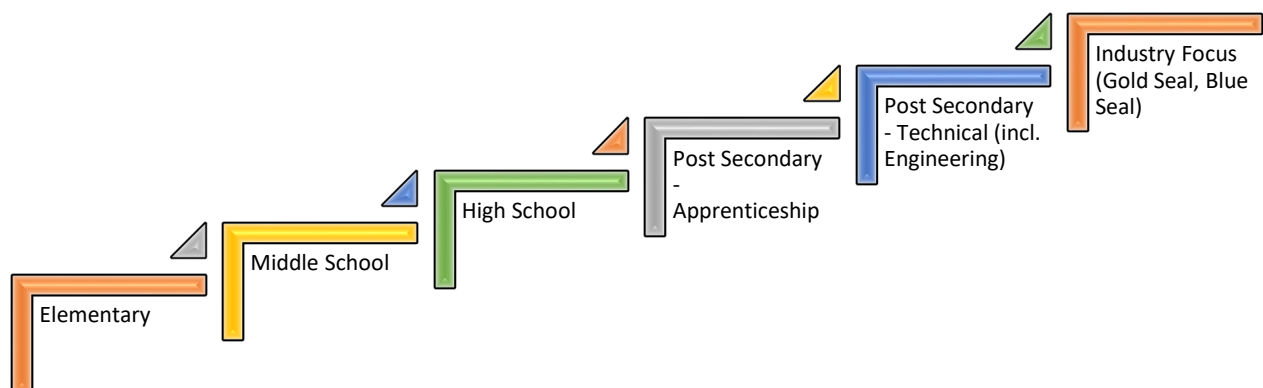
6. Maintain partnerships and participation with the trades departments of local educational facilities, including Post-Secondary (Red Deer College and Olds College).
7. Prepare the annual Scholarship application for distribution to the membership and develop a scoring system for final analysis of the marks.
8. Prepare an annual budget for the committee.

#### **F. Meetings**

1. The Committee shall hold scheduled meetings as required throughout the year to fulfill its duties and responsibilities. The Education Committee would normally meet four times per year. There will be an additional meeting scheduled for September of each year to review the scholarship applications.
2. Special meetings may be called at any time with due notice by the Committee Chair
3. The Committee Chair shall establish meeting agendas and ensure that minutes of the meeting are produced and circulated to the Committee and the Board. The Chair of the Committee is responsible for ensuring the Committee's annual calendar, meeting agendas, activities, and discussions are in line with and support the Board's role and its annual calendar
4. Quorum will be a majority of the members present at the meeting.
5. If the Chair of the Committee is not present at the meeting of the Committee, the Chair shall be chosen by the Committee from among the remaining members present.

#### **G. Authority**

The Committee does not have decision making authority independent from the Board; but may make recommendations from time to time to the Board on any aspect of its duties and responsibilities.





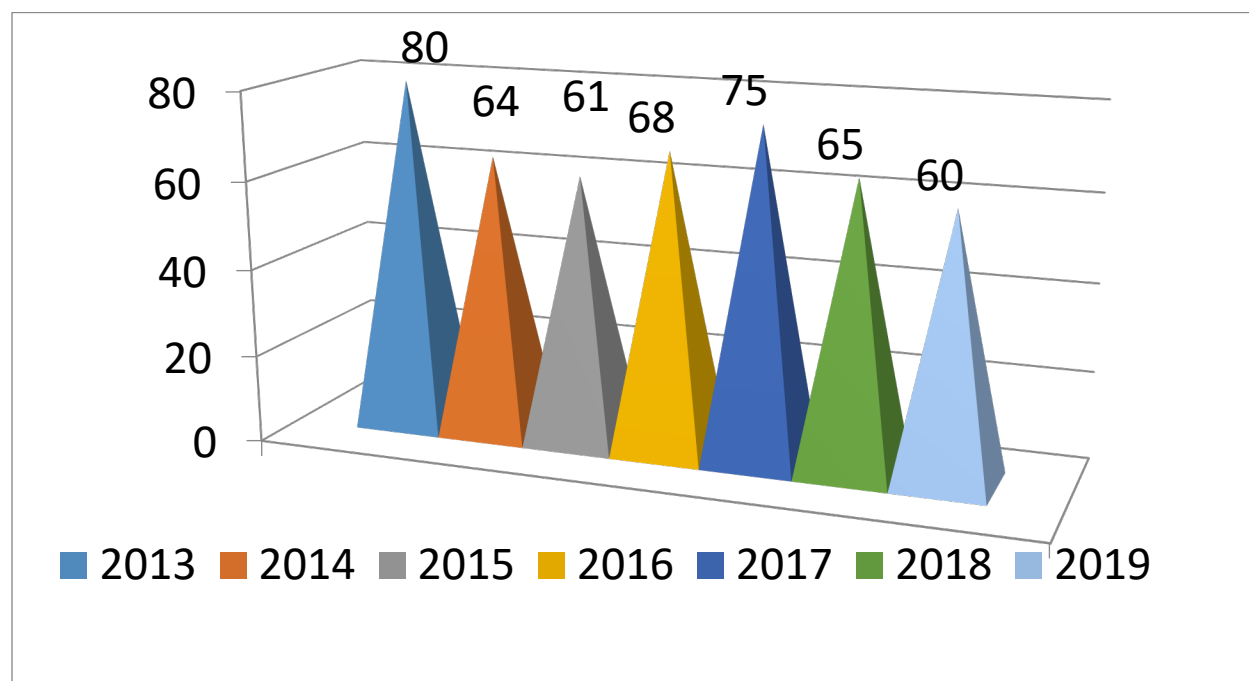
### **RDCA Scholarship Awards**

The Red Deer Construction Association has been honoured for the past 14 years to present scholarship awards to local apprentices. Our association is pleased by the increased number of applicants each year, as well as the quality of the applications that continue to mirror the high standards our industry strives towards. The scholarship program is designed to recognize excellence and encourage participants to complete their apprenticeship training programs. There is no better long-term investment in the future education and growth of our apprentices within our industry. The application process opens each year in May and closes in August.

Since its inception in 2004, the RDCA has awarded a total of 240 scholarships spanning a wide range of various trades totaling over \$144,000.



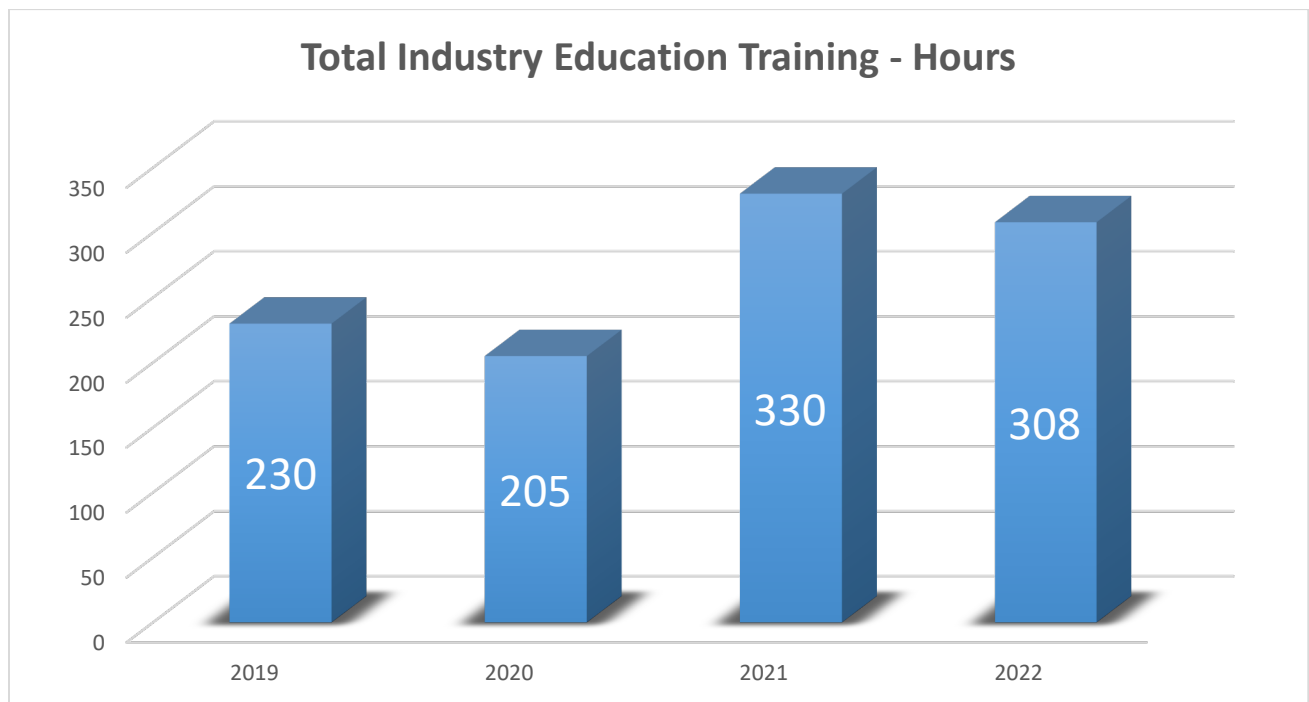
### **Safety Training**



- On average, over 60 safety classes are held at the RDCA each year. In partnership with the ACSA, these courses focus on companies achieving their COR recognition, safety leadership, auditing and instructional techniques.
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### **RDCA Educational and Business Seminars Series:**



#### **Business Series**

The Business Series Seminars are designed to provide our member companies with the education and connections they need to grow their day to day business. We bring in the experts that are directly and indirectly related to construction that have impact to our business operations. These include legal, human resources, financial, investment, succession planning, insurance, and bonding to name a few. Join us in January through to April, with this series of can't miss seminars that will benefit everyone in your company. Many of our seminars include:

- Alberta's Builder's Lien – Cash Flow Optimization and understanding Construction Contracts
- WCB Information Sessions

- Apprenticeship Training Information Session
  - Canada Alberta Job Grant
  - Company Culture – Do you Have One?
  - Employee Standards
  - The RFP Process Defined
  - Regional Economic Forecasts
  - Budgeting for Small Businesses
  - Roadmap to Construction Contracts
  - Doing Business with the City of Red Deer
  - Insurance and Bonding for the Construction Industry
  - The New Energy Code and how it will affect your Projects & NECB 2011 and the Tools Available for Compliance
  - Green Homes Summit – Central Alberta
  - Financial Statements 101 – Including Ratios, Analysis and Margins
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### **Construction Series Industry Training:**

The Construction Series educational courses are designed to ensure that our member companies have a thorough knowledge of best practices in the industry. Our extensive course selection, specially designed for the Commercial construction sector, provides access to relevant courses, delivered by industry experts. Members benefit from virtual and/or classroom collaboration, networking opportunities and building long-term business relationships in our courses. Many of our course offerings are aligned with the [Gold Seal](#) standard as set out by the Canadian Construction Association. Go to the RDCA website for a complete listing of our courses.

- Project Management
- Construction Law
- Estimating
- Construction Drawings
- Site Leadership
- Construction 101
- Profitable Contracting

- Supervisor Training Program
  - Leadership Development for Supervisors
  - Site Scheduling
  - Field Productivity
  - Earned Value Management for Construction Projects
  - Construction Industry Ethics
  - Lean Principles for the Worksite/Jobsite
  - Lean Principles for the Office
  - Buildforce e-learning Series – Online Training
  - Contract Administration
  - MS Project – Basic & Intermediate
- 



The RDCA continues to be committed to supporting our local schools and the future of our industry by bringing in member companies to expose our youth to potential careers in construction. Our programs and partnerships in try-a-trade programs, Learning about Trades and Technologies Education (LATTE), Red Deer College Summer Trades Camps, Career Expo and the Regional Skills Competition for Skills Canada are a few different ways that we are accomplishing this. This year, we expanded our try-a-trades to the middle and elementary schools, while also continuing our focus at the high school level. Our LATTE program began its second year of bringing school teachers onto construction sites, allowing them to be exposed to the many career options available to our vast industry.



**LATTE (Learning About Trades and Technology Education):**

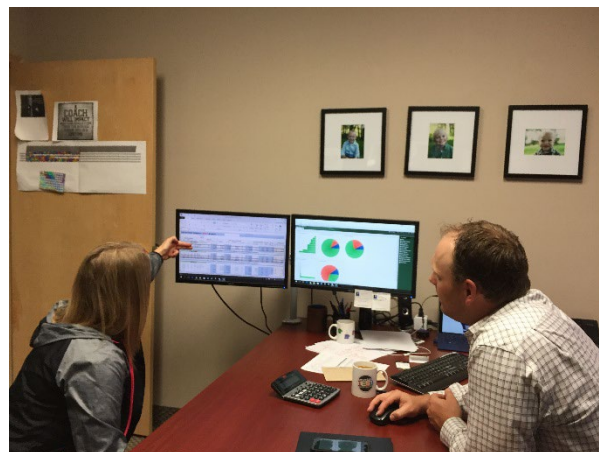
**Goal**

Create a consistent, ongoing and collaborative partnership with the educational facilities in Central Alberta and industry to inform, make aware, and open doors for potential opportunities through information sessions, hands-on seminars and on-site exploration.

The intent of this program is focused on the school teachers/instructors, councilors, etc. to have them gain exposure to the construction industry through on-site, hands-on experience.

This follows the outcomes that came from the Regional Roundtable that took place in Red Deer in November of 2014. The RDCA has partnered with the local high schools and industry over the past year to bring try a trade opportunities to the students.

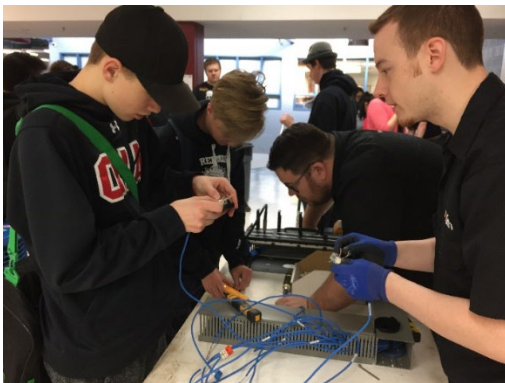
The RDCA is working closely with our educational partners to develop an overall industry experience that includes try a trades, student and teacher on-site explorations, teacher education and industry input into curriculum. Since it's inception, we have put 7 teachers from Central Alberta through the program.







## Try-A-Trade/Trade Exploration





### **Career Expo**

Each year, in partnership with Careers the Next Generation and the Red Deer College, a number of our local member companies donate their staff and time to participate in the yearly Career Expo. Over 3,000 students from 38 different schools attended this informational and interactive expo from across Central Alberta. The students, ranging from grade 9 – 11, received hands on experience in electrical, welding, carpentry, instrumentation, automotive, heavy equipment technician and much more.







## Skills Alberta Competitions

Each spring, Skills Canada holds a number of regional competitions that allow for young trade and technology students to put their skills to the test. This year's local competition was held at the Red Deer College in conjunction with the Career Expo and featured a number of local students competing in in various trade categories. We would like to thank a number of our member companies for volunteering their time prior to and during the competitions to help with the students.





## **Red Deer College – Summer Trade Camps**

Every summer the Red Deer College hosts a Summer Trade Camp for kids that are ages 10 through 16. The RDCA has been a long-time supporter of this program that is a fun week allowing kids to explore the world of trades and technology with experienced instructors and first-class facilities.





## Red Deer College Evolve Project

Evolve is a collaborative construction initiative involving Red Deer College and some of central Alberta's leading businesses in the residential construction industry. *e1 - Single Family Home* was the first project in the initiative. The construction project provided students with a hands-on experience and an opportunity to work side-by-side with skilled professionals. The RDCA was a sponsor for this program in 2015.



- Red Deer College
- Olds College
- Red Deer Public School Board
- Red Deer Catholic School Board
- Central Alberta School Divisions
- Careers Next Generation
- Alberta Construction Safety Association
- Alberta Construction Association, Canadian Construction Association, Canadian Construction Institute, Merit Contractors
- Alberta's Local Construction Associations



The RDCA sponsors one scholarship for Olds College's Heavy Equipment Technician program. This is awarded by the instructors to one individual who excels in the program.



The RDCA Women in Construction is a group of female industry leaders with the goal to raise awareness of and promote women working in construction. The committee works to offer support to women currently employed in the construction industry and to those exploring construction as a career opportunity, by offering mentorship and networking events.

The RDCA is the sponsor of the Women of Construction Award for the Women of Excellence in Central Alberta.





## Red Deer Polytechnic Apprenticeship Collaboration

The RDCA and the RDP Apprenticeship programs collaborate on ways to support their training and transition into full time careers within the industry. Whether it be focus group sessions or industry presentations, the association is committed to connecting apprentice training with industry.



