

INDUSTRY EDUCATION AND TRAINING PROGRAM



CONSTRUCTION ASSOCIATION OF NOVA SCOTIA

Building with Skill and Integrity Since 1862

CAREER DEVELOPMENT & SKILL BUILDING

The Construction Association of Nova Scotia's (CANS) award-winning Industry Education and Training program provides valuable training opportunities for career development, skill building, and enhancement - designed specifically for the construction industry. Courses are delivered in a number of formats including workshops, seminars, e-learning sessions, and lunch and learns.

As a leader in education and training since 2005, CANS offers a comprehensive range of continuing education sessions to ensure the construction community is on top of the latest trends, technologies, legislation, regulations and best practices in the industry.

CANS engages experts in the industry, uses real-life examples and practical activities to support learning and improve the skills of members ensuring their return on investment and the continued success of their companies.

Members and industry partners gain access to learning at strategic locations throughout the province, both in the classroom and through CANS Connect. Whether you're new to the industry or looking to enhance your skills, or qualify for your Gold Seal - CANS can help!



CANADIAN CONSTRUCTION
ASSOCIATION
CANADIENNE DE LA CONSTRUCTION

GOLD SEAL CERTIFICATION

The Canadian Construction Association (CCA) Gold Seal Program is a national certification program based on a candidate's education, experience and their ability to satisfy rigorous standards. Gold Seal certification can be obtained in the following occupations: Project Manager, Estimator, Superintendent, and Safety Coordinator.

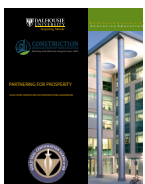
CANS acts as an administrator of the Gold Seal Program, assisting member employees with obtaining their Gold Seal Certification, develop training plans, submission of applications, and overseeing of exams. CANS believes your employees are your best asset and that investing in the certification of project managers, estimators, safety coordinators and superintendents is three times as important to economic growth as investment in physical capital. All Industry Education and Training Program courses are Gold Seal accredited. Learn more about Gold Seal at www.cans.ns.ca.



CANS
CONNECT

CANS CONNECT

To help meet the needs of our members across the Atlantic region, CANS developed CANS Connect. This new state of the art video system includes two fully-equipped physical classrooms and participants can access training through a PC, Mac, Android or IOS device. Members can also use CANS Connect for private virtual meeting spaces, connecting employees across jobsites, regionally and globally. Learn more about CANS Connect at www.cans.ns.ca.



EXECUTIVE CERTIFICATE IN CONSTRUCTION LEADERSHIP

CANS has partnered with Dalhousie University's Faculty of Management to deliver world-class leadership development training right here in the province, helping organizations become more productive and efficient, develop their capacity and the capabilities of their people, and attract and retain the future leaders of the industry.

The Executive Certificate in Construction Leadership is a five-month cohort based experience consisting of 15 courses, intended to enable high-potential candidates from CANS' member organizations to develop critical leadership and sector-specific behaviours, attitudes, skills, and competencies in order to increase productivity, innovation, and competitiveness. Learn more at www.cans.ns.ca/Dalhousie

CANS' Industry Education and Training program delivers a variety of courses designed to meet the needs of the construction industry. Courses are delivered in a number of formats including lunch and learns, workshops, seminars, and web based video, e-learning sessions. Each professional development opportunity is designed to help participants build skills directly transferable to the workplace, while being both time and cost efficient.

FUNDAMENTALS

The Industry Education and Training program provides a number of workshops to equip participants with the fundamental skills and understanding needed within the construction sector. These workshops are ideal for individuals new to the industry or those requiring a refresher.

CONSTRUCTION LAW

A basic understanding of construction law is extremely important for individuals employed in the construction industry. All law sessions are delivered by knowledgeable lawyers in the construction sector.

HUMAN RESOURCES

Courses designed for Managers, Supervisors, Team Leads, Human Resource Managers, Project Managers, and for those who take an active role in the management of employees in the construction industry.

CONSTRUCTION PROJECT MANAGEMENT

The delivery and management of construction projects. requires someone who has a standard knowledge base of project management and who can identify and manage the various risks associated. Drawing from practical experience, you will work with other course participants in this interactive approach.

EXPERT SERIES

The Expert Series is for experienced Project Managers, Estimators, Superintendents, and Owners.

CANS has brought together a series of high level experts with in the construction industry sector, to enhance the skills and knowledge of our construction managers to stay on the cutting edge of the latest trends and best practices within North America.

BUSINESS DEVELOPMENT

Many people within the construction industry are uneasy with the role of being responsible for growing the business and being put into a sales and customer service role. BCDI training program is a systematic and logical selling method designed to improve sales productivity and customer satisfaction.

CONSTRUCTION MANAGEMENT

For those making the transition into leadership roles such as Project Manager and Superintendent for the first time this program is an opportunity to build confidence and skills to take on the management role. This program covers the fundamentals of leading and working in a team environment and to assist with refining and enhancing one's ability to manage and motivate individuals and groups.

LEADERSHIP SKILLS

We look to leaders to make decisions and decide the workflow in order to meet the increasing challenges at the job site. Project leaders, Site Managers and their teams are expected to achieve more individually, while being increasingly involved with their people. This program looks to ensure that leaders have full command of the necessary skills required to do the job more effectively and efficiently.

CONSTRUCTION DOCUMENTS

Presented jointly by Construction Specifications Canada (CSC) Atlantic Chapter and CANS, these courses will enable participants to have a better understanding of construction documentation, products, bidding procedures and contracts as well as to improve construction contract administration by providing education related to the administration and enforcement of contract requirements during the construction phase of the project.

ADVANCED MANAGER AND SUPERINTENDENT

This program will create more confident, more productive and more effective leaders, driving their teams forward towards the organization's goals. This program also offers further study into leading people to work in an effective and efficient manner with a focus on developing strong interpersonal skills.

CONSTRUCTION HEALTHCARE

Construction is an industry where technologies and regulations are constantly changing. CANS' Industry Education and Training program plays a crucial role in providing training when regulations are modified or there is new technology to learn.

ALL CANS INDUSTRY EDUCATION AND TRAINING COURSES ARE GOLD SEAL ACCREDITED

PRIVATE TRAINING: INVESTING IN SKILLS TRAINING

With the increase in skills shortages companies are often concerned that other companies would lure newly trained employees away and reap the full benefits of their investment. However, an organization's investment in an employee's educational advancement is cited as one of the top five reasons employees stay loyal.

CANS is dedicated to assisting member organizations with developing their internal talent. CANS provides knowledgeable staff to help assess your internal organizational training needs and works with you to build training programs designed to achieve the specific results your organization is looking for.

CANS moves beyond the 2014-2015 Industry Education and Training Catalogue to create custom training sessions based on the latest best talent management and leadership practices that are relevant, up-to date, and developed by industry experts that specialize in adult education.

The process focuses on experiential and action learning that can be practically applied to everyday work life through such strategies as co-development groups, one-on-one follow-up sessions, and individual Gold Seal development plans.

REMAINING COMPETITIVE

More and more frequently CANS is seeing Gold Seal Certification as a requirement to bid on both public and private work, making it important for construction companies in Nova Scotia to enhance their innovation, productivity, and competitiveness through training. Bottom line: Gold Seal Certification, the national standard for construction management competence, is your competitive advantage.

THE ROI

Employee training pays back your investment. Here's why:

- Training helps your business run better.
- Training is a recruiting tool. Today's young workers want more than a paycheque.
- Training promotes job satisfaction and the result is reduced turnover.
- Training is a retention tool, instilling loyalty and commitment from good workers.
- Training is essential for knowledge transfer. Spread knowledge around — it's like diversifying your investments.
- Training gives seasonal workers a reason to return.

FUNDING OPPORTUNITIES AVAILABLE

CANS offers several opportunities to assist members with securing funding to support their organization's training initiatives. These services are at no cost to our members. CANS Industry Education and Training staff can help your organization reduce barriers and provide a seamless application process. Companies could be eligible for up to 50 per cent or even 100 per cent funding for training. These funding options are available for both group learning applications and individual learning experiences.

CANS has assisted membership organizations with accessing over \$65,000 in government funding for training.

For more information on corporate private training and funding options that will support your organization's private, group, and individual training please contact:

Nancy Thompson
CANS Industry Education and Training Lead
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Visit www.cans.ns.ca/education



REGISTER FOR A COURSE TODAY!

1. Visit the CANS website at www.cans.ns.ca
2. Log-in with your CANS username and password.
Note: If you do not have a username and password, continue with steps 3-6 and CANS will provide these details later.
3. From the Industry Education menu, select Courses.
4. Select Details for the course you wish to take, to begin the registration process.
5. Provide requested information.
6. You will receive a registration confirmation via email.

CONTACT US

For inquiries or additional information on the Industry Education and Training program visit:

www.cans.ns.ca/education

or contact:

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SEE WHAT PEOPLE ARE SAYING ABOUT CANS INDUSTRY EDUCATION

CANS CONNECT

"The sound was great. So too was the picture quality, in fact, I was quite impressed. Looking forward to utilizing the technology soon."

Dave MacGregor
ADG Eco Integrated Systems

"I recently attended a Lunch and Learn through CANS Connect. The remote connection worked great and was user friendly. I was particularly impressed by the sound quality. We will definitely attend future sessions through CANS Connect since it significantly reduces the cost of the courses by eliminating the travel. Also, attending from the comfort of my own office was a plus as well."

George Bennet
A B Mechanical

INDUSTRY EDUCATION AND TRAINING PROGRAM

"CANS offers programs that we can't find anywhere else, that are not only specific to our industry, but also to construction in Nova Scotia."

Participant in Industry Education & Training