



Is Investing In Safety  
**WORTH THE COST?** P26

**VALIDATING COMPETENCY:**

Selecting Criteria That Count P8

**LEADING AND  
LAGGING INDICATORS**

How does your company measure up? P12

**SHIFTING GEARS:**

A Road Map to Measuring Driver Safety P16

**THE THIEF IN PLAIN SIGHT**

What's stealing from your bottom line? P19

**GAME TIME:**

Can your team's safety strategy  
go the distance? P22



One of the most recognized **Ground Disturbance** courses available

# GROUND DISTURBANCE 201 ONLINE

ENDORSED BY **ABCGA**  
Alberta Common Ground Alliance

[www.astecsafety.com](http://www.astecsafety.com)



# AMTA

ALBERTA MOTOR TRANSPORT ASSOCIATION

The safety advocate and voice of the Alberta  
highway transportation industry



AMTA is proud to partner with BIS Training Solutions to offer over 325 in-class and online safety courses. Together, we can work toward making highways, workplaces, and people safer than ever.

[amta.ca](http://amta.ca)



# *Break **Bad** Habits Build Safe Behaviours*

Understanding behaviour is the key to long-term change. In order to build safe work sites, light must be shed on the reasons why your people do what they do. By expanding your team's knowledge of the science behind human motivation through an understanding of cues and rewards, behaviour-based safety can help your organization move beyond standard workplace audits and inspections to effect lasting change.



**BEHAVIOUR-BASED SAFETY**  
**ONLINE**

## IS INVESTING IN SAFETY WORTH THE COST?

The cost of making your company safer can be high, but the costs of not doing so can be much, **much higher**. Safety expert and former OH&S investigator, Ted Lane, crunches the numbers.

26  
COVER STORY

## FROM THE EDITOR

06 **MEASURING SAFETY TRAINING**  
By Carmen DeLisle

## FEATURES

08 **VALIDATING COMPETENCY:**  
**Selecting Criteria That Count**

When it comes to measuring someone's competency, choosing which criteria to use can be tough. Learn how to make things easier with Shawn Robertson's tactics for defining how good is "good enough."

12 **LEADING AND LAGGING INDICATORS**  
**How does your company measure up?**

Emily Ortis gives us the rundown on leading and lagging indicators and explains how A.J. Forsyth uses them to improve safety measurement.

## CONTENTS

16 **SHIFTING GEARS:**  
**A Road Map to Measuring Driver Safety**

There's more than one way to quantify safe driving. Dr. Randy Flemmer reports on the different ways to measure driver safety—and what to do with the results.

19 **THE THIEF IN PLAIN SIGHT**  
**What's stealing from your bottom line?**

Of all the risk factors that threaten your business, there's one that often gets overlooked. Find out how to stop this insidious intruder from taking money out of your pocket.

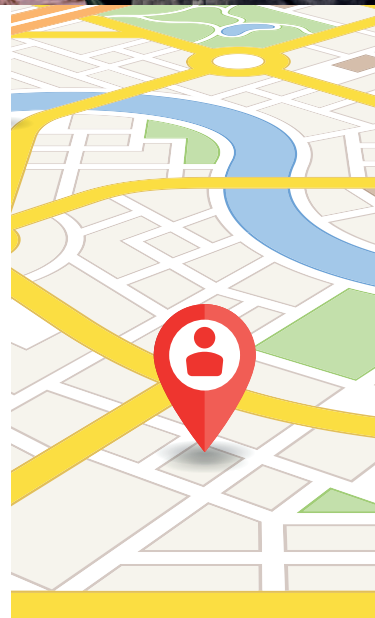
22 **GAME TIME:**  
**Can your team's safety strategy go the distance?**

In the safety game, if you plan to go for gold, you should start by measuring safety at your workplace. Learn how to draw up a winning game plan.

## ESSENTIAL RESOURCES

36 Online Safety Training Course Directory

62 The SafetyNET Network Partners



16  
SHIFTING GEARS



GAME TIME

22

## Measuring Safety Training

Although you may not realize it, we're living in a revolutionary time. Society is being transformed by an ever-increasing demand for, and consumption of, vast amounts of data. Much of this data is the result of a measurement or metric of some kind, and we're just beginning to discover all the ways in which this data can be analysed to explain the previously inexplicable. In fact, the more information we collect from the world around us, the more it's beginning to appear that almost anything can be understood and quantified—even abstract human ideas—if enough measurements are taken.

Is the same true for safety? Can an intangible concept such as safety be measured? And if so, in what ways? The contributing writers in this issue of The SafetyNET magazine have examined these questions from a number of intriguing angles. In "Shifting Gears," Dr. Randy Flemmer explores ways in which driver safety can be measured; while Ted Lane's article, "Is Investing In Safety Worth The Cost?" offers a fascinating example of how the costs of safety can be quantified. Emily Ortis delves into the technical side of safety metrics with "Leading and Lagging Indicators," and Shawn Robertson shares his personal experiences while explaining how to improve objectivity in "Validating Competency." Susan Sawatzky's "The Thief In Plain Sight" uncovers a mysterious, yet all-too-obvious risk factor for your business. And in "Game Time," Sharayah Piercey points out that no amount of safety measurement will be effective unless your team has a targeted game plan.

We truly are living in a revolutionary time—a time that offers unparalleled opportunities and new horizons in terms of measuring the success or failure of your company's safety training. How will you and your company apply data and metrics to enhance safety in your operations? I hope you'll enjoy finding out the answer in this issue of The SafetyNET.



Carmen DeLisle



### EDITOR-IN-CHIEF

Carmen DeLisle

### GRAPHIC DESIGNERS

Adam Beasley  
Dion Coursen

### CONTRIBUTING WRITERS

Shawn Robertson  
Emily Ortis  
Dr. Randy Flemmer  
Susan Sawatzky  
Sharayah Piercey  
Ted Lane

### COPY EDITORS

Beth George  
Dave Klein  
Sharayah Piercey

### FREELANCE SUBMISSIONS

Send queries to [info@trainanddevelop.ca](mailto:info@trainanddevelop.ca)

The SafetyNET is published once a year by BIS Training Solutions and is distributed to health, safety, and environmental professionals in a wide range of industries.

To obtain copies of this publication, email:  
[info@trainanddevelop.ca](mailto:info@trainanddevelop.ca)

For further information and advertising inquiries contact:

The SafetyNET  
4 - 41 Broadway Blvd  
Sherwood Park, AB T8H 2C1  
CANADA

Phone: 866-416-1660  
Fax: 780-410-1659

Email: [info@trainanddevelop.ca](mailto:info@trainanddevelop.ca)  
Website: [www.trainanddevelop.ca](http://www.trainanddevelop.ca)

Content may be reproduced with permission.

*BIS Training Solutions does not warrant that products and services advertised meet any required certification under any law or regulation, nor that any advertiser meets certification requirements of any body that governs the advertised activity.*

*The opinions expressed in the articles are those of the contributing parties and do not necessarily reflect the views of BIS Training Solutions.*

Publication mail agreement #42200022

Return undeliverable Canadian mail to:  
The SafetyNET  
4 - 41 Broadway Blvd  
Sherwood Park, AB T8H 2C1  
CANADA



**SAFETY  
FIRST  
TRAINING**



# ONTARIO'S **LEADING** HEALTH AND SAFETY TRAINING COMPANY FOR OVER 25 YEARS!



**ONSITE**

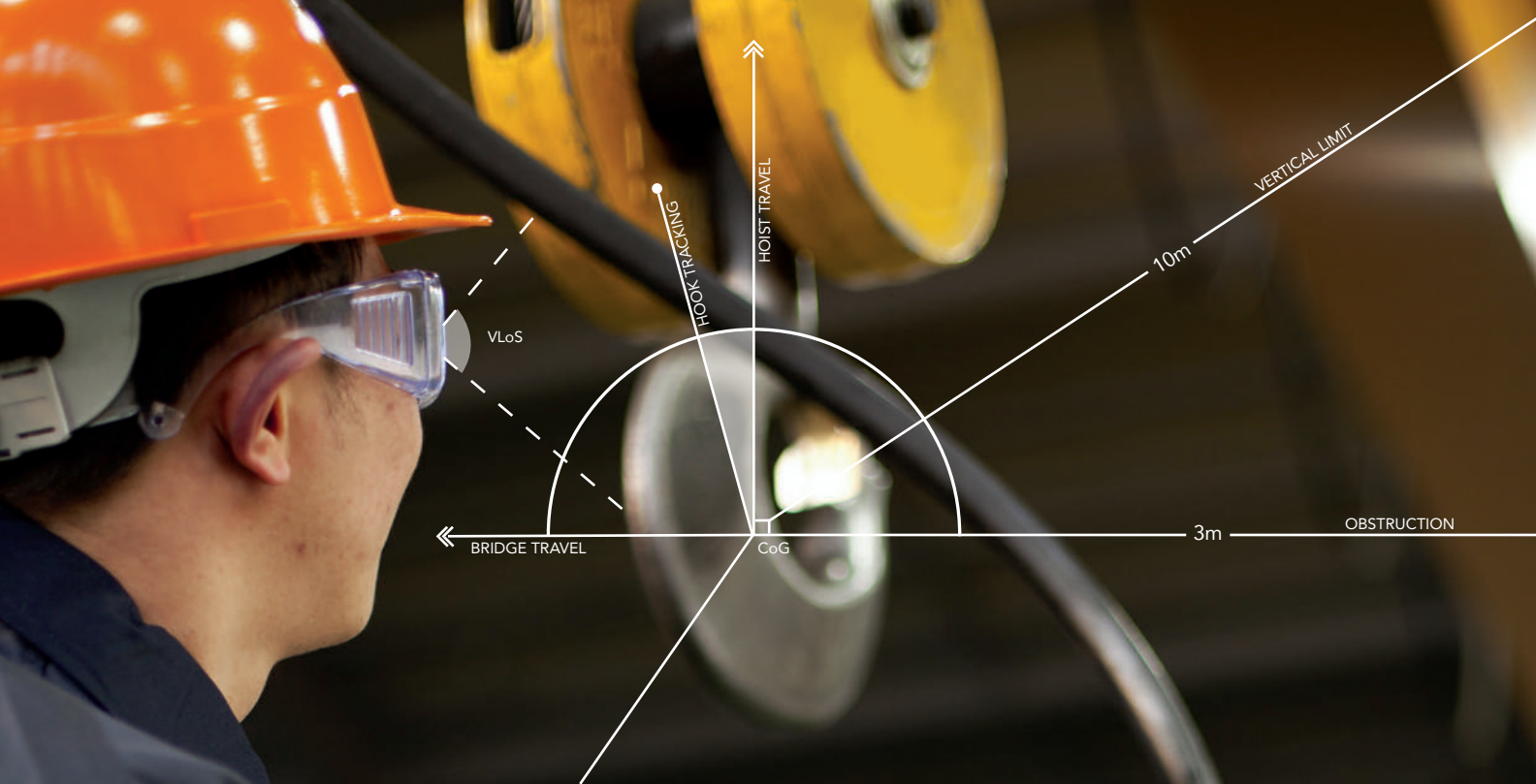


**ONLINE/LMS**

USE CODE **SFT16** AND RECEIVE A **15% DISCOUNT** OFF YOUR NEXT ONSITE TRAINING SESSION  
OFFER EXPIRES DECEMBER 31, 2016.

**WWW.SAFETYFIRSTTRAINING.CA**  
**INFO@SAFETYFIRSTTRAINING.CA**  
**HEAD OFFICE & TRAINING CENTER**  
2425 MATHESON BLVD EAST, 8TH FLOOR  
MISSISSAUGA, ON L4W 5K4

**CALL 905.672.3600**  
**TOLL FREE 1.855.672.3999**  
**INDUSTRIAL TRAINING CENTER**  
6760 DAVAND DRIVE, UNITS 2 & 3  
MISSISSAUGA, ON L5T 2L9



# VALIDATING COMPETENCY: SELECTING CRITERIA THAT COUNT

By **Shawn Robertson**  
Senior Training Manager, ENTREC

Competency—having the knowledge, experience, and skill to perform a task—has become one of the biggest buzzwords in today's business environment. It is not uncommon for companies to be asked by their clients during a pre-qualification process if a documented competency verification process is in place. Proving competencies has become an important part of conducting business, but doing so can be more difficult than it might seem. Objective measures such as written tests and résumés can attest to someone's knowledge and experience, but assessing someone's skill at a task is often subjective, resulting in outcomes that are dependent on the opinions of individual evaluators.

The first step many employers take when seeking to establish competency criteria for a given task is to consult a subject matter expert. After the expert explains how the task should be performed, a scale is usually established to grade employees, typically using general words and phrases like "excellent," "good," "satisfactory," "needs coaching," and "needs direct supervision." The competency assessment is then typed up and given to

several evaluators. When an employee undergoes an assessment, one evaluator may assign the employee a grade of "excellent," while a different evaluator assigns a grade of "good"—or even lower. Without a definitive set of criteria to assist them, evaluators simply make up their own.

I've seen this happen firsthand. At one of my previous jobs, we were concerned that our competency assessments were not giving us the desired results. To gauge the situation, we gathered six evaluators and asked them to assess our lead evaluator as he performed a task. We instructed him to execute some parts of the task correctly and some incorrectly, based on his own criteria. When we compared the results of the six evaluators afterwards, their grades varied from "A" to "F." The problem, we found, was that the evaluators had established their own set of criteria to assess performance of the task.

My current employer, ENTREC, experienced the same thing. The competencies that were in place used a simple scale, which resulted in evaluators creating their own criteria. With multiple branches and an evaluator at each branch, there



The problem, we found, was that the evaluators had established their own set of criteria to assess performance of the task.

was no way of ensuring all employees were evaluated using the same criteria. To improve this situation, we decided to bring the evaluators together in the same room to create a set of common criteria for our competency assessments.

We started by getting our crane operator evaluators together to take a closer look at how crane operation competency was being determined. We discovered that it was based on whether operators could lift a load and place it at various points around the crane in a controlled manner. Next, we wanted to find out how evaluators were assessing the level of skill with which operators were performing this task.

At this point in the competency assessment review process, when asked how they assess someone's skill, evaluators often say something like, "I can just tell." It usually takes some digging, in the form of questions and discussions, to unearth the specific criteria used.

In the case of crane operation competency, when asked how they evaluated the skill level of employees, our

evaluators agreed that a load must not swing out of control. Since "out of control" is a subjective phrase, we had to establish what it meant to them so that we could determine how it could be measured objectively. Eventually, they agreed that the specific criterion for determining if a load is "out of control" should be whether the load goes more than two feet off line. An unsatisfactory grade would be given if any operation exceeded that limit.

In the case of our truck and trailer competencies, our subject matter experts told us they evaluated operators' skill level based on whether right hand turns were "too wide." Again, we needed to take that subjective criterion and try to make it objective—how far from the curb would the trailer tires have to go in order to be considered "too wide"? The evaluators eventually agreed that if the trailer tires were more than half a lane away from the curb, it was to be considered a wide turn.

There are several advantages to establishing clear competency criteria using this kind of review. By establishing a set of objective criteria to evaluate skills,

assessments of competencies can remain consistent across the company, regardless of the evaluator. Establishing objective criteria also helps employees understand the grading process. At a previous job, I found that students who received unsatisfactory grades on a competency assessment often thought they had done much better than their grade indicated. After we developed objective criteria and shared them with the students before administering the competency test, feedback discussions afterward revealed that students' perceptions of their performance more closely mirrored the grades they received. Another benefit was that the feedback discussions themselves became less stressful, and students were more receptive to creating plans for improvement.

After creating objective criteria, it is crucial to ensure that evaluators actually use them during competency assessments. We have several protocols in place to achieve this at ENTREC. A training session is conducted with all employees before they are designated as evaluators. Then, during their first month as evaluators, they are observed by the lead trainer while conducting a competency assessment; and for the first couple of months, the lead trainer reviews completed competency documents with the evaluators. Finally, ENTREC conducts a yearly review of all evaluators. The yearly review consists of an analysis of the last two competency documents for each type of assessment the evaluators are qualified to complete, as well as an observation of them performing a competency assessment.



Given the high value placed on being able to measure competency in today's business world, it's more important than ever to not only have competency assessments in place, but to also ensure that objective criteria are set for them. The shared benefits can be invaluable to employers and employees alike. 🍌



**Shawn Robertson**  
Senior Training  
Manager,  
ENTREC

Shawn has been working in the training industry for 16 years. He has a certificate in Adult and Continuing Education from Saskatchewan University, and holds the designation of Certified Training and Development Professional from the Institute of Performance and Learning.

Shawn has designed and taught programs for the Ontario and Saskatchewan Mobile Crane Apprenticeship programs and for companies such as Cameco, PotashCorp, and Mosaic. At ENTREC, he has created competency tools and programs for mobile cranes, boom trucks, transport drivers, and powered mobile equipment operators.

## WHY TAKE CHANCES IN THE **REAL** WORLD?

When stakes are high, your company cannot afford to let your employees take chances by learning required skills on the work site through trial and error. Irwin's Industrial Safety offers state-of-the-art training programs with digitally interactive classrooms, multimedia rich online training, and one of the most advanced simulation environments available. Located within our Calgary training facilities, our simulated industrial plant can be tailored to recreate your work environment allowing your employees to experience customized scenarios complete with smoke machines, plant alarms, realistic lighting, and more. Imagine the possibilities.

- + CONFINED SPACE ENTRY & MONITOR
- + H<sub>2</sub>S
- + FALL PROTECTION
- + GAS DETECTION
- + GROUND DISTURBANCE

**TAKE YOUR TRAINING TO A WHOLE NEW  
LEVEL WITH IRWIN'S INDUSTRIAL SAFETY**



**1-855-747-9467**  
**WWW.IRWINSAFETY.COM**

# RIGGING AND CRANE TRAINING



## ONSITE

- Journeyman Crane Operator instructors
- Extensive hands-on training
- Pre- and post-training evaluation
- Comprehensive student manuals

## ONLINE

- Boom Truck Safety
- Overhead Cranes
- Rigging and Slings Safety
- And more

DEVELOPING COMPETENT  
CRANE OPERATORS FOR



**CRANESAFETY.COM**

For more information call  
780-464-1776





# LEADING AND LAGGING INDICATORS

## HOW DOES YOUR COMPANY MEASURE UP?

By **Emily Ortis**

British Columbia Regional  
Health, Safety & Quality  
Manager, A.J. Forsyth, a  
division of Russel Metals Inc.

In the field of occupational health and safety, the overall objective of gathering data is to analyze current performance and develop strategies to improve, which will ultimately lead to achieving organizational health and safety goals. In other words, measuring performance not only tells us how we are doing, but where we need to go.

However, with so many different performance indicators that can be measured, it can be difficult to determine which types of data will provide the best information. In order to ensure that only the most useful data is collected for measuring and tracking, organizations must determine which indicators should be measured. One of the first questions organizations need to answer is this: Should we measure lagging or leading indicators?

In safety, lagging indicators are measures of past events that are statements of fact; the number of lost time incidents in a year, for example, is a common lagging performance indicator. By contrast, leading indicators focus on the future, and have been defined by the Campbell Institute as “proactive, preventative, and predictive measures that... drive the identification and elimination or control of risks in the workplace....” Examples of leading indicators include safety training and safety audits.

Once measurement indicators are determined, those metrics must be tied directly to organizational performance goals and targets. These organizational objectives should follow the S.M.A.R.T. principle: they should be specific, measurable, attainable, realistic, and timely.

Performance can be measured using a combination of lagging and leading indicators to take a high-level snapshot of a company's health and safety performance in injury and incident reduction. At A.J. Forsyth, for example, there are four main lagging indicators used to gauge past performance: first aid, medical aid, lost time, and property damage incidents. All lagging indicators are tracked using the following metrics:

- Type of incident per month
- Location of the incident
- Employee involved in the incident
- Shift the incident happened on
- Whether the incident occurred inside or outside
- Whether the employee was working with someone or alone

Further analysis of specific data is then used to pinpoint injury causes and trends. These metrics include:

- Type of incident (e.g. over-exertion or fall from elevation)
- Nature of injury (e.g. sprain, strain, burn, fracture, or occupational illness)
- Injured part of body (e.g. eyes, fingers, back, or neck)

Based on these indicators, management can identify corrective actions and develop smart goals to aid in injury and incident reduction. These metrics are tracked using an



Measuring performance not only tells us how we are doing, but where we need to go.

online incident investigation system on our intranet. The system allows managers and supervisors to enter incident information, document investigative processes, and track corrective actions, which are then assigned to a specific person to be completed in a specified time. The incident statistics are then shared across the province as a toolbox talk, which facilitates an opportunity to learn from each other's past incidents.

In addition to the lagging indicators mentioned above, other less obvious metrics can be tracked. For example, employers can track the number of errors per shift, tardiness, absenteeism, and behavioural issues. Given the significant safety concerns in an industrial environment, these additional indicators can alert managers to changes in employee behaviour that may warrant further investigation. The process of management continually monitoring employees' ability to perform their jobs safely by measuring performance is one of many ways employers demonstrate due diligence.

On the opposite end of the spectrum are leading indicators, which are equally important because they provide proactive measures for continual improvement. Annually, our Safety Leadership Team determines health and safety goals for the next year. The leading indicators that are used include training, communication, emergency preparedness, audits and inspections, near miss reporting, documentation management, and health and safety innovation.

Within each leading indicator, the following criteria is measured against established targets:

- **Training.** All employees receive a minimum of six hours of safety-related training per year, in addition to compulsory training such as first aid certification or health and safety committee member training.
- **Communication.** Monthly incident summaries are delivered during monthly toolbox talks.



- **Emergency preparedness.** Annual emergency drills measure time and deficiencies compared to previous years; feedback from drills is reflected in the annual update of each location's emergency plan.
- **Auditing and inspections.** All branches perform weekly safety behaviour audits, monthly site inspections, annual third party inspections of lifting equipment, and annual COR audits.
- **Near miss reporting.** All near misses are reported and tracked monthly using the online investigation system.
- **Documentation management.** Safe work procedures, safe operating practices, risk assessments, and safety policies are reviewed and revised according to an established target.
- **Health and safety innovation.** Opportunity for Improvement forms are used to track recommendations from anyone in the organization in areas of hazard identification, wellness, and more.

At A.J. Forsyth, indicators are currently tracked using Excel and a learning management system (LMS). Any challenges in achieving targets are discussed by the location managers during a quarterly Safety Leadership Team conference call. Often, challenges that one location experiences are also encountered by the rest; sharing these challenges ultimately results in opportunities for improvement.

For example, in 2014, approximately 40% of branches did not achieve their annual employee training target due to the scarcity of training resources in remote locations. To address this challenge, an LMS solution was implemented, allowing users to complete online training anywhere and anytime; as a result, all locations met their 2015 training targets. The LMS also served as a tool for measuring training delivery, job competency, and a monthly toolbox talk, all of which were previously tracked using cumbersome and time-consuming spreadsheets. This opportunity for improvement is credited to the measurement of leading indicators, which ultimately had a positive impact on the organization's overall safety culture and performance.

It's important to note, however, that you do not need expensive software to effectively measure safety, as long as what you are evaluating is clearly defined and how you measure indicators is applied consistently. Keep in mind that when it comes to measuring safety, a picture is worth a thousand words. The use of graphs and pie charts quickly relays information that is easy to understand and provides visual emphasis on performance.

It is often said, "How can we fix a problem unless we know about it?" Measuring safety is one way to continually identify performance trends and allow organizations to proactively seek out potential problems before they are realized in the form of an injury or incident. 📊



**Emily Ortis**  
B.C. Regional  
Health, Safety &  
Quality Manager  
with A.J. Forsyth,  
a division of  
Russel Metals Inc.

Emily Ortis holds the position of Regional Health, Safety & Quality Manager for the province of British Columbia with A.J. Forsyth, a division of Russel Metals Inc. Emily has over eight years of strategic occupational health and safety management experience in retail, construction, logistics, heavy-duty machinery, oil and gas, and metal services.

Emily has a Bachelor of Business Administration in Human Resources Management, a diploma in Business Management, and is a Certified Health & Safety Consultant.

Security Guards  
Patrols  
Loss Prevention  
K9 - Drug & Alcohol Searches  
Event Security  
Cash in Transit - Armoured Division  
Investigative Services

**Training**  
Working at Heights  
First Aid & CPR  
Online Training



Jaysson Piercy  
Sales Manager  
**NORPRO**  
Security and Investigations

OFFICE 705-949-3227

CELL 705-943-2501

1-800-461-5114

jpiercy@norpro.ca  
www.norpro.ca

*“your total  
solutions provider”*

# NEED TRAINING SOLUTIONS? GO TO THE SOURCE.

TrainingSource.ca is committed to offering the most comprehensive selection of certified online training courses in Canada. Our constantly growing library of over 300 courses, together with our web-based LMS solution, give you cost-effective tools to maintain a fully trained workforce ready to meet tomorrow's challenges.

## Our extensive training library includes:

- ✓ Ground Disturbance for Supervisors 201
- ✓ Caught-In or -Between Hazards in Construction
- ✓ Hazard Identification, Assessment, and Control
- ✓ Propane Handling & Exchange
- ✓ Traffic Control Persons for Construction
- ✓ Fall Prevention for Construction
- ✓ Fall Protection (Alberta Edition)
- ✓ Forklift Workshop for Construction
- ✓ Scaffolds for Construction
- ✓ Hydraulic Safety in Construction
- ✓ WHMIS 2015
- ✓ And so much more...

Visit [www.TrainingSource.ca](http://www.TrainingSource.ca)  
or call us toll-free at 1-877-687-6872



# SHIFTING GEARS: A ROAD MAP TO MEASURING DRIVER SAFETY

By **Dr. Randy Flemmer**  
President, Fleet Safety  
International

**B**y the time you've finished reading this sentence, a motor vehicle will have crashed. By the time you've finished reading this paragraph, at least three vehicle-related injuries will have occurred. By the time you've finished reading the articles in this magazine, someone will have died in a motor vehicle crash. Millions of drivers are on the road at this very moment, so it's not hard to understand why driver-related incidents are consistently one of the top five causes of workplace fatalities. But do they have to be? The truth is, it's our responsibility to take action and keep drivers safe. The first step in doing so is to establish effective methods for measuring driver safety.

Over the years, companies have experimented with many methods for measuring, tracking, and improving driver safety. Some companies measure and evaluate driver safety with pre-driving protocols before they even hit the road.

Often these protocols involve:

- Reviewing documents such as driver's licence abstracts and criminal record checks for any red flags
- Conducting drug and alcohol testing
- Performing driver evaluations

Other companies track historical data to measure driver safety, such as the number and type of collisions and traffic violations, times and dates of incidents, kilometres travelled prior to an incident, and common incident locations. All of these methods have tremendous value and can contribute toward a good safety plan to prevent high risk drivers from

ever getting behind the wheel of a company vehicle. However, these strategies alone are not enough.

The problem is that many of these traditional measurements occur infrequently. This produces inconsistent results which, in turn, produce insufficient performance feedback. Many of these methods also fail to identify, measure, and manage behaviours that contribute to collisions, such as:

- Aggressive driving behaviours
  - Tailgating
  - Excessive lane changing
  - Hard braking
  - Quick acceleration
  - Speeding
- Distracted driving behaviours
  - Cell phone use
  - Eating
  - Interacting with things or people in the vehicle

By failing to adequately manage these dangerous driving behaviours, risk-taking drivers may not be detected until it's too late. Ironically, this lack of identification and measurement sets the stage for these

unsafe drivers to be rewarded by their companies for their clean driving records, when in reality they're being recognized for not getting caught.

For those reasons, a number of companies have begun to re-evaluate their strategies. In search of more data, many companies now institute "How's my driving?" programs that allow any motorist to report an employee's unsafe driving behaviour by phoning or texting the number on the back of the company vehicle. These programs are further improved when other technologies like black boxes, GPS systems, and GoPro cameras are added to provide continual monitoring and tracking of driver behaviour.

Every year, new technologies are being released to help improve driver safety. Whatever route your organization takes, understand that it should be used in combination with traditional measurement methods and other incident prevention tactics—such as written policies and procedures, driver agreements, vehicle maintenance and inspection programs, disciplinary action systems, and driver training. No one system is ever enough on its own, and no system will ever be successful without administrative commitment, resource allocation, and consistency of practice.

Margaret Mead wisely advised us to never doubt that a small group of highly thoughtful, committed citizens can change the world. If we dedicate our time and resources to the consistent measurement and ownership of driver safety, we can reduce collision costs, minimize lost revenue, and, most importantly, help save lives. 🌱



**Dr. Randy Flemmer**  
President,  
Fleet Safety  
International

Dr. Randy Flemmer is the President of Fleet Safety International, a Calgary-based organization that has been offering corporate driver training, online training, and consulting services for over 30 years.

He is also the creator of the SAFER™ System strategic and behaviour-based driver training program.

# Online Driver Training



**Why spend time in a classroom taking a driver training course when you can spend the time in the comfort of your own home?**

Designed by Fleet Safety International, these online driver training programs allow participants to work comfortably at home, at their convenience. All programs and courses are well-researched and designed to be interactive in nature.

- Defensive Driving
- Defensive Driving (USA)
- Defensive Driving: 3 Demerit Reduction
- Drowsy Driving: Taking Responsibility
- Professional Driver Improvement (PDIC)
- Air Brakes Study Guide
- Fatigue Management for Supervisors
- Learner's Permit Preparation (Alberta)
- School Bus Inspections
- Winter Driving





# The Thief in Plain Sight

What's **stealing** from your bottom line?

Susan Sawatzky  
President, In-Scope Solutions

**I**t robs companies of an estimated \$20 billion each year.<sup>i</sup> Eighty-three percent of employers consider it one of the top risk factors in the workforce.<sup>ii</sup> Its M.O.? Causing 19% of repeated workplace absences, 30% of short-term and long-

term disability costs, 60% of workplace accidents, 40% of employee turnover, 55% of Employee Assistance Plan costs, and 10% of drug plan costs.<sup>iii</sup> What is it that's so detrimental to worker safety and your company's bottom line?

# Stress

In Canada, 1 in 4 workers report that they are highly stressed, with work being the main source of stress approximately 60% of the time.<sup>iv</sup> Because stress has such a far-reaching impact on mental and physical health, productivity, and frequency of workplace incidents,<sup>v</sup> proactive companies have begun searching for tools to better assess, measure, and mitigate workplace stress.

A quick way to assess and measure stress is through behavioural observation. Behavioural observation allows you to evaluate if employees are engaged in their work, if interactions are positive, and if overall morale is high. Employee surveys can be another great tool for assessing and measuring stress as they often uncover underlying issues that employees may not feel comfortable discussing. Survey samplings can give quick insight into issues and help identify immediate fixes that should be made. To probe further, these samplings can be followed up with larger or more targeted surveys in combination with employee feedback. To go even deeper, an analysis of organizational metrics can be used to reveal lagging indicators of stress in your workplace.

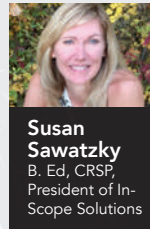
Regardless of the type of assessment being used, they should all be made using criteria that gauge the 5 key contributing factors of stress:

1. High work demands
2. Low levels of control and influence
3. Few or no employee rewards
4. A sense of unfairness
5. A lack of managerial or organizational support<sup>vi</sup>

Based on your observations, you can then re-evaluate existing policies and practices in relation to psychological health.

With strategic criteria and targeted policies in place, it becomes possible to create action plans focused on addressing the identified stressors. For example, if you identified that employees felt they lacked control or influence over their work, strategies could focus on increasing their autonomy by giving them more control over their workflow and providing them with more decision making opportunities. You may also look at developing better supervisor training, providing flexible work options, or requesting employee input on important decisions. Additional stress management solutions could include implementing Employee Assistance Programs, providing stress resiliency training, and promoting good physical and mental health. All of these solutions help employees expand their repertoire of successful coping skills and strategies.

As the statistics suggest, the effects of employee stress can be costly. Once recognized, however, every dollar invested in stress prevention is worth \$3.40 in future savings.<sup>vii</sup> Employers who create optimal work environments and help employees better manage their stress have demonstrated marketplace advantages<sup>viii</sup>—not to mention a happier and more productive workplace.



Susan Sawatzky, B. Ed, CRSP, President of In-Scope Solutions, is an independent safety consultant specializing in Fatigue and Stress Management.

Susan speaks internationally on the topics of fatigue and stress factors in the workplace. She is an instructor at the University of Calgary and the University of New Brunswick.

<sup>i</sup> Anderssen, E. (2011, June 17). Ottawa to fund mental-health strategy: First-ever Canadian standards to tackle problem estimated to cost \$20-billion a year in workplace losses alone. The Globe and Mail, p. A3.

<sup>ii</sup> Towers Watson. (2014, February). 2013/2014 Staying@Work Report – Canada Summary. Retrieved March 22, 2016, from <https://www.towerswatson.com/en-CA/Insights/IC-Types/Survey-Research-Results/2014/02/>

<sup>iii</sup> Tangri, R. (2003, March 31). StressCosts Stress-Cures. Retrieved March 22, 2016, from <http://www.secretstips.com/Vault/StressCostsStressCures.pdf>

<sup>iv</sup> Crompton, S. (2011, October 13). What's stressing the stressed? Main sources of stress among workers. Retrieved March 22, 2016, from <http://www.statcan.gc.ca/pub/11-008-x/2011002/article/11562-eng.htm>

<sup>v</sup> Guarding Minds. (n.d.). The Business Case for Psychological Health & Safety: How does employee psychological health impact an organization? Negative Impacts. Retrieved March 22, 2016, from [http://www.guardingmindsatwork.ca/info/safety\\_why/business\\_case](http://www.guardingmindsatwork.ca/info/safety_why/business_case)

<sup>vi</sup> Standards Council of Canada. (2013, January). Psychological health and safety in the workplace — Prevention, promotion, and guidance to staged implementation. Retrieved March 22, 2016, from [http://www.csagroup.org/documents/codes-and-standards/publications/CAN\\_CSA-Z1003-13\\_BNQ\\_9700-803\\_2013\\_EN.pdf](http://www.csagroup.org/documents/codes-and-standards/publications/CAN_CSA-Z1003-13_BNQ_9700-803_2013_EN.pdf)

<sup>vii</sup> Canadian Federation of Independent Business. (n.d.). Managing stress at work: a how-to for employers. Retrieved March 22, 2016, from <http://www.cfib-fcei.ca/english/article/2922-managing-stress-at-work-a-how-to-for-employers.html#1>

<sup>viii</sup> Towers Watson. Ibid.



## Empowering effective workplace solutions

Creating environments where people want to be

Stress Management

Workplace Psychological  
Health and Safety

Fatigue Management

**Susan Sawatzky, President**  
**Contact: 403-874-8271**  
**Info@In-Scope.ca**  
**In-Scope.ca**

**Training, Lunch and Learns, and Workshops**  
**Targeted Organizational Assessment of Risk Areas**  
**Personalized Strategy Development and Implementation**





**CAYCAN**

SAFETY CONSULTING LTD.

# ***DRIVING SAFETY***

## ***ONLINE TRAINING***

*Cargo Securement*

*Hours of Service*

*Weights and Dimensions*

*Pre-Trip Inspection*

*Defensive Driving*

*TDG*

*Air Brakes*

## ***COMPLIANCE***

*NSC Audits*

*Safety and Maintenance  
Programs*

*For over a decade, CayCan Safety Consulting Ltd. has been dedicated to providing high-quality safety solutions for the transportation industry. Experience in heavy duty mechanics, transportation regulations, OH&S certification, and truck ownership allows our company to confidently help you and your employees comply with legislation, train drivers, develop processes, and create procedures to ensure safety and success.*

***[www.caycan.ca](http://www.caycan.ca)***



# GAME TIME:

## CAN YOUR TEAM'S SAFETY STRATEGY GO THE DISTANCE?

By **Sharayah Piercey**  
Contributing Editor, BIS Training Solutions

Measuring safety will **not** decrease incidents in your workplace.

What do you think of that statement? Maybe you think it's absolutely untrue; but then again, maybe you completely agree. If so, you're not alone. Many companies don't believe measuring safety has any effect on reducing workplace incidents—a perspective that often results either from an ineffective and forced approach to safety measurement, or from failure to do anything meaningful with the information gathered. The fact is, measuring safety on its own won't decrease incidents in your workplace unless it's supported with a targeted game plan and proper management.

As Ted Lane, a retired OH&S officer for the Government of Alberta, puts it, "How you measure safety depends on how you manage safety in the first place." In other words, is your company managing safety so it can defend itself if an incident occurs, or is it on the offensive, striving to prevent incidents from happening in the first place? Either strategy drastically impacts your approach to measuring safety and, ultimately, your team's chances of success.

The most common strategy for measuring safety is to begin by asking, "How many incidents have we had?" While asking this question isn't bad in itself, measuring past incidents without using the information to prevent recurrences is a purely defensive approach to safety. Companies that use this approach often develop their safety programs with a focus on ensuring legislative compliance and building a due diligence defense. Therefore, safety measurement becomes less about prevention and more about preparation for impending safety system failures.

Even when companies with a defensive approach implement more preventative measurement strategies, such as safety observation cards, they often use the tools defensively—for example, making the cards mandatory to demonstrate due diligence. Jamie Stride, an HSE lead in Fort McMurray, tells us what can happen when this approach is taken:

"I've worked with some groups where they used [leading and lagging] indicators as a way to measure their mandatory paperwork.... This company made it mandatory for every worker to put in at least five cards



per month.... It got to the point that supervisors and workers were manufacturing cards to meet quotas.... What kind of value does this have for a safety management system?"

While the defensive approach focuses on being reactive, the preventative—or offensive—approach focuses on being proactive. An offensive approach strives to identify and address root causes of unsafe work practices and incidents. Often companies with this approach spend significant time looking for small indicators of potentially bigger problems—such as frequent use of first aid kits and near miss occurrences. They focus on measuring and eliminating smaller issues in hopes that this will prevent larger ones.

Just like the defensive approach to measurement, the offensive approach is ineffective on its own. Without a goal for your efforts, you could measure every aspect of your entire operation in vain trying to identify potential causes of future incidents. Not only is this an inefficient use of company time, money, and effort, it's an exercise in futility. The fact is that you need quantifiable historical data to lead your team in the right direction.

Just like any sports team, your company needs both strong defensive and offensive plays in its game plan. As Wayne Brown, an HSE advisor in the UK, puts it, "Organizations need to recognize that there is no single reliable measure of health and safety performance. What is required is a [...] balanced scorecard." If you only play a defensive game, you may never see a win; and if you only play offensively, you leave yourself open to unexpected breakaways and eventual defeats. Measuring safety requires a balanced and flexible strategy—and if you can come up with one, you'll have a good chance of winning the safety game. 🏆



**Sharayah Piercey**  
Contributing  
Editor,  
BIS Training  
Solutions

Sharayah Piercey graduated from MacEwan University with a Bachelor of Applied Communications in Professional Writing in 2014.

She's worked for BIS Training Solutions for almost 2 years as a writer/editor for online course development.



**TPS**  
GROUP OF COMPANIES  
Stability with Strong Roots!



- Workplace Management
- Training / Safety / Consulting
- Transportation Solutions

**1.866.244.3334**  
**tpsgroup.ca**



# ONLINE SITE ORIENTATIONS

## COURSE DEVELOPMENT

Drawing on years of experience, our team of professionals provides comprehensive end-to-end development services, from script edit to post-production and everything in between.

## VIRTUAL PROCTORING

Ensure that the people who need to complete the orientation are actually the ones who do by verifying their identity online against government-issued photo ID.

## HOSTING & TECHNICAL SUPPORT

Host your site orientation online, where it can be accessed 24 hours a day, 7 days a week on compatible Internet-enabled devices.

Streamline the onboarding process by allowing us to develop and host your orientation online. Not only will this enable your employees and contractors to complete their training anywhere and anytime the Internet is available, but the built-in identification verification and comprehensive reporting tools provide the documentation you need to achieve compliance.

**Let us take care of it all.**

**TRAINANDDEVELOP.CA**





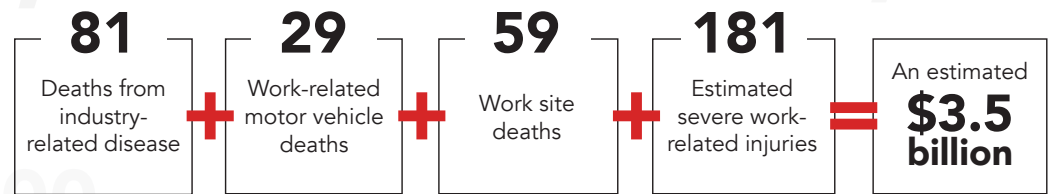


# Is Investing In Safety Worth The **COST?**

An ounce of  
prevention may be  
worth a pound of  
cure—and millions  
of dollars—for your  
business

By **Ted Lane**  
Senior Consultant, Vectis Safety Services Ltd.

## Adding Up The Costs



During the twenty-five years I spent as an occupational health and safety officer investigating industrial accidents, I became interested in trying to measure their true costs, from a human as well as financial perspective. The costs of accidents in my home province of Alberta were of particular interest to me. If those costs could be measured, it might be possible to use a cost-benefit analysis to determine whether additional investments in safety by Alberta companies would be more than offset by the cost reduction realized as a result of fewer accidents. If so, then such spending would have to be considered as a profitable investment, rather than an undesirable overhead cost.

We can begin by considering some statistics. In 2014, a total of 169 Albertans were killed due to work-related causes—81 as a result of industry-related diseases, 29 in work-related motor vehicle accidents, and 59 in work site accidents. The Government of Alberta does not publish similar numbers regarding workers who sustain severe injuries, but that number is likely as high, if not higher, than the number of fatalities. Thus, we can assume for the sake of argument that in an average year, at least 350 Albertans are killed or severely injured as a result of work-related accidents.

There are several methods for determining the costs of accidents such as these. They usually take into account direct and indirect financial costs, as well as human costs. Direct costs are those that directly arise from an accident, such as medical and rehabilitation expenses for injured workers, lost time and production, and increased worker compensation payments. Indirect costs are much more difficult to identify and evaluate, but can include the economic losses incurred by a worker's family, reduced productivity due to poor worker morale, and the cost of training and integrating a replacement worker into the work team. Most cost determination methods estimate the indirect costs of an accident by applying a multiplier between 3 and 4 to the direct costs.

The human costs paid by families that lose a husband, wife, mother, father, son, or daughter must also be considered. Those who have lost loved ones to work-related accidents or illnesses know that the human costs can last forever. Although Alberta does not place a financial value on the human costs of an accident, a substantial financial value is often placed on human loss in other parts of the world, particularly where compensation is determined through civil court actions rather than by worker compensation boards.

As is now evident, accident-related costs are significant. But what about the costs of implementing safety measures? Employers must ensure the health and safety of their workers by complying with safety requirements that are specified in provincial and federal health and safety legislation. To achieve this, employers are required to carry out hazard assessments

to eliminate or control existing and potential hazards at work sites—a potentially expensive endeavour. Employers must also create safety policies and procedures, provide safety training and supervision to workers, and make them aware of their own safety responsibilities—all of which can be costly over time.

It's clear that making a work site safe comes at a price; however, failure to make it safe also has a price. Which price is worth paying? To try to answer that question, let's take a look at a fictional example of how various costs factor into a typical company's approach to safety, and what the implications are in terms of our cost-benefit analysis.

Acme Products has 80 front line workers who maintain, repair, test, and certify oilfield equipment. The company has calculated its overhead costs to be 350% of each worker's gross salary. This means that for every dollar a front line worker earns, his work has to generate \$4.50 in revenue for the company to break even.

Acme employs a safety manager who is responsible for creating safety policies, training new workers, carrying out routine safety inspections, monitoring field level hazard assessments (FLHAs), and liaising with workers, supervisors, and managers on safety-related issues. The safety manager has an assistant, as well as access to administrative support staff. New workers are provided with one day of safety training when they are hired, and their work is occasionally observed by the safety team. In addition, there is an annual one-day safety shutdown meeting. The company has calculated the total cost of safety compliance, including the safety team's salaries and vehicle expenses, the salaries of the administrative support staff, mandatory new hire training, and the annual shutdown meeting, to be \$220,000 per year.

The details of this very specific example are not intended to be a lesson in accounting, but rather to demonstrate that safety compliance functions can be identified and accurately costed by an employer. At \$220,000 per year, or approximately \$2,750 for each front line worker, Acme assumes that this cost will not generate any returns. Safety compliance is seen as an unwelcome cost to the company, and the recovery of that cost is included in the 350% overhead calculation. The safety team is not given much management attention or support, and worker safety is not given resource priority.

One day, due to a series of preventable safety lapses, an operator at Acme is crushed between the moving tool holder and enclosure of a lathe. He suffers extensive injuries, including broken bones and severe internal organ damage. As a result of his injuries, he will never be able to return to work and will require continuing professional health care for the rest of his life.

The effects on Acme are disastrous. Occupational health and safety investigators shut down Acme's shop for one week to gather evidence. Because of the shutdown, the company fails to meet two contract deadlines and suffers financial penalties, as well as the loss of two valuable customers. Soon afterwards, the company is prosecuted and fined \$500,000 for its role in the accident, incurring a further \$300,000 in legal fees. When production finally does resume, quality and performance is affected because of low morale, and several key workers leave the company.

In the end, Acme conducts an analysis of the total costs to the company from the accident. Direct costs are calculated to be approximately \$4 million. Using an accident cost model with a multiplier of 3.5, indirect costs are estimated to be \$14 million, resulting in a total cost of \$18 million. Acme learns its lesson the hard way—the costs of an accident can far outweigh the cost of prioritizing safety.

Back in the real world, if we consider our Acme example and conservatively estimate an average cost per accident of \$10 million, and multiply that by our previously estimated 350 work-related fatalities and severe injuries annually in Alberta, then the total cost of serious workplace accidents in Alberta for one year would be \$3.5 billion.

During my time as an OH&S officer, I investigated hundreds of serious workplace accidents. In most of those cases, the accident was completely preventable and could have been avoided. If companies can increase their safety spending and achieve a 75% reduction in serious workplace accidents across the province, which I consider to be a completely realistic target, then we have identified a very real investment opportunity for Alberta businesses. Successful businesses understand the importance of cost control; and as we have just seen, the cost of not prioritizing safety can be staggering—in both financial and human terms. 📉



**Ted Lane**  
Senior  
Consultant,  
Vectis Safety  
Services Ltd.

Ted Lane began his career with OH&S in England as an inspector. Ted was subsequently seconded to the British Health and Safety Executive, specializing in the investigation of serious workplace accidents throughout the United Kingdom.

In 2000, Ted returned to Alberta and worked for the Alberta Government as an OH&S officer, retiring in 2014. He now operates Vectis Safety Services Ltd., a safety training company.



## WHMIS 2015 Online Course

**The knowledge you need to stay safe when  
working with hazardous products.**

CLAC's online WHMIS 2015 course implements the GHS standard for hazard classification and communication.

It aims to keep workers safe and prevent workplace injuries, diseases, and deaths resulting from the storage and use of hazardous products.

Get certified today!

Visit [clac.ca/WHMIS2015](http://clac.ca/WHMIS2015) to learn  
more and sign up.

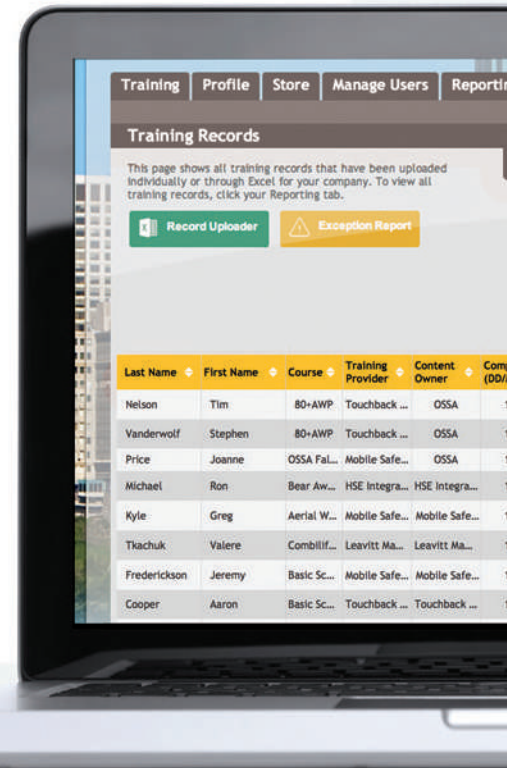
# WHY SETTLE FOR LESS, WHEN YOU CAN HAVE IT ALL?

**Introducing a secure cloud-based application with an innovative suite of features that support safety and compliance.**

Discover a leading-edge, all-in-one safety training solution that enables you to:

- Create user accounts to store employees' information, including start dates, company IDs, and driving credentials, as well as documents such as résumés and new hire forms
- Upload historical training records for new and existing employees, including expiry dates and certificates
- Set training requirements by company role and location, allowing the application to identify training gaps
- Create and assign online courses based on identified needs
- Access a central course library, comprised of training programs developed by leading subject matter experts from across the country
- Schedule hands-on classroom training sessions to supplement online theory
- Develop customized online forms and assessments for a variety of applications, including validating competencies, providing one-on-one coaching, and completing annual performance reviews

**Read on to find out what this industry-leading online solution can do for you.**



# ACCOUNT MANAGEMENT

Training | Profile | Store | Manage Users | Reporting | Admin | Purchases | Calendar

**Dave Oak's profile** Account created: May 8, 2015 Last logged in: May 28, 2015  
Created by: Natasha Status: Active Direct Login

**User Information**

First name: \* Dave  
Middle name: J.  
Last name: \* Oak  
Address: P.O. Box 2741  
City: Regina  
Country: \* Canada  
Prov/State: \* Saskatchewan  
Postal/Zip code: S4P 3G7  
Work phone: 304 924 7664  
Cell phone:  
Home phone:  
Email: doak@citytms.com  
Notifications: ON

**Account Information**

Username: \* doak05  
Password: \*\*\*\*\*  
User language: English  
User role: \* Instructor Manager  
Senior Reporting Manager  
Proctor Manager  
Content Manager  
Admin Manager  
Location Admin  
Course Admin  
Client Admin

Notes:  
Training course uploaded. (Jul 27 2015 - Dave)  
Gas Detection was added (May 08 2015 - Natasha)  
Fall Protection was added (May 08 2015 - Natasha)  
H2S was added to this account (May 08 2015 - Natasha)  
MHA/SAFE course scheduled for 08/08/2015 at 09:00 AM

CEUs (Continuing Education Credits):

**Company Information**

Company: Oak Industrial  
User ID: 17452  
Company Roles: --Select One--  
Assistant Driver  
Ballast Control Operator  
Barge Captain  
Required Training Topics: Gas Detection  
Instructor: \*

Member: \*  
Start Date: 08/07/2015  
Supervisor: Mike Desjardins  
Mentor: Mark Hornshead  
Auditor: Sue Ferguson Add

\* Required fields Deactivate Move Reset Password Save

**Driving Information**

**Licence Information** Risk class:

Licence Number: 645234-984 Expiry: 28/09/18  
Country: Canada Risk class: Low  
Prov/State: Alberta Company sanctioned driver: Yes

**Documents**

**Document Details**

Title: New Hire Form  
Issue/Completion date: 16/05/2015  
Expiry: 16/05/2017

**Rewards**

Add points: 10 Add  
Total points: 0

**Pyramid Diagram:**

- Fitness Participation
- Wellness Knowledge
- Goal Setting
- Business Knowledge
- Achievement Level

Notes:

**Training**

Online Courses, Forms, and Assessments Summary Report

Title	Course Owner	Permission Type	Provided By	Action
Client Admin Tutorial	BIS Training & Development	By role	-	
Fall Protection	Alberta BC Safety	By user	Natasha	Deactivate

**Completed Training**

Title	Mark Completed	Expiry	Results	Permission Type	Provided By	Certificate	Action
Fall Arrest	90%	02/06/2015	02/06/2018	Training Record	Dan		Delete Edit

At the heart of the application is a robust account management system that can be used to create unique user profiles in order to store and manage all pertinent employee information.

## User Information

Utilizing the integrated account management system, all of your employees' contact details, such as addresses, phone numbers, and email addresses, can be securely accessed online.

## Company Information

If your employees are assigned ID numbers, these unique identifiers can be stored together with any training requirements based on your employees' specific company roles and locations. You can also map out relationships between employees and their managers, supervisors, instructors, mentors, coaches, and evaluators.

## Driving Information

Keeping your drivers' information up-to-date and easily accessible is simple with the integrated driver information tracking tool. This section of each employee's profile can be used to track and store licence information, risk class, abstracts, traffic violations, collision information, annual assessments, medical and DOT certifications, hazmat endorsements, consent forms, and more. To reduce the risk of non-compliance, automated notifications can be set to warn you and your employees before their certificates expire.

## Documentation

To eliminate the need to maintain physical employee files, a document management section is included in each user profile. This feature allows administrators to scan and upload documents, such as signed company policies, directly into each employee's account.

## Rewards Tracking

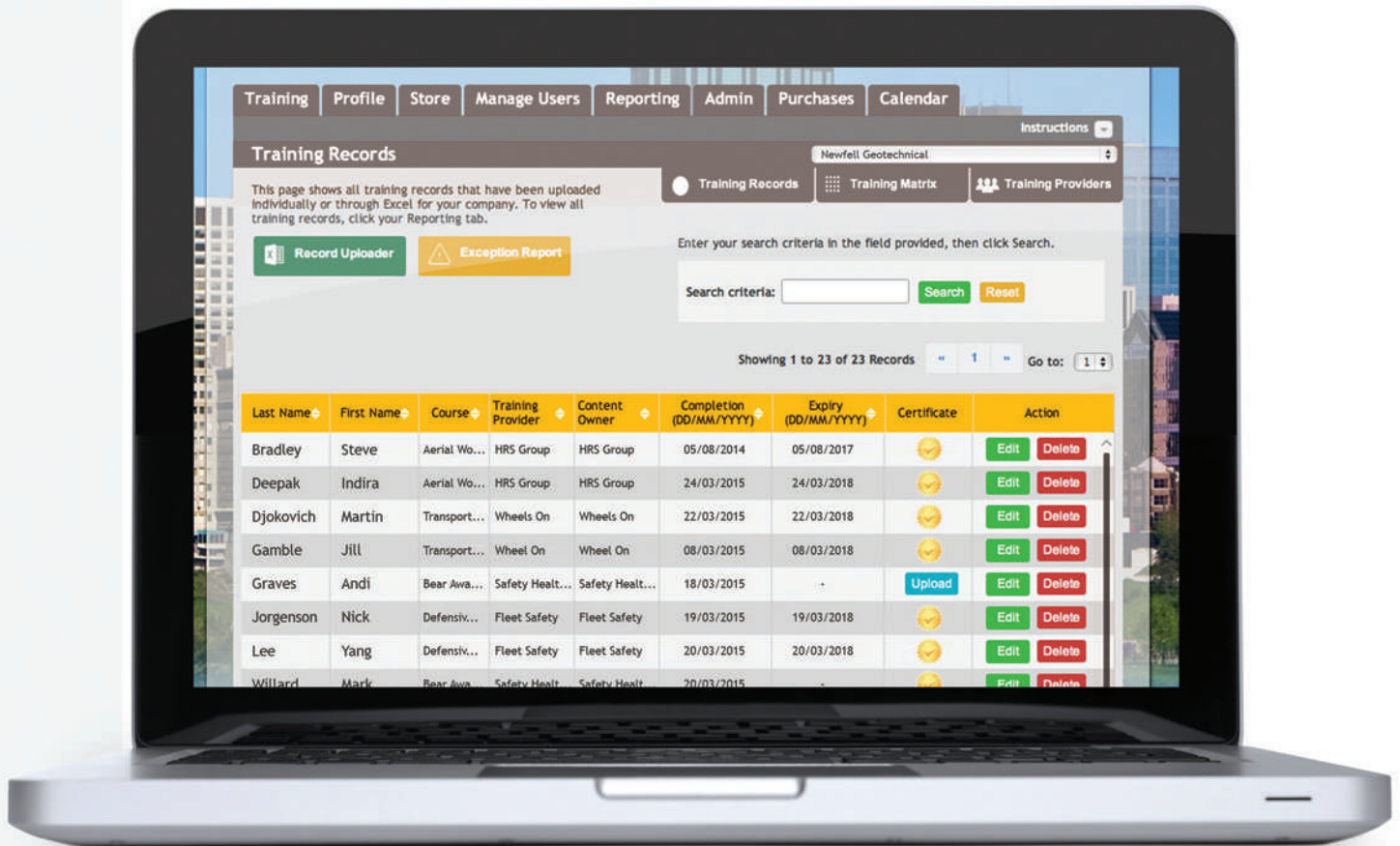
Included in each user profile is a rewards management tool that tracks and recognizes employee achievements. This tool enables you to set five distinct performance milestones for your employees; track and award points based on performance; record explanations for point assignment; and manage point redemption.

## Training Dashboard

A training dashboard in each employee's account displays a comprehensive list of online and classroom training courses that are available, in progress, or complete. For courses that have been completed online through this application, the training dashboard also displays test results, completion times, certificates, and more.

## BENEFITS

- Use the Notes field to add comments to an employee's account or view system-generated entries created by the built-in audit tool
- Download employees' training records as print-ready PDF documents
- Archive historic training records



# TRAINING RECORD MANAGEMENT SYSTEM

Save valuable time, money, and effort by centrally managing and maintaining records using the integrated Training Record Management System. By uploading historical training information, including copies of certificates and associated expiry dates, you can create a powerful online database that can be accessed anytime, anywhere your team has access to the Internet.

Have lots of records? No problem. Using Excel, you can upload thousands of training records in minutes.

The application also makes it possible to receive email notifications before your employees' training expires so you don't find out when they arrive on the job site where delays can be costly.

## BENEFITS

- Upload training records en masse using Excel
- Set notifications to automatically warn employees and managers of expiring certificates
- Reduce administrative costs by allowing employees to upload their own training records



# TRAINING MATRIX

Wish you could automatically assign training to employees based on their job title and location? It's easy with the integrated training matrix. Simply assign approved courses to each company role and location, then allow the system to automatically provide employees with access to required online training or, if classroom training is required, the contact information of approved providers.

## BENEFITS

- Upload your organization's unique company roles and training topics
- Identify approved training providers
- Design your matrix to provide employees direct and automated access to their training

# CONTENT ADMINISTRATION

Creating interactive content is easy with the application's advanced administration interface. With just a few clicks, you can upload a wide range of multimedia files, including .flv, .mp4, .jpg, .png, .gif, .swf, and HTML5, or link to externally hosted videos from YouTube, Vimeo, and Prezi. You can also upload your own custom-built SCORM or PowerPoint courses.

Want to test your employees' knowledge? The dynamic question builder enables you to construct exams that are either standardized for all users or customized through question and answer randomization. The question builder can also be used to develop surveys and elicit feedback from your employees.

A number of options are available when building content. One unique option is virtual proctoring. When this option is enabled, the webcam on your employees' computers or devices will be activated so that government-issued photo ID can be presented before starting the course or exam.

Once your content is built and all desired options have been set, there are several ways to assign it to employees, including access codes and individual, location, or role-specific permissions.

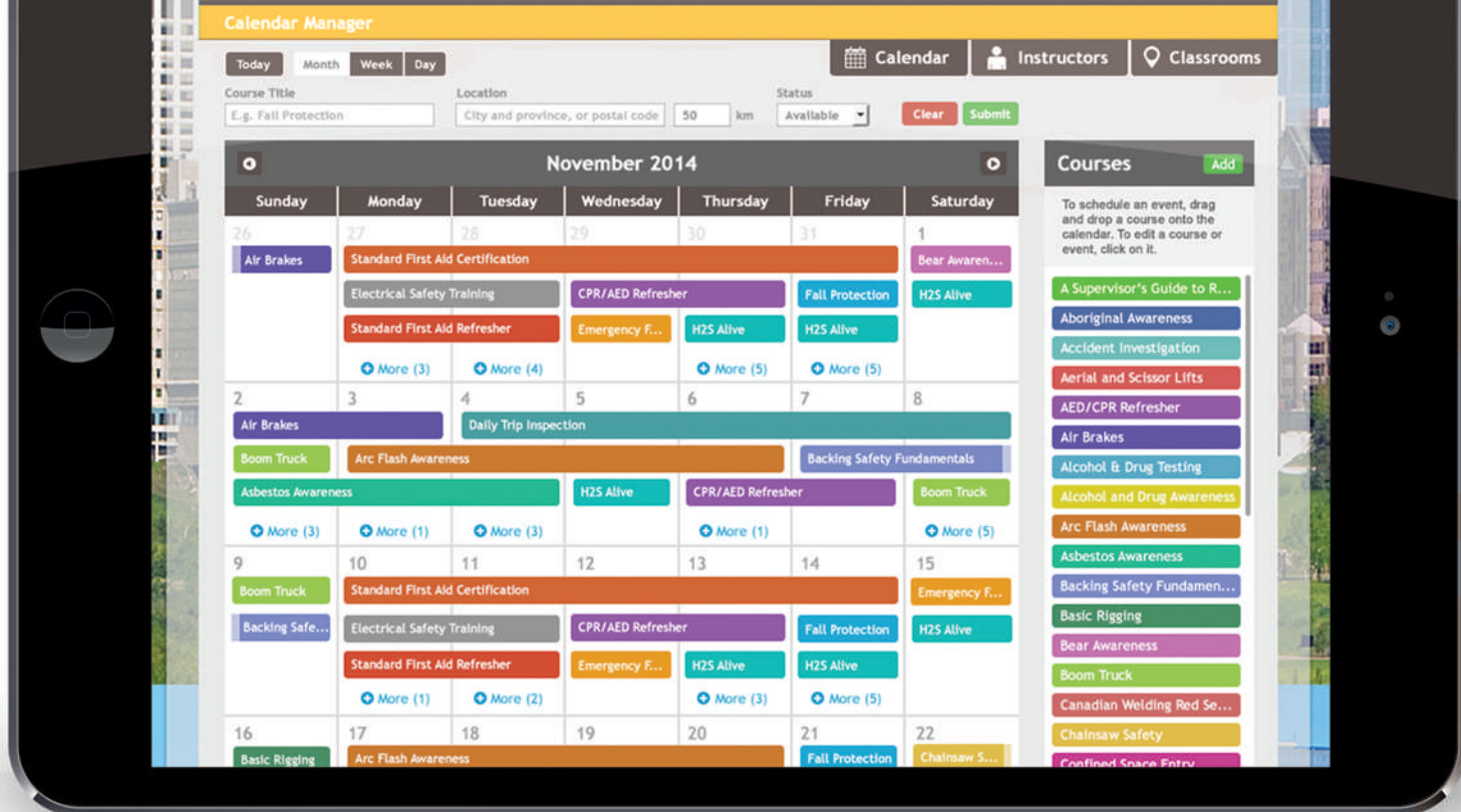
The screenshot displays the 'Health and Safety 101' administration page. At the top is a navigation bar with links: Training, Profile, Store, Manage Users, Reporting, Admin, Purchases, and Calendar. Below this is a sub-header 'Health and Safety 101' with an 'Instructions' dropdown. The main content area is divided into several sections:

- Notes:** A text area containing course permission and update messages, with 'Back', 'Delete', 'Assign', and 'Configure' buttons.
- Playlist:** A table listing course elements with columns for Element Title, Type, and Action. Elements include '1. Introduction' (Chapter), '1.1. Eye Protection' (Image), '1.2. Hearing Protection' (Video link), '1.3. Name four common routes of entry.' (Question (SRA)), '1.4. Health and Safety Video' (Video), and '1.5. Conclusion Video' (Video). Each row has 'Delete' and 'Edit' buttons. A 'Select All' button is at the top right. Below the table are buttons for 'Change Playlist Order', 'Download Questions', 'Print Exam', 'Delete', 'Copy', and 'Move'.
- Add Elements To Playlist:** A section with four upload options, each with a 'Title' field, a 'File' field with a 'Browse...' button, and an 'Add' button:
  - Upload a Video (.mp4 or .flv required) Maximum file size: 180 MB
  - Upload an Image (.jpg, .png, or .gif required) Maximum file size: 50 MB
  - Upload an Unlocked Activity (.swf, HTML5, or .zip) Maximum file size: 180 MB
  - Upload a Locked Activity (.swf, HTML5, or .zip) Maximum file size: 180 MB
- Add A Chapter:** A form with a 'Title' field and an 'Add' button.
- Add a Video Link:** A form with a 'Title' field, a 'URL' field, and an 'Add' button.
- Create Questions:** A section with a 'Question' field, a 'Type' dropdown (set to 'Scored, with result and c'), a 'Shuffle' checkbox, and an 'Answers' field with an 'Add' button. To the right is a 'Question Uploader (.xls, .xlsx) (Maximum file size: 50 MB)' with a 'File' field, a 'Browse...' button, and an 'Upload' button. Below these are icons for 'Instructions' and 'Download Template'.
- Add Assets:** A section with four expandable options: 'Add Custom End Message', 'Add Custom Print Exam Message', and 'Send User Completion Email'.

At the bottom right are 'Back' and 'Submit' buttons.

## BENEFITS

- Create content libraries to reuse an element in multiple courses, allowing all occurrences of the element to be instantly updated by simply changing the original file
- Upload print materials to supplement online content
- Package together multiple courses to create comprehensive training programs



# CLASSROOM CALENDAR

Managing classroom training is made easy with the integrated classroom training calendar. Whether you want to train employees, customers, contractors, or your management team, the advanced classroom calendar enables you to create training events, reserve classrooms, assign instructors, and enroll participants. The classroom calendar also effectively manages the details of your training events, including payments, minimum and maximum enrolment levels, waitlists, course materials, and more.

## Classroom Management

Create unique classroom profiles that contain helpful information about each venue, such as the street address, room capacity, muster points, designated parking areas, washroom locations, and available equipment.

## Course Management

Add courses and assign them a unique title, ID number, and description. When finished, enter requirements, designate approved instructors, set the price and minimum and maximum enrolment levels, and specify the course duration, including daily start and end times.

## Instructor Management

Designate approved instructors, upload their training history and résumés, then select the courses they are certified to teach. Instructors will be automatically notified and asked to confirm their availability for each course they are scheduled to instruct.

## BENEFITS

- Easily schedule training events by dragging and dropping courses onto the calendar
- Reduce administration via self-registration and automated notifications
- Never double-book a classroom, instructor, or participant again

# FORMS AND ASSESSMENTS

[Training](#)[Profile](#)[Store](#)[Manage Users](#)[Reporting](#)[Admin](#)[Purchases](#)[Calendar](#)

Assessment Form

Instructions

SaveSettings

Form and Assessment Creator

Add fields

Edit fields

Fields to be Completed by Evaluator/End User

☒ Checkboxes

☐ Drop-down List

☐ Date

☐ Text Entry Field

☐ Video Uploader

☐ Likert Scale

☐ Signature

☐ Time

☐ Image Uploader

☐ Approval

Fields for Communicating Information to Evaluator/End User

☐ Form/Assessment Title

☐ Personal Information

☐ Add Video

☐ Company Logo

☐ Text Field

☐ Add Image

Formatting

☐ Page Break

☐ Section Break

☐ Recognition☐ Environment

List of items to look for

Evaluate the following statements

	Agree	Disagree	N/A
item 1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
item 2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
item 3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
item 4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
item 5	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Employee/Observer Input

xxx characters remaining

Employee's Action Taken or Recommendation

xxx characters remaining

Back

Delete Form

Assign to Users

Save As

Save

With the integrated online forms and assessments tool, you can create employee evaluations, performance reviews, competency assessments, hazard identification checklists, audit documents, inspection sheets, and more—the options are limitless. Thousands of online forms and assessments can be generated using the intuitive drag-and-drop interface. The hard work is already done for you—several types of pre-built fields are available, each of which can be easily customized to create forms and assessments from scratch.

Once created, your forms and assessments can be manually or automatically assigned to managers, evaluators, and end users, and recorded in the Training Record Management System. Based on notification settings, reminder emails can be sent to all applicable parties to help ensure that no one ever misses a form submission deadline again.

## BENEFITS

- Design forms in a snap using the customizable pre-built fields and easy-to-use drag-and-drop interface
- Build forms and assessments that enable many types of data to be captured, including multimedia content such as images and videos
- Integrate your forms and assessments with the Training Record Management System for enhanced recordkeeping

# COURSE LIBRARY

This all-in-one safety solution includes access to a comprehensive library of hundreds of safety training courses, created by subject matter experts and leading safety training providers from across the country.

All courses are available on-demand, are instantly accessible, and most include a certificate of completion upon achievement of the required pass mark.

Available at

**WWW.TRAINANDDEVELOP.CA**



DRIVING

## 34-Hour Restart for Property Carrying CMVs

\$59.95

This online course provides an overview of the Federal Motor Carrier Safety Administration (FMCSA)'s 34-Hour Restart regulations. It also covers specific language within the 2015 Consolidated and Further Continuing Appropriations Act.

► Duration: 60 Mins

► Pass Mark: 80%

► Developed By: JJ Keller



AWARENESS

## Aboriginal Awareness

\$34.95

This online course introduces the concept of culture to set the foundation for discussion of the values, concerns, and history of Canada's Aboriginal peoples.

► Duration: 75 Mins

► Pass Mark: 80%

► Developed By: Sotera Safety Inc.



SAFETY

## Accident/Incident Investigation

\$44.95

This online course helps investigators understand the purpose and process of accident/incident investigation. It ensures they understand how to recognize the causes of accidents/incidents and develop recommendations to prevent them from recurring.

► Duration: 3 Hours

► Pass Mark: 80%

► Developed By: AMHSA



AWARENESS

## Accident Investigation

\$49.95

While many accidents seem to happen for obvious reasons, there may be factors that contribute to an accident that are not always apparent. This online course covers the essentials of accident investigation.

► Duration: 60 Mins

► Pass Mark: 80%

► Developed By: JJ Keller



EQUIPMENT

## Advanced Rigging

\$194.95

This online course examines winch and block applications, explains the nature and application of load drifting, and teaches how to move loads with mechanical, hydraulic, and air systems.

► Duration: 3 Hours

► Pass Mark: 80%

► Developed By: Industrial Training International



AWARENESS

## AED/CPR Awareness Course









\$39.95







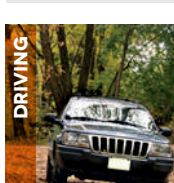
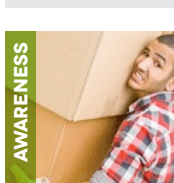
This online course provides automated external defibrillation (AED) and cardiopulmonary resuscitation (CPR) skills review and practice using realistic scenarios.

► Duration: 60 Mins


► Pass Mark: 80%

► Developed By: Rescue 7

EQUIPMENT		<b>Aerial and Scissor Lifts</b>	<b>\$99.95</b>
	This online course covers the safe operation, inspection, and anatomy of powered industrial aerial and scissor lifts.		
► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: Hard Hat			
EQUIPMENT		<b>Aerial Platform</b>	<b>\$99.95</b>
	This online course teaches safe operation of straight telescoping, articulating, and scissor lift aerial platforms. It complies with theory training requirements outlined in CSA standards B354.2/B354.4, as well as ANSI standards A92.5/A92.6.		
► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: Leavitt Machinery			
DRIVING		<b>Air Brakes Study Guide</b>	<b>\$49.95</b>
	This online course is designed as a refresher and study aid for individuals who will write an Alberta Air Brake knowledge test at a registry. This course is also ideal for individuals or corporations with employees who need air brake refresher training.		
► Duration: 3 Hours    ► Pass Mark: N/A    ► Developed By: Fleet Safety International			
AWARENESS		<b>Alcohol and Drug Awareness</b>	<b>\$39.95</b>
	This online course emphasizes the seriousness of being “fit-for-work” and identifies personal responsibilities as they relate to ensuring the health and safety of all workers.		
► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: Apex Integrated West			
ELECTRICAL		<b>Arc Flash Awareness</b>	<b>\$44.95</b>
	This online course offers a well-rounded approach to the basics of electrical safety and helps increase understanding of the dangers of electricity from both a shock protection and an arc flash point of view.		
► Duration: 75 Mins    ► Pass Mark: 80%    ► Developed By: A&E Training and Technical Solutions			
AWARENESS		<b>Asbestos Awareness</b>	<b>\$49.95</b>
	This online course is specifically designed to provide an understanding of the hazards associated with working around asbestos.		
► Duration: 45 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller			
AWARENESS		<b>Asbestos Hazard Awareness</b>	<b>\$59.95</b>
	This online course will educate learners on the effects of asbestos, as well as how to identify and mitigate risks related to exposure.		
► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems			
AWARENESS		<b>Back Safety</b>	<b>\$49.95</b>
	This online course covers safe lifting practices, as well as important information that everyone should know about the most common back injuries.		
► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller			

EQUIPMENT		<b>Aerial and Scissor Lift Safety</b>	<b>\$79.95</b>
	This online course helps learners identify, inspect, and safely use aerial and scissor lifts.		
► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems			
EQUIPMENT		<b>Agricultural Machinery Safeguarding</b>	<b>\$39.95</b>
	This online course for protecting the health and safety of agricultural workers includes elements that will teach farm owners, managers, and their workers about the importance and design of machine safeguarding.		
► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: Canadian Agricultural Safety Association			
AWARENESS		<b>Air Emissions Management</b>	<b>\$59.95</b>
	This online course will help learners understand emissions regulations and how to comply with them.		
► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems			
DRIVING		<b>Alcohol and Drug Testing: Driver Awareness</b>	<b>\$49.95</b>
	This online course provides drivers with information about the Department of Transportation's alcohol & drug testing requirements as they relate to 49 CFR §382.601(b).		
► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller			
EQUIPMENT		<b>Articulated Boom Truck (Knuckle Boom)</b>	<b>\$99.95</b>
	This online course is designed to meet the training requirements for powered industrial articulated boom trucks, also known as knuckle boom trucks. It covers the anatomy of the equipment and emphasizes the importance of daily inspections.		
► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: Hard Hat			
AWARENESS		<b>Asbestos Awareness (Four-Part Course)</b>	<b>\$174.95</b>
	This online course provides Class III and Class IV asbestos workers with the knowledge and skills necessary to identify asbestos hazards and prevent and control asbestos exposure.		
► Duration: 2 Hours    ► Pass Mark: 80%    ► Developed By: UL Workplace Health & Safety			
DRIVING		<b>Back Road and Trail Driving</b>	<b>\$44.95</b>
	This online course helps you become a better and safer driver by providing the knowledge required to drive on back roads, trails, or other surfaces that are not conventionally paved, whether it be for work or leisure.		
► Duration: 45 Mins    ► Pass Mark: 80%    ► Developed By: Stantec			
AWARENESS		<b>Back Safety Basics</b>	<b>\$49.95</b>
	Back injuries caused by improper lifting are the most common disabling injuries in the workplace. This online course teaches back safety basics, including proper lifting techniques, spine anatomy, stretching, and proper posture.		
► Duration: 15 Mins    ► Pass Mark: 80%    ► Developed By: The Training Network			

DRIVING




### Backing Safety Fundamentals

\$34.95

This online course explores the main risks associated with backing up a vehicle and offers simple solutions to reduce those risks.

► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: Thinking Driver

DRIVING




### Backing: Tractor-Trailers

\$49.95

This online course trains tractor-trailer drivers on one of the most important and commonly used manoeuvres: backing up.

► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller

ELECTRICAL




### Basic Electrical Safety

\$49.95

This online course trains employees to have a basic understanding of electricity and how it works. It covers the different types of electricity, such as low voltage, high voltage, and static electricity.

► Duration: 20 Mins    ► Pass Mark: 80%    ► Developed By: The Training Network

EQUIPMENT



### Basic Rigger and Signalman

\$99.95

This online course is an introduction to rigging and covers determination of load weight, sling angles and stresses, centre of gravity, basic hitches, sling types, lifting hardware, below-the-hook-devices, verbal communication, and hand signals.

► Duration: 5 Hours    ► Pass Mark: 80%    ► Developed By: Hard Hat

EQUIPMENT




### Basic Rigging

\$144.95

This online course provides a quintessential introduction to rigging activities, including discussion, selection, and proper inspection of rigging equipment.

► Duration: 5 Hours    ► Pass Mark: 80%    ► Developed By: Industrial Training International

EQUIPMENT




### Basic Rigging and Signal Person & Crane Operations

\$295.95

This package includes a Basic Rigging online course and Signal Person & Crane Operations online course. Topics covered include rigging identification and hardware, steel and synthetic slings, hitch capacities, and more.

► Duration: 4 Hours    ► Pass Mark: 80%    ► Developed By: Industrial Training International

AWARENESS



### Battery Safety for Telecommunications

\$69.95

This online course provides the information needed to stay safe when working with batteries and power plants, including battery technology, battery hazards, and how to deal with battery acid spills and splashes.

► Duration: 2 Hours    ► Pass Mark: 80%    ► Developed By: UL Workplace Health & Safety

DRIVING




### BC Safe Driving

\$94.95

This online course is a comprehensive defensive driving program designed to teach responsible driving practices and help drivers of all experience levels become better drivers. This course covers rules of the road and driver responsibilities.

► Duration: 3.5 Hours    ► Pass Mark: 70%    ► Developed By: Canada Online Training Corporation

AWARENESS




### Bear Awareness

\$39.95

This online course covers information that will assist in the identification of different bear species, and teaches how to react appropriately should a bear be encountered in the wild.

► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: HSE Integrated

AWARENESS




### Bear Awareness Online

\$34.95

This online course provides essential information for people working, hunting, camping, or travelling in bear country.

► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: Safety Health Publishing Inc.

SAFETY




### Behaviour-Based Safety

COMING SOON

This online course describes behaviour-based safety, a proactive systematic approach to safety that is based on understanding workplace behaviour, recognizing at-risk behaviour, and encouraging safer behaviour.

► Duration: TBA    ► Pass Mark: TBA    ► Developed By: SET Safety

SAFETY




### Bloodborne Pathogens

\$59.95

This online course helps employers provide a safe and healthy work environment for their employees and minimize the possibility of employee exposure to bloodborne pathogens.

► Duration: 45 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems

SAFETY



### Bloodborne Pathogens: Exposure in the Workplace

\$49.95

This online course provides important information that workers and supervisors can use to protect themselves from being exposed to blood or blood-containing materials in the workplace.

► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller

EQUIPMENT



### Boom Truck Awareness

\$99.95

This online course provides information on the safe operation of powered mobile cranes. The course meets OSHA requirements for powered industrial boom trucks.

► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: Hard Hat

EQUIPMENT




### Boom Truck Safety

\$199.95

This online course provides the knowledge required to safely inspect, maintain, and operate boom trucks, as well as read and interpret load charts.

► Duration: 3 Hours    ► Pass Mark: 80%    ► Developed By: Crane Safety Ltd.

EQUIPMENT



















### Bucket Rescues

\$59.95

Accidents sometimes happen that require an employee to rescue a co-worker. This online course provides information necessary to respond appropriately if a bucket rescue is required.

► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems

	<b>Canadian Welding Red Seal Self-Assessment</b> <b>\$94.95</b>  This online practice exam can be used to assess your welding knowledge prior to challenging the Red Seal journeyman exam.  ► Duration: 90 Mins    ► Pass Mark: 75%    ► Developed By: CPI Training
	<b>Cargo Securement Flatbeds</b> <b>\$29.95</b>  This online course explains the fundamentals of flatbed cargo loading and securement procedures, as well as driver pre-trip and en route responsibilities.  ► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller
	<b>Caught-In or -Between Hazards in Construction</b> <b>\$49.95</b>  Being caught in equipment or between heavy objects can lead to serious injury or death. This online course teaches how to recognize and avoid these hazards.  ► Duration: 45 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller
	<b>Chainsaw Safety Awareness</b> <b>\$79.95</b>  Chainsaw safety is critically important as chainsaws are often the most dangerous tool on a work site. This online course will increase understanding of the dangers of chainsaws and the steps required to operate them safely.  ► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: HRS Group Inc.
	<b>Chemical Safety</b> <b>\$59.95</b>  This online course explains the risks of exposure to chemicals in the workplace, and provides tips and strategies for working safely with and around chemicals.  ► Duration: 45 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems
	<b>Cold Stress</b> <b>\$59.95</b>  This online course teaches how the body reacts to cold conditions, how to recognize and prevent the most common types of cold stress, and how to treat cold stress injuries until medical personnel arrive.  ► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller
	<b>Cold Stress Training</b> <b>\$59.95</b>  This online course will help learners identify the nature, symptoms, and treatment of cold stress.  ► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems
	<b>Compliance, Safety, and Accountability for Non-Drivers</b> <b>\$49.95</b>  This online course provides an overview of Compliance, Safety, and Accountability (CSA), the specific ways that CSA affects non-driving personnel, and how non-drivers can have an impact on a company's CSA score.  ► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller
	<b>Cardiopulmonary Resuscitation (CPR)</b> <b>\$59.95</b>  This online course explains how to recognize the signs of respiratory emergencies, cardiac arrest, and choking emergencies, and teaches how to provide effective CPR, early defibrillation, and abdominal thrusts.  ► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems
	<b>Cargo Securement for Dry Vans</b> <b>\$29.95</b>  This online course explains key concepts and regulations related to the loading and securement of cargo for dry vans.  ► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller
	<b>Chainsaw Safety</b> <b>COMING SOON</b>  This online course provides the knowledge necessary to operate and control chainsaws safely and effectively.  ► Duration: TBA    ► Pass Mark: TBA    ► Developed By: AMHSA
	<b>Change Management</b> <b>\$49.95</b>  There are many reasons why change initiatives fail more often than they succeed. This online course covers how to avoid those mistakes and implement change positively and successfully.  ► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: Custom Learning Solutions Inc.
	<b>Chlorine Safety</b> <b>\$59.95</b>  This online course explains the risks of exposure to chlorine in the workplace and provides tips and strategies for working safely with and around chlorine.  ► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems
	<b>Cold Stress Awareness</b> <b>\$69.95</b>  This online course for employers and employees provides information about cold stress hazards and how to identify, treat, and prevent cold-related disorders.  ► Duration: 2 Hours    ► Pass Mark: 80%    ► Developed By: UL Workplace Health & Safety
	<b>Commercial Driver Training Program</b> <b>\$669.95</b>  This online course package includes a variety of required and recommended courses that help commercial drivers meet legislated training requirements.  ► Duration: 15 Hours    ► Pass Mark: 80%    ► Developed By: The SafetyNET
	<b>Compressed Gas Cylinders</b> <b>\$49.95</b>  Compressed gas has many uses in today's work environments, including refrigeration, welding, and heating. This online course provides the information employees need to handle and transport these potentially volatile storage containers.  ► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller



### Confined Space Awareness & Rescue

**\$99.95**

This online course focuses on general safety principles. It teaches recognition of potential confined spaces and safe practices, and also looks at the equipment necessary for safe entry, exit, and operations in confined spaces.

► Duration: 2 Hours ► Pass Mark: 80% ► Developed By: Hard Hat




### Confined Space Awareness for Entrants and Monitors

**\$69.95**

This online course provides an overview of confined spaces and explains how to safely manage confined space entries.

► Duration: 2 Hours ► Pass Mark: 80% ► Developed By: Tatonga Consulting




### Confined Space Entry

**\$89.95**

This online course provides important information to individuals required to work within a confined space.

► Duration: 2.5 Hours ► Pass Mark: 80% ► Developed By: Safety Coordination Services




### Confined Space Entry and Monitor

**\$99.95**

This online course defines confined and restricted spaces, explains the hazards associated with them, and provides methods for assessing, eliminating, controlling, and monitoring those hazards.

► Duration: 2 Hours ► Pass Mark: 80% ► Developed By: Astec Safety Inc.




### Confined Spaces: Dangerous Places

**\$59.95**

Confined spaces are dangerous places that have the potential to cause you very serious injury, or even death. This online course is designed to help reduce the risk of accidents when working in or near permit-required confined spaces.

► Duration: 45 Mins ► Pass Mark: 80% ► Developed By: JJ Keller




### Confined Spaces: Entry Team Training - Construction Activities

**\$59.95**

This online course teaches how to identify the hazards in a permit-required confined space and recognize the precautions that must be taken before entering a confined space. Each entry team member's duties are discussed, along with rescue measures.

► Duration: 45 Mins ► Pass Mark: 80% ► Developed By: JJ Keller




### Cranes, Derricks, Hoists, Elevators, and Conveyors for Construction

**\$59.95**

This online course will familiarize workers with the types of crane and derrick equipment that operate under the OSHA standard, as well as the practices that are necessary to work safely on and around this equipment.

► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: JJ Keller



### Criticality Safety

**\$59.95**

This online course will introduce learners to the correct actions that need to be taken to minimize the risk of an accidental nuclear criticality and radiation exposure.

► Duration: 15 Mins ► Pass Mark: 80% ► Developed By: Vivid Learning Systems




### CSA: Know the Basics

**\$59.95**

This online course provides drivers with an overview of the Federal Motor Carrier Safety Administration (FMCSA) and its Compliance, Safety, Accountability (CSA) program.

► Duration: 90 Mins ► Pass Mark: 80% ► Developed By: JJ Keller




### Customer Service

**\$44.95**

Customer service can no longer be merely average or simply friendly; it needs to be remarkable. Here's your opportunity to make that happen for your team. This online course teaches how to take customer service at your company to the next level.

► Duration: 2 Hours ► Pass Mark: 80% ► Developed By: JC Mowatt Seminars



### Daily Trip Inspection

**\$89.95**

This online course provides drivers with an understanding of how to properly perform their required inspections, as per National Safety Code compliance, and explains how to address any defects that may be found.

► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: CayCan Safety Consulting




### Dairy Worker Safety Orientation Series

**\$129.95**

Work on a dairy farm is dynamic and rewarding, but also presents a variety of hazards. This online course consists of eight training modules that provide an introductory health and safety orientation for new and returning workers to the dairy industry.

► Duration: 5 Hours ► Pass Mark: 80% ► Developed By: Canadian Agricultural Safety Association




### Dairy Workers: Animal Handling and Health

**\$29.95**

This online course provides a basic overview of some animal handling techniques that can be applied on the dairy farm. In addition, it will look at some of the hazards that arise while caring for and managing cattle.

► Duration: 15 Mins ► Pass Mark: 80% ► Developed By: Canadian Agricultural Safety Association



### Dairy Workers: Chemical Safety

**\$29.95**

Chemicals present in dairy operations include sanitizers, pesticides, veterinary medicines, and more. This online course teaches dairy workers how a substance might enter the body and how they can ensure that they are not exposed.

► Duration: 20 Mins ► Pass Mark: 80% ► Developed By: Canadian Agricultural Safety Association




### Dairy Workers: Feed Handling and Storage Safety

**\$29.95**

Feed handling and storage safety is an important part of every dairy farm. This online course presents an overview of some of the most common risks that are associated with this type of work.

► Duration: 20 Mins ► Pass Mark: 80% ► Developed By: Canadian Agricultural Safety Association



### Dairy Workers: General Dairy Worker Safety

**\$29.95**

This online course outlines health and safety for dairy farm operations. It includes information on protection from common hazards, health and safety law, worker rights and responsibilities, and sources of additional information.

► Duration: 30 Mins ► Pass Mark: 80% ► Developed By: Canadian Agricultural Safety Association




### Dairy Workers: Machinery Safety in the Field

\$29.95

This online course highlights some basic principles of safety when working around farm machinery, as well as information about specific equipment and implements common to many dairy farming operations.

► Duration: 90 Mins ► Pass Mark: 80% ► Developed By: Canadian Agricultural Safety Association



### Dairy Workers: Milking and Chores Safety

\$29.95

Dairy worker chores can include a wide variety of activities, ranging from manual labour to equipment operation. This online course presents an overview of the hazards and safety strategies that can be used to remain safe while performing routine work.

► Duration: 20 Mins ► Pass Mark: 80% ► Developed By: Canadian Agricultural Safety Association



### Dairy Workers: Personal Protective Equipment Safety

\$29.95

This online course looks at various types of personal protective equipment that are typically used in a dairy worker's environment, and discusses their selection, use, limitations, and proper maintenance.

► Duration: 20 Mins ► Pass Mark: 80% ► Developed By: Canadian Agricultural Safety Association




### Dairy Workers: Safety Around Robotics

\$29.95

Robotics on the dairy farm are becoming more common throughout Canada, and present a unique set of hazards. This online course is a basic overview of the hazards specific to this type of equipment in the dairy industry.

► Duration: 15 Mins ► Pass Mark: 80% ► Developed By: Canadian Agricultural Safety Association



### Dealing with Difficult Conversations

\$49.95

Think of a difficult conversation you had recently. What would have made it go better? This online course provides tools and strategies to manage difficult conversations so that they are productive and effective instead of frustrating.

► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: Custom Learning Solutions Inc.



### Defensive Driving

\$49.95

This online course explores the five components of the SAFER system of defensive driving: Space, Attitude, Foresight, Eyesight, and Responsibility.

► Duration: 3 Hours ► Pass Mark: 80% ► Developed By: Fleet Safety International



### Defensive Driving (UK)

\$49.95

This online course explores the five components of the SAFER system of defensive driving: Space, Attitude, Foresight, Eyesight, and Responsibility. This course is for UK drivers.

► Duration: 3 Hours ► Pass Mark: 80% ► Developed By: Fleet Safety International



### Defensive Driving (USA)

\$49.95

This online course explores the five components of the SAFER system of defensive driving: Space, Attitude, Foresight, Eyesight, and Responsibility. This course is for drivers in the USA.

► Duration: 3 Hours ► Pass Mark: 80% ► Developed By: Fleet Safety International




### Defensive Driving: 3 Demerit Reduction Program (Alberta)

\$99.95

Approved by the Alberta Government for removal of 3 demerit points from an Alberta operator's licence, this online Defensive Driving course covers important aspects of safe driving.

► Duration: 10 Hours ► Pass Mark: 80% ► Developed By: Fleet Safety International



### Defensive Driving: 3 Demerit Reduction Program (PEI)

\$99.95

Approved by the PEI government for removal of three demerit points from a PEI operator's licence, this online defensive driving course covers important aspects of safe driving.

► Duration: 7 Hours ► Pass Mark: 80% ► Developed By: Fleet Safety International




### Defensive Driving Attitudes

\$53.95

This online course encourages drivers to think about the motivations and personal factors that cause excessive risk-taking and impulsive driving decisions.

► Duration: 90 Mins ► Pass Mark: 80% ► Developed By: Thinking Driver




### Defensive Driving for Light & Medium Duty Vehicles

\$59.95

This online course teaches drivers of Class 1-6 light or medium duty vehicles about defensive driving preparation, hazard perception, and attitude—techniques that will help them stay safe on the road.

► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: JJ Keller



### Defensive Driving Fundamentals

\$53.95

Driving is a serious responsibility. This online course explains how the Five Fundamentals of Defensive Driving can be used to reduce this risk to yourself and others.

► Duration: 90 Mins ► Pass Mark: 80% ► Developed By: Thinking Driver




### Defensive Driving Fundamentals and Attitudes

\$97.95

This online course combines the online Defensive Driving Fundamentals and Defensive Driving Attitudes courses into one comprehensive driving program.

► Duration: 4 Hours ► Pass Mark: 80% ► Developed By: Thinking Driver




### Disability in the Workplace

\$59.95

This online course familiarizes learners with the Americans with Disabilities Act (ADA) and its mandated requirements.

► Duration: 20 Mins ► Pass Mark: 80% ► Developed By: Vivid Learning Systems



















### Discrimination-Free Workplace

















\$59.95


This online course defines discrimination, outlines responsibilities for prevention, and explains appropriate responses to occurrences of discrimination.

► Duration: 30 Mins ► Pass Mark: 80% ► Developed By: Vivid Learning Systems

DRIVING		<b>Distracted Driving</b>	<b>\$49.95</b>
		Distracted driving is a high-risk behaviour that can lead to property damage, personal injury, or worse. This online course helps to change distracted driving habits and deal with the distracted driving habits of others.	► Duration: 90 Mins ► Pass Mark: 80% ► Developed By: JJ Keller
DRIVING		<b>Distracted Driving Awareness</b>	<b>\$59.95</b>
		This online course helps learners identify the causes and effects of distracted driving and acquire techniques to avoid this hazard.	► Duration: 20 Mins ► Pass Mark: 80% ► Developed By: Vivid Learning Systems
AWARENESS		<b>Diversity &amp; Discrimination Awareness for Supervisors</b>	<b>\$49.95</b>
		This online course helps supervisors understand discrimination laws and actively promote diversity in the workplace.	► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: JJ Keller
AWARENESS		<b>Dog Bite Prevention</b>	<b>\$39.95</b>
		This online course teaches anyone working in field environments how to mitigate incidents with aggressive dogs. The course also explores a variety of hazard controls and behavioural techniques to reduce the risk of being attacked.	► Duration: 90 Mins ► Pass Mark: 80% ► Developed By: AMHSA
AWARENESS		<b>DOT Hazmat General Awareness</b>	<b>\$29.95</b>
		This online course explores several topics relating to hazardous material transportation, including definitions, regulations, packaging, and security issues.	► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: JJ Keller
AWARENESS		<b>DOT Hazmat General Awareness</b>	<b>\$29.95</b>
		This online course explores several topics relating to hazardous material transportation, including definitions, regulations, packaging, and security issues.	► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: JJ Keller
AWARENESS		<b>Driver Fatigue</b>	<b>\$69.95</b>
		This online course identifies the signs and symptoms of driver fatigue, explains the factors that contribute to it, and teaches ways to avoid driver fatigue.	► Duration: 2 Hours ► Pass Mark: 80% ► Developed By: UL Workplace Health & Safety
AWARENESS		<b>Driver Safety</b>	<b>\$59.95</b>
		This online course will help learners recognize hazards inherent with vehicle operation on and off the work site and take actions to reduce risk.	► Duration: 20 Mins ► Pass Mark: 80% ► Developed By: Vivid Learning Systems
AWARENESS		<b>Driver Vehicle Inspections: The Complete Process</b>	<b>\$49.95</b>
		This online course is designed to help properly prepare drivers for conducting pre-trip, on-the-road, and post-trip inspections on standard CMVs, special rigs, and intermodal chassis.	► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: JJ Keller
AWARENESS		<b>Drowsy Driving: Taking Responsibility</b>	<b>\$49.95</b>
		Fatigue can be a silent killer when driving. This online course reviews the dangers of drowsy driving and provides strategies that work to prevent it.	► Duration: 2.5 Hours ► Pass Mark: 80% ► Developed By: Fleet Safety International
AWARENESS		<b>Drug and Alcohol-Free Workplace</b>	<b>\$59.95</b>
		This online course outlines the importance of maintaining a drug and alcohol-free workplace to help ensure the well-being of workers.	► Duration: 15 Mins ► Pass Mark: 80% ► Developed By: Vivid Learning Systems
AWARENESS		<b>Effective Communication for Employees</b>	<b>\$49.95</b>
		This online course helps employees understand how strong communication skills can improve working relationships, increase productivity, and promote career growth.	► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: JJ Keller
AWARENESS		<b>Effective Communication for Supervisors</b>	<b>\$49.95</b>
		This online course helps supervisors build strong communication skills and promote development of these skills among their employees.	► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: JJ Keller
AWARENESS		<b>Effects of Stress on Driving</b>	<b>\$39.95</b>
		This online course explains how everyday stress can result in distracted driving, poor decision making, and physical impairments, such as loss of peripheral vision or muscle coordination.	► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: Medea and Associates
AWARENESS		<b>Electrical Hazard Identification and Risk Assessment</b>	<b>\$44.95</b>
		This online course focuses on aspects of hazard identification and risk assessment as outlined in Canadian Standards Association CSA Z462-12: Workplace Electrical Safety.	► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: A&E Training and Technical Solutions
AWARENESS		<b>Electrical Safety: Know Your Ground</b>	<b>\$59.95</b>
		This online course teaches the basics of electrical safety, including how to recognize and avoid electrical hazards, and what to do in the event of an electrical emergency.	► Duration: 45 Mins ► Pass Mark: 80% ► Developed By: JJ Keller

	<b>Electrical Safety Training</b> <span>\$89.95</span> <p>This online course provides a well-rounded approach to the basics of electrical safety and helps increase understanding of the dangers of electricity, from both a shock protection and arc flash protection point of view.</p> <p>► Duration: 3 Hours ► Pass Mark: 80% ► Developed By: A&amp;E Training and Technical Solutions</p>
	<b>Electrical Safety Training Program</b> <span>\$149.95</span> <p>This suite of three online courses provides training on arc flash awareness, electrical safety, and electrical hazard identification and risk assessment.</p> <p>► Duration: 6 Hours ► Pass Mark: 80% ► Developed By: A&amp;E Training and Technical Solutions</p>
	<b>Electrical Safety Training System Electrical Worker Canada - 2015 Standard</b> <span>\$124.95</span> <p>This online course provides information on the electrical hazards of arc flash and shock, including how to identify, analyze, and mitigate hazards with protective control measures, in accordance with the CSA Z462 workplace electrical safety standard.</p> <p>► Duration: 6 Hours ► Pass Mark: 80% ► Developed By: ESPS</p>
	<b>Electrical Safety Training System Electrical Worker USA - 2015 Standard</b> <span>\$124.95</span> <p>This online course provides information on the electrical hazards of arc flash and shock, including how to identify, analyze, and mitigate hazards with protective control measures, in accordance with the NFPA 70E standard.</p> <p>► Duration: 6 Hours ► Pass Mark: 80% ► Developed By: ESPS</p>
	<b>Electrical Safety Training System Non-Electrical Workers</b> <span>\$44.95</span> <p>This online course provides the knowledge needed to recognize and avoid electrical hazards and keep yourself and others safe.</p> <p>► Duration: 90 Mins ► Pass Mark: 80% ► Developed By: ESPS</p>
	<b>Electrocution Awareness for Construction</b> <span>\$49.95</span> <p>This online course is designed to provide an overview of basic electrical safety. It is particularly helpful for individuals who work in the construction industry and have limited familiarity with electrical hazards.</p> <p>► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: JJ Keller</p>
	<b>Emergency First Aid</b> <span>\$134.95</span> <p>This online course covers the essentials of first aid and explains what to do while waiting for help to arrive.</p> <p>► Duration: 2.5 Hours ► Pass Mark: 80% ► Developed By: Inter Provincial Safety Resources</p>
	<b>Emergency Maneuvers: Driver Training Series</b> <span>\$59.95</span> <p>This online course helps drivers understand the techniques that will help them avoid an accident or incident while operating a CMV. It covers how to recognize danger, react appropriately, and recover after performing an emergency maneuver.</p> <p>► Duration: 45 Mins ► Pass Mark: 80% ► Developed By: JJ Keller</p>
	<b>Emergency Planning</b> <span>\$29.95</span> <p>This online course covers planning requirements for emergency situations in the workplace as outlined in OSHA regulations for Exit Routes and Emergency Planning (Part 1910.33).</p> <p>► Duration: 45 Mins ► Pass Mark: 80% ► Developed By: ICC Compliance Center</p>
	<b>Emergency Planning &amp; Community Right-to-Know-Act</b> <span>\$59.95</span> <p>This online course on Emergency Planning and the Community Right-to-Know Act (EPCRA) familiarizes learners with the EPCRA regulations and the requirements contained within it.</p> <p>► Duration: 30 Mins ► Pass Mark: 80% ► Developed By: Vivid Learning Systems</p>
	<b>Emergency Procedures</b> <span>\$59.95</span> <p>This online course covers proper procedures for responding to a wide variety of emergencies, including medical emergencies, fires, natural disasters, explosions, bomb threats, hazardous spills, and acts of violence.</p> <p>► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: Vivid Learning Systems</p>
	<b>Environmental Management</b> <span>\$59.95</span> <p>This online course identifies harmful wastes and teaches strategies to reduce their impact on the environment.</p> <p>► Duration: 20 Mins ► Pass Mark: 80% ► Developed By: Vivid Learning Systems</p>
	<b>Environmental Training for Pipelines</b> <span>\$79.95</span> <p>This online course examines several environmental issues relating to pipeline projects, including legislation, application processes, roles and responsibilities, and incident response and reporting.</p> <p>► Duration: 2 Hours ► Pass Mark: 70% ► Developed By: Roundhouse Environmental Management</p>
	<b>Ethics</b> <span>\$59.95</span> <p>This online course defines the importance of ethics, and explains how and why ethics should govern conduct in an organization.</p> <p>► Duration: 30 Mins ► Pass Mark: 80% ► Developed By: Vivid Learning Systems</p>
	<b>Ethics and Code of Conduct</b> <span>\$49.95</span> <p>This online course is for managers, supervisors, and employees. It defines and demonstrates ethical conduct, points out the benefits of doing the right thing, and provides practical steps for making ethical choices in the workplace.</p> <p>► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: Workplace Training Network</p>
	<b>Excavation Safety</b> <span>\$49.95</span> <p>This online course explains OSHA standards related to safe excavation and trenching operations, and discusses the requirements of 29 CFR 1926.21.</p> <p>► Duration: 45 Mins ► Pass Mark: 80% ► Developed By: JJ Keller</p>

	<b>Excavation, Trenching, and Shoring Safety</b> <b>\$59.95</b>  This online course explains the proper planning and execution of excavations, as well as the hazards associated with them.  ▶ Duration: 20 Mins    ▶ Pass Mark: 80%    ▶ Developed By: Vivid Learning Systems	 <b>Excavator Operation and Safety</b> <b>\$99.95</b>  This online course introduces excavator equipment, including their anatomy, maintenance, hazards, safe operation, and more. This course satisfies OHS's requirements for the classroom portion of operator safety training.  ▶ Duration: 60 Mins    ▶ Pass Mark: 80%    ▶ Developed By: Hard Hat
	<b>Exceptional Customer Service</b> <b>\$49.95</b>  This online course helps develop the attitude and skills necessary for delivering exceptional customer service, and shows how to translate them into action on a daily basis.  ▶ Duration: 2 Hours    ▶ Pass Mark: 80%    ▶ Developed By: Custom Learning Solutions	 <b>Extreme Driving Conditions</b> <b>\$69.95</b>  This online course provides information on how to handle extreme weather conditions on the road, including how to drive on different road surfaces and how to prepare for driving in very hot or cold weather.  ▶ Duration: 2 Hours    ▶ Pass Mark: 80%    ▶ Developed By: UL Workplace Health & Safety
	<b>Eye Safety</b> <b>\$49.95</b>  Statistics show that eye injuries occur frequently in the workplace. This online course uses a combination of audio, full-motion video, text, and colourful graphics to explain how to prevent eye injuries.  ▶ Duration: 60 Mins    ▶ Pass Mark: 80%    ▶ Developed By: JJ Keller	 <b>Fall Prevention and Protection for the Telecommunications Industry</b> <b>\$69.95</b>  This online course for telecommunications workers provides an overview of safe practices that can prevent falls and minimize the impact of any falls that do occur.  ▶ Duration: 2 Hours    ▶ Pass Mark: 80%    ▶ Developed By: UL Workplace Health & Safety
	<b>Fall Prevention for Construction</b> <b>\$49.95</b>  This online course helps learners recognize fall hazards and teaches the proper measures that must be used to ensure safety when working at heights. It covers regulations 29 CFR 1926 Subpart M.  ▶ Duration: 60 Mins    ▶ Pass Mark: 80%    ▶ Developed By: JJ Keller	 <b>Fall Protection</b> <b>\$99.95</b>  This online course provides valuable information on how to minimize fall hazards and prevent serious injury.  ▶ Duration: 3 Hours    ▶ Pass Mark: 80%    ▶ Developed By: Alberta BC Safety
	<b>Fall Protection (Alberta Edition)</b> <b>\$99.95</b>  This online course provides you with the knowledge to help minimize fall hazards and protect yourself and others from serious injury.  ▶ Duration: 2.5 Hours    ▶ Pass Mark: 80%    ▶ Developed By: Alberta BC Safety	 <b>Fall Protection Awareness Online</b> <b>\$49.95</b>  This online course provides employers and employees with a basic understanding of workplace fall hazards, as well as control measures that can mitigate or eliminate those hazards.  ▶ Duration: 90 Mins    ▶ Pass Mark: 80%    ▶ Developed By: Alberta BC Safety
	<b>Fall Protection Training</b> <b>\$78.95</b>  This online course is designed for people who plan, supervise, or perform work at heights. It covers many aspects of fall protection, including planning, equipment, safety measures, and controls.  ▶ Duration: 3 Hours    ▶ Pass Mark: 80%    ▶ Developed By: AAE Safety Instructor Training	 <b>Fatigue Management for Supervisors</b> <b>\$69.95</b>  This online course is designed to help organizational leaders understand fatigue, learn how it affects their employees, and discover fatigue dangers in their organization.  ▶ Duration: 2 Hours    ▶ Pass Mark: 80%    ▶ Developed By: Fleet Safety International
	<b>Fire Extinguisher Use</b> <b>\$49.95</b>  This online course explains why things burn, describes common types of fire extinguishers, and discusses how to use fire extinguishers to fight small fires.  ▶ Duration: 60 Mins    ▶ Pass Mark: 80%    ▶ Developed By: JJ Keller	 <b>Firefighting &amp; Fire Extinguisher Safety</b> <b>\$79.95</b>  This online course provides the basic knowledge and skills required to fight a small fire. Topics include the different types of fires, fire extinguishers, and extinguishing agents; fire extinguisher operation; and firefighting procedures.  ▶ Duration: 90 Mins    ▶ Pass Mark: 80%    ▶ Developed By: Astec Safety Inc.
	<b>Fire Prevention and Response</b> <b>\$59.95</b>  Great for both first-time and refresher training, this online course covers the basics that everyone should know about fire safety and prevention.  ▶ Duration: 60 Mins    ▶ Pass Mark: 80%    ▶ Developed By: JJ Keller	 <b>Fire Safety Awareness</b> <b>\$59.95</b>  This online course will familiarize learners with fire prevention plans and how to create and implement them effectively.  ▶ Duration: 30 Mins    ▶ Pass Mark: 80%    ▶ Developed By: Vivid Learning Systems




**First Aid Awareness**

**\$39.95**

This online course teaches how to respond appropriately to injuries and medical emergencies. This course is appropriate for those with or without prior first aid training.

► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: Inter Provincial Safety Resources



**First Aid Basics**

**\$49.95**

This online course teaches how to provide basic first aid in emergency situations that may arise at work, at home, and in the community.

► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller




**First Aid Interactive Refresher**

**\$29.95**

This online course is a collection of emergency simulations that provides opportunities to practice first aid and safety management.

► Duration: 45 Mins    ► Pass Mark: 80%    ► Developed By: SOS First Aid and Safety Training




**Flammable Liquid Safety**

**\$59.95**

This online course helps learners identify flammable liquids, understand their related hazards, and learn how to safely work with these substances.

► Duration: 45 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems




**Fluid Injection Awareness**

**\$69.95**

Pressurized fluids are extremely hazardous, and can lead to serious injury or death. This online course identifies the hazards, teaches how to mitigate risk, and covers basic first aid methods.

► Duration: 60 Mins    ► Pass Mark: 85%    ► Developed By: International Hydraulic Safety Authority



**Food Safety Basics**

**\$29.95**

It is estimated that there are between 11 and 13 million cases of food-borne illness in Canada each year. This online course covers the importance of food safety and preventive measures to keep people safe from food-borne illness.

► Duration: 5 Hours    ► Pass Mark: 80%    ► Developed By: Canadian Food Safety Group



**Forklift Fundamentals**

**\$59.95**

This online course provides an overview of key aspects of safe forklift operation, through discussion of forklift types, features, controls, and safety devices.

► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems




**Forklift Operator Safety**

**\$79.95**

This online course covers several topics regarding the safe operation of forklifts, including pre-operation inspections, load handling, and maintenance.

► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller



**Forklift Training (Counterbalanced)**

**\$99.95**

This online course aims to reduce the risks related to sit-down, vertical mast forklifts by teaching how to become a safe lift truck operator.

► Duration: 2 Hours    ► Pass Mark: 80%    ► Developed By: Leavitt Machinery



**Forklifts: Advanced Hazard Awareness**

**\$49.95**

This online course helps operators sharpen their hazard perception skills using various hazard avoidance scenarios. This course helps satisfy the training requirements of OSHA's Powered Industrial Truck Standard (1910.178).

► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller




**Forklift Workshop for Construction**

**\$49.95**

This online course explains the essential forklift safety practices that must be used to operate a construction forklift safely, responsibly, and productively.

► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller



**Formal Workplace Inspections**

**\$44.95**

This online course provides the tools and knowledge needed to conduct an efficient workplace inspection.

► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: AMHSA




**Formaldehyde Safety**

**\$59.95**

This online course educates learners about the hazards related to formaldehyde, and explains how to identify and mitigate the risks related to formaldehyde exposure.

► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems



**Four-Wheel Drive Fundamentals**

**\$49.95**

This online course provides the basic information required for safe operation of commercial four-wheel drive and all-wheel drive vehicles.

► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: Thinking Driver




**Front End Loader Operation and Safety**

**\$99.95**

This online course is an introduction to front end loader equipment anatomy, maintenance and inspections, safe operation, attachments, and more. This course satisfies the classroom portion of Canada's operator safety training requirements.

► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: Hard Hat





**Gas Detection**

**\$99.95**

This online course provides information about how to detect and control flammable and toxic atmospheres while working around potentially dangerous gases.


► Duration: 2 Hours    ► Pass Mark: 80%    ► Developed By: Safety Man Canada Ltd.


	<b>GHS Awareness</b>	<b>\$19.95</b>
	<p>Intended for handlers of hazardous chemicals, this online course introduces general awareness under OSHA 29 CFR 1910.1200.</p>	
<b>Duration:</b> 90 Mins	<b>Pass Mark:</b> 80%	<b>Developed By:</b> ICC Compliance Center


	<b>GHS Awareness with Self-Teach Book</b>	<b>\$59.95</b>
	<p>Intended for handlers of hazardous chemicals, this online course with supplementary Self-Teach book introduces general awareness under OSHA 29 CFR 1910.1200.</p>	
<b>Duration:</b> 90 Mins	<b>Pass Mark:</b> 80%	<b>Developed By:</b> ICC Compliance Center


	<b>GHS for Supervisors</b>	<b>\$99.95</b>
	<p>This online course is intended for supervisors, managers, or chemical specialists who are responsible for health and safety in the workplace. This course covers the new requirements under HAZCOM 2012 29CFR 1910.1200.</p>	
<b>Duration:</b> 3 Hours	<b>Pass Mark:</b> 80%	<b>Developed By:</b> ICC Compliance Center


	<b>GHS for Supervisors with Just Haz-Com and GHS Compliance Manual</b>	<b>\$199.95</b>
	<p>This online course and supplemental manual is aimed at supervisors, managers, and chemical specialists who are responsible for OSHA or health and safety in the workplace, and covers GHS within OSHA 29 CFR 1910.1200.</p>	
<b>Duration:</b> 4 Hours	<b>Pass Mark:</b> 80%	<b>Developed By:</b> ICC Compliance Center

	<b>Goal Setting</b>	<b>\$19.95</b>
	<p>This online course explains the importance of goal setting to personal success, identifies common challenges faced on the road to achievement, and provides step-by-step strategies for realizing personal and professional goals.</p>	
<b>Duration:</b> 45 Mins	<b>Pass Mark:</b> 80%	<b>Developed By:</b> BIS Training Solutions


	<b>Ground Disturbance 201 (Proctored)</b>	<b>\$114.95</b>
	<p>This virtually proctored online ABCGA-endorsed course is for planners, managers, supervisors, or employees who are required to develop, plan, and implement any kind of ground disturbance.</p>	
<b>Duration:</b> 6 Hours	<b>Pass Mark:</b> 80%	<b>Developed By:</b> Astec Safety Inc.


	<b>Ground Disturbance Awareness</b>	<b>\$49.95</b>
	<p>This online course is intended for employees who will need to understand and implement any kind of ground disturbance.</p>	
<b>Duration:</b> 90 Mins	<b>Pass Mark:</b> 80%	<b>Developed By:</b> Astec Safety Inc.


	<b>Ground Disturbance for Supervisors 201</b>	<b>\$94.95</b>
	<p>This online ABCGA-endorsed course is for planners, managers, supervisors, or employees who are required to develop, plan, and implement any kind of ground disturbance.</p>	
<b>Duration:</b> 5 Hours	<b>Pass Mark:</b> 80%	<b>Developed By:</b> Astec Safety Inc.

	<b>H<sub>2</sub>S</b>	<b>\$99.95</b>
	<p>Intended for individuals at risk of exposure to hydrogen sulphide in the workplace, this online course provides information to help protect people from exposure, and explains how to deal with H<sub>2</sub>S-related emergencies.</p>	
<b>Duration:</b> 2 Hours	<b>Pass Mark:</b> 80%	<b>Developed By:</b> AAE Safety Instructor Training


	<b>Hand &amp; Power Tools for Construction</b>	<b>\$49.95</b>
	<p>This online course explains the importance of hand and power tool safety in construction workplaces.</p>	
<b>Duration:</b> 60 Mins	<b>Pass Mark:</b> 80%	<b>Developed By:</b> JJ Keller


	<b>Hand Safety</b>	<b>\$59.95</b>
	<p>This online course familiarizes learners with common hand hazards, and explains the strategies and equipment that can help prevent hand injuries.</p>	
<b>Duration:</b> 30 Mins	<b>Pass Mark:</b> 80%	<b>Developed By:</b> Vivid Learning Systems






	<b>Hand, Wrist, and Finger Safety</b>	<b>\$49.95</b>
	<p>Each year, nearly one out of four on-the-job accidents involves hands, wrists, and fingers. This online course provides valuable information that can be used to prevent injury to these important body parts.</p>	
<b>Duration:</b> 45 Mins	<b>Pass Mark:</b> 80%	<b>Developed By:</b> JJ Keller

	<b>Harassment Prevention</b>	<b>\$39.95</b>
	<p>This online course defines and demonstrates various types of harassment and bullying, and explains the responsibilities of supervisors, including those outlined in Ontario Bill 168 and BC Bill 14.</p>	
<b>Duration:</b> 60 Mins	<b>Pass Mark:</b> 80%	<b>Developed By:</b> Workplace Training Network

	<b>Hazard Assessment</b>	<b>\$49.95</b>
	<p>This online course provides an understanding of the importance of hazard assessments, as well as their impact on the overall performance of health and safety management systems.</p>	
<b>Duration:</b> 75 Mins	<b>Pass Mark:</b> 80%	<b>Developed By:</b> Integrated Safety Solutions

	<b>Hazard Communication</b>	<b>\$69.95</b>
	<p>This online course is designed to provide workers with the information they need to recognize and avoid hazardous chemicals in the workplace.</p>	
<b>Duration:</b> 2 Hours	<b>Pass Mark:</b> 80%	<b>Developed By:</b> UL Workplace Health and Safety

	<b>Hazard Communication Awareness</b>	<b>\$59.95</b>
	<p>This online course provides important information regarding hazard communication, including safety data sheets, pictograms, the potential health effects of hazardous chemicals, and what workers can do to make every workday safe.</p>	
<b>Duration:</b> 60 Mins	<b>Pass Mark:</b> 80%	<b>Developed By:</b> Vivid Learning Systems

 <p><b>SAFETY</b></p>	<h3>Hazard Communication in Construction Environments</h3> <p><b>\$49.95</b></p> <p>This online course introduces employees to hazard communication regulations and provides training on the various types of chemicals found in building and construction environments.</p> <p>► Duration: 45 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
 <p><b>AWARENESS</b></p>	<h3>Hazardous Waste Management</h3> <p><b>\$59.95</b></p> <p>This online course helps learners identify hazardous wastes and understand the regulations and requirements regarding their safe handling and storage.</p> <p>► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems</p>
 <p><b>AWARENESS</b></p>	<h3>Hazmat: General Awareness</h3> <p><b>\$49.95</b></p> <p>This online course will familiarize learners with the Hazardous Materials Regulations (HMR) to help them work safely around hazardous materials. This course satisfies the General Awareness training requirement 49 CFR §172.704(a)(1).</p> <p>► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
 <p><b>AWARENESS</b></p>	<h3>Hazmat: Loading/Unloading &amp; Load Segregation</h3> <p><b>\$59.95</b></p> <p>This online course teaches proper hazmat loading, unloading, and load segregation. Note: learners should have taken Hazmat: General Awareness and Hazmat: Security Awareness &amp; Safety, or have equivalent experience or training.</p> <p>► Duration: 15 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
 <p><b>AWARENESS</b></p>	<h3>Hazmat: Packaging</h3> <p><b>\$59.95</b></p> <p>This online course explains how to select appropriate hazmat packaging. Note: learners should have already taken Hazmat: General Awareness and Hazmat: Security Awareness &amp; Safety, or have equivalent experience or training.</p> <p>► Duration: 15 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
 <p><b>AWARENESS</b></p>	<h3>Hazmat: Reporting an Incident</h3> <p><b>\$59.95</b></p> <p>This online course explains hazmat reporting procedures. Note: learners should have already taken Hazmat: General Awareness and Hazmat: Security Awareness &amp; Safety, or have equivalent experience or training.</p> <p>► Duration: 15 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
 <p><b>AWARENESS</b></p>	<h3>Hazmat: Shipping Papers</h3> <p><b>\$59.95</b></p> <p>This online course explains hazmat shipping papers and retention requirements. Note: learners should have already taken Hazmat: General Awareness and Hazmat: Security Awareness &amp; Safety, or have equivalent experience or training.</p> <p>► Duration: 20 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
 <p><b>SAFETY</b></p>	<h3>Hazmat Training Made Easier</h3> <p><b>\$59.95</b></p> <p>Proper training is a must before working with hazardous materials. This online course explains the rules for preparing and transporting hazardous materials.</p> <p>► Duration: 2 Hours    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
 <p><b>SAFETY</b></p>	<h3>Hazard Identification, Assessment, and Control</h3> <p><b>\$44.95</b></p> <p>This online course teaches how to stay safe on the job by explaining and demonstrating how to prevent injuries and illness in the workplace through hazard identification, assessment, and control.</p> <p>► Duration: 2 Hours    ► Pass Mark: 80%    ► Developed By: AMHSA</p>
 <p><b>AWARENESS</b></p>	<h3>Hazcom: What You Need to Know (GHS Provisions)</h3> <p><b>\$59.95</b></p> <p>This online course is for employees who could be exposed to hazardous chemicals. It complies with the initial and refresher training requirements of the Hazard Communication Standard and applicable GHS requirements.</p> <p>► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
 <p><b>DRIVING</b></p>	<h3>Hazmat: Highway Transportation Driver Training</h3> <p><b>\$59.95</b></p> <p>This online course teaches drivers how to transport hazardous materials safely. Note: learners should have already taken Hazmat: General Awareness and Hazmat: Security Awareness &amp; Safety, or have equivalent experience or training.</p> <p>► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
 <p><b>AWARENESS</b></p>	<h3>Hazmat: Marking</h3> <p><b>\$59.95</b></p> <p>This online course explains and identifies hazmat markings. Note: learners should have already taken Hazmat: General Awareness and Hazmat: Security Awareness &amp; Safety, or have equivalent experience or training.</p> <p>► Duration: 20 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
 <p><b>AWARENESS</b></p>	<h3>Hazmat: Placarding</h3> <p><b>\$59.95</b></p> <p>This online course explains hazmat placarding specifications and requirements. Note: learners should have already taken Hazmat: General Awareness and Hazmat: Security Awareness &amp; Safety, or have equivalent experience or training.</p> <p>► Duration: 20 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
 <p><b>AWARENESS</b></p>	<h3>Hazmat: Security Awareness &amp; Safety</h3> <p><b>\$59.95</b></p> <p>This online course explains hazmat security threats and emergency response procedures. Note: learners should have already taken Hazmat: General Awareness, or have equivalent experience or training.</p> <p>► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
 <p><b>AWARENESS</b></p>	<h3>Hazmat: The Hazardous Materials Table</h3> <p><b>\$59.95</b></p> <p>This online course explains the hazmat table and its importance. Note: learners should have already taken Hazmat: General Awareness and Hazmat: Security Awareness &amp; Safety, or have equivalent experience or training.</p> <p>► Duration: 20 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
 <p><b>SAFETY</b></p>	<h3>HAZWOPER: Accidental Release Measures and Spill Cleanup</h3> <p><b>\$49.95</b></p> <p>This online course discusses the plans and procedures necessary to safely contain and clean up a hazardous materials spill. This course meets the training requirements of OSHA's HAZWOPER regulation (29 CFR 1910.120).</p> <p>► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>



### HAZWOPER: Air Monitoring and Medical Program

\$59.95

This online course provides HAZWOPER training that covers the essentials of air monitoring procedures and equipment.

► Duration: 90 Mins

► Pass Mark: 80%

► Developed By: JJ Keller



### HAZWOPER: Emergency Response and Decontamination

\$59.95

This online course provides HAZWOPER training that focuses on proper emergency response and decontamination procedures, including emergency scenarios, response plans, and decontamination equipment.

► Duration: 90 Mins

► Pass Mark: 80%

► Developed By: JJ Keller



### HAZWOPER: Introduction to HAZWOPER for Waste Site Workers

\$59.95

This online course introduces employees to chemical hazard regulations and provides training on the various types of hazardous chemicals found in industrial environments.

► Duration: 60 Mins

► Pass Mark: 80%

► Developed By: JJ Keller



### HAZWOPER Refresher

\$49.95

This online course is continuing education training for workers who have completed a 24- or 40-hour HAZWOPER course. It is updated annually to reflect changes in regulations, and meets regulatory requirements for 8 hours of annual refresher training.

► Duration: 8 Hours

► Pass Mark: 70%

► Developed By: eTraining Inc.



### Hearing Conservation

\$59.95

This online course provides information about noise and hearing loss, including the impact of noise on hearing, identification of exposure levels that require hearing protection, and the requirements of a hearing conservation program.

► Duration: 20 Mins

► Pass Mark: 80%

► Developed By: Vivid Learning Systems



### Heat Stress

\$49.95

This online course explains how heat affects the body, details the steps employees can take to prevent heat stress, and teaches elementary first aid that can be given to workers affected by heat-related illness.

► Duration: 30 Mins

► Pass Mark: 80%

► Developed By: JJ Keller



### Hot Work with Arc Welding

\$59.95

This online course helps learners identify the hazards of hot work, as well as the basic requirements to safely perform hot work.

► Duration: 30 Mins

► Pass Mark: 80%

► Developed By: Vivid Learning Systems



### Hours of Service: A Driver's Guide (USA)

\$49.95

This online course helps drivers understand US Hours of Service regulations and recordkeeping requirements.

► Duration: 90 Mins

► Pass Mark: 80%

► Developed By: JJ Keller



### HAZWOPER: Confined Space Entry

\$49.95

This online course teaches how to eliminate or reduce potential exposure to hazardous materials in confined workspaces. It meets the training requirements of OSHA's HAZWOPER regulation (29 CFR 1910.120).

► Duration: 60 Mins

► Pass Mark: 80%

► Developed By: JJ Keller



### HAZWOPER: Hazard Recognition

\$59.95

This online course provides HAZWOPER training that covers how to recognize hazardous substances. The course includes basic toxicology concepts, job hazard analysis, and types of hazards at hazardous waste sites.

► Duration: 90 Mins

► Pass Mark: 80%

► Developed By: JJ Keller



### HAZWOPER: PPE and Other Hazard Control Measures

\$59.95

This online course provides HAZWOPER training focusing on personal protective equipment (PPE) and control measures. It includes HAZWOPER PPE requirements, safe practices, and other standard operating procedures.

► Duration: 90 Mins

► Pass Mark: 80%

► Developed By: JJ Keller



### Head, Eye, & Face Protection: PPE Workplace Safety

\$49.95

This online course provides informative details about personal protective equipment for the head, eyes, and face, including hard hats, safety glasses, safety goggles, face shields, welding goggles, and welding shields.

► Duration: 60 Mins

► Pass Mark: 80%

► Developed By: JJ Keller



### Hearing Safety and Conservation

\$29.95

This online course provides important information to individuals who are required to work in areas with noise levels that are dangerously high.

► Duration: 45 Mins

► Pass Mark: 80%

► Developed By: JJ Keller



### Heat Stress Awareness

\$59.95

This online course explains the causes and impact of heat stress, and identifies strategies and equipment that will help prevent injury.

► Duration: 30 Mins

► Pass Mark: 80%

► Developed By: Vivid Learning Systems



### Hours of Service

\$99.95

This online course is designed to provide an overview of Canada's Federal Hours of Service regulations and enable an understanding of the legislation.

► Duration: 3 Hours

► Pass Mark: 80%

► Developed By: Wheels On / Astec Safety Inc.



### Hours of Service: Driver Training (USA)


\$59.95

This online course is an overview of the FMCSA's hours of service (HOS) rules that drivers must comply with, including a detailed look at how to comply with the HOS regulations and how to maintain an accurate record of duty status.

► Duration: 60 Mins

► Pass Mark: 80%

► Developed By: JJ Keller




### Hydraulic Safety in Construction

\$99.95

Though hydraulic-operated equipment is used in all areas of construction, many workers are unaware of their associated hazards. This online course teaches workers about the hazards involved when working with or around hydraulic equipment.

► Duration: 5 Hours ► Pass Mark: 80% ► Developed By: International Hydraulic Safety Authority




### Hydraulic Safety: Exposure Level

\$99.95

Designed for individuals who work on or near hydraulic equipment, this online course provides an awareness of hydraulic hazards in the workplace.

► Duration: 4.5 Hours ► Pass Mark: N/A ► Developed By: International Hydraulic Safety Authority




### Hydraulic Safety: High Risk Maintenance Level

\$149.95

This industry-leading online course provides an understanding of hydraulic energy hazards and controls for workers who repair and maintain hydraulic equipment.

► Duration: 10 Hours ► Pass Mark: N/A ► Developed By: International Hydraulic Safety Authority




### Hydrogen Sulfide for General Industry

\$49.95

This online course familiarizes learners with the hazards of hydrogen sulfide, detection methods, and best responses to H<sub>2</sub>S exposure and release. It helps satisfy the requirements in 29 CFR 1910.1200, 29 CFR 1910.119, and ANSI Z390.1-2006.

► Duration: 75 Mins ► Pass Mark: 80% ► Developed By: JJ Keller




### Hydrogen Sulfide for Oil & Gas

\$49.95

This online course familiarizes oil and gas workers with hydrogen sulfide hazards, detection methods, and best responses to H<sub>2</sub>S exposure and release. It helps satisfy the requirements in 29 CFR 1910.1200, 29 CFR 1910.119, and ANSI Z390.1-2006.

► Duration: 90 Mins ► Pass Mark: 80% ► Developed By: JJ Keller




### Indoor Air Quality

\$49.95

This online course helps workers understand the potentially harmful effects of poor air quality, and explains how to prevent, identify, and correct air quality problems.

► Duration: 45 Mins ► Pass Mark: 80% ► Developed By: JJ Keller




### Indoor Air Quality Awareness

\$59.95

This online course helps learners understand the causes and effects of air contamination and identify strategies to maintain safe air quality.

► Duration: 30 Mins ► Pass Mark: 80% ► Developed By: Vivid Learning Systems



### Industrial Ergonomics

\$49.95

This online course focuses on how to recognize ergonomic problems and their potential adverse effects in manufacturing, assembly, and warehouse situations, and offers solutions employees can use to address these problems.

► Duration: 45 Mins ► Pass Mark: 80% ► Developed By: JJ Keller




### Industrial Safety Orientation

\$65.95

This online Industrial Safety Training System (ISTS) orientation course meets BC, Alberta, and Saskatchewan legislative requirements, and introduces workers to the basic principles of hazard recognition, evaluation, and control.

► Duration: 4.5 Hours ► Pass Mark: 80% ► Developed By: IMPACT Orientations Inc.




### Injury Prevention for Drivers

\$49.95

This online course provides drivers with information about common activities that put them at risk of injury, and teaches strategies for preventing injury while on and off the road.

► Duration: 45 Mins ► Pass Mark: 80% ► Developed By: JJ Keller




### Intermediate and Advanced Rigging

\$294.95

This online course teaches intermediate rigging skills, such as how to estimate load weight and calculate centre of gravity, as well as advanced skills, such as winch and block applications.

► Duration: 6 Hours ► Pass Mark: 70% ► Developed By: Industrial Training International




### Intermediate Rigging

\$194.95

This online course teaches intermediate rigging skills, such as how to estimate load weight, calculate centre of gravity, and use the Journeyman Rigger's Reference Card for calculations.

► Duration: 3 Hours ► Pass Mark: 70% ► Developed By: Industrial Training International



### Introduction to OSHA

\$29.95

This online course is designed to teach employees about their rights under OSHA. This course is perfect for anyone new to the health and safety environment.

► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: ICC Compliance Center



### Joint Health and Safety Committees Awareness

\$39.95

This online course is designed to teach workers, supervisors, and management about the benefits, authority, responsibilities, members, and functions of Joint Health and Safety Committees. This course covers Alberta-specific legislation.

► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: AMHSA




### Joint Health and Safety Committees (JHSC)

\$79.95

This online course introduces the fundamentals of Joint Health and Safety Committees and describes their role in keeping workplaces safe.

► Duration: 45 Mins ► Pass Mark: 80% ► Developed By: Leavitt Machinery




### Journeyman Rigger's Reference Card Orientation

\$38.95

This online course identifies how to use the Journeyman Rigger's Reference Card for calculating sling capacities, load weights, rigging hardware capacities, hitches, and load control, as well as finding hand signals.

► Duration: 30 Mins ► Pass Mark: 70% ► Developed By: Industrial Training International



### Ladder Safety

\$69.95

This online course covers several aspects of ladder safety, including the consequences of unsafe ladder use; types of ladders and when and how to use each type; and ladder safety, inspection, and storage.

► Duration: 45 Mins ► Pass Mark: 80% ► Developed By: UL Workplace Health & Safety



### Ladder Safety Awareness

\$59.95

This online course identifies ladder work hazards, provides safe practices to reduce or eliminate these hazards, and reviews how to determine fall protection and ladder inspection requirements.

► Duration: 45 Mins ► Pass Mark: 80% ► Developed By: Vivid Learning Systems




### Ladder Safety for General Industry

\$49.95

This online course covers common ladder dangers, techniques for choosing the right ladder for a job, and how to use ladders safely.

► Duration: 45 Mins ► Pass Mark: 80% ► Developed By: JJ Keller




### Lattice Boom/Crawler Crane

\$99.95

This online course provides an introduction to lattice boom crane anatomy, maintenance and inspections, hazards, rigging, hand signals, safe operation, and more. This course satisfies OHS's requirements for the classroom portion of operator safety training.

► Duration: 90 Mins ► Pass Mark: 80% ► Developed By: Hard Hat



### Lead Awareness

\$59.95

This online course will educate learners on the effects of lead exposure in the workplace and explain how to work safely in these environments.

► Duration: 30 Mins ► Pass Mark: 80% ► Developed By: Vivid Learning Systems



### Leadership for Safety Excellence Online

\$99.95

This online course helps municipal supervisors understand their role in supporting their health and safety management system.

► Duration: 9 Hours ► Pass Mark: 80% ► Developed By: AMHSA




### Leadership Fundamentals

\$49.95

This online course teaches how to identify key characteristics of leaders, build trust and confidence with employees, and avoid behaviours that undermine leadership.

► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: Custom Learning Solutions Inc.

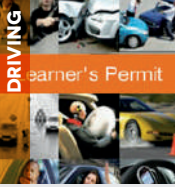


### Leadership Vision

\$19.95

This online course explains the purpose and importance of a shared vision, and provides strategies for creating and implementing it within an organization.

► Duration: 20 Mins ► Pass Mark: 80% ► Developed By: BIS Training Solutions

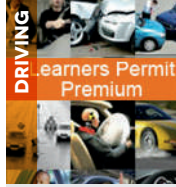


### Learner's Permit Preparation (Alberta)

\$19.95

This online course is specifically designed for aspiring drivers who need to write their Alberta Learner's Permit Test.

► Duration: 90 Mins ► Pass Mark: N/A ► Developed By: Fleet Safety International




### Learner's Permit Preparation (Alberta Premium Edition)

\$24.95

This online course is specifically designed for aspiring drivers who need to write their Alberta Learner's Permit Test. This premium program includes information on the SAFER System of defensive driving.

► Duration: 90 Mins ► Pass Mark: N/A ► Developed By: Fleet Safety International




### Lithium Battery Safety

\$144.95

This online course addresses the unique dangers lithium anode batteries present to workers servicing and repairing industrial equipment.

► Duration: 2 Hours ► Pass Mark: 80% ► Developed By: Safety Coordination Services




### Loader Backhoe Operation and Safety

\$99.95

This online course introduces loader backhoe anatomy, maintenance, hazards, safe operation, basic trenching, and more. This course satisfies OHS's requirements for the classroom portion of operator safety training.

► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: Hard Hat




### Lockout Tagout

\$29.95

This online course will increase understanding of the key elements of the Lockout Tagout regulation 29 CFR 1910.147, Subpart J, Control of Hazardous Energy, issued by the Occupational Safety and Health Administration (OSHA).

► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: ICC Compliance Center




### Lockout Tagout in the Workplace

\$49.95

This online course covers the steps to correctly lock and tag out equipment, devices used for lockout tagout, and elimination of potentially fatal hazards through implementation of proper lockout tagout procedures.

► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: HRS Group Inc.




### Lockout/Tagout: Put a Lock on Hazardous Energy

\$59.95

This online course is designed to raise awareness about the importance of lockout/tagout and teach when and how to follow the procedures every time they're needed.

► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: JJ Keller




### Machine Guard Safety

\$49.95

This online course teaches the dangers of working with machinery, and explains how to minimize those risks with proper installation and use of safety guards and devices.

► Duration: 45 Mins ► Pass Mark: 80% ► Developed By: JJ Keller

SAFETY



**Machine Guarding**

\$59.95

This online course defines mechanical hazards associated with machinery use, and identifies the requirements and methods for machine guarding.

▶ Duration: 30 Mins
 ▶ Pass Mark: 80%
 ▶ Developed By: Vivid Learning Systems

DRIVING




**Master Driver: Accident Procedures**

\$59.95

This online course provides step-by-step procedures that describe what to do after a motor vehicle crash or incident.

▶ Duration: 45 Mins
 ▶ Pass Mark: 80%
 ▶ Developed By: JJ Keller

DRIVING



**Master Driver: Coupling & Uncoupling**

\$59.95

This online course provides step-by-step procedures for safe coupling and uncoupling of singles, an overview of coupling and uncoupling doubles, and an explanation of areas where most coupling and uncoupling problems occur.

▶ Duration: 45 Mins
 ▶ Pass Mark: 80%
 ▶ Developed By: JJ Keller

DRIVING



**Master Driver: Extreme Weather Driving**

\$59.95

This online course helps reduce incidents and crashes due to weather hazards by demonstrating what to do when bad weather strikes.

▶ Duration: 45 Mins
 ▶ Pass Mark: 80%
 ▶ Developed By: JJ Keller

DRIVING




**Master Driver: Night Driving**

\$59.95

This online course can help save time, money, and lives. It discusses driver, vehicle, and roadway factors that can lead to night-time incidents and crashes, and provides helpful tips for increasing night-driving safety.

▶ Duration: 45 Mins
 ▶ Pass Mark: 80%
 ▶ Developed By: JJ Keller

DRIVING



**Master Driver: Rear End Collisions**

\$59.95

This online course helps drivers recognize and change unsafe behaviors that can lead to costly rear end collisions, such as failing to maintain a safe distance and distracted driving.

▶ Duration: 45 Mins
 ▶ Pass Mark: 80%
 ▶ Developed By: JJ Keller

SAFETY



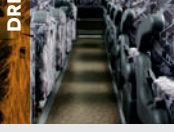
**Material Handling, Storage, Use & Disposal for Construction**

\$49.95

This online course is designed to provide an introduction to handling materials on the job site, including moving, storing, and disposing of materials. It covers the regulations in 29 CFR 1926, Subpart H.

▶ Duration: 60 Mins
 ▶ Pass Mark: 80%
 ▶ Developed By: JJ Keller

DRIVING




**Motorcoach: Vehicle Inspections**

\$59.95

This online course for motorcoach drivers provides a step-by-step procedure for conducting pre-trip inspections, and an overview of what to look for during en route and post-trip inspections.

▶ Duration: 60 Mins
 ▶ Pass Mark: 80%
 ▶ Developed By: JJ Keller

AWARENESS




**Managing Safety Self-Awareness**

\$49.95

This online course teaches managers, supervisors, and foremen how personality contributes to increasing or reducing safety risks in the workplace, and how they can tailor their coaching and management styles to be more effective leaders.

▶ Duration: 60 Mins
 ▶ Pass Mark: 70%
 ▶ Developed By: Talent Click

DRIVING




**Master Driver: Air Brakes**

\$59.95

This online course addresses the “hows” and “whys” of air brake techniques, mechanics, and operation.

▶ Duration: 45 Mins
 ▶ Pass Mark: 80%
 ▶ Developed By: JJ Keller

DRIVING




**Master Driver: Driving Techniques**

\$59.95

This online course provides a fast-paced refresher on routine driving skills, and helps reduce incidents and crashes by showing drivers how to deal with the hazards inherent in the most routine driving situations.

▶ Duration: 45 Mins
 ▶ Pass Mark: 80%
 ▶ Developed By: JJ Keller

DRIVING




**Master Driver: Fixed Object Collisions**

\$59.95

Although easily prevented, fixed object collisions are the number one type of crash for many companies. This online course teaches the proper combination of skill, awareness, and attitude needed to avoid these types of collisions.

▶ Duration: 45 Mins
 ▶ Pass Mark: 80%
 ▶ Developed By: JJ Keller

DRIVING



**Master Driver: Pattern Driving**

\$59.95

This online course provides strategies to help keep drivers alert and aware while on the road, and helps drivers avoid hazardous situations that can occur when coming out of a pattern-driving daze.

▶ Duration: 45 Mins
 ▶ Pass Mark: 80%
 ▶ Developed By: JJ Keller

DRIVING




**Master Driver: Rural Driving**

\$59.95

This online course helps drivers recognize and deal with the unique set of hazards they normally don’t contend with when driving on major highways, and includes specific driving strategies for safer rural driving.

▶ Duration: 45 Mins
 ▶ Pass Mark: 80%
 ▶ Developed By: JJ Keller

DRIVING




**Motorcoach: Defensive Driving**

\$59.95

This online course for motorcoach drivers teaches several important concepts, such as how driving a motorcoach differs from driving a normal vehicle, how to spot potential hazards, and how to manage speed and space to minimize danger.

▶ Duration: 60 Mins
 ▶ Pass Mark: 80%
 ▶ Developed By: JJ Keller

EQUIPMENT









**Motorized Pallet Jacks: Safe Operation**

\$59.95

This online course explains how to inspect and operate a motorized pallet jack in a safe manner, and helps satisfy the operator training requirements under OSHA’s Powered Industrial Trucks Standard (1910.178(l)).

▶ Duration: 30 Mins
 ▶ Pass Mark: 80%
 ▶ Developed By: JJ Keller

	<b>Naturally Occurring Radioactive Material (NORM)</b> <b>\$59.95</b> <p>This online course aims to equip workers who may be exposed to Naturally Occurring Radioactive Material (NORM) with a basic knowledge and understanding of NORM and the Ludlum 3-97 radiation survey meter.</p> <p>► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: Bravo Target Safety</p>
	<b>Office Ergonomics Training</b> <b>\$39.95</b> <p>This online course is designed for employees who spend most of their day working at computer. It covers basic ergonomics concepts, musculoskeletal injuries and risk factors, and risk mitigation strategies.</p> <p>► Duration: 30 Mins    ► Pass Mark: 75%    ► Developed By: EWI Works</p>
	<b>OH&amp;S and the Law for Supervisors</b> <b>\$99.95</b> <p>This online course offers a comprehensive understanding of the Occupational Health &amp; Safety Act and other key pieces of health and safety legislation for those in supervisory positions.</p> <p>► Duration: 2 Hours    ► Pass Mark: 80%    ► Developed By: HRS Group Inc.</p>
	<b>OSHA Personal Protective Equipment (PPE)</b> <b>\$29.95</b> <p>This online course offers training for general awareness in the use of personal protective equipment as per the Occupational Safety and Health Regulations, 29 CFR 1910 Subpart I.</p> <p>► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center</p>
	<b>Overhead and Gantry Crane Safety</b> <b>\$59.95</b> <p>This online course teaches how to safely inspect and operate overhead and gantry cranes. Topics include pre-operation testing, proper load rigging, and best practices to ensure safety.</p> <p>► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems</p>
	<b>Overhead Cranes</b> <b>\$199.95</b> <p>This online course provides the knowledge required to safely inspect, maintain, and operate overhead cranes.</p> <p>► Duration: 60 Mins    ► Pass Mark: 70%    ► Developed By: Crane Safety Ltd.</p>
	<b>Pedestal Mounted Cranes</b> <b>\$99.95</b> <p>This online course covers important aspects of pedestal mounted cranes, including components, common hazards, rigging, and proper operation and inspection.</p> <p>► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: Hard Hat</p>
	<b>Pool Safety</b> <b>\$39.95</b> <p>This online course teaches how to recognize, evaluate, and control hazards in swimming pool settings. With a focus on young workers, this course assists pool employees in mitigating hazards for themselves and others.</p> <p>► Duration: 2 Hours    ► Pass Mark: 80%    ► Developed By: AMHSA</p>
	<b>Office Ergonomics</b> <b>\$59.95</b> <p>This online course explains how to recognize ergonomic problems, and explores practical solutions employees can use to help deal with ergonomic problems in the office.</p> <p>► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems</p>
	<b>Office Safety: It's Not Magic</b> <b>\$49.95</b> <p>This online course, featuring nationally renowned magician Steve Faris, addresses common hazards found in the office environment and motivates employees to use best practices to ensure their safety.</p> <p>► Duration: 15 Mins    ► Pass Mark: 80%    ► Developed By: The Training Network</p>
	<b>Orientation: Train the Trainer</b> <b>\$39.95</b> <p>This online course is designed to teach supervisors and management about their responsibilities when conducting orientations, how to create a template or trainer's guide, and how to effectively prepare for orientation sessions.</p> <p>► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: AMHSA</p>
	<b>Overexertion Injury Prevention</b> <b>\$49.95</b> <p>This online course teaches employees how the body functions, risk factors associated with overexertion type injuries, and preventative measures they can take to stay safe.</p> <p>► Duration: 15 Mins    ► Pass Mark: 80%    ► Developed By: The Training Network</p>
	<b>Overhead Crane Awareness</b> <b>\$99.95</b> <p>This online course describes various types of cranes and lifting devices, explains how to inspect and safely operate them, and provides information on recognizing the common hazards that are encountered when using them.</p> <p>► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: Hard Hat</p>
	<b>PDIC Professional Driver Improvement Course (Condensed)</b> <b>\$69.95</b> <p>This online course is the condensed version of the Fleet Safety International Professional Driver Improvement Course (PDIC). This condensed program has been developed specifically for professional truck drivers.</p> <p>► Duration: 3.5 Hours    ► Pass Mark: 80%    ► Developed By: Fleet Safety International</p>
	<b>Personal Protective Equipment: Safe at Work</b> <b>\$49.95</b> <p>Personal protective equipment (PPE) protects workers and their livelihoods when hazards are present in the workplace. This online course teaches employees and their managers how to properly choose, use, and maintain PPE.</p> <p>► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
	<b>Portable Fire Extinguisher Safety</b> <b>\$59.95</b> <p>This online course introduces the basics of fires and portable fire extinguishers, and demonstrates the techniques used to extinguish fires.</p> <p>► Duration: 20 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems</p>

	<b>Portable Grinders and Abrasive Wheels</b> <b>\$49.95</b>  Improper use of grinders and abrasive wheels can be dangerous and sometimes lethal. This online course trains employees how to avoid these risks by learning the proper use of these tools.
▶ Duration: 15 Mins	▶ Pass Mark: 80% ▶ Developed By: The Training Network
	<b>Preventing Back Injury</b> <b>\$69.95</b>  In addition to being painful, back ailments and injuries can be debilitating and can cause time off from work. This online course explains how the back works and what workers can do to prevent back injuries.
▶ Duration: 2 Hours	▶ Pass Mark: 80% ▶ Developed By: UL Workplace Health & Safety
	<b>Process Safety Management</b> <b>\$59.95</b>  This online course explains the importance of effective process safety management programs in preventing chemical releases, and details how to create and execute these programs.
▶ Duration: 30 Mins	▶ Pass Mark: 80% ▶ Developed By: Vivid Learning Systems
	<b>Professional Driver Improvement Course (PDIC - Proctored)</b> <b>\$149.95</b>  This proctored online course is the proctored version of the Professional Driver Improvement Course (PDIC).
▶ Duration: 10 Hours	▶ Pass Mark: 80% ▶ Developed By: Fleet Safety International
	<b>Provincial Hours of Service (Alberta)</b> <b>\$99.95</b>  This online course explains the hours of service limits set out by Alberta Regulation 317/2002 and how they apply to provincially regulated carriers and drivers.
▶ Duration: 60 Mins	▶ Pass Mark: 80% ▶ Developed By: Wheels On / Astec Safety Inc.
	<b>Radio Communications</b> <b>\$59.95</b>  This online course outlines key operator responsibilities and provides an introduction to radio communication protocols and requirements.
▶ Duration: 20 Mins	▶ Pass Mark: 80% ▶ Developed By: Vivid Learning Systems
	<b>Reasonable Suspicion for Employees</b> <b>\$74.95</b>  This online course examines issues relating to substance abuse in the workplace, including types of drugs and their side effects, the negative effects of drugs and alcohol on workplace safety, and procedures to follow if a co-worker might be impaired.
▶ Duration: 60 Mins	▶ Pass Mark: 80% ▶ Developed By: SureHire
	<b>Reasonable Suspicion Testing: What Supervisors Need to Know</b> <b>\$49.95</b>  This online course helps anyone supervising commercial motor vehicle drivers understand their reasonable suspicion testing responsibilities, and helps fulfill the Reasonable Suspicion training requirements in 49 CFR Part 382.603.
▶ Duration: 60 Mins	▶ Pass Mark: 80% ▶ Developed By: JJ Keller
	<b>Powered Industrial Truck Safety</b> <b>\$59.95</b>  This online course helps learners identify powered industrial trucks, and provides information on requirements and strategies for safe inspection and use of these vehicles.
▶ Duration: 30 Mins	▶ Pass Mark: 80% ▶ Developed By: Vivid Learning Systems
	<b>Preventing Injuries: Avoiding Sprains &amp; Strains</b> <b>\$49.95</b>  This online course is designed for employees who do manual work activities in their jobs. It covers the definition, symptoms, and risk factors associated with sprains and strains, and explains how best to minimize the risk of these injuries.
▶ Duration: 45 Mins	▶ Pass Mark: 75% ▶ Developed By: EWI Works
	<b>Professional Driver Improvement Course (PDIC)</b> <b>\$129.95</b>  This online course is specifically tailored for drivers in the transportation industry as both a refresher on safe driving attitudes and techniques, and an introduction to new safe driving concepts.
▶ Duration: 10 Hours	▶ Pass Mark: 80% ▶ Developed By: Fleet Safety International
	<b>Propane Handling &amp; Exchange</b> <b>\$43.95</b>  This online course teaches the basics of safe handling and exchange of propane cylinders, as well as proper inspection and emergency response techniques.
▶ Duration: 60 Mins	▶ Pass Mark: 80% ▶ Developed By: HRS Group Inc.
	<b>Pulling Doubles</b> <b>\$59.95</b>  This online course gives drivers an overview of the standard double trailer, explains the general rules for pulling them, and covers topics such as coupling and uncoupling, defensive driving techniques, and parking and backing a double.
▶ Duration: 60 Mins	▶ Pass Mark: 80% ▶ Developed By: JJ Keller
	<b>Radiofrequency Training</b> <b>\$69.95</b>  Although radiofrequency energy has many important uses, exposure to it poses some significant health risks. This online course provides information about these risks and what can be done to avoid them.
▶ Duration: 2 Hours	▶ Pass Mark: 80% ▶ Developed By: UL Workplace Health & Safety
	<b>Reasonable Suspicion for Supervisors</b> <b>\$74.95</b>  This online course is designed to help supervisors recognize and address possible substance abuse in the workplace before it has a chance to become a safety hazard.
▶ Duration: 90 Mins	▶ Pass Mark: 80% ▶ Developed By: SureHire
	<b>Recording and Reporting of Occupational Illnesses and Injuries</b> <b>\$19.95</b>  This online course is intended to provide workers with an understanding of OSHA's injury and illness reporting protocols.
▶ Duration: 60 Mins	▶ Pass Mark: 80% ▶ Developed By: ICC Compliance Center



SAFETY

## Respiratory Protection

\$29.95

This online course examines several topics relating to respiratory protection, including the importance of using proper respiratory protection, which respirator to use, proper seal checking, and more.

► Duration: 60 Mins

► Pass Mark: 80%

► Developed By: JJ Keller



EQUIPMENT

## Rigging and Slinging Safety

\$199.95

This online course covers the regulations, practices, and techniques required to safely sling and rig loads according to CSA Z150-98, as well as ANSI and ASME standards.

► Duration: 4.5 Hours

► Pass Mark: 80%

► Developed By: Crane Safety Ltd.



DRIVING

## Right Turns—Left Turns—Intersections

\$59.95

This online course for commercial motor vehicle drivers demonstrates safe turn and intersection techniques in a variety of situations, including city and rural driving, single- and multi-lane roads, narrow streets, one-way streets, and roundabouts.

► Duration: 45 Mins

► Pass Mark: 80%

► Developed By: JJ Keller



EQUIPMENT

## Rough Terrain Cranes

\$99.95

This online course covers important aspects of rough terrain cranes, including their components, hazards, rigging, and operations.

► Duration: 90 Mins

► Pass Mark: 80%

► Developed By: Hard Hat



DRIVING

## Safe Driving Behaviors for Commercial Motor Vehicles (CMVs)

\$59.95

This online course helps learners identify undesirable driving habits that can cause commercial motor vehicle incidents, and explains strategies that can be used to mitigate these risks.

► Duration: 30 Mins

► Pass Mark: 80%

► Developed By: Vivid Learning Systems



AWARENESS

## Safety Construction Orientation Training (SCOT)

\$49.95

This online course focuses on numerous fundamental aspects of work site safety, including incident reporting, hazard recognition, fall protection, emergency response, and more.

► Duration: 2 Hours

► Pass Mark: 100%

► Developed By: SCSA



AWARENESS

## Safety Leadership: A Supervisor's Responsibility

\$49.95

Although safety managers have overall responsibility for safety, supervisors retain the responsibility for their own employees' safety. This online course is designed to emphasize the safety responsibilities of supervisors.

► Duration: 20 Mins

► Pass Mark: 80%

► Developed By: The Training Network



AWARENESS

## Safety Moments

\$79.95

Safety Moments is a series of short online safety videos that can be used to kick off meetings with dynamic, thought provoking safety points that are equally useful at work and at home.

► Duration: 60 Mins

► Pass Mark: N/A

► Developed By: Safety Health Publishing Inc.



SAFETY

## Respiratory Protection: PPE Workplace Safety

\$49.95

This online course helps learners recognize and respond to respiratory hazards, including atmospheres immediately dangerous to life or health (IDLH). This course covers the key elements required by OSHA for respiratory protection training.

► Duration: 75 Mins

► Pass Mark: 80%

► Developed By: JJ Keller



EQUIPMENT

## Rigging Knowledge Verification

\$49.95

This online exam, derived from the ASME B30 Standard, is designed to challenge riggers' knowledge of commonly used hoisting equipment and the requirements of everyday rigging.

► Duration: 60 Mins

► Pass Mark: N/A

► Developed By: Cranemasters



DRIVING

## Roadside Inspections: A Driver's Guide, Second Edition

\$59.95

This online course prepares commercial motor vehicle drivers for roadside inspections and helps them understand the consequences of a failed inspection.

► Duration: 60 Mins

► Pass Mark: 80%

► Developed By: JJ Keller



DRIVING

## Safe Backing Procedures and Blind Spots

\$64.95

This online course, designed for individuals operating motor vehicles for both company and personal use, provides valuable information on blind spot awareness and safe backing procedures.

► Duration: 90 Mins

► Pass Mark: 80%

► Developed By: CAE Safety Consulting Inc.



AWARENESS

## Safety Audits

\$59.95

Safety audits are a common way to check the effectiveness of a company's health and safety programs. This online course outlines the purpose and importance of safety audits, and explains how to plan and conduct them.

► Duration: 30 Mins

► Pass Mark: 80%

► Developed By: Vivid Learning Systems



AWARENESS

## Safety: It's Your Responsibility

\$49.95

This online course highlights each employee's personal responsibility for their own safety and the safety of others. It covers the most common safety hazards found in the workplace, as well as the proper precautions needed to stay safe.

► Duration: 20 Mins

► Pass Mark: 80%

► Developed By: The Training Network



AWARENESS

## Safety Leadership for Supervisors

COMING SOON

This online course, designed for an organization's safety leaders, is designed to help them learn the principles of safety leadership and master the coaching skills required to advance the organization's performance and safety culture.

► Duration: TBA

► Pass Mark: TBA

► Developed By: Custom Learning Solutions



AWARENESS

## Safety Showers and Eye Washes


\$49.95

This online course reinforces the importance of safety showers and eye washes by demonstrating situations where they should be used. It also describes the proper use of different types of showers and eye washes.

► Duration: 45 Mins

► Pass Mark: 80%

► Developed By: JJ Keller




### Scaffolding

\$99.95

This online course explores scaffolding equipment anatomy, hazards, safe operation, erection, and dismantling, and more. This course satisfies OHS's requirements for the classroom portion of operator safety training.

► Duration: 45 Mins    ► Pass Mark: 80%    ► Developed By: Hard Hat




### Scaffold Safety

\$59.95

This online course helps learners identify various types of scaffolding, their associated risks, and their proper usage.

► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems



### Scaffolds for Construction

\$49.95

This online course teaches employees the importance of scaffold safety in construction workplaces, as well as best practices for safe use of scaffolds and assembly/disassembly procedures.

► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller




### School Bus Inspections

\$29.95

This online course provides vital information regarding school bus inspections, and is an excellent review of pre- and post-trip inspections and en route checks.

► Duration: 45 Mins    ► Pass Mark: 80%    ► Developed By: Fleet Safety International




### School Safety

\$49.95

This online course is for anyone working in schools, and emphasizes safety as a personal responsibility. The course teaches the common causes of accidents and injuries in schools and the measures that can be taken to ensure employee safety.

► Duration: 20 Mins    ► Pass Mark: 80%    ► Developed By: The Training Network



### Scissor Lifts in Industrial and Construction Environments

\$79.95

This online course introduces workers to scissor lifts, makes them aware of the hazards associated with these lifts, and gives them the information they need to work with or around scissor lifts safely.

► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller




### Seasonal Agricultural Workers Health and Safety Orientation

\$39.95

This online course teaches farm owners and managers how to train seasonal workers regarding agricultural health and safety, workplace hazard avoidance, and hazard control systems.

► Duration: 2 Hours    ► Pass Mark: 80%    ► Developed By: Canadian Agricultural Safety Association




### Security Awareness 49 CFR

\$11.95

Under 49 CFR, Part 172.704, security awareness training is a mandatory requirement for all hazmat employees. This online course is short and informative, and meets the training requirements of 49 CFR 172.704(e).

► Duration: 15 Mins    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center




### Sexual Harassment Awareness for Employees

\$59.95

This online course is an informative and interactive program designed to help employees learn or refresh their knowledge on the difficult, yet important, issue of sexual harassment in the workplace.

► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller



### Sexual Harassment Awareness for Supervisors

\$59.95

This online course is an informative and interactive program designed to help supervisors learn or refresh their knowledge on the difficult, yet important, issue of sexual harassment in the workplace.

► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller




### Sexual Harassment for Supervisors

\$34.95

This online course covers sexual harassment and retaliation situations, supervisor responsibilities, and employee complaint procedures.

► Duration: 2 Hours    ► Pass Mark: 100%    ► Developed By: Workplace Training Network




### Shipping Biological Substances and Dry Ice by Air & Ground (Canada)

\$134.95

This online course comprehensively teaches students the basic requirements for transporting biological substances. This course is ideal for hospital staff, medical clinic personnel, researchers, or nurses involved in preparing biological shipments.

► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center



### Shipping Biological Substances and Dry Ice by Air & Ground (US)

\$134.95

This online course offers training for shipping biological substances and dry ice by air and ground in the US utilizing the 49 CFR and the IATA regulations.

► Duration: 3 Hours    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center



### Shipping Dangerous Goods by Air (IATA)

\$289.95

This online course is designed to introduce new workers to the regulations and procedures necessary for packaging and preparing the documentation required to ship dangerous goods by air.

► Duration: 4 Hours    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center



### Shipping Dangerous Goods by Ground: Drivers and Handlers

\$39.95

This online course offers training for handlers, drivers, or other personnel who need general knowledge of dangerous goods, or are verifying that dangerous goods are being shipped properly.

► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center



### Shipping Dangerous Goods by Ground: General Awareness

\$13.95

This online course offers training for general awareness of the Transportation of Dangerous Goods Regulations and the responsibilities that they entail, along with how to recognize dangerous goods for transport.

► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center

SAFETY



**Shipping Dangerous Goods by Ground (TDG)**
\$39.95

This online course provides information on the Transportation of Dangerous Goods Regulations as they pertain to ground shipments in Canada.

► Duration: 3 Hours    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center

SAFETY



**Shipping Dangerous Goods by Ground: Transborder (Canada to US)**
\$226.95

This online course reviews requirements for shipping dangerous goods by ground from Canada to the US under the reciprocity provisions of the Hazardous Materials regulations of Title 49 of the Code of Federal Regulations.

► Duration: 3 Hours    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center

SAFETY



**Shipping Dangerous Goods by Ground: Transborder (US to Canada)**
\$226.95

This online course reviews the requirements involved when shipping dangerous goods by ground from the United States to Canada under the current reciprocity provisions of the Transportation of Dangerous Goods Regulations (TDG).

► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center

SAFETY



**Shipping Dangerous Goods by Sea (US & Canada)**
\$224.95

This online course offers training for preparing compliant shipments of dangerous goods via waterways, and will cover transportation of dangerous goods under the current International Maritime Dangerous Goods Code.

► Duration: 3.5 Hours    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center

SAFETY



**Shipping Dry Ice by Air and Ground (Canada)**
\$89.95

This online course offers training for shipping dry ice by air and ground utilizing the Transportation of Dangerous Goods Regulations and the IATA Dangerous Goods Regulations.

► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center

SAFETY




**Shipping Dry Ice by Air and Ground (US)**
\$89.95

This online course offers training for shipping dry ice by air and ground in the US utilizing the 49 CFR and the IATA regulations.

► Duration: 45 Mins    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center

SAFETY



**Shipping Hazardous Materials by Ground and Air (49 CFR, IATA)**
\$248.95

This online course presents information on transporting hazardous materials by ground in the US and by air using the IATA regulations, including information on packaging, handling, and preparing documentation for shipping.

► Duration: 4.5 Hours    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center

SAFETY




**Shipping Hazardous Materials by Ground (US)**
\$174.95

This online course is designed for individuals who are responsible for shipping, handling, packaging, transporting, or preparing shipping documents for hazardous goods being shipped by ground in the US.

► Duration: 4.5 Hours    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center

SAFETY




**Shipping Lithium Batteries by Air**
\$129.95

In recent years, there has been a significant increase in lithium battery incidents on aircraft. This online course reviews basic knowledge of the hazards involved when shipping lithium batteries by air.

► Duration: 2 Hours    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center

SAFETY



**Shipping Lithium Batteries by Ground and Air (TDG & IATA)**
\$134.95

This online course is designed for shippers of lithium batteries by ground and air, utilizing the current TDG and IATA regulations. The shipper's overall responsibilities will be reviewed.

► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center

SAFETY



**Shipping Lithium Batteries by Ground in Canada**
\$134.95

This online course provides regulatory knowledge on shipping lithium batteries by ground in Canada under Transportation of Dangerous Goods regulations.

► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center

SAFETY



**Shipping Lithium Batteries by Ground in the US**
\$134.95

This online course provides regulatory knowledge on shipping lithium batteries by ground in the United States according to the 49 CFR regulations.

► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center

SAFETY




**Shipping Radioactives by Air & Ground (US)**
\$226.95

This online course offers training for shipping radioactives by air and ground in the US utilizing the 49 CFR and IATA regulations.

► Duration: 2 Hours    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center

SAFETY




**Signal Person & Crane Operations**
\$144.95

This online course is a solid, in-depth introduction to mobile and overhead crane operations, and includes information about knots, hitches, taglines, hand signals, and voice signals.

► Duration: 4 Hours    ► Pass Mark: 80%    ► Developed By: Industrial Training International

EQUIPMENT




**Sit-down Forklifts**
\$99.95

This online course covers important aspects of sit-down forklifts, including their components, maintenance, inspection, and safe operation.

► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: Hard Hat

















EQUIPMENT




















**Skid Steer Loader Operation and Safety**
\$89.95

This online course provides an introduction to skid steer loader equipment, maintenance, hazards, safe operation, basic trenching, and more. It satisfies OHS's requirements for operator safety classroom training.

► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: Hard Hat

	<b>Skid Steer Safety</b> \$49.95 <p>This online course trains employees on how to safely operate skid steer loaders. Topics include pre-start inspection, working with attachments, preventing rollovers, and best work practices.</p> <p>► Duration: 20 Mins    ► Pass Mark: 80%    ► Developed By: The Training Network</p>
	<b>Slips and Trips: Workplace Safety</b> \$59.95 <p>This online course teaches learners about the causes and costs of slips and trips. It also addresses workplace design and how to correct hazards.</p> <p>► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
	<b>Slips, Trips, and Falls: Hazard Perception Challenge</b> \$59.95 <p>This online course is designed to increase employee awareness and perception of slip, trip, and fall hazards, and to foster proactive responses wherever hazards exist.</p> <p>► Duration: 45 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
	<b>Spill Prevention, Control, and Countermeasure Plans</b> \$59.95 <p>This online course will help learners identify the cause and effects of spillage, and better understand the regulations and requirements involved in spill prevention plans.</p> <p>► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems</p>
	<b>Standard First Aid</b> \$184.95 <p>Available in Alberta, Saskatchewan, and Manitoba, this blended learning course teaches how to respond to a medical emergency. To receive Standard First Aid certification, both the online and in-class course components must be completed.</p> <p>► Duration: 7 Hours    ► Pass Mark: 80%    ► Developed By: Inter Provincial Safety Resources</p>
	<b>Standard First Aid with CPR and AED</b> \$129.95 <p>This blended learning course covers information needed to respond to a medical emergency either on the job or at home. To receive Standard First Aid certification, both the online and in-class components must be successfully completed.</p> <p>► Duration: 6 Hours    ► Pass Mark: 80%    ► Developed By: Rescue 7</p>
	<b>Stormwater Management</b> \$59.95 <p>This online course covers stormwater pollution prevention plans, as well as best management practices, good housekeeping, and proper procedures to follow when fuelling vehicles and equipment.</p> <p>► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems</p>
	<b>Substance Abuse Awareness for Employees</b> \$49.95 <p>Drug and alcohol abuse reduces morale and productivity on the job, and can endanger abusers and their co-workers. This online course addresses the dangers of substance abuse in the workplace.</p> <p>► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
	<b>Slips and Trips for Construction</b> \$59.95 <p>This online course is designed to help learners recognize and avoid slip and trip hazards. It will also teach them to take the proper measures to ensure their safety and the safety of others on a job site.</p> <p>► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
	<b>Slips, Trips, and Falls</b> \$59.95 <p>This online course will help employees identify hazardous conditions and unsafe practices that can lead to slips, trips, and falls in the workplace.</p> <p>► Duration: 45 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems</p>
	<b>Speed &amp; Space Management</b> \$49.95 <p>This online course helps drivers understand how their speed and space management can impact their ability to react to hazards and stop when needed.</p> <p>► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
	<b>Stairways and Ladders for Construction</b> \$49.95 <p>This online course explains the importance of stairway and ladder safety in construction workplaces, and covers applicable OSHA regulations regarding their use.</p> <p>► Duration: 45 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
	<b>Standard First Aid Recertification</b> \$159.95 <p>For current Alberta Standard First Aid certificate holders, this blended learning recertification course includes an online pre-examination theory review, an in-class skills refresher, a practical skills assessment, and a written exam.</p> <p>► Duration: 3 Hours    ► Pass Mark: 80%    ► Developed By: Inter Provincial Safety Resources</p>
	<b>Stand-Up Forklifts</b> \$99.95 <p>This online course covers the anatomy, safe operation, proper inspection, and common hazards of stand-up forklifts.</p> <p>► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: Hard Hat</p>
	<b>Struck-By Hazards in Construction</b> \$49.95 <p>This online course teaches how to recognize and avoid struck-by hazards. It covers OSHA regulations 1926 Subparts E, G, H, I, L, O, Q, R, S, V, X, and CC.</p> <p>► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>
	<b>Substance Abuse Awareness for Supervisors</b> \$49.95 <p>This online course helps supervisors understand how to recognize, document, and handle workplace situations involving substance abuse.</p> <p>► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller</p>

 <b>SOFT SKILLS</b>	<b>Supervisor Skills</b> <b>\$49.95</b>  This online course is intended to teach people in a supervisory role the best ways to handle difficult situations, resolve conflicts, and take control and responsibility in a crisis.  ▶ Duration: 60 Mins   ▶ Pass Mark: 80%   ▶ Developed By: Custom Learning Solutions Inc.
 <b>EQUIPMENT</b>	<b>Suspended Scaffolding Safety</b> <b>\$49.95</b>  This online course helps employees understand the dangers of working with scaffolds, and how these risks can be minimized by knowing the correct ways to erect, maintain, and use scaffolding equipment.  ▶ Duration: 45 Mins   ▶ Pass Mark: 80%   ▶ Developed By: JJ Keller
 <b>SOFT SKILLS</b>	<b>Team Building for Supervisors</b> <b>\$59.95</b>  This online course helps supervisors contemplate what teamwork means in the workplace. The program focuses on how to better facilitate teamwork among employees to improve communication, cooperation, and productivity.  ▶ Duration: 60 Mins   ▶ Pass Mark: 80%   ▶ Developed By: JJ Keller
 <b>EQUIPMENT</b>	<b>Telescopic Handlers</b> <b>\$99.95</b>  This online course covers important aspects of telescopic handlers, including their components, proper inspection, common hazards, and safe operation.  ▶ Duration: 90 Mins   ▶ Pass Mark: 80%   ▶ Developed By: Hard Hat
 <b>SOFT SKILLS</b>	<b>Time Management</b> <b>\$19.95</b>  Time management is the ability to be highly effective with one's use of time. This online course contains valuable strategies that can be used to improve productivity and effectiveness.  ▶ Duration: 45 Mins   ▶ Pass Mark: 80%   ▶ Developed By: BIS Training Solutions
 <b>SAFETY</b>	<b>Transportation of Dangerous Goods (TDG)</b> <b>\$34.95</b>  This online course is designed to teach individuals about the regulations governing the transportation of dangerous goods within Canada.  ▶ Duration: 3.5 Hours   ▶ Pass Mark: 80%   ▶ Developed By: Wheels On
 <b>SAFETY</b>	<b>Transportation of Dangerous Goods - TDG Online</b> <b>\$33.95</b>  This online course is for shippers, carriers, receivers, and anyone else involved with moving dangerous goods. It covers a variety of topics, including classification, safety marks, containment, inspection, and more.  ▶ Duration: 8 Hours   ▶ Pass Mark: 80%   ▶ Developed By: Global Hazmat Inc.
 <b>SAFETY</b>	<b>Trench Safety</b> <b>\$99.95</b>  This online course provides an introduction to trenching, including soil classification, protective systems, atmosphere, hazards, and more. This course satisfies OHS's requirements for operator safety classroom training.  ▶ Duration: 60 Mins   ▶ Pass Mark: 80%   ▶ Developed By: Hard Hat
 <b>AWARENESS</b>	<b>Supervisor's Role</b> <b>\$44.95</b>  This online course helps supervisors understand their roles, responsibilities, and legal obligations under occupational health and safety legislation, and examines the factors that impact occupational health and safety systems.  ▶ Duration: 3 Hours   ▶ Pass Mark: 80%   ▶ Developed By: AMHSA
 <b>SOFT SKILLS</b>	<b>Team Building for Employees</b> <b>\$59.95</b>  This online course helps employees contemplate what teamwork means in the workplace. The program focuses on how to be a better member of a highly productive team by improving communication, cooperation, and commitment.  ▶ Duration: 60 Mins   ▶ Pass Mark: 80%   ▶ Developed By: JJ Keller
 <b>EQUIPMENT</b>	<b>Telehandler (Variable Reach Forklift)</b> <b>COMING SOON</b>  This online course teaches how to safely inspect and operate telehandler equipment, and also provides an understanding of legislation governing telehandler operations.  ▶ Duration: TBA   ▶ Pass Mark: TBA   ▶ Developed By: Leavitt Machinery
 <b>AWARENESS</b>	<b>The Respectful Workplace</b> <b>\$49.95</b>  This online course describes the characteristics of a respectful workplace, demonstrates various types of harassment, and gives a comprehensive overview of relevant legislation in Ontario Bill 168, BC Bill 14, and the Canadian Human Rights Act.  ▶ Duration: 60 Mins   ▶ Pass Mark: 80%   ▶ Developed By: Workplace Training Network
 <b>SAFETY</b>	<b>Traffic Control Persons for Construction</b> <b>\$59.95</b>  This online course covers the techniques, equipment, and legal requirements for traffic control persons in a construction environment.  ▶ Duration: 45 Mins   ▶ Pass Mark: 80%   ▶ Developed By: HRS Group Inc.
 <b>SAFETY</b>	<b>Transportation of Dangerous Goods (TDG) in Small Quantities</b> <b>\$74.95</b>  This online course covers the basic requirements of the TDG regulations, along with specific procedures for shipping consumer commodities as well as limited, small, excepted, and de minimis quantities.  ▶ Duration: 90 Mins   ▶ Pass Mark: 80%   ▶ Developed By: ICC Compliance Center
 <b>SAFETY</b>	<b>Transportation of Dry Ice</b> <b>\$65.95</b>  Dry ice is considered a dangerous good. This online course teaches how to ship goods with dry ice by ground or by air.  ▶ Duration: 75 Mins   ▶ Pass Mark: 80%   ▶ Developed By: ICC Compliance Center
 <b>EQUIPMENT</b>	<b>Utility Boom Trucks</b> <b>\$99.95</b>  This online course covers important aspects of utility boom trucks, including inspections, hazards, safe operation, rigging, and vehicle components.  ▶ Duration: 90 Mins   ▶ Pass Mark: 80%   ▶ Developed By: Hard Hat




### Vehicle Mounted Aerial Lifts (Bucket Trucks)

\$99.95

This online course covers important aspects of vehicle mounted aerial lifts, including inspections, hazards, safe operation, rigging, and components.

► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: Hard Hat




### Verbal Judo

\$59.95

This online course explains how to defuse difficult verbal encounters while maintaining dignity and respect for everyone involved. The course also teaches threat assessment techniques to recognize unsafe situations.

► Duration: 2 Hours    ► Pass Mark: 70%    ► Developed By: Verbal Judo Canada




### Walking-Working Surfaces

\$29.95

Covering the basic requirements under OSHA regulations for Walking-Working Surfaces, this online course covers requirements and hazards related to slips, trips, and falls, as well as working with items such as ladders, stairs, and scaffolds.

► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center




### Wastewater and Stormwater Management

\$59.95

This online course provides background information on regulations and requirements for wastewater, stormwater, and septic systems, and identifies the components of a typical Stormwater Pollution Prevention Plan.

► Duration: 30 Mins    ► Pass Mark: 80%    ► Developed By: Vivid Learning Systems



### Weights & Dimensions (Alberta)

\$49.95

This online course is designed as a general guideline to help commercial vehicle operators understand Alberta's weight and dimension limits and the importance of adhering to them.

► Duration: 75 Mins    ► Pass Mark: 80%    ► Developed By: CayCan Safety Consulting




### Welding Safety

\$49.95

This online course educates employees about the hazards associated with welding, and provides the information needed to work safely when involved with welding operations.

► Duration: 45 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller




### Wellness and Fitness

\$49.95

A good wellness and fitness program can significantly improve employees' safety records. This high-impact online course shows employees how small changes in lifestyles can produce big benefits.

► Duration: 45 Mins    ► Pass Mark: 80%    ► Developed By: JJ Keller




### WHMIS + WHMIS 2015

\$29.95

This online course covers the essentials of the Workplace Hazardous Materials Information System. This course is designed to refresh learners on WHMIS 1988 and to identify new changes outlined under WHMIS 2015.

► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: SDI Team




### WHMIS 2015

\$29.95

This online course aims to prevent workplace injuries, diseases, and deaths resulting from hazardous products. This course implements the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) standard.

► Duration: 2 Hours    ► Pass Mark: 70%    ► Developed By: CLAC / Global Hazmat Inc.




### WHMIS 2015 & TDG Package

\$59.95

This online course provides a comprehensive understanding of both the Workplace Hazardous Materials Information System and regulations for the transportation of dangerous goods within Canada.

► Duration: 6 Hours    ► Pass Mark: 80%    ► Developed By: The SafetyNET




### WHMIS 2015 for Supervisors and Managers

\$198.95

This online course is for supervisors or managers who inform and train employees about hazardous chemicals. It reviews the GHS hazard communication regulations and requirements that have been integrated as part of WHMIS 2015.

► Duration: 2 Hours    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center



### WHMIS 2015 General Awareness

\$13.95

This online course is for workers who handle hazardous chemicals. It reviews the GHS hazard communication regulations and requirements that have been integrated as part of WHMIS 2015.

► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center




### WHMIS 2015 GHS

\$24.95

This online course explains the international WHMIS 2015 GHS standards that have been established by the United Nations for the safe manufacturing and handling of chemicals.

► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: Knowledge Construction Ltd.




### WHMIS Awareness

\$27.95

This online course is intended for workers handling hazardous materials and products. It provides a general awareness of WHMIS requirements and how WHMIS applies in the workplace.

► Duration: 60 Mins    ► Pass Mark: 80%    ► Developed By: ICC Compliance Center




### Wilderness & Bear Awareness

\$69.95

This online course provides essential information for people working or enjoying recreational activities in wilderness environments, including how to respond to encounters with many types of wildlife.

► Duration: 2.5 Hours    ► Pass Mark: 80%    ► Developed By: Safety Health Publishing Inc.



### Winter Driving

\$49.95

This online course is designed for organizations and individuals who wish to review and enhance their winter driving knowledge.

► Duration: 90 Mins    ► Pass Mark: 80%    ► Developed By: Fleet Safety International



### Winter Driving Fundamentals \$29.95

This online course explores the main risks associated with winter driving, and offers simple solutions to reduce winter driving risk.

► Duration: 30 Mins ► Pass Mark: 80% ► Developed By: Thinking Driver



### Working Alone Awareness Training \$49.95

This online course provides information about laws regarding working alone, teaches how to recognize unclear and changing work alone situations, and outlines practical ways to maximize safety while working alone.

► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: Training Source



### Workplace Bullying & Violence: Training for Employees \$59.95

This online course for employees examines a number of issues around workplace bullying and violence, including the difference between disagreements and bullying/violence, recognizing warning signs, and identifying preventative actions.

► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: JJ Keller



### Workplace Harassment and Violence Prevention \$74.95

This online course package covers key elements relating to sexual and workplace harassment, including supervisor responsibilities, employee complaint procedures, and the steps needed to prevent many workplace violence incidents.

► Duration: 90 Mins ► Pass Mark: 80% ► Developed By: Workplace Training Network



### Workplace Stress \$49.95

This online course helps workers identify potentially stressful situations and learn how to cope with them.

► Duration: 45 Mins ► Pass Mark: 80% ► Developed By: JJ Keller



### Winter Safety \$49.95

Employees are often injured during the winter holiday season, more often away from work than in the workplace. This online course teaches how to plan ahead, look for potential hazards, and avoid dangerous situations during the winter holidays.

► Duration: 45 Mins ► Pass Mark: 80% ► Developed By: JJ Keller



### Working in Confined Spaces on the Farm \$39.95

This online course teaches how to identify confined spaces, understand the functions of equipment related to confined entry work, conduct a risk assessment, develop safe entry procedures, and meet all applicable regulatory requirements.

► Duration: 2 Hours ► Pass Mark: 80% ► Developed By: Canadian Agricultural Safety Association



### Workplace Bullying & Violence: Training for Supervisors \$59.95

This online course examines a number of issues around workplace bullying and violence, including the difference between disagreements and bullying/violence, recognizing warning signs, and actions supervisors can take to prepare for violent incidents.

► Duration: 60 Mins ► Pass Mark: 80% ► Developed By: JJ Keller



### Workplace Harassment Prevention (US) \$24.95

This online course covers various aspects of workplace harassment, including supervisor responsibilities, employee complaint procedures, and the potential for legal exposure.

► Duration: 60 Mins ► Pass Mark: 100% ► Developed By: Workplace Training Network



### Workplace Violence Prevention \$39.95

Many violent incidents can be prevented if a workforce is knowledgeable, watchful, and committed to creating a safe workplace community. This online course provides information needed to build a safe community within an organization.

► Duration: 45 Mins ► Pass Mark: 80% ► Developed By: Workplace Training Network

## Enhance Workplace Safety and Comply with Ontario 168 and BC 14 Workplace Harassment and Violence Prevention Package

Unique, impactful,  
highly interactive  
training on  
**Harassment  
Prevention and other  
workplace topics.**

- ✓ Prevent costly lawsuits
- ✓ Promote compliance
- ✓ Reduce conflict
- ✓ Inspire effective communication and respect
- ✓ Create high performing teams



Call 619-794-2718 or visit [workplacetrainingnetwork.com](http://workplacetrainingnetwork.com)

# ARCHIVES VIRTUELLES

CONDUITE		<b>Conduite préventive</b>	49,95\$
		Ce cours sur la conduite préventive est conçu pour les organismes de langue française. Le cours explore les six composantes du système SAFER sur la conduite préventive.	
		► Durée: 3 heures	► Note de passage: 80%
		► Développement par: Fleet Safety International	
ÉLECTRIQUE		<b>ESTS travailleurs non-électriciens</b>	44,95\$
		Après avoir terminé ce cours, vous aurez les connaissances nécessaires pour identifier et éviter les dangers liés à l'électricité afin que vous et d'autres personnes soyez en sécurité.	
		► Durée: 90 mins	► Note de passage: 80%
		► Développement par: ESPS	
CONDUITE		<b>La conduite hors route</b>	44,95\$
		Ce cours vise à vous aider à améliorer votre conduite et votre sécurité au volant. Il vous permettra d'acquérir les connaissances nécessaires pour conduire sur des routes de campagne, des sentiers, ou d'autres surfaces non pavées.	
		► Durée: 45 mins	► Note de passage: 80%
		► Développement par: Stantec	
SENSIBILISATION		<b>SIMDUT, sensibilisation</b>	27,95\$
		Les règlements canadiens attribuent des responsabilités claires pour les fournisseurs de matières dangereuses, ainsi que pour les employeurs qui ont besoin que leurs travailleurs manipulent de tels produits.	
		► Durée: 90 mins	► Note de passage: 80%
		► Développement par: ICC Compliance Center	
SÉCURITÉ		<b>Transport de marchandises dangereuses par avion</b>	289,95\$
		C'est un cours de recyclage qui présente les dernières modifications à la réglementation et destiné aux étudiants plus expérimentés.	
		► Durée: 2 heures	► Note de passage: 80%
		► Développement par: ICC Compliance Center	
SENSIBILISATION		<b>Transport de marchandises dangereuses: sensibilisation</b>	13,95\$
		Ce cours offre une formation pour l'employé qui travaille avec d'autres personnes qui manipulent ou expédient des marchandises dangereuses, mais qui eux-mêmes ne le font pas. Est destiné à fournir un aperçu général de la réglementation sur les marchandises dangereuses.	
		► Durée: 30 mins	► Note de passage: 80%
		► Développement par: ICC Compliance Center	
SÉCURITÉ		<b>Transport de piles au lithium par avion</b>	134,95\$
		Ce cours offre une formation pour le transport de piles au lithium par avion.	
		► Durée: 60 mins	► Note de passage: 80%
		► Développement par: ICC Compliance Center	
ÉLECTRIQUE		<b>ESTS travailleurs d'électricité Canada</b>	124,95\$
		Le cours fournit des informations sur la manière d'analyser les dangers électriques et offre un suivi sur les mesures de contrôle en matière de prévention et de protection.	
		► Durée: 6 heures	► Note de passage: 80%
		► Développement par: ESPS	
SÉCURITÉ		<b>Expédition de marchandises dangereuses par voie maritime</b>	291,95\$
		Ce programme offre une formation pour préparer des expéditions de marchandises dangereuses conformes par voie maritime et couvrira le transport des marchandises dangereuses dans le cadre du Code IMDG le plus récent.	
		► Durée: 90 mins	► Note de passage: 80%
		► Développement par: ICC Compliance Center	
SENSIBILISATION		<b>SIMDUT 2015, sensibilisation</b>	13,95\$
		Ce cours présente les exigences générales en vertu du Règlement sur les produits dangereux en ce qui concerne les nouvelles exigences du SIMDUT 2015 incorporant le SGH.	
		► Durée: 90 mins	► Note de passage: 80%
		► Développement par: ICC Compliance Center	
SÉCURITÉ		<b>Transport de marchandises dangereuses (manutentionnaire &amp; conducteur)</b>	39,95\$
		Ce cours offre une formation aux manutentionnaires, conducteurs, et tout autre personne nécessitant une connaissance des marchandises dangereuses ou qui doivent vérifier que les marchandises dangereuses sont expédiées adéquatement.	
		► Durée: 60 mins	► Note de passage: 80%
		► Développement par: ICC Compliance Center	
SÉCURITÉ		<b>Transport de marchandises dangereuses par voie terrestre</b>	39,95\$
		Transport de marchandises dangereuses par voie terrestre véhicule routier est le mode le plus utilisé pour transporter ces marchandises. C'est un cours conçu pour le débutant ou la personne n'ayant pas de connaissances des règlements.	
		► Durée: 2.5 heures	► Note de passage: 80%
		► Développement par: ICC Compliance Center	
SÉCURITÉ		<b>Transport de matières infectieuses</b>	134,95\$
		Ce cours complet conçu pour que le participant puisse employer les 7 étapes vers la conformité et connaître les exigences de base pour le transport de substances biologiques.	
		► Durée: 2 heures	► Note de passage: 80%
		► Développement par: ICC Compliance Center	

# THE SAFETYNET

ONLINE SAFETY TRAINING NETWORK



# Network Partners



# WILDERNESS AWARENESS ONLINE

INCLUDES  
BEAR  
AWARENESS

This online Wilderness Awareness course provides essential information for people working or enjoying recreational activities in wilderness environments. This course covers the fundamentals you need to survive, including responding to wildlife encounters, building shelters, signalling for help, obtaining safe drinking water, and surviving emergency situations in the outdoors.

[wilderness-awareness.ca](http://wilderness-awareness.ca) | 1.888.278.8964 | [bear-safety.ca](http://bear-safety.ca)

# BEAR AWARENESS ONLINE

This online course provides information that will prepare you to handle situations that you may encounter when working, hunting, camping, or travelling in bear country. In addition to teaching you about the general characteristics and habits of bears, you will learn how to recognize and react to both defensive and non-defensive attacks to ensure you make it home safely.