



# BLUEPRINT

## FOR SUCCESS ■

APRIL 1, 2010

### Continual Learning – A Variety of Opportunities

Learning and growing as a team and as individuals is a significant part of living our Values. Part of Excellence is continual improvement. Part of Passion is creating an environment where everyone is engaged and challenged. It's important for each of you on the Cormode team to know we want to support you in realizing your potential through learning opportunities. We are ready to help you access a variety of industry related courses, seminars and designation.

#### Opportunities Available to You

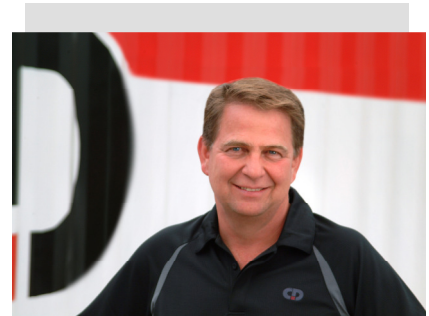
If you are considering a course or seminar, first discuss it with your direct supervisor or General Manager. In the area of Safety, there are many different courses available. Some Safety courses are available online (CSTS / POST), while others will require classroom time (Fall Protection / Aerial Platform / H2S / WHMIS). Some Safety courses can be put towards becoming a National Construction Safety Officer (NCSO) such as Principles of Health & Safety Management, Flag Train-the-trainer, Auditor Training Program (certified), TDG Train-the-trainer, and Leadership for Safety Excellence (LSE Proficiency level certified). In the area of Apprenticeship, funding is available for books and training through CLAC and MERIT. Courses may be more accessible than you think as many are offered on weekends and evenings at a wide range of locations. If any of these suggestions interest you, talk to your supervisor or General Manager and they can contact Stacey Dowse, Safety and HR Administrator at Support Services for more information and booking arrangements.

Another opportunity some of your fellow employees have pursued is the CCA Gold Seal Certification Program. It is a national certification program for construction Project Managers, Superintendents, and Estimators. Certification is based on the candidate's education, experience and their ability to satisfy the rigorous standards of the Program. There are three levels of certification; Gold Seal Construction Safety Coordinator (CSC), Certification (GSC) and Intern (GSI). For more information on each designation, go to [www.goldsealcertification.com](http://www.goldsealcertification.com).

#### Learning as a Team

On behalf of the entire Cormode Team, we would like to congratulate Jacob Heigers for completing the Gold Seal Certification in Project Management and Deb Wallace for completing the Gold Seal Certification in Safety.

There are many other opportunities besides those we have talked about here. If you find an educational opportunity, talk to you supervisor or General Manager. We are committed to your development. Each time any of us learns something new, it's an opportunity for all of us to grow.



"I am personally committed to seeing each person reach his or her potential through continual learning."

*Ben Elzen, President*

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#### Learning:

"The purpose of learning is growth, and our minds, unlike our bodies, can continue growing as long as we live."

*Mortimer Adler*

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