Features

• History and Background of the Standard
• Update on the Standard from the Chief Prevention Officer
• Industry Perspectives on the Standard
• Take IHSA’s Working at Heights Training Program
• Teach IHSA’s Working at Heights Program

Working at Heights Training Standard

Are you ready? We are.

SPECIAL EDITION ON THE NEW STANDARD

A specialized approach to health and safety
Falls are a major cause of injuries and death in Ontario workplaces, and most of those falls are from heights. Employers in the province must provide workers with fall protection training if the workers will be exposed to fall hazards. Previously, there was no process in place to ensure the quality of that training. That will change with the publication of the Ontario Ministry of Labour’s (MOL) new Working at Heights Training Standard.

This standard lays out what each student who takes working at heights training needs to learn so that everyone in the province will receive consistent and quality training. Standardized training means that employers can be confident that their workers will be able to recognize fall hazards at the worksite and take steps to control or eliminate them.

It’s an important change that can save lives and prevent life-altering injuries. That’s why we’ve devoted this special edition of IHSA.ca Magazine to the topic. We’re taking a look at the new Working at Heights Training Standard, its history, and its creation. We’ll also talk to some people who were responsible for developing it or who represent the groups that will be affected by it.

So take a look at the articles in this edition of the magazine and watch for updates in future issues and publications. As more information becomes available, we’ll be sure to let you know.
Contents

Working at Heights Training Standard: History and background ................................................. 4

Working at Heights Training Standard: An update from Chief Prevention Officer George Gritziotis ................................................................. 6

Working at Heights Training Standard: Industry perspectives ................................................... 8

Safety talk: Suspended access equipment—Fall protection .......................................................... 11

IHSA offers fall protection training .............................................................................................. 12

Teach IHSA’s Working at Heights program ............................................................................... 14

On the cover...
The Ministry of Labour’s Chief Prevention Officer has established a new training standard in Ontario for working at heights. Are you ready? We are.

Board of Directors

Executive Committee
Mike Archambault ................................. Aecon Group Inc.
Dean Gatien ................................. PowerTel Utilities Contractors Limited
Tim Holdaway ........................................ Midland Transport Limited
Joe Redshaw ................................. International Union of Operating Engineers, Local 793

Electrical
Jack Dowding ......................... IBEW Construction Council of Ontario
Dean Gatien ................................. PowerTel Utilities Contractors Limited
Keith Rattai ................................. The Society of Energy Professionals
Mark Turney ................................. Veridian

Transportation
Tim Holdaway ........................................ Midland Transport Limited
Barry House ................................. First Canada ULC
Len Poirier ........................................ CAW-TCA Canada

General ICI
Mike Archambault ................................. Aecon Group Inc.
Bob Kerr ................................. Brick and Allied Craft Union of Canada

Heavy Civil & Aggregates
Darrin Husack ................................. ConDrain Group
Joe Redshaw ................................. International Union of Operating Engineers, Local 793

Mechanical
Tom Lachance ......................... TESC Contracting Company Ltd.
Don Schultz ................................. Millwrights Regional Council of Ontario

Residential
Eugene Filice ................................. Great Gulf Homes Limited
Claudio Mazzotta ................................. Drywall Acoustic Lathing & Insulation, Local 675
Ontario’s Ministry of Labour (MOL) has released a provincial standard on working at heights training for Ontario workplaces. This standard specifies who must receive working at heights training and what they must learn from the training.

Why is there a need?
Falls are a major cause of injury and death in Ontario workplaces. The vast majority of these falls are from heights. In Ontario, employers are required to provide fall protection training to workers who will be exposed to fall hazards.

The new standard was a recommendation of the Expert Advisory Panel on Occupational Health and Safety that was led by Tony Dean in 2010. The Ontario government accepted all the recommendations made by the panel. The Working at Heights Training Program Standard responds to Recommendation 17: Development of mandatory fall protection training for workers who work at heights.
Who helped develop the standard?
The standard was developed by the MOL with input from representatives of various sectors, including employers, organized labour, health and safety experts, and prevention system partners. The members of the Working at Heights Training Program Standard Development Group contributed their time and expertise to the development of the standard on a volunteer basis.

The committee comprised the following industry and labour representatives:
• Blair Allin, International Brotherhood of Boilermakers
• Ed Braithwaite, C&C Enterprises Electrical Construction
• Kevin Bryenton, Ironworkers District Council of Ontario
• Mike Cuzzetto, Loblaw Companies Limited
• Glen Drewes, International Brotherhood of Electrical Workers
• Jamie Hansen, Unifor
• Jim LaFontaine, Dufferin Construction
• Janice Klenot, United Food and Commercial Workers
• Daniel Rajschmir, IPEX Management
• Gordon Sproule, Sproule Specialty Roofing
• Dave Trumble, Power Workers’ Union
• Rick Van Ihinger, Clifford Masonry

What is covered in the standard?
This standard specifies what must be learned by the participants in a working at heights training program. The standard requires training to have two modules. The first covers the basic theory of working at heights and must be at least three hours long. The second is a practical component that covers the use of equipment. It must be at least three and a half hours long. The standard includes learning outcomes, length and method of instruction, and evaluation methods for working at heights training programs.

As a hazard-based standard, the Working at Heights Training Program Standard is intended to protect those who may be exposed to the danger of falling from heights; it provides for the development of curricula about fall hazards and general safety practices for working at heights.

Workers who use travel-restraint systems, fall-restricting systems, fall-arrest systems, or safety nets are expected to take the training described in the standard. The training will be valid for three years after successful completion of the two modules.

A second standard—the Working at Heights Training Provider Standard—has now been released for comment by stakeholders. It includes criteria for delivering working at heights training programs, processes for reviewing and approving training providers (and instructors), and requirements for record keeping and reporting.

Is the standard mandatory?
The standard will not become mandatory until a consultation process on amending the regulations has been completed. This consultation will take place in early 2014. Compliance will be required when the regulatory amendments come into effect. Initially, these amendments will affect firms that operate under the construction regulations (O. Reg. 213/91). Later, it will be phased in to other sectors.

Draft standard devised by system partners helped shape today’s standard

Health and safety training standards are not a new concept. Some provinces already have them, and those provinces have seen their injury rates drop as a result. Newfoundland and Labrador is one example, and IHSA members heard from that province at last year’s Annual General Meeting.

The Working at Heights Training Standard is a result of collaboration between system partners and industry stakeholders. IHSA played a large role in a system-developed draft standard in 2010 that was used as the basis for IHSA’s own Working at Heights program. Like the new standard, the original draft contained two components—in-class knowledge and hands-on application.

The 2010 draft standard was provided to the new Working Group for reference and use. “There is greater buy-in, acceptance, and ownership when all stakeholders are involved. The new standard is an excellent example of this—where system partners and industry stakeholders all contributed to its creation,” says Enzo Garritano, Vice President of Research and Stakeholder Relations at IHSA.
In your opinion, why does Ontario need a standard for working at heights training?

Unfortunately, falls in the workplace continue to be a significant cause of injury and death despite heightened enforcement and awareness campaigns. Training is one of the key elements in keeping our workers safe. This standard will support consistent and quality working at heights training programs that are available to all workers and employers in Ontario.

Developing a standard for fall protection training for workers at heights is one of the priority actions in our recently released integrated occupational health and safety strategy, which is to ensure that workers who are at most risk receive the support they need. It’s also one of the priority recommendations in the Report of the Expert Advisory Panel on Occupational Health and Safety. The bottom line is that this is an important step in creating a quality health and safety training system, especially for high-hazard activities.

How do you think this will impact front-line workers? How will it affect employers?

The most obvious and important impact is that it will provide workers with the safety competencies needed to ensure that they can do their jobs safely and return home healthy after every shift.

At a workplace level, training programs that meet the standard will provide workers with fundamental knowledge and skills, including practical hands-on training in the use of common personal fall protection systems. It will also strengthen the safety culture within workplaces where workers work at heights.

For employers, it will provide quality and consistent baseline training for their workforce, which can ultimately lead to better productivity and a more competitive firm. It can also be used as a foundation on which to provide additional site-specific and equipment-specific training.
How much did stakeholder feedback play a part in the creation of the standard? Who was represented?

Stakeholder participation and feedback are the basis of the standard. The content was developed and recommended by a committee of industry representatives from various sectors. The committee included employers, organized labour, health and safety experts, and system partners. To ensure that as many voices as possible contributed throughout the development process, we engaged a wide cross-section of stakeholders from sectors not represented on the committee, and have incorporated the feedback we received. This was a truly representative initiative.

What are the key dates that training providers and employers should be aware of?

A regulatory proposal regarding working at heights training is planned for early 2014. Concurrently, there will be a consultation on the draft Working at Heights Training Provider Standard. I am encouraging training providers, labour organizations, and employers to participate in these consultations by reviewing and commenting on the documents that will be posted.

Will this impact any existing regulations, or will it trigger the creation of new regulations?

New regulatory requirements would have to be in place in order to make training programs that meet the Working at Heights Training Program Standard mandatory. As already mentioned, a regulatory proposal regarding working at heights training is planned for early 2014, and that proposal will include more details about what regulations might be impacted and how.

How will you measure the success of the implementation of the standard in the short and long term?

The goal of implementing the new standards and all other related activities is to reduce workplace injuries and fatalities due to falls from heights. We will be working with the system partners on an ongoing basis to monitor the outcomes of any training, IHSA seminars on falls, blitz enforcement activities, and other outreach. To do this, we will put in place a performance measurement framework that will demonstrate the impact of all activities.

In addition, we’ll be looking at the number of workers receiving training that meets the new standards, as well as at feedback from workers and stakeholders in terms of improvement in the overall level of knowledge and skill and in the safety culture.

There are actually two standards coming into play. Why is that?

The Working at Heights Training Program Standard specifies the training program requirements, including such items as specific learning outcomes for learners, equipment to be used for the training, and minimum length of the course.

The Working at Heights Training Provider Standard addresses the delivery requirements, including instructor and evaluator qualifications and administrative requirements for training providers.

The eventual goal is to have the providers of working at heights training programs meet both Program and Provider standards.
IHSA wanted to hear a variety of perspectives on the new training standard to find out how this change will impact different sectors. We posed similar questions to representatives from several groups to learn their thoughts on this new direction.

Mike Archambault is the Senior Vice President and Chief Safety Officer with Aecon Group Inc. and a member of IHSA’s Board of Directors and Executive Committee. Ian Cunningham is the president of the Council of Ontario Construction Associations. Patrick Dillon is the Business Manager and Secretary Treasurer of the Provincial Building and Construction Trades Council of Ontario. He is also a member of the Ontario Prevention Council.

**Why do you think a standard for working at heights training is important?**

**MA:** It’s important because it requires training to meet specific requirements in the standard and as a result it will allow auditing to be carried out to make sure the standard is being met and workers are being re-trained to the standard. In addition, organizations that wish to deliver this training will need to prove that they have the expertise and knowledge to provide training that meets the standard.

**IC:** A great number of workplace accidents are related to working at heights. It’s important for those who are required to work at heights to be properly trained to recognize the hazards in their workplaces and to know how to properly use the procedures and equipment that will keep them safe.

**PD:** The system needs to have a general practice, and everyone needs to follow the same principles when it comes to training. Some employers hire outside consultants who create their own programs, which are dubious at best. This standard will ensure that all the trainers and programs follow a consistent approach.

In the last few years, a number of foreign companies have entered Ontario’s construction industry, and they are implementing their own training programs, which they are also using in other jurisdictions. Unfortunately, some of the training is suspect and the credentials of the trainers are not up to par. A standard will create continuity and lead to better outcomes.

I am aware that certain employer lobby groups are against any standard. They view standards and any type of regulation as affecting competitiveness and negatively impacting their bottom lines. Personally, I feel that any employer that is standard-adverse is simply “gaming” the system. Anyone convicted of “gaming” the system and undermining the standard should face jail time or be fined heavily.

In Ontario, in the last 10 years, employers have received billions of dollars in rebates from the WSIB. Meanwhile, serious injuries, fatalities, and occupational diseases have actually gone up. If those billions had been re-invested in better training and real workplace safety initiatives that could empower workers to participate and report workplace hazards without fear of employer reprisals, Ontario would have the safest workplaces in the world.

Moreover, if employers had invested the funds they spent on lobbying against standards and regulations and had spent it on real training and prevention instead, the number of serious injuries would be lower.
Industry perspectives

**MA:** For the most part, the reaction to the news has been positive. My sense is that if standards can be developed with the assistance and support of the industry, best-of-class standards can be developed for other high-risk activities as well.

**IC:** Generally, the reaction to the new training program standard has been positive. No one would argue with its intent, which is to provide workers with the knowledge and tools to stay safe. It’s hazard-based, not prescriptive. It requires a demonstration of skills, offers flexibility for training providers, and addresses the needs of vulnerable workers.

However, concerns have been voiced about the fact that the training must be renewed every three years. That may be too frequent, especially for those who work at heights regularly and who are well-trained and skilled. There are also questions about equivalencies and grandfathering. In addition, there are concerns that the Training Provider Standard was not made public at the same time as the Training Program Standard. But all in all, the general tone of the reaction has been positive.

**PD:** My general reaction is that it’s good news and it’s about time. In the last 10 years, there have been 120 allowed fatality claims that were due to falls from heights.* This standard, when fully implemented, will begin to decrease and hopefully eliminate deaths from falls.

* Based on WSIB statistics (2003–2013)

What would you say is the general reaction to news of the new standard?

How do you think this will impact front-line workers and employers?

**MA:** Front-line workers who are required to wear fall-arrest equipment as well as understand the requirements and risks of working around fall hazards will greatly benefit from this training. Employers will also appreciate the training and appreciate why they need to continuously assess the risks of fall hazards to ensure their workforce is adequately protected.

**IC:** Hopefully, employers who are already doing the right thing—training and supervising their people properly, implementing effective health and safety management programs, and developing and strengthening a culture of safety in their workplaces—will see no difference. However, there will be many employers who will need a little help and who will have to make increased investments in health and safety training.

It’s important to note that increased investment in health and safety not only produces improved health and safety outcomes, but also delivers higher levels of productivity, so the cost could be zero. The greatest challenge will be to convert the wilful non-compliers—those who are not committed to getting on the path to health and safety excellence—and get them on board.

**PD:** Any time you implement interventions that prevent serious injury and deaths it is positive. Workers will get home safely. This, in turn, will attract more people to the construction industry because it will show that construction work can be performed safely, with the right training and standards that are effective.
How do you see IHSA’s Working at Heights training program and trainer competency requirements fitting into this standard?

MA: I believe IHSA is the best safety association in the country, with a great reputation and with the best in-house trainers who have the field knowledge, experience, and understanding to do a great job. They will deliver the standardized training with professional results. It’s a win-win for workers, supervisors, employers, and contractors.

IC: IHSA has extensive experience developing and delivering working at heights training programs that serve the needs of the construction industry effectively. The success of these programs is derived both from the course content and from IHSA’s stable of highly qualified trainers. I’ve been assured that IHSA’s current Working at Heights program meets all the requirements of the new training program standard, and I’m confident that IHSA will continue to be a leading provider of working at heights training to its members. Employers must not wait until the new standards are in effect. They should continue to provide their workers with working at heights training.

PD: IHSA’s program and trainer competency is the gold standard. This program was created jointly with labour and management. The current IHSA model serves as an effective mechanism for soliciting and receiving credible input from industry.

When it comes to advancing effective health and safety management and delivery in sector-specific industries, IHSA is truly bi-partite and is driven by stakeholder participation.

What should IHSA do to ensure its members are aware of these changes?

MA: A public education campaign will help get the message out. As well, IHSA should reach out to the various worker and employer organizations in Ontario.

IC: IHSA already has an effective communications strategy that includes its website, magazines and other publications, presentations, trade shows, and social media. Finding a way to refine that strategy so it also speaks to the willful non-compliers in a compelling way will be IHSA’s greatest challenge. But if it can do it, significant improvements in health and safety performance will follow.

PD: Publicize the standard every chance you get. Moreover, IHSA’s Labour-Management Health and Safety Committees need to be involved. And the regulatory proposal should also go through IHSA’s Network for review.

I would also suggest that the Prevention Office initiate a public awareness campaign to let stakeholders and the general public know about the standard.

As a result of this new standard and the changes that are to come, what do you hope to see in Ontario in a year’s time with respect to workers and employers in the province?

MA: I would expect to see some targets established and tracked on the type of training carried out, the sector the workers come from, the types of groups that have train-the-trainer status, and the number of audits carried out and their results, as well as an objective analysis and rating of the fall standard. The most important result we hope to see is that the training standard had an impact, that it led to a dramatic reduction or elimination of needless fall accidents.

IC: The vision of the recently released integrated health and safety strategy, of which the new Working at Heights Training Program Standard is an element, is “safe and healthy workplaces.” COCA will do its part to spread the word and do what it can to make construction workplaces safer.

PD: Simply no deaths. Workers need to return home safe. This may be a big wish, but it’s something worth fighting for. I think that all the workplace parties need to become committed to creating Ontario’s first Occupational Health and Safety Strategy. The Working at Heights Training Standard is just one component of the broader strategy.

I think any prevention strategy needs to have as its key underpinning the concept of worker empowerment. The current occupational health and safety system in Ontario has done little to create a supportive culture for workers to drive change in the workplace. In fact, the last 500 coroner’s inquests into construction deaths clearly show that if certain safety practices had been followed, the worker deaths would not have occurred. I hope that, with the implementation of this new standard, the industry as a whole will benefit.
**Explain dangers**

Suspension systems on swingstages, work cages, and bosun’s chairs can fail. If you are not using a fall-arrest system, you can fall, resulting in serious injury or death.

**Identify controls**

The basic rule is simple: there must be two independent means of support for workers using suspended access equipment.

1. One independent means of support for each worker is the **suspension system** holding up the stage, cage, or chair.
2. The second independent means of support is the **fall-arrest system**. This consists of a • full-body safety harness • lanyard • rope grab • lifeline • lifeline anchor.

If the suspension system fails, the worker will be saved by the fall-arrest system. In some cases, the second independent means of support can be another complete suspension system. On a swingstage, for instance, there would be four outrigger beams instead of two, four suspension lines instead of two, and so on. If one suspension system fails, the other will take over. This arrangement is used on a tiered stage.

But even with two complete suspension systems, you must still wear a full-body harness and lanyard. In that case, you would tie off to a stirrup on the stage or to a line secured to both stirrups.

**Demonstrate**

[While talking, do a hands-on inspection of fall-arrest equipment.]

Fall-arrest equipment is your last line of defence. Make sure it works. Your **harness** must have a label identifying the CSA standard that it complies with.

Check the harness for • cuts, burns, and signs of chemical damage • loose or broken stitching • frayed web material • D-ring and keeper pads showing signs of distortion, damage, or undue wear • grommets and buckles showing damage, distortion, and sharp edges.

The lanyard must be securely attached to the harness D-ring by a locking snaphook or other approved means.

Your **lanyard** and **energy absorber** must be free of fraying, kinking, and loose or broken threads. The hardware should not be deformed, rusty, cracked, or unduly worn. All moving parts must move freely and easily through their full range of movement.

Make sure your **rope grab** is working, matches the type of lifeline you are using, and has no damaged parts or sharp edges that could cut the lifeline.

Your lanyard must be attached to the rope grab with a **locking snaphook** to keep it from accidentally coming out.

Your **lifeline** should be free of damage, wear, and decay. It must be protected from rubbing and scraping where it passes over corners or edges.
IHSA’s Working at Heights—Fundamentals of Fall Prevention course is a robust program that covers the basic fall prevention information workers need to know to work safely at heights. Students will receive hands-on instruction and innovative safety information from experienced adult educators and subject-matter experts who come from the industries we serve. Our courses are available across Ontario throughout the year, and more dates will be added to the already long list that you see below (from February to May, 2014).

IHSA realizes that your time is valuable and your training needs can change at the drop of a hat. That’s why, in addition to the scheduled courses, we offer training courses whenever and wherever you need them. If you want to schedule one of our courses for your company or in your region, just call us and we’ll make it happen.

You can also visit [ihsa.ca/training](http://ihsa.ca/training) to see a complete list of all our courses.

### Training dates for Working at Heights—Fundamentals of Fall Prevention

#### FEBRUARY

<table>
<thead>
<tr>
<th>Day</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuesday, Feb 11</td>
<td>Waterloo: UA Local 527 Hall</td>
</tr>
<tr>
<td>Wednesday, Feb 12</td>
<td>Toronto: Voyager Centre</td>
</tr>
<tr>
<td>Thursday, Feb 13</td>
<td>Bracebridge: Nipissing University Muskoka Campus</td>
</tr>
<tr>
<td>Thursday, Feb 13</td>
<td>Toronto: Voyager Centre</td>
</tr>
<tr>
<td>Thursday, Feb 13</td>
<td>Windsor: Ciociaro Club</td>
</tr>
<tr>
<td>Friday, Feb 14</td>
<td>Barrie: Barrie Construction Assoc.</td>
</tr>
<tr>
<td>Friday, Feb 14</td>
<td>Toronto: Voyager Centre</td>
</tr>
<tr>
<td>Wednesday, Feb 19</td>
<td>Toronto: Voyager Centre</td>
</tr>
<tr>
<td>Thursday, Feb 20</td>
<td>Toronto: Voyager Centre</td>
</tr>
<tr>
<td>Thursday, Feb 20</td>
<td>Parry Sound: Knights Inn</td>
</tr>
<tr>
<td>Friday, Feb 21</td>
<td>Kingston: Kingston Construction Assoc.</td>
</tr>
<tr>
<td>Friday, Feb 21</td>
<td>Toronto: Voyager Centre</td>
</tr>
<tr>
<td>Monday, Feb 24</td>
<td>Mitchell: Mitchell Community Center</td>
</tr>
<tr>
<td>Monday, Feb 24</td>
<td>Toronto: Voyager Centre</td>
</tr>
<tr>
<td>Tuesday, Feb 25</td>
<td>Ottawa: Monterey Inn Resort</td>
</tr>
<tr>
<td>Tuesday, Feb 25</td>
<td>Toronto: Voyager Centre</td>
</tr>
<tr>
<td>Wednesday, Feb 26</td>
<td>Sudbury: Cambrian College</td>
</tr>
<tr>
<td>Thursday, Feb 27</td>
<td>Toronto: Voyager Centre</td>
</tr>
</tbody>
</table>

#### MARCH

<table>
<thead>
<tr>
<th>Day</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuesday, Mar 4</td>
<td>Guelph: Springfield Country Club</td>
</tr>
<tr>
<td>Tuesday, Mar 4</td>
<td>Toronto: Voyager Centre</td>
</tr>
<tr>
<td>Thursday, Mar 6</td>
<td>Ottawa: Monterey Inn Resort</td>
</tr>
<tr>
<td>Thursday, Mar 6</td>
<td>Sault Ste. Marie: Comfort Inn and Suites</td>
</tr>
<tr>
<td>Thursday, Mar 6</td>
<td>St. Catharines: Niagara Construction Assoc.</td>
</tr>
<tr>
<td>Friday, Mar 7</td>
<td>London: IBEW Local 120</td>
</tr>
<tr>
<td>Wednesday, Mar 12</td>
<td>Brantford: Best Western Brant Park Inn</td>
</tr>
<tr>
<td>Monday, Mar 17</td>
<td>Barrie: Barrie Construction Assoc.</td>
</tr>
<tr>
<td>Monday, Mar 17</td>
<td>Kingston: Kingston Construction Assoc.</td>
</tr>
<tr>
<td>Tuesday, Mar 18</td>
<td>Orillia: Best Western Mariposa Inn</td>
</tr>
<tr>
<td>Tuesday, Mar 18</td>
<td>Toronto: Voyager Centre</td>
</tr>
<tr>
<td>Wednesday, Mar 19</td>
<td>Windsor: Ciociaro Club</td>
</tr>
<tr>
<td>Thursday, Mar 20</td>
<td>Sarnia: Carpenters Local 1256</td>
</tr>
<tr>
<td>Thursday, Mar 20</td>
<td>Toronto: Voyager Centre</td>
</tr>
<tr>
<td>Friday, Mar 21</td>
<td>Sudbury: Cambrian College</td>
</tr>
<tr>
<td>Friday, Mar 21</td>
<td>Toronto: Voyager Centre</td>
</tr>
<tr>
<td>Monday, Mar 24</td>
<td>Mitchell: Mitchell Community Center</td>
</tr>
<tr>
<td>Tuesday, Mar 25</td>
<td>Ottawa: Monterey Inn Resort</td>
</tr>
<tr>
<td>Tuesday, Mar 25</td>
<td>Toronto: Voyager Centre</td>
</tr>
<tr>
<td>Wednesday, Mar 26</td>
<td>Sudbury: Cambrian College</td>
</tr>
<tr>
<td>Thursday, Mar 27</td>
<td>Oshawa: Camp Samac, Council Hall</td>
</tr>
<tr>
<td>Friday, Mar 28</td>
<td>Toronto: Voyager Centre</td>
</tr>
<tr>
<td>Monday, Mar 31</td>
<td>Parry Sound: Knights Inn</td>
</tr>
</tbody>
</table>
IHSA’s programs set the standard for health and safety training in Ontario. To help ensure all workers have access to IHSA’s high-quality training, we offer companies the opportunity to teach our Working at Heights course.

By becoming an IHSA-registered training provider, you’ll not only gain access to IHSA’s training materials that meet the new Working at Heights Training Standard, but also save on the cost of sending your employees for training. IHSA-registered instructors must have proven experience related to working at heights and must successfully complete IHSA’s Working at Heights Instructor Workshop and Foundations of Facilitating, Training, and Learning. To learn more, visit ihsa.ca/training_provider

---

**APRIL**

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuesday, Apr 8</td>
<td>St. Catharines: Niagara Construction Assoc.</td>
</tr>
<tr>
<td>Tuesday, Apr 8</td>
<td>Toronto: Voyager Centre</td>
</tr>
<tr>
<td>Thursday, Apr 10</td>
<td>Brantford: Best Western Brant Park Inn</td>
</tr>
<tr>
<td>Thursday, Apr 10</td>
<td>Toronto: Voyager Centre</td>
</tr>
<tr>
<td>Friday, Apr 11</td>
<td>Cambridge: Grand Valley Golf &amp; Country Club</td>
</tr>
<tr>
<td>Wednesday, Apr 16</td>
<td>Hawkesbury: Hydro</td>
</tr>
<tr>
<td>Wednesday, Apr 17</td>
<td>Kingston: Kingston Construction Assoc.</td>
</tr>
<tr>
<td>Wednesday, Apr 23</td>
<td>Sarnia: Carpenters Local 1256</td>
</tr>
<tr>
<td>Thursday, Apr 24</td>
<td>Fort Frances: Confederation College</td>
</tr>
<tr>
<td>Thursday, Apr 24</td>
<td>Windsor: Ciociaro Club</td>
</tr>
<tr>
<td>Friday, Apr 25</td>
<td>Toronto: Voyager Centre</td>
</tr>
<tr>
<td>Monday, Apr 28</td>
<td>Ottawa: Monterey Inn Resort</td>
</tr>
<tr>
<td>Tuesday, Apr 29</td>
<td>Hawkesbury: Hydro</td>
</tr>
<tr>
<td>Tuesday, Apr 29</td>
<td>Timmins: Microtel Inn and Suites</td>
</tr>
<tr>
<td>Tuesday, Apr 29</td>
<td>Peterborough: Community Centre</td>
</tr>
</tbody>
</table>

**MAY**

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Friday, May 9</td>
<td>Toronto: Voyager Centre</td>
</tr>
<tr>
<td>Wednesday, May 14</td>
<td>Kenora: Confederation College</td>
</tr>
<tr>
<td>Friday, May 16</td>
<td>London: IBEW Local 120</td>
</tr>
<tr>
<td>Wednesday, May 21</td>
<td>Red Lake: Super 8 Hotel</td>
</tr>
<tr>
<td>Wednesday, May 21</td>
<td>Windsor: Ciociaro Club</td>
</tr>
<tr>
<td>Thursday, May 22</td>
<td>Toronto: Voyager Centre</td>
</tr>
<tr>
<td>Friday, May 23</td>
<td>Guelph: Springfield Country Club</td>
</tr>
<tr>
<td>Friday, May 23</td>
<td>Kingston: Kingston Construction Assoc.</td>
</tr>
<tr>
<td>Wednesday, May 28</td>
<td>Hamilton: IBEW Local 105</td>
</tr>
</tbody>
</table>

---

**Fundamentals of Fall Prevention**
IHSA’s training programs give workers and employers the knowledge they need in order to work safely. Developed by our subject-matter experts in collaboration with industry representatives, IHSA’s programs set the standard for health and safety training in Ontario. IHSA’s Working at Heights—Fundamentals of Fall Prevention is a perfect example. Introduced in 2010, Working at Heights quickly became the training program that others were measured against. The Minister of Labour at the time, Peter Fonseca, said that it “has the potential to become the ‘gold standard’ for basic fall prevention training in the province.” So it’s not surprising that IHSA’s Working at Heights program meets the Working at Heights Training Standard that was recently released by the Ministry of Labour’s Prevention Office.

To help as many workers as possible receive that high-quality training, IHSA partners with other organizations to deliver the Working at Heights program. When a company becomes an IHSA-registered training provider, it gains access to IHSA’s innovative curriculum. You can be confident that the Working at Heights training material you get complies with the new standard.

The three steps outlined here explain how to become an IHSA-registered training provider, how to register instructors, and how to maintain your organization’s status as an IHSA-registered training provider.

### Become an IHSA-registered training provider

The first step toward becoming a partner and delivering Working at Heights is to have your company become an IHSA-registered training provider. To do this, your company signs a Registered Training Provider Agreement with IHSA. This defines your company’s responsibilities as a training provider. It specifies that participants must receive training as intended by the Working at Heights program.

In order to ensure that quality and consistency are maintained, IHSA will periodically audit registered training providers and their instructors. The agreement also requires that instructors be qualified to teach the Working at Heights program. Instructors must continually improve their facilitation skills through IHSA’s Registered Instructor Continued Excellence Maintenance Program.

You can download IHSA’s Training Provider Agreement at [ihsa.ca](http://ihsa.ca). On the home page, click the Training Provider button in the top right corner. There is an administrative fee of $80 for members and $320 for non-members. This fee includes one IHSA-Registered Instructor Application.
You (or an employee) becomes an IHSA-registered instructor

The second step toward delivering IHSA’s Working at Heights program is to register the instructors. To become an IHSA-registered instructor, complete an IHSA-Registered Instructor Application. To download the form, go to ihsa.ca and click on the Training Provider button in the top right corner. Instructors must have, at minimum, the following qualifications:

- proven subject-matter experience related to the program content
- successful completion within the past two years of Working at Heights—Fundaments of Fall Prevention
- successful completion within the past three years of either IHSA’s Principles of Effective Training or Foundations of Facilitating, Training, and Learning

You must submit at least one IHSA-Registered Instructor Application with your Registered Training Provider Agreement. The fee for the first Instructor Application is included in the Training Provider Agreement’s administrative fee (see the previous step for fee details). You can register more instructors from your company at any time. For each additional application, there is an administrative fee of $80 for members and $320 for non-members.

If your application is approved, IHSA will send you an IHSA-Registered Instructor Number that you will need in order to register for the Working at Heights Instructor Workshop. Once you have successfully completed the Working at Heights Instructor Workshop, you can order training material from IHSA and schedule your first program session. An IHSA staff member will evaluate your first session. The evaluation fee is $1,150. After you pass the evaluation, you will be a registered IHSA instructor for Working at Heights.

Maintain your status as an IHSA-registered instructor by taking ongoing training

IHSA requires registered instructors to remain current with the program content. Every registered instructor is asked to deliver a minimum of three Working at Heights programs during a three-year period. In addition, instructors must take IHSA’s Registered Instructor Continued Excellence Maintenance Program, which requires registered instructors to complete two IHSA Continuing Education Modules each year. These modules focus on facilitating, training, and learning skills.

Be proactive

The new Working at Heights Training Standard is going to change the way fall prevention training is delivered in Ontario. We’re ready for the change. We can help you get ready too. Simply visit ihsa.ca and click the Training Provider button in the top right corner. Get started today.

Free sessions for current registered training providers

Starting in April, IHSA will offer free information sessions for current registered training providers of the Working at Heights program. These sessions will cover enhancements that allow for better hands-on Evaluation. They will also discuss the Training Provider Agreement. If you are a current IHSA-registered training provider for Working at Heights, you will receive information about when these sessions are scheduled in your region.
IHSA offers a Working at Heights—Fundamentals of Fall Prevention course for those who may face fall hazards on the job. This course explains the essentials of fall protection and the basic information that workers need to work safely in areas where they may be exposed to fall hazards.

IHSA also offers a Working at Heights Instructor Workshop. By becoming an IHSA-registered training provider, you will gain access to IHSA’s innovative training materials and save on the cost of sending your employees for training. You’ll also be qualified to train others in your industry. Visit ihsa.ca/training_provider for details.

IHSA’s product line includes free and low-cost posters, manuals, advisories, stickers, safety talks, and other important items that can help reduce exposure to fall hazards. Below are just a few of the things IHSA has available. For additional products and more details, visit ihsa.ca/products.

Visit ihsa.ca/products to see IHSA’s complete product line.