



KEEP YOUR MOMENTUM GOING WITH **COR™ Workshop Program**

When members of the Building and Concrete Restoration Association of Ontario (B&CRAO) asked for some help with the Certificate of Recognition (COR™) program in 2014, they had no idea what they were starting.

Several members of the B&CRAO had registered in IHSA's COR™ program that year. They could see that COR™ would soon play a major role in their industry, and they wanted to be ready.

When the association approached IHSA to discuss ways to provide assistance to its members during the COR™ process, IHSA saw an opportunity to help more than just those firms. So IHSA worked with the B&CRAO to create a series of workshops to help firms get through their first COR™ cycle.

The pilot project

One of most challenging areas was with a firm's health and safety management system (HSMS). COR™ requires record keeping and evidence of application. Quite often, effective health and safety practices are in effect but not fully or properly documented. IHSA program developers decided to start there and focus on helping participants identify gaps in their HSMS.

For the pilot project, IHSA held six one-day workshops, one per month for six months. At the end of each workshop, the participants left with a

clear action plan for the next few weeks and were expected to carry it out before returning for the next. The action plans applied specifically to each participant's HSMS, so it was a practical way to learn.

The pilot workshops were attended not only by the B&CRAO but also by members of the Ontario General Contractors Association (OGCA) and some companies from the sewer and watermain and the waterproofing sectors. Everyone learned a lot, including the IHSA program developers, trainers, and auditors.

COR™ workshops

After running a few more workshop series with other industry groups throughout 2016 and refining the content and approach, IHSA was ready to launch the COR™ Workshop Program.

The six one-day sessions have been reduced to five, but are still held once a month. Each group usually has 10 to 20 participants and the focus is still on the HSMS, but there is an emphasis at the beginning of each series on engaging senior management in the process. Without their support, it can be very difficult to get what a company needs in order to fill the gaps in its HSMS.

The person who normally attends the workshop is the designated internal auditor, which makes sense because the four training programs that are



How IHSA can help



Training

As preparation for the COR™ Workshops, participating groups are asked to complete the four training courses that are required for certification. These courses provide the foundation that participants will need to successfully create and complete their monthly action plans.

1. COR™ Essentials
2. Basic Auditing Principles
3. COR™ Internal Auditor
4. Introduction to Hazard and Risk Management

Visit ihsa.ca/training for full course descriptions and session dates.

required for internal auditors are prerequisites for taking part in the workshops.

Rather than have most participants at the same stage of the process, most of the workshops now include some firms that are already certified. This allows for more coaching opportunities. After taking the series of COR™ workshops, internal auditors get to know other auditors and find a peer group to work with.

These workshops are now based on interactive participation rather than presentation by an

instructor. As the workshop members move through the sessions, they are solving the problems they have found in their own HSMS, a process that most find quite valuable.

Getting involved

If you think your group or association would benefit from a COR™ workshop, contact John Sammut at jsammut@ihsa.ca. It's a constructive next step after you've completed the four training courses required for the COR™ program, and it helps keep the momentum going. Visit ihsa.ca/cor at any time to find out more.

Getting THE JOB

Many public-sector and private-sector companies, as well as some municipalities, require contractors to be either registered with the COR™ program or already certified before they can bid on construction projects in Ontario.

These are just some of the organizations that require COR...

