



Association of Ontario
Road Supervisors

PROFESSIONAL DEVELOPMENT

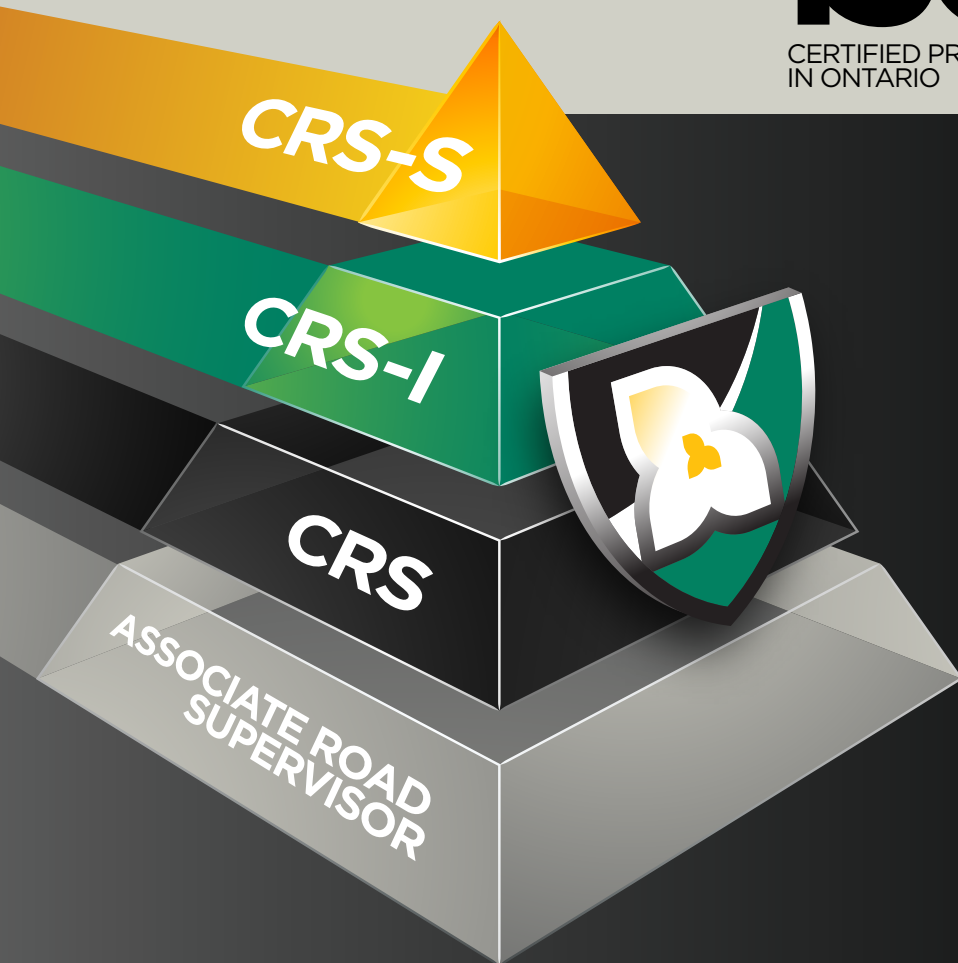
AORS → EXPERTISE →

5
WAYS TO
ADVANCE
YOUR PROFESSIONAL
DEVELOPMENT

The Certified Road Supervisor (CRS) is a legal, professional public works accreditation. The CRS program is designed to raise professional standards, improve individual performance, and identify professionals who demonstrate the knowledge vital to public works management. The CRS designation is exclusive to AORS and recognized under Provincial Statute Law.



1300+
CERTIFIED PROFESSIONALS
IN ONTARIO



The CRS program is widely recognized and highly successful. Over 1300 designations have been awarded to public works personnel throughout Ontario.

AORS has the exclusive right to use the CRS designation. Our accreditation program is recognized under Provincial Statute Law.

The CRS professional accreditation validates your competency with public works technologies and relevant Provincial Legislation/Regulations. The AORS Code of Ethics validates your professional principles.

Who is eligible for the CRS?

A combination of education, experience, and continuing professional development is required to earn the credential.

If you are an employee within the private/municipal sector hired to supervise construction, rehabilitation or maintenance of core civil public works infrastructure, you are eligible to apply for AORS CRS public works professional development accreditation.

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BENEFITS OF CERTIFICATION

The CRS Professional Accreditation provides many specific advantages including:

- 1 Verification of your public works expertise
- 2 Certificates and Code of Ethics to identify your CRS status
- 3 Increased career opportunities
- 4 Invitations to conferences, training sessions, and special events
- 5 Industry recognition of your knowledge and proficiency

5 STEPS TO CERTIFICATION

1 GAIN HANDS-ON EXPERIENCE IN THE PUBLIC WORKS INDUSTRY
Working in all facets of the Public Works field—including supervisory responsibilities—gives you valuable hands-on experience which will strengthen any certification plan. With significant roads-related supervisory experience of three years or more you're well on your way to basic CRS certification.

2 EXPAND YOUR EXPERIENCE WITH TRAINING
Take advantage of AORS and Guelph Road School training—some of which is mandatory for Certification—resources that are geared to the way you learn best. Knowledgeable and enthusiastic instructors lead seminars that will enhance your skills.

3 DECIDE WHICH CERTIFICATION IS RIGHT FOR YOU
AORS offers 4 levels of Certification that covers the spectrum of core skill areas within the Public Works industry. You decide which level is appropriate and we'll help you complete a comprehensive application.

4 COMPLETE THE APPROPRIATE APPLICATION FORM
This one is a breeze. You've got the required experience and training. Take your career to the next level by applying for one of the most distinctive Certifications in Ontario. We'll help you complete a comprehensive application for review by the Certification Board that meets four times per year.

5 DISPLAY YOUR CERTIFICATE AND CODE OF ETHICS
The CRS Designation is a professional accreditation. You've earned your certificate which validates your competency, professionalism and hard work. Abide by the AORS Code of Ethics in all facets of your career. It's your moral obligation.



DISTINGUISH YOURSELF

Certified Road Supervisors (CRS) are distinctive from other public works personnel. They've demonstrated undeniable expertise in the Public Works industry to co-workers, employers, and—most importantly—to themselves.

START CERTIFICATION



ASSOCIATE ROAD SUPERVISOR

- » Successfully completed T.J. Mahony Road School courses (Construction and Maintenance) **OR**
- » Three (3) years of significant roads related supervisory experience but has not completed T.J. Mahony Road School courses.



CERTIFIED ROAD SUPERVISOR (CRS)

- » Successfully completed both sections of T.J. Mahony Road School (Construction and Maintenance) **OR** successfully taken the challenge exam through AORS; **AND**
- » Successfully completed the PWLDP modules (minimum passing grade 70%): Local Government, Leadership and Customer Service (or approved equivalent modules e.g. Loyalist College Municipal Leadership); **AND**
- » A minimum of three (3) years significant roads related supervisory experience.



CERTIFIED ROAD SUPERVISOR—INTERMEDIATE (CRS-I)

- » Satisfied the CRS requirements; **AND**
- » Successfully completed two mandatory C.S. Anderson School Courses: Managing Human Resources **OR** Effective Management **AND**
- » Successfully completed Municipal Health and Safety or approved equivalent program; **AND**
- » Successfully completed one approved specialized course of your choice; **AND**
- » Successfully completed the PWLDP modules (minimum passing grade 70%): Financial Management and Talent Management (or approved equivalent program modules e.g. Loyalist College Municipal Leadership); **AND**
- » A minimum of five (5) years significant roads related supervisory experience.



CERTIFIED ROAD SUPERVISOR—SENIOR (CRS-S)

- » Satisfied the CRS and CRS-I requirements; **AND**
- » Successfully completed mandatory course: Basic Report Writing and Presentation Skills (C.S. Anderson Road School) (or an approved equivalent); **AND**
- » Successfully completed the PWLDP modules (minimum passing grade 70%): Process Management, Continuous Improvement and Communications (or approved equivalent program modules e.g. Loyalist College Municipal Leadership); **AND**
- » Successfully completed two other approved Technical/Management courses of your choice; **AND**
- » A minimum of seven (7) years significant roads related supervisory experience.

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This was a great learning experience and the wealth of knowledge from both the instructors' and students alike will be beneficial for my career for years to come.

SCOTT EDWARDS, ROAD SUPERINTENDENT/TOWN OF GEORGINA



PUBLIC WORKS LEADERSHIP DEVELOPMENT PROGRAM

The Public Works Leadership Development Program (or approved equivalent program modules) is mandatory for CRS professional designation.

This is the premier program in Ontario, designed to recharge your thinking and enhance individual management and leadership skills. It provides actionable learning that will translate into personal and professional growth as well as sustainable corporate results.

The program consists of eight modules. A limited number of participants in each session fosters optimal intellectual, interactive adult learning environment.

**ADVANCE
WITH**



AORS

PROMOTING **KNOWLEDGE**. PURSUING **EXCELLENCE**.

www.aors.on.ca