5 WAYS TO ADVANCE YOUR TRAINING GOALS

2000+

INDIVIDUALS TRAINED ANNUALLY

AORS EXPERTISE TRAINING

There are many training options in the marketplace and choosing a trainer is not an easy decision. The training that you or your staff receive should have an immediate impact on performance, safety and quality of work. It will also need to stand up to possible litigation and inspections from regulators.

AORS takes the time to understand our training partners, to verify their credentials, to review the courses provided by each trainer, and to be a part of ongoing discussions about course changes and improvements, while ensuring your feedback is quickly addressed.

5 WAYS TO ADVANCE YOUR TRAINING GOALS

1 EXPERIENCE

AORS is committed to providing training that is developed and delivered by experienced, trained professionals. Training partners and instructors are true subject matter experts, bringing a wealth of experience and knowledge about the industry while also having the chops to ensure programs are designed and delivered professionally and with you in mind. AORS ensures these standards are maintained by reviewing programs on a regular basis, ensuring material remains current, trends are addressed and changes within the industry are incorporated quickly.

2 REPUTATION

AORS stands behind its training. The Association brings the experience and respect that comes with 60+ years in the industry. Everyone who successfully completes training receives an official AORS training certificate. AORS also maintains a record of your training for future reference.

AORS PUBLIC WORKS ACADEMY

3 OVERSIGHT

AORS ensures consistent quality by maintaining an education committee made up of members from municipalities across Ontario. This committee provides oversight and input on programs, training partners, and instructors.

4 FEEDBACK

AORS meets regularly with its training partners and instructors for quality assurance purposes, and to address any suggestions or concerns raised by individuals, groups or members. We will ensure your voice is heard and action is taken to ensure the training provided by AORS meets or exceeds your expectations.

5 TRAINING MODEL

AORS has developed a recipe for success with a combination of group classes and individual training to ensure economies of scale and training targeted to each person's experience and capabilities. Wherever possible, AORS delivers training locally, helping keep travel costs in check. By having instructors and training partners who are able to deliver across the province, AORS ensures the training content and quality is consistent province wide. At the same time, our instructors are willing to work with each group to tailor the training to make sure specific needs are addressed.

AORS also offers web-based training solutions for many of our courses, giving you even more avenues to reach your training goals.

AORS PUBLIC WORKS ACADEMY

Train here. *Advance anywhere.*

The Public Works Academy (PWA)

The PWA is an educational institution created by AORS to regulate, develop and promote the Certified Road Supervisor (CRS) public works professional development program by:

- Evaluating and approving mandatory & elective training courses;
- Recommending standard certification assessment methods;
- Recommending future re-accreditation criteria;
- Recommending appropriate training partners and their respective programs.

AORS PUBLIC WORKS TRAINING & CERTIFICATION SOLUTIONS

“ Anyone who stops learning is old, whether at twenty or eighty. Anyone who keeps learning stays young. The greatest thing in life is to keep your mind young.”

~Henry Ford

Thank you for your interest in the AORS 2026 Training and Professional Development Program catalogue. Our courses are designed specifically to help Municipalities and private sector companies address their public works training and certification needs. Through the following variety of options/ formats we can accommodate diverse learning styles:

Options

AORS partners with several companies, associations and individuals to design and deliver training for individual or groups of employees. Through AORS Public Works Learning Solutions you can:

» Select an existing AORS seminar for delivery to your site (‘in-house’)
» Select an existing AORS seminar delivered within close proximity to your site
» Customize a learning experience to address your specific needs
» Select an online training opportunity

Formats

» Seminar (Classroom only)
» Seminar & Practical (Blended classroom & field)
» Technical schools
  - Gravel Road School
  - Winter Maintenance School
» Workshops
» Refresher courses
» One-on-One Coaching
» Web-based learning

Advantages

AORS Public Works Learning Solutions provides multiple advantages for one or one hundred employees who have the same learning needs.

What is included in a Public Works Learning Solutions Program?

» **Customization**—Most seminars can be tailored to address your Municipal/ private sector specific training objectives.
» **Administrative Coordination**—AORS staff contracts with the instructors, supplies all course materials, and provides attendance and evaluation forms as well as

post-course certificates of completion. AORS also provides back-up training records and documentation.

» **Pre-training Conference Call**— AORS arranges a conference call with the instructor and/or relevant company representatives to ensure that everyone understands the training that is to be provided and the desired learning outcomes. This is also a great opportunity to discuss customization.

» **Certificates of Completion & Continuing Education Units (CEU)**— AORS awards Certificates of Completion to all attendees and Continuing Education Units for specific courses. One CEU is granted for every 10 learning contact hours.

Our highly regarded education, training and professional development partners include:

» **Ground Force Training Inc.**
» **Greg Pfaff—Greg Pfaff Services Inc.**
» **Jason Gear**
» **Dan Ferguson—D.C.F. & Associates Compliance Inc.**
» **Stephen Lalonde, CRS-I**
» **Good Roads**
» **Ontario Chapter of the Solid Waste Association of North America (SWANA)**
» **Ontario Water Wastewater Certification Office (OWWCO)**

AORS needs the continued support of our 34 Local Associations to host these training programs.

To host an AORS training seminar contact:

Dennis O'Neil
Member Services Coordinator
Cell: (519) 405-0062
dennisoneil@aors.on.ca

OR

Christie Little
Programming and Training Coordinator
Cell: (226) 543-1107
christielittle@aors.on.ca
www.aors.on.ca

5 REASONS TO CHOOSE AORS

AORS is Ontario's 'five star' training, professional development and accreditation organization. That means that our courses will always be:

★ **close-to-home**
★ **relevant**
★ **cost-effective**
★ **timely and**
★ **provided by a professional public works organization.**

That is AORS planning, legislative and constitutional mandate!

OUR HIGHLY REGARDED EDUCATION, TRAINING AND PROFESSIONAL DEVELOPMENT PARTNERS

Dan Ferguson

Dan is a Certified Health and Safety Consultant (CHSC) and a Member in good standing with Canadian Society of Safety Engineering (CSSE) and the former Manager of Health and Safety for the sixth largest City in Canada. Dan is currently the President of DCF & Associates Compliance Inc. He has over 30 years of Training Development and Delivery and has been delivering training for AORS for the past 8 years.

Greg Pfaff

Greg Pfaff, of Greg Pfaff Educational Services, has been providing Chainsaw and Chipper Training to AORS members since 2006. Teaching a variety of safety courses for many years, Greg consistently receives rave reviews for his practical approach to safety and proficiency.

Jason Gear

Jason Gear is a trainer with 20+ years of experience, specializing in chipper, chainsaw, and heavy equipment. Jason's past experience as an Operations Manager with a nationwide explosives company before becoming a Heavy Equipment Operations Professor. Jason left Fleming College when he obtained the position of Corporate Driver Trainer for the City of Belleville, and he joined our team at AORS as a chipper and chain saw trainer in 2023.

Stephen Lalonde, CRS-I

Stephen has over 20 years of experience working in the road maintenance sector and has worked on roads ranging from multi-lane highways to gravel surface roads. Over the years he has worked a range of jobs from flagging, to planning and setting up of anything as simple as roadside work to complex and long-term detours. I strongly believe in Book 7 training for all municipal employees who have to work on, or near public roadways to keep everyone safe.

Ground Force

Ground Force Training started providing comprehensive driver training and on-site equipment training in September 2004. Our experienced instructors ensure a high standard of quality and offer hands-on training to certify and enhance safety in the workplace.

With a team of knowledgeable and dedicated trainers, we strive to exceed industry standards and continuously improve the competency levels of our trainees. Our ultimate goal is to keep them safe and ensure they return home to their families every day.

Ontario Chapter of SWANA

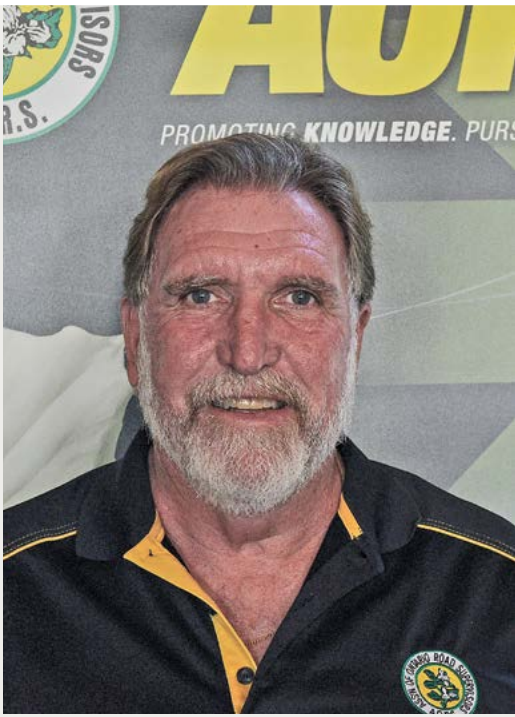
Serving individuals and communities responsible for the management and operation of municipal solid waste management systems with educational opportunities. Our Ontario Chapter is the go-to for solid waste training. We are proud to have educated thousands of waste professionals in industry best practices for tomorrow's emerging technologies.

PWLDP INSTRUCTIONAL TEAM

Craig Davidson

Craig is presently the Treasurer/ Administrator for the Municipality of Temagami. Craig has been involved with municipal government for 31 years. He has worked as a municipal auditor, financial advisor and as the CAO, clerk and treasurer for several municipalities including Hastings Highlands, the Town of Bancroft and the Town of Moosonee. Craig served on the board of directors for the Ontario Good Roads Association for 5 years and was the Chair of Member Services for 2. Craig has presented at various conferences on topics ranging from municipal budgeting to financial sustainability.

Ewen MacDonald, CRS-S



Ewen was the General Manager Infrastructure Services for the Township of South Glengarry for 29 years until his retirement in 2021. Prior to this position he was a Supervisor at Cornwall Gravel Company Ltd for 7 years. He was a Course Director for the OGRA Anderson Road School Managing Human Resources Course for 10 years. Ewen was also a long serving member on the AORS Board of Directors, where he sat on numerous committees and task forces, and is a 2-time Past President. He has a Degree in Public Administration from Western University and is a Certified Road Supervisor Senior.

Sandra Lowe, CHRL, MEd

Sandra is a Certified Human Resources Leader with a Bachelor of Science In Psychology, a Master's Degree in Workplace Learning and Change (Adult Education), and a Diploma in Public Administration and Leadership. She has experience working with teams, leaders and employees to improve their effectiveness. She has HR leadership experience with a particular focus on organizational development, learning and change management. She is a dynamic speaker, facilitator and coach; her engaging and interactive workshops challenge participants to work through the tough questions in order to move forward in a positive way. Sandra has experience working with the most senior levels of public and private sector organizations as an influencer of change and has contributed as a member of senior leadership teams leading cultural shifts in various organizations.

Michael Touw, B.Sc(Eng), MPA

Michael is currently the Chief Administrative Officer for the Town of Perth. He has been in municipal government for 15 years, nearly all in Public Works, and as an active member of District 8 Road Supervisors Association. Michael has a background in Civil Engineering (Queen's) and Public Administration (Western). He previously served on the board of the Ontario Good Roads Association (OGRA) and is now on the board for the Association of Municipalities of Ontario (AMO). In addition to teaching within the PWLDP for AORS, Michael leads the TJ Mahony course for OGRA and has a passion for contributing to the advancement of municipal public works in Ontario.

THE CERTIFIED ROAD SUPERVISOR (CRS) PROFESSIONAL DEVELOPMENT PROGRAM

What is the CRS public works professional development program?

The CRS program is widely recognized and highly successful. Over 1900 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.

2100+
CERTIFIED PROFESSIONALS IN ONTARIO

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, OGRA and other recognized bodies 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 APPLIES TO YOU: COMPLETE THE APPLICATION

Take your career to the next level by applying for one of the most distinctive Certifications in Ontario. 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 for review by the Certification Board that meets four times per year.

4 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.

5 PROGRESS TO THE NEXT LEVEL OF CERTIFICATION

As you accumulate additional and more senior supervisory experience, and complete further course requirements as a demonstration of your commitment to continuous learning, you can advance to the Intermediate (CRS-I) and Senior (CRS-S) levels of the CRS certification.

5 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

The CRS Certificate is a professional accreditation that validates your competency with public works technologies and solutions. The AORS Code of Ethics validates your public works principles.

START

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); **AND**

» Successfully completed the PWLDP modules (minimum passing grade 70%): Local Government, Leadership & Supervision, and Customer Service; **AND**

» A minimum of three (3) years significant roads related supervisory experience.

CRS ACCREDITATION

WE'VE BUILT A SOLID CAREER ROAD FOR YOU!

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.

YOUR CERTIFICATION

AORS EXPERTISE

CRS I

CERTIFIED ROAD SUPERVISOR—INTERMEDIATE (CRS-I)

- Satisfied the CRS requirements; **AND**
- Successfully completed two mandatory C.S. Anderson Road School Courses: Managing Human Resources **OR** Effective Management **AND**
- Successfully completed Municipal Health and Safety; **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; **AND**
- A minimum of five (5) years significant roads related supervisory experience.

CRS S

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); **AND**
- Successfully completed the PWLDP modules (minimum passing grade 70%): Process Management, Continuous Improvement and Communications; **AND**
- Successfully completed two other approved Technical/Management courses of your choice; **AND**
- A minimum of seven (7) years significant roads related supervisory experience.

I had the privilege of participating in the Certified Road Supervisors Modules through the PWLDP with the AORS, and I can confidently say it has been a transformative experience in my career. Offering a comprehensive, hands-on approach to learning that not only deepened my technical understanding of road supervision but also honed my leadership and management skills. The CRS designation program helped set obtainable goals while providing the knowledge necessary to improve the efficiency and safety of road maintenance operations, while the PWLDP provided invaluable insights into leadership, communication, and strategic decision-making in the public works sector. I am now better prepared to navigate complex situations and am more committed than ever to advancing the quality of public infrastructure in Ontario."
Jeff Fiske - CRS-I Senior Supervisor (Acting), Operations, County of Grey

5 REASONS
TO HIRE AND DEVELOP AORS CERTIFIED ROAD SUPERVISORS (CRS)

AORS PUBLIC WORKS ACADEMY

Hiring job applicants with CRS credentials assures Municipalities and companies that they're employing qualified professionals with proven proficiency in Public Works operations. It's how you know they know!

1 IMPROVE CUSTOMER SERVICE DELIVERY
Certified Road Supervisors are more self-sufficient and therefore more productive in delivering key Municipal services. More projects are delivered on time and on budget.

2 STANDARDIZE YOUR STAFF ABILITIES
Certification is a dependable benchmark for hiring, promoting and developing top-quality technical talent. The CRS accreditation program is recognized under Provincial Statute Law (1996).

3 GENERATE EXCELLENT RETURN ON TRAINING EXPENDITURES
AORS training and Certification programs ensure that good decisions are made at all levels of your organization.

4 GAIN A COMPETITIVE ADVANTAGE
The most successful organizations providing public works services continually invest more in training and certifying their teams.

5 INCREASE EMPLOYEE SATISFACTION AND MORALE
Employee satisfaction and retention are higher when management assists employee's career goals.

WHO DO I CONTACT FOR MORE INFORMATION?

If you would like more information regarding this important professional program please visit the AORS website at **www.aors.on.ca**, call the AORS office (226)661-2002, or contact:

Dennis O'Neil, Member Services Coordinator; Cell: (519)405-0062; dennisoneil@aors.on.ca;

OR

Christie Little, Programming and Training Coordinator; Cell: (226) 543-1107; christielittle@aors.on.ca

ASS'N OF ONTARIO ROAD SUPERVISORS A.O.R.S.

Association of Ontario Road Supervisors

Does AORS award CEU's?

Yes! Specific AORS training and professional development seminars grant attendees with a measure of credit called Continuing Education Units (CEU). One AORS Continuing Education Unit (CEU) is defined as 10 contact hours of participation in an organized continuing education experience under responsible sponsorship, capable direction, and qualified instruction.

AORS is recognized as upholding standards of excellence when it comes to continuing education, and therefore many organizations will accept AORS CEUs. The primary purpose of the CEU is to provide a permanent record of the educational accomplishments of an individual who has completed one or more significant non-credit educational experiences. The AORS CEU provides a quality indicator for your corporate continuing education and training program.

If you are concerned about whether particular organizations or associations will accept AORS CEUs, we recommend that you contact them directly.

AORS Training and Professional Development Continuing Education Unit (CEU)	
PROGRAM	**CEU'S**
Supervisor Due Diligence	0.75
Winter Maintenance School	1.4
WHMIS	0.35
Surface Miner/Common Core	1.4
Fall Protection and Working at Heights	0.75
Lock Out/Tag Out	0.35
Traffic Control—Book 7	0.65
Gravel Road School and Rural Road Maintenance	1.4
Chainsaw Safety Operator	1.2
Chainsaw Safety Operator/Brush Chipper	1.4
TDG	0.35
Confined Space Awareness	0.75
Public Works Leadership Development Program	
Each module	0.7
8 total modules	5.6

One AORS CEU will be awarded for each ten clock hours (sixty-minutes=one clock hour) of instruction hours involved in a program.

Instructional hours do not include time involved in coffee breaks, meals, social activities etc.

40000 AND COUNTING

Since 2005 over 40,000 municipal and private sector employees have attended AORS education, training and professional development programs. AORS is the most important 'grass roots' public works Association in Ontario. Undeniably—on behalf of our membership and associates—we are methodically meeting our mandate including:

» Regularly identifying, examining and reviewing the training, educational, and professional development needs of Ontario local government/ private sector public works employees, and, where possible, implementing applicable programs.

» Promoting and encouraging public works training and professional development in Ontario municipalities, the private sector and amongst the AORS membership.

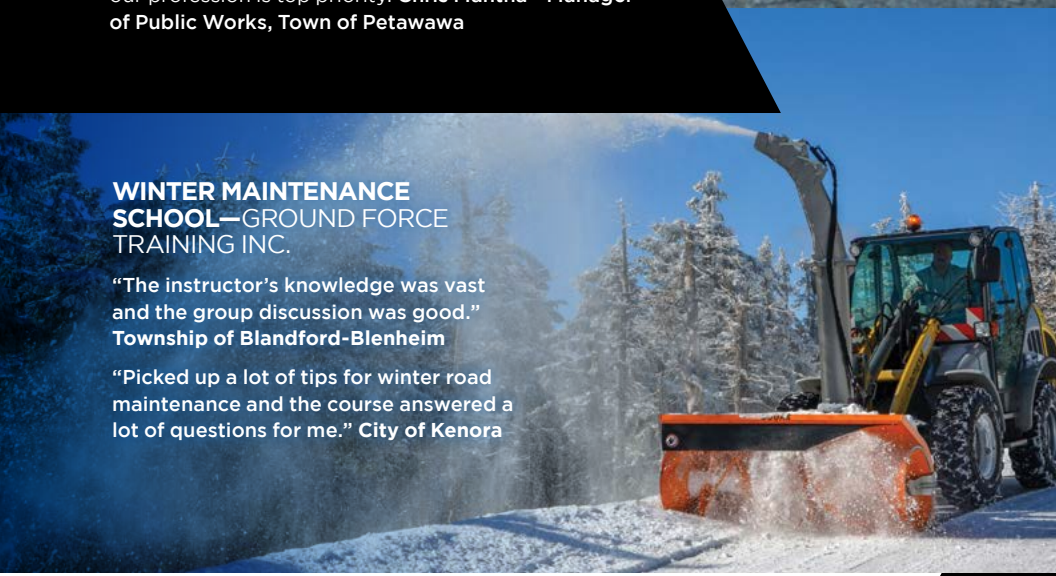
CHAINSAW OPERATOR SAFETY—GREG PFAFF SERVICES

The chainsaw training program exceeds our expectations every year. Our staff come away feeling equipped with the skills and knowledge needed to operate a chainsaw safely and efficiently with guidance of Greg Pfaff. Whether you're a novice or have some experience, I highly recommend this course to anyone looking to enhance their chainsaw skills. **Norfolk County**

WHAT SOME OF THE PARTICIPANTS SAID ABOUT **AORS TRAINING**

TRAFFIC CONTROL PROTECTION: BOOK 7

We hosted 62 participants over two days, from seven municipalities in Renfrew County. The training was very well received and feedback from the participants was all positive. Our instructor Dan Ferguson was well versed in the training materials and brought great personal experience to the training. The RCRSA will continue to work with AORS for training programs like Book 7. Promoting safety within our profession is top priority. **Chris Mantha—Manager of Public Works, Town of Petawawa**



WINTER MAINTENANCE SCHOOL—GROUND FORCE TRAINING INC.

"The instructor's knowledge was vast and the group discussion was good." Township of Blandford-Blenheim

"Picked up a lot of tips for winter road maintenance and the course answered a lot of questions for me." City of Kenora