



ASSOCIATION OF ONTARIO ROAD SUPERVISORS

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

HIGHLIGHTS OF THE STRATEGIC PLANNING WORKSHOP AND BOARD OF DIRECTORS MEETING June 20 and 21, 2019, Holiday Inn, Barrie

For AORS Update at Local Association Meetings

1. Strategic Planning Workshop

- Since we are in the final year of the current AORS Strategic Plan, 2015-2019: The Road to Excellence, the Board of Directors approved a special workshop be held in June to prepare a new strategic plan for the next 5 years, 2020-2024.
- The workshop was held in Barrie on June 20, the day before the annual June Board of Directors meeting. It was attended by 21 directors and 4 other Local Association members, representing 21 Local Associations in total.
- Prior to the workshop, a survey was sent to all members to assess their level of satisfaction with the services AORS provides; and to identify any issues they may be facing at their municipalities, in the operations of their Local Association, or with AORS itself. 119 members responded to the survey.
- During the workshop, participants reviewed the survey results, and along with other discussions, identified key strengths, weaknesses, opportunities and threats that would influence the new plan.
- Two representatives from the Eastern Ontario Training Board (EOTB) delivered a presentation on a study conducted for Public Works managers in their region who are struggling to find qualified staff for certain roles, such as equipment operators. Survey respondents and workshop participants acknowledged they are experiencing similar labour shortages elsewhere in the province. Some of the recommendations from the EOTB study can be adapted for other regions.
- Armed with the above information, the participants reviewed the current plan to identify strategies that should be added, retained, revised, or removed. The end result will be a more focused plan, updated to address current issues. Minor revisions were also proposed to the AORS Vision and Mission statements.
- In addition to the labour shortage issue already noted, some other themes that emerged include:
 - The ongoing challenge of convincing municipal leaders (senior managers, councilors) of the important role AORS and the Local Associations play, and the benefits of approving and encouraging their staff to attend and actively participate at the various events.
 - Possibly related to the above point, the difficulty in getting more municipal members to attend meetings or other events, or volunteer to serve on Local Association executives.
 - In general, AORS and Local Associations could do a better job of communicating with their members and other stakeholders to promote the good work they do.
 - A wide variety of training topics were proposed that are not readily available, for consideration by AORS and our training partners.
 - A large number of municipalities cooperate with neighbouring municipalities, individually or through their Local Associations, to derive economies of scale through joint tendering, group training, etc. There is support for AORS to participate in other cooperative initiatives (e.g. bulk purchasing contracts) to allow for additional benefits.
 - The demographic shift is well underway, with a noticeable change in upcoming retirement profiles and increased use of social media and acceptance of other electronic tools.
- Next steps: the revised plan will be fine tuned for approval by the Strategic Planning Committee, and subsequently by the Board of Directors at a future meeting.

2. **Local Association Meetings and other events** – During the workshop, participants from neighbouring Local Associations took a few minutes to review schedules for their meetings and other events, and proposed dates for 2020. The objective was to avoid conflicts and, where feasible, plan events on consecutive days so supplier members will be able to attend more meetings and make more effective use of their travel time. Local Association Executives are reminded whenever scheduling events, to first check the AORS calendar and consult with neighbouring LAs.

3. **2019 AORS Municipal Public Works Trade Show** – The 2019 Trade Show was a great success, with 279 booths sold, 202 exhibitors, and over 1500 in attendance. The Chatham-Kent Road Association (CKRA) and the entire team of volunteers outdid themselves. Exhibitors and visitors alike commended them for the excellent organization, great venue, friendly atmosphere, and enjoyable events. With each trade show we learn more and add to our collection of best practices that future trade show hosts can adopt. A big thank you and congratulations to the organizing committee, the volunteers, all the exhibitors and visitors, and the Municipality of Chatham-Kent for a job well done.

4. **2020 AORS Municipal Public Works Trade Show** – The 2020 AORS Trade Show will be hosted by the Simcoe County Road Supervisors Association. The organizing committee looks forward to welcoming everyone to the Molson Centre in Barrie on June 3 and 4, 2020. Booth sales are off to a very strong start, with the main arena floor already sold out. Supplier members are urged to book their spots early to avoid disappointment.

5. **Spotlight** – The Spotlight Committee has started working on the 2020 edition and encourages all members to refer any suppliers they deal with who aren't Spotlight advertisers. Sell an ad to a new supplier, and you could win a prize! All ads are included in both the print edition and the [online Directory of Products and Services](#), so advertisers get twice the exposure for one low price.

6. **Education Committee** – As of the second quarter, the number of students trained is 27% lower than at the same time last year. However, the net revenues for all programs combined are almost 40% higher. One of the reasons for the discrepancy is that more 2- and 3-day training events are being held, where fewer students generate higher overall revenues.

7. **AORS Provincial Safety Truck Roadeo** – The Renfrew County Road Supervisors Association will be hosting the AORS Provincial Safety Truck Roadeo on September 11 in Laurentian Valley. All Local Associations that hold local Roadeos were invited to send 2 of their top drivers to compete for the provincial championship. Colleagues and family are also invited to cheer them on. There will be a small trade show and other activities to keep everyone entertained.

8. **Upcoming Meetings**
 The next meeting of the Board of Directors will be held in the City of Stratford on September 27, 2019, preceded by the annual Suppliers / Directors meeting and golf on September 26. All supplier members are invited to participate. Contact the office for details.
Looking ahead to 2020, Local Associations are urged to avoid scheduling meetings or other events on the following dates when AORS will likely hold its meetings, etc. (Locations tbd)*
 - Sunday Feb 23 – Board of Directors; Monday Feb 24 – AGM, Toronto
 - Tuesday Jun 2 thru Thursday Jun 4 – Trade Show, Barrie
 - Thursday Jun 26 – Local Association Workshop (tbc); Friday Jun 27 – Board of Directors *
 - Tuesday Sep 8 and Wednesday Sep 9 – Provincial Safety Truck Roadeo *
 - Thursday Oct 1 – Suppliers/Directors meeting & golf; Friday Oct 2 – BOD meeting *