



# 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 1700 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.

**1700+**  
CERTIFIED  
PROFESSIONALS  
IN ONTARIO

“Receiving my CRS-S designation is something I am very proud of. All the courses have been invaluable and a great foundation for my career. I would highly recommend these courses to any public works staff. They are great courses provided by great people.”

-Scott Loos, CRS-S,  
Superintendent of Public  
Works, Town Of Laurentian Hills



## 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.

# 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.



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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



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



### 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 & 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 



## 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.



## 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.



**“Acquiring my CRS-S has been a great tool for my professional development. The required courses and experience have helped me in many ways. I would recommend to anyone considering getting the accreditation that they work their way to CRS-S.”**

Perry Kelly CRS-S, Manager of Public Works, Town of Bancroft

# 5

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



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](http://www.aors.on.ca), call the AORS office (226)661-2002, or contact:

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

**OR**

Michelle Poirier, Support Services Coordinator; Cell: (613)583-4024; [michellepoirier@aors.on.ca](mailto:michellepoirier@aors.on.ca)



**Association  
of Ontario  
Road Supervisors**