

WESTERN CANADA SFI IMPLEMENTATION COMMITTEE

(WCSIC) TRAINING POLICY FOR

SFI PROGRAM PARTICIPANTS AND WOOD PRODUCERS



Purpose

To provide direction to SFI program participants and wood producers on training requirements and guidelines for implementing training that is consistent with the SFI Standard.

1. Definition

Contractor: Owner or supervisor of a logging company or company operation working under an agreement to an SFI program participant on the SFI program participant's crown or private lands. The contractor or supervisor is legally accountable to the SFI program participant.

Forestry Legislation: Means the *Forest* regulations, policies, procedures established by federal and provincial governments and the regulations, policies, procedures established under or in connection with that Act, as amended from time to time.

Logger: For the purpose of this document "Logger" has the same definition as Contractor.

SFI program participant: Are SFI certified organizations; they support sustainable forest management on the lands they manage and promote on other lands. SFI program participants have written policies to implement and achieve SFI standard.

Wood Producer: A person or organization, including loggers and wood dealers, involved in harvesting or regularly supplying wood fiber sourced directly from the forest for commercial purposes. A wood producer is not under the direct management of the SFI program participant.

2. Basic Training for Program Participants

It is a requirement that all contractors working for SFI program participants or SFI licensee companies receive education and training sufficient for their roles and responsibilities as recommended by the WCSIC.

For a Contractor to be considered a qualified logging professional, the contractor must have at least one "in woods" person or combination of employees on each logging crew trained to the standard described in Table 1. Basic Training Requirements.

Training for qualified logging professionals may be delivered by SFI Program Participants or services provide by contract trainers, accredited education centers, forest industry organizations and associations (i.e. AFPA, TLA, PFLA, SKISA, etc.) or government-sponsored programs. Training and education may be provided using various venues and methods, including: classroom sessions, on-site field sessions or combination of classroom and field or through Pre-Work conferences etc.

The following table describes basic training requirements required under this training policy.

Table 1.

Basic Training Requirements for logging contractors working for SFI Program Participants

TRAINING PROGRAM
SFI General Awareness Training (Principles and Objectives)
Safety and WCB laws and regulations
General awareness of provincial Forestry Legislation
Water Quality Best Management Practice Training (i.e. may include road construction / deactivation, site preparation, riparian management etc.), including protection of non-forested wetlands
Species at risk awareness training for appropriate personnel

3. Recognition of Previous Training Completed

Contractors are considered trained when they have completed applicable training outlined in the Basic Training Requirements. Training may be delivered by company programs, contract trainers, accredited education centers, forest industry associations, government-sponsored programs, or through a contractors own initiatives. This includes training that has been accepted by 3rd party verification auditors as meeting the spirit and intent of the training requirement.

If previous training was completed more than 5 years ago then it is recommended that the Contractor complete a refresher course, rather than complete the entire course.

WCSIC program participants recognize qualified logger training and education for Contractors that have been endorsed by any other SFI program participant.

4. Training and information for Wood Producers (as described in Objective 16 and Section 16.2 of the SFI Standard)

In order to foster improvement in the professionalism of wood producers, SFI program participants must work closely with provincial logging or forestry associations, or appropriate agencies and others in the forestry community. For a wood producer to be considered a qualified logging professional by the WCSIC they must demonstrate to a program participant adequate experience or formal training in the subject areas identified in 4.1 through 4.8. The following resources are suggested for meeting the requirements in each of the subject areas.

4.1 Awareness of Sustainable forestry principles and the SFI program

The WCSIC supports forest land owners in conducting sustainable forest management operations. Awareness about SFI principles and the SFI program are provided by SFI program participants through their wood procurement programs. Additional information about the SFI program and sustainable forestry principles is available at www.sfiprogram.org

4.2 Forestry Management and Conservation

- a. Best management practices for water quality, including riparian management and road construction, maintenance and deactivation
- b. Regeneration
- c. Forest resource conservation
- d. Aesthetics
- e. Invasive exotic plants and animals
- f. Emerging technologies

Training can be found at local colleges and forestry organizations/associations.

- Private Forest Land Association (PFLA): www.pfla.bc.ca
- FORREX: www.forrex.org and through their Natural Resources Information Network (NRIN): nrin.forrex.org
- Woodland Operations Learning Foundations (WOLF): www.w-o-l-f.ca/index.cfm
- Invasive Plant Council of BC: www.invasiveplantcouncilbc.ca/
- Alberta Invasive Plants Council: www.invasiveplants.ab.ca/
- Invasive species (animals): <http://www.ec.gc.ca/eee-ias/>
- Emerging Technologies:
 - Forest Products: <http://www.fpinnovations.ca/>
 - Bioenergy: <http://www.canbio.ca/canbio.php>
- Alberta Forest Products Association:
www.albertaforestproducts.ca/resources/training.aspx
- Association of BC Professional Foresters: www.abcfp.ca/
- College of Alberta Professional Foresters: www.capf.ca/links.html
- Hinton Training Centre:
www.srd.alberta.ca/ManagingPrograms/Training/HintonTrainingCentre.aspx
- Association of Saskatchewan Forestry Professionals
- Saskatchewan Forestry Association

4.3 Awareness of Responsibilities to Protect Endangered Species and Wildlife Habitat including Forests of Exceptional Conservation Value (FECV)

Canada's Species at Risk Act (SARA) requires protection of endangered species. The Canadian Wildlife Service (CWS) offers forestry-specific training on SARA and regulations under the Act. More information on SARA and listed species is available at http://www.speciesatrisk.gc.ca/index_e.cfm.

The SFI standard has adopted the conservation status assessments prepared by NatureServe. The BC Conservation Data Centre (CDC), the Saskatchewan Conservation Data Centre and the Alberta Natural Heritage Information Centre are members of the NatureServe network. The CDC collects and disseminates information to industry, business and the public on rare and endangered plants, animals and plant communities. Information can be found at the following websites.

- NatureServe Canada: <http://www.natureserve-canada.ca/en/cdcs.htm>
- BC Conservation Data Centre: www.srmwww.gov.bc.ca/cdc/
- Alberta Natural Heritage Information Centre:
www.cd.gov.ab.ca/preserving/parks/anhic/flashindex.asp
- Saskatchewan Conservation Data Centre: <http://www.biodiversity.sk.ca/>

Wood producers are encouraged to evaluate their lands for presence of Forests of Exceptional Conservation Value (FECV). FECV are lands with critically imperiled (G1) and imperiled (G2) species and ecological communities. Landowners may seek assistance from SFI program participants or by contacting an appropriate qualified professional.

Field guides for identifying species at risk and FECV are available in some areas. Copies of the field guides may be obtained from SFI program participants or government.

4.4 Special Sites

The SFI standard requires program participants to manage lands that are ecologically, geologically or culturally important in a manner that takes into account their unique qualities. Identification and management of special sites covers a broad range of values, ecological, geological, historical, cultural and spiritual. Training in the identification of special sites is typically not available to wood producers, therefore reliance on qualified resource professionals in this area is recommended by the WCSIC. Wood producers may consult with local historians, archeologists, first nations or local governments to determine significance to map and manage for their unique features.

4.5 Safety, Health and Wage and Labour Rules

British Columbia, Alberta and Saskatchewan have acts and regulations for, Worker Compensation and Employment Standards. The regulations set minimum standards regarding occupational health, safety and employment. These agencies offer direction on the implementation and interpretation of the regulations through periodic training sessions, self help guides and site visits. Information and training opportunities can be found at the following websites:

- Alberta WCB: www.wcb.ab.ca/public/policy/legislation.asp
- BC WCB: www.worksafebc.com/
- Justice Institute: www.jibc.ca/
- BC Forest Safety Council: www.bcforestsafe.org/
- Alberta Safety Council: www.safetycouncil.ab.ca/
- Saskatchewan WCB: <http://www.wcbsask.com/>
- Saskatchewan Safety Council: <http://sasksafety.org/>

4.6 Transportation

Wood producers involved in log transportation require specialized training and licenses for driving logging trucks and other large semi trailer vehicles. This training includes the use and care of air brakes and associated equipment. Training in the transportation of dangerous goods regulations is required for those involved in the movement of these materials. The licensing and safety issues in transportation are covered under the basic training requirements for legal and WCB requirements. Further training in defensive driving and other related transportation courses are available from local community colleges and consultants.

4.7 Business Management

The WCSIC has reviewed the availability of business management course for wood producers. Introductory and further advanced business management courses are routinely offered through local community colleges. The subject matter covered generally includes financial statements, assets, liabilities, and income and expense reports. The community colleges send out notices of courses within their respective communities. The WCSIC recommends that program participants remind their wood producers of the availability of business management courses through their local community college.

4.8 Public policy and outreach

The objective of public policy training is to ensure that wood producers are aware of the appropriate forest related legislation and regulations. In the WCSIC context this training is provided as part of a program participants' basic training as noted above in Table 1.

The outreach-training component may be seen to have a three-pronged approach:

- (i) Individuals represent the industry as they go about their daily jobs. Therefore they have the potential to impact the public's perception of the quality of the industry.
- (ii) Individuals in the industry have an obligation to properly represent the industry (i.e. safe work practices; trucks not speeding through school zones).

- (iii) Entities can do more to support and promote the industry by hosting field trips and tours (i.e. contractors that host field trips or tours can call on SFI member companies to support them).

With the diversity across the provinces, and the need to get the outreach message across to as broad a cross section of individuals and contractors as is reasonable, the WCSIC recommends that members tailor training programs to include components of points (i) and (ii) as appropriate for the region, and scope of operations. There is no need to develop and administer a separate course, for public policy and outreach, when the content is covered through company specific training modules.

4 Review & Continual Improvement of the WCSIC Basic Training Requirements

The WCSIC will review the training policy as needed.

We expect that program participants will continue to work with their contractors and employees to ensure they are adequately trained to meet the requirements of the SFI standard.