

# Sustainability in the Groundwater Industry

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## Today's Discussion Points

- Hiring
- Training
- Retention
- Safety

## Hiring – The problems...

- No Applicants. Shortage of workers, aging workforce
- Millennials vs. Farm kids
- Schedule, out of town, working in the elements
- Wages? Benefits?
- How are marketing our business?

## Hiring – Solutions?

- Reaching out using newer methods
- Sell the industry... Travel, Adventure, Financial Reward
- Can we manage our schedules to allow for a more balanced life?
- Wages are good. Can we add benefits, RRSP's, Saving programs?
- Can we market as an industry, rather than a company?

*“A rising tide lifts all boats.” J.F.K.*

# Training

- Why do we train?
  - Value, experience, skills
- What do we train?
  - Retention, progression, professionalism
- How do gain consistency?
  - Following industry best-practices (BCGWA training modules)

# Retention

- Why do we need people to stay?
- What makes people want to stay?

# Safety

- What is Safety?
  - Safety is a concept. Not a manual, not your PPE
- How does safety apply to me?
  - Legislatively
  - Socially/ morally
- What's the benefits of being safe?
  - Retention
  - Culture
  - Public Opinion
  - Cost
- What's the cost of safety? (and how can safety pay?)

# How Do We Measure Safety

- Front End Costs
  - WCB Remittances
  - Safety Program
  - Training (First Aid, H2s, CSTS..)
  - ISNetworks
  - PPE
- Back End Costs
  - Wage Loss
  - WCB Rate Increases
  - Replacing injured workers
  - Social loss



## How Can We Improve Safety

- Training
- Equipment Maintenance
- Learning from Accidents
- Avoid Penalties
- Know when to say No
- Reward safety conscious employees