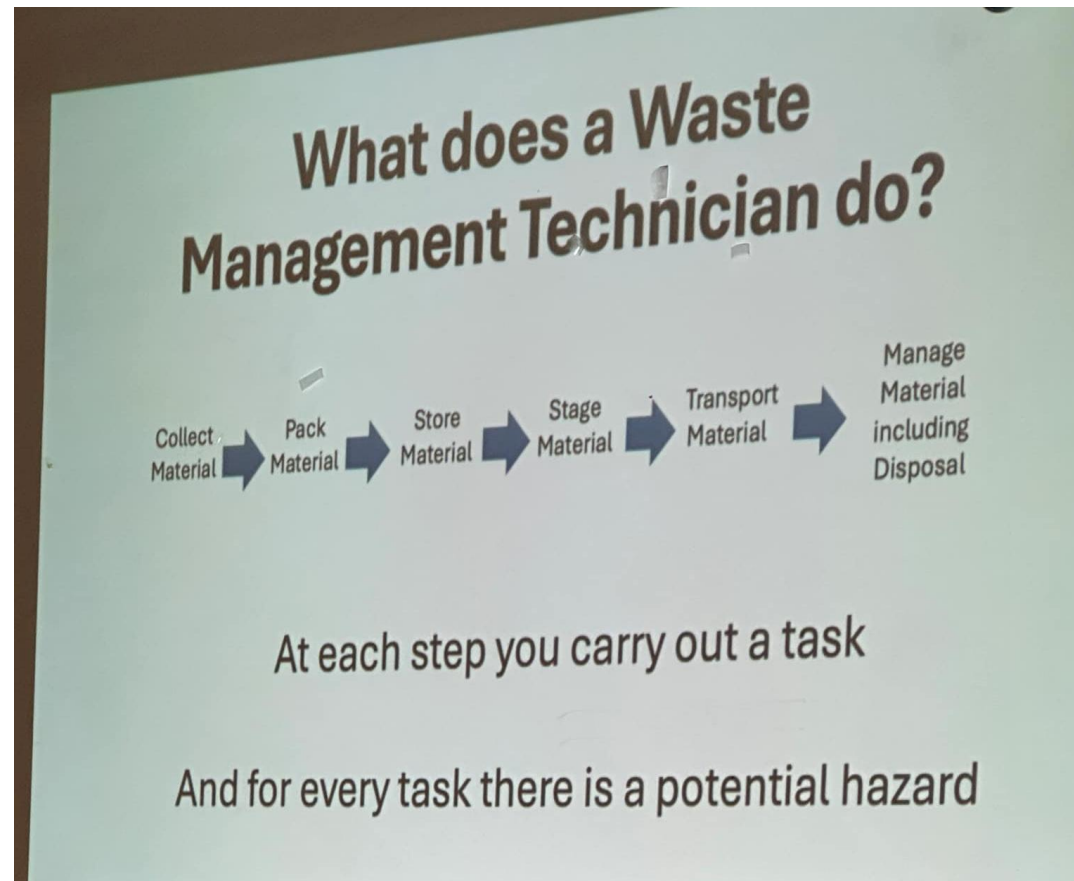


# Essential Training for Waste Management Workers

## Update on New Resources and Training Opportunities

**MARR Forum**  
**October 15, 2025**





# Project Funding & Collaborating Partners

*Project funded by the Manitoba Sector Council  
Next Level Collaboration Program*



## Collaborating Sector Councils



## Training Delivery Partners



**SUPPORTED BY FUNDING PROVIDED BY THE GOVERNMENT OF CANADA AND  
THE MANITOBA GOVERNMENT.**



# Multi-year, 3-point strategy

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1. Engage key stakeholders in understanding situation, gaps, short and long-term opportunities
  - Industry Advisory Group and Technical Working Group established
  - Worker survey completed
  - Regional workshops with Public Works managers, CAOs and site managers from rural communities
2. **Prioritize, develop and deliver practical training that is job/task-based and aligned to Manitoba worker's realities and needs.**
  - 5 job descriptions and related job/skills training matrix developed and validated
  - Curriculum for applied Hazard Awareness, WHMIS, TDG for waste management technicians developed, validated
  - Basic Heavy Equipment Operator information brochure and presentation developed
3. Develop comprehensive framework for long-term industry collaboration, leadership
  - Identify, review existing models from other industries (ex. water and waste water industry, petroleum industry)
  - Investigation and consultation towards development of industry training association for Manitoba (MARR)

# Look at Learning in Two Ways

## Curriculum Content

## Curriculum Delivery



# A Model of Learning Objectives

based on

*A Taxonomy for Learning, Teaching, and Assessing:  
A Revision of Bloom's Taxonomy of Educational Objectives*

<b>Definitions</b>	<b>Knowledge</b>	<b>Comprehension</b>	<b>Application</b>	<b>Analysis</b>	<b>Synthesis</b>	<b>Evaluation</b>
<b>Bloom's Definition</b>	Remember previously learned information.	Demonstrate an understanding of the facts.	Apply knowledge to actual situations.	Break down objects or ideas into simpler parts and find evidence to support generalizations.	Compile component ideas into a new whole or propose alternative solutions.	Make and defend judgments based on internal evidence or external criteria.

**If we apply the learning model to curriculum content and training delivery for waste management facility workers, we can conclude the need to train workers to “apply knowledge to actual situations”**



- **Inventory of waste handled**
- **Broke down waste management work into tasks (actual situations)**
- **Created generic task-based position descriptions**
- **Created a training matrix and skills inventory**

**MATERIAL POTENTIALLY HANDLED AT A WASTE MANAGEMENT FACILITY**

Mixed waste from households
Mixed waste from industrial, commercial and institutional buildings and facilities
Household Recycling (glass, plastics, cardboard, paper, metal)
Construction, renovation and demolition waste (drywall, wood, insulation, shingles, brick, stone, cement)
Asbestos
Scrap tires
Lead acid batteries
Waste electronics
Used oil, used antifreeze, and related empty containers
Flammable liquids (stale gasoline, diesel fuel)
Dead animals (carcasses, fish offal)
Treated wood (railway ties, landscape wood)
Biohazardous waste (needles/sharps, hospital waste, human waste (diapers))
Medications
Household batteries including lithium, alkaline, nickel cadmium, and nickel metal hybrids
Smoke detectors, CO detectors
Household hazardous waste (toxic, corrosive, flammable, explosive)
Compressed gas cylinders (propane, helium, insulation, fire extinguisher)
Mercury switches and thermostats
Scrap metal including scrap appliances containing Ozone Depleting Substances
Packaging and printed paper
Farm chemical containers
Agricultural plastics such as grain bags and baler twine
Leaf and yard waste (trees, tree branches, shrubs, leaves, grass)
Food waste

The 5 Job/Position Descriptions .....5

Position Description - Solid Waste Management Supervisor .....6

Position Description - Solid Waste Management Technician .....9

Position Description - Solid Waste Collection Technician ..... 13

Position Description - Solid Waste Programs Administrator ..... 15

Position Description - Solid Waste Programs Community Education and Awareness ..... 17



Photos Courtesy of Bert McKay



## Things We Did

Literature Review – legislation, industry best practices, operations manuals

Traveled the Province – visited waste management facilities

Developed Training for Waste Management Workers

- PCA HHW Collection Site Training (2016)
- Safety First and Hazard Awareness (2021/22)
- Transportation of Dangerous Goods for Backhaul Project (2021)
- Used Oil Handling (2024)
- Hazard Awareness (2024/25)

Backhaul Project

- Developed the On-Site Assessment Tool and Design Requirements for handling stewardship materials
- Collect, pack and transport materials from remote First Nation Communities
- Worker training and support

Audited Training from others:

- Product Care TDG
- Used Oil Eco-Centre Training
- Canadian Battery Association TDG + WHMIS for Lead Acid and Lithium Batteries
- SWANA Landfill Operator Basics + Transfer Station



## WHMIS 2015 TRAINING CERTIFICATE

This is to certify that

**Randy Webber**

Green Action Centre  
286 Smith St #300, Winnipeg, MB R3C 1K4

Has completed WHMIS 2015 Training Developed by the Canadian Battery Association

**WHMIS 2015 - Employees**

WHMIS 2015 Training for Workplaces Collecting, Storing and Handling Lead-Acid Batteries.

**CBA**  
Canadian Battery Association  
Representing the Industry Since 1970

## What We Found:

- **Gaps in Training Courses**
  - **No available training for some tasks and duties**
  - **Training doesn't cover key tasks and duties**
  - **Training is generic and doesn't focus on unique aspects of waste management facilities**
  - **Training focuses on large facilities with big/specialized staff and does not meet needs of small facilities with staff who multi-task**
  - **Trainers assume trainees have higher levels of knowledge and understanding of facility operations than they may possess**
- **Gaps in Training are compounded by high staff turnover**

## What We Found:

- **Gaps in waste management facility operations**
  - **Infrastructure and equipment are not always available**
  - **Some facilities don't have Operation Manuals (or have them but they are not complete or necessarily followed)**
  - **Some facilities don't have Emergency Plans**
    - **Key gap is emergency response training unique to waste management facilities**
  - **Some facilities don't have safe work procedures for tasks involving hazards unique to waste management facilities**
  - **Some facilities use heavy equipment operators that may not be aware of unique hazards present at waste management facilities – potential for fire, explosions, hazardous debris....**

# What we found: Demographic Profile

- 75 total responses (representing 38 different communities/sites/organizations from across MB)

## Waste management experience

<b>Less than 1 year</b>	<b>18%</b>
<b>1 - 3 years</b>	<b>35%</b>
3 - 5 years	9%
5 - 10 years	26%
10 - 20 years	9%
> 20 years	3%

## Age

<b>16-25</b>	<b>15%</b>
26-35	18%
36 -45	27%
46-55	20%
56 -65	15%
over 65	5%

# What we found: Knowledge of Site Operational Plans

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## 5. Does your site have Operational Plan?

**Yes = 47**

**No=24**

**Not Sure/Don't know = 2**

**blank =2**

## 5b. If YES, when was the last time you reviewed your site's Operational Plan?

**blank = 8**

**regularly/annually = 5**

**within last 12 months = 24**

**more than 1 year ago = 5**

**never = 5**

# What we found: Knowledge of Site Emergency Plans

---

## 6. Does your site have Emergency Plan

Yes = 52

Sort of = 3

No = 13

Not Sure/Don't know = 2

blank = 5

6b. If YES, when was the last time you reviewed the Emergency Plan?

blank = 11

regularly/annually = 2

within last 12 months = 26

more than 1 year ago = 7

never = 3

Not Sure/Don't know = 3

# What we found: Knowledge of Site Safe Work Procedures

---

## 7. Does your site have Safe Work procedures?

Yes = 50

No = 22

Not Sure/Don't

know = 1

blank = 2

## 7b. If yes, when was the last time you reviewed your site's Safe Work procedures?

blank = 19

regularly/annually = 4

within last 12 months = 15

more than 1 year ago = 7

never = 1

Not Sure/Don't know = 4

# What we found: First Aid, TDG, WHMIS Training

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## 11. Have you completed First Aid Training

Yes = 56 (22 noted they took it > 3 years ago)

No = 18

Blank = 1

## 12. Have you completed any WHMIS training?

Yes = 55 (20 noted they took it > 3 years ago)

No = 19

Blank = 1

## 13. Have you completed any TDG training?

Yes = 46 (16 noted they took it >3 years ago)

No = 27

Blank = 2

## What We Found:

- **Lots of near misses**
  - **Live ammunition involved in a transfer station bin fire**
  - **Lithium batteries starting fires**
  - **Compressed gas containers exploding/rocketing**
  - **Chemicals being handled without safety precautions**
  - **Spontaneous combustion of paint products**
  - **Sharps poking workers**



## A Word on Training Delivery

- The training cohort has expressed a strong preference for:
  - hands on training
  - training at their location or one that looks like where they work
  - ongoing support
- They don't like:
  - travel to large centers
  - too much classroom
  - on-line
  - exams

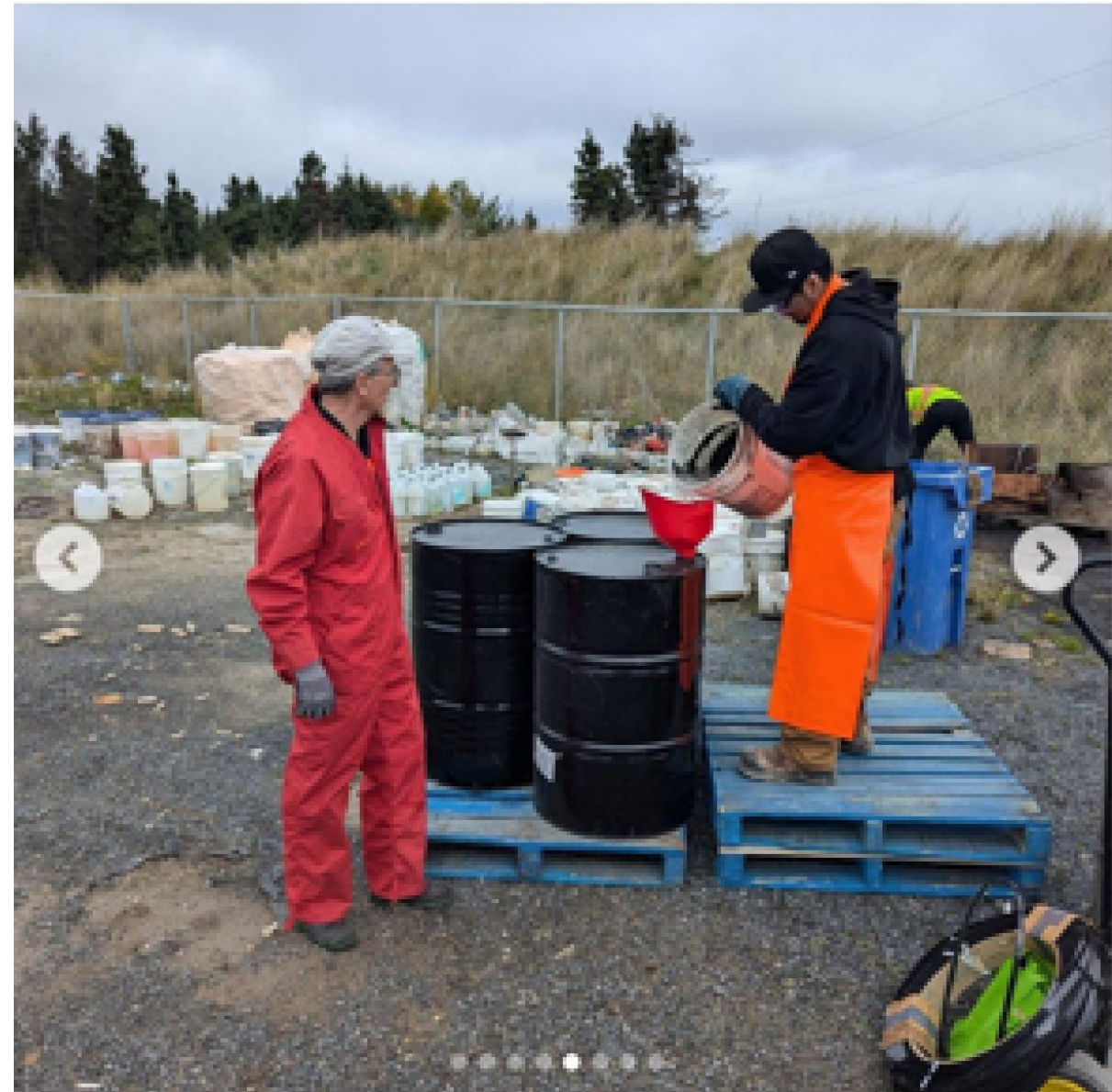


Photo: Jordan Guiboche

# Applied Hazard Awareness WHMIS and TDG for Waste Management Technicians

## *Course Learning Objectives*

*This training is intended to provide a Waste Management Technician with applied skills in Hazard Awareness, Workplace Hazardous Materials Information System (WHMIS) and Transportation of Dangerous Goods (TDG).*

*Additional training is identified where required or when beyond the scope of this course.*

*After taking this course, you will*

- *Understand and be able to apply hazardous awareness safety practices at your work.*
- *Be able to apply core WHMIS principles and answer the questions:*
  - *“what is the hazard?”*
  - *“how do I protect myself?”*
  - *“what do I do in an emergency?”*
  - *“where can I get more information?”*
- *Be able to consign a load of hazardous waste for shipment from your waste management facility.*

## What We Have Done

- Prepared new Hazardous Awareness/WHMIS/TDG Training targeted at Waste Management Facility Workers

# What We Have Done

- Delivering new training to workers
- 8 planned training sessions to end of March 2026



### TRANSPORTATION OF DANGEROUS GOODS (TDG) TRAINING

\_\_\_\_\_ has completed the training required by the *Transportation of Dangerous Goods Regulations*.

meia  
MANITOBA ENVIRONMENTAL INDUSTRIES ASSOCIATION

EMPLOYER: \_\_\_\_\_

EMPLOYER ADDRESS: \_\_\_\_\_

ISSUED ON: \_\_\_\_\_ EXPIRES ON: \_\_\_\_\_

EMPLOYER SIGNATURE: \_\_\_\_\_

EMPLOYEE SIGNATURE: \_\_\_\_\_

*Details of training are listed on reverse* ↪

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### DETAILS OF TRAINING

*This employee has completed the Manitoba Environmental Industry Association's Training Program, which covers the following topics:*

- Responsibilities (Shipper, Handler, Carrier)
- Classification
- Schedules 1-3
- General, Special Provisions, and Exemptions
- Documentation
- Safety Marks
- Means of Containment
- ERAP Requirements
- Reporting Requirements

**Additional details or topics of training:**

TOPIC: \_\_\_\_\_ DATE: \_\_\_\_\_

EMPLOYER SIGNATURE: \_\_\_\_\_

# What We Have Done

- Identified a gap in Hazard Awareness Training for Heavy Equipment Operators working on landfill sites
  - Initiated expert review by HEO trainer/Collaboration with CSC
  - New training content for HEOs for 2025/26



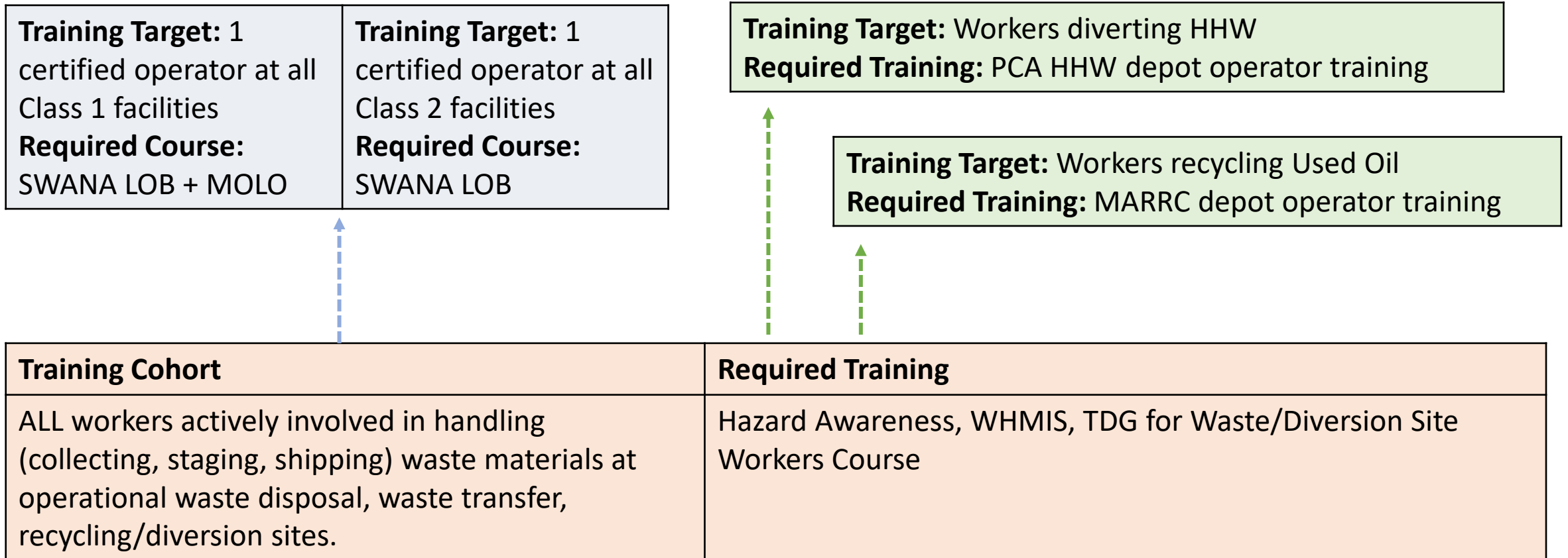
# THANK YOU!



\*Objective is to address gaps, **NOT** replace, duplicate, or circumvent existing training!

To address gaps in the training and skill development of workers employed in waste management facilities in communities across Manitoba, with added emphasis on meeting the unique training needs of waste management workers in First Nations, Indigenous communities and northern and rural remote areas.

# Example: Address gaps, NOT replace, duplicate, or circumvent existing training!



Please add your name to the sheet being passed around OR contact one of us if you are interested in participating or hosting a training course session.

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