

The Transporter

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DEPARTMENT OF TRANSPORTATION NEWSLETTER



TRANSPORTATION *in Motion*

Career Development Program: The mentors behind the scene



DOT employees have become familiar with the Career Development Program (CDP) since its start in 1999. Program deadlines and information is circulated annually and program successes are found in *Our Profile and Priorities*. However, one program achievement that is rarely heard of is the behind-the-scenes stories of the associate (CDP candidate) and mentor relationships.

The CDP allows DOT employees to complete professional development training that is required for them to qualify for future career goals. Before the program begins, associates identify focused career goals and the skill sets required to attain them, and they are paired with a mentor. The mentor's role is to support the personal and professional development of the associate throughout their studies and training.

"My experience with the Career Development Program has certainly been positive," says Mike Borden, Acting Manager, Highways Operations, North Slave Region, a program associate. "I

can't believe how fortunate DOT employees are to have such wonderful support for career development."

In some cases candidates are assigned to a mentor; however, associates can request a particular person. As the associate and mentor enter into a personal and confidential relationship, associates may select mentors that they feel best suits their needs. In some instances the mentor selected was not a DOT employee, but a community member with whom the associate had already established a supportive relationship.

Mentor support is one of the perks of the department initiative. It provides associates with the choice of gaining experienced guidance and support from an assigned or requested community member.

"I am fortunate to have my mentor," says Mike. "Over the past two years she has provided valuable insight and direction."

A good mentor is:

An achiever
Motivating
People-focused
Supportive
A role model
Respectful
Confident

Mentor roles:

Motivate
Coach
Inspire
Encourage
Counsel
Support

Program established in: 1999

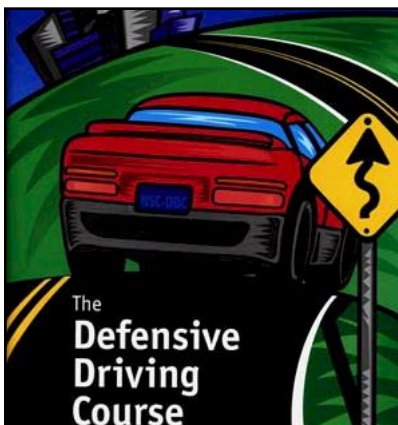
Number of intakes: 5

Number of employees who have participated in the program: 47

Number of employees that completed the program to date: 14

WORKING *Together*

DOT used as model for AMA



Alberta Motor Association (AMA) recently sent researcher Peter Rothe to take a closer look at the department's driving courses. A primary goal of this project is to determine what has made the driver training courses successful. As a result, one of his main interests is how the driving courses affect the decisions DOT employees make when behind the wheel. During his two-day visit, Mr. Rothe met with numerous DOT employees from different regions with a variety of job descriptions that took AMA's proactive driving courses. Employees had the opportunity to share their

personal stories of how their reactions to driving situations have changed since they completed the driving courses.

"I am trying to determine the extent to which the program meets the objectives AMA has set out," says Mr. Rothe. "I am also looking for where changes might be useful for future programs."

He's is not only recording first hand accounts of the driving experiences of DOT employees, he is also looking at other factors that may have influenced positive changes in the number of driving accidents. To link DOT's safe driving to the AMA courses, Peter must first take a look a factors such as changes in society's perceptions of safe driving practices and also any changes in the equipment that DOT drivers are using.

North American Occupational Safety and Health week



Front Row (left to right) Arvind Vashishtha, Alex White, Annie-Rose Goose, Bernice Furlong and Gurdev Jagpal;
Back Row (left to right) Wayne Patrie, Neil Phillips, Dick Owen, Calvin Adams and Hank Rogers

DOT offices across the Northwest Territories celebrated North American Occupational Safety and Health (NAOSH) week May 1 - May 7 with educational luncheons that highlighted a variety of issues related to staying safe in the workplace. Hay River brushed up on safety skills in their local movie theatre complete with movie theatre popcorn to make the experience authentic. Inuvik's regional office staff (shown at left) got together to review a variety of workplace

health and safety issues. In Yellowknife, DOT hosted daily lunches for GNWT employees that showed safety videos. This year's national campaign was launched in our territory's capital city on May 2 at the Legislative Assembly. This year's campaign theme was "Equip. Educate. Empower." To learn more about NAOSH or to check out other NAOSH events that took place all over Canada, visit www.naosh.org.



SAFETY Tip



Safety Tip is brought to you by Yellowknife Airport Fire Department



When cooking outdoors this summer please use caution. Even a small fire can become an unmanageable wildfire:

- Use the fire facility provided; the rings are designed to prevent the fire from spreading.
- Never use gasoline or lighter fluid to start your fire.
- Keep your fire as small as needed for cooking and warmth.
- Never leave your fire unattended.
- Be certain that there is a convenient source of water nearby to extinguish your fire.
- When leaving be certain your fire is out: "Too hot to touch is too hot to leave".
- Be aware when the fire hazard is extreme as fire bans may come into effect.

**"Never let the fear of striking out get in your way."
- George Herman 'Babe' Ruth**

Robert Carroll completes 109th Boston Marathon



DOT employees not only build roads but they conquer them too. On April 18, Robert Carroll, Assistant Director, Highway Operations, competed in his first Boston Marathon.

“Running the Boston Marathon is a goal of any competitive marathoner,” says Robert, who has now finished 12 marathons.

The Boston Marathon is held each year on Patriots’ Day and this year’s marathon celebrated the famous run’s 109th birthday.

“Because the marathon takes place on a holiday, crowds gather by the thousands to cheer on the runners,” says Robert. “The race atmosphere is electric and this makes for a festive, motivational running environment.”

Robert originally hoped to complete the 42.195-kilometre race in less than three hours. However, the hills of Newton, a

Boston suburb, the “Heartbreak Hill” at mile 18 and the heat pushed his finishing time to three hours, 17 minutes and 47 seconds. However, this is still an amazing accomplishment. Robert was the 2065th runner to complete the race in which 20,405 runners were competing. This time placed Robert in the fastest 10 per cent of the runners at the Boston Marathon.

“Around mile 23 it felt as if 1000 people were passing me,” says Robert, who started the race as number 3009 and passed 944 runners before crossing the finish line.

Robert plans to return to the streets of Boston to compete in next year’s 110th Boston Marathon.

“I’m booking hotels already and definitely going for a race time of under three hours,” says Robert, who is presently training for the Yellowknife Marathon, which will be held on August 21.

Long Service Awards presented in Fort Smith and Fort Simpson



In April, Rod Gunderson (top left), Sheryl Wright (bottom left) and Gerald Perron (top right) received Long Service Awards from Michael McLeod, Minister of Transportation. Rod Gunderson is District Superintendent, Highways Operations, for the Fort Simpson regional office and has worked with Transportation for 15 years.



Sheryl Wright is Manager, Finance and Administration, for the Fort Simpson regional office and has also worked with the department for 15 years.

Gerald Perron is the Acting Regional Superintendent for Fort Simpson and Director of Marine Services. He has worked with Transportation for 20 years.



Harvey Lepine (bottom right), Maintenance Specialist, Fort Smith Airport, also received a Long Service Award recognizing his five years of dedicated service with Transportation. Airport Manager Bill Hval presented Harvey with his award in early May.



Skills Canada Trade Fair

Howard McKay, Soils Technician, discusses the key properties that the department looks for when selecting gravel for highways and runways with an elementary student who attended the Skills Canada Trade Fair in Yellowknife recently. Howard was joined by Alice Cowan, Staff Development Officer; Kelley Merilees-Keppel, Compliance and Program Officer; Werner Klinger, Electrician; and John Currie, Senior Technical Specialist, Electrical Systems. The team introduced over 600 Yellowknife students to the wide variety of trades valued by the department and used to build and maintain northern transportation infrastructure.

Eight new certified leaders for DOT

Recently, eight DOT employees completed their leadership certification courses through Aurora College. Carol Maring, Bruce Krutko, Debbie Kelly, Tony Plant, Mike Borden, Eleese Scott, Pearle Chen, and Stephen Murphy all completed the training courses that took place over four months. It was back to school for the group, who spent two and a half weeks back in a classroom to complete the 13 courses required for certification. The group completed training in areas such as leadership language, team building, coaching, communications and performance management. “The courses were informative, hands-on and interactive so you actually got to practice what you were learning,” says Debbie Kelly, Manager, Human Resources.

Congratulations to all eight candidates.

HUMAN RESOURCE Updates

Welcome Summer Students...

Ft. Smith Hwys Camp

- Lisa Baron
- Chelsey Baron
- Della Beck
- Noel Dube
- Stacy Flett

Hay River Airport

- Nathan Clark
- Dustin Dewar

Enterprise Highways Camp

- Jennifer Coleman
- Richard Leonard

Hay River Regional Office

- Kylie Lobb

YK Road Licensing & Safety

- Samera Hess

YK Airport

- Kathryn Paton
- Jennie Kozak

YK Highways

- Brad Poulter
- Steven Thomson
- Valerie Aucoin
- Jennifer Read

Planning & Policy

- Safiya Adam

YK Airports Division

- Peter Laratta
- Peter Klimas
- Mary Coyne
- Christopher Wong
- Donna Evans
- Andrea Tam
- James Tolley



Check out *The Transporter* at:
www.dot.gov.nt.ca

Know of any new and exciting story ideas? Contact:

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**“If you come to a fork in the road- take it.”
- Yogi Berra**