Every year, the ministry hosts an Annual General Meeting (AGM) for the participants and supporters of its Engineer-in-Training (EIT) Program.

EITs and Geoscientists-in-Training (GITs) come together with their mentors, engineering directors, Chief Engineer Dirk Nyland and members of Executive for two days of professional and personal development. Bringing people together fosters knowledge transfer, builds capacity and is one of the core elements of our longest-standing strategic recruitment and employee development program.

The AGM has taken place almost every year, since at least 2001. Time spent at the event is highly valuable. Feedback from participants shows that ministry engineers, EITs and GITs look forward to attending this gathering, as it allows them learn more about important ministry projects and initiatives, network with colleagues and participate in informative site visits.

Last year, I had the opportunity to attend my very first AGM, in Kamloops on Nov. 1 and 2. One of the hats that I wear at work is EIT/GIT program administrator, so this was a great opportunity for me to meet many of the EITs, GITs, mentors and directors that I hadn’t met yet, or usually only get to speak to over the phone.

Day one included a number of speakers and professional development opportunities, including a roundtable discussion and a variety of ministry and project updates, while the second day featured a site visit to the Hoffman’s Bluff project and some facilitated breakout sessions. I learned so much!

Who knew that:

- The Hoffman’s Bluff project site includes some culturally significant features like the Rat Cave, a pit house, an eagle’s nest and a pillar rock, all of which required some collaborative and creative problem solving by Project Manager Ken Aura, his team and representatives of the local First Nations;
- The ministry owns and maintains a complete mountain-top, two-way voice radio system that spans all numbered highways;
- The variable speed limit system currently being piloted on Highways 1, 5 and 99 will soon expand to other stretches of Highway 1 in the Fraser Valley.

And it wasn’t just me enjoying the learning and networking opportunities. One EIT shared, “I think having a wide variety of presentations shows that we aren’t just about major projects – that we have very real day-to-day impacts on people’s lives, in various ways. I found the presentations to be really interesting, and showing that we do things from site remediation to telecommunications was great.”

While the agenda had been shared in advance with the attendees, we did manage to keep one thing under wraps. Zachary Staples, a bridge EIT, had received his professional engineer designation (P.Eng.) the week before the AGM, and we were thrilled to have Minister of Transportation and Infrastructure Todd Stone join us for the presentation of Zach’s Professional Engineer designation.

New Remote Avalanche Control System at Three Valley Gap

More on Page 3…
Editor’s Note

I think most of us are ready to step into spring, after what has been an extra demanding winter. In this issue of Road Runner, there are people taking all kinds of steps.

Steven Lee shares his experience stepping into the shoes of a Field Services ministry representative, and even offers to loan out his size 10 footwear. Long-time employees stepped onto the red carpet of the Lieutenant Governor’s home for a special night of recognition.

The Aboriginal Youth Intern Program has been operating for a decade, and Rakiya Larkin is opening minds as to what it would be like to walk in another’s shoes. Her cultural awareness series offers a comprehensive and highly relevant view into the lives of Indigenous people past and present, and the events that have lead us to where we are now.

There are also articles that talk about fishing and phishing. I’m hoping you find yourself at the happy end of the hook (or not taking the bait) depending on which version you might encounter.

Nancy McLeod
Editor

For contributor guidelines, writing tips and upcoming deadlines, see Road Runner on TRAnNet.

Check out the Employee Advisory Forum website for regular updates: www.th.gov.bc.ca/EAF/home_intra.asp.

For @Work – the Public Service Community Website, visit: www.gov.bc.ca/

Graphic design for Road Runner is provided by Kathy Macovichuk.
My EIT Journey to Professional Certification
Submitted by Zach Staples, Engineer-in-Training and P. Eng

I joined the Ministry of Transportation and Infrastructure in the summer of 2012, fresh out of university and excited to start my dream entry-level position as a Bridge Engineer-in-Training (EIT).

As a new resident of British Columbia (born and raised in Ontario) and eager to explore the province I now called home, having the opportunity to rotate throughout various ministry offices was a huge draw of the position, in addition to the work itself. I took full advantage of this opportunity, working out of a project office in Delta as well as the offices for the South Coast, Northern and Southern Interior Regions; all the while meeting wonderful people and seeing the beautiful sites and experiences B.C. has to offer.

During these rotations, I had the opportunity to work on a variety of different projects, gaining experience at all stages of transportation projects lifecycles. Working closely with other ministry staff and mentors assigned through the EIT Program, I was able to develop my technical skills in addition to an appreciation of what it takes to act as an infrastructure owner.

This five-year program helps EITs gain experience through a variety of methods, like mentoring, rotations and project work. By the end of your time, you should have all of the skills necessary to be a competent and knowledgeable engineer. One of the steps in the program is to apply for your professional engineer’s designation (P. Eng).

With four years in the ministry EIT program by fall of 2016, it was time for me to put my experience to the test and apply for my professional engineer’s designation (P. Eng).

Utilizing our ministry’s EIT Training Guide, which was developed to reflect the requirements of APEGBC’s new Competency-Based System and Accredited Employer Program, there was no doubt in my mind that my application would be successful. Our ministry became an accredited employer in January 2016, which means our ministry has validators in our ranks, who have been trained and approved by the Association of Professional Engineers and Geoscientist of BC (APEGBC) to review and approve (or deny) P.Eng applications.

The benefits of the training guide and the ministry being an accredited employer are that EITs know exactly what must competencies must be gained and the application process to become a professional engineer is seamless. Normally, it can take up to four months to get certification. For me, it took two weeks.

All of my hard work as an EIT was topped off with a visit from Transportation and Infrastructure Minister Todd Stone. After I successfully applied for my P.Eng certification, the minister presented me with my Certificate of Registration as a professional engineer, at our most recent EIT AGM held in Kamloops, in November.

I look forward to the next steps in my career with the ministry. It has been an amazing place to learn and grow.

2016 Engineers-in-Training Annual General Meeting
Certificate of Registration, by Jason Ong from the Association of Professional Engineers and Geoscientists of B.C. (See story above).

McGladrey for their support and assistance in organizing the event. Big appreciation also goes out to all our presenters and facilitators!

We would like to acknowledge that the AGM took place on the traditional territory of the Secwepemc, and specifically in the territory of the Tk’emlúps and the Skeetchestn community.

2016 Engineers-in-Training Annual General Meeting... Continued from Page 1

I’m already looking forward to next year!

Thank you to Dirk Nyland, Ed Miska, Sher Horvath, Courtney LeGroulx and Alexandra McGladrey for their support and assistance in organizing the event. Big appreciation also goes out to all our presenters and facilitators!

We would like to acknowledge that the AGM took place on the traditional territory of the Secwepemc, and specifically in the territory of the Tk’emlúps and the Skeetchestn community.
Not Your Typical Ferry Tale
Submitted by Hugh Eberle, West Kootenay District Manager

It’s funny...when one thinks of our ministry, you might think roads and bridges. Considering we have about 50,000 kilometres of roads and about 4,000 bridges/structures provincially, it’s easy to understand why.

But did you know that our ministry also has an inland ferry system, with a ship building yard located right here in the Kootenays?

WaterBridge Steel Inc. is a ship building company based in the Village of Nakusp. The WaterBridge Steel team specializes in building vessels in remote sites, under difficult environmental conditions and with limited access to industrial infrastructure. WaterBridge Steel President and Owner John Harding has many years of experience in building numerous vessels for industry and government. Most notably, he was responsible for the construction and operation of the largest freight-carrying ice-breaker in the world, when it went into service on Williston Lake, in 1995. Since that time, the company has been building vessels for our ministry, like the Francois Forester which provides ferry service for us on Francois Lake, and the MV Columbia which sails on the Upper Arrow Lakes.

Last year, WaterBridge Steel was successful on a contract for $27.9 million to design and build four new replacement inland cable ferries. Three of the new cable ferries are to be placed here in the Kootenays, with the fourth vessel being stationed in the Okanagan-Shuswap District for the Adams Lake crossing. WaterBridge Steel started work on the Adams Lake II ferry last summer and just recently, shipped the ferry modules to Adams Lake on a truck, where they are currently being assembled on a launching grid. Once the first boat is delivered, the other three ferries will be completed as follows: Glade, fall 2017; Harrop, fall 2018; and Arrow Lake, summer 2019.

WaterBridge Ferries currently holds the ferry service contract to operate three of the ferry crossings on the Upper Arrow lakes near Nakusp, with Western Pacific Marine holding the other three contracts on Kootenay Lake/River crossings.

The history of Kootenay lakes cannot be separated from the system of ferries that have crisscrossed them. Sternwheelers used to rule the lakes and river system, from the Kootenays to Portland, Oregon. And the oldest intact sternwheeler in the world – the SS Moyie – is on display in Kaslo, just an easy one-hour drive from Nelson. You really need to check that out.

Tiny Human Arrives in CVSE Family, Passes First Truck Inspection
Submitted by Alexandra Thiesson, NSC Program Clerk and Employee Advisory Forum Representative for CVSE

After what CVSE staff described as a too-long wait, National Safety Code Program Advisor Christina Gillie came to visit the HQ office at the end of January, bringing her reason for her leave with her.

We were thrilled to welcome wee Maximilian, proud new owner of his very own dump truck, fully certified inspected and certified by CVSE, of course! This first inspection cautioned under “49 – Exhaust System” that “Exhaustion is normal. Nap whenever you can…” and gave him a pass on small issues under “42 – Windshield, Wipers” as “the need for wiping will only get worse.” Well done on the CVSA inspection report/announcement Heather Senkler!

Max was born in October 2016, to Christina and her seafaring husband Nathan. Now five months old, Max was a delight to spend part of the afternoon with. He’s adorable, was entranced by the décor (balloons!) and enjoyed being passed about for hugs. A “high five” to Brian Kangas for co-ordinating a short visit with his new puppy, Bear. Both babies enjoyed their meeting and the copious attention. We greatly appreciated giggles with Max, and having Christina in for treats and a catch up.

We heartily wish Christina, Nathan and wee Max health, love and happiness!

(By the way, Christina will return to work in September 2017, as Christina Hodkinson-Crook, with her surname changed due to a wedding!)
In fall 2016, Assistant Deputy Minister Deborah Bowman released the Transportation Policy and Programs Department’s inaugural Strategic Business Plan. This plan was built on her vision of being a “for us, by us” plan that department staff could use as a road map, to travel through work completed every day toward the department’s strategic goals.

The Corporate Planning and Strategic Initiatives team found it was the journey, as much as the final document, that proved valuable when building this first-ever three-year strategic business plan. To define a shared vision of a desired future, each member of the Transportation Policy and Programs Department participated in a series of group consultations to identify the values and underlying mission of each branch’s work. This consultation helped each person understand the different aspects of the department’s business and what role they played in delivering government’s priorities. This, in turn, developed an understanding of the common elements of the various branches in the department.

After this in-depth engagement process, the Corporate Planning and Strategic Initiatives group wove the feedback into a document that captures the values, mission and objectives of the department. This iterative process incorporated branch-level feedback, with input from all leaders in the department. The final plan provides many benefits: it reflects the different work and key deliverables for each branch; highlights shared key values; and connects the department’s work to greater government goals, to help staff stay connected to their work and keep their goals in clear focus.

To keep this clear focus, in the fall of 2017, the Corporate Planning and Strategic Initiatives team will report on the year’s progress, since the strategic business plan was released. This will ensure accountability to the commitments and action items, before embarking on an annual update for the next three-year planning period.

If you would like to know more about the strategic business planning process, or about other services Corporate Planning and Strategic Initiatives offers, you can find more information on TRANnet and reach out to the team at TRANServicePlanning@gov.bc.ca.

The Passenger Transportation Branch, in Coquitlam, also contributed to the plan. In February, they were presented with a Customer Service Award by Deputy Minister Grant Main (back row, left).
ITS Rail Crossing Signs to Keep Traffic Moving
Submitted by Oliver Schwuchow, Manager for Infrastructure Development South, Pacific Gateway Branch

Not every road level rail crossing can have an overpass, so the Ministry of Transportation and Infrastructure, Government of Canada, TransLink and the Port of Vancouver are introducing an innovative Intelligent Transportation System for drivers in the Langley and Surrey areas to help mitigate the impacts of trade transportation on communities.

Currently, significant queuing can occur at four major rail crossings in the Langley and Surrey areas. Trains often block individual rail crossings for up to five minutes while passing through the area and this has a corresponding impact on local traffic. Resulting queues and congestion take as long as 10 minutes to clear.

The Pacific Gateway Branch’s Oliver Schwuchow has been leading the Rail Crossing Information System project which will include train detection technology and motorist advisory signs that will help drivers make informed decisions to avoid rail crossings that are blocked by trains. This system will reduce congestion and delays for drivers crossing the Roberts Bank rail corridor, and improve emergency response times and community liveability. The project is a first of its kind in British Columbia.

Concept of Operations
A unique feature of the project has been the internal ministry collaboration. For the first time, the Pacific Gateway Branch, South Coast Region, Lower Mainland District and the Information Management Branch are coordinating efforts to deliver a project. Team members such as Matthew Bond and Brigid Canil from the South Coast Region, and Alex Richie of the Information Management Branch, have been key in this coordinated effort.

Building on the internal coordination, the project team has also established strong partnerships, not just with the funding partners, but with local governments. The City of Langley, City of Surrey and Township of Langley have been collaboratively working with our ministry to ensure that the system meets the communities’ needs as well as providing continued support for the system once operational.

With this many internal/external participants and partners, communication has been critical. Pacific Gateway Research Officer Polly Vaughan and Research Analyst Anastassiya Smirnova have been leading the charge; and, with the partners firmly on board, are now focusing their efforts on public engagement. Currently, they are working on a project webpage that will include a driver education module to help the public better understand how to use the system once it’s operational. The project is in design and expected to be in full use in early 2018.

Deborah Tan will be taking over the project, as Oliver has accepted a Regional Project Manager’s position with the Highways Department in his home town of Smithers.
The Employee Advisory Forum (EAF) held its annual full forum meeting on Nov. 15 and 16. While the EAF holds virtual meetings several times a year, the fall forum is the only time the EAF’s 30-plus members meet in person annually. It’s a great opportunity to establish new relationships, and to dedicate two full days to strategize, set up action plans and discuss opportunities for how the EAF can help improve our workplace.

Bob Chartier was our energetic and enthusiastic facilitator for the first day. Bob, who comes with an extensive background in government and expertise on engagement, highlighted the leadership and engagement challenges facing many workplaces today. For example, when discussing change, he asked, why are skating rinks always rectangular? Surely it’s possible to build skating rinks with different shapes? He used this analogy to show that quite often we think we’re making a change but we are really just tweaking something that already exists. To truly create meaningful change, we have to literally think beyond the box (or the skating rink!)

Bob also presented us with the concept of having a practice. We all have a job, but he challenged us to consider developing a practice, which is something that we’re passionate about and that motivates us. Bob encouraged us to consider our role in the EAF as our practice, given we are all committed to supporting and promoting employee engagement.

These conversations got us all thinking about engagement and what that looks like, not only for the EAF but for every one of us at work. There was real energy in the room, and a buzz of thinking brains and questioning minds, as EAF members started to look at their role in the forum and what they want it to look like in the future. It was a great exercise and provided an inclusive and safe space to have open discussions.

Later in the day, we tackled the hefty topic of where we should focus our efforts in 2017. We brainstormed ideas and action plans to address several of the top priorities identified through our recent temperature checks. A big “thank you” goes to everyone who participated in these interviews – they are one of our main tools in identifying what is working for you, and where you’d like to see improvement. Topics included recognition, communication, work space/tools, supervisory skills and knowledge transfer. Teams were developed and we are currently turning our brainstorming ideas into tangible projects to deliver in 2017 and beyond. Stay tuned for more!

The second morning, we enjoyed presentations from three guest presenters, where we learned about various topics ranging from technology (the Internet of Things), to creative learning styles, to Aboriginal cultural awareness. We spent the afternoon working on projects, and wrapped up with a round table of reflection and next steps. And just like that, our two days were up!

As I joined the EAF as Chair in August, this was my first opportunity to see the team in action. I was amazed by everyone’s enthusiasm and passion to help make all our workplaces as great as possible; and I thank each and every EAF member for their dedication to this important work, particularly considering this is volunteer work done off the sides of their desks.

I’m very excited for the year to come, and am looking forward to working with our Executive and EAF leadership team (Audrie Henry, Warren Lemky and Kristen Spearman) to support all of our EAF members and initiatives as we move forward.

If you have any questions or suggestions for the EAF, or want to learn more, please contact us at MoT.EAF@gov.bc.ca.
Iconic BC Parks Plates Prove to be Popular
Submitted by Andrea Mercer, Manager, Crown Agency Policy, Partnerships Department

What do a Kermode bear, the Purcell Mountains and Porteau Cove have in common?

Not only are they all iconic B.C. images, but as of January this year, motorists can support BC Parks by purchasing one of three new specialty licence plates featuring these amazing images. The initial plate purchase is $50, and afterward, there is a $40 annual renewal fee, with all net proceeds going directly to help enhance our provincial parks.

So far they have been pretty popular – in the first 12 days, 3,053 were sold! (Kermode: 1,325, Purcell Mountains: 1,011, Porteau Cove: 717).

Transportation and Infrastructure Minister Todd Stone, was one of the first in line to purchase his BC Parks specialty plates, choosing the Kermode bear.

Interested in getting parks licence plates for yourself? All you need to do is head to any Autoplan broker; they should have plates on hand (or if they are out, they can order them in for you pretty quick). More information can be found here: www.icbc.com/vehicle-registration/licence-plates/Pages/bc-parks-plates.aspx

This licence plate program resulted from hard work in a partnership between the Ministry of Environment, ICBC and the Ministry of Transportation and Infrastructure. A big shout out to Crown Agency Policy Analyst Connie Van Schaik and Crown Agency Finance Manager Lauren Matthias, from our ministry, for helping to make this happen!

How Can You Demonstrate Leadership Every Day?
Submitted by Randeep Tut, Manager, Workforce Strategies, Strategic Human Resources

Leadership is such a nebulous term. For years, when I thought of the leaders in my workplace, I thought of the Executive and the people who occupied the top boxes of the organizational charts. As I learned more about leadership, the concept simultaneously became more vague yet more complex. I became a little obsessed with the word “leadership” and in fact stopped using it because I didn’t think I was using it correctly; and with English being my third language and all, well, I am sure you understand.

Then I was introduced to Drew Dudley, through the TEDTalks series, and his inspiring video on Everyday Leadership. He didn’t talk about position, title or how many people report to you – he spoke about leadership as an “act of improving each other’s lives.” I was fascinated with his notion that individually we have the ability to positively change a life without even realizing it. This remains as the best six minutes and ten seconds I have spent watching an online video.

In October 2015, I was invited to attend a Leader in You workshop with the Ministry of Forests, Lands and Natural Resources Operations. I had no idea what I was getting myself into, and never imagined that it would be the beginning of an amazing journey to enhance my own leadership.

My exploration of leadership continued with the development of the ministry’s Leader in You workshop. Project Delivery Regional Manager Jennifer Fraser and I have had the exciting challenge of creating a workshop designed to foster a culture of leadership throughout the organization, regardless of role, function, title and hierarchy – how’s that for everyday leadership? Two of our colleagues, Okanagan Shuswap ADistrict Manager Steve Sirett and Skeena District Manager Darrell Gunn, demonstrated their leadership by joining us in developing, and becoming facilitators, of the workshop.

More on Page 9…
The Leader in You is two days of leadership-focused learning and development opportunities and is open to all ministry employees. The workshop provides information and tools to everyone at all levels who wants to learn more about leadership, themselves and developing their skills. Via various forms of participation, attendees explore leadership through large group discussion, small group discussion and self-reflection. Their individual and collective participation makes the workshop what it is.

In 2014, the ministry began work with the Steelhead Society of BC, Department of Fisheries and Oceans Canada, and the Nicola Ranch near Merritt, on a very successful streambank restoration project on the Nicola River.

A high cutbank of glacial till deposit adjacent to the Nicola River was naturally eroding, and was contributing a significant amount of fine sediment into the river. For many decades, this had severely impacted several kilometres of the waterway downstream. The Nicola River provides critical habitat for many species of fish including steelhead and rainbow trout, and chinook and coho salmon.

The fine sediments would collapse into the river and eventually smother all spaces amongst the existing river substrate (gravels and cobbles). This was occurring to such an extent and with such regularity, that it affected the substrate and water quality for several kilometres downstream. The gravel had become so impacted with fine sediments, that it was no longer viable for either the production of aquatic insects or the survival of spawned fish eggs.

In order to combat the problem, a series of robust rock and wood structures that mimic natural habitat features and complexity found elsewhere in the Nicola River, were installed between the river and cutbank. Extensive vegetation planting and seeding was also done in the area.

In fall 2016, the site was evaluated after experiencing its third consecutive freshet cycle. All structures installed were found to be stable, and seeded and planted areas were progressing well. The reduction in sediment travel from this exposed cutbank has led to a vast improvement in the condition of gravels and river substrate downstream, and an increase in aquatic insect and spawning activity along this stretch of river. The newly constructed features along the edge of the river also have helped deepen the channel, to provide important pool habitat for fish.

In addition to the environmental benefits for fish in the Nicola River, the project has helped preserve valuable agricultural land, located above the cutbank, from further erosion.

The work used funds from our ministry’s Environmental Enhancement Fund Program. When we removed the old Spences Bridge over the Thompson River, we were working in an area that supports critical steelhead habitat. The Nicola River project further benefitted steelhead and demonstrated the ministry’s ongoing commitment to environmental stewardship.
The Aboriginal Cultural Awareness Series – Join the Conversation!

Submitted by Rakiya Larkin, Strategic Human Resources Coordinator and Aboriginal Youth Intern

Through the Aboriginal Cultural Awareness Series, I am facilitating six presentations that address a wide variety of historical and current Aboriginal issues within our society.

This series is a partnership between the Business Management Services Branch’s Aboriginal Relations team and the Strategic Human Resources Branch. It was developed to help bridge the gap in understanding that can exist between Indigenous and non-Indigenous cultures. I hope you will join the conversation!

We are at a place of truth telling and I hope the series will encourage people to speak their truths, no matter their background. It will provide a safe and confidential environment for people to raise uncomfortable questions and to potentially have difficult conversations. It is a grassroots opportunity for people to have these discussions with their peers, in a non-judgemental space. I am not an expert on all of the topics, or on all nations, but as an Indigenous person and a youth, I am an expert in how these things have affected me and my family members, as well as the generations that came before and those that will come after.

It is important before we begin to bridge the divide, that we all have a common understanding of the past and what transpired to lead us to where we are today. Therefore, the first few sessions covered topics such as:

1) Busting Stereotypes and the Importance of Language: Unpacking our conscious and unconscious biases about Aboriginal/Indigenous people;

2) Understanding Indigenous and Colonial History, where we covered important topics like the residential school system, the Sixties Scoop (where a highly disproportionate number of Aboriginal children were apprehended and placed in non-Aboriginal homes), the child welfare system and Bill-C31; and

3) Understanding Status Cards and the Indian Act of 1876.

If you participated in the first half of the series, thank you for taking that step and being a champion of change! If you are just learning about the series, here are some of the other topics that will be covered in the second half:

4) Canada’s Fastest Growing Demographic: Aboriginal Youth, including the Aboriginal Youth Internship Program and how you can get involved in 2017. You can read more about this in my article on Page 12;

5) Meaningful Engagement in Aboriginal Communities; and

6) To be determined.

If you are interested in receiving a meeting invitation to one (or all) of these sessions, please let me know. We all have a role and a responsibility to help bridge this gap. I encourage you to get involved and actively participate in supporting positive relationships between Indigenous and non-Indigenous people within our workplaces and our communities.

Gilak’asla (thank you).

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Celebrating Customer Service in the Peace District

Submitted by Hali Davenport, District Program Manager

Highways Assistant Deputy Minister Kevin Richter recently paid the Fort St. John office a quick visit, to congratulate everyone in the Peace District on receiving a Customer Service Excellence Award, for their results in the 2016 Customer Satisfaction Survey.

Kevin expressed his appreciation for all the hard work we do every day, ending his talk with the slogan, “Working here is no Peace of cake.”

Celebrating service: (back row) Amelia Andrews, Adriana Da Costa, Kevin Richter, Hank Glover, Stephanie Lorentz and Angie Allwood; and (front row) Hali Davenport, Nicole Hansen, Katie Ireland, Chrystal Jones, Lisa Bush and Bryce Pirozzini.
Mentoring Moments: Stepping into a Ministry Representative’s Shoes
Submitted by Lindsay Stringer, Regional Project Manager

Last fall, I was preparing to tender a small major works contract in the Vernon Area to install some median barrier on Highway 97.

As with all projects, I reached out to Field Services for ministry representative support, and that’s when John McKenzie came up with the idea to turn this into a learning opportunity. Given that the project was smaller than most (with a two to three week construction schedule) we decided this would be a chance to get someone’s feet wet.

From our Project Management Group in the Southern Interior Region, Project Technician Steven Lee stepped up to the plate. He worked with Field Services as a ministry representative to deliver this project. Taking on all the tasks, from reviewing the contractor submissions, to being onsite during construction (which was at night, in December, in the snow I might add) Steven did all this while continuing to manage his own workload.

I sat down with Steven to talk about his experience.

What made you interested in this opportunity?
Working in project management, I’ve been lucky to work alongside most of our business units here at the ministry. I’m always eager to learn more about how we accomplish the things we do. Most of my experience since I joined the ministry has been in a contract’s “pre-award” stage, so I was very interested to work on-site with the contractor, once the major works contract was awarded.

How did you manage this along with your regular work load?
A combination of supportive colleagues and careful planning allowed me to balance my workload well. This job was scheduled for night shifts – 7 p.m. to 7 a.m. – so I set my “out of office” notification and found some time to work onsite during my downtime, using my laptop and a Wi-Fi hotspot.

What is one (or two) things you learned that you didn’t know about before?
Traffic management can be tricky, even for relatively straightforward jobs! You really have to keep a close eye on how traffic behaves, to ensure the site is safe for both the public and the workers. I learned a lot from our traffic engineer, area manager and safety advisors as part of this job.

How will this experience benefit you in your current position?
This experience has helped me better understand the role of our ministry representatives, which I feel will help me immensely as I work with them on future projects. Participating on this job has already taught me more about good communication.

Would you do something like this again?
I would certainly enjoy the opportunity to work with Field Services again in the future. I personally learn best in a hands-on environment, so taking on a new position temporarily and being on-site was a huge benefit to me.

What advice would you give someone who is thinking of taking on a TA or mentoring opportunity?
If the opportunity arises to take on a TA or mentoring opportunity, go for it! At the very least, you will get to meet some great people with the ministry or with our contractors. I made new relationships that I’ll carry through my career.

Any other thoughts or insights you want to add?
My work boots are a size 10. If you need to get away from the office and work alongside Field Services in a similar role, I’m happy to lend them out!

I challenge everyone to keep your eyes and your mind open to formal and informal mentoring moments. Look for opportunities in your everyday work to turn it into a mentoring moment. Share your experiences with everyone, and hopefully inspire more people to do the same.

Thank you to John McKenzie and Ken Gallagher’s crew for providing the mentoring support, and to Steven for sticking it out!

Steven Lee expanded his mostly “pre-contract” project management experience, to working as a ministry representative.

Steven Lee’s “mentoring moments” included working nights near Vernon, on this project to install some median barrier on Highway 97.
Q&A with Emergency Management BC
ADM Bob Turner
Submitted by Kim Struthers, Strategic Human Resources

Bob Turner is our ministry’s newest executive member who joined us in September 2016 as the Assistant Deputy Minister (ADM) of Emergency Management BC (EMBC). As ADM, Bob is responsible for fostering EMBC’s vision to be the premier organization in Canada for the management of emergencies and disasters at the provincial level. In November, Bob spoke about this vision and his thoughts on EMBC, at the Executive Virtual Town Hall. Since so many of you sent in questions during and after the Town Hall asking about Bob, I sat down with him to find out more.

Here are some quick questions I asked Bob to help everyone get to know him a little better...

What were you doing most recently before you joined the Ministry of Transportation and Infrastructure/EMBC?

I was the ADM of the Integrated Resource Operations Division in the Ministry of Forests, Lands and Natural Resource Operations, where I was responsible for compliance and enforcement, the B.C. Wildfire Service and more.

What is your favourite spot in B.C.?

It’s a tie between Shuswap Lake and wherever I can find powder snow.

What is your all-time favourite movie?

Local Hero

If you were stranded on a desert island, what three books would you take with you?

Lord Jim, Gilead and Foucault’s Pendulum (if I read it another dozen times maybe I would understand it.)

What is the one lesson in life you wish you could have learned earlier?

Be humble. You really aren’t that important.

What is your favourite motto or quote?

“Don’t just do something, stand there.”

If you could choose anyone, living or deceased, to be your mentor, who would it be?

Nelson Mandela is an easy choice for his humility and grace.

Career-wise, what was one of your “lightbulb” moments?

When I understood that a decision’s value is increased, if those implementing it, own it as well.

What inspires you to come to work every day?

The people and the mission.

If you were giving advice to a new ministry employee, what would it be?

Choose to be a positive member of your team, every day.
A Magical Evening at the 2016 Long Service Awards Ceremony
Submitted by Cindy Verwoord, A/Executive Administrative Assistant, Finance and Management Services

The celebrations to recognize our employees’ 25, 30, 35, 40 and 45 years of service began with a pre-reception for them and their guests at Harbour Towers Hotel, in Victoria. During the pre-reception, Minister of Transportation and Infrastructure Todd Stone, and Deputy Ministers Becky Denlinger and Grant Main personally thanked the recipients for their dedication and commitment to the BC Public Service and the ministry. Guests also had the chance to mingle over a buffet of appetizers and enjoyed the opportunity to catch up with colleagues from across the province. Then, with a “bibbity, bobbity, boo,” we were off to the main event at Government House, in our chariots of yellow and blue (also known as Yellow and Blue Bird cabs.)

Upon entering Government House, we were escorted down the cascading staircase of red carpet and polished wood, and a hum of excitement was in the air as we entered the grand ballroom. Opening remarks were made by our Master of Ceremonies, Becky Denlinger, who described the history of the Long Service Awards, and their evolution over the past 60 years. Then the dining room doors opened and revealed a long table lined with candelabras and an amazing feast that had something for everyone. The chefs had worked their magic on the delicious dishes of fish, fresh salads, a variety of pasta and a freshly carved roast.

Over dinner, we enjoyed speeches by B.C. Lieutenant Governor Judith Guichon, Minister Stone and Southern Interior Region Manager of Property Services Darren Lincoln. The Lieutenant Governor and Minister Stone spoke appreciatively of the collective commitment and loyalty that was gathered in the room. Darren spoke of his first job with the public service and his experiences along the way, putting a smile on everyone’s faces as they reflected back to the first day of their careers, never imagining it could lead to such a memorable evening.

The sense of accomplishment and pride was great, as pictures were taken and awards presented. After the formal part of the program ended, an evening of music and dancing ensued. Alas, like all good stories, the night came to an end. The clock struck midnight and everyone headed home, but with a twinkle in their eye, knowing that their dedication had been truly recognized and appreciated.

Aboriginal Youth Internship Program – 10 Years Supporting Positive Change...

leads and Aboriginal youth who more and more every year, strive to make change and break unhealthy cycles. We are in a time of truth telling and creating new relationships; we are moving away from a divide and conquer attitude that has separated us all for so long and moving toward a more diverse and compassionate society. To ensure this relationship continues in a good way, we must all check our biases, stereotypes and our fears at the door and embrace our differences within the workplace and in the community. Together, we must make consistent efforts to bust our conscious and unconscious biases.

As the “Year 10s” of the program and Indigenous youth, we feel we have a duty to the next generation and our children’s children to be better than we were yesterday. It is up to us to pave that road for future leaders. It is important for the next generation to know that they are valued, which is crucial for creating a better future for our grandchildren and great grandchildren. We must invest in our next generations by giving them transferable skills, allowing them the opportunities to develop themselves as leaders within their communities, and ensuring they feel there is a full role for them in creating positive change. AYIP is a part of that change and is a big step in the right direction.

This program is life-changing and like no other, and I encourage all Aboriginal youth to apply for AYIP, and for other branches and departments within our ministry to request an Aboriginal intern. Don’t hesitate to contact us or any of the other interns about this program and how to get involved.

As Aboriginal youth, we are worth it and we matter. We are the future generation and we must start putting our lives in our own hands by breaking negative cycles and building up our tool belt, but we cannot do this without the help of our allies and communities. We all must hold each other up as mother earth holds us up, as the water nourishes our bodies, as the animals feed our soul and as our ancestors watch over us.
What is Phishing?

Phishing (pronounced “fishing”) is a term used to describe online actions that can trick you into divulging your personal or confidential information, or lure you into clicking on a malicious link. Cyber attackers, con artists, and identity thieves phish with e-mails, instant messages, text messages and fake websites. In this article, we will focus on phishing e-mails.

Chances are good that you have come across phishing e-mails before. The ability to recognize a phishing attempt is a critical first step in safeguarding your computer and your sensitive information at home and at work.

A phishing e-mail pretends to come from a trusted source, such as federal or provincial governments, or your bank, post office, IT department, supervisor, family and friends, and so on. Clicking on a link in a phishing e-mail may result in the installation of malicious software (aka malware) on your computer that may potentially be used later without your knowledge.

How to Spot a Phish

Even though cyber crooks try very hard to make their phishing “bait” as realistic as possible, with careful inspection you can spot clues that an email is a fake. Generally, phishing e-mails may:

- Contain links that, once opened, will ask you to provide your credentials (i.e. username and password, credit card number).
- Take you to a fake website (e.g. The e-mail appears to be sent from Canada Post but the link will take you to a completely different website).
- Tip: Hover your mouse over the link to check if it matches up with the sender’s website (e.g. If Canada Post sends you an email, the link should take you to canadapost.ca). If you are not certain that the link is correct, then don’t click on it.
- Appear to come from an e-mail address that doesn’t match the expected sender of the content in the e-mail. (For example, if you receive an e-mail about your BC Government mailbox quota limit, the e-mail will come from @gov.bc.ca and it will NEVER ask you to verify IDIR credentials.)
- May be poorly written with typos and grammatical errors, or contain factual and logical errors.
- Create a sense of urgency to convince you to react immediately (e.g. “If you do not click on this link within 24 hours, your account will be deleted.”)

What if I get a phishing email at work?

Never interact with suspicious emails. If you receive a phishing email, remember the following:

- NEVER respond to phishing emails. Delete the email from your “Inbox” and “Deleted Items” folder.
- DO NOT open any attachments or click on links in the email.
- NEVER divulge your logon credentials (such as user ID and password) to anyone, no matter how legitimate the request may seem.
- DO NOT click on “unsubscribe” in the phishing email – this lets the spammers know they have hit a “live” address and you will get more email of this type.

What if I clicked on a link or an attachment?

If you receive a phishing email that is crafted to look like it comes from a government source but may not be from a government source, or contains threatening language, or if you have clicked on a link, opened an attachment, and/or provided your IDIR password:

1. If you have divulged your IDIR credentials, go to another workstation to change your IDIR password immediately,
2. Report it to your supervisor, and
3. Report it as a Security Incident by calling the OCIO Service Desk at 250 387-7000 or toll-free at 1 866 660-0811, option 3.

Be Alert

Phishing attacks continue to grow in volume and complexity. It has been reported that more than 156 million phishing emails are sent each day, while 16 million will pass through spam filters and make it into your Inbox.

Ensure every link and attachment comes from a trusted source. THINK before you CLICK!

Resources:

- Phishing: How many take the bait? (Get Cyber Safe)
- BBB ScamTracker
- BBB National Top Scams

If you are unsure whether or not an e-mail is a phishing attempt, please feel free to contact us at TRANInformationSecurity@gov.bc.ca.

Be alert and don’t be caught by the Phishers! ✪
Winter Family Fun – Cariboo Style
Submitted by Todd Hubner, Cariboo District Manager

A contingent of Cariboo District staffers and their families braved the elements on a cold, blustery Jan. 28, to partake in what many consider a typical winter day in the Cariboo.

The day started off at the break of dawn with the sound of numerous ice augers churning their way through 20 inches of “very solid” ice on Chimney Lake, about 20 minutes southeast of Williams Lake. By 8:30 a.m., the lake had the appearance of a large piece of Swiss cheese, having had numerous holes bored into its surface. (All by hand I may add). Numerous ice huts were then established, as wind barriers in the background, giving the day a backdrop similar to the 1968 movie “Ice Station Zebra”.

The fishing was in full force (for some), by 9 a.m. with a select few participants nearing their limit of five Kokanee (the swimming variety) within the hour. Although Kokanee aren’t considered to be a large freshwater fish, they can be very feisty and as some participants found – very elusive. Desi and Lynn Ann Cheverie took home top prize for limiting out first (five each), followed up by Ron and Carrie McCormack coming in with what Ron considered a “close second.”

Although all participants came armed with warm maggots, a sharp hook and the best of intentions, it was clear that a few fish stories would be generated about the one that got away. Wayne Rich can actually tell the true story about the “three that got away” and yes in Wayne’s case – there were witnesses. Todd Hubner kept his local Chimney Lake record intact of never having landed a fish at that lake, albeit he still thinks his poor fishing performance was the direct result of some district espionage.

Following the morning’s fishing event, the participants travelled over to Deanna and Wayne Rich’s residence on the opposite shores of the lake. There, they warmed up, had a wiener roast, consumed some warm (and cold) beverages and partook in some more ice fishing, along with skating, sledding and cross-country skiing.

It was clear that had there been a district participation award, Lynn Ann would have won it, as she successfully skied, fished and skated before the day ended. Although ice fishing is not yet an Olympic sport, it’s clear that Lynn Ann must be training for some kind of winter triathlon that she has yet to tell us about.

A big thanks go out to Deanna and Wayne for opening up their residence to Cariboo District staff, and also to the Cariboo Social Committee for organizing the day. Well done!