Incident Command Vehicles Ready to Serve as Mobile Offices

Submitted by Steve Bauer, CVSE Acting Regional Manager; and Trish Ryu, Bridge Area Manager and Incident Response Management Coordinator

Did you know that our ministry currently has two incident command vehicles that support employees and their work, in just about any location or situation?

The South Coast Region (SCR) has a retrofitted 1992 Grumman, and the Southern Interior Region (SIR) has a 2011 Ford F550 command vehicle. These vehicles are essentially compact offices on wheels. They have been specifically equipped to support ministry field operations during emergency response (flooding, rock and mudslides, fires, etc.), field projects and other large-scale events. In the past, they have also served as a highly visible ministry outpost for community education and awareness programs, conducting in-person customer satisfaction surveys, Field Services training, public information centres at construction sites, and other events where a temporary office is beneficial.

Over recent years, there has been an increased frequency and severity of weather-related emergency events. The command vehicles support the incident site and assist with smoothly channelling information from the field to the District Operations Centres and Ministry Regional Operations Centres. In remote areas, they have the capability of boosting cell power to communicate critical information and request resources. When incidents occur on more travelled portions of a highway, the vehicle is an additional ministry presence from which to provide accurate, authoritative information to the public like site maps, information packages and referrals to emergency partners and service providers. Additionally, the vehicles provide employees with convenient and safe shelter to work from during inclement weather and long days in the field, and for works that run throughout the night.

Our First Mobile Office – the Grumman

Our first “office on wheels” was the SCR’s 1992 Grumman, a tester to determine the viability and need for these types of vehicles, while keeping costs affordable. Previously a command vehicle for the Vancouver Fire Department, the Grumman was retrofitted to suit our organization. It has a built-in government WIFI hotspot, a dedicated VOIP (voice-over-Internet protocol) phone number, multiple radios to operate different channels, a generator that powers all the equipment without engine use, and a washroom, meeting room, five-person work station area and built-in inverter that provides an electrical outlet for laptops, phone chargers and handheld radios. Its emergency lighting equipment offers red and blue lights (for CVSE use only) and amber and green for incident command and traffic direction.

The Grumman also has a highways-grade web camera with retractable mast. Once mounted, the mast extends about 40 feet, and the camera can be controlled and moved in any direction to gain the best views of incidents. The camera
Editor’s Note

Our work at the Ministry of Transportation and Infrastructure takes us to many different places and settings.

This issue of Road Runner will transport you around the province, in our specially equipped command vehicles, to emergencies and public engagement events. You’ll also see employees revetging a section along Highway 5 near Barriere, and learn of transit facility improvements that keep buses running in the Okanagan and serve the 2.4 million people of Greater Vancouver. New trips could also be ahead, with the possibility of an ultra-high-speed train linking Vancouver to Seattle and Portland.

Whenever an employee applies for or enters a new job, a voyage has also begun. Read about work underway to help people compete on new positions, and to provide an onboarding and orientation experience that delivers a strong start in a new role.

Employees’ view have informed both efforts. Our Employee Advisory Forum learned from a Temperature Check that a strong majority wanted job candidate training. When the Onboarding and Orientation Team surveyed employees and supervisors, specific training, resources and information were identified to help launch employees in new positions.

Wherever you are heading in your work or personal life, may your ventures be informative and rewarding.

Sometimes it’s the journey that teaches you a lot about your destination. – Drake

Nancy McLeod
Editor

The RoadRunner employee newsletter is published four times a year, on the Ministry of Transportation and Infrastructure Internet site. We welcome your story submissions. Email your article as a Word document (approx. 500 words) and your high-resolution photographs as JPEGs to: RoadRunner@gov.bc.ca.

In the email for your story, please attach the Word document and graphics (photos, charts, etc.) separately. Please DO NOT embed graphics in the article — this compromises reproduction quality and the images may not be useable by our graphic artist. Photos supplied should be one megabyte.

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

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

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

Graphic design for Road Runner is provided by Kathy Macovichuk.
Incident Command Vehicles Ready to Serve as Mobile Offices... Continued from Page 1

The Grumman is currently stationed and maintained at the ministry’s vehicle compound, in Delta. It has been used at many community events including parades, the Cone Zone Go-Kart area at the Cloverdale Rodeo, and for Occupational Health and Safety Week with high school students, Girl Guides and Boy Scouts. It has served at multiple CVSE Road Checks, at a mudslide near Pemberton and has travelled and helped out in other parts of B.C.

The Ford F550 – Serving in the Field

Following in the footsteps of the SCR, a few years ago the SIR acquired the 2011 Ford F550 command vehicle, which is kept at the ministry’s compound in Kamloops. This slick vehicle has a WIFI hotspot, multiple highways radios to operate different channels, built in inverters, a generator that powers all equipment without engine use, a washroom, four-person work station area and additional conveniences. This vehicle has supported numerous events including emergency response in various districts, Field Services training in the Northern Region, and recently, the first Health and Safety Fair for the Simpcw First Nation, in Chu Chua.

Available for Your Use

These vehicles are available for province-wide use, whether within our ministry or by other provincial government agency partners. If you have a large or small-scale event on the go, don’t feel shy to request one!

During busy seasons, there can be immediate demands to use these mobile offices, and a quick turnaround is needed. So, please ensure when you sign out a vehicle, that you arrange to return it in the condition that you received it – squeaky clean inside and out, holding tanks emptied and gas tank fueled up. We need our command vehicles (and employees) to be ready to roll for their next exciting challenge.

To sign out the SIR command vehicle, contact front reception in the Thompson Nicola District: 250 828-4002. To sign out the SCR command truck, contact Geoff Lindsay at the Nordel Inspection Station: 604-587-3300.

We’re looking for stories and photos for the September RoadRunner

Please email them to RoadRunner@gov.bc.ca
Walk, Ride and Roll: Gearing up on Active Transportation

Submitted by James Hill, Planning and Performance Analyst

The provincial government has supported active transportation – cycling specifically – through a dedicated cost-sharing grant program since the early 1990s.

A commitment was made to broaden and strengthen this support when the CleanBC plan was published last year, and pledged to produce a strategy that supports and encourages active transportation. Since that announcement, the Programs and Corporate Initiatives Branch has been hard at work developing British Columbia’s first provincial active transportation strategy.

So, what is active transportation? The working definition is human-powered forms of travel – primarily walking and cycling. It can also include running, scootering, skateboarding, in-line skating, using a wheelchair, paddling, skiing, snowshoeing, horseback riding, and using electronically assisted wheeled devices as modes of personal transportation. It also includes connections to transit, ferries and other forms of group transportation.

As you might expect, active transportation has many benefits which are realized across a wide spectrum: improved physical and mental health for active transporters, lower traffic congestion in our local communities, lower health care costs provincially and nationally and the global benefit of reduced greenhouse gas emissions. Active transportation is also more affordable than owning a car and can provide equitable access to services.

Many jurisdictions across Canada and the world are making a substantial commitment to active transportation. British Columbia already boasts some of the highest cycling statistics of any province, and that lead may extend to other modes of active transportation as well. However, world active transportation leaders like the Netherlands and Denmark have cycling numbers nearly ten times higher than B.C. This is an opportunity for the Province to make great strides in increasing active transportation by British Columbians through a suite of programs and initiatives.

Of course, British Columbia has unique challenges to active transportation and employees have been busy engaging with British Columbians to learn more about the state of active transportation in their communities. In March and April, there were eight stakeholder forums at locations across B.C., as well as an online engagement that generated more than 8,000 page views and nearly 2,000 responses – a response rate that shows how important active transportation is to British Columbians.

Indigenous consultation is ongoing and will continue to be part of all CleanBC initiatives. Major themes for how to advance active transportation in the province included an increase in dedicated active transportation funding, ensuring the unique active transportation needs of B.C.’s diverse communities are recognized and properly approached, finding ways to lead communities to build unified and comprehensive active transportation networks, and building better connections, both between communities and to reach travel modes like transit and ferries.

Supporting active transportation is an important aspect of the CleanBC pathway to a more prosperous, balanced and sustainable future for British Columbia by making it easier for people to make cleaner transportation choices. Minister of Transportation and Infrastructure Claire Trevena released the CleanBC Active Transportation Strategy at the B.C. Active Transportation Summit, on June 17.

More active transportation information is available at the Planning Healthy Communities Fact Sheet, the Plan H website and the Government of Canada website.

▲ Minister Claire Trevena speaking at the Courtenay engagement forum.

▲ An active transportation gathering in Nelson.

▲ Jesse Skulmoski and James Hill from the Programs and Corporate Initiatives Branch, expanding the discussion about active transportation at the Managing in the B.C. Public Service workshop.
Spring PMOC Meeting – A Successful Gathering of Line-Minded People
Submitted by Maziar Kazemi, A/Electrical Services and Pavement Marking Coordinator

“Line-minded” pavement marking operation coordinators (PMOCs) from across B.C. met at the South Coast Regional (SCR) office in Coquitlam, on May 14, to prepare for the highly anticipated pavement marking season.

Led by the one and only Mark Pratt (manager, maintenance programs), the group was joined by rehab and maintenance managers for the South Coast, Southern Interior, and the Northern regions (Peter DeWith, Michelle Evans, and Karen Andrews respectively) along with Ryan Thorpe (district program engineer), Manoj Jogi (senior pavement and materials engineer), Ian Mandrusiak (former SCR PMOC and current area manager for the Fraser Valley), and Dylan Bennett who recently joined the ministry as a TELP in the Northern Region.

This year marks Round Four of the ministry’s pavement marking service agreements, which were signed across the province through an open-bid process, in December 2018. The agreements have five-year terms, with an optional two-year extension, and come with higher standards than previous years. Changes made to improve on previous agreements include an increase of 20 per cent more line painted annually, the use of thicker paint on the coast for longevity and larger glass beads for increased nighttime reflectivity, a second coat of paint in areas of higher traffic volumes that experience premature wear, and enhanced auditing and monitoring of the contractor to ensure consistent performance.

With the responsibility of coordinating the repainting of more than 20,000 kilometres of highways and side roads around the province and the new service agreements in effect, this spring’s PMOC gathering was particularly important to the group. We discussed recent changes to the service agreements as well as strategies for utilizing tools and resources, materials testing, and knowledge transfer amongst the more experienced PMOC (i.e., Dave Prehara) and the newer PMOCs joining the team. Some highlights from the gathering:

- Welcoming newly appointed hybrid electrical services and pavement marking coordinators (Ron Danvers and I) to the group, as the first-ever “electrical/paving hybrids” for the SCR.
- Meeting people from Lafrentz, the pavement marking contractor that successfully bid on each of the five service agreements.
- The opportunity to try out state-of-the-art retro-reflectivity testing tools and technology that PMOCs will use this season, to ensure pavement marking specifications are met.

Quick Facts
There are five pavement marking service areas in B.C.:

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<thead>
<tr>
<th>Pavement Marking Service Area</th>
<th>Pavement Marking Operations Coordinator</th>
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<tr>
<td>Vancouver Island</td>
<td>Ron Danvers</td>
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<td>Lower Mainland</td>
<td>Maziar Kazemi</td>
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<td>Thompson-Cariboo and</td>
<td>Dave Prehara</td>
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<td>Okanagan-Kootenay</td>
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<td>North</td>
<td>Vacant, currently managed by Karen</td>
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<td></td>
<td>Andrews and Dylan Bennett (TELP)</td>
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For more information on retro-reflectivity and our mobile retro-reflectometer which records 400 measurements per second, see: https://www.tranbc.ca/2017/09/27/new-tool-shines-a-light-on-line-paint-brightness/
EAF Unveils New Logo, Leadership Roles
Submitted by Jenna D’Arcy, Client Relations Coordinator, Strategic Human Resources

Have you noticed anything different about the top of this page?
No, we didn’t get a new haircut or matching t-shirts, but we did get a new logo!
That’s right, the Employee Advisory Forum (EAF) has rebranded to a logo that is a little bit brighter and a little bit more “us”, in our opinion.

Leadership Team Changes
In addition to our new logo, the EAF has made a few changes to our leadership roles to help support the delivery of our organization’s activities, projects and administration.

We have created a new membership and engagement lead position that Leanne Garand is filling. Leanne is focussing her energy on recruitment, onboarding and orientation of new members, as well as ensuring that we have adequate and appropriate representation across the ministry.
Another new position is project delivery lead, filled by Shelby Snow. Shelby is responsible for providing guidance and mentorship to our project managers, and ensuring projects are meaningful to our colleagues and align with the overall direction of the forum.
And of course, we are still in good hands with Mark Traverso who remains as our EAF chair. Warren Lemky continues as our co-chair, and Brittney Speed as our EAF administrator – providing overall management of the forum. Jenna D’Arcy, one of our current EAF members, is supporting the leadership team and forum members by providing communications support and leading the development of a new communications strategy.

Temperature Check Leads to Job Competition Webinar
Submitted by Brittney Speed, Manager, Workforce Programs, Strategic Human Resources

A pilot course to help employees to apply and be interviewed for jobs is being offered, as a result of the Employee Advisory Forum’s (EAF) latest Temperature Check.

Staffing practices and job suitability were the focus of Temperature Checks conducted by EAF members, in December last year. A total of 151 of you were interviewed – a big “thank you” to everyone who participated!

In response to some of the employee feedback, the Attracting and Growing Talent team of the Succession Committee is delivering a session called “Land Your Dream Job”. This two-hour webinar is designed to provide candidates with information and advice for all stages of the competitive process.

Here is a bit of what you told us during the Temperature Checks:

**Staffing Practices**
- The majority of you recommended more transparency and communications during the recruitment process, to better support fair and merit-based hiring.
- 68 per cent of you said you would value learning more about job interviews (including understanding competencies).

Website Updates
We have also been busy making updates to our website, where you can check out all our current projects including Peer-to-Peer Recognition, Passing the Torch and Innovation Station, on our We’ve Done it Page. Take a peek at all the exciting work we’ve been involved in over the past couple of years!

If you have any questions about the EAF, or if you’d like to join us as a member, please email MoT.EAF@gov.bc.ca or get in touch with your EAF representative.

Thanks Audrie Henry!
The EAF Leadership Team thanks Audrie Henry who recently stepped down from that team. Audrie was a dedicated team member who provided great support to the forum over the years.

More on Page 7…
What’s It Like to Be an EAF Member?
Submitted by Brittniey Speed, Manager, Workforce Programs Strategic Human Resources

If you’re looking to expand your leadership skills, network with colleagues in other business units and make a real difference in our work environment, the Employee Advisory Forum (EAF) may be the place for you.

The EAF’s mission is to improve the work environment at all levels of our organization; our work is for employees, by employees. There are more than 30 EAF members representing departments across the ministry.

I sat down with one of our current EAF members, Andrew MacKinnon, to talk about what he’s learned since joining the forum.

“There are great people working in this ministry, throughout the province, who take pride in their jobs and strive to make their workplace better,” Andrew said. “Being an EAF member is not a huge time commitment, and I appreciate the opportunity to work with like-minded people.”

“We get to work together as a team to recommend strategies and then put those strategies into action. As members, we get unique opportunities, including a chance to work closely with our ministry executive. We provide direct feedback to Executive about issues affecting ministry employees, through our Temperature Checks, and we connect with EAF members across B.C. – people that we normally wouldn’t interact with.”

The Ministry of Transportation and Infrastructure’s EAF has transformed the way things are done in government. Did you know that the EAF partnered with BC Stats to create the first-ever version of the Work Environment Survey, way back in 2004? The EAF also designed Temperature Checks (see Page 6). EAF members serve a valuable role in keeping their fingers on the pulse of our organization.

Whether you’re interested in encouraging your colleagues to pursue healthy activities like TransAction, or you want to champion workplace improvements, the EAF is a way to get involved with new and inspiring projects in our ministry.

If you’re keen to learn more about the EAF or you’d like to join us, please visit our website or send an email to: MoT.EAF@gov.bc.ca.

Temperature Check Leads to Job Competition Webinar

...Continued from Page 6

75 per cent of you said you would participate in a job candidate training session, if offered by the ministry.

Job Suitability

83 per cent of you feel you have the opportunity to grow your skills in your area of interest.

86 per cent of you understand what your transferrable skills are, and how they can be applied to other positions.

We also asked you what kind of improvements or changes you would like to see in your workplace for you to work as effectively as possible. These were the top three responses:

- Process improvements
- More on-the-job training
- More resources and supports to help streamline workload

Now what?

Over the past few months, the EAF leadership team and members have been busy analyzing and confidentially sharing all of this great information (don’t worry, all the results are anonymous). So far, we’ve met one-on-one with each ministry Executive member to examine the results, and have been working with the Succession Planning Committee, Strategic HR and even the BC Public Service Agency to help inform and build-out future programs.

If you have any questions about the results of the Temperature Check, or our next steps, please feel free to email the EAF leadership team MoT.EAF@gov.bc.ca or get in touch with your EAF representative.

Temperature Checks are confidential one-on-one conversations between EAF members and their colleagues, used to gauge employees’ opinions on timely topics and issues, and are used by the EAF, Executive, Strategic HR and the Succession Planning Committee to build programs and resources. The next round of Temperature Checks will be conducted this month and will focus on professional development.

Don’t miss the opportunity to provide your thoughts and ideas!
Kamloops Team Unites for Chinook Creek Environmental Project
Submitted by Kirk Densmore, Environmental Services Coordinator

Employees in the Kamloops office pulled together once again for an environmental project and some hands-on learning, this spring.

Staff from the properties group, aggregates, project management, corporate services and bridge design joined the environmental group for a sunny day of planting, on April 16. The location was near Darfield, on Highway 5, between Barriere and Little Fort.

As part of the permit requirements for the 2017/18 Darfield passing lane project, our ministry had agreed to design and build about 200 metres of new stream channel in the old right of way. This would offset construction impacts to the Chinook Creek channel.

The regional environmental team worked with the engineering folks to come up with a design that included a fish-friendly culvert under Highway 5, incorporation of fish gravels, a low-flow channel to allow fish passage during the drier months, installation of large woody debris to protect fish from predators, and the addition of boulder clusters to add complexity to the stream channel. Several small animal crossings were also incorporated into the project, to enable local badgers to safely move from the fields on the east side of the highway, to the forested area on the west side.

Construction of these environmental enhancements was undertaken under the watchful eyes of employees from Provincial Field Services and Regional Environmental Services. Prior to that, the environmental staff had worked with Estsek Environmental on detailed assessments which included how the proposed project was going to impact the existing stream channel and vegetation. We then developed a revegetation plan, that ensured the project actually increased the riparian habitat, and included native trees and shrubs.

This is when Thompson Nicola District employees and Southern Interior Region staff were called upon, to put the plan into action. When all was said and done, our ministry work crew planted more than 1,000 willow stakes and nearly 100 potted native shrub and tree species. Once the revegetation project is complete, there will be an additional 600 trees and shrubs at the site. Species that were planted included cottonwood, choke cherry, Saskatoon berry, prickly rose, red osier dogwood and willow.

The new Chinook Creek channel was constructed to offset passing lane construction impacts on Highway 5.

Over time, the new Chinook Creek channel that flows into the North Thompson River will provide a variety of important and complex habitat for spawning Coho salmon and other fish species making their way north. In addition to enhancing fish habitat, vegetation will help attract insects for songbirds and other critters to feed on, provide roosting and nesting habitat, and offer shade and cover to species using the stream channel. As the riparian vegetation and other features begin to mature, it is expected that the numbers of fish using this section of stream will continue to increase in the coming years. Ministry environmental staff will be closely monitoring the site to ensure that the planted and installed features function as intended.

Due to its proximity to our regional office, the project offered a unique learning opportunity for several employees, many of whom have been involved with highways projects but haven’t experienced the environmental aspects of projects. The regional environmental team was highly appreciative of our colleagues’ support and willingness to get their hands dirty, and we hope that all involved were able to gain a better appreciation for the work that goes into building a new riparian ecosystem. So, a big thanks to all who contributed.

I would also like to personally acknowledge the tremendous support provided by David Gibson and Melvin Smith of Provincial Field Services, throughout the construction. Both individuals were instrumental in achieving the end product. ✷
Motionless Mobility: Public Transit Infrastructure
Submitted by Keith R. Elwood, Transit Policy Analyst

While a SkyTrain station may just be a place to get through for busy commuters, it’s an important – and very visible – piece of the vast and varied transit infrastructure that British Columbians depend on every day.

The Transportation Policy and Programs Department is celebrating the successful close of the Building Canada Fund program, an eight-year partnership responsible for more than $487 million in transit-related infrastructure improvements across B.C., led by the Transit Branch.

The Government of Canada provided $97.4 million under the Building Canada Infrastructure plan; additional funding was provided by the Province to the tune of $159.9 million, and the recipients – TransLink and municipalities outside the Lower Mainland – put up nearly $230 million.

Renovation Station

This program brought about upgrades at many of SkyTrain’s Expo line stations. Most of the stations had been operating for 30 years, and they handled passenger loads which were double the expectations of the original planners.

Rebuilding, expansion and improvements to passenger circulation were the focus of changes at Main Street-Science World (including handsome wind shielding for the platform), Metrotown, Scott Road, New Westminster and Joyce-Collingwood transit facilities. Surrey Central station was doubled in size and is now facing the new municipal plaza.

At the system’s busiest station, Commercial-Broadway, a new platform was added and other enhancements have improved passenger circulation. The innovation of dual-platform train access – where doors open on both sides of the cars – makes transferring easier for passengers crossing between the Expo and Millennium lines.

Upgraded stations also benefitted from improvements in vertical circulation (fancy transit terminology for escalators and elevators), more glass to promote crime reduction, and connections to “active transportation” like pedestrian and bike networks, and even bike parkades.

The Building Canada Fund enabled TransLink’s Compass tap-on entry and boarding system, which allows for quicker, safer access to SkyTrain, bus and SeaBus travel. Numerous structural and security improvements were made at every SkyTrain and SeaBus station across the system, to allow for Compass faregate installation.

Under the Hood

Some less evident (but no less important) projects were also tackled. These included replacement of SkyTrain’s running rail, and renewal of three-decade-old fibre optic cables on the original Expo line between Waterfront and New Westminster stations.

BC Transit got badly needed replacements for its bus maintenance facilities to service growing transit systems in Vernon and Kamloops, and support Kamloops’ 47-bus CNG (compressed natural gas) fleet. TransLink’s Surrey maintenance facility expanded to accommodate and care for a larger fleet of buses.

Working on the Railroad

The Building Canada Fund program was also used to work on the railroad. Seven new bi-level passenger cars were added to the West Coast Express rail system, and enhancements were made to station safety, parking and drop-off, and wayfinding.

Kelowna Connections

Finally, the Kelowna RapidBus project delivered leading-edge express bus service on a 30-kilometre route between the UBC Okanagan campus (with more than 10,000 students, faculty and staff) and Kelowna, West Kelowna and Westbank Centre. RapidBus features real-time passenger information, distinctive branded shelters, and transit signal priority measures that modify traffic signal timing when transit vehicles are present.

Possible Through Partnerships

The Transit Branch is grateful to our partners in the ministry, TransLink, contributing municipalities and BC Transit, and our sponsors at Transport Canada. Together, we have unified many moving parts, to continue to build British Columbia’s growing transit constellation.

Kelowna RapidBus Station nearing completion, to provide express service between UBC Okanagan and neighbouring municipalities. (February 2014)

The Building Canada Fund program funded BC Transit’s new bus maintenance facility, in Vernon. (January 2012)

Seven of these bi-level passenger cars were added to the West Coast Express rail system. (March 2013)
Improvements Ahead! Project Team Digs into Onboarding and Orientation

Submitted by Kim Struthers, Project Lead, Onboarding and Orientation

Did you know that a project team is working on improvements to the ministry’s onboarding and orientation process?

We know that effective and engaging onboarding and orientation is important to new employees and has a significant impact on their first impressions and experiences. It can also really affect their decision to stay with the ministry. By implementing solutions to some of the common challenges that our employees and supervisors have with the process, we hope to improve the experience for everyone involved.

To get started and learn more, we invited employees who were new to the ministry or their position in 2018, and all current supervisors, to provide feedback through two surveys. We asked 464 new ministry employees to participate in the survey and received 122 complete responses (a 26 per cent response rate). Out of 448 supervisors, we had 92 complete responses (a 21 per cent response rate).

Here’s what they told us:

EMPLOYEE SURVEY RESULTS

- Most respondents (43 per cent) were new to their position within the ministry (having worked elsewhere in our organization), followed by (36 per cent) who were new to the ministry and the BC Public Service, and (22 per cent) who were new to the ministry (having worked elsewhere in the public service). With rounding, the numbers total 101.

  - When asked if they felt adequately supported through the onboarding and orientation process by their supervisor and work unit, 59 per cent said “Yes”, 31 per cent said “Sort Of” and 10 per cent said “No”.
  - When asked what parts of the ministry’s onboarding and orientation process need improving, the top responses were:
    - Work-unit/ministry/corporate orientation – having opportunities to learn about and feel connected to the “bigger picture”.
    - Employee set-up – having my IDIR, workstation, resources and new employee paperwork set-up/completed on time.
    - Position orientation – having my supervisor clearly explain my role and responsibilities and provide me with the training and opportunities to succeed.

SUPERVISOR SURVEY RESULTS

- Most respondents (63 per cent) supervise one to five employees, and 61 per cent have been a supervisor for more than five years.

  - Supervisors said that the following resources and training would improve their ability to effectively onboard and orient new employees:
    - Employee IT set-up and new employee paperwork – knowing what to do and when to do it.
    - Resources – knowing what I need and where to find resources.
    - Roles and responsibilities – understanding supervisory accountabilities for onboarding and orienting new employees.

  - When asked what parts of the ministry’s onboarding and orientation process need improving, the top responses were:
    - Resources – clarifying what resources are available and where to find them.
    - Training – helping me understand what I need to do and when I need to do it.
    - Training – helping me understand my role and responsibilities for onboarding and orienting new employees.

This input from employees and supervisors is extremely important, as it helps to identify what the project team will focus on over the coming months. For example:

- Sixty per cent of supervisors said they would attend a virtual learning session on how to provide effective onboarding and orientation for their new employees. This session is now in development...stay tuned for more details!

- We also heard that a checklist to guide supervisors through the process would be extremely useful, so one is now being created.

On behalf of the project team, thanks to everyone who took the time to share their experiences and feedback with us. We look forward to developing and implementing solutions to address challenges that employees and supervisors are experiencing, and we will continue to keep in touch with updates on our progress. In the meantime, don’t hesitate to contact me (Kim Struthers) if you have any questions, comments or ideas!

Prefer Visuals?

Check out this survey results infographic.

A shout out to the onboarding and orientation project team members from these departments:

1. Catherine Du Bois, Major Projects, Infrastructure and Properties
2. Nicole Hansen, Highways
3. Janelle Heron, Finance and Management Services
4. Sher Horvath, Highways
5. Kim Kennedy, Finance and Management Services
6. Corrin Peet, Highways
7. Joanna Sirett, Highways
8. Tammy Donison-McKay, Transportation Policy & Programs

Thanks also to former team members Stella Reese and Desiree Veness, who recently left the ministry.

In the 2017-18 New Job Survey, distributed by the BC Public Service Agency to new employees, our ministry staff who had a higher overall satisfaction with their orientation process also said they plan to stay in their job longer.
Shaping our Future with Ultra-High-Speed Rail
Submitted by Gabriel T. Lord, Transportation Planning Technician

The onset of advanced technology in the transportation sector, such as automated vehicles and on-demand ride services, is a stark reminder that the future of transportation is fast approaching.

As such, the South Coast Region Planning team, led by Lina Halwani, is exploring an exciting opportunity to partner on the greatly anticipated ultra-high-speed rail line connecting Vancouver to Seattle and Portland.

As many motorists already know, highway travel from Canada to the U.S. along the West Coast involves unfamiliar traffic regulations, variable weather conditions and unpredictable traffic—not to mention border lineups. The introduction of a new ultra-high-speed rail line is an exciting opportunity that will provide better travel options and the pleasure and convenience that British Columbians deserve.

Here’s what you need to know…

The prospect of an ultra-high-speed rail corridor between Canada and the U.S. would connect the cities of Vancouver, Seattle and Portland at an estimated cost of $24 billion to $42 billion (USD), and could open as early as 2033. The technology could include high-speed rail, magnetic levitation or hyperloop (a frictionless enclosed tube system) based on the ability to meet a minimum speed of 400 km/h. At these speeds, passengers can expect to cut their travel time by two-thirds.

The proposed rail corridor is a collaborative initiative between Washington State’s Department of Transportation, the Province of B.C. and Microsoft, to expand Seattle and Vancouver’s already growing tech hubs with a thriving corridor linking the two cities. For B.C., which boasts some of the best eco-tourism and outdoor activities in the world, attracting U.S. tourism is also a major potential benefit of the rail link, as vacationers could use it for a quick and convenient getaway. Ultimately, the project could mean the creation of 157,200 to 201,200 jobs and $621 billion to $827 billion (USD) in business output between the two countries.

The biggest value is realized through time savings for moving goods and services. Ultra-high-speed rail’s travel efficiency draws higher ridership, reducing the number of trucks and cars on the road and freeing up capacity on our highways. The result is fewer dollars spent by motorists on vehicle maintenance, lower average operating costs and less time spent in traffic, resulting in a safer and more reliable road network for all users.

Not only does the project provide positive economic impacts and user benefits, it also aligns with federal and provincial mandates to support environmentally sustainable initiatives. When compared to motor vehicles and planes, ultra-high-speed rail emits less greenhouse gases and harmful airborne particulates, even after considering carbon-based fuel efficiency strategies and the latest green technology.

The Province must be innovative, and this rail link provides an opportunity to better connect our communities, strengthen our economy and deepen our commitment to action against climate change and greenhouse gas emissions. Most importantly, it provides a cleaner and brighter future for people on both sides of the border.

Technological advancements are influencing the way British Columbians live, and through ultra-high-speed rail we can shape our future.◆

▲ Shanghai’s magnetic levitation train is the fastest commercial train in operation with a top speed of 270 mph (430 km/h). Photo courtesy: CH2M, 2017, Ultra High Speed Ground Transportation Study: Technology Options Technical Memorandum.

▲ A high-speed rail line could link these three cities in the “Cascadia innovation Corridor”, which have high levels of education, technology and skilled workers. Image courtesy Cascadia Innovation Corridor.
I would like to start off by acknowledging that we in Headquarters, reside on the unceded traditional territory of the Songhees and Esquimalt Nations of the Lekwungen speaking peoples.

I have been a visitor and guest on these lands for the last 26 years, and I feel grateful and blessed that my family has been welcomed on these lands for generations. As Indigenous people, we have been displaced from our traditional territories, which makes our connection to land extremely important to us, and something we hold very close to our hearts.

My hands are raised up to the Songhees and Esquimalt families for keeping this place protected and nurtured for all to enjoy, gilak’asla!

The Province of British Columbia recognizes that treaties, agreements, and other constructive arrangements between Indigenous peoples and the Crown have been, and are intended to be, acts of reconciliation based on mutual recognition and respect. This is one reason why provincial employees (and many other organizations and individuals) are increasingly acknowledging traditional territory. These statements are part of reconciliation with Indigenous peoples.

Connection, or feeling connected to someone or something can come in many forms and may show up differently for each of us. It may be connection to your family and friends, your partner, your colleagues, or the land base on which you reside, have come from, or have travelled to. Connections are personal and sacred and have an immense amount of power to be able to support, uplift, nurture and create a sense of belonging and safety. We make connections and have people in our lives, that provide us with support and therefore we develop relationships based on thoughtful intentions.

In March of 2016, I had the utmost privilege and honour of spending five months in Durban, South Africa, as part of an International Working Group on HIV/AIDS. It was one of the most incredible and life-changing experiences which allowed me to develop deep and thoughtful connections to not only the people but the land base. I vividly remember the red dirt that covered my sandals everywhere I walked, the hills and blades of grass that went on for miles and the sunshine that shone through my window every morning and brought life to the sugar cane fields and avocado trees native to that territory. The stories of those that I have heard on my journey, those that have broke bread with me, nurtured and supported me when I was so far away from home and those that welcomed me on their territory, in their family and on their ancestral lands, have shaped my narrative and allowed me to develop personal connections along my journey.

My respect and acknowledgement of those stories and connections will continue to grow and strengthen as they are not just words, they are feelings, memories and intention that have sparked joy and taught me something, every single time. They are the many faces of those that have come in and out of my life, they are the many different pebbles that cover the beaches I have dug my toes into, they are the many different plants and animals for which I have been grateful for nourishing my body, and the many different trees that have given me the oxygen I need to breathe and live everyday.

Acknowledging territories is personal, making connections to the land is personal, and so when we acknowledge territory, it is important to ask ourselves why. What has that land provided to us? What are some of the sacrifices that have been made so that we can be here today, so that we can eat the food we have and drive on the roads we take to get to work? I would invite you to think about your family members and where they were born, a location where you shared a special moment or memory with someone or a group of people, about your land base, your home and the places you have travelled, and reflect on the beauty and the sacredness of that time, place or memory.

It’s all about connection.

The Importance of Making a Territorial Acknowledgement

Submitted by Rakiya Larkin, Branch Coordinator, Strategic Human Resources

The Province of British Columbia recognizes that treaties, agreements, and other constructive arrangements between Indigenous peoples and the Crown have been, and are intended to be, acts of reconciliation based on mutual recognition and respect. This is one reason why provincial employees (and many other organizations and individuals) are increasingly acknowledging traditional territory. These statements are part of reconciliation with Indigenous peoples, that the provincial government has committed to.
Co-welcoming in Coquitlam
Submitted by Steven Lee, Executive Assistant

A co-welcoming event at the ministry’s Coquitlam office brought employees together to learn more about each other and their work, on Jan. 29.

Commercial Vehicle Safety and Enforcement (CVSE) for the South Coast had moved from the Surrey office to the Coquitlam office. The Passenger Transportation Branch (PTB) relocated from the third floor of the building, to the second floor.

A big thank you to Dawn Hinze, Katrina Estoque and Steven Lee of Business Services, for your organizational skills, providing snacks and hosting the event. Everyone also appreciated the opening statements from Deputy Regional Director Janelle Staite, CVSE Director Cole Delisle and PTB Senior Manager Chantelle Gergley.

A shout out goes to PTB’s Virginia Bishop and CVSE’s Sandra Goes for organizing staff and putting together information about their work units, to help others learn more about what they do. Welcome to your new locations!

It was a great event and wonderful to see everyone get together and walk around for a meet and greet.

Peace Vehicle Inspectors Encounter Iron Throne
Submitted by Gerri Goulet, CVSE Manager

For Game of Thrones fans, it was exciting to hear that an Iron Throne was placed at Babcock Creek, in Tumbler Ridge, one of six locations in the world.

With the last season of the television series coming up, HBO held a worldwide scavenger hunt earlier this year, to find the throne replicas. “The biggest question for GoT fans and characters alike is: How far will you go for the Iron Throne,” asks the HBO website.

As it turns out, CVSE’s South Peace team didn’t have to go far at all to encounter the iconic symbol of power.

The team was scheduled to conduct inspections in Tumbler Ridge on Mar. 27. They were aware the Iron Throne had been discovered in the area – the find was all over social media and the news. What they didn’t know was the throne had been moved four kilometres from its original location, to improve public access. When the officers moved from Highway 52 to Highway 29, and stumbled upon the re-located throne, they couldn’t believe their luck.

Tamara Hasz, our focused inspection team coordinator, had planned the visit to Tumbler Ridge, back in January. “Just think, we were in Chetwynd yesterday as a focused inspection team, and who would have guessed we would be scheduled for Tumbler today,” exclaimed Jeremy Sanford. “It could have been the reverse.”

Taking their coffee break, the CVSE employees had fun posing with and sitting on the Iron Throne. Tamara thought the experience was so cool, she quickly created some outfits for her kids, and they visited the throne on her day off.

In CVSE, we don’t always know what we’ll find when doing an inspection. The Iron Throne was an awesome discovery, and we didn’t need to put it out of service!

Complete Mandatory IM 117 Training by July 15

As part of government’s commitment to effective information management, every BC Public Service employee must complete the updated Information Management 117 course before July 15, 2019. This mandatory online course will teach you essential information management tools and familiarize you with rules around managing the information you create and receive in your daily work. Click here for more information and to register through the Learning Centre.
Hey Batter, Batter…Swing Batter!
Baseball Season in the Highways Department

Submitted by Kristen Reimer, Information Officer

A search for the term “baseball” in the Road Runner archives returns almost one hundred results. Add in the term “softball” and that number doubles.

It seems that baseball is a popular pastime with ministry employees (past and present), and that makes sense when you think about it – we excel at teamwork, enthusiasm and hustle.

Department teams and tourneys consistently appear throughout this newsletter’s history, including a Coquihalla Slow-Pitch Softball Tournament begun during construction of the highway, in the mid 80s. The three colour photos here, were submitted to the newsletter in 1965, but the Road Runner was still published in black and white. These weren’t used in that edition, so now you get to see them, and in full colour.

Here are some teams from our past that were undoubtedly forces to be reckoned with.

Enjoy!

Jake Krushinsky presents the champion plaque to members of the Kamloops District team, for winning the first annual regional softball tournament, in 1965.

Winner, winner – chicken dinner. After the games, “all present drove out to the Kinsmen Beach on Okanagan Lake for a picnic supper prepared by a Mrs. Jack Anderson, Mrs. Dave Edwards, Mrs. Les York, Mrs. Rex Wiley and Mrs. Bill Helmsing.” – September 1965 Road Runner.


The Highways Softball team, circa 1981. The names of these players has been lost to time. If you know anyone here (or have one of these amazing highways t-shirts), I’d love to hear from you.

Here is the Department of Highways softball team from Vernon, the Blacktoppers. Although the Blacktoppers lost to the Kamloops team that day in 1965, their vibrant jerseys must have been a great consolation.