



## BC Timber Sales Table 008-1 LPC Training Matrix

*The purpose of this matrix is to identify BCTS EMS and SFM program training requirements for BCTS Licensee's, Permittee's, and Contractors (LPCs) Supervisors and Workers. LPC's must achieve and maintain training for required employees, agents, and or contractors working on the cutting authority, associated permit areas or working on the Place of work as specified in this matrix and linked to conditions of BCTS TSL and contract agreements Training to be completed prior to commencement of activities and documentation of completed training must be maintained on BCTS training summary (table 008-1A). Completion of training to be verified during BCTS pre-work.*

Training Description	Target Audience and Frequency	Training Source	Training/Awareness Content
<b>BCTS LPC Supervisor EMS/SFM Awareness Training</b>	<b>Target Audience:</b> Supervisors or designated alternate  <b>Frequency:</b> every 2 years	Training material available at BCTS EMS and SFM Program at <a href="https://www2.gov.bc.ca/gov/content/industry/forestry/bc-timber-sales/forest-certification/ems-sfm">https://www2.gov.bc.ca/gov/content/industry/forestry/bc-timber-sales/forest-certification/ems-sfm</a>	<ul style="list-style-type: none"> <li>• Training includes BCTS EMS program overview (EFPs, ERP, reporting and stop work protocols), Supervisor roles and responsibilities (EFP02), worker expectations, BCTS SFM program overview and overview of BCTS Migratory Birds, Species of Management Concern (SOMC), At Risk Ecological Communities (AREC) and invasive species program.</li> <li>• Supervisors are responsible for ensuring they are knowledgeable in the BCTS EMS and SFM programs</li> <li>• Trained supervisors are responsible for delivering worker EMS/SFM training.</li> <li>• Certificate will be provided upon completion of online training. A copy must be provided to BCTS upon request.</li> </ul>
<b>SFI Client General Awareness</b>	<b>Target Audience:</b> Supervisors and Workers  <b>Frequency:</b> every 2 years	Training material available at BCTS EMS and SFM Program at <a href="https://www2.gov.bc.ca/gov/content/industry/forestry/bc-timber-sales/forest-certification/ems-sfm">https://www2.gov.bc.ca/gov/content/industry/forestry/bc-timber-sales/forest-certification/ems-sfm</a>  This training can also be integrated into the supervisor's delivery of BCTS EMS "Worker Tailgate" training.	<ul style="list-style-type: none"> <li>• Awareness document provides a summary of SFI principles under the SFI forest management standard.</li> <li>• Supervisors are responsible to ensure they are knowledgeable of the SFI principles and can provide necessary awareness to workers.</li> <li>• Workers need to have a general awareness to principles of Sustainable Forest Initiative (SFI).</li> <li>• Supervisors can integrate training into their delivery of worker tailgate training.</li> </ul>
<b>Working with Indigenous Peoples</b>	<b>Target Audience:</b> Supervisors and Workers  <b>Frequency:</b> every 2 years	Training material available at BCTS EMS and SFM Program at <a href="https://www2.gov.bc.ca/gov/content/industry/forestry/bc-timber-sales/forest-certification/ems-sfm">https://www2.gov.bc.ca/gov/content/industry/forestry/bc-timber-sales/forest-certification/ems-sfm</a>  Training material includes two documents types and one video; 1. <u>Introductory Information Document</u> "Working with Indigenous Peoples" for supervisors' awareness. 2. <u>Summary Document</u> "Working with Indigenous Peoples" for worker awareness 3. <u>Video</u> "Introductory Information on working with Indigenous Peoples" for supervisors or workers	<ul style="list-style-type: none"> <li>• Training material provides an overview of ongoing impacts of colonialism, Indigenous Peoples' connection to the land whose rights may be impacted by BCTS forest management activities, and some advice on relationship building.</li> <li>• Supervisors are responsible to ensure they are knowledgeable of Indigenous Peoples rights and can provide necessary awareness to workers.</li> <li>• Supervisors can use the summary document that can be integrated into delivery of worker tailgate training.</li> <li>• Supervisor must be familiar with introductory information document OR video. Workers must be familiar with summary document or may view video.</li> <li>• Indigenous People are exempted from completing this training.</li> </ul>

<p><b>SFM Program Continued Education</b></p>	<p><b>Target Audience:</b> Supervisors or designated alternate personnel involved in harvesting and road building activities.</p> <p><b>Frequency:</b> at least one continued education topic every 2 years</p>	<p>Sources include: BCTS continuing education at <a href="https://www2.gov.bc.ca/gov/content/industry/forestry/bc-timber-sales/forest-certification/ems-sfm">https://www2.gov.bc.ca/gov/content/industry/forestry/bc-timber-sales/forest-certification/ems-sfm</a></p> <p>Business Area provided continuing education material and or other forestry sector sources</p>	<p>The purpose of this requirement is to support continuing education and improvement of forest management practices. This is additional training not otherwise listed in BCTS training matrix. Continual education topic(s) may include but is not limited to:</p> <ul style="list-style-type: none"> <li>• Best management practice water management and sediment control, road construction, maintenance, and deactivation.</li> <li>• Reforestation, invasive species management, forest resource conservation, aesthetics, and special sites</li> <li>• Species of management concern or species at risk</li> <li>• Awareness of emerging forest technologies</li> <li>• Forest operations safety</li> </ul>
<p><b>BCTS EMS Worker Tailgate Training</b></p>	<p><b>Target Audience:</b> Workers</p> <p><b>Frequency:</b> every 2 years</p>	<p>Training material available at BCTS EMS and SFM Program at <a href="https://www2.gov.bc.ca/gov/content/industry/forestry/bc-timber-sales/forest-certification/ems-sfm">https://www2.gov.bc.ca/gov/content/industry/forestry/bc-timber-sales/forest-certification/ems-sfm</a> or other Business Area approved training (where available).</p> <p>Delivered by supervisor or alternate with BCTS LPC Supervisor EMS/SFM Awareness Training certificate.</p>	<p>Supervisors to utilize BCTS EMS Tailgate training document to guide delivery of worker training.</p> <p>General awareness to BCTS EMS program that includes:</p> <ul style="list-style-type: none"> <li>• BCTS Environmental Field Procedures,</li> <li>• BCTS EMS Emergency Response and Stop Work Procedures</li> <li>• EMS Reporting requirements</li> <li>• Sustainable Forest Management (SFI principles)</li> <li>• Indigenous Peoples Rights Awareness</li> <li>• Migratory birds, SOMC and invasive species</li> <li>• Other Business Area specific program elements</li> </ul>
<p><b>Species of Management Concern (SOMC)</b></p>	<p><b>Target Audience:</b> BCTS LPC forestry operations personnel involved in harvest, road, and silviculture activities.</p> <p><b>Frequency:</b> per BCTS project</p>	<p>Business Areas must make available and/or provide training to licensees and contractors (based on responsibilities) internally or externally as per provincial and local training requirements frequencies (see BA specific training matrices). <a href="#">SOMC and AREC Awareness Training 2025 (TOC) (PPTX)</a></p> <p><a href="#">Species at risk for LPCs (TOC) (PDF)</a></p>	<p>Specific Business Area SOMC/AREC awareness information relevant to species managed at the stand level and most likely to be identified by forestry operations personnel conducting work within the BA. Information and materials may include:</p> <ul style="list-style-type: none"> <li>• SOMC/AREC awareness material</li> <li>• Applicable management objectives/strategies and practices relevant to the project.</li> <li>• BCTS stop work procedures and knowledge of procedures to be followed in the event the operational plan is not clear or does not address a new species or feature or other material as provided by BA.</li> </ul>
	<p><b>Target Audience:</b> BCTS forest management planning and development (multi-phase) contract personnel, forest professionals.</p> <p><b>Frequency:</b> every 5 years or as per BA</p>	<p>Business Areas must make available and/or provide training to licensees and contractors (based on responsibilities) internally or externally as per provincial and local training requirements frequencies (see BA specific training matrices). <a href="#">SOMC and AREC Awareness Training 2025 (TOC) (PPTX)</a></p> <p><a href="#">Species of Management Concern and At Risk Ecological Community – SOP 2025 (TOC) (PDF)</a></p>	<p>Specific training that supports the roles and responsibilities associated to contractor personnel involved in forest management planning and development e.g., multi-phase and development contractors who identify species and develop management prescriptions for plants and/or animals under these programs. This should include:</p> <ul style="list-style-type: none"> <li>• Knowledge of basic legal requirement</li> <li>• Knowledge of SOMC/AREC relevant (or potentially relevant) to the project area.</li> <li>• Knowledge of applicable management objectives and appropriate measures and practices relevant to the project.</li> </ul> <p>Local BAs may have other programs or objectives that may require awareness.</p>

Training Description	Target Audience and Frequency	Training Source	Training/Awareness Content
<b>Migratory Birds</b>	<p><b>Target Audience:</b> Supervisor and Workers</p> <p><b>Frequency:</b> per BCTS project</p>	<p>Business Areas must make available and/or provide training material to licensees and contractors (based on responsibilities) internally or externally as per provincial and local training requirements frequencies (see BA specific training matrices).</p> <p><a href="#">Migratory birds for LPCs (TOC) (PDF)</a></p> <p><a href="#">TOC Bird nest Stop Work information (PDF)</a></p>	<p>Knowledge of applicable migratory birds relevant or potentially relevant to the project area.</p>
<b>Invasive Species</b>	<p><b>Target Audience:</b> BCTS LPC forestry operations personnel involved in harvest, road, and silviculture activities.</p> <p><b>Frequency:</b> per BCTS project</p>	<p>Business Areas must make available and/or provide training to licensees and contractors (based on responsibilities) internally or externally as per provincial and local training requirements frequencies (see BA specific training matrices).</p> <p><a href="#">BCTS Invasive Plants and Forest Management Activities (PPT, 10.5MB)</a></p> <p><a href="#">Field Guide to Noxious Weeds and other Invasive Plants (PDF, 5MB)</a></p> <p><a href="#">Best Practices for Invasive Plants (PDF, 6MB)</a></p>	<p>Be familiar with INVASIVE SPECIES INFORMATION provided by Business Areas, this includes.</p> <ul style="list-style-type: none"> <li>• Understanding of BA specific common invasive plants in your operating area.</li> <li>• Location of known infestation areas and any FSP specified measures that apply and,</li> <li>• Any applicable local BA operating procedures.</li> </ul>
	<p><b>Target Audience:</b> BCTS forest management planning and development (multi-phase) contract personnel, forest professionals.</p> <p><b>Frequency:</b> every 5 years or as per BA</p>	<p>Business Areas must make available and/or provide training to licensees and contractors (based on responsibilities) internally or externally as per provincial and local training requirements/frequencies (see BA specific training matrices).</p> <p><a href="#">BCTS Invasive Plants and Forest Management Activities (PPT, 10.5MB)</a></p> <p><a href="#">Field Guide to Noxious Weeds and other Invasive Plants (PDF, 5MB)</a></p> <p><a href="#">Best Practices for Invasive Plants (PDF, 6MB)</a></p>	<p>Supervisors to review with information package material with workers</p> <p>Specific training that supports the roles and responsibilities associated to contractor personnel involved in forest management planning and development e.g., multi-phase and development contractors who identify species and develop management prescriptions under these programs. This should include.</p> <p>Knowledge of basic legal requirement</p> <p>Knowledge of Invasive species relevant (or potentially relevant) to the project area.</p> <p>Knowledge of applicable management objectives and appropriate measures and practices relevant to the project.</p> <p>Local BAs may have other programs or objectives that may require awareness.</p>

Training Description	Target Audience and Frequency	Training Source	Training/Awareness Content
S100 and S100A	<p><b>Target Audience:</b></p> <ul style="list-style-type: none"> <li>All workers carrying out an industrial activity, when there is a risk of a fire starting, must have current S-100 certification (See BCTS LPC eERP Part C for Forest Fire Preparedness and Response procedures)</li> <li>For Planting, when there is a risk of fire starting, at a minimum all supervisors must have current S-100 certification, and for every 10 workers an additional S-100 certified person (may be a supervisor) is required. Note: All workers required to carry out fire control must have current S-100 certification.</li> <li>Consulting services work is generally considered to be a low-risk activity. Only supervisors or workers who conduct fire control activities must have current S-100 certification.</li> </ul> <p><b>Frequency:</b> Annually</p>	<p>BC Wildfire Service approved trainers</p> <p><a href="#">Recognized S-100 Basic Fire Suppression and Safety Instructors - Province of British Columbia</a></p>	<p>Fire Safety Training and Suppression</p> <p>NOTE: To conduct fire control activities you must have current S-100 certification</p>
Road Construction Initiated Slides	<p><b>Target Audience:</b></p> <ul style="list-style-type: none"> <li>All road construction supervisors and equipment operators constructing a road in a forestry operation where a risk of landslide has been identified.</li> </ul>	<p>BC Forest Safety Council Operator Awareness video:</p> <p><a href="#">VISC 2017 - Road Construction Initiated Landslides Awareness Session</a></p> <p><a href="#">CISWG-RC-Training-Pres.pptx</a></p>	<p>As per BC Forest Safety Councils Construction Initiated Slide Task Team (worker safety, site conditions, construction techniques, operating plans, indicators)</p>
Employment Standards	<p><b>Target Audience:</b></p> <p>BCTS LPC forestry operations personnel involved in harvest, road, and silviculture activities.</p> <p>Frequency: Annually</p>	<p><a href="#">Employment standards - Province of British Columbia (gov.bc.ca)</a></p>	<p>As per Western Canada SFI Implementation Committee requirements. LPC must ensure workers are aware of Employment Standards.</p>

- Truck Drivers and suppliers are required to have general emergency response awareness (review of the onsite Environmental Emergency Response Plan). No documentation is required.