



Bachelor of Construction Management

PLAR Candidate Guide

Prior Learning Assessment and Recognition (PLAR)

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Prior learning credit options at Saskatchewan Polytechnic

See [Get Credit for What you Know](#) for important information about all options to get credit for prior learning at Sask Polytech, including PLAR, transfer credit, Canadian Armed Forces credit, and equivalency credit.

How to navigate this document

This document contains links to other document sections or webpages. To return to where you were from another section in this document, press the *ALT* key and *left arrow* key at the same time. To return to this webpage from another webpage, close the other webpage or click back on the browser tab for this document.

Contents of this guide

This guide contains the following specific PLAR information and tools for this program

- A. [PLAR fees](#)
- B. [PLAR eligibility and options](#)
- C. [Dates when PLAR assessment is available](#)
- D. [Special directions for this program](#)
- E. [PLAR contact person](#)
- F. [Self-rating course outlines](#)

A. PLAR fees

Fees for PLAR challenges are set to cover our costs for consultation, assessment, and related administrative tasks. PLAR fees are non-refundable and non-transferrable.

The PLAR fees policy is subject to change for each new academic year. Please see the **Cost** section on the [PLAR webpage](#) for current fee information.

B. PLAR eligibility and options

To be eligible for PLAR for courses in this program, you must first apply for admission and be accepted into the program. You must also consult with the [PLAR contact person](#) and be approved for PLAR assessment.

Course prerequisites and corequisites

Some courses have one or more other courses that must be completed first (prerequisite) or at the same time (corequisite). See [course outlines](#) in this guide to identify any pre- or co-requisites for each course. Discuss with your [PLAR contact person](#) how to deal with courses with corequisites.

Block assessment

Some programs may assess a cluster of courses together in one block, which may save you time and effort. Ask the [PLAR contact person](#) whether there are any block assessment options in this program.

C. Dates when PLAR assessment is available

PLAR assessment for this program is available from Sept 1 to June 15 in each academic year.

All PLAR assessments must be completed by June 15 of each academic year.

D. Special directions for this program

1. **Review** the [PLAR process and FAQs](#) and the information in this guide.
2. **Self-rate** your learning for each course using the [Course Outlines](#) in this guide.
3. **Consult** with the [PLAR contact person](#) for PLAR approval. Be prepared to provide your resume, course self-ratings (see [section F](#)), and a partially completed [PLAR application](#). If you are approved for PLAR, the contact person will sign your PLAR application and explain next steps.
4. Apply for admission to the program. See [directions](#) for applying.
5. **Register** for PLAR at [Registration/Enrolment Services](#) once you have signed approval on your [PLAR Application Form](#). The PLAR fee will be added to your student account.
6. **Finalize** an assessment plan with your assigned assessor.
7. **Complete** assessment before your PLAR registration expires.

E. PLAR contact person

Contact one of the Program Heads below to arrange a consultation **after** you have read this guide and [general PLAR information](#) and rated yourself for each course (see next section). Consultation may be by phone, online, or in person. Be prepared to provide your resume, course self-ratings, and a partially completed [PLAR application](#). If agreement is reached to go ahead with PLAR, the contact person will sign approval on your PLAR application and explain the next steps. Admission to the program is required before you can register for PLAR.

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F. Self-rating course outlines

Clicking on a course code below opens a page where you can rate yourself on the knowledge and skills assessed for PLAR credit. For Arts & Sciences courses, clicking on the course code opens another PLAR guide. The [PLAR contact person](#) for this program will refer you to another person to discuss PLAR for courses delivered by Arts & Sciences or another program/department.

COURSE CODE	COURSE NAME	Delivered by another department/program
Year 3 – Semester 5		
ADMN 303	Organizational Behaviour	
LAW 300	Construction Law	
ENGL 100	critical Reading and Writing	Arts & Sciences
Electives (Select 1 of 2)		
ANLT 300	Applied Critical Thinking and Logic	
STAT 300	Statistics and Risk Analysis	Arts & Sciences
Electives (Select 1 of 2)		
COMM 301	Managerial Communications	Arts & Sciences
BCOM 300	Professional Writing and Presentations	
Year 3 – Semester 6		

COURSE CODE	COURSE NAME	Delivered by another department/program
ADMN 302	Construction Accounting and Finance	
BLDG 300	Building Fundamentals in construction Management	
ETHC 300	Leadership Fundamentals	
LEAD 302	Leadership Fundamentals	
SOCI 300	Culture and Diversity in Canadian Society	Arts & Sciences
Must take 1 of 2 (1 of 2)		
LEAD 302	Leadership Fundamentals	
CDNS 300	Canadian Government	
WORK 302	Work-Integrated Learning	
Year 4 – Semester 7		
ECON 400	Micro and Macro Economics	
ESTM 400	Construction Cost Estimating and Procurement	
HR 300	Human Resources Management	
MGMT 400	Construction Contracts and Documents	
PLAN 400	Construction Planning and Scheduling	
Year 4 – Semester 8		
BUS 400	Construction Business Strategies: Trends and Issues	
MGMT 403	Construction Project Management	
PROJ 400	Capstone Project	
SFTY 405	Construction Safety and Site Management	

ADMN 303 – Organizational Behaviour

You will study human behaviour in organizations and develop the skills needed to lead people in the workplace. This course emphasizes the application of basic organizational behavior concepts and processes. The course content includes individual behaviour, values, interpersonal relationships, performance management, leadership, power, team dynamics, organizational culture, and change. Your studies of human organizational behaviour will focus on improving organizational commitment, job performance and leading through change.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Discuss organizational behavior.			
2. Use performance management.			
3. Examine the effectiveness of ways to create organizational commitment.			
4. Apply cultural values.			
5. Classify motivational strategies to be used in a variety of contexts.			
6. Analyze the improvement of the functioning of teams.			
7. Interpret the leadership implications of leading with power.			
8. Employ appropriate leadership styles to be used in organizations.			
9. Use appropriate measures to support successful organizational change.			

ANLT 300 - Applied Critical Thinking and Logic

You will learn basic concepts and methods of critical thinking and logic. You will apply these concepts and methods to analyze and evaluate arguments regarding projects or problems from mathematics, science, and construction science management.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Examine the principles of critical thinking and essential characteristics of an argument.			
2. Analyze the structure of an argument.			
3. Evaluate an argument using concepts of categorical and propositional logic.			
4. Examine principles of critical thinking and logic applied to projects or problems in construction science management.			
5. Apply elements of critical thinking and logic to projects or problems in construction science management.			
6. Evaluate projects or problems in construction science management using elements of critical thinking and logic.			

COMM 301 - Managerial Communications

You will analyze organizational communication structures and practices. You will practice your writing skills by composing various types of correspondence, including email, social media, and reports. Your public speaking skills will be strengthened by conducting interviews, facilitating group discussions, and delivering a formal presentation.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Analyze the role and process of organizational communications.			
2. Distinguish the characteristics of effective organizational communications.			
3. Examine the influence of workplace diversity on organizational communications.			
4. Compose internal and external business correspondence.			
5. Organize and facilitate group discussions and meetings.			
6. Plan and conduct interviews.			
7. Create and deliver a formal proposal.			

BCOM 300 - Professional Writing and Presentations

You will study research techniques and develop writing and presentation skills for business applications. You will practice collaborative writing and research skills using the tools of electronic communication.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Compile a list of print and visual sources for critical analysis of a business.			
2. Summarize and evaluate texts gathered in secondary research.			
3. Write a proposal.			
4. Write business correspondence to generate sources for primary research.			
5. Design a questionnaire for research purposes.			
6. Conduct interviews for primary research.			
7. Use the tools of electronic communication to produce collaborative documents.			
8. Write a formal analytical report.			
9. Use the tools of electronic communication to deliver an effective oral or multi-media Presentation.			

LAW 300 - Construction Law

You will analyze the legal basis of construction management including Tort (liability) and Contracts.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Differentiate between laws, codes, standards, and regulation in the context of the Canadian legal system.			
2. Analyze the essentials of a legal contract and issues arising from contracts.			
3. Examine the bidding process and different construction contract forms.			
4. Examine breach of contract and its consequences.			
5. Apply the different components of Tort.			
6. Differentiate between the different professional liability categories for different parties participating in a construction contract.			
7. Differentiate between different means to resolve disputes in the construction industry.			
8. Contrast different components and functions of insurance and bonds in the construction industry.			
9. Investigate the importance of builder's lien statutes in facilitation of construction contracts.			
10. Investigate delay consequences in the execution of construction contracts.			
11. Examine how labour and employment legislation affects construction contract enforcement.			
12. Analyze how workplace safety legislation regulates workplace relation in the construction industry.			

ENGL 100 - Critical Reading and Writing

You will develop basic skills in critical analysis, effective reading, and composition by analyzing and evaluating materials from various disciplines. You will also refine your understanding and practice of the structures of composition by writing a report on a topic of your choice using APA-style format.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Practice critical writing skills.			
2. Practice critical reading skills.			
3. Create a report on a chosen topic by applying critical reading, writing, and research skills.			

ADMN 302 - Construction Accounting and Finance

You will apply typical business knowledge and skills to the financial management of a construction project.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Explain the role of accounting in cost control during a construction project.			
2. Demonstrate double-entry bookkeeping to account for routine construction transactions.			
3. Interpret documents used for construction accounting, including inventory control.			
4. Calculate overhead costs for bidding.			
5. Set profit margins for bidding.			
6. Examine systems for supply chain management.			
7. Project cash flows for a construction project.			
8. Manage cash flows for a construction project.			
9. Manage progress reporting for a construction project.			
10. Calculate the time value of money used in life-cycle costing.			
11. Explain how construction projects may be financed.			
12. Apply cost projections/forecasts (e.g., risk management and cost-benefit ratio) to make financial decisions.			

BLDG 300 - Building Fundamentals in Construction Management

Your studies will focus on the integration of the building engineering systems within a building design. You will be introduced to structural, lighting, mechanical, electrical, and plumbing components, and their integration from the perspective of coordinating construction activities.

Credit unit(s): 2.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Examine the basic properties of structural wood, steel, and concrete.			
2. Analyze load pathways within structural frame buildings.			
3. Explain lighting systems integration within a building design.			
4. Explain mechanical systems integration within a building design.			
5. Explain electrical systems integration within a building design.			
6. Explain plumbing systems integration within a building design.			
7. Sketch schematic MEP layouts from the perspective of construction coordination.			

ETHC 300 - Professional Ethics and Sustainable Development

You will learn the appropriate approach to sensitive ethical and environmental issues pertaining to construction. You will examine sustainable development practices that minimize the impact of construction projects on the environment and maximize energy efficiency.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Describe the importance of professional ethics in construction management.			
2. Explain the terms of a professional code of ethics.			
3. Explain the importance of protecting the environment during construction.			
4. Identify culturally sensitive environments.			
5. Prepare a plan to accommodate construction on culturally sensitive sites.			
6. Identify biologically sensitive environments.			
7. Examine sustainable building materials and energy efficiency options in construction.			
8. Summarize lean and green building techniques used for sustainable development in the construction industry.			
9. Prepare a preliminary study, an environmental impact report and a management plan for a proposed construction site.			

LEAD 302 - Leadership Fundamentals

You will develop the knowledge, skills, and competencies to work with and manage people in the workplace, community, and volunteer experiences. You will learn strategies for building and maintaining trust, developing successful interpersonal interactions, and addressing difficult situations. You will develop useful techniques for creating learning conversations used in coaching situations.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Use journaling as a strategy to develop self-awareness related to values, interpersonal style, and your impact on others.			
2. Discuss the concept and process of becoming an authentic leader.			
3. Discuss strategies to inspire trust and build collaboration.			
4. Demonstrate strategies to build trust in a culturally diverse workplace and to restore broken trust.			
5. Utilize communication strategies and skills to build relationships.			
6. Identify the types of situations which create conflict for you.			
7. Employ appropriate strategies to manage conflict.			
8. Discuss coaching and its contribution to the workplace.			
9. Demonstrate skills to conduct a coaching conversation, offer praise and recognition, and provide constructive feedback.			

STAT 300 - Statistics and Risk Analysis

Your studies will focus on descriptive statistics and presentation techniques; probability theory and inferential statistics including applications based on simple random sampling, confidence intervals, hypotheses testing and regression-correlation analysis. You will also examine statistical methods related to risk management in the construction industry.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
10. Apply fundamental elements for describing and displaying data.			
11. Analyze averages for central and dispersion tendencies.			
12. Apply basic probability laws.			
13. Calculate discrete probability of binomial data.			
14. Calculate continuous probability of normal data.			
15. Apply the Central Limit Theorem.			
16. Construct probability sampling distributions.			
17. Construct estimation intervals for mean and proportion.			
18. Construct hypothesis of testing for single mean and proportion.			
19. Construct hypothesis of testing for difference of means and proportions.			
20. Analyze paired data using linear regression and correlation analysis.			
21. Explore elements of risk management in the construction industry.			
22. Examine statistical methods used for risk assessments in the construction industry.			

SOCI 300 - Culture and Diversity in Canadian Society

You will explore culture and diversity in Canada. You will assess the impacts of oppression, multiculturalism, immigration, social inequalities, sex and gender, race, religion, and ability. You will explain the social, cultural, and historical contexts of Indigenous peoples. You will also evaluate tools to foster social change and diversity competencies.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Explore the concepts of diversity, oppression, and privilege in the context of Canadian society.			
2. Analyze social inequalities in Canada.			
3. Assess the roles of religion, sex, and gender in Canadian society.			
4. Explain the historical and contemporary experiences of Indigenous populations.			
5. Analyze immigration and multiculturalism in Canada.			
6. Evaluate ways of practicing diversity competency on personal and professional levels.			

LEAD 302 - Leadership Fundamentals

You will develop the knowledge, skills and competencies to work with and manage people in the workplace, community, and volunteer experiences. You will learn strategies for building and maintaining trust, developing successful interpersonal interactions, and addressing difficult situations. You will develop useful techniques for creating learning conversations used in coaching situations.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): LEAD 300

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Use journaling as a strategy to develop self-awareness related to values, interpersonal style, and your impact on others.			
2. Discuss the concept and process of becoming an authentic leader.			
3. Discuss strategies to inspire trust and build collaboration.			
4. Demonstrate strategies to build trust in a culturally diverse workplace and to restore broken trust.			
5. Utilize communication strategies and skills to build relationships.			
6. Identify the types of situations which create conflict for you.			
7. Employ appropriate strategies to manage conflict.			
8. Discuss coaching and its contribution to the workplace.			
9. Demonstrate skills to conduct a coaching conversation, offer praise and recognition, and provide constructive feedback.			

CDNS 300 - Canadian Government

You will examine the structure and function of the various arms of Canada’s federal government. You will compare Canada’s government to those of the United States and Great Britain and examine governmental change in Canada from colony to independent nation. Through classroom lecture, small group discussion, assigned reading and independent study and research, you will examine the Canadian Constitution and the Charter of Rights and Freedoms, and analyze the issues, processes, and dynamics of the relationship between Canadian citizens and their government.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

Use a checkmark (✓) to rate yourself as follows for each learning outcome		Competent	Learning	None
Competent:	I can apply this outcome without direction or supervision.			
Learning:	I am still learning skills and knowledge to apply this outcome.			
None:	I have no knowledge or experience related to this outcome.			
1.	Examine the identifying characteristics of Canada's system of parliamentary government.			
2.	Analyze the effect of regionalism, social class, gender, ethnic and indigenous issues on political party support in Canada.			
3.	Examine the developments which have led to the current relationship between Quebec and the Canadian government.			
4.	Analyze political socialization, and the role of pressure groups and lobbyists, the media and opinion polls.			
5.	Examine our political parties, the electoral process and the electoral system.			
6.	Analyze the Canadian Constitution and the Charter of Rights and Freedoms.			
7.	Examine the structure and functioning of the Executive, Parliament and Judiciary.			
8.	Explain the relationship between the bureaucracy and 'the government'.			

WORK 302 - Work-Integrated Learning

Your work-integrated learning experience will provide you with the opportunity to consolidate theoretical and practical concepts from the Construction Management program. You will gain valuable experience about the Canadian construction industry.

Credit unit(s): 0.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Develop effective job search skills.			
2. Communicate effectively in the workplace.			
3. Work as a member of the team.			
4. Demonstrate effective work habits.			
5. Demonstrate safe work practices.			
6. Develop personal management skills.			
7. Identify roles and responsibilities of personnel in the workplace.			
8. Apply learned theories and concepts in a workplace setting.			
9. Demonstrate essential skills.			

ECON 400 - Micro and Macro Economics

You will study the basics of microeconomics and macroeconomics. Your studies will include economic theory, problems, and solutions. You will gain an understanding in scarcity, opportunity costs, demand, and supply; as well as how various market structures determine output and price. From a macro perspective you will learn about the role of the government's spending and taxation, the Canadian banking system, foreign trade, and other key macroeconomic variables.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

Use a checkmark (✓) to rate yourself as follows for each learning outcome		Competent	Learning	None
Competent:	I can apply this outcome without direction or supervision.			
Learning:	I am still learning skills and knowledge to apply this outcome.			
None:	I have no knowledge or experience related to this outcome.			
1.	Describe the nature and methods of microeconomics and macroeconomics.			
2.	Demonstrate price equilibrium changes using the laws of supply and demand.			
3.	Explain the concept of elasticity of demand and supply.			
4.	Determine price and output levels under a perfectly competitive market and monopoly market.			
5.	Explain the business cycle, unemployment, and inflation, as well as long-term growth with a view to the impact each has in the Canadian economy.			
6.	Illustrate the impact changes in aggregate demand and supply have on the price level and real gross domestic product.			
7.	Demonstrate the operations and limitations of fiscal policy in the decision-making process of government including deficits and debts.			
8.	Identify the main functions of the Bank of Canada, the goals and tools of monetary policy, and the impact of these policies on the Canadian economy.			
9.	Discuss the importance of international trade to the Canadian economy and the effect international transactions have on Canadian currency.			

ESTM 400 - Construction Cost Estimating and Procurement

You will learn how to estimate costs for a construction project and prepare a bid based on that estimate.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Describe various methods used for estimating construction costs.			
2. Perform a quantity take-off using working drawings.			
3. Calculate costs of site work and concrete, including labour, materials, and equipment.			
4. Calculate costs of a simple building, including labour, materials, and equipment.			
5. Calculate costs of mechanical and electrical equipment, including labour, materials, and equipment.			
6. Determine general expenses, including overhead, subcontractor bids and profit.			
7. Allocate general expenses, including overhead, subcontractor bids and profit.			
8. Determine sources and processes for procurement and materials and equipment.			
9. Describe external factors that may affect the bid price.			
10. Prepare a bid document.			

HR 300 - Human Resource Management

Your studies will focus on an overview of human resource management and practices. You will learn the impact of job analysis on planning, recruiting, and selection processes; training, developing and compensation considerations; and management performance and labour relations. Employee and organizational ethics are discussed throughout the course with an emphasis on using human resource management to achieve high organizational performance.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Identify how an organization links various Human Resource systems with the management of Human Resources to achieve its objectives.			
2. Summarize the legal and ethical responsibilities of an organization.			
3. Apply the concept of job analysis and job design.			
4. Relate Human Resource Planning with recruiting, selection, and onboarding processes.			
5. Analyze the benefits and costs of employee training and its impact on organizational effectiveness.			
6. Examine how performance management and awarding compensation contributes to organizational efficiency and effectiveness.			
7. Analyze benefits and services as part of employees' compensation.			
8. Assess the impact of a collective agreement in human resource management.			
9. Explain the contributions and effectiveness of human resource management strategies on creation of a high performance organization.			

MGMT 400 - Construction Contracts and Documents

You will learn to prepare, interpret, and apply the documents used for construction management.

Credit unit(s): 3.0
Prerequisites: LAW 300
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Describe the sequence of activities in a construction contract.			
2. Prepare bidding and contract documents for a construction contract.			
3. Explain the purpose of each of the General conditions a contract.			
4. Interpret Division One of the contract documents.			
5. Prepare a technical specification for a contract.			
6. Prepare documents for inspections, submittals, and changes in a contract.			
7. Explore dispute settlement mechanisms common in the construction industry.			
8. Explain the procedures for early termination of a contract.			
9. Prepare documents for close-out and commissioning.			

PLAN 400 - Construction Planning and Scheduling

You will learn how to schedule work crews, materials, equipment, and cash flow for a construction project.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Explain the variety of network models used to plan construction projects.			
2. Develop a network model for a particular construction process.			
3. Determine activity precedence, sequencing, and duration.			
4. Assign budgeted costs and sub-contracts to the diagram.			
5. Plan a construction schedule using this diagram.			
6. Describe common mechanisms for project monitoring and change control.			
7. Identify risk and management of unforeseen circumstances.			
8. Suggest ways to increase productivity and or reduce construction time.			
9. Record process to implement "value engineering" and quality control.			

BUS 400 - Construction Business Strategies: Trends and Issues

You will study the process of starting and operating a business as well as strategic and lean management practices. You will practice your skills by developing a business and marketing plan.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Analyze a business opportunity to determine its feasibility.			
2. Identify the scope of a Business Plan.			
3. Determine the goals and structures for a business.			
4. Prepare a financial and marketing plan for a business.			
5. Analyze human resource requirements for a business.			
6. Describe management procedures for business operations.			
7. Develop client relations methods.			
8. Develop ongoing strategic and lean business practices.			
9. Present a Business Plan.			

MGMT 403 - Construction Project Management

You will learn the knowledge and skills necessary to manage a construction project. You will learn the role of the construction manager, from the bidding phase to project completion, including the preparation of documents and reports used to manage a construction project.

Credit unit(s): 3.0
Prerequisites: ESTM 400, MGMT 400, PLAN 400
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Differentiate the roles, responsibilities and relationships among contractors and key players in a construction project.			
2. Describe contractual methods for project delivery.			
3. Explain the purpose of various contract documents.			
4. Compare the advantages of various contract types and project delivery systems.			
5. Describe the role of the consultant in preparing bidding documents.			
6. Prepare an agenda for a preconstruction conference.			
7. Plan the arrangement of activities on a construction site.			
8. Prepare documents to manage shop drawings and other submittals.			
9. Prepare site inspection reports, change orders, notices, and certificates.			
10. Supervise the commissioning procedure including turn-over documentation.			

PROJ 400 - Capstone Project

You will build on the project management, construction science, and human resource skills developed in previous courses and complete a capstone project. You will select a construction project and prepare project plans, schedules, budgets and project monitoring documents. Your project will include quality control mechanisms, safety considerations and close-out procedures. The course culminates with the presentation of your capstone project.

Credit unit(s): 6.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Select construction project appropriate to diploma major or work experience.			
2. Design project plan and schedules.			
3. Prepare project budget and cost management documents.			
4. Incorporate quality control mechanisms.			
5. Incorporate safety considerations.			
6. Create project monitoring documents.			
7. Evaluate progress and make appropriate adjustments.			
8. Synthesize close-out and commissioning procedures.			
9. Document all aspects of the capstone project.			
10. Present all aspects of the capstone project.			

SFTY 405 - Construction Safety and Site Management

You will learn the rights and responsibilities of each participant and how to manage the activities on a construction site in a safe and effective manner.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Describe the construction manager's contractual obligations for site management.			
2. Conduct a pre-construction job-site meeting.			
3. Establish on-site responsibilities and communications channels.			
4. Lay-out a construction site prior to construction.			
5. Determine requirements for utilities, security, temporary buildings, parking, and trash removal.			
6. Manage scaffolding, hoists, and access for equipment.			
7. List appropriate Occupational Health and Safety and Code requirements for construction.			
8. Describe appropriate attitudes/procedures and safety culture to prevent injuries.			
9. Identify hazards on a construction site.			
10. Prepare a safety plan for a construction site.			

CDNS 300 - Canadian Government

You will examine the structure and function of the various arms of Canada’s federal government. You will compare Canada’s government to those of the United States and Great Britain, and examine governmental change in Canada from colony to independent nation. Through classroom lecture, small group discussion, assigned reading and independent study and research, you will examine the Canadian Constitution and the Charter of Rights and Freedoms, and analyze the issues, processes, and dynamics of the relationship between Canadian citizens and their government.

Credit unit(s): 3.0
Prerequisites: none
Corequisites: none
Equivalent course(s): none

<p>Use a checkmark (✓) to rate yourself as follows for each learning outcome</p> <p>Competent: I can apply this outcome without direction or supervision. Learning: I am still learning skills and knowledge to apply this outcome. None: I have no knowledge or experience related to this outcome.</p>	Competent	Learning	None
1. Examine the identifying characteristics of Canada's system of parliamentary government.			
2. Analyze the effect of regionalism, social class, gender, ethnic and indigenous issues on political party support in Canada.			
3. Examine the developments which have led to the current relationship between Quebec and the Canadian government.			
4. Analyze political socialization, and the role of pressure groups and lobbyists, the media and opinion polls.			
5. Examine our political parties, the electoral process, and the electoral system.			
6. Analyze the Canadian Constitution and the Charter of Rights and Freedoms.			
7. Examine the structure and functioning of the Executive, Parliament, and Judiciary.			
8. Explain the relationship between the bureaucracy and 'the government'.			