

New Employees

- Company, vision & values
- Health & safety
- Company capabilities, markets, clients
- Team dynamics & capabilities
- Role & responsibilities
- Performance expectations
- Systems Intranet & other technical resources
- Corporate Policies
- Operational process & procedure

Health & Safety

- First aid/CPR
- Bloodborne pathogens
- Driving & motor vehicle inspection
- Hearing conservation
- OSHA 40 hour
- OSHA 8 hour
- Incident/injury/illness action & reporting
- Stop work authority
- JSAs/HASPs
- Company safety program & initiatives
- Office & job site inspection
- Tracked metrics
- Project-specific safety requirements

Ongoing Skills Development

- General professional development
- Supervisions/management/leadership
- Project management
- Regulatory changes
- Emerging issues & technologies
- Engineering
- Environmental science
- Field services
- Construction management
- CAD/GIS
- Information systems & technologies
- Accounting & finance
- Human resources

Ongoing role-specific training & development deployed through a variety of channels

Apex Online University



Career pathing



KPIs & goal setting



Performance evaluations



Individual Development Plans (IDPs)



Performance Improvement Plans (PIPs)



360 surveys



In-house SME-provided workshops



Conferences & seminars



Professional association CEUs/PDHs



On the job training & mentoring

