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# THE GOLD STANDARD IN CONSTRUCTION MANAGEMENT

L. Chabot Enterprises vice-president Nicole Chabot is among the more than 8,000 construction professionals to earn Gold Seal Certification since the program was established in 1991.

**W**hen Nicole Chabot tells you she has the Gold Seal of approval, she's not messing around. The vice-president of L. Chabot Enterprises is one of a growing number of managers, owners and executives to obtain Gold Seal Certification, a nationally recognized program in construction management.

Delivered in partnership with the Manitoba Heavy Construction Association (MHCA), the program is designed for project managers, superintendents, estimators, construction safety coordinators and owners of projects in general contracting, electrical contracting, mechanical contracting, specialty trades and road building and heavy construction.

Working in the family business since 1994, Chabot developed the company's safety program about six years later to earn COR™ certification.

As others had done before her, she wanted to increase her knowledge, education and training so getting the Gold Seal Certification was the next logical step.

"I felt it was a good fit for me. My father is also a Gold Seal professional. I feel it presents a high standard in terms of commitment and wanting to truly be a part of your industry," she says.

Gold Seal Certification can be undertaken by an individual at a company but not by the company itself. Anybody looking to become certified has to have experience in the industry, complete the educational component, have their

skills and abilities endorsed by their employer and pass an exam.

Chabot says completing the program has made her a better manager, particularly when it comes to safety, and the company benefits as a result.

"It makes you better than you were. It forces you to take education and training and have involvement in your industry that you wouldn't otherwise," she says.

Safety has changed "by leaps and bounds" over the last 20 years thanks in large part to the buy-in from employees, she says.

"It was a real uphill battle at one point. You were working with a lot of guys in their 50s and 60s who said, 'We've always done it this way, why

would we have to change?' People understand better now, there is better compliance and there has been tremendous education in the industry, like at MHCA. (Safety) isn't being imposed on you, you're part of it for the betterment of everyone."

Chabot doesn't think that getting a Gold Seal Certification will result in any new business coming her way. It does, however, show that an organization supports programs that further the skills and abilities of its people.

"It demonstrates commitment on the individual's part but also that the employer values the education and training of their employees and supports them getting Gold Seal-certified." **]]]]**

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