

Professional Development



Seminar Guide
2015-2016

HORTICULTURAL TRADES ASSOCIATION
landscapeontario.com



your journey to *prosperity* begins here

PROFESSIONAL DEVELOPMENT: PICTURE YOURSELF HERE



Landscape Ontario's latest Professional Development Guide offers 44 pages of seminars and enrichment opportunities. Your journey to prosperity begins here!

Make it your team's mission to take part in these great opportunities. They will enhance your business and personal success.

Prosperity Partnership

The symbols below flag learning opportunities that reinforce pillars of the Prosperity Partnership, helping you tailor your seminar selection to your business needs.

Find our more at horttrades.com/prosperity.



HORTICULTURAL TRADES ASSOCIATION
landscape ontario.com



horttrades.com/seminars
7856 Fifth Line South,
Milton, Ontario L9T 2X8

CONTENTS

Apprenticeship.....	37	Online Learning	22
Certification	35	Safety Group Program.....	37
Chapters.....	38	SEMINAR REGISTRATION INFO	42-43
Conference and Events	39		

SEMINAR TOPICS

Arboriculture, Trees and Shrubs	4	Integrated Pest Management (IPM) /Lawn Care.....	19
Business/Professional Development	5	Landscape Construction and Installation	20
Certification Prep Seminars	13	Landscape Design	27
Environment	14	Landscape Maintenance.....	29
Equipment.....	14	Plants.....	31
Irrigation.....	17	Safety and First Aid.....	33

CERTIFICATION PROGRAMS AND AFFILIATED ASSOCIATIONS

See page 35 and 36 for details on these programs.

CHT

Certified Retail Horticulturist

For more information visit
horttrades.com/certified



IPM

Integrated Pest Management

For more information visit
ipmcouncilcanada.org



CLD

Certified Landscape Designer

For more information visit
horttrades.com/certified



ISA

International Society of Arboriculture

For more information visit
isaontario.com



CLM

Certified Landscape Manager

For more information visit
horttrades.com/certified



NALP

National Association
Landscape Professional

For more information visit landscapeprofessionals.org



CLT

Certified Landscape Technician

For more information visit
horttrades.com/certified



RED SEAL

Red Seal

For more information visit red-seal.ca



GRP

Green Roofs Healthy Cities

For more information visit greenroofs.org



SIMA

Snow Ice
Management Association

For more information visit sima.org



IA

Irrigation Association

For more information visit irrigation.org



WSIP

Water Smart Irrigation Program

For more information visit horttrades.com/WSIP



ICPI

Interlocking, Concrete,
Pavers Institute

For more information visit icpi.org



SEMINARS

ARBORICULTURE, TREES, SHRUBS AND WOODY PLANTS

NEW

Advanced Pruning Techniques

CLT CLD CHT ISA

Participants will learn advanced pruning techniques of shrubs and trees with Mark Burleton of the NCC. On site demonstrations will take place at the Dominion Arboretum. Specialized equipment to prune, and safety gear, is required.

LA008-OT (Ottawa)

Location: Dominion Arboretum

960 Carling Ave. Building #72, Ottawa

For directions only, call 613-796-5156

Date: Wednesday, October 28th, 2015

Time: 9:30 a.m. – 4:00 p.m. (Lunch included)

Instructor: Mark Burleton, NCC

Maximum: 20 participants



**OPERATIONAL
EXCELLENCE**



Native Trees and Shrubs: Expand your Knowledge

CLT CLD CHT ISA

There are over 100 species of native trees and shrubs available to the Ontario landscape industry. However, we use only a fraction. Learn more about native Ontario species and their unique characteristics and appropriate uses in the landscape. Featuring shrubs and trees of all shapes, sizes, uses and horticultural values, this popular seminar is beneficial to landscapers, landscape designers and parks professionals

NOTE: After attending this seminar, participants may want to consider continuing with seminars **LA005 An introduction to Soil and Tree below Ground and LA001 Planting and Maintenance Practices for Tree and Shrubs.**

LP003 (Milton)

Date: Wednesday, January 27, 2016

Instructor: Jeff W. Thompson, BES,

Thompson Environmental

Maximum: 25 participants



**OPERATIONAL
EXCELLENCE**



The Hardy Woody Plant

CLT CLD CHT ISA

For those with a desire to know more about woody plants, this seminar will give participants a detailed look at evergreens, trees, shrubs and vines. This is a good information session on the characteristics of various plants; participants will leave with a better understanding of site considerations and what to look for in plant installation and landscape maintenance. The plants on the Landscape Industry Certification study lists will also be reviewed.

NOTE: after attending this seminar, participants may want to continue with seminar **TM006 IPM in the Woody Landscape.**

LP001 (Milton)

Date: Thursday, March 10, 2016

Instructor: Sean James, Fern Ridge Landscaping

Maximum: 25 participants



**OPERATIONAL
EXCELLENCE**



An Introduction to Soil and Trees Below the Ground

CLT CLD ISA

Approximately 40% of a tree's biomass is below ground. As a vast network of roots. Because roots are out of sight, their care and protection are often overlooked, resulting in poor performance. Understanding how roots grow and function is an essential part of any comprehensive maintenance program.

This seminar will cover:

- Basics of tree biology
- Root growth and soil science
- Importance of healthy soil and proper nutrient cycling
- How to assess soil conditions to improve soil health
- How to help protect tree roots during construction
- Routine maintenance

Participants are encouraged to ask questions and share case studies from their own work experiences. Landscape designers, technicians, contractors and architects, along with property managers, groundskeepers and arborists, should attend.

NOTE: Participants should consider attending this seminar if they intend to take **LA001 Planting and Maintenance Practices for Trees and Shrubs.**

LA005 (Milton)

Date: Thursday, March 17, 2016

Instructor: Todd Irvine

Maximum: 25 participants



**OPERATIONAL
EXCELLENCE**





Introduction to Basic Pruning

CLT CHT ISA



Pruning is among the most effective method for landscape professionals to improve the form, growth and health of trees and shrubs. This seminar is for anyone who will be pruning, and includes classroom and hands-on instruction to develop skill and confidence in pruning basics. Participants learn the what, where, why and how of successful pruning for trees and shrubs. The seminar focuses on pruning of younger and smaller trees to develop good structure and aesthetics.

Please be sure to dress for the weather, and bring PPE (personal protection equipment): gloves, CSA-approved footwear, eyewear, etc., and hand secateurs, for outdoor hands-on instruction.

LA003 (Milton)

Date: Thursday, March 24, 2016

Instructors: Alex Satel, Urban Forest Innovations

Maximum: 15 participants

OPERATIONAL EXCELLENCE



BUSINESS DEVELOPMENT

Build Your Prosperity Program

CLM

This program is intended to help green industry members clarify their strengths, and identify the components of their businesses that need attention and improvements with tools to create their own action plan. Participants learn how to think differently about their business, and learn a whole new way of planning for future success.

NOTE: For details on how and when this year's program will be presented please see, <http://gfl.me/h2gj>

LEADERSHIP



NEW

Develop a Smart Business Model

CLM

Have you developed and implemented intelligent business operation practices that will help sustain and grow your company for long-term success? Small business owners often get side-tracked on doing only the things they love to do the best, but without careful planning, your company won't achieve its full potential.

This seminar is designed to help company leaders determine:

- Their value proposition
- Who their optimal customers are
- What type of relationship they want to have with their customer
- How to best communicate to and with their customer
- How to sell or deliver their product or service

Attendees will leave with a better understanding of how to create a business model for their firm.

NOTE: After attending this seminar, participants may want to consider continuing with **LBM089 Branding: More than just a Logo** and **LBM090 Make Employees your Ambassadors**

LBM058 (Milton)

Date: Thursday, November 19, 2015

Instructor: Athena Taddei, Little Fish Big Pond

Maximum: 15 participants

CUSTOMERS FOR LIFE



Planting and Maintenance Practices for Tree and Shrubs

CLT CLD CHT ISA



Don't waste time and money planting incorrectly. This seminar explores how to maintain trees and shrubs so they perform well in difficult urban settings. An introduction to tree and shrub biology is followed by a discussion of the main stresses on trees and shrubs, including drought, construction damage and lack of nutrients. Participants will learn how to assess a planting site and the proper techniques for plant selection and placement. Covers the basics of proactive tree and shrub care, including mulching, watering, soil enrichment, staking, and formative pruning. Participants are encouraged to ask questions and share case studies from their own work experiences. Landscape designers, technicians, contractors and architects, along with property managers, groundskeepers and arborists should consider attending.

NOTE: Participants should consider attending **LA005 An Introduction to Soil and Trees below the Ground** first unless they have a good understanding of tree biology and soils.

LA001 (Milton)

Date: Friday, March 18, 2016

Instructor: Todd Irvine

Maximum: 25 participants

OPERATIONAL EXCELLENCE



Fundamentals of a Well Planned Succession

CLM

This seminar gives a basic understanding of the fundamentals involved in a well planned succession. It will touch on:

- Ways of transferring a business
- Analyzing the next generation's capabilities
- Identifying potential conflict among family members and the soft skills required to guide families through this often turbulent life cycle.

Case studies will be discussed and participants will be invited to include their personal experiences, leading to a spirited discussion. There will be high level discussion around best practices for tax planning, and methods to fund succession. Attendees will leave with a clearer understanding of family dynamics as it relates to business, and how it overlaps with the personal side of the family. We will analyze how family members **NOT** in the business will be included in the discussion and contribute to its greater success.

NOTE: This will not be a financial seminar, but will focus on the "on ramp" portion of how effective succession is addressed, often revolving around the more difficult discussions.

LBM068 (Milton)

Date: Tuesday, November 24, 2015

Instructor: Phil Kriszenfeld, Transitions Mediation and Consulting Group

Maximum: 12 participants



NEW

Branding: More Than Just a Logo

CLM

A strong brand is the perfect marriage between an effective visual brand and an exceptional brand experience.

An effective visual brand without an exceptional brand experience equals an unsatisfied customer who will remember who you are and will tell everyone. An exceptional brand experience without an effective visual brand equals a satisfied customer that forgets who you are and can't tell anyone about how great you are.

In other words, your visual brand should be synonymous with your company's culture, products, service and value.

This seminar is designed to help company leaders learn the building blocks to developing a memorable visual brand and effective brand experience.

NOTE: After attending this seminar, participants may want to consider continuing with **LBM090 Make Employees your Ambassadors**

LBM089 (Milton)

Date: Thursday, November 26, 2015

Instructor: Athena Taddei, Little Fish Big Pond

Maximum: 15 participants



NEW

Identifying and Hiring Ideal Candidates

CLM

The #1 Business Challenge continues to be finding and hiring good employees. Business Owners, Operation Managers and those who do hiring, struggling to find B+/A Players, should attend this seminar.

Attending this seminar you will learn:

- How and where to look for good candidates
- Develop a system for recruiting that is repeatable for all your new hires
- Learn effective interviewing techniques to separate the "good from the bad"
- Why the first 30-60-90 days are so critical to a new hires willingness to stay.

Andrew will share a proven recruiting system that has helped so many landscaping companies hire the right people to fuel their business growth.

NOTE: After attending this seminar, participants may want to consider continuing with **LBM097-Define Your Sales Steps to Sell More** and **LBM099- Maximize inside Sales Opportunities**

LBM088 (Milton)

Date: Friday, December 4, 2015

Instructor: Andrew Wall, Sandler Training (LO Preferred Coach/Consultant)

Maximum: 25 participants



Client testimonial:

"Gelderman Landscape Services began working with Andrew in 2010 and currently has staff involved in sales and management training. Andrew's training has helped us transition the company towards the next level and I can safely say that Andrew and Sandler Sales System have been instrumental in our recent growth of 20% over the past fiscal year. We are now positioned structurally to keep growing each year with the right people, in the right place. The hiring process that we are using with Andrew is a big part of our success."

— Nathan Helder, President, Gelderman Landscape Services

NEW

Make Employees your Ambassadors

CLM

Small business owners often wear most of the hats in their company because they feel that no one cares about their company as much as they do, nor can others do as good a job as they can. Not only will this behaviour drive away suitable employees, it will also exhaust you and keep your company from being successful. The remedy to this is employee branding.

Employee branding means developing your employees to be ambassadors of your company, so they can deliver on your brand's promise of quality, value and service just like you can.

The goals of this seminar are designed to reduced employee turnover and absenteeism, and improve employee motivation and productivity by helping company leaders learn the importance of:

- Hiring suitable employees
- Employee training and education
- Employee motivation and appreciation

LBM090 (Milton)

Date: Wednesday December 9, 2015

Instructor: Athena Taddei, Little Fish Big Pond

Maximum: 15 participants

LEADERSHIP



NEW

Giving your Employees the Financial Freedom to Succeed

CLM

How healthy is your business for yourself and your employees?

The Financial health of your company directly affects your business.

Learn how healthy financial practices will lead you to business success for yourself and your employees

LBM100-OT (Ottawa)

Location: Hockey Eastern Ontario,
2nd floor, 813 Sheppard Rd., Gloucester

For directions only, call 613-224-7686

Date: Wednesday, December 9, 2015

Time: 11:30 a.m. – 1:30 p.m. (Lunch included)

Instructor: Duane Francis, CFP, CPCA, CIM, FCSI, CIWM
and Adam Capital - Mandeville Private Client Inc.

LO Member: \$62 (plus HST)

Potential Member: \$120 (plus HST)

Maximum: 25 participants

**FINANCIAL
HEALTH**



NEW

Common Pitfalls of Busy People: How to Avoid Them and Stay Healthy

Following this year's theme of physical, emotional and business health, this seminar recognizes that it is a combination of training your mind, body and spirit as a whole to achieve life success.

LBM101-OT (Ottawa)

Location: Hockey Eastern Ontario,
2nd floor, 813 Sheppard Rd., Gloucester

For directions only, call 613-224-7686

Date: Thursday, January 28, 2016

Time: 11:30 a.m. – 1:30 p.m. (Lunch included)

Instructor: Savannah Peck, Reyou Consulting

LO Member: \$62 (plus HST)

Potential Member: \$120 (plus HST)

Maximum: 25 participants

LEADERSHIP



NEW

Hiring Outside Contractors

CLM

Outsourcing work to contractors is a common workplace practice.

Do you know your health and safety responsibilities as they relate to hiring outside contractors? Through the use of various activities and checklists you will learn about the basic elements that must be in place before you hire a contractor.

NOTE: Participants signing up for the p.m. session (**LBM094**) lunch is included

LBM093 (Milton)

Date: Friday, January 29, 2016

Time: 9:00 a.m. - 12 noon (Lunch not included)

Instructor: Kristin Hoffman, WSPS

LO Member: \$135 (plus HST)

Potential Member: \$250 (plus HST)

Maximum: 15 participants

LEADERSHIP



NEW

Managing Safety of On-Site Contractors

CLM

Hiring outside contractors is a reality for every business. It is important to ensure that contractors do not create unnecessary risks to themselves, to employees or to the public while performing their work. Through the use of case studies and contractor safety workbook, you'll walk away with sample documentation, checklists and tools required for your company to effectively manage on-site contractors.

LBM094 (Milton)

Date: Friday, January 29, 2016

Time: 1:00 – 4:00 p.m. (Lunch not included)

Instructor: Kristin Hoffman, WSPS

LO Member: \$135 (plus HST)

Potential Member: \$250 (plus HST)

Maximum: 15 participants

LEADERSHIP



NEW

Your Company's Pulse: Use your Balance Sheet to Determine its Beat

CLM

From one of the industry's leading firms; Nathan will speak first-hand on how he approached learning his company's numbers, and turning each job into a success.

Benefit to attending:

- More financial control of your company
- Clearer understanding of your own balance sheet
- Knowing which ratios to focus on to improve financial health
- Learn how to predict upcoming challenges in your business

Important: Participants will need to bring their financial statements from the last three years to maximize the value of this seminar.

Attendees will come away knowing how to view their business, know their financial pulse before their banker does, strategies to manage a positive cash flow, how to improve their net worth, when to buy, lease or rent equipment and how much cash flow should be left in your business. A jam-packed day you won't want to miss.

This seminar is for owners and managers of both new and established Maintenance, Construction, Irrigation and Snow Management firms.

LBM086 (Milton)

Date: Tuesday, February 2, 2016

Instructor: Nathan Helder,

Gelderman Landscape Services

Maximum: 15 participants



NOTE: Details regarding Joint Health and Safety Committee Certification see 'Safety and First Aid' seminars on page 33

No More Guessing: Build a Budget Pricing System

CLM

A two-day seminar that will bring serious stimulus to your landscape business. Owners of a top-100 Landscape Company open the hood on operations and explain the systems that got them to the top.

Bring your numbers (all financials are kept confidential) and learn the simple systems proven to build more efficient, productive landscape companies. It couldn't be easier. In just two days, you'll create real planning and estimating systems for your company, ready to be used the very next day.

Day 1: Supercharge Your Business

In just six hours, they'll show you how easy it is to build a profitable operating budget, customized for your business.

Each attendee uses his own company numbers to customize a plan for sales, wages, equipment and overhead spending. The results, sales goals, overhead plans, and an overhead recovery system are all designed to ensure your business earns a fair profit.

Day 2: Supercharge Your Staff

Using your own plan for profit, you'll calculate exactly what your company needs to charge for labour, equipment, and materials to

ensure every job is priced for profit. You'll create real systems for your company that ensure consistent, profitable and trainable results.

- Estimating – to ensure you're making profit
- Planning Work – how to take the information in your head and put it in the hands of your people
- Keeping Score – how to track and cost jobs to ensure your crews are working for profit
- Motivation – learn to get your staff thinking like owners with simple bonus and wage systems.

Who should attend: Owners, estimators, bookkeepers/financial managers.

REQUIREMENTS: Participants must bring a laptop. Companies who have taken the LMN seminar in previous years are welcome back to create a 2016 budget, but note this seminar will be similar to previous sessions.

NOTE: After attending this seminar participants may want to consider continuing with **LBM067 Landscape Jobcosting Made Easy**

LBM043 (Milton)

Date: Monday and Tuesday, February 8-9, 2016

Time: 9:00 a.m. - 4:00 p.m.

Instructor: Landscape Management Network (LO Preferred Coach/Consultant)

Maximum: 25 participants



NEW

Reducing Turnover, Retaining Talent and Performance Management

CLM

Good, motivated employees are the heart and soul of most businesses; the cost of recruiting and training strong talent can be quite significant. How can employers effectively retain and manage talent and reduce turnover? If it is necessary to discipline and/or end an employment relationship, how can it be done with minimal impact to the rest of the team? This seminar will cover a variety of employment and leadership issues, including the following:

The hiring process:

- Finding the right candidate
- Job postings and Human Rights considerations

The relationship:

- Offer letters and employment contracts
- Independent contractors and employees
- Retaining staff
- Leadership and creating a motivated workplace

Performance management:

- Assessing disciplinary behavior
- Violence and harassment
- Progressive discipline (or not)
- Investigations

Terminations and layoffs:

- Terminations with and without cause
- What a layoff really means
- Common law obligation
- Communicating your decision

NOTE: This is an interactive seminar geared towards supervisors, human resource professionals and upper management and will discuss the above important issues and more.

Participants are invited to email questions to kathym@landscapeontario.com so the instructor can have answers prepared for that day.

LBM084 (Milton)

Date: Tuesday, February 16, 2016

Instructors: Ryan Treleaven and Keith Burkhardt,
Sherrard Kuzz LLP Employment and Labour Lawyers
Maximum: 25 participants



NEW

How to Get More Leads from your Website

CLM

Business Owners and/or marketing staff looking to get a clearer understanding of online marketing and how all its aspects work together should attend this seminar.

Participants will learn actionable take-aways and a better understanding of social media, email marketing, content marketing, web design and how to use each so they create more leads from their websites. Participants will leave with a better understanding of available resources and avenues for growing their online marketing.

NOTE: After attending this seminar participants may want to consider continuing with **LBM098 Understanding LinkedIn**

LBM095 (Milton)

Date: Wednesday, February 17, 2016

Instructor: Steve Loates, Steve Loates Consulting
Maximum: 25 Participants



On-the-Job Training (OJT)

CLM

On the job. That is where most learning in our industry happens, every day, working side-by-side with a more experienced or knowledgeable person. There is no doubting the skills of the trainer, but how many of these individuals have ever had training on how to train? Participants will actually practice the training method in class, just like the real thing. During both days, participants will review the method, use the training models they have prepared and learn from their experience then put it into action. Workbooks, CD and training tools will be provided.

NOTE: PPE required, participants must have full PPE (hardhats, gloves ear, eye protection) and dress for outdoor weather.

LBM057 (Milton)

Date: Monday and Tuesday, February 22-23, 2016

Instructor: TBA

LO Member: \$250 (plus HST)

Potential Member: \$480 (plus HST)

Maximum: 10 people



NEW

Define Your Sales: Steps to Sell More

CLM

Owners and key sales staff that want to generate more success from their sales efforts should attend this seminar.

A sale is not an easy business but it is simple. Simple in that you meet strangers, qualify the good fit prospects, present and close more deals. It is Not Easy to execute unless you have a documented sales process that is adapted for your business and style. By adopting this approach participants will learn how to shorten their sales cycle, grow the average sale size and increase your closing ratio.

The instructor will share this successful approach that has already been implemented by many satisfied landscape firms.

NOTE: After attending this seminar, participants may want to consider continuing with **LBM099 Maximize Inside Sales Opportunities**

LBM097 (Milton)

Date: Monday, February 29, 2016

Instructor: Andrew Wall, Sandler Training
(LO Preferred Coach/Consultant)

Maximum: 25 Participants



Client testimonial

Jim Mosher, President, Landscape Plus Ltd., shares his experiences and results with using this Defined Sandler Sales Process in a video at wall.sandler.com/ytpage/show/99

THINGS TO REMEMBER

- Seminars run from 9:00 a.m. to 3:30 p.m. except where noted in the seminar description
- Lunch and coffee are included except where noted

The Effective Supervisor

CLM ISA

This seminar will consider the day-to-day context in which supervisors perform their roles and bring the concepts to life associated with “organizing the work and its performance,” as referenced in the definition of a competent person. It will go beyond the legal roles and responsibilities of supervisors, and engage participants in identifying real-life challenges and solutions. The seminar will help direct others, factoring in learning styles, generational differences and English as a second language, for example:

- How to orient a new worker
- How to provide feedback or coaching
- How to prepare for, and lead, a meeting
- How to deliver someone else’s message

Participants will leave with their own tool kits.

Upon completion you will be able to understand the role of the supervisor and be equipped with the knowledge, skills and resources needed to competently carry out your essential role.

This seminar is for anyone with supervisory responsibilities in the workplace who already has awareness of their legal rights, duties and responsibilities and who is looking to strengthen their supervisory competency

RECOMMENDED PREREQUISITE: Current supervisory duties/experience or attended the half day Supervisor Responsibilities and Due Diligence seminar

LS020 (Milton)

Date: Tuesday and Wednesday, March 1–2, 2016

Instructor: Kristin Hoffman, WSPS

NEW LS020-0T (Ottawa)

Location: Hockey Eastern Ontario
813 Shefford Rd., Gloucester

For directions only, call 613-224-7686

Date: Wednesday and Thursday, March 30-31, 2016

Time: 9:30 a.m. – 4:00 p.m. (Lunch included)

Instructor: Alison Beer, WSPS

Details for all locations

LO Member: \$365 (plus HST)

Potential Member: \$595 (plus HST)

Maximum: 25 participants

OPERATIONAL EXCELLENCE



Landscape Job-costing Made Easy

CLM

At first glance, there is nothing simple about job-costing landscape work. It’s complicated, ever-changing and it depends on a lot of moving parts (people) to come together. Perhaps that’s what makes job-costing the most talked-about, but least followed through, part of running a landscape business. Everyone agrees on its importance, but very few actually make it work. In this seminar, we’ll make it easy for you to learn:

- How to set up estimates that make job-costing possible
- How to set up profit centres or divisions, and best practices surrounding them
- How to record time and labor costs with minimal effort and mistakes
- How to job-cost vendor invoices and subcontractors
- And how to make it all work with accounting software that you already use! (Quickbooks will be used for demonstration purposes).

Who should attend: Owners, bookkeepers, financial managers and operations managers

NOTE: Participants are encouraged to bring laptops with accounting software installed (this is optional, but preferred)

LBM067 (Milton)

Date: Thursday, March 3, 2016

Time: 9:00 a.m. - 4:00 p.m.

Instructor: Landscape Management Network
(LO Preferred Coach/Consultant)

Maximum: 25 participants



NEW

Understanding LinkedIn

Business Owners and/or marketing staff looking to get a better understanding of how they can use LinkedIn as a marketing tool in their business should attend this seminar.

The largest network of professionals in the world today, LinkedIn has well over 350 million members. Participants will gain a clearer understanding of what is needed to succeed on LinkedIn and actionable items that they can put to use right away to improve their lead generation and network building on LinkedIn.

LBM098 (Milton)

Date: Thursday, March 3, 2016

Time: 10:00 - 11:30 a.m. (Lunch not included)

Instructor: Steve Loates, Steve Loates Consulting

LO Member: \$32 (plus HST)

Potential Member: \$60 (plus HST)

Maximum: 25 participants



Making the Write Proposal

CLM

Have you ever been required to submit a proposal? The seminar will answer questions such as:

- What exactly is a proposal?
- What information should I include?
- How should I effectively present the information to stand out from the rest?

In this seminar we will look at the various types of proposals. A case study will be analyzed, reviewed and discussed. At the end of the seminar you will be able to write quality, concise proposals for your future projects.

LBM081 (Milton)

Date: Monday, March 7, 2016

Instructor: Jeff McMann, Mount Pleasant Group

Maximum: 25 participants



NEW

GPS Tracking, Electronic Devices and Social Media in the Workplace

Keeping track and in touch with your workers makes good business sense. Not only do you want to ensure they are arriving to job sites on time, but that they are safe. Can employers track workers' whereabouts? Does it make a difference if it is a company-owned vehicle or electronic device?

What about off-duty conduct and use of social media? Do employers need to concern themselves with the content workers post about the workplace, co-workers, friends or themselves?

This seminar will cover a variety of hot employment issues, including the following:

Employee "coming and going":

- GPS tracking
- Use of company vehicles
- Surveillance

Electronic devices:

- Use of devices while at work for either work or personal reasons
- Ownership of content
- Return upon resignation or termination
- Appropriate equipment use policies

Off-duty conduct:

- Does it matter?
- When would discipline and/or termination be appropriate, if ever?

Social media:

- Violence and harassment in the workplace
- How courts and arbitrators have considered the issue

NOTE: This is an interactive seminar geared towards supervisors, human resource professionals and upper management and will discuss the above important issues and more.

Participants are invited to email questions prior to attending so that the instructor can have answers prepared for that day. **Questions can be emailed to** kathym@landscapeontario.com

LG031 (Milton)

Date: Wednesday, March 9, 2016

Time: 9:00 a.m.-12 noon approx. (Lunch not included)

Instructors: Keith Burkhardt and Carissa Tanzola, Sherrard Kuzz LLP Employment and Labour Lawyers

LO Member: \$62 (plus HST)

Potential Member: \$120 (plus HST)

Maximum: 25 participants

LEADERSHIP



NEW

Maximize Inside Sales Opportunities

CLM

Owners and front line staff receiving, qualifying and closing telephone sales should attend this seminar.

Managing all the marketing leads, let alone qualifying and closing them, can be difficult, if not impossible, at times. So how do you know which leads to pursue and which ones are a great fit?

During the "crunch of the season" how do you maximize all your marketing dollars to generate more sales?

Participants will learn:

- How to professionally and politely receive and qualify all your marketing leads
- Learn which leads to invest your time with and which ones are "kicking tires"
- Practice these skills to develop the confidence to take these techniques immediately into your business.

The instructor will share these successful techniques that have already been implemented by many satisfied landscape firms.

LBM099 (Milton)

Date: Friday, March 18, 2016

Instructor: Andrew Wall, Sandler Training (LO Preferred Coach/Consultant)

Maximum: 25 Participants



IMPORTANT

- If you are using a navigational system, enter Halton Hills, not Milton, to locate Landscape Ontario
- Need to spend the night? Milton currently has two hotels, Best Western and Holiday Inn Express

Supervisor Responsibilities and Due Diligence

CLM

Understand your legal responsibilities, your role as a leader and the key concept of due diligence. This seminar has been designed to meet and exceed the equivalency guidelines of the Ontario's Ministry of Labour's mandatory health and safety awareness program for supervisors.

Topics covered include supervisor duties as defined in the Occupational Health and Safety (OHS) Act, worker rights, supervisors as role models and leaders of health and safety and the definition of a "competent person." Upon completion, you will be able to understand your duties as defined in the Act and how they link with employer and worker duties. This program is directed to new and experienced supervisors who want to develop and improve their understanding and leadership requirements in workplace health and safety.

LS028 (Milton)

Date: Monday, March 21, 2016

Time: 9:00 a.m. – 12 noon (Lunch not included)

Instructor: Kristin Hoffman, WSPS

LO Member: \$135 (plus HST)

Potential Member: \$250 (plus HST)

Maximum: 25 participants

LEADERSHIP



NEW LS028-OT (Ottawa)

Location: Hockey Eastern Ontario

813 Shefford Rd. Gloucester

For directions only, call 613-224-7686

Date: Wednesday, April 6, 2016

Time: 9:30 a.m. – 12:30 p.m. (Lunch included)

Instructor: Alison Beer, WSPS

LO Member: \$155 (plus HST)

Potential Member: \$270 (plus HST)

Maximum: 25 participants

Legal Obligations of the Landscape Employer

CLM

As an employer, you have a number of legal obligations; some imposed by statute, some by contract and some by the courts. Do you understand your legal obligations as an employer? This seminar will cover a variety of employment issues, including the following:

Understanding the legislation:

- Employment Standards Act
- Part time vs. full time vs. salaried; is there a difference?
- Vacation time, vacation pay, overtime pay, hours of work and breaks

Ontario Human Rights Code:

- Discrimination and harassment
- Attendance
- Accommodation

Workplace Safety and Insurance Act:

- Premiums
- Reporting
- Claims Management

Occupational Health and Safety Act:

- Subcontractor considerations
- Due Diligence

Dealing with workplace accidents:

- Reporting
- Ministry of labour
- Investigation
- Potential Charges
- Potential Defenses

NOTE: This is an interactive seminar geared towards supervisors, human resource professionals and upper management and will discuss the important issues above and more. Participants are invited to email questions prior to attending so that the instructor can have answers prepared for that day. **Question can be emailed to** kathym@landscapeontario.com

LG009 (Milton)

Date: Wednesday, March 23, 2016

Instructors: Keith Burkhardt and Carissa Tanzola,
Sherrard Kuzz LLP Employment and Labour Lawyers

Maximum: 25 participants

LEADERSHIP



NEW

Employee Branding

Small business owners often wear most of the hats in their company because they feel that no one cares about their company as much as they do, nor can do as good a job as they can. Not only will this behavior drive away suitable employees, it will also exhaust you and keep your company from being successful. The remedy to this is employee branding.

LBM102-OT (Ottawa)

Location: Hockey Eastern Ontario

813 Shefford Rd. Gloucester

For directions only, call 613-224-7686

Date: Friday, April 8, 2016

Time: 9:30 a.m. – 4:00 p.m. (Lunch included)

Instructor: Athena Taddei

Maximum: 15 participants



CERTIFICATION PREP SEMINARS

Certified Landscape Irrigation Auditor Prep Seminar (CLIA)



How can you schedule an irrigation system unless you know what you are watering and how much water your system delivers? Knowing how to perform an irrigation system assessment and audit will help you create better irrigation programs, plus save lots of water. Participants will learn about the plant/water relationship, soils, scheduling and other related topics.

NOTE: Participants will need to bring an engineer's scale ruler, mechanical pencil, notebook and calculator.

This seminar will also help prepare you to take the Irrigation Association's CLIA exam, though it is not a substitute for studying the reference material. If you intend to take the exam, you must register a minimum of 30 days prior to exam day at irrigation.org. Participants must also purchase a workbook from irrigation.org at least 60 days before the seminar, and review the material before attending. To locate an IA test location near you, see <http://gfl.me/x2fP>

RECOMMENDED PREREQUISITES: LI003, LI015, LI007, LI009, LI019 or field system installation, maintenance experience.

NOTE: After attending this seminar, participants should consider attending **Selling Central Control Irrigation and Water Conservation** March 4 see page 17 for details.

LI012 (Milton)

Same program, three dates available:

- A) Tuesday- Wednesday, December 1-2, 2015
- B) Tuesday-Wednesday, February 9-10, 2016
- C) Monday-Tuesday, April 4-5, 2016

Instructor: Matt Sandink, CIC, CLIA, CWCM-L

LO Member: \$250 (plus HST)

Potential Member: \$480 (plus HST)

Maximum: 25 participants



Certified Irrigation Technician Prep Seminar (CIT)



The Irrigation Association's (IA) CIT certification program is the industry's minimum prerequisite training seminar for irrigators. The two-day CIT prep seminar focuses on hands-on work, while preparing you to sit for the written exam. Participants should be proficient irrigation installers or service staffers who wish to prepare for new responsibilities, projects or employment opportunities. Begin your path to certification as a professional irrigator today and reap the benefits. The CIT program is based on a comprehensive job analysis to identify the knowledge, skills and abilities needed to succeed as an irrigation technician.

NOTE: Throughout the two days, you may be asked to complete hands-on work, please dress accordingly. For those wishing to write their exam you must sign up a minimum of 30 days prior to the exam day with the IA at irrigation.org/Certification/CIT/CIT.aspx

LI010 (Milton)

Date: Monday-Tuesday, April 4-5, 2016

Instructor: Lorne Haveruk, CLWM, CID, CIC, CLIA, WCP

LO Member: \$250 (plus HST)

Potential Member: \$480 (plus HST)

Maximum: 25 participants



Interested in attending a "Prep seminar" to support completion of a Certification or Apprenticeship exam?

LET US KNOW (kathym@landscapeontario.com) and we'll keep you informed of any upcoming seminars in your area!

Certified Irrigation Contractor Prep Seminar (CIC)

This seminar is designed to refresh the skills of irrigation contractors, and serves as an excellent review for the Irrigation Association CIC exam, though it is not a substitute for studying the reference material. Review advanced soil-water-plant relationships, advanced hydraulics, pumps, job safety requirements, national codes that affect our industry, scheduling, water conservation and details about system uniformity and efficiency.

NOTE: You will need an engineer's scale ruler, mechanical pencil and calculator for working out mathematical equations and exercises. Participants must purchase: CIC workbook from www.irrigation.org at least 60 days before the seminar, and review the material before attending. If you are taking the CIC exam, you must sign up at www.irrigation.org at least 30 days before the exam date. To locate an IA test location near you, see <http://gfl.me/x2fP>

RECOMMENDED PREREQUISITES: LI007, LI015, LI020, LI021, LI012, LI013 or system installation, maintenance experience.

LI014 (Milton)

Date: Wednesday-Thursday, April 6-7, 2016

Instructor: Lorne Haveruk, CLWM, CID, CIC, CLIA, WCP

LO Member: \$250 (plus HST)

Potential Member: \$480 (plus HST)

Maximum: 25 participants



ENVIRONMENT

Organic Land Care: The Foundation of Green Infrastructure IPM

Whether you grow ornamental gardens, turf, trees or vegetables, you need to understand how soil works. Soil ecosystem health and plant health are inseparably linked. In this intensive, five-day course you will learn how to assess the health of your soil and support the natural processes within the soil that result in plant/tree health and natural pervious landscapes. A new decision making framework will be presented to enable you to work with nature to maximize the performance of your Green Infrastructure to attain your sustainable landscape and infrastructure goals. This seminar is for those with previous landscaping education/experience only.

NOTE: This seminar provides three IPM Continuing Education Credits (CECs). It also prepares you to write the Canadian SOUL (Society for Organic Urban Land Care) accreditation exam.

NOTE: More details on this topic can be found at horttrades.com/seminars

EN009 (Milton)

Five day seminar:

Dates: Tuesday-Wednesday, March 15-16,

Tuesday-Wednesday, March 22-23 and

Tuesday, March 29, 2016

Instructor: Chris Morrison, Maple Hill Tree Services

LO Member: \$625 (plus HST)

Potential Member: \$695 (plus HST)

Maximum: 15 participants



EQUIPMENT HANDLING

Skid Steer Certification Training CLT

For employers who want to ensure due diligence and for individuals who want to learn how to operate a skid steer safely and correctly, you should attend this seminar. Instruction will include basic operator safety, inspection, and equipment features in accordance with applicable OSHA and regulations and equipment manufacturers' guidance. Each participant will undergo classroom evaluation in a simulated jobsite environment.

NOTE: It is the responsibility of the operator, even after completing the training, to review the specific device he or she will be operating. **Work boots and hearing protection are mandatory** for this seminar.

NOTE: Participants will receive training certificates upon seminar completion.

NEW-LS003-KW (Cambridge)

Location: Hertz-Matthews,

500 Collier MacMillan Dr., Cambridge

Date: Monday, April 4, 2016

Instructor: Bruce Hannah, Hertz-Matthews



LS003 (Etobicoke)

Location: Hertz-Matthews,

35 Claireville Dr., Etobicoke

For directions only, call 416-679-4173

Same seminar, three dates offered:

A) Monday, March 21, 2016

B) Tuesday, March 29, 2016

C) Tuesday, April 5, 2016

Instructor: Bruce Hannah, Hertz-Matthews

LS003-DU (Oshawa)

Location: Hertz-Matthews,

411 Bloor St West, Oshawa

For directions only, call 905-404-8411

Date: Thursday, March 17, 2016

Instructor: Bruce Hannah, Hertz-Matthews

LS003-LN (Thamesford)

Location: Huron Tractor,

37 Elgin Rd., Thamesford

For directions only, call 519-285-3845

Date: Wednesday, March 30, 2016

Instructor: Martin's Lift Truck Service

Details for all locations

Time: 9:00 a.m. – 2:00 p.m. (approx.)

(Lunch not included)

LO Member: \$125 (plus HST)

Potential Member: \$240 (plus HST)

Maximum: 10 participants



Compact Excavator Safe Operator Training

For employers who want to ensure due diligence. This seminar covers the fundamentals of daily maintenance, machine controls, safe operating practices, operating techniques and legal considerations for compact excavators found on many job-sites. In addition to class time, participants will be given the opportunity to operate and demonstrate proficiency on a compact excavator in a simulated job-site environment.

NOTE: It is the responsibility of the operator, even after completing the seminar, to review the specific device he or she will be operating. **Work boots, hearing protection and hard hat are mandatory** for this seminar.

NOTE: Participants will receive training certificates upon seminar completion.

NEW LE004-KW (Cambridge)

Location: Hertz-Matthews,
500 Collier MacMillan Dr., Cambridge
Date: Tuesday, March 22, 2016

LE004 (Etobicoke)

Location: Hertz-Matthews,
35 Claireville Dr., Etobicoke
For directions only, call 416-679-4173
Same seminar, two dates offered:
A) Monday, March 28, 2016
B) Wednesday, April 6, 2016

LE004-LN (London)

Location: Hertz-Matthews
26 Royce Crt. London
For directions only, call 519-649-7014
Date: Friday, April 1, 2016



LE004-DU (Oshawa)

Location: Hertz-Matthews,
411 Bloor St. West, Oshawa
For directions only, call 905-404-8411
Date: Friday, March 18, 2016

Details for all locations

Instructor: Bruce Hannah, Hertz-Matthews
Time: 9:00 a.m. – 2:00 p.m. (approx.)
(Lunch not included)
LO Member: \$125 (plus HST)
Potential Member: \$240 (plus HST)
Maximum: 10 participants
Potential Member: \$240 (plus HST)

Extend your Equipment's Life

This seminar is designed for the equipment operator or owner. Participants receive important advice on maintenance practices and techniques to extend the life of equipment and small engines. They will leave with tips on seasonal storage, as well as spring and fall tune-ups. **Participants should bring** their own tools and tool kits (for servicing the units), for example, chain and stone saws, trimmers, backpack blowers, etc.

NOTE: Participants are also required to bring personal protection equipment (PPE), including hardhat, hand, ear and eye protection and CSA work boots as they may be required during this seminar.

LE002 (Milton)

Date: Monday, March 14, 2016
Instructor: Ryan Dalli, Jet X Power Sports
Maximum: 8 participants





Chainsaw Training

CLT

To ensure the safety of landscapers using chainsaws, the MOL requires training on safe chainsaw operation by a competent instructor. This two-day seminar satisfies that requirement. The second day will be spent in the field, working on techniques and safe operation while cutting trees. **Each participant will need:** a chainsaw with chain brake in good mechanical order, CSA-approved work boots, chaps, with 3,400 chain threshold speed stop and up, CSA class D hardhat in good condition, hearing protectors, eye and face protection, safety gloves or mitts, plastic or aluminum felling wedge, flat file and depth gauge tool, rounded file and holder (properly sized), chainsaw wrench and screwdriver, brush for cleaning, fuel in approved container and chain oil. **LUNCH NOT INCLUDED** at Chapter locations.

LS004-KW (Elmira)

Location: Allgreen Tree Service,
155 Union St. Elmira

For directions only call 519-669-0857

Date: Monday-Tuesday, November 9-10, 2015

Instructor: Mike Hayes, Allgreen Tree Services



LS004-LN (London)

Location: Fanshawe College, London Campus,
1460 Oxford St., London

For directions only call 519-452-4430

Date: Saturday-Sunday, March 19-20, 2016

Instructor: Rick Mackinnon, Rick MacKinnon Horticultural Services

LS004 (Milton)

Same seminar, four dates offered:

A) Monday-Tuesday, March 28-29, 2016

B) Wednesday-Thursday, March 30-31, 2016

C) Monday- Tuesday, April 4-5, 2016

D) Wednesday-Thursday, April 6-7, 2016

Instructors: Christian Dube, From Roots to Shoots Tree Care & Mike Lenarcic, Davey Trees

Details for all locations

LO Member: \$250 (plus HST)

Potential Member: \$480 (plus HST)

Maximum: 10 participants

THINGS TO REMEMBER

- Unless noted in the description, seminars are \$125 for LO members and \$240 for potential members
- Seminars are nonrefundable

WATER SMART IRRIGATION PROFESSIONAL (WSIP) CERTIFICATION PROGRAM

Water Efficient Irrigation Training for Contractors

The Water Smart Irrigation Professional (WSIP) Certification Program provides contractors with the tools and knowledge to promote water efficient irrigation practices to their clients. Contractors who provide irrigation services to Industrial, Commercial or Institutional clients located within Peel and/or York Regions and have CLIA certification are encouraged to apply.

As a WSIP-certified contractor you will:

- Create new business opportunities by providing a marketable service during slower periods
- Gain access to an Irrigation Audit Data Management Resource to aid in irrigation system assessments
- Have access to municipal rebate programs
- Receive municipal recognition and promotion
- Be recognized as a leader in your field

Space in the 2016 WSIP training program is limited. Interested candidates will be asked to demonstrate their interest through the application link, horttrades.com/WSIP

WSIP training will include:

- Theoretical review of water efficiency techniques and technologies for irrigation systems
- Hands-on training using an Irrigation Audit Data Management Resource to conduct irrigation assessments
- In-field irrigation training and assessment

To learn more about the WSIP Certification program and how you can become certified, please visit our website at horttrades.com/WSIP or contact Sally Harvey at (905) 875-1805, ext. 2315 or sarvey@landscapeontario.com.



IRRIGATION

NEW

Selling Central Control Irrigation and Water Conservation



Central control irrigation systems... how well do you understand them? Are they right for your customer? During this seminar, irrigation professionals will learn what information their customers need to know about the central control systems, how to successfully present the savings and help the customer make the decision to purchase a central control irrigation system.

Participants will also learn about quantifying site data and developing a professional and convincing proposal for clients that will result in increased sales and water savings. They will come away knowing how to present proposals for irrigation system upgrades that result in improved water efficiency and increased sales.

Irrigation contractors interested or involved in the WSIP program, irrigation sales staff and company owners interested in expanding their business model and selling water conservation technology should attend this seminar.

NOTE: For details on the CLIA prep seminar, see page 13.

LI032 (Milton)

Date: Friday, March 4, 2016

Instructor: Bill MacDonald, Angus Inground Sprinkler Co.

Maximum: 25 participants



ABCs of Irrigation

CLT

This hands-on seminar provides an introduction to irrigation systems for landscape applications. Emphasis is placed on irrigation components, what they look like, how they work and how parts go together to create a system. This seminar is a good foundation for all the irrigation seminars. After attending this seminar, you'll know about low volume components and their water-efficient uses, irrigation controllers and their Smart ET water management capabilities. New employees and those who want to learn about irrigation and irrigation products will benefit from this seminar.

LI003 (Milton)

Date: Monday, March 21, 2016

Instructor: Lorne Haveruk, CLWM, CID, CIC, CLIA, WCP

Maximum: 25 participants



Irrigation Boot Camp

This fast-paced seminar is for those who have attended LI003 or have a firm understanding of irrigation components. The instructor will start by focusing on the main irrigation components that make up a water-efficient automatic landscape irrigation system, including drip emitters, landscape dripline, drip zone kits, dirty water valves, mainline tubing, lateral line tubing, Smart ET controllers and sensors. Continuing with learning more about the parts and how they come together to form an efficient irrigation system. Through hands-on learning you will come away knowing how to build a system. **NOTE:** Participants will be asked to write a one-hour assessment at the end of day two to help them establish their personal competence level. **NOTE:** Participants are also required to bring personal protection equipment (PPE), including hand, ear and eye protection and CSA work boots as they may be required during this seminar.

LI026 (Milton)

Date: Tuesday-Wednesday, March 22-23, 2016
Instructor: Lorne Haveruk, CLWM, CID, CIC, CLIA, WCP
LO Member: \$250 (plus HST)
Potential Member: \$480 (plus HST)
Maximum: 25 participants



Fundamentals of Irrigation Design

CID

An introductory hands-on seminar for those who want to learn how to design an irrigation system with water efficiency in mind. Spray and rotor sprinkler head layout techniques will be taught. This seminar is an excellent introductory class for residential and commercial contractors. You will leave knowing about irrigation design fundamentals, how to create a simple irrigation system design, spray and rotor sprinkler head layout techniques and how to design an efficient system. You will need an engineer's scale ruler, mechanical pencil and calculator for this seminar.

RECOMMENDED PREREQUISITES: LI003 or a good irrigation background in this area.

LI015 (Milton)

Date: Thursday, March 24, 2016
Instructor: Lorne Haveruk, CLWM, CID, CIC, CLIA, WCP
Maximum: 25 participants



Installation Steps and Practices

CIC

An irrigation project has been designed and you are installing the job. How do you plan the installation, and what steps are involved in using correct practices? What equipment, tools, products and accessories are needed? What are some of the basic installation tips in approaching the project? What work order is most efficient and which records should be kept? Learn more about installation techniques from an experienced contractor. This seminar will be ideal for those inexperienced in irrigation field installation. After attending participants will know:

- How to approach irrigation installation and the steps to ensure a smooth installation
- Hands-on experience with PVC and poly pipe



- Working with irrigation equipment, tools, products and accessories to create a working system.

Bring along your PVC and poly hand tools if you have them. Dress to be outside during equipment demo; required PPE includes CSA foot- and eyewear

RECOMMENDED PREREQUISITES: LI003 and LI015 or a good irrigation background in this area

LI005 (Milton)

Date: Monday, March 28, 2016
Instructor: Lorne Haveruk, CLWM, CID, CIC, CLIA, WCP
Maximum: 25 participants



Low Volume Irrigation Design and Installation

CID CIC

Learn what is involved in designing a professional low volume irrigation system. You will learn about basic irrigation design principles, hydraulics, velocity, pressure and component layout. Design work will discuss the incorporation of point-source emitter watering for sparse plantings, landscape drip line for subsurface and on-surface applications for watering mass plantings, deep root watering systems for trees and shrubs, plus more traditional microspray and micro bubbler watering methods.

NOTE: Participants should bring a calculator, engineering scale ruler, design guides, pencils, and any other design tools for this hands-on seminar.

RECOMMENDED PREREQUISITES: LI003, LI015 or a good irrigation background

LI023 (Milton)

Date: Tuesday, March 29, 2016
Instructor: Lorne Haveruk, CLWM, CID, CIC, CLIA, WCP
Maximum: 25 participants



Controllers, Sensors and Scheduling

CLT CIC

What is scheduling, and how do you program a system to deliver the necessary water? What are the controller models on the market and what are their features and benefits? Smart ET controllers will be demonstrated and available to be worked on.

NOTE: a portion of the day may include presentations by some of the industry's leading manufacturers demonstrating the latest developments in controllers. After attending this seminar you will be comfortable with programming basic schedules on various makes and models of irrigation controllers. This seminar is good for all levels, especially those who want to schedule controllers from many different manufacturers. There will be hands-on sessions throughout the day to develop your programming skills (PPE required, CSA foot- and eyewear).

RECOMMENDED PREREQUISITES: LI003 or a good irrigation background.

LI007 (Milton)

Date: Wednesday, March 30, 2016
Instructor: Lorne Haveruk, CLWM, CID, CIC, CLIA, WCP
Maximum: 25 participants



Irrigation Repair and Troubleshooting

CLT CIC

This seminar is for both new and experienced irrigation personnel covering the most common problems and how you can analyze them on the job. **Participants will learn:**

- Methods and approaches to solve common problems
- Tools you need in your truck, spare parts and other helpful items
- How to repair or replace a component that is malfunctioning
- How to troubleshoot an irrigation system from the controller
- How to test power sources: power wires, field wires, solenoids and batteries
- What resistance readings can tell you about the health of the irrigation system
- How to locate buried wires to find hidden valves

This seminar will allow you or your staff to become more efficient when it comes to troubleshooting AC and DC power sources.

NOTE: Bring along your multimeter for wiring testing.

RECOMMENDED PREREQUISITES: LI003, LI015 or a good irrigation background.

LI006 (Milton)

Date: Thursday, March 31, 2016

Instructor: Lorne Haveruk, CLWM, CID, CIC, CLIA, WCP

Maximum: 25 participants



NEW

Sports Field Irrigation

You're tasked with opening, repairing, setting, scheduling and managing a sports field. However, you are not really comfortable with these types of irrigation systems. Mainlines are larger...so are lateral lines. You are working with higher pressurized water pumps, pump start relays, and more sophisticated irrigation control and sensor systems. The seminar will discuss general sports field irrigation products from the water and power source to pipes, fittings, swing arms, sprinkler heads, valves, quick couplers, sensors and design. Problems that can arise and solutions to these problems will be discussed and practiced with hands-on work, (PPE required, CSA foot and eyewear). You will walk away being more confident that you can safely manage a sports field irrigation system, and schedule it with water conservation in mind. **Recommended**

prerequisites: seminars LI003, LI015 or a good irrigation background



LI027 (Milton)

Date: Friday, April 1, 2016

Instructor: Lorne Haveruk, CLWM, CID, CIC, CLIA, WCP

Maximum: 25 participants



Attendee Testimonial

"Lorne Haveruk brings a wealth of knowledge both in theory and the practical application of landscape irrigation. Whether you are starting out in the business or have years of experience you will benefit from one of the many courses offered."

— Steve Smith, Nutri-Lawn, Nova Scotia

NOTE: Certification prep seminars and WSIP program details can be found on pages 13 and 17.

INTEGRATED PEST MANAGEMENT (IPM) AND LAWN CARE

Sustainable Turf Care on Treed Properties

CLT ISA IPM

During this seminar, participants will examine cultural practices for maintaining strong healthy turf on treed sites, and review development of a balanced soil fertility program through proper soil analysis and application techniques. Time will also be spent examining the biological and cultural pest control techniques permitted for use under current pesticide legislation. A seminar ideal for those required to develop or implement turf management operations on sites with sunlight to significant tree coverage/shade areas.

NOTE: IPM - 5.67 CECs awarded

TM010 (Milton)

Date: Monday, March 14, 2016

Instructor: Steve Mann, SJM Arboricultural Consulting

Maximum: 25 participants



IMPORTANT

- Seminars are listed by topic, Plants, Irrigation etc., followed by each related seminar in date order
- Seminars are indicated SOLD OUT online if space is no longer available.
- Contact Kathy at kathym@landscapeontario.com regarding a possible waiting list

New Age Weed and Pest Control in Turf

ISA IPM

Weed and pest control in turf continues to present challenges to Ontario turf managers. Even turfgrass seed has taken on a new look, particularly in the area of water requirements. This half-day seminar will cover turf weed control options, non-selectives, insect control, as well as emerging trends in grass seed selection and pest control products. For business owners or staff, get up-to-speed on how best to deal with challenging turf conditions, and the economic impact of your choices.

NOTE: IPM - 2.83 CECs awarded

TM008 (Milton)

Date: Tuesday, March 15, 2016

Time: 9:00 a.m. – 12:00 noon (Lunch not included)

Instructor: Ken Pavely, Lawn Life Natural Turf Products

LO Member: \$62 (plus HST)

Potential Member: \$120 (plus HST)

Maximum: 25 participants

OPERATIONAL
EXCELLENCE



NEW

Turf Management: A Holistic Approach

CLT ISA IPM

Benefitting new employees and those with limited turf management industry experience, this seminar will discuss basic turfgrass biology and key physiological processes (e.g. photosynthesis, respiration and transpiration). The instructor will go over selecting appropriate turfgrass species; mowing and optimum mowing height; thatch and compaction management (e.g. coring, spiking, topdressing and dethatching) along with plant nutrition and irrigation management.

NOTE: IPM - 5.67 CECs awarded

TM011 (Milton)

Date: Tuesday, March 22, 2016

Instructor: Derrick Hawley P.Ag.

Maximum: 25 participants



OPERATIONAL
EXCELLENCE



IPM in the Woody Landscape

CLT CHT ISA IPM

For arborists, landscape, parks and garden maintenance workers and garden centre employees who want to know more about pest management. This traditionally well-received seminar will cover the most common diseases, insects and mites that affect trees and shrubs in Ontario. It will train you to look for harmful pests, and how to identify environmental and physiological disorders that are often the underlying cause. This seminar includes in-depth knowledge on pest identification, with emphasis on early detection and the timing for best results to keep woody plants healthy. Feel free to bring your pest problems to this seminar. You will leave with answers, better problem solving skills and so much more.

NOTE: IPM - 5.67 CECs awarded

TM006 (Milton)

Date: Tuesday, March 29, 2016

Instructor: Jennifer Llewellyn, OMAFRA

LO Member: \$135 (plus HST)

Potential Member: \$250 (plus HST)

Maximum: 25 participants

OPERATIONAL
EXCELLENCE



LANDSCAPE CONSTRUCTION AND INSTALLATION

NEW

Keys to Successful Partnership with the Rideau Valley Conservation Authority

Have all of your questions answered about septic system regulations with Terry Davidson, Director of Regulation of the RVCA and Ottawa and Mississippi-Rideau septic system offices.

LC055-OT (Ottawa)

Location: Hockey Eastern Ontario,
2nd floor - 813 Shefford Rd, Gloucester

For directions only, call 613-224-7686

Date: Friday, November 27, 2015

Time: 11:30 a.m. – 1:30 p.m. (Lunch included)

Instructor: Terry Davidson, Rideau Valley Conservation Authority

LO Member: \$62 (plus HST)

Potential Member: \$120 (plus HST)

Maximum: 25 participants

OPERATIONAL
EXCELLENCE



Intermediate Stone Masonry

For individuals in landscape construction, this intermediate stone masonry course is designed for those already familiar with basic masonry concepts, tools and techniques. Participants will learn the next steps in cutting, chiseling, and layout techniques, reinforcing best practices required for installing wet- or dry-laid natural stone walls and pillars, setting natural stone coping, plus layout and construction of curved walls. **Participants are required to bring:** personal protective equipment including work boots, gloves, eye and hearing protection, dust mask, etc., along with a 2-3 lb. steel mallet, one splitting chisel and one facing chisel. **Prerequisite:** Participants should have some experience in this area before attending.

LC027 (Milton)

Dates: Monday-Wednesday, January 25-27, 2016

Instructor: Bradley Repchull,

Silver Stone Landscape Construction

LO Member: \$525 (plus HST)

Potential Member: \$750 (plus HST)

Maximum: 12 participants

OPERATIONAL
EXCELLENCE



Getting Started in Concrete

Are you thinking about expanding your projects to include concrete work? Are you subcontracting concrete work now, and would like to do it yourself? Or have you done some projects, and want to fill in the gaps in your knowledge? In this seminar we cover all the basic principles and practices of forming, reinforcing, ordering, mixing, pouring, finishing and curing concrete, to allow you to pour a slab on grade with confidence. This is a combined classroom and hands-on seminar. **Participants are required to bring:** personal protective equipment, included CSA work boots for concrete work, gloves, eye and hearing protection, dust mask appropriate for concrete, etc., along with a 2-3 lb. steel mallet, one splitting chisel and one facing chisel.



LC011 (Milton)

Date: Thursday, January 28, 2016
Instructor: Al Trimbel, Aurora Landscape
LO Member: \$175 (plus HST)
Potential Member: \$250 (plus HST)
Maximum: 15 participants

OPERATIONAL
EXCELLENCE



Paving Your Way to Perfect Interlock

CLT

This hands-on seminar is geared toward individuals looking to develop or improve the practical skills of paving stone installation. The seminar will spend half the day on interlocking stone installation and the other half on constructing steps using pre-cast walling systems. Participants will build stairs, install interlocking stone and become familiar with installation techniques using a variety of base materials. **Participants are required** to bring personal protective equipment (PPE): work boots, gloves, eye and hearing protection, dust mask etc., along with a 2-3 lb. steel mallet, one splitting chisel and one facing chisel to participate.

LC014 (Milton)

Date: Monday, February 1, 2016
Instructor: Ryan Heath CLP, CLT-H,
Royal Stone Landscaping and Design
LO Member: \$175 (plus HST)
Potential Member: \$250 (plus HST)
Maximum: 15 participants

OPERATIONAL
EXCELLENCE



Precast Retaining Walls from the Ground Up

Learn all there is to know about building retaining walls in this two-day seminar. Participants will explore why walls fail, proper construction techniques and selecting the walling system to meet your project and permit requirements. The importance of soil structure, drainage, surcharge loads, granular backfill, base preparation, selection and use of geo-grids, filter blankets, and proper compaction will be discussed in detail. Participants will build steps, walls and pillars using various precast retaining wall products. Participants will also construct a concrete block wall and face it with natural stone ledge rock. The wall will be capped with hand chiseled coping. Participants will leave with a sound understanding of how to build retaining walls. **Participants are required to wear** personal protective equipment (PPE): work boots, gloves, eye and hearing protection, dust mask, etc., bring along a 2-3 lb. steel mallet, one splitting chisel and one facing chisel.



LC040 (Milton)

Date: Tuesday-Wednesday, February 2-3, 2016
Instructor: Ryan Heath CLP, CLT-H,
Royal Stone Landscaping and Design
LO Member: \$350 (plus HST)
Potential Member: \$500 (plus HST)
Maximum: 15 participants

OPERATIONAL
EXCELLENCE



NEW

Practical Basic Calculations for the Landscape Contractor

CLT CLD

Today, both landscape contractors and designers need math skills for success and profitability in their businesses. Miscalculations of materials, labour and other construction costs can result in major problems that can damage a business's bottom line and lead to litigation and bankruptcy. This seminar covers the fundamentals on a variety of calculation methods and factors, in both measurement systems typically used in the industry for determining construction costs. Also, slope/gradient/elevation calculations and methodology are reviewed. This is a hands-on seminar, please bring blank paper, a calculator and both architect's and metric scale rulers.

LD013 (Milton)

Date: Wednesday, February 3, 2016
Instructor: Sabrina Goettler, Oriole Landscaping
Maximum: 25 participants

OPERATIONAL
EXCELLENCE



IMPORTANT

- Unless noted in the description, seminars are \$125 for LO members and \$240 for potential members
- Seminars are nonrefundable

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- SketchUp Pro for Land Care Professionals
- Ecological Landscape Design
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For more information:
Astrid Muschalla, P.H.E.C.
Program Coordinator
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Flagstone Fundamentals



This seminar is designed for individuals that wish to learn and practice the skills of working with flagstone. Topics include dry- and wet-laid installation techniques, stone selection and relationship to design, as well as proper base preparation and finishing techniques. Learn the knowledge and skills necessary to complete a flagstone project professionally. **Participants are required to bring** and wear personal protective equipment, including work boots, gloves, eye and hearing protection, dust mask, etc., along with a 2-3 lb. steel mallet, one splitting chisel and one facing chisel, for seminar participation.

LC002 (Milton)

Date: Thursday, February 4, 2016
 Instructors: Al Trimble, Aurora Landscape
 LO Member: \$175 (plus HST)
 Potential Member: \$250 (plus HST)
 Maximum: 15 participants

**OPERATIONAL
EXCELLENCE**



Intermediate Flagstone

This seminar is intended for those looking to go further with their flagstone skills. This hands-on, two-day seminar will cover from start to finish the installation of various types of flagstone. Participants will use concrete block to create the form of a 3 step staircase and then clad it in flagstone. Participants will install dry and wet lay installations of both random and square cut flagstone. Masonry techniques such as pointing and sponging of grout will be taught. **Participants are required to bring** and wear personal protective equipment: work boots, gloves,

eye and hearing protection, dust mask, etc., along with a 2-3 lb. steel mallet, one splitting chisel and one facing chisel, for seminar participation.

LC034 (Milton)

Date: Monday-Tuesday, February 8-9, 2016
 Instructors: Ryan Heath CLP, CLT-H,
 Royal Stone Landscaping and Design
 LO Member: \$350 (plus HST)
 Potential Member: \$500 (plus HST)
 Maximum: 15 participants

**OPERATIONAL
EXCELLENCE**



Concrete: The Next Level

For those who know the basics of mixing, placing and finishing concrete, this seminar will further your skills in forming, reinforcing and pouring steps, raised slabs and suspended slabs. Participants will have time to practice finishing larger slabs on grade.

NOTE: This is a hands-on seminar and involves rough carpentry as well as concrete skills. Participants will need to bring and wear proper PPE to participate: CSA work boots for concrete work, eye and hearing protection, dust mask, gloves, etc.

LC035 (Milton)

Date: Thursday, February 11, 2016
 Instructor: Al Trimbel, Aurora Landscape
 LO Member: \$175 (plus HST)
 Potential Member: \$250 (plus HST)
 Maximum: 15 participants

**OPERATIONAL
EXCELLENCE**



Introductory Grading and Drainage

CLT CLD CLM

On any landscape project, failure to address grading and drainage can result in major water problems for the property owner, not to mention litigation for the contractor and/or designer. This seminar will benefit contractors and designers with little or no familiarity with grading and drainage necessities and processes. Explore grading principles and standards, and their impact on surface drainage for most landscape projects. Basic grading calculations, the use of site surveys, the manipulation of land forms, and the preparation of grading details/plans for surface drainage will be presented. In-ground drainage considerations are introduced. Typical grading notation methods are also presented. Participants will be required to carry out typical grading calculations and prepare simple grading details.

Participants must bring: scientific calculator, an architect's scale and extra paper.

LC019 (Milton)

Date: Tuesday, February 16, 2016

Instructor: Tony Lombardi, CLD, Dr. Landscape Inc.

Maximum: 25 participants



**OPERATIONAL
EXCELLENCE**



Advanced Grading and Drainage: Get it Right the First Time!

CLD

This seminar is for those who have had some exposure to grading design and installation. A detailed, in-depth study of both surface and subsurface drainage considerations is presented. Areas covered include detailed grading standards and associated requirements, basic cut-and-fill calculations, erosion control, ground rules for effective and safe grading practices and design and construction requirements for retaining walls. Participants will be required to prepare a full grading plan case study for a residential site with non-typical grading issues. Participants will be required to carry out typical grading calculations and prepare simple grading details.

Participants must bring: scientific calculator, an architect's scale and extra paper.

LC020 (Milton)

Date: Thursday, February 18, 2016

Instructor: Tony Lombardi, CLD, Dr. Landscape Inc.

Maximum: 25 participants

**OPERATIONAL
EXCELLENCE**



NEW

Bioswales for Designers and Landscape Contractors

Although not a prerequisite, this is the second in a series of advanced training for Landscape Designers and Contractors who have attended the Rain Garden for Designers and Landscape Contractors seminar.

The seminar will focus on:

- Design, construction and maintenance: soils, plants and long term management.

Upon completion, participants will be able to:

- Describe the functional characteristics and environmental benefits of bioswales.
- Know the five critical design elements of a bioswale.
- Evaluate the potential site of a bioswale and be able to complete a basic assessment of the soils, interpret soils data and evaluate bio-media for installation.

LC051 (Milton)

Date: Friday, February 19, 2016

Instructor: Jeff Thompson, Thompson Environmental

Maximum: 25 participants

**OPERATIONAL
EXCELLENCE**



NEW

Carbon Neutral Landscapes

The Province of Ontario is about to launch carbon cap and trade. Are you and your clients prepared? This seminar presents the science and accounting process for determining who pays and who gets to sell carbon credits. This seminar is designed to guide landscape designers and contractors on designing and creating carbon neutral landscapes.

The seminar will focus on:

- Design, construction and maintenance: soils, plants and long term management.

Upon completion, participants will be able to:

- Calculate their net carbon use and environmental benefits of practices.
- Know the five critical design elements of a carbon neutral landscape.
- Evaluate existing landscapes to determine the actions necessary to achieve a carbon neutral landscape.
- Complete a basic assessment of landscape maintenance practices to determine net carbon savings on behalf of clients.

LC052 (Milton)

Date: Thursday, February 25, 2016

Instructor: Jeff Thompson, Thompson Environmental

Maximum: 25 participants

LEADERSHIP



NEW

Permits and their Impact on Landscaping

CLD CLM

A half-day seminar for landscape designers and contracts who want to understand the different types of permits that impact their business. The instructor will go over how to obtain permits for their projects...in the proper order and the impact of building without them and what this will mean to their clients' projects.

Participants will come away knowing how to design and build to comply with the required permits.

LBM096 (Milton)

Date: Thursday, February 25, 2016

Time: 9:00 a.m.-12 noon (Lunch not included)

Instructor: Jay Smith, Sketchworks Inc.

LO Member: \$62 (plus HST)

Potential Member: \$120 (plus HST)

Maximum: 25 participants

LEADERSHIP



NEW

Introduction to Landscape Lighting Design

This seminar is for participants with basic knowledge of photometrics, or the novice with landscape lighting experience. By attending participants will learn to incorporate professional landscape lighting design into their business, and improve the design abilities they already possess. Participants will learn how to apply basic lighting techniques and design principles and practice through a series of individual, group design projects and peer review.

LC043 (Milton)

Date: Thursday, February 25, 2016

Instructor: John Higo

Maximum: 25 participants

OPERATIONAL EXCELLENCE



NEW

Decks from the Ground Up

This hands-on seminar is for landscapers with a basic understanding of carpentry who want to learn how to build decks, guards and handrails that will meet the Ontario building code, including proper joinery. The instructor will cover the safe use of carpentry tools and what is commonly used. Participants will learn what proper deck construction involves and how to build it so it lasts.

NOTE: Participants will need to bring PPE to be able to participate, e.g. work boots, eye/hearing protection and gloves.

LC053 (Milton)

Date: Friday, February 26, 2016

Instructor: Jay Smith, Sketchworks Inc

LO Member: \$175 (plus HST)

Potential Member: \$250 (plus HST)

Maximum: 12 participants

OPERATIONAL EXCELLENCE



Green Walls 101: Systems Overview and Design

ISA GRP

Presented by Green Roofs for Healthy Cities, this seminar will discuss design and construction practices for green facades and living walls, as well as the latest research findings on the environmental benefits of these technologies. Learn how to determine major functions and components of green walls, describe characteristics and assess various advantages of different green wall systems, understand market drivers encouraging green wall implementation in North America and how to design green walls for maximum benefits and LEED points. This seminar includes a detailed course manual and provides 3.5 CECs for Landscape Industry Certified professionals.

EN007 (Milton)

Date: Friday, February 26, 2016

Time: 8:30 a.m.-12:30 p.m. (Lunch not included)

Instructor: Green Roofs for Healthy Cities

LO Member: \$199 (plus HST)

Potential Member: \$225 (plus HST)

Maximum: 12 participants

OPERATIONAL EXCELLENCE



NEW

Your Due Diligence for Natural Gas Dilemmas

Join us as we lunch and learn with Enbridge Gas to answer all your questions concerning natural gas dilemmas.

LC056-OT (Ottawa)

Location: Hockey Eastern Ontario, 2nd floor, 813 Shefford Rd., Gloucester
For directions only, call 613-224-7686

Date: Friday, March 4, 2016

Time: 11:30 a.m. – 1:30 p.m. (Lunch included)

Instructor: Enbridge Gas representative

LO Member: \$62 (plus HST)

Potential Member: \$120 (plus HST)

Maximum: 25 participants

LEADERSHIP



NEW

Green Infrastructure: Policies, Performance and Projects

ISA GRP

Developed by the Green Infrastructure Foundation, this seminar is ideal for policy makers and other advocates of urban greenery. It provides attendees with a review of various vegetative technologies in urban areas (i.e. green walls, roofs, urban forests, rain gardens), presents the latest research on their many performance benefits, and showcases a variety of leading edge policy and program developments in cities such as Toronto, Chicago, Seattle, and New York.

Green Roof Professionals (GRPs) and Landscape Industry Certified Professionals (CLTs) can obtain 3.5 CEUs.

EN011 (Milton)

Date: Tuesday, March 8, 2016

Time: 8:30 a.m.-12:30 p.m. (Lunch not included)

Instructor: Dr. Brad Bass

LO Member: \$199 (plus HST)

Potential Member: \$225 (plus HST)

Maximum: 12 participants

OPERATIONAL
EXCELLENCE



NEW

Rainwater Harvesting for the Professional

This seminar is intended to prepare Landscape Designers and Contractors for assessing the potential for rainwater harvesting and designing systems to meet their client's needs.

This one day seminar will focus on the following:

- Site assessment for rain water harvesting and estimating the potential
- Ontario regulations, policy and building code as it relates to the collection and reuse of rainwater
- Review risks to collecting and maintaining water for reuse.
- Estimating demand for water use
- How to determine sizing and storage capacity.

Instructed by an accredited rainwater harvest professional, participants will come away with a better understanding of how to create rainwater harvesting systems for their projects.

LC054 (Milton)

Date: Thursday, March 10, 2016

Instructor: Jeff Thompson, Thompson Environmental

Maximum: 25 participants

OPERATIONAL
EXCELLENCE



Advanced Green Roof Maintenance

ISA GRP

Presented by Green Roofs for Healthy Cities, Advanced Green Roof Maintenance contains indispensable information on green roof care and upkeep. Learn how to:

- Design to facilitate on-going maintenance
- Budget for maintenance
- Develop maintenance plans
- Perform common maintenance procedures
- Diagnose problems on a green roof
- Develop contracts and inspection reports that work in concert with warranty requirements
- Rehabilitate green roofs that have been subject to maintenance neglect.

This seminar includes a 100-page course manual with detailed case studies and is approved for 3.5 CECs for Landscape Industry Certified professionals.

EN008 (Milton)

Date: Tuesday, March 15, 2016

Time: 8:30 a.m.-12:30 p.m. (Lunch not included)

Instructor: Green Roofs for Healthy Cities

LO Member: \$199 (plus HST)

Potential Member: \$225 (plus HST)

Maximum: 12 participants

OPERATIONAL
EXCELLENCE



LANDSCAPE DESIGN

Portfolio Preparations: Grading, Drainage and Construction Details

CLD

Technical drawings such as construction details, grading and drainage plans have presented some of the biggest challenges Landscape Designers and CLD candidates face when developing a conceptual design into a construction plan. The information required to clearly communicate the intent of a design for a Landscape Contractor can be challenging to determine. This one-day workshop will provide attendees with the opportunity to assess the technical information they should collect from a residential site before starting a design, and how to communicate their intent to a Landscape Contractor through complete and concise details and drainage plans.

Who should attend: CLD candidates who want to improve their portfolios and landscape designers who want to communicate how to build their projects in a professional style. CLD applicants are welcome to bring details and drainage plans and/or questions in relation to their portfolio submissions to review at the end of class.

What to bring: Imperial architectural scale, graph paper, pencils, and setsquares or laptop with CAD program.

LD027 (Milton)

Date: Wednesday, November 25, 2015

Instructor: Jen Cuddie, Clearview Nursery Ltd.

Maximum: 12 participants

OPERATIONAL
EXCELLENCE



How to Use Dynascope

CLD

Dynascope is a CAD (Computer Automated Drafting) program for landscape designers and contractors. Its preset line weights and beautiful landscape symbols help convey your ideas to others in a clear, concise manner. It also makes quantity takeoffs and design changes almost effortless. At the completion of this two-day seminar you will have the skills and confidence needed to draft landscape plans on the computer. Learn the ins and outs from a seasoned landscape designer. Seminar is intended for landscape designers or contractors at all experience levels. Participants must bring laptops with Dynascope program loaded. A trial program is available through Dynascope, be sure to have it loaded and working at least 48 hours before the seminar.

Contact sales@dynascope.com to receive the trial program. Dynascope experience is necessary and an understanding of the Windows operating system is important.

Participant should also bring a mouse with a scroll wheel for easier modeling and navigation and extension cord.

NOTE: Participants interested in continuing with Dynascope learning should consider attending the **New-Intermediate Dynascope** seminar on February 22-23, 2016.

LD025 (Milton)

Date: Wednesday-Thursday, January 20-21, 2016

Instructor: Beth Edney, CLD, Designs by the Yard

LO Member: \$250 (plus HST)

Potential Member: \$480 (plus HST)

Maximum: 12 participants

OPERATIONAL
EXCELLENCE



Landscape Design: An Introduction

CLD

This seminar is for those considering landscape design as a career, but have had no formal design training. Landscape design is presented as a creative, logical and orderly problem-solving process, from preliminary investigation to final design preparation. This includes meeting the client, basic plan preparation and the application of basic design styles and themes. Participants will undertake a simple landscape problem. This seminar is for those looking to expand their existing landscaping experiences or those looking at landscape design as a career path.

Participants will need to bring: an architect's scale, pencils, eraser, drafting tools, sketch paper, calculator, etc.

LD001 (Milton)

Date: Tuesday, January 26, 2016

Instructor: Chris Mace, Gelderman Landscape Services

Maximum: 25 participants

OPERATIONAL
EXCELLENCE



Landscape Design — The Next Step

CLD

This seminar is for those with some exposure to landscape design, but want to move beyond the typical, common landscape design approach. While the design process is reviewed a strong focus is placed on the exploration and application of less common form and style compositions. Through a case study approach, we will address a typical residential landscape design assignment with not-so-typical requirements. Participants will be expected to draw rough preliminary plants to scale.

Please bring: your design tools, including an architect's scale, pencils eraser, sketch paper, design templates etc.

LD032 (Milton)

Date: Monday, February 1, 2016

Instructor: Sabrina Goettler, Oriole Landscaping

Maximum: 25 participants

OPERATIONAL
EXCELLENCE



Introductory SketchUp

This seminar introduces new and inexperienced users to the basics of SketchUp, as applied to the activities of a landscape designer. The focus will be designing and communicating landscape design in three dimensions. Upon completion, you will be able to design simple landscape projects in three dimensions and present them as images.

Participants need to bring: laptops and have *Trimble SketchUp Make 2013* (the free version) installed. Each participant should test the software to be sure it functions prior to the training seminar. Each participant should also bring a mouse with a scroll wheel as this makes modeling and navigating much easier.

LD024 (Milton)

Date: Wednesday, February 10, 2016

Instructor: Jeff Bonnett, Seferian Design Group

Maximum: 12 participants

OPERATIONAL
EXCELLENCE



Intermediate SketchUp for Landscape Design

This seminar is a follow-up to the introductory SketchUp seminar, or for users who can competently model and present a simple landscape design. It will introduce participants to more sophisticated SketchUp skills and techniques as applied to the activities of a landscape designer, including basic terrain modeling, creating arrays, using layers, basic animation and general best practices. Upon completing this seminar you will be able to design and present professional-quality landscape design work using advanced modeling techniques.

Participants must bring their own laptops and have *Trimble SketchUp Pro 2013* installed. Each participant should also bring a mouse with a scroll wheel as this makes modeling and navigating much easier.

NOTE: it is no longer permitted to use the free version of SketchUp for commercial purposes, therefore this seminar requires the Pro version of SketchUp.

LD026 (Milton)

Date: Thursday, February 18, 2016

Instructor: Jeff Bonnett, Seferian Design Group

Maximum: 12 participants

OPERATIONAL
EXCELLENCE



Professional Practice and Project Management: Managing Projects from Design to Completion

CLD

Taking a landscape project from start to finish while keeping client and contractor (or crew) happy is truly an art. Participants will learn how to manage projects, as well as expectations. Beyond designing a landscape plan or the craftsmanship to execute on site, we will focus on the behind-the-scenes skills needed to keep on track, maintain everyone's sanity and create successful projects that will generate future business for all parties; both designer and contractor. Discussion and assignments will deal with the fundamentals of project management, relationships with clients, contractors and consultants, office procedures, promotional practices. Landscape designers, novices wanting to learn how to get a project built or seasoned designers, wanting to make things more dynamic and efficient, should attend. Landscape contractors would benefit as well, as roles and relationships are a pairing both can benefit from managing the project more effectively.

LD035 (Milton)

Date: Friday, February 19, 2016

Instructor: Sabrina Goettler, Oriole Landscaping

Maximum: 25 participants

OPERATIONAL
EXCELLENCE



NEW

Intermediate Dynascope

This new two day seminar gives landscape designers and contractors with Dynascope experience the opportunity to go further in their learning of efficiently drawing professional landscape plans on the computer. Instructed by a seasoned landscape designer participants will learn how to save time creating quotes while impressing clients with unique features like plant catalogues, and tricks to saving time without compromising the design.

Participants must bring: Laptops with Dynascape program loaded. A trial program is available through Dynascape, be sure to have it loaded and working at least 48 hours before the seminar. Contact sales@dynascape.com to receive the trial program. Dynascape experience is necessary and an understanding of the Windows operating system is important. Participant should also bring a mouse with a scroll wheel for easier modeling and navigation and extension cord.

LD036 (Milton)

Date: Monday-Tuesday, February 22-23, 2016
Instructor: Beth Edney, CLD, Designs by the Yard
LO Member: \$250 (plus HST)
Potential Member: \$480 (plus HST)
Maximum: 12 participants



NEW

Gimp and SketchBook Pro: Inexpensive Design Illustration Software Introduction

While most landscape designers have heard of and used Adobe Photoshop, the cost of this proprietary software can be prohibitive. But what if there was a free or more inexpensive alternative?

This seminar introduces Gnu Gimp and Sketchbook Pro and some of the basic techniques for producing plan, perspective and section illustrations for landscape design. Introducing participants to basic digital plan rendering skills, photo-based perspective and sections techniques and post-production techniques as applied to base imaging produced through other applications such as SketchUp.

Intended for Landscape designers who would like to improve their design illustration skills, participants will leave with the basics of image editing, rendering and image postproduction. Providing a means to enhance their plan drawing, create before/after perspective images or add artistic flair to their Sketchup images. They will be able to navigate the software introduced and produce digital plan, section and perspective landscape design illustrations using the basic techniques taught.

NOTE: Participants need to bring their own laptops and have Sketchbook Pro and Gimp installed. The Gnu Gimp software application can be downloaded for either Windows or Mac computers from the following site, gimp.org/downloads

Prerequisite: Participants should have a basic knowledge of Sketchup sufficient to produce basic images and the ability to produce a plan illustration in AutoCad or Dynascape.

LD034 (Milton)

Date: Thursday, March 17, 2016
Instructor: Eli Paddle, Fanshawe College
Maximum: 12 participants



LANDSCAPE MAINTENANCE

Landscape Maintenance Week (LMW) Feb. 29 - March 4 CLT



This week-long program on a variety of maintenance topics will appeal to those with basic maintenance experience or new employees being introduced to the landscape maintenance industry.

It is particularly suitable for those preparing for their certification, apprenticeship or red seal tests, who want to improve their performance.

Participants will come away with a better understanding of the wide variety of landscape maintenance areas their job will entail and assist them with preparations for their next steps in obtaining their certifications etc.

Landscape Maintenance Week Day 1: Maintenance and Safety of Tools and Equipment



CLT

This day will benefit new employees and is particularly suited for those with some industry experience.

Items covered include:

- Engine maintenance and theory
- Safety on operation and storage
- Difference between two- and four-cycle engines
- Service and maintenance of the equipment's main function
- Fuel, oil and lubricants
- Carburetor inspections and service techniques
- Discuss main issues and myths of engine and its service requirements

Participants should come prepared for some hands-on learning. PPE (personal protection equipment), gloves, work boots, hard hat, eyewear, ear protection, etc., should be brought.

NOTE: After attending this seminar, participants may consider continuing with **LM203 LMW Basic Landscape Maintenance Practices, LM201 Fundamentals of Customer Service and Safety, LM204 LMW Annuals and Perennials in Landscape Maintenance and LM205 LMW Landscape Maintenance General Standards and Expectations**

LM202 (Milton)

Date: Monday, February 29, 2016
Instructor: Ryan Dalli, Jet X Power Sports
Maximum: 12 participants



Landscape Maintenance Week Day 2:

Basic Landscape Maintenance Practices

CLT

Day 2 of the LMW continues to offer participants the opportunity to experience all that the landscape maintenance industry encompasses. During this full day, participants will be provided with the basic standards of the many areas landscape maintenance covers and much more.

Items to be covered include:

- Planning for the site, maintenance, scheduling and programming
- Research on plants to use
- Soil, pH and fertilizers
- Tree and shrub identification
- Common backyard blunders to avoid
- Common pests and diseases and what to look for (IPM)
- Weed identification

All content will provide foundation to support maintenance staff in maintaining aesthetically pleasing and beautiful landscapes

NOTE: After attending this seminar, participants should consider continuing with **LM201 Fundamentals of Customer Service and Safety, LM204 LMW Annuals and Perennials in Landscape Maintenance and LM205 LMW Landscape Maintenance General Standards and Expectations**

LM203 (Milton)

Date: Tuesday, March 1, 2016

Instructor: Bruce Peart

Maximum: 12 participants

OPERATIONAL
EXCELLENCE



Landscape Maintenance Week Day 3:

Fundamentals of Customer Service and Safety

CLT

Vital to a successful operation, this portion of the Landscape Maintenance Week will go over the customer service and safety aspects of working in the Landscape Maintenance field. Participants will spend the first part of the day reviewing health and safety, including OHSA, hazard assessment and controls, WHMIS, transportation safety and the MTO and vehicle and driver licensing. Finishing up the day, participants will review some key strategies for keeping your customers happy, including

- Don't make promises you can't keep
- Listen to your customer
- How to deal with the complaints

This day will benefit new employees, lead hands and those looking to lead crews.

NOTE: After attending this seminar, participants should consider continuing with **LM204 Annuals and Perennials in Landscape Maintenance and LM205 Landscape Maintenance General Standards and Expectations.**

LM201 (Milton)

Date: Wednesday, March 2, 2016

Instructor: Jeff Lowartz, CLT, CSL Group

Maximum: 12 participants

OPERATIONAL
EXCELLENCE



Landscape Maintenance Week Day 4:

Annuals and Perennials in Landscape Maintenance

CLT

Day 4 of LMW will be spent learning how to plan for site planting, review of locations, containers and conditions. The basics of plant identification for annuals and perennials will be covered, as well as optimal planting locations and care needs. The instructor will also discuss planting bulbs with year-round colour in mind, taking their sizes and foliage into consideration. Ornamental grasses will also be featured. This seminar is for all employees and those with some industry experience with maintaining annuals, perennials and grasses. Participants should come prepared for some hands-on learning.

NOTE: after attending this seminar, participants should consider continuing with **LM205 LMW Landscape Maintenance General Standards and Expectations.**

LM204 (Milton)

Date: Thursday, March 3, 2016

Instructor: Bruce Peart

Maximum: 12 participants

OPERATIONAL
EXCELLENCE



Landscape Maintenance Week Day 5:

Landscape Maintenance General Standards and Expectations

CLT

Wrapping up the week-long program, Day 5 will go over the art of planting, pruning and turf grass. **Topics include:**

- Planting standards
- Site preparation
- Mulching and taking dormancy into consideration

There will be a hands-on learning demonstration on pruning; participants are welcome to bring their own secateurs.

Turf rounds out the day, including a standards review, discussion on turf types, when to seed and when to sod, and cutting guidelines. This seminar is for new landscape employees and those with limited industry experience in the landscape maintenance field. Participants should bring PPE for outdoor hands-on learning: PPE (personal protection equipment), gloves, work boots, eyewear, ear protection, etc., should be brought.

LM205 (Milton)

Date: Friday, March 4, 2016

Instructor: Bruce Peart

Maximum: 12 participants

OPERATIONAL
EXCELLENCE



Improved Grounds Maintenance

CLT

This popular seminar is one you should consider attending before starting your season.

The magic behind every outstanding landscape is found in attention to detail. Knowledge is the key to quality work, and this seminar will unlock some of the theory and techniques needed to attain an eye-catching landscape. Learn how those who deliver superior results are



not simply doing more of the same things everyone else does; they are doing things better. Explore the details and advanced techniques needed to deliver excellent landscape maintenance in today's changing landscape world.

LM002 (Milton)

Date: Friday, March 11, 2016
Instructor: Jeff McMann NDP, ISA, CLT,
Mount Pleasant Group
Maximum: 25 participants

OPERATIONAL
EXCELLENCE



PLANTS

Annuals: Instant Wow for Any Garden

CLT CLD CHT

This is a great seminar for parks professionals, those new to maintenance companies or anyone wanting a refresher when it comes to planning and designing. You will find out how to use annuals in the landscape, whether to fill space until permanent plantings grow, or to get a big bang of all-season colour and interest in boulevard, commercial and residential gardens. Learn how to choose the best annuals for drought tolerance, colour combination, texture and size. Maintenance, plus new varieties, will be discussed. A packed day, you'll come away set to order, design, and install annuals better than ever before!

NOTE: After attending this seminar, participants may want to continue with seminar **LP035 New ideas when planting with Annuals.**

LP007 (Milton)

Date: Friday, January 29, 2016
Instructor: Charlie Dobbin, Garden Solutions
Maximum: 25 participants

OPERATIONAL
EXCELLENCE



NEW

New Ideas when Planting with Annuals

CLT CHT

A half day seminar for maintenance companies, parks professionals, designers and lovers of annuals. Dig deeper into annuals as Charlie explains how they can enhance those hard to work with spaces in residential gardens and parks. Spending time on new varieties and best maintenance practices participants will leave with new ideas in above-ground gardening (raised beds, containers, rooftops etc), tropicals, edibles and flowering plants, along with tips to creating seasonal containers.

LP035 (Milton)

Date: Thursday, February 4, 2016
Time: 9:00 a.m.-12noon (Lunch not included)
Instructor: Charlie Dobbin, Garden Solutions
LO Member: \$62 (plus HST)
Potential Member: \$120 (plus HST)
Maximum: 25 participants

OPERATIONAL
EXCELLENCE



Landscape Plants: Where, What, Why and How

CLT CLD CHT

This seminar will inspire you to be more sensitive to landscape plants and their uses. Plant lovers will gain a better understanding of where to plant, soil conditions, sun and shade considerations, shape and size, soil requirements and unique characteristics of landscape plants. Anyone considering taking the Certified Landscape Technician (CLT) written evaluation, Apprenticeship, C of Q exam, or looking to improve his plant knowledge should attend.

LP008 (Milton)

Date: Friday, February 5, 2016
Instructor: Sean James, Fern Ridge Landscaping
Maximum: 25 Participants

OPERATIONAL
EXCELLENCE



NEW

Pollinator-friendly Landscape Design: Why and How

Most foods that we eat need pollination. But bees and other pollinators are under threat around the world due to habitat loss, chemicals, and disease.

In Ontario, there has been a growing awareness by members of the public, and by socially-progressive corporations and businesses, about the importance of pollinators. There is a real and growing desire to create spaces for them. In addition, a surprising number of commercial clients are asking about how to protect pollinators in corporate spaces around offices and warehouses, on rooftops, and so on. There has never been a better time or such a strong demand to build sustainable, pollinator-friendly elements into a landscape project.

During this seminar participants will learn how to create a bee-friendly space that:

- Offers protection from natural elements and common predators
- Provides reliable sources of pollen, nectar and water
- Considers the seasons of flowering plants and the kind of plants that accommodate different pollinating insects

Landscape designers working with both residential and commercial clients should attend. Participants will come away with the ability to build pollinator habitat into their landscape designs.

LP036 (Milton)

Date: Wednesday, February 10, 2016
Time: 9:30-11:30 a.m. approx. (Lunch not included)
Instructor: Tibor Szabo, Ontario Beekeepers Association
LO Member: \$42 (plus HST)
Potential Member: \$80 (plus HST)
Maximum: 25 Participants

OPERATIONAL
EXCELLENCE



NEW

Xeriscaping: Drought-Tolerant Landscaping

CLT CHT

This half-day seminar is for landscapers who wish to incorporate saving water in their landscape projects and maintenance. Participants will learn which plants are drought tolerant as well as what steps can be taken to conserve irrigation and how to use water more efficiently. Matching plants to soil and exposure, along with creative ways to capture water such as rainwater harvesting, and a discussion of the benefits of xeriscaping, will also be covered.

EN010 (Milton)

Date: Thursday, February 11, 2016

Time: 9:00 a.m.-12 noon (Lunch not included)

Instructor: Sean James, Fern Ridge Landscaping

LO Member: \$62 (plus HST)

Potential Member: \$120 (plus HST)

Maximum: 25 participants

**OPERATIONAL
EXCELLENCE****NEW**

Incr “Edible” Landscaping

Landscape designers, garden centre staff and those with an interest in edible gardens won't want to miss this seminar. Enjoy a day with admired speaker Marjorie Mason as she entices participants with new kinds of plantings... the edible kind. This jam-packed day will show participants how to incorporate them into their client's landscape design, creating a completely edible garden using trees, shrubs, vines, perennials, annuals and traditional vegetables. Time will also be spent discussing rooftop, balcony and container gardens. A seminar not to be missed!

LP037 (Milton)

Date: Wednesday, February 17, 2016

Instructor: Marjorie Mason

Maximum: 50 Participants

**OPERATIONAL
EXCELLENCE****NEW**

Create Innovative Gardens Using Oriental Garden Designs

Participants who attend this half-day seminar will gain a better understanding of basic Oriental garden design principles and how they can be applied when designing gardens for their clients.

A seminar intended for designers, contractors and anyone interested in understanding oriental garden design principles better. Participants will discuss Oriental gardens within North America and Europe, work through a design process for a garden and learn which plants are best for applying this knowledge to their next garden design.

LP038 (Milton)

Date: Monday, March 7, 2016

Time: 9:00 a.m.-12 noon (Lunch not included)

Instructor: Robert Pavlis

LO Member: \$62 (plus HST)

Potential Member: \$120 (plus HST)

Maximum: 25 Participants

**OPERATIONAL
EXCELLENCE****NEW**

Use Verticals and Accents for Garden Drama

CLT CHT

Home landscapes are instantly more appealing if vertical forms or focal points are incorporated; this instructor can recommend trees, shrubs and perennials to set your designs apart. A good selection of plants will be discussed, with emphasis on shape, colour and texture. But drama is not everything; Marion also recommends plants for easy maintenance for three and four-season interest. Many of her “drama queens” have tropical-looking foliage, unique weeping shapes or seasonal pizzazz.

Designers, maintenance pros and garden lovers alike will benefit from this instructor's tips on adding height and flair to gardens.

NOTE: For participants signing up for the p.m. session (**LP040**), lunch is included.

LP039 (Milton)

Date: Tuesday, March 8, 2016

Time: 9:00 a.m.-12 noon (Lunch not included)

Instructor: Marion Jarvie

LO Member: \$62 (plus HST)

Potential Member: \$120 (plus HST)

Maximum: 25 participants

**OPERATIONAL
EXCELLENCE****NEW**

Tiny Gems for Smaller Gardens

CLT CHT

Lot sizes are shrinking, but today's homeowner has more choices than ever to create a miniature landscape paradise. Dwarf woody plants and perennials now offer the same colour, texture and drama as their ancestors. Instructor Marion Jarvie is an expert at recommending diminutive plants to delight the eye and create a beautiful scene, without overwhelming or growing too quickly. Her presentation highlights plants with exotic colours and shapes to enchant the gardener from early spring until winter; she shows designers, maintenance contractors and garden lovers how to incorporate smaller plants into smaller gardens, with charming results.

LP040 (Milton)

Date: Tuesday, March 8, 2016

Time: 1:00-4:00 p.m. (Lunch not included)

Instructor: Marion Jarvie

LO Member: \$62 (plus HST)

Potential Member: \$120 (plus HST)

Maximum: 25 participants

**OPERATIONAL
EXCELLENCE****NEW**

Recognizing and Planting Unusual Perennials

CLT CLD CHT

Do you find you're struggling when recommending the right perennials to your clients? An introductory seminar for retail garden centre staff, landscape designers, contractors, and perennial lovers looking to know more, this half day seminar will give participants a better understanding of how perennials grow and change through the seasons. How they



differ from shrubs and annuals, and how light and water affect their growth. Discussing unusual perennials for sun and shade, the instructor will take some of the mystery out of perennials so participants leave with the confidence to recommend the right plants to their clients.

LP041 (Milton)

Date: Wednesday, March 9, 2016

Time: 9:00 a.m.-12 noon (Lunch not included)

Instructor: Robert Pavlis

LO Member: \$62 (plus HST)

Potential Member: \$120 (plus HST)

Maximum: 25 participants

**OPERATIONAL
EXCELLENCE**



SAFETY AND FIRST AID

Joint Health and Safety Committee Certification

The OHSA requires workplaces with 20 or more regularly employed workers to have a Joint Health and Safety Committee (JHSC). At least one worker member and one management member of the JHSC must be certified. Certification involves training in health and safety law, as well as the identification, assessment, and control of hazards. Certifications Part 1-2 as approved by the WSIB. During the seminar, participants will learn about health and safety basics and their duties under the OHSA, and how to recognize, assess and control hazards specific to their workplace. Participants will come away knowing how to:

- Describe hazards and how they may cause injury or illness
- Identify the relevant legislation, standards and guidelines for the hazard
- Assess and control the hazard
- Prepare an action plan in an actual workplace situation.

Joint Health and Safety Committee members, managers and supervisors should attend.

NOTE: It is anticipated that once the new standard takes effect, training may be extended to five days. Please refer to the website horttrades.com/seminars for details on this seminar.

LS027 (Milton)

Date: TBA-2016

Instructor: Kristin Hoffman, WSPS

LO Member: TBA (plus HST)

Potential Member: TBA (plus HST)

Maximum: 12 participants

LEADERSHIP



Workplace and Vehicle Safety Seminar

CLT CLM ISA

This jam-packed day will include presentations from ministry agencies and green industry supporters WSPS, WSIB and MTO, just to name a few. Covering a variety of topics, representatives will present on items such as reviewing current industry health and safety issues, legislation updates, enforcement initiatives, specific equipment safety, safe work practices and much more. A seminar for employers, supervisors and crew leads. Participants are invited to email questions prior to attending so that presenters can have answers prepared. Questions can be emailed to kathym@landscapeontario.com. Refer to the website (horttrades.com/)



seminars/topic/safety-and-first-aid) for more details on this seminar.

NOTE: Is your firm participating in the 2016 Safety Group program? If yes, then you and your staff are entitled to the exclusive reduced rate (\$90 p/p) for this seminar. To receive it just fill out and fax or mail in the registration form.

LS002 (Milton)

Date: Wednesday, March 16, 2016

Time: 9:00 a.m. - 4:00 p.m.

Instructors: WSPS, WSIB, MTO

(refer to the website for additional speaker details)

LO 2016 Safety Group Member: \$90 (plus HST)

LO Member: \$100 (plus HST)

Potential Member: \$215 (plus HST)

Maximum: 40 participants

LEADERSHIP



Fundamentals of Fall Protection

ISA

This seminar introduces workers to the essentials of fall protection in Ontario. The seminar reviews provincial laws and requirements, and covers topics such as ladder safety, guardrails, aerial equipment and more. (All those working at a height of 3 m, or 10 ft., require fall protection.) The program also instructs attendees in the proper usage and inspection of fall arrest equipment, and also provides hands-on exposure to the most common fall arrest equipment found on job sites in Ontario today.

NOTE: Participants are also required to bring personal protection equipment (PPE), including hardhat, hand, ear and eye protection and CSA work boots as they may be required during this seminar.

NOTE: For new standard information, see horttrades.com/new-standard-information

NEW LS019-KW (Cambridge)

Location: Hertz-Matthews,

500 Collier MacMillan Dr., Cambridge

Date: Wednesday, March 23, 2016

LS019 (Etobicoke)

Location: Hertz-Matthews,

35 Claireville Dr., Etobicoke

For directions only, call 416-679-4173

Date: Wednesday, March 30, 2016

NEW LS019-LN (London)

Location: Hertz-Matthews

26 Royce Crt. London

For directions only, call 519-649-7014

Date: Thursday, March 31, 2016

NEW LS019-DU (Oshawa)

Location: Hertz-Matthews,

411 Bloor St. West, Oshawa

For directions only, call 905-404-8411

Date: Wednesday, March 16, 2016

Details for all locations:

Instructor: Bruce Hannah, Hertz-Matthews

Time: 9:00 a.m. – 1:00 p.m. (approx.)

(Lunch not included)

LO Member: \$125 (plus HST)

Potential Member: \$240 (plus HST)

Maximum: 10 participants

**OPERATIONAL
EXCELLENCE**



Emergency First Aid, CPR C and Automated External Defibrillation (AED) Certification



CLT CHT ISA

This one-day seminar designed to give participants a general overview of first aid. Participants will learn how to think and react in an emergency until medical help arrives. This seminar is suitable for those working as first responders in their workplace. First Aid is valid for three years, AED Certification one year; annual CPR certification is recommended.

NOTE: Is your firm participating in the 2016 Safety Group program? If yes, then you and your staff are entitled to the reduced rate (\$90 p/p) for this seminar. To receive it just fill out and fax or mail in the registration form.

LS0026 (Milton)

Date: Friday, April 1, 2016

Time: 8:30 a.m. – 4:30 p.m.

Instructor: SAJE VitalSigns

LO 2016 Safety Group Member: \$90 (plus HST)

LO Member: \$100 (plus HST)

Potential Member: \$215 (plus HST)

Maximum: 18 participants

OPERATIONAL
EXCELLENCE



WHMIS for Workers

ISA

By law, all workers must receive Workplace Hazardous Material Information System (WHMIS) training every year under the *Occupational Health and Safety Act*. Participants will learn about WHMIS, the eight hazard categories and symbols, where to find information about the controlled products in their work environment and how to work safely with each controlled product.

NOTE: Is your firm participating in the 2016 Safety Group program? If yes, then you and your staff are entitled to the exclusive reduced rate (\$35 p/p) for this seminar. To receive it just fill out and fax or mail in the registration form.

LS023 (Milton)

Date: Monday, April 4, 2016

Time: 9:00 – 10:30 a.m. approx. (Lunch not included)

Instructor: SAJE VitalSigns

Maximum: 25 participants

LO 2016 Safety Group Member: \$35 (plus HST)

LO Member: \$45 (plus HST)

Potential Member: \$65 (plus HST)

OPERATIONAL
EXCELLENCE



Standard First Aid with CPR Level C

CLT CHT ISA



This two-day practical first aid course meets WSIB requirements and prepares participants to administer first aid for common landscape injuries. Every landscape crew must have one person with first aid training to assist injured workers. Participants must bring a blanket.

NOTE: Is your firm participating in the 2016 Safety Group program? If yes, then you and your staff are entitled to the reduced rate (\$120 p/p) for this seminar. To receive it just fill out and fax or mail in the registration form.

LS007 (Milton)

Same seminar two dates offered:

A) Tuesday-Wednesday, April 5-6, 2016

B) Thursday-Friday, April 7-8, 2016

Time: 8:30 a.m. - 4:30 p.m.

Instructor: SAJE VitalSigns

LO 2016 Safety Group Member: \$120 (plus HST)

LO Member: \$130 (plus HST)

Potential Member: \$250 (plus HST)

Maximum: 18 participants

NEW LS007-0T (Ottawa)

Location: Hockey Eastern Ontario

813 Shefford Rd. Gloucester,

For directions only, call 613 224-7686

Instructor: City of Ottawa Paramedic Services

Date: Wednesday-Thursday, April 13-14, 2016

Time: 9:30 a.m. – 4:00 p.m. (Lunch included)

LO Member: \$185 (plus HST)

Potential Member: \$250 (plus HST)

Maximum: 18 participants

OPERATIONAL
EXCELLENCE



CERTIFICATION

Qualified, trusted, recognized

Landscape Ontario is committed to recognizing standards of expertise in the landscape horticulture industry. Sector-specific certification programs help to promote competence and professional practices, resulting in industry-wide excellence and recognition of competence and professionalism by the consumer.



Landscape Industry Certified Manager (CLM)

This program is designed for owners and managers wishing to prove or improve their business skills. The Landscape Industry Certified Manager designation denotes competence in the challenging task of managing a successful business today. The written exam is based on seven core competencies. Study manuals are available. For more information visit horttrades.com/certification or call 1-888-446-3499, ext. 8635



Landscape Industry Certified Technician (CLT)

This program allows individuals to demonstrate their competence in a variety of industry tasks. The Landscape Industry Certified Technician program is available for Softscape Installation, Hardscape Installation, Lawn Care, Turf Maintenance, Ornamental Maintenance and Interior Landscape professionals with a minimum of two years' experience (highly suggested). This program is an industry-developed program that sets and maintains standards for knowledge, skills and safety through written and hands-on tests. For more information visit horttrades.com/certification or contact Claudia at claudia@cnla-acpp.ca or call 1-888-446-3499, ext. 8635.



Landscape Industry Certified Retail Horticulturist (CHT)

This recently updated, nationally recognized, industry-developed program was created for Retail Garden Centre professionals to prove their competence in a variety of tasks and industry practices. This program proves and maintains standards for knowledge, skills and safety through both written and hands-on testing with a mandatory continued education component keeping your skills and knowledge up to date! For more information visit horttrades.com/certification or contact Claudia at claudia@cnla-acpp.ca or call 1-888-446-3499, ext. 8635.



Landscape Industry Certified Designer (CLD)

A Landscape Industry Certified Designer designation will provide a designer with a means of proving to your clients that you not only have the necessary education and industry experience, but that you have written and passed an industry test proving a high degree of proficiency as a landscape designer, along with submitting and passing a portfolio evaluation. Minimum experience to take this test is seven years. For more information visit horttrades.com/certification or contact Claudia at claudia@cnla-acpp.ca or call 1-888-446-3499, ext. 8635.

RECERTIFICATION



Professional Development seminars are approved for CNLA Landscape Industry Certifies recertification CEU/CECs along with seminars noting affiliated associations. **ISA, GRP, IPM**

Seminars with noted certification acronyms will help prepare you for that Certification test:

CHT, CLD, CLM, CLT,



For information on tests, judging, sponsorship opportunities and more, visit horttrades.com/certified

ADDITIONAL CERTIFICATION OPTIONS



Accredited Green Roof Professional

As an accredited Green Roof Professional, you will be able to distinguish yourself in the marketplace with knowledge of the special requirements and challenges of green roofs from design through to maintenance. For more information go to greenroofs.org



Irrigation Association Certifications

Certified irrigation professionals are committed to managing water efficiently. The following designations can be achieved through the Irrigation Association

- Certified Irrigation Technician (CIT)
- Certified Irrigation Contractor (CIC)
- Certified Irrigation Designer (CID)
- Certified Landscape Irrigation Auditor (CLIA)
- Certified Golf Irrigation Auditor (CGIA)
- Certified Landscape Water Manager (CLWM)
- Certified Agricultural Irrigation Specialist (CAIS)
- Certified Agricultural Water Manager (CAWM)

For more information go to irrigation.org



The Snow and Ice Management Association (SIMA)

The Snow and Ice Management Association (SIMA) offers an industry structured certification exam, the Certified Snow Professional (CSP) exam, for those serious about running an efficient snow business. For more information visit sima.org



IPM Accreditation

Integrated Pest Management (IPM) is a process that uses all necessary techniques to suppress pests effectively, economically and in an environmentally sound manner. IPM employs a two-pronged approach: managing the plant environment to prevent problems and using thresholds to decide how and when to treat pests. For more information visit www.ontarioipm.com



International Society of Arboriculture

Pursuing an ISA Certification is a worthy goal that will help you advance your career in the arboriculture industry. The following designations can be achieved through ISA International:

- ISA Certified Arborist
- ISA Certified Arborist Utility Specialist
- ISA Certified Arborist Municipal Specialist
- ISA Certified Tree Worker Climber Specialist
- ISA Certified Tree Worker Aerial Lift Specialist
- ISA Board Certifies Master Arborist

For further information visit the International website, isaontario.com.

Also CEU (Continued Education Units) for the above accreditations can be obtained through various Landscape Ontario events/workshops/seminars. Keep your eye out for **ISA** beside our seminar/conference outlines.



Pesticide Technician Program

The Pesticide Technician Program licenses examiners to administer the Registered Technician Program, which verifies that individuals are able to apply pesticides safely.

Email Tom at tsomerville@landscapeontario.com

For more information, visit ptppic.org

THE GIFT OF APPRENTICESHIP



Governments are investing in training through the apprenticeship program, but employers must show our support by recruiting and registering new apprentices every year. New apprentice candidates are needed across the province to show the MTCU that this industry needs and supports this program. Importantly, registrations now support the MTCU seat allocations for the next program season, but registration does not obligate you if the candidate does not go. For more apprenticeship FAQs, go to horttrades.com/oct-horticultural-technician



Horticulture is a Red Seal trade

The Horticultural Technician Apprenticeship Program is a Red Seal program recognized interprovincial qualifications of tradespersons who have completed all requirements of the Apprenticeship program, including in-school, and on-the-job

experience. Apprenticeship is a training program for people who want to work in skilled trades occupations. About 80% of apprenticeship involves on-the-job training. The remainder involves related theoretical training, delivered at an approved college.

Apprentices and employers benefit from apprenticeship training. Apprentices learn to become qualified trades people or journeymen while employers gain highly skilled employees with up-to-date knowledge and work techniques. Jobs in the horticultural trade provide challenging work and great careers. You earn while you learn! Red Seal trades are recognized across Canada and allow employers and employees to qualify for tax credits and incentive grants.

Employer incentive:

For more information on employer training tax credit go to: <http://gfl.me/x2gi>

Employee incentives:

Employees qualify for various incentive grants, completion grants and new loans.

Go to: horttrades.com/canada-apprenticeship-grants

To find out more about the Horticulture Technician Apprenticeship program go to www.horttrades.com/apprenticeship

Landscape Ontario has started an apprenticeship/employer registry supporting employers/apprentices in their application/registration process. Please copy Sally Harvey (sharvey@landscapeontario.com) on your registration, so we can support this important effort.

SAFETY GROUPS PROGRAM 2016



The Safety Groups Program supports industry firms in developing an MOL-compliant safety program for their work places.

Advantages to participating in the program:

- An improved safety record and better prepared for audits
- A positive safety culture
- Mentoring and pooling of resources
- Sharing of Best Practices between member firms and sponsor
- Relevant guest speakers and up-to-date information

A brief note on how the program works: Firms select five WSIB safety elements at the start of the year. Then representatives attend at least three compulsory meetings, working with other members to put these policies and procedures in place by the end of the year.

For more details and to participate in the 2016 program, go to www.horttrades.com/safety

OPPORTUNITIES IN YOUR COMMUNITY:

WHAT'S GOING ON IN YOUR CHAPTER?



The Membership Department of Landscape Ontario invites you to join us at a local chapter meeting.

The chapters are an important part of Landscape Ontario, helping to build local relevance and strengthen relationships between green industry members. Find out what education opportunities are happening in your chapter by visiting the chapter webpage.

As a Landscape Ontario member, you are welcome to attend meetings in any of LO's nine chapters.

Durham

horttrades.com/durhamchapter

Golden Horseshoe

horttrades.com/goldenhorseshoechapter

Georgian Lakelands

horttrades.com/georgianlakelandschapter

London

horttrades.com/londonchapter

Ottawa

horttrades.com/ottawachapter

Toronto

horttrades.com/torontochapter

Upper Canada

horttrades.com/uppercanadachapter

Waterloo

horttrades.com/waterloochapter

Windsor

horttrades.com/windsorchapter

For up-to-date information on upcoming chapter events and education opportunities, be sure to check Landscape Ontario's weekly e-news. Your staff members are welcome to sign up for free subscriptions to e-news, as well; contact alindsay@landscapeontario.com.



CONFERENCES, SYMPOSIUMS AND EVENTS

For information on any of the events listed below please check the web address listed or contact the Landscape Ontario office at 1-800-265-5656.



Chapter Speakers

September 2015 through April 2016

Attend monthly chapter meetings to hear guest speakers cover timely industry and business topics. For up-to-date information, check the LO website at horttrades.com or read the Coming Events page in *Landscape Ontario* magazine.

Integrated Pest Management (IPM) Symposium

January 11, 2016

Landscape Ontario's Annual IPM Symposium presents Warm-Up Monday, in conjunction with LO's Congress trade show. Attendees earn six CECs from the IPM Council of Canada. Find details on this one-day event at LOcongress.com.



Landscape Designer Conference

January 11, 2016

This event, hosted by LO's Designer Sector Group, is held on Warm-Up Monday in conjunction with LO's Congress trade show. A full day of sessions is followed by a networking reception – this event is a must-attend for Landscape Designers. Visit LOcongress.com for a complete schedule and speaker listings.

Congress Trade Show and Conference

January 12 - 14, 2016

The 43rd Congress Conference will highlight trending green industry issues and best practices, for both business owners and their employees. With 30 sessions to choose from, including owners-only workshops, attendees have many options to expand their knowledge. Included with a conference pass are daily opening keynotes and lunch sessions. The Conference is held at the Toronto Congress Centre, during the Congress trade show. Look for session details in the Conference Guide, coming in the Nov./Dec. issue of *Landscape Trades* or at LOcongress.com.



CONFERENCES, SYMPOSIUMS AND EVENTS CONTINUED



Irrigation Conference

January 14, 2016

Stay on top of developments in the fast-moving landscape irrigation industry with this half-day event including lunch. Learn more about issues facing contractors. Held in conjunction with Congress trade show. Visit LOcongress.com for more details.

Landscape Lighting Conference

February 8, 2016

This annual event brings landscape lighting contractors and suppliers together. Speakers highlight pertinent issues and regulations as well as new ideas and inspiration. Held at the Teatro Conference Centre. Visit horttrades.com for a speaker list and event details.

Growers Short Course

February 9, 2016

This full-day seminar is designed and priced to keep management and staff informed on the latest developments in the growing industry. Will be held at the Royal Botanical Gardens in Hamilton. Visit horttrades.com for more details when available.



GreenTrade Expo

Business Education Seminars

February 10, 2016



GreenTrade Expo, celebrating 23 years as the Ottawa Chapter's trade-only show, will once again be offering free business education seminars. The day begins with a ticketed MTO contractor's breakfast and continues with free hour-long business related seminars throughout the day. Visit www.GreenTrade.ca for more details and registration.

Lecture Series

February 24, 2016

In 2016 LO's Ground Management Sector Group will co-locate with LO's Landscape Contractor Group for a lecture event with dinner. The event will be held at the Mississauga Grand Banquet Centre. Visit landscapelecture.ca for details.





Canada Blooms: 20th Anniversary Flower and Garden Festival

March 11 - 20, 2016



Canada Blooms will again be co-located with the National Home Show. The two powerhouse events, taking place side by side, create the single largest home and garden experience in North America. Canada Blooms is produced by Landscape Ontario and the Garden Club of Toronto. Held each March, the festival promotes horticulture to homeowners and will now offer guests an experience for virtually all their home and garden needs. Visit CanadaBlooms.com for more information.

Thrive

September, 2016



Thrive is merging popular Landscape Ontario horticultural association events in September at the Ancaster Fairgrounds. Its anchor is Garden Expo, Canada's fall buying show for the retail garden centre industry. Other featured events include the Grower's Industry Auction, Snowposium, Awards of Excellence Garden Centre and Growers Program and Golden Horseshoe Chapter Chicken Roast. Visit LOThrive.com for more information.



Growers Industry Auction

September 2016

Attendees have the opportunity to bid on the best plant material in the province. Free admission, tours and lunch compliments of our host. Proceeds are used for horticulture industry research and scholarships. Visit IndustryAuction.ca for more details.



Snowposium

September 2016



LO's Snow and Ice Management Sector Groups' Snowposium, featuring morning sessions, followed by an afternoon outdoor BBQ with exhibits and product demonstrations. Many opportunities to help make snow operations more efficient and cost effective. Information at Snowposium.com.

SEMINAR REGISTRATION FORM



Professional Development Seminars 2015-2016

THIS FORM MAY BE COPIED. PLEASE PRINT CLEARLY.

SEMINAR FEE DETAILS

Landscape Industry and WSIP Certification Holders

\$110*

(ON 1 DAY SEMINARS ONLY)

LO/OPA Members \$125*

Potential Members \$240*

*UNLESS NOTED OTHERWISE IN SEMINAR DESCRIPTION.

Register online at www.horttrades.com/seminars

Q: Will I receive a confirmation notice by phone, fax or e-mail?

A: Only online registrations will receive an automatically generated confirmation/receipt. Others can safely assume they are registered if you have paid in full. Confirmations will not be sent out. You will be notified if a seminar is changed, cancelled or full.

Register by Jan. 1/16 for seminars held Jan. 1, 2016 through April 2016, and automatically receive a 10% discount!

Mail or fax with payment to:
Landscape Ontario Pro Dev Seminars
 7856 Fifth Line South
 Milton ON L9T 2X8
 Fax: (905) 875-3942

ATTENDEE OR COMPANY NAME _____

ADDRESS _____

CITY _____ PROV _____ POSTAL CODE _____

BEST PHONE # _____ FAX _____

E-MAIL _____ PLEASE SEND ME THE WEEKLY ENEWS BULLETIN

IS YOUR BUSINESS A LANDSCAPE ONTARIO MEMBER? ___ YES ___ NO

*MEMBER OF OPA? ___ YES ___ NO *ARE YOU CERTIFIED? ___ YES ___ NO

IF YOU ANSWERED YES, PLEASE CHECK WHICH CERTIFICATION YOU HOLD: ___ CLT ___ CLP ___ CLD ___ CHT ___ WSIP

ATTENDEE NAME	COURSE CODE	DATE	FEE

SUBTOTAL \$ _____
HST \$ _____
TOTAL \$ _____

PAYMENT: Registration forms must be accompanied with payment. DO NOT SEND CASH. SEMINARS ARE NON REFUNDABLE. If an unfortunate event occurs that prevents you from attending, please send a replacement.

VISA _____

MasterCard _____
 Card Number

Cheque _____

(Payable to **Landscape Ontario**)
 Expiry Date _____ Name on Card _____

 Cardholder Signature



REGISTRATION INFORMATION

Important information regarding fees, locations, start times and registration

- Seminars are held at Landscape Ontario in Milton, except where noted.
- Seminars run from 9:00 a.m. to 3:30 p.m. and include lunch and coffee, except where noted.
Please notify us of any food allergies or dietary restrictions one week before your seminar.
- Registration fees: Unless noted in the description or on page 42, seminars are \$125 (plus HST) for LO members and \$240 (plus HST) for potential members. **Seminars are non-refundable**
- Registrations received before **January 1, 2016** for seminars held from **January to April 2016 will automatically receive a 10% discount.** The discount will automatically be deducted when registering online. Online registrations **only** will receive an automatically generated confirmation/receipt. Registrations received by fax or mail using credit cards will be discounted when processed. **Cheques should be sent in already reflecting savings.**
- LO reserves the right to change or cancel seminars and instructors at any location at any time. Age restrictions may apply to some seminars.
- Registration form (see page 42) must be complete and accompanied with payment for the seminar(s) to be confirmed.
- For details regarding Landscape Ontario's accessibility policies see horttrades.com/accessibility
- Questions regarding guide content, contact Kathy at kathym@landscapeontario.com

WAYS TO REGISTER

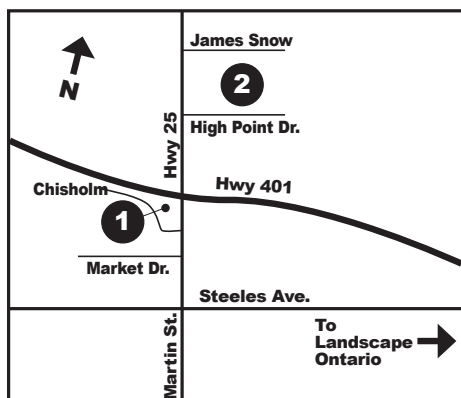
- Online at our website horttrades.com/seminars
- Fax completed registration form to (905) 875-3942
- Email Kathy at kathym@landscapeontario.com
- Mail completed registration form and payment to:

Landscape Ontario Seminars
7856 Fifth Line South, RR 4
Milton, ON L9T 2X8

Map to Landscape Ontario

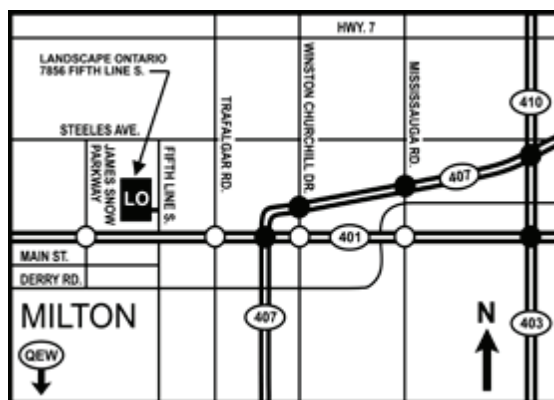
Special Note: If you are using an electronic navigational system to locate Landscape Ontario, you must put Halton Hills in place of Milton.

Hotel Information



1 **Best Western**
161 Chisholm Drive,
Milton, ON
Phone: 1-800-780-7234
www.bestwestern.com

2 **Holiday Inn Express**
2750 High Point Drive,
Milton, ON
Phone: 905-876-4955
or 1-800-HOLIDAY
www.hiexpress.com



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