

# The Silver Tsunami in Municipal Building Departments



ONTARIO BUILDING  
OFFICIALS ASSOCIATION  
**Building Knowledge.  
Growing Communities.**

# Tool : Colleges

- **Educational requirements of a Building Official?**
  - Current Job Postings – minimum education & experience or “equivalent combination”
  - Typical minimum requirement
  - Is this the same everywhere? Large vs. Small and Northern vs. Southern
  - Do college students know about our profession?

# Tool : Colleges

- **What we're doing....**
  - OBOA currently delivering more technical training than ever before
  - Improved quality of instructors
  - Student Day at AMTS – Does it work?
  - Recent partnership to deliver integrated courses with George Brown College
  - Job Fairs at the colleges
  - OBOA members that teach at community colleges promote the career
  - Some colleges are now using OBOA training courses
  - Creation of a “Building Official Certificate” program

# Tool : Colleges

## What else can we do?

- Typically, a career as a building official is not a first choice.
- How do we attract students and build awareness about the career of a Building Official?
- Educate early – High School co-op programs
- Hire Co-op College Students
- University Internship Programs

# Tool : Internship

Who knows what an Intern Inspector is and what they can and can't do under the Building Code?

How many of you know that the OBOA has a Ministry approved Internship Program?

How many of you have used, or are currently using the Internship Program in your municipality?

# Tool : Internship

- **MMA Qualified Intern Inspectors**

- Can be appointed for supervised plans review or inspection under the act even if they do not have the required OBC qualifications if enrolled in an internship program approved by the Minister
- Allows municipalities to hire without full qualifications and do plan review and some inspections under supervision of another inspector or Chief Building Official who is registered in the required class of registration
- Not permitted to :
  - Issue some orders
  - Inspect substantial completion of footings and foundations prior to the placement of backfill, or
  - Inspect for the purpose of the issuance of some occupancy permits

# Tool : Internship

- **OBOA Internship Program (2005)**

- Currently, there are 13 interns in the OBOA Internship Program
- Applicant must have Legal qualification to enroll
- Not less than 5 years experience as a building official or building practitioner OR an equivalent combination of post-secondary education and experience in the area of practice
- Tier 1 (max 18 months) encompasses those qualifications which relate to “The House”
- Tier 2 (max 12 months) all other qualifications
- Enrollment in both tiers concurrently is acceptable

# Tool : Internship

- Why is the OBOA internship program not being used?
- What suggestions do you have on improving the current program to increase participation by municipalities?
- Case Study - City of Ottawa will be presenting their model at the end of the day



# Tool : OBOA Certification

How many of you are Certified Building Code Officials (CBCO)?

How many of you are certified under the old system as a generalist CBCO?

How many of you know how the current streamlined OBOA Certification program works?

# Tool : OBOA Certification

- **2014 OBOA Certification Program**
  - CBCO/BCQ Certification by streams matching MMA Qualification categories
  - Certification is available in broad categories as well as specialty
  - Minimum post-secondary education component or PLAR
  - No pre-requisite between streams
- **Other Programs across Canada**
  - Typically Levels
  - Subsequent levels build upon each other

# Tool : OBOA Certification

- Approximately 1800 members, 1/2 are certified
- Is Certification in its current state still relevant in your municipalities? Is it tied to employment or advancement?
- Should we re-evaluate the streamed system and consider grouping (or levels) similar to other provinces?

# City of Hamilton – Statistics

- **75 Building Officials**
  - 7 Permit Application Specialists
  - 12 Plans Examiners
  - 36 Building Inspectors
  - 10 Building Engineers
  - 10 Management
  
- **4 Co-op Students**

# City of Hamilton – Statistics

- **Review of the Past Year**
  - 3 building inspectors have retired
  - 3 building officials have left for other municipalities (career advancement)
  - 5 more inspectors are currently eligible to retire within the next year

# City of Hamilton – Statistics

- **The Next 5-10 years**
  - 18 of 36 inspectors were hired between 1984 and 1990 eligible to retire (27-33 years experience)
  - 10% of inside staff eligible to retire
  - More than 50% of management building officials eligible to retire

# City of Hamilton – Statistics

## New Hires

### Entry level (PAS) positions

- 6/7 previous co-op students
- 75 applications the last time posted
- 2/3 had educational requirement
- 15 BCIN numbers
- 6 qualified and “ready” to issue house permits

# City of Hamilton – Statistics

## Building Inspectors

- Mostly hired from inside staff
- Occasionally other municipalities
- Two Phase Hiring Process

## Periodic Inspector Posting

- Successful candidate awaits the next available position

## Building Engineers

- 2 of last 4 hired were from other municipalities





# City of Hamilton – Statistics

## Strategies Used...

- Combination of hire from inside and outside
- Internship program is not used
- Successful applicants are given opportunities to take training and a timeframe to complete required qualifications
- Shadowing/Mentoring within Department
- College Co-op Students – 4 budgeted positions
- High School Co-op Program
- Exchange Program
- Robust leadership/management training

# Final Comments/Questions?



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