

HEAVY EQUIPMENT OPERATOR PROGRAM

Building Your Future in the Trades

Orientation Night - March 30, 2026 6:00pm - 7:00pm

Tonight, we'll introduce you to this 10-week fully accredited program designed to provide grade 12 students with the theoretical and practical skills needed to become entry-level equipment operators in the road building and heavy construction industry.



Doing the HEO program was honestly life-changing for me. I got real seat time, learned from people who actually work in the industry, and it helped me realize this is what I want to do. Landing a job with Emil Anderson right after high school was huge, it honestly feels like I'm fast-tracking my whole future." - Keishawn Powar (MBSS)





Land Acknowledgement

We gather on the traditional, ancestral, and unceded territory of the Syilx Okanagan People. We are grateful to live, work, and learn on this land, and we acknowledge the deep connection the Syilx people have to this place — past, present, and future.

We honor this territory and commit to walking forward together in respect and relationship.



A Powerful Partnership



Central Okanagan Public Schools

Ensuring the program aligns with graduation requirements while maintaining rigorous industry standards for grade 12 students.



Thompson Rivers University

Providing certified instruction through expert faculty and industry-recognized curriculum in heavy equipment operations.



Emil Anderson Construction

Supplying real-world training facilities, heavy equipment and industry experience.





See It in Action

Before we dive in, take a look at last year's cohort — students just like yours stepping into the cab, learning real skills, and launching their careers.

📺 **Program Video** — Watch highlights from the 2025 cohort as they train on real equipment, earn their certifications, and connect with employers in the field.

▶ [Watch the Video](#)

The HEO Program gave me a head start in my career," Tanner shares. "I was able to learn the skills and get certified while finishing high school, and now I'm working on real construction projects every day. Emil Anderson has been great, they've given me opportunities to grow and develop my skills on the job." - Tanner Arstall (GESS)

Program at a Glance

1

Duration

April 13 - June 12, 2026 (10 weeks)

2

Classroom - 7 weeks

Pearson Elementary Portable - 700 Pearson Rd, Kelowna

Monday - Friday for theoretical training

8:00am to 4:30pm

3

Practical Site - 3 weeks

Emil Anderson Pit - 1620 Stevens Rd, West Kelowna

Monday - Friday for hands-on equipment training

7:30am - 12:30pm Group A - 12:30pm - 5:30pm Group B





Program Investment

Tuition Sponsorship

SD23 and Community Partners sponsor the majority of tuition costs, making this program an exceptional value for students interested in entering this high-demand field.

Student Contribution

Students pay \$960.00 which covers essential equipment and textbooks required for the program.

RESP Eligible

Once you receive confirmation of enrollment from Thompson Rivers University (approx. April 10th), check with your financial institution about using RESP funds to cover program costs.

Credits & Credentials

Complete this program and you'll walk away with credentials that matter — in school, in the trades, and on the job site.

1

16 High School Credits

Count directly toward your graduation requirements in BC

2

Level 1 Skilled TradesBC Certification

BC Roadbuilders and Heavy Construction Foundation

3

Heavy Equipment Operator Training

Industry-recognized credential demonstrating real-world equipment competency

4

Occupational First Aid Level 1

Industry-required first aid certification for working in the field

5

Traffic Control Person (TCP) Certificate

Certified to safely direct traffic in and around work zones

After the Program

Graduation from the HEO program isn't an ending — it's a launching pad. Two powerful pathways open up immediately upon completion.

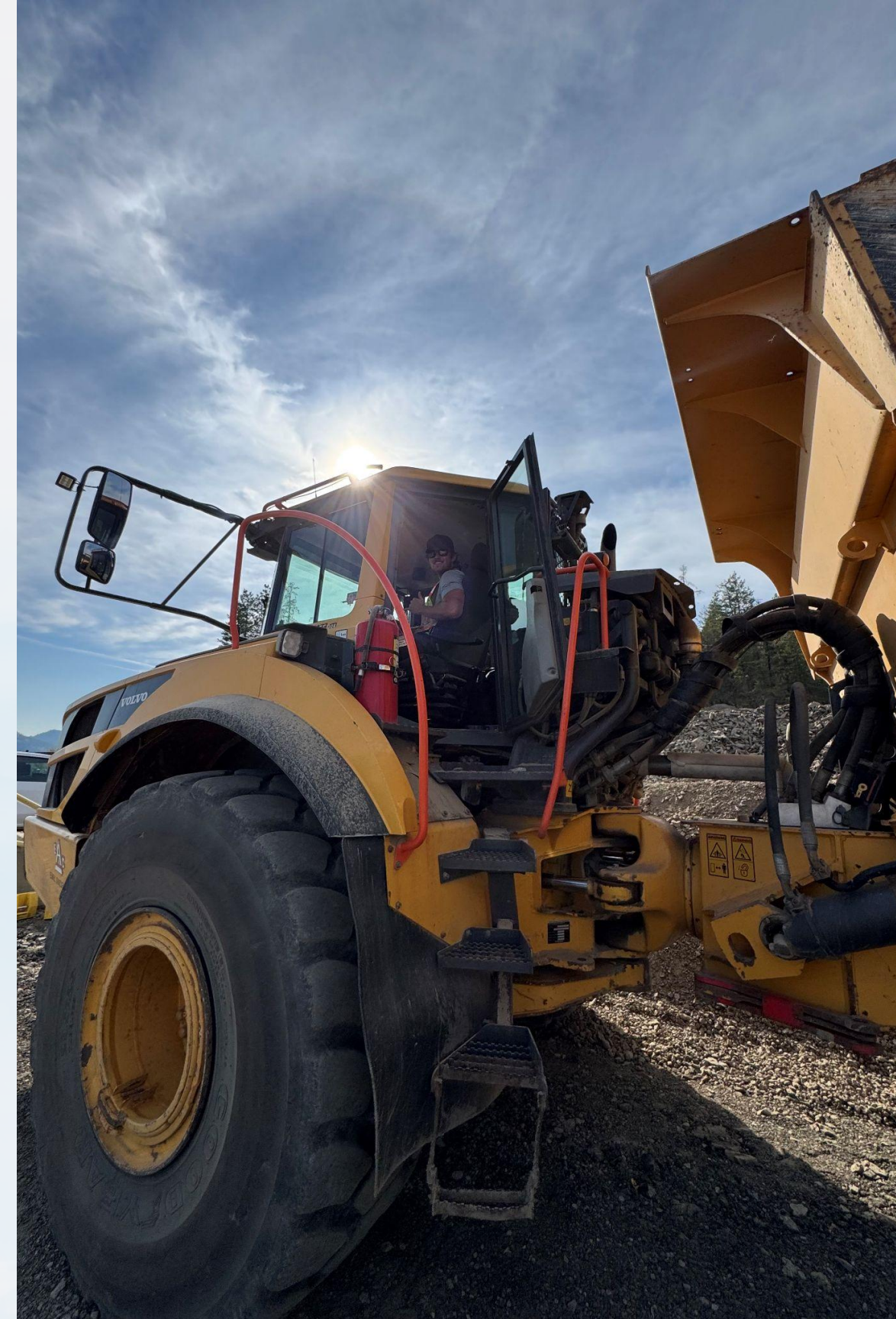
Youth Apprenticeship

Enter the BC Apprenticeship system as a recognized Level 1 HEO apprentice. Your hours in this program count toward your journey — giving you a genuine head start on a Red Seal trade.

Employment Pathways

Connect directly with industry employers like Emil Anderson Construction. Many graduates receive job offers or referrals as a direct result of their performance and visibility in this program.

"The HEO Program opened the door for me. It gave me the training, confidence, and connections I needed to start my career right after graduation. Working for Emil Anderson has been an incredible experience—the team is supportive, and every day I'm learning something new on site." Wylder Wigeland, KSS



A Message from TRU School of Trades

"TRU-STT is honored to support youth in the Okanagan with an opportunity of real-world experience. From day one, we expect a safety-first mindset, drive and a team-centred approach. Students who show up ready to learn will leave with skills, credentials, and opportunities that most adults never had at your age."

→ Tips for Success

- Be on time
- stay focused
- ask questions
- support your peers
- bring your best effort every single day

→ Learning Outcomes

- Safety, environment and regulatory compliance
- Technical civil construction knowledge and site preparation
- Preventative inspections and maintenance
- Equipment proficiency

TRU Program Instructor

Don Davidson holds journeyman certification as an electrician and is a fully certified and endorsed Heavy Equipment Operator. He has been delivering (STBC) Roadbuilder and Heavy Equipment Operator programs for nearly **two decades**. His strong industry background ensures students receive practical, job-ready training aligned with current workforce demands.

Don is committed to preparing the next generation of skilled operators with a focus on safety, efficiency, and real-world application.

“The civil construction sector offers strong, stable career opportunities for those willing to learn, work hard, and take pride in building essential infrastructure.”



Don Davidson

Program Schedule: April - June 2026



1

April 13- May 14

Orientation, safety protocols, and introductory equipment operations. Students will complete classroom theory, equipment familiarization, and begin supervised practice with basic controls in a controlled environment.

Equipment certification training, traffic control person certification, and OFA Level 1 first aid. Students will learn proper signaling techniques, safety procedures for directing traffic, and essential first aid skills required on construction sites.

2

May 19- June 12

Intensive hands-on training at the Emil Anderson quarry site. Students will operate multiple equipment types including excavators, bulldozers, and loaders under supervision while practicing real-world construction scenarios and perfecting operational techniques.

Final practical assessments, performance evaluations, and job preparation assistance. Students will demonstrate proficiency in equipment operation, complete their portfolios, and receive guidance on résumé building, interview techniques, and employment connections.

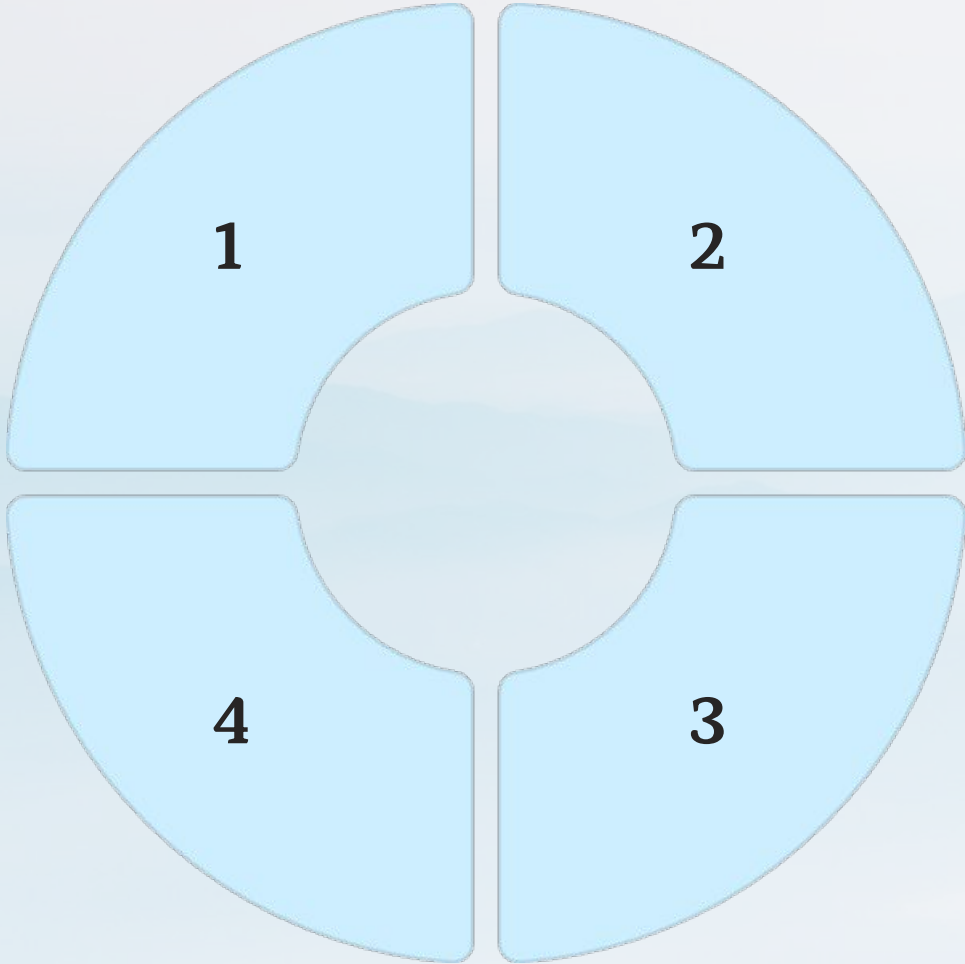
Program Theory Components

Worksite Health & Safety

Comprehensive coverage of safety protocols, environmental requirements, and regulatory standards essential for construction sites.

Certifications

BC Roadbuilders and Heavy Construction Foundation Level 1, Heavy Equipment Operator Training, Traffic Control Person (TCP) C, Occupational First Aid Level 1



Equipment Knowledge

Detailed study of road building and heavy construction equipment operation, maintenance, and capabilities.

Technical Skills

Surveying, drainage, soil mechanics, geology, principles of excavation, and aggregate management fundamentals.

Hands-On Practical Training

Equipment Familiarization

Students begin with basic orientation to heavy equipment controls, safety features, and operational principles before operating machinery.

Supervised Operation

Progress to operating actual equipment under close instructor supervision in controlled training environments at the Emil Anderson quarry site.

Skill Development

Graduate to increasingly complex operation tasks and scenarios, developing precision and efficiency with various heavy equipment types.

Performance Assessment

Demonstrate competency through practical evaluations that simulate real-world construction site operations and requirements.



Heavy Equipment Training Equipment

Students will gain hands-on experience with various industry-standard heavy equipment including:



Articulating Rock Truck

Off-road hauling vehicle designed for challenging terrain and heavy-duty material transport



Excavator

Powerful digging machine for earthmoving and trenching operations



Dozer

Heavy tracked vehicle for pushing large quantities of soil and materials



Wheel Loader

Versatile machine for material handling, loading, and transportation on construction sites

Students will progressively learn operation techniques for each core piece of equipment, building both confidence and competence throughout the program. Skidsteer and compactor experience will also be included in the program.

Recommendations for Success

100%

Commitment

Students must be fully committed to the intensive 10-week program with perfect attendance and dedication to learning.

70%

Minimum Grade

A minimum passing grade of 70% is required in each course component to successfully complete the program.

8

Hours Daily

Be prepared for full 8-10 hour days of intensive learning in both classroom and quarry environments.



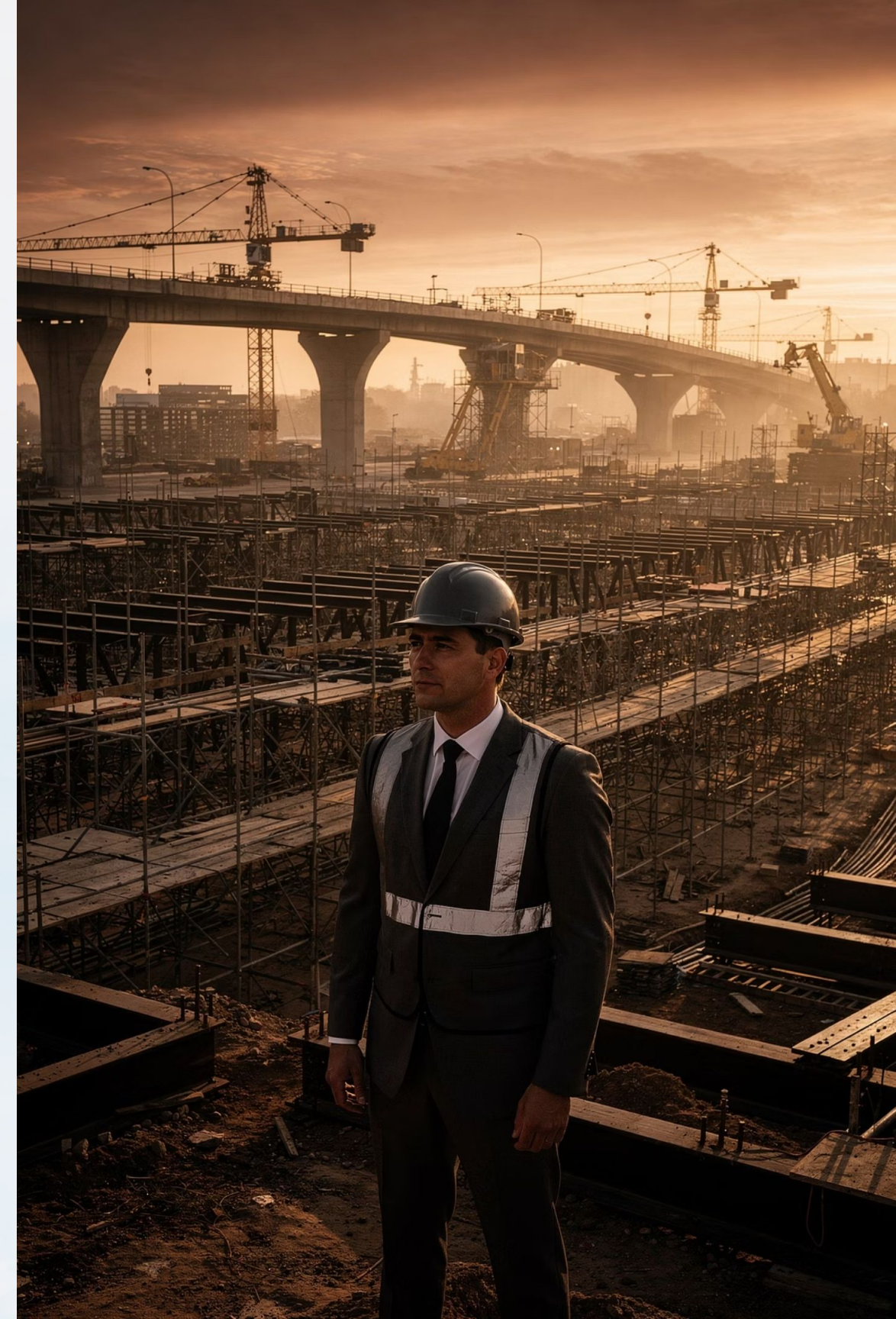
Why This Program Matters

#7

In-Demand Trade

Heavy Equipment Operators rank 7th among BC's top skilled trades — with 4,490 job openings projected from 2025–2035 (WorkBC Labour Market Outlook)

The skilled trades are facing a generational labor shortage. Students who complete this program graduate into a market that is actively looking for them — with credentials, experience, and employer connections already in hand.



Meet Stan Maluk:

Emil Anderson Construction

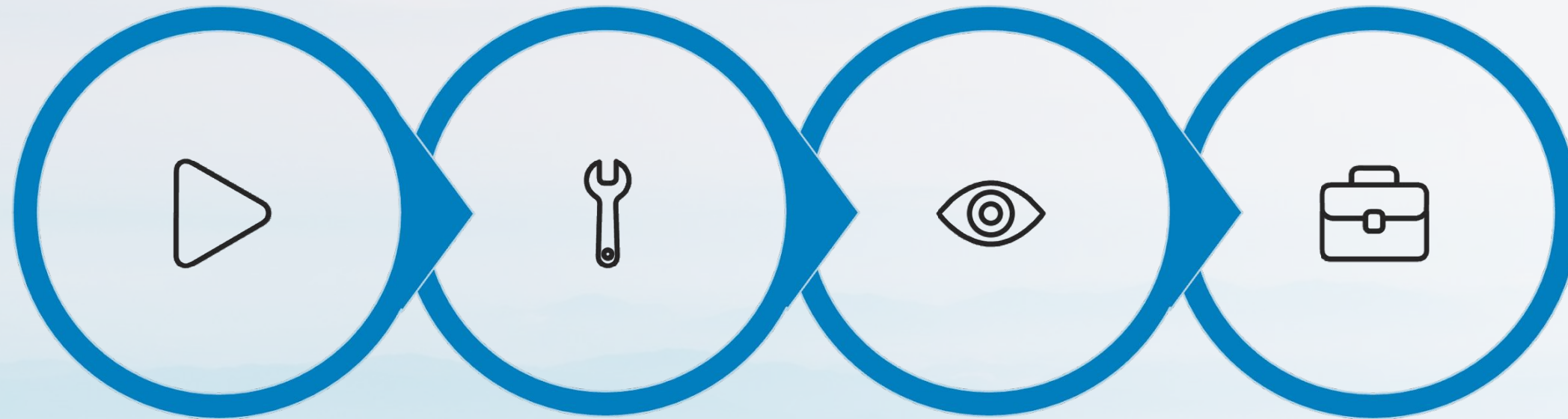
Stan Maluk, C.E.T., GSC, serves as the Business Development Manager of Emil Anderson Construction, a key program partner.

"The construction industry offers tremendous opportunities for skilled operators. We are always looking for good people to join our team. We do plan to use this program as a showcase for new talent, so we will likely select a few program graduates to join us in entry level positions at several of our sites throughout the province."



Employer Showcase Day

June 2, 2026 — The final weeks of the program culminate in a landmark event.




Live Demos

Skills Demo

**Employers
Observe**

**Job
Opportunities**



 Hosted at an Emil Anderson job site — students will be observed by real hiring decision-makers in a professional environment. This is your moment to shine.

STAN MALUK — EMIL ANDERSON CONSTRUCTION

Industry Insight

"We're not just here to watch — we're here to hire. When we see a young person who shows up on time, takes safety seriously, and works hard, that's someone we want on our crew."

Employer Expectations

Punctuality, safety compliance, strong work ethic, and a willingness to learn



Career Pathways

From apprentice to journeyman, foreman, and beyond — the trades offer lifelong, well-paying careers with clear progression



Career Opportunities



Heavy equipment operators enjoy diverse career paths in the construction industry. They run the equipment used in building and maintaining roads, bridges, airports, gas and oil pipelines, tunnels, buildings, and other infrastructure projects.

Graduates may find employment with heavy equipment contractors, public works departments, construction companies, pipeline operations, logging businesses, cargo-handling facilities, and more. The industry continues to grow, offering stable, well-paying positions for properly trained and certified operators.



Questions & Closing

Your Future Starts Here

Thank you for joining us tonight. We believe in every student in this room — and we're honored to be part of the journey that takes them from the classroom to the cab.

Q&A

Open floor — ask Chris, Dan, or Stan anything

Next Steps

Review the schedule, and prepare for April 13

Stay Connected

Reach out to your contacts anytime — we're all here to support your success

Program Contacts

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