

2023 Education-Human Resources Committee Policy

Committee Structure

- Committee commitment to one in-person meeting per year.
- Committee reviewed governance and established two-year term limits for member and Chairman with two-year option to renew.
- In November 2012, RVDA of Canada Executive Committee passed a motion to amend the Education-HR committee structure to have one provincial representative for each province, bringing the committee to 10 members. The committee Chair will now serve solely as the Chair.

Current committee members:

Chardell Brydon	Chair, RVDA of Canada Education Committee
Jon Itterman	RVDA of BC Representative
David Westercamp	RVDA of Alberta Representative
Todd Plotnikoff	RVDA of SK Representative
Vacant	RVDA of Manitoba Representative
Jamie Russell	Ontario RVDA Representative
Mathieu Hérard	RVDA of Quebec Representative
Vacant	Atlantic RVDA Representative
Mark Howlett	CRVA Representative
Vacant	Associate member-at-large

Committee Goals

All programs are developed and implemented with a national focus. In areas where a province may not directly benefit from participation, RVDA of Canada and this committee will work directly with the province to find an equitable solution.

- Create more awareness of the career opportunities in the RV industry
- Facilitate training and education programs for all RV dealership positions
- Develop strategies for recruitment and retention programs
- Promote the importance of (ongoing) employee training and retention programs to dealer principals
- Maintain working relationships with Federal, Provincial, Municipal providers and consultants of career and training opportunities in the trades.
- Continue to improve communication and the proliferation of information to all members and provincial/regional RVDA

RVDA Of Canada Strategic Plan

The current RVDA of Canada strategic plan was updated in July 2022 for 2022 through 2025.

RVDA of Canada board has provided direction for the following programs and initiatives:

Goal 2: Education

2022-2025 Objectives	
2.1	Develop a new RV Careers website and increase digital marketing spend
2.2	Develop RV career booth for RV shows, RV career booth kits for each association, RV career ad in show guides
2.3	Create more awareness of career opportunities in the RV industry
2.4	Develop a resource page on rvcareers.ca to include links to obtain technical information from known brands
2.5	Encourage suppliers to have more trainers and training available, with a target of 5 new trainers and 5 new training sessions available each year.
2.6	Bring schools/trainers to assist provincial RVDA's in establishing apprenticeship training in their province

Decision-making Process

Committee thoroughly reviews all programs put forward by weighing the benefits to the RVDA of Canada membership as a whole in accordance with the objectives and goals of the current strategic plan. Any project or program recommendations which result in policy changes or budgetary adjustments is subject to the approval of the RVDA of Canada Board.

Responsibilities

- Each committee member shall attend meetings in person or via conference calls. Review meeting agendas, past minutes and any applicable information and become familiar with agenda items prior to meetings or conference calls.
- Each committee member shall also arrive at meetings on time and ready to participate in discussions and vote on key agenda items.
- If the committee member has recorded more than two unexcused absences, is not participating in the discussions, becomes a deterrent to the Committee's efforts and goals, or if the Committee Chair otherwise determines it is not in the best interest of the Committee for the individual to remain on the Committee, the Chair may remove that individual. Committee members may voluntarily resign at any time by submitting a written letter to the Chair.
- Each committee member has a duty to report and inform the provincial/regional RVDA staff and Board on the initiatives and programs developed and recommended by this committee. Each committee member shall also be familiar with similar activities in their respective associations.

Expectations

The following applies to conduct for preparation for meetings, interaction at meetings and association-related behaviour outside of meetings.

- Committee members shall endeavour to direct the activities of the association as a whole rather than in their own interest or that of any specific group;

- Committee members' contributions to discussions and decision-making shall be positive and constructive and interaction in meetings shall be courteous, respectful and free of animosity;
- Individual committee member communication with staff is necessary for smooth operation.