

Synergy Alberta

Olds College Land Agent and
Land Administration Changes
October 2010





Schools & Programs at Olds College



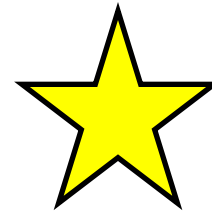
Agriculture

- Agricultural Finance
- Agricultural Management
- Bachelor of Applied Science: Agribusiness
- Farrier Science
- Animal Health Technology
- Equine Science
- Exercise Rider & Jockey Training Program
- Meat Processing
- Race Horse Groom Training
- Veterinary Medical Receptionist



Business

- Business Administration
- Office Administration
- Fashion Apparel Technology & Costume Cutting
- Fashion Marketing
- **Land Administration**
- **Land Agent**



Environment



- Bachelor of Applied Science
 - Golf Course Management
 - Landscape Management
 - Production Horticulture
- Environmental Horticulture
 - Arboriculture (Tree Care)
 - Landscape Management
- Landscape Gardener Apprenticeship
- Production Horticulture
- Turfgrass Management
- Environmental Reclamation
- Land & Water Resources

Trades and Technology



- Agriculture and Heavy Equipment
- Apprenticeships
 - Agricultural Equipment Tech.
 - Carpentry
 - Heavy Equipment Tech.
 - Welding
- Heavy Equipment Operator
- John Deere Tech. Program
- Pre-Employment Heavy Equipment Tech.
- Pre-Employment Welding

2006

- Fall/Winter of 2006 the BUZZ of change was being heard on campus
- Bring people together to talk about how Olds College educates students..
 - What is working?
 - What needs to change?
 - What does the student of the future need

2007 College Wide

- Five workshops were held and close to 100 staff participated in them

Themes from the workshops:

- Are we a community College?
- What are the appropriate limits to student workload?
- Will self-directed learning lead to student success?
- We need an easier system for timetabling our programs.
- Have we communicated our philosophy of education clearly?
- How will the new credit system work?
- How much will implementation cost?
- What about faculty workload?
- This is exciting!

Elements of the New Policy

- **Accountability** for curriculum
 - Definition of **Credentials**
 - **Structure** of Programs
 - Universal **Timetable**

Accountability

- **Program Curriculum Committees (PCCs)**
 - define the curriculum and program of study for each credential
 - Advise the Academic Coordinating committee
 - Meet at least once a year
- ★ Made up of faculty members from all subject areas involved in a program (March 2007)

Accountability for our programs

LAND AGENT

- Industry assoc reps
- Industry employees
- MD rep
- College instructors
- College students
- Alumni rep
- Regulatory Bodies
- Land Agent Licensing

LAND ADMIN

- Industry association reps
- Industry employees
- Regulatory bodies
- College staff
- College students
- Alumni rep

Credentials

- **Applied Degree**
120 credits

- ★ • **Diploma**
60 credits

- ★ • **Certificate**
30 credit maximum

- **Professional Education Certificate**
15 credit minimum
- **Continuing Education Certificate**
9 credit minimum
- **Certificate of Achievement**
-3 credits
- **Certificate of Completion**
non-credit

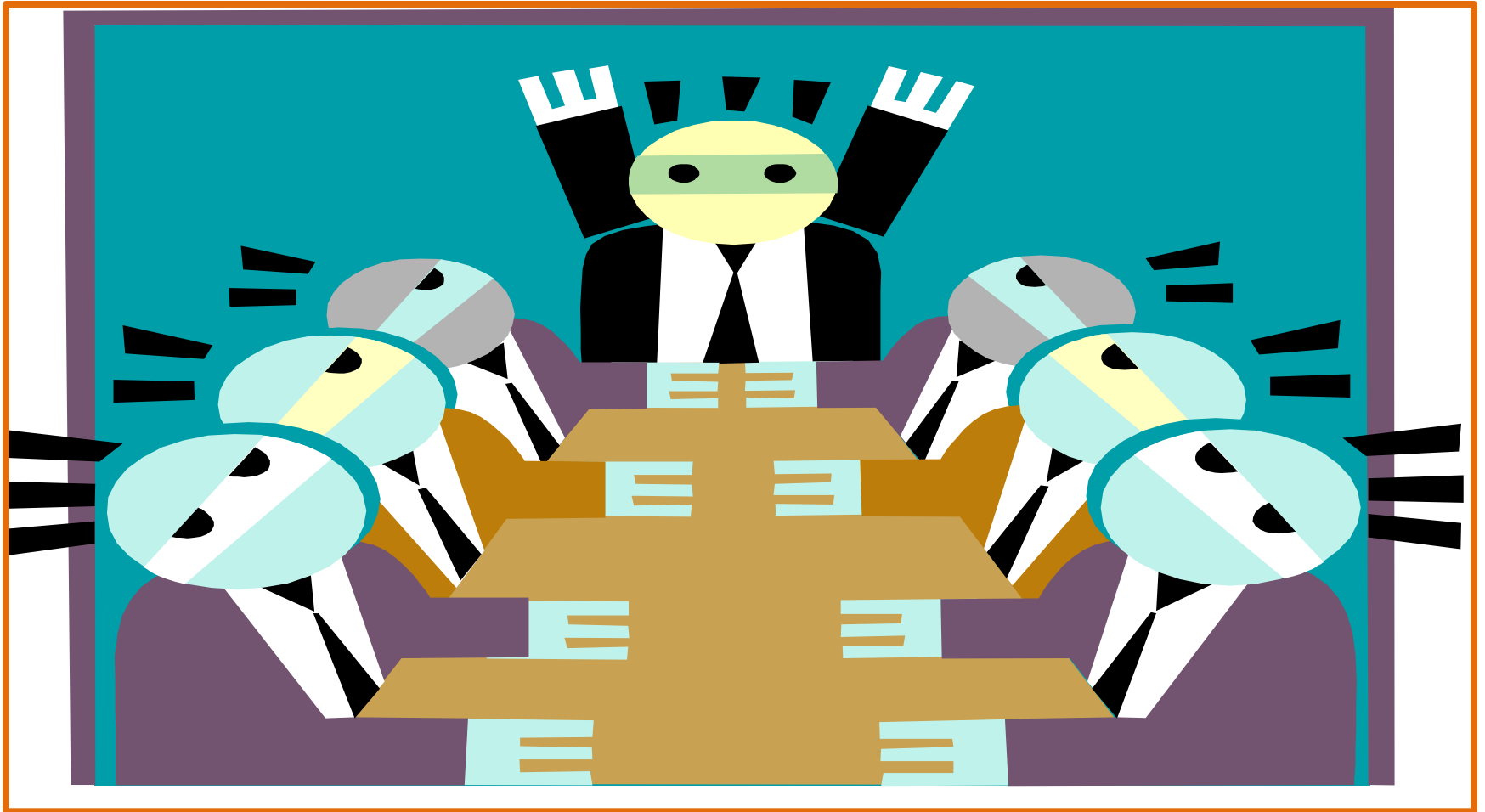
Program Structure

- Course = 3 credits
- Full course load = 5 courses
 - Courses/semester = 5
- Maximum student workload = 50 hours per week including both in-class, work experience and self-directed

Universal Timetable

- Mon/Wed/Fri = one hour classes
 - Tues/Thur = 1.5 hour classes
- Classes run from 8:00am - 5:30pm

SO..... 2008-Let the meetings
begin.....



STATEMENT OF PURPOSE:

The Olds College **Land Agent** program's primary focus is to prepare its graduates to contribute to the successful relationship between the energy sectors, transportation industries and landowner groups by providing practical training in surface land acquisition. Acting as a liaison, land agents facilitate communication between stakeholders.



LAND AGENT - PROGRAM LEARNING OUTCOMES

1. Apply land terminology in surface land operations.
2. Apply principles of agronomy to the management of surface land operations.
3. Communicate ethically with a variety of surface land stakeholders.
4. Complete documentation for the acquisition and management of surface land interests.
5. Apply current laws and directives to the management of surface rights.

LAND AGENT - PROGRAM LEARNING OUTCOMES

6. Demonstrate self management skills in the land business.
7. Analyze First Nations issues relating to surface rights.
8. Apply environmental principles to the sustainable management of natural resources
9. Explain the stages of producing energy in order to communicate with industry stakeholders
10. Analyze factors affecting land value
11. Manage land and mapping information using computer technologies

LAND ADMIN-PROGRAM LEARNING OUTCOMES

1. Communicate in a clear and concise manner with the energy and land environments
2. Generate and interrelate surface land documentation
3. Apply land, energy and agricultural terminology to daily surface land operations
4. Recognize & apply the specific surface land requirements on Government lands in Alberta
5. Manage projects relating to surface land operations

LAND ADMIN-PROGRAM LEARNING OUTCOMES

6. Investigate and apply current regulatory requirements
7. Analyze results of land research to maintain records within the land department.
8. Analyze First Nations issues relating to surface rights
9. Apply current technological skills in the management of land documents
10. Explain the documentation supporting the life cycle of an energy development in Alberta

Root Cause Analysis

Table 12
Specific Training Needs
Identified by Respondents



Company & ERCB Case Studies:

- In the field training
- Legislation (also mentioned: legislation, agriculture, facilities, processes and systems (of each company), negotiation skills, defensive driving, human resources)
- Oil and gas training
- Project Management
- Negotiation Skills - Interest-based negotiations including case studies -critical to teach to understand both sides (role play, case studies, job shadow, coop work terms -internal and external solutions)
- "Key Issue" training for both LA and LO
- Higher skill level - education-attitude-training needed
- Ethics
- Water Issues
- Soft Skills
- "Maturity Skills"
- Mentor Program (2 yrs) followed by a Degree Program
- Curriculum aligned to emerging complexities of surface access - beyond negotiations
- Consultation skills and/or so called „soft“ skills development

Land Agent Case Studies

- More time spent on documentation and survey.
- A coop program may help some grads who have unrealistic expectations.
- Agents need more technical knowledge, to bring in experts about water wells & flow tests. Need technical knowledge on drilling, etc.
- More hands on experience- mock scenarios - try to figure out how to get through the problems (Land Agent in consulting company)
- A course bringing in a lawyer to go over the 3 clauses what they mean to the company and the owner. It is mandatory that the LA understand them.
- ERCB should be involved in the course. This is what we do; these are some of the scenarios we deal with. Explain what can happen to a company. Give the bigger picture (LA for owners)

Landowner Case Studies:

- Ethics
- Industry Attitude
- Legislative Ability of LA to deal with above
- Industry Problems
- Land Owner Problems
- Professionalism
- Understanding range of land uses (not just oil and gas)
- Cumulative Impacts
- "Bio-security issues" Pest act - should be part of the program - weed control and disease (plant and livestock)
- Need more practical knowledge of leases and farming operations
- Need a course for people who want to represent landowners. (several Los suggested this)
- Land agents must learn how to ask questions, Olds
- College should teach communication skills.

Specific Comments about Weaknesses of Olds College Graduates from Company Survey

- They require better understanding of drilling, completion and production and facility issues.
- Understanding of the regulations
- Writing skills, computer skills, and general polish, needs work.
- More vocationally trained to solve problems.
- Some need improved communication skills, need to be more resourceful, and have reasonable expectations of the job.

Program Course Redevelopment (2008-09)



- Scrutinizing each course and deciding....
- What stays?
- What goes?
- What is missing?
- What else?

New courses Implemented

LAND AGENT Fall 2009

Year 1

- Vegetation of Western Canada
 - Oil & Gas Industry Evolution
- Communications & Personal Management
 - Fundamentals of Soil Science
 - Land Documentation
- Agricultural Value & Practices
- Surface Rights & Regulations
 - Advanced Communications
 - Professional Practice
- Petroleum Industry Fundamentals

New Courses Implemented For LAND AGENT Fall 2010

Year 2

- Water Fundamentals
- Site Maps & Interpretation
- Land Planning & Appraisal
 - Advanced Regulations
- Stakeholder Consultation

- Reclamation Fundamentals
- Other Land Acquisition Types
 - Land Negotiations & Ethics
 - Alberta Crown Lands
- Land Negotiation Simulation

New Courses Implemented for LAND ADMINISTRATION

Land Documentation
Surface Rights & Regulations
Petroleum Industry Fundamentals
Computer Applications I
Communication & Career Preparation

Advanced Land Documentation
Advanced Regulations
Managing Alberta's Lands
Stakeholder Consultation
Computer Applications for Land Administration

http://calendar.oldscollege.ca/preview_program.php?catoid=8&pooid=126&returnto=75

Day to Day Challenges since implementation...

- Too much info in some of the courses
- Finding we need labs or tutorials
- Not seeing students everyday
 - Students getting confused between courses

Bigger Challenges....

- Land Admin certificate going "online" end of January 2011
- Changes to regulations so content constantly needs updating
- Implementing feedback from community ex. Landowner courses
- Interest in the program growing-numbers!

Land Agent graduates under "new program"

- 2011- 24 potential graduates
- 2012- 54 potential graduates



Despite changes and challenges...



Olds College will
celebrate
100 years
in 2013!