



**Your Course Instructor:** Andrew Harkness

Andrew Harkness is a consultant with the Synergration Consulting Group within the Industrial Accident Prevention Association (IAPA) and has been with the IAPA since September, 1988, specializing in OHS legislative compliance risk management and management systems implementation.

Prior to joining IAPA, Andrew worked in the Ontario Automotive Sector, employed as a Employee Relations, Health and Safety Manager. His educational background includes B.A.s in Labour Studies and Economics and a Post Grad Diploma in Occupational Health and Safety from McMaster University.

Andrew is a student of human behaviour and is very much interested in pursuing interests in human performance, leadership and organizational culture. He has been a member of the Canadian Society of Safety Engineering since 1991, including becoming a Professional Member and Certified Health and Safety Consultant. Andrew is a Certified Excellence Professional under the Progressive Excellence Healthy Workplace Implementation Program with the National Quality Institute.