



UNDERGROUND FACILITY LOCATING

Career Awareness Session

AGENDA

1. Meet the Team
2. Overview of the Initiative
3. Underground Facility Locating as a Career
4. Career Resources
5. Questions



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1. Meet the Team

CAPULC (CANADIAN ASSOCIATION OF PIPELINE AND UTILITY LOCATING CONTRACTORS)



WHAT WE DO

We provide leadership, promote safety, and enhance the value and reputation of the underground facility locating industry in Canada.

HOW WE DO IT

By providing a community in which to share information and resources, network, and establish and promote standards and best practices.

WHY WE DO IT

To meet and exceed safety expectations, perform each job with due diligence, and govern the application of rules and regulations as they pertain to the industry.

1. Meet the Team

JIVA CONSULTING



WHAT WE DO

We help organizations build resilience in ever-evolving technical, regulatory, and societal contexts.

HOW WE DO IT

We turn complex technical knowledge into clear, practical systems and learning experiences for companies and industries.

WHY WE DO IT

Our goal is to build the resilience of energy and infrastructure in the communities where we live and work.

1. Meet the Team

IAC MEMBERS

The following individuals formed the Industry Advisory Committee for this project and guided the technical accuracy of the content:

- Jamie Andersen – First Alert Locating Ltd.
- Corey Baker – Enmax
- Gary Mason – LineStar Utility Supply Inc.
- Sam MacDonald – Locate Management Institute
- Matt Etherington – EM Utility Locating
- Randy Palaniuk – LN Land Development Technologies



1. Meet the Team

ACKNOWLEDGMENTS

The Province of Alberta is working in partnership with the Government of Canada to provide employment support programs and services.

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Canada 

Alberta 

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2. Overview of the Initiative

CAREER AWARENESS CAMPAIGN

- CAPULC, with the aid of Jiva Consulting, has implemented a campaign to attract and retain individuals to the Underground Facility Locating career. This project is driven by the following:
 - Underground Facility Locating is a "hidden" career path
 - There are limited publicly available resources to support job seekers in learning about this career
 - This leads to difficulties attracting new people
- Resources have been created for job seekers and employers as a result



2. Overview of the Initiative

CAREER AWARENESS EVENTS



ONLINE

1. **March 20th, 2026**
12:00PM – 1:00PM MST
2. **March 30th, 2026**
7:00PM – 8:00PM MST
3. **April 8th, 2026**
2:00PM – 3:00PM MST
4. **April 28th, 2026**
9:00AM – 10:00AM MST
5. **May 12th, 2026**
11:00AM – 12:00PM MST
6. **June 11th, 2026**
4:00PM – 5:00PM MST



IN PERSON

Calgary

1. TBD, please visit capulc.ca for more information
2. TBD, please visit capulc.ca for more information

Edmonton

1. TBD, please visit capulc.ca for more information

Grande Prairie

1. TBD, please visit capulc.ca for more information



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3. Underground Facility Locating as a Career

WHAT IS AN UNDERGROUND FACILITY LOCATOR?

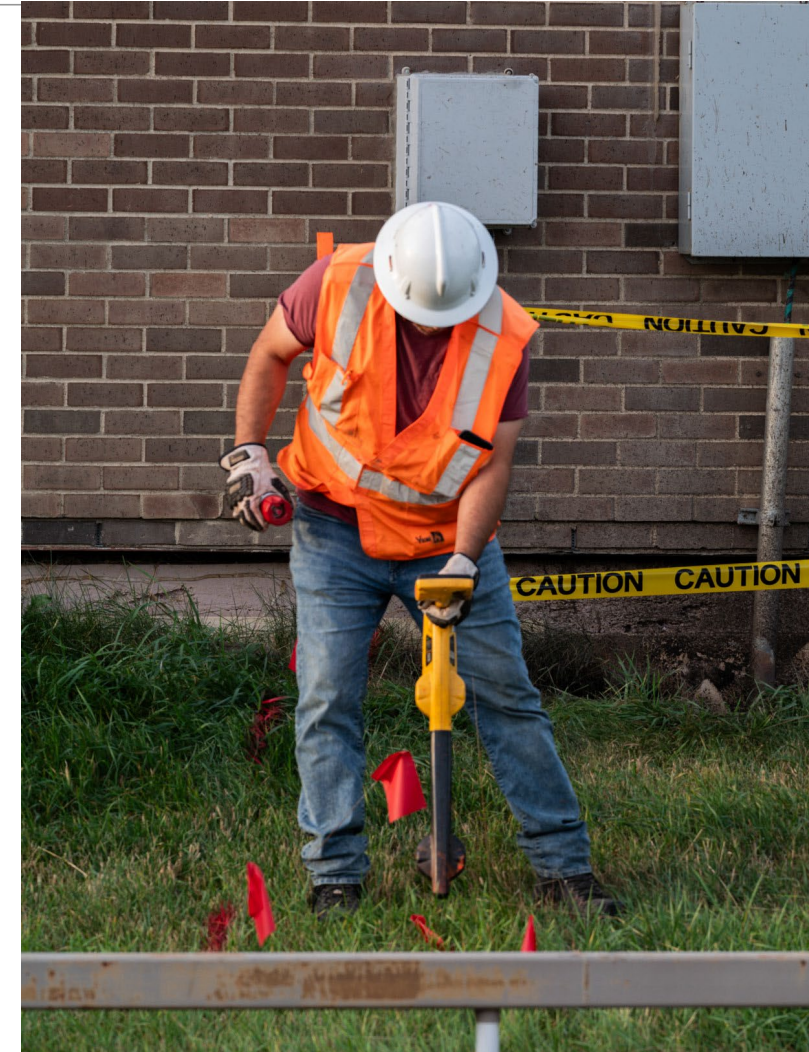
- Underground Facility Locators (aka: line locators or utility locators) locate and mark underground infrastructure (e.g., communication and alarm cables and gas, oil, water, and sewer pipes).
- Locating and marking underground infrastructure helps prevent damage to underground infrastructure during ground disturbance activities (e.g., construction) by indicating the infrastructure's location.
- Locating and marking existing underground infrastructure may also be required when designing and planning new infrastructure.



3. Underground Facility Locating as a Career **RESPONSIBILITIES**

Although it can vary by position and employer, Underground Facility Locators are generally responsible for:

- Completing underground facility locates using the appropriate locating methods and equipment.
- Following relevant federal, provincial, and municipal regulations and industry best practices and standards.
- Taking appropriate safety measures, such as completing visual inspections and hazard assessments, per industry and/or client requirements or standards.
- Troubleshooting problems during locates.
- Obtaining the information necessary for completing locates, such as maps, records, or plans.
- Communicating effectively with relevant stakeholders and team members, per industry and/or client requirements.
- Accurately documenting locate information, such as creating diagrams of locate results.



3. Underground Facility Locating as a Career

WORKING CONDITIONS (1 OF 3)

- Underground Facility Locating is generally a physical job
 - It requires frequent walking and bending
 - Some employers require that individuals be able to lift 20 kg (44 lbs) or more
- Underground Facility Locators should expect to work outside in different terrains
 - This can include working during different weather conditions (e.g., rain and snow)



3. Underground Facility Locating as a Career **WORKING CONDITIONS (2 OF 3)**



3. Underground Facility Locating as a Career

WORKING CONDITIONS (3 OF 3)

- Some positions require that an individual:
 - Works alone
 - Travels
 - Works in remote locations
 - Stays overnight in a job location
 - Be on-call, meaning they may work odd hours such as early mornings, late nights, and weekends
- There are some risks associated with these aspects of the job. However, there are ways to manage these risks, including conducting hazard assessments.



3. Underground Facility Locating as a Career

SKILLS & TRAITS



BENEFICIAL SKILLS

- Verbal and written communication skills
- Interpersonal skills
- Organizational skills
- Computer skills
- Problem-solving skills



BENEFICIAL TRAITS

- Safety consciousness
- Situational awareness
- Attention to detail
- Ability to stay calm in stressful situations
- Ability to work alone and in teams
- Physical capability
- Spatial awareness



3. Underground Facility Locating as a Career

RELEVANT BACKGROUNDS

- Certain employment backgrounds may provide knowledge and skills that easily transfer into Underground Facility Locating. This includes backgrounds such as:
 - Construction
 - Utilities
 - Energy
 - Surveying
- However, while these backgrounds may be beneficial, they are not required. Many positions will hire those just entering the workforce.



3. Underground Facility Locating as a Career **EDUCATION**

- Underground Facility Locators generally need minimal formal education.
- Some employers may require a high school education; however, many positions only require that the individual be able to read, write, and follow instructions.
- Much of what a locator learns is through:
 - On the job training
 - Hands on experience
 - Mentorship support



3. Underground Facility Locating as a Career

CERTIFICATIONS AND QUALIFICATIONS

- Most positions require a class 5 driver's licence, as most locating work will require driving.
- While generally not a hiring requirement for entry-level positions, you may need to get these certifications at some point in your career:
 - Workplace Hazardous Materials Information System (WHMIS)
 - Standard First Aid Certification
 - Utility Locator Training (e.g., the Utility Safety Partners' [USP] endorsed training as part of the ALP)
 - Advanced Line Locating Online Training (provided by Locate Management)
 - Advanced Line Locating Hands-on Training (e.g., Underground Facility Locator Training Program, provided by Locate Management Institute, Damage Prevention Technician Training by Ontario Regional Common Ground Alliance [ORCGA])
 - Ground Disturbance Training
 - Construction Safety Training System (CSTS) or Pipeline Construction Safety Training (PCST)
 - Common Safety Orientation (CSO)
 - H2S Alive Safety Certification (for industrial applications)



3. Underground Facility Locating as a Career

POTENTIAL EMPLOYERS

- Organizations that hire Underground Facility Locators include:
 - Underground Facility Locating companies
 - Facility owners (e.g., Enmax and Telus)
 - Surveying/Engineering companies
 - Excavating companies
 - Underground Facility Locating equipment providers
 - Underground Facility Locator training providers
- Many potential employers are listed on the CAPULC website:
<https://www.capulc.ca/Locate-a-Locator>



3. Underground Facility Locating as a Career

ADVANCEMENT OPPORTUNITIES (1 OF 2)

- Some companies have different position levels for Underground Facility Locators (e.g., junior, intermediate, senior, supervisor, and manager).
- There is worldwide demand for underground facility locators, providing with opportunities to relocate
- Some individuals may want to open their own Underground Facility Locating businesses.



3. Underground Facility Locating as a Career **ADVANCEMENT OPPORTUNITIES (2 OF 2)**

- Additionally, Underground Facility Locating roles may provide experience that helps individuals move to other related roles, such as:
 - Damage prevention roles (at facility owners or excavating companies)
 - Surveying roles
 - Training roles
 - Safety roles
 - Equipment supply roles
- Some of these roles may have additional education requirements.



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4. Career Resources

OVERVIEW

- CAPULC, with the support of Jiva, has created new career resources for job seekers that:
 - Build awareness of career options in Underground Facility Locating
 - Clarify employment requirements
 - Inform interested job seekers and enable them to decide if this field of work could be a good fit for them
- These resources are available via CAPULC and Jiva's websites:
 - <https://www.capulc.ca/>
 - <https://www.jivaconsulting.com/>



4. Career Resources

POSITION PROFILE

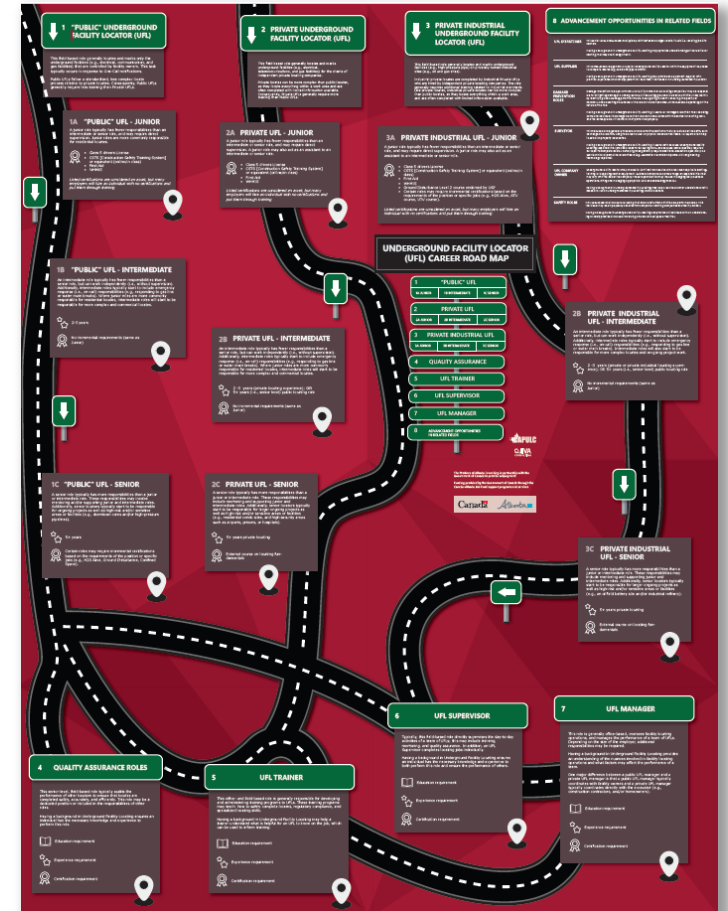
- An industry consensus-based position profile detailing the typical requirements and expectations for Underground Facility Locators is available.
- Contains similar information to this presentation and can be used to gain a better understanding of the Underground Facility Locator position.



4. Career Resources

CAREER ROADMAP

- A visual "roadmap" detailing the typical minimum requirements and progression of a career in Underground Facility Locating.
- Also available in booklet form.



4. Career Resources

CAREER SURVEY

- People working in the locating industry were consulted via an online survey.
- The results of this survey offer valuable insights into the Underground Facility Locating career and are summarized in a presentation available online.



4. Career Resources

ONLINE RESOURCES - GENERAL

- In addition to the resources mentioned in previous slides, additional information is available on the following websites:

	RESOURCE	URL
1	CAPULC	http://www.capulc.ca
2	Locate Management Institute	https://www.locatemanagement.com/

4. Career Resources

ONLINE RESOURCES – COMMON GROUND ALLIANCES

- There are organizations across Canada that support the prevention of damage to underground facilities (in which Underground Facility Locating is a vital function)

	ORGANIZATION	URL
1	Canadian Common Ground Alliance	https://www.canadiancga.com/
2	British Columbia Common Ground Alliance	https://commongroundbc.ca/
3	(Alberta) Utility Safety Partners	https://utilityafety.ca/
4	Saskatchewan Common Ground Alliance	https://scga.ca/
5	Manitoba Common Ground Alliance	https://www.manitobacga.com/
6	Ontario Regional Common Ground Alliance	https://orcga.com/
7	Atlantic Canada Common Ground Alliance	https://www.atlanticdigsafe.ca/
8	(Quebec) Info-Excavation	https://www.info-ex.com/

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QUESTIONS?



For More Information
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FOLLOW-UP SURVEY

