A Case for “HEPA” & Air Filtration

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ISSA Releases

**Best Practices for Menstrual Care in Public Restrooms**

ISSA, the worldwide cleaning industry association, has released its **Best Practices for Menstrual Care Solutions in Public Washrooms**. The document provides cleaning professionals, architects, employers, facility managers, governments, and others with guidelines to create a clean, healthy, and positive restroom experience for customers, employees, and students who menstruate.

“ISSA created this document as part of its new campaign to end period poverty,” said John Nothdurft, ISSA’s director of Government Affairs. “The goal is to educate those who own, manage, or work in away-from-home facilities about period poverty and to explain how providing increased access to period products, disposers, and disposal solutions in your away-from-home venue is good business in addition to being the right thing to do.”

The document explains that when determining how to manage menstrual care most effectively, facilities should consider the entire experience for a user, beginning with the menstruator in need of menstrual care items, the process of disposing menstrual items, as well as how the custodial staff is handling the discarded waste.

Beyond the obvious health benefits of providing period products, there are other gains for patrons as well as employees and maintenance staff. Providing menstrual care products helps create an inclusive workplace that feels more welcoming and committed to employee wellbeing. Facilities that provide menstrual care products for their employees not only get improved productivity, they are in a better place to attract — and retain — top talent.

Readily available access to menstrual care products, combined with safe and sanitary disposal, also helps facilities maintain clean and healthy restroom standards, which are appreciated by restroom users.

You can learn more about ending period poverty by downloading a free document at [www.issa.com/epp](http://www.issa.com/epp) or by contacting ISSA director of Government Affairs John Nothdurft at john@issa.com.
Clean Canada is the marketing vehicle of ISSA Canada and is circulated to all ISSA Canada members. The e-newsletter is intended to provide news and views from the industry, as well as highlight upcoming educational opportunities and networking events being held across Canada. Clean Canada is published four times per year – Winter, Spring, Summer and Fall.

ISSA Canada is the body formed by the merger of ISSA, the worldwide cleaning industry association, and the Canadian Sanitation Supply Association (CSSA) in May 2017. The purpose of ISSA Canada is to provide the industry and its members with a high degree of professionalism, technical knowledge and business ethics.

ISSA Canada’s mission is to reach out to all sectors of the Canadian cleaning industry in order to unify the nation’s cleaning community, and increase the appreciation for cleaning as an investment in human health, the environmental and an improved bottom line.

Seven Sustainability Trends Impacting the Cleaning Industry in 2023

According to Steve Ashkin, the professional cleaning industry’s leading advocate for sustainability, 2023 is going to be a pivotal year for the professional cleaning industry when it comes to sustainability.

“While many larger companies have sustainability strategies in place, it remains a ‘slow burn priority’ for smaller companies in the industry,” says Ashkin. “That’s going to change in 2023.”

Among the reasons Ashkin cites for this are the following:

• Awareness of the correlation between violent storms and climate change.
• Volatile energy costs/inflation.
• Supply chain disruptions.
• The need to enhance efficiencies to lower operating costs.
• Consumer demand.
• New business opportunities.

Based on these factors, Ashkin says the industry can expect the following seven sustainability trends in 2023:

1. Greater Transparency. Jansan organizations will become much more transparent on how products are made and transported and their environmental impacts.

2. “Foot-printing.” More companies will perform foot-printing – assessing a product’s environmental impact from cradle to grave – and share this information with end-users.

3. Address International Regulations. More governments will pass laws impacting jansan companies worldwide. In 2023, for example, Germany will require companies to monitor supply chains for human rights violations and ensure partners are not causing environmental degradation.

4. Reshoring/Nearshoring. Due to supply chain disruptions, and to reduce the use of natural resources and greenhouse gas emissions, more jansan manufacturers will relocate manufacturing in or closer to North America.

5. Leaner Factories. With reshoring and nearshoring, factories will be built or updated that use less energy and water, and produce less waste than the factories they are replacing.

6. End User Education. More jansan distributors and building service contractors will become educators, instructing their clients on ways to operate more sustainably and lower facility operating costs.

7. Refurbishing. Expect more jansan manufacturers to refurbish discarded cleaning equipment. This will be driven by more end users asking for recycled and refurbished cleaning machines.

“And one more thing, if there is one word that will describe sustainability in 2023, it’s accountability,” Ashkin says. “End customers will want manufacturers, distributors and cleaning contractors to all be more accountable for the steps they are taking to protect people and the planet.”

Clean Canada is published four times per year – Winter, Spring, Summer and Fall.
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ISSA Seeks GREATS for 100th Anniversary

As 2023 marks its 100th anniversary, ISSA is seeking nominations for people, companies, and products that have made a significant impact on the cleaning industry.

Nominations are being sought for the following categories:

• Top influencer
• Top innovative product
• Leading brand/company
• Emerging leader.

Nominations are open to any person, company and product within the cleaning industry. Individuals can submit multiple nominations and they can also nominate themselves for a category.

Nominations will be accepted and honored—in print and online—throughout all of 2023.

For more information about the 100th anniversary and to submit your nomination, please visit this link.

The Supply Chain: What to Expect in 2023

“Hope for the best but prepare for the worst” will be the supply chain industry’s mantra in 2023.

Few could determine future trends in the supply chain industry over the past two years.

That’s because the past two years have been two of the most challenging the industry has ever experienced.

However, the situation is better—or at least, more stable—today.

With this in mind, AFFLINK, which provides supply chain solutions for manufacturers, distributors, and end customers in a variety of industries, shares what they believe the supply chain industry can expect in 2023:

MORE PROACTIVITY

For the past two years, most manufacturers and distributors have had no choice but to be reactive, reacting to an ever-changing business climate. But now, with less volatility, they will become pro-active.

IFMA Issues White Paper on Digital Transformation

The International Facility Management Association (IFMA) has released a white paper exploring the digital transformation that has taken place within the facility management industry, particularly in light of the COVID-19 pandemic.

The white paper, titled Leading Digital Transformation in the Facilities Management Industry, summarizes findings from IFMA’s 2022 ex-

Notes Around Top Performing Distributors

By TOM FOURNIER, Shade’s Mills Group

I recently sat in on a webinar hosted by an industry business strategy giant. They were talking about top performing/outperforming distributors and sharing some insights around their study of them.

I had my pen out and jotted some notes, and will share them here as rough as they may be.

Business strategists see manufacturers continuing to build digital capabilities which gives them a greater share of direct to customer sales, bypassing channel partners. The vast majority have made recent investments to e-commerce, and many cite the ability to reach customers directly and creating an improved customer experience as the main drivers.

They revisited rankings created from customer interviews to review and rank customer expectations from distributors. Some insights are as follows:

• Product availability and customer service remain top criteria for customers.
• There was a significant increase in direct sales, continued on page 14 »

continued on page 14 »

continued on page 10 »
One of the many lessons learned during the last two years of COVID was that one of the most significant ways the virus was transmitted was through the air. Not just the air carrying big droplets that don’t go far, but the air with tiny droplets of virus suspended and moved throughout the room or the facility.

That realization highlighted the need for clean air in our work, schools, and home environments. In addition, it brought out many new or semi-new methods, tools, and approaches to get the air cleaned.

We have UV lights, ozone generators sold as air cleaners, air treatment with chemicals, etc. As the EPA says, “The most effective ways to improve your indoor air are to reduce or remove the sources of pollutants and to ventilate with clean outdoor air…” 2 One of the other most efficient and straightforward non-chemical or radiation-based air treatments is air filtration. Since viruses and bacteria, in effect, are particles, we can use HEPA filters!

Let me, however, make one point very clear. The misinformation about what HEPA filters do and do not is unbelievable. Most of it is centred around misbelief, lack of knowledge, or even intentional misinformation that a HEPA filter is not working below a specific size of particles. What do I mean by that? We hear and read the following statement regularly: “A HEPA filter has a filtration efficiency of 99.97 per cent at a particle size of 0.3 mm (micrometre).”

That’s good, right? Yes, it tells us that when 10,000 particles, each having a size of 0.3 mm, travel through a HEPA, only three come out at the other end. That is very efficient! Now, we still need to know what 0.3 mm is in comparison, and it also does NOT tell us what happens with smaller or larger particles.

We only hear that it’s 99.97 per cent at 0.3 mm. To give you a few examples, human hair is in the 100 mm range, pollen in the 30 mm range, bacteria are around 3.0 mm, viruses like SARS-CoV-2 (COVID) have a size of 0.1 mm, and RSV is around 0.2 mm.

CLEARING UP MISINFORMATION

Unfortunately, many folks and companies alike take this 99.97 per cent at 0.3 mm specification, and tell it in another (often wrong) way. They say that a HEPA filter only goes down to 0.3 mm and does not work below that. They even publish comparison charts and promote their products by publishing this misinformation. Let’s clear this up!

First, a little history. HEPA is an acronym standing for “High-Efficiency Particulate Air.” It describes a specific type of filter developed in the early 40s to protect against chemical, biological, and radiological warfare agents. 3

That filter is a pleated mechanical
**A Case for “HEPA” and Air Filtration**

Filter meaning it uses a folding pattern in its design to filter the air. It is usually made from special fibres designed for filtration. In other words, the HEPA filter relies purely on physically removing particles in the air. No chemicals, radiation, or other potentially harmful ways – just plain physical filtration.

The HEPA filter has a very long and successful history, and it is and will be the gold standard for a long time in air treatment for Level Four laboratories worldwide. These work with Ebola and other highly infectious and deadly viruses. Think about this for a minute. It better be good if it is the gold standard for high security and safety laboratories.

**HOW DOES HEPA WORK?**

Since a HEPA filter works by physically removing particles, we need to discuss what that “physics” is. If we have a large piece, say in the millimetre range, it will be trapped by direct “impact” on the fibres (also called “inertial impact”). It is like trying to drive your car directly through a densely wooded area where the trees and the branches are the fibres. You do not get very far! Once particles get smaller, they are not stopped by impact anymore but by “interception.” It’s like you are not driving the car this time, you are shooting an arrow into the woods, and yes, it will be just a matter of time before the arrow gets intercepted by a branch or tree. If particles get even smaller, they attach to the fibres by diffusion. No car, no arrow, this time, it’s the butterfly (figuratively speaking) going up and down, and left and right through the woods before it sits on a flower or leaf. If the particle gets even smaller, it is all about electrostatic attraction. Opposite charges attract each other. We know about that one.

When scientists investigated the performance of HEPA filters, they found something very interesting. Diffusion and electrostatic attraction worked very well with particles that were in the 0.01 to 0.1 mm (~virus size) range, while interception and impact worked very well above 0.4 mm. They found a particle size range between 0.1 and 0.4 mm, where the HEPA filters were not the best, and the lowest efficiency was around 0.3 mm. However, for a HEPA filter, that still means it is 99.97 per cent efficient! Now you understand why a HEPA filter is measured at 0.3 mm. Any certified HEPA filter will be at least 99.97 per cent efficient at 0.3 mm, and what’s even more critical, its efficiency goes up towards 100 per cent when particles are smaller or larger.

The HEPA gets tested at its “worst” filtration efficiency, which is still a fantastic 99.97 per cent. To make a long story short, the HEPA will filter out viruses in the air, bacteria, dust, pollen, and other particulate contamination.

What it does not do, is filter out any chemical smells or odors. To help with that, many HEPA filters are also attached to a carbon filter that can take care of that. However, a HEPA filter is an excellent way of keeping your air clean, and it can be placed inside your HVAC system or on your desk to control particles right at their source. Is there a downside? Yes! Because the HEPA filter is so efficient, it can load up quickly with dirt and dust in the air. In HVAC systems, HEPA filters typically have pre-filters that take care of the big stuff and can be quickly and less expensively changed.

Interestingly, the efficiency of the HEPA gets better when it gets loaded (dirty). The problem is that the air cannot move anymore, and your fan will not be able to pull enough air through it. So, we often replace a perfectly working filter because of the lack of air movement.

I hope this short dive into some physics and filtration has helped clarify the use and function of an oldie but goodie, the HEPA filter. The next time...
We’re Here to Help You

SC Johnson has an impressively long 132-year history, and it got its start in the professional market in the 1930s. Over the years, SC Johnson Professional has developed a wide range of well-known and trusted products that are used by facility cleaning teams in a variety of sectors.

SC Johnson Professional has a team of specialists that provide category and technical expertise to better serve customers. This team has a deep understanding of what cleaning professionals need, and works tirelessly to ‘rethink the professional experience’ with the user in mind.

Why is TruShot 2.0™ a Great Option?

Recently, SC Johnson Professional introduced in Canada the innovative TruShot 2.0™ Mobile Dispensing System that automatically dilutes, mixes, and delivers effective chemistries while reducing prep time with portable no-spill cartridges. It’s available with concentrated formulas that deliver from 12- to 41- in-use litres.

If your facility’s cleaning team is facing labour shortages, TruShot 2.0™ is a great option as it is easy to use and takes minutes to train someone on how to use it. Designed to increase productivity by providing optimized dilution delivery without having to stop, mix, or measure, TruShot 2.0™ allows cleaners to interchange all chemistry cartridges using just one trigger for all formulas.

The system includes four essential cleaning chemicals, including TruShot 2.0™ Glass & Multi-Surface Cleaner, TruShot 2.0™ Power Cleaner & Degreaser, and TruShot 2.0™ Restroom.
Notes Around Top Performing Distributors

in the importance of value-added services.

• An extensive range of products – while still important – had fallen a number of spots.
• The ability of transact online had risen significantly displacing the importance of a sales rep relationship.
• Technical knowledge, same day delivery, payment terms and real time tracking are all on the lower end of the spectrum.

In general, digital players (i.e., Amazon Business) and big box retailers (Costco, Home Depot, etc.) continue to step-up their activity in the B2B space.

Key learnings from outperforming distribution:

• Size is important. The right scale gives leverage that can boost performance.
• Growth is extremely important.
• Growth cannot come at the expense of profit. Margins must improve.
• Customers are at the centre of everything they do. Whether winning or keeping customers, there is a recognition that customers have more options than ever. Distributors must go beyond products and offer value-added services, and have a demonstrable corporate focus on all aspects of sustainability.
• Digital is not optional. Customers want an omni-channel experience – the ability to buy in whatever fashion they want.

Perhaps this might all seem intuitive and logical, but the execution of these themes is anything but simple.

Business plans and strategies for 2023 probably finalized right now, but are any of these concepts going to be incorporated in your plans?

SOURCE: Shade’s Mills Group Newsletter

SC Johnson Professional Launches TruShot 2.0™ Mobile Dispensing System

Cleaner – and all three are certified to meet ECOLOGO UL 2759 Standard for Hard Surface Cleaners.*

The fourth product, the TruShot 2.0™ Multi-Surface, Restroom Cleaner & Disinfectant, is a one-step disinfectant for non-porous restroom surfaces. It is approved for use against several types of bacteria, viruses (including SARS-CoV-2, the virus that causes COVID-19), and fungi, and inhibits the growth of mold and mildew. The product sanitizes 99.9 per cent of bacteria in 15 seconds on hard, non-porous, non-food contact surfaces.

Given the current cold and flu season, consider adding this disinfectant cleaner to your facility’s cleaning program to help reduce the spread of germs.

Committed to Customers, Committed to Excellence

SC Johnson Professional’s purpose is to bring innovative, quality products and services to professional markets with outstanding performance that respect the environment, create efficiencies, reduce inventories, simplify training, and provide a positive user experience. This is built on a deep understanding of customer needs and a vision for ‘rethinking the professional experience’ with the user in mind.

To learn more about SC Johnson Professional, visit scjp.com. For more information on SC Johnson Professional’s TruShot 2.0™ Mobile Dispensing System, visit scjp.com/en-ca/trushot-overview.

*ECOLOGO: These products are certified to meet EcoLogo UL 2759 Standard for Hard Surface Cleaners. EcoLogo certifications are voluntary, multiattribute, life cycle based environmental certifications that indicate a product has undergone scientific testing, auditing, or both, to confirm its compliance with such standard. EcoLogo UL 2759 Standard sets criteria for product formulation and manufacturing, and human health & environment toxicity. For more information and to view the specific standard, visit UL.com/EL.
The “skills gap” in the cleaning industry is serious. Cleaning professionals use tools, personal protective equipment (PPE), and products with active ingredients. They deal with hazards and risks every day. The demand has shifted to cleaning for health and not just for appearance. We need to ensure we use science and evidence-based cleaning practices.

Our focus is on preparing people without college degrees for the cleaning industry. The need for companies, facilities, and communities is clear. So how do we do better?

Workforce development programs can benefit your business by helping you sustainably scale, profit, and prosper. Cleaning professionals are essential employees whether we work in hotels, airports, schools, convention centres, hospitals, buses, planes, offices, or restaurants. Every industry relies on us to create a safe and healthy built environment.

But in the cleaning industry, workforce development can be a vague concept. What does it mean? Why is it important? And what does it look like in practice?

**What is workforce development?**

Workforce development is a people-first approach to training that closes the gap between what employees can do and what the company needs them to do. In practice, workforce development means offering your employees training, development opportunities, and continuing education programs to maximize their productivity and job success.

The objective is to create economic prosperity for individuals, businesses, and communities. Everyone in the cleaning industry can participate in and support workforce development programs to:

- Create, sustain, and retain a viable workforce.
- Provide individuals with the opportunity for a sustainable livelihood.
- Help employers focus on skills their business needs to remain credible and competitive.
- From a community perspective, educate and train individuals to meet the needs of current and future businesses to maintain a clean and safe built environment.

**Why is workforce development crucial for the cleaning industry?**

It can help an organization remain competitive in a quickly changing environment. Gone are the days when you needed to show up in a classroom to learn something new. Workforce development prioritizes human development and boosts morale, retention, and productivity.

Companies that support this concept view employees as assets. They offer a variety of training opportunities. Sometimes, these training programs are in-person but also include instructor-led online courses. Some of these resources are more formal and come with some type of certification. The idea is to let people get what they need when they need it.

**The benefits of having a workforce development program**

Workforce development keeps your employees improving through training and retraining. Employers also benefit from having a higher-skilled team. These benefits include:

1. **Job satisfaction** – workforce development encourages employees to feel like assets to the business and bottom line. Employees who feel a sense of belonging, ownership, and purpose will likely feel...
Eptura, a worktech software solution company, recently released its 2023 Workplace Predictions Reports. The report compiled insights from 16,000 Eptura customers as well as 6000 of its own employees worldwide to get a better understanding on how workplaces might tackle challenges in the upcoming year, with an emphasis on worktech solutions.

The report predicts the following workplace trends for 2023:

1. **More deliberate and effective hybrid policies** – The number of employees who are aware of and understand their company’s hybrid policy reveals a positive correlation with how they feel about their organization.

2. **More in-person collaboration** – 45 per cent of employees view the improved ability to meet with colleagues in-person as a value of going into the office.

3. **Actionable data science** – Data will be more easily shared across disparate workplace, asset, and inventory systems thanks to built-in artificial intelligence (AI) technology and machine learning.

4. **More awareness of workspace demand challenges** – As 43 per cent of organizations do not have a way to reserve individual or collaborative spaces in advance, the report predicts a leveraging of worktech solutions to manage demand.

5. **Smarter automation** – Workplace and asset managers understand the necessity of integrated solutions, and even more so the importance of a seamless experience. To avoid the workflow disruptions that often come with upleveling tech, the report foresees leadership turning to smart automation to manage the assets that bind the enterprise workplace experience together.

**Job Training vs. Workforce Development**

Workforce development programs include job and skill training, but the two are not the same. Job training refers to building skills and competencies as they relate to each employee’s day-to-day function. An example of this is training new employees. Job training is required and delivered when the employee joins the company, and possibly throughout the year.

But workforce development includes more than training for a specific job function. Job training teaches what employees need to know now, whereas workforce development teaches what employees need to know now and in the future. It helps your team collaborate better, manage their day-to-day tasks, work more effectively, and develop your workforce.

Workforce development includes:
- **Diversity and inclusion training** – every organization should do this, regardless of industry, size or location, because it leads to an open and safe workplace environment. It empowers every employee to do their best work. It helps you highlight competitive advantages and distinctive values.
- **Conflict resolution training** – helps your employees become better communicators and collaborators.
- **Culture training** – helps workers understand, work and flourish in and with cultures other than their own.
- **Team building** exercises and the buddy system.

**Skills Gap vs. Workforce Development**

A lack of workforce development impacts not only the overall economic development of the cleaning industry but also the growth of individual companies.

Why do skills gaps exist in the cleaning industry? Many employees do not have access to education and training resources, local community colleges are not involved, and there is a lack of apprenticeship-type programs to develop viable careers.

Workforce development is a priority for federal, state, and local governments as they support education and training programs with funding and policy. But with scarce government support for the cleaning industry, it is up to ISSA members and other stakeholders to initiate programs that include “learning by doing” and hands-on experience” training.

Cleaning industry companies could consider offering internship or apprenticeship opportunities.

**Successful workplace development programs**

Have a strategy for continuous improvement and the training of employees in the most efficient and user-friendly way possible. They include:
- **Leveraging industry expertise** – you don’t have to tackle workforce development alone.
- **It's about learning** and not mandatory training. Focusing on an individual’s developmental education as a learning opportunity yields higher engagement.
- **Transparency** and communication your expectations – do not surprise your employees with additional training.

**Employee engagement** – don’t
waste your time or resources teaching your employees what they already know. Instead, evaluate their skills and capabilities, and help them improve.

**Resources to help the cleaning industry**

• To develop workforce development solutions for the cleaning industry, we could start by looking at successful examples, such as the Automotive Manufacturing Technical Education Collaborative (AMTEC), which includes 21 automotive manufacturing and service companies, and 25 community colleges in 13 U.S. states. This consortium developed course and subject matter content and delivery systems, shared and disseminated evidence-based practices, and built consensus around the skills and capabilities needed by technicians.

• Also, federal legislation, known as the Workforce Innovation and Opportunity Act (WIOA), requires states to strategically align their core workforce development programs to be more outcome-driven, and align training to the needs of both employees and employers.

• In September 2022, ISSA received a federal government grant from the U.S. Department of Labour’s Occupational Safety and Health Administration (OSHA) for workplace safety and health training on infectious diseases. This is an opportunity that other ISSA member organizations can support financially and help scale.

**Delivering workforce development programs**

Professional development involves providing training frequently. Skills and capabilities are assessed regularly and based on actual demonstrations. Employers collaborate with the training providers and can offer their staff as trainers. Training is practical, including in-person simulations, on-site apprenticeships, and exercises and games customized to the workplace. Training for cleaning professionals needs to have an in-person component that delivers real-world practice.

Using online applications and mobile phone apps that track learner performance can significantly increase the efficiency and effectiveness of training programs.

Accessibility is critical to reaching the people who need these programs most. Meeting their needs for transportation or childcare helps make it possible for them to succeed. Establishing and supporting local training centres, such as engaging community colleges and supporting employer-led training, increases accessibility.

Successful workforce development programs develop long-term strategies and focus on the capabilities to meet the needs of businesses. For adults to learn, we must use approaches and techniques different from those most of us experienced in our school days. ISSA’s adult learning-by-doing approach includes:

1. **Training** is delivered in many ways – in-person workshops, online e-learning, one-on-one mentoring, start-of-shift retraining, and individualized performance reviews.

2. **Curriculum** that emphasizes practical tasks – simulations, interactive animations, site visits, and on-the-job

**A Case for “HEPA” & Air Filtration**

you see a product that is compared to a HEPA filter, take a close look at the claims and their accuracy.

Let’s put the science back into cleaning, disinfection, and infectious disease prevention!

**REFERENCES**

1. EPA, Ozone Generators that are Sold as Air Cleaners, https://www.epa.gov/indoor-air-quality-iaq/ozone-generators-are-sold-air-cleaners.


– Dr. Stefan Wagener is the founder and CEO of the Biorisk Institute (BI). He has nearly three decades of international experience in the fields of biosafety, biosecurity, and bioethics, as well as executive management. Dr. Wagener is a retired Director-General of the Canadian government and has served on the country’s Public Health Agency, the Canadian Food Inspection Agency, and the Canadian Grain Commission.

SOURCE: www.InfectionControlTips.com

**Rethink IAQ:**

How to Blend Science and Cleaning to Improve Indoor Air Quality

• Identifying potentially dangerous or unhealthy indoor air quality situations.

• Simple, easy-to-implement tips to use right now to improve IAQ.

View the webinar here.
CALENDAR OF EVENTS

February 4: 2 to 6 p.m. (EST) – Cleaning for a Reason Chili Cook-off. The Bad Alibi, Orleans, ON. Click here for more information.
February 21: 2 to 3 p.m. (EST) – Webinar: Simply Irresistable: How to Create Marketing Messages to Find New Customers. Click here for more information.
February 28: 2 to 3 p.m. (EST) – Webinar: Germ Busters: Ongoing Strategies for Clean & Healthy Facilities. Click here for more information.
March 8: 2 to 3 p.m. (EST) - Webinar: Hygiene Network Women Pioneers in the Cleaning Industry. Click here for more information.
June 14-15: ISSA Show Canada 2023, Metro Toronto Convention Centre, Toronto, ON. Click here for more information.
June 14: CMI Accredited Auditing Professional Certification Workshop, (held in conjunction with ISSA Show Canada). Metro Toronto Convention Centre, Toronto, ON. Click here for more information.
June 14-15: CMI Custodial Technician Certification Workshop, (held in conjunction with ISSA Show Canada). Metro Toronto Convention Centre, Toronto, ON. Click here for more information.

IFMA Issues White Paper on Digital Transformation

euvicive summit on the subject of digital transformation, including critical trends shaping the business community and their implications for facility management, its impact on the development and transfer of knowledge and skills, and recommendations for navigating digital technology.

Founded in 1980, the International Facility Management Association (IFMA) is an international association for professional facility managers, supporting more than 19,000 members in 60 countries. To learn more, visit www.ifma.org.

Job Training vs. Workforce Development

training.

3. Courses that engage participants and deliver the exact skills required for job tasks.

4. Specialized training modules that integrate equipment, products, and technical and behavioural skills required to prevent on-the-job failure.

5. Assessments that focus on the learning of individual students and evaluations that determine whether the training program achieved its goals and outcomes.

It is everyone’s responsibility

At ISSA, we view workforce development holistically for the cleaning industry as the services, programs, systems, and networks that provide our members with industry-driven adult education and short- and long-term training programs that improve access to employment, and success is achieving safe and health built environments.

Workforce development leads to prosperous employees, businesses, and local communities. Companies report happier staff, lower turnover, and more growth opportunities.

— Dr. Gavin Macgregor-Skinner is a senior director of the Global Biorisk Advisory Council™ (GBAC), a division of ISSA. As an infection prevention expert and epidemiologist, he works to develop protocols and education for the global cleaning industry, helping facilities, businesses, organizations and cleaning professionals to create safe environments.

SOURCE: ISSA Today – November/December 2022

The Supply Chain: What to Expect in 2023

more proactive, creating new business goals, and re-focusing on business growth.

INFLATION

Inflation will remain unusually high throughout 2023. Further it will be unpredictable, jumping up in some months and coming back down in others.

INTEREST RATES

Interest rates will remain high throughout 2023.

LOWER CARRIER RATES

Good news. Carrier rates have been going down, and this is likely to continue in 2023. They’ve decreased because of reduced fuel costs, the end of the COVID gridlock, a more stable workforce and supply chain environment, and less consumer demand due to recessionary concerns.

A RECESSION

“Hope for the best but prepare for the worst” will be the supply chain industry’s mantra in 2023.

TECHNOLOGY

Supply chain managers want to track components, goods, and shipments in real-time/any time, and new technologies are helping them accomplish this. Plus, artificial intelligence will play a more prominent role in the supply chain, eliminating human errors, improving efficiency, and lowering costs in 2023.

THE DEMAND FOR GREEN

Suppliers and distributors will continue to operate in a greener and more sustainable manner in 2023 because they are realizing the cost benefits. Additionally, they will be pressured to do so due to more international regulations requiring a reduction in greenhouse gases.

“The great unknown is geopolitics,” says Michael Wilson, vice president of AFFLINK. “The conflict in the Ukraine is very volatile. This caused supply chain complications in 2022. We will just have to wait and see how the war impacts the supply chain in 2023.”

« continued from page 6
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