

Training at all Levels

Supervisors and foremen - Front-line supervisors and foremen are the linchpins for safety on the jobsite. Therefore, how they lead, act as role models, and communicate are important factors in determining strong positive safety climate on a jobsite.

Idea #1 - Safety and Health Training

Supervisors and foremen should be OSHA 30-hour trained at the very least and receive additional specialized training as appropriate for assigned tasks (i.e., Permit Required Confined Space, Excavation and Trenching, Fall Protection, etc.). Ideally, supervisors should obtain a safety-trained supervisor (STS) certification.

Idea #2 - Leadership and Communication Skills

Supervisors and foremen should participate in leadership training/education to learn how to effectively communicate their safety vision and expectations, how to listen effectively, coach workers on how to create a strong jobsite safety climate, and provide both positive and negative constructive feedback. Supervisors and foremen should also receive training in effective safety management to better understand processes and expectations.

Idea #3 - Root Cause Analysis

Train supervisors and foremen on how to conduct root cause analyses to examine environmental, organizational, and human factors that contribute to jobsite incidents and close calls. They should help develop processes to easily share findings from these investigations across the organization.

Idea #4 - Role Modeling

Educate supervisors and foremen on the importance of being good safety role models. For example, they should always use proper personal protective equipment (PPE), insist workers (and managers who come on site) do so as well, and maintain accountability expectations. When addressing worker complaints, supervisors and foremen need to keep in mind that their risk perceptions may be different than the workers.

Workers – Provide ongoing worker training to promote a consistent message that safety is as important as productivity. This message should be reinforced (at least) at daily and/or weekly safety meetings (huddles), daily tool-box talks (tailgate meetings, or pre-shift safety meetings), and by posted visual reminders.

Idea #1 - Safety and Health Training

All workers should be at least OSHA 10-hour trained and preferably have an OSHA 30-hour certificate plus additional specialized training as appropriate for assigned tasks (i.e. Permit Required confined Space, Excavation and Trenching, Fall Protection etc.)

Idea #2 - Empowerment

Training should include methods for empowering workers to actively recognize potential hazards on the jobsite and understand their obligation to stop work when a hazard is identified that is serious or presents an imminent danger.

Idea #3 - Communication Skills

Workers would benefit from learning how to communicate effectively with co-workers, supervisors, and foremen, including how to listen and provide constructive feedback.

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● Short-term
● Mid-term
● Long-term

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Idea #4 - Self-protection Skills

Workers should be able to demonstrate safe work practices, including the ability to use proper PPE. If the worker is unable to do so, they should receive training, and their skills evaluated prior to going onto the jobsite.

Management – Provide management with safety leadership training so they understand the critical role they play in creating and maintaining a positive safety climate. The training should include how best to communicate, provide feedback, and be a good role model for employees, particularly when visiting jobsites. Management should also have a comprehensive understanding of how safety complements quality, production, marketing, and the financial aspects of their organization.

