

## SLC3 Consolidated Notes from Safety Forum 9/8/22 – Addressing Safety with New Hires

1. What are your experiences regarding pre-apprentice and apprentice's knowledge of safety upon arrival on a project site? Is it adequate, not adequate?
  - a. Our experience has been that there is a mix of both prepared and unprepared apprentice level workers when they arrive on a project. However, we felt that overall their preparation is not adequate.
  - b. The training each worker receives traditionally isn't documented and doesn't follow the worker site to site or company to company.
  - c. There are owners and clients that expect the apprentice participation numbers to be a certain percentage but might not understand all the challenges that come with those requests.
    - i. The goals must match the budget and bids.
  - d. Each company should establish what they feel is an adequate ratio for apprentice to journeyman. 1:1 is traditional, but other prefer more apprentices to journeyman like 4:1
  - e. Within the first week
    - Explain policies
    - Exchange contact information
    - PPE (Personal Protective Equipment)
  - f. Training is inadequate today due to larger influx of pre-apprentices and apprentices.
  - g. Apprentices are 50% of injuries at one company and 80% of the injuries or higher at another. Injuries are occurring less than six months of start date.
  - h. GC's are expecting more from apprentices than in the past due to labor shortage.
  - i. Lack of life experience contributing to lack of incoming knowledge.
  - j. Laborers should have a pre-requisite of OSHA 10
  - k. Out of town work is creating even more hurdles with training
  - l. @Carpenter's Union – laborers hurting for safety training and laborers hurting for trainers
  
2. How has your company planned for new hires/apprentices regarding safety training?
  - d. Most have a steadfast expectation to team an apprentice with a skilled journeyman while working through completion of the apprenticeship.
  - e. Teaming the apprentices with the "right" journeyman is very important. They need to learn the correct way to perform the work.
    - i. Companies could involve the quality and safety departments in the vetting process for the "right" journeyman to team with apprentice workers.
  - c. Dedicated training program that you stick to.
    - i. MODOT Shared their program that is a week-long no exceptions. A new worker (apprentice or journeyman) attends this training prior to starting in the field.
  - d. Apprentice Committees
  - e. Monthly Safety Lunches
  - f. Flip Book of safety procedures could be available for remote sites. Multi-language materials are necessary as workers may not be able to read fluent English.
  - g. Improved communication between different generations. Need to better understand how generations think, act, learn and communicate differently. Journeyman/Foreman need more leadership and communication training for better outcomes with the younger workforce. They are struggling with lack of

competent workforce as well as a workforce that has a different work ethic and attitude.

- h. Leadership training as "trainers" in the field is vital due to loss of Baby Boomers
  - i. Unions should have evaluations done on safety
  - j. Supers and foreman conduct the orientation
  - k. Leading by example
  - l. Consistency on all sizes of projects
3. Any concerns regarding health and safety knowledge and understanding of a new hire/apprentice upon first arrival on the project site?
- a. Yes! Book knowledge is one thing, but the real on the job training is something completely different. There is NO baseline training.
  - b. There seems to be inconsistencies in the level of training as people show up to the job from the hall or previous employers.
  - c. Lack of OSHA 10/30
  - d. Seasoned Laborers taking risks due to comfort level with their job
  - e. Wearing a different color hard hat, or stripe to easily identify apprentices. Info needs to include time with company, apprenticeship status.
  - f. There is training available to apprentices but they are not aware they can get to it on their own. They do not have to wait to be asked. To be competent or receive 30 hours, there is training that could be suggested for all apprentices pre-apprentices.
  - g. Mentoring programs. Training for mentors so the mentor program works.
  - h. Adaptability to risk depending on project.
  - i. Should have 2-3 month probationary period.
  - j. Apprentices need OSHA 30
  - k. OSHA 10 minimum – Could be taught in high school but definitely prior to arriving on a project site.
  - l. Mentor programs develop good mentors.
  - m. Mentor incentives help with retention of apprentices and the future of trade unions
  - n. Concerns over substance abuse and mental health
  - o. Best Practices: Mentoring, Onboarding, CBT, Teaching
4. Who is responsible for apprentices regarding safety?
- a. Should be everyone. The entire team/company should be invested in the growth of the apprentice and tenured workers.
  - b. The unions should bear some of this responsibility as well. Properly prepare them for the working environment is key.
  - c. Union signing days at high schools
  - d. Shared lessons as warning to others of what not to do.
  - e. Operations Manager
  - f. Foreman
5. What specific challenges are you having regarding safety and apprentices?
- a. Eagerness to work with lack of experience
  - b. High risk tolerance based on not knowing.
  - c. Highly motivated under trained.
  - d. Lack of buy in to the safety culture.
  - e. Getting the right people and enough work to keep the workers in house then the training can occur.
  - f. The experienced craft disregard for safety. Back to that "right" person conversation.
  - g. Drug testing has been a recent challenge.

- h. Work life balance culture and expectations in an industry that has a challenge to support those expectations.
  - i. Substance abuse and mental health
  - j. Cellphones/Headphones
  - k. Fast Paced Industry, no time to train
6. What steps are necessary to create best practices for health and safety of apprentices?  
Any obstacles?
- a. Establish a program
    - Training weeklong at least before stepping on job site
    - Responsibility for the apprentice
    - Exposure to multiple scopes of work
    - Establish expectations for all new hires. Both at a GC level and a trade partner
    - Succession Planning for Mentors
  - b. Challenges
    - Budgeting and time to do it right.
    - Finding the right people to take on this responsibility
    - Communicating with the unions
    - Who is involved in choosing the "right" person to team the apprentices with.
    - Recruiting
    - Patience from leaders
7. What three key improvements are needed to improve workforce development regarding pre-apprentices and apprentices?
- a. The unions preparing the workers for their first days then having monthly training days
  - b. The companies having established apprentice programs to include training, experience and journey people dedicated to the process. Knowing when the apprentices are on site, each trade partner having an established program and apprentice identifications while on site.
  - c. The apprentices being willing to learn.
  - d. Establish consistent expectations between the Owners/Clients, the General Contractors, the Trade Partner Contractors, and the Unions.
  - e. Proper Orientation