



2011 FRAME BUILDING EXPO

The Importance of Effective Training And Enforcement in Safety

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PRIORITIES FOR ADDRESSING HEALTH AND SAFETY ISSUES

- Eliminate hazard completely
- Use safeguards
- Use warning signs
- Train/instruct
- PPE



REQUIRED

- Required Programs
- Proper Recordkeeping
- Training
- PPE Hazard Assessment Required
- PPE
- Guarding
- Employee access to medical & exposure records.



TRAINING PROGRAM

- Safety training when hired, before on site.
- Weekly safety toolbox talks.
- Daily job briefings.
- Hazard identification.



TRAINING

- How to recognize hazards
- Training on all specific standards
- Factors that give rise to retraining
- Certification of training



Why Do You Have A Safety Training Program?

- Concern For Employees
- Reduce Human Cost
- Reduce Economic Cost
- It's The Law



Is The Program Effective?



How Effective Is Your Training?

- Illnesses
- Injuries
- Fatalities

Does It Effect The Triple Bottom Line?



Effective Education and Training Programs

- Improve communication
- Upgrade knowledge and skills
- Motivate employees
- Result in positive rewards



We always think of training and the training process, but we really need to focus on LEARNING or OUTCOMES!

Adults Learn Better:

- When activities & tasks are structured and clearly related to specific subjects.
- Through problem-solving instructional methods.
- Real or model experiences.



Adults Learn Better:

- When given opportunities to apply & practice what they have learned.
- In cooperative learning situations and in groups.
- When they are not tested or pressured.



Adults Learn Better:

- ✓ They prefer single concept programs that focus on applications to problems.



Do They Remember ?

Method of Instruction	Recall	
	3 hours	3 days
Telling	70%	10%
Showing	72%	20%
Telling & Showing	86%	65%

One study says



People Remember



- 10% of what they READ
- 20% of what they HEAR
- 30% of what they SEE
- 50% of what they SEE & HEAR
- 70% of what THEY SAY
- 90% of what they DO

Another study says





Build Your Training
Program Around Job
Safety Analysis




 **Get Them Involved** 


- All Employees Should Follow The Safety Practices And Rules.
- All Employees Should Report All Unsafe Conditions Or Practices To Their Supervisor.
- All Employees Should Be Responsible For Implementing The Department's Safety Policies
- JSAs must be part of the company's culture
- And... performed by employees

  **OSHA** Safety and Health Add Value

**Training
Is It Effective?**

 **Plan A**

Plan B





Plan A

1. Provide a safe working environment for employees.
2. Develop safety awareness in the employee that causes job tasks to be performed accident free.
3. Plan and direct work activities safely.
4. Remain "dedicated to safe production."



Sorry...
There Is No Plan B





Job Hazard Assessment
Job Safety Analysis
Activity Hazard Analysis
Hazard Elimination



Training



SAFETY TRAINING SHOULD BE PROVIDED TO EVERY EMPLOYEE!

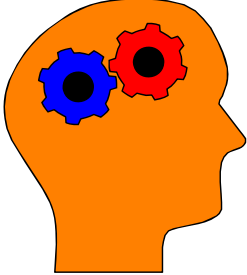
WHO?

- ✓ New Employees
- ✓ Transferred Employees
- ✓ Supervisors
- ✓ Current Employees

HOW?

- ✓ Explain Task & Hazards
- ✓ Demonstrate proper procedures (Who, What, Follow-up)
- ✓ Feedback
- ✓ Corrective Measures

MAKE SAFETY A HABIT





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SPECIFIC TRAINING TOPICS

- Fall protection
- HCS
- Scaffold & ladder safety
- Hand tool safety
- Employee access to medical records
- Electrical safety



- PPE
- Lockout/Tagout (if necessary)
- Trenching/Excavation
- Industrial trucks & cranes
- First Aid/Blood borne pathogens (if necessary)
- Emergency evacuation
- Hazard Recognition



PPE

- Hazard Assessment
- Select Appropriate PPE
- Train Employees
 - How to maintain PPE
 - How to correctly wear PPE
 - When PPE must be worn
 - What to do if PPE is damaged.



EFFECTIVE ENFORCEMENT

- Develop safety rules
- Train on required behavior on the job
- Management pays constant attention to employee compliance
- When violation occurs
 - Issue discipline
 - Re-train



PROGRESSIVE DISCIPLINE
PROGRAM

- 1ST violation - verbal warning
- 2nd violation - written warning
- 3rd violation - 1, 2, or 3-day suspension
- 4th violation - termination
