



Nail Better Workplace Safety with Training

5 WAYS TO EMPOWER EMPLOYEES TO AVOID CONSTRUCTION ACCIDENTS

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THE BRIDGE TO BETTER HR

Well-trained employees make for safer construction sites.

When OSHA was established in 1972, on-the-job injuries were almost **four times higher** than they are today.

While things have certainly improved in the last half-century, some occupations remain riskier than others. Construction is one industry where there continues to be room for positive improvements in safety.

Most accidents on construction sites are **preventable**. However, to minimize accidents, employees must be educated about the risks and committed to following safety protocols.

Targeted, comprehensive training is key to helping employees better understand the risks and the steps to take to protect themselves and their co-workers from hazards on the job site.

Keep reading to learn about the connection between better training and enhanced workplace safety.



Workplace accidents are common in construction, but they aren't inevitable.

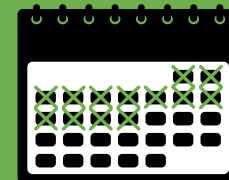
Let's look at the current state of workplace injuries.



Construction represents just 6% of the workforce, but it accounts for about 20% of both on-the-job injuries and deaths.



Around one out of a hundred construction workers are injured each year, a higher number than for many other types of jobs.



Employees injured on the job in the construction field miss more days at work than those injured on-the-job in other industries.

Since accidents are most often the result of human error, lack of knowledge or inattention, there are ways to address these underlying issues that contribute to an unsafe worksite.



Solid safety protocols, training and enforcement help prevent serious injuries and save lives.

The best safety measures in the world aren't effective if employees don't use them and supervisors don't reinforce them. The best way to ensure compliance is through [effective training](#) at all levels of the company.

Training serves several purposes

- 1 It gives employees the information and knowledge they need to work safely.
- 2 It empowers people to recognize when protocols aren't being followed so they can raise a red flag.
- 3 When provided regularly to all employees, training creates a common set of expectations and culture around safety.

So, what are the five ways construction, contracting and field services companies can deliver and reinforce worksite safety for their employees?



1

Ensure safety training is comprehensive and easy to access.

Classroom and on-the-job training has been the norm in construction and contracting. But, these aren't the only two methods to consider.

Online [video-based learning](#) is highly effective and can be available 24/7 on any device. (Just think about how much technical and how-to knowledge is gained on YouTube.)

Online learning can include embedded assessments and testing to ensure the user is understanding and learning the content.

Employees can learn at their own pace and there's no need to find a teaching space or a local instructor. And online learning can include embedded assessments and testing to ensure the user is understanding and learning the content.

Video learning also offers the advantage of addressing the needs of non-English speakers with courses and trainings available in Spanish and other languages.

When choosing video training, make sure to pick a reputable [provider](#) with experience in OSHA training.



2

Go beyond the bare minimum and make training a part of everyone's job description.

The safest places to work have a strong culture of safety, and that means every single employee is on board.

That's why safety training for everyone on the team is important. Just like you wouldn't leave some employees out of a year-end party, don't forego training for some employees just because they don't spend a lot of time on a job site.

When everyone has appropriate instruction, they can act as additional safety checks and advocates for each other. Empower people with the knowledge to recognize unsafe conditions or practices so they can effectively look out for each other.



3

Have a buddy system for new employees.

A culture of safety starts on Day One, and one effective way to reinforce it is by offering new employees a buddy to show them the ropes. A focus on safety from the start creates a workforce that understands how seriously you take adherence and enforcement.

To sweeten the pot, consider offering safety buddies a [small recognition](#)—like a gift card or swag. Again, this reinforces the culture of safety by demonstrating that safe behavior is recognized and rewarded.

A focus on safety from the start creates a workforce that understands how seriously you take adherence and enforcement.

When identifying potential buddies, rely on your most safety-conscious employees. This demonstrates how much your company values safety, both to new employees and to the rest of your team.



4

Reinforce and reward a culture of safety.

Employees appreciate [recognition](#) for a job well done. Demonstrating a [commitment to safety](#) is something you should recognize and reward.

In addition to recognizing safety on the job, you can recognize accomplishments like completing safety training or certification. These can be tracked easily in an online learning management system.

These types of recognition programs help influence employee behavior and can also reinforce the culture of safety by demonstrating the company's level of commitment to protecting employees.

Employees recognition could be part of a year-round program.

Recognition could be part of a year-round program, or you could limit it to a certain period of time—like during [National Safety Month](#) in June. For example, supervisors could recognize an employee each day during the month to be entered into a drawing for a high-value prize.



5

Make safety part of performance.

When evaluating employees, include their adherence to and promotion of safety protocols in their review.

Review [job site leaders and supervisors](#) on how effectively and consistently they promote and enforce safety with their crews.

Including this as part of an annual assessment also helps reinforce a company's culture of safety as employees understand it's one of the proof points in their overall performance and may be tied to compensation.

Any safety training and certification the employee completes should be tracked in an online learning management system for recognition and inclusion in their performance reviews.

Formally assessing this important aspect of an employee's performance enables you to determine who may need remedial or additional training.

Any safety training and certification the employee has completed should be recognized. It should also be included as part of an employee's career development planning.



Ensuring safety is everyone's responsibility.

Worksites can be fraught with dangers, but risks are mitigated when employees are focused on safety. That doesn't just happen, it's the result of creating and maintaining a focus on safety that includes training, having a culture of safety and making safety part of ongoing performance reviews and employee recognition.

Injuries on a worksite affect the employee, their co-workers and the company. There can be significant financial, physical and emotional impacts that are better avoided whenever possible.

Companies in the construction and contracting industry can leverage the techniques described in this ebook to put safety front and center more effectively.

Want more information?

- Read our blog—[Bridging the Gap with Learning Management](#)—for more insights on the importance of employee training.
- Learn how you can power up your safety training with Arcoro's [Learning Management System](#).

Arcoro combines proven HR software solutions to help high-risk industries solve HR challenges, improve processes and remain compliant. The easy-to-use, cloud-based HR software and services are available in integrated modules that serve businesses' unique needs, enabling small to midsize organizations to scale and grow effectively and efficiently.



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