

Nail Better Workplace Safety

5 Ways to Empower Employees to Avoid
Construction Accidents



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 and in-the-field monitoring 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 oversight and enhanced workplace safety.



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

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



Construction represents just **under 3%** of the workforce, but accounts for about **20% deaths**.

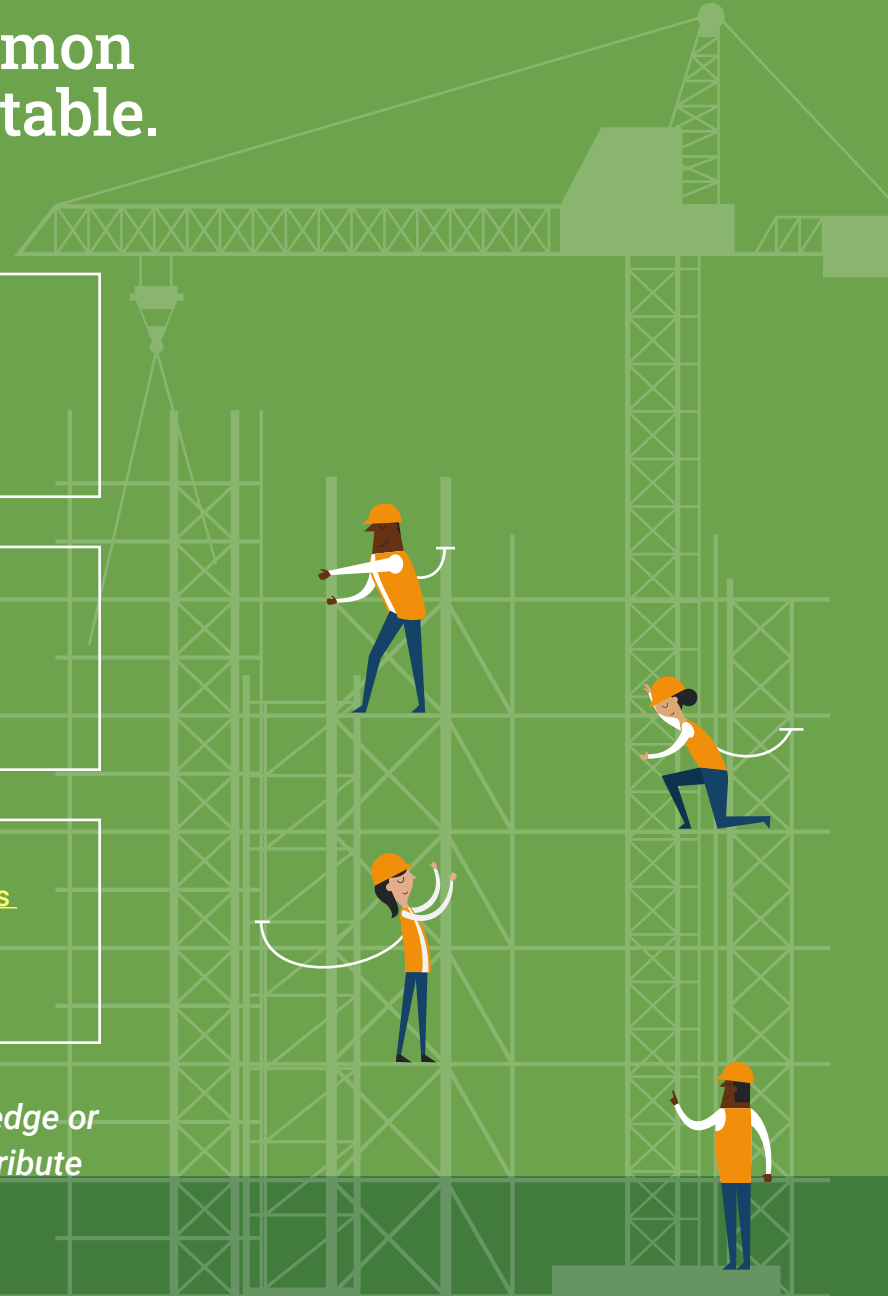


Around one **out of a hundred** construction workers are injured each year, a higher number than for many other types of jobs.



Employees injured on the job in the construction field **miss more days** at work than those injured on-the-job in many 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 aren't able to track and reinforce them. The best way to ensure compliance is through **effective training** at all levels of the company along with a solid solution for compliance.

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 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. And don't forget about effective toolbox talks that reinforce knowledge and a focus on safety real-time in the field.



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 regular 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. 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.

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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.

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.



4. Reinforce and reward a culture of safety.

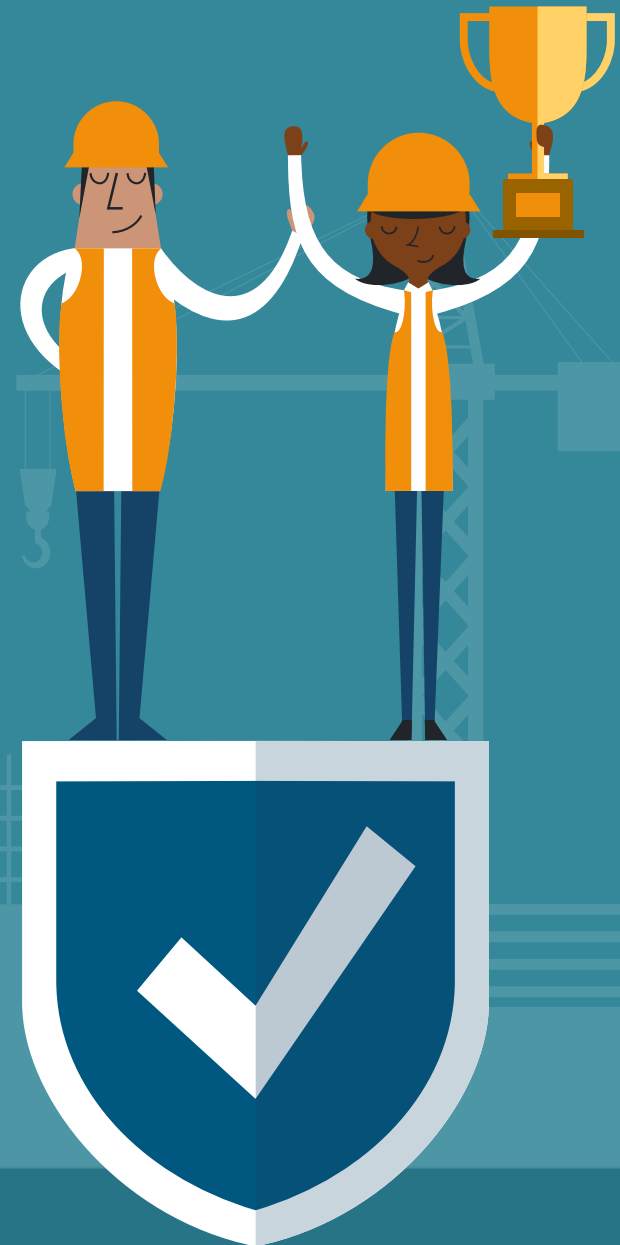
Employees appreciate **recognition** for a job well done. Demonstrating a **commitment to safety** is something you should recognize and reward.

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.

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.

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.



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.

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.

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.



Ensuring safety is everyone's responsibility.

Worksites can be fraught with dangers, but risks are mitigated when employees are focused on safety and they have tools and training necessary to minimize risk. That doesn't just happen, it's the result of creating and maintaining a focus on safety that includes training and in-the-field safety management, 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. Leveraging the techniques in this e-book can help ensure safety is front and center to protect your employees and your bottom line.

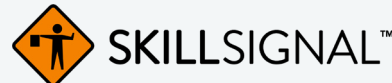
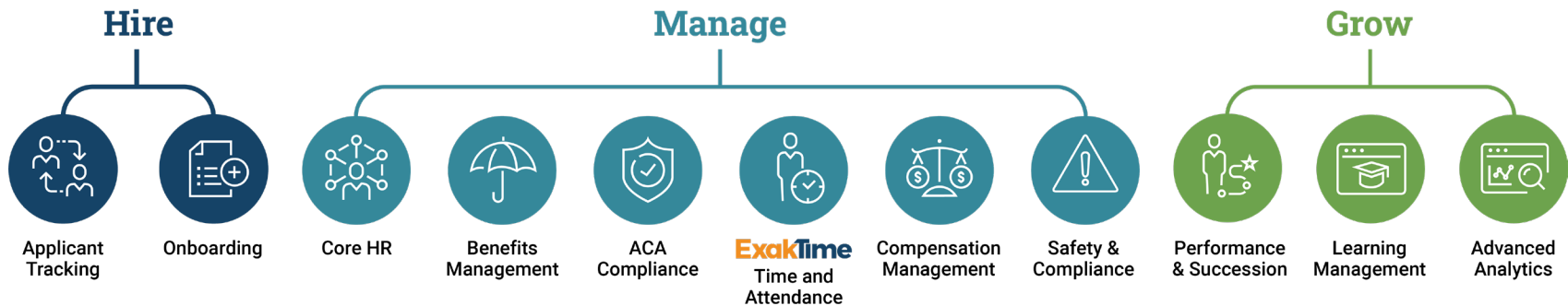
Want more information?

[Find out more about how Arcoro and SkillSignal work together to help companies improve their safety training and management.](#)

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Arcoro delivers modular HR & people management solutions to help companies hire, manage and grow their workforces.



SkillSignal's comprehensive safety and compliance solution means better oversight for you.

- One platform to manage safety training programs, including OSHA-mandated safety processes
- Improves visibility into safety and compliance activities to identify risks and leading/lagging indicators
 - Unlocks data from spreadsheets and puts it in the right hands quickly and easily
 - Streamlines collection of field safety data via intuitive mobile app
 - Ensures safety, certification and training information is immediately accessible

