Foundations for Safety Leadership

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Safety leadership programs were lacking

Large contractors and only some unions offered safety programs

Nothing existed that was available for everyone to use

CPWR worked to fill this need

In 2013, work was started to create a safety leadership program

Industry experts provided input on content & delivery

The final product? The FSL
What is the FSL course?

- Lead by example
- Engage and empower team members
- Actively listen & practice 3-way communication
- Develop team members
- Recognize team members

Equips foremen and lead workers with the critical skills needed to be safety leaders

OSHA 30-hour elective

Students practice applying new skills through realistic construction scenarios
FSL Usage

Downloads
- FSL PowerPoint: 8,308
- Instructor Guide: 3,452

OSHA Ed Center classes
- FSL Classes: 601
- Students reached: 6,611

500-level classes
- FSL Classes: 75
- Students reached: 1,159
FSL Findings

We surveyed crews and leaders before and after taking the FSL and found it increased...

- Safety leadership behavior
- Leader ratings of their crews’ safety reporting and safety behavior

Intervention Study

- 20 COMPANIES
- 286 LEADERS
- 1,173 CREW MEMBERS
Feedback about the FSL

These aren't dramatically new skills... They've been around, but they've never seen this presented in a way that applies directly to what they do in their jobs.

-Business rep

Shortly after the [FSL], I saw a significant amount of it, supervisors trying to encourage employees to learn and participate more. Not just follow instructions, but participate in the whole process and developing employees.

-Safety director
FSL Material

1. Teaching Materials
   - PowerPoint slides
   - Instructor guide
   - Student handout

2. Course Content
   - 5 safety leadership skills
   - Read, role-play, or watch 10 realistic scenarios

3. Additional Resources
   - Toolbox talks
   - FSL handbook
   - Train-the-Trainer slides
Approximately 36% of those employed in construction are Hispanic.
BLS, 2017

Nearly one quarter of frontline supervisors are Hispanic.
BLS, 2017

On construction jobsites, Hispanic workers have higher rates of injury and death than workers of other ethnicities.
Roelofs et al., 2011

The FSL: Why Spanish?

Rate of work-related fatal injuries

<table>
<thead>
<tr>
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<th>Hispanic</th>
<th>White</th>
<th>Black</th>
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<td>Per 100,000 full-time equivalent workers</td>
<td>3.7</td>
<td>3.4</td>
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(U.S. Department of Labor, 2011)
What's the relationship between DIVERSITY & SAFETY among construction crews?

Crews with more diversity...
Had higher safety participation
And higher safety compliance

19 COMPANIES
with 94 crews with usable data

150 LEADERS
837 CREW MEMBERS
It is hard enough to learn...

Try doing it in **ANOTHER LANGUAGE**

Given the power of the FSL

The benefits of diversity and number of Hispanic workers

We need to create opportunities to take the FSL in Spanish

Take the FSL **en español**
THANK YOU

To download the FSL, visit:
www.cpwr.com/foundations-safety-leadership-fsl