

Frequently Asked Questions

The Foundations for Safety Leadership 4 Residential Construction (FSL4Res) training module is designed to introduce residential construction workers, particularly those with supervisory responsibilities such as foremen, to safety leadership principles and give them the skills to be a safety leader who can help create and sustain safe and productive jobsites.

Everyone, from the company owner to the experienced foreman and new trainee/apprentice, needs to own safety and be a safety leader. Effective safety leadership can help a company implement its safety program and safety policies, improve safety culture and safety climate, and reduce incidents that lead to injury and illness.

# Who developed the FSL4Res course?

A research team (RT), a curriculum development team (CDT), and instructional design specialists worked collaboratively to develop the FSL4Res course. The RT includes researchers with expertise in leadership and safety climate from the Healthy Work Center at Washington University School of Medicine in St. Louis and CPWR-The Center for Construction Research and Training. The CDT is made-up of construction industry experts, including experienced OSHA 10- and 30-hour outreach trainers, construction workers, and safety and health professionals. Learn more about how the original FSL training program was developed [here.](https://www.cpwr.com/wp-content/uploads/publications/RR2019-FSL-training-program.pdf)

# Who funded the development of the FSL4Res?

The funding came from CPWR - The Center for Construction Research and Training, as part of their 5 year cooperative agreement with NIOSH – the National Institute for Occupational Safety and Health. To learn more about CPWR visit [http://www.cpwr.com.](http://www.cpwr.com/)

# How is Safety Leader defined in the FSL4Res?

A safety leader has the courage to demonstrate that s/he values safety by working and communicating with team members to identify and limit hazardous situations even in the presence of other job pressures, such as scheduling and costs.

# What leadership skills are covered in the FSL4Res?

Students learn how to:

* Lead by example
* Engage and empower team members
* Actively listen
* Practice 3-way communication
* Develop team members through coaching and feedback
* Recognize team members for going above and beyond for safety

# What teaching materials are available to instructors?

There is a comprehensive set of teaching materials including a PowerPoint presentation with embedded videos (PC or MAC), an instructor guide and student handout, and a pdf of a wallet card and hardhat sticker that can be sent to an on-line printer. The PowerPoint presentation is available as a single 2.5 hour long training and as a 6-session (~30 minutes each) training. The animated videos used in these trainings are available on the CPWR YouTube channel for easier access when teaching the 6-session version.

# Is the FSL4Res module only for construction?

While the current version of the FSL4Res was designed for construction, other industries may want to use it as a starting point or template. For example, they may want to use the foundational material contained in section 1 about the costs of ineffective leadership and the benefits of effective leadership, but revise the real-world scenarios to realistically reflect situations in their own industry. The Create Your Own Scenario tool may help folks do just that. Contact Dr. Bradley Evanoff ([bevanoff@wustl.edu](mailto:bevanoff@wustl.edu)) for more information.

# Is the FSL4Res training module only for supervisors and foreman/lead workers, or can anybody take it?

The module was designed specifically for construction supervisors and workers, including but not limited to, superintendents, forepersons, stewards, lead persons, because they are often responsible for implementing safety on the construction site. However, every construction worker and manager could benefit from learning these leadership skills and applying them on the jobsite.

# Can the FSL4Res training be taken as a separate class or seminar?

Yes. Anyone can download all of the FSL4Res materials at CPWR – The Center for Construction Research and Training website and use the materials as part of their own safety and health training program.

# Who will provide the FSL4Res training? Where?

Different types of trainers can teach the FSL4Res including authorized OSHA outreach trainers, company and union safety and health trainers, and consultants that focus on construction safety and health.

# Will the FSL4Res training be available as an on-line course?

Currently there is not an on-line version of the FSL4Res because an important part of the training involves student-student and student-instructor interactions.

# Do instructors need special training before they can teach the FSL4Res material?

There is no special training needed to teach the FSL4Res course. Of course, if possible, the instructor would benefit from taking the course first. And we strongly encourage all instructors to spend time becoming very familiar with the content of the instructor guide and learning about their audience before teaching the course. The guide contains teaching tips as well as lots of questions and ideas for activities designed to engage the students in classroom discussion.

# Can the FSL4Res program be broken up into smaller modules?

OSHA’s Directorate of Training and Education has said that authorized Outreach trainers should plan to spend 2.5 hours teaching the FSL4Res in their course. We believe that a minimum of 2-hours is required to develop participation, create a period for self-reflection and to absorb and exercise new skills. If the training takes less than 2.5 hours, the Outreach trainer must train for an additional 30 minutes on another elective topic to meet the 30-hours of training requirement. The alternative 6-session format was developed to address time constraints. This version of the training contains 5 sessions that are designed to take approximately 30 minutes each, with an additional 15-minute booster session.

# Can I add other leadership material to the FSL4Res module?

A number of trainers have added PowerPoint slides that make additional leadership-related points or provide examples that resonate with their audience. We want trainers to “make the training their own” but would hope they do not change it in a way where it loses its powerful and proven message.

# Who to contact for additional information?

Dr. Linda Goldenhar ([lgoldenhar@cpwr.com](mailto:lgoldenhar@cpwr.com)); Dr. Bradley Evanoff ([bevanoff@wustl.edu](mailto:bevanoff@wustl.edu)) or HealthyWorkCenter@wustl.edu