

Trades Women Build Nations 2023

Safety & Health Research & Resources for Women in Construction

Chris Trahan Cain, Jessica Bunting, Steve Surtees

Questions? Email Jessica at jbunting@cpwr.com

Who is CPWR?

CPWR is dedicated to reducing occupational injuries, illnesses & fatalities in the construction industry through:



A recognized world leader in construction safety and health research



The training offered by CPWR builds on the existing infrastructure of the Building Trades Unions and the 2,000 joint apprenticeship and training programs in all 50 U.S. states and in Canada.



In order to prevent deaths, injuries and illnesses in construction, interventions must be evaluated in the workplace and communicated to employers and workers.

CPWR's Mission

- **Encourage the elimination or reduction of conditions constituting hazards** to the safety or health of U.S. construction workers, and to **promote the maintenance and improvement of safe and healthy working conditions** for workers in the construction industry;
- **Publicize the results of research findings**, and to make them widely available to construction industry owners/users, employers, associations, unions, workers, academia, government, and others with an interest in construction industry safety and health;
- **Provide training resources and technical services to apply research findings at the work site** and to **direct research in defining and addressing issues of importance to workers**; and
- **Conduct research** concerning the quality of working conditions; the social, economic, and psychological factors influencing work organization; the impacts on workers and working conditions of new technologies and industry change; and analyses of corporate and government policies and consensus standards that affect the worksite.

r2p Program Research & Resources

PPE Fit Survey Results

PPE for Women Construction Workers

Physicians' Alert for Pregnant Workers

Women in Construction Webinars

PPE Fit Survey Methods

- Mixed-methods survey on experiences with PPE fit
- Delivered via Qualtrics in English in 2022 and 2023
- Targeted women but did not ask participants demographics questions. Participants are referred to as women in this presentation, but it is possible that people of all sexes and genders participated in the survey, and it is a limitation of survey design that experiences specific to non-binary and transgender workers cannot be disaggregated
- Launched at the 2022 Tradeswomen Build Nations Conference; additional recruitment took place afterwards via members of the NABTU Trades Women Committee

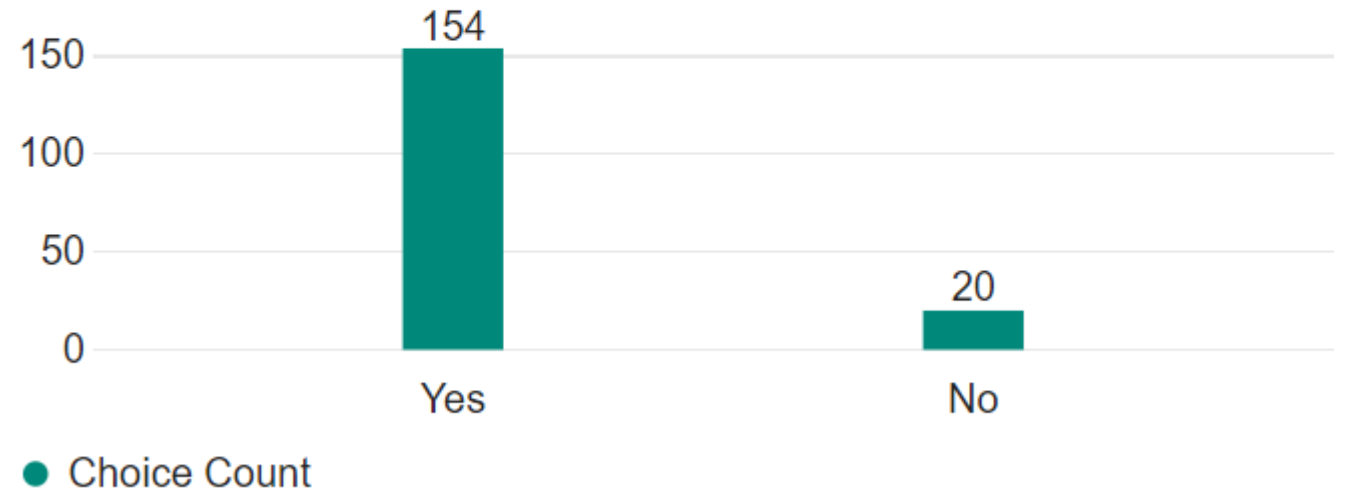


PPE Fit Survey Findings

- Workers commonly reported that they had had difficulties getting PPE that fit them well at work
- **Almost nine in ten participants (89%) said that they had experienced difficulties getting PPE that fit them well** (e.g., harnesses, gloves, high visibility clothing)

Have you ever experienced difficulties getting PPE that fits well at work (e.g., harnesses, gloves, high visibility clothing)?

174 Responses

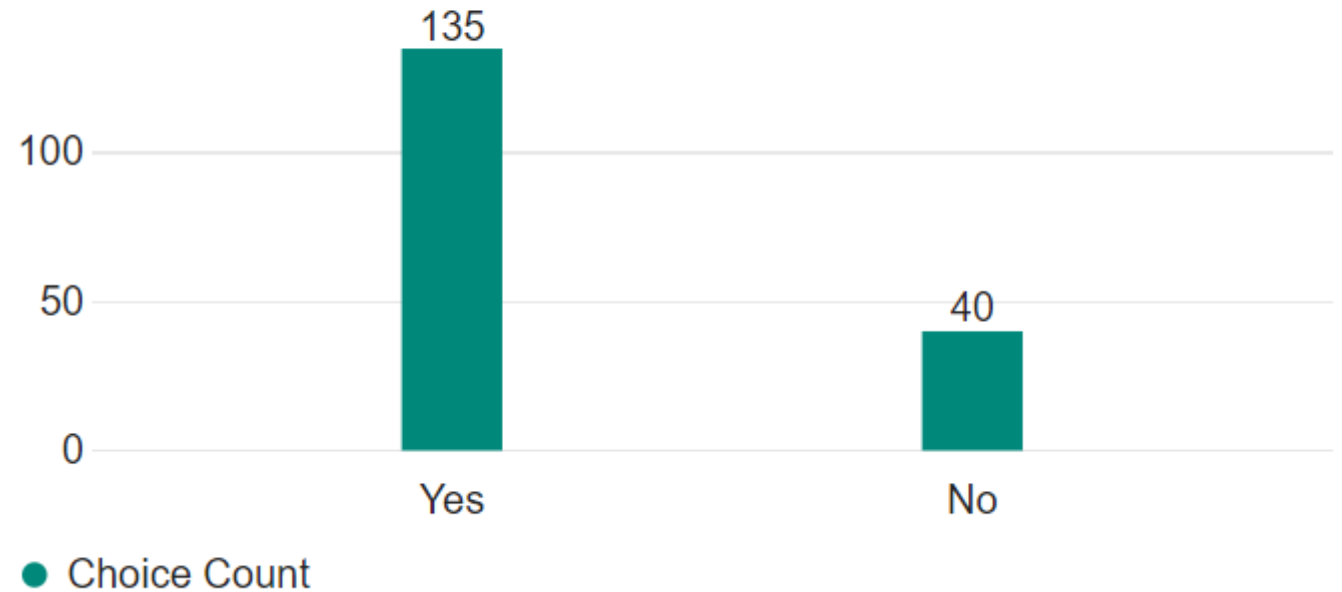


PPE Fit Survey Findings

- Workers reported being exposed to hazards unnecessarily because their PPE did not fit them properly
- **Seventy-seven percent said they had been exposed to a hazard unnecessarily** because their PPE did not fit them properly

Have you ever been exposed to a hazard unnecessarily because your PPE did not fit properly?

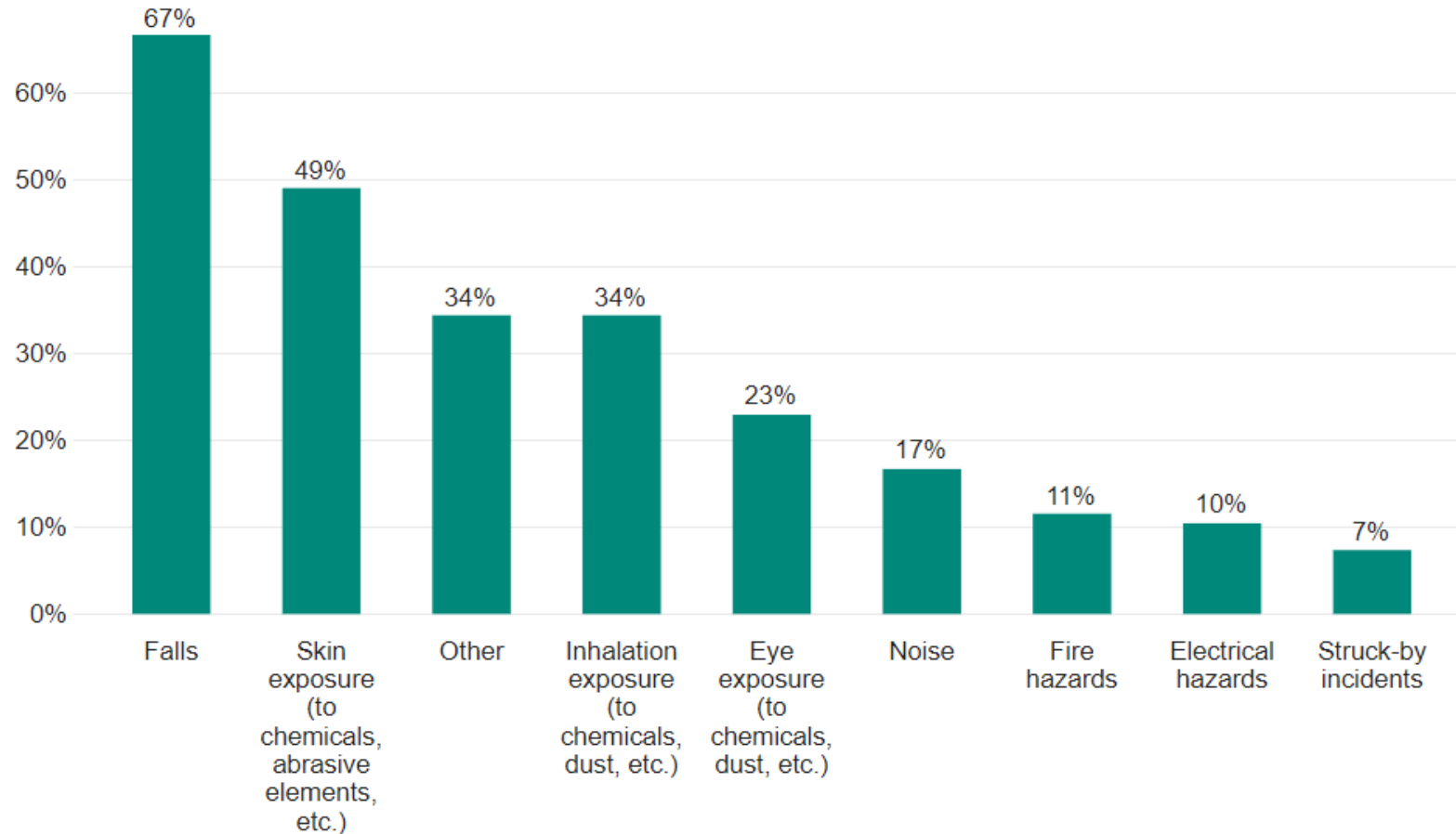
175 Responses



PPE Fit Survey Findings

What kind of hazard(s) were you exposed to? (Select all that apply)

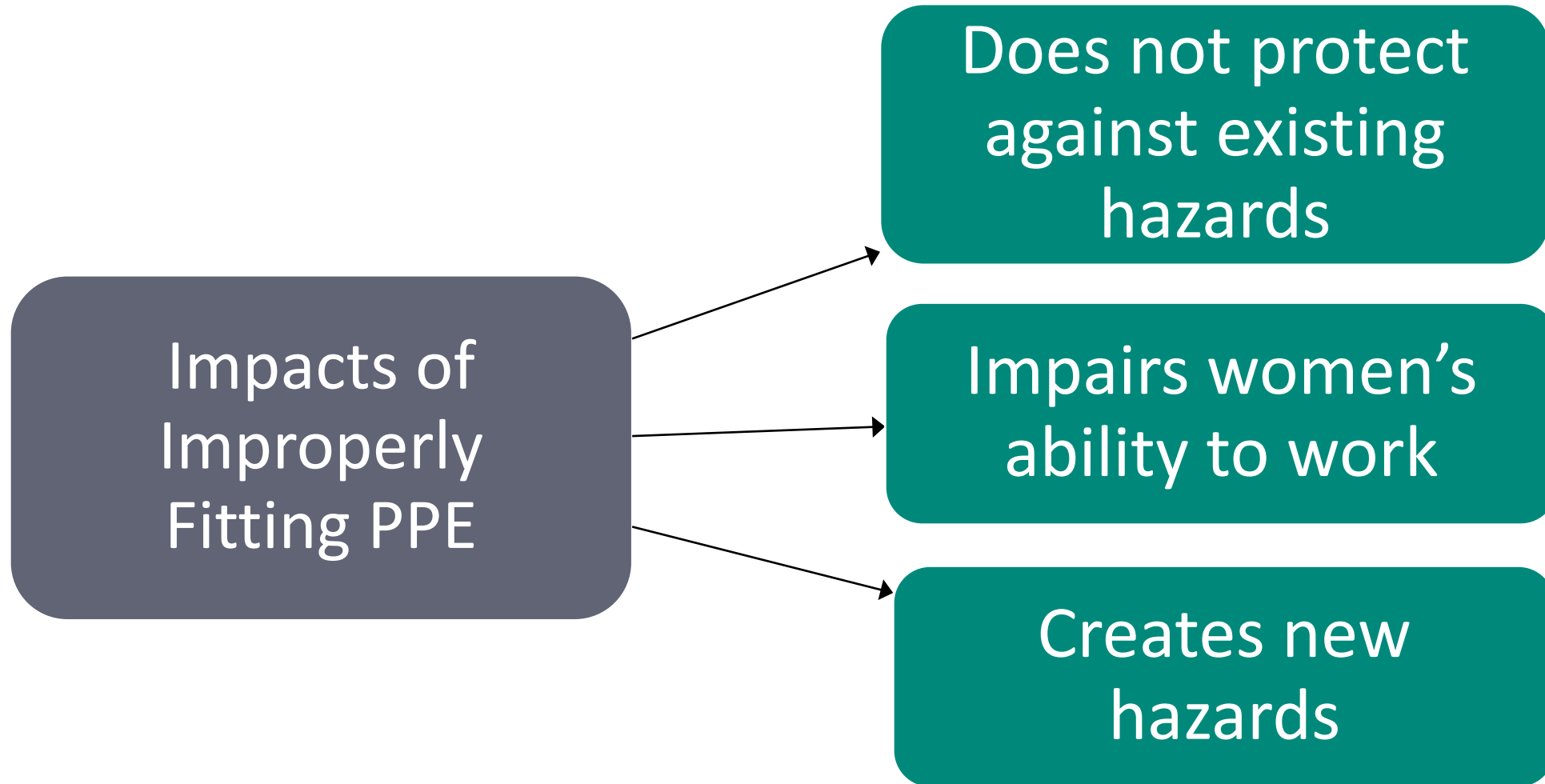
96 Responses



● Percentage of Responses

- Workers who reported they had been exposed to a hazard unnecessarily because of improper PPE fit were asked to which hazards they had been exposed
- The most common response were **falls** (67%), **skin exposures** (49%), **other hazards** (34%), and **inhalation exposures** (34%)

PPE Fit Survey Findings: Qualitative Themes



PPE Fit Survey Findings: Does Not Protect

If PPE does not fit properly, it may fail to protect workers against existing hazards. Participants described many examples of improperly fitting PPE failing to protect them against known hazards:

PPE Type	Examples of Lack of Protection
Fall protection	“Harness too big. If there were a fall, it would not have protected me.”
Respiratory protection	“My company only had medium respirators. I failed the fit test, but they did not have smalls. I had to use a medium that did not seal completely.”
Hand protection	“Gloves too big almost continually, using cloth riggers for torching and welding. Lots of small cuts, burns, and abrasions on my hands from gloves that don’t fit.”
Hearing protection	“Ear protection doesn’t fit either. I’m constantly exposed to loud noise.”
Eye protection	“The entire crew had the same size safety glasses. My glasses were so big, they would slide off my face. When grinding, the wind would whip around the edge of the glasses, bringing metal debris directly into my eyes.”
Head protection	“Hard hats can't get tight enough to fit circumference of [my] head [and] just fall off when I look up.”

PPE Fit Survey Findings: Impairs Ability to Work

- Improperly fitting PPE can make it hard or impossible to handle tools and materials, move, climb, and perform other work duties
- When workers cannot work efficiently, they face pressure to work without PPE. Without PPE, they are not protected against hazards

“Handling heavy gauge studs. **[My] [g]loves were too big** for me to properly pick up and handle screws. I had to keep taking them off to handle screws and then put them back on to handle the studs.

After a while of this **inefficient pat[t]ern of putting on and taking off**, I just got fed up and decided to keep them off.

As I was picking up a stud to hand to my partner, **my thumb [jammed] into the oval opening of the stud and sliced my thumb right through the nail**. The doctor had to remove some of my nail to give me 5 [stitches].”

PPE Fit Survey Findings: Creates New Hazards

“PPE needs to fit the wearer correctly; otherwise, it becomes a hazard.”

Improperly fitting PPE is more likely to get caught on machinery, materials, or equipment

- PPE could easily become snagged during work, which in turn created hazards such as getting fingers caught in machinery or being exposed to a slip, trip, or fall
- Gloves were often mentioned as an issue

“Harness that are too big getting stuck on objects that create more of a hazard of a fall than not wearing one at all.”

Improperly fitting PPE can be uncomfortable or or painful

- Improperly fitting PPE may pinch, chafe, or cause pain or discomfort for workers in other ways

“[My ill-fitting harness] left huge bruises and caused circulation issues.”

Improperly fitting PPE can create and worsen psychosocial hazards

- By impairing one’s ability to work efficiently, ill-fitting PPE can reinforce normative expectations about which workers are capable of high performance, making it more difficult for women to feel and be accepted in construction

“It’s embarrassing to work slowly due to not being able to grip or having to continuously fix your PPE. It’s demeaning and dehumanizing.”

PPE Fit Survey Findings: Conclusions

- Improper PPE fit is a serious issue that harms the ability of women in construction to work safely
- Almost nine in ten participants (89%) said that they had experienced difficulties getting PPE that fit them well, and three quarters (77%) said they'd been exposed to hazards because of improper PPE fit
- Improperly fitting PPE in construction:
 - Does not protect against existing hazards
 - Impairs women's ability to work
 - Creates new hazards

PPE for Women Construction Workers

CPWR PERSONAL PROTECTIVE EQUIPMENT FOR WOMEN CONSTRUCTION WORKERS

THE CENTER FOR CONSTRUCTION RESEARCH AND TRAINING

One of the challenges facing women, non-binary workers, and transgender workers in the construction industry is accessing personal protective equipment (PPE) that fits properly. In a [2021 survey](#) of 2,635 tradeswomen and non-binary tradespeople by the Institute for Women's Policy Research, [only 19.1 percent of participants](#) said that they were always provided with gloves or safety equipment in sizes that fit them while working. This is a serious issue because PPE that does not fit properly will not adequately protect against occupational hazards and may cause hazards in itself. For example, oversized protective clothing can lead to tripping hazards or get caught in machinery and result in a serious injury. Poorly fitted fall protection harnesses may lead to other injuries or may not be effective in the event of a fall. Similarly, gloves that are too big put a worker at risk of coming in contact with chemicals that can cause dermatitis or other skin diseases. [Learn more about PPE fit from NIOSH's Science Blog.](#)

The number of women workers in construction is increasing, but women remain underrepresented in the industry. Between 2011 and 2022, the percentage of women in the construction workforce increased from 9% to 11% and the percentage of blue-collar women workers in the industry rose from 2% to 4% (<https://www.cpwr.com/wp-content/uploads/DataBulletin-May2023.pdf>). However, as of 2021, women accounted for only 3.7% of blue-collar occupations in construction, which is about one-fourth the level of women in blue-collar jobs across all industries (<https://www.cpwr.com/research/data-center/dashboards/women-in-construction/>).

Providing PPE that fits properly helps ensure that all employees, including women, non-binary workers, and transgender workers, are protected. The following list of examples of commercially available PPE has been compiled to help employers and workers in the trades find PPE that accommodates a range of anthropometry.

Check <https://cpwr.com/femalePPE> for the most up-to-date links.

COMPANIES FOCUSED EXCLUSIVELY ON WOMENSWEAR:

- [Xena Workwear for Women](#)
- [Libaerty](#)
- [Juno Jones Safety Boots](#)
- [Dovetail Workwear](#)
- [Red Ants Pants](#)
- [Seraphina Safety Apparel](#)
- [EMBHER](#)
- [Coveralls Workwear](#)
- [Dawson Workwear for Her](#)
- [Safety Girl](#)
- [Charm and Hammer](#)
- [See Her Work](#)

CONSTRUCTION FOOTWEAR:

- [Carhartt Footwear Wellington Boot ASTM 2413-18 EH compliant](#)
- [Caterpillar ECHO Steel Toe Boots](#)

- CPWR tracks and aggregates PPE options that are designed for women and/or to accommodate a range of anthropometry. The information is available on our website and in a downloadable, printable PDF
- Resources include:
 - [List of companies focused on womenswear](#)
 - [Product links by category of PPE](#) (footwear, footwear cold climate accessories, ear protection, harnesses, hardhats, high visibility clothing, flame resistant clothing, safety glasses and goggles, safety gloves, and more)
- If you see options we are missing, please contact us! This list is non-exhaustive and always growing

<https://tinyurl.com/5n8hdcdw>

Physicians' Alert for Pregnant Workers

- Physicians' Alerts are developed to help ensure that all construction workers at risk of developing work-related medical conditions are properly diagnosed and treated
- Alerts contain valuable information for the worker and their physician related to common exposures and tasks in construction and include best practices to prevent and mitigate exposure-related conditions
- Recently released Physicians' Alert is a resource for pregnant construction workers specifically

CPWR THE CENTER FOR CONSTRUCTION RESEARCH AND TRAINING
Alerta para los médicos:
Protección y salud de las trabajadoras de la construcción que estén embarazadas
Diciembre 2023

Esta alerta se preparó como un recurso para las trabajadoras de la construcción que estén embarazadas y como una herramienta de concientización para sus proveedores de atención médica, de manera tal que comprendan los ocupacional que enfrentan las trabajadoras embarazadas en la industria de la construcción y el objetivo es mantener la capacidad de estas mujeres para trabajar de forma segura todo el embarazo y para que se reincorporen al trabajo de manera segura después de dar a luz.

a.

"Información para la paciente".

"Formulario para mi proveedor de atención médica" y seleccione lo que le interesa en el [formulario de ocupaciones y tareas de la construcción del Centro de Investigación en Construcción \(CPWR - The Center for Construction Research and Training\)](#) para que los incluya en su historia clínica, los documentos a su proveedor para que los incluya en sus solicitudes de adaptaciones.

Información para la paciente

embarazo y su salud:¹
La vida de las trabajadoras y requiere cambios temporales en su forma de trabajar. Al trabajar en la construcción que estén embarazadas merecen seguridad y respeto en el trabajo. Durante el embarazo, el funcionamiento de los pulmones, el sistema inmunológico y los ligamentos cambian. La absorción de algunas sustancias químicas en su organismo, como los metales pesados, puede afectar más a los fetos que a los adultos, especialmente en el embarazo temprano. Los cambios en el cuerpo del embarazo implicarían que su equipo de protección personal actual ya no se ajuste. Es posible que necesite más agua, más tiempo para adaptarse al calor en comparación a cuando no estaba embarazada. El peso del cuerpo cambia con el tiempo. Tener en cuenta que no todos los embarazos son iguales. Aunque haya estado embarazada y los efectos que tiene el embarazo en su organismo pueden ser diferentes.

Comunicación de riesgos:
Conocer y comprender los peligros que presentan los materiales que se utilizan en la construcción son alteradores endocrinos. Esto significa que alteran el funcionamiento hormonal normal, lo que puede afectar al feto. Ejemplos de alteradores endocrinos son los retardantes de llama, sustancias perfluoroalquiladas y los solventes. Además, otros materiales, como los solventes, pueden ser perjudiciales para el feto.

sobre comunicación de riesgos y asegúrese de que tanto usted como su empleador estén comunicando los riesgos se exponen en su lugar de trabajo.

www.cdc.gov/health/occupational/occupationalpregnancy/

CPWR THE CENTER FOR CONSTRUCTION RESEARCH AND TRAINING
Physicians' Alert:
Pregnant Construction Worker Safety and Health
December 2023

This alert was developed as a resource for pregnant construction workers and an awareness tool for their healthcare providers so that they understand the occupational safety and health hazards faced by pregnant workers in the U.S. construction industry. It is intended to support pregnant construction workers' abilities to work safely for as long as they wish during pregnancy and return to work safely after giving birth.

Please:

- (1) Read and print this Alert;
- (2) Keep the "Patient Information" sections for yourself;
- (3) Fill in the "To My Provider" form and select the appropriate occupation task list(s) from the [CPWR Work-Related Task Lists by Construction Occupation](#) based on your job or trade. Give both to your provider to include in your medical records, be aware of your care, and use for accommodations requests.

Patent Information

What to Know About Pregnancy and Your Health:¹
Pregnancy is a common part of workers' lives, and it may require temporary changes to how you work. Like all workers, pregnant construction workers deserve safety and respect on the job.

- Pregnancy can affect how your body turns food and water into energy. It can also affect how your lungs, immune system, and ligaments work.
- Pregnancy can increase how much your body absorbs some chemicals, such as metals. Fetuses may be more affected by chemicals than adults, especially in early pregnancy.
- Changes in your body throughout your pregnancy may mean that your existing personal protective equipment no longer fits and needs to be updated.
- Pregnancy may decrease your tolerance to heat. You may need more water, more time to adjust to the heat, and more breaks than when you were not pregnant.
- It may be harder for you to stand, stoop, lift, or climb as your body changes throughout your pregnancy.
- It's also important to keep in mind that not every pregnancy is the same. Even if you have been pregnant before, your experience and the effects pregnancy has on your body might be different every time.

What to Know About Hazard Communication:
Every worker has the right to know and understand the hazards posed by the materials used in their work. Some chemicals used in construction are endocrine disruptors, meaning they can interfere with normal hormonal function, which can impact your fetus. Examples of endocrine disruptors include plastics, phthalates (used to soften plastics), flame retardants, per- and polyfluoroalkyl substances (PFAS), and pesticides. In addition, other materials, such as solvents, may be harmful to a developing fetus.

- Make sure you are up to date on Hazard Communication Training and that you and your employer know and understand what hazards you may be exposed to at your jobsite.
- Your employer is required to label chemicals, communicate hazards, and make Safety Data Sheets available onsite. Consult the Safety Data Sheets for chemicals you work with to identify hazards.

To Learn More, Visit:

- CPWR's [Hazard Communication Hazard Alert Card](#)
- OSHA's [Hazard Communication](#) page
- NIOSH's [Pregnancy and Your Job](#) resources
- Chicago Women in the Trades & Institute for Women's Policy Research's [Pregnancy and Maternity Leave](#) report

1 NIOSH. (2020). "Pregnancy and Your Job: Reproductive Health." <https://www.cdc.gov/health/occupational/occupationalpregnancy/>

<https://www.cpwr.com/research/research-to-practice-r2p/r2p-library/physicians-alerts/>

Physicians' Alert for Pregnant Workers

- Offers a set of information for the [worker/patient](#) and their [healthcare provider](#)
- Worker/Patient information:
 - Facts about pregnancy and health
 - Overview of how Hazard Communication rights can be used during pregnancy
 - Information sheet and further resources on your federal and state workplace rights, including information about the newly implemented Pregnant Worker Fairness Act
 - Link to the new CPWR Work-Related Task List by Construction Occupation so that you can bring a resource with you to your healthcare appointment that outlines major elements of your job
- Healthcare provider information:
 - Summary of major exposures and considerations for treating pregnant construction workers
 - Examples of possible workplace accommodations
 - Resources on legal best practices for writing accommodation letters and supporting workers

<https://www.cpwr.com/research/research-to-practice-r2p/r2p-library/physicians-alerts/>

Women in Construction Webinars

CPWR partnered with NABTU & many others to hold a webinar mini-series in 2023:

1. Why We Need More Women in Construction
2. Strategies to Recruit and Retain Women in Construction
3. Being an Ally – Improving Treatment of Women on Jobsites

Recordings available on CPWR's Women in Construction YouTube Playlist:

<https://tinyurl.com/ms2xep6j>



The image shows a YouTube video player interface. At the top, there is a video thumbnail with the title "Assessment of DEI Outcomes in Construction". Below the thumbnail, the video description reads: "We are changing the pipeline for recruitment and retention!" followed by a bulleted list of topics: "TradesFutures", "Trades Women Build Nations", "Women's Committee", "Technical Assistance to Councils", and "Partnership with federal, state, and local government (IIIA)". To the right of the text is a grid of video thumbnails showing various participants. Below the video player, the title "Women in Construction" is displayed in large white text. Underneath the title, it says "CPWR – The Center for Construction Research", "3 videos 51 views Last updated on Mar 24, 2023". At the bottom, there are three icons: a plus sign in a circle, a share icon, and a vertical ellipsis. Below these icons are two buttons: "Play all" and "Shuffle".

Mental Health Resources

- 988 sticker
- CPWR has resources on:
 - Opioids and primary prevention
 - Suicide prevention
 - Job-related stress
 - Building resilience

<https://www.cpwr.com/research/research-to-practice-r2p/r2p-library/other-resources-for-stakeholders/mental-health-addiction/>

Together we can help **Prevent Suicide in Construction.**

The construction industry has one of the highest suicide rates.

Remember, **You are not alone.**

Learn about the warning signs and how to start a conversation at tinyurl.com/cpwr-suicideprevention.

©2020 CPWR. This is supported by OSHA and does not represent the views of the authors.

HAZARD ALERT

OPIOID DEATHS IN CONSTRUCTION

Connect with a crisis counselor.

National Suicide Prevention Lifeline at 1-800-273-8255

CPWR RESEARCH AND TRAINING

Prevención del suicidio EN EL SECTOR DE LA CONSTRUCCIÓN

Los datos

20 hubieron 45,979 de 125 por día, o en, en particular mayor de los niveles: administración. de suicidio por in- 10 muertes por suicidio en 1,000 muertes por de los trabajadores en

Ayuda a evitar el suicidio...

1 Comuníquese

Si nota las señales de alerta del suicidio en algún conocido suyo, **hábbele – inicie una conversación.** Haga preguntas sobre una señal de alerta específica que haya notado. Por ejemplo, "Últimamente he notado que te sientas sin compañía a la hora del almuerzo y nos evitas a todos mientras trabajamos, y eso me preocupa." Puede que para usted sea incómodo, pero la mejor manera de descubrir si alguien tiene ideas suicidas es **preguntarle directamente.** "¿Estás pensando en el suicidio?" Preguntarlo no le pondrá la idea en la cabeza ni aumentará la probabilidad de que intente suicidarse.

Si la respuesta es "sí," no lo deje solo y llame por ayuda.

2 Responda

Cuando hable con alguien que pueda estar pensando en suicidarse, **tome en serio lo que dice.** Escuche sin juzgar y exprese preocupación y apoyo. **Sea directo.** Hable con franqueza y de forma realista sobre el suicidio. No haga preguntas que motiven a que riegue sus sentimientos, como: "¿No estás pensando en suicidarte, ¿verdad?" **Asegúrese que hay ayuda a su disposición.**

QUE NO HACER:

- X No le diga a la persona que lo haga
- X No debata el valor de vivir y no discuta si suicidarse es correcto o incorrecto
- X No minimice sus problemas diciendo cosas como "Lo superarás," "Resiste," o "No seas problemático"
- X Prometa mantener en secreto sus pensamientos suicidas

3 Llame

Motive a la persona a que vaya a consulta con un profesional de la salud mental.

- ▶ Llame a la Línea Nacional de Prevención del Suicidio para obtener orientación y referencia, o
- ▶ Ayúdela a ubicar un centro o programa de tratamiento.

Manténgase en contacto con esa persona después de una crisis para ver cómo le va.

Recuérdese que:

- ▶ **NO ESTÁ SOLO. HAY ESPERANZA. EL SUICIDIO NO ES LA RESPUESTA.**

Si alguien está en peligro inmediato, llame al 911, llévelo a una sala de emergencias o llame al 1-888-628-9454 de la **Línea Nacional de Prevención del Suicidio** o comuníquese con la Línea de Texto de Crisis enviando el mensaje de texto "HOME" al 741741 para comunicarse con un orientador para las crisis.

988 SUICIDE & CRISIS LIFELINE

CPWR RESEARCH AND TRAINING

NABTU Building Trades Union

SUICIDE PREVENTION

TRADES WOMEN BUILD NATIONS

CALL 988

PRESS 1 FOR HELP

CPWR RESEARCH AND TRAINING

CPWR Environmental Career Worker Training Program

*Transforming Lives by
Preparing Community
Residents for Careers in
the Construction*



Steve Surtees, ECWTP Director, CPWR

*2023 TradesWomen Build Nations Conference
December 2, 2023
Washington, D.C.*

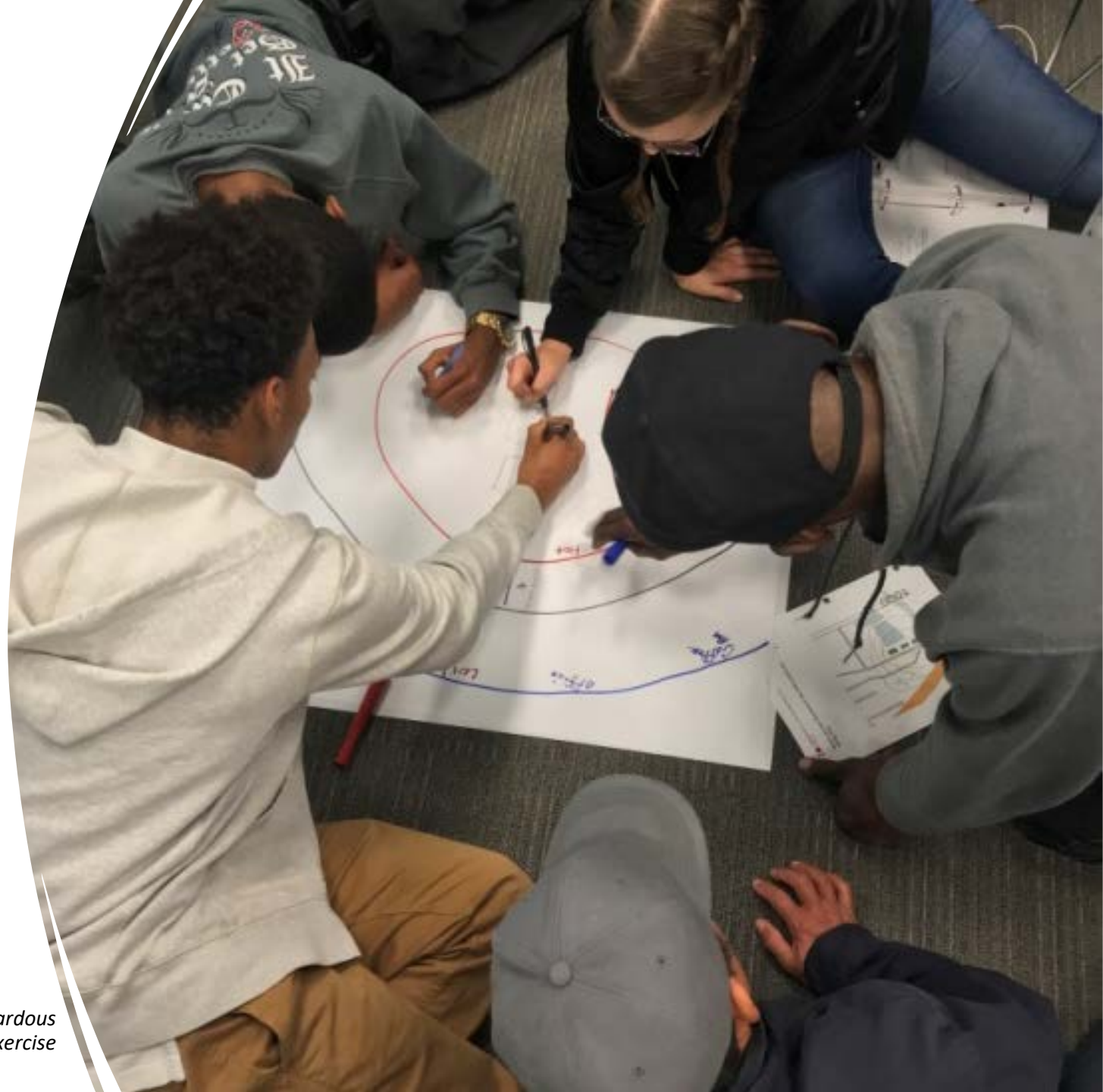


What is the ECWTP?

- Funded by NIEHS
- Result of Environmental Justice Movement
- Comprehensive training program for local, underserved residents in construction and environmental restoration
- Emphasis on life skills, job skills, and health and safety
- Designed to give community residents access to jobs involved with the restoration of their communities

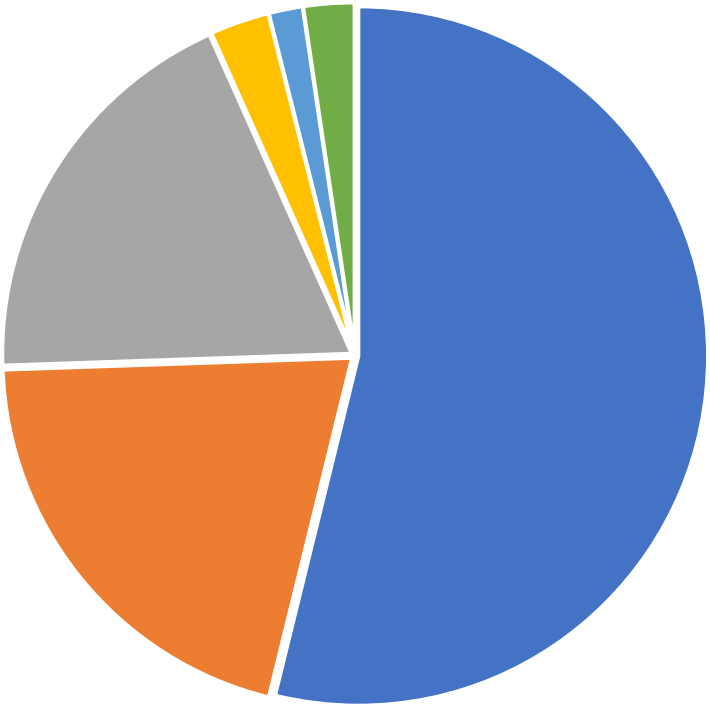
The CPWR ECWTP Consortium

- Programs in 4 cities:
 - Boston, MA - Building Pathways
 - East Palo Alto, CA - JobTrain
 - Flint, MI - GST Michigan Works
 - New Orleans, LA - IUPAT DC 10
- Operate as Apprenticeship Readiness Programs (ARP's) – Preparing students for the Building Trades



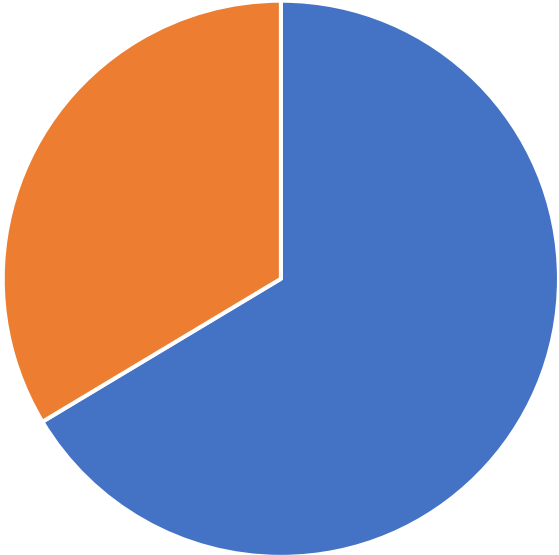
Student Demographics

Race



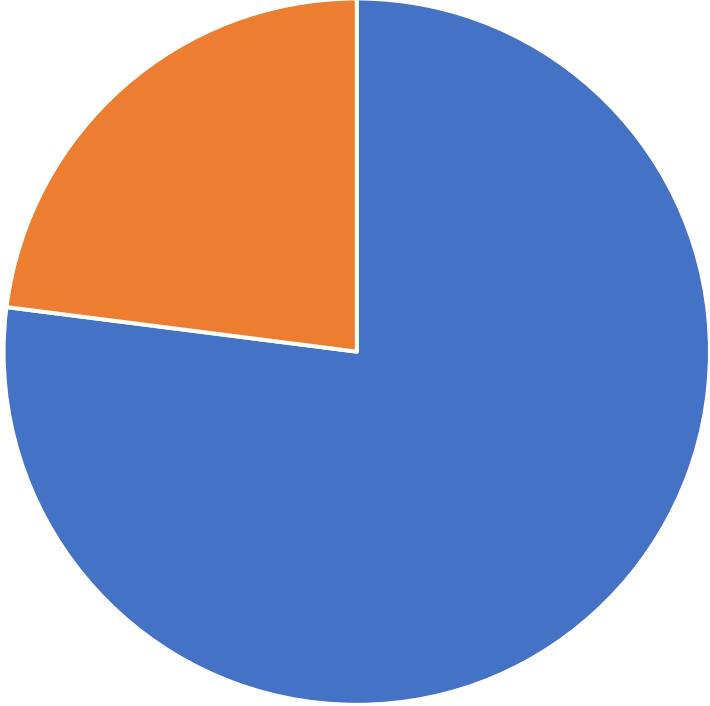
- African American
- Hispanic/Latino
- White
- Pacific Islander
- Native American
- Asian

Employment Status at Program Entry



- Unemployed
- Underemployed

Gender



- Male
- Female



Program Performance and Highlights

For the recently completed grant year:

- 95 graduates
- 77 placed in registered apprenticeships/jobs
- \$22.03 average hourly wage
- Success in retention – 97% of prior grant year students placed in jobs remain employed one year on
- ECWTP selected as a pilot program under the White House's Justice40 initiative

Photo: a student poses prior to hazardous waste decontamination line simulation

2022 TWBN Conference

- CPWR sponsored 5 ECWTP graduates to attend 2022 TWBN
- Report conducted by Dr. Sue Ann Sarpy: *Identifying Challenges and Facilitating Success for Women Building Careers in Construction*
- Report identifies strategies to:
 - promote networking, mentoring, and resource sharing among graduates
 - coordinate supportive services post-graduation





The CPWR ECWTP Consortium

- Boston, MA
- East Palo Alto, CA
- Flint, MI
- New Orleans, LA

Photo: a student prepares to enter a confined space simulator



The CPWR ECWTP Consortium

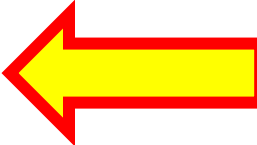
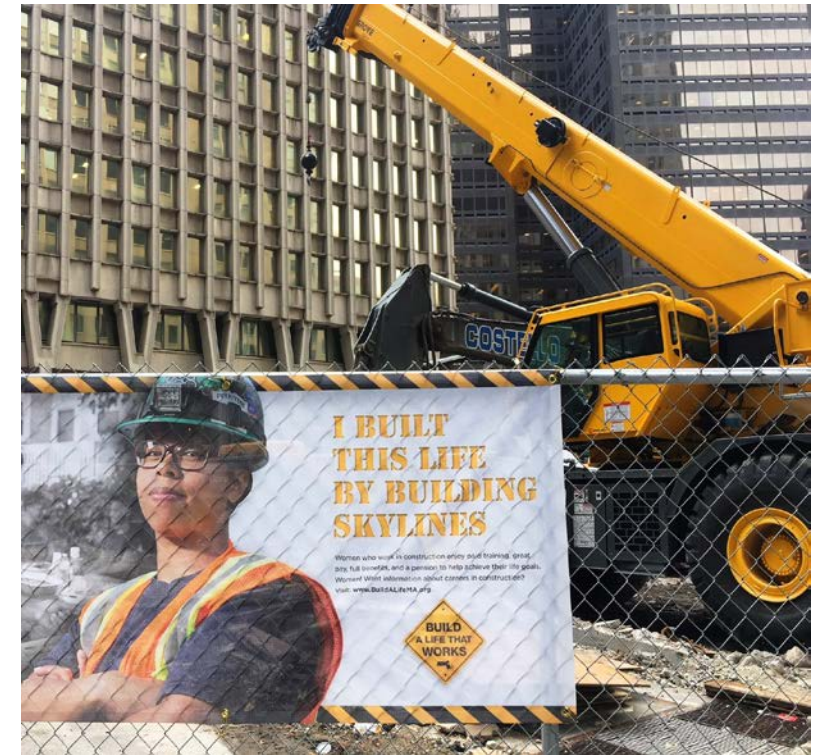
- Boston, MA 
- East Palo Alto, CA
- Flint, MI
- New Orleans, LA

Photo: a student prepares to enter a confined space simulator

Building Pathways – Boston, MA



Building Pathways – Boston, MA

Construction-hours childcare now available!

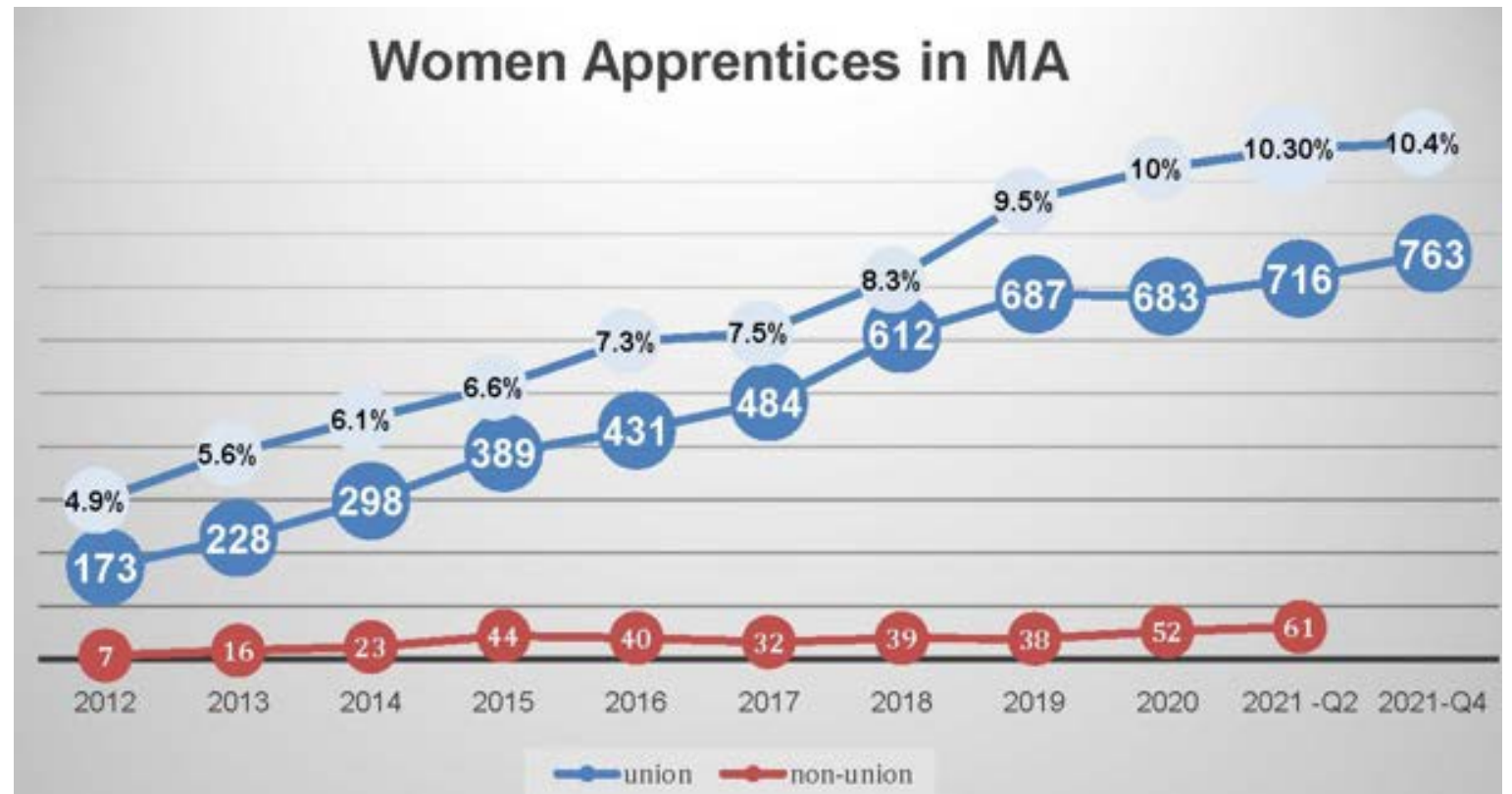
- Pilot program in Boston area working with licensed family childcare providers to offer childcare starting at 5 or 5:30am
- Childcare providers all accept childcare vouchers, their weekly rates vary
- Scholarships for families without vouchers of \$100/week for 6 months paid to provider for tuition discount

CARE THAT WORKS

Families And Providers United For Child Care



Making an Impact



Changed Lives



Ayesca M – 2021 Boston Graduate

Unemployed and recently divorced at program entry

Currently working with Pipefitters Local 537

Selected to represent her union at the Tradeswomen Building Bridges international conference held in London



Emily W - 2016 Flint Graduate

Single mother, underemployed at program entry

Now works as member of Bricklayers and Allied Craft Workers Local 2

Recently purchased first home for her and her children

“I don’t have a job, instead I have a career.”



Ian P - 2013 East Palo Alto Graduate

Single father, ex-felon and unemployed at program entry

Working as a journeyman with Operating Engineers Local 3

Purchased first home for he and his daughter



Olivier F – 2015 New Orleans Graduate

Chronically underemployed at program entry

Became a journeyman with Carpenters Local 1846 in 2019

Purchased his own home, serves as president of the homeowner’s association, and recently started a non-profit to renovate homes for low-income families



Thank you!

Steve Surtees

ssurtees@cpwr.com

301-495-8518

*Supported by NIEHS
Cooperative Agreement
ES006185*

Photo (left): students in a decontamination line during hazardous waste training.

Photo (right): students donning air-purifying respirators during hazardous waste training



Mentoring SMART Women:

A coordinated approach to supporting safety, health, and wellbeing

Dr. Marissa Baker, University of Washington

Lily Monsey, Research Coordinator

Department of Environmental and Occupational Health Sciences

December 2, 2023

Study Background

- > **Tradeswomen are at higher risk for a variety of psychosocial and physical risk factors on the job than their male counterparts**
- > **Pilot research: Washington Women in the Trades**
 - **identified mentorship as an intervention strategy to offer empowerment, skills to new tradeswomen through support from experienced journeymen**
- > **Partnership with SMART International, funded by CPWR**
- > **Part of NABTU's efforts to improve working conditions for female construction workers**



Photo courtesy of SMART International

Module 1:
Building

Module 2:
Mentor Toolbox

Module 3
Mentee

Module 4:
Moving Forward

Asynchronous Sections (4)

Section 1:
Diving into Mentorship

Why this kind of mentorship, why now?

How does being a mentor help me?

Using the mentor notebook

Section 2:
Relationship Building

What does the daily practice of mentorship look like?

What mentor styles can I model?

How do I build a foundation of trust?

How do I assess what level of support my mentee needs?

Section 3:
Goal Practices

Connecting Goals to your mentee's sense of purpose, individual interests and strengths

Developing small, sustainable goal practices

How to adjust for the unforeseen

Section 4: Active Listening

What is active listening, and why is it key in mentorship?

A model for active listening: 3 step communication

Section 5:
Problem Solving

ADAPT problem solving process

Section 6:
Self Confidence and Self Advocacy

Section 7:
Navigating Challenges

What are realistic challenges?

When you can't get in touch

Burnout, Self-care

Boundaries

Section 8:
Pulling it all together

Using combinations of mentoring skills

Ending the relationship

Synchronous Section 1: Mentor Kickoff

Introduction to the program

Synchronous Section 2

Active listening, goal setting practice

Group discussion

Synchronous Section 3

Problem solving, self-advocacy practice

Group discussion

Synchronous Section 4

Conclusion, support and structure moving forward

Asynchronous Mentor Training

Video, text, and audio elements
15-25 minute sections

ONLINE 4. MOVING FORWARD
Navigating Challenges - Drill Down

Watch later Share

What does it look like to set a healthy boundary?

2:31 / 4:35

Home

Relationship Building

Goal Practices

Active Listening

- Introduction
- What Is Active Listening?
- Active Listening In Action
- Active Listening, Step By Step
- First: Connect**
- Second: Clarify
- Third: Validate
- Blocks To Active Listening
- Drilling Down: Communicating Effectively
- Review

First: Connect

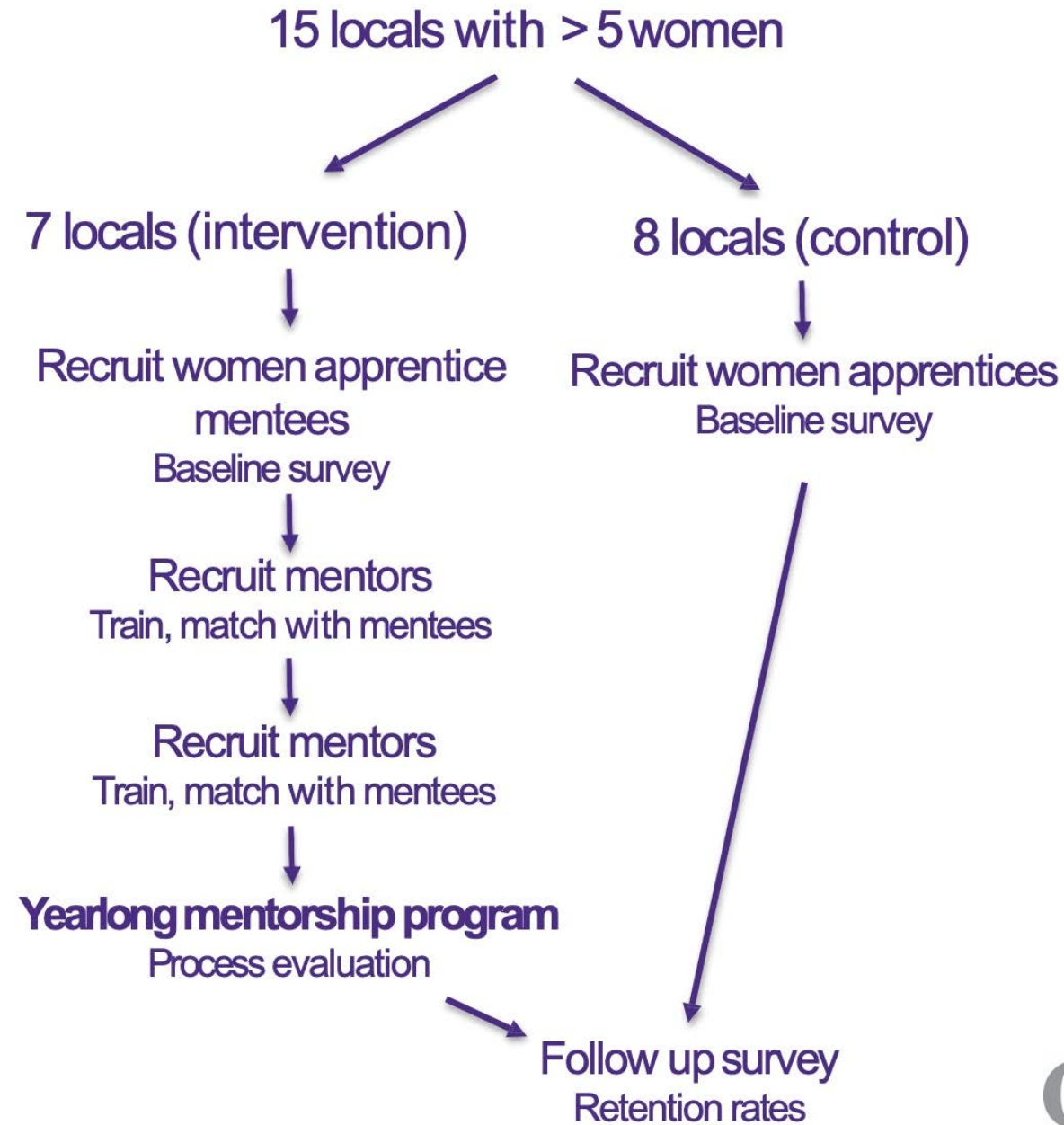
Connecting means giving your full attention to the conversation. This can be hard, but it might be the most important part of active listening.

Most times as listeners, our attention is somewhere else. But when listening actively, we give *all of our attention* to the speaker. This tells the speaker that what they're saying matters, and we're interested in what they have to share.

So, how do you do this?

- Check Your Surroundings**
It helps to first choose the right setting. **Try finding a place that is as distraction-free as possible as possible.**
Remember how Val called Kendra from her car, so it could be quiet and private? This gave Val a better chance to connect with Kendra than if she tried to call from the worksite, where there was a lot of background noise.
- Show You're Interested**
You can also use **body language** and **voice** to **show that you're interested.**

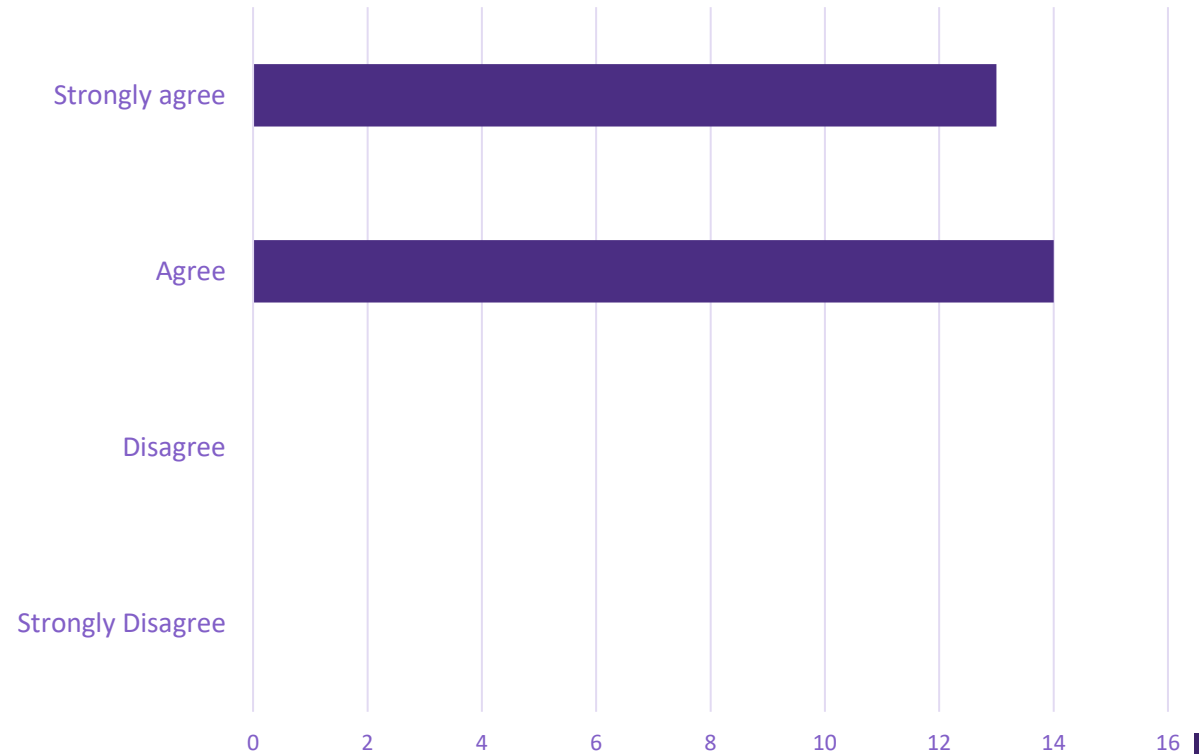
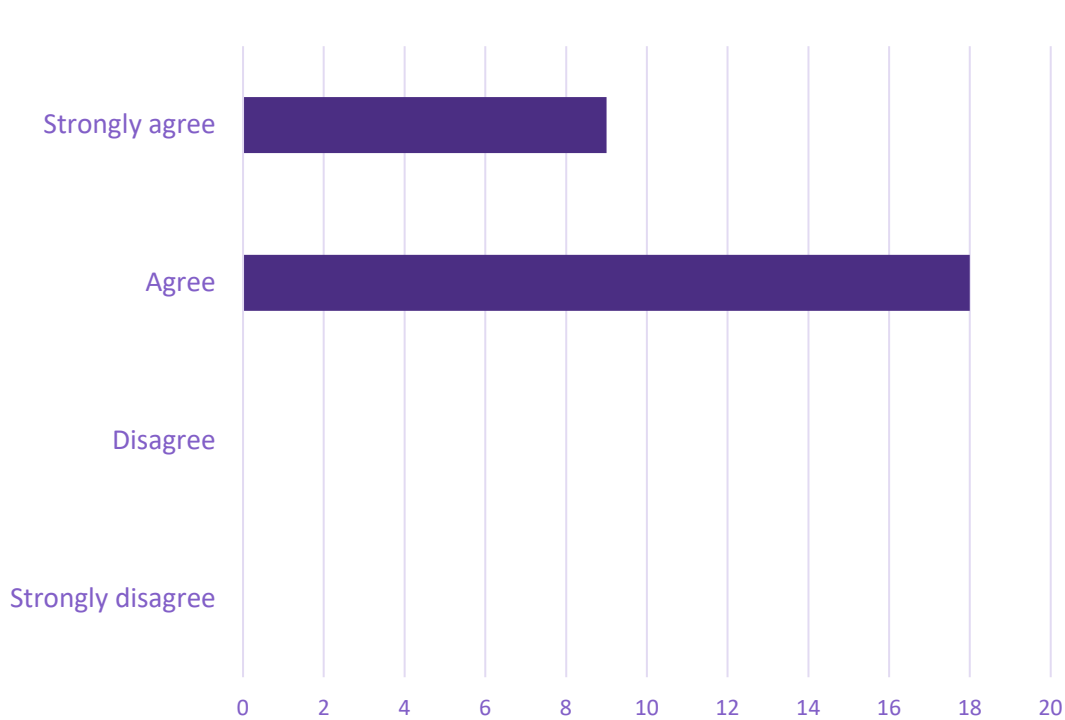
Study Design



Mentorship Training Evaluation: Rounds 1 and 2

After receiving this training, my overall confidence as a mentor has increased. (n = 27)

This training series was effective in advancing my understanding of mentoring relationships. (n = 27)



Confidence in Training Skills

How did the training change your confidence in the following skills? (n=27)

	not at all	a little	some what	very much
Understanding the need for mentoring skills for women in the trades.		11%	33%	56%
understanding the role of trust, boundaries, and confidentiality in a mentor/mentee relationship.	8%	4%	20%	68%
Understanding the importance of goal setting for supporting mentee growth.	8%		22%	70%
Understanding how to use active listening skills to support my mentee.	4%	8%	37%	51%
Understanding the process of problem solving (ADAPT) and feeling like I can use it to help my mentee.		4%	44%	52%
Understanding strategies that I can use to navigate challenges in mentorship.	4%	8%	33%	55%
Understanding how to use a combination of mentoring skills.		4%	33%	63%

Mentor Feedback, Qualitative Interviews

"This program...has given me skills that have helped me transition into my role as a business rep for my local."

- Mentor

"I really enjoyed the real-life example between Lisa and [mentor], it gave me a lot of insight into how a real-life situation could evolve and how to use the tools I have available...."

- Mentor

"Men were some of my greatest allies on the jobsite. At the same time, the older generation is where a lot of the problems are."

- project coordinator & retired tradeswoman

Next steps: Dissemination of Training

Products to share widely:

- 1. Our asynchronous mentor training, with skill-based videos**
 - to be accessible on CPWR's website
- 2. Mentor Handbook**
 - complementary guide for training, also a standalone resource
- 3. Training Guide**
 - designed to help locals and groups administer synchronous training elements
- 4. Best Practices Guide**
 - A general guide to administering all elements of mentor training

Support and Acknowledgement

- > CPWR
- > SMART International
- > External Advisory Board
- > Study team members: Dr. Noah Seixas, Dr. Hendrika Meischke
- > Trainer: M Miller
- > SMART extraordinaire: Lisa Davis

Questions

Email: bakermg@uw.edu