

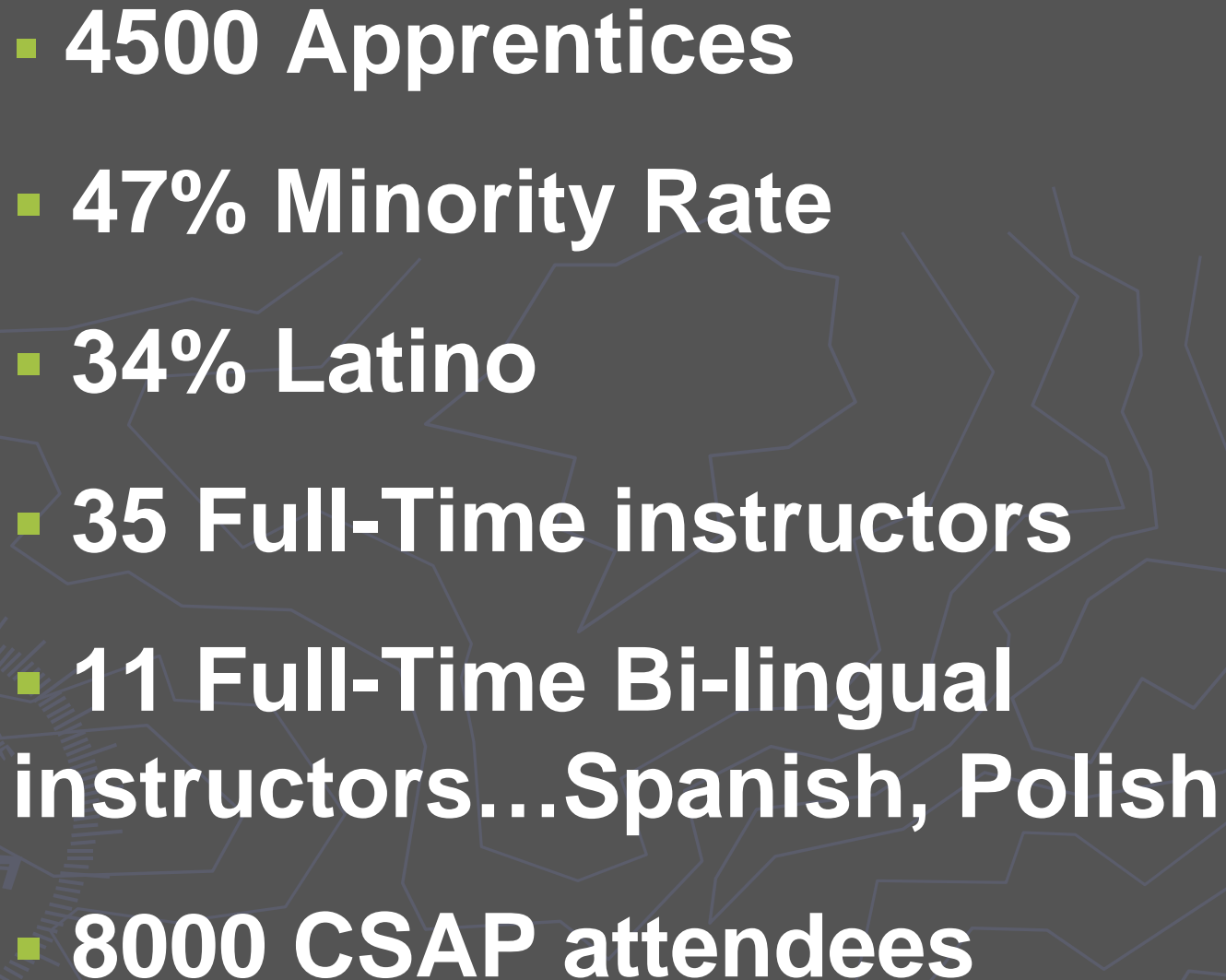
CHICAGO REGIONAL COUNCIL OF CARPENTERS

**National Conference on Immigrant
Workers in Construction**

**Providing Effective Health &
Safety Training**



Chicago Regional Council of Carpenters Apprenticeship and Training Center

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- **4500 Apprentices**
 - **47% Minority Rate**
 - **34% Latino**
 - **35 Full-Time instructors**
 - **11 Full-Time Bi-lingual instructors...Spanish, Polish**
 - **8000 CSAP attendees**

Specialty Trades Initiative - 1998

- Residential and Commercial industries
- Skills and comprehension testing of all Drywaller, Roofer, Insulator and Sider members
- Slotted members into apprenticeship level based on their competency level
- Classes conducted using Bi-lingual instructors
- Began translation of curriculum and educational materials

Translated Educational Materials

- Weekly Skills Course Manuals
- Safety Handouts in English, Spanish and a combination of Spanish & English words and phrases
- Safety Training Manuals (i.e., fall protection, ergonomics, hand tool safety, personal protective equipment, scaffolding...)
- Safety Training Presentations i.e., OSHA 10-Hour, power tool safety...
- Council Bylaws and Work & Trade Rules

Reaching the Immigrant Worker

- Instruct students at their level
- Instructors need to motivate, not intimidate
- Instructors who understand the family culture, values and background of the students
- Personalize the importance of safety to the importance of their family.

Reaching the Immigrant Worker

- Present statistical information...Council, BLS, NIOSH, OSHA, NSC, etc.
- Provide real-life examples of immigrant workers that have been seriously injured or died performing carpentry work specific to the class
- Lack of Jobsite Safety vs. Future Earnings and Well Being for their family structure

Training Techniques

- Use a handout and brief math quiz within the first 15 minutes of class to determine reading and competency levels
- Pair up a less skilled student with a skilled individual
- Use English words and phrases to help motivate them to learn and prepare them for the jobsite
- Use common construction terminology (i.e., horse vs. temporary elevated work platform)

Training Techniques

- Present more live safety demonstrations:
 - Cranes and overhead power line safety
 - Electrical safety...bucket of water and power tools
 - Confined spaces – bottle explosions, oxygen deficient, lethal gases
 - Hazard communications – dangers of mixing chemicals, asbestos, lead, silica
 - Fall protection – hoisting student in harness using a tripod and winch...
 - Double vision imagery...What they see, vs. What really is displayed

Training Techniques

- Use props and pass around the equipment while using English terminology
- Develop and use PowerPoint presentations
- Video/DVD...stop frequently to ask questions
- Inject short clips...humorous, serious, examples, news footage of incident
- Use overheads and overlays
- White boards and assorted markers
- Flip charts...prepared lessons...Health effects of chemicals on the human body

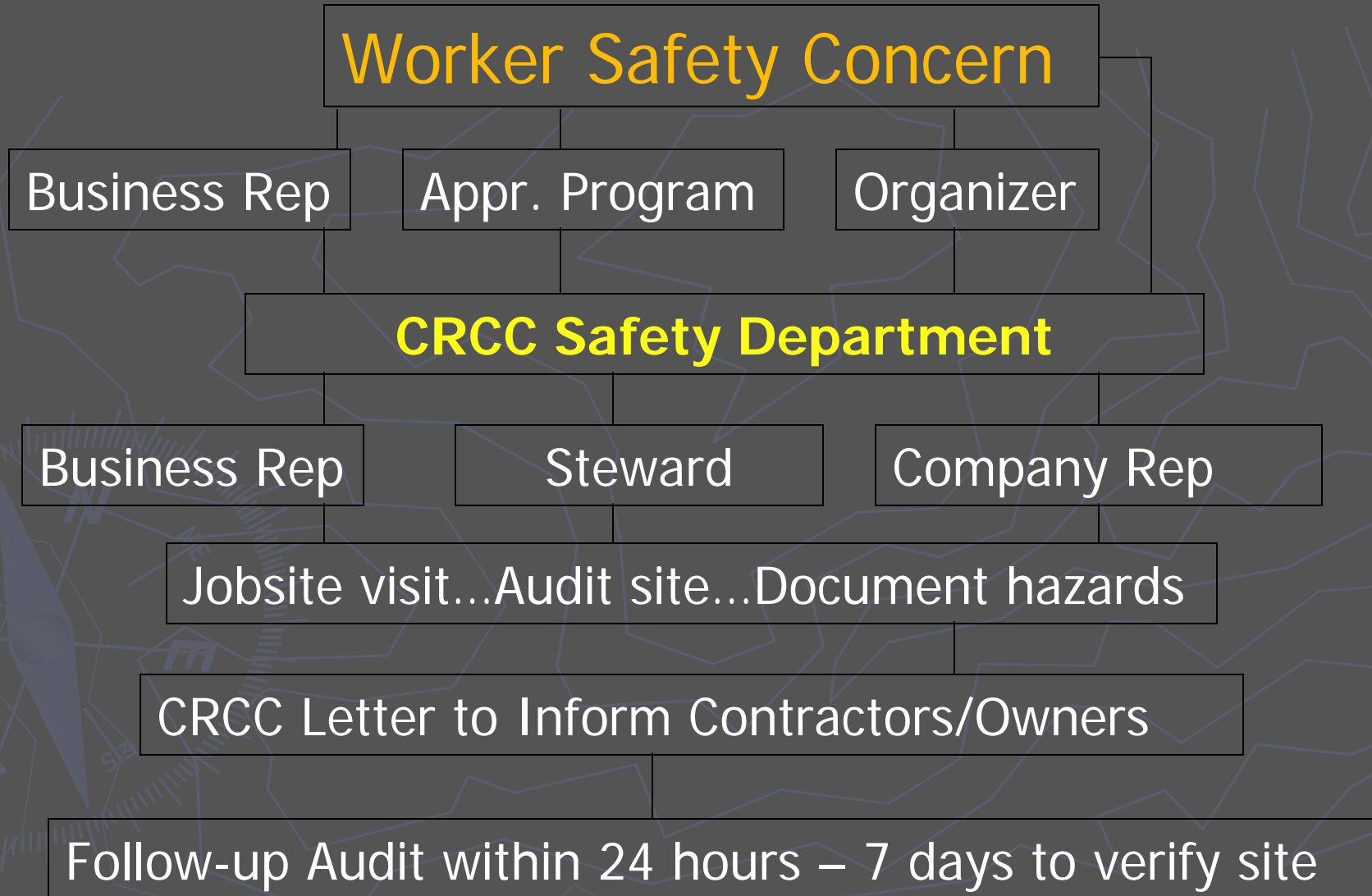
Training Techniques

- Draw out student jobsite experiences
- Guest speakers...OSHA, Council Rep/Organizer
- Use "Fatality Narratives"...real-life incidents
- Use OSHA "Safety Hazard Information Bulletins" (SHIB)
- Use advanced students to help teach/demonstrate portions of H&S classes
- Universal hardhat stickers
- Union brochures for students to take home

Importance of Continuing Education

- Explain importance of attending training regularly:
 - Financial benefits
 - Welfare and Pension benefits
 - Expanding skills level
 - Diversity of employment opportunities
 - Family benefits and opportunities
 - Self pride, confidence and motivation
 - Future leadership opportunities

Chicago Regional Council of Carpenters Safety Program



Immigrant Worker Results

- Prior to '2001' little to no Hispanic enrollment in CSAP classes
- Now...Steady annual increases of participation in evening and weekend training
- Increase in worker complaints:
 - Wage & Benefit violations
 - Work & Trade Rule violations
 - Health & Safety violations

Immigrant Worker Results

- Participation in Council Steward Training
- Safety representatives for contractors
- Participation in Supervisor Training Program
- Positive interaction and involvement at jobsites when conducting site audits/visits
- Increased attendance at local union meetings
- Increased participation in VOC's