

Improving Jobsite Awareness

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Improving Jobsite Awareness

Five Learning Objectives:

1. Fitness for Duty and Situational Safety Awareness
2. First Responder Training: First-Aid, CPR, AED and Narcan
3. Preventing Workplace Violence and Aggression
4. Active Shooter Training
5. Crisis Intervention Strategies

Fitness for Duty

Framework: Improving Jobsite Awareness

- Begins with proper recruitment, screening, selection of candidates to ensure proper fit of expectations
 - Physical, cognitive and emotional requirements of Apprenticeship and career
- Reinforced during orientation and onboarding of Apprenticeship Program
- Mutual responsibility of learners and instructors

Assessing Situational Awareness

Measures the safety maturity of a new hire through four levels of situational awareness and performance



1. Employees deemed to be **lacking** situational awareness cannot perform work without constant supervision and shadowing of mentors.
2. Employees assessed to have **developing** of situational awareness require close and regular supervision to protect them from unexpected hazards or activities.
3. Employees deemed to have **developed** situational awareness are safe to work independently from direct supervision or in a crew or team.
4. Employees who demonstrate **mastery** of situational awareness are used as job coaches for shadowing or mentoring new hires

Sample Situational Awareness Assessment

Lacking Situational Awareness		Check if Applies
	New to Construction and or field operations or has not worked around mobile or backing equipment	
	Does not understand the hazards associated with the job or specific tasks	
	Learning to select and use the proper PPE and safety equipment for a task or requires frequent reminders to use PPE	
	Does not ask or accept help	
Developing Situational Awareness		
	Successfully selects and uses proper PPE for the tasks being performed without being reminded	
	Learning skills and techniques yet requires frequent to constant supervision for instruction, coaching or correction	
	Gaining "head on a swivel" awareness	
	Not able to anticipate the changing hazards and necessary controls in an ever-changing work environment	
Developed Situational Awareness		
	Growing competence in skills and techniques	
	Successfully completes tasks to expectations without direct supervision while working independently or in a crew	
	Demonstrates "head on a swivel" awareness	
	Successfully anticipates hazards and controls needed in an ever-changing work environment	
Mastered Situational Awareness		
	Leads by example at safety and task completion	
	Performs all jobs and tasks safely and efficiently	
	Demonstrates safety leadership by keeping an eye on others and offers positive reinforcement and coaching to correct incorrect behavior or performance	
	Able to explain specific steps to be performed in sequence and in layman's terms so others clearly understand	

Job- and Task-Specific Orientation Checklist

Topics to be Trained by Superintendent, Paving Foreman or Experienced Paving Crew Member

		Required / Not Required	Target Date	Instructed By	Completed Date	Time Spent	Learning Format
1	Personal Protective Equipment - Night and Day time PPE and Coveralls	Required					On the job
2	Safety Timeout	Required					On the job
3	Asking for Instructions and Assistance	Required					On the job
4	Location of First Aid, Burn & Trauma Kits	Required					On the job
5	Fire Extinguishers	Required					On the job
6	Industrial Athlete Training Program Warm-up Exercises	Required					On the job

Excerpts from 31 operational safety topics for new hires on hot mix asphalt paving crew

Polling Question

In your apprenticeship, have you incorporated an assessment of learner situational safety awareness?

- A. Yes, formal process with checklist or sign-off
- B. Kind of, informally via discussion with no checklist
- C. No, have not implemented assessment or process

Pre-Shift and Post-Break Warm-Up Exercise Program



Industrial athlete mindset



Dynamic movements of large muscle groups to replace static stretch and flex



Led by crew champions



Deliberately engaging and self-paced so everyone can participate



Rotate warm-up exercises to keep it fresh

Situational Safety Awareness and Fitness for Duty Resources

- 10 Situational and Safety Awareness Tips for the Workplace
 - <https://www.alertmedia.com/blog/situational-awareness-safety-tips/>
- Situational Awareness at Work: Why It Matters and How to Improve It
 - <http://www.globalguardian.com/global-digest/situational-awareness>
- When Fitness-for-Duty Examinations Are Allowed
 - <https://www.shrm.org/topics-tools/employment-law-compliance/fitness-duty-examinations-allowed>



First Responder Training: First-Aid, CPR, AED and Narcan

Polling Question

Approximately what percentage of workers cannot locate an AED in their workplace?

- A. 12.5
- B. 25
- C. 50
- D. None of the above

FA/CPR/AED and Narcan

- What?
 - First Responders vs. Lay Rescuers¹⁻⁴
 - First Aid/CPR/AED
 - Red Cross
 - National Safety Council
 - BBP⁵
 - American Heart Association
 - Stop the Bleed⁶
 - FAST (ARC)
 - CERT⁷

FA/CPR/AED and Narcan

- Why?¹
 - Lay Rescuer
 - Not trained to a higher level of professional care
 - ~10k cardiac arrests in the workplace/year
 - AED within 1 minute = 90% success rate
 - ~40% of time a co-worker/stranger is first to arrive at accident

FA/CPR/AED and Narcan

- How?



<https://www.youtube.com/watch?v=7kIB8Vza9ac>

First Responder Resources

1) Why Lay Rescuers Are Important

- <https://www.firstresponse-ed.com/blog/why-lay-person-rescuers-are-important>

2) First Response: Working on the Front Lines of the Opioid Crisis Training

- <https://www.samhsa.gov/dtac/education-training/first-responders-training-course>

3) Red Cross Training For Individuals

- https://www.redcross.org/take-a-class?utm_source=RCO&utm_medium=RCO_Navigation_Training_Certification

4) First Aid, CPR and AED Training

- <https://www.nsc.org/safety-training/first-aid>

First Responder Resources *(continued)*

5) Heartsaver® Bloodborne Pathogens Course Options

- <https://www.heart.org/en/courses/heartsaver-bloodborne-pathogens-course-options>

6) Stop the Bleed

- <https://www.dhs.gov/stopthebleed>

7) Community Emergency Response Team (CERT)

- <https://www.fema.gov/emergency-managers/individuals-communities/preparedness-activities-webinars/community-emergency-response-team>

8) Naloxone: How can I reverse opioid overdoses and save lives?

- <https://www.youtube.com/watch?v=7kIB8Vza9ac>

Preventing Workplace Violence (Threat Assessment)

Workplace Violence and Aggression

According to OSHA, one of the best protections employers can offer their workers is to establish a zero-tolerance policy toward workplace violence.

- A. True
- B. False

Common Scenarios for Project Safety Threats for Workplace Violence

1. Domestic violence follows an employee to work
2. Disgruntled former employee upset with termination shows up at jobsite to complain or fight
3. Drunk and/or disorderly neighbors upset about night-time work
4. Working near homeless encampment and encounter with aggressive person who is showing signs of being under the influence of alcohol/drugs and/or experiencing mental health issues
5. Working in vicinity of known or suspected gang activity
6. Random violent acts in vicinity to a project or work zone, including a fleeing felon taking cover from law enforcement

Workplace Violence and Aggression

- What?²
 - Abuse, threats, assault, hazing, harassment
 - Creates fearful environment
 - Under-reporting
 - Psychological harm
 - Legal duty

Workplace Violence and Aggression

- Why?²
 - Normalization of verbal and physical abuse
 - Rite of passage
 - Embarrassment/fear
 - Power differential
 - Not knowing

Workplace Violence and Aggression

- How?²
 - Undertake risk assessment
 - Demonstrate safety leadership
 - Provide consultation
 - Respond appropriately

Active Shooter Training

Active Shooter

- What?^{3, 4, 5}
 - Definition
- Why?
 - Stats
- How?
 - Plan/Train/Debrief

Active Shooter



Active Shooter Presentation

<https://www.youtube.com/watch?v=dmdp1RTTYCs>

Workplace Violence and Aggression and Active Shooter Resources

1) Workplace Violence

- <https://www.osha.gov/workplace-violence>

2) Work-related violence and aggression in the construction industry

- https://www.worksafe.qld.gov.au/_data/assets/pdf_file/0022/87007/Work-related-violence-and-aggression-in-the-construction-industry.pdf

3) Preparing Your Employees for an Active Shooter Situation

- <https://lhsfna.org/preparing-your-employees-for-an-active-shooter-situation/>

4) Counseling on Access to Lethal Means

- <https://zerosuicidetraining.edc.org/enrol/index.php?id=20>

Workplace Violence and Aggression and Active Shooter Resources *(continued)*

5) Counseling on Access to Lethal Means

- <https://zerosuicidetraining.edc.org/enrol/index.php?id=20>

6) CALM: Counseling on Access to Lethal Means

- <https://sprc.org/online-library/calm-counseling-on-access-to-lethal-means/>

7) Be Prepared For An Active Shooter

- www.ready.gov/sites/default/files/2024-03/ready.gov_active-shooter_hazard-info-sheet.pdf

8) How To Survive An Active Shooter

- <https://www.youtube.com/watch?v=dmdp1RTTYCs>

Run-Hide-Fight (Sample for Field Construction Crews)

Run

- Get off of elevated equipment and take cover to assess your escape options
- Evacuate and escape from the immediate area of the threat
- Be careful if running across roadways to escape
- Take a parked vehicle if you have the keys and can quickly get in it and leave the scene immediately.
- Do not play the hero and go back near shooter and try to rescue others. Call 911!
- Leave your belongings at the jobsite
- Keep your hands visible so law enforcement can see them
- Get as far away from the work zone as you can
- CALL 911 when it is safe to do so!

Run-Hide-Fight (Sample for Field Construction Crews) *(continued)*

Hide

- Identify suitable places to hide
- Silence your cell phone
- Remain quiet
- Consider if removing high visibility PPE will improve your ability to hide
- Once you take cover, stay covered unless the threat level increases with the active shooter moving closer to your place of cover
- Spread apart and don't group together to be quieter and less of an attractive target for the active shooter
- Quietly grab a tool or other object to defend yourself if needed

Fight

- As a last resort, try to incapacitate the shooter.
- Stay sheltered as long as you can and use the element of surprise at the last possible moment to incapacitate the shooter by fighting or using tools/objects
- Act with physical aggression—Defend yourself
- Use tools or other objects to block threat, throw objects and fight back

Crisis Intervention Strategies

Employee Assistance Program (EAP) or Member Assistance Program (MAP)

- Connect with your union's benefit coordinator to request information on the EAP and when apprentices are eligible for services
- Inquire about preventive physical and mental health wellbeing services and resources available in health and welfare fund
- Post and distribute this information broadly

Crisis Hotlines



CRISIS TEXT LINE |

Text HELP or
CONNECT to:
741-741



For Spanish, press 2
LGBTQ+ Youth, press 3

Learn Suicide Warning Signs

Suicide Warning Signs

These signs may mean someone is at risk for suicide. Risk is greater if a behavior is new or has increased and if it seems related to a painful event, loss, or change.

- ❖ Talking about wanting to die or to kill oneself.
- ❖ Looking for a way to kill oneself, such as searching online or buying a gun.
- ❖ Talking about feeling hopeless or having no reason to live.
- ❖ Talking about feeling trapped or in unbearable pain.
- ❖ Talking about being a burden to others.
- ❖ Increasing the use of alcohol or drugs.
- ❖ Acting anxious or agitated; behaving recklessly.
- ❖ Sleeping too little or too much.
- ❖ Withdrawing or feeling isolated.
- ❖ Showing rage or talking about seeking revenge.
- ❖ Displaying extreme mood swings.

Suicide Is Preventable.

Call the Lifeline at 1-800-273-TALK (8255).

With Help Comes Hope

Safety Conversations About Suicide



www.intheforefront.org

Help Prevent Suicide – LEARN® SAVES LIVES

Most people can relate to a time when they felt alone. We may have just needed a reminder, *I see you. I care.* To help those in crisis and considering suicide, we recommend using LEARN®. We need everyone to play a role in suicide prevention. Most suicides are preventable. Together, we can save lives. **To learn more, go to www.intheforefront.org.**

LOOK FOR SIGNS

- Talking, joking or researching ways to die.
- Feeling hopeless, depressed, trapped, burdensome, anxious, ashamed, or humiliated.
- Changes in personality, academic/work performance, sleep, withdrawing from friends/activities.
- Increasing use of alcohol/drugs, reckless behavior, self-harm/cutting, giving away possessions.

EMPATHIZE AND LISTEN

- People who have survived suicide attempts report what was most helpful to them—**just listen.**
- Listen with compassion, remain calm, avoid judgement and validate their feelings.
- Don't offer quick fixes, tell them everything will be OK, show anger, panic, or ask "why" questions.
- Let them know that you care about them.

ASK ABOUT SUICIDE

- Ask in a way that invites an honest response. Use any signs you've noticed as part of "the ask."
- Be direct. Use the word "suicide" and be prepared to hear a "yes."
- Asking about suicide will NOT put the idea in someone's head.
"Sometimes when people feel hopeless they are thinking about suicide. Are you thinking about suicide?"

REMOVE THE DANGER

- If they say yes, ask them **"Do you have a plan?"** **"Do you have access to those means?"**
- Putting time and distance between a person at risk for suicide and lethal means can save lives.
- Remove or limit access to firearms, medications, belts, ropes, knives, alcohol and chemicals.
- Report concerning posts on social media.

NEXT STEPS

- Ideally with the person at risk, call the National Suicide Prevention Lifeline (see number below).
- If the person will not agree to stay safe, do not leave them alone. **CALL 911.**

Mental Health and Suicide Prevention

- Construction Industry Alliance for Suicide Prevention offers free resources
 - www.preventconstructionsuicide.com
- American Foundation for Suicide Prevention has at least 1 chapter in each state and offers Talk Saves Lives program
 - AFSP.org
- Many chapters of National Alliance on Mental Illness offer Question-Persuade-Refer (QPR) training
 - NAMI.org
- Forefront Suicide Prevention at the University of Washington School of Social Work—Free online construction training course
 - <https://intheforefront.org/preventing-suicide-in-the-construction-industry/>

Mental Health and Suicide Prevention *(continued)*

- US-DOL OA's Mental Health for Pre-Apprentices and Apprentices
 - Prioritizing Your Mental Health and Well-being
 - https://rise.articulate.com/share/DdpFg_46q26TVGLw2ILhHI4YDFEqGOg1
- US-DOL OA's Mental Health for Sponsors (Contractors, Unions, JATCs, etc.)
 - Promoting Worker Mental Health and Wellness
 - https://rise.articulate.com/share/in161xr-vDNZagKbqboscKP_3M41eoPR#/
- AGC-MO Suicide Prevention Resources
 - https://www.agcmo.org/WCM/WCM/Nav_Items/Member_Resources/Safety/Suicide_Prevention_Worker_Resources.aspx

Crisis Intervention

Is asking someone if they are considering suicide a bad idea—as it could put the idea in their head if they were not already thinking about suicide?

- A. True
- B. False

Crisis Intervention Resources

- Crisis Management: The Critical Human Element
 - <https://pinterest-staging.server5.stevens.zone/media/EAP-Crisis-Management-the-Critical-Human-Element.pdf>
- Threat Assessment: A Key Step in Preventing and Mitigating Workplace Violence
 - <https://cfma.org/articles/threat-assessment-a-key-step-in-preventing-and-mitigating-workplace-violence>
- The 10 Steps of Crisis Communications
 - <https://www.bernsteincrisismanagement.com/the-10-steps-of-crisis-communications/>
- Media Relations During a Crisis
 - <https://www.e911.com/wp-content/uploads/2020/10/mn-cities-magazine-may-june-2017-issue-article-media-relations-during-a-crisis.pdf>
- Leading a Company in the Aftermath of a Suicide Loss
 - https://workplacesuicideprevention.com/wp-content/uploads/2019/12/20191211_Beyer_Vandepol_Aftermath_Suicide.pdf
- A Manager's Guide to Suicide Postvention in the Workplace: 10 Action Steps for Dealing with the Aftermath of Suicide
 - <https://theactionalliance.org/resource/managers-guide-suicide-postvention-workplace-10-action-steps-dealing-aftermath-suicide>

Key Takeaways

1. Assessing situational awareness among learners is a key to improving jobsite safety performance
2. Jobsite safety warrants expanded first-aid readiness to include AED, Stop the Bleed, and naloxone/Narcan
3. Understanding risk factors for workplace violence is paramount—If in doubt, notify law enforcement
4. Teach basics of Run-Fight-Hide for active shooter scenarios
5. Share concern and empathy by asking apprentice if they are OK and referring to “988” Crisis Hotline, EAP or other resources

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Q&A

THANK YOU