Promoting Safety in Your Workforce

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Promoting Safety in Your Workforce

- Contract Workforce
  - Short Term Contractors
  - Long Term Contractors
- Safety Incentive Programs
  - Types
  - Effective?
- Training Programs
  - Types available
  - Effective?
- Bilingual Workforce Safety Issues
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- Contract Workforce
  - Temporary issues
    - Specific concerns:
      - Green workforce: Statistics on new employee injuries
      - Plant familiarity
      - Others?
    - Supervision needed?

- Contract Workforce
  - Long Term
    - Who is responsible for safety: contractor or facility or both?
    - How do we promote safety as a concern?
    - Controlling turnover
    - How do you motivate your contract workforce?
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- Safety Incentive Programs
  - Extremes and their downsides:
    - Extreme Discipline: Punishment or banishment
    - Extreme rewards for safe performance: Monetary
    - No Incentive programs
      - Leads to unreported near misses
      - Leads to unreported incidents, sometimes serious
      - Leads to apathy
    - Moderate: What will work to motivate employees to be safe?

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- Training Programs
  - Types available
    - Do temporary contractors require and receive the same training as resident employees?
    - Offsite training
    - Onsite training
    - One hour, one day, one week?
  - Testing requirements for temporary vs. long term contractors and company employees?
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- Bilingual Workforce
  - Necessary? If so:
    - Bilingual training and tests?
    - Bilingual signs?
    - Bilingual supervisors?
  - Unnecessary? If so, other sources of skilled and unskilled labor? Is the standard pool of labor being depleted by an aging workforce going to retirement?

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- How do you handle safety in the Contractor Workforce?
- What kind of safety incentive programs work?
- What sort of training programs are available, what works?
- How do you handle bilingual workforce issues?