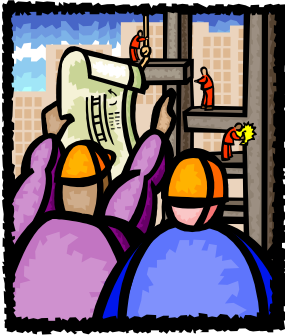


ON-THE-JOB-TRAINING



Training comes in different sizes, shapes, locations, subjects being taught, who's the teacher, how lengthy are the instructions, and what are the

objectives. Seminars, as well as Tool-Box Talks don't necessarily have to be a half-hour, or an hour, or eight hours. If we had never used a pair of pliers, it would probably take an experienced worker no more than three or four

minutes

to teach the novice. That's what we call on-the-job-training.

ON-THE-JOB-TRAINING

Each day, on almost every jobsite, a foreman, or superintendent, or veteran worker, *shows us how to "help" move a heavy load* from a truck, onto a pallet, and to another location on the jobsite.

We don't necessarily look at this as a Tool-Box Talk, or even on-the-job-training, but that's exactly what it is. You are taking instruction on a relatively simple task (you lift that end, and I will lift this end). All you are doing is following directions. And that is "training" in its simplest concept.

CRAFT TRAINING

Some trades and crafts take an apprentice three or four years to be a carpenter, or an electrician's helper, or plumber's helper. But do you have to be a journeyman framer to know how to drive a nail into a 2 x 4? Or remove a nail from a piece of lumber with a claw-hammer?

That's right, you probably know how to use any number of tools that you see on a typical construction jobsite. Mostly what you lack is experience in using these tools "in the right manner." Repeating even the simplest tasks time and time again is how we learn a "craft" or a "trade." WITH INSTRUCTIONS FROM A JOURNEYMAN CARPENTER, who shares his knowledge with his crew. Sooner or later, certain crew members pick up enough tips to qualify as a framer's helper.

SAMPLE ON-THE-JOB TRAINING TECHNIQUES

Here's six construction activities that you could probably master overnight, with some simple instructions, guidance, and direction from an experienced worker:

- **FORKLIFT OPERATOR** – Sixty minutes of instruction from a qualified operator, and you could probably master the technique. The instructor shows you some of the hazards associated with fork-lifts, describes the nomenclature of the fork-lift, and how to safely lift loads. No, you won't qualify as a journeyman fork-lift operator, but with more and more on-the-job-training, you would achieve your goal in a month or two.
- **FRONT-END LOADER** – Loaders are tricky devices, with multiple control levers, back-up alarms, horns, lights. Learning track-operated equipment procedures, and safety guidelines to prevent injury to yourself, workers, and passers-by is imperative. With this type of rig, it's safer to take trial runs in an open field, with few if any obstructions. But, at all times, you need to listen and observe the techniques used by the journeyman operator. That's on the job-

training. And in less than a year, maybe you could safely and productively be an operator.

- **POWDER-ACTUATED TOOLS** – Yea, you’re right. All you have to do is aim the tool and pull the trigger. **WRONG!!!** What you do is listen to a qualified powder-actuated tool user...observe his techniques...learn the hazards associated with this type of tool...and listen to the man... But you could learn this skill in a few weeks of training, using on-the-job-training as your “classroom.”
- **EXTENSION LADDERS** – Sure, I know, you have been using extension ladders since you were a Boy Scout. But I bet you have been using extension ladders incorrectly, from day one. Do you get help to lift a twelve or twenty-foot ladder to place it against a wall? Do you “secure” that ladder at top and bottom, as required by OSHA? Do you know what the 4:1 ratio means in terms of how far the bottom of the ladder is from the base of the wall? Do you carry tools in one hand, and the other on the rungs as you climb the ladder? But you said you knew about ladders, ever since you were in the Boy Scouts. So, start listening to an experienced worker, ask questions, and learn something new each day about ladders. You will be safer, and live longer. That’s on-the-job-training. Try it on for size.
- **GENERATOR** – A typical jobsite has five or ten portable generators scattered around, being used, in most cases, by totally inexperienced workers. How much experience do you have to have to know how to refuel this thing? Or how to run the power cord from the generator to the worker using power tools inside the building? Does the generator have a guard on the fan belt? Does the extension cord from the generator have a ground plug (three-prong plug)? Does the gasoline can being used to refuel the generator have a flash-arrestor in the nozzle, a spring-loaded cap, and a fire extinguisher within 25 feet? And, is the container metal? Bet it’s plastic. But, OSHA doesn’t allow gasoline to be stored in plastic containers...use metal only.

So, maybe you need a little more on-the-job-training so you will be able to safely keep workers out of harm’s way if they’re refueling the generator, or if the plastic can doesn’t have a lid on it. More importantly, it will keep “you” out of harm’s way, too.

- **HARD HATS/EAR PLUGS/SAFETY GOGGLES** – On most jobsites, it’s MANDATORY that all workers wear hard hats, have ear plugs to use if the noise factor on the jobsite exceeds 90 decibels...and have safety goggles if they’re engaged in certain trade practices as jack-hammering using power tools, drills, dry-wall sanding, welding, and a myriad of other activities that cause shards of steel, aluminum, wood, PVC pipe, to blow into your eyes.

But you say “I don’t have to wear safety goggles, “cause I am just a helper.” But if you’re the “helper,” aren’t you just a few feet away from the guy using the power saw, or the chissle or the hoe-ram?

Learn by observing, by watching, by asking questions, by using common sense, and by “on-the-job-training.” You need to use and wear personal protective equipment at all times when on an active construction jobsite.

On-the-job-training is here to stay. Most of us do it instinctively. And we “learn by doing.” So what’s wrong with a little more “on-the-job-training” for all of us, everyday.

A wise man once said: “If I don’t learn something new each day, I feel as I have wasted a whole day. Young and old,

new hire and veteran, learn something new each day. IT'S EXCITING!
