

Construction Break

Laugh a little, learn a little & take a break from the daily grind

Summer 2011

Training In The Workplace

American businesses spend billions of dollars each year on training, and often the training is ineffective because it was not tailored for the correct market.

Training is an expensive undertaking. That's another reason why as much planning and thought as would be used for a corporate business plan should be employed. Just as with a business plan, there must be a way to measure the true cost of training.

There are basic costs to develop and maintain the program, produce necessary materials, pay trainers and perhaps participants, rental of space, and the per diem travel and food costs. These costs require the creator of the training plan to be inventive and accountable.

Normally, the planning process includes developing a list of topics that would be covered, researching the topics, organizing all the research and preparing an interesting presentation. But what if the result is attendees who digest the information, only don't use or follow up on it? That would constitute little return on your training dollars.

Learning has several components—exposure, repetition, utilization, internalization and reinforcement. With that in mind, consider a much more effective approach. The trainer would teach skills directly related to real work situations for that employee or group. This means that the trainer or trainers should possess the master skills and confidence needed to teach the craft. *This would allow your employees to train your employees.*

This also allows employees being trained to observe the trainers at work. They will be watching and continuing to learn as those trainers perform their work daily and practice what was discussed in the classroom situations.

Pair this with the professional skills of any trade organizations to which the company belongs and you can have a training program that is efficient and less costly than you may think.

Check with those organization and explain what you want to do. You may be surprised to learn they may have something already in place.

The above-mentioned training has many advantages. With careful planning and design it can be based on your current as well as your future needs, may address technology changes, and allow for workers to form strong, self-directed teams that can be trained to work in more than one area. Standards can be set by which an evaluation process would allow for the measurement of knowledge as well as skills. There could be any one of a combination of verbal, written and hands-on performance tests.

Another benefit of such training is that it allows the employer to become more knowledgeable when hiring new employees. During the interviewing process, information can be gathered on the applicant's experience and technical knowledge, but there's often no way of measuring his competence and capabilities with respect to the duties of the job for which you are attempting to pair this individual. The proper training program will offers the means to better gauge the applicant's ability.

As you can see, the result of a well-planned training program is that an employer can enjoy a substantial return on the investment of training workers.

For more information on available construction-related training programs, contact your local Associated General Contractors office.



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With Age Comes Wisdom

We wish a Happy Birthday this summer to the following employees:

Bunmi Akingbade August 4
Richard K. Sekkor August 19



Safety Alert

Employee Rights - OSH Act of 1970 - 29 USC 654

General Duty Clause

- (a) Each employer –
 - (1) shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees;
 - (2) shall comply with occupational safety and health standards promulgated under this Act.
- (b) Each employee shall comply with occupational safety and health standards and all rules, regulations, and orders issued pursuant to this Act which are applicable to his own actions and conduct.

