



Foundations for

Safety Leadership

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Leadership is important to Safety

Safety leadership programs were lacking

Large contractors and only some unions offered safety programs

Nothing existed that was available for everyone to use

CPWR worked to fill this need

In 2013, work was started to create a safety leadership program

Industry experts provided input on content & delivery

The final product?

The FSL

What is the FSL course?

L
Lead by example

E
Engage and empower team members

A
Actively listen & practice 3-way communication

De
Develop team members

R
Recognize team members

Equips foremen and lead workers with the critical skills needed to be safety leaders

OSHA 30-hour elective

Students practice applying new skills through realistic construction scenarios

FSL Usage

Downloads

FSL PowerPoint: 8,308
Instructor Guide: 3,452

OSHA Ed Center classes

FSL Classes: 601
Students reached: 6,611

500-level classes

FSL Classes: 75
Students reached: 1,159

FSL Findings

Intervention Study



20
COMPANIES



286
LEADERS



1,173 CREW
MEMBERS

We surveyed crews and leaders before and after taking the **FSL** and found it increased...

- Safety leadership behavior
- Leader ratings of their crews' safety reporting and safety behavior

Feedback about the FSL



General reaction to the training



Inclusion of workers in safety process



Ongoing use of the FSL training

“

These aren't dramatically new skills... They've been around, but they've never seen this presented in a way that applies directly to what they do in their jobs.

”

-Business rep

“

Shortly after the [FSL], I saw a significant amount of it, supervisors trying to encourage employees to learn and participate more. Not just follow instructions, but participate in the whole process and developing employees.

”

-Safety director

FSL Material

1

Teaching Materials

- PowerPoint slides
- Instructor guide
- Student handout

2

Course Content

- 5 safety leadership skills
- Read, role-play, or watch 10 realistic scenarios

3

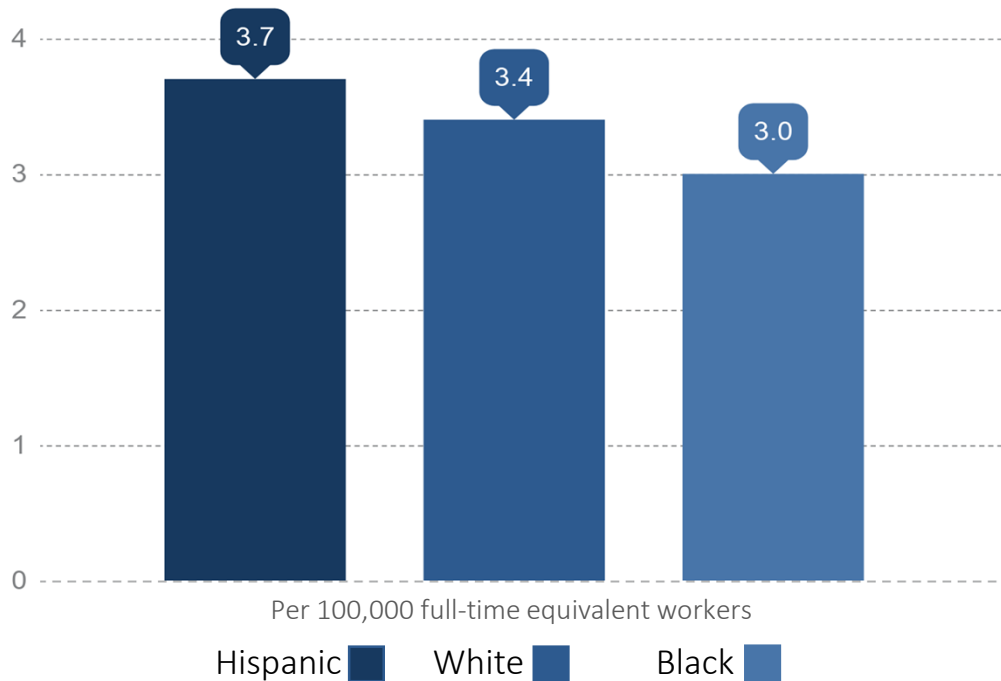
Additional Resources

- Toolbox talks
- FSL handbook
- Train-the-Trainer slides



The FSL: Why Spanish?

Rate of work-related fatal injuries



(U.S. Department of Labor, 2011)

Approximately 36% of those employed in construction are Hispanic.

BLS, 2017

Nearly one quarter of frontline supervisors are Hispanic.

BLS, 2017

On construction jobsites, Hispanic workers have higher rates of injury and death than workers of other ethnicities.

Roelofs et al., 2011

FSL Spanish Findings

What's the relationship between **DIVERSITY** & **SAFETY** among construction crews?

Crews
with more
diversity...

Had higher
safety
participation

And higher
safety
compliance

19
COMPANIES
with **94** crews with usable data



150
LEADERS



837 CREW
MEMBERS

It is hard enough to learn...

Try doing it in **ANOTHER LANGUAGE**



Take the FSL
en español

Given the power of
the FSL

The benefits of
diversity and
number of
Hispanic workers

We need to create
opportunities to
take the FSL in
Spanish



THANK YOU

To download the **FSL**, visit:

www.cpwr.com/foundations-safety-leadership-fsl