

October, 2007

PREREQUISITES HEALTH AND SAFETY

The two topics for this month are related. We will be starting in-house Health and Safety Representative training on October 17. (Actually the Tuesday night training will be in our classrooms located at the Union Hall.) One of the major considerations in developing this program is suitability of candidates. The specific prerequisites for this program are given below.

Generally, we have two rules for determining prerequisites for any training we do:

1. we want to make sure trainees can complete the training successfully; and
2. we want to train individuals who will *use* the skills and knowledge obtained.

Rule 1. means, for example, that while the Construction Craft Worker apprenticeship program has a specific requirement of at least Grade 10 education, we will train individuals with less than that, if our assessment indicates they can succeed in the program. Rule 1. also means that, based on our assessment and other information, including an interview, applicants more than Grade 10 are sometimes rejected, even some with Grade 12.

Rule 2. applies to Journeyman Upgrading as much as to Apprenticeship training. For example, we only train members, including apprentices with at least one year's construction experience in equipment use and in swamping (hoisting & rigging). And, for some training, we need recommendations from employers or some other indication that after the program, the individual will be employed as an equipment operator or swamper.

The Health and Safety Rep course will open to any members who:

- are experienced workers with a good work history (Note: apprentices are ineligible as Health and Safety, Level 1, is part of Advanced in-school training);
- have up-to-date safety training (WHMIS, Fall Arrest) and generally a good training record;
- will be able to handle the training materials (2 textbooks and a workbook, in addition to reference materials); and
- can commit to attending ten (10) consecutive Tuesday nights.

There is a need for workers with Health & Safety training who can be Health & Safety Reps. If member have adequate understanding of the nature of construction worksites, ability to handle the training program, and willingness to invest the time required, they are welcome.