

# **Symposium III-Training Issues**

## **Skill Enhancements**

**Co-Chairs**

**Sharon D. Beard, NIEHS**

**Tom Broderick, Construction Safety Council**

# Goals of Symposium III

---

- Provide information on best practices associated with craft/ job skills and for new workers entering the workforce
- Target groups of the skills training are:
  - Construction crafts
  - Urban unskilled workers

# Introduction of Speakers

- **James Kinard and Jack Huenefeld, DePaul Univ.**
  - Application of Instrumental Enrichment
- **Donna McDaniel, Laborers-AGC**
  - Career Path Development
- **James “Kojo” Livingston, Xavier Univ.**
  - Job Skills & Life Skills
- **Cindy Herleikson, Laborers-AGC**
  - Trainee and Graduate Tracking

# Cindy Herleikson, Laborers-AGC Trainee and Graduate Tracking

Why is Tracking important and what do you want to track.

- **Why track –Required by funding agency specific to grant specifications and provides information needed by grantee.**
- **Keeping track of skills sets, training opportunities, safety incidences.**
- **Robustness of the database should be explored**
- **Cross-training of personnel on database**

# Donna McDaniel, Laborers-AGC

## Career Path Development

- **Construction Craft Laborers is a versatile and broad training program**
- **Collaboration with MWTP and BMWTP has been beneficial for L-AGC.**
- **Create Local Involvement with unions, training funds and CBO's**
  - **Recruitment, screening and shaping life skills training including job placement**
- **Recruit actively for apprenticeship entry**
- **Pattern the program to stimulate the target jobs**

# James “Kojo” Livingston, Xavier Univ. Job Skills & Life Skills

---

- Orientation –What is expected of the trainee?
- Direct Interventions – Assisting graduates with legal or other crisis situations
- Retention – Most graduates work steadily, although not with same employer
- Right to Work Influences on Illness and injuries
- Tracking – Have maintained contact with over 80% of all graduates

James Kinard and Jack Huenefeld,  
DePaul

4/17/01

## Application of Instrumental Enrichment

- **Critical Thinking (Cognitive Functions) Can be Learned –You can create thought pathways/mental capacity increases**
- **Full Integration of Instrumental Enrichments (Life Skills) & Technical Training**
- **Outcomes/Impacts of IE**
  - Increased social/promoted class cohesion across racial/ethnic lines
  - Enhances self-esteem and self-efficacy
  - Decrease impulsivity in trainees
  - Attendance, punctuality and retention increased

# Summary

---

- **Great review of best practices for Skills Enhancements**
- **Speakers gave great examples of how these practices have shaped their programs**

**FOR MORE INFO...**

**Review the Best Practices Document at [www.wetp.org](http://www.wetp.org) and the MWTP and BMWTP accomplishments at [www.niehs.nih.gov/wetp/](http://www.niehs.nih.gov/wetp/)**