Symposium III - Training Issues

Skill Enhancements

Co-Chairs
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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
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
● 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
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...