

## TARGETED TRAINING

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Promoting warehouse worker safety training for steel supply and fabrication companies.

### THE AISC SAFETY COMMITTEE keeps itself busy.

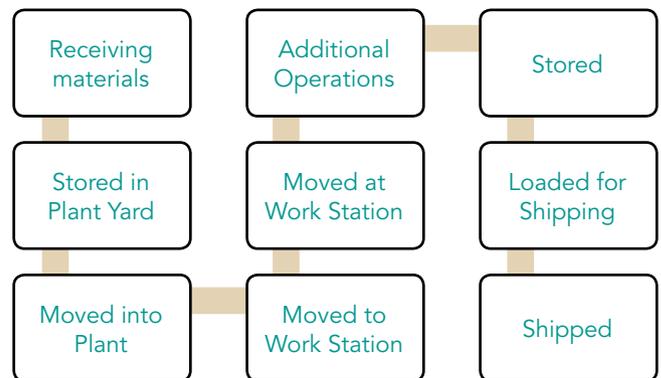
The group promotes safety through a number of outlets including its safety channel at [www.aisc.org](http://www.aisc.org), articles and publications, sample safety checklists and forms, OSHA interpretations and frequent citation lists, webinars and presentations at the NASCC Steel Conference.

And currently, in conjunction with Michigan State University and the University of Puerto Rico, it is developing a training curriculum focusing on the special warehousing types of activities that take place in steel shops.

This opportunity is being made possible by an OSHA-funded Susan Harwood Targeted Training Grant addressing safety within steel fabricating companies and steel service centers; last fall, MSU was awarded the grant, which runs from September 30, 2014 to September 30, 2015. These competitive grants are awarded to nonprofit organizations and fall into several classifications including Capacity Building Developmental, Capacity Building Pilot, Targeted Topic Training and Training and Educational Materials. Targeted Training grants are intended to provide direct training for workers and employees in specialized industries, and 1.8 million American workers have been trained through the Susan Harwood Grant program since its inception in 1978.

### Training the Trainer

The training program, entitled “OSHA Targeted Training on Warehouse Worker Hazards in Structural Steel Fabricating and Supply Companies,” includes content, in both English and Spanish, for training workers and employers in the “recognition, abatement, avoidance and prevention” of safety and health haz-



▲ A typical shop workflow.



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ards. A series of ten “Train the Trainer” programs will be offered across the U.S. and are targeted at safety directors, plant managers, supervisors or others who are responsible for company safety programs, as well as those who oversee workers within their fabrication or steel supply companies. All program materials undergo an OSHA review process prior to use, and the sessions will be presented by OSHA-qualified instructors from MSU and the University of Puerto Rico.

The first Train the Trainer session will be held at NASCC in Nashville. The all-day program is based on the 26 CFR OSHA 1910 general industry regulations and includes an overview of hazards within fabrication and supply companies, addressing material handling, hazard communication, preventing musculoskeletal injuries, electrical hazards, respiratory protection and personal protective equipment (PPE). Additionally, it includes required OSHA content on workers’ rights and concludes with a discussion on how to use and deliver the information at attendees’ home companies. The goal is for each “Trained Trainer” to take what they’ve learned back to their companies and conduct secondary training for their employees, thus expanding the reach of the training program to the workers who are the ultimate target of the OSHA-funded project.

Trainers who conduct secondary training for their workers will be aided by MSU, the University of Puerto Rico and AISC, and a “training information center” website has been established where all training materials and reporting forms are posted. The website also provides a number of links to safety resources. In addition, the project team will be available throughout the project through email to provide assistance and respond to questions on use of the materials in trainings.

### Core Curriculum

The curriculum is developed in a modular format, and although the Train the Trainer sessions are conducted in an “all-day” format, trainers are free to either deliver the modules at their companies this format or over a series of short presentation days—perhaps through their weekly “toolbox” talks or existing worker safety programs. It is intended that the secondary trainings will provide a platform for engaging individual workers in discussions on recognizing, abating, avoiding and preventing risks that they face in their daily jobs.

All Train the Trainer sessions will be conducted from March through June 2015, with a training “blitz” of secondary trainings within companies planned for July through August 2015. AISC regional engineers will work with regional fabricator associations to schedule and host the programs, and there is no cost to a hosting organization for speakers or program materials that are provided under the grant.



Information from more than 100 OSHA publications was adapted and incorporated into the curriculum, along with information collected from shop visits and guidance from experienced AISC Safety Committee members. While some of the information can be applied across various industries—such as warehouse-type facilities with similarities to steel fabrication companies in terms of shop processes—much of it is specific to the steel fabrication industry. For example, the materials-handling portion of the program recognizes the unique aspects of the material that is moved in fabrication shops and service centers; the equipment used, the weight, length and bulk of steel shapes handled, plus their stacking and storage, present different challenges from warehouse facilities in other industries such as those handle

packaged goods (product wholesaling or facilities that service retail operations, for example). In addition, material flow from receiving to shipping and material movement into and within the shop are addressed, along with associated equipment. Other issues covered in the training include hazard communication (including the Globally Harmonized System), musculoskeletal injuries, electrical safety and respiratory protection.

While the Train the Trainer sessions are specialized for steel fabricators and steel service centers, they do not create any new OSHA standards for the steel industry, nor do they replace any OSHA-required training under the 26 CFR 1910 General Industry Standards. Rather, they are intended to supplement training that is already taking place at steel fabrication and supply companies. ■

*This article serves as a preview of Session SC4, “OSHA Targeted Training: Warehouse Worker Hazards in Fabrication Facilities and Service Centers,” at NASCC: The Steel Conference, taking place March 25–27 in Nashville. Learn more about the conference at [www.aisc.org/nascc](http://www.aisc.org/nascc).*

### Tap into Training

The training material for the Train the Trainer sessions is being produced under grant number SH-26316-SH4 from the Occupational Safety and Health Administration (OSHA), U.S. Department of Labor. It does not necessarily reflect the views or policies of the U.S. Department of Labor, and any mention of trades names, commercial products or organizations does not imply the endorsement of the U.S. Government.

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