

New Hire- Pre-Activity Overview

Before beginning work on-site, all new hires must complete a structured construction training program designed to ensure safety, competency, and readiness. This initial training covers key company policies, job-specific skills, safety compliance, and overall expectations for performance and behavior.

Key Components of the Pre-Start Construction Training:

1. Company Orientation

- *Review of job descriptions, reporting procedures, and chain of command*

2. Safety Training

- *OSHA standards and regulations (including **OSHA 10/30** certification if required)*
- *Hazard Communication (HazCom) training*
- *Personal Protective Equipment (PPE) use and requirements*
- *Fall protection, ladder safety, trenching/excavation safety, and confined space awareness*
- *Emergency action plans, including evacuation procedures and incident reporting*



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3. Job-Specific Skill Training

- *Hands-on instruction for tools, equipment, and machinery*
- *Blueprint reading basics, construction math, and material handling*
- *Site logistics (access points, laydown areas, staging)*
- *Specific trade training (e.g., rebar tying, crane signaling, rigging practices)*

4. Workplace Conduct and Communication

- *Expectations for professionalism and teamwork*
- *Anti-harassment and non-discrimination policies*
- *Conflict resolution and problem reporting protocols*
- *Importance of clear communication on job sites*

5. Documentation and Certifications

- *Completion of all onboarding paperwork (I-9, W-4, benefits enrollment)*
- *Verification of required licenses, certifications, and training cards*
- *Issuance of company ID badges, PPE kits, and site access credentials*
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6. *Site-Specific Orientation*

- *Review of current project scope, key deadlines, and team roles*
- *Walkthrough of the active job site*
- *Introduction to site-specific hazards, access points, and staging areas*

Objective:

The goal of the pre-start construction training is to equip every new hire with the knowledge, skills, and safety awareness necessary to work productively, protect themselves and others, and uphold the company's standards of quality and professionalism.

