

## Benefits of Reciprocal Safety Training Derived from Industry Standards and Delivered by Objective Third-Parties

### POSITIVE IMPACT

- Security for family
  - Health and income
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- Cost reduction for contractor and site by minimizing time away from work
  - Programs used to meet a significant portion of OSHA requirements as defined by the standards
  - Reduction of cost associated with accidents
  - Consistency among workgroup dynamics
  - Redundant training is minimized
- Streamlining of processes economies of scale reduce costs associated with development and delivery of training
- Allows contractor's and owners to focus on core business
- Consolidation of training for multiple site and new hire orientations
- Identity verification through SSV, DMV, etc.
- Portability and validation of training records for a mobile workforce
- Litigation buffer as continuous updates are addressed
  - Curriculum Committee that reviews the content to ensure that training objectives are met and the training applies to current industry and Federal Government regulations. Qualified Instructors using proven instructional design principles and testing strategies for optimal knowledge transfer
  - Training and education is provided in a consistent, verifiable and defensible manner
  - Mandatory updates are communicated and implemented consistently
  - Ability to remediate to 100 % ensures all topics are addressed in their entirety
- Improvement in contractor safety record raises sites safety record
- Reduction of Insurance premiums tied to insurance modifiers
- Integrity of process and system eliminates perception of the "Fox guarding the hen house" scenario

### Negative impact

- Early adopters carry the brunt of the costs while other contractors entice trained personnel away with wage increases.
- Contractors can find ways to by-pass the system. (i.e. name change = reset to baseline safety record)
- Poor contractor safety record is detrimental to site's safety record
- Trainees often get confused when given several sites in preparation for the outage season
- Contractors still must provide employer specific information regarding policy and procedures as well as some hands on training on specific equipment.

