



IEC

Training, Onboarding,
Protecting

Every Step Counts!

Training, Onboarding, Protecting: Every Step Counts

Thursday, November 13, 2025
3:00 PM



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Overview

Understand legal & regulatory obligations

Deliver inclusive onboarding & training

Communicate safety priorities effectively

Support a safety-first workplace culture

Leadership skills and tools for safety culture

Retain employees through safety programs

Liability Wheel



INDEPENDENT ELECTRICAL CONTRACTORS

Legal Considerations for Safety & Labor Laws

- OSHA, workers' compensation, and HR's and Leadership documentation role:
 - Collaboration between HR, Safety, Supervisors, and Employees
 - Ensuring consistent language and adherence to policy
- Liability, inspections, and post-incident procedures:
 - Knowing how to prepare and respond minimizes both disruption and risk
 - Documentation is a leadership responsibility—done well, it supports compliance, culture, and care



Safety Culture Starts on Day One

- The HR & leadership influence on safety behavior
- Expectations for behavior and safety accountability
- How to report concerns without fear of retaliation
- That safety is not just a set of rules — it's a core value
- New employees should walk away knowing:
 - What safe work looks like
 - Who to go to with safety concerns



Onboarding with a Safety Focus

- Crafting onboarding plans that prioritize safety
- Regulatory and organizational training checkpoints
- Checklist: Safety onboarding plan template
- Overview in safety reporting



Developing a Safety-First Culture

Core elements of safety-focused culture:

- Leadership modeling
- Behavior reinforcement
- Ownership
- Metrics-verification



Diversity & Inclusion in Safety Training

- Barriers to communication and participation:
 - Diverse teams have unique safety needs
 - Inclusion ensures all voices are heard in hazard reporting
 - Cultural competency increases training effectiveness
- Building inclusive content and delivery methods:
 - Multilingual training and signage
 - Use of diverse facilitators
 - Culturally relevant examples and scenarios
 - Safe space policies for reporting



Building Effective Safety Committees

- Selecting members, setting goals, and structuring meetings
- Using data and employee feedback to guide committee actions
- Safety committee charter and meeting agenda



Managing Employee Retention Through Safety Programs

- Safety as a tool for retention and engagement
- Measuring safety impact on morale and loyalty
 - Safe environments foster trust.
 - Employees who feel protected are more likely to be involved and motivated.
 - Perceived care = increased commitment.



Emergency Preparedness & Crisis Management

- Emergency planning from the Organization perspective
 - HR and leaders help shape emergency plans by ensuring they're realistic for the people who must follow them
- Mental health and recovery resources
 - It the organization as a whole's job to help employees recover emotionally and re-engage with work at a sustainable pace



Harassment Prevention

Recognizing and preventing harassment in field environments

- Identify different forms of harassment on jobsites

Compliance and training best practices

- Respond appropriately to incidents of harassment

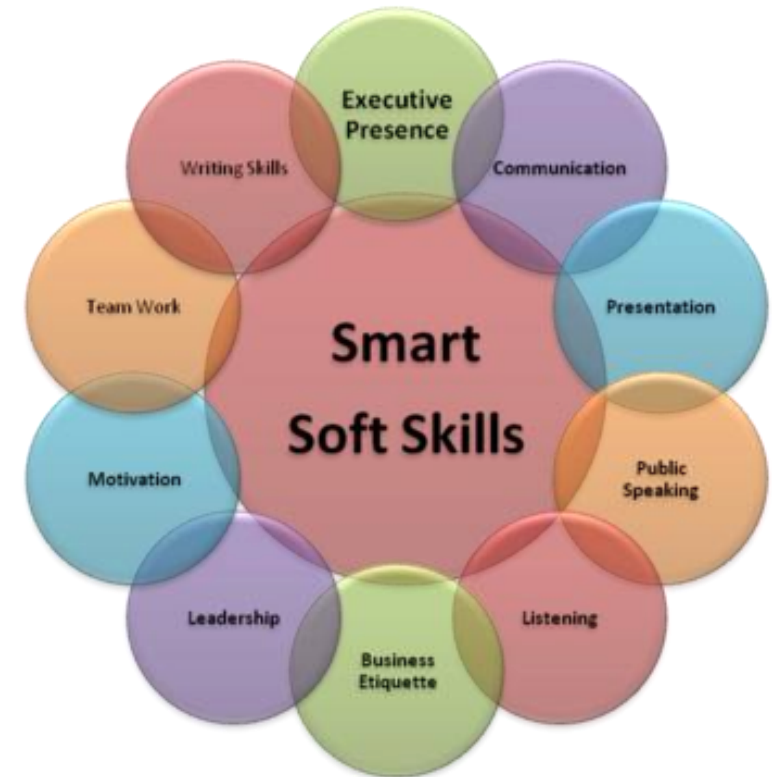
Creating a respectful jobsite culture

- Foster a culture of respect and accountability in field settings



Soft Skills for Employees & Safety Professionals in the Trades

- Coaching for safe behavior
 - Influence is stronger when combined with empathy and emotional intelligence.
- Conflict de-escalation in high-stress jobsite situations
 - Address resistance through empathy and transparency.
- Difficult safety conversations with crew leads
 - Include cultural awareness. It's about understanding where workers come from, how they interpret safety, and adapting your message accordingly.



Why Safety-Focused Onboarding Matters

- Reduces injuries and incidents
- Reinforces safety culture
- Builds trust and accountability
- Ensures compliance with OSHA and NFPA standards



Questions and Discussion

Thank you for attending!!!

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