

IEC Webinar Recap: Training, Onboarding, Protecting – Every Step Counts

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Safety Beyond Compliance

- Safety is more than rules; it's about creating a **culture of care and accountability**.
- Compliance with OSHA, NFPA, NEC and is just the baseline; true safety involves **psychological safety** and **employee engagement**.

Understanding Liability & Risk

- Regulatory fines can range from \$16,550 to \$165,514 for incidents.
- Additional risks include:
 - **Compensatory costs** (insurance, workers' comp)
 - **Legal liability**
 - **Contractual loss**
 - **Reputation damage** (including social media misuse)

Safety-Focused Onboarding

- Start safety training **Day One**: PPE, fall protection, hazard ID, ladder safety, etc.
- Incorporate OSHA, First Aid/CPR, and clear reporting processes.
- Emphasize safety as a **core company value** and provide reporting channels without fear of retaliation.
- Safety-focused onboarding can:
 - Reduce injuries and incidents
 - Reinforce safety culture
 - Build trust and accountability
 - Ensure compliance with OSHA and NFPA standards

Building a Safety Culture

- Use **behavior-based safety**: celebrate safe actions and coach unsafe behaviors.
- Leadership must model safety values and provide immediate feedback.
- Create **Safety Committees** for peer exchange, goal setting, and continuous improvement.

Access for All

- Address language barriers with translated materials or bilingual instructors.
- Foster cultural awareness to encourage safety reporting and participation.
- Provide **soft skills training** for supervisors: empathy, conflict resolution, active listening, etc.

Emergency Preparedness & Respectful Workplace

- Develop **crisis management plans**: active shooter, natural disasters, mental health support, etc.
- Include harassment prevention policies in onboarding.
- Promote Employee Assistance Programs (EAP) for mental health and recovery.