

New-Hire Safety at Your Campus

Do you remember your first day of work at your new job? That first day can be quite intimidating for new employees, especially if the new roles are expanding their skill-set or if they have little job experience overall.

As a supervisor, their safety success will be enhanced by the time and energy you put into getting them off to a good start! It is well worth the effort to follow this basic training mantra:

- Tell them what
- Show them how
- Have them repeat
- Get them started
- Keep them going



The duration of this process will depend on how quickly they acclimate to their new tasks. It generally works like this (though a bit oversimplified here):

Tell them what needs to be done while integrating the safety details of the task. Then **show them how** it looks when done correctly by a more experienced employee, yourself or another qualified worker. When you think they understand **have them repeat** the task under observation and then **get them started** while periodically observing their progress (this may take a few minutes or it could take weeks, depending upon the complexity of the job).

Keep them going by simply making random checks on their progress during their first few weeks and months to ensure they are performing the work safely and correctly. Offer praise for safe work practices and encourage them to self-correct on areas needing improvement. If they are asking questions, they've become vested in the safety culture and want to do things right.