

Solution

Qualified Electric Worker
Training

Industry

Manufacturing

Size

200 Employees

Location

Indianapolis, IN

Building materials company enhances efficiencies by developing qualified electric worker program.

Company Overview:

A small building materials company has nearly 65 years of experience in the asphalt industry, providing asphalt materials to meet customer's budgets, specifications, and timeframes. They produce and distribute asphalt, including asphalt emulsions, hot mix applications, recycling applications, and pavement preservation.

After being acquired by a larger company, the building supply company identified areas where they could improve efficiency. However, one of those areas – electrical maintenance – required training to meet OSHA's qualified electric worker standards and new corporate procedures.

Challenge:

The workers did maintenance on their mechanical and asphalt equipment, which consisted of working primarily on trucks and pipes. None of the workers had electrical backgrounds, so they had to call in a



licensed electrician for electrical maintenance in the plant. Because of their remote location, this process was expensive and time-consuming. To transition the electrical maintenance to their internal team, they needed to develop a lockout/tagout program for isolating electrical equipment. This decision meant the company had to train their workers to handle most electrical maintenance.

The company has several locations. This location would serve as the piloting site for a program and training. They plan to roll the program out to other locations.

Solution:

The company decided to follow OSHA's qualified electric worker requirements which meant the training program would be based on the tasks performed at each location. For this site, they needed workers who could perform basic electrical maintenance. After researching options, they selected HSI because of our quick response and can-do attitude.

HSI began by developing job evaluations. The company had limited experience in this field and identified areas for policy and procedure development.

To provide a foundation, the company enrolled their workers in the HSI Industrial Skills online electrical theory and qualified electric worker training. They then scheduled an HSI subject matter expert (SME) to make an onsite visit to review the tasks and provide in-person, customized training for those tasks. Part of the process the company particularly appreciated was connecting the plant manager with the HSI SME to clearly define the training scope and identify what equipment was needed in advance.

Some of the tasks identified include:

- Checking light switches for continuity or power
- Checking heat sink across pipes
- Installing heat tracing
- Rewiring a three-phase motor

During a tour of the plant, the SME realized the workers still needed some fundamental knowledge. He adapted his training on the fly by talking to the plant manager to better identify the concepts and initial equipment he needed to train on. He then adapted the training based on those conversations while catering it to the workers' level.

The SME also provided checklists as training aids.

Why It Matters

Formal training program highlights worker safety and meets OSHA compliance requirements

Training on specific tasks helps ensure worker safety

Efficiencies help improve bottom line

Results:

The company is pleased with the results. The feedback on the training program was positive. While initially not excited about a new training program, by the end, the workers were interested and engaged. Given the opportunity to learn why electricity works as it does, they participated enthusiastically in the training.

During discussions, the company realized how much needed to be done. The conversations with the HSI SME helped them understand the issues at a higher level.

The company is continuing to work on their processes and procedures. They have scheduled training with HSI for two additional locations and plan to roll it out to other facilities.

