

## Craftworker Training Program



**Featured Project**  
Yellow River WRF  
Improvements & Upgrade  
Lilburn, Georgia  
October 28, 2009



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## CWTP Objectives

- Enhance Pizzagalli's training program for craft employees
- Expose employees to other trades and further their knowledge of construction
- Retain skilled labor
- Improve quality, REDUCE REWORK!
- Establish Pizzagalli Construction Company as a leader in safety and employee education



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## CWTP Committee

### Members

- Construction Executive
- Project Superintendent
- Trade Superintendents
- Construction Coordinators
- Craftworker Trainer

### Responsibilities

- Meet weekly
- Provide valuable input and feedback on all aspects of training
- Continue to modify program
- Plan & execute training events



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### A Typical Week...

- Weekly Meeting follows look ahead meeting
- Selected individuals attend Advanced Training and Cross Training
- English class taught
- New classes and course outlines are developed
- Vendor Reps are called in to conduct task specific training
- First time applicants have their skills evaluated
- Math and Blue Print Reading course taught
- Up to 5 current employees per week undergo skill evaluation




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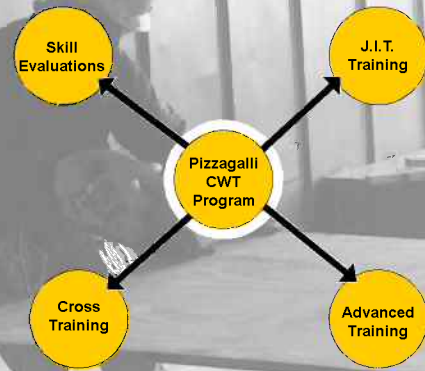
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### Program Scope




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### Skill Evaluations...

- For all new Carpenter & Mechanical applicants
- Designed by CW Trainer and Superintendents
- Evaluates performance, knowledge of equipment and safety awareness
- Position & pay rate based on performance




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J.I.T. Training

- Training that involves specialized knowledge
- Trainings conducted by CW Trainer or vendor rep
- Topics identified by CWT Committee
- Organized by CW Trainer
- Class is taught by competent person



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Advanced Training

- Basic Math & Blue Print Reading
- Spanish & English Classes
- Competent person identified by the CWT Committee



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Cross Training

- Newest segment to CWTP
- Train Carpenters to Mechanical
- Future plan: Train Mechanical to Carpenters
- Specific courses required to successfully transfer to Mechanical trades



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### CWTP Matrix

- Tracks employee progress
- Updated by Craftworker Trainer
- Logged into corporate training database
  - Training record follows employee job to job
- Used in annual review of employees & CWT recognition program

Employee Name	Employee Number	Job Title	Blue Print Math Class	English Class
11 Jose Corrajo	89496	Carpenter	Yes	Yes
12 Sean Miller C	31037	Pipe Fitter	Yes	Yes
22 Manuel Hermosillo-Valdez	77943	Laborer		
14 Indefro Argueta	31071	Pipe Fitter		
23 Miguel Ramirez	82002	Pipe Fitter		
26 Jaqueline Martinez	32142	Laborer		
27 Martin Alvarez	85148	Laborer		




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### Return on Investment

- Over 1,400 man-hours of training to date
- Estimated 3% savings in labor due to training
- Virtually eliminated rework
- 285,295 man hours over 270 days without a Lost Time Accident
- Employee Retention- no craft employees terminated due to lack of skill
- High morale among craft employees
- Employees volunteer to attend trainings and are excited to attend




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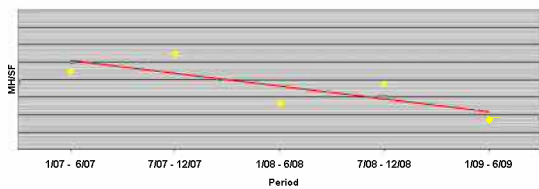
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### Return on Investment

Man Hours/SF Formwork




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Looking To The Future...

- Incorporate to other PC jobs
- Hire or develop Craftworker Trainers
- Support & participation from all management
- Continued demonstration of return on investment
- All craft workers have opportunity to participate in program



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