INCREASING THE WORKPLACE HEALTH AND SAFETY OF FM EMPLOYEES BY WORKING TOGETHER TO REMOVE HAZARDS AND TRAIN TO RECOGNIZE POTENTIAL DANGERS.

**NEW INITIATIVES**

**HAZARD ALERTS**
- 8 sent in May and June

**PIECES OF FALL PROTECTION EQUIPMENT WERE INSPECTED DURING STAND DOWN FOR SAFETY**
- 99

**FM EMPLOYEES passed NCCCO CRANE OPERATOR TRAINING**
- 6

**CSHEMA® Award for Posters Produced Monthly**
- 1

**SAFETY STARS AWARDED**
- 66

**SAFETY TRAINING SEATS FILLED**
- 2873

**TOTAL SAFETY OBSERVATIONS MADE BY THE OHS TEAM**
- 3737

**REPORTS RECEIVED IN THE LAST QUARTER.**
- 43

**SAFETY TRAINING CLASSES OFFERED**
- 245

**AUDIOMETRIC TESTS**
- 144

**ACTIVE SAFETY COMMITTEES**
- 1

**ACTIVE FOCUS TEAMS**
- 4

**EMPLOYEE-LED SAFETY TRAININGS**
- 3

**NEW COLLABORATIONS**

**CAELC® + ESL:**
- 27 employees participated
- 2 graduated to the VISAS program

**UVA’s Curry School:**
- Provided writing workshops to 15 new apprentice hires

**UVA HR:**
- Workday implementation
- Employee relations training
- Supervisor training policy + compliance
- Written notices
- Accessibility in collaboration with EOCR

**Lunch + Learns:**
- University building official overview
- UVA procurement best practices
- UVA FM systems control overview

**FM Finance:**
- Eliminating the A# workorder numbers

**FM Apprenticeship Program:**
- Mentoring pilot program

**NUMBERS**

**TECHNOLOGY**
- 214 employees took part in 568 hours of tech training

**CAREER ENRICHMENT**

**Mentor Roundtables**
- On-the-job training / train the trainer

**“Powertool Sessions”**
- Self-led 10-minute training and teambuilding exercises for employees and supervisors

**IMPLEMENTED:**

**MAY 2019:**
- **Safety Obs App**
  - Allows reporting of hazards from iPhone.

**SAFETY TRAINING SUMMIT**
- Supported by Virginia Department of Labor Commissioner C. Ray Davenport

**CSHEMA**:
- Supported by Virginia Department of Labor

**AMERICAN ENGLISH LANGUAGE AND CULTURE**
- Supported by Virginia Department of Labor

**CAREER ENRICHMENT**

**Leadership Connection:**
- 46 employees completed 92 hours of training

**LEADERSHIP FORUM ATTENDED BY:**
- 200
The FM Apprenticeship program is creating a regenerative workforce through a new generation of tradespeople.

**APPRENTICESHIP PROGRAM**

- **25%-35%** of Facilities Management Carpenters, Electricians, HVAC Techs and Plumbers are 55 or older.

**The 2018-2019 Program Had:**
- 49 total apprentices
- 4 veterans
- 3 tradeswomen

**Apprentices Inducted in 2019:**
- 18

**High School Visits in 2019:**
- 300 students coached on resume writing and interviewing skills
- 11 roundtables with 166 apprentices attending

**Community Outreach:**
- 3 career fairs attended in 2019:
  - Louisa County Career & Technical Education Fair
  - BizKids for 8th Grade
  - BizKids for 10th Grade

**New Initiatives:**
- 2018 saw the rollout of the mentoring program for all new first year apprentices – a collaboration with FM’s occupational training.
- Started the Apprenticeship Social Media Takeover: an apprentice became the voice of the program on social media channels (@UVAApprentice)

**Recognition:**
- Virginia Department of Labor and Industry Outstanding Apprentices: Orlando Watkins & Chelsea Short
- Ed Ford Award: Chelsea Short

**Community Engagement:**
- **Girls Build Nations 2018**
  - 11 girls participated in Girls Day 2019, along with 89 FM women, including leaders, committee members and trades support, and 24 vendor and trade partners from the community
  - Tradeswomen attended the Women Build Nations 2018 conference in Seattle

**Workshops were held to empower women to DIY their own household fixes, and 25% were hired**

**Women Applied to the Apprenticeship Program**
- 16 women were hired

**Total Women Registered**
- 110