

**MAKE IT SAFE!**  
**MAKE IT HOME!**

**-Director Tooley**

Craig Vigil, New Mexico

Shane Watson, Montana

Rich Zacher, South Dakota

Ben Ehreth, North Dakota

Ryan Nakata, Hawaii

Jesse Barrus, Idaho



Barriers

Measuring Safety

Engaging Employees



# BARRIERS TO SAFETY



# Perceived Barriers

- Time
- Resources
- Expectations
- Silos
- Dual Standards
- Fear
- We have always done it this way

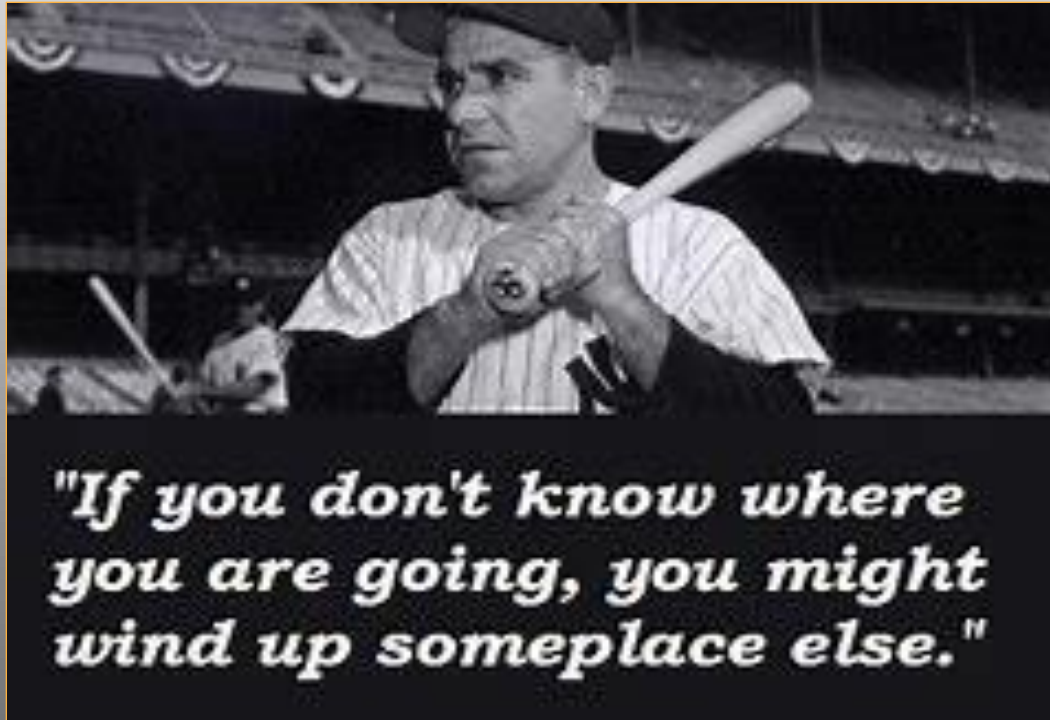


# Real Barriers

- Lack of communication
- Me
- Resources
- Lack of Training
- Changes in the workforce



# Measuring Safety



# Safety Performance Measures

- Lagging Indicators – After the fact measurements that measure the effectiveness of a safety program.
- Leading Indicators – Pre-incident measurements that focus on future safety performance with the intent of continuous improvement.





## Lagging Indicators

- Lost time injury rates
- Incident rates
- Accident costs





# Leading Indicators

- Focus on the future
- Show employees that their organization is taking proactive steps towards their safety
- Target specific areas
- Can be introduced at any time
- Measure inputs to the safety process
- Drive identification and elimination of risk
- Improve safety through prevention



# Choosing a Leading Indicator

**S**pecific

**M**easurable

**A**ctionable

**R**elevant

**T**imely

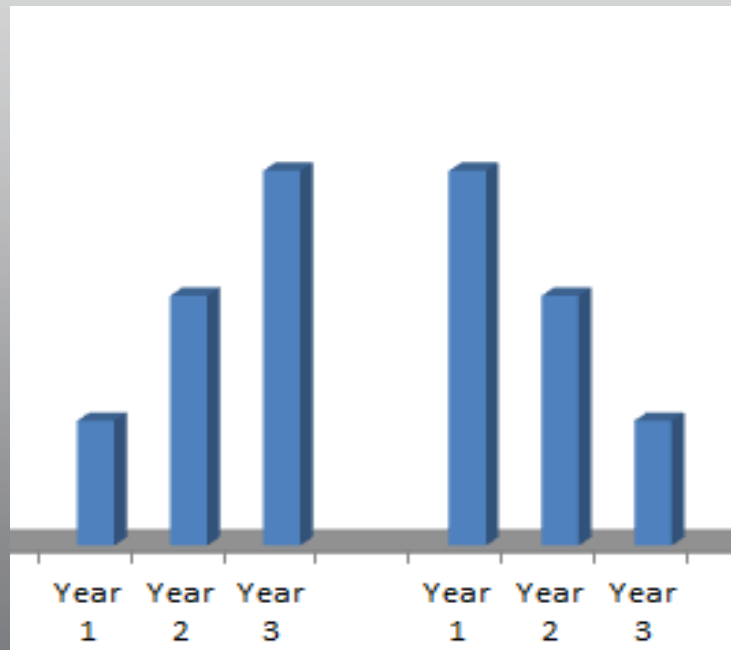


# Examples

- Training (classroom or hands-on)
- Employee observations/ corrective actions
- Safety meetings (small crew or statewide)
- Facility housekeeping
- Participation in safety committees



## Leading Indicators / Lagging Indicators



% Workers  
Trained

% Lost Time  
Injuries



# How to Implement

- Start slowly
- Convince management
- Involve front line workers
- Share outcomes with all levels
- Plan – Do – Check - Act



# Executive Level Leadership

- Vision
- Commitment
- Be Visible



# Mid- Level Managers/Supervisors

- Support the organization's vision
- Lead by example
- Focus on prevention



# Empower Employees

- Involve employees in safety programs/initiatives
- Continue their education
- Recognize and reinforce positive behaviors
- Set clear guidelines
- Provide the necessary tools





CARE

Our Employees

Each Other

ME



**MAKE IT SAFE, MAKE IT HOME!!**

**-Director Tooley**



# Thank You

Jesse Barrus – ITD, [Jesse.barrus@itd.idaho.gov](mailto:Jesse.barrus@itd.idaho.gov)

Shane Watson – MDT, [swatson@mt.gov](mailto:swatson@mt.gov)

Ben Ehreth – NDDOT, [behreth@nd.gov](mailto:behreth@nd.gov)

Rich Zacher – SDDOT, [rich.zacher@state.sd.us](mailto:rich.zacher@state.sd.us)

Craig Vigil – NMDOT, [craig.vigil@state.mn.us](mailto:craig.vigil@state.mn.us)

Ryan Nakata – HDOT, [ryan.a.nakata@hawaii.gov](mailto:ryan.a.nakata@hawaii.gov)

