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# NYCM launches new training program

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CICERO — New York Compensation Managers (NYCM) has launched a new training program for supervisors in its construction and contracting trust.

The Cicero-based company's Special Trades Contracting and Construction Trust has about 800 members. NYCM launched the first of its new training seminars in December in Rochester.

The firm has since run one on Long Island in March and at its local headquarters. The goal is to help members reduce workers'-compensation losses by improving safety and preventing accidents, says Mark Balduzzi, loss-prevention specialist at NYCM.

About 50 people from 14 companies have gone through the program and NYCM is planning to conduct the seminars again in the coming months.

The course focuses on helping supervisors learn best practices and concentrates on major issues in workplace safety. The program lasts about five hours.

NYCM may expand the course to a full day or develop another course with additional content, Balduzzi adds. The new content would cover topics like conducting accident investigations and writing reports.

Questions on those items came up often in the initial five-hour class, Balduzzi says.

In construction and contracting, an employee may be working as an electrician or a mason one day and then supervising a job site the next. And while employees may work safely on their own, overseeing others is a different matter, Balduzzi says.

NYCM developed the program based on areas where members of its trust



PHOTO COURTESY OF NYCM

**David Bierschied, a New York Compensation Managers, Inc. sales manager, discusses cost-saving measures with construction supervisors at a new training program held at NYCM headquarters on April 20.**

needed improvement, he adds. The firm analyzed claims and discovered some of its members needed help in areas like recognizing hazards, problems with falling objects, and even dealing effectively with substance-abuse issues.

Rather than put thousands of employees through training, NYCM decided to focus on supervisors, Balduzzi says.

Some owners of member companies have gone through the program as well, he adds.

"We wanted to take the things we recognize as essential for supervisors and deliver them in a short, compressed time frame," Balduzzi says.

Supervisors and owners don't have days and days to sit through training

seminars on safety, he adds. Many of them run small companies that need to work constantly to make money.

And in large, or long, classes it's likely most students wouldn't remember much from the session after a week anyway, Balduzzi says.

"We wanted to boil it down to what's critical," he says.

The company also set up a website for trust members with updates on safety practices and regulations, exercises for supervisors, and help with items like safety analysis.

NYCM employs about 70 people. □

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