

Harwood Grant 2016 - Company Success Story

Port of San Diego Ship Repair Association

At the beginning of 2016, the San Diego Ship Repair Association began working with companies recruited through the Susan Harwood Grant Training Program. The overall goal of the grant was to grow and strengthen training abilities within certain targeted ship repair companies. This would be achieved by working with internal trainers to increase their skills and developing high need training courses for the selected target companies. The program was successful with many of the participating companies.

One of these companies, which became part of the “Shipyard Safety Academy” program was a notable success. When they started the program, the Compliance manager had various tasks within the company structure. One of these areas was Safety Training. The manager was somewhat hesitant about presenting training to staff, especially on technical topics. After attending the Train-the-Trainer workshop, the manager’s level of confidence increased greatly. The manager said, “It gave me many great tools and techniques to keep trainees focused during the classes, rather than simply reading to them, which was my typical practice”. The next steps were pilot workshops co-presented to the company trainees by the manager and a Ship Repair Assoc. Senior Consultant.

The topics had been previously selected as high priority by the manager in an assessment. The pilot presentations received very high praise from staff who attended, which also increased trainer confidence. At this point, the manager felt confident enough to extend internal training to more than one topic that the Ship Repair Assoc. had developed. Numerous different safety courses were then presented to staff with high ratings on all class evaluations. When asked about the experience as a Shipyard Safety Academy member, the manager said, “The ship repair association’s team was very professional and quick to respond whenever I had a question or training need”. She also stated, “It was a great way to get immediate feedback from staff on their high priority needs, which lead to our company implementing new safety controls designed to directly reduce employee injuries”.

The Port of San Diego Ship Repair Association strives to enhance safety practices throughout the shipyards. This story is just one example of success through an Association program.