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OPERATIONS

**HUMAN
RESOURCES
& WORKERS
COMP**

LEADERSHIP

SAFETY

LEGAL

**CRAFT
TRAINING**

LEADERSHIP CLASSES

- Company Culture
- Crew Leadership Series
- Leadership Development Series
- Managing a Multigenerational Workforce
- Managing Workplace Conflict
- Mentoring for Craft Professionals
- Project Management Series
- Project Supervision Training
- Public Speaking
- Safety Academy
- Stephen Covey Series
- Superintendent Training
- Team Building & Managing People
- Time Management
- Train the Trainer—Rigging and Signaling
- Train the Trainer—Lift Director

CUSTOM EDUCATION AVAILABLE

SAFETY EDUCATION

- Accident Prevention Plan
- Asbestos Awareness
- Bloodborne Pathogens
- Certified Erosion & Sediment Control Lead (CESCL)
- Cold Awareness
- Competent Person Fall Protection
- Confined Space
- CPR Full Certificates
- CPR Recertifications
- DOT/Pre-Trip Training
- Ergonomics
- Equipment Training
- Fall Protection CPT
- Field Safety
- Flagger Certifications
- FMCSA 101
- Heat Stress Awareness
- Incident Investigation & Root Cause Analysis
- Job Hazard Analysis
- Ladder Safety
- Lead Awareness
- Leading Components of Strong Safety Culture
- Lift Director
- NCCER Field Safety
- New Employee Safety Orientation
- OSHA 10 & 30 Hour
- Prepare for L&I Visit
- Rigging and Signaling
- Scaffolding
- Silica Awareness
- STEP Workshop
- Telehandler Crane Certification
- When and How to Appeal DOSH Citations
- Workplace Violence & Front Office Safety

HUMAN RESOURCES & WORKERS COMP

- 941 Form Webinar
- Accounting Series
- All About ABC
- Becoming Debt Free
- Budgeting 101
- Calculating EMR and Workers' Comp Rates
- Cash Flow
- Certified Payroll & DBA Compliance
- Claims Reporting & Processes
- Creating and Using Job Analysis and Job Descriptions Effectively
- Davis Bacon
- Economics
- Employer Incentives with WA L&I
- Financial Literacy
- Fraud, Cybercrime & Phishing
- Fringe Benefits
- Hiring and Firing
- Hiring Processes & Retaining Employees
- HR Compliance
- I-9 Seminars
- Idaho Tax Commission
- Mental Health First Aid
- New Business Outreach & Auditing Best Practices
- Non-Compete Seminar
- OSHA 300/300A Logs
- Overtime Rules
- Paid Sick Leave /FMLA
- Prevailing Wage
- Reasonable Suspicion (Supervisors & DER)
- Retirement Plans
- Retro Contracts
- Return-to-Work Process
- Sexual Harassment
- Substance Abuse Awareness
- Succession Planning
- Suicide Awareness
- Tax Seminars (WA & ID, Nexus)
- W2 & 1099 Forms
- Washington L&I Basic Overview

OPERATIONS & LEGAL

- Accounting Series
- As-Built Class
- Blue Beam Training
- Blue Print Series
- Change Orders
- Construction Insurance & Bonding
- Construction Quality Management
- Construction Scheduling
- Contract Law
- Dealing with Unions
- Drones in Construction
- Employment Law
- EOS Implementation
- Estimating and Bidding
- Federal Employment Law
- Job Costing
- Jobsite Labor Law for Supervisors
- Key Contract Provisions
- Lien Law Training
- Market Update
- Microsoft Excel
- Microsoft Outlook
- Microsoft Word
- NCCER Core Curriculum
- QuickBooks Series
- Social Media Seminars
- Specifications Reading
- Subcontractor Compliance & Pre-Qualification
- Submittal Training