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Training for Safe and Effective Logging Techniques

A series of plastic coated cards has been prepared to help you provide training to loggers. You can't think of training as a one-shot deal. You need a total system of training for each job. Each firm has heavy responsibilities to provide sufficient training so each worker can perform safely. The bonus is that training also makes workers more productive.

Before you start, put yourself in the trainee's place and think how you would like to be trained. How can you improve on trial-and-error learning? As a trainer you are the coach of a crew that must perform like athletes, work together like a team, and solve problems like geniuses! Besides your own technical skills, your greatest asset is patience.

People remember much more of what they see than what they hear. Draw pictures in the dirt. They remember much more if they do it as part of the training. Only telling someone what to do is often not enough.

Use positive feedback to get the correct performance. Shouting and negative feedback loses its effectiveness quickly. Repeat key ideas often. Use performance checks to track progress.

Key ideas at the top of the page are followed when possible throughout the card series. You can use these to expand on your training not covered by the ideas on the card.

Training Guidelines

These guidelines are offered to help you do a more effective training job on any logging technique.

Procedures

1. Explain the technique calmly and slowly, step-by-step. Tell them how, why, when and where to use the technique. Use the plastic card to explain ideas.
2. Demonstrate the technique at a normal pace, but make sure they understand the steps before speeding up the process.
3. Let the trainees try it.
4. Provide coaching. Start by saying something positive. Give only two or three points of correction on each trial. Don't point out all the errors at once.
5. Let trainees try it again. Ask them to talk through what they are doing. Ask them what felt right or wrong.
6. Have trainees practice the technique. Tell them after a time a check will be made on their performance.

Performance Checks

Either the trainer or the supervisor should make a performance check on the trainee after some practice and operations. More instructions and practice may be needed. Individuals unable to make it past a couple of performance checks should be counseled into some other work.

Specific Information

The plastic cards only have basic techniques. The trainer must explain in more detail and point out specific hazards and what to do about them.

Points to Remember

Start slowly. Make sure trainees use proper techniques, then go for speed. It is easier to form good habits than to correct bad ones. You may have to "set up" a training situation, e.g. use a "bridle" with the end of the log in the air rather than covered with brush.

Give Them Short Rules to Remember

"Put a roll on a big log to get it moving."

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