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## STEP3: PROVIDE SECTOR SPECIFIC ONBOARDING AND SUPPORT



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# 1. Develop Tailored Onboarding Programmes

## Identify Key Onboarding Components

- Introduce safety protocols specific to construction sites, covering hazard awareness, emergency procedures, and personal protective equipment (PPE) use.
- Explain workplace expectations, including site hierarchy, reporting structures, and working hours.
- Provide an overview of company policies, employment rights, and cultural workplace norms in Ireland.

## Deliver Structured Induction Training

- Develop a standardised induction programme that aligns with industry regulations and employer needs.
- Incorporate visual aids, demonstrations, and

hands-on practice to cater to different learning styles.

- Offer flexible delivery methods, including in-person training, online modules, and printed guides.

## Ensure Accessibility and Inclusivity

- Conduct onboarding sessions in small groups to allow personalised engagement.
- Provide translated materials in Ukrainian to ensure full comprehension.
- Include interpreters or bilingual trainers where possible.





## 2. Translate Onboarding Materials and Safety Instructions

### Identify Key Documents for Translation

- Construction site rules, risk assessments, and method statements.
- Machinery operation manuals and equipment handling guidelines.
- Employee handbooks, contracts, and complaint procedures.

### Ensure Accuracy in Translations

- Engage professional translation services with expertise in construction terminology.
- Collaborate with bilingual construction workers to verify technical accuracy.
- Regularly update translated materials to reflect any regulatory changes.

### Deliver Multilingual Safety Briefings

- Conduct safety briefings in both English and Ukrainian.
- Use pictograms and visual guides to reinforce understanding.
- Encourage interactive discussions where workers can ask questions and clarify doubts.







### 3. Implement a Mentorship Programme

#### **Pair New Hires with Experienced Construction Workers**

- Assign each new worker a mentor (an experienced foreperson or skilled worker).
- Ensure mentors provide hands-on guidance on daily tasks, site procedures, and best practices.
- Encourage structured check-ins to track progress and address challenges.

#### **Facilitate Peer Learning and Integration**

- Establish buddy systems to connect Ukrainian workers with English-speaking colleagues.
- Organise on-the-job training sessions where new workers can observe and practise key skills.
- Create a supportive environment that fosters teamwork and open communication.

#### **Monitor and Evaluate Effectiveness**

- Gather feedback from both mentors and new hires to refine the programme.
- Adjust mentoring approaches based on industry demands and worker needs.
- Recognise successful mentorship efforts to encourage participation.

## 4. Continuous Support and Development

### 1. Evaluate Effectiveness:

- Conduct follow-up assessments to ensure workers are confident in site procedures and safety compliance.
- Use surveys and interviews to identify gaps in understanding and areas for improvement.

### 2. Expand Training Opportunities:

- Offer refresher courses on advanced safety practices and technical skills

- .Develop career progression pathways, linking workers to apprenticeships or certification programmes.

### 3. Strengthen Industry Collaboration:

- Work with construction companies to refine onboarding strategies.
- Engage professional bodies to provide accreditation support for Ukrainian workers.

