



STEP 03:

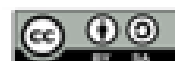
Provide Sector - Specific Onboarding & Support

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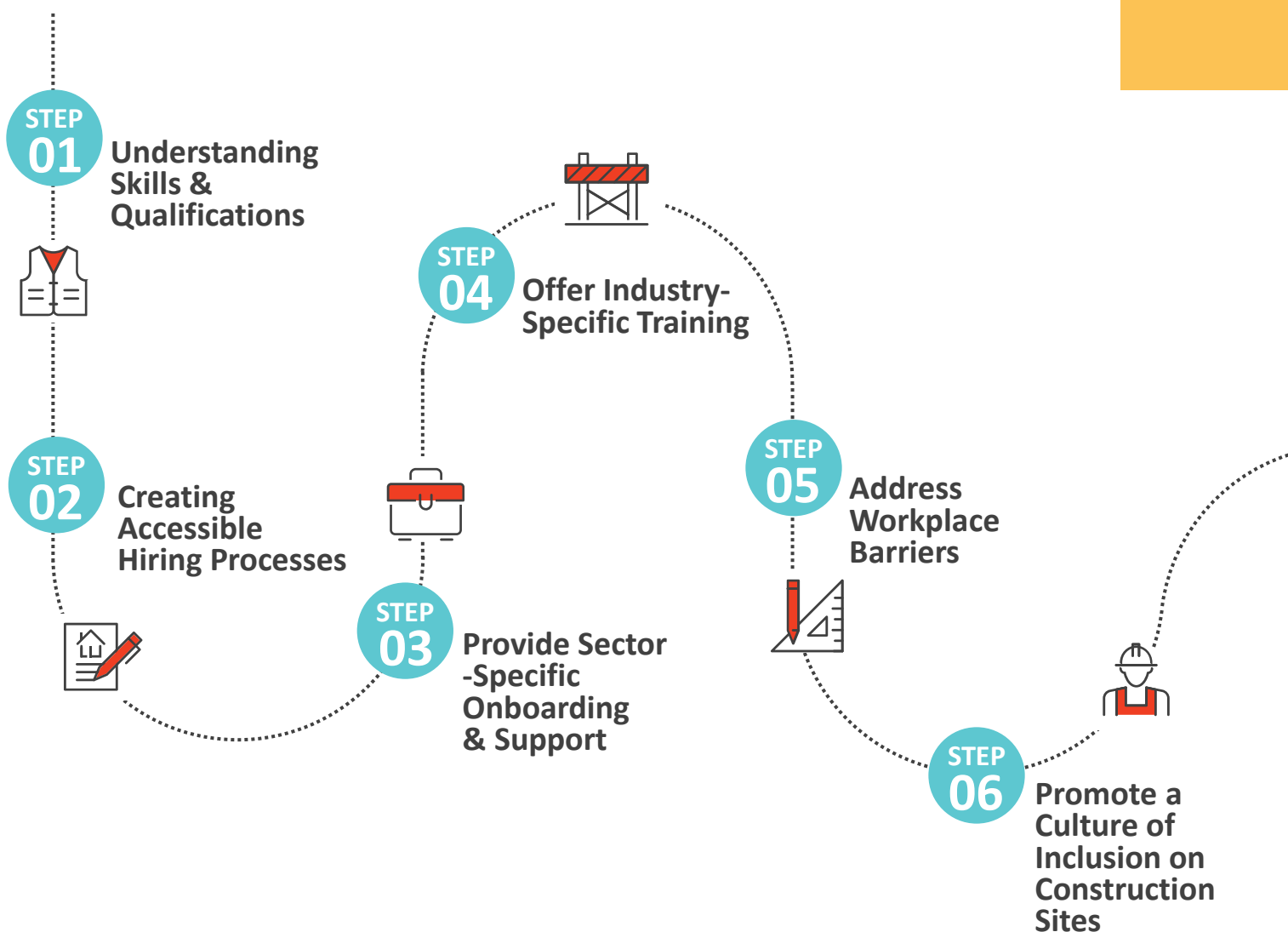
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WELCOME TO STEP BY STEP

Welcome to the **Welcome Work: Step by Step** strategies. We will show you through inclusive practices how to build a thriving work environment for refugees.





STEP 03 - Provide Sector - Specific Onboarding & Support

This step offers tailored onboarding programs that address the unique challenges of the construction sector.



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01

Develop Tailored Onboarding Programmes

Identify Key Onboarding Components

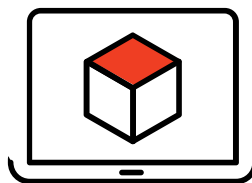
- Introduce safety protocols specific to construction sites, covering hazard awareness, emergency procedures, and personal protective equipment (PPE) use.
- Explain workplace expectations, including site hierarchy, reporting structures, and working hours.
- Provide an overview of company policies, employment 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 different languages to ensure full comprehension.
- Include interpreters or bilingual trainers where possible.



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 other languages if possible.
- Use pictograms and visual guides to reinforce understanding.
- Encourage interactive discussions where workers can ask questions and clarify doubts.





03

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 migrants and refugee 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.

04

Continuous Support and Development

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.

Expand Training Opportunities:

- Offer refresher courses on advanced safety practices and technical skills



IDA (The Danish Society of Engineers) runs a mentorship programme that matches experienced professionals with younger or international members looking to build their careers in Denmark.

<https://english.ida.dk/ida-mentoring>

Mozaik RH – Programme Mentorat promotes diversity in hiring and provides mentorship programs, especially for youth and underrepresented groups.

<https://mozaikrh.com>

The CIOB Mentoring Service is an online mentoring platform, the service connects Chartered Members and Fellows who have volunteered to be mentors with members looking for support in becoming Chartered Members or Chartered Environmentalists.

<https://www.ciob.org/membership/mentoring>

Program Mentoringowy Polskiego Związku Pracodawców Budownictwa (MLB) a comprehensive programme project supporting young professionals in the construction industry that is shaping their professional careers, developing their identity, soft skills, and improving their leadership competences.

<https://pzpb.com.pl/mlodzi-liderzy-budownictwa/>

Grupo Arpada has construction programmes dedicated towards youth mentorship coming from any background.

<https://www.arpada.net/personas/talento>





Follow our journey



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