



Stakeholders Best Practices Tailgate Safety Meeting Series

***SAFETY AND
HEALTH ARE
VALUES!***

"Mentoring"

Massive layoffs and mine closings in the past resulted in a surplus of experienced miners. Until recently, very few inexperienced miners were hired, resulting in a lost generation of miners. The majority of today's miners are over 45 years old. Time and changing markets have eliminated this surplus and created the need to hire and train new miners. The mandatory training of the newly hired miners will satisfy the regulations, but is this enough to satisfy the desired safety goals? Probably not. A mentoring program is an effective method to supplement the training.



DALLAS CHAFFINS - 56 YEARS
WITHOUT A LOST TIME ACCIDENT

Best Practices:

- Assign newly employed miners to work with a mentor (experienced miner).
- Select mentors based on their ability to effectively communicate, to demonstrate good safety practices, to exhibit strong work ethics, and who have a penchant and willingness to train.
- Require mentors to instruct, observe, evaluate and correct the new hire in their job classifications. (i.e., a mechanic should not be used to train a new bolter operator, or vice versa)
- Establish the program to last at least 30 days. A longer period may be required depending on the complexity of the job.
- Assign the new hire to the day shift, when practical, to allow more exposure to experienced miners, upper management, and safety inspectors. Conversely, this also allows the monitoring of the mentor and the new miner.

Developed in cooperation with:

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