

# The Occupational Programs Bi-Weekly Wrap Up

UVA Facilities Management

09.29.2023

## ***In this issue:***

Click the item title to go to the corresponding page. *Downloading this document may be necessary.*

### **OCCUPATIONAL TRAINING**

- Welcome, New FM Employees!
- Leadership Connection:  
Leadership & Psychological Safety
- Training Opportunity: Developing  
Decision Making Skills
- The “Why?” Behind OT: 3rd Entry



***Don't forget:  
Reasons to Celebrate!***

### **APPRENTICESHIP**

- Check Out Our Training Simulators!

### **DIVERSITY, EQUITY & INCLUSION**

- Take the FM Uniform Survey
- UVA FM Employee Appreciation  
Event

### **OCCUPATIONAL HEALTH & SAFETY**

- Safety Success: Active Attacker  
Training
- Tools for Your Next Toolbox Talk:  
Mental Health

## **Safety Standdowns Held Across UVA**

On Sept 27th, UVA FM CC&R, Operations, and E&U teams held a safety standdown on their jobsites, including at UVA Wise! This was spearheaded by CC&R leadership, supported by the OHS team, as well as E&U and Operations leadership.

See the talking points here: <https://at.virginia.edu/1Gm4Ct>

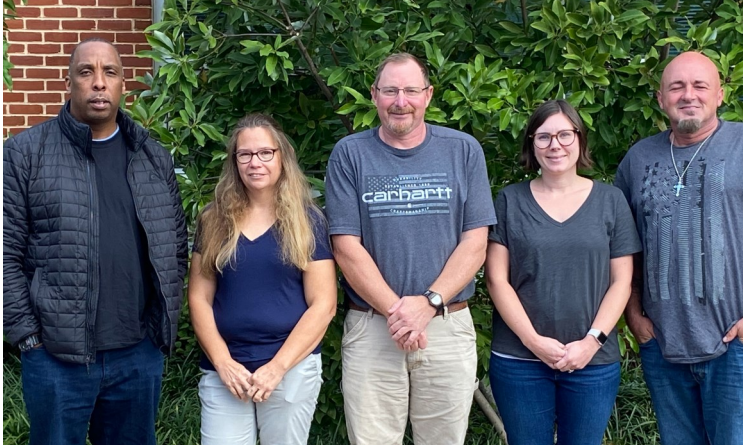


Clockwise from top left: 1) Keith Payne and GC Barton Malow on the Brandon Ave. Housing site. 2) Pete Kowalzik & the Heat Plant team. 3) UVA FM CC&R lead a talk at Ern Commons. 4) FM C&RS toolbox talk at the Chemistry Building renovation site. 5) Toolbox talk held at Pippen Hall at UVA Wise.

**[See the Latest Seasonal Wellness Updates >>](#)**

***Let Us Know:*** You can always email [FM-OHS@virginia.edu](mailto:FM-OHS@virginia.edu) if you have suggestions or story ideas. Now there's a new way to get in touch — **[Let us know](#)** by answering a few quick questions.

## OCCUPATIONAL TRAINING



### Leadership Connection: Leadership & Psychological Safety

Psychological Safety is a powerful and proven concept that enables strong, innovative, and collaborative teams. Psychological safety can empower your team to feel safe to ask questions, raise new ideas, and recover quickly from mistakes. Leaders who can build a culture of psychological safety can expect engaged employees who take appropriate risks and trust their coworkers and employers. *How can you develop psychological safety on your team?*

Check out the recent article written by Claire Hastwell to learn more: “**What Is Psychological Safety in the Workplace? How Leaders Can Build Psychologically Safe Workplaces**”: <https://at.virginia.edu/Azp1ou>

Check out other articles and eLearning related to psychological safety:

- **What Is Psychological Safety at Work? How Leaders Can Build Psychologically Safe Workplaces** | Center for Creative Leadership: <https://at.virginia.edu/vHhf7I>
- **4 Ways Leaders Can Build ‘Psychological Safety’ in Their Work Teams** | SHRM Executive Network: <https://at.virginia.edu/IYFIV5>

Workday eLearning (requires Netbadge login):

- **Psychological Safety: Clear Blocks to Innovation, Collaboration, and Risk-Taking:** <https://at.virginia.edu/rkUw8N>
- **Creating Psychological Safety for Diverse Teams:** <https://at.virginia.edu/Kn4yEs>
- **Fostering Belonging as a Leader:** <https://at.virginia.edu/O6fslo>

By Mark Orr, Senior Training and Development Specialist,  
[pne4yf@virginia.edu](mailto:pne4yf@virginia.edu), P 434-962-1020

## NEW EMPLOYEE ONBOARDING

Joining FM as of Sept. 25 (listed from left to right):

- **Eric Bruce**, Custodial Services Worker, Building Services
- **Barbara Ramsey**, Custodial Services Supervisor, Building Services
- **Justin Rivenburgh**, Historic Mason, C&RS
- **Caitlin Byrd Schafer**, Project Manager, CC&R Renewal & Renovation
- **Marvin Campbell, Jr**, Historic Mason, C&RS

### OT Professional Development Opportunity: Developing Decision Making Skills

Two sessions are being offered:

- ★ October 17, 1-3 p.m. at Skipwith Hall, Rm 112
- ★ October 18, 9-11 a.m. at HSPP Level "O" Conf Rm

Register: <https://at.virginia.edu/FMDecisionMaking1023>

Questions? Email [FM-Training@virginia.edu](mailto:FM-Training@virginia.edu)

### Occupational Training: The Why? Week 3

The [August 18 OP Wrap Up](#) discussed workplace training, continuous learning, and upskilling as fundamental to our team. This week, we look at Promoting Safety and Compliance: Personal safety is of paramount importance in the skilled trades industries, with FM committed to being a leader in higher education. Our OT team works closely with OHS and individual departments to identify and anticipate training needs. Our workplace safety training focuses on promoting a culture of safety, educating workers about best practices, hazard identification, health, and proper use of PPE. FM delivers training year-round in different formats that include classroom sessions, hands-on equipment or procedures, on-the-job training (OJT), toolbox discussions, and cross-team collaborations. Training is developed and delivered through our Occupational Training team in collaboration with departmental leadership and subject-matter experts, including FM employees. Training is known to reduce workplace accidents, minimize injuries, identify and abate hazards, and ensure compliance with UVA, industry, and government regulations. This not only safeguards employees but also protects the organization from legal and financial repercussions.

To schedule training for your team, email your needs or questions to [FM-Training@virginia.edu](mailto:FM-Training@virginia.edu)

By Bobby Putrino, OHS Trainer,  
[rg4ny@virginia.edu](mailto:rg4ny@virginia.edu), P 434-906-7354

# APPRENTICESHIP

## Reinventing Skilled Trades Training Using Simulators

If you've been in the [OP Training Room](#) in the FM Alderman complex recently, you may notice some strange-looking technology: The Apprenticeship Program has invested in simulators so that apprentices have a low-risk, hands-on opportunity to practice maintenance, repair, and installation away from the pressures of an active work area.

### Why Simulators?

Simulators offer learners a safe and controlled learning environment where apprentices can build their skills and confidence while remaining protected from the hazards of a real-world jobsite. Simulator technology, coupled with instructor supervision, offers apprentices real-time feedback on their performance, pointing out mistakes and enhancing skill-retention through repetition and practice.

These simulators will also be used to assess apprentices' progress and skills, as well as tailor their training to address specific areas of improvement throughout their time in the program.

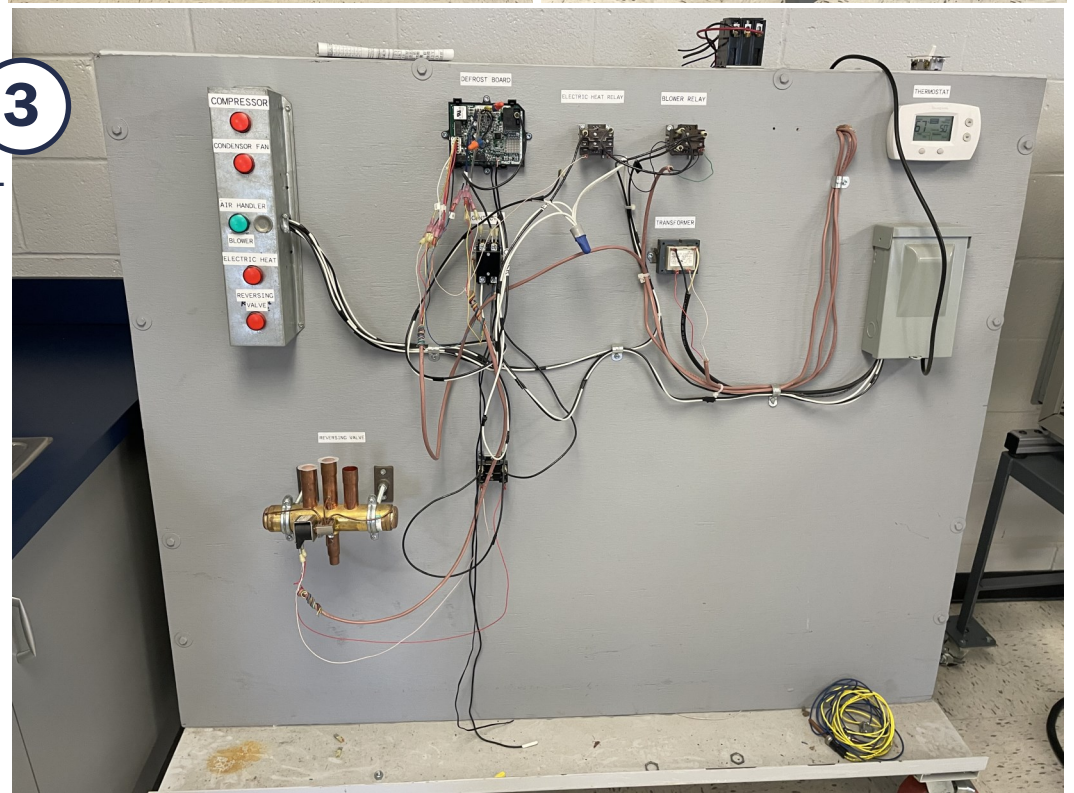
If you would like to learn more, contact Danny Davis at [srx2up@virginia.edu](mailto:srx2up@virginia.edu) or 434-422-6446.

UVA FM Apprenticeship Simulators:


- 1) iConnect AC unit simulator
- 2) Innotek tabletop wiring simulator
- 3) HVAC simulator built by UVA FM Apprenticeship Lead Instructor Tom Castellanos.



provided by Danny Davis.



**DIVERSITY, EQUITY & INCLUSION**



# UNIFORM SURVEY

ENCUESTA DE FM PARA COMENTARIOS DEL UNIFORME  
ENQUÊTE DE RÉTROACTION UNIFORME FM  
एफएम समान प्रतिक्रिया सर्वेक्षण  
UTAFITI WA MAONI SAWA WA FM

**CLOSES OCTOBER 13**

<https://at.virginia.edu/FMUniformSurvey2023>  
QUESTIONS? [FM-DEI@VIRGINIA.EDU](mailto:FM-DEI@VIRGINIA.EDU)

· UVA FM ·  
**EMPLOYEE APPRECIATION**

# EVENT

**WED., OCT. 11**  
11 a.m.–2 p.m.  
**CORNER OF LEAKE DR.  
& ALDERMAN RD.**  
**(ROTC Lawn)**

Questions or comments about DEI updates? [FM-DEI@virginia.edu](mailto:FM-DEI@virginia.edu)



# OCCUPATIONAL HEALTH AND SAFETY

## SAFETY SUCCESSES: Active Attacker Training

OHS would like to give a shout to everyone who completed the Active Attacker training! We are especially thankful to Dan Shantler for collaborating with and assisting OP in provide the training to:



UVA FM's Systems Control Center Manager Dan Shantler delivers Active Attacker Response Training to UVA FM Building & Custodial Services leadership. Photo by Shelomith Gonzalez, UVA FM-OHS.

- ★ Landscape and Recycling Safety Committee
- ★ HSPP Safety Committee & Toolbox Talks
- ★ Custodial & Housekeeping
- ★ Zone Maintenance Safety Committee & Toolbox Talks
- ★ E&U
- ★ C&RS Toolbox Talks

### Learn more:

- UVA Alerts: <https://uvaemergency.virginia.edu/uva-alerts>
- UVA FM Systems Control & FM Response Procedures: <https://at.virginia.edu/1DRcb4>

For more information, please see UVA Emergency Management's Active Attacker Training Video: <https://at.virginia.edu/sOFmUM>

## Tools for Your Next Toolbox Talk: Mental Health

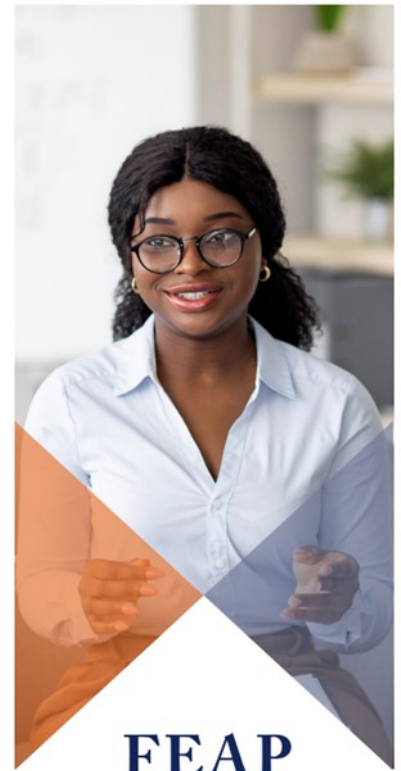
On Sept 15th, [Mary Sherman \(UVA FEAP\)](#), Chris Hoy (UVA FM CC&R), [FM-OHS](#), [FM-DEI](#), and others gathered at the HSPP West Complex for a roundtable discussion on mental health and resources for our HSPP team members. The group reviewed UVA FEAP and how to reach out, along with mental health research and statistics within the construction industry.

In addition to HSPP, this group has also presented for North Grounds and West Grounds Maintenance Zones and will soon be coming to talk at the Landscaping and Recycling Toolbox Talk.

If you are interested in having a member of this group come speak at your next Toolbox Talk or safety meeting, please contact:

- Emily Douglas, DEI Specialist, FM Occupational Programs: [em4hg@virginia.edu](mailto:em4hg@virginia.edu)

Contact FEAP at [feap@uvahealth.org](mailto:feap@uvahealth.org) or 434-243-2643



**FEAP**

UVA Faculty & Employee Assistance Program

# OCCUPATIONAL PROGRAMS



## View & Apply for UVA FM Jobs

Current UVA Employees Search for and apply to jobs using your existing [Workday account](#):

See UVA HR's How to Apply: for Internal Candidates: <https://at.virginia.edu/jgLuzS>

External Applicants (not currently employed by UVA) will be prompted to create a profile in Workday when applying: <https://uva.wd1.myworkdayjobs.com/UVAJobs>

*Not all listings are available to external applicants.*

Questions on job listings should be directed to [AskHR@virginia.edu](mailto:AskHR@virginia.edu)

## FM JOB LISTINGS\*

- R0052089 Landscape & Grounds Worker
- R0046368 HVAC Mechanic or HVAC Senior Assistant
- R0051133 Electrician
- R0050282 Fire Safety Inspector
- R0052656 Zone Maintenance Supervisor
- R0051985 Electrical Engineer/Engineering Associate
- R0051031 Geospatial Space Analyst
- R0052599 General Services Worker
- R0041976 Computer Help Desk Tech (Student Wage)
- R0042657 Carpenter - Construction & Renovation Services
- R0049741 Sign Shop Worker
- R0052100 Senior Trades Utility Worker
- R0052510 HVAC Mechanic
- R0053078 Senior Trades Utility Worker
- R0046336 HVAC Mechanic
- R0045925 Custodial Services Supervisor, Evening Shift (Sign-On Bonus!)
- R0052719 Roofing Manager
- R0042542 Controls Engineering Technician/ Senior Controls Engineering Technician
- R0052893 Maintenance Zone Manager
- R0047417 Mason - CC&R
- R0048679 BAS Controls Assistant
- R0050108 HVAC Mechanic or Senior Mechanic
- R0044377 Senior Electrician
- R0044371 Electrician
- R0048313 Senior HVAC Mechanic, Evening Shift, 3:00pm - 11:30pm
- R0046919 Geospatial Space Technician
- R0047982 Student Assistant, Geospatial Engineering Services (Student Wage)
- R0051420 Project & Construction Management Supervisory Team Leader
- R0051946 Plumber
- R0046590 Utility Locator/Damage Prevention Technician
- R0052744 Plumber
- R0044441 Senior Pipefitter/Steamfitter
- R0044588 Metering Technician
- R0049262 Pipefitter/Steamfitter
- R0049244 Welder
- R0044445 Senior Welder for Utility Systems
- R0052184 Custodial Services Worker, Housing: M-F 8:00am-4:30pm
- R0052326 Senior Electrician
- R0051116 Recycling Worker
- R0049672 Fire Suppression Systems Technician
- R0052325 Electrician
- R0052388 Custodial Services Worker - Evening Shift
- R0053076 Custodial Services Worker - Evening Shift
- R0050345 Custodial Services Worker - Multiple shifts available!
- R0052596 Systems Control Operator, Night Shift
- R0049400 Associate IT Systems Administrator
- R0048983 Plumber
- R0049950 Plumber Senior Assistant
- R0050407 Utilities Supervisor

\* As of 9/25/2023



# let's celebrate!

*Reasons to celebrate are all around us!*

Here are some upcoming holidays this week, both fun and serious. Click on each to learn more.

**September 29: World Heart Day**

**September 30: International  
Translation Day**

**October 1: World Vegetarian Day**

**October 2: National Custodian Day**

**October 3: National Techies Day**

**October 4: Improve Your Office Day**

**October 5: World Teachers' Day**

**October 6: World Smile Day**

## SEASONAL WELLNESS

### UVA HR BENEFITS COUNSELOR COMES TO FM

Do you have questions about retirement, education benefits, FMLA, and more?

There are monthly drop-in sessions to answer your questions!

**Oct. 26**

12:30-3:00 PM, Skipwith Upper Level Rm. 110

Walk-ins Welcome.

STAY FLU FREE IN 2023!  
**FM Flu Vaccination Clinic**  
Nov. 10, 7:30 a.m.-2 p.m.  
**ZEHMER HALL LOUNGE**  
WALK-INS ONLY. NO APPOINTMENT NEEDED.  
**\$25** HOOS' WELL REWARD ELIGIBLE FOR 2024  
If you have questions about this event, contact UVA Employee Health: (434) 924-2013

[Download the Flyer.](#)

Design by Avery Wagner, FM UXE.

### Stay Healthy This Winter:

- **FREE COVID-19 Tests:** The US government is reviving its program offering American households **4 free coronavirus tests** through the US mail. The official website, [covidtests.gov](https://covidtests.gov), began accepting orders on Monday, Sept. 25. Get yours today!
- **Vaccines:** *one of the most effective ways of preventing illness!* Learn more: <https://at.virginia.edu/EYxWlu>
  - **Influenza (Flu) vaccine** is **FREE** for employees and their families on the UVA Aetna health insurance plan at through many pharmacies and doctors' offices. It protects from severe illness. **Everyone 6 months and older in the should get an influenza (flu) vaccine**, unless advised otherwise by their doctor.  
Learn more: <https://www.cdc.gov/flu/prevent/flushot.htm>
  - **COVID-19 vaccines:** As of Sept. 12, updated COVID-19 vaccines are now available that more closely target circulating variants. These should also be covered by your health insurance plan. Based on CDC guidelines, **Everyone 5 years and older should get 1 dose of the latest ('23-'24) Pfizer-BioNTech or Moderna COVID-19 vaccines at least two months after their last dose of a COVID-19 vaccine.**  
Learn more: <https://at.virginia.edu/Mbm5uA>
  - **RSV Vaccine:** RSV is a virus that usually causes cold-like symptoms. Most people recover in a week or two, but RSV can be serious especially for infants and older adults. **Vaccination is recommended for infants and adults over 60.** Learn more: <https://www.cdc.gov/rsv/about/prevention.html> *Talk to your doctor to get this vaccine.*

Schedule your seasonal flu & COVID-19 vaccines at [Vaccines.gov](https://vaccines.gov).

FREE walk-in flu vaccines will be offered to UVA employees on Nov. 10 at Zehmer Hall.

Learn more: <https://at.virginia.edu/to8pbg>