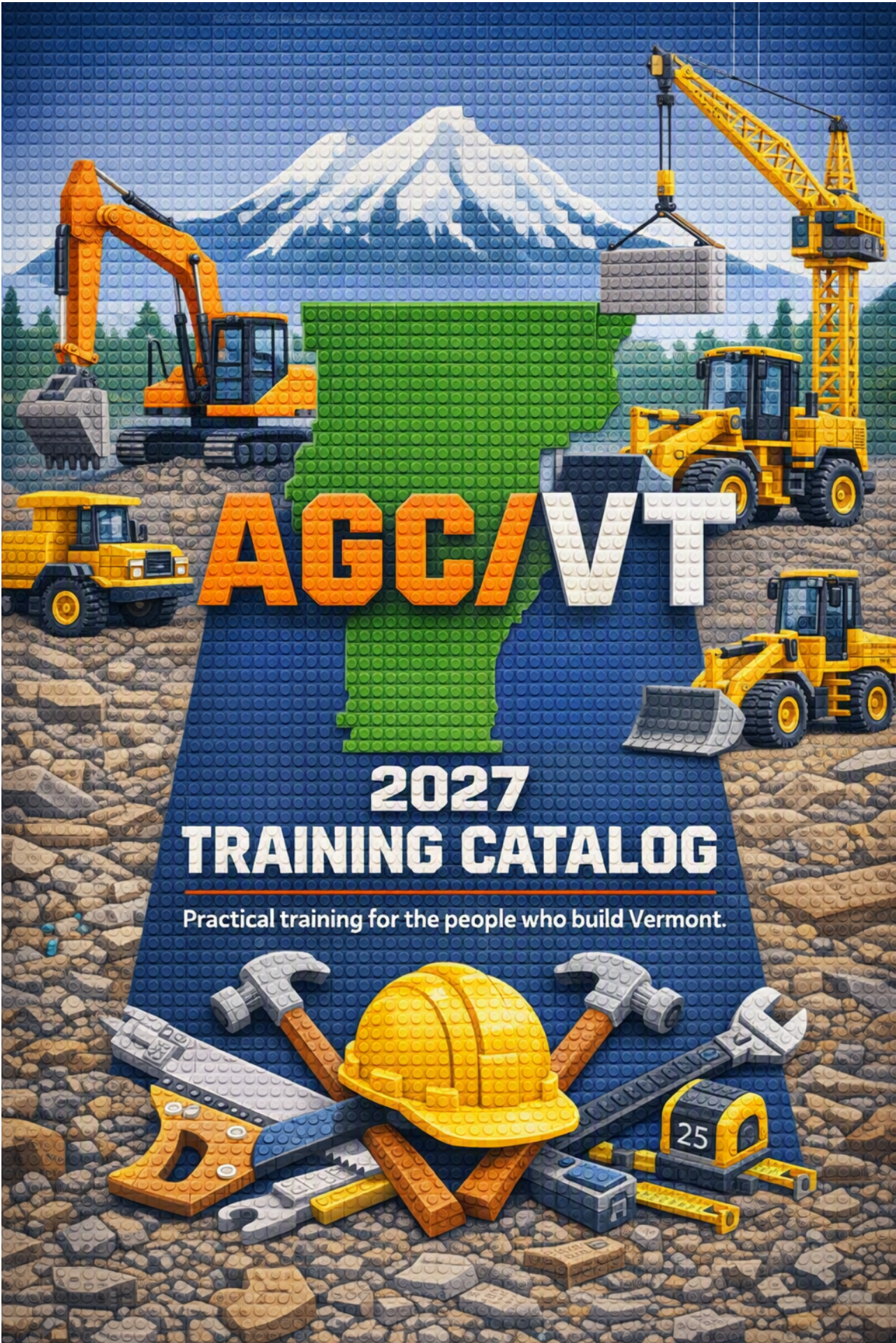




Build skills. Build leaders. BuildSmart Vermont.

AGC/VT training is built around the real needs of Vermont contractors: keeping people safe, developing the next generation of workers, strengthening field leadership and helping companies stay ahead of changing requirements.

How to use this catalog

Use this catalog as a menu of programs. Course dates, instructor availability, pricing, prerequisites and final credentials vary. Public classes appear on the AGC/VT training and events calendar; member companies may also request private or jobsite delivery.

Training tracks

- Safety & Compliance: essential training for safer, audit-ready jobsites.
- Equipment, Crane & Mine Safety: operator development and high-hazard work.
- Transportation, CDL & Fleet: driver development and fleet compliance.
- Leadership & Business: practical skills for foremen, supervisors and managers.
- Technical & Project Delivery: stronger planning, documentation and execution.
- Regulatory & Member Education: timely briefings on rules affecting contractors.

Delivery options

- Open-enrollment classes at AGC/VT in Montpelier
- Private company classes
- Online/Hybride
- Lunch and Learns
- Jobsite or regional delivery when appropriate
- Cohort-based academies and multi-session programs
- Briefings, roundtables and focused workshops

Scheduling note

This catalog describes AGC/VT's current and regularly hosted training menu. It is not a guarantee that every course will run on a fixed 2026 date. Confirm dates and registration through AGC/VT before publishing or committing employees.



Build Safe Vermont.

Return on Investment (ROI) for Implementing an OSHA-Compliant Construction Training and Safety Programs

A justification framed around OSHA's 2025 Top 10 violations and their financial impact on construction firms.

OSHA released its preliminary Top 10 violations list. Construction-related standards dominated, with **fall protection**, **ladders**, **scaffolding**, **fall training**, and **eye/face protection** violations making up a significant portion of the most frequently cited hazards.

These violations consistently result in costly penalties, lost productivity, insurance increases, and reputational harm all of which can be mitigated through a structured safety program.

Safety Compliance

- **Direct Costs:** OSHA fines (\$5,000–\$70,000 per violation), injury claims, insurance premium increases.
- **Direct Costs:** MSHA fines (\$5,000–\$300,000 per violation)
- history of previous violations;
- size of the business;
- any negligence by the operator;
- gravity of the violation; and
- the operator's good faith in trying to correct the violation promptly.
- **Indirect Costs:** Project/mining delays, reputational damage, potential shutdowns. injury claims, insurance premium increases.
- **Estimated Range:** \$10,000–\$250,000+

Financial Controls

- **Direct Costs:** Budget overruns, shutdown, loss of production
- **Indirect Costs:** Loss of investor confidence, audit penalties.
- **Estimated Range:** \$25,000–\$500,000+

Contractual Obligations

- **Direct Costs:** Breach of contract penalties, legal fees.
- **Indirect Costs:** Litigation risk, strained client relationships.
- **Estimated Range:** \$50,000–\$1M+

Quality Assurance

- **Direct Costs:** Rework, material waste, labor inefficiencies.
- **Indirect Costs:** Warranty claims, client dissatisfaction.
- **Estimated Range:** \$20,000–\$300,000+

Environmental Compliance

- **Direct Costs:** Fines from EPA or local agencies.
- **Indirect Costs:** Project/mine stoppage, remediation costs.
- **Estimated Range:** \$15,000–\$500,000+

Schedule Adherence

- **Direct Costs:** Liquidated damages, overtime labor.
- **Indirect Costs:** Lost opportunity costs, client penalties.
- **Estimated Range:** \$30,000–\$1M+

Documentation & Reporting

- **Direct Costs:** Audit failure, rework of documentation.
- **Indirect Costs:** Legal exposure, loss of certifications.
- **Estimated Range:** \$5,000–\$100,000+

Safety & Compliance

Field-ready instruction that helps contractors prevent injuries, meet regulatory responsibilities and strengthen their safety culture.

Course	Best for	Typical format	Credential / outcome
OSHA 10-Hour Construction	New hires, apprentices and field employees Ben Osha, Tim Herbert, R J Wobby	4 Classes 2 days 200.00	OSHA course completion card
OSHA 30-Hour Construction	Foremen, supervisors, competent persons and safety leads Ben Osha, Tim Herbert, R J Wobby	1 Class 4 days 600.00	OSHA course completion card
CPR, First Aid & AED	Field crews, office staff and designated responders Tamara	8 Classes Half day	Provider certification
Fall Protection	Employees exposed to elevated work and their supervisors Ben Osha	2 Classes Half day 125.00	Awareness / competent-person development
Excavation & Trenching Safety	Utility, sitework, highway and municipal crews Ben Osha, Tim Herbert	2 Classes Half day 125.00	Competent-person development
Confined Space Awareness	Employees entering or supporting permit spaces Ben Osha, R J Wobby	2 Classes Half day 125.00	Awareness certificate
Silica, HazCom & Lockout/Tagout	Craft employees, supervisors and safety coordinators Ben Osha, Tim Herbert, R J Wobby	2) Lunch & Learn	Documented awareness
Incident Investigation/Compliance Inspections	Supervisors, safety staff and company leaders Ben Osha, Karl Hayden, R J Wobby	2) Lunch & Learn	Investigation tools and action plan

SAFETY FIRST

Hard hats • Harnesses • Trenching • First Aid • Safer Vermont jobsites

Equipment, Crane & Mine Safety

Hands-on and simulator-supported development for operators and employees working around specialized equipment and regulated environments.

Course	Best for	Typical format	Credential / outcome
Excavator Simulator Training/Evaluation	Entry-level and advancing operators	Need Driven	Skills assessment / certification pathway
Crane Signal Person & Rigger	Employees who rig loads or direct crane operations	Full day	Training documentation
Crane Certification Preparation	Operators preparing for recognized certification exams	Multi-session	Exam readiness
MSHA Part 46 New Miner	Employees working at covered surface mines	Full day	Required training record
MSHA Part 46 Annual Refresher	Experienced miners needing annual training	Full day 99.00	Annual refresher record

Heavy equipment simulator initiative

AGC/VT's simulator initiative is designed to expand training capacity, support students and CTE programs, strengthen registered apprenticeship pathways and provide beginner-to-advanced operator development using certified curriculum.

 SIMULATOR	 EQUIPMENT	 MINE SAFETY
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Transportation, CDL & Fleet

Programs supporting commercial drivers, supervisors and the company systems behind safe, compliant fleet operations.

Course	Best for	Typical format	Credential / outcome
CDL Entry-Level Driver Training Support	New commercial drivers and employers developing drivers	Multi-session 750.00	ELDT pathway support
CDL Permit Preparation	Employees preparing for written permit exams	Multi-session	Permit readiness
DOT/FMCSA Compliance	Fleet managers, owners and safety staff	Half day 125.00	Compliance action list
Driver Qualification Files	HR, fleet and compliance administrators	Luch & Learn	File checklist and audit readiness
Reasonable Suspicion for Supervisors	Supervisors of CDL drivers	2 hours 125.00	Supervisor training documentation
Commercial Vehicle Inspection Awareness	Drivers, mechanics and fleet supervisors	Lunch & Learn	Inspection-readiness tools

KEEP THE FLEET MOVING

CDL • DOT/FMCSA • Driver files • Inspections • Supervisor readiness

Leadership & Business

No fluff. These programs help good construction people become stronger foremen, supervisors, project managers and company leaders.

Course	Best for	Typical format	Credential / outcome
AGC/VT Leadership Academy	High-potential employees and current leaders	Cohort series	Leadership development certificate
Construction Financial Basics	Foremen, supers and project managers	Half day 125.00	Cost-control fundamentals
Communication & Conflict Resolution	Anyone leading people, projects or clients	Half day 125.00	Communication action plan
Construction HR & Employment Practices	Owners, HR staff and supervisors	Half day 125.00	Policy and documentation checklist

BUILD BETTER FOREMEN

Leadership • Communication • Job cost awareness • Retention • Accountability

Technical & Project Delivery

Core skills that improve planning, cost control, documentation, quality and project execution.

Course	Best for	Typical format	Credential / outcome
Blueprint Reading	New employees, coordinators and emerging field leaders	Multi-session 250.00	Plan-reading fundamentals
Estimating Fundamentals	Junior estimators, PMs and small contractors	1–2 days 250.00	Estimating workflow
AI Construction Technology & Innovation	Operations, field and company leaders	5 week Workshop 500.00	Technology evaluation tools
PLAN Blueprints • Estimates • Schedules		DELIVER Documents • Technology • Project execution	

Regulatory & Member Education

Timely education designed to help AGC/VT members understand changing legal, regulatory and business expectations.

Course	Best for	Typical format	Credential / outcome
Legislative & Regulatory Updates	Owners, executives and company leaders	Briefing Gov Ops	Current issue summary
Environmental & Stormwater Compliance	Sitework contractors, PMs and environmental staff	Half day	Compliance checklist
VOSHA Compliance Updates	Safety professionals, owners and supervisors	S & H Committee	Current enforcement awareness
Employment Law Update	Owners, HR and managers	Half day 125.00	Current-practice checklist
Cybersecurity Awareness	All employees, especially office and finance teams	Lunch & Learn	Basic cyber-risk controls
Federal Contracting & Infrastructure Updates	Contractors pursuing public work	Lunch & Learn	Opportunity and compliance overview

STAY AHEAD OF THE RULES

VOSHA • Stormwater • Employment law • Cybersecurity • Federal contracting

Special Programs & Member Learning

AGC/VT Leadership Academy

A cohort-based development experience for emerging and current leaders. Topics may include communication, self-awareness, accountability, financial thinking, workforce leadership, problem solving and leading change.

Heavy Equipment Simulator Outreach

Portable and facility-based simulator experiences can support contractor training, school and CTE engagement, career fairs, apprenticeship activity and skills development for incumbent workers.

Roundtables and Committee Meetings

- Safety director peer meetings
- HR and operations discussions
- Construction leadership roundtables
- Workforce development sessions
- Legislative and agency briefings

Event-Based Education

- Burgers & Brews Engagement sessions
- Safe + Sound Week and safety campaign programming
- Annual meeting workshops
- Workforce development and CTE career exploration events
- Specialty seminars responding to member needs
- Scoops for Safety
- Company Start-up/Safety Days Support

Need something not listed?

AGC/VT can evaluate member demand, identify instructors and consider a company-specific or regional class. If several contractors have the same headache, there is probably a training opportunity hiding in it.

SCHEDULER WORKSHEET

Sample Safety/Season Kickoff Schedule

Sample Event Outline (choose your poison)

Hosted by: Company Owner/Construction Safety Director

Start: 8:00 AM

End: ~3:30 PM

8:00 – 8:30 AM | Registration, Coffee & PPE Check

- Sign-in
- Issue updated PPE if needed
- Safety gear compliance spot checks (hard hats, eye protection, hi-vis)

8:30 – 8:45 AM | Welcome & Purpose of Safety Season

- Opening remarks from Safety Director
- Why we hold a season kick-off
- Review of previous year's incident trends
- Introduction of presenters and schedule

8:45 – 9:15 AM | Company Safety Vision & Jobsite Rules (30 min)

- Review of **company-wide jobsite rules**
- Enforcement expectations
- Worker responsibilities vs. employer responsibilities
- Near-miss reporting updates
- Review of new policies for the upcoming season

9:15 – 10:15 AM | OSHA Top 10 Violations – What They Mean on Our Jobs (60 min)

- Overview of the latest OSHA Top 10
- How each applies to construction environments
- Real examples from recent inspections
- Prevention strategies

10:15 – 10:30 AM | Morning Break

10:30 – 12:00 PM

Fall Protection & Elevated Work Safety

- Harness checks
- Ladder best practices
- Scaffolding responsibilities
- Review of company fall-related incidents

Leadership on the Jobsite

- Leading a safety culture
- Addressing unsafe behaviors
- Communication and conflict skills
- Empowering workers to speak up

Company-Specific Hazards

- Electrical, confined space, heavy equipment, silica, or other identified risks
- Emergency procedures
- Updated hazard control plans

12:00 – 12:45 PM | Lunch (Provided)

12:45 – 2:15 PM

Hazard Communication & Chemical Safety

- Updated SDS procedures
- Chemical labeling
- Company storage requirements

Equipment & Tool Safety Refresh

- Machine guards
- Power tool checks
- Lockout/tagout basics for field staff

Excavation/Trenching Quick-Hit Training

- Competent person responsibilities
- Soil classification review
- Trench collapse prevention

Heat/Cold Stress & Seasonal Preparedness

- High-risk weather exposure
- Hydration plans
- Winter PPE expectations

Transition & Refresh Break

2:15 – 3:15 PM STOP THE BLEED Training (Hands-On)

- Identifying life-threatening bleeding
- Using tourniquets correctly
- Wound packing & pressure application
- Realistic scenario practice
- Certification for participants

3:30 – 4:00 PM | Closing Session: Commitment to Safety

- Review key takeaways from the day
- Introduce new reporting tools or tech (if any)
- Safety Director’s closing remarks
- Safety pledge signing
- Provide updated safety manual

Plan Your Company’s 2026 Training

Use this page with supervisors, safety staff and HR to identify needs before the calendar fills up.

Priority	Training need	Who should attend	Preferred timing
1			
2			
3			
4			
5			
6			
7			
8			

Questions to ask

- Where are injuries, near misses or compliance gaps showing up?
- Which employees are stepping into foreman or supervisor roles?
- What credentials expire in 2026?
- Which projects create new equipment, traffic-control or environmental risks?
- Can the class be combined with another member company or delivered regionally?

Scheduler tip

Start with required credentials and the company's highest-risk work. Then build leadership and technical training around the people you want to retain and promote.

LET'S PUT DATES ON THE CALENDAR

Registration & Custom Training

Public classes

Visit the AGC/VT Trainings and Events calendar for posted dates, locations and registration details.

Private company training

Contact AGC/VT with the course, estimated headcount, preferred month, delivery location and any project-specific needs. AGC/VT will review instructor availability, minimum class size, pricing and facility requirements.

Information to have ready

- Company and primary contact
- Course or problem you are trying to solve
- Number and experience level of participants
- Desired timeframe and location
- Credential or documentation required
- Any language, accessibility or scheduling needs

Contact AGC/VT

Associated General Contractors of Vermont
1 Graves Street, Unit C, Montpelier, VT 05601
(802) 223-2374 | agcvt.org

Course dates, fees, prerequisites and availability are subject to change. Confirm all details at registration.

TRAIN YOUR PEOPLE. STRENGTHEN YOUR COMPANY. BUILDSMART VERMONT.

A decorative graphic consisting of several overlapping blue triangles and polygons of varying shades, creating a dynamic, abstract shape on the left side of the page.

THESE ASSOCIATED GENERAL CONTRACTORS OF VERMONT SAFETY GUIDELINES ARE INTENDED TO PROVIDE YOU WITH AN APPROACH ON HOW YOUR JOBSITE OR COMPANY CAN ENHANCE ITS SAFETY PROCESS. EVERY BUSINESS IS DIFFERENT AND IS SUBJECT TO FEDERAL, STATE, AND LOCAL REQUIREMENTS DEPENDING ON THE TYPE OF COMMERCE THE BUSINESS IS ENGAGED IN. SPECIFIC SAFETY APPROACHES ALREADY IN PLACE, AS WELL AS ANY ADDITIONAL INITIATIVES, CAN BE ARRANGED TO FIT INTO THESE GUIDELINES AND FORM YOUR COMPANY'S OVERALL SAFETY SYSTEMS AND PROCESSES. TO MEET YOUR SPECIFIC CHALLENGES, THE PROFESSIONALS AT THE ASSOCIATED GENERAL CONTRACTORS OF VERMONT OFFER OUTSTANDING RESOURCES TO HELP YOU DETERMINE THE INDIVIDUAL NEEDS OF YOUR BUSINESS. SERVICES INCLUDE PUBLICATIONS THAT GIVE "HOW TO" INFORMATION TO DEVELOP AND IMPLEMENT SPECIFIC SAFETY SYSTEMS AND PROCESSES; PUBLICATIONS, POSTERS, AND VIDEOS; TRAINING COURSES TO INSTRUCT YOU OR YOUR EMPLOYEES ON ESTABLISHING SPECIFIC SAFETY SYSTEMS; AND INDIVIDUAL CONSULTATION WITH A LARGE VARIETY OF SAFETY AND HYGIENE CONSULTANTS WHO HAVE SPECIALIZED TRAINING. AS ALWAYS, THE ASSOCIATED GENERAL CONTRACTORS OF VERMONT IS COMMITTED TO HELPING YOU CREATE A SAFE WORKING ENVIRONMENT AND SAFETY CULTURE FOR YOU AND YOUR EMPLOYEES.

ASSOCIATED GENERAL CONTRACTORS OF VERMONT P.O. BOX 750 - Montpelier, Vermont 05601 www.agcvt.org Please call AGC/VT on their safety helpline 1-802-229-9189 or email them at rjw@agcvt.org for assistance or further information.