

The Blueprint for
Change

2025 - 2026 PILOT PROGRAM

IMPROVING SAFETY,
QUALITY, PRODUCTIVITY,
AND CULTURE ON OUR
JOBSITES

DATE DEVELOPED :
March 7, 2025

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WHY THIS PROGRAM WAS CREATED

The Blueprint for Change Pilot Program is an 18-week initiative designed to improve safety, productivity, and quality by transforming jobsite culture. But why is this needed?

Construction is an industry where ideas become reality, where the craftsmanship of our tradespeople builds the schools, communities, and infrastructure that shape our daily lives.

Yet, despite its importance, construction faces critical challenges impacting not only our workforce but the future of our industry. We have:

- The **2nd highest suicide and substance misuse rate** of any industry (*CDC*)
- A **workforce crisis** where annual spending on construction over the past 15 years has increased **five times** faster than our workforce growth (*BLS Analysis*)
- 25% of women experiencing **sexual harassment** and 66% experience **discrimination** (*2021 IWPR and NIBS Surveys*)
- **At least 40%** of people of color experience prejudice/discrimination (*2021 NIBS*)

Construction has a culture crisis. **The time for change is now.**



WHAT IS THE PILOT PROGRAM?

The Pilot Program is comprised of 3 phases spanning 18 weeks with a follow up phase, 8 weeks after the completion of the program. It's designed not only to enhance jobsite culture but to provide measurable proof of how cultural improvements impact safety, quality, and productivity. During this program, we will evaluate 2 crews one that receives training and one that does not. We are doing this to compare the natural progression of safety, quality, and productivity as a team works together versus the impact our program has.



PHASE 1 - DATA COLLECTION (4 WEEKS)

To kickoff the program in Phase 1 we will have a 1 hour meeting with leadership to review the program plan and any last minute questions.

The objective of Phase 1 is to establish a baseline for safety, quality, productivity, and culture. To do this we will be tracking 4 key metrics:

- Safety – Number of safety observations made during the period
- Quality – Number of quality issues caught
- Productivity – Measured in units completed
- Culture – Assessed through an interview and surveys



PHASE 2 - TRAINING (10 WEEKS)

In Phase 2, Crew A will be taking the following training an hour a week.

Worker Wellbeing covers *Fatigue, Sleep, and Nutrition, Financial Wellness, Emotional Regulation, and Mental Health and Substance Misuse.*

Culture and Leadership covers *Psychological Safety & Building a Culture of Trust, Understanding Differences & Building Stronger Teams, Effective Communication and Conflict Resolution, and Ownership, Accountability, and Leadership at Every Level.*

Between the two rounds of training will be a 2 week break for maximum retention of materials. Additionally, light data collection will continue during this time for both Crew A and B.

PHASE 3 - DATA COLLECTION (4 WEEKS)

This phase mirrors Phase 1 to measure post-training impact and compare results to the baseline.

FOLLOW UP EVALUATION

To measure long-term impact, a final evaluation will take place eight weeks after Phase 3 is completed. This will consist of 2-weeks of follow-up data collection.

Within 4 weeks of the conclusion of the final data collection, a report will be provided detailing performance improvements, barriers to change, and recommended next steps.

Once the final report has been submitted Crew B will go through the identical Phase 2 training Crew A went through without the associated data collection.





ELIGIBILITY

To qualify, companies must:

- Have two crews of 5-10 people.
- Each individual crew must work together for the duration of the program.
- The crews must be located in the Minnesota Twin Cities metro area.

Don't meet the criteria? We offer custom training solutions outside of the pilot program.

Contact us at taylor.boileau@theblueprintforchange.com to explore options!





EXPECTED OUTCOMES

By the end of this pilot program, we anticipate measurable improvements in **safety**, **quality**, **productivity**, and **culture** based on industry research and the well-documented connection between culture and operational success.

This program is designed to do more than just provide information, it's built to shift perspectives and mindsets. By fostering engagement, accountability, and trust, we empower crews to become advocates for change within your company.

This pilot program provides a framework for sustainable culture change. Companies will walk away with data-driven insights, actionable strategies, and a scalable approach to improving safety, quality, productivity, and overall team culture. Ensuring lasting success beyond the program itself.





CONTACT US

Only 12 Spots Available - Once Filled, Enrollment Closes!.

Next Steps:

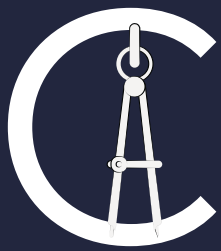
- Want more details? Request the full 14-page program packet for a deeper breakdown of data collection, deliverables, and pricing. Email or call us to request a copy.
- Schedule a 20-Minute Consultation – Discuss your company’s needs & program fit.
- Lock in Your Pilot Program Rate – Early sign-ups save up to 50% on future training.
- Kickstart Cultural Change on Your Jobsites – Improve safety, productivity, and morale.

Email: taylor.boileau@theblueprintforchange.com

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Know a company who could benefit? Forward this PDF or introduce us via email at taylor.boileau@theblueprintforchange.com.





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