

**Project General Foreman and Foreman Training Program**

The General Foreman and Foreman Training Program originated in 1991 on the Conoco Delayed Coker Project in Billings, Montana. This supervisory training program covered the critical elements of five subject areas: communications, human relations, leadership, roles of first and second level supervision, and project specific duties and responsibilities. Three professors from Eastern Montana College, representatives from five local building trade unions, and management and staff from the project in Billings prepared the presentations. The program was available to all crafts on the project, and classes were organized into various work groups where crafts, ages, and sexes were mixed. This program was made possible, from development through the presentation, by combining locally available resources from the public, private, and labor sectors.

Contact: W.E. Rapp  
Organization: Bechtel Construction Company  
Address: P.O. Box 2166  
City: Houston  
State/Province: TX  
Postal Code: 77252  
Country: USA  
Phone No: 713-235-2204  
FAX: 713-235-2204  
URL: <http://www.bechtel.com>  
Email: [erapp@bechtel.com](mailto:erapp@bechtel.com)