



CCCHAPS · LEADERSHIP RESOURCE

Supporting the People Behind the PPE

A practical leadership brief on the human pressures affecting construction and skilled-trades workforces — alongside, never in place of, the safety program.

The Weight Behind the Trade

Trades workforces carry the ordinary weight of demanding schedules, physical work, weather, project variability, family life, financial obligations, and the discipline of getting the job done safely. Care done well respects the culture of the crew rather than trying to change it.

What Trades Workers Do Not Want

- A canned wellness pamphlet or corporate video.
- A mandatory session with a stranger who has never been on a jobsite.
- Any resource that feels like it was done *to* them.

What Tends to Land

- A familiar presence — someone who shows up to the jobsite and learns names.
- Clearly not part of management, HR, or the safety chain.
- No agenda, no pressure to talk, no follow-up expectation.
- Available by phone and text off-site through CallAChap where configured.

After a Hard Event

Investigations and safety reviews belong to the safety and HR functions. Chaplaincy contributes within its scope: presence on the jobsite, walking the crew for a shift, quiet 1:1 availability, and coordination with HR and clinical resources when a situation calls for them.

Where Chaplaincy Fits

Chaplaincy is confidential, non-clinical, and belief-neutral. It complements — never replaces — the safety program, HR, EAP, medical, mental-health, or emergency services.

BEGIN A CONVERSATION

Explore how relationship-based care could fit your workforce.

An exploratory conversation, not a pitch. No obligation.

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