

Curriculum Vitae

Joseph A. “Joe” Monaco

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Summary of Expertise

33 Years as an organization development consultant with forklift (powered industrial truck) expertise. International consultant, trainer, conference presenter, and author for systematic forklift management and training for both safety and productivity. Experienced in-field practitioner and consultant in forklift safety, OSHA compliance, and performance management. Expert in application of forklift-related standards under OSHA, ANSI, and other established rules. Conducted original field research used to support expert testimony during the OSHA hearing in Washington, DC for the promulgation of the latest powered industrial truck training standard at 29 CFR 1910.178(l). Expert instructional designer for forklift operator and supervisor skills development. Designs and validates reliable performance tests used to verify acquisition of safety and productivity skills. Designs management practices to drive effective safety and productivity initiatives.

Areas of forklift (powered industrial truck) expertise include:

- Application of performance-based standards to the analysis, design, development, implementation and evaluation of forklift-related interventions, including training.
- Investigation of catastrophic events, personal injury, and fatality using evidence-based analysis (Harless-authored Diagnostic FEA (Front-End Analysis).
- Field application of ANSI/ASSE Z490.1: Criteria for Accepted Practices in Safety, Health, and Environmental Training.
- Design of effective Daily/Shift Examination (Pre-operation inspection) procedures by make and model forklift.
- Effective safety training, failure to train, inadequate training, and other forklift safety training issues.
- Forklift/powered industrial truck struck-by, back-over and run-over prevention.
- Cause analysis regarding “conduct of the parties” (behavior).
- Design of high-fidelity simulations for operators to practice safe forklift operating in their environment with their make and model forklift.
- Design of operator performance tests that have content validity and reliability.
- Design, implementation, and evaluation of training systems that do NOT separate safety from productivity concerns.
- Design of Train-The-Trainer for Supervisors as Forklift Instructors and Test Examiners.
- Application and use of OSHA 29 CFR 1910.178 Powered Industrial Trucks.

Employment

1994 – Present: **President, Monaco Group, Inc. Martinsville, New Jersey.**

Member: **ANSI/ITSDF B56.1 “Safety Standard for Low Lift and High Lift Trucks”**. B56.1 is the US National Consensus Safety Standard “incorporated by reference” (Part II-1969) under federal OSHA’s Safety rule at **29 CFR 1910.178**. The B56.1 subcommittee sets safety standards in the United States for the engineered design, construction, testing, etc. of low lifts and high lifts.

Based on a 10 year study of forklift operator safety, provided expert testimony for development of the latest federal **OSHA rule at 29 CFR 1910.178 (I) (DOL/OSHA Docket #S-008)**; **Expert** in design and use of behavioral standards for powered industrial truck (forklift) operators; Accident investigation; Skill certification & voluntary licensing procedures; Design of work standards for management, maintenance, workplace environment, instruction and skills testing of forklift operators; Accident prevention, reconstruction and analysis; Written procedures for forklift and facility maintenance, as well as training for daily/shift examination of OSHA classified powered industrial trucks (forklifts).

Author & Founder of **National LIFTOR** (LIFT Truck Operating Resources). This is a national voluntary licensing system for use by employers in the United States. Recognized by **NIOSH (National Institute for Occupational Safety and Health)** as "**valid & efficient**", LIFTOR is a management and training system for preventing personal injury related to powered industrial trucks (primarily forklifts); Designs behavioral standards, operator skill certification tests and performance-based instruction for operators and front-line supervisor/instructors. Provides custom designed courses and on-truck instruction for injury prevention in materials handling environments. Designs and certifies content-valid selection tests and procedures.

1985 – 1994 **Corporate Director, Organization Development & Training, L'Oreal USA, Inc. Clark, NJ.**

Hired into this international cosmetics manufacturer and distributor as an operations trainer to develop a training and management system preventing forklift related injuries in warehouse and distribution centers. During the next 10 years, successive promotions eventually saw me as the corporate head of the Organization Development and Training Department. In addition to continuous development of the forklift performance management system,

provided internal consultation in management practices, human performance improvement, instructional design, and delivery services to all reporting levels.

1979 – 1985 Safety Coordinator and Production Supervisor, Sherwin-Williams Company, Newark, NJ

Joined (1979) this \$200 million division of a billion dollar coatings manufacturer as the **Safety Coordinator** of this 16-acre industrial site. Headed the industrial skills training initiatives including forklift operator training, supervisor's accident investigation training, fall protection, industrial hygiene and personal protective equipment training. Coordinated all other OSHA required training for general industry. Organized and maintained all worker's compensation programs, incident investigations, Safe Warehouse Procedures, Fire safety initiatives, and emergency response team training.

As Production Supervisor, directed work activities of 80 union laborers and non-union employees in the distribution department (200,000 sq. ft. multi-building distribution and warehouse center with 35 forklift trucks). Designed training methods, instructed and supervised forklift operators in safe and productive material handling practices. Issued shift work assignments to order picker drivers, stock replenishers, high lift operators, other laborers, dispatch, and stock control clerks. Designed and supervised productivity enhancement programs. Controlled inventory and shipping dock activities for customer orders and receiving of returned goods.

1976 – 1979 Held miscellaneous positions in management for the Rookwood Pottery Restaurant and field research for a subcontractor of the U.S. Department of Labor.

**Publications
and
Presentations:**

1. Monaco, J. A. (1996). **Complete Text of Testimony: Docket #S-008 Proposed Rule on Powered Industrial Truck Operator Training.** [Delivered at DOL/OSHA hearing of April 29 – May 1, 1996, in Washington, D.C.]: Martinsville, NJ: Monaco Group, Inc.
2. Monaco, J. A. (1999). "Forklift Safety: Complying with OSHA's New Rule and Reducing the Risk of Personal Injury." Annual Crane & Rigging Workshop of the Specialized Carriers and Rigging Association (SC&RA) [Conference Proceedings], pp. 10: 1-5.
3. Presentation, "A Case Study in Socially Responsive OD: Saving Life &

Limb of 1.2 Million Industrial Truck Operators.” Annual Conference of the New Jersey Organizational Development Network (NJ-ODN), Edison, NJ, June 4, 1999.

4. Presentation (Keynote, Closing Session) “Forklift Safety: Complying with OSHA’s New Rule and Reducing the Risk of Personal Injury.” Annual Crane & Rigging Workshop of the Specialized Carriers and Rigging Association (SC&RA), Memphis, TN, September 16-18, 1999.
5. Presentation, “How to Eliminate Injuries Among Forklift Truck Operators – A Worthy PT Model.” Annual Conference of the International Society for Performance Improvement (ISPI), Dallas, TX, April 15-19, 1996.
6. Presentation, “Is it Time for a VOLUNTARY National Licensing Standard for Powered Industrial Truck Operators?” Annual Conference of the National Environmental Trainers Association (NETA), Bethesda, MD, April 25-29, 1998.
7. Presentation (Panel), “**OSHA Fork Truck Training Forum.**” Material Handling Society of New Jersey, Parsippany, NJ, January 12, 2000.
8. Presentation, “Our Past Successes - Where are they Now” (Case Study of National LIFTOR Endurance as a Performance System), Annual Conference of the International Society for Performance Improvement (ISPI), Tampa, FL, April 19-23, 2004.
9. Presentation, “Develop Forklift Operator Mastery” (How to get ordinary operators to perform with extraordinary safety, precision and speed), 31st Annual Conference of the Warehouse Education and Research Council (WERC), Chicago, Illinois, May 6, 2008.
10. Presentation, “National LIFTOR Workshop for Certified Instructor & Test Examiner Candidates”, Cranbury, New Jersey, March 23-26, 2010.
11. Presentation, “OSHA - Design Effective Forklift Daily Exams, Annual Conference of the International Society for Performance Improvement (ISPI), Toronto, Ontario, Canada, April 22, 2012.
12. Presentation, “**STOP OSHA Safety Training! Convert to Performance-Based?**”, Annual Conference of the International Society for Performance Improvement (ISPI), Indianapolis, Indiana, April 16, 2014.
13. Joe Monaco. **www.LIFTOR.com**. MemberGate version 8.01. National LIFTOR Licensing Systems and Monaco Group, Inc., May 15, 2012. website. October 14, 2014.

**Publications
and
Presentations:**

14. Monaco, Joe and Edward W. Schneider. Co-Author. "**Solve the Problem...So it Stays Solved!**" *Cases on Human Performance Improvement Technologies*. J. Stefaniak, ed. IGI Global, 2015. 64-93.
15. (Stakeholder Panel Member), "**Safety and Health Program Management Guidelines – Stakeholder Meeting**". Occupational Safety and Health Administration (OSHA), Washington, DC, March 10, 2015.
16. Presentation, "Are You **Using Human Performance Technology Models to Drive Action? – The LIFTOR System**", International Society for Performance Improvement - Europe, Middle East, and Africa (ISPI - EMEA) Conference, Bologna, Italy, September 16, 2017.