

Curriculum Vitae:

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” 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 powered industrial trucks manufactured for low lift and high lift use in the United States.

Based on a 10 year study of forklift operator safety, provided expert testimony (1996) for the development of federal **OSHA's rule at 29 CFR 1910.178 (I) (DOL 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.

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 as "valid & efficient"** [1996], 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 related to materials handling. Designs and certifies content-valid selection tests and procedures.

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

Was hired into this international cosmetics manufacturer and distributor as an operations trainer to develop a training and management system to prevent forklift related injuries in warehouse and distribution environments. 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 management and training system, provided internal consultation in management practices, human performance improvement, instructional design, and delivery services to all reporting levels of this \$6 Billion corporation.

Joseph A. Monaco

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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 sf 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, forklift operators, other laborers, 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.

Education: Wilmington College, Wilmington, OH

- B.A. Psychology, 1976.

Seton Hall University, South Orange, NJ

- MBA courses in Financial Accounting and Computer Applications, 1980.

Memberships:

- ANSI/ITSDF B56.1 Committee on "Safety Standards for Low Lift and High Lift Trucks".
- ISPI (International Society for Performance Improvement).
- MHSNJ (Materials Handling Society of New Jersey).

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Papers and Presentations:

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.

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.

Monaco, J. A. (1999). **National LIFTOR - 1999 Guide for Certified Instructors and Test Examiners.** Martinsville, NJ: Monaco Group, Inc.

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.

Presentation, **“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.

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.

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.

Presentation (Panel), **“OSHA Fork Truck Training Forum.”** Material Handling Society of New Jersey, Parsippany, NJ, January 12, 2000.

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.

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

Presentation, **“National LIFTOR Workshop for Certified Instructor & Test Examiner Candidates”**, Cranbury, New Jersey, March 23-26, 2010.

Presentation, **“OSHA - Design Effective Forklift Daily Exams,** Annual Conference of the International Society for Performance Improvement (ISPI), Toronto, Ontario, Canada, April 22, 2012.

Presentation, **“STOP OSHA Safety Training! Convert to Performance-Based?”**, Annual Conference of the International Society for Performance Improvement (ISPI), Indianapolis, Indiana, April 16, 2014.

Joe Monaco. **www.LIFTOR.com.** MemberGate version 8.01. National LIFTOR Licensing Systems and Monaco Group, Inc., May 15, 2012. website. October 14, 2014.