

## **Foremost Paving Reinvents Safety and Communication with MindForge: A Blueprint for TCA Members**

In the challenging and fast-evolving construction industry, effective communication and robust safety measures are as crucial as the equipment on-site. For Texas-based Foremost Paving—a proud member of the Texas Construction Association (TCA)—finding an app that could onboard, train, and communicate with every team member was essential. Enter MindForge, a digital platform transforming how TCA members like Foremost communicate, train, and manage their workforce in the field.

### **The Challenge: Communication Gaps and Safety Risks**

Before using MindForge, Foremost faced difficulties ensuring clear, reliable communication across its organization. With over 400 employees in South Texas ranging across multiple divisions, it is hard to get everyone together for training and effectively communicate. Relying on emails and messages filtered through project managers meant critical updates were often delayed or lost entirely. "We used emails and layered messages through managers to communicate with crews, but it wasn't efficient," says Trey Pebley, Foremost's Chief Administrative Officer. "Vital updates wouldn't always reach everyone."

These communication gaps presented not only an operational challenge but also heightened safety risks.

### **Real-Time Communication for a Safer, More Informed Workforce**

With MindForge, Foremost has redefined its approach to communication, enabling management to broadcast real-time messages directly to field workers' devices. This capability ensures that everyone, from executives to on-site crews, receives critical updates instantly, "We wanted something that could handle onboarding, training, and incident reporting in one place," explains Luis Ramos, a Training Specialist at Foremost. "MindForge brought everything together." Foremost has started sending out weekly "Safety Topics" that include a positive message and touches on a specific topic relevant to the work that week, such as 'Proper Lifting Technique'. In addition to safety topics, important instructions and reports are sent frequently throughout the week including line strike updates.

### **Streamlined Training and Executive Awareness**

Training traditionally required Foremost's teams to gather in the office, disrupting productivity and creating logistical challenges. With MindForge, Foremost now delivers training content directly to workers' devices, making it accessible anytime, anywhere. This shift enables crews to complete training without leaving the field, ensuring they stay informed, skilled, and safe. When adverse weather conditions close jobsites, instead of having employees come in to the office to complete training, where some employees would have to drive over 2 hours, they are able to simply pull out their mobile devices and complete their training safely from the comfort of their

home or car. Foremost can then track the completions and quiz scores, ensuring everyone has completed their training.

MindForge also helps simplify keeping executives aware of accidents and incidents that occur in the field. Project leaders can snap photos if incidents and send messages to groups of leaders to immediately let them know of an incident and the important details.

### **A Platform that Unifies and Strengthens Team Communication**

Beyond improving operational efficiency, MindForge has united Foremost's teams, allowing everyone to see the same messages simultaneously, regardless of their location or role. "With MindForge, everyone in the group sees the same message at the same time," says Jose Villarreal, Foremost's commercial division manager. "It's clear, organized, and incredibly easy to use."

### **Building the Future with MindForge**

Foremost Paving's success with MindForge showcases the potential for TCA members to leverage digital solutions for safer, more connected, and more productive operations. For TCA members seeking to stay competitive, embracing technology like MindForge is not only a wise investment—it's also a step toward a more unified and resilient future in the construction industry.