

Effective Safety Training

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Objectives

Benefits of effective safety training

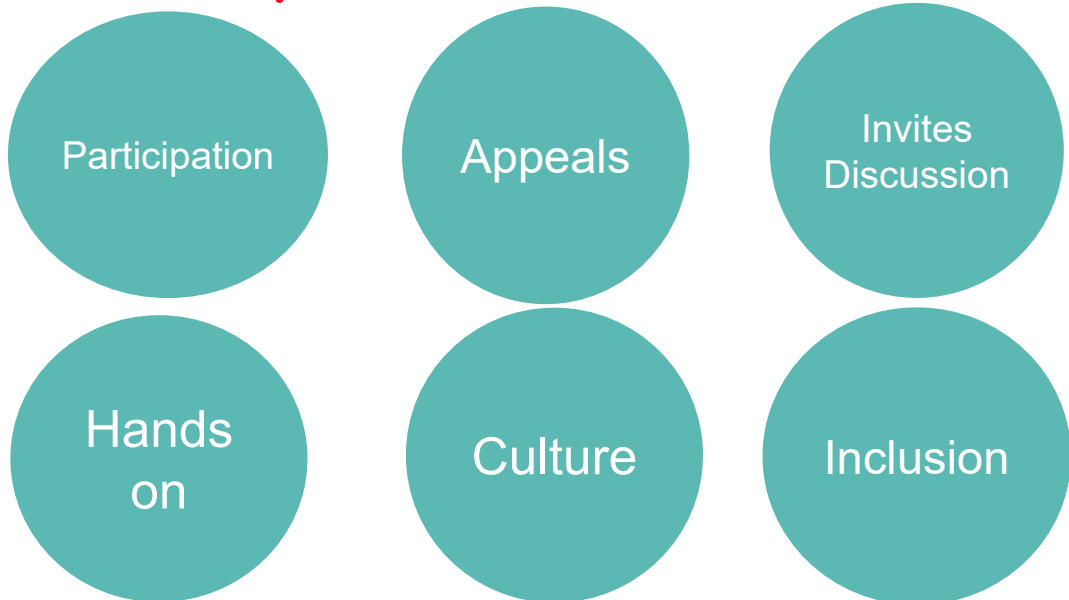
Types of training and instructional techniques

Training resources

Effective Safety Training Definition

- Training that helps employees develop the knowledge and skills to perform their job tasks in an efficient and safe manner.
- Effective safety training helps employees master new procedures, reinforces existing protocols and refreshes memory.

Why Effective Safety Training?



Benefits For You



Culture
of safety



Safe
behaviors



Efficiency and
productivity



Reduce/prevent
accidents

Benefits For Your Employees



Guidance



Knowledge



Efficient



Keeps them safe

Pop Quiz 1

What is effective safety training?

- A. Training that helps employees master new procedures
- B. Training that refreshes the memory
- C. Training that helps develop knowledge and skills
- D. All of the above

Types of Safety Training



Job-task training



Safety awareness training

Types of Safety Training

- Hazard Awareness Training
 - Known hazards
 - Potential hazards
 - Involves discussion of hazards, exposures, safety rules, safety practices
- Job Task Training
 - “How to” training
 - Practical, hands-on training
 - Demonstration

Hazard Awareness Training

Fast

Convenient

Easy

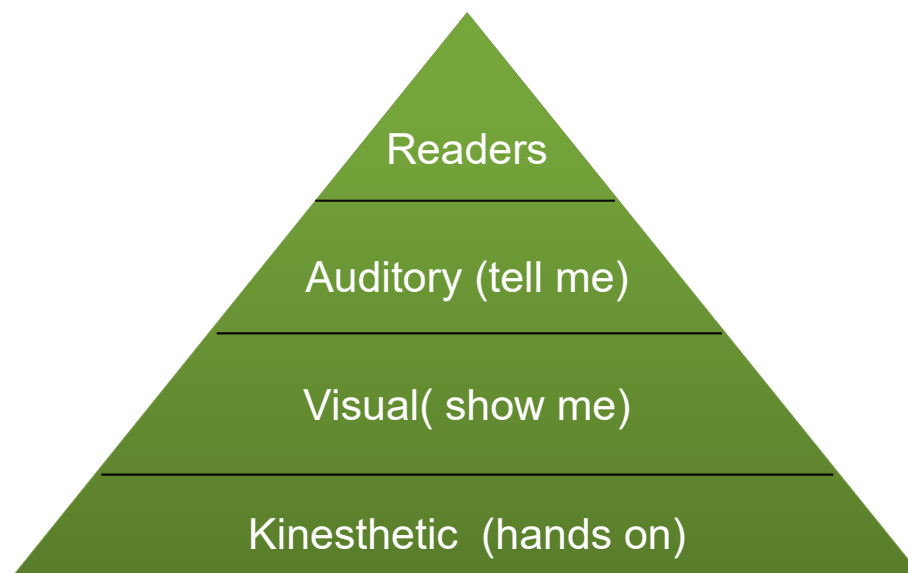
Limited

Redundancy

Job Task Training



Learning Modes



Learning Modes

- Use a variety of delivery modes to relate to different
- learning styles



Hear



Read



Observe



Practice

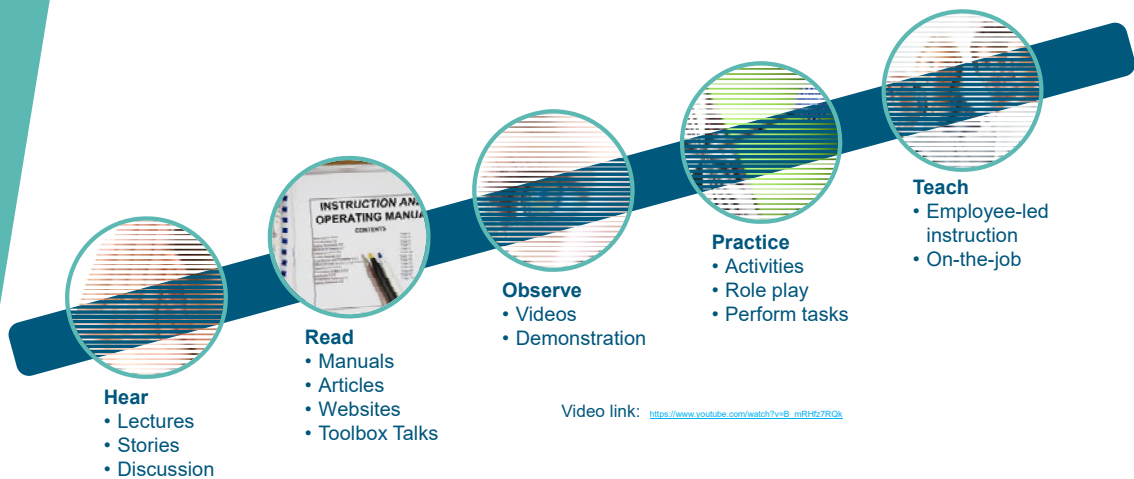


Teach **

Source: Adapted from Dale, E. (1969). Audiovisual methods in teaching (3rd Ed.). New York, NY: The Dryden Press.

Teaching techniques

- Retention increases as more learning modes are used



Source: Adapted from Dale, E. (1969). Audiovisual methods in teaching (3rd Ed.). New York, NY: The Dryden Press.

Pop Quiz 2

What are the two types of safety training?

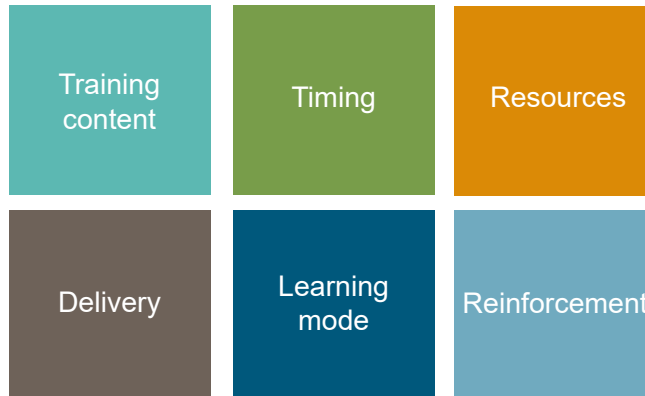
- A. Hazard awareness and job task training
- B. Hazard awareness and knowledge and skill training
- C. Job task training and knowledge and skill training
- D. None of the above



So....how should you plan your effective safety training?

Training considerations

- Make training impactful by delivering the right message to the right people at the right time



Develop Your Safety Training



Audience



Topic



Topic Sources



Delivery/Type



Time & Timing



Learning Mode

Audience: Individual & Group Needs



Tailored to audience



Relatable



Understandable



Beginner or advanced



Actionable

Topics

- Leverage available assets to enhance training



Topics Sources

- ✓ Safety Manual Rules
- ✓ Safety Manual Policies
- ✓ Known/Predictable Hazards
- ✓ Past Accidents/Near Misses
- ✓ Your Losses and Trends
- ✓ Safety Regulations

Topic Sources



Pop Quiz 3

All of the following are learning modes except:

- A. Read
- B. Brainstorming
- C. Observe
- D. Hear

Trends

- **47% of losses to new employees**
 - 27% of losses to tenured employees
 - **Falls account for 30% of all accidents**
 - Falls account for 78% of total costs
 - **Spike in accidents starts at 9:00 a.m.**

Source: Pinnacol Assurance claims information, data reported Jan. 2015 – Sept. 2020

Delivery Mode



In-person

Lecture
Discussion
Real-life stories
Pop quiz
Questionnaire



Web-based

Videos
Webinar
Website

Time and Timing



Time of day



Day of the week



Time of year



Before/After an
Accident



Amount of time



Focus



Attention Span

Pop Quiz 4

Which of the following should you take into consideration when developing your safety training?

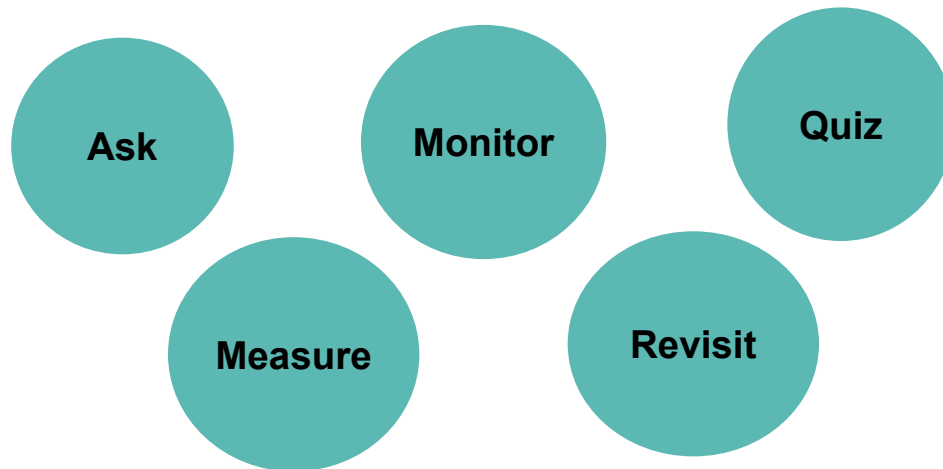
- A. Delivery
- B. Time and timing
- C. Audience
- D. Topic



How do **YOU** reinforce your employee training?

Confirm Effectiveness

- Is your message getting through?



Pop Quiz 5

Which of the following is a good resource for training topics?

- A. Past accidents
- B. Your safety manual
- C. Near misses
- D. Predictable hazards

Summary

- Effective safety training benefits employees and employers
- Careful planning = maximum impact
- Consider your audience
- Use multiple learning modes
- Enforcement and reinforcement

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