

WHY YOU NEED TO CREATE A SAFETY TRAINING PROGRAM

Why it matters

Cultivating a learning mindset at your place of work provides space for proactivity, continuous improvement and ultimately, operational safety excellence.

Training your workforce on foundational health and safety principles and activities is a crucial aspect of EHS compliance. But **if you are treating training as a box-ticking exercise then you are missing out.** Your program should be designed to ensure people engage, understand and apply the training, with a focus on continuous learning.

Worker safety

01

Engaging employees in a training program that identifies safety risks and how to avoid them, thereby improving safety awareness, helps prevent potential accidents and negative outcomes.

Compliance

02

Maintaining high standards and understanding health and safety regulations helps ensure positive outcomes for your business in terms of legal obligations, industry standards and best practices.

Employee wellbeing

03

Workplace health and safety is important for the mental, as well as physical well-being of employees and families. Stress-free employees produce more consistent work and better results. Many workers who have suffered an injury at work also develop mental health problems as a result (Vickers, 2021).

Employee engagement

04

Employees and workplaces with high levels of engagement see fewer workplace accidents than those with lower engagement (Gallup, 2022). Training helps establish and maintain employee and team engagement, without which business outcomes suffer.

Business improvement

05

Training provides the opportunity for employees to work on skill sets. In turn, this improves employee productivity and helps eliminate weak areas or deficiencies in the business. Employees become more prepared to take over and fill gaps.

Change management

06

As much as 70% of change initiatives fail (Gallup, 2022). These failures are often attributed to poor employee behaviour. Training increases the success rate of change management by providing support and information to staff.

Operational excellence

07

Maintaining regular training opportunities helps ensure that certification is upheld, objectives are consistently made and met and employees work to the highest standard.

