EVOTIX

eBook

Changing the Conversation From Completions To Impact:

Building a Successful Safety Training Program for Your People

Table of Contents

80% of the world's working population, over 2.7bn people, are deskless frontline workers

(emergence, 2018)

Engaging workers who aren't tied to regular means of communications, whether email, phone or messaging platforms, is difficult. Take that one step further to ensure their health and safety and most organizations find themselves in a jam.

According to Gallup, the statistics and polling group, businesses with an engaged workforce see a 64% reduction in safety incidents.
(Gallup, 2022)

Building an engaged workforce improves the health, safety and satisfaction of your employees and provides value for your business.

It's important to develop a training program that truly engages your workforce. Simply ensuring attendance will not provide your organization with the best possible results. Rather than relying on boring pamphlets to educate your people on health and safety processes, provide them with the appropriate skills, capabilities and know-how at the appropriate time, helping drive change at your company.

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This eBook does not discount the value of traditional training techniques, but promotes a well-rounded and blended approach that fits with the changing market.

At Evotix, we offer a training software solution to reach all your people, wherever they are. This eBook will introduce a scalable software to enable more flexibility with how your EHS training is conducted, allowing your training to grow alongside your organization, in-the-flow and on-the-job.

Training 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.

How do you build a training program to achieve success?

Operational excellence

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

Worker Safety

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.

Business improvement

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.

Compliance

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.

Change management

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.

Employee well-being

Workplace health and safety is important for the mental, as well as physical well-being of employees and their 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

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.

The Difference Between Training & Learning

While it might not be evident, the difference between **training and learning is that training is delivered, but learning is what people take away from it.**

Microlearning supplements formal training with fun, interactive and varied everyday learning opportunities. Workplace training provides a space for new knowledge and skills to be practised immediately (Tikkanen, 2018), which has been found to be crucial for workers with low levels of formal education (Brown and Bimrose, 2018).

At Evotix, we want to deliver learning, not just training, to ensure that employees are walking away with as much retained knowledge as possible, but without mentally overloading.

What Leaders Are Doing

Best Practice Path to Learning

01 Start With the Basics
Ensure core compliance is met and employees are aware of basic health and safety protocols necessary to complete their jobs safely, as well as company EHS policies, procedures and goals.

02 Research Resources Thoroughly
Your health and safety training must be up to date and fit with your organization while the resources you use must be relevant to your staff and environment.

03 Decide On Your Safety Priorities
Make sure to emphasize your priorities based on daily tasks or company focus.

04 Incorporate Training and Learning that Covers a Strong Understanding of the Physical Environment
Ensure training covers the environment people are in as well as behaviour, equipment and protocol. A strong understanding of the surrounding environment will allow your staff to better anticipate and avoid risks.

05 Ensure All Training Is Relevant to The Worksite in Question
Training should be as relevant and specific as possible to employees, to avoid disengagement.

06 Implement Active, Hands-On Training
Provide your employees the chance to engage in active activities to reach all types of learners.

07 Provide a Variety of Training Tools
Supply employees with an assortment of resources and training material to promote learning. Include videos, quizzes and hands-on activities to stimulate increased knowledge and ensure that learning remains fun.

08 Follow-Up Training With Observation
Follow up on training with real-time observations conducted by supervisors. This step verifies that the training is effective and allows managers to adjust training dependent on employee performance.

09 Incorporate Microlearning
Embed learning into the everyday through bite-size training content. Making time for regular classroom sessions may be difficult, whereas microlearning fits around the employee and encourages workers to make time for health and safety every day.

Learning in the Flow

Focus: ensure training has real impact

Making training easy and accessible and embedding it into the everyday translates into improved health and safety outcomes. You can maximize your employees' training value by creating a mixture of classroom and bite-size training opportunities.

Treat learning as part of work rather than a once-a-year event

Employees will struggle to regularly make time for long instructional videos or lectures. Shorter, mobile learning delivered in the flow of work is much more likely to be used and put to practice. Currently, more than 90% of L&D teams are looking to enhance the quality of learning in the flow of work (Fosway, 2022). Learning that is supported through work is now non-negotiable for the success of your health and safety training (Fosway, 2022).

How to move beyond compliance

To move beyond simply ticking a box, training must provide more than just the fundamental skills or competencies required to carry out work. Providing continuous support, resources and data flow will allow your company to stand out among competitors.

Data analysis delivered via our software solution allows training to be consistently tracked and accessed. By providing the personalization, scale and speed required to keep pace with change, digital learning has now become a business imperative (Fosway, 2022). Going above and beyond set standards will allow training and learning to become a part of the business process. Training processes can be evaluated and effects on measures such as machine safety and downtime can be tracked, improving business outcomes.

People: The only asset that appreciates in value

By adding value to your people in the form of training and support, you will bring non-depreciating value to your organization. Not only will your people operate in a safe and sustainable way but they will help your business thrive by bringing creativity, innovation and increased performance to their work.
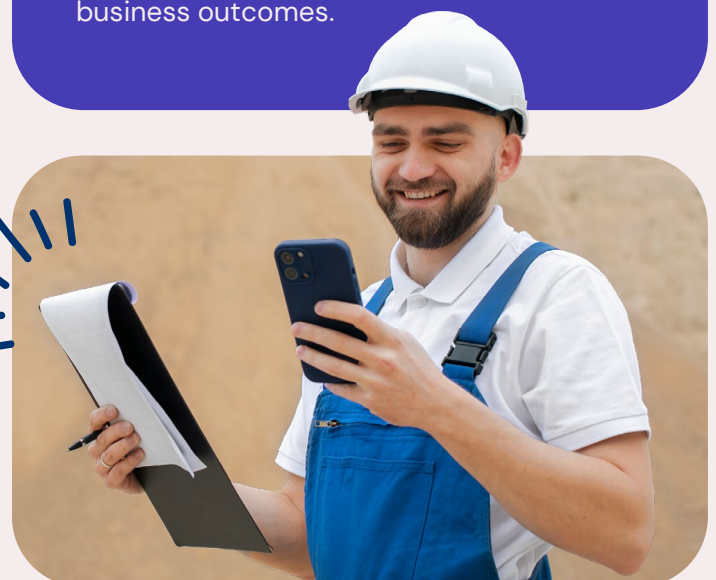
Mobile & Microlearning

80% of the world's working population are deskless and only have access to a smartphone. Taking long-form courses on a small mobile screen just isn't practical, plus these frontline workers just don't have the time. Small bite-sized learning makes it easier to consume little and often and on the go.

Blended approach

Enhance traditional training with mobile, bite-sized learning approaches. By blending classroom, online and hands-on methods, learning can finally extend to those hard-to-reach workers. Providing shorter lessons reduces the risk of mental fatigue caused by longer lessons, and by breaking information down into smaller segments, knowledge is retained for longer periods of time. (Shail, 2019)

Easily accessible

Take advantage of universally accessible mobile devices and allow deskless environments the space to carry out learning when most convenient for the learner's time availability. QR codes act as prompts to allow workers to refresh their training at the point of work, including stickers on machinery.

This aligns with decreasing attention spans and conforms to each individual working day. The sophistication and usability of the tools Evotix offers helps with the seamless creation, management and delivery of training.

Content Speed to Market

Evotix strives to make safety more proactive, and with better visibility of risk across businesses, learning as a corrective action can be provided quickly to respond to, for example, incidents.

By offering personalized learning geared towards people's wants and needs, our software both helps enhance workers personal development and their level of engagement with health and safety processes.

The engagement cycle, all the way from "why this is important for me" down to "what I can do about it" can be targeted based on the information at hand. The time taken to act and respond can often come too late. The use of our software solution can help build momentum and enhance meaningful learning that may be absent in manual, unsupported content creation.

Giving subject matter and industry experts the power to easily and quickly create informative digital content at scale, whether that be toolbox talks, safety briefings, training or just communications is essential for an organization with a high level of health and safety maturity.

Manage creation and distribution of digital content from the health and safety function at speed, through a channel you can control.

Strive for Genuine Learning

No matter what stage of the health and safety journey your organization is at, enhancing your health and safety training will help further engage and protect your people. At Evotix, we can offer a solution that works around your organization and the processes already in place. We work with you to provide a learning solution that will maximize your business outcomes.

Effective training can be achieved by incorporating mobile, adaptable technologies to complement your existing training protocols through genuine learning opportunities. Offer your employees bite-sized, adaptable and shareable content quickly and view statistics around training outcomes. Cater to your people and their working day. Make training and learning a regular part of the job with our training solution.

Whether your organization is looking to refine or transform its training, Evotix has the tools to help guide you on your specific health and safety journey.

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Let's chat

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Our Evotix team is passionate about applying market leading technology to create safer, smarter workplaces, partnering with organizations that value people's safety, communities and the planet.

As safety professionals and long-term leaders in the Verdantix EHS Green Quadrant, our deep and practical insight addresses your evolving needs, helping you achieve your health, safety and sustainability goals.

Evotix: your all-around partner for the journey.

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