A STEP BACK IS A STEP FORWARD
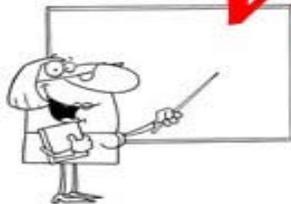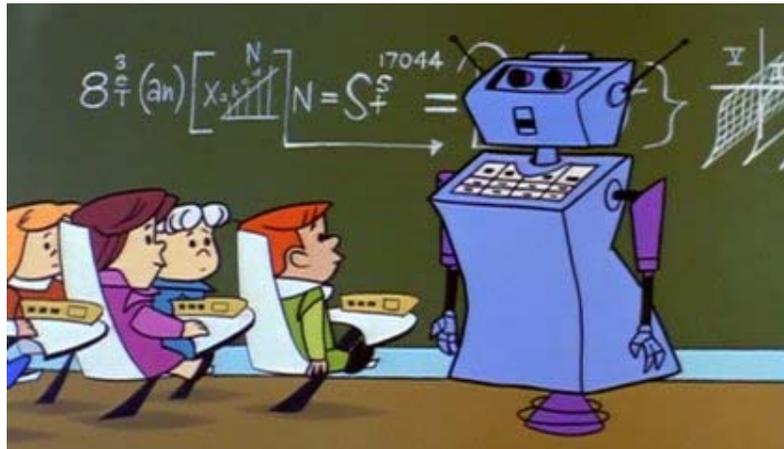

**COMPARING SAFETY TRAINING
METHODS - QUALITY AND RETENTION**

As safety professionals, we know it's critical to provide safety training that's:

> informative,
> educational and
> cost effective

And – as demand for efficient/effective training grows, time to provide it decreases – this makes deciding the best method a challenge!

In today's 21ˢᵗ Century education arena there are a variety of teaching methods

E-learning's reputation – more convenient and cost-effective than classroom training.

But is it as effective when it comes to learning "sticking-ness" and changing behavior?

E-Learning Advantages

- Flexibility to student
- Consistency
- Allows limited interaction with instructors
- Less classroom distractions
- Easy to use
- Good for re-training
- Measurable results – quizes

THOU SHALT NOT INTERFERE WITH OTHER PEOPLE'S COMPUTER WORK.

Buzzle.com
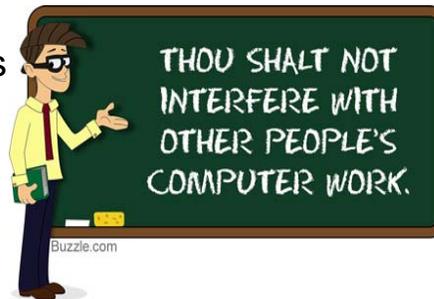
CLASSROOM ADVANTAGES

- Safe – clean environment
- Large or small groups
- Allows group interaction
- Allows questions, body language, self checks
- Fosters cooperative interactions and role playing
- Learning through first hand experiences

Blended Training

- Best of Both Methods
- E-Learning for knowledge
- Classroom for practice skills, interaction
- Allows experience and interaction
- Feedback – Essential to learning and retention
- Acknowledging that one size doesn't fit all when it comes to training

Regardless of which Type of Training, the most important aspects of Training is Quality & Retention

Training must be engaging for the student and include:

1. Clear learning objectives

2. Content focused on stated learning objectives

3. Content tailored to students

4. Interaction between students and curriculum

5. Application of knowledge in real or typical scenarios

HOW TO BE AN EFFECTIVE TRAINER:

Introduce Yourself:

- Take Charge! This is not the time to be timid.
- Provide some of your history/experiences.
- Introduce your session with a brief overview of main points.

  Before and After:
  - What trainer has had the most impact on you?
  - What was their method/style of training ?
  - If it worked for them, would it work for you?