

NBSIA Member Services Safety Bulletin

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TRAINING TIPS FOR TAILGATE TALKS

It is imperative to train workers so they know the hazards of the workplace, the precautions put in place, their role in safety, and how to properly use equipment to protect themselves. But not all training is effective. How can you make sure your training gets the job done? Training is most effective when it is:

- **Relevant**

Training should pertain directly to the work employees do. If it doesn't, workers might tune it out and miss parts that *do apply* to them. *Customize your training sessions to fit your audience.*

- **Practical**

Only share information workers can use right away. Stay on topic and talk about what applies to your workplace only.



- **Specific**

Lots of training programs provide generic scenarios for discussing what might happen and how to respond to it. Instead, use scenarios that have happened or could actually happen in your workplace—they'll be more likely to stick in your workers' minds.

- **Understandable**

More than half of California workplaces have employees whose first language is not English. For non-English-speaking workers, you may have to tweak the content and delivery of your training program.

- **Persuasive**

Workers need to know you mean what you say. If they get the impression that you're just trying to make sure everybody sits through the required hours, they might not take you seriously. Make sure workers understand that you are making an investment in them and that the safety program is a way of protecting something that is valuable to their employer.



- **Experiential**

Give workers opportunities to participate in training, perhaps by operating equipment under the watchful eye of a trainer or acting out situations they may encounter. Help them to relate their own experiences to a topic by asking questions such as: Have they ever suffered a chemical burn? Do they know someone who was injured at work?

- **Participatory**

Allow trainees to do their own hazard identification and problem solving by means of demonstrations, questions, discussion, observations and stories. Many workers have valuable experience—invite their input!

- **Evaluated**

Let workers demonstrate newly learned safe work practices and the safe use of tools, equipment, and chemicals. You may discover problems this way and be able to correct them before they're a matter of life and death.



Source:
"Tips for Trainers." Cas/OSHA Compliance Advisor 1 Dec. 2015. Print.

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Keep a copy of this bulletin in your Injury and Illness Prevention Program (IIPP) binder and be sure employees receive a copy.