

WHAT MAKES SAFETY TRAINING EFFECTIVE?

Why some programs
work and others fail **P24**

5 KEY SURVIVAL SKILLS

that will transform the quality of
your training programs **P16**

THE

THREE E'S

OF SAFETY TRAINING **P6**

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INTERGRATED TRAINING:
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THE FUNDAMENTALS OF SAFETY TRAINING **P10**

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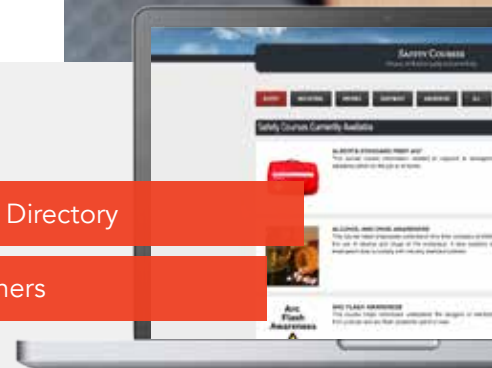
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Transforming Safety Training

Safety training is vital in all industries as it assures that workers obtain the knowledge they need to keep safe and go home injury-free at the end of each work day. Although Canadian workers complete millions of hours of safety training each year, deaths continue to occur in the workplace. In fact, between 2011 and 2012, workplace deaths in Canada increased from 919 to 977. This represents almost 3 deaths each day. With such a large investment of time and money being made in safety training, shouldn't workplace deaths be decreasing?

While it is important to ensure that safety training is provided, it must be delivered effectively for the training to make a difference. If not, learners will not assimilate the information and their training will be rendered useless. Accordingly, we have dedicated this issue of The SafetyNET magazine to providing strategies that organizations can use to make their safety training more effective. Our feature article (p.24) presents do's and don'ts, as well as strategies for improving the delivery and outcome of safety training programs. In this issue we also describe the fundamental aspects of safety training (p.10) and techniques that you can use to elevate the quality of your electrical safety training program (p.18).

If you are looking for ideas on new and innovation training techniques, read what Safety Canada is doing to take training in a new direction (p.22). If it is tips that you are looking for, read how the three E's of training (p.06) and some key survival skills can be used to transform the quality of your training programs (p.16).

Enjoy.



Carmen DeLisle



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The Three E's of Training

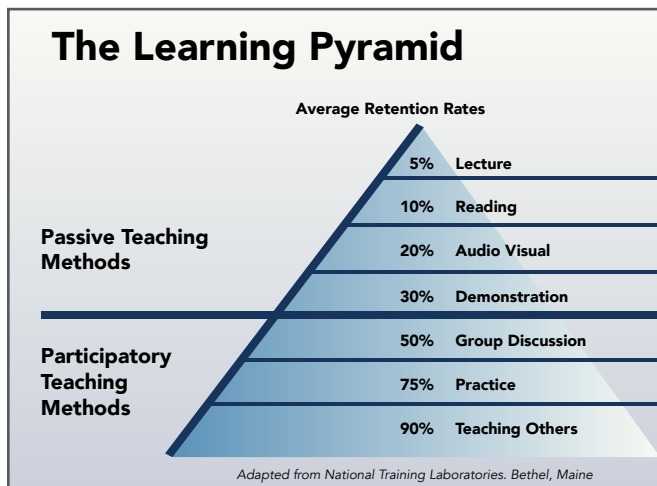
By Dr. Randy Flemmer
President Fleet Safety International

30 years in the training business and being a previous teacher has taught me a thing or two about effective training. Following are my 3 E's of how to make training...

Effective, Engaging and Enjoyable!

Effective

You can see from the image below that, effective training increases knowledge retention by being participatory as opposed to passive in nature.



Additionally, effective training utilizes a variety of learning styles. Normally, when people discuss learning styles, they think of visual, auditory, and tactile learning; however, effective training also involves using a diverse mix of delivery methods such as a combination of classroom and hands-on training. Classroom training is designed to engage and ultimately, to create authentic and fierce discussion amongst students. This can be done through PowerPoint presentations, video clips, exceptional content and engaging scenarios. Once classroom training is complete, students should take part in hands-on tactile training where concepts that were taught in the classroom are mirrored, thereby providing a strong constructivist-based approach to training.

Another key to training effectiveness is the active support and enrichment of the experience by the sponsoring company through provision of additional inner organizational activities and content enhancements. The organization must strive to make training a part of their corporate culture.

Engaging

For training to be effective, it must engage the learner. Strategies that have been shown to increase engagement are:

- Providing both text and audio during training
- Providing a downloadable workbook for students that has plenty of space for notes
- Including visuals and animations that enhance understanding of the concepts being taught
- Using scenarios followed by questions and activities to build interactivity
- Breaking down content into smaller segments with review questions at the end of each segment
- Providing additional interactivity through:
 - Quizzes
 - Mix and match exercises
 - Word games
 - Drag and drop activities
 - Surveys

At times, training can be too content focused instead of people focused. To make training more engaging for learners, whether it is in the classroom or online, the following methods can be used.

Storytelling

Not surprisingly, storytelling has been used for thousands of years all around the world to educate people. Nothing makes something more memorable than a good story. However, when using stories, they:

- Must relate to the topic being taught
- Should be rehearsed if being taught in person
- Should be personalized



The organization must strive to make training a part of their corporate culture.

Humour

Personally, I feel as though humour is underutilized in learning. Here are different ways through which humour can be used to engage learners:

- Quotes
- Cartoons
- Letters
- Lists
- Analogies
- Definitions
- Observations

It's important to remember that if you decide to use humour in your training program, it must relate to the content, be utilized properly, and be well planned. ALWAYS use humour that is in good taste.

Games

People enjoy games; simply consider the multi-billion dollar game industry to see the truth in this statement. Whether you are teaching live or online, having your students participate in a game enhances learning and makes it more enjoyable.

At this point, if you have made the training both effective and engaging it will most likely be enjoyable as well. From experience, it seems that most people enjoy training programs that:

- Fulfill a particular need or want
- Are engaging and include tactile activities
- Use humour to highlight and emphasize the content
- Contain content that is exceptional and useful

In the end, making training programs effective, engaging, and enjoyable comes down to keeping the needs and wants of the learner top of mind.

Strive to always build great 3E programs - you won't regret it!



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The Fundamentals of Safety Training

By Emily Ortis
OH&S Coordinator, Leavitt Machinery

Approximately 1000 workers die each year in Canada as a result of workplace accidents. Safety training is one of the most effective ways to prevent accidents before they occur by educating employees in safe work methods and techniques.

Occupational Health and Safety regulations state that only trained and competent individuals are authorized to perform specific tasks or functions. Therefore, all safety training must be conducted by a qualified person and verification of material comprehension is fundamental to training due diligence.

In order for training to be effective, the learning outcomes and objectives must be clearly defined.

While regulatory compliance may be a motivator for training, there are several additional benefits to organizations that invest in safety training such as increased job satisfaction, improved productivity, lower

accident frequency, increased retention, and a stronger safety culture.

In order for training to be effective, the learning outcomes and objectives must be clearly defined. This includes behavioural changes that trainees should acquire in a training program in addition to the knowledge and skill sets to be learned.

According to training and development expert Robert Gagné, learning outcomes are categorized into five different groups: verbal information, intellectual skills, cognitive skills, motor skills, and attitudes.

- **Verbal information** - This is the knowledge, facts, and information that an employee is required to demonstrate competency in. Verbal information can be demonstrated for example, through an employee's ability to summarize his or her company's health and safety policy aloud.

- **Intellectual skills** - These skills relate to one's comprehension and practice of concepts, rules, and procedures. Because this information governs the activities of a workplace, they are extremely important.

- **Cognitive skills** - This refers not only to the application of information and techniques but to one's understanding of how and when to use the information as well. For example, accident investigation training and performance of first aid require comprehension of multiple sets of information and techniques.

- **Motor skills** - These skills enable execution and coordination of physical movements or actions that involve a person physically performing a task safely. Safe motor skills are important for workers who have physically demanding jobs; it is important that workers develop safe motor skills such as proper lifting procedures in order to limit the likelihood of injury.

- **Attitudes** - These are preferences associated with an individual's feelings or beliefs. Attitudes can be learned and changed through effective training; however, it is the most difficult outcome to achieve. Safe attitudes are a crucial aspect of safety performance due to the human error involved with incidents.

Attitudes can be learned and changed through effective training; however, it's the most difficult outcome to achieve.



“It is imperative that job categories are analyzed to ensure that all possible risks are mitigated through education and training of workers.”

Effective Training Processes

Regardless of the training topic, most organizations follow a similar training process that includes a needs analysis, training design and delivery, and training evaluation.

Needs Analysis

A needs analysis can be formal or informal, but its purpose is to identify gaps or deficiencies in organizational training needs. Common questions utilized in a training needs analysis include:

- **What is the training strategy?** Companies must determine if the training is needed for regulatory requirements or to improve human capital.
- **What is the training environment like?** Does the work environment foster training or will it pose obstacles for learning?
- **What training resources are available?** Is there room in the budget to cover training and is there sufficient staffing to cover the workload while others are being trained?
- **Which jobs require specific training?** Are there jobs that are more dangerous than others? Perhaps certain jobs have regulatory training requirements attached to them.
- **Which tasks within each job require specialized training?** Does a job include specialized tasks that could potentially cause harm or injury to a worker? If so, specialized training is required.
- **Which people require training?** Does the organization have new or young workers? Or has a worker changed job positions?
- **What is the safety climate like?** Do employees value the importance of safety in the workplace?

An organizational training needs analysis is crucial to ensure due diligence is met, as well as to ensure that training is effective. Training will not be effective if it is not required in certain work settings. For example, it is not reasonable to

provide everyone in an accounting firm training on how to use the floor polisher if only one person will be performing the task. It is imperative that job categories are analyzed to ensure that all possible risks are mitigated through education and training of workers.


Training Design & Delivery

Design and delivery are crucial aspects of the training process as they ensure that trainees get the most out of their learning experience. Training design and delivery can be divided into two categories: on-the-job training and off-the-job training.

On-the-job training allows a trainee to receive instruction at his or her workstation or work site from a supervisor or experienced co-worker. On-the-job training delivery methods include:

- **Job rotation** - This training method exposes employees to many different work functions.
- **Apprenticeship** - This training program for skilled trades includes both on-the-job and off-the-job classroom training.
- **Coaching** - This training method formally assigns an experienced and knowledgeable person to an employee who is new or less experienced in order to develop new skills and/or techniques.
- **Job instruction training** - This is a formalized and systematic approach to training which involves instruction, performance, and evaluation.

On-the-job training is beneficial because the trainee learns knowledge and skills in the environment they will be used in, which results in greater transfer of learning. It is important to verify that your organization has the resources to properly train an employee and to ensure trainers are competent and allocating time for the employee to practise the skills.



“Training is an investment in the human capital of the organization, which ultimately affects the bottom line in terms of costs associated with incidents and safety performance.”

Off-the-job training allows trainees to receive instruction away from their workstation or work site from an external training provider. Off-the-job training delivery methods include:

- **Formal lecture** - With this training method, the trainer presents content orally to an audience with little trainee involvement.
- **Discussion** - This training method encourages two-way communication between the trainer and trainees to actively engage the training audience.
- **Case study** - This training method involves trainees working with other trainees to discuss, analyze, and solve problems together.
- **Simulations** - With this training method, models of physical or social events are designed to represent reality in a learning environment.


Off-the-job training is ideal for organizations that require specialized training or do not have the necessary training resources to deliver the content such as space, time, or qualified training staff.

Whether you choose to train on-the-job or off-the-job, selecting the right trainer is also a part of the training process. Competent safety trainers have:

- Experience training others
- Industry experience
- Knowledge of different training models and methods
- Occupational health and safety experience
- A willingness to customize training to trainee’s needs
- Positive feedback from references

Training Evaluation

Once the safety training is complete, evaluation is necessary to determine the efficacy and value of the training program. This step is fundamental for identifying any strengths and weaknesses in the training program and making modifications as necessary. Safety training yields both intrinsic and extrinsic value. Although intrinsic value is difficult to measure, with appropriate evaluation methods it can be determined. Extrinsic value is easier to measure, as the criteria is measurable.



“In order to determine whether or not the training was effective, the evaluator should compare the organization’s safety performance before and after training.”



Employers can measure intrinsic value by:

- Determining whether employees feel safer at work.
- Checking if the safety culture of the organization has evolved.
- Checking if employees are exhibiting safe behaviour.

In order to measure the intrinsic value of a training program, it is important to request feedback from all parties involved. Did the trainees react positively to the training? Did the trainees learn the material covered in the training? Were the trainees able to apply what they learned to their work environment? Finally, did the organization observe positive results following the safety training?

Extrinsic safety value is commonly measured by specific outcomes such as:

- Incidence of injury and fatality rates
- Incidence of near misses or close calls
- Incidence of lost-time injuries
- Worker's compensation claim costs
- Employee benefit costs
- Absenteeism
- Safety inspection reports


In order to determine whether or not the training was effective, the evaluator should compare the organization's safety performance before and after training. Pre-training and post-training information will allow the organization to determine the improvements and outcomes as a result of the training. It

is important to note that measuring rare occurrences can skew results and not all regulatory bodies share the same definition of injury or lost-time. For example, an organization may not consider a doctor's visit lost time whereas governing legislation may have a different definition.

Tips for Effective Training

Training is a crucial component of any health and safety system; not only is it a regulatory requirement across Canada but is also becoming a common standard in many industries. Training is an investment in the human capital of the organization, which ultimately affects the bottom line in terms of costs associated with incidents and safety performance. To ensure that your organization receives the most out of its human capital investment:

- **Determine the legislative requirements.** It is better to proactively train before a incident or regulatory order occurs.
- **Determine what training is required.** Not all jobs are equal and therefore it is important to ensure job descriptions are adequately matched with safety training.
- **Determine who requires safety training.** Not everyone requires the same amount of training; however, every employee in Canada should understand their Right To Know, Their Right To Participate, and Their Right to Refuse Unsafe Work.
- **Before training employees ensure that they know why they require the training and how it will benefit their work life.** Adult learners generally prefer to have background



The evaluation of training is a joint effort at all organizational levels and should not be taken lightly.

knowledge of the training beforehand.

- **Make the training delivery method appropriate for the learner.** Trainers should be mindful of different learning styles and adapt their methods accordingly.
- **Use blended training to increase training effectiveness.** A collection of different learning methods such as lecture, group work, and physical simulation result in the highest level of training retention.
- **Ensure that trainers engage their audience and encourage participation.** This not only motivates the trainees to take part, but also aids in information retention.
- **Encourage all employees undergoing training to ask questions when they are unsure of any material being taught.** Similarly, instructors should be made aware that thoughtful, meaningful answers will help all employees achieve the required learning outcomes.
- **Document training in order to prove it was diligently performed.** Sign-in sheets, class attendance, and formal examinations are effective methods for documenting the training process.
- **Once training is complete, test for competence as this is fundamental to the training process.** Trainees must be assessed to ensure they understand what they have learned and are able to display it for an examiner.
- **Retrain as necessary.** Retraining is common in safety. It is better to train several times rather than train once and have an incident.
- **Evaluate the training.** This is important as it ensures that the workforce is displaying healthy and safe habits while working. The evaluation of training is a joint effort at all organizational levels and should not be taken lightly. If someone is displaying unsafe habits, it requires an immediate response, as well as an evaluation of the training methods used and where the breakdown may have occurred. □

Safety training is a fundamental component in an organization's safety system that will ultimately assist in the hazard control and risk mitigation process. It is our mandate as supervisors, managers, CEO's, and safety professionals to ensure that our workforce is adequately trained and competent to perform the tasks we assign. Remember that training is more than just regulatory compliance; it is an investment in our human capital. Everyone deserves to go home safe and effective safety training is one proven method that is enabling organizations across Canada to drive down incident occurrences and foster a healthy workforce.



Emily Ortis works for Leavitt Machinery's Safety Department as an Occupational Health & Safety Coordinator. She is responsible for developing and managing safety initiatives at her assigned locations across British Columbia, Washington, and Oregon State. Emily has over five years of strategic occupational

health & safety experience from a variety of different industries. She holds a bachelor of business administration in strategic human resources management, a diploma in business management, and is currently completing her Certified Health & Safety Consultant, and Canadian Registered Safety Professional designations.

Article references:

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5 Key Survival Skills That Will Transform the Quality of Your Training Programs

By Isabel Feher-Watters, B.A. Psychology, CTDP, CHRP
Acting President CSTD

Over the past decade, health and safety educators have been challenged with designing and delivering training material that is compliant with changing safety legislation. The success of a learning program is greatly impacted by the instructor's ability to help learners grasp knowledge, reflect on what is being taught, and implement it in the workplace. But how can an instructor do this effectively? There are no easy answers but following professional standards helps.

Your success as a safety trainer will depend not only on your experience, knowledge, and expertise but also on the calibre of your facilitation and training skills. These skills enable the successful transfer of your course content and create the magic ingredient that saves lives.

It's important to always keep in mind that students vary in terms of their experience, interest, and motivation. In fact, some of them may not have sat in a classroom for quite a while and may not want to be there. Regardless who may be in your class, here are some survival

skills that you can use to transform the quality of your training program.

Survival Skill #1: Know the Adult Learner

Adult learners need clear learning objectives so that they know what they need to do and what is expected of them. They need an opportunity to share their experiences, time for hands-on experiential practice, and feedback that explains not only how they are doing but also what they need to do differently to improve.

Survival Skill #2: Make It Stick

Adults need training that is relevant to their work. Keep this in mind as it can make or break their learning experience.

Do they know why the training is important and relevant to their job? Have you provided examples, stories, and anecdotes to bring the training to life? Can you see the sparkle in their eyes as they lean in because you have made a connection by making the training critical to their work? Are you

involving them, asking open-ended questions, and getting them to think? Have you repeated and emphasized what is important? Have you summarized and bridged concepts for them? Have you given them something to take back to work that will remind and guide them?

Survival Skill #3: Prepare, Prepare, Prepare

This can't be emphasized enough. Find out as much as you can about your students; know your content extremely well; and make sure your activities, stories, and summaries are well-prepared. The better prepared you are, the better you can deal with any challenges that may present themselves. Preparation is key to your success; when done well, it lays the foundation for credibility and confidence, and provides a meaningful learning experience for your students. When done poorly, it creates a disjointed and confusing situation where students feel they have wasted their time.

Survival Skill #4: Create the Right Learning Environment

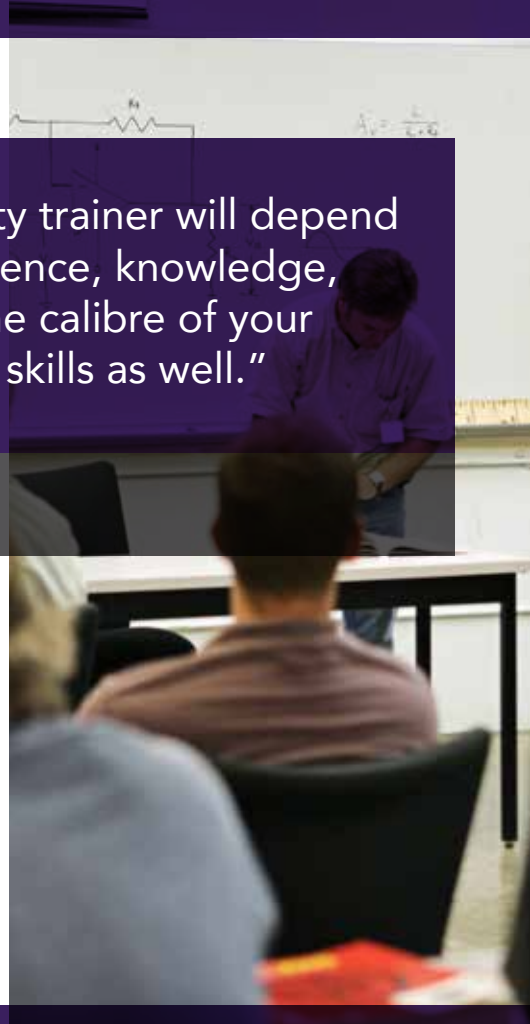
To help ensure that learning takes place and that your stories and activities are well-received, it's critical to create the right learning environment. This begins and ends with you. Nobody else can do this. Create a positive, comfortable student-centred environment. After all, it is all about the student and their openness to learning. Provide a strong welcome, encourage interaction, respect questions and comments, manage counterproductive behaviour, and be a model of professionalism.

Survival Skill #5: Plan, Do, Check, Act

Use what you know. Adapt the quality control principles made famous by Dr. W. Edwards Deming to continually improve your delivery. Reflect and review on an ongoing basis. Listen to what your students are and are not saying. Ask yourself: Did the training meet the objectives? Did the learning transfer to the workplace? Is the workplace now safer because you lead the training? Are there gaps? If so, what can you do to fix them?

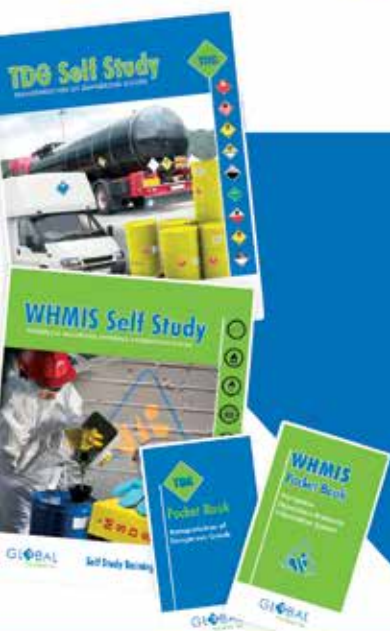
“Your success as a safety trainer will depend not only on your experience, knowledge, and expertise but on the calibre of your facilitation and training skills as well.”

By keeping the five survival skills in mind, you have done your very best as an instructor to ensure that your students are getting all they can from your training sessions. Remember that the ultimate goal is the transfer of knowledge from the classroom to the workplace resulting in improved safety for everyone. □



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Charge Up Your Electrical Safety Training Program

By Terry Becker, P.Eng., NFPA CESP
CEO and President of Electrical Safety Program Solutions Inc.

Electrical safety training is one element of preventive and protective control measures that an employer may implement with respect to long-term sustainable management of electrical hazards. Working with energized electrical equipment can be very dangerous, and workers may be unaware of the potential hazards present, making them susceptible to injury.

To prevent occupational injuries from occurring, employers must possess the knowledge required to set in place a program that promotes safety in the workplace. Creating a safe workplace can prevent injuries, reduce service interruptions, protect capital investment, and increase an operation's productivity. The CSA Z462 Workplace Electrical Safety Standard is now widely utilized across Canada and in all industries as the referenced standard for electrical hazard management. As such, it requires the development and implementation of an electrical safety program. Implementing an electrical safety program is the first step towards effective, sustainable and measurable management of electrical hazards.

An electrical safety program is a discipline specific, occupational health

and safety management system. It is a structured document that outlines a company's specific policies, practices and requirements for managing the hazards of arc flash and shock. Within an electrical safety program, competency profiles are documented for all workers who are authorized to perform energized electrical work tasks. Against these competency profiles, an electrical safety program documents electrical safety training policies and requirements which include identifying the scope of required training and the frequency at which required training will be repeated. Typically the qualifications and training requirements are specifically identified in a training matrix by worker role.

An electrical safety program can be delivered in many formats including e-learning or online training, classroom training, and on-the-job training. In particular, with the inclusion of e-learning, this invaluable training tool can be used independently for immediate on-board training of arc flash and shock hazards, for refresher training, or blended with classroom or on-the-job training. E-learning can also be extremely beneficial in helping to improve student's learning experiences. The world of e-learning is evolving

rapidly and is potentially more effective than traditional classroom training. This is especially true when developed using adult learning techniques and full multi-media content including a customized interface, text bars to support the hearing impaired, modularization, 2D and 3D graphics, pictures, video content, and embedded interactive elements. With enhanced graphics intended for the adult learner, e-Learning can impact knowledge retention and the ability of the learner to recall content when they apply it on the job.

In order to make e-learning or classroom training a satisfying experience for students and elicit a positive response, we need to show them that we are passionate about electrical safety. The training provided should engage the students by relating real-world experiences and providing relevant scenario based exercises, and knowledge checks. The content of the training should be developed or delivered by electrical safety subject matter experts and needs to create a positive expectant attitude of successful learning and learning outcomes. By providing concrete and practical examples of application of the CSA Z462 Standard we can overcome the "I'll-never-use-that" syndrome.

Bloom's Taxonomy of Learning is a useful tool for determining the best way to engage the learner in order to meet learning objectives. According to the work of Benjamin Bloom, cognitive learning can be understood as a hierarchy beginning at the concrete level and moving to the more abstract.



"Learning retention takes place when material is relevant, meaningful, and emotionally stirring."

This hierarchy includes:

- Knowledge
- Comprehension
- Application
- Analysis

By using the staged hierarchy of learning defined by Bloom in which higher-order abilities, such as analyzing, develop from lower abilities, such as remembering, learning goals can be developed for the program and move beyond knowledge uptake to more complex abilities. This structure should be used to guide the course sequences and allow learners to progress in skill and ability.

To engage the students, lessons should use action words that can be observed and measured.

At the knowledge level, students:

- Arrange
- Identify
- Match
- Recognize

At the comprehension level, students:

- Classify
- Estimate

- Indicate
- Locate
- Predict

At the application level, students:

- Choose
- Manipulate
- Show

At the analysis level, students:

- Breakdown
- Differentiate
- Contrast

Learning retention takes place when material is relevant, meaningful, and emotionally stirring. e-learning content that is personalized by narratives of accident victims creates a lasting impression. These stories not only reinforce the learning but are remembered long after the lesson is over. Sometimes the most overlooked learning opportunity comes at the end of each lesson and research shows recall peaks at this time.

Online education is great for attaining cognitive mastery: we can supply knowledge visually, aurally and textually,

reaching learners with a variety of learning approaches, which helps learners not only retain that information but synthesize it to reach new conclusions. We know, just as Bloom did, that we need to engage each of these domains, effecting what a learner knows, feels and does. When we combine these domains with other tools to promote retention and confirm competencies along the way, we can ensure that training will be lasting and truly effective. Learning outcomes are more readily reached when you help students personally explore rather than use lock-step, mono-mode learning activities.

Ultimately, by using Bloom's taxonomy to create learning objectives, this ensures that students learn and practice each topic at the highest levels of thinking. Students will remember how you made them feel, the opportunities you gave them, the challenges you helped them through and the expectations you set for them. Technology as a tool can help us to do all these things and meet all the high standards that have been set for students. □

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Integrated Training: Bringing it All Together

By Carmen DeLisle

All too often companies are fined or shutdown due to non-compliance with safety regulations and legislation. When companies and their workers are non-compliant, they put not only themselves at risk of injury but the general public as well. Sadly, many of these situations and the resulting injuries could have been prevented with better safety systems that are supported by effective training.

All employers have a responsibility to ensure that their workers are deemed competent. Competent, as defined in the Alberta OH&S Code, means adequately qualified and suitably trained

with sufficient experience to safely perform work either without supervision or with only a minimal degree of supervision. At the same time, workers have general and specific duties that they must comply with at all times.

Fortunately, a lot has changed in the world of training. The resurgence in blended training has made training not only easier but more consistent, efficient, and cost-effective as well. Blended training programs combining online theory with hands-on training and competency validation ensure that knowledge is transferred and can be applied in the workplace



“In the end, it all comes down to safety and one of the best ways to improve safety is through the use of effective training.”

assisting in the achievement of worker competence.

Blended training programs offer many benefits including:

- Reduced environmental impact – Including an online component in your training program not only reduces the need for multiple workbooks and

“Everything they need is only a click away.”

other print materials but it also reduces the environmental impact associated with hundreds or even thousands of employees driving to and from training sessions, taking flights, and staying in hotels in order to complete their theory training.

- Consistency – By utilizing online theory training in your blended learning program, you no longer have to worry about instructor variations as all workers receive the same, carefully chosen and worded information.
- Convenience - By completing theory training online, workers can access all of their tickets online 24 hours a day, 7 days a week through a smart phone, tablet, or computer. This makes it easier for workers who are frequently on the road as they no longer need to carry a binder; everything they need is only a click away enabling them to prove their competence and due diligence when required.

- Instructor feedback - Blended programs that contain hands-on training allow students to receive help and feedback from instructors when needed.

- Competency validation - While the theory portion of training can be effectively and consistently delivered online, the addition of practical hands-on training is vital for courses such as first aid, cargo securement, and forklift operation. Hands-on training allows students to demonstrate their competency and prove that they have learned the material to the level of a competent worker.

- Efficient – A study conducted by the University of Tennessee showed that a blended learning program can reduce training time and costs by more than 50%.
- Improved results – The same study by the University of Tennessee showed a 10% better result in learning outcomes over traditional training.

Safety Canada Limited, a Calgary based safety company specializing in National Safety Code compliance, is leading the way in fulfilling client needs through the use of blended training. As a provider of compliance rescue services to the transportation industry, Safety Canada assists companies that are facing conditions, fines, or criminal records due to non-compliance with National Safety Code. The non-compliance often occurs in the form of violations to Hours of Service regulations, traffic laws, Commercial Vehicle Safety Alliance (Out

of Service) Criteria, cargo securement, daily trip inspections, preventable collisions, and other high risk areas such as not having a safety and maintenance program at all. In some instances, these companies may have had their safety certificate downgraded to an “unsatisfactory” status which means that their performance has demonstrated an unacceptable level of risk to the public and they are no longer able to register or operate National Safety Code (NSC) motor vehicles.

To help companies like these reach full compliance, Safety Canada has developed a comprehensive blended learning program designed specifically for carriers and commercial vehicle drivers. Students of the program complete hours of service, cargo securement, trip inspection, commercial vehicle weights & dimensions, defensive driving, WHMIS and TDG courses online to obtain all necessary theory. Once complete, they engage in hands-on training followed by a driver performance evaluation to ensure competency.

In the end, it all comes down to safety and one of the best ways to improve safety is through implementation of an effective safety system. The safety system should be designed based on a thorough needs assessment and then supported by effective training which includes the provision of relevant information as well as internal or third-party directed hands-on training and performance evaluation. Blended training, by combining the advantages of multiple training methods while overcoming each of their individual weaknesses, can assist in the development of an effective safety system helping companies to not only reach compliance but to set new standards. □

A person in a blue suit is pointing at a control panel with many buttons and knobs. The panel is dark grey and has various colored buttons (red, green, blue, yellow) and knobs. The background is a blurred industrial setting.

WHAT MAKES SAFETY TRAINING EFFECTIVE?

Why some programs work and others fail

By Carmen DeLisle

*"The instructor's nearly fatal experience made him incredibly passionate and enabled him to impart invaluable points with such conviction that **it changed the way that the employer thought about safety.**"*



A 28-year old male worker who was replacing a faulty valve on a natural gas pipe is dead after exposure to a lethal concentration of H₂S gas. The area is immediately cordoned off. Occupational Health and Safety is en route to investigate.

In preparation for the investigation, the employer pulls the worker's training records in addition to the company's policies and procedures. The records indicate that the worker received H₂S training within the last six months.

Following the investigation, it is determined that the employer demonstrated due diligence by doing everything reasonable practicable to prevent the incident. The fault resided with the employee because he failed to use a gas detection device and the appropriate PPE even though both were available. Although the employer is relieved that no charges or fines were imposed, he can't help but feel sick to his stomach when he thinks about the loss. What about the worker's wife? His children? How are they going to cope? This is going to devastate their lives, he thinks to himself.

The employer can't help but wonder how this could have happened, especially since the worker recently received training. The program is detailed and covers all of the relevant facts and information about H₂S. Wasn't that enough? Was the training program ineffective? Did it fail to make a lasting impact? If the training program could be put on trial for this man's life, would it be found guilty?

The employer thought back to the H₂S training he received many years ago when he was a worker. The first training he received was boring. The instructor flipped through a PowerPoint, slide by slide, droning on about legislation. He remembers thinking that it couldn't end soon enough. He cringed when his supervisor told him that he had to complete refresher training. He remembers dragging himself to class expecting to be subjected to the same inhumane torture. He couldn't have been more wrong. This course was delivered by an instructor who was rendered unconscious by the gas. The instructor's nearly fatal experience made him incredibly passionate and enabled him to impart invaluable points with such conviction that it changed the way that the employer thought about safety.



“One of the biggest challenges that companies and trainers face is the course material itself.”

The employer’s thoughts turned back to the worker. The more the employer thought about the worker, the more uneasy he became. Was there any way that the training could have been changed, such as a change in the content, instructor, or environment, that would have resulted in the worker being alive today? The employer realized the answer and became overwhelmed by the feeling that something had to be done. But what?

CHALLENGES

It would be difficult to find an instructor who makes their training ineffective on purpose. No one wants that; not the instructor and certainly not the learners. However, making training effective is often easier said than done.

As any seasoned instructor knows, challenges are commonly faced when training others. For instance, many instructors struggle to keep learners continually focused on the training. With busy schedules, demanding workloads, and constant bombardment via text and email, learners’ attention tends to be difficult to maintain.

“As a facilitator myself who teaches health and safety courses, I understand the challenges we face in keeping our staff engaged and participating throughout the training. Everyone is busy and most of the time training is the last place they want to be.”

Carmen Clawson
Occupational Health and Safety Specialist
Alberta Human Services

Mandatory refresher training is often another source of difficulty for many instructors. When people are required to take training instead of being able to choose it, the overall mood and attitude of the group can be negatively impacted.

“My hardest training sessions are refresher or renewal classes. These are experienced operators who are only there because they have to.”

Arno Schewe
Safety Supervisor
ADCO Power Ltd.

In these situations, learners can be closed to new information, almost daring you to teach them something new. The challenges don’t stop there. As Morgan Douzich, owner of Specialized Emergency Training, explains, “One of the biggest challenges that companies and trainers face is the course material itself.” Often, industry courses are comprised of content that is polluted with jargon or riddled with legislation that is difficult to understand. Participants may feel like they’re taking training in a foreign language.

Additionally, instructors often end up fighting a covert battle with the very people who have put them in the training rooms.

“L[earning] & D[evelopment] or HR Departments are cost centers and are therefore challenged with having few resources.”

Terry Drabiuk
President
CPI Training

Tight quarters, makeshift classrooms, and poor lighting and temperature control are not as uncommon as they should be. A lack of adequate budgeting not only tests an instructor’s imagination as they seek to find innovative ways to improve the training experience, but it also sends a loud and clear message that training is really not that important—an afterthought—and you can bet that participants are listening.

And let’s not forget language barriers, variations in the skill and knowledge levels of the learners, as well as differences in their motivation. The instructor must not lose those who are struggling with the basics, nor bore those who are experienced and have heard it all before. It’s difficult to strike the perfect balance.

Considering just a few of the challenges that instructors face can create a feeling of hopelessness or belief that there is nothing that can be done to improve training. However, before throwing in the towel and subjecting learners to an eternity of bad experiences, it’s important to consider the reasons why we need to rise to the challenge.

BENEFITS

The greatest benefit of effective training is a long-term positive change in safety behaviour.

“In my main safety talk, I open with a story about a man who had fallen off his ladder and ended up paralyzed from the mid-chest down. I’ve told that story

for companies across North America. Many times I've spoken for the same company or some of the people had attended my talks before. Years later, people have come up to me and told me they remembered that story, but more importantly, they told me they were working on a ladder at home when they remembered it. They then climbed down the ladder and moved it over so they didn't have to reach. This is safety training that changed behaviour."



Martin Lesperance
Owner
Inter Provincial Safety Resources

Once employee safety behaviour improves, a domino effect is started as other benefits follow. For workers, these benefits can include better performance, fewer injuries, more self-confidence, improved morale, greater self-esteem and a strong sense of pride in themselves, the company and their work. For employers, the benefits of positive changes in safety behaviour include improvements in the safety culture which can increase employee retention rates and reduce downtime due to injuries, asset loss, and non-compliance, which in turn result in improved efficiency, higher productivity, increased profitability, more sales and a greater competitive advantage. Behavioural changes that support safety also help reduce expenditures and stress related to high WCB premiums and insurance costs, property damage, and non-compliance related fines, penalties, and lawsuits. The environment and surrounding communities also benefit through reduction or elimination of harm that often results through careless as well as unintentional acts carried out by workers. Think of the benefits that are possible for your organization.

SIGNS

The most important sign of training effectiveness is the long-term positive change in employee safety behaviour.

"As a facilitator of Saipem's Leadership in Health and Safety Cultural Change program, I am often approached in the airport, camp cafeterias, or on our projects by people who have attended one of our workshops. Many times these people want to share with me how the

training has had a direct impact on their life and how they have dealt with certain situations to work toward achieving the desired safety culture. This confirms for me that we have reached our audience to modify and change their current behaviour and thinking, and start taking small steps towards achieving an injury free workplace."



Lesley Thornton
HSE Training Manager
Saipem Construction Canada

Determination of whether or not the training provided has had the intended effect can only be confirmed after the worker has left the training and returned to the work site. This happens in the field when workers are performing their jobs and behaviours can be observed. But how can an instructor know, while still in the classroom, whether or not he or she is being effective?

One tool often relied on is an in-class test. However, as Morgan Douziech of Specialized Emergency Training points out, "A written test only measures short-term memory and most adults have test anxiety."

"The problem with testing is that some employees are simply good at writing tests, some are good at memorizing, however there is no real true confirmation until you see the behaviour change."

Eva Buskas
HSE Specialist (Organizational Effectiveness)
National Oilwell Varco

So how do instructors know?

There are many signs that can be looked for in class to give an instructor potential cues as to whether or not their training may prove effective. The level of learner engagement is often a good indicator. Are the learners asking a lot of questions? When you look around the room is anyone looking back at you? Are they leaning forward in their seats or are they slouched back in their chairs?

You can also find cues in the conversations that take place during coffee or lunch breaks. Are the topics, stories, and insights you presented still being discussed or did the conversation quickly switch to weekend plans,



"A written test only measures short-term memory and most adults have test anxiety."



Keep it simple

“It’s much more important to have students leave with a handful of critical concepts than with 1000 confusing facts.”

holidays or other non-training topics? Depending on the answers, you may have more work to do.

DO’S AND DON’TS

It’s likely that you been a part of training that is memorable in both positive and not so positive ways. To help achieve the former and avoid the latter, here are some helpful do’s and don’ts of effective training.

Do provide learning objectives.

As adult learners, we want to know what is expected of us, why the training is relevant and how it will improve our lives. As Shane Fusion of Fusion Safety Services Ltd. explains, “The objectives should state what you want them to do, under what conditions and how well it must be done.”

Do conduct a needs assessment.

“Conducting a proper training needs analysis can assist in tailoring the training so that it is the right content at the right time for the right audience.”



Shane Fusion
Health & Safety Consultant
Fusion Safety Services Ltd.

Do keep it simple!

Though this might seem obvious, this strategy is used less often than it should. Determine which points are vital to the training, then find ways to present them so that they can be easily understood.

“It’s much more important to have students leave with a handful of critical

concepts than with 1000 confusing facts.”



Morgan Douziech
Owner
Specialized Emergency Training

Analogies are great tools for keeping things simple.

Do incorporate stories.

Stories are invaluable tools for both making training memorable and influencing behaviour. As Eva Buskas of National Oilwell Varco explains, “Narratives and stories are how folklore, myths, traditions and values are kept alive. Some of the greatest motivators and life changing events are shared through stories.”

Martin Lesperance of Inter Provincial Safety Resources echoes her positive sentiment toward stories. “With the maturing workforce and younger workers being hired every day, the workplace demographic has changed. I find it harder to keep the attention of a younger class as they are used to video games, high impact movies and the like. But no matter how hard it is to keep their attention, I find a good story that is told well and has a point to be made on the topic you are discussing always works.”

Although Martin has many great stories at his disposal through his years serving as a firefighter and paramedic, he reads five newspapers each day combing for sad, weird or bizarre safety-related articles that he can use in his training. When he comes across one, he tears it out, highlights the keys points and puts it in a box with others. Depending on the course he will be teaching or the topic he will be discussing, he can reach into

the box, choose a relevant article, boil it down to its essential points, and then personalize it for his audience.

Do use humour.

Humour can be a great tool for starting off a training session, opening participants’ minds up, dropping their defenses, and bringing lighthearted yet focused attention to a particular safety topic. When seeking to interject humour into your training, keep in mind that not everyone can be Jerry Seinfeld. It’s much better to focus your energy on finding funny cartoons, jokes, and humorous stories that are relevant rather than trying to perfect your stand-up act. It’s also important to ensure that chances are low that your humour would be considered offensive by any member of the group. If you think for a moment that you may offend someone, find something else; it only takes one offended person to drag your session down.

Do be impactful.

Too often participants forget their training shortly after they walk out the classroom door. To help improve retention, it’s important to make a memory impact.

“One of our instructors wore a white t-shirt to his class and, when discussing the heart, drew a heart on his shirt so that the class understood the anatomical and physiological aspects of the heart. It went over very well.”



John Collie
CEO and President
Rescue 7

Martin Lesperance of Inter Provincial Safety Resources also has an effective strategy for making his first aid classes impactful.

As in all first aid courses, the classes taught by his instructors cover key topics such as assessing the scene, the primary survey, choking, angina, heart attacks, and strokes. However, they have found a great way to be impactful. As participants sit in the class, a loud bang is heard at the door. A few moments later, more bangs and then a person bursts through the doorway, hits the ground, blood covering his chest and arms, he writhes in pain. A second person follows closely behind yelling, "There's been an accident!" Everyone looks around stunned. The instructor turns to the group and exclaims, "We have an emergency! This is what you've been for training for! What do you do?!" The participants sit still, stunned by what they have just witnessed. The instructor repeats in a loud voice, "What do you do?!" The participants suddenly realize that this is part of their training so they jump into action and start assessing the scene. These participants not only often continue talking about their experience long after their training has ended, but they remember what they did to treat the casualty.

Arno Schewe of ADCO Power Ltd. found a powerful way to make an impact on experienced learners. "I do have some students who have done everything, seen everything, and know everything. As a last resort I hand them a piece of equipment which was involved in an accident and ask them to identify it,

such as the joystick from a man lift. Once they identify it I tell them it was held by a person until it hit the ground and killed him. I tell him that he also was experienced."

Do capitalize on the experiences of your group.

As mentioned, experienced workers can be challenging to train as they often do not want to be there, feel they have heard it all before, and may even be more experienced than you. Don't fight them; benefit from them. As Lesley Thornton of Saipem Construction Canada states, "These participants can make or break the course. An experienced trainer will want to pull these participants from their shell, encouraging an environment where they can all learn from one another. Fostering an open learning environment in the training room can help individuals connect; maybe they have been in similar situations, worked on the same project, or with the same company. By sharing stories, experiences, and opinions participants are able to engage with the topic on a more personal level which typically leads to a more memorable learning experience."

Do treat participants with respect.

Shane Fusion of Fusion Safety Services Ltd. explains, "As a trainer, it's important to treat participants with respect and to acknowledge their unique personalities and varying levels of skills and knowledge. Learning is strengthened when it is associated with a pleasant or satisfying feeling."

The opposite is also true. "Although I've been through great training, I have had awful experiences with courses like First Aid, H₂S and even Emergency Services," says Morgan Douziech of Specialized Emergency Training. "I can still remember an H₂S instructor laughing at my question. I was so insulted that I tuned out the rest of the day. I passed the test, retained little knowledge, and left with a sour taste in my mouth. I had my certificate, but was I really trained?"

Do have a positive attitude.

"The instructor's attitude can make all the difference for the learners. I was a student in a one-day course recently where the instructor was unshaven and disheveled (I suspected hungover), disrespectful of the learners and was bad mouthing the material, his employer, my employer, and even the coffee! My learning experience and understanding of the content was negatively impacted, not to mention I lost a day of productive time. If the instructor portrayed a professional image, gave and earned respect from the learners, and kept his opinions to himself, I believe the experience and the learning would have been quite different."

Gord Atkinson
Managing Partner
Peak Safety Services

Do provide opportunity for practical application.

"If you want skills and knowledge to translate into the workplace, find training programs that get participants

"A person bursts through the doorway, hits the ground, **blood** covering his chest and arms, he writhes in pain."



“One mistake I see new trainers make is to try to cater to the one or two who don’t want to be there ... All this does is rob the rest of the class of the learning experience they deserve.”

to practice, and find ways for them to repeat those skills on the job. People who are actively involved in their learning and development are more likely to bring those skills back to their job, and you’re ensured a better return on your training investment.”



Rod Miller
Director of Corporate Training Solutions
SAIT Polytechnic

Pat Cantner, Vice President Health, Safety & Environment for CEDA, agrees with the importance of practical training.

“One common mistake companies make in regards to employee training is confusing educational awareness with training and competency. In reality there needs to be a combination of theory and practical application to employee training. Educational awareness is just that—awareness. True training must have a competency component and confirmation that an employee has clear understanding that he or she can perform the job task safely.”



Patrick Cantner
VP Health, Safety & Environment
CEDA

Do make training part of a larger system.

Ted Lane, an Occupational Health & Safety officer with Alberta Human Services, states, “In OH&S we don’t write stop-work orders for failure to have a written hazard assessment or a

confined space procedure, or failure to have any other piece of paper required by the legislation. Why? Because the lack of a piece of paper never killed anybody. The same is true in reverse; an employer can have a thick binder of assessments and procedures, but having a piece of paper never saved anybody. This is where training fits in. While it is an important component, training is only part of the system. Mentoring and monitoring, continuous refresher training, supervising, and taking disciplinary actions for performance failures completes the package.”

Do create a safe learning environment.

It is important that instructors create an environment where learners are not fearful of being mocked or looked down upon for their questions and participation. As Eva Buskas of National Oilwell Varco explains, “What this does for the employees is it allows them to trust. They trust their trainer, they trust their co-learners, and they trust themselves within both the training session, and in open discussions with others.”

Do seek employer support.

The importance of this cannot be understated. As Ted Lane, an Alberta Occupational Health and Safety officer reveals, “The reality of safety training is that it will only work if the employer walks the talk. If safety systems and procedures are not followed by

everybody at the job site and if the employer routinely circumvents safety procedures then the training is a total waste of time except to maybe help in a due diligence defense.”

Do a post mortem.

Part of any effective training program is following up to see if desired changes have occurred. As Eva Buskas of National Oilwell Varco explains, “The best test is when a situation occurs and the employee knows how to handle, stop, question, or inform someone else, before an incident occurs.”

Don’t get stuck with a stick-in-the-mud.

According to Martin Lesperance of Inter Provincial Safety Resources, “One mistake I see new trainers make is to try to cater to the one or two who don’t want to be there. They go out of their way to try to get these people on their side. The instructor gives them a lot of attention. All this does is rob the rest of the class of the learning experience they deserve. You spend too much energy and time trying to get the one or two disruptive people on your side and you lose the rest of the class. In these cases, I don’t try to change their attitude. I focus on the rest of the class. Of course if they are disrupting the class, you may have to deal with them at the next break. Let them know you will not put up with their disruptive behaviour and if they don’t want to be there and are going to continue as they have been, they should



probably go tell their boss before you do. This has worked for me many times in the past.”

Don't use content that is outdated.

Not only is this unprofessional, but it shows learners that you don't care enough to ensure that the information is up-to-date and, therefore, applicable on the work site.

Another big no-no related to content, is don't use learning aids that are dated.

“Videos are an excellent attention getter provided they stay up-to-date. I find that videos being shown to a class, when the average age is in the early 20s, do not tend to get respect if the videos were shot a generation or, in some cases, two generations ago.”



Patrick Almond
Health and Safety Consultant
Amygdalus Health and Safety Services

Don't make your PowerPoint your training.

Reading word for word from PowerPoint slides is likely to not only bore your learners but insult them as well. As John Collie of Rescue 7 states, “PowerPoints are only for reminders of covering the ‘need to knows’.” He goes on to explain that if you do use them, “Do not use more than 7 lines per slide or more than 7 words per line. If you do, it is PowerPoint overkill.”

Don't exaggerate.

In today's age of technology, Martin Lesperance of Inter Provincial Safety Resources explains, “Your audience has instant access to the internet. This means they can check out your story instantly. The facts and figures can be checked out. You have to be telling the truth; don't exaggerate your stories. There would be nothing worse than having someone correct you and tell you what you've just said isn't true. You have just lost all credibility then.”

Don't dominate the conversation.

Don't do all the talking, even if you're Colin Powel. Lighten up the dialogue. Ask key open-ended questions then allow everyone to have a turn sharing their ideas. If it's a quiet group, ask them to write down three ideas and then go around the room and ask them to share just one. Remember, it's not the people that talk the most who always have the best ideas. Some of the deepest thinkers are often quiet and humble, so we have to give them space and the opportunity to share. It can be well worth it.

Don't create training with due diligence in mind.

“Some employees create safety systems in order to be able to demonstrate some due diligence when something bad happens, rather than creating systems integrated into their activities

that are designed to stop the bad things from happening in the first place.” He continues, “After the accident, we review training and competency of workers. We are often provided with a piece of paper signed by the worker that says something like “I have been trained in Acme Products safety procedures. I have received training in the employer's safety systems and I have read and understood the safety manual. I agree to abide by and follow the employer's procedures – signed and dated by the worker. Then we interview the workers and discover that they were sat down for 30 minutes with the manual on their first day and given the form to sign.”

Ted Lane
Occupational Health and Safety Officer
Alberta Human Services

Keeping in mind the challenges, benefits, signs, do's and don'ts of effective training, programs should be critiqued to identify ways to improve the learning experience. Through this process good programs become great and together workers, instructors and employers can build not only effective training programs but an entire safety system that enables workers to go home safe each day.

The opinions and comments expressed in this article are those of the individuals represented herein and do not necessarily reflect the opinions held by the organization for which they are employed

ONE STOP

SERVICES LTD.

AN OCCUPATIONAL HEALTH, SAFETY and IMMIGRATION COMPANY

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SGIIII MEDICALS

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Driving along Circle Drive East, you cannot miss our signage...in big fonts and bold Red, beaming with pride "ONE STOP SERVICES LTD." It comes as no surprise for Saskatonians as it is always interesting and uplifting to see progress and development. What comes to your mind when you hear our company name?

One thing is sure: We are determined to position One Stop Services Ltd. as your one-stop Occupational Health & Safety and Immigration Consulting Company.

We are new in the industry. We opened our present location in December 2013 after more than a year of groundwork. We have been establishing roots in Saskatoon and all over Saskatchewan with dedication and passion for giving the utmost client satisfaction. One Stop Services has been rapidly growing because of our service and dedication to the industry. Satisfied clients like Don, are providing an extremely valuable advertising tool by passing their positive experience on to other companies and their own HR people. We offer all OHS Testing Services as well as **SGIIII MEDICALS** for commercial drivers in Saskatchewan.

"I have been to many OHS testing sites in my career in construction across the province. One Stop Services is definitely the best one for me. Cristy, Angelika and Janine provide a high level of polite, courteous service." Don Mirandilla

ONE STOP IMMIGRATION SERVICES understands the labour shortages in Saskatchewan and is well prepared to help employers fill their labour requirements. With Government's cracking down on regulations (and rightly so), One Stop is fully licensed with the ICCRC and as a recruiter in Saskatchewan.

One Stop can also help immigrants who are already here to establish roots in Saskatchewan with a full

Janine says of One Stop Services:

"I was provided with answers to every questions I had. I was assisted in every step. From the day I knew I was going to be given the opportunity, up until the very day I landed here in Canada, I was constantly being re-assured of everything. It is that extra effort in making you feel valuable that makes One Stop Services truly reliable and one of a kind."

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This self-directed WHMIS study guide is the perfect training tool for safety managers who want to keep their workers on site, train on demand, facilitate group training sessions, quickly certify workers, or avoid scheduling difficulties often associated with third party training. By keeping copies on hand, you have effective WHMIS training available at your fingertips.

Simply provide the guide to your workers or walk them through the training. When they are finished, they write the provided exam. You check their answers, provide them with training on the specific hazardous products used on your site, and sign their certificate. It's that easy.

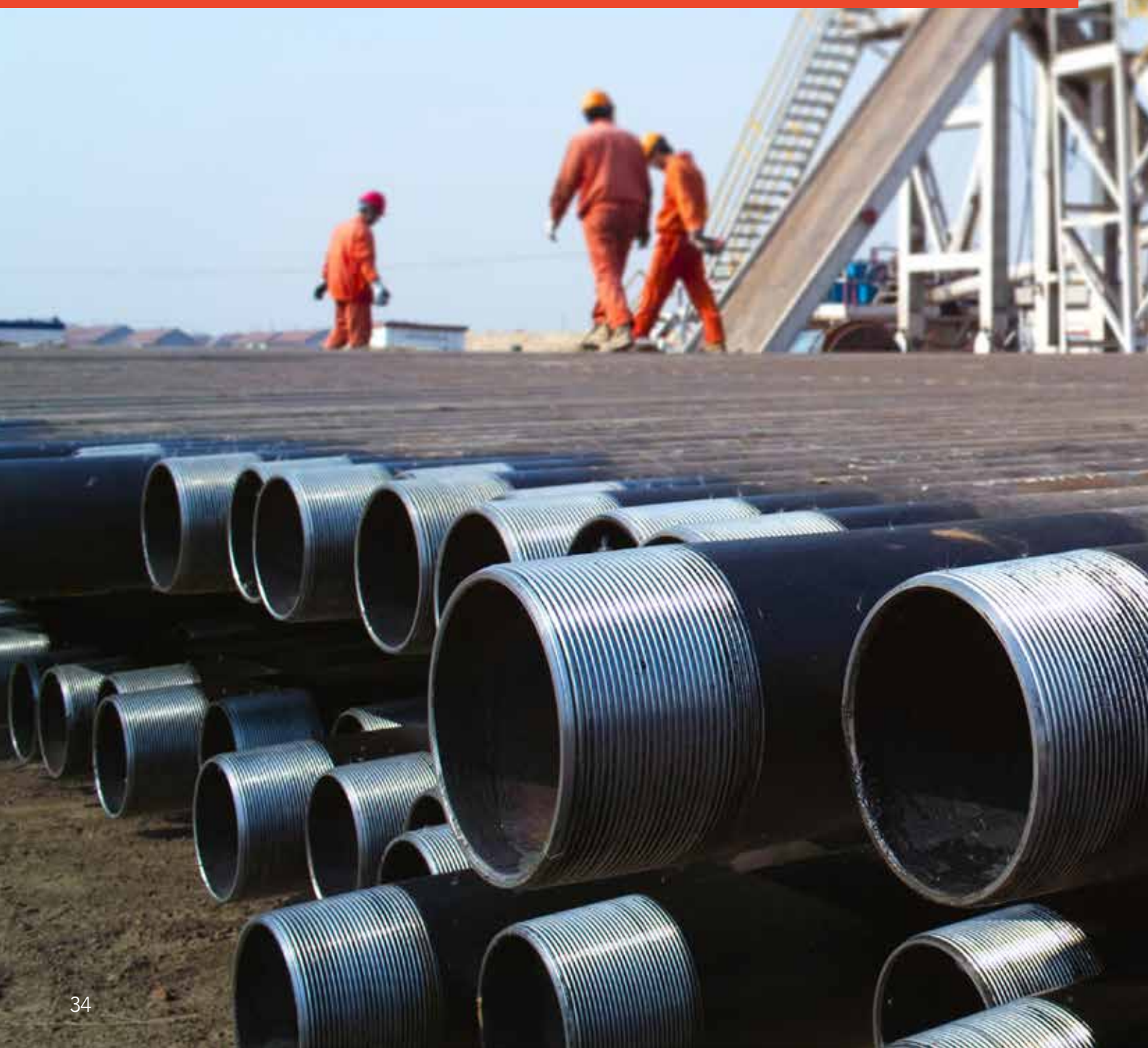
For more information or to purchase copies, please contact us at (888) 716-3608.


WheelsOn.ca



ONLINE SAFETY TRAINING

COURSE DIRECTORY





A Supervisor's Guide to Reasonable Suspicion Testing \$49.95

This online course teaches supervisors how to detect signs of substance use and provides appropriate actions to take when approaching a driver who is suspected of being under the influence of alcohol or drugs.

- Testing requirements and processes
- Knowing when to test
- Ordering tests
- Return to duty

▶ Duration: 60 Mins ▶ Passing Mark: 80% ▶ Developed By: JJ Keller




Aboriginal Awareness \$34.95

This online Aboriginal Awareness course introduces the concept of culture to set the foundation for discussion of Canada's aboriginal people including their values, concerns, and history.

- What is culture?
- Becoming culturally aware
- Who are Canada's aboriginal people?
- Aboriginal history

▶ Duration: 90 Mins ▶ Passing Mark: 80% ▶ Developed By: Sotera Safety Inc.




Accident Investigation \$49.95

While many accidents seem to happen for obvious reasons, there may be things that contribute to an accident which are not always apparent. This high-impact online training course covers the essentials of accident investigation.

- The goals of accident investigation
- Root-cause analysis
- Assisting in an accident investigation
- Reporting near misses

▶ Duration: 60 Mins ▶ Passing Mark: 80% ▶ Developed By: JJ Keller




Aerial Lifts and Scissor Lifts \$89.95

This online Aerial Lifts and Scissor Lifts course covers the safe operation, inspection, and anatomy of powered industrial aerial and scissor lifts.

- Anatomy and components
- Inspection and records
- Aerial lift regulations
- Common hazards

▶ Duration: 90 Mins ▶ Passing Mark: 80% ▶ Developed By: Hard Hat



Air Brakes Study Guide \$49.95

This online Air Brakes course is designed as a refresher and study aid for individuals who will write an Alberta Air Brake knowledge test at a registry. This course is also ideal for individuals or corporations with employees who need air brake refresher training.

- Air brake system overview
- System failures
- Driving tips
- Air-operated disc brakes

▶ Duration: 3 Hours ▶ Passing Mark: N/A ▶ Developed By: Fleet Safety International




Alcohol & Drug Testing: Driver Awareness \$49.95

This online Alcohol & Drug Testing: Driver Awareness course provides drivers with information about the Department of Transportation's (DOT) alcohol & drug testing requirements.

- Prohibitions of alcohol and drug use
- Testing types
- Alcohol and drug testing procedures
- Consequences of violating the prohibitions

▶ Duration: 60 Mins ▶ Passing Mark: 80% ▶ Developed By: JJ Keller



Alcohol and Drug Awareness \$39.95

This online Alcohol and Drug Awareness course emphasizes the seriousness of being "fit-for-work" and identifies personal responsibilities as they relate to ensuring the health and safety of all workers.

- Legalities
- Work standards
- Testing
- Consequences

▶ Duration: 30 Mins ▶ Passing Mark: 80% ▶ Developed By: Apex Integrated West




Arc Flash Awareness \$44.95

This online Arc Flash Awareness course offers a well-rounded approach to the basics of electrical safety and helps increase understanding of the dangers of electricity from both a shock protection and an arc flash point of view.

- What is an arc flash?
- Effects of an arc flash
- Protection methods
- Approach boundaries

▶ Duration: 75 Mins ▶ Passing Mark: 80% ▶ Developed By: A & E Training and Technical Solutions



Articulated Boom Truck (Knuckle Boom) \$89.95

This comprehensive online Articulated Boom Truck course meets requirements for powered industrial articulated boom trucks, also known as knuckle boom trucks.

- Anatomy overview
- Crane operations
- Set-up considerations
- Mobile crane hazards

▶ Duration: 90 Mins ▶ Passing Mark: 80% ▶ Developed By: Hard Hat




Asbestos Awareness \$49.95

This online Asbestos Awareness course is specifically designed to provide an understanding of the hazards associated with working around asbestos.

- Workplace hazards
- Materials containing asbestos
- Rights and responsibilities
- Air monitoring and decontamination

▶ Duration: 45 Mins ▶ Passing Mark: 80% ▶ Developed By: JJ Keller




Back Safety \$49.95

This online Back Safety course covers safe lifting practices as well as important information that all individuals should know about the most common back injuries.

- Anatomy of the back
- Whole Life/Health cycle
- Lifting safety
- Back exercises

▶ Duration: 60 Mins ▶ Passing Mark: 80% ▶ Developed By: JJ Keller



Backing Safety Fundamentals \$29.95

This online Backing Safety Fundamentals course explores the main risks associated with backing up a vehicle and offers simple solutions to reduce those risks.

- Avoiding backing up
- Circle checking
- Looking back
- Practice

▶ Duration: 30 Mins ▶ Passing Mark: 80% ▶ Developed By: Thinking Driver



Basic Rigger \$145.00

This online Basic Rigger course provides a quintessential introduction to rigging activities through discussion of rigging equipment, rigging equipment selection, and proper inspection techniques.

- Hitch capacities
- Sling protection
- Rigging identification
- Rigging inspection

▶ Duration: 4 Hours ▶ Passing Mark: 80% ▶ Developed By: Industrial Training International



BC Safe Driving \$95.00

This online BC Safe Driving course is a comprehensive defensive driving program designed to teach responsible driving practices and help drivers of all experience levels to become better drivers. This course covers the rules of the road and the obligations of drivers.

- Components of your vehicle
- Attentive driving activities
- Traffic safety laws
- Driving conditions

▶ Duration: 3.5 Hours ▶ Passing Mark: 70% ▶ Developed By: Canada Online Training Corporation




Bear Awareness \$29.95

This online Bear Awareness course covers information that will assist in the identification of different bear species and to react appropriately should a bear be encountered in the wild.

- Characteristics of bears
- Differences between black bears and grizzly bears
- Bear country activities
- Bear confrontations

▶ Duration: 60 Mins ▶ Passing Mark: 80% ▶ Developed By: HSE Integrated




Bloodborne Pathogens \$49.95

This online Bloodborne Pathogens course helps employers to provide a safe and healthy work environment for their employees and minimize the possibility of employee exposure to bloodborne pathogens.

- Transmission
- Prevention
- Workplace exposure
- Emergency response

▶ Duration: 45 Mins ▶ Passing Mark: 80% ▶ Developed By: Vivid Learning Systems




Bloodborne Pathogens: Exposure in the Workplace \$49.95

This online Bloodborne Pathogens: Exposure in the Workplace course provides important information that workers and supervisors can use to protect themselves from being exposed to blood or blood-containing materials in the workplace.

- Exposure control plan
- Personal protective equipment
- Responding to emergencies
- Signs and labels

▶ Duration: 60 Mins ▶ Passing Mark: 80% ▶ Developed By: JJ Keller




Boom Truck COMING SOON

This online Boom Truck course covers information important to the safe inspection, operation, loading, and rigging of boom trucks.

- Performance of regular inspections
- Safe operating practices including use of hand signals
- Rules and responsibilities
- Use and interpretation of load charts

▶ Duration: TBA ▶ Passing Mark: TBA ▶ Developed By: Crane Safety Ltd.




Boom Truck Awareness \$89.95

This comprehensive online Boom Truck course provides information on the safe operation of powered mobile cranes. This course meets OSHA requirements for powered industrial boom trucks.

- Anatomy and components
- Crane stability and load charts
- Basic rigging principles
- Safe operation

▶ Duration: 90 Mins ▶ Passing Mark: 80% ▶ Developed By: Hard Hat



Canadian Welding Red Seal Self-Assessment \$94.95

This online practice exam can be used to assess your welding knowledge prior to challenging the Red Seal journeyman exam.

- Identify knowledge gaps
- Focus on topics in need of further training and review
- Shorten Red Seal exam preparation time
- Customize your training

▶ Duration: 90 Mins ▶ Passing Mark: 75% ▶ Developed By: CPI Training



DRIVING


Cargo Securement Dry Vans

\$29.95

The online Cargo Securement for Dry Vans course explains key concepts and regulations related to the loading and securement of cargo for dry vans.

- Federal Motor Carrier safety regulations
- Pre-trip and dock responsibilities
- Load placement and securement
- En route inspections

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: JJ Keller



DRIVING

Cargo Securement Flatbeds

\$29.95

This online Cargo Securement Flatbeds course explains the fundamentals of flatbed cargo loading and securement procedures as well as driver pre-trip and en route responsibilities.

- Tie down restraining capacities
- Pre-trip planning and responsibilities
- Direct and indirect tiedowns
- Securement procedures for various commodities

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: JJ Keller



EQUIPMENT


Chainsaw Safety

\$79.95

Chainsaw safety is critically important as chainsaws are often the most dangerous tool on a work site. This online Chainsaw Safety course will increase understanding of the dangers of chainsaws and the steps required to operate them safely.

- Safe chainsaw handling
- Required equipment
- Felling trees
- Cutting techniques

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: HRS Group Inc.



EQUIPMENT

Chainsaw Safety (Ontario)

\$79.95

This online course, which references Ontario legislation, will increase understanding of the dangers of chainsaws and the steps required to operate them safely.

- Safe chainsaw handling
- Personal Protective Equipment (PPE)
- The saw
- Cutting techniques

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: HRS Group Inc.



DRIVING


Commercial Driver Training Program

\$399.95

This comprehensive driver training program includes required and recommended courses for professionals working in the commercial transportation industry.

- Commercial Vehicle Drivers Hours of Service
- Cargo Securement Flatbeds
- Daily Trip Inspection
- Transportation of Dangerous Goods

► Duration: 15 Hours ► Passing Mark: 80% ► Developed By: Safety Canada



DRIVING

Commercial Vehicle Weights and Dimensions

COMING SOON

This online Commercial Vehicle Weights and Dimensions course covers Alberta's weight and dimension regulations in preparation for a National Safety Code Audit in Alberta (ARC).

- Legal dimensions and configurations
- Conditions for over-dimensional loads
- Legal weights and configurations
- Road bans and TAC permits

► Duration: TBA ► Passing Mark: TBA ► Developed By: CayCan Safety



DRIVING


Compliance, Safety, and Accountability for Non-Drivers

\$49.95

This online Compliance, Safety, and Accountability (CSA) course provides an overview of CSA, the specific ways that CSA affects your job and the jobs of other non-driving personnel, and how you and others can have an impact on your company's CSA score.

- The CSA system
- Role of the operations department
- Maintenance functions
- Safety functions

► Duration: 90 Mins ► Passing Mark: 80% ► Developed By: JJ Keller



SAFETY

Compressed Gas Cylinders

\$49.95

In today's work environments, compressed gas is used for many things such as refrigeration, welding, and heating. This course provides information needed to handle and transport these potentially volatile storage containers.

- Associated hazards
- Moving and transporting cylinders safely
- Proper hook-up procedures
- Storage incompatibilities

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: JJ Keller



SAFETY


Confined Space Awareness for Entrants and Monitors

\$69.95

This online Confined Space Awareness for Entrants and Monitors course provides an overview of confined spaces and explains how to safely manage confined space entries.

- Types of confined spaces
- Identifying and controlling confined space hazards
- Evaluating worker training requirements
- Safe entry procedures

► Duration: 2 Hours ► Passing Mark: 80% ► Developed By: Tatonga Consulting



SAFETY


Confined Space Entry

\$89.95

This online Confined Space Entry course provides important information for individuals required to work within a confined space.

- Recognizing confined spaces
- Eliminating and controlling hazards
- Responsibilities
- Personal Protective Equipment (PPE)

► Duration: 2.5 Hours ► Passing Mark: 80% ► Developed By: Safety Coordination Services



SAFETY


Confined Space Entry and Monitor

\$109.95

This online Confined Space Entry and Monitor course provides information to individuals required to perform tending worker duties to personnel working in a confined space.

- Confined space entry planning
- Entry authorization
- Confined space monitor responsibilities
- Emergency and rescue procedures

► Duration: 3 Hours ► Passing Mark: 80% ► Developed By: Safety Coordination Services



AWARENESS

CPR and AED Skills Awareness

\$39.95

This online CPR and AED Skills Awareness course provides cardiopulmonary resuscitation (CPR) and automated external defibrillation (AED) skills review and practice using realistic scenarios.

- Legalities
- Cardiovascular emergencies
- Cardiopulmonary resuscitation (CPR)
- Automated external defibrillation (AED)

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: Rescue 7



DRIVING

Daily Trip Inspection (Pre-Trip)

\$89.95

This online Daily Trip Inspection course provides drivers with an understanding of how to properly perform their required inspections as per National Safety Code compliance and explains how to address any defects that may be found.

- Preparing for the inspection
- Performing the inspection
- Air brake systems
- Defects

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: CayCan Safety



DRIVING

Defensive Driving

\$49.95

This online Defensive Driving course explores the six components of the SAFER System of defensive driving: Space, Attitude, Foresight, Eyesight and Responsibility.

- Driver competency model
- SAFER defensive driving system
- Common collisions
- Advanced driving skills

► Duration: 3 Hours ► Passing Mark: 80% ► Developed By: Fleet Safety International



DRIVING

Defensive Driving: 3 Demerit Reduction Program

\$99.95

Approved by the Alberta Government for removal of 3 demerit points from an Alberta operator's licence, this online Defensive Driving course covers important aspects of safe driving.

- Collisions
- Drinking, Driving, and Drugs
- Fatigue
- Distraction

► Duration: 6 Hours ► Passing Mark: 80% ► Developed By: Fleet Safety International



DRIVING

Defensive Driving Attitudes

\$49.95

This online Defensive Driving Attitudes course encourages drivers to think about motivations and personal factors that cause excessive risk-taking and impulsive driving decisions.

- Pet peeves
- Stress
- Anger
- Aggressive driving

► Duration: 90 Mins ► Passing Mark: 80% ► Developed By: Thinking Driver



DRIVING

Defensive Driving Fundamentals

\$49.95

Driving is a serious responsibility. This online Defensive Driving Fundamentals course explains how the five fundamentals of defensive driving can be used to reduce risk to you and others.

- Thinking and looking ahead
- Anticipating hazards
- Keeping options open
- Managing risk

► Duration: 90 Mins ► Passing Mark: 80% ► Developed By: Thinking Driver



DRIVING

Defensive Driving Fundamentals and Attitudes

\$88.95

This course combines the online Defensive Driving Fundamentals and Defensive Driving Attitudes courses into one comprehensive driving program.

- The five fundamentals of defensive driving
- Stress, anger, and aggressive driving
- Anticipating hazards and managing risk
- Thinking and looking ahead

► Duration: 3 Hours ► Passing Mark: 80% ► Developed By: Thinking Driver



DRIVING

Distracted Driving

\$49.95

Distracted driving is a high-risk behaviour that can lead to property damage, personal injury, or worse. This online course helps to change distracted driving habits and deal with the distracted driving habits of others.

- Common driving distractions
- Distraction management
- Recognizing and responding to distracted drivers
- Avoiding driving disasters

► Duration: 45 Mins ► Passing Mark: 80% ► Developed By: JJ Keller



AWARENESS

Diversity & Discrimination Awareness for Supervisors

\$49.95

This online Diversity & Discrimination Awareness for Supervisors course will help supervisors understand discrimination laws and actively promote diversity in the workplace.

- What diversity means
- Benefits and challenges of a diverse workforce
- Types of discrimination
- Anti-discrimination laws

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: JJ Keller




DOT Hazmat General Awareness \$29.95

This online DOT Hazmat General Awareness course covers topics that will help you become aware of situations in which you may encounter hazardous chemicals.

- The DOT Hazmat regulation
- Hazard communication
- Packaging and storage
- Security risks and terrorism

▶ Duration: 60 Mins ▶ Passing Mark: 80% ▶ Developed By: JJ Keller




Drowsy Driving: Taking Responsibility \$49.95

Fatigue can be a silent killer when driving. This online Drowsy Driving: Taking Responsibility course reviews the dangers of drowsy driving and provides strategies that prevent it.

- Defining fatigue
- Understanding sleep
- Recognizing fatigue
- Fatigue strategies

▶ Duration: 2.5 Hours ▶ Passing Mark: 80% ▶ Developed By: Fleet Safety International




Effective Communication for Employees \$49.95

This online Effective Communication for Employees course helps employees understand how strong communication skills can improve working relationships, increase productivity, and promote career growth.

- The importance of effective communication
- Becoming an effective speaker and writer
- The importance of body language
- Strategies for dealing with disagreements and anger

▶ Duration: 60 Mins ▶ Passing Mark: 80% ▶ Developed By: JJ Keller




Effective Communication for Supervisors \$49.95

This online Effective Communication for Supervisors course helps supervisors build strong communication skills and promote development of these skills among their employees.

- Methods by which communication happens
- Becoming a more effective and active listener
- The importance of making a connection
- Improving leadership through effective communication

▶ Duration: 60 Mins ▶ Passing Mark: 80% ▶ Developed By: JJ Keller



Effects of Stress on Driving \$39.95

This online Effects of Stress on Driving course explains how everyday stress can result in distracted driving, poor decision making, and physical impairments such as loss of peripheral vision or muscle coordination.

- Adrenaline and your brain
- Sign of stress overload
- Road rage
- 0-60 escalation

▶ Duration: 60 Mins ▶ Passing Mark: 80% ▶ Developed By: Medea and Associates




Electrical Hazard Identification and Risk Assessment \$44.95

This online Electrical Hazard Identification and Risk Assessment course focuses on aspects of hazard identification and risk assessment as outlined in Canadian Standards Association CSA Z462-12 Workplace Electrical Safety.

- Hazard identification process
- Risk assessment parameters
- Responsibilities and regulations
- Risk reduction strategies

▶ Duration: 60 Mins ▶ Passing Mark: 80% ▶ Developed By: A & E Training and Technical Solutions



Electrical Safety Training \$89.95

This online Electrical Safety Training course provides a well-rounded approach to the basics of electrical safety and helps increase understanding of the dangers of electricity from both a shock protection and arc flash protection point of view.

- Energy flow and barriers
- Induction
- Step and touch potential
- Safe work procedures

▶ Duration: 3 Hours ▶ Passing Mark: 80% ▶ Developed By: A & E Training and Technical Solutions




Electrical Safety Training Suite \$149.95

This suite of electrical safety training courses combines the Arc Flash Awareness, Electrical Hazard Identification and Risk Assessment, and Electrical Safety Training online courses to create a comprehensive electrical safety training program.

- Arc flash hazards and protection methods
- Electrical risk assessment and reduction
- Safety training for electrical workers
- Personal protective equipment

▶ Duration: 5.25 Hours ▶ Passing Mark: 80% ▶ Developed By: A & E Training and Technical Solutions

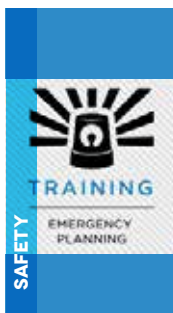


Emergency First Aid COMING SOON

This online Emergency First Aid course covers the essentials of first aid and what to do while waiting for help to arrive.

- CPR
- Shock
- Stopping bleeding
- Heart attacks and strokes

▶ Duration: TBA ▶ Passing Mark: TBA ▶ Developed By: Inter Provincial Safety Resources




Emergency Planning \$29.95

This online course covers planning requirements for emergency situations in the workplace as outlined in OSHA regulations for Exit Routes and Emergency Planning (Part 1910.33).

- Action plans
- Fire prevention plans
- Exit routes, doors, and markings
- Fire extinguishers

▶ Duration: 45 Mins ▶ Passing Mark: 80% ▶ Developed By: ICC Compliance Center



SAFETY

Emergency Procedures

\$49.95

This online Emergency Procedures course covers proper procedures for responding to a wide variety of emergency situations including medical emergencies, fires, natural disasters, explosions, bomb threats, hazardous spills, and acts of violence.

- Medical emergencies
- Fire emergencies
- Evacuation and reporting
- Escape

► **Duration:** 60 Mins ► **Passing Mark:** 80% ► **Developed By:** Vivid Learning Systems



SAFETY


ESTS for Electrical Workers (Canada)

\$124.95

This online Electrical Safety Training System (ESTS) for Electrical Workers course provides detailed information about the electrical hazards of arc flash and shock including protecting yourself and others in accordance with the CSA Z462 Workplace Electrical Safety standard.

- OH&S regulations, standards, and best practices
- Understanding electricity in the workplace
- Electrical hazards and dangers
- Establishing an electrically safe work environment

► **Duration:** 6 Hours ► **Passing Mark:** 80% ► **Developed By:** Electrical Safety Program Solutions



SAFETY

ESTS for Electrical Workers (USA)

\$94.95

This online Electrical Safety Training System (ESTS) for Electrical Workers course provides detailed information about the electrical hazards of arc flash and shock including protecting yourself and others in accordance with the NFPA 70E standard for electrical safety in the workplace.

- OSHA regulations, standards, and best practices
- Understanding electricity in the workplace
- Electrical hazards and dangers
- Establishing an electrically safe work environment

► **Duration:** 6 Hours ► **Passing Mark:** 80% ► **Developed By:** Electrical Safety Program Solutions



SAFETY

ESTS for Non-Electrical Workers

\$44.95

This online Electrical Safety Training System (ESTS) for Non-Electrical Workers course provides the knowledge you need to recognize and avoid electrical hazards so you can keep yourself and others safe.

- Standards and regulations
- Roles and responsibilities
- Reporting incidents
- Emergency response

► **Duration:** 60 Mins ► **Passing Mark:** 100% ► **Developed By:** Electrical Safety Program Solutions



SAFETY

Cours ESTS pour les ouvriers en électricité (Canada)

\$124.95

Le cours en ligne ESTS (Electrical Safety Training System) pour les ouvriers en électricité fournit des renseignements détaillés sur les risques liés aux coups d'arc et chocs électriques, y compris la protection des travailleurs et du public conformément à la norme CSA Z462 – Sécurité en matière d'électricité au travail.

- Règlements, normes et pratiques exemplaires sur la SST
- Électricité sur les lieux de travail
- Dangers et risques électriques
- Environnement de travail sécuritaire

► **Durée :** 6 heures ► **Note de passage :** 80% ► **Développé par :** Electrical Safety Program Solutions



SAFETY


Cours ESTS pour les ouvriers non spécialisés en électricité

\$44.95

Le cours en ligne ESTS (Electrical Safety Training System) pour les ouvriers non spécialisés en électricité procure les connaissances nécessaires pour identifier et écarter les risques électriques, de façon à se protéger, soi et les autres.

- Connaître les normes et règlements
- Savoir les rôles et les responsabilités
- Signaler les incidents
- Intervenir en cas d'urgence

► **Durée :** 60 mins ► **Note de passage :** 100% ► **Développé par :** Electrical Safety Program Solutions



SAFETY

Excavation Safety

\$49.95

This online Excavation Safety course explains how to be safe when working around excavations.

- Recognizing potential excavation hazards
- The role of a competent person at an excavation site
- Protecting yourself when working near excavations
- What to do in the event of a cave-in

► **Duration:** 60 Mins ► **Passing Mark:** 80% ► **Developed By:** JJ Keller



SAFETY

Eye Safety

\$49.95

Our eyes are very fragile and statistics show that eye injuries occur frequently in the workplace. This online Eye Safety course describes common eye injuries and explains how to prevent them.

- Physiology of the eye
- Common eye injuries and how they are caused
- Eye care and safety practices
- Selecting and using appropriate PPE

► **Duration:** 60 Mins ► **Passing Mark:** 80% ► **Developed By:** JJ Keller



SAFETY

Fall Protection

\$89.95

This comprehensive online Fall Protection course is designed for individuals who plan, supervise, or perform work at heights. This course covers many aspects of fall protection including fall protection planning, equipment, safety measures, and controls.

- Fall prevention
- Fall hazards and controls
- Fall rescue planning
- Arresting and swing falls

► **Duration:** 3 Hours ► **Passing Mark:** 80% ► **Developed By:** Safety Coordination Services



SAFETY

Fall Protection Awareness

\$39.95

The online Fall Protection Awareness course provides employers and employees with a basic understanding of workplace fall hazards and the control measures that can eliminate or mitigate those hazards.

- Common workplace fall hazards
- Fall protection equipment
- Fall protection plans
- Emergency response planning

► **Duration:** 90 Mins ► **Passing Mark:** 80% ► **Developed By:** Second Impressions



DRIVING

Fatigue Management for Supervisors

\$49.95

This online Fatigue Management for Supervisors course is specifically designed to assist organizational leaders to understand fatigue, learn how it effects their employees, and evaluate their organization for fatigue dangers.

- Fatigue and the law
- Defining fatigue
- Fatigue strategies
- Your responsibilities

► Duration: 2 Hours ► Passing Mark: 80% ► Developed By: Fleet Safety International



SAFETY

Fire Safety

\$29.95

Great for both first-time and refresher training, this online course covers the basics that everyone should know about fire safety and prevention.

- Characteristics of fire
- Fire hazards and prevention
- What to do in case of a fire
- Portable fire extinguishers

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: JJ Keller



SAFETY

Firefighting & Fire Extinguisher Safety

\$79.95

This online Firefighting & Fire Extinguisher course provides the basic knowledge and skills required to fight a small fire. Topics covered in this course include types of fires, fire extinguishers, and extinguishing agents; fire extinguisher operation; and firefighting procedures.

- The fire triangle
- Fire classifications
- Types of fire extinguishers
- Firefighting procedures

► Duration: 90 Mins ► Passing Mark: 80% ► Developed By: Astec Safety Inc.



AWARENESS


First Aid Awareness

\$39.95

This comprehensive online First Aid Awareness course is designed to provide information required to respond appropriately to injuries and medical emergencies. This course is appropriate for those with or without prior first aid training.

- Shock
- Wounds and bleeding
- Choking
- Heart attacks

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: Safety Health Publishing Inc.



AWARENESS

First Aid Interactive Refresher

\$29.95

This online First Aid Interactive Refresher course is a collection of emergency simulations that provides opportunities to practice first aid and safety management.

- Injury prevention
- Universal precautions
- Primary and secondary assessments
- Directing bystanders

► Duration: 45 Mins ► Passing Mark: 80% ► Developed By: SOS First Aid and Safety Training



EQUIPMENT

Forklift Fundamentals

\$49.95

This online Forklift Fundamentals course provides an overview of key aspects of safe forklift operation through discussion of forklift types, features, controls, and safety devices.

- Forklift types and differences
- Forklift parts
- Forklift controls
- Safety features

► Duration: 30 Mins ► Passing Mark: 80% ► Developed By: Vivid Learning Systems



EQUIPMENT

Forklift Operator Safety

\$79.95

This online Forklift Operator Safety course covers topics relevant to the safe operation of forklifts including pre-operation inspections, load handling, and maintenance.

- General safety
- Pre-operation
- Operation
- Load handling

► Duration: 90 Mins ► Passing Mark: 80% ► Developed By: JJ Keller



EQUIPMENT

Forklift Workshop for Construction

\$49.95

This online Forklift Workshop for Construction course explains essential forklift safety practices that can be used to become a safe, responsible, and productive rough-terrain forklift operator.

- Performing inspections
- Center of gravity and the stability triangle
- Picking, traveling with, and placing a load
- Keeping the forklift and load stable

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: JJ Keller



SAFETY


Formal Workplace Inspections

COMING SOON

This online course provides the tools and knowledge needed to conduct an efficient workplace inspection.

- Inspection frequency and guidelines
- Hazard checklists
- Corrective actions
- Follow-up and monitoring

► Duration: TBA ► Passing Mark: TBA ► Developed By: AMHSA



DRIVING


Four-Wheel Drive Fundamentals

\$49.95

This online Four-Wheel Drive Fundamentals course provides basic information required for safe operation of commercial four-wheel and all-wheel drive vehicles.

- Equipment familiarization
- Ascending & descending hills
- Vehicle stability
- Operating transfer cases and axles

► Duration: 30 Mins ► Passing Mark: 80% ► Developed By: Thinking Driver



Gas Detection \$99.95

This course is designed to provide information about detection and control of flammable and toxic atmospheres to help you remain safe while working around potentially dangerous gases.

- Detector tube devices
- Combustible, continuous, and fixed gas monitors
- Interpreting gas readings
- Control methods

► Duration: 2 Hours ► Passing Mark: 80% ► Developed By: Safety Man



GHS Awareness \$19.95

Aimed at handlers of hazardous chemicals, this online GHS Awareness course introduces general awareness under OSHA 29 CFR 1910.1200.

- Roles and responsibilities
- Basic classification
- Labeling
- Safety Data Sheets (SDS)

► Duration: 90 Mins ► Passing Mark: 80% ► Developed By: ICC Compliance Center



GHS for Supervisors \$99.95

This online GHS for Supervisors course is aimed at supervisors, managers, and chemical specialists who are responsible for OSHA or health and safety in the workplace. This course covers the new requirements under HAZCOM 2012 29CFR 1910.1200.

- Roles and responsibilities
- Hazard communication systems
- Workplace labeling systems
- Safety Data Sheets (SDS)

► Duration: 3 Hours ► Passing Mark: 80% ► Developed By: ICC Compliance Center




Ground Disturbance for Supervisors \$84.95

This online Ground Disturbance for Supervisors course is designed for planners, managers, supervisors, and employees who are or will be required to develop, plan, and implement any kind of ground disturbance.

- Regulations and responsibilities
- Approvals, permits, and agreements
- Ground disturbance planning
- Stages of ground disturbance

► Duration: 3 Hours ► Passing Mark: 80% ► Developed By: Astec Safety Inc.



H₂S \$99.95

Intended for individuals who may be exposed to hydrogen sulphide, this online course provides information to help protect individuals from exposure and explains how to deal with emergencies involving H₂S.

- H₂S properties and hazard assessment
- H₂S gas detection
- Breathing protection
- H₂S emergency response and first aid

► Duration: 2 Hours ► Passing Mark: 80% ► Developed By: MISafety



Hand & Power Tools for Construction \$49.95

This online Hand & Power Tools for Construction course explains the importance of hand and power tool safety in construction workplaces.

- Hazards associated with different types of tools
- Safety rules for hand and power tool operation
- Preventing injuries
- The importance of guarding and PPE

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: JJ Keller




Hand, Wrist, and Finger Safety \$49.95

Each year nearly one out of four on-the-job accidents involves hands, wrists, and fingers. This online course provides valuable information that you can use to prevent injury to these important body parts.

- Physiology of the hand, wrist, and fingers
- Identification of common hazards
- Proper tool use and maintenance
- Injuries and first aid

► Duration: 45 Mins ► Passing Mark: 80% ► Developed By: JJ Keller




Harassment Prevention \$49.95

This online Harassment Prevention course defines and demonstrates various types of harassment and bullying as well as explains supervisors' legislated responsibilities including those outlined in Ontario Bill 168 and BC Bill 14.

- What constitutes sexual harassment?
- The difference between impact and intent
- How to prevent harassment
- Manager and supervisor responsibilities and liabilities

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: Workplace Training Network



Hazard Assessment \$49.95

This online Hazard Assessment course provides an understanding of the importance of hazard assessments on the overall performance of health and safety management systems.

- Hazard identification
- Hazard evaluation
- Hazard prioritization
- Hazard control

► Duration: 75 Mins ► Passing Mark: 80% ► Developed By: Integrated Safety Solutions




Hazard Communication \$49.95

This online Hazard Communication course provides important information on safety data sheets, pictograms, potential health effects of hazardous chemicals, and what workers can do to make everyday a safe workday.

- Hazard communication standards
- How hazards are determined
- Safety Data Sheets (SDS)
- Labels and warnings

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: Vivid Learning Systems




Hazard Identification **COMING SOON**

This online Hazard Identification course will help keep you safe on the job by showing you how to prevent injuries and illness in the workplace through hazard identification, assessment and control.

- Legislative requirements
- Hazard identification
- Risk assessment
- Hierarchy of control

▶ Duration: TBA ▶ Passing Mark: TBA ▶ Developed By: AMHSA




Hazmat Training Made Easier **\$49.95**

Before you work with hazardous materials, you must receive proper training. This online Hazmat Training Made Easier course explains the rules for preparing and transporting hazardous materials.

- Hazardous material labels, placards, and markings
- Using the hazmat table
- Shipping papers
- Emergency response

▶ Duration: 2 Hours ▶ Passing Mark: 80% ▶ Developed By: JJ Keller




Hazwoper Refresher **\$49.95**

Designed for workers who may be exposed to hazardous substances, this online Hazwoper Refresher course serves as continuing education training for workers who have completed a 24 to 40 hour hazwoper course. This course meets the requirements of OSHA CFR 1910.120.

- Chemical characteristics
- Hazard recognition, assessment, and control
- Air monitoring
- Chemical decontamination

▶ Duration: 8 Hours ▶ Passing Mark: 70% ▶ Developed By: eTraining Inc.




Hearing Safety and Conservation **\$29.95**

This online Hearing Safety and Conservation course explains how to recognize and protect yourself against noise-related dangers.

- Noise-related hazards
- Consequences of excessive sound
- What to do if encountering potential noise dangers
- Control measures including proper PPE

▶ Duration: 45 Mins ▶ Passing Mark: 80% ▶ Developed By: JJ Keller




Hours of Service **\$99.95**

This online Hours of Service course is designed to assist commercial vehicle drivers to understand Canada's Federal Hours of Service regulations.

- Duty status categories
- Daily, cycle, and work shift limits
- Special permits
- Daily logs

▶ Duration: 4 Hours ▶ Passing Mark: 80% ▶ Developed By: Wheels On / Astec Safety Inc.



Hours of Service: A Driver's Guide **\$49.95**

This online Hours of Service course helps drivers understand U.S. Hours of Service regulations and recordkeeping requirements.

- Driving time rules
- Exemptions
- Completing daily logs
- Monthly summary sheets

▶ Duration: 90 Mins ▶ Passing Mark: 80% ▶ Developed By: JJ Keller



Hydraulic Safety: Exposure Level **\$99.95**

Designed for individuals who work on or near hydraulic equipment, this online Hydraulic Safety: Exposure Level course provides an awareness of hydraulic hazards in the workplace.

- Exposure to hydraulic fluids
- Potential hazards
- Pressure ratings
- Hazard assessment

▶ Duration: 4.5 Hours ▶ Passing Mark: N/A ▶ Developed By: Hydraulic Safety Authority of Canada




Hydraulic Safety: High Risk Maintenance Level **\$149.95**

This industry leading online Hydraulic Safety: High Risk Maintenance Level course provides an understanding of hydraulic energy hazards and controls for workers who repair and maintain hydraulic equipment.

- Exposure to hydraulic fluids
- Potential hazards and dangers
- Hydraulic component inspections
- Maintenance and planning

▶ Duration: 10 Hours ▶ Passing Mark: N/A ▶ Developed By: Hydraulic Safety Authority of Canada




Hydraulic Safety in Construction **\$99.95**

Although hydraulic-operated equipment is used in all areas of construction, many workers are unaware of the associated hazards. This sector-oriented online course teaches workers about the hazards involved when working with or around hydraulic equipment.

- Health and exposure
- Working with and around hydraulic hoses
- Threads and porting
- Hazard assessment

▶ Duration: 5 Hours ▶ Passing Mark: 80% ▶ Developed By: Hydraulic Safety Authority of Canada



Introduction to OSHA **\$29.95**

In this online Introduction to OSHA course, employees will learn about their rights under OSHA. This course is designed for anyone new to the health and safety environment.

- Why is OSHA important to you?
- What rights do you have under OSHA?
- How are OSHA inspections conducted?
- Where can you go for help?

▶ Duration: 60 Mins ▶ Passing Mark: 80% ▶ Developed By: ICC Compliance Center



SAFETY

ISTS Orientation Training

\$65.95

The Industrial Safety Training System (ISTS) Orientation training meets BC, Alberta, and Saskatchewan legislative orientation requirements and introduces workers to the basic principles of hazard recognition, evaluation, and control.

- Legislation and you
- Workplace hazards
- Personal Protective Equipment (PPE)
- Emergency response

► Duration: 3.5 Hours ► Passing Mark: 100% ► Developed By: IMPACT Orientations Inc.



AWARENESS

Joint Health and Safety Committee (JHSC)

COMING SOON

This online Joint Health and Safety Committee (JHSC) course explains what a JHSC is and describes its role in keeping workplaces safe.

- What a JHSC is
- Committee member roles and responsibilities
- JHSC meetings
- Inspections and investigations

► Duration: TBA ► Passing Mark: TBA ► Developed By: Leavitt Machinery



SAFETY


Ladder Safety

\$49.95

This online Ladder Safety course identifies hazards inherent with ladder work, provides safe practices to reduce or eliminate these hazards, reviews techniques for determining fall protection requirements, and provides strategies for determining how and when to inspect ladders.

- Types of ladders
- Ladder hazards
- Safe ladder practices
- Inspection requirements

► Duration: 45 Mins ► Passing Mark: 80% ► Developed By: Vivid Learning Systems



SAFETY

Ladder Safety for General Industry

\$49.95

This online Ladder Safety for General Industry course covers common ladder dangers, techniques for choosing the right ladder for a job, and how to use ladders safely to protect yourself and others from harm.

- Ladder types
- Falls
- Ladder hazards
- Accident prevention

► Duration: 45 Mins ► Passing Mark: 80% ► Developed By: JJ Keller



AWARENESS

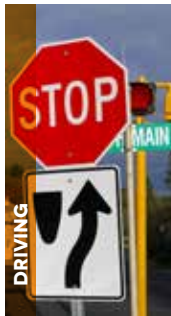
Leadership Vision

\$19.95

This online Leadership Vision course explains the purpose and importance of a shared vision and provides strategies for creating and implementing it within an organization.

- What is vision?
- A vision's impact on an organization
- Building and communicating a vision
- Making the vision a reality

► Duration: 20 Mins ► Passing Mark: 80% ► Developed By: BIS Training Solutions



DRIVING

Learner's Permit Preparation (Alberta)

\$19.95

This program is specifically designed to prepare individuals to write their Alberta Learner's Permit test.

- Alberta driving laws and regulations
- Traffic signs and lane markings
- Speed limits and turns
- License classifications and demerit points

► Duration: 90 Mins ► Passing Mark: N/A ► Developed By: Fleet Safety International



SAFETY


Lithium Battery Safety

\$144.95

The online Lithium Battery Safety course addresses the unique dangers lithium anode batteries present to workers servicing and repairing industrial equipment.

- Oil industry uses
- Cell design
- MSDS
- Proper handling and storage

► Duration: 2 Hours ► Passing Mark: 80% ► Developed By: Safety Coordination Services



SAFETY


Lithium Battery Transport

\$129.95

Lithium batteries pose unique concerns when shipped by air. This online Lithium Battery Transport course presents detailed information on how to properly ship lithium batteries by air.

- IATA/ICAO regulations
- UN specific packaging
- Marking and labeling
- Declarations and waybills

► Duration: 2.5 Hours ► Passing Mark: 80% ► Developed By: ICC Compliance Center



SAFETY


Lockout Tagout

\$29.95

This online Lockout Tagout course will increase understanding of the key elements of Lockout Tagout regulation 29CFR 1910.147, Subpart J, Control of Hazardous Energy issued by the Occupational Safety and Health Administration (OSHA).

- Hazardous energy
- Formal procedures
- Identification and review
- Lockout tagout application

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: ICC Compliance Center



SAFETY


Lockout Tagout in the Workplace

\$49.95

This comprehensive online Lockout Tagout in the Workplace course covers the steps to correctly lock and tag out equipment, devices used for lockout tagout, and the elimination of potentially fatal hazards through implementation of proper lockout tagout procedures.

- Lockout tagout devices
- Legal requirements and penalties
- Seven steps of lockout tagout
- Creating a workplace program

► Duration: 90 Mins ► Passing Mark: 80% ► Developed By: HRS Group Inc.



Office Ergonomics \$49.95

This online Office Ergonomics course explains how to recognize ergonomic hazards and explores practical solutions that can be used to address ergonomic problems in the workplace.

- Physiology of the body
- Parts of the body most affected
- Correct use of office equipment
- Exercises and stress release

▶ Duration: 60 Mins ▶ Passing Mark: 80% ▶ Developed By: JJ Keller




OH&S and the Law for Supervisors \$99.95

This online OH&S and the Law for Supervisors course offers a comprehensive understanding of the Occupational Health & Safety Act and other key pieces of health and safety legislation for those in supervisory positions within the workplace.

- Roles, rights, and responsibilities
- Health and safety representation
- Joint Health & Safety Committees
- Criminal justice in the workplace

▶ Duration: 2 Hours ▶ Passing Mark: 80% ▶ Developed By: HRS Group Inc.




Overhead Crane \$89.95

This online Overhead Crane course covers types of cranes and lifting devices, how to inspect and safety operate them, and how to recognize the common hazards that surround their use.

- Hoist machinery
- Safe operation
- Rigging considerations
- Hardware inspections

▶ Duration: 90 Mins ▶ Passing Mark: 80% ▶ Developed By: Hard Hat




Pedestal Mounted Cranes \$89.95

This online Pedestal Mounted Cranes course covers important aspects of pedestal mounted cranes including their components, hazards, rigging, and operation, as well as applicable mobile crane regulations.

- Maritime crane regulations
- Inspections and records
- Common hazards
- Rigging practices

▶ Duration: 90 Mins ▶ Passing Mark: 80% ▶ Developed By: Hard Hat




Personal Protective Equipment: Safe at Work \$49.95

Personal protective equipment (PPE) protects workers and their livelihood when hazards are present in the workplace. This course teaches employees and their managers how to properly choose, use, and maintain PPE in the workplace.

- Head protection
- Hand and foot protection
- Respiratory protection
- Hearing conservation

▶ Duration: 60 Mins ▶ Passing Mark: 80% ▶ Developed By: JJ Keller




Propane Handling & Exchange \$43.95

This online course explains how to safely inspect, handle, and exchange propane cylinders, as well as deal with any related emergency situations.

- The science of propane
- Components of vapour withdrawal systems
- Inspection of cylinders
- Emergency situations and first aid

▶ Duration: 2 Hours ▶ Passing Mark: 80% ▶ Developed By: HRS Group Inc.




Professional Driver Improvement: 3 Demerit Reduction COMING SOON

Upon successful completion of this government-approved online course designed specifically for professional truck drivers, participants qualify for a 3 demerit point reduction off their Alberta operator's licence.

- SAFER system of defensive driving
- Bicycle and motorcycle collisions
- Inattention and distraction
- Fatigue and driving

▶ Duration: TBA ▶ Passing Mark: TBA ▶ Developed By: Fleet Safety International



Professional Driver Improvement: Condensed COMING SOON

Designed specifically for professional truck drivers, this online course highlights the internationally recognized SAFER system of defensive driving.

- SAFER system of defensive driving
- Anti-lock brakes and air bags
- Skid control theory
- Jackknifing

▶ Duration: TBA ▶ Passing Mark: TBA ▶ Developed By: Fleet Safety International




Respiratory Protection \$29.95

This online Respiratory Protection course applies to anyone who is, or may be, exposed to air contaminants above the permissible or suggested exposure limits.

- How to properly select, inspect, and store respirators
- Ensuring a proper fit
- Respirator capabilities and limitations
- What to do if a respirator malfunctions

▶ Duration: 60 Mins ▶ Passing Mark: 80% ▶ Developed By: JJ Keller




Rough Terrain Cranes \$89.95

This online Rough Terrain Cranes course covers important aspects of rough terrain cranes including their components, hazards, rigging, and operation.

- Safe operation
- Rigging practices
- Common hazards
- Set-up considerations

▶ Duration: 90 Mins ▶ Passing Mark: 80% ▶ Developed By: Hard Hat



DRIVING

Safe Backing Procedures and Blind Spots

\$64.95

This online Safe Backing Procedures and Blind Spots course provides important information to individuals operating motor vehicles for both company and personal use.

- Causes of backing collisions
- Pre-backing preparation
- Exploring internal and external vehicle blind spots
- Driver situational awareness

► Duration: 90 Mins ► Passing Mark: 80% ► Developed By: CAE Safety Consulting Inc.



EQUIPMENT


Safe Slings and Rigging

\$199.95

This online Safe Slings and Rigging course covers the regulations, practices, and techniques required to safely sling and rig loads.

- Pre-lift hazard assessments
- Wire rope construction
- Types of rigging hitches
- Crane and hoist signals

► Duration: 5.5 Hours ► Passing Mark: 80% ► Developed By: Crane Safety



AWARENESS

Safety Moments

\$79.95

Safety Moments are a series of short online safety videos that can be used to kick off your meetings with dynamic, thought provoking safety points that are great for on or off-the-job.

- Driver distraction
- Protect your head
- Repercussions of your actions
- Animals on the road

► Duration: 90 Mins ► Passing Mark: N/A ► Developed By: Safety Health Publishing Inc.



SAFETY

Scaffold for Construction

\$29.95

This online Scaffold for Construction course is designed to assist in the identification and control of scaffold-related hazards in construction workplaces.

- Common types of scaffolds
- Scaffold related hazards
- Safety measures when working with scaffolds
- Scaffold assembly, access, and disassembly

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: JJ Keller



AWARENESS

Sexual Harassment Awareness for Supervisors

\$34.95

This comprehensive 2-part Sexual Harassment Awareness for Supervisors course covers harassment and retaliation situations, supervisor responsibilities, and employee complaint procedures.

- Types of harassment
- Laws, policies, and procedures
- Responsibilities and liabilities
- Confidentiality

► Duration: 2 Hours ► Passing Mark: 100% ► Developed By: Workplace Training Network



SAFETY

Shipping Dangerous Goods by Air

\$289.95

This online Shipping Dangerous Goods by Air course is designed to introduce new workers to regulations and procedures for packaging and preparing documentation required to ship dangerous goods by air.

- Federal and international regulations
- Classification of dangerous goods
- Marking and labeling
- Releases and reporting

► Duration: 4 Hours ► Passing Mark: 80% ► Developed By: ICC Compliance Center



SAFETY

Shipping Dangerous Goods by Sea

\$224.95

This online Shipping Dangerous Goods By Sea course is ideal for the beginner or anyone wanting to become familiar with the IMDG regulations for shipping dangerous goods by water.

- Classification of dangerous goods
- Packaging selection and standards
- Marking and labeling
- Loading and segregation

► Duration: 2 Hours ► Passing Mark: 80% ► Developed By: ICC Compliance Center



SAFETY


Shipping Hazardous Materials by Ground and Air

\$174.95

This course covers information on shipping hazardous materials by ground in the US and by air using the IATA regulations. If you are responsible for the packaging, handling, or transporting of hazardous materials by ground or air, then this course is for you.

- Introduction to the 49 CFR and IATA regulations
- Administrative requirements
- Using the hazardous materials table
- Security awareness

► Duration: 3.5 Hours ► Passing Mark: 80% ► Developed By: ICC Compliance Center



SAFETY


Shipping Infectious Substances

\$134.95

To ensure the safety of the public, special rules apply to the transport of biological substances as well as the cooling agents often used to preserve them. This course covers both ground and air requirements for shipping infectious substances.

- National and international regulations
- Classification of biological substances and materials
- Transport documents
- Reporting requirements

► Duration: 45 Mins ► Passing Mark: 80% ► Developed By: ICC Compliance Center



SAFETY

Signal Person & Crane Operations

\$144.95

This online Signal Person & Crane Operations course covers not only hand and voice signals, but also types of cranes, basic commands, cranes parts and capacities, quadrants of operations, and dynamic loading.

- Hand and voice signals
- Moving a load
- Knots, hitches, and taglines
- Crane operation

► Duration: 4 Hours ► Passing Mark: 80% ► Developed By: Industrial Training International



Sit-Down Counterbalanced Forklifts \$89.95

This online Sit-Down Counterbalanced Forklift course covers important aspects of sit-down forklifts including inspections, safe operation, maintenance, and components.

- Stability
- Safe load handling
- Hazards
- Inspections and records

► Duration: 90 Mins ► Passing Mark: 80% ► Developed By: Hard Hat




Slips, Trips, and Falls \$49.95

This online Slips, Trips, and Falls course helps employees to identify hazardous conditions and unsafe practices that can lead to slips, trips, and falls in the workplace.

- Good housekeeping
- Floor openings and other hazards
- Employer and worker responsibilities
- Appropriate behaviour

► Duration: 45 Mins ► Passing Mark: 80% ► Developed By: Vivid Learning Systems



Stairways and Ladders for Construction \$49.95

This online Stairways and Ladders for Construction course teaches the importance of stairway and ladder safety on construction work sites.

- Recognizing and minimizing stairway and ladder hazards
- Proper construction, use, placement, and care
- Rules and measures for preventing injury
- Choosing appropriate equipment for the job

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: JJ Keller



Stand-Up Forklift \$89.95

This online Stand-Up Forklift course covers the anatomy, operation, inspection, and hazards of powered industrial trucks, also known as fork trucks, lift forks, or forklifts.

- Stand-up forklift components
- Forklift stability
- Common hazards
- Safe operation

► Duration: 90 Mins ► Passing Mark: 80% ► Developed By: Hard Hat




Standard First Aid \$184.95

Available in Alberta, Saskatchewan and Manitoba, this blended learning Standard First Aid course covers information needed to respond to a medical emergency either on the job or at home.

- Fractures, dislocations, and sprains
- Heart attacks, angina, and strokes
- Wounds and bleeding
- Head and spinal injuries

► Duration: 6.5 Hours ► Passing Mark: 80% ► Developed By: Inter Provincial Safety Resources




Standard First Aid Recertification \$159.95

For current Alberta Standard First Aid certificate holders, this Alberta Standard First Aid Recertification program includes an online pre-examination theory review, an in-class skills refresher, a practical skills assessment, and a written Alberta Standard First Aid theory exam.

- Assessing the scene
- Head injuries
- Heart attacks
- Poisoning

► Duration: 6 Hours ► Passing Mark: 80% ► Developed By: Inter Provincial Safety Resources




Standard First Aid with CPR and AED \$129.95

This blended learning Standard First Aid course covers information needed to respond to a medical emergency either on the job or at home. To receive Standard First Aid certification, both the online theory and an in-class training session must be successfully completed.

- Emergency scene management
- Head, spine, and pelvic injuries
- Shock, fainting, and unconsciousness
- CPR and AED

► Duration: 8 Hours ► Passing Mark: 80% ► Developed By: Rescue 7




Substance Abuse Awareness for Employees \$49.95

This online Substance Abuse Awareness for Employees course explains the dangers of substance abuse at work, the effect a company's substance abuse policy has on workers, and the worker's role to comply with that policy.

- Substance abuse statistics
- The impact of substance abuse in the workplace
- The purpose of substance abuse policies
- Seeking help for substance abuse

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: JJ Keller



Substance Abuse Awareness for Supervisors \$49.95

This online Substance Abuse Awareness for Supervisors course helps supervisors understand how to recognize, document, and handle workplace situations involving substance abuse.

- Elements of effective substance abuse policies
- Signs of substance abuse
- Independent observation and reasonable suspicion
- Employee confrontation

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: JJ Keller



Telescopic Handler \$89.95

This online Telescopic Handler course covers important aspects of telescopic handlers including components, inspections, records, hazards, safe operation, and loading.

- Forklift stability
- Safe load handling
- Safe operation
- Inspections and records

► Duration: 90 Mins ► Passing Mark: 80% ► Developed By: Hard Hat



Traffic Control Persons for Construction \$59.95

This online Traffic Control Persons for Construction course explains the techniques, equipment, and legal requirements for traffic control persons in a construction environment.

- Safety equipment
- Stop-slow signs and hand signals
- Job preparation
- Traffic control systems

▶ Duration: 60 Mins ▶ Passing Mark: 80% ▶ Developed By: HRS Group Inc.



Transportation of Dangerous Goods \$34.95

This online Transportation of Dangerous Goods course is designed to teach individuals about regulations governing the transportation of dangerous goods within Canada.

- Dangerous goods classification
- Placards and UN numbers
- Label requirements
- Packaging and vessel requirements

▶ Duration: 3.5 Hours ▶ Passing Mark: 80% ▶ Developed By: Wheels On



Transportation of Dangerous Goods in Small Quantities \$74.95

In addition to covering the basic requirements of the TDG regulations, this online course explains specific procedures for limited, small, excepted, and de minimis quantities as well as consumer commodities.

- Limits for qualification
- Packaging requirements
- Shipping papers and labels
- TDG regulations

▶ Duration: 90 Mins ▶ Passing Mark: 80% ▶ Developed By: ICC Compliance Center




Transportation of Dry Ice \$65.95

Did you know that dry ice is considered a dangerous good? If you handle, offer for transport, or transport dangerous goods, you must be trained and certified. This online Transportation of Dry Ice course is designed to teach you how to ship goods with dry ice by ground and air.

- National and international regulations
- Shipper and carrier responsibilities
- Marking and labeling
- Exceptions from regulations

▶ Duration: 75 Mins ▶ Passing Mark: 80% ▶ Developed By: ICC Compliance Center



Utility Boom Trucks \$89.95

This online Utility Boom Truck course covers important aspects of utility trucks including inspections, records, hazards, safe operation, rigging, and components.

- Utility truck anatomy
- Load charts
- Rigging practices
- Safe operation

▶ Duration: 90 Mins ▶ Passing Mark: 80% ▶ Developed By: Hard Hat




Utility Bucket Rescue \$49.95

Accidents sometimes happen that require an employee to rescue a co-worker. This online Utility Bucket Rescue course provides information necessary to respond appropriately if a bucket rescue is required.

- Safety procedures
- Bucket tilt rescue
- Non-tilt bucket rescue
- Corner mount rescue

▶ Duration: 30 Mins ▶ Passing Mark: 80% ▶ Developed By: Vivid Learning Systems



Vehicle Mounted Aerial Lifts (Bucket Trucks) \$89.95

This online Vehicle Mounted Aerial Lifts course covers important aspects of vehicle mounted aerial lifts including inspections, records, hazards, safe operation, rigging, and components.

- Platform and controls
- Critical lifts
- Aerial lift hazards
- Safe operation

▶ Duration: 90 Mins ▶ Passing Mark: 80% ▶ Developed By: Hard Hat



Welding Safety \$49.95

This online Welding Safety course describes the hazards associated with welding and provides information needed to work safely when performing welding operations.

- Welding hazards including sparks, fires, and fumes
- Welding equipment inspections
- Proper safety procedures
- Use of controls including protective barriers and PPE

▶ Duration: 45 Mins ▶ Passing Mark: 80% ▶ Developed By: JJ Keller




Wellness and Fitness \$49.95

Studies have shown that accidents and injuries occur less frequently with employees who are healthy and in good shape. This online course explains how small changes in lifestyles can significantly improve employee safety records.

- The importance of attitude
- High blood pressure and other stress related conditions
- Effects of smoking and drug and alcohol use
- Nutrition, weight control, and exercise

▶ Duration: 45 Mins ▶ Passing Mark: 80% ▶ Developed By: JJ Keller




WHMIS \$29.95

This online course covers the key elements of WHMIS including WHMIS symbols and labels, material safety data sheets, and worker training.

- Six WHMIS classes
- Eight hazard symbols
- Roles and responsibilities
- MSDS

▶ Duration: 60 Mins ▶ Passing Mark: 80% ▶ Developed By: Wheels On



SAFETY


WHMIS & TDG

\$64.90

This online WHMIS and TDG combination course, provides a comprehensive understanding of both the Workplace Hazardous Materials Information System and regulations for the transportation of dangerous goods within Canada.

- What is WHMIS?
- WHMIS labels and symbols
- TDG regulations
- Placards, labels, and safety marks

► Duration: 4.5 Hours ► Passing Mark: 80% ► Developed By: Wheels On



AWARENESS

WHMIS in the Workplace

\$19.95

Ideal for both refresher training and those who are new to WHMIS, this comprehensive online WHMIS in the Workplace course covers the essentials of the Workplace Hazardous Materials Information System.

- WHMIS purpose and responsibilities
- Classes of controlled products
- WHMIS symbols and labels
- Implementing WHMIS in the workplace

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: SDI Team



AWARENESS

Wilderness Awareness

COMING SOON

This online Wilderness Awareness course provides essential information for people working or enjoying recreational activities in wilderness environments.

- Responding to wildlife encounters
- Signalling for help
- Safe drinking water
- Building shelters in the winter and summer

► Duration: TBA ► Passing Mark: TBA ► Developed By: Safety Health Publishing Inc.



DRIVING

Winter Driving

\$49.95

This online Winter Driving course is designed for workers and individuals who wish to review and enhance their winter driving knowledge.

- Preparing for winter driving conditions
- Getting unstuck
- Trapped in a blizzard
- Defensive driving

► Duration: 90 Mins ► Passing Mark: 80% ► Developed By: Fleet Safety International



DRIVING

Winter Driving Fundamentals

\$24.95

This online Winter Driving Fundamentals course explores the main risks associated with winter driving and offers simple solutions to reduce winter driving risk.

- Winter driving conditions
- Traction and control
- Elements of control
- Driving skills

► Duration: 30 Mins ► Passing Mark: 80% ► Developed By: Thinking Driver



SAFETY

Winter Safety

\$49.95

Individuals miss more work as a result of off-the-job accidents than on-the-job injuries. This online Winter Safety course explains how to plan ahead, look for potential hazards, and avoid dangerous situations that occur during the winter holiday season.

- Christmas tree, candle, and chimney fire hazards
- Safe use of extension cords and outlets
- Walking and driving in ice and snow
- Dressing for cold weather

► Duration: 45 Mins ► Passing Mark: 80% ► Developed By: JJ Keller



AWARENESS

Workplace Harassment and Violence Prevention

\$74.95

Designed for Canadian audiences, this online course comprised of both the Harassment Prevention and Workplace Violence Awareness and Prevention courses, provides effective ways to recognize, prevent, and respond to harassment and violence in the workplace.

- Understanding harassment and workplace violence
- Impact, intent, and warning signs
- Supervisor responsibilities and recommended practices
- Harassment and violence prevention tips

► Duration: 3 Hours ► Passing Mark: 80% ► Developed By: Workplace Training Network



AWARENESS

Workplace Harassment Prevention U.S.

\$24.95

This online Workplace Harassment course defines and demonstrates various types of harassment as well as explains supervisor responsibilities, employee complaint procedures, and the potential for legal exposure.

- Harassment and retaliation
- Impact and intent
- Responsibilities and liabilities
- Complaint procedures

► Duration: 60 Mins ► Passing Mark: 80% ► Developed By: Workplace Training Network



AWARENESS

Workplace Violence Awareness and Prevention

\$49.95

Designed for Canadian audiences, this online course offers a well-rounded approach to the prevention of workplace violence incidents by helping to make a workforce knowledgeable, watchful, and committed to creating a safe workplace.

- What is workplace violence?
- Warning signs
- Recommended supervisor responses
- Tips for preventing escalation

► Duration: 45 Mins ► Passing Mark: 80% ► Developed By: Workplace Training Network

THE SAFETYNET

ONLINE SAFETY TRAINING NETWORK



Network Partners



Ignorance can be a **killer** Be prepared



Wilderness Awareness Training Online

This online Wilderness Awareness course provides essential information for people working or enjoying recreational activities in wilderness environments. This course will cover the fundamentals you need to survive including responding to wildlife encounters, building shelters, signalling for help, obtaining safe drinking water and surviving emergency situations in the outdoors.

wilderness-awareness.ca

1.888.278.8964