

Why Safety Training?

They say: “What if we train our employees and they leave? What if we don’t and they stay?” *

What are the 10 best reasons to train employees?

- 1. To have skilled operators who will consistently and reliably deliver the product or service upon which your business and its reputation depends.**
- 2. To use and maintain your plant and premises correctly so as to maximize quality, efficiency, and safety, and minimize errors, waste, and accidents.**
- 3. To develop a workforce which understands your business, takes pride in the work, and can contribute worthwhile ideas.**
- 4. To keep staff up to date with new developments in raw materials, technology, methods, and legislation so as to be always ready for innovation and new markets.**
- 5. To create a good impression, back it up with quality, and inspire customer confidence.**
- 6. To retain good staff by showing that you value and support them.**
- 7. To grow a Company Culture that customers can identify, and workers take pride in.**
- 8. To be able to offer, to your customers, training with/for your product.**
- 9. To attract the best new employees when you need them.**
- 10. To maintain a competitive advantage**

In times of economic uncertainty, the Business Press features a lot of contributions about how to survive recession; while conventional wisdom might seem to be that training is an easy and obvious target for cutting, lately there has been a surprising number of stories about companies which are preserving, and even restructuring and expanding, their training programs.

A reduction in demand can make time available for training which may have been postponed or neglected when demand was high, although putting off training when too busy can have expensive consequences: sometimes it may seem as if there isn’t time to do a thing right, but when something goes wrong there is always enough time to do it over!

Money spent on training may seem hard to justify when the return on the investment is not immediately visible. However, there are ways to stretch a training budget. While some employee travel to attend training may be necessary, instruction can be brought to the workplace and presented to groups of employees together. Certain types and levels of training can be done ‘in house’ by other employees, and/or qualified employees can be trained and certified as trainers.

A four year study by the American Society of Training and Development reported that companies that invested \$1,500 per employee for training, compared to those that spent \$125 per employee, had 24% higher profit margins and 218% higher income per employee.

Offering training demonstrates to employees that, even when business is poor, standards are maintained; customers appreciate consistent quality, and when a down economy improves, are likely to return to suppliers whose product or service quality is consistent whether the order is large or small.

What applies to production oriented training also applies to safety training: as well as reducing the probability of accidents and injuries, safety consciousness is conducive to productivity and quality because it encourages maintenance of tools, equipment, and premises.

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