



WHITE PAPER

The Case for Online Safety Training

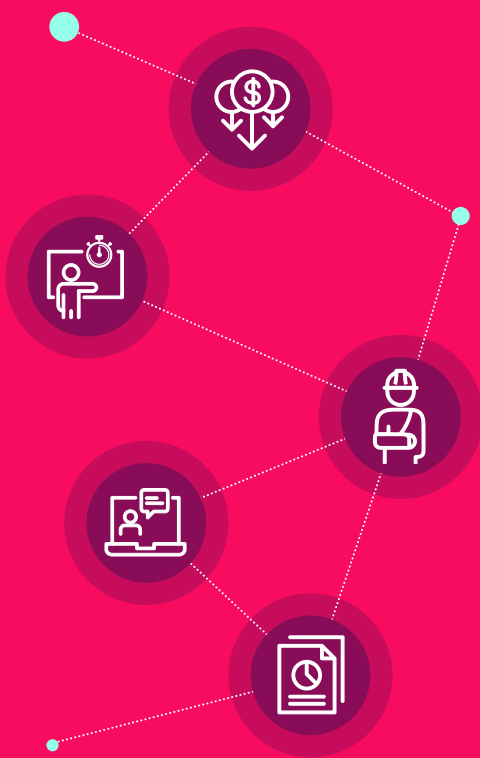


Each year, OSHA penalizes companies for lapses in required training or training inefficiencies. How can organizations avoid fines and improve their safety culture?

According to an IBM study, every dollar invested in online training yields \$30 in productivity because workers spend less time away from their responsibilities. However, many industries, particularly in the industrial skills and construction areas, are slow to adopt it because they perceive classroom training as more effective. **When evaluating online training, it's important to look at the different types of training workers need and determine the best blend of classroom and online training for your workforce.**

Online training in the workplace has grown tremendously over the past two decades. While much of the recent growth has come from the rise in remote work, online training also offers benefits to workers who interact daily with machinery and equipment.

Our white paper shows you **12 ways online training can improve your training program and bottom line.**



1. **Reduce traditional training costs**
2. **Reduce time lost to training**
3. **Reduce training administration time**
4. **Improve accountability**
5. **Improve efficiency and accessibility**
6. **Reduce accidents and injuries**
7. **Provide standardized training**
8. **Train your entire workforce**
9. **Lower workers comp insurance costs**
10. **Reduce risk & liability**
11. **Provide powerful personal training experience**
12. **Go beyond compliance**

NUMBER 1

Reduce Traditional Training Costs

Classroom training costs can add up, even if you have internal experts and don't have to bring in subject matter experts (SMEs) or send your workers to off-site training facilities.

Costs of classroom training typically include:

- SME and instructional designer time developing, updating, and delivering training
- Worker and instructor time spent in training
- Venue and meals costs if you don't have the internal resources
- Outside SMEs for training your team doesn't have the expertise to develop and deliver
- Travel and associated costs for your workers or external trainers



In addition, classroom training usually requires multiple sessions to train everyone. Coordinating schedules is a big challenge.

Developing training assets internally takes time and money, with the cost of training involving more than just developing the content. For example, tailgate lessons delivered

by a supervisor are not really free, just as sending a crew to a classroom for eight hours involves more than the cost of wages and instructor fees. You must account for lost productivity.

*Time is money.
Getting a better return
on investment means
finding the most
efficient training option.*

NUMBER 2

Decrease Time Lost to Training

What does an eight-hour day of lost productivity cost your company? According to the Bureau of Labor Statistics, 55.5% of the American workforce is still paid by the hour, so taking workers off the job for training is expensive. That's a big reason online training has grown.

The costs associated with workers not producing can be considerable, depending on the training intensity and time commitment. When paying workers to participate in a training session, time and productivity are lost.

Online safety training can be delivered in less time than classroom training. It can also be broken up into chunks which means less disruption and getting workers back on the job quicker.



NUMBER 3

Lower Training Administration Time

Managing workforce training can take a lot of time without the right tools. With in-person classroom training, your team is preoccupied with finding instructors and scheduling time away from the job for employees. Keeping track of “who’s compliant and who’s not,” and “who’s taken training and who hasn’t,” with manual data entry and Excel spreadsheets is time intensive.

Online training systems automate frequent tasks to help manage workforce training programs with ease. By alerting workers when training is due, overdue, or expiring, and notifying workers when training is complete or incomplete, the burden of tracking a workforce training program is mostly eliminated.

Online training systems simplify things greatly. **Admins assign the courses, and workers are tasked with completing them.** That’s it.



Online training systems make tedious, complex administrative tasks easy to execute and give time back to training teams, which is something we all value.

NUMBER 4

Improve Accountability

Two reasons workplace health and safety professionals move to online training are accountability and measurable data. If you want to move your organization's safety culture forward, begin with easier access to data and the ability to better analyze it.

When combined with a training system, online courses can be automatically analyzed for attendance and competence (test results), allowing you to instantly audit for safety compliance.

*With online training, **you always know** exactly how your training program is working.*

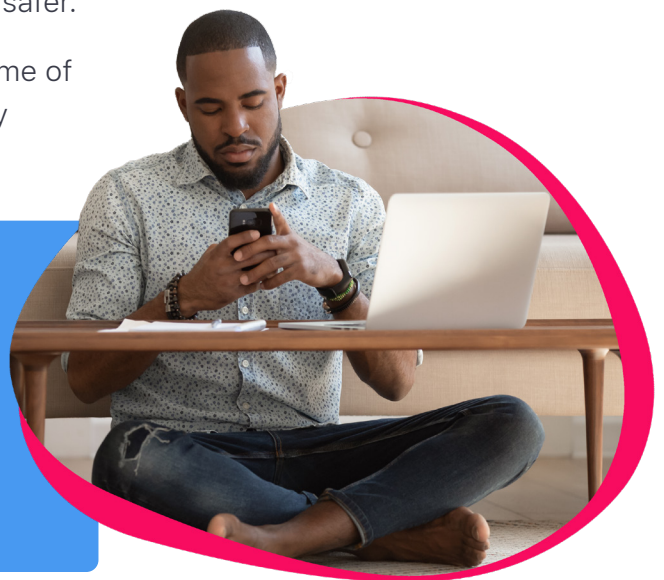
NUMBER 5

Improve Efficiency and Accessibility

Another major benefit our clients mention is the anytime, anywhere accessibility of courses. Online training is more accessible than live classroom training, offering organizations the ability to move forward faster and safer.

Online courses are normally completed in half the time of traditional classroom instruction and are measurably effective.

*The efficiency of online training is where **value is realized** for many organizations. It's simply **a faster way to train** the workforce.*



NUMBER 6

Reduce Accidents and Injuries

Safety is a quantifiable value for organizations. According to the Bureau of Labor Statistics, 2.7 million nonfatal workplace injuries and illnesses and 4,764 fatal work injuries occurred in 2020. These accidents carry a hefty price tag for an organization, both in cost and productivity.

Indirect costs of serious accidents include expenses related to training replacement employees or other workers taking on additional responsibilities, cost to repair damaged equipment, and the emotional impact on coworkers. Online safety training can reduce the likelihood of occupational injuries, illnesses, and accidents.

The safety of a high-risk workforce has a substantial cost associated with it. Serious worker injuries and fatalities are far more expensive than any online safety training investment.



NUMBER 7

Provide Standardized Training

Online training brings a level of standardization and consistency to your safety program by training each worker with the same course content. This standardization reduces confusion for your workers and trainers and lowers risk. Because the quality of traditional classroom training depends on the skill and personality of the instructor, delivering a consistent training experience for your safety program is one of the strongest appeals of online training.



*Each worker receives **the exact same training**, so target **objectives are never in question**.*

NUMBER 8

Train Your Entire Workforce

*Workforce training **when you need it, on demand, for any topic**, saves you time and money.*

One major draw is the versatility of online training. With the growing complexity and global reach of the high-risk workforce, from mining to manufacturing and construction to welding, online training can meet diverse needs with courses for nearly every discipline on a variety of topics.

It's not just safety training. You can provide your workers with skills training, soft skills training such as teamwork and communication, and even leadership training to provide a clear career path for workers. With the right partner, you can find all this training in one place with one delivery system.

Online learning management systems and out-of-the-box courses integrate well into existing training and development programs.

NUMBER 9

Lower Workers Comp Insurance Costs

Workers compensation insurance premiums rise with accidents to cover lost wages, medical expenses, and rehabilitation costs. Depending on the insurance provider, online workforce training may qualify organizations for discounts on rates or premiums.

*Quality **online safety training** reduces the risk of occupational injuries, illnesses, and accidents, all of which factor into calculating workers comp insurance premiums.*



NUMBER 10

Reduce Risk & Liability

Workplace injuries come with penalties and legal costs associated with liability. They also impact the cost of life insurance policy premiums and catastrophic injury medical coverage.

Unsafe behaviors carried off the job mean more frequent trips to the ER from home, raising employer health insurance premiums. When your workers receive quality online safety training that matches federal and state OSHA standards, your liability is lowered in the event of an accident because workers are properly trained on the occupational hazards associated with employment.

*The higher the degree of worker risk,
the larger the secondary cost of the labor force.*

NUMBER 11

Provide Powerful Personal Training Experience

Online training puts the worker in control of their training experience, so they can train at the appropriate individual pace. They can revisit material when necessary and earn knowledge proficiency through exploration of course content. Between cognitive science and adult learning theory, we know independent learning is essential to concept mastery. Workers learn effectively when in control of their training experience. All these benefits are keys to effective adult learning.

*Online training puts workers in charge of their learning experience which results in a more **personal investment, higher employee satisfaction, and content retention.***

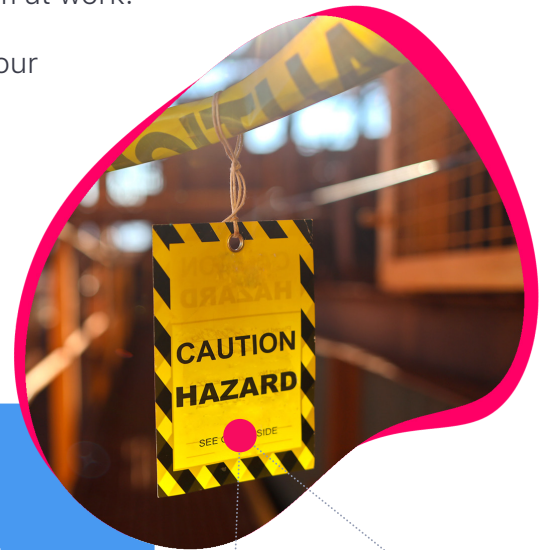


NUMBER 12

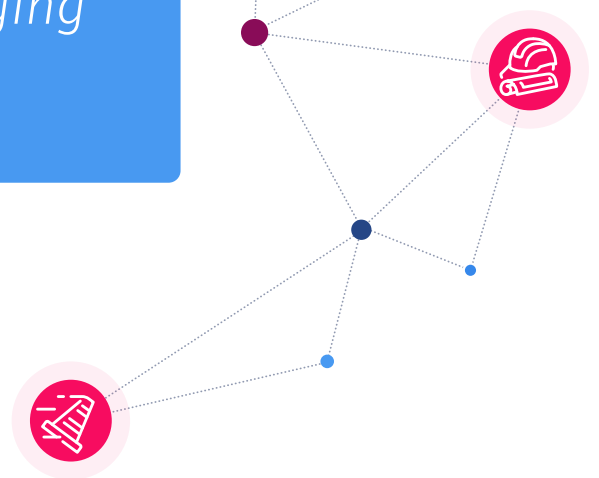
Go Beyond Compliance

Organizations often look for online training to meet regulations and mandates, focusing on safety, human resources, and compliance topics. It lays the groundwork for moving past basic compliance to more nuanced and robust training programs that include a safety emphasis, skill development, and improved professionalism at work.

Think of online safety training as part of the evolution of your overall worker training and development program. Helping you move from a reactive, compliance-focused culture to an environment of excellence, online training can be a catalyst for advancing the goals of your organization and supporting progressive change.



*Prioritizing safety by offering quality online training can **lower cost** over time by building **awareness of hazards** and **skills for mitigation**, while encouraging **proactive safety behaviors**.*



Not all Training is Created Equal

Many organizations use the same boring, repetitive videos and PowerPoint decks. Some organizations even consider reading a policy and signing an acknowledgement form as “compliance training” (which it isn’t in the eyes of regulatory bodies like OSHA).

Many benefits of online learning are found in training created by experts, not just SMEs. Instructional designers who are experts in learning design and educational technology bring a new level of expertise and professionalism to your training program. If you are considering adding online training to your current employee training program, ***remember that quality does matter – especially for the adult learner.***



About HSI

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