

# Three Critical Factors to a Successful Training Program

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# Quality Content

01

**T**raining programs consistently fail because of a lack of quality content. Powerpoints, animations, and cartoons are not an effective teaching solution. Even live instructors can have challenges through inconsistency, expense, and time pressure of implementation.

**T**he investment into Video - Based Training does not have to be significant. You can easily utilize your phone's camera to film management, your workplace, and company specific procedures without the need for expensive equipment for professionals.

**V**ideo provides the highest return on investment because of its ability to create a human connection by combining a visual and auditory teaching approach.



# Lack of Frequency

02

**T**he focus of many companies to just "check the box" with training and compliance is where their training programs fundamentally fail. The cramming of materials a few times a year correlates to a sharp drop off in retention and comprehension, with on average, less than 10% of the materials being retained within 90 days.

**T**he most effective approach is to break down your training into "bite sized" or "micro" based training. You can easily achieve this through more regular training, usually weekly, but only for a short period of 15 to 30 minutes. On average, there is a 20% increase in comprehension and retention of training material beyond 90 days with this method.

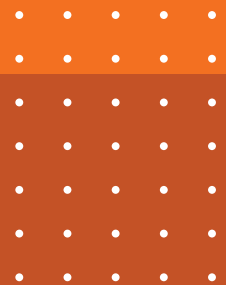
**B**uilding a habit of training within your organization lays the foundation for sustained success. Many software solutions can help with improving and automating core tasks, but it still requires your investment of time to help it properly succeed.





# Enthusiastic Management

03



**N**otice how we didn't say "Management Approval" or "Management On-board"? As honestly, that is not enough. Management has to be involved in the training process to understand it's value and purpose. This is the bridge you can build to take your training program from just checking a box to actually solving the challenges in your workplace.

**M**anagement's responsibility is to emphasize the importance of training, but also blend it's applicability into their workplace. This also isn't a one time initiative, but an ongoing discussion to carry over the training and illustrate it's impact in the operations of their environment. This is how you can build safety awareness into the core of your company's culture.

**N**ot only does your management need to take the same training as the employees, but they also need to carry that over to the ongoing discussions and feedback with the employees.