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Safety Training That Sticks: Learning Principles in Action

TUESDAY / AUGUST 18 / 1-2PM CST



Austin Smith
Safety Consultant, SMSC

Before We Begin

All attendees are in “LISTEN ONLY” mode.

You can type in questions by clicking on the question box on the top right of your GoToWebinar panel.

Q&A at the end of the webinar.

Additional questions can be emailed to: atsmith@smscsafety.com

A recorded copy of the webinar and slides will be made available to all attendees.



Austin Smith, CSP



- I've worked in the safety field for over 14 years
- I have worked and consulted in a lot of different industries
- Prior to joining SMSC, I was an instructor for a technical college in Wisconsin



Today's Agenda

Why Training Fails & How to Fix It

- Adult Learning Principles
- Skills Every Safety Trainer Needs
- Presentation Development Best Practices
- Delivering Training That Engages
- Tools & Techniques to Reinforce Learning
- Exercises



Types of Students



Why Safety Training Often Fails

Too much lecture, not enough engagement

- No relevance to workers' real tasks
- Information overload
- Lack of retention-focused methods
- No follow-up reinforcement



Adult Learning Principles



Adults need to know the "why" behind learning

- Training must relate to prior experience
- Learning should be problem-centered, not content-centered
- Adults prefer autonomy and involvement
- Immediate application increases retention (Remember this when scheduling training)



Applying Adult Learning Principles

Explain the purpose of each topic

- Use workers' actual tasks and scenarios
- Let workers participate, discuss, and decide
- Encourage peer learning
- Provide practice opportunities immediately



Making Safety Training Stick

Tell real incident stories

- Use hands-on demos and practice
- Break content into digestible chunks
- Use repetition and spaced learning
- Create emotional connection to the topic

Don't be afraid to add in some humor!

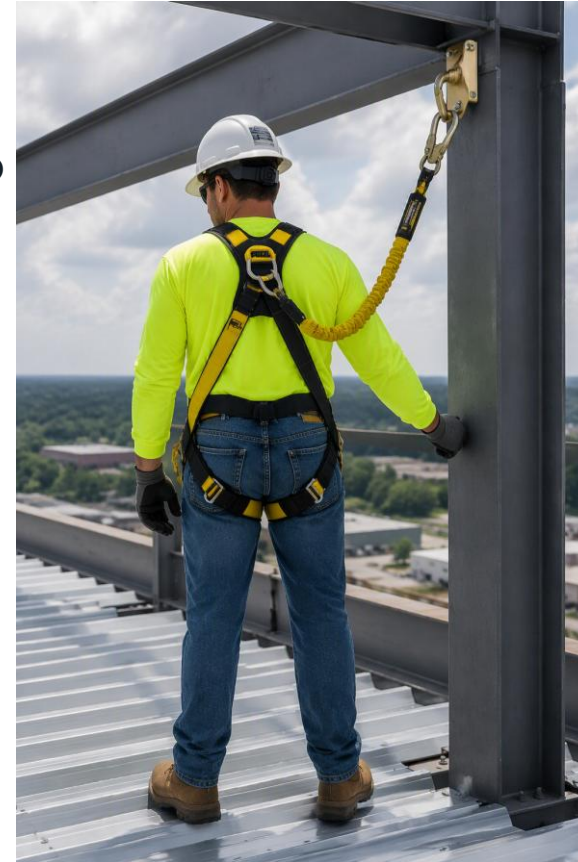
#DadJokes



Making Safety Training Stick

1. Explain the task
2. Demonstrate the task
3. Have a participant complete the task
4. Have that participant teach the task to another participant

Fall protection example



Skills Every Safety Trainer Needs

Clear and relatable communication

- Strong facilitation (not lecturing)
- Audience awareness and adaptability
- Confidence and presence
- Ability to simplify complex topics



Improving Your Presentation Skills

Use tone, pacing, and emphasis effectively

- Ask open-ended questions
- Read body language
- Use silence strategically
- Avoid jargon unless explained



Designing an Effective Presentation

Use consistent colors and fonts

- Limit text to key points
- Use high-quality visuals
- Follow a clean structure
- Avoid clutter and distracting animations



Slide Creation Do's and Don'ts

DO: Use large readable fonts
DO: Use icons and images to reinforce points
DO: Look at your audience

DON'T: Read directly from slides
DON'T: Overload slides with paragraphs
DON'T: Use busy or dark backgrounds



Delivering High-Impact Safety Training

Start with an attention grabber

- Don't be afraid to use an ice breaker activity
- Share learning objectives clearly
- Use demonstrations when possible
- Incorporate group discussion
- End with a recap and call to action



Engagement Techniques That Work

Scenario-based questions

- Real equipment demonstrations
- Hands-on practice
- Polling or quick quizzes
Kahoot, etc..
- Small group discussions



Games

Don't be afraid to add games. Adults can be competitive, even with safety questions!

This is a great way to reiterate points throughout your training, and to test their understanding.

Some Options:

- Family Feud
- Jeopardy
- Millionaire
- Wheel of Fortune



Reinforcing Learning After Training

Weekly micro-reminders

- Supervisor follow-up conversations
- Refresher drills and practice
- Posting visual cues in work areas
- Peer-to-peer safety moments



Key Takeaways

Training must be relevant and engaging

- Adults learn best through doing and discussing
- Good design + good delivery = retention
- Reinforcement is essential for long-term success





Best Practices: Creating PowerPoint Presentations

Backgrounds

- Keep it simple and clean
 - Neutral colors or soft gradients
 - White, light gray, navy or muted tones
 - Avoid busy patterns or high-contrast images
 - Use consistent backgrounds the whole slide deck



Backgrounds Cont.

- If using images:
 - Choose high-resolution, subtle imagery
- Leave breathing room
 - Avoid placing text directly over complex backgrounds



Color Schemes

- Use a 3-4 color palette
 - Primary color
 - Brand or corporate color
 - Secondary color for accents
 - Neutral(s) like gray, white, or black
 - Optional highlight color (Sparingly)
- Maintain high contrast between text and background
 - Dark text on light backgrounds or vice versa



Color Schemes Cont.

- Use brand colors when possible
 - Follow company guidelines
- For data visualizations
- Use consistent colors for recurring categories
- Avoid highly saturated or neon colors



Fonts & Typography

Typography sets the tone and improves readability

- Choose 1-2 professional fonts
 - Calibri
 - Segoe UI
 - Arial
 - Helvetica
 - Verdana
 - Roboto
- Avoid decorative or script fonts



Fonts & Typography Cont.

- Font size guidelines:
 - Titles: 32-44 pt
 - Headers: 24-32 pt
 - Body Text: 18-24 pt (Never below 16 pt)
- Use **Bold** for emphasis, not all caps
- Maintain consistent hierarchy
 - Title
 - Subtitle
 - Body Text



Layout and Structure

- One major idea per slide
- Use ample white space
- Align text and objects (don't scatter items)
- Consistent margins



Images, Icons, and Visuals

Visuals should clarify, not decorate

- Use high-quality, royalty free images or corporate approved assets
- Stick to a consistent icon style
 - Outline icons or filled icons, not both
- Avoid clipart or overly cartoonish images in professional settings



Charts and Data

Clean data visualization is essential for business presentations

- Emphasize clarity over flashiness
- Use consistent colors for series across slides
- Limit data to what supports the message; remove unnecessary gridlines/legends
- Label clearly – don't make your audience guess



Less is more

- Professional presentations are simple and powerful
- Your slides support your message, they are not your script



Consistency is everything

Your presentation should look like one unified document

Consistency checklist:

- Same font + size hierarchy
- Same color scheme
- Same background layout
- Same icon style
- Same chart formatting
- Same spacing rules





Exercises:

Tips and Best Practices

Presentations

We're going to look at some examples, point out things that are good practices and point out the poor practices



Safety 101

Presented By | Austin Smith

Safety 101

Presented By | Austin Smith, CSP

Safety 101

Presented By |

Austin Smith, CSP, A.A.S., B.S., FF1, FF2, Fire Officer, FDSO, ESI1, ESI2, CSRT, RRT1, RRT2,
OSHA Outreach Instructor, Coach, Not Retired Yet, Homeowner, Driver's License,
Pickup Truck Owner, Father, Husband, Brother, Uncle, Former Geo Metro Owner



SMSC
SAFETY MANAGEMENT SERVICES COMPANY

Example

Blah blah blah blah



Example

- One day I saw a cow
 - The cow was brown
 - The cow had a calf
 - The calf was also brown
 - » The calf ate grass
 - The grass was green
 - The green grass was tall



ass smelled like grass
he manure smelled pretty crappy



Example

Rope is the primary tool used in many confined space rescues. Ropes differ in construction, material and size. These differences give ropes specific characteristics that must be considered when choosing the appropriate rope for a given task. The rope most commonly use for rescue is of kernmantle construction. The word is German and literally means a core (kern) with a braided sheath (mantle). The main function of the mantle is to provide protection to the kern. The kern is the primary strength member and provides approximately 75% to 85% of the rope strength. Kernmantle ropes vary in construction and are typically made of nylon, polyester or a nylon/polyester mix.

CMC Rescue (2013). *Confined Space Entry and Rescue Manual: Revised 2nd Edition*. p. 9-5



Example

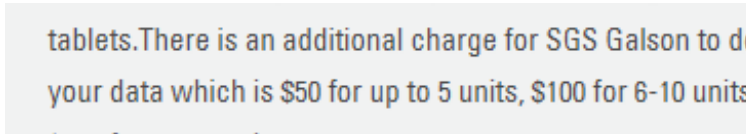
Transitions and animations!!



Example

AI Pictures





- Hard Hat
- Safety Glasses
- Goggles - Spoggles
- Hand Protection
- Hearing Protection
- Respiratory Protection
- Face Shield
- Safety Vest
- Rain Gear
- Life Jacket
- Welding Hood
- Foot Covers
- Closed-Toe Work Boots
- Fall Protection
- FR Clothing
- Dielectric Boots
- Dielectric Gloves

☐	<u>Confined Space</u>
☐	Entry Permit
☐	Air Monitor/Blower
☐	Rescue Equipment
☐	SDS Available
☐	<u>Heat Illness Prevention</u>
☐	Drinking Water
☐	Shade/Canopy in place
☐	Rest Room Onsite
☐	Rest Room Offsite
☐	Other:
☐	<u>Lockout/Tagout</u>
☐	Lock with ONE key
☐	Warning Tags
☐	<u>Additional</u>
☐	First Aid/CPR certified person
☐	Spill Kits
☐	Goalposts/OHP Signs
☐	Other:

☐	Emergency
☐	Emergency Plan
☐	Fire Extinguisher
☐	Safety Shower/E
☐	Equipment o
☐	Side Boom - Ope
☐	Forklift - Operat
☐	Crane - Operator
☐	Rigging Cert & Ir
☐	Cert. Signal Pers
☐	Hand Tool
☐	Guards in Place
☐	GFCI Protected
☐	Cords Inspected
☐	RPMs match Gri
☐	Steel Plate Tool/
☐	Other:
☐	Other:
☐	Other:

[illegible]

sor (Print Name & Signature)

Example

Occupational Safety and Health Administration

CONTACT US | FAQ | A TO Z INDEX |  LANGUAGES

Search 

OSHA ▾ | STANDARDS ▾ | ENFORCEMENT ▾ | TOPICS ▾ | HELP AND RESOURCES ▾ | NEWS ▾

Home > By Standard Number > 1926.34 - Means of egress.

• **Part Number:**

1926

• **Part Number Title:**

Safety and Health Regulations for Construction

• **Subpart:**

1926 Subpart C

• **Subpart Title:**

General Safety and Health Provisions

• **Standard Number:**

[1926.34](#)

• **Title:**

Means of egress.

• **GPO Source:**

[e-CFR](#) 

1926.34(a)

General. In every building or structure exits shall be so arranged and maintained as to provide free and unobstructed egress from all parts of the building or structure at all times when it is occupied. No lock or fastening to prevent free escape from the inside of any building shall be installed except in mental, penal, or corrective institutions where supervisory personnel is continually on duty and effective provisions are made to remove occupants in case of fire or other emergency.

1926.34(b)

Exit marking. Exits shall be marked by a readily visible sign. Access to exits shall be marked by readily visible signs in all cases where the exit or way to reach it is not immediately visible to the occupants.

1926.34(c)

Maintenance and workmanship. Means of egress shall be continually maintained free of all obstructions or impediments to full instant use in the case of fire or other emergency.

[58 FR 35083; June 30, 1993]

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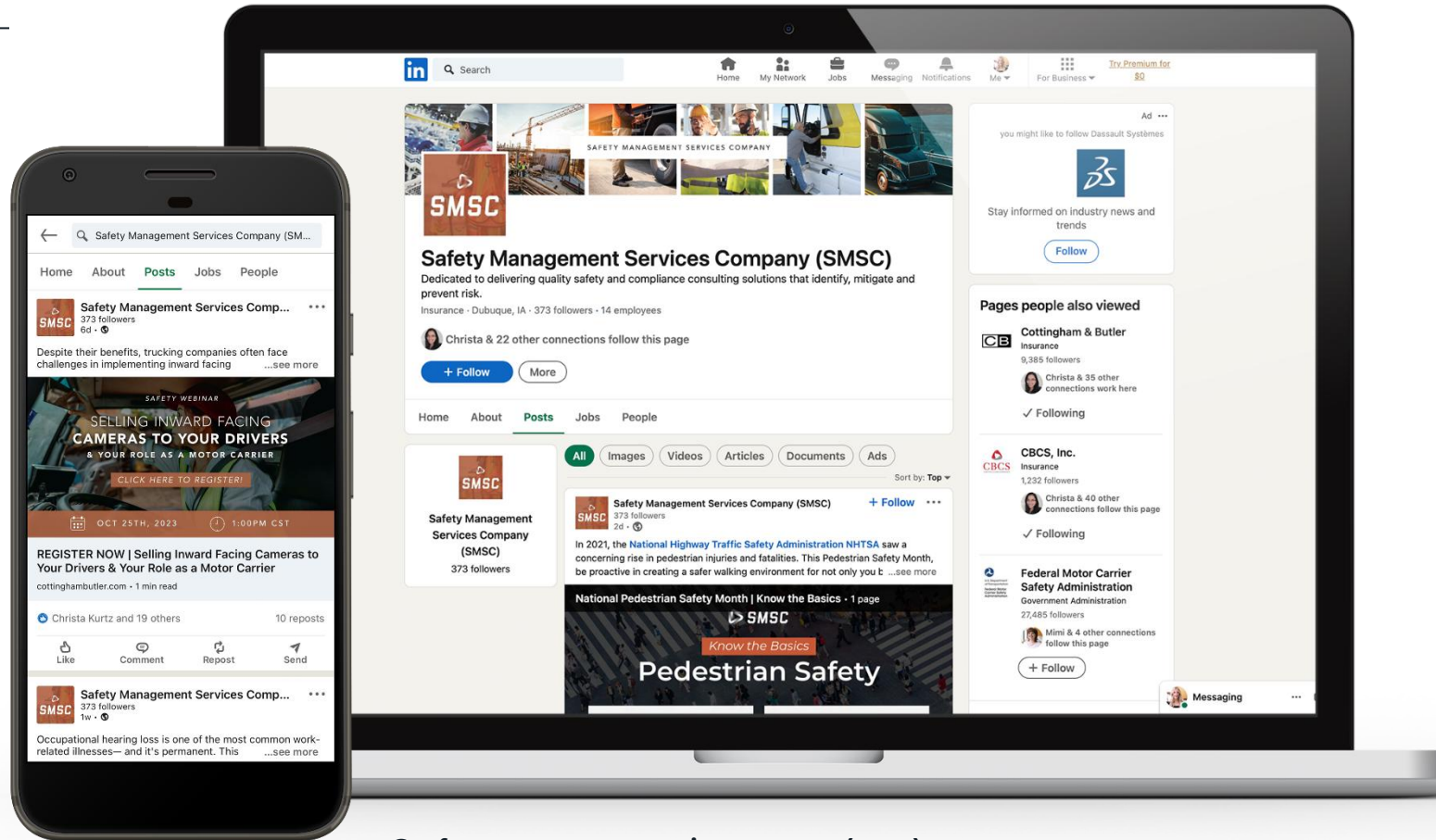
Questions



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