HSE Train-the-Trainer for In-House Safety Training Course



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4100 € (Per Person)

Ref: #HSE7976_263070

Course Introduction / Overview:

The ability to deliver effective and engaging training is critical for building a strong health, safety, and environment (HSE) culture. This comprehensive training course, offered by BIG BEN Training Center, is designed to equip professionals with the instructional design and delivery skills needed to become effective in-house trainers. The program goes beyond simply reviewing safety content, focusing on the principles of adult learning and creating dynamic training sessions that resonate with participants. It empowers organizations to develop a self-sufficient safety training capability, ensuring that key safety messages are consistently and effectively communicated. Participants will learn how to design, develop, and deliver compelling safety training programs that drive behavior change and improve safety performance. This training is for those who are ready to take on a leadership role in shaping their organization's safety education. Drawing on academic principles of instructional design and adult learning theory from figures such as Malcolm Knowles, a pioneer in the field of andragogy, the course provides a solid foundation of theoretical knowledge combined with practical, hands-on application. It also references concepts from books like "Training and Development: Enhancing Communication and Leadership Skills" by William G. Dyer, which provides key insights into creating a dynamic learning environment. BIG BEN Training Center is committed to equipping professionals with the advanced skills necessary to become influential and effective safety trainers.

Target Audience / This training course is suitable for:

- HSE managers and supervisors.
- Experienced safety professionals.
- Subject matter experts in safety.
- Compliance and quality assurance staff.
- Human resources and training specialists.
- Team leaders and foremen.
- Anyone designated to provide in-house safety training.
- Government officials responsible for training standards.

Target Sectors and Industries:

- Oil and gas.
- Manufacturing.
- Construction.
- Healthcare.
- Energy and utilities.
- Transportation and logistics.
- Chemical and petrochemical.
- Government agencies and public services.

Target Organizations Departments:

- Health, safety, and environment (HSE) departments.
- Human resources and training.
- Operations and production.
- Risk management.
- Compliance.
- Engineering and maintenance.
- Corporate training departments.

Course Offerings:

By the end of this course, the participants will have able to:

- Design and develop a professional HSE training module.
- Deliver training content using effective presentation and facilitation skills.
- Adapt training methods for different learning styles.
- Engage and motivate adult learners in a classroom setting.
- Evaluate the effectiveness of a training program.
- Provide constructive feedback to trainees.
- Manage challenging group dynamics.
- Use interactive tools and activities to enhance learning.
- Communicate complex safety information clearly and concisely.

Course Methodology:

This training course at BIG BEN Training Center uses a highly interactive and practical methodology to ensure that participants are prepared to become effective trainers. The program combines clear, detailed lectures on instructional design with hands-on practice sessions where participants will design and deliver a portion of a safety training session. They will receive constructive feedback from the instructor and their peers, helping them refine their skills. The course is built around practical workshops that focus on creating engaging learning activities, managing group discussions, and using visual aids effectively. Participants will have the opportunity to lead short training segments and receive personalized coaching. By focusing on practical application, BIG BEN Training Center ensures that participants leave with the confidence and skills needed to design and deliver high-quality, impactful in-house safety training programs.

Course Agenda (Course Units):

Unit One: Principles of Adult Learning

- Understanding adult learning theory.
- The role of the trainer vs. the subject matter expert.
- Conducting training needs analysis.
- Setting clear learning objectives.
- Engaging and motivating adult learners.
- Creating a positive learning environment.
- Designing a course outline.

Unit Two: Instructional Design for HSE

- Structuring safety training content.
- Developing a lesson plan.
- Creating effective visual aids and presentations.
- Writing clear and concise training materials.
- Using case studies and real-world examples.
- Designing hands-on exercises and activities.
- Incorporating regulatory requirements.

Unit Three: Effective Training Delivery Skills

- Mastering presentation and public speaking.
- Techniques for effective facilitation.
- Managing group discussions and questions.
- Using body language and voice to enhance delivery.
- Adapting to different learning styles.
- Handling challenging participants.
- Leading interactive safety drills.

Unit Four: Training Evaluation and Feedback

- Methods for evaluating training effectiveness.
- Formative and summative assessments.
- Providing constructive feedback to learners.
- Measuring training ROI.
- Using feedback to improve training.
- Post-training support and reinforcement.
- Documenting training records.

Unit Five: Building an In-House Training Program

- Developing a training calendar.
- Managing training resources.
- Certifying internal trainers.
- Ensuring consistency in training delivery.
- Promoting a culture of learning.
- The role of technology in training.
- Strategic alignment of training with organizational goals.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

In what ways can a robust in-house HSE training program foster a more proactive safety culture and reduce dependence on external consultants?

What unique qualities does this course offer compared to other courses?

This program stands out by providing a specialized and highly practical approach to developing in-house HSE trainers. While many training courses focus on specific safety topics, this training is designed to empower individuals with the skills to teach those topics effectively. The course's unique quality lies in its blend of instructional design principles with hands-on practice, ensuring that participants learn by doing. It emphasizes the art of facilitation, teaching participants how to engage adult learners and managing group dynamics, which is often overlooked in traditional programs. The curriculum also focuses on the strategic benefits of an in-house training program, such as consistency, cost-effectiveness, and cultural alignment. This makes the program a valuable opportunity for professionals to become true leaders in safety education, capable of creating a self-sufficient and highly effective training function within their organization.