



## Module 5: Safety Training

### Designing, Delivering, and Sustaining Effective Training Systems

Module 5 focuses on building structured, data-driven safety training systems that improve driver performance and reinforce operational standards.

This course provides a practical framework for:

- Identifying training needs using operational data
- Designing engaging and effective safety instruction
- Delivering training across multiple formats
- Evaluating effectiveness through measurable outcomes
- Building a sustainable training calendar

Training is not an event. It is a system.

Participants learn how to move beyond one-time meetings and develop repeatable training structures that influence behavior, strengthen compliance, and support long-term safety culture.

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#### Course Overview

Most safety training fails not because of lack of effort — but because of lack of structure.

Module 5 teaches participants how to:

- Use violations, incidents, and performance trends to identify training priorities
- Apply adult learning principles to improve retention
- Design classroom, online, and hands-on training sessions
- Measure effectiveness using feedback and performance metrics
- Create a continuous training calendar aligned with operational needs

The focus is on scalable systems that carriers can implement immediately.

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#### Who Should Attend

- Safety Managers and Directors
- Operations Managers
- Fleet Supervisors
- Compliance Leaders
- Company Owners and Executives

Especially valuable for organizations seeking more consistent and measurable training outcomes.

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#### Learning Objectives

By the end of this module, participants will be able to:



- Identify training needs based on performance and compliance data
- Design structured safety training sessions
- Apply adult learning principles effectively
- Evaluate training effectiveness using measurable indicators
- Build a continuous, calendar-based training system

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## Topics Covered

### Identifying Training Needs

- Using violations and inspection data
- Reviewing incident trends
- Interpreting performance metrics
- Prioritizing training topics

### Designing Effective Training

- Adult learning principles
- Engagement strategies
- Classroom, online, and hands-on formats
- Peer-led and small-group learning

### Measuring Effectiveness

- Quizzes and knowledge checks
- Observational feedback
- Performance indicators
- Continuous improvement adjustments

### Building a Training System

- Developing a structured training calendar
- Aligning training with operational cycles
- Reinforcement strategies
- Documentation and accountability

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## Learning Activities

- Develop a 30-minute safety training session (topic selected by group)
- Peer-teaching exercise with structured feedback
- Training calendar design workshop
- Performance metric review and adjustment exercise

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## Course Format

- Instructor-led classroom training
- Applied design exercises and peer feedback

**Duration:** 1 Day (8 Hours)

**Certificate:** Certificate of Completion