



## Safe Work for an Aging Workforce Conference

### FRAME OF REFERENCE...

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**The goal of training and development is to change knowledge, attitudes and behaviours... to strengthen individual and organizational objectives....**

**BUT...**



**Do you find that learning objectives are rarely implemented successfully even though course evaluations score high ?**

**So, how is it that we provide learners the opportunity to excel in training but be unsuccessful at implementing skills back on the job ?**



## **Frame of Reference**

**...refers to how we see things, our perceptions of situations, our ability to believe AND translate our thoughts into action...**

- **Perhaps we rarely see change because of biases and barriers...**
  - **Previous learning, instruction, and direction**
  - **Life experiences of both work and daily living**
  - **Inability of the workplace to support change**
  - **Deluge of daily demands**



- **As an “experienced” worker, if our history includes exposure to environments that place little emphasis on safety, health and wellbeing, it is *natural* that our own actions mirror these situations.**

**BUT... This need not be a barrier to positive change.**



- **Our understanding and belief in the need for a change may limit our potential to learn and apply new skills.**
- **Learners must have confidence that new skills will bring about positive results or they won't be motivated to learn.**



## Training Objectives

- **Introduce new information to the learner**
  - **Shift and support the learners understanding (not only in terms of skills but also for the reason for change)**
- **Effect a change in behaviour**
  - **Modeling a new or different behavior in practice**
  - **Also be supported in the work environment**



## Important Factors to Remember

- **Cognitive Factors**
- **Behavioural Factors**
- **Motivational Factors**





## Cognitive Factors

- **Build confidence in the learner**
- **Create an understanding of the needed change**
- **Shift and support the learners understanding of the new practice**



## Behavioural Factors

- **Specifically train for the expected new behavior.**
- **Provide easy access to books, manuals, reports, resources and specialists**



## Motivational Factors

- **State commitment to workplace change**
- **Model commitment by providing the supports necessary to implement the change**





## Active Demonstration

- **Active practice can be utilized for participants to demonstrate learned behavior**
- **Provide opportunities to practice new skills**



## Post Training Supports

- **Our decision making process must be empowered by the systems in which we work**
- **Post-training actions should support the changes that have been embraced and adopted.**

- **Organizations should validate their programs and continuously support and**



**The implementation of solutions is confined by our familiarity with the issue and the reality of organizational supports. Our systems must place consideration for safety and health at a high level. If our system does not enable us to “think safety first”, obviously our thoughts remain having primary consideration for productivity, quality, efficiency, etc.**





**The workplace is ours to improve.**

**I hope you'll choose to be part of the  
change.**

