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Safety at work: how to alternate training and work in a seamless way

Balancing safety training and work activities can be an organizational challenge for companies. How can asynchronous training help?

Safety in the workplace is a priority that involves the entire company: human resource managers, managers and executives, workers and employees are all co-responsible for correct procedures and compliance with the rules. Training plays an important role in ensuring that relevant knowledge and skills are disseminated and duly considered when performing or supervising tasks. A safe work environment is critical to the health and well-being of employees, as well as the productivity and success of the organization.

On the other hand, **integrating training** for all employees and their work shifts can be an organizational challenge. Training is an ongoing process that requires adequate time and resources. At the same time, employees must perform their duties, **meet deadlines and maintain their standard of operational efficiency**. Finding a balance between these two needs may seem complex, but it is crucial to ensure that training is effective and occupational safety is adequately addressed.

Asynchronous training can be the solution due to its flexibility. Employees who follow training courses in this mode can access the educational material autonomously, without the need to participate in synchronous training sessions.

To maximize results, it is important to include the use of the asynchronous training tool in a reasoned analysis of the needs and commitments of individual collaborators, to schedule the modules and any evaluation tests.

Advantages of asynchronous training

When it comes to training, flexibility is an essential feature. After all, the success of eLearning courses is given by the greater convenience of use: compared to face-to-face courses, a remote course allows its use in any place convenient for users. Likewise, an asynchronous course extends this convenience to the time of use, for maximum freedom of use.

Asynchronous training offers some important organizational advantages over traditional synchronous training. These benefits translate into greater efficiency and flexibility in learning, allowing you to balance training with day-to-day work responsibilities. The main advantages are:

- Better time flexibility
- Total accessibility
- Customization of the training path
- Collaboration and active participation

One of the defining characteristics of asynchronous training is the **time flexibility** it offers employees. Unlike synchronous training, which requires you to attend courses on time and in pre-established ways, asynchronous training allows employees to access training materials when it is more convenient for them. This allows them to set the training according to their work schedule and to manage their learning time more effectively.

Asynchronous training is highly **accessible**, allowing employees to access training content from anywhere, anytime. This is particularly beneficial for organizations with employees spread across different geographical locations or for those who work in flexible working arrangements, such as telecommuting.

The asynchronous mode offers the possibility to **customize the training path according to the individual needs of the employees**. Greater freedom of choice on the times of use also means being able to follow the lessons at the pace that best suits

one's own learning style: not everyone has the same preferences, just as not everyone has the same preparatory knowledge. This personalization promotes more effective and relevant learning for each employee, ensuring a positive impact on workplace safety.

Asynchronous training can foster collaboration among employees through the use of digital tools such as **discussion forums, chat rooms or online learning platforms**. These tools allow employees to interact with each other, exchange ideas and solve problems collaboratively, even if they are not physically present at the same time. An employee who attended the course after his colleagues could find answers to questions already asked in the forum.

Challenges in alternating training and work

In addition to a principle of good management, occupational safety training is also **a legal requirement**: all workers must receive sufficient and appropriate health and safety training.

Training all employees can pose a challenge for the company in terms of work continuity. One of the biggest obstacles to combining training and work is the limited time available. Employees often have intense workloads and deadlines to meet, which can make it difficult to allocate the time needed to complete the required training. This can negatively impact the quality and effectiveness of learning, as well as the ability to properly implement safe workplace practices.

Businesses face the **conflict between priorities related to training and those related to day-to-day job responsibilities**. Operational needs often require close attention and may seem more urgent than training. The risk is that the training courses are followed only when time permits, with the result of numerous interruptions, which would lead to a poor performance of those attending.

Conversely, the alternation between training and work can thus have an impact on overall productivity. When employees have to devote a significant portion of their time to training, it may be normal work activities that often need to be interrupted.

If training is neglected, or carried out inefficiently due to the challenges mentioned above, occupational safety could be compromised. Employees may not be adequately trained to deal with hazardous workplace situations or may not be aware of proper safety practices. This could increase the risk of an accident or injury on the job, jeopardizing the safety and well-being of employees.

Synchronization of training with work needs

To ensure effective synchronization between asynchronous training and working needs, it is important to carefully plan and manage the training process. This allows to minimize the work breaks and maximize learning effectiveness. The eLearning training platforms offer valid help for this purpose, but it is important that these integrate with a careful strategic planning of resources.

Before starting the training process, **it is essential to conduct an analysis of the specific needs of employees and job roles**. Identifying the skills needed for occupational safety based on job roles and responsibilities allows you to create a targeted training path. This ensures that employees receive the relevant training and that the training is aligned with the needs of the organization.

Once you understand your needs, you can **plan your training strategically**. Consider the distribution of training modules over time and define reasonable completion times. It is also important to assess the operational needs of the organization and try to plan training for periods of less workload or greater flexibility. This will reduce work interruptions and allow employees to better manage their time between training and work duties.

A good solution is to define **asynchronous training according to the different job roles in your organization**.

To minimize distractions from your work, **asynchronous training can be integrated into your daily workflow**. For example, you can allocate training periods during breaks or at the beginning or end of the working day. Integrating training into the workflow makes it easier for employees to spend the time they need to learn without having to interrupt work activities excessively.

Synchronizing training with work needs not only reduces work interruptions, but also improves learning effectiveness. Enabling employees to acquire workplace safety skills in a contextual and targeted way helps **foster a culture of safety** and protect employees well-being.