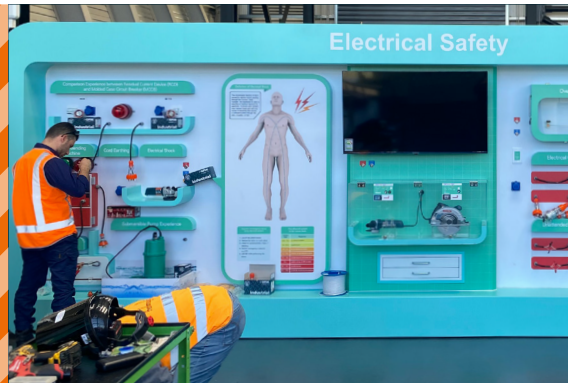


INCREASED KNOWLEDGE RETENTION THROUGH INNOVATIVE INDUCTION METHODS

Spark has developed an induction delivering learnings on general safety in a variety of delivery formats which has a much greater knowledge retention for inductees.

Spark developed a program that gives inductees a broad but solid understanding of Spark expectations, dedication to safety and above all making the inductees better than we found them.

This innovative induction and training approach is also mapped to units of competency which is having a positive impact on every inductee's future career prospects.



One of 6 the interactive experiential training modules being used during the induction process (left). Trainees doing stretching exercises while learning (right).

The Situation

Many individuals being inducted had attended numerous inductions before, causing them to tune out of what was delivered.

Spark's safety approach aims to break the cycle of multiple inductions by providing personalized and inclusive training to equip all attendees with the necessary tools, knowledge, and confidence to speak up when needed.

The goal was to increase safety awareness and knowledge retention, as well as employee buy-in of safety ownership. To achieve this, the inductions were presented in various formats, aiming to break the lack of enthusiasm, learning and language barriers that comes with traditional slide show presentations.

The Solution

Spark wanted to do safety inductions on the North East Link Project differently and decided that it needed to provide a variety of learning experiences. As Spark assessed that their construction workforce generally improves learning by doing, touching, feeling and experiencing practical information. With the aim of inductees staying engaged throughout the day. These included inductees with:

- Videos at various stages to break up the PowerPoint sessions,
- Undertaking desk-top risk assessments in the classroom to prepare them for the process in the field,
- Physical engagement when learning about workplace musculoskeletal and mental health,
- Learnings through interactive modules regarding PPE, dropped objects, electrical safety, compressed air and lock out & tag out.

By adopting these innovative induction methods, Spark aimed at increasing knowledge retention while leaving the industry better than it was found in.

Benefits and learnings

As the project induction is mapped to two different units of competency this enables inductees to build present skill and future competencies in the industry by attending the project induction. Further benefits are that:

- The students start the process of getting two units of competency in a certificate III in civil construction, with a pathway to further themselves in the full Certificate III.
- The students see that Spark leadership are committed to their safety.
- The students see the standards that are expected from them when working with Spark.
- From this experience the students leave better prepared for the construction industry and our project than they came in.

Undergoing induction training at VTC is essential for workers as it provides them with all the vital skills and knowledge required for the job. This means that there is no need for any extra training on the worksite, resulting in significant savings of time and resources.

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Work Package: Central Package
Principal Contractor: WeBuild

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