

Safety Training – Is it Really Necessary?



Short answer, yes! Good companies train their employees. It sure beats the dreaded “hope” training method – hoping that no one gets hurt, OSHA doesn’t show up, or worse. The reason we train our people should always be that they go home each night to those relying on them. Injuries, workers comp, OSHA penalties, and higher insurance rates are costly consequences of not preparing our greatest asset (employees) to the hazards they face daily.

Here are nine reasons why we should train our employees:

1. **It’s the law** —OSHA mandates that employers provide workplaces free from hazards that are likely to cause injury. Our employees work on ladders and lifts every day. Can you provide training documentation for each worker who uses this piece of equipment?
2. **Retention of employees**—Investing in training increases job satisfaction and loyalty. Employees want to work for a company that puts their safety at the forefront.
3. **Skill gaps**—Regular training keeps workers updated on the latest procedures and technologies.
4. **Attraction**—Not only will you attract higher quality talent, but you will also be more attractive to GCs, owners, and your risk insurer.
5. **Reduced incidents and accidents**—Trained workers are more likely to recognize hazards on the jobsite, while also making the best safety decisions.
6. **Reduced liability**—The next time you sit down with your risk insurer, be proud to show them your training documentation!
7. **Increased productivity**—Trained and skilled employees work faster and more efficiently, improving project timelines, quality, and overall performance.
8. **Industry standards**—Certifying employees on the equipment they operate daily helps prepare your company for the future of the industry. Don’t be overlooked for potential work because you are still using the “hope” method of training.
9. **Communication**—Trained employees freely share their knowledge and experience with newer workers, helping best practices spread throughout the organization.