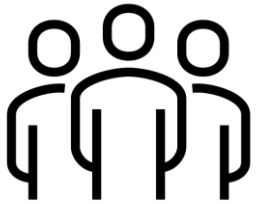# North American Container (NAC) New Hire Training

"Standardize Content, Modernize Delivery"
Deliberate Improvement Initiative

PPSA Innovator Award Submission
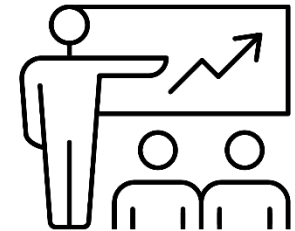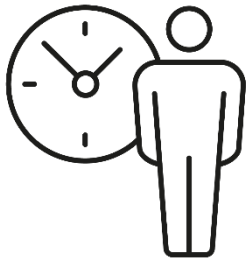
Background

Over **5000** new hire employees in 2018

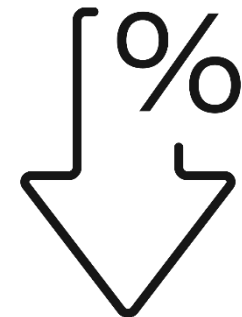**190+** locations in North America & Mexico

Only site based tools and designated safety coordinator

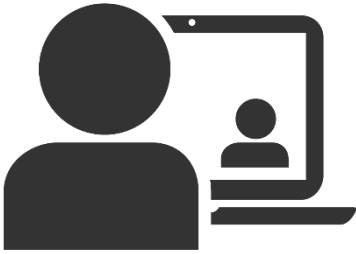**4-5 days** to complete all required EHS training
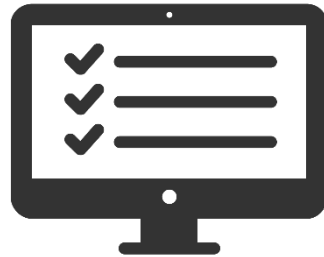
$2MM labor cost to complete training

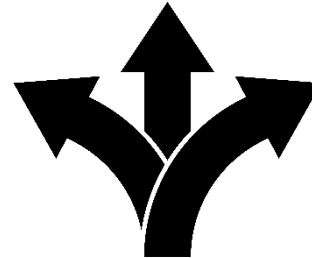Only **10%** of trained employees remain in 2019

Vision

Create a new, universal set of new hire EHS training modules for all NAC facilities.

Multimedia Modules

50% Programmed Instruction*

Local Flexibility

30% Hands-On Component

*Programmed instruction is a method of presenting new subject matter to students in a graded sequence of controlled steps. Students work through the programmed material by themselves at their own speed and, after each step, test their comprehension by answering an examination question or filling in a diagram. The learning material is in a kind of textbook/teaching machine/computer.

eLesson Launchpad

eLesson Launchpad
From SPI-HS210 EHS Training for NAC New Hires

Use this tool to launch any eLesson as part of a Safety Training Module (STM)
Rev. 8/18/2020

EHS

STM-IM101	LIFE
STM-IM102	Bloodborne Pathogens
STM-IM103	Energy Control Program – Affected Employees
STM-IM104	Pedestrian Safety
STM-IM106	Emergency Response Plan
STM-IM107	Safe Work Observations
STM-IM108	Personal Protective Equipment
STM-IM109	Chemical Hazard Communication
STM-IM110	Working At Heights Awareness
STM-IM111	Electrical - Unqualified Persons
STM-IM112	Walking and Working Surfaces (Slips Trips and Falls)
STM-IM113	Hazard Recognition
STM-IM114	Confined Space Awareness
STM-IM201	Maintenance Pre-Job Checklist
STM-IM202	Electrical - Qualified Persons
STM-IM203	Hot Work
STM-PO301	Confined Space Entry Authorized Entry
STM-PO303	Safety Leading Indicators
STM-PO304	5S – A Safety Leading Indicator
STM-PO305	Energy Control Program – Authorized Employee Certification
STM-PO306	Energy Control Program – Authorized Employee Administration
STM-PO307	Machine Guarding Principles
STM-PO308	Machine Safety Qualification
STM-PO309	Converting Tooling Hazards

- 24 new hire safety training modules (STM)
- 24/7/365 access from a "Launchpad"
- Modules will run on any device connected to IP intranet (behind the firewall)
  - PC
  - Tablet
  - iPhone

What's In An eLesson

Every eLesson has …
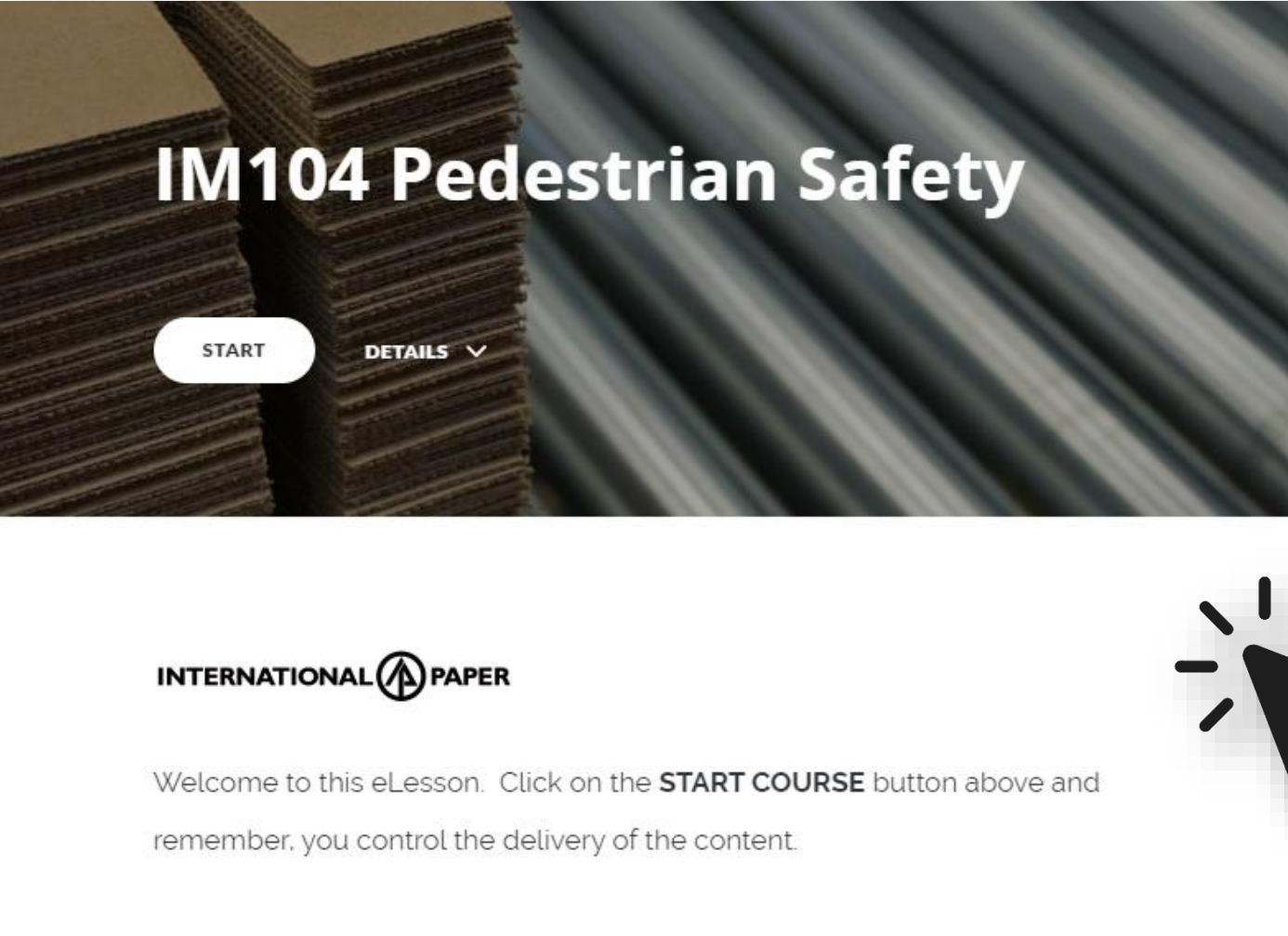
An OVERVIEW video **+** Self-directed activities like card sorts, flashcards and scenarios

☰	Falling Down Is Not Funny
🎥	Gravity Is Our Friend–Except When It's Not
👆	Your Hazard Flashcard Review
👆	Hazard Recognition Card Sort
☰	Crossing And Working On Conveyors

Let's See it in Action

STM- IM104   Pedestrian Safety

Comprehension Verification

Every eLesson has …

A check for knowledge **+** A post interview with a site leader using module questions

Lesson 6 of 7

Check For Knowledge: Got that?

Please take this short quiz to help reinforce the main learning objectives for this eLesson.

START QUIZ >

Q1	Tell me about a time you slipped or tripped and fell and hurt yourself (or someone you know?)
Q2	We listed 15 different same-level trip/trip hazards in the flash card review. How many can you remember?
Q3	Name some of the hazards that you cannot immediately solve yourself and have to notify your Front Line Leader.
Q4	Is it ever OK to just ignore a slip or trip hazard because you're busy?
Q5	In the video segment, there were two potential hazards you could encounter with respect to working at heights. What are they?
Q6	Why are free-spinning conveyors so dangerous?
Q7	We have five different types of conveyors in our facilities. How many of them can you name?
Q8	Tell me the difference between a "Designated Conveyor Work Zone" and conveyors that require a temporary work platform for a task?
Q9	Name two Designated Conveyor Work Zones.
Q10	When would you be expected to put down a temporary work platform on a conveyor?
Q11	**Special Topic:** Plant policy for annual reimbursement of steel-toed shoes and importance of safety shoes in good condition.

Summary

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New Training Modules Developed for NAC

50%

Training Time Reduced + Increase In Comprehension & Retention

Overwhelmingly Positive User Feedback

75%

Cost Reduction