

Selecting the Best Training Method

When planning your safety training, it is important to first identify your training objectives. A training objective is the specific knowledge, skills, or attitudes that the trainees are to gain as a result of the training activity. An objective is usually measurable. By defining objectives in a measurable way, you describe a desired behavior and will later be able to offer better feedback. You have to be aware, though, that attitudinal goals are often not very measurable.

To adequately equip trainees for a certain task, they need the knowledge required to do the task. Knowledge alone, however, is insufficient. Trainees must also learn the appropriate skills and attitudes needed to perform the task well.

Once your objectives are identified, then you can better select the training method that will best help you meet those objectives. Some training methods that can be effective include:

- Demonstration by the trainer with observation and imitation by the trainee
- Discussion and debate
- Discussion groups
- Lecture presentation
- Problem solving and experimentation
- Role-playing
- Research
- Singing
- Games
- Electronic media such as TV, video, and film

An increasingly popular delivery method is distance training. Distance training is an educational process where a significant proportion of teaching is conducted by someone removed in space and time from the learner. One benefit is that it is usually cheaper than conventional classroom training. But controlling the quality can be difficult. Quality control mechanisms such as tests, interviews or performance observations should be used to insure the quality.

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