



On-Site Job Training



“Having a trained workforce ...can improve production, cut time spent in creation of your product (or service), reduce production costs, reduce mistakes, build confidence in your workforce, and create a better working environment. An investment in your employees’ skill sets is an investment in your company. When everyone gets better, everyone gets better.”

-Red Shift

Are You Aware?

We know our companies strive to employ highly skilled workers who specialize in high hazard industries. However, this does not negate the need for continuous, on-site job training. With ever changing technology and consistent development of new methods, employees can quickly become under-qualified.

Often employers believe on-site training is ineffective and costly. However, under trained employees can become inefficient, thereby costing more time and money.

When employees do not feel adequate or supported, they become displeased with their job situations. If they are insufficiently trained, they often produce less quality work. This leads to a loss of time and money as the work has to be redone.

Consider the hidden costs of untrained employees:

- Employee may be injured resulting in workers’ compensation claims.
- Miscellaneous expenses—such as reprinting a drawing—add up because the work was not correct the first time.
- Ultimately the company could lose customers who are not impressed with the finished product.



**Berkley
INDUSTRIALCOMP**

| a Berkley Company

Are You Prepared?

High hazard industries must be constantly aware of ever-changing safety recommendations, guidelines and technology. Employers should be familiar with OSHA regulations as well as the Berkley Industrial Comp policies for safety and compensation due to on-site injury.

Often when considering jobsite training, employers recognize the two resources needed are time and money. There are many ways to make on-site job training effective without putting stress on the employee's time or the company's budget.

Consider:

- Utilizing a "brown bag lunch" to discuss needs employees see.
- Requiring employees who are sent to courses or training outside the job site to summarize or lead trainings for other employees.
- Encouraging mentor relationships among seasoned and new employees.
- Promoting from within because by investing in jobsite training, you have created your own pool of highly qualified employees.

Studies show that 40 percent of employees who receive ineffective job training (or no training at all) leave within a year. This costs your company the time, effort, and compensation of finding another employee.

Berkley Industrial Comp Difference

Berkley Industrial Comp can help companies identify risks and changes in their industry, develop programs to address employee's needs and assist with the implantation of training programs.

- **Training Presentations** – We can provide many different training PowerPoint presentations and can also customize a training presentation that fits your program.
- **Risk Management Training** – Specific training can be arranged to train your management personnel in a variety of topics; for instance, understand your Experience Model (E-Mod), how to handle a fatality, accident investigation and more.

"We do not just check for safety elements at the job site, we teach the correct procedures to our customers to create safe work environments,"

*R.A.M.P.
Team Member*

Refer to your R.A.M.P Kit for complete details and contact information for your local representative. If you do not have a R.A.M.P. kit, please login to our secure portal to download a copy.

What's Next

Use the ADDIE method to help you determine your on-site training:

- **Assessment** – what do employees need to work efficiently, effectively, and safely?
- **Design** – what will the training look like or when will it occur?
- **Development** – what resources are needed?
- **Implantation** – how will the company make the training happen?
- **Evaluation** – how will the company know the training is effective?

Trained Employees are confident, efficient and loyal. Contrasted with the nearly half who leave after receiving no training, [studies report](#) that employees who receive on the job training are 30 percent happier than others.

If you do not already offer on-site training services, contact your Berkley Industrial Comp representative today to see how we can help you implement this important task.

