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## **Online safety training changing attitudes of apprentices towards safety**



In a first for OH&S in Australia, PaQS (People and Quality Solutions) a registered training organisation has launched a new online safety course for Australian apprentices. The course has evolved from the original, nationally recognised, competency based course in Advanced Safety Awareness (ASA). The new apprentice ASA course is different from the original, in that it is available online and has been designed and developed to fit into safety induction programs for trainees and apprentices.

The course is designed to develop young worker's attitude towards safety as well as their confidence and self esteem through building self awareness. It also provides them with tips about communication skills that enable them to deal with issues such as conflict and bullying. This emphasis on empowering the individual is fundamental to all of PaQS safety training.

According to PaQS Senior Psychologist and Founder, Carl Reams, the PaQS ethos is new for personal safety management in Australia, as it targets human error by developing and enhancing individual safety thinking and responsibility. Most experts agree that more than 90 per cent of workplace incidents, injuries and fatalities have some human error element.

“Traditionally, safety training has focused on visible workplace hazard awareness and training job skills, but what we deal with, Psychological Safety Awareness (PSA) evolves safety to a new level by focussing on the individual's abilities and motivations - the safety thinking that drives behaviour,” added Reams.

The benefit to employers is obvious when looking at the modules of the new apprentice safety training course - workplace culture concepts designed to develop apprentice's workplace values; supervision attitudes; safety thinking; perception and judgement; and advanced safety awareness.

Apprentices can complete the course at their own pace, usually in less than two hours. A login and logout feature is available 24/7 providing flexibility and convenience for both the apprentice and their supervisor. Feedback from participants has been incredibly

positive, with many finding the psychological approach to safety more comprehensive and the structure of the online course to be user friendly and efficient.

The ASA (Advanced Safety Awareness) online training course is an accredited competency-based program that enables employees and contractors to complete a series of online exercises to help measure, focus and shape their attitude towards safety in the workplace.

*For more information on PaQS and its services, visit [www.paqs.com.au](http://www.paqs.com.au) or call 02 4949 4500*