



OCTOBER 2023

TOOLBOX TALKS

Lack of Competency

Nobody is born with a basic level of knowledge we often refer to as “common sense”. Everything from how to thread a nut on a bolt to climbing a ladder, it all takes competency. Arguably the most effective way to improve competency is through training, often hands-on training. There are three common methods to training job related skills; classroom, e-learning, and on-the-job training.

Psychologically, men learn different than women. It has been long understood that women retain information better than men in a classroom setting. Men meanwhile retain information better with methods such as kinesthetics activities (hand's on) and techniques like using competitive activities as part of their training. Your participation in training and providing real world discussions and feedback to your employer and/or training provider improves future trainings.

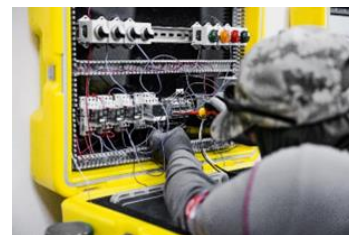


Below half of all employees in the workforce claim they have received some type of workplace training in the last year through their

company. While this statistic is concerning, some basic levels of training may be in place. Personnel require more in-depth training to provide the necessary competencies needed to perform work safely in our industry. For example, technicians may know to use a digital multi-meter to as part of any troubleshooting activity, but how often do you talk about the limitations of those meters?

Hands-On

Hands on training can be important for curriculum that requires experience to advance. Ensuring the instruction from senior level technicians to the person(s) learning will relate to whether a job is being performed the correct way or not. Knowing that as a person providing instruction very likely could result in that way being performed by those teammates for the remainder of their career. Ensure the training provided is not only the efficient way to perform the task but also the safe way as determined by your company is key!



Whether you are experienced in your field or just starting out the most important thing to remember is that we should never stop learning! Actively participate in your companies' training programs and when you are assigned to help guide and educate people new to the industry, take the responsibility to bestow your knowledge upon them seriously. What you teach them and what they will take with them may remain for their entire career. How long their career is in renewable energy may depend on you! checking in with one another, it is possible to reduce the impact distractions have on human performance.

Have you received the training you need to do your job?

What additional competencies or training do you want to get in the next 6 months?