



Our Safety Companion

www.linkedin.com/groups/14358552/

Tip #43

Training and Performance Assurance

**Training builds knowledge.
Performance assurance proves
it works.**





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It's Not Just About Training, It's About Verified Competence

Ensuring workers are trained, competent, and periodically tested to perform safety-critical tasks correctly.





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Competency Transforms Training into Safety Performance

- **Provide knowledge to prevent mistakes.**
- **Assure skills through testing and observation.**
- **Build confidence in workforce capability.**



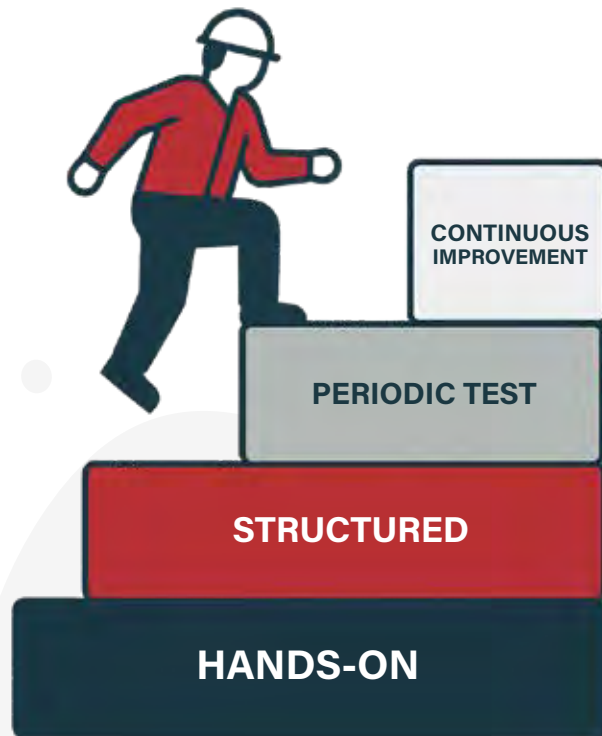


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Competency Grows Step by Step

- **Structured onboarding & refresher training.**
- **Hands-on simulations and drills.**
- **Periodic testing and verification.**
- **Continuous improvement based on results.**





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Training Without Assurance = False Security

Many incidents occur not because workers were untrained, but because their skills were never tested or refreshed.





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Competency is Shared Responsibility

- **Management:** Provide resources and structured programs.
- **Supervisors:** Observe and verify performance in the field.
- **Employees:** Commit to continuous learning and practice.





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Training Alone Wasn't Enough, Practice Was Required

A plant experienced a release because operators misapplied an emergency procedure. They had been trained but never drilled. Performance assurance was missing.





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Competency Proven = Risk Reduced

**Training builds the foundation.
Performance assurance ensures
the foundation is solid and reliable.**

