

Municipalities (CAN)

Month	Foreman	Site/Field	Shop/Employee	Drivers	Office	Best Practices
1	Safety Program Review & Due Diligence Documentation	Emergency Response & Public Incident Management	Emergency Response & Incident Reporting	Fleet Safety & Distracted Driving	Emergency Response & Crisis Communication	Personal Safety & Situational Awareness in Public Settings
2	Hearing Conservation Program Oversight	Machine Guarding & Equipment Safety	Hearing Conservation	Fire Prevention & Extinguisher Use	Fire Prevention & Extinguisher Use	Public Works Yard & Pedestrian Controls
3	Confined Spaces (Water, Sewer & Utilities) Oversight	Hand & Power Tool Safety	Machine Guarding Refresher	Hand & Power Tool Awareness	Office Ergonomics	Vector-Borne & Environmental Illness Prevention
4	Supervisor Responsibilities & Respectful Workplace	Ladder Safety & Fall Prevention	Hearing Conservation	Defensive Driving & Work Zone Awareness	Respectful Workplace & Harassment Prevention	Housekeeping & Slips/Trips Prevention in Public Facilities
5	Compressed Gas & Cylinder Storage Oversight	Fall Protection & Elevated Work	Industrial Ergonomics & Material Handling	Drug & Alcohol Policy Compliance	Drug & Alcohol Policy Awareness	Safe Material Storage & Chemical Handling
6	First Aid Certification Oversight	Respiratory Protection Program	First Aid & CPR	Workplace Conduct & Harassment Prevention	Workplace Conduct & Harassment Prevention	Heat Stress & Outdoor Worker Protection
7	PPE Hazard Assessment & Program Review	PPE Selection & Compliance	PPE Care & Maintenance	Back Injury Prevention	Infectious Illness Prevention	Combustible Dust & Maintenance Activities

Month	Foreman	Site/Field	Shop/Employee	Drivers	Office	Best Practices
8	Electrical Safety Program Oversight	Electrical Safety & Energy Isolation	Respiratory Protection	Slips, Trips & Falls Prevention	Slips, Trips & Falls Prevention	Fatigue & Shift Work Risk Management
9	WHMIS Program Review	WHMIS Training & SDS Access	WHMIS Refresher	WHMIS Awareness	First Aid Awareness	Emergency Eyewash & Shower Compliance
10	Powered Mobile Equipment Oversight	Aerial Work Platforms & Bucket Truck Safety	First Aid Refresher	Winter Driving Preparedness	Communicable Illness Awareness	Indoor Air Quality & Mold Awareness
11	Workplace Violence & Psychological Safety	Heavy Equipment & Blind Spot Awareness	Emergency Response & Active Threat Awareness	First Aid Awareness	Emergency Response & Active Threat Awareness	Behaviour-Based Safety Reinforcement
12	Lockout/Tagout Program Review	Equipment Isolation & De-Energization	Lockout/Tagout	Workplace Violence Prevention	Workplace Violence Prevention	Winter Weather & Cold Stress Safety

HOW TO USE THE SAFETYNOW ANNUAL TRAINING CALENDAR

This calendar is not a compliance checklist. It is a prevention system.

Most safety programs fail because they are built around documentation, not behavior change. Compliance-only training changes behavior by roughly 15%. When reinforcement and supervisor modeling are added, behavior improvement increases by more than 60%. That gap is where injuries either continue – or decline.

This calendar is designed to move your organization upstream.

1. **Treat It as a Continuous System – Not a One-Time Event**

Training must be ongoing, reinforced, and connected to real work. Each month builds on the last. Follow the sequence. Do not batch it. Do not “catch up” at year-end. The power is in consistency.

2. **Prioritize Supervisors**

Research shows that increasing supervisor training density is statistically linked to reductions in lost-time injuries. When supervisor training goes up, injuries go down. Your supervisors are your safety system.

Ensure foremen and supervisors complete their assigned monthly modules first. Then reinforce learning during toolbox talks, field walks, and shift meetings. Employees mimic 67% of supervisor safety behaviors within six months. Leadership modeling is not optional – it is the multiplier.

3. **Reinforce, Don't Just Complete**

Completion does not equal retention. Adults retain only a limited number of information points without reinforcement. Use:

- Short follow-up discussions
- Micro refreshers
- Field-based coaching
- Scenario reviews tied to recent incidents or near misses

This calendar works best when learning is revisited and applied in real conditions.

4. **Connect Training to Measurement**

SafetyNow is not just content – it is a measurable risk reduction system.

Track:

- Participation rates
- Supervisor engagement
- Near-miss reporting trends
- Incident correlations by department or role

Mobile reporting increases reporting behavior by more than 60%. If reporting is rising, awareness is rising. If awareness is rising, risk is becoming visible earlier.

If you cannot measure training impact, you cannot manage safety risk.

5. **Use It to Shift from Reactive to Predictive**

Most organizations retrain after something goes wrong. This calendar is structured to anticipate seasonal hazards, role-specific exposure, and regulatory risk before incidents occur.



That is the shift:
From reacting downstream
To preventing upstream

Every dollar invested in safety returns an estimated \$4–\$6 in savings. Improved EMR alone can reduce workers' compensation costs by 20–30%. When training is continuous, supervisor-led, reinforced, and measured, it becomes a financial lever – not a cost center.

6. **Make It Cultural, Not Administrative**

Safety mindset is built on awareness, accountability, and agency. This calendar touches every employee type each month – foreman, field, shop, drivers, office – because safety culture cannot live in one department.

This is not about “delivering courses.”
This is about building a connected safety ecosystem.

When used properly, this calendar becomes:

- A supervisor amplification tool
- A behavior change engine
- A measurable risk reduction system
- A continuous learning loop
- A predictive safety framework

Training works. The research is clear.
But it only works when it is continuous, leadership-driven, reinforced, and measured.

Use this calendar that way – and it becomes prevention infrastructure, not paperwork.