

Construction (CAN)

Month	Foreman	Site/Field	Shop/Employee	Drivers	Office	Best Practices
1	Site Safety Program Review & Due Diligence Documentation	Emergency Response & Site Evacuation Procedures	Emergency Response & Incident Reporting	Commercial Driver Safety & Distracted Driving	Emergency Response & Crisis Communication	Personal Safety & Situational Awareness on Construction Sites
2	Fall Protection Program Oversight (Provincial Requirements)	Fall Protection Systems & Anchor Point Inspection	Fall Protection Awareness	Fire Prevention & Extinguisher Use	Fire Prevention & Extinguisher Use	Ladder Safety & Safe Access/Egress
3	Confined Spaces (Provincial Permit Requirements)	Hand & Power Tool Safety	Machine Guarding & Shop Equipment Safety	Hand & Power Tool Awareness	Office Ergonomics & Musculoskeletal Risk	Excavation & Trenching Hazard Awareness
4	Supervisor & Competent Person Responsibilities	Scaffold Safety & Daily Inspection Protocol	Hearing Conservation	Defensive Driving & Work Zone Awareness	Respectful Workplace & Harassment Prevention	Housekeeping & Slips/Trips Prevention
5	Crane & Rigging Oversight (Lift Planning & Documentation)	Rigging & Signalperson Safety	Industrial Ergonomics & Manual Material Handling	Drug & Alcohol Policy Compliance	Drug & Alcohol Policy Awareness	Load Securement & Equipment Transport
6	First Aid & CPR Certification Oversight	Silica Exposure Control & Dust Suppression	First Aid & CPR	Workplace Conduct & Harassment Prevention	Workplace Conduct & Harassment Prevention	Heat Stress & Outdoor Worker Protection
7	Electrical Safety & Arc Flash Awareness	Temporary Power & GFCI Protection	PPE Selection & Maintenance	Back Injury Prevention	Infectious Illness Prevention	Combustible Dust & Hot Work Awareness

Month	Foreman	Site/Field	Shop/Employee	Drivers	Office	Best Practices
8	Hazardous Products (WHMIS) Program Review	WHMIS Training & SDS Access	Respiratory Protection Program	Slips, Trips & Falls Prevention	Slips, Trips & Falls Prevention	Fatigue & Extended Shift Risk Management
9	Excavation & Shoring Program Review	Protective Systems & Soil Classification	WHMIS Refresher	WHMIS Awareness	First Aid Awareness	Emergency Eyewash & Safety Shower Compliance
10	Mobile Equipment & Telehandler Oversight	Aerial Work Platforms & Lift Safety	First Aid Refresher	Winter Driving Preparedness	Communicable Illness Awareness	Indoor Air Quality During Renovation
11	Workplace Violence & Psychological Safety	Heavy Equipment Safety & Blind Spot Awareness	Active Threat / Emergency Response	First Aid Awareness	Active Threat / Emergency Response	Behaviour-Based Safety Reinforcement
12	Lockout/Tagout (Energy Isolation Procedures)	Equipment Isolation & De-Energization	Lockout/Tagout	Workplace Violence Prevention	Workplace Violence Prevention	Cold Weather & Winter Worksite 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.