

Transportation (CAN)

| Month | Foreman | Site/Field | Shop/Employee | Drivers | Office | Best Practices |
|-------|--|--|---|---|--|---|
| 1 | Safety Program Review & Due Diligence Documentation | Emergency Response & Spill Management | Emergency Response & Incident Reporting | Driver Safety & Distracted Driving (National Safety Code Focus) | Emergency Response & Crisis Communication | Personal Safety & Situational Awareness |
| 2 | Hearing Conservation Program Oversight | Machine Guarding & Shop Equipment Safety | Hearing Conservation | Fire Prevention & Extinguisher Use | Fire Prevention & Extinguisher Use | Loading Dock & Trailer Interface Safety |
| 3 | Confined Spaces (Maintenance & Tank Entry) Oversight | Hand & Power Tool Safety | Machine Guarding Refresher | Hand & Power Tool Awareness | Office Ergonomics | Vector-Borne & Environmental Illness Prevention |
| 4 | Respectful Workplace & Harassment Prevention | Ladder Safety & Fall Prevention | Hearing Conservation | Defensive Driving & Safe CMV Behaviours | Respectful Workplace & Harassment Prevention | Yard Housekeeping & Pedestrian Controls |
| 5 | Compressed Gas & Cylinder Storage Oversight | Fall Protection & Trailer Top Safety | Industrial Ergonomics & Material Handling | Drug & Alcohol Policy Compliance | Drug & Alcohol Policy Awareness | Load Securement & Cargo Safety |
| 6 | First Aid Certification Oversight | Scaffold & Elevated Work Safety | First Aid & CPR | Workplace Conduct & Harassment Prevention | Workplace Conduct & Harassment Prevention | Silica & Brake Dust Awareness |
| 7 | Back Injury Prevention & Claims Reduction | PPE Selection & Compliance | PPE Care & Maintenance | Back Injury Prevention & Cargo Handling | Infectious Illness Prevention | Combustible Dust in Warehousing |

| 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 & Hours-of-Service 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 & Lift Safety | First Aid Refresher | Winter Driving Preparedness | Communicable Illness Awareness | Indoor Air Quality & Mold Awareness |
| 11 | Workplace Violence & Psychological Safety | Powered Mobile Equipment Evaluation | 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 Driving & Cold Weather 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.