

Job Safety Training (JS)

Creating a Safe Workplace

Workplace accidents can harm workers, families, the employer and its entire workforce. Accidents cause injuries, damages to plant and equipment, scrap, lost time, decreased morale, and much more.

TWI's Job Safety (JS) program creates a simple and logical framework by which supervisors can prevent accidents from happening—by learning how to analyze the causes of accidents and eliminating them before they happen. In addition to physical causes, JS emphasizes the role in which people's feelings and attitudes contribute to accidents. Moreover, it stresses that the relationship of the supervisor and employees plays a pivotal role in a safe and environmentally responsible workplace.

By stressing that supervisors must “dig down deep” to get at the root causes of accidents, and then “check again and again” to make sure these root causes are eliminated, Job Safety teaches that safety means taking action before an accident occurs rather than handling the aftermath.

Job Safety has successfully improved workplace safety and reduced hazardous situations in industries such as manufacturing, construction and healthcare. Companies practicing Job Safety experience lower incident rates, fewer accidents and injuries, better morale, less down time and improved safety records and inspection results.



Breaking the Chain – it's all about prevention

The central model of the Job Safety program is the accident chain. Through several examples given in the manual and demonstrations brought in by trainees, this model is used to map out problems on the board and practice the JS 4-Step Method.



Indirect and Direct Causes lead to unsafe acts and conditions that create incidents and injuries. Causes include not only abnormalities in the equipment, materials and environment, but also the attitudes and feelings of the people involved. The events leading up to a safety incident are interlocked like the links of a chain; a “chain of events.” The supervisor's job is to break the chain.

Job Safety Program Format

Proven four-step method

Job Safety has a powerful, 4-step method, outlined on a convenient pocket card, as used in all TWI programs.

- Step 1 Spot the Causes of Danger
- Step 2 Decide on the Countermeasures
- Step 3 Enforce Countermeasures
- Step 4 Check Results

Schedule

As with TWI's primary modules, Job Relations (JR), Job Instruction (JI) and Job Methods (JM), Job Safety (JS) is taught in five two-hour sessions over the course of five consecutive days. After the daily session, trainees return to the workplace to use the techniques discussed and choose real life examples to analyze in class.



In-class demonstrations

Job Safety includes participant demonstrations similar to Job Relations. The trainee tells the group about a real workplace accident and then analyzes it on the board following the 4-step method to identify direct and indirect causes and develop countermeasures.

Workplace evaluations

A unique element of JS is a workplace inspection where all participants visit the worksites of two trainees. These two participants lead the group through their areas to practice filling out the Job Safety inspection form. This form includes not only the inspection of equipment and machines, but also observations about employees' capabilities, mental and physical state, work attitude, use of protective gear, handling of tools, etc.

The Evolution and Spread of JS

The TWI Institute's Job Safety Program was developed in Japan and is currently promoted and administered there by the Japan Industrial Training Association (JITA). Recognizing the tremendous success experienced with TWI over the years, the Japanese chose to develop this world class safety program using the TWI instructional model.

Job Safety (JS) leverages the skills learned in the three primary TWI modules; JR, JI, and JM. It integrates with TWI's Five Needs model by putting safety at the center, making it a foundational element of the supervisor's role.

Job Safety has been translated and successfully piloted by the TWI Institute and its Senior Master Trainer who learned about the program in Japan. In addition to the 10-hour Job Safety Program for supervisors, the 40 hour Train-the-Trainer Program is also available.



TWI Institute's Job Safety program is not a substitute for required OSHA training and does not directly address OSHA requirements.

**To learn more about TWI and tapping into your organization's full potential,
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