

# Old vs. Immersive Safety Training

Most plants recognize both pictures. Which one drives your numbers?



## Old safety training

### The approach:

- Slide decks and video lectures
- Annual compliance marathons that pull people off the floor
- Generic examples, not your plant conditions
- Success = attendance and completions



## Immersive safety readiness

### The approach:

- Interactive, scenario-based practice before going live
- Short, constant, in-the-flow refreshers around critical tasks
- Site-specific scenarios from your incident data
- Success = proficiency by site, crew, and contractor group

## What workers experience



## Old safety training

“ Information overload before shutdowns. There is little connection to my actual job.

“ I hear about abnormal scenarios but rarely practice them safely.

“ Not always clear which steps are “critical for THIS site or role.



## Immersive safety readiness

“ I practice LOTO, confined space, line breaks, and startups/ shutdowns in realistic simulations first.

“ Scenarios are built from real near misses in operations like mine. They feel relevant.

“ I train on mobile, in my language, aligned to my crew, shift, and site.

## What leaders see on the dashboard



## Old safety training

### The view:

- Completions and attendance by course
- TRIR/DART charts with no clear link to which behaviors are changing



## Immersive safety readiness

### The view:

- For each site and crew contractor: which high-risk scenarios were practiced, how often, and how they scored
- Leading indicators (scenario proficiency, practice frequency) viewed alongside lagging indicators (TRIR, DART, near-miss rates, downtime)



### Campbell Institute

Use leading indicators (observed behavior, task proficiency, training quality) together with lagging indicators (TRIR, DART, injury severity), not just completions.



### OSHA Guidance

Read TRIR and DART alongside proactive measures (near-miss reporting, corrective action closure) for a complete safety performance picture.

## Immersive requirements to include

01

### KPI-FIRST OUTCOMES

Link explicitly to TRIR, DART, recordables, severity, downtime, and audit scores as the definition of success.

02

### CONFIGURABLE HIGH-RISK SCENARIOS

Tailored to your plants, terminals, depots, and field operations, based on your incident and near-miss data.

03

### PROOF OF PROFICIENCY

More than just completion rates, measure scenario performance thresholds and refresh expectations for employees and contractors.

04

### INTEGRATION

Connect LMS, CMMS, incident, and audit systems so training data and safety data work together.

05

### 60-90 DAY PILOT PLAN

Baselines and KPIs tied to incident, near-miss, and downtime metrics in line with best practices.

## Download the frontline safety & compliance training RFP checklist & template

Use these immersive requirements as your starting point. Then refine them with Ops, EHS, and L&D.

[GET CHECKLIST & TEMPLATE](#)