

**Astutis.**

**Health, Safety and  
Environmental Training**

Report 2022-2023



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## Health, Safety and Environmental Training

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# Introduction




**With great delight, I introduce the 2022-2023 Astutis Health, Safety and Environmental Training Report.** Last year, we released the inaugural training report, highlighting several critical areas in the health, safety and environmental training industry. We questioned a wide array of partners to provide the first proper scientific data set about the attitudes towards health, safety and environmental training on the back of the COVID-19 pandemic.

We were happy to report that positive strides were being taken to systematically improve the culture toward health and safety. We found that 62% of those asked felt the primary objective of their training was to improve the culture surrounding health and safety. Thankfully, the most recent results indicate that the desire for cultural improvement is still prevalent. The report also uncovered that, more than ever, businesses are driven by staff engagement and experience when they pick their training. 81% of our respondents claimed that they felt more likely to choose if a specific provider or course focuses on learner experience or engagement. Businesses are taking a more proactive approach to deploying health, safety and environmental training in their business, emphasising the connection of staff to the training.

These findings were highly encouraging, and our most recent results suggest the positive trends are very much here to stay. In preparing the initial research for this report, we decided to increase the scope of the report. In all, we have over 250 respondents for this year's report, and we would like to graciously thank everyone for their time and effort in contributing to this report.



A small green plant with several leaves is growing out of a laptop keyboard. The background is a blurred laptop screen and keyboard, suggesting a focus on digital technology and growth.

Typically, we see compromises in businesses that stem from certain positive outcomes having negative impacts elsewhere in the company's performance; However, the feedback that we have had has suggested that we have some win-wins in areas that are key to most companies' core objectives. The best example of this is whereby the shift to digital training preferences by both the company and the learners is having a positive impact on the environment as well as company budgets. The fact that remote learning is here to stay is a good thing for the bottom line, and the learner means that the environmental consideration takes care of itself. The great news from our experience is that learner engagement and pass rates for online training are on par with that of a physical classroom.

Sustainability hasn't always been at the top of the priority list for most large multinationals and PLCs. However, our research and, in fact, several discussions that I have had with C-class executives within such organisations suggest that this has changed dramatically. Supply chain partners are also, therefore, fully engaging, and this is not only represented in the report but also through a significant increase in registrations for accredited Environmental and Sustainability training programmes.

At a time when unemployment is low, and resourcing is seen as the biggest challenge for many employers right now, it has never been more important to protect your workforce and keep them engaged. You will, I hope, be relieved and assured by the fact that in a post-Covid world, Mental Health and well-being remain a key focus for our respondents, and this can only be a positive thing now that home working has shifted back to more of an office-based balance for many.

Many thanks,

A handwritten signature in blue ink, appearing to read 'Steve Terry'.

**Steve Terry, Managing Director of Astutis**

# Study Diameters

**Before being swept up by the data,** we want to be completely transparent with our readers regarding the numbers behind this report. This report is aimed to cover the calendar period between 2021-2022. We have surveyed businesses from across the world, all from a myriad of industries, regarding their application of health, safety and environmental training in their organisation.

We have surveyed 262 industry-wide professionals. Some respondents may have skipped a question which explains why our data might not consistently point to 262.

This report aims to produce an annual report showcasing attitudes, reflections and standards of global health, safety and environmental training. It aims to showcase emerging and declining trends, helping to paint a picture of the future of training in the virtual age.

For the benefit of the report not becoming overwhelmed by decimal places and longer percentages, we have chosen to round up/down where appropriate. For a more forensic understanding, please take a look at the **Statistic Index** (p18).



# 2021-2022: By The Numbers

**The latest health and safety industry trends** are intrinsically linked to the real world. For example, when the world began to hibernate amid the COVID-19 pandemic, training began to fluctuate towards virtual platforms. One further example could be the inclusion of environmental sentiments in recently updated health and safety training. This reflects the global eco-chamber on global warming and the desire to curb climate change.

Ultimately the big deal here arises from the influx of accidents in the last twenty years that have had significant environmental implications. More damaging, however, has been the work to suppress or undermine the reporting of such incidents. Data from **YouGov** concludes that awareness regarding environmental issues is at an all-time high.

Ongoing trends suggest that the next stage in the evolution of health and safety is the complete integration of the environment and the issues that affect it. Ultimately, one of the most significant challenges facing businesses today is time, or the lack thereof. Our study has 41% of its respondents claiming that the biggest obstacle to facilitating training is finding the time to do it alongside day-to-day operations.

Unsurprisingly, the struggle to fit training around a busy schedule coincides with an overwhelming demand for virtual and online training. Over 40% of our respondents stated their organisations push to enrol their staff on virtual or online training instead of classroom training.

Awareness of mental well-being rose to prominence amidst the pandemic with more emphasis on reducing employee stress and anxiety. Calls for the inclusion of well-being into the health and safety agenda have intensified over the last year, with **studies** suggesting that the COVID-19 pandemic has severely undermined employee well-being.



It's not easy  
**staying  
green.**



This report will find that the importance of employee well-being will become a permanent fixture in the day-to-day operations of businesses worldwide. Employee well-being will be firmly embedded into business culture, and the need to train well-being awareness will only grow exponentially.

A positive find in the 2021-2022 report was that businesses were undergoing more health, safety and environmental training than ever before. Now, with the most recent data, this is a very positive trend. 55% of the companies we surveyed have increased their training activity over the last twelve months, with 48% of our respondents believing their business views health and safety as a “top priority”. This belief is only amplified by the workforce, as 89% of our respondents feel their workplace is safe. We do not follow the philosophy that business is undergoing a ‘honeymoon period’ of health and safety, that, in fact, corporates only emphasise health and safety in the aftermath of a global pandemic.

This report will show that global business is taking health and safety more seriously than at any other time in history, mainly thanks to the potential media and regulatory scrutiny they could face if they do not step up.

**Notably, the most significant evolution** in the last year has been the growing desire for environmental improvement. Society has collectively come to a unified conclusion that enough is enough. Years of ignored warnings have led humanity to the point of ecological catastrophe. Events such as COP26 have entrenched environmental ideals amongst world leaders. Now the health, safety, and environmental industries are steadily following suit.

**Over 52% of our respondents claim their business has a proactive Net Zero plan.** This is not only positive news for the relationship between environment and business – which has not always been this fruitful – but it also deconstructs any associated stigma and helps to put the focus on proactive environmental practice. **18% of our respondents insist that instead of having a Net Zero, their business is focused on a sustainability programme.** Unlike any time before, the potential environmental impact of training has been considered. **More than 27% of the companies we surveyed informed us that the environment was, without question, a determining factor in their choice of training.**

Environmental disasters of yesteryear have brought business to the forefront of the environmental debate. Accusations of greenwashing have been brought to some of the world's most powerful businesses, and society has had enough of PR. Instead, businesses are under intense pressure to act quickly and make realistic pledges. Society now demands a high level of transparency about corporate environmental impact.





In the last year, there has been a noticeable surge in interest from corporates regarding environmental training. As noted in last year's report – training is now seen less as a compliance check box but as an instrument for a positive culture change. This is reflected in the way businesses are finding new innovative ways to make their business lessen their ecological impact.

Carbon offsetting is quickly becoming an efficient way to neutralise – rather than lower – carbon output. However, the cost is a barrier to smaller to medium businesses looking to lessen their footprint. A notable alternative is a renewable energy, which provides a short-term loss for a much more appealing, longer-term gain.

The outcomes for COP26 seemed more proactive than ever before. During annual COP events, world leaders meet to review several protocols and agreements, most notably the Paris Agreement. Adopted in 2015, the Paris Agreement is an international treaty requiring all member states of the United Nations Framework Convention on Climate Change to restrict the rise of Earth's temperature to below 1.5 °C.

The initial aim was to restrict the temperature increase to below 2 °C. However, several scientific and academic studies have since rallied for stricter action to accelerate progress. A study by the Intergovernmental Panel on Climate Change (IPCC) concluded that the 1.5 °C goal could potentially avoid the worst impacts of climate change.

The obvious next question is whether the 1.5 °C goal can be achieved – the short answer is yes if the world's biggest businesses take the most drastic, proactive action right now. The 1.5 °C goal would require halving all global greenhouse gas emissions by 2030. Going even further, it would require humanity to reverse an ancient global warming trend. The IPCC believe the *“global surface temperature in the first two decades of the 21st century was approximately 0.99 °C higher than 1850–1900 and that each of the last four decades has been successively warmer than any decade that preceded it since 1850”*. To claim that this will not be easy is an incredible understatement.

Coming back to 2022, members of the United Nations Framework Convention on Climate Change designed pledges to meet Net-Zero targets by 2050. Current Prime Minister Rishi Sunak has showcased a desire to commit to the Net Zero pledges. Despite telling his international counterparts that he would not attend COP27, he u-turned and expressed that his attendance was of the utmost importance to the planet's future.

COP27 presented the same challenge of years past but with more emphasis and importance on the need to act now. The European Union has, for many years, discussed what was required and now was the opportunity to enforce action. After talks had seemed to gridlock, the EU agreed to provide financial help for developing countries, which would establish a loss and damage fund. The Loss and Damage Fund ensures help is delivered to the poorest countries that are met with extreme weather and the finance needed for rescue and reconstruction after climate-related disasters.

However, the Loss and Damage Fund is merely a reactive tool to assist the poorest and most devastated countries; it does not proactively combat emissions. Even though it provides vital fiscal energy to the countries who need it most, it does not offer enough at this late hour to restrict climate change.

Real change is much harder to enforce. In 2021, amid COP26, the world media noticed world leaders' reluctance to pledge to eliminate coal use. The BBC described it as COP26 choosing to "settle on 'phasing down' rather than 'phasing out'". COP27, on the other hand, feels different. Talks among world leaders have been fraught because of the weighty nature of their discussions. The mood is set, and the time for empty promises and pledges is over. The time for action, decisive, tangible action, has come.

The health of planet earth has become permanently attached to the zeitgeist. Notable figures in popular culture have associated themselves with the issue, promoting change and raising awareness using their celebrity status. Pro-environment protestors continue to interrupt daily commutes with news programmes questioning the legitimacy of their protest. However, with the planet's health at stake now, more than ever, more of us are wondering if those protestors may have a point. Whether we approve or disapprove of their methods, we are beginning to understand the purpose.

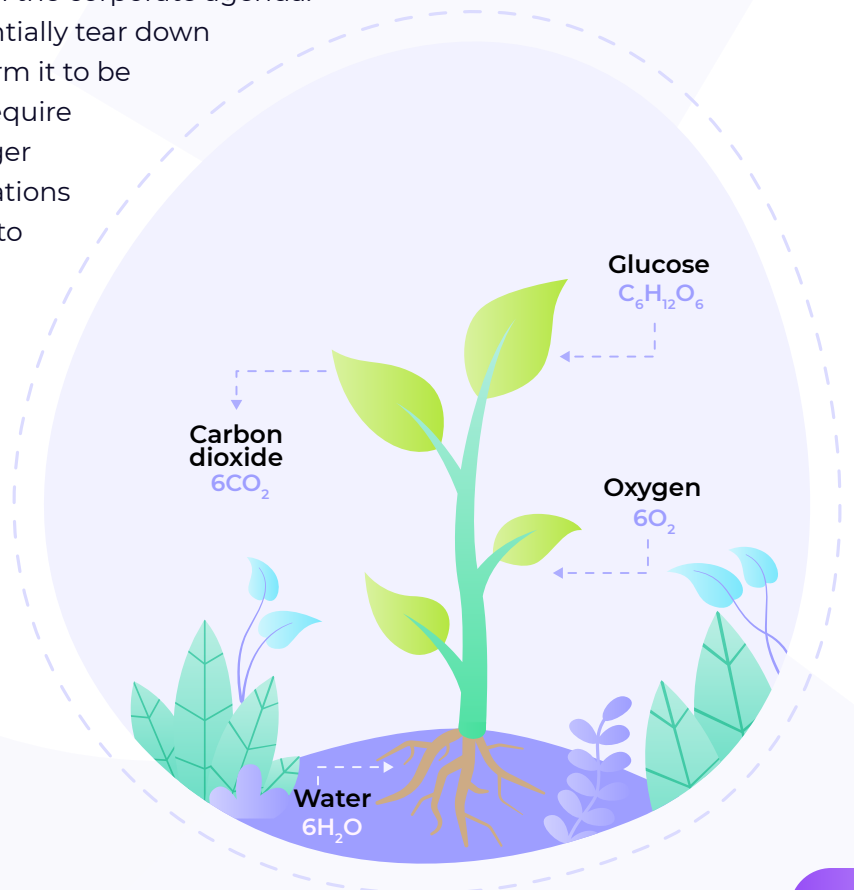
This understanding is seeping into all aspects of society. It influences political policy like never before and holds sway over whether we turn our appliances off at night or leave them on standby. Whether we do or not, we still question whether we should – this is progress.

The corporate agenda is driven primarily by the bottom line, by whatever yields the most significant returns. This, in turn, has provided the most considerable opposition to change.

Achieving Net Zero, by nature, is not on the corporate agenda.

Businesses would be required to potentially tear down their entire operating system and reform it to be environmentally friendly. This would require incurring short term expenses, for longer term rewards. More and more organisations recognise this – and in turn – we want to recognise their efforts.

This report finds that the environment is holding more sway in training choices than ever before and that power is reflected in the mindset of individual staff.



## Phase Two

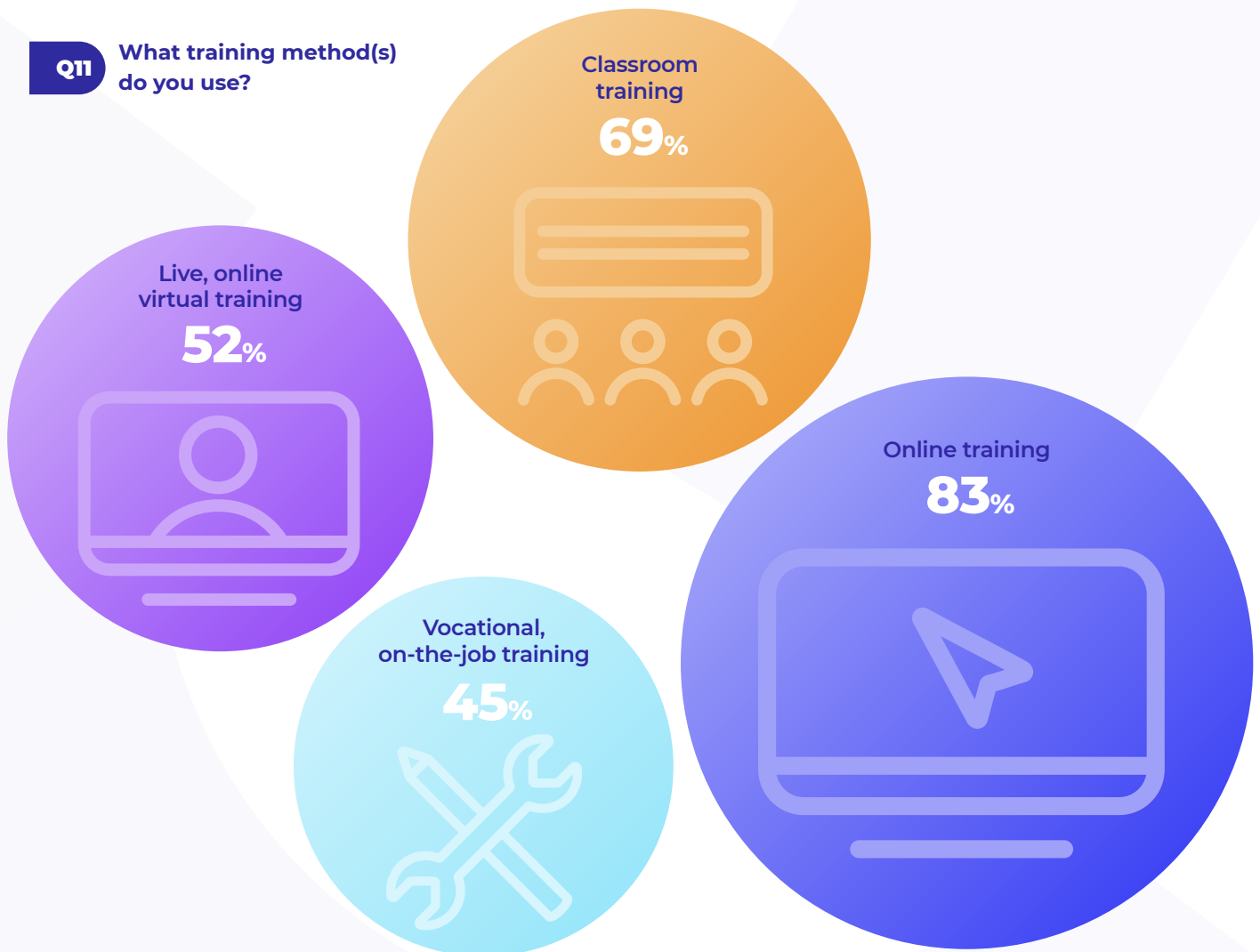
# Current Trends in Health, Safety and Environmental Training

**The most unsurprising trend** has been the desire for businesses to be seen as proactively combating their damage to the environment. Organisations have continued to upskill their workforce on greener working practices. Businesses have enrolled supervisors, managers and board members in training courses promoting sustainable development and operation.

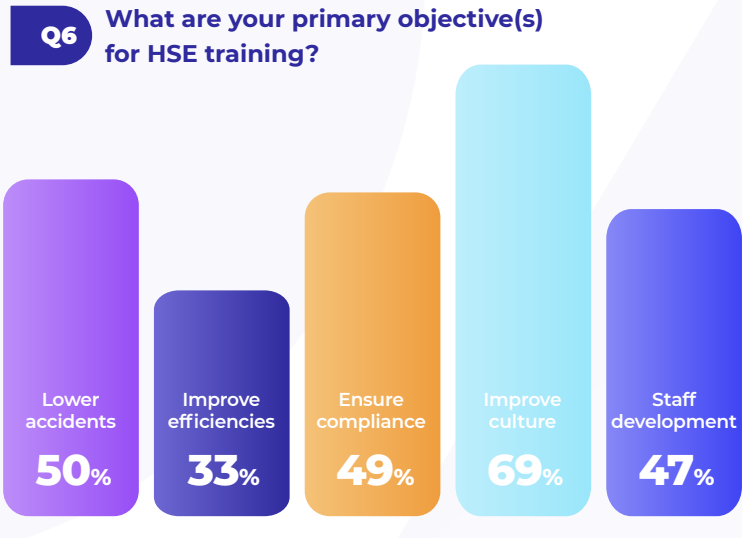
According to our respondents, the most popular health, safety, and environmental training body are NEBOSH, with over 76% claiming to use NEBOSH materials. IOSH are a close second, with 70% of our respondents stating to have enrolled staff on at least one of their courses.

The most prominent trend uncovered in last year's report was that training was transitioning out of the classroom and into the Virtual Classroom or online training. **This year's data strongly indicates this trend is here to stay, with 83% of our respondents proudly declaring that most of their company training takes place online.**

**Q11** What training method(s) do you use?



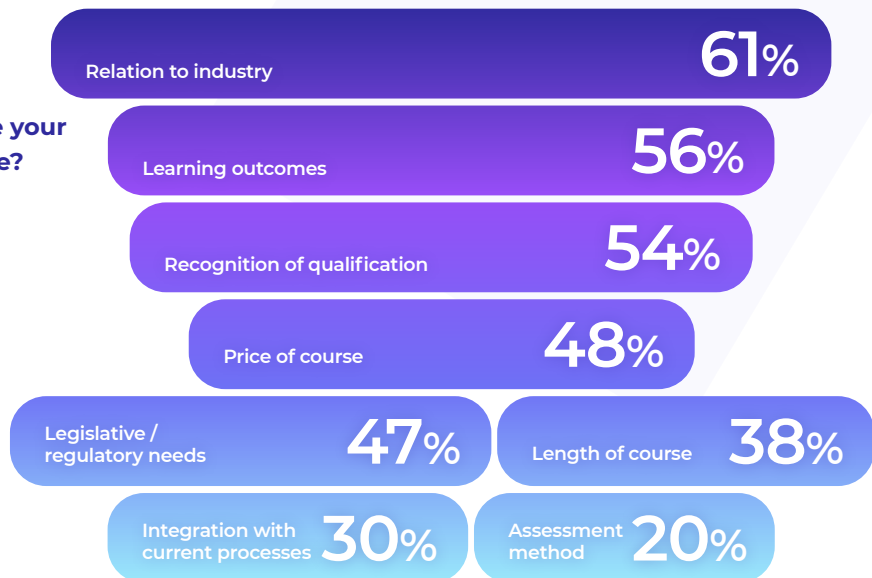
One of the more exciting conclusions from last year's report was the battle to change attitudes and cultures towards health and safety. **Last year 62% of our respondents identified their primary training objective as improving cultures. This time around, it is 78%.** This brief positive correlation indicates that global businesses proactively attempt to improve their health, safety and well-being culture.



The effectiveness of training should always be investigated for the sake of improvement and efficiency. According to our respondents, **there has been a general decrease in workplace accidents, with over 62% claiming fewer incidents.**

The decisions that go into a specific choice of training will forever be forensically analysed. In this year's report, we have isolated several vital drivers for choosing health, safety and environmental training that help rank organisational needs.

**Q12 What factor(s) influence your choice of training course?**



Interestingly, our respondents – for the most part – **prefer to choose training specific to their field or industry, with 61% citing it as the most significant factor in their decision-making.** A close second is learners' outcomes at over 56%, which showcases the gradual shift towards workforce enhancement and progression.

**A damning study by Headspace Health** has revealed that employees believe their organisation have retracted their attention towards mental well-being in the months after the COVID-19 pandemic. The study concludes that 71% of employees believe their company's focus on mental well-being increased during the pandemic, but only 25% believe their company kept that focus.

Interestingly, this was a worry submitted by many in the mental health field that the focus on mental well-being was short-term. Our study suggests the opposite. **Over 69% of employers (according to our respondents) still include mental well-being support alongside health and safety.** This is a welcome revelation. **Over 23% of organisations view employee satisfaction as an indication of training success.**

Mental health and well-being are scorching topics. Ignited during the early terrors of the pandemic, conversations were being had at a furious pace regarding the effects of social isolation on the general populace. Debates were beginning to stir concerning how workforces would perform upon returning to the workplace after many months of home working. Studies conducted during the latter stages of the lockdown period suggest that an overwhelming majority of the British populace were worried in some shape or form about returning to the workplace.

**Forbes** published a study revealing that 53% of office workers feared their return to the workplace after such a long time away. Meanwhile, for employers, there was a conflict of interest. On one side, it was in their remit to prioritise employees' health and reduce the risk of COVID-19 transmission. However, business is motivated by financial incentives to justify expenditure and have their employees physically on hand for meetings and discussions or to monitor their working time.

**69%**

of workplaces consider **mental health** alongside health and safety training

**6%**

don't

**23%**

of workplaces consider **employee feedback/satisfaction** a KPI to measure training success

## Phase Three: Turning Health and Safety into Health, Safety and Well-being

Feedback from workers stationed at home indicates a significant worry. Those working from home were concerned that their employers were investigating their productivity. Anxiety around different forms of afar micromanagement presents itself in different data. A study from **Harvard Business Review (HBR)** concluded that managers have a general trust issue regarding their remote workers. Their study found that approximately 40% of managers were anxious about managing their teams remotely. In fact, the HBR report suggests the issue of trust seemingly only surfaces after a general decline or increase in their own ability to work amid unusual circumstances.



**Some may say this is the post-Covid age;** however, Astutis argue it is the age of technology. Innovations are aplenty, with new phones cropping up annually, tearing down what was possible twelve months ago to display brand-new features and user-friendly experiences. There is no debate; the same is to be said regarding training.

Training is a form of self-improvement, and it seems only fitting that self-improvement is, for the lack of a better word, self-improved. The pandemic provided time for reflection on the functionality of training. In last year's report, we found that organisations favoured digital training over classroom training. This trend has continued through the past year, with more and more organisations enrolling their workforces on Online or Virtual training. This should not come as a big surprise; the perks of digital training help reduce disruption and prioritise learner experience and accessibility. For the most part, learners can use the control offered by digital learning to train at their pace and place of choice. Organisations can track the progress of their staff using advanced technology designed to support learners through their journey.

Nevertheless, technological innovation cannot stop there. Speaking on the official Astutis podcast 'The Health and Safety Digest' Astutis Managing Director, Steve Terry presented his pitch for the future of health, safety and environmental training;

### Micro-learning

Learners all have different ways of learning. Some prefer to write things down repeatedly or to say them out loud several times until the information sticks. Meanwhile, others prefer to hear the information being relayed numerous times. The point here is that learners all learn in their individual ways.

One significant outcome from our latest Training Development Meeting was integrating more micro-learning sections in courses. The thought is that learners can be deterred, or even put off, from retaining large chunks of information because it is much information to take in at once. We believe that in learning complex information on such an essential topic as health and safety, it is vital to include as much information as possible without jeopardising the learner – therefore – less is more. In speaking for ourselves, our Learning Development team continue to conduct extensive research on information overload; the notion of too much information in a short period can have a detrimental effect. Furthermore, studies have shown that attention spans are beginning to wane quicker than ever before. The team has incorporated this understanding to ensure our digital suite of courses prioritises the learner experience. Happy learners are successful learners, and ensuring we leverage the technology to the benefit of learners helps to maximise their success.

### Virtual Training

What does the future of digitalised training look like? The answer may seem somewhat unusual, but the future looks limitless.

The innovations mentioned at the beginning of Phase Four showcase that the future of training is a fluid, ever-evolving landscape.

Astutis have trialled Virtual Reality technologies to understand whether health and safety courses such as the NEBOSH Diploma would feel at home on the platform. We were shocked at the ease and accessibility of VR and the potential of hosting health, safety, and environmental training courses on such a platform exist. It is down to specific courses and the question of compatibility; however, the promise of integrating such technology remains high – if learners invite such optimism.

Innovative technologies can harness techniques that have overwhelmingly positive effects on learners. VR technologies, for instance, embrace the gamification element of learning. Gamification taps into our innate instinct of competition, the idea that learners can use the basis of competition to accomplish more than their peers and, therefore, use it as a springboard to pass their course. Gamification adds an untapped level of engagement to training. We anticipate learners will eventually be able to simulate the tasks, challenges, and responsibilities they aspire to encounter in a virtual experience.

More niche courses that have one primary focus, such as, for example, the NEBOSH Fire Certificate, would benefit hugely from embracing the opportunities presented by VR. Workforces could simulate the best, live-saving practices to combat fire risks in the workplace. This immediately would give the organisation the confidence that their staff know what to do. For the learner, it provides the peace of mind that when they are met with fire risks, they have done the necessary action to be taken before.

In answering such a question as *'what does the future of digitalised training look like?'* – training providers must also ensure they look to the requirements of learners and organisations. For this very reason, we are happy to announce the inaugural Astutis Learner Report will begin its research phase in the coming months. The Astutis Learner Report looks to consistently understand the requirements and needs of our learners whilst acting on them in real-time. Every year we will connect with our learners to engage with their training demands to make Astutis courses as learner-friendly as possible.





# Conclusion

**The aim of the Astutis Health, Safety and Environmental Training Report** has always been to enhance transparency from within the health, safety and environmental training industry. The report has the potential to uncover learner motivations as well as to isolate what works and what doesn't. On a more finite level, the continuation of the report will and has, to this point, highlighted emerging trends in the training market. It is helping to paint the most accurate picture of how our learners want their training delivered, how their organisation values training and what the future of training looks like. This report is vital to training providers, organisations on the hunt for training and individuals yearning to upskill themselves by showcasing the blueprint for learner-centric training.

The results of our study are very encouraging. In short, more people are enrolling on training, and most are doing it digitally. This emphasises the theory that the trend towards digital-only began because of the pandemic is false. Learner feedback suggests digital training promotes more engagement, despite the geographical barriers and technological necessities. Research in the field of learner theory widely concludes that **engaged learners are, by nature, more successful learners** – indicating that digital training rightfully is the future of training.

The increased interest in environmental considerations is not a short-term trend. The idea is that much has been spoken about the importance of acting now, and for many, environmental training is their mechanism for positive change. Organisations are more motivated to commit to a net zero pledge, restricting their emissions and showcasing a greener image to the public. This phenomenon is nothing new. The, at times, **tumultuous relationship between business and the environment** is well documented. But this report concludes that corporate attitudes and environmental requirements are more aligned than at any other point in history. Over 52% of our respondents ensure us that their organisation is actively targeting net zero carbon emissions.

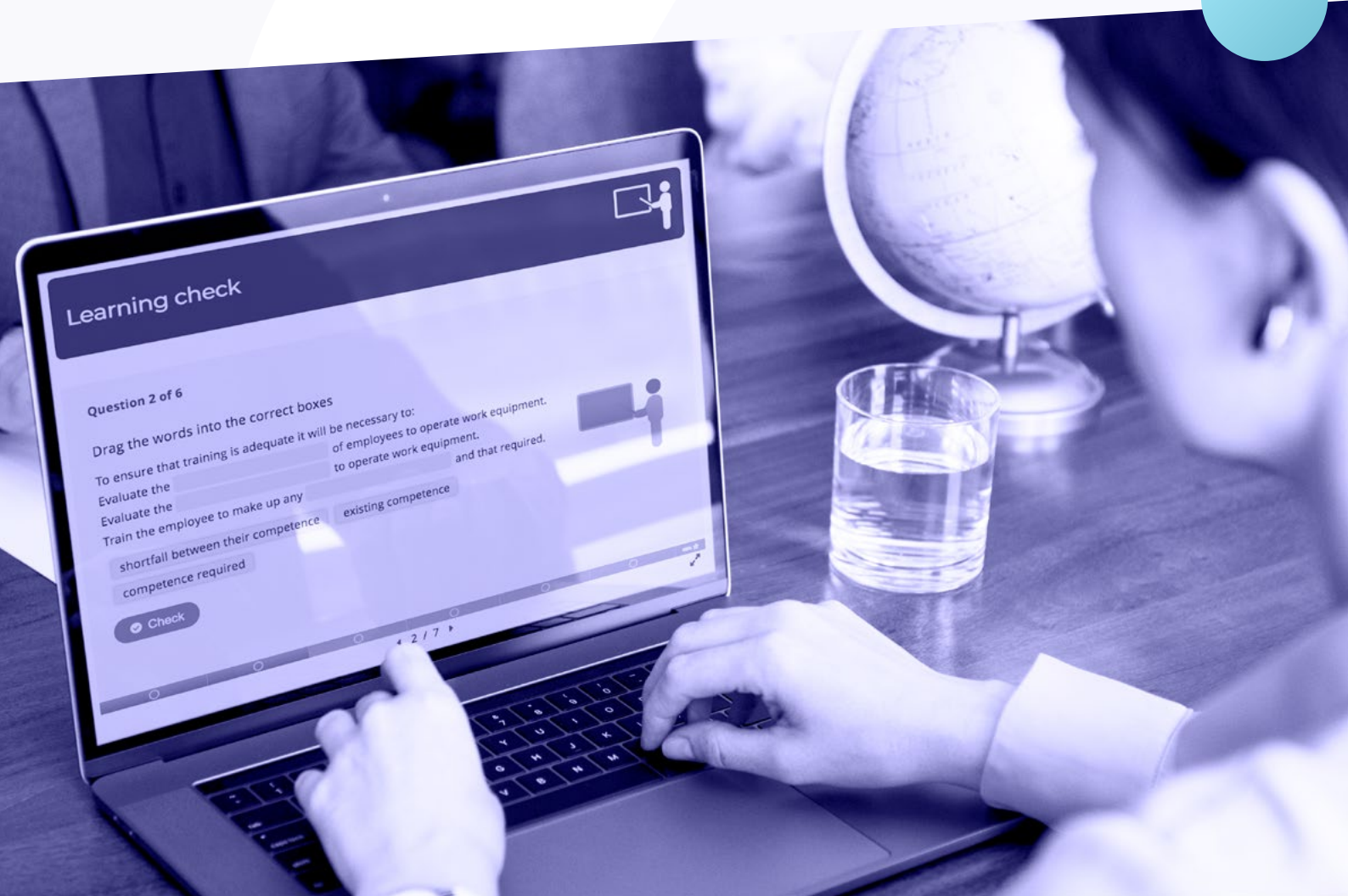
Furthermore, over a quarter of our respondents revealed that their organisation considered ecological impacts when deciding upon their training. The complete lack of data in this arena indicates that many corporates are attempting to balance shareholder demands with environmental commitments for the first time – an encouraging sign.



Our study suggests that employees across the board feel optimistic about their company's strides in health and safety. Our report last year uncovered that 43% of the employees surveyed believed their company's health, safety and environmental training budget was insufficient. This year's study has found that the number has decreased to 40%. Interestingly, our research has indicated that companies are looking to cherry-pick their training with an increased impetus on the provider's reputation and experience. In our 21-22 Report, 56% of the companies surveyed highlighted reputation as the critical indicator in choosing their training. In this year's report, that number has increased to 63%. We can sometimes forget that businesses also shoulder the burden of the cost-of-living crisis engulfing society today. For the most part, businesses have less money than they did, say, five years ago. However, they are continuing to invest record amounts into health and safety.

Crucially, more and more companies are beginning to visualise the importance of health, safety and environmental training to achieve their corporate goals and be seen as a progressive, forward-thinking businesses. It is becoming increasingly clear that companies require a high level of trust and prestige in their potential provider before purchasing any training.

These results are undoubtedly positive and point to an ecologically-aware future. Specific health, safety, and environmental training courses fundamentally change the health and safety landscape. Notably, the IEMA Pathways To Net Zero course promises all learners a toolkit to strategise the gradual decrease in carbon emissions for their organisation. The value of such a toolkit cannot be overstated as humanity tries to meet the 1.5C climate target. The course has the potential to ensure organisations can have a wide-reaching impact in helping us combat climate change.



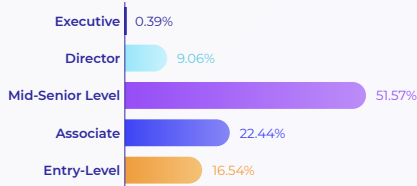
Courses that promote awareness of mental health and positive well-being are another vital facet. Employees match their productivity with their well-being. If you have an employee with poor mental health, it is safe to assume their productivity will not be at its peak. It only takes one shortcut from an employee having a bad day to inadvertently cause a fatal accident in the workplace. One positive outcome of the pandemic was the increased demand for more awareness surrounding mental health, in and out of the workplace. The effects of working from home and the subsequent return to the workplace weighed heavily on employees worldwide. This year's study has showcased that organisations are doing more to help their staff now than ever. Courses have been redesigned or entirely constructed to focus solely on mental health, stress and well-being. Staff are enrolling on such courses at a record rate, ensuring this report concludes that the future of employee well-being and mental health looks bright as more and more organisations are looking to actively assist their staff.

This positive trend is also reflected with credible evidence that demonstrates organisations are increasing their training activity. Over 55% of the organisations surveyed have confirmed they are increasing the amount of training their staff are involved with. This, combined with the high influx of mental health-oriented training, highlights that concerns surrounding employee well-being, originating from the pandemic, are being addressed head-on.

As we look forward into 2023 and beyond, society must remain vigilant in understanding the importance of 1.5C climate target. Failure to adhere to the target will most likely lead to a complete planetary catastrophe. Businesses can address the crisis in their own way, but address; they must. On a happier footing, the results showcased in this report demonstrate a huge proactive surge in health, safety and environmental training activity. Our study concludes that, with that training, more weight is being put onto what staff can take out of it rather than merely achieving organisational compliance. We asked our respondents to rate their organisation's training activities out of one hundred (100 being perfect). They answered with a comprehensive 71. With this, we can conclude that businesses and their workforces are aligned in their mutual desire for exemplary health, safety and environmental standards.

# Statistics Index

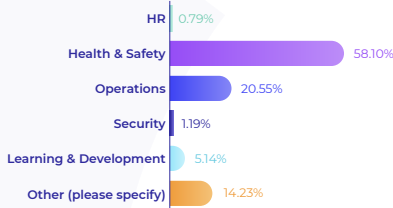
## Q1 How would you describe your level of seniority?



In our inaugural study last year, we wanted to establish a dense data set that reflects a wide range of professions and industries. This year we have expanded upon that ideal, posing questions to an expanded pool of respondents of over 250 active professionals.

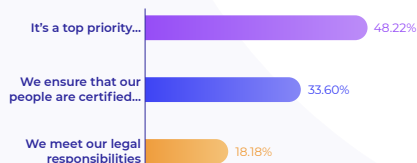
This year to accurately portray the viewpoints of the most well-populated portions of the workforce – that being mid-senior level – we purposely head-hunted the opinions in that arena. In fact, our report is built upon over 53% of mid-senior level respondents.

## Q2 What is your job function?

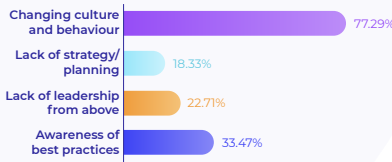


Furthermore, constructing a health, safety, and environmental training report relies heavily on the opinions of those firmly embedded in the sector. We are happy to declare that 58% of our respondents are in the health and safety sector. Over 20% of respondents are in the operations field, and an incredible 46 other industries and professions are also represented in the data.

## Q3 How high of a priority is HSE training at your organisation?



## Q4 What are your current health and safety challenges?



One of the most significant takeaways of our report last year was understanding that changing organisational culture was the most significant obstacle companies face regarding health and safety. Interestingly, the data from this year strongly suggests the battle for changing cultures is still ongoing, with over 77% of our respondents revealing that it is still their most considerable challenge.

However, 33% claim that their most prominent health and safety challenge is understanding the best practices. This is concerning. Based on our dataset, we can take away that approximately **a third of employers need to learn the best health and safety practice**. Obviously, this finding comes from our scaled-down respondent list and, therefore, cannot be expected to reflect the entire globe accurately. However, this is worrying, especially after the intense health and safety spotlight during the global pandemic.

This emphasises the extreme importance of health, safety and environmental awareness. More needs to be done to amplify the message, and more needs to be done to be receptive to it.

## Q5 When arranging HSE training, what difficulties do you experience?

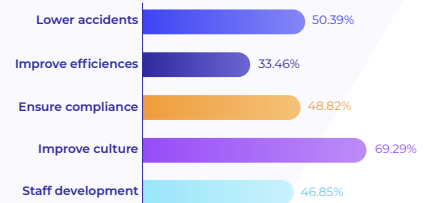


Carrying on from the most common challenges facing organisational health and safety, companies also face difficulties arranging health, safety and environmental training for their staff. Of the respondents we surveyed, **over 41% claimed that the most significant difficulty was finding the time to fit in the training**. As discovered

in the inaugural report published last year, organisations lacked the flexibility to, without disruption, commit to classroom courses to upskill their workforce. The transition to digital training was apparent, and the trend is even stronger this year. Our respondents have demonstrated an increasing demand for flexibility that does not intrude on daily operations. Digital training is firmly satisfying that demand for the time being, and as long as technological innovations continue to maximise learner experience, we can expect this trend to stay.

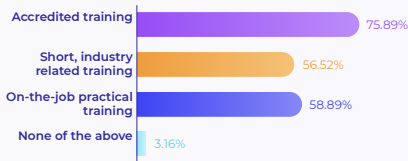
22% of our respondents believe employees are not taking the training seriously, representing the biggest challenge to training. In other words, **over a fifth of our surveyed professionals believe their peers do not see the seriousness of health, safety and environmental training**. This has been a concerning trend for several years in the health, safety and environmental training community. However, one positive of the global pandemic has been the magnified awareness surrounding the necessity for improved health and safety; therefore, when paired with the data, this trend is becoming less prevalent as time goes on.

## Q6 What are your primary objective(s) for HSE training?



As discussed in last year's report, the literal goal of health, safety and environmental training is to obviously reduce accidents. This still remains a core objective. However, there can be doubt, there is momentum in improving organisational culture. In analysing our most recent data with that in our inaugural report it is clear that businesses are displaying a relentless desire to improve their own workforces' mindset and culture.

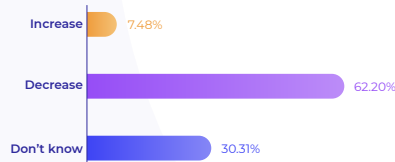
**Q7 What training activities do you undertake?**



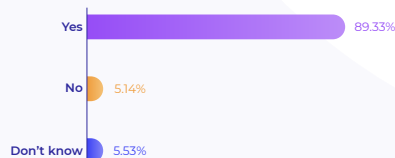
Understanding how organisations use their training is incredibly beneficial for training providers who aspire to consistently improve their training. However, further understanding the patterns around the type of training organisations undertake can help illuminate the potential deficiencies of certain training types or activities. So with this in mind, **an assertive 76% of our respondents reported that their training of choice with accredited.** Next is on-the-job practical training, of which 58% of the organisations we asked said they enrol their staff. This should not come as a huge surprise. Data suggests that organisations have sought to upskill their staff with more hands-on experience over more theoretical study.

Meanwhile, **over 3% of our respondents claim their organisation does not undertake any health, safety and environmental training whatsoever.** Even though 3% is a low percentage, it still means some companies are choosing to operate with inefficient health and safety understanding and practices. We should, however, remain encouraged that the number is on a downward trend.

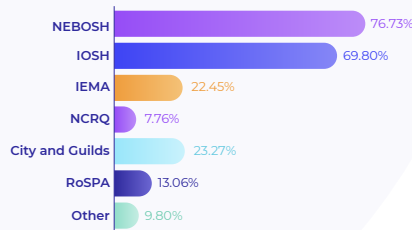
**Q8 Has your workplace seen an increase or decrease in accidents after investing in health and safety training?**



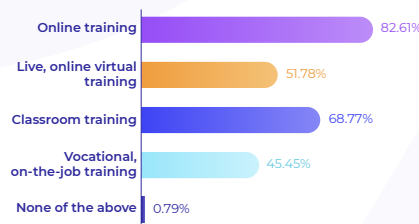
**Q9 Does your workplace feel safe?**



**Q10 If you invest in accredited training, which accrediting body do you use?**

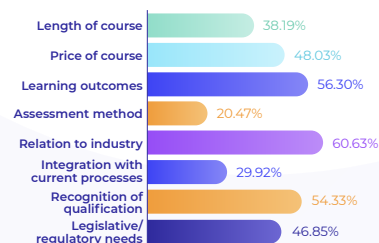


**Q11 What training method(s) do you use?**



The general trend in digital training has been discussed prominently in this report. However, our respondents still claim that apart from that, classroom training is still their preferred choice. **Over 69% of respondents still adopt in-person classroom training. Interestingly, 52% claim they are now engaging in virtual training, a trend that is becoming an alternative option to traditional classroom training.** Attitudes are shifting from an environmental standpoint, too. Classroom training requires learners and tutors from around the country to unite with transport and hosting emissions which negatively contribute to the carbon footprint of the training. Employers are now foreseeing the benefits of digital training, not just for their business but also for the environment. In essence, employers are taking more responsibility for the effects of the training than ever before and which has helped lessen the environmental impact of training across the board.

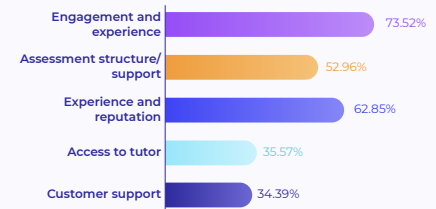
**Q12 What factor(s) influence your choice of training course?**



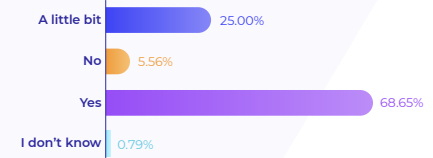
One of the most significant benefits of this report is that training providers can enhance their understanding of the drivers and motivations of training. Why do companies enrol their staff on this course over another course? Answers to such questions help identify ways to improve offerings and help establish higher standards.

This year's data is helping to identify trends that have developed over the past two years, painting a moving picture depicting why organisations and individuals are committed to health, safety and environmental training.

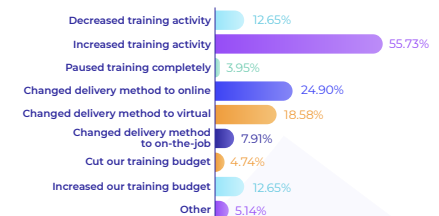
**Q13 What is the most important feature(s) you look for in a training course provider?**



**Q14 Does your workplace consider mental health alongside health and safety?**



**Q15 How has your training changed in the last 12 months?**



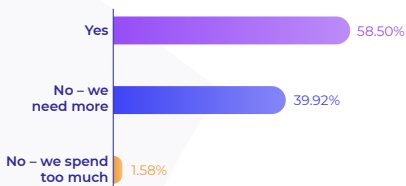
Budgets for health and safety have been a hot topic in recent years. According to the data in last year's report, budgets were, for the most part, increased, with a tiny minority of budgets being negatively affected in the light of the pandemic.

Going even further, the training rate had increased, similarly because of the scale of the response to the pandemic.

This time around, we are delighted to declare that **56% of our respondents believe their organisation has increased the health, safety and environmental training rate.** Furthermore, **over 13% also noted that their organisation had increased training budgets.** The number may seem underwhelming; however, this comes after a drastic global budget increase a year ago. Therefore, any increase this year will most likely come after a significant increase the year before.

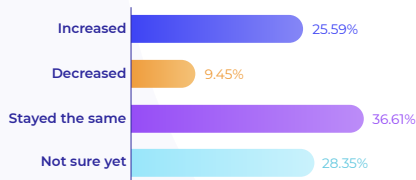
**25% of our respondents claim that their company has changed their training delivery method to online. 19% have revealed that their company drove a change to Virtual training.**

**Q16 Do you feel your Health and Safety training budget is sufficient?**



**26% of our respondents believe their organisation is taking proactive steps to curb risks in the workplace, increasing its health, safety and environmental training rate.**

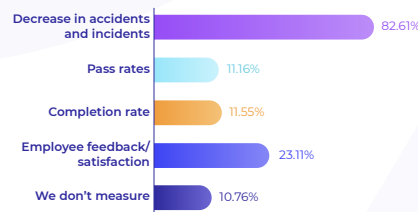
**Q17 Has your training budget increased or decreased for the next 12 months?**



Understanding the eventual goal of the training can significantly help identify what training a specific company requires. Furthermore, this information establishes foundational KPIs or drivers that measure the success of their training. It should not come as a huge surprise to find that **43% of our respondents cite a general decrease**

**in workplace accidents or incidents as their key driver for training.** Interestingly, one trend uncovered in last year's report was the emergence of employers actively seeking out training that returns **positive employee feedback and satisfaction.** This trend is still present. **Over 23% of our respondents suggest this to be the case.** This firmly points to an environment that promotes the views of the employee over quick, easy compliance-influenced pass rates.

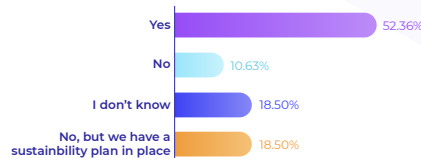
**Q18 What KPIs do you use to measure success of training?**



**Q19 On a scale of 1-100, how happy are you with your current training plans?**



**Q20 Is your company working towards a Carbon Net Zero target?**



**Q21 How does your company consider its environmental impact when selecting training solutions?**

