



**SAFETY ACADEMY**

## INTRODUCTION

The economic and social fabric of most industrialized societies is made of small and medium-sized enterprises, many of which carry out a large part of their businesses with major customers. Therefore, their duty is not only to ensure that the work activities performed by their suppliers are carried out in compliance with safety regulations, but also to actively work for the promotion of behaviors in line with their vision of security.

Safety Academy is an opportunity for large companies to implement concrete measures to increase the level of safety throughout their value chain, and provides an opportunity for both suppliers and customers to give substance to a culture of safety that often remains on paper, either because it is too expensive or simply due to the lack of knowledge of regulations.

The benefits for the companies resulting from the implementation of Safety Academy rules are multiple: from the monitoring of suppliers to the reduced risk of interference, greater affiliation of suppliers and customers, return image, CSR (Corporate Social Responsibility), promotion and dissemination of a culture of safety in their workplaces.

The Safety Academy is therefore a place of learning and comparison, a "free zone" where the client and contractors work together to ensure that safe working is the only way to do the job and make profit.

## THE PROJECT

Safety Academy begins with the definition of the safety vision of the client, which, with the support of Consorzio ELIS, identifies the objectives of safety that it will extend and share with suppliers (or with business customers) invited to participate in the project.

The steps of the project are as follows:

1. Definition of vision safety and security objectives
2. Definition of approach
3. Design initiatives
4. Execution
5. Monitoring and Evaluation
6. Closing

### 1. Safety vision and objectives

A clear definition of Safety is the unavoidable precondition for the realization of a shared vision between suppliers and customers. That is why the proper definition of the safety vision of the client is the first stage of Safety Academy. This task is carried out with the support of CONSEL involving senior management responsible for facilitating the creation and dissemination of such vision through the following actions:

- Workshop on Safety Vision
- Sponsorship Management
- Internal communication campaign
- External communication campaign addressed to the supply chain
- Selection criteria for the evaluation of the project

## 2. The approach

Before starting is mandatory that the Client determines the approach it intends to take to implement the project. There are three types of approach (and subsequent goals) with which you can set a Safety Academy:

**Approach n.1:** The Client establishes compulsory requirements in terms of safety for suppliers and provides them with the tools to achieve them.

**Approach n.2:** The Client makes available to its suppliers and/or customers services to improve their level of safety at work, and leaves them free to join or not.

**Approach n.3:** The Client selects a limited group of enterprises with which develop a real path of improvement in the security field.

## 3. Initiatives

Once the approach has been defined, the Client must design the initiatives that will make up the architecture of its "own" Safety Academy, as each company can independently define the services it intends to make available to its suppliers/customers in order to improve their performance in health and safety at work.

Hereafter are some examples:

### - **Training**

Depending on the objectives envisioned by the Client, it is possible to develop different kind of training courses. These are some samples of the training programs provided by Safety Academy:

- Trainers for safety at work
- Planners of management systems for safety at work
- Internal Auditor of security management systems
- Leadership in Health & Safety
- Human Factors in Safety
- Waste management to eliminate the associated risks: Lean Safety
- Seminars, thematic information and updates

### - **Consulting**

Each Company belonging to Safety Academy may work with a team of expert consultants with whom identify plans for improvement in the following areas:

- Security check-up
- Preparation of the annual training plan for safety
- Finance tax breaks for safety
- Funding for training

### - **Models and management systems for safety at work**

Each Company, with the help of experts from Safety Academy, may implement and maintain effective organizational models (social responsibility) and management systems for safety at work. The effective implementation of a management system, as well as ensuring the continuous improvement of safety performance, will also allow the companies to claim a reduction of the annual premium paid to insurance companies, thus reducing some of the costs related to safety.

### - **Training Coordination**

With this service companies may outsource some of the work of their office-staff assigning to Safety Academy specialists the activities of coordination and management of safety education, while gaining access to a register of qualified suppliers.

## 4. Execution

The execution step is divided into two parts, the first compulsory to the second:

### **Part 1: Preparation activities**

This phase consists in all the activities necessary to allow the project to start and go live:

- Definition of Safety Academy components management;
- Mgmt involvement to choose the date for the workshop to define the safety vision;
- Definition of the criteria for identifying target companies (based on the approach previously agreed upon in step 2);
- Definition of how to connect with suppliers and/or customers;
- Establishment of a dedicated contact center that takes care of inviting companies to join the initiative;
- Definition of the communication plan (website, coordinated line, gadgets, claims, communication channels inside and outside the company customers);
- Choice of the services offered by the Academy (Previously agreed upon in step 3);
- Choice the date for the launch of the project;
- Choice the date for the presentation of results.

### **Part 2: Implementation**

The implementation phase begins with the creation of the Safety Vision Workshop and Opening Event in which to launch the initiative and make it known through main business and communication channels. Following the Opening Event, the team of experts from Safety Academy will begin working with companies that have joined the initiative.

#### ***Workshop Safety Vision***

The workshop (8 hours) takes place in a well-defined location equipped to foster a supportive and challenging atmosphere from a creative point of view, and with an "emotional format" that points to those values previously emerged from the preliminary inquiry.

#### ***Opening Event of Safety Academy***

The Event is the time when the Client meets the participating customers and suppliers and presents them its initiatives and "vision of security." The workshop is an opportunity for important business client and contractor companies to align to common objectives to pursue within Safety Academy. During the workshop are set important data regarding both the registry of companies (sector of activity, size of the company) and their attitude towards safety (actions implemented, certification, etc.), as well as a first feedback about the usefulness of the initiatives proposed by Safety Academy.

#### ***Meetings and implementation of initiatives***

The middle phase of the project involves the provision of activities planned and individual meetings with member companies. The number of meetings and the start of related initiatives are linked to the architecture chosen in the design phase.

## 5. Monitoring and evaluation

Along the development of the project is also carried out a constant monitoring of the activities and the implementation of actions by companies that have joined Safety Academy. The monitoring and evaluation takes place in relation to the criteria established in the design (see step 1. "Safety vision and objectives").

## **SAFETY ACADEMY**

### **Expertise**

Consorzio ELIS Safety Academy has in place a number of specific skilled resources needed to ensure that project objectives are successfully achieved.

*Project manager:* leads the team and manages resources to achieve the goals. He is part of the management team of the Academy together with representatives of the client;

*Coordinator:* interfaces with the project manager to coordinate all the activities offered by the Academy. He is the main reference figure for consultants, teachers and facilitators who work within Safety Academy;

*Consultants:* they are the experts that support the client companies during the implementation of the initiatives. Their expertise ranges from prevention to management systems, systems design and financing of training;

*Contact Center:* is the main interface of the enterprises belonging to Safety Academy. It works in both the outbound phase of the project (recruiting companies and workshops launch), as well as inbound in later stages;

*Centre accredited training:* all training initiatives that arise within Safety Academy are carried out by an accredited training facility such as Consorzio ELIS (ISO 9001), which ensures the highest levels of quality of the project.