

## What are the main drivers for an organisation to invest in risk and safety management training and education?

- **There are increasing demands on risk and safety management practitioners.** Legislation is growing more complex and punitive, there is frequent improving of industry standards to meet the expectations of the many stakeholders, and companies are applying new technologies and operating in progressively more harsh and hazardous environments.
- **Risk and safety management is relatively new compared to other professions.** There are very few university undergraduate degrees in the subject and the few post-graduate courses that exist are mainly full-time residential. As such there is no effective 'fast track' way of bringing new professionals into the major hazard industries, unlike mature disciplines such as civil and chemical engineering, or law and accountancy.
- **The demographics require action to be taken.** Most developing countries have a fast growing and very young workforce which needs to gain experience and be trained. For example, in many Middle Eastern countries over 50% of the population is under 25 years old. More developed countries have an ageing workforce whose knowledge and skills will soon be lost. For example, in the UK over 40% of the population is over 45.
- **Getting it wrong is expensive.** Poor risk assessment practices by practitioners can mean risks are unidentified, unmitigated or overstated, resulting in the less than optimum allocation of resources. Poor awareness of risk management by managers can result in ineffective leadership adversely affecting the culture, ill-defined responsibilities and a lack of assurance that risks are being managed effectively.
- **Better risk-informed decisions.** Those organisations that invest in programmes delivering competent risk and safety management professionals from within are more likely to benefit from better risk-informed decisions than those organisations that simply recruit new personnel and expect them to provide good advice.

## Why do client organisations select a Risktec programme in risk and safety management?

- Offering a Risktec post-graduate programme in risk and safety management helps an organisation to **recruit and train new personnel**. All else being equal, someone seeking a new job will be attracted to the employer that offers the best training opportunities.
- A programme helps to **develop and retain existing personnel**. Developing safety and risk practitioners builds their technical competencies and motivates them to do well. People are less likely to leave their jobs if they are participating in a structured training programme, are motivated and feel they can make positive changes to the way in which they work and the risk-based decisions that need to be made.
- A Risktec programme can be structured to **capture and transfer the knowledge of experienced personnel**. For example, personnel within the organisation and nearing retirement often work with Risktec to customise modules and identify and develop new specialist modules. In this way the organisation's specific knowledge held by key personnel gets captured and embedded in the materials and passed on to the participants.

- Programmes leading to formal post-graduate qualifications or Certificate of Professional Development (CPD) credits require Risktec and our partners Liverpool John Moores University (LJMU) to **assess the capability of risk and safety practitioners** by marking their coursework to masters level. This not only provides valuable feedback on the ability of participants to critically analyse complex issues, but also allows for feedback on aspects such as attitude, presentational skills and team-working which can be used to support the organisation's personnel development review process.
- A Risktec post-graduate programme provides an organisation with a **structured approach to the use of the training budget**. This helps the organisation realise a competitive advantage by achieving its business objectives such as operating safely and efficiently managing resources. Employees can plan their career path, which gives them responsibility for achieving their career ambitions and helps succession planning.

### Why do individuals select a Risktec distance learning programme in risk and safety management?

- Gaining a formal postgraduate qualification from a recognised institution helps an individual improve their **career prospects** and could also increase their **remuneration**.
- A postgraduate qualification helps an inexperienced graduate to prove to a prospective employer their **commitment** to the field of risk and safety.
- An experienced person already working as a risk and safety practitioner will gain a broader and deeper **knowledge** of the subject, while also achieving a formal **recognition** of their hard earned practical experience.
- Obtaining a postgraduate qualification demonstrates **learning** rather than just attending training and, more specifically, demonstrates an ability to **think creatively** to solve complex risk and safety problems.
- Risktec programmes help students achieve the knowledge and skills required to apply what they have learned in the **real professional world**.
- Participants can study at a time that best suits them, working at their **own pace** and from home.
- Participants gain access to Risktec's **experienced teachers**, as well as the opportunity to network and interact with **other students** during group tasks and virtual classrooms.
- Distance learning **avoids the costs** of travel and accommodation associated with classroom learning.

## Why is a Risktec programme more effective than traditional industry training or academic education?

- Industry training in risk and safety management is not always effective, for example it may be off-the-shelf and not be particularly relevant, it may be delivered as a one-off hit with no follow-up and assessment of learning, or it may involve the spoon-feeding of information without the requirement to think and analyse.
- Academic study can sometimes be too abstract or theoretical, too far removed from industry-specific day-to-day realities, or with a focus on emerging research rather than current good practice in industry. Furthermore, it is restricted to the academic calendar and the university's location.
- Risktec's programmes in partnership with Liverpool John Moores University (LJMU) are designed to overcome all of these limitations:
  - Formal post-graduate qualifications and continuous professional development (CPD) awards are offered.
  - Up-to-date learning is delivered by practising risk consultants.
  - The programmes are entirely flexible to meet client-specific needs, in terms of the selected modules, delivery locations, schedule, level of assessment, case studies and coursework that are directly related to the industry.
  - The programmes can also be supplemented with regulatory, industry and technology-specific modules, and with industry experience opportunities such as interacting with a range of industry personnel at conferences, exhibitions, secondments and shadowing of experienced professionals.
- The modular nature of a Risktec programme provides the organisation with an immediate return on investment in that employees are able to apply their new skills in the workplace as soon as each module is completed, rather than having to wait for a whole programme to finish. Indeed, in many cases the coursework questions are deliberately tailored to meet a specific business need within the organisation, e.g. a review of a management system, a survey of relevant risk criteria, etc.
- Ultimately, Risktec's programmes help to develop competent risk and safety management professionals for industry.

## How does an organisation get started with a Risktec programme?

- Where an organisation's requirements are relatively straight-forward, an initial meeting with Risktec is usually sufficient to enable Risktec to submit a formal and priced **proposal** for further discussion.
- Where requirements are more extensive, Risktec can work with the organisation to undertake a **structured review**. We take account of the organisation's culture and existing training and development processes and, along with the organisation's specific needs, timescales and available resources, we help to determine:
  - The drivers for the programme.
  - Priorities for who needs training, based on the skills, qualifications and capabilities of the personnel.
  - Programme structure and module selection, as well as any specific customisation or development required.
  - The level of assessment, whether attendance only, CPD credits or formal post-graduate qualification.
  - Selection of non-Risktec training providers where appropriate, e.g. in-house specialists or external parties.
  - Any other requirements for related regulatory, industry or technology-specific modules, or opportunities to gain industry experience, e.g. industry events, secondments and shadowing.
  - The type and extent of feedback to be provided for participants.
  - The level of programme management required.
  - Programme duration, participant numbers, location and cost.
  - Registration, administration, support and pastoral care of participants.
- We believe this approach helps to ensure that all training is relevant to meeting the individuals' and organisation's needs. In this way the investment in training is justified, targeted and measurable.

## How does an individual get started with a Risktec distance learning programme?

- Simply email Peter Moar on [training@risktec.co.uk](mailto:training@risktec.co.uk) or telephone +44 1925 611200 to find out details of the next planned distance learning programmes.