Workplace Ergonomics & Employee Safety Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Workplace Ergonomics & Employee Safety Training Course is designed to reduce work-related injuries, musculoskeletal disorders (MSDs), fatigue, and productivity loss while improving occupational health, compliance, and workforce efficiency. In today's fast-evolving corporate and industrial environments, organizations face increasing pressure to adopt OSHA-aligned safety standards, human-centered ergonomic design, and risk prevention strategies that ensure a safe and sustainable workplace. This training integrates modern principles of ergonomics optimization, hazard identification, risk assessment, and safety culture transformation to create resilient and high-performing workplaces.

The course emphasizes practical application of workstation ergonomics, posture correction, injury prevention techniques, and employee wellness strategies across office, industrial, and hybrid work environments. Participants will learn how to implement ergonomic assessments, safety audits, and behavioral safety practices supported by global best practices and real-world case studies. By the end of the program, organizations will be equipped to reduce downtime, improve employee engagement, and achieve a strong health & safety compliance framework aligned with ISO 45001 standards and modern workplace safety trends.

Programme Curriculum

Workplace Ergonomics & Employee Safety Training Course

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Course Duration

10 Days

Course Objectives

1. Understand workplace ergonomics principles and human factors engineering
2. Identify and mitigate occupational hazards and risk exposure
3. Apply OSHA safety compliance standards effectively
4. Conduct ergonomic workplace assessments and audits
5. Reduce musculoskeletal disorders (MSDs) and repetitive strain injuries (RSI)
6. Implement safe workstation design and posture optimization
7. Strengthen employee health and safety culture
8. Improve manual handling and lifting safety techniques
9. Develop incident reporting and root cause analysis skills
10. Enhance stress management and fatigue reduction strategies
11. Promote PPE usage and workplace safety protocols
12. Integrate ISO 45001 occupational health systems
13. Build a proactive hazard prevention and risk control mindset

Target Audience

1. HR Managers and HR Business Partners
2. Health & Safety Officers / EHS Managers
3. Office Employees and Remote Workers
4. Manufacturing and Factory Workers
5. Facility and Operations Managers
6. Team Leaders and Supervisors
7. Corporate Wellness Coordinators
8. Compliance and Risk Management Professionals

Course Modules

Module 1: Introduction to Workplace Ergonomics

- Definition and scope of ergonomics
- Human factors in workplace design
- Importance of safety culture
- Productivity vs injury prevention
- Case Study: Tech company reducing absenteeism through ergonomic redesign

Module 2: Occupational Health & Safety Fundamentals

- Safety frameworks overview
- Common workplace hazards
- Legal compliance basics
- Risk categories
- Case Study: Factory compliance failure leading to audit overhaul

Module 3: Musculoskeletal Disorder Prevention

- Causes of MSDs
- Early warning signs
- Prevention techniques
- Ergonomic corrections
- Case Study: Call center RSI reduction program

Module 4: Posture & Body Mechanics

- Correct sitting/standing posture
- Spine alignment techniques
- Movement optimization
- Workplace posture training
- Case Study: Office posture correction improving productivity

Module 5: Ergonomic Workstation Design

- Desk and chair setup
- Monitor positioning
- Keyboard/mouse placement
- Lighting considerations
- Case Study: IT firm workstation redesign

Module 6: Manual Handling Safety

- Safe lifting techniques
- Load assessment
- Injury prevention methods
- Team lifting procedures
- Case Study: Warehouse injury reduction initiative

Module 7: Hazard Identification & Risk Assessment

- Workplace hazard types
- Risk scoring methods
- Inspection techniques
- Reporting systems
- Case Study: Construction site hazard mapping success

Module 8: Personal Protective Equipment (PPE)

- Types of PPE
- Proper usage guidelines

- Maintenance procedures
- Compliance enforcement
- Case Study: Manufacturing PPE compliance improvement

Module 9: Workplace Safety Culture Development

- Behavior-based safety
- Leadership role in safety
- Employee engagement
- Safety communication
- Case Study: Corporate safety culture transformation

Module 10: Incident Reporting & Investigation

- Reporting procedures
- Root cause analysis
- Documentation methods
- Corrective actions
- Case Study: Industrial accident prevention system

Module 11: Office Ergonomics & Remote Work Safety

- Home office setup
- Laptop ergonomics
- Digital fatigue management
- Hybrid work safety
- Case Study: Remote workforce injury reduction

Module 12: Stress & Fatigue Management

- Workload balancing
- Mental health awareness
- Break scheduling
- Productivity optimization
- Case Study: Burnout reduction in corporate teams

Module 13: Environmental Ergonomics

- Lighting ergonomics
- Noise control
- Temperature comfort
- Air quality factors
- Case Study: Open office redesign impact

Module 14: Emergency Preparedness & Response

- Emergency planning
- Evacuation procedures
- First aid basics
- Crisis response
- Case Study: Fire drill effectiveness improvement

Module 15: Safety Audits & Continuous Improvement

- Audit frameworks
- KPI tracking
- Continuous improvement cycle
- Compliance monitoring
- Case Study: ISO 45001 certification success

Training Methodology

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price

23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

Ready to enroll or request a customized program? Book online or contact us:

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Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com