EMC PRESENTS

STEP UP YOUR SAFETY FOR MANUFACTURING

WORKPLACE IMPLEMENTATION GUIDE

Workplace Implementation

WI

Welcome

Step Up Your Safety for Manufacturing is a safety program created by Excellence in Manufacturing (EMC) and Candace Carnahan for Canada's manufacturing sector.

The program is designed to strengthen workplace safety by focusing on the people behind safe work practices. It encourages workers to be more aware, engaged, and confident in making safe decisions every day.

Unlike traditional safety training that focuses on topics such as machine guarding, first aid, or WHMIS, this program focuses on the behaviours, attitudes, and conversations that influence workplace culture and safety on the job.

Topics include:

- Why safety matters personally
- Looking out for one another
- Recognizing risk
- Speaking up about concerns
- Making safe choices
- Building a culture where everyone feels comfortable raising issues

These may seem like simple concepts, but they often make the difference between safe and unsafe behaviours, and sometimes between going home safely and being seriously injured.

The program helps workers understand that while policies, procedures, and safeguards are important, it is our daily actions, decisions, and behaviours that have the greatest impact on workplace safety.

Video-based program

0	**My Story**	Candace shares the story of her injury and introduces the program.
1	**Why We Work Safely**	Rethinking safety as personal rather than an obligation
2	**Caring**	Caring makes teams stronger and leads to a safer workplace
3	**It Could Happen To You**	Everyone is at risk; regardless of your experience or familiarity with a task
4	**Attitude**	Attitude guides safe decisions
5	**What We Can't See Can Hurt Us**	Safety includes self-awareness - what's happening inside of us
6	**See Something, Say Something**	How speaking up makes a workplace safer
7	**Safety Is A Choice**	Small choices add up to safe outcomes
8	**The Yellow Light**	Care, attention and pausing to consider our actions can lead to safer outcomes
9	**The Ripple Effect**	Our actions, safe or dangerous, have an impact on others around us
10	**Psychological Safety**	Safety thrives in a workplace where workers feel comfortable speaking up
11	**Courage**	Your courage to speak up or take action may be the difference between positive and negative outcomes
12	**Legacy**	"Legacy" is your contribution, influence and impact on others

The program includes the "My Story" introduction and 12 short video episodes (5-7 minutes each).

Throughout the series, Candace Carnahan shares lessons from her life-changing workplace injury and the experiences that followed. Manufacturing workers also share their own stories and perspectives.

Each episode introduces a safety theme that can be reinforced in the workplace over the following weeks through discussions, activities, and workplace initiatives.

Program Delivery

The Step Up Your Safety for Manufacturing program is intended to be delivered over 12 months, with one episode introduced each month.

To maximize impact:

- Start the program with the "My Story" introduction episode and show each episode during a team meeting whenever possible.
- Deliver episodes in sequence, starting with the introduction.
- Allow time between episodes to discuss and reinforce the message.
- Review the facilitator guide before showing each episode.
- Use the discussion questions and optional workplace implementation ideas provided to help bring the theme into everyday work.

Each episode builds on the one before it, creating a consistent safety message throughout the year.

If circumstances are such that a worker(s) need to review the episode(s) on their own, the workplace should plan how to integrate the independent learning into the team environment.

We understand that the program will reach team members with a variety of learning styles and needs.
While we can't ensure everyone is accommodated, care has been taken to use plain language wherever possible, little breaks in the episodes and some wording on the screens to reinforce key themes.

Episode Guides

Each episode guide includes:

- Objectives
- A summary of the key message
- Takeaways and Challenges
- Optional discussion questions
- Optional Workplace implementation ideas

The discussion questions are intended to encourage open, honest conversations. The goal is to create an environment where workers feel comfortable sharing ideas, concerns, and experiences.

The workplace implementation ideas are designed to help keep the message alive after the episode ends. This could include toolbox talks, team discussions, visual reminders, recognition programs, or other activities that suit your workplace.
In any case, the idea is not simply showing the episode and waiting until the next one but instead taking the opportunity to absorb the concept so it's not forgotten before the subsequent episode is shown. The most effective approach is the one that works best for you.

Evaluation: This program is designed to inform, engage and motivate employees to think differently about safety. We highly encourage you to evaluate each episode by gathering feedback and assessing how the message is being applied at your workplace.