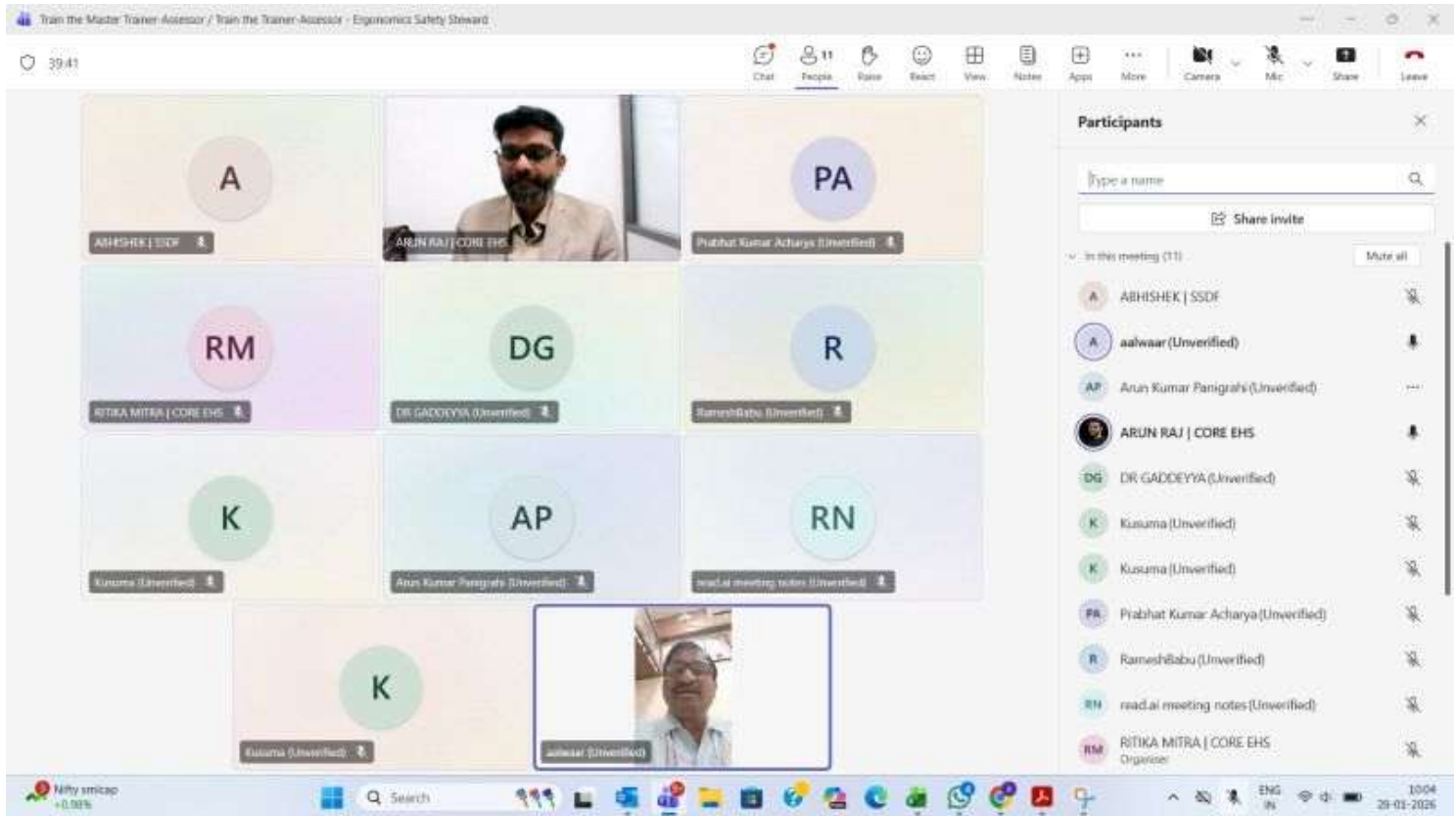


## FROM KNOWLEDGE TO PRACTICE: TRAINING THE TRAINERS IN ERGONOMIC SAFETY STEWARDSHIP



The **Safety and Skill Development Foundation (SSDF)** successfully conducted the **Training of Trainers (ToT) / Training of Assessors (ToA)** programme for **Ergonomic Safety Steward** under the **PMKVY** scheme, strengthening both **applied ergonomics expertise** and **competency-based training and assessment capabilities** among participants.

The programme focused on the **core principles of workplace ergonomics**, with emphasis on identifying and controlling ergonomic risk factors such as **awkward postures, repetitive movements, manual material handling, poorly designed workstations, forceful exertions, and prolonged static work**. Participants developed a strong understanding of **Musculoskeletal Disorders (MSDs)**, including their causes, symptoms, and ergonomic risk indicators, along with practical approaches for **ergonomic risk assessment and task analysis**.

Participants were trained in applying the **Hierarchy of Controls in ergonomics**, enabling them to recommend **engineering, administrative, and work-practice controls** for improving workstation design, task layout, and work methods. The programme highlighted methods for **monitoring effectiveness of ergonomic interventions** and promoting continuous improvement in workplace ergonomics.

Alongside technical competencies, the programme strengthened participants' ability to **plan, organize, and deliver competency-based training** aligned with NCVET occupational standards. Key areas included interpretation of **training documentation, curriculum, learning outcomes (KLOs), learner profiles, and delivery environments** to design learner-centric and inclusive training sessions.

The training further addressed **instructor-led and practical training methodologies**, on-the-job and simulated learning approaches, and participatory techniques to enhance learner engagement in ergonomics education. Participants were also prepared to conduct **fair, transparent, and evidence-based assessments**, covering assessment planning, evidence collection, evaluation, feedback, and documentation in line with NCVET guidelines.

Cross-cutting themes such as **safe training practices, ergonomically sound learning environments, professional conduct, and ethical responsibilities of trainers and assessors** were integrated throughout the programme.

Overall, the programme equipped participants to function as **competent Ergonomic Safety Stewards, trainers, facilitators, and assessors**, capable of delivering high-quality ergonomics training and assessments that contribute to **healthier, safer, and more productive workplaces**.