

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

A screenshot of a Microsoft Teams meeting interface. The main area features a 3x3 grid of participant icons. The top row contains 'A' (Abhishek SSDF), 'PA' (Prabhat Kumar Acharya (Unverified)), and 'R' (RameshBabu (Unverified)). The middle row contains 'RM' (Ritika Mitra | CORE EHS), 'DG' (DR GADDEYYA (Unverified)), and 'K' (Kusuma (Unverified)). The bottom row contains 'AP' (Arun Kumar Panigrahi (Unverified)), 'RN' (read.al meeting notes (Unverified)), and 'K' (Kusuma (Unverified)). In the center of the grid, there is a video feed of a man with a beard and glasses. The top of the screen shows the title 'Train the Master Trainer-Assessor / Train the Trainer-Assessor - Ergonomics Safety Steward', the time '39:41', and various Microsoft Teams navigation icons. The right side of the screen shows a 'Participants' list with 11 entries, each with a small profile picture, the name, and the status 'Unverified'. The bottom of the screen shows the Windows taskbar with various application icons.

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**.