



Making the Workplace Safer with Online Training Workers Enjoy

Company Overview

Hazard Construction was founded in 1926 by Roscoe Elwood Hazard, Sr., who laid the foundation for what would become one of San Diego's largest general engineering contracting firms. They have projects in public works, site development, and construction management. Hazard performs a wide range of services, including construction management; clearing, demolition, and grading; paving and surface improvements; sewer, water, and storm drain systems; bridges, concrete structures, walls, and other concrete improvements.

Challenge

When Richard Krymski joined Hazard Construction in 2019 as Safety Manager, the company didn't have an internal training program. Safety training was handled externally through a mix of vendors, live training, and travelling. Training was costly, disjointed, and less effective than Richard wanted. He wanted a training solution he could manage in-house and provide the right types of training for the different staff at Hazard.

Solution

HSI Safety and Compliance Training

Industry

Construction

Size

~150 employees

Location

San Diego, CA

Solutions

After evaluating multiple online training vendors (ClickSafety, JJ Keller, 360training) and balancing quality of training with cost, Richard decided on the HSI Learning Management System (LMS) and the HSI safety and compliance online training content. Convincing senior leadership to shift to this system was key.

Why It Matters

Safety: the workplace is safer (722 days incident free), and the training has a real, meaningful impact on worker behavior.

Learning culture: workers enjoy the courses, reporting they really learn from the training vs. just completing for compliance.

Financial savings: with the money saved, Hazard was able to purchase PPE (safety glasses, vests and molded ear protection) for workers.

Once he presented the higher costs and inefficiencies from sending workers to multiple locations and paying trainers to come in and train, it was approved.

He knew the transition from live training to online would be technologically challenging for some, however it was faster and easier than he anticipated. Not only does Hazard use the LMS to deliver HSI training content but they upload their own training, and track everything safety-related, including live training.

Results

The positive impact of adopting the HSI online learning management and safety training system hasn't just made Richard's job better and easier, the response from employees across the entire organization has been positive.

Not only did workers adjust to online learning and accept it as an alternative to live training, they embraced the experience. Employees enjoyed the interactive courses, with fall protection receiving the most positive recognition. "A lot of guys were actually really happy to go through and learn some of the courses. They're like, wow, I learned a lot of new stuff just by doing these classes,"

commented Richard. The quality of the learning content was appreciated by staff: friendly, professional and unpatronizing. "They want to be taught, they want to be educated, they don't want to be talked down to, and that's what they really like about the training."

Richard noted that with the addition of online learning at Hazard Construction, he now has the time to do the parts of his job that he finds most valuable – being in the field with crews, connecting directly with managers and workers, and conducting just-in-time training. Efficiency was one of Hazard’s goals, and Richard is more effective in all aspects of his job, “I’m not tied up in the office...I can say ‘I’ll be back in two hours, here’s the three classes I want you to take while I’m gone, and they can do it. If they have any questions, we can sit down and review everything when I get back.”

With the cost savings resulting from shifting to HSI’s online learning solution, reallocated budget dollars go to other areas, such as purchasing PPE for workers. Most importantly, Richard noted “we’re at 722 days incident-free...and I attribute that to training.”

In the end, the online learning program hasn’t replaced the training aspect of Richard’s job as safety manager. It’s improved and enhanced what he does, bringing a level of quality, efficiency, and effectiveness to safety at Hazard Construction.

“I’m not training people to just train people, I’m training people in fields that they need and what they need to know.”

Richard Krymski, Safety Manager, Hazard Construction