

January 2024 eLearning Challenge: Safe Lifting Techniques

The Situation

Briggs Engineering is a manufacturer of large metal automotive components. Employees at Briggs assemble components in a busy shop and ship products to customers nationwide. Keeping employees safe and productive at Briggs is priority number one!

During a safety walk in the factory, HR and the EHS (Environment, Health, and Safety) Manager observed several employees carrying out various tasks in their working conditions. The team noted the following safety violations:

- Bending at the waist and twisting while lifting product
- Lifting loads over the designated weight limit (50 pounds)
- Carrying large stacks of product, obstructing vision and resulting in off-center loads
- Moving loads without a clear plan to lift and transport products safely and efficiently through the shop
- Not consistently using lifting assistance (such as push carts, dollies, pallet jacks, or other devices)

The Challenge

In response to the safety walk, Briggs Engineering's HR manager has requested mandatory training for all shop floor employees focused on safe lifting techniques. In tandem, HR has noted an increase in acute lower back injuries over the past nine months. These injuries reduce employees' scope of work and productivity in the shop and often lead to chronic back problems.

Per OSHA, safe lifting requires four stages: 1) Preparation; 2) Lifting; 3) Carrying; and 4) Setting Down.

As the Training Specialist, your goal is to encourage the adoption of lifting ergonomics via a self-paced and interactive eLearning course. OSHA rules tend

to get lost when posted on the shop floor. Therefore, making the OSHA guidelines engaging by using demonstrations and consequences will help reduce the frequency and severity of lower back injuries.

After completing your course, learners will be able to complete one or more of the following objectives:

- Describe how and why bodily injuries can occur when lifting improperly
- Identify the “Power Zone” and explain its importance in safe lifting
- Complete OSHA's four stages of safe lifting:
 - Prepare to lift loads safely by planning and assessing the job
 - Use proper ergonomics (body position and movements) to execute the lift
 - Carry loads safely to their destination
 - Set loads down using proper ergonomics (body position and movements)
- When/if needed, utilize lifting assistance (such as push carts, dollies, gloves, etc.) to improve ergonomics and stay safe

Requirements & Constraints

As you design and develop your course, keep the following requirements and constraints in mind:

Interactivity & Content Presentation: Ideally, your solution will include decision-based interactions or scenarios to reinforce the skills being taught. Here are some ideas for how you might present your content and make it interactive:

- Click-to-reveal interactions displaying different weights/sizes of lifting jobs
- Hotspots or markers within a factory floor environment to identify lifting hazards
- A map of a factory floor outlining employees' paths for lifting and carrying products between destinations
- A branching scenario with dialogue between employees/supervisors about transporting materials

- Number variables and/or a dial or slider to explore whether a load is safe to lift
- Click-to-reveal, hotspots, or markers on a character to identify key posture elements (aka the "Power Zone")

Authoring Tools: You are free to use any eLearning authoring tool you'd like; however, Articulate Storyline or Rise are recommended. If you're new to Articulate Storyline, [check out this playlist of videos](#) to help you get started.

Visual Design: You are free to design the course in any way you'd like; however, it should demonstrate good visual design best practices with a cohesive and consistent use of font, colors, images, and graphics. If you're new to visual design, [check out this playlist of videos](#) to help you get started.

Style Guide

To help in the design of your eLearning course, you can view and download the Briggs style guide and brand assets below. You are free to use these to design a branded course template, or you can create your own design.

Reference Materials

As you design and develop your course, you can create your own content from scratch or source your content from the following references:

- [OSHA Proper Lifting Techniques](#)
- [Safe Lifting in Your Power Zone](#)
- [Safe Lifting Training for Your Workforce](#)
- [10 Tips for Safe Lifting](#)
- [Safe Lifting Ergonomics](#)
- [Service Carts](#)
- [Pallet Jacks, Carts, Dollies & More](#)
- [Lifting & Material Handling Guidelines](#)

Submission Guidelines & Contest Rules

Once you're done building your course, you can submit it by commenting below and sharing a link to your finished project. If you're using Articulate

Storyline or Rise, you can publish and share a link from Articulate Review or on the web using Google Cloud. Along with a link to your published course, share a few words explaining your design decisions, challenges, inspiration, etc.

To be eligible to win the \$100 Amazon gift card, your submission must be posted no later than Friday, January 26th, at 11:59 PM ET.

You can learn more about the contest rules and criteria here.

If you'd like to get more eyes on your submission and encourage others to participate in the challenges, you might also consider...


- **Writing a Blog Post:** If you happen to have a blog or online portfolio, write a post about your submission and share it on social media. Make sure to link to it in the comments below for others to see!
- **Record a Video:** If you want to share how you went about designing your submission, record and share a screen recording video (via Loom, Camtasia, Snagit, or YouTube) to showcase and explain your process. And, of course, don't forget to share a link to it in the comments below!
- **Share on Social Media:** If you're active on LinkedIn, Twitter, or another social media platform, create a post to share your submission. If possible, make sure to link back to this page and tag The eLearning Designer's Academy on LinkedIn or Twitter in your post.

Give & Get Feedback

After you've shared your submission, make sure to review what others have submitted and provide constructive feedback. Remember, the monthly challenges (and this community as a whole) are meant to provide an inclusive and supportive environment. As you provide feedback, make sure to keep our Code of Conduct in mind.

As you work to develop your project, also consider sharing your work-in-progress for community feedback in our Get Feedback space here.

Challenge Recap, Submissions & Winner

Congratulations to this month's eLearning challenge winner, , for his winning submission for this month's challenge: Safe Lifting at Briggs Engineering! 

Check out all of the submissions for this month's eLearning challenge below:

- Briggs Engineering OSHA Training by

- [Safe Lifting](#) by
- [Safe Lifting Techniques 101](#) by
- [Briggs Safe Lifting Training](#) by
- [Safe Lifting Techniques](#) by
- [Briggs Engineering Safety](#) by
- [Safe Lifting Techniques](#) by
- [Lessons in Lifting](#) by
- [Briggs Engineering Safe Lifting](#) by