

Human-Aware Work Systems

Pilot Briefs & Runbook — FINAL

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- 1) Pilot Brief — Bio-Aware Workforce Analytics (Team-Level, Privacy-First)
- 2) Pilot Brief — Safety Enablement Copilot (Bundled with Safety Twin)
- 3) Runbook — Navigation Outline for Both Pilots

Prepared: October 09, 2025

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Pilot Brief — Safety Enablement Copilot (Bundled with Safety Twin)

Problem to prove (60–90 days)

New and transitioning employees face elevated risk; can trigger-based micro-training plus structured onboarding reduce early near-misses and time-to-safe proficiency?

Scope & guardrails

Bundled only with Safety Twin pilots; focuses on safety onboarding/training + SOP Q&A;

EU mode: no emotion recognition; US: no affect or biometrics; privacy controls (n≥5, aggregation/banding).

Triggering logic (from Safety Twin)

New hire cohort or role change detected → assemble role-specific onboarding and pre-shift brief.

Incident / near-miss in Zone X → push a 3-minute refresher to affected crew before next shift.

Heat index/WBGT spike forecast → pre-shift work/rest + hydration plan; capture acknowledgments.

Geofence violation trend → schedule a 10-minute toolbox talk; log attendance.

Success metrics (decision-grade)

Decrease in first 90-day near-miss rate (difference in differences).

Decrease in time in high-heat bands for nudged crews.

Decrease in onboarding days to safe proficiency (access + safety modules done).

Increase in manager adherence to micro-lessons/toolbox talks.

Complete insurer evidence pack (training logs + Safety Twin KPIs).

Timeline

Weeks 1–2 baseline → Weeks 3–8 intervention → Weeks 9–10 readout.

Deliverables

Copilot access; weekly KPI snapshots; insurer-ready Safety Evidence Report addendum; final Decision Memo.