



Chartered Institute
of Ergonomics
& Human Factors

Human Factors Learning Pathway

A multi-level, flexible competence
builder for organisations intent on
improving safety and resilience



Aim and outcomes



Overall aims



To raise and build human factors competence in specific sectors.



To build human factors competence and capacity across an organisation at several levels

Overall outcomes



Improved human factors capability and resilience in the business and workforce through development of human factors practitioners.



Recognition of sponsoring and participating organisations as industry leaders in human factors.



Professional recognition of human factors competence in individuals through eligibility for Technical Membership of CIEHF.

Pathway structure: levels, courses and topics



Pathway structure: levels



Approximate time to complete

All 3 Levels: 2 years

Level 1: LEARN



Complete all 9 courses in order before moving on to Level 2.



Cross-sector

Understanding systems

Understanding mental capability

Understanding physical capability

Analysing tasks

Evaluating equipment

Assessing workstations

Analysing the physical environment

Understanding workload

Assessing human factors risk

Communications

Understanding behaviour

Workspace design

Job design

Learning from adverse events

Level 2: CONSOLIDATE



Complete all 5 courses in order before moving on to Level 3.



Sector-specific

Human Factors Leadership

Safety Management

Human Factors In Practice

Level 3: INTEGRATE



Complete all 3 courses in order.



Can be organisation-specific

Learning outcomes & roles



About roles



Roles help to ensure individuals have a defined **purpose and place** within the organisation's human factors capability.

Level 3
INTEGRATE

Role:

AMBASSADOR

Learning outcomes:

- ✓ Can integrate human factors successfully into projects.
- ✓ Can make effective design recommendations.
- ✓ Can provide human factors guidance and coaching to learners on Levels 1 & 2.

Level 2
CONSOLIDATE

Role:

ADVISOR

Learning outcomes:

- ✓ Can combine human factors tools and techniques effectively.
- ✓ Can investigate and analyse systems.
- ✓ Can interpret results and recommend complex changes.

Level 1
LEARN

Role:

ASSESSOR

Learning outcomes:

- ✓ Can recognise and appreciate human factors opportunities and issues.
- ✓ Can use basic human factors tools and techniques effectively.
- ✓ Can assess system components and recommend simple changes.

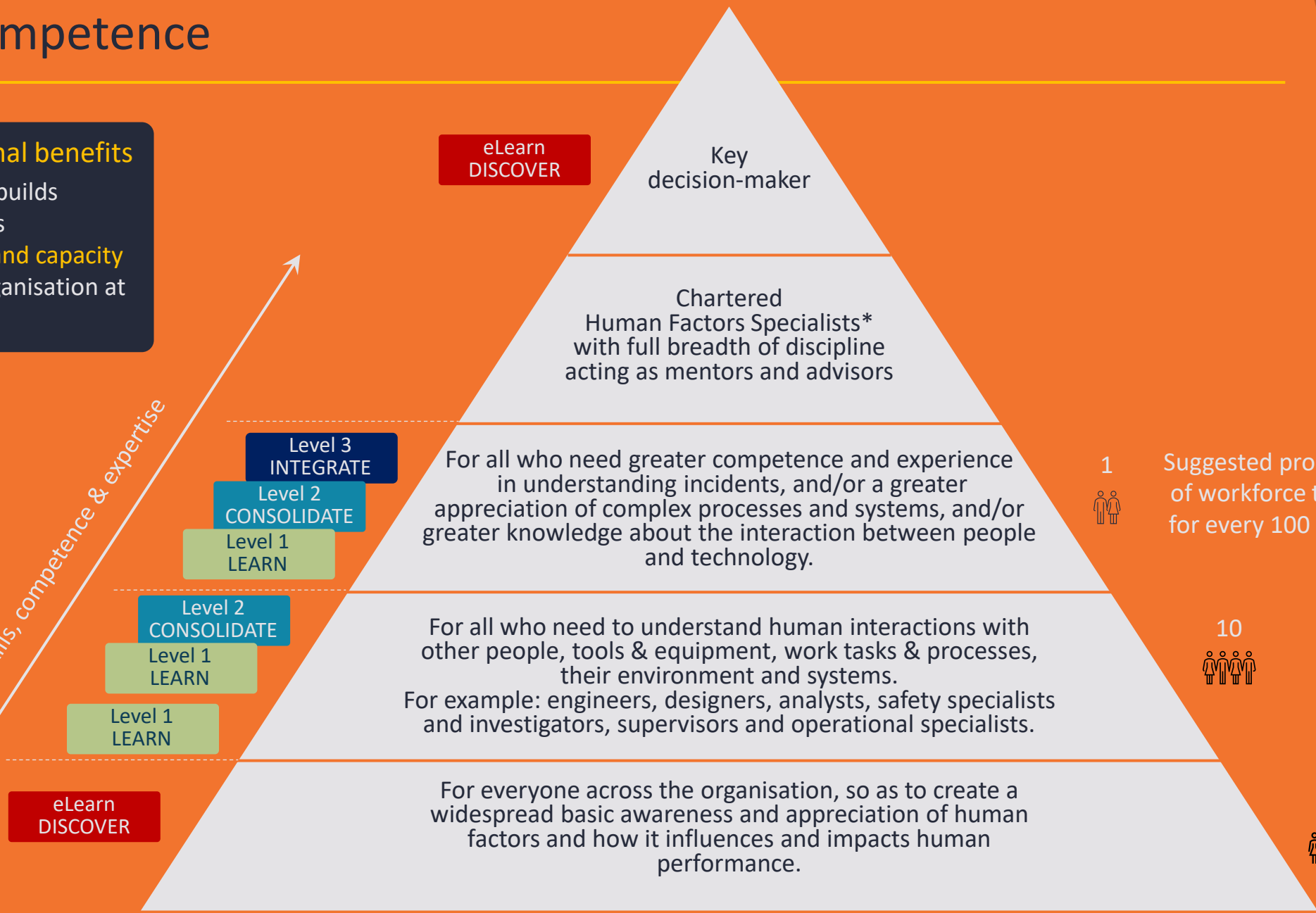
Building competence



Organisational benefits
The pathway builds human factors **competence and capacity** across the organisation at several levels



Increasing knowledge, skills, competence & expertise



* Could be employed or contracted

1
 Suggested proportion of workforce trained for every 100 people

10

100

Why adopt this approach?



Considerations



The exact course contents can be designed to match sector and organisational competency requirements.



The Pathway framework is already being used in the Oil & Gas industry, with the active collaboration and backing of the HSE's inspectors and the Energy Institute.



Feedback suggests a return on investment after just a few months through identification by learners of human factors issues and opportunities.



Feedback has helped shape the development of the Pathway:

- to better accommodate and support individuals new to human factors.
- to better support organisations in implementing the Pathway.
- to better assist sustainable human factors integration into organisational practice.