

## CASE STUDY

### Atkins | Highways Common Induction – October 2022

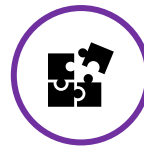
## Introduction

Atkins (Transportation) has fully embraced the Highways Common Induction across all highways projects across the UK; this includes projects for Local Authority contracts and working across Wales and Scotland. Making the Highways Common Induction a mandatory requirement shows our commitment to implementing a consistent and best in class minimum induction for all staff working in the highways environment.



### Overview

This case study provides an overview of how Atkins has sought to take positive action by introducing the Common Induction on a digital platform and introduce internally across all employees working on a highway, be it the strategic highway or more local network.



### Challenges

- Cost
- Gaining support from non National Highways projects
- Logistics of global and remote working



## Action Taken



1. [PLAN] Reviewing our mandatory training requirements – by considering what good looks like and what we'd expect all staff to be aware of as a minimum we developed the mandatory training framework and included the Common Induction. Ensuring alignment to industry standards, the bar has been set. We also considered method of delivery, asking how to make this as easy to implement for the end users as possible, by embracing a digital platform.
2. [DO] We undertook an extensive communications campaign to ensure the message has been received by all staff. This was achieved by utilising emails, safety moments, yammer pages as well as typical "top down" cascade. We also ensured our reach included the teams working in our Global Technology Centre in India.  
  
The option for this to be done at a time that suits the delegate, attendance also became more inclusive than a more traditional classroom or live delivery method would have allowed for.
3. [CHECK] Since we have direct access to the system used to plan and record the induction delegates, we can routinely run reports to assess compliance and uptake of this requirement. Access to this live data is instrumental in monitoring implementation.
4. [ACT] Now fully implemented we can routinely review adherence and ensure line-managers are supported and informed in ensuring their staff fully undertake this induction. We continuously monitor industry standards and can be dynamic and pivot for any future needs as they arise.

## Results



Providing designers with knowledge and understanding of common hazards working within Construction.

One common message and understanding across our Highways community, set to the best-in-class National Highways standard.

Easy accessibility, easier cross-pollination of staff expertise across project types and overall improved understanding of site hazards in the live highways environment.



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home  
safe  
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