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Make Your Human Factors Recurrent Course Shine!

As the company Human Factors (HF) instructor, you have given all of the employees their Initial HF training. In what seems like a month, a year passes by, and all of a sudden you realize it's time to present a Recurrent HF course and you are completely unprepared. In a fit of haste you decide to recycle some material from your Initial HF course and just present it again. Did someone say "uh oh, missed opportunity!!"

Recurrent training should not simply be a rehash of the Initial course. In fact, it's your opportunity to take HF training to a higher level! I personally like developing and facilitating Recurrent courses for that very reason; I can be really creative with how I **develop** and **facilitate** the course. Here are a few helpful tips for you to do the same with **your** Recurrent HF course:

Do not simply rehash Initial training material

This does nothing to expand knowledge and/or increase critical thinking skills. In fact, if the Recurrent course is the same exact material as the Initial course, you are going to have a hard time maintaining the attendees' attention.

Make it real-world (practical)

Stay away from theory. Use external and internal incidents, accidents and occurrences. Use practical examples of HF events that have happened fairly recently (either at other operators or internally within your own operation).

Consider making the course case-based

I've developed Recurrent courses that used just one case study and then built around the case with the application of various HF models such as SHELL, HFACS, and Swiss cheese. The Dirty Dozen can also be applied by having the attendees identify the various Dirty Dozen that may have contributed to the case.

Try to facilitate more than instruct

Whereas the Initial course may have required more one-way instructing, the Recurrent course is the perfect opportunity to facilitate rather than instruct. This encourages much more interaction.

Make the course active

By facilitating rather than instructing, there should naturally be a lot of interaction. You can also try to incorporate a few group activities or even have the attendees make their own short presentations on a particular topic. But whatever you do, just like the Initial course, DON'T just read slides to the attendees for hours at a time! You will be wasting their time and yours!

Be sure to include countermeasures

Whereas the Initial course may have been more of an "awareness" course, the Recurrent course should put more emphasis on human error countermeasures and prevention. Incorporating threat and management (TEM) principles is not a bad idea either.