

PUBLIC SECTOR · WORKFORCE SAFETY

When safety becomes part of everyday wellbeing, preventable claims fall.

A large public-sector employer worked with Propel to make safety education relevant, visible, and actionable across a diverse, multi-site workforce. In a single year, workers' compensation claims in the most common preventable categories fell **18.8%**.

INDUSTRY

Public Sector · Municipal Government

WORKFORCE

Large, diverse, multi-site

Background

Like many municipalities, this employer's workforce spans office staff, field crews, and safety-sensitive roles — and many of those employees rarely sit at a computer during the workday. Safety training existed, but it often read as a separate compliance task: easy to tune out, and hard to connect to the risks people actually face on the job.

Program objectives

Leadership set out to strengthen everyday safety awareness across the entire workforce and make safety education more relevant, visible, and actionable — turning it from a box to check into a habit woven into daily work, and connecting it to the wellbeing program employees already used.

Two connected programs, both tied to real incentives

01 • Routine Safety Assessment

A regular assessment covering the preventable risks that drive the most claims — built into the employer's existing incentive program, so completing foundational safety training earned real rewards and gave every employee a clear reason to engage.

02 • Safety Snippets

An incentive-eligible activity that asked employees to identify real hazards they encountered at work and describe how they responded — moving people from passive learning to active observation and in-the-moment hazard recognition.

PREVENTABLE RISKS THE ASSESSMENT COVERED

- Slips, trips & falls
- Proper lifting technique
- Personal protective equipment
- Emergency response
- Struck-by & caught-between
- Ergonomics
- Housekeeping
- Hazard reporting

PROGRAM RESULTS

18.8%

▼ decline in workers' comp claims

From 2024 to 2025, workers' compensation claims fell across the routine safety categories the initiative targeted most directly:

Slip / trip / fall

Struck / caught / cut

Overexertion

CONCLUSION

By embedding safety training into the broader wellbeing experience, the organization helped employees see safer choices not as a separate compliance task, but as an essential part of living and working well — the kind of durable behavior change that keeps preventable claims trending down year over year.