

## Workplace Safety Escape Room

Workplace safety is a responsibility that all employees share. To train new hires in a practical and engaging way, we have developed “The Workplace Safety Escape Room,” a fully immersive, escape room style safety training. Participants are divided into teams of two to four and assume roles like Observer, First Responder, or Strategist, each with unique responsibilities to help their team succeed. The story of the game is that the workplace has been temporarily locked down due to a simulated safety incident, and it is up to the teams to navigate hazards, demonstrate safety skills, and collect safety keys to unlock the next level. Each level includes hazards, emergency scenarios, PPE challenges, and puzzles that build in complexity. Teams earn points, badges, and safety keys for successfully completing tasks, with the ultimate goal of collecting all five safety keys, earning 300 points, and achieving the title of Certified Safety Champion. Throughout the game, facilitators observe and provide feedback, ensuring participants meet competency goals and learning outcomes.

1. List the points needed to move to the next level

Level	Points Needed
1	25
2	75
3	125
4	200
5	300

2. Teams start with zero points and earn points by completing tasks correctly, demonstrating teamwork, and solving challenges efficiently. Points are awarded for accuracy, speed, and leadership. For example, correctly identifying a hidden hazard earns five points, completing a PPE challenge earns ten points, and solving a puzzle can earn fifteen points. Bonus points are awarded for exceptional teamwork or completing tasks quickly, while mistakes result in point deductions or mini time penalty challenges.
3. Learners move through the levels in sequential order, starting with Level 1 and advancing only after meeting the point requirements and completing the required tasks. At the end of each level, participants earn a Safety Key and a badge, which act as both a reward and a literal key to unlock the next room, reinforcing the escape room concept.
4. Participants will know they are meeting competency goals and learning outcomes through a combination of immediate feedback, observable task completion, and earned rewards. At each level, facilitators monitor team

performance, ensuring that hazards are correctly identified, PPE is properly used, emergency responses follow protocol, and puzzles are solved accurately. Successful completion of a task earns points, which are displayed in real time, giving participants immediate feedback on their performance. Additionally, each level awards a badge and a Safety Key once the minimum point threshold is achieved.

Gamification Summary Chart

Level	Level Name	Expectations	Tasks/Activities	Validation of Competency
1	Hazard Identification	Recognize common workplace hazards	Explore simulated workspace, identify hazards, find hidden clues	Number of hazards correctly identified; facilitator observation  KEY ONE
2	Personal Protective Equipment Practice	Select and correctly use PPE	Complete PPE stations simulating workplace tasks	Correct PPE selection and application; facilitator observation  KEY TWO
3	Emergency Response	Respond effectively to emergencies	Fire evacuation, chemical spill containment, minor injury first aid	Correct procedures, teamwork, PPE use; facilitator observation  KEY THREE
4	Safety Application Challenge	Apply safety knowledge to solve challenges	Solve puzzles, decode PPE requirements, sequence emergency procedures, correct signage	Correct solutions, problem solving, teamwork; facilitator observation  KEY FOUR
5	Safety Simulation	Demonstrate mastery of all safety skills	Navigate hazards, respond to emergencies, use PPE, solve final code	Completion of all tasks, teamwork, leadership, certificate awarded KEY FIVE

In Level One, participants focus on identifying common workplace hazards. Teams enter a simulated workspace that includes wet floors, blocked exits, unstable stacked boxes, exposed electrical cords, and chemical spills without warning signs. Teams have five minutes to identify at least 80 percent of the hazards. Each correct identification earns five points, with bonus points awarded for teamwork and speed. Hidden clues may also be discovered to assist in future levels. Upon completion, teams earn the Hazard Identification Badge and the first Safety Key, unlocking the next room. Competency is validated by the number of hazards correctly identified and documented, as observed by the facilitator.

Level Two emphasizes proper selection and use of PPE. Teams rotate through stations simulating tasks such as chemical handling, welding, elevated work, and using sharp tools. Participants have six minutes to correctly select and apply the required PPE at each station. Points are awarded for correct choices and proper usage, with ten points per task, while mistakes may trigger minor point deductions or time penalties. Completion of this level earns the PPE Proficiency Badge and the second Safety Key, unlocking Level Three. Competency is measured by facilitator observation of proper PPE selection and usage.

Level Three challenges participants to respond to simulated workplace emergencies. Teams encounter scenarios including a fire requiring evacuation and fire extinguisher use, a chemical spill requiring proper containment, and a minor injury needing first aid. Teams have eight minutes to complete all scenarios in the correct order. Points are awarded for correct procedures, accuracy, and teamwork, with bonus points for leadership or communication. Successful completion earns the Emergency Response Badge and the third Safety Key, unlocking Level Four. Competency is validated through facilitator observation of proper emergency response and team collaboration.

Level Four tests the participants ability to apply safety knowledge in problem solving tasks. Teams solve a series of challenges such as matching OSHA standards to hazard images, sequencing emergency procedures, decoding PPE requirements, and correcting unsafe signage. Teams have ten minutes to complete the tasks, and hints can be requested at the cost of a small point deduction. Each correct solution earns fifteen points. Completion awards the Safety Application Badge and the fourth Safety Key, unlocking the final level. Competency is validated by correct solutions, teamwork, and demonstrated understanding of safety procedures.

In the final level, teams demonstrate mastery by completing a comprehensive simulation. The workspace contains multiple hazards, tasks requiring PPE, and an unexpected emergency such as a fire or chemical spill. Teams must identify hazards, use PPE correctly, respond to the emergency, and solve a final code to “escape” the room. Points are awarded for accuracy, speed, teamwork, and leadership, with twenty points for exemplary performance. Completion earns the Certified Safety Champion Badge and the fifth Safety Key, allowing the team to escape and receive a Certificate of

Completion. Competency is validated by facilitator observation of integrated hazard recognition, emergency response, PPE application, and problem solving under pressure.