TVETs being essentially a preparatory school for the skilled workforce. Thus, maintaining optimum safety and health within all TVETs are a challenge to any staff or technician assigned to maintain them. These challenges are further exacerbated by the lack of resources, making attention to risk evaluation and mitigation in developing countries often overlooked (Abbas, Zakaria, & Balkhyour, 2017).

In addition to OSH hazard prevention, one of the fundamental components for OSH risk/hazard mitigation would be the knowledge to provide first aid. According to the Malaysian Department of Occupational Safety and Health (2004), Malaysian employers are required by law to provide the necessary facilities and provisions for first aid care at the workplace. By including first aid training, in TVET "classrooms" i.e. workshops and laboratories, ensuring that TVET graduates will have a working knowledge of first aid. Providing this fundamental component of OSH will help foster OSH awareness from the onset of the (future) employee's career. It is hoped that equipped with a better OSH awareness, these future employees will adopt a better (attitude and) behavior towards OSH, which will in turn foster a better safety culture at the workplace thereby reducing work-related injuries and illnesses.

Further research related to this study should include the management's commitment to safety by utilizing a quantitative method so as to best measure their effectiveness. Management commitment is believed by other researchers to be a strong predictor of work-related injuries (Alruqi et al., 2018). However, considerations on management commitment to safety differs greatly among the ranks of researchers in the field of safety and health. Thus, the study should adopt a particular epistemology on the definition of safety and health with regards to management commitment.

Management commitment can then be extended to ensure work processes are adhered to in order to handle workplace risks when holding OSH workshops. This is part of enforcing participation among workers by increasing their awareness to the source of hazards within their environment (Bahn, 2013). Since most types of OSH participation comprise of injury and illness prevention programs, implementing OSH initiatives will greatly assist in mitigating and preventing work - related injuries and illnesses within the workplace.

Taking management commitment, a step above, the government is a major stakeholder in TVET institutions, along with other accreditation agencies and various government departments should also be reprised of the importance of OSH awareness at the grassroots level i.e. instilling good attitudes and behaviors towards OSH while TVET students are still being trained to be the skilled workforce of tomorrow. While there are legislations in place for both employers and employees in the private as well as the public sector, the realm of TVET students is still somewhat a grey area. Ascertaining the importance of OSH awareness in TVET institution's student population will help the necessary agencies to set more comprehensive OSH laws and legislation in place that are pertinent to TVET institutions.

From a more detailed perspective, this study can also be used as part of a more comprehensive program where pre-tests and post-tests can be administered. Prior to attending any OSH programs, employees can be asked to take a pre-test to ascertain their awareness of OSH. In addition to determining their level of understanding, with regards to their previous work experience and education, this will help indicate their current level of OSH awareness. From a long-term perspective, the information collected from administering these tests can help trace back the effectiveness of their education (where applicable). TVET syllabus makers, government policy makers and accreditation bodies could utilize these responses in order to engender better awareness in OSH.

After attending OSH programs, the effectiveness of the program (and OSH initiatives at the workplace as a whole) can then be ascertained to better evaluate any improvement in their awareness and understanding of OSH initiatives at the workplace. This will in turn, enhance employees' awareness towards potential occupational hazards in areas such as the provision of safety training, promoting safety advocacy, and enforcement of proper workplace safety regulations.

Accidents can happen anywhere, and at any time. Safety and health are serious issues particularly occupational safety and health. Compromising OSH at the workplace will not only incur health issues by way of work - related injuries and illnesses, but will also cause financial and economic repercussions when productivity is compromised. Therefore, everybody must be involved, both employers and employees must play their part in ensuring that the workplace environment is safe by successfully mitigating hazards, if not completely eliminating them. This, will in turn, promote a healthy safety culture at the workplace. Since TVETs are preparatory institutions for vocational and technical skills, TVET graduates will benefit greatly from being exposed to OSH during their time at TVET institutions. This ensures a skilled workforce that is both aware and knowledgeable in OSH practices.

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