

Developing a Training & Education Plan

CONSULTANT
Joint Insurance Fund
Regional Workshop



The Situation We Face

- Less staff
- Less time
- More demands
- Training demands have not diminished
 - May have increased
- NJPEOSH is enforcing training requirements



Challenges

- Meet training regulations
- Cover needed topics



Identify NJPEOSH's MINIMUM Training

- **Many OSHA standards have training requirements**
 - **Hazard Communication, Exposure Control, LOTO, Fire Prevention and extinguisher, Emergency Action Plans, etc.**
- **Other Regulatory Agencies have training requirements**
 - **MUTCD, DOT & CDL, EPA , etc.**
- **General Duty Clause**
 - **Workers must be trained on equipment and tasks BEFORE they perform them**

Identify Other Training Needs

- Accident s & Near Misses
 - Sprain-Strains
 - Slip-Trip-Falls
- Departmental policies & procedures
- New equipment / tasks
- Observed deficiencies





Training Needs Assessment Exercise

- On Training by Job Title Worksheet
 - List job titles in your department
 - Start with department head, then middle supervisors, then workers
 - Don't forget seasonal, part-time, etc.
- Use the MSI Assessment Guide to determine whether a job title needs specific training
- 10 - 15 minutes



MSI & Technical Courses

- MSI
 - Requested on your schedule, at your site
 - 40+ courses available
- Technical Courses
 - Colleges & community colleges
 - Trade group & academies
 - Training companies & groups

What are benefits and challenges ?



MSI & Technical Courses

- MSI
 - Requested year plus in advance
 - Limited number of courses & generalized
- Technical Courses
 - Often involve fees and travel expenses
 - Schedule limitations
 - Time to schedule, pay
 - Larger selection of courses available
 - Subject matter experts & credibility



Time & Money !

If you think safety
is expensive,
wait until you have
an accident



The Solution

**Change the Way We Think about
Safety (training)**

Build a blended training plan



Advantages are Significant

- Deliver only the training needed
 - Minimize unnecessary training time
- Provide more relevant training
- Allow for timely topics to be covered
 - Increases motivation
- Decrease costs associated with training
 - Travel time
 - Fees
- Flexible scheduling



In-house Trainers

- MSI Bloodborne Pathogens Train-the-Trainer & Forklift Evaluator Training
- NJDHSS
 - Right to Know / HazCom
- Center for Advanced Infrastructure & Technology
 - Flagger / Work Zone trainers
- UMDNJ – Respiratory Protection
- NSC – CEVO, DDC, Forklift Operator

What are benefits and challenges ?



FAQ - Trainer Qualifications

- Very few require ‘CERTIFIED’ instructors
 - Hazard Communication
- Most require ‘QUALIFIED’ instructors
 - Combination of education and experience
 - Have documented
 - Work from a lesson plan



Suppliers

Personal Protective Equipt.



Vehicles & Equipt.



On-Line Training



The screenshot displays the MSI Online Training Courses website. At the top left is the MSI logo, which includes a circular seal with a silhouette of Michigan and the text 'The MCL Safety Institute'. To the right of the logo is a navigation bar with buttons for 'MY COURSES', 'MY CALENDAR', 'STUDENT CENTER', 'INSTRUCTOR', 'HELP', and 'PRINT PAGE' (which includes a printer icon). Below the navigation bar, the main content area is divided into two sections. On the left, a blue box contains the text 'Click a title below to view its description and/or enroll in the course.' followed by the heading 'MSI Online Training Courses Recommended Courses'. Below this heading is a list of ten courses, each preceded by a small green computer monitor icon: 'Avoid Back Pain', 'Basic Risk Management for Local Government Officials', 'Crossing Guard Training', 'Crush Zone', 'Fire Safety', 'New Employee Safety Orientation', 'New Employee Safety Orientation - Part 2', 'Office Safety - Perils and Pitfalls', 'Survival Driving - Emergencies and Natural Disasters', and 'Survival Driving - Urban Driving'. On the right side of the main content area, there is a search bar with the text 'Search Course Catalog' and a magnifying glass icon. Below the search bar is a large rectangular image showing a woman with blonde hair tied back, wearing a blue shirt and a skirt, sitting in a black office chair and working at a desk with a computer monitor and keyboard.

Click a title below to view its description and/or enroll in the course.

MSI Online Training Courses
Recommended Courses

- Avoid Back Pain
- Basic Risk Management for Local Government Officials
- Crossing Guard Training
- Crush Zone
- Fire Safety
- New Employee Safety Orientation
- New Employee Safety Orientation - Part 2
- Office Safety - Perils and Pitfalls
- Survival Driving - Emergencies and Natural Disasters
- Survival Driving - Urban Driving

Search Course Catalog



What are benefits and challenges ?



Added Challenges

- Meet training regulations
- Cover needed topics
- **Identify and cover training points**
- **Document our activities**



Group Exercise

Bloodborne Pathogens

<u>Critical Points</u>	<u>Site-specific concerns</u>	<u>Training Resource</u>
Availability and explanation of ECP	Location of ECP and contact info of Administrator	
	Tasks with occupational hazards	
Departmental policies	Washing Hands	
	Reporting an exposure	

Plan to Cover Needed Points





Toolbox Talks & Videos

What are benefits and challenges ?

- Advantages
 - Convenient to have on hand and schedule
 - Free to cheap (borrow, stream, create)
 - Easy to customize
- Disadvantages
 - Incomplete, must be augmented with site-specific
 - May include wrong or dated information

Current Events

Jan 13, 2011; East Brunswick NJ Worker falls 30 feet, dies



Having trouble viewing this email? [Click here](#)



Hey,

A **Salem (Indiana) Firefighter** is reported to be in critical condition after being injured during a training detail. The incident occurred yesterday around noon when members were apparently doing a pump and hose drill. For a yet to be determined reason, the Firefighter was either thrown or fell due to an issue with a hose line and was injured. The Firefighter is reported to be in a medically induced coma at University Hospital ICU with serious head trauma. We wish the FF a rapid recovery.

APPARATUS CRASHES IN KENTUCKY & ARIZONA

Last evening on Kentucky 1394 in Laurel County fire apparatus was responding to a house fire. While enroute, the driver lost control on the wet roadway. The apparatus went about 100 feet down a ditch line and crashed over an embankment. Firefighters Kendall Osborne, and his passenger, FF Mike Sizemore, were taken to a local hospital for their undisclosed injuries.

3 **Phoenix (AZ) Firemedics** were injured yesterday when their ambulance was hit by a car while transporting an electrocution patient to the hospital. The victim electrocuted himself while working on a roof air conditioner. FF's used ground ladders to get him to the ground and continued to do perform ALS. The ambulance with a crew of 5 treated/transported but just as they turned left into the Baptist emergency room entrance, a Toyota Camry failed to yield. They were t-boned and

NIOSH FACE Reports

CDC Home



Centers for Disease Control and Prevention
CDC 24/7: Saving Lives. Protecting People.™

- ☒ NIOSH
- ☐ All CDC Topics

Choose a topic above

SEARCH

A-Z Index for All CDC Topics

Workplace Safety & Health Topics



Workplace Safety and Health Topics

Fatality Assessment and Control Evaluation (FACE) Program

- What's New - 2013
- NIOSH FACE Reports
- State FACE Reports
- Program Description
- Mission, History, Objectives
- Publications Related to FACE
- National and State Contacts

[NIOSH](#) > [Workplace Safety and Health Topics](#)

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FATALITY ASSESSMENT AND CONTROL EVALUATION (FACE) PROGRAM

Each day, between 12 to 13 U.S. workers die as a result of a traumatic injury on the job. Investigations conducted through the FACE program allow the identification of factors that contribute to these fatal injuries. This information is used to develop comprehensive recommendations for preventing similar deaths. This web page provides access to NIOSH investigation reports and other safety resources.

Fatality Investigation Reports Indexed by Program

[NIOSH FACE Reports](#)

[State FACE Reports](#)



Search FACE Reports

2012 North American
Industry Classification

Spotlight

Campaign to Prevent Falls in Construction

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Contact FACE

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NIOSH
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Contact Us:

[National Institute for
Occupational Safety
and Health \(NIOSH\)](#)
Centers for Disease
Control and Prevention

Related Topics

- [Traumatic Occupational Injuries](#)
- [Fire Fighter Fatality Investigation and Prevention Program](#)

[NIOSH Homepage](#)

E-mail Alerts and Notices

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Inbox

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Arranged By: Date

Today

- National Institute for ...
NIOSH eNews - June ...
- Fire Engineering 3:01 ...
Extrication Zone: Hyb...
- Waste Age Wire 2:48 ...
Video: How Healthy I...
- Firehouse.com 2:34 PM
Top Story: South Caro...
- Safety Daily Advisor 1...
What to Do with Che...
- Howard W Spencer 1...
Emailing: NFPA_70...
- Occupational Health ...
Farm-to-Fork Safety
- TheSecretList@Firefig...
Update re: SFFD Servi...
- Ilene M Laursen 11:31...
FW: DAVID LETTERMA...
- Howard W Spencer 1...
RE: General question...
- Howard W Spencer 1...
RE: General questi...
- Matthew Kallas 10:07 ...
Webinar Invitation: E...
- U.S. Fire Administration
U.S. Fire Administrati...
- Louis G Carey 9:27 AM

What to Do with Chemicals Without PELs, June 6, 2011

Safety Daily Advisor [SafetyDailyAdvisor@nl.blr-news.com]

Sent: Mon 6/6/2011 11:58 AM
To: Don R Ruprecht

[View this message in a browser.](#)

Safety Daily Advisor
Practical Safety Tips, News & Advice. Updated Daily.

Safety Management | Training | Compliance | Emergencies | Chemical Safety

Today's Safety Daily Advisor Tip:
What to Do with Chemicals Without PELs

Topic: [Chemical Safety](#)

What do you do with hazardous chemicals for which OSHA has not designated a permissible exposure limit? Absent a PEL, you need other guidelines to protect employee health. But what are they?

When there is no specific regulation concerning a hazard, the general duty clause kicks in. But it merely states that employers must "furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm."

Precisely how do you interpret that all-encompassing directive for specific chemicals for which there are no explicit regulatory exposure limits?

Sponsorship Advertisement

**Free Safety Report:
7 Stupid Reasons
New Employees Get
Injured**

Did you know that 40% of employees injured at work have been on the job for less than a year? This free report will provide you with the knowledge you need to protect your new employees and prevent them from getting injured.

[Download Now](#)

Online with Mic

During JSO or Facility Inspections

What are Benefits and Challenges ?

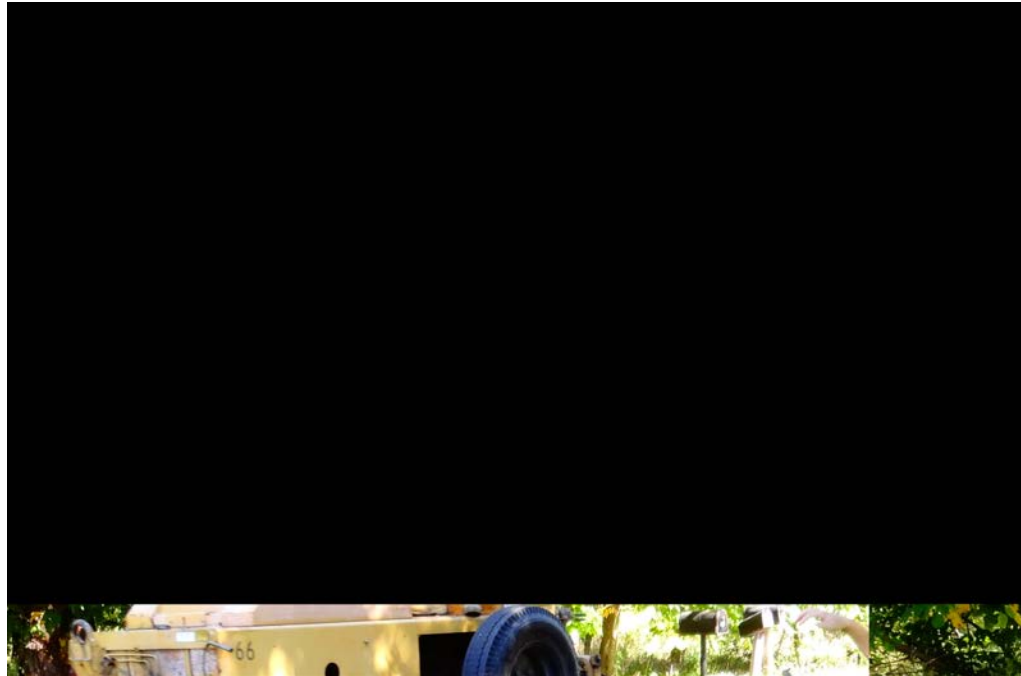


- These are teaching moments

Use Pictures as Learning Tools



Pictures for Sprain / Strain Awareness



Great way to stop action and discuss
body position / body mechanics



Skill Sheets

The candidate, wearing full protective gear (chaps, boots, gloves, eye, & hearing) shall demonstrate the proper use of a gas-powered chainsaw

Action	P	F
Checks the area for hazards		
Inspects the saw for good condition and proper fluid levels.		
Turns switch to 'ON' position, operates choke, and locks on throttle.		
Pulls cord to start, while holding saw in stable and acceptable position		



Documenting Your Activities

- Have a plan
 - A three, four, or five year plan is recommended
- Challenge is to find way to document without overly burdening the work

What are your Thoughts ?



THANK YOU!