

Jul-Dec
2018

Education Programs For Self-Insured Clients

LOSS CONTROL



Managed Care



Training



TPA SERVICES
Claims Management

Loss Control Services

WORKERS' COMPENSATION TRUST

47 Barnes Industrial Road South, Wallingford, CT 06492

(203) 678-0123 ♦ losscontrol@wctrust.com ♦ www.wctrust.com

OSHA Safety Series

Workplace Violence Prevention: Essential Plan Elements

**WED
AUG
1**

9:00 AM - 3:30 PM
\$100 per person, Value \$200
5.5 CEUs from LeadingAge CT
Target Audience: All Self-Insured Clients

Nearly seventy five percent of all workplace assaults happen in health care, workers who experience workplace violence at a rate far higher than the national average. In this interactive session, taught by Trust staff and Douglas Pesce, Department of Homeland Security, this **NEW** program will review the essentials of Workplace Violence Prevention with regard to security assessments, developing a written plan, training and drills.



National Safety Council Defensive Driving 4-Hour Course

**THU
AUG
9**

8:30 AM - 1:00 PM
\$60 per person
Target Audience: All Self-Insured Clients

Distracted driving is a deadly behavior. Each day in the United States approximately 9 people are killed and more than 1,000 injured in crashes that are reported to involve a distracted driver. Employees can learn to be a safer driver. Give your employees the tools they need to be a defensive driver every time they get behind the wheel. This 4-hour defensive driving course, taught by certified Trust staff and developed by the National Safety Council, provides practical techniques each driver can use to protect themselves and their passengers from a motor vehicle crash. Participants will receive a National Safety Council certificate upon successful completion of the class.

Executive Series

What Every CEO/CFO Needs to Know About Buying Insurance

**WED
SEP
12**

8:30 AM - 12:30 PM
\$995 per person
Target Audience: All Self-Insured Clients
6-Part Series, each Wednesday

Sept. 12th, 19th, 26th, Oct. 3rd, 10th & 17th

Taught by Ed Meaney, Trust Academy Coordinator, this **HIGH LEVEL** 6-part series is designed to provide Executives with the information necessary to make informed decisions about purchasing insurance. This course will provide essential information to ensure attendees have the information needed to understand coverages and protect their organization. Topics include: Risk Management as Management, General Liability, Cyber Liability, Employment Practices, Directors & Officers, Contractual Liability & Certificates of Insurance, Commercial Property, Mechanical Breakdown, Business Auto, Crime, Umbrella, Pollution Tanks, Case Law and Workers' Compensation.



Dealing With Challenging People and Situations

**THU
SEP
13**

9:00 AM - 12:00 PM
\$75 per person
2.75 CEUs from LeadingAge CT
Target Audience: All Self-Insured Clients

Calvin Morgan of Learning Dynamics will provide attendees with information to effectively manage conflict. Unmanaged conflict can lead to lower levels of teamwork and customer service, diminished employee commitment, and lower productivity. Alternatively, managed conflict can have a positive

effect on the workplace since it can open lines of communication and strengthen relationships with employees. Come to this class to learn to better manage situations to be an effective supervisor.

OSHA Safety Series

How To Avoid OSHA Citations

**THU
SEP
20**

9:00 AM - 3:30 PM
\$100 per person, Value \$200
5.5 CEUs from LeadingAge CT
Target Audience: All Self-Insured Clients

If OSHA were to knock on your door tomorrow, are you sure that your programs, policies, procedures and training are adequate to help you avoid citations? Taught by Trust staff and representatives from OSHA, this **NEW** course will focus on OSHA's citation process and the methods that employers can undertake to achieve regulatory compliance. This will result in a safer work environment for employees and avoid or minimize OSHA citations. This program includes an **INTERACTIVE** session where participants can roundtable their experiences and challenges.



Slips, Trips & Falls: A Preventable Problem

**WED
SEP
26**

9:00 AM - 12:30 PM
\$50 per person, Value \$100
3.25 CEUs from LeadingAge CT
Target Audience: All Self-Insured Clients

According to the Department of Labor, slips, trips and falls (STFs) make up a majority of employee injuries and incidents. With over 12,000 reported annually, 15% of all accidental deaths (about 12,000 per year) are caused by STFs, second only to motor vehicle incidents. Research has shown that most of these injuries could have been prevented. Taught by Trust staff, this **NEWLY REVISED** interactive education program will offer the resulting solutions you can use to help reduce these injuries and costs.

Executive Series

Building a Safety Culture

WED
OCT
3

9:00 AM - 12:00 PM
Lunch 12:00 PM - 1:00 PM
\$50 per person, Value \$100
2.75 CEUs from LeadingAge CT
Target Audience: All Self-Insured Clients

Safety and health considerations need to permeate all levels of an organization's culture, influencing decisions, planning, activities and behaviors. Current research on employee safety indicates that a robust safety culture is critical to an organization's success in keeping employees safe, reducing injuries and incidents and helping to reduce workers' compensation costs. This **NEW** class will review key elements necessary to build or enhance your organization's Safety Culture. Taught by Trust staff and Trust member Executive Directors, CEOs, and Administrators this class will provide information on how other organizations have established a safety culture throughout their organization which has led to reduced WC injuries. The session will conclude with lunch and an opportunity to **NETWORK** with your Peers and the Presenters.

Sexual Harassment Prevention Training for Supervisors

THU
OCT
25

9:00 AM - 11:00 AM
\$50 per person, Value: \$100
2 CEUs from LeadingAge CT
Target Audience: All Self-Insured Clients

Led by Attorney Angelica Mack of Letizia, Ambrose & Falls, P.C. this class meets the requirements of the Connecticut law and provides participants with an understanding of the various aspects of sexual harassment. Supervisors will learn how to avoid liability by acting promptly to address a sexual harassment claim, how to properly investigate a sexual harassment claim, gain an understanding of the common mistakes involving a sexual harassment complaint, and how to avoid these costly errors. Connecticut law requires employers with 50 or more employees to provide sexual harassment prevention training to managers and supervisors within 6 months of assuming a supervisory role. Also, the Connecticut Commission on Human Rights and Opportunities suggests that current supervisors and managers complete sexual harassment prevention training every 3 years.



National Safety Council Defensive Driving 4-Hour Course

THU
NOV
8

8:30 AM - 1:00 PM
\$60 per person
Target Audience: All Self-Insured Clients

Distracted driving is a deadly behavior. Each day in the United States approximately 9 people are killed and more than 1,000 injured in crashes that are reported to involve a distracted driver. Employees can learn to be a safer driver. Give your employees the tools they need to be a defensive driver every time they get behind the wheel.

This 4-hour defensive driving course, taught by certified Trust staff and developed by the National Safety Council, provides practical techniques each driver can use to protect themselves and their passengers from a motor vehicle crash. Participants will receive a National Safety Council certificate upon successful completion of the class.



Honest Appraisal™

WED
NOV
14

9:00 AM - 12:00 PM
\$75 per person
2.75 CEUs from LeadingAge CT
Target Audience: All Self-Insured Clients

Effective managers know that getting work done through others is the key to organizational success. One of the ways to ensure that employees are working productively is through periodic evaluation of their performance. Recent studies estimate that only 25% of managers ever receive training on the performance appraisal process. Taught by Calvin Morgan of Learning Dynamics, "Honest Appraisal™" illustrates how performance evaluation is a continuous process, not just an annual event. Effective performance management starts with measurable and meaningful goals and involves ongoing feedback and development. This highly interactive workshop takes managers through the entire cycle.

Responding To An ACTIVE SHOOTER Event

THU
OCT
11

9:00 AM - 3:30 PM
\$100 per person, Value: \$200
5.5 CEUs from LeadingAge CT
Target Audience: All Self-Insured Clients

Violence in 2017 helped break two active shooter records; the most incidents and the most people killed in any one year since at least 2000, the first year the FBI collected data. In 2017 there were 30 active shooting incidents throughout the nation. An active shooter is defined by the FBI as someone actively killing or attempting to kill people in a populated area. This **NEW INTERACTIVE** seminar taught by Trust Staff, will assist employers with recognizing signs and how to respond to these types of events.

Registration & Payment

Visit us at www.wctrust.com. Click on Self-Insured Clients tab from the top menu. From the sub-menu, choose Self-Insured Education Programs, then choose the class. Complete the registration form, it will then direct you to PayPal for payment by credit card or pay by check. If you have any questions, email losscontrol@wctrust.com or call 203-678-0123.



Self-Insured Education Programs

WC Claims: Key Strategies for Improving Claim Outcomes

WED
DEC
5

9:00 AM - 3:30 PM
\$100 per person, Value: \$200
5.5 CEUs from LeadingAge CT
Target Audience: All Self-Insured Clients

Trust staff, Bryan Cyr of Hettrick, Cyr and Associates and Attorney Neil Ambrose of Letizia, Ambrose & Falls, P.C. will provide attendees with information to reduce claim costs. This class will review how to complete an effective Accident Investigation to assist with the claim process and to identify best practices for members and the Trust for optimizing claim outcomes. Attendees will learn how to keep injured workers engaged in the process, claims advocacy and special investigations; strategies and tactics. The day will end with legal updates in Workers' Compensation. This is a **MUST** class for anyone new to the claim process or for those who want to understand the newest and most up to date best practices for positive claim outcomes.

OSHA Safety Series

OSHA

Recordkeeping: the Basics

THU
DEC
13

Program 9:00 AM - 12:00 PM
Workshop 12:00 PM - 1:00 PM
\$50 per person, Value \$100
2.75 CEUs from LeadingAge CT
Target Audience: All Self-Insured Clients

OSHA Recordkeeping is an area of compliance that many employers struggle with every day, especially given all the definitions of determining whether an injury is recordable. The need to keep accurate and timely records is even more necessary now that OSHA's electronic reporting rule is in effect. If you are new to maintaining the OSHA 300 log or are unsure of what and when to record, then this class is for you! Taught by Trust staff, this **INTERACTIVE** class is designed to provide the basics of the OSHA Recordkeeping Standard 1904. There will also be an optional workshop from 12:00 PM to 1:00 PM to review your OSHA 300 log with a Senior Loss Control Consultant from the Trust.



LOCK INTO LOSS CONTROL

Every self-insured Workers' Compensation program needs effective loss control programs to reduce employee incidents and control workers' compensation costs. Every dollar that is paid or saved goes directly to the bottom line. The importance of safety and loss control becomes even more pronounced in a self-insurance program where the costs are driven by losses. The measure of success is how well losses can be prevented or contained.

Our Loss Control staff is committed to meet your safety needs. Our Senior Loss Control Consultants have the technical expertise to help design safety programs that meet regulatory compliance and reduce hazards in the workplace. We can:

- Help guide your organization to establish a safety culture that achieves results
- Review your current programs to develop a customized loss control plan of action
- Assist with establishing safety reduction goals that can impact high cost areas
- Trend and analyze your losses
- Develop new programs and training modules to reduce loss drivers
- Customize safety training for your staff and supervisors
- Audit, consult and train to ensure your organization is OSHA compliant

Let our loss control team be a part of your team!

Contact losscontrol@wctrust.com or (203) 678-0161 for more information



For complete program details and to register, visit www.wctrust.com or call 203-678-0123