

2021



Educational RESOURCES

**ONLINE
TRAINING
for
TRUST
MEMBERS**



Loss Control Services

WORKERS' COMPENSATION TRUST

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Workstation Ergonomics: Train-the-Trainer

**THU
14
JAN**

10:00 AM - 11:00 AM
Target Audience:
Managers, Supervisors, IT,
Human Resources and Purchasing

Every year, nearly two million American workers suffer Musculoskeletal Disorder (MSD) injuries due to incorrect ergonomic use of their bodies while at work. MSD injuries are the result of stressing the human body beyond its capacity. Additionally, due to the pandemic, many more workers are using the computer while working from home, resulting in increased stress and discomfort in the course of their jobs. This Train-the-Trainer webinar taught by Trust staff will provide participants with the information and training they need to understand neutral posture and the adjustments that can and should be made to a workstation (in the office or home) to allow employees to decrease discomfort and the potential for injury.

Tabletop Exercises for Emergency Planning

**THU
28
JAN**

10:00 AM - 11:00 AM
Target Audience:
Anyone responsible for
Emergency Planning and execution

Have you tested your emergency plan lately? 2020 was a record-breaking season with regard to tropical storms on the Atlantic seaboard. An effective Emergency Action Plan ensures your business runs smoothly in the event of an emergency. Tabletop exercises are discussion-based sessions where team members meet in an informal meeting style setting to discuss roles and responses to particular emergency situations. Whether it is a natural disaster or a man-made one; this webinar taught by Trust staff will take you through the steps to perform a tabletop exercise at your facility to test your Emergency Action Plan both on-site and virtually.

Risk Management Series - Part 1

Safety Program Overview Essentials

**THU
11
FEB**

10:00 AM - 11:00 AM
Target Audience:
Senior Leadership, Managers,
Supervisors, and Human Resources

Sometimes businesses get caught up in the day to day details of their operations, and lose sight of the benefits of a strong Safety Program. Taught by Trust staff this is Part 1 of our new Risk Management webinar series that will help pull back the layers to give attendees a broader picture of how you can minimize the risks associated with health and safety hazards. The ultimate goal is to assure that no one is injured by a hazard at work. We'll talk about the basic Risk Management steps that can be implemented in a systematic process in conjunction with the main steps of a strong Safety Program to fully uncover and address the hazards inherent in your business.



Protect Your Workers From Flammable and Combustible Liquids

**THU
21
JAN**

10:00 AM - 11:00 AM
Target Audience: Maintenance
and Facilities, Safety Personnel,
Kitchen Staff and Mechanics

Flammable and combustible liquid exposures are evident in many workplaces including: healthcare, dental, grounds keeping, home health, dietary, facilities and maintenance, garage operations and many more. And now with the need for sanitizer, there are even more exposures to workers due to COVID-19. However this is an often overlooked area in terms of safety. Taught by Trust staff, this webinar is designed to assist with the identification of these types of hazards and controls which can be implemented to reduce injuries and incidents. Attendees will learn about the requirements under the OSHA standard as well as the National Fire Protection Association (NFPA).

Safety Solutions

Preventing Manual Material Handling Injuries

**THU
4
FEB**

10:00 AM - 11:00 AM
Target Audience:
All Trust Members

Material handling often includes moving items either by lifting, lowering, carrying or pushing/pulling objects many of which employees most likely do on a daily basis. Lifting objects or manually handling objects puts workers at risk for musculoskeletal disorder (MSD) injuries. According to the National Safety Council (NSC) more than 111,000 such injuries requiring days away from work were recorded in 2017. So what can employers do to prevent them? A successful approach to reducing and preventing these types of injuries and incidents combines ergonomics, engineering, the work environment and considering human capabilities and limitations. This webinar taught by Trust staff will assist with developing a manual lifting program to prevent lifting injuries.

Risk Management Series - Part 2

Self Auditing Your Safety Program

**THU
18
FEB**

10:00 AM - 11:00 AM
Target Audience:
Senior Leadership, Managers,
and Human Resources

In addition to helping to improve compliance with laws and regulations, an effective safety and health program has many benefits including preventing workplace injuries and illnesses, reducing WC costs, and engaging workers which in turn increases employee morale and reduces turnover. However, many programs "sit on a shelf" thus mitigating their effectiveness. Do you review and update your Exposure Control Plan annually? Have you updated your plan and PPE assessments to include COVID-19 exposures? Part 2 of this webinar series taught by Trust staff will review a simple effective way to audit your existing safety program and make revisions and additions to ensure your program is up to date and effective.

Safety Solutions

Respiratory Protection

**THU
25
FEB**

10:00 AM - 11:00 AM

Target Audience:

Infection Control, Facilities, Human Resources, and Staff Development

Due to COVID-19 and other infectious diseases, many employers must implement a Respiratory Protection Program to protect workers. This now includes skilled nursing, assisted living, home health, schools, group homes, garage operations and maintenance operations and others depending on the job tasks. Organizations who were previously not required to have a program may be now required to have a program. When employees are exposed to hazardous airborne particles they may be required to wear a respirator. This webinar taught by Trust staff will review the major components of OSHA's 1910.134 Respiratory Protection standard and how it applies to your organization. This seminar will help to ensure you understand what is required and what types of respirators will provide the necessary protection for your employees.

Using Ladders Safely

**THU
4
MAR**

10:00 AM - 11:00 AM

Target Audience:

Operations, Maintenance, Facilities, and Staff Development

Did you know that there is an OSHA standard under which ladder safety falls? It is 1910.23, Walking-Working Surfaces. Do you know what is required under the standard? The American Ladder Institute has declared March as National Ladder Safety Month in an effort to raise awareness of ladder safety at home and at work and to decrease the number of ladder-related injuries and fatalities. According to the American Ladder Institute, every year over 100 people die in ladder-related accidents and thousands suffer disabling injuries. In fact, falls are the second leading cause of death next to highway crashes. This webinar taught by Trust staff will provide attendees with the information to make employees and the workplace safer and to learn what is required under the standard.

Achieving Better Claim Outcomes

**THU
11
MAR**

10:00 AM - 12:00 PM

Target Audience:

Anyone in the organization who oversees WC claims

Trust staff will provide attendees with information to reduce claims and foster ideal recovery and return to work. We will review how to assist with the claim process and to identify best practices for our members and clients and the Trust for optimizing claim outcomes. Attendees will be provided with an overview of the current legal workers' compensation arena, as well as, to learn how to keep injured workers engaged, the mindset of claim advocacy, and gain insight into how important all these factors come into play when dealing with an injured employee. This two hour webinar is for anyone new to the claim process or for those who want to better understand the most current best practices for positive claim outcomes.



Diversity Without Adversity

**THU
18
MAR**

10:00 AM - 12:00 PM

Members \$50 per person

Target Audience: Managers and Supervisors

In today's ever-changing workforce, it is good business for organizations to recognize and value the diversity of staff, whether the diversity stems from ethnicity, gender, multigenerational or simply diversity of perspective. This "Diversity Without Adversity" webinar taught by Cheryl Grayson of Learning Dynamics, raises managers' and employees' diversity awareness and helps them understand that diversity helps create an organizational culture that maximizes the potential of the workforce. Using engaging exercises, the webinar leads individuals to recognize their personal biases and the impact of these biases on interactions with both co-workers and clients.

Safety Solutions

Fleet Safety

**THU
25
MAR**

10:00 AM - 11:00 AM

Target Audience:

Anyone in charge of Fleet Safety

According to the National Safety Council approximately 38,800 people lost their lives in 2019 due to automobile accidents and, during the first half of 2020 the number of motor vehicle related deaths rose over 20% for the first time since 1999. An effective fleet safety program can improve driver attentiveness, enhance safe vehicle operation, and reduce risk and liability for your organization. During this webinar taught by Trust staff, learn to protect your employees, passengers and your agency by establishing or updating your fleet safety program for company owned and non-owned vehicles.

How To Create An Effective Return To Work Program



**TUE
30
MAR**

10:00 AM - 11:00 AM

Target Audience:

Administrators, Human Resources, Supervisors and Managers

This webinar will provide specific information and material for Trust members and clients to develop and implement an effective Return To Work program including policy and procedure. Taught by Trust staff, attendees will learn how to foster a workplace that accommodates work related injuries and assures that injured workers minimize lost time. It will define why keeping injured workers at work is best practice; best for the worker, best for your company, and best for your operations. You will also learn how to build an effective Return To Work Program and incorporate this mindset into your work practices. Robb Wright, OTR/L dedicated Return To Work Specialist will guide you through the ins and outs of the Return To Work arena.

OSHA 4-Part Series

OSHA-10 Hour General Industry

Members: \$195 per person
Target Audience: Safety Personnel, Managers, Supervisors, and Staff Development

Class dates: Tuesdays 9:00 AM - 12:00 PM
April 2021: 6, 13, 20, 27

Are you new to safety or to understanding OSHA standards? Or do you want a refresher training in safety hazards and preventative actions. Come join us for the OSHA-10 General Industry class. These virtual classes will provide training in common safety and health hazards and protective measures for general industry exposures.

Specifically, this course will cover the following topics: Introduction to OSHA, Walking and Working Surfaces including Fall Protection, Emergency Action Plans, Electrical, Personal Protective Equipment, Hazard Communication, Bloodborne Pathogens, Respirator Protection, Materials Handling, Office Ergonomics, Hand and Power Tools, and Workplace Violence Prevention.

Participants that attend all sessions (for the entire class each day) will receive the OSHA-10 General Industry card.

Registration deadline is March 1, 2021

Instructors: This class will be taught by Senior Loss Control Consultants and Guest Speakers from OSHA.

System Requirements: Internet connection, webcam, speakers and microphone.

We Want To Know!

Do you have an idea for a webinar topic that would be helpful to your organization? Please email losscontrol@wctrust.com with your idea. We're looking forward to hearing from you!



**THU
6
MAY**

10:00 AM - 11:00 AM
Target Audience:
Employees who work outdoors

Heat illnesses can affect anyone, regardless of age or physical condition. As the heat index rises there is a much higher risk for heat-related illness so employers must take additional measures to protect workers. Hazardous heat exposure can occur indoors or outdoors and during any season if the conditions are right, not only during heat waves. This webinar taught by Trust staff will review OSHA's Heat Illness Prevention campaign which educates employers and workers on the dangers of working in the heat. Millions of workers and employers have learned how to protect workers from heat exposures. Their safety message comes down to three key words: *Water. Rest. Shade.*



**TUE
11
MAY**

10:00 AM - 11:00 AM
Target Audience:
Anyone in charge of
Emergency Planning

By mid-October 2020, 26 named tropical storms had formed on the Atlantic seaboard. Hurricane season runs from June to November with most of the more potent storms accosting Connecticut during August through October. Disaster preparedness refers to preventative measures taken to reduce the severity of a disaster's effects. The goal is to lessen the impact of the hurricane on vulnerable populations, to ready an organization for an influx of activity, and to design a coordinated plan that reduces the waste of resources, time and efforts. It is critical for your organization to be prepared before a disaster strikes. Join the Trust staff who will present this webinar to review your Emergency Action Plan and particularly discuss hurricane preparedness and preparations you can take now to ensure you are prepared.

How to Make the Most of National Safety Month

**THU
20
MAY**

10:00 AM - 11:00 AM
Target Audience:
Managers, Supervisors, Human Resources, Staff Development and Safety Committee members

Do you want to jump start your safety program or are you looking for free resources to assist with continuing your safety efforts? Every year since 1996, the National Safety Council (NSC) has designated June as National Safety Month. We'll learn about why this began, how it's been implemented, the theme for this year, and the specific topics planned for each week. Trust staff will present this webinar to also discuss how you can use this information and free resources to re-ignite your focus on Safety and keep your Safety Committee and employees motivated and excited about safety in your workplace. The information learned in this session will keep safety at the forefront and help your employees remain safe at work and in their personal lives.

Safety Solutions

Working Safely with Hand and Power Tools

**THU
27
MAY**

10:00 AM - 11:00 AM
Target Audience:
Maintenance, Facilities,
and Mechanics

Hand and power tools are a common part of our everyday lives. These tools can help us to easily perform tasks that otherwise would be difficult or impossible, yet they also can be hazardous and cause severe injuries if used or not maintained properly. Employees who use hand and power tools are exposed to the hazards of falling, flying, abrasive, and splashing objects, or to harmful dusts, fumes, mists, vapors, or gases and must be provided with the appropriate personal protective equipment. This webinar taught by Trust staff will review basic safety procedures associated with their use and reduce or eliminate the potential hazards, as well as provide the attendee with a better understanding of the OSHA regulations.



Stepping Up to Supervisor

**THU
3
JUN**

10:00 AM - 12:00 PM
Members: \$50 per person
Target Audience: New Supervisors and Managers

Often in organizations, when openings arise for supervisors, individual contributors from the department are selected for the role but given little or no training. These new supervisors can sometimes struggle in making the shift into management. Bill Florin of Learning Dynamics will provide attendees with an engaging webinar which covers: distancing oneself from former peers, setting boundaries, interpersonal communication skills, coaching, providing constructive feedback, dealing with conflict, building teams and knowing when to involve one's manager.

Risk Management Series - Part 3

Enhancing Your Safety Culture

**THU
10
JUN**

10:00 AM - 11:00 AM
Target Audience:
Senior Leadership, Managers,
and Human Resources

Having a strong safety culture within an organization promotes more than safety and compliance. It benefits worker confidence and retention, organizational behavior and productivity. According to OSHA, developing a strong safety culture has the single greatest impact on accident reduction of any process. However, exemplary safety programs that produce amazing results go far beyond OSHA compliance. Part 3 in the series which is presented by Trust staff reviews how these programs start from top management and embrace a culture of safety. Join us for a fast paced, upbeat class that will explore ways to effectively reduce employee injuries. Learn strategies to engage your team and motivate them to work safely.

Safety Solutions

Making Your Safe Patient Handling Program More Effective

**THU
24
JUN**

10:00 AM - 11:00 AM
Target Audience: Administrators, HR, Nursing Managers, Staff Development, EOC members and Case Managers

Your organization has purchased patient handling equipment and provided employee training but why are your employees still injuring themselves? When was the last time you audited your program to determine its effectiveness? Completing a self-audit of your safe patient handling policy or program could provide the information needed to reduce injuries and meet compliance. This webinar taught by Trust staff will show you how to use OSHA's Safe Patient Handling Program Audit with a focus on how to monitor the sustainability of your existing program using behavioral observations during your environmental rounds/facility wide audits.

Safety Solutions

Preventing Slips, Trips and Falls

**WED
30
JUN**

11:00 AM - 12:00 PM
Target Audience:
All employees

According to the Bureau of Labor Statistics (BLS), slips, trips and falls (STF's) cause nearly 700 fatalities per year and many more injuries and accidents in the workplace. A worker doesn't have fall from a high level to suffer fatal or serious injuries; 154 workers were killed and 147,390 injured in falls on the same level. Falls can happen anywhere, even at a "desk job." In 2019 STF's were the 2nd most common type of claim here at the Trust, but they are the most costly. Industry experts agree that STF's are thought to be 100% preventable. This webinar taught by Trust staff will help you recognize slip, trip and fall hazards in the workplace and educate you how to reduce and eliminate these types of injuries leading to a reduction in Workers' Compensation injuries.

Trust University

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OSHA Compliance

Back Injury Prevention .: Bloodborne Pathogens
COVID-19 .: Preventing Slips, Trips and Falls
Infection Control .: Personal Protective Equipment
Workplace Violence Prevention .: Safe Transfers
Fire Safety .: Transmission Based Precautions
Sharps Injury Prevention and Response

Compliance Safety

HIPAA Privacy .: Cultural Competence
Defensive Driving .: Caregiver Conduct
Emergency Preparedness .: Bullying on the Job
Promoting Your Client's Independence

Employee Wellness

Time Management .: Side Effects of Caregiving
Work-Life Balance .: Stress Management

HR/Legal

Affirmative Action .: FMLA for Supervisors
Documentation for Supervisors
Workplace Discrimination

Workforce Skills/Supervisor

Problem Solving in the Workplace
Analyzing Performance & Corrective Action Plans

Microsoft Training

Basics, Intermediate and Advanced for:
Outlook, Word, Excel and PowerPoint

Quick Courses

Trust Tool box safety training for employees.
Courses are frequently added, please check
Trust University for our offerings.

Video Lending Library

The safety video lending library is provided free of charge including "pick up and delivery". Members can choose from an expansive array of safety topics many which come with customizable PowerPoints, leader guides and training documentation. Topics are specific to Trust member exposures.

On Demand Educational Webinars

Please visit our website at www.wctrust.com. On the right side, scroll down to the burgundy Members Education Programs box, to view all our prior webinar offerings. A sampling of titles is shown below:

COVID-19 Webinars

- Leadership Excellence During COVID-19: Strategies to Support Mental Health in Times of Trauma and Grief
- Managing Stress and Promoting Wellness During COVID-19
- Employment Ramifications of COVID-19
- COVID-19 Best Practices for Employees: Recognize the Symptoms, Use Face Masks, Practice Hygiene, Social Distance and more!
- Natural Disasters, Extreme Weather and COVID-19
- An Update Regarding Employer Obligations Under the FFCRA
- Reopening, Cleaning, Hygiene, Safety and Social Distancing

OSHA Safety Series Webinars

- Respiratory Protection
- Personal Protective Equipment
- Bloodborne Pathogens
- Hazard Communication Standard
- Preparing for an OSHA Inspection
- Emergency Planning - People With Disabilities
- OSHA Recordkeeping Series
- Slip, Trip and Fall Prevention
- Best Practices in Workplace Violence Prevention
- Safe Operation of Hand and Power Tools
- Emergency Planning, Exit Routes, Emergency Action Plans, and Fire Protection
- Basic Electrical and LockOut/TagOut

Safety Webinars

- Safety Solutions for Facilities and Maintenance Teams
- Home Accessibility Solutions for the Caregiver and Recipient
- Winter Safety
- Accident Investigation: Development and Implementation
- Defensive Driving
- Safety Committee Excellence
- All Hazards Planning
- Office Ergonomics Simplified
- See Something, Say Something
- Active Shooter
- Kitchen Safety
- Working from Home Safely
- Occupational Noise
- Good Housekeeping Practices Lead to Reduced Injuries

Human Resource Webinar

- A Look at Connecticut's FMLA: Now and In the Future