



# Member Education Calendar

**January - June 2023**

**Workers' Compensation Trust**

**WWW.WCTRUST.COM | LOSSCONTROL@WCTRUST.COM | 203-678-0123**



# January - February 2023

## Partnering With The Trust

**THU  
JAN 12**

**9:00AM - 12:30PM**

**TARGET AUDIENCE:  
All Trust Members**

**Members: FREE | Value: Priceless  
3 CEUs from LeadingAge CT**

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This class is essential for all new Trust members as well as anyone in the organization who is new to responsibilities for claims and/or safety. The Trust has several proven resources and services designed specifically for our members to reduce employee injuries, lower workers' compensation insurance costs, and to understand and implement OSHA compliant programs. Attendees will learn how the Trust manages workers' compensation claims for better outcomes and the vital role our members play in the process. You will learn the value of utilizing a comprehensive managed care network and resources the Trust has available to assist with transitional duty/return to work.

## Using Accident Investigations to Reduce Employee Injuries

**WED  
JAN 18**

**9:00AM - 12:00PM**

**TARGET AUDIENCE:  
All Trust Members**

**Members: FREE | Value: \$100  
2.75 CEUs from LeadingAge CT**

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This interactive program will guide participants through a systems approach to help you identify and control the underlying or root causes of all incidents/accidents in order to prevent their reoccurrence. All incidents/accidents, regardless of size or impact need to be investigated. This process helps you look beyond what happened to discover why it happened. It allows you to identify and correct shortcomings in your safety and health management program.

## Adult Mental Health First Aid Training

**WED  
JAN 25**

**9:00AM - 3:00PM**

**TARGET AUDIENCE:  
All Trust Members**

**Members: FREE  
7.5hr Certification Class**

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Mental Health First Aid Trainings are certification programs developed by the National Council for Mental Wellbeing. In the US every year, 1 in 5 American Adults experiences a mental health disorder. The Trust in collaboration with EdAdvance is pleased to present "Adult Mental Health First Aid Training". This 7.5 hour certification class teaches adults how to recognize the signs and symptoms of mental health or substance abuse challenges, offer and initiate help, and guide an adult to appropriate care if necessary.

**NOTE: 2 hrs. advance work required  
LIMIT 1 attendee per organization**

## National Safety Council Defensive Driving 4-Hour Course

**WED  
FEB 8**

**8:30AM - 1:00PM**

**TARGET AUDIENCE:  
All Trust Members**

**Members: \$50 per person  
NSC Certificate upon completion**

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Distracted driving is a deadly behavior. This 4-hour defensive driving course, taught by Trust personnel 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.

## Peer Networking for VNAs and Home Companions

**WED  
FEB 15**

**9:00AM - 11:00AM**

**TARGET AUDIENCE:  
VNA/Home  
Companions**

**Members: FREE | Value: \$100  
2 CEUs from LeadingAge CT**

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This program will provide guidance on programs and training needed for OSHA compliance and injury prevention specific to VNAs and Home Companions. Updates to OSHA regulations, as well as best practices for safety and risk management programs will be explored. Specifically, the most common employee injuries that occur to employees working in the home environment will be discussed. This session will wrap-up with 30 minutes of attendee participation to discuss obstacles to safety programs, interventions that work, and the impact that the pandemic has had on organizations. We will provide a platform to discuss issues, controls, safety efforts, etc. with your peers.

## Preventing Ergonomic Injuries: Train the Trainer

**WED  
FEB 22**

**9:00AM - 12:00PM**

**TARGET AUDIENCE:  
All Trust members**

**Members: FREE | Value: \$100  
2.75 CEUs from LeadingAge CT**

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Taught by Trust personnel, this Train-the-Trainer seminar will provide participants with the information and training you will need to properly evaluate both desktop and mobile/portable workstations. Participants will have an opportunity to try out/sample equipment from our preferred vendor, INSALCO, conduct hands-on workstation risk assessments and apply solutions that help reduce employee exposures.



# March - April 2023

MEMBER FAVORITE

## Supervisors Toolkit: Dealing with Challenging People and Situations

**THU  
MAR 2**

**9:00AM - 12:30PM**

**TARGET AUDIENCE:  
All Trust Members**

**Members: \$50 per person**

**3.25 CEUs from LeadingAge CT**

**LIMIT 3 attendees per organization**

We know that managers and employees spend the vast proportion of their time engaging in some form of communication with others. Though intending to share information, sell others on new ideas, provide employees with feedback, and influence behavior in a positive fashion, studies indicate that more and more of this time is spent contending with and seeking to resolve conflicts. Unmanaged conflict can lead to lower levels of teamwork and customer service, diminished employee commitment, and lower productivity. However, managed conflict can have a positive effect on the workplace since it can open the lines of communication and strengthen relationships with employees and customers.

## Safety Solutions: Self Inspections

**WED  
MAR 15**

**9:00AM - 12:00PM**

**TARGET AUDIENCE:  
All Trust Members**

**Members: FREE | Value: \$100**

**2.75 CEUs from LeadingAgeCT**

This NEWLY CREATED class will provide attendees with the tools and resources needed to effectively conduct safety program audits and facility inspections along with identifying responsible parties, for the purposes of preventing accidents and injuries. Additionally, we will teach participants how to create a document source that will help anyone in your agency easily identify where your written safety programs are kept along with ownership assignments. Our goal is to also provide ideas that can help with employee engagement throughout these processes.

## Youth Mental Health First Aid Training

**WED  
MAR 29**

**9:00AM - 2:30PM**

**TARGET AUDIENCE:  
All Trust Members**

**Members: FREE**

The Trust in collaboration with EdAdvance is pleased to present "Youth Mental Health First Aid Training." This training gives adults who work with youth the skills they need to reach out and provide initial support to adolescents (ages 12-18) who may be developing a mental health or substance use problem and help connect them to the appropriate care. This course will cover; the common signs and symptoms of mental illnesses in this age group including anxiety, depression, eating disorders and ADHD as well as the common signs and symptoms of substance use.

**NOTE: 2 hrs. advance work required  
LIMIT 1 attendee per organization**

## How to Avoid and Defend a CHRO Employment Discrimination Complaint

**WED  
APR 5**

**9:00AM - 12:00PM**

**TARGET AUDIENCE:  
All Trust Members**

**Members: FREE | Value: \$100**

**2.75 CEUs from LeadingAge CT**

Connecticut Employers are ten times more likely to face a Connecticut Commission on Human Rights and Opportunities (CHRO) wrongful discharge or other discrimination complaint than any other type of claim. This NEW program will provide attendees with insight by one of the top CHRO directors, Deputy Director, Cheryl Sharp, as well as information from highly respected defense lawyers from Letizia, Ambrose & Falls, who have been defending CHRO employment discrimination complaints for over 30 years.

## Managing Your Return to Work Program

**WED  
APR 12**

**9:00AM - 12:00PM**

**TARGET AUDIENCE:  
All Trust Members**

**Members: FREE | Value: \$100**

**2.75 CEUs from LeadingAge CT**

This session provides information and material for the development and implementation of an effective RTW policy and procedure. This program will also assist with understanding the role of the 1st Treatment Center & associated medical providers and understanding how to interpret and use the information found on a Work Status Report. This combined information is designed to assist our members with reducing the impact of employee injury. Attendees will learn how to foster a workplace that accommodates work-related injuries and assures that injured workers minimize lost time.

## National Safety Council Defensive Driving 4-Hour Course

**TUE  
APR 18**

**Please refer to Feb. 8th calendar listing for full course description.**

## Safety Solutions: OSHA Inspections

**WED  
APR 26**

**9:00AM - 11:30AM**

**TARGET AUDIENCE:  
All Trust Members**

**Members: FREE | Value: \$100**

**2.25 CEUs from LeadingAge CT**

There are many things that could trigger an OSHA inspection including employee complaints, a severe injury, an OSHA specific industry initiative usually referred to as a National Emphasis Program (NEP), a high DART Rate or a death. If OSHA was to show up, would you know what to do and what to expect? Have you ever had an OSHA inspection? Are you aware of things that you should and should not do during an OSHA inspection? Join us to understand what happens when OSHA inspects and how to best protect your business from potential fines and citations.



# May - June 2023

## Fleet Safety: Prevent Employee Injuries

**WED  
MAY 3** 9:00AM - 12:00PM  
TARGET AUDIENCE:  
All Trust Members

Members: FREE | Value: \$100  
2.75 CEUs from LeadingAge CT

Employers can be held accountable whether or not employees are driving an agency vehicle or their own vehicle for company purposes. Taught by Trust personnel, the session will review the components of a Fleet Management Program for both owned and non-owned vehicles, driver qualifications, vehicle management, and other strategies to minimize the epidemic of motor vehicle fatalities and injuries.

## Safety Solutions: Mindfulness in the Workplace

**WED  
MAY 10** 9:00AM - 1:00PM  
TARGET AUDIENCE:  
All Trust Members

Members: FREE | Value: \$100  
3.5 CEUs from LeadingAge CT

This updated and interactive educational session taught by Trust staff will provide attendees with information to help eliminate "mental absenteeism" and "habitual inattentiveness" with the goal of reducing and eliminating workplace injuries. This presentation will also look to 'stock' your employee's 'Plan B' and 'What Next' storehouse to bolster their preparedness for the unexpected.



## Safety Solutions: Top Five Employee Losses

**WED  
MAY 17** 9:00AM - 3:00PM  
TARGET AUDIENCE:  
All Trust Members

Members: FREE | Value: \$200  
5 CEUs from LeadingAge CT

This updated course is designed to provide the necessary information to anyone in charge of safety. The goal of this class is to educate our members about the top causes of loss and the exposures that contribute to employee accidents and injuries so that you can eliminate these costly injuries. Our members face a variety of challenges and exposures for maintaining a safe work environment. Identify, understand, and reduce the top five workplace hazards that lead to injuries.



## Supervisors Toolkit: Stepping Up to Supervisor

**WED  
JUN 7** 9:00AM - 12:30PM  
TARGET AUDIENCE:  
All Trust Members

Members: \$50 per person  
3.25 CEUs from LeadingAge CT  
LIMIT 3 attendees per organization

Often in organizations, when openings arise for managers and supervisors, individual contributors from the department are selected for the role but given little or no training. It can be challenging for new supervisors to make the shift into management. This session addresses topics to assist in the transition to a supervisory role.

## National Safety Council Defensive Driving 4-Hour Course

**TUE  
JUN 13** 8:30AM - 1:00PM  
TARGET AUDIENCE:  
All Trust Members

Members: \$50 per person  
NSC Certificate upon completion

Please refer to February 8th on calendar for full course description.

## Safety Solutions: All Hazards Emergency Planning

**WED  
JUN 21** 9:00AM - 12:00PM  
TARGET AUDIENCE:  
All Trust Members

Members: FREE | Value: \$100  
2.75 CEUs from LeadingAge CT

This NEW all-hazards emergency planning class will bring you the most updated information to evaluate, update, or create your emergency plans. All-hazards emergency planning takes the focus away from planning for specific hazards to planning for any type of hazard that might impact your organization. From weather-related hazards, to biological or man-made disasters, or loss of technology, applying the principles of all-hazards planning will make your organization more secure in the event of an emergency or disaster. This class will incorporate planning for people with disabilities and seniors into your emergency plans. Through an interactive session, participants will be able to discuss with other participants, their obstacles and challenges to emergency planning. The class will also provide attendees with numerous resources and review how to conduct tabletop drills so you can enhance your emergency plans.