

## Manager/Supervisor Risk Management

#168–8/20/13

A twice weekly e-mail training for YCPARMIA members

### TOPIC: SAFETY –YCPARMIA TRAINING

As discussed in previous topics, the members determine what consulting services and scope of involvement that they require of YCPARMIA. The same is true for YCPARMIA training; if a member requests training on a particular topic, we will provide it. Normally it will be provided by YCPARMIA staff at no charge to the member; if we need to bring in an outside trainer for a particular subject, depending on the circumstance, YCPARMIA will either absorb the cost, or pass it on to participating members.

We can group trainings into three very broad categories:

- State required trainings for certain specified employees, like CPR/First Aid,
- Trainings required by our members IIPP/Safety policies and the State (where we train to the members' specific policy) like confined spaces and
- General safety topics, like defensive driving.

On occasion, YCPARMIA will contract with an outside presenter to provide specialized training that is open to all of our members. Topics have included law enforcement risk management, DOT drug training, and sexual harassment training for supervisors. These trainings are offered to all of our members, and it is normal to see employees from various agencies attending the same session.

Unfortunately, it is not uncommon for a member to request a particular training, and then have only a few employees actually attend. YCPARMIA does not have adequate staff to dedicate to this type of interest, so we reserve the power to cancel or postpone a training until a minimum commitment is received – generally 8-10 employees.

Trainings are normally held in YCPARMIA's conference room, but also are often offered on-site for our members' convenience. In the case of on-site training, we do request that the member provide suitable locations, and, if possible computer/video support. At the end of YCPARMIA training, we provide notification of completion to the employers for their training records.

One of the weaknesses in our collective training program is a lack of coordination or consistency by some of our members or by some of their departments. Instead of proactively scheduling training there is sometimes limited interest until something goes wrong; at that point the interest spikes, and the member looks for immediate attention. Again, given YCPARMIA's limited resources and the sometimes competing needs of our twenty-eight members, it is not always easy for us to respond to these immediate requests. We therefore, whenever possible, encourage a coordination of training through the member's safety committee. This allows for more effective planning and a better use of limited time and resources for both YCPARMIA and our members.

Next Topic: Safety – YCPARMIA Common Services