



# Modernizing Your Safety Training - Trends, Facts and How To's

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## Are you ready for the post-pandemic?

Managing a returning workforce. Social distancing. New Regulations. How will your business adapt?

Your company's actions to date and over the next 30 to 90 days will define your post-pandemic impact readiness. Solutions that are actionable, timely, and relevant are needed adapt to the new normal. Ensure you have used this time effectively and planned for impacts that may confront your businesses, your employees.

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# The reality of the situations is, nearly everyone we talk to answers..



- TRUE** Our method of safety training has not changed in the past 24 months.
- TRUE** Nearly all of our safety training is done in person.
- TRUE** Our idea of “tech training” is emailing safety documents to employees
- TRUE** We regularly staple safety tips to their time cards.
- TRUE** We only train once a year on select topics.
- TRUE** We hire people with experience, they already know how to do it safe.

# The Pandemic is Forcing a Change; How will you adapt?



**Bill Gates Predicted Pandemic in 2015 during his TED Talk called "The next outbreak? We're not ready."**

We also weren't' ready for..

- Social Distancing at home and the office
- No entry or very limited entry to retail, job sites, shop floors
- Virtual Meetings: Safety Talks, Conferences/Events
- No Work Travel
- Sanitize, Sanitize, Sanitize; tools, work stations, desks
- And on...

**Just in Time**

**On Demand**

**Real-time**



# As it relates to the Pandemic: The top three points of every company should be taking action on now:

- 1.** On-going employee training/reminders/consistent communications on COVID-19 prevention.  
How are you keeping prevention top of mind all the time?
- 2.** A proactive plan that keeps you connected to your workforce, whether in the building or working from home.  
How are you ensuring your guidance and leadership messages relating to the state of the business, expected productivity, and job-related instruction are both received and understood?
- 3.** Post-pandemic documents and reports.  
Are your employee interactions well documented, and do you have the ability to confirm the message was received and understood by each of your employees. Industry advisers are saying, it's almost a guarantee that the "legal ambulance chasers" will be tracking down every employee that worked through the COVID-19 pandemic.

# Tips for on Demand and Learning



## Video Calls: (Before and During the Call)

- Video Tool
- Lighting
- Microphone
- Sound
- Mute Button
- Children (hmm.....)

## On-Line Training:

- Easy Access/ Easy “pick up where left off”
- Keep assignments short / Avoid auto pilot
- Don’t assign just to assign
- Relevant Course Content
- Explain why / not just time filler

## Administration: (Make it easier on yourself)

- Assigning, Progress Tracking, Completion
- Reminders / Notifications
- Reporting

The new normal?

According to a study that surveyed [600 companies](#)\*, 72% of them expressed that learning technology such as e-learning, mobile learning and similar helped their business adapt more quickly to the change.

Expert Interview:

# Recognizing When to Update Your Training



**Dr. Kara Parker**  
**Findlay University**

**Tony V. DeAscentis**  
**CEO / Co-Founder**



# Recognizing Learning Styles



## Feeler—the People Person

The Feeler is the person who loves to be with people and around people—to interact, share, discuss.

## Thinker—the Facts Person

The Thinker is the person that wants to know the schedule and the expectations. They are most comfortable with structure and when things run according to plan.

## See-er—the Hands-On Person

The Seer is the person who enjoys projects that require getting physically involved, most comfortable to be up and doing, rather than sitting and reading

**Allocate 100% across these groups.**

**What is the break down of the people in your typical safety training class?**

# Tool Tip: Valuable Trainer/Trainee Insights



Take our Personality Test and get a 'freakishly accurate' description of who you are and why you do things the way you do.

Based on what you learn:



Ensure you have a wellbalanced approach.

- Start with a break out activity - Get them thinking.
- Move to “mini” lectures - Don’t talk longer than 10 minutes at a time.
- Put them in groups- allow them to communicate.  
Have them share what they talked about.

# Pro Tip: Create your company checklist



Consult your check list before every training:

- ✓ How have I accounted for different
  - Learning styles
  - Personalities
- ✓ Do I have a good balance between lecture and discussion?
- ✓ Have I introduced hands on activities and small group discussion?

# Pro Tip: Set Goals and Objectives



## Three Parts

### 1) Ideas (Broad)

For example: An overall safety area you want to address such as confined spaces.

### 2) Goals (Measurable)

Target specific areas of the overall topic such as entrance and exit

### 3) Outcomes (What is the return)

I would like 0% incidents

60% more employees that clearly say they are more comfortable with how to be safe when working in confined spaces.

# Pro Tip: Stay true to what you discover



- After each training take time to make note of what worked and what did not work, then ask yourself why?
- Don't let the few “complainers” derail you. Anything new takes time, try your new technique several times before you make “dramatic” adjustments. Start by fine tuning.

Expert Interview:

# Technology Innovation and Training



Jennifer Lastra,  
CEO 360 Communications

Tony V. DeAscentis  
CEO / Co-Founder Ving!





# Trainees are Expecting You to

- Lectures are old school, you need to engage your adult learners to generate higher retention rates.
- People tune out when it is the same old same old training.
- The younger generations are expecting engagement, expecting technology in the classroom

When was the last time you did something new during safety training?





***“What happens before and after a training session is as crucial as the actual learning.”***

***The un-engaged learner...***

*Within one hour, people will have forgotten an average of 50%*

*Within 24 hours, they have forgotten an average of 70%*

*Within a week, they have forgotten on average of 90%*

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# Lectures are not Immersive

When you actually experience the environment you:

- Trigger memory and emotion, when you bring the two together the likelihood of retention rates dramatically increase.
- Immersive training triggers the use of more parts of your brain - the more parts of your brain you use, the more likely you have successful recall.

# Pro Tip: Immersive Training



- VR is GREAT Fun and effective!
  - VR Safety Training in your APP Store
  - VR Safety Training / Google it!

If your budget doesn't allow for VR..

- With or without VR: Choose a safety situation in your workplace that is causing minor injury, workers comp claims, missed time. Center your first immersive training experience around this topic. GET OUT IN the Field!
- Measure and Quantify outcomes - Are you getting the ROI expected, Reduced injury, Fewer days off

# Pro Tip:

## Revamp your manual process, go digital.



Look or these time savers- Automated:

- Company wide, special groups and individual reporting
- Progress Tracking
- Trainee Reminders
- Course Organization / Scheduling
- Employee compliance

A decorative graphic on the right side of the slide consists of several overlapping circles. A large blue circle is the central element, with a smaller green circle overlapping its top right edge, a larger orange circle overlapping its bottom left edge, and a small green circle overlapping its bottom edge. A white rectangular box with a thin black border is positioned over the blue circle, containing text.

Spend less time tracking things down, More time on safety concerns, safety culture... (leaving work on time!)

# Pro Tip: Conduct a Safety Snapshot Score: Internal Assessment / Create Relevance vs. Requirement.



- Carefully curated set of questions based on that help you identify how you align with:
  - Trends in OSHA investigations and fines
  - Injury trends in your region/industry
  - Modern methods of training

**Next Step: Identifying your opportunities to revamp.**



## **Safety Snapshot Score Report**

- Understanding the Safety Snapshot Score
- Your score
- Where you excel
- Where there may be potential opportunities
- Articles and links that may provide additional insight
- Ideas on what you can do now

Thank you for your attention!



Good Luck with your  
2020 Safety Training Ideas!



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