

Strengthening Your Safety Culture Through Effective Training Programs

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Quality Training Programs Should:

- Be a platform for your agency's overall safety culture
- Deliver a message that is consistent with actual safety practices
 - Walk the Talk
- Address the “what ifs”
- Bridge the gap between management and operations
 - “Show a united front”



Adult Learning Styles

- Three most common
 - Tactile
 - Auditory
 - Visual



Tactile Learners

- Can process information best when it can be touched or manipulated
- Their learning experience can be enhanced with:
 - Written assignments
 - Handouts
 - Role-Play Exercises
 - Competitive games involving movement



Auditory Learners


- Process information best when it is received verbally
- Their learning experience is enhanced by:
 - Lectures
 - Discussions
 - Oral review of material
 - Reaching conclusions to exercises by conversing with other classmates

Visual Learners

- Can process information best when it is illustrated or demonstrated
- Their learning experience is enhanced with:
 - Images
 - Handouts
 - Videos
 - Demonstrations
 - Colorful tangible training tools, such as worksheets



Reaching Adult Learners

- It would not be practical to attempt to determine each trainee's (employee's) individual learning style
 - Developing a training program that encompasses a variety of delivery methods is the best approach to reaching all employees
 - This method is called “blended learning”
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Blended Learning

- Will ensure that your “message” is heard by all participants
- Encompasses a variety of training media in each training session
- Uses technology based products in addition to traditional classroom style instruction to “reach” different learning styles.



Blended Learning Tools

- Videos
- Computer Based Training
- Interactive websites
- Handouts, Informational Material
- Photos
- Current News Articles/Events
- Interactive “games”
- Role Play Exercises



Today's HOT Training Topics

- Distracted Driving Awareness
- Fatigue Awareness
- Effects of OTC and Rx Medication
- Accident Investigation/Drug and Alcohol Testing Determinations
- Supervisor Training in Identifying “Fitness for Duty Concerns” (a new spin on Reasonable Suspicion Training)





“Hottest” Free Training Tool

- Curbing Distracted Driving Web Based Training
 - Free, available to anyone
 - Used by the Transportation Safety Institute (Teaching arm of the USDOT)
 - Funded and produced by the Florida Department of Transportation



<http://www.transitoperations.org/distracteddriving/>




Curbing Transit Operator Distracted Driving


The “Curbing Transit Operator Distracted Driving” training program was developed in cooperation with the Florida Department of Transportation (FDOT) and the USDOT’s Transportation Safety Institute (TSI) and produced by the University of South Florida’s (USF) Center for Urban Transportation Research (CUTR). The training products can be used as a resource for public transportation agencies to teach employees about the dangers and consequences of driving distracted.

Florida Public Transportation Systems All Other Public Transportation Systems

[FLORIDA](#) [ALL OTHER STATES](#)



Sponsored by the Florida Department of Transportation
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Additional Free Training Tools

- Clean Sober and Safe (CBT)
 - Online, available to anyone
 - Is an AID in meeting the 60 minute requirement of Drug and Alcohol Awareness training for all covered employees
 - Certificate prints after successful completion



<http://sam.cutr.usf.edu>



**CLEAN, SOBER AND SAFE
INTERACTIVE EMPLOYEE DRUG AWARENESS
TRAINING**

This interactive training module; when used in conjunction with supplemental material; is intended to comply with the Federal Transit Administration's training and education requirement for all covered employees. (49 CFR Part 655.14 b).

Documentation of your successful completion of this training module will be provided at the end of your session.

Enter your First and Last Name and press submit to continue.

Name

More Free Training Tools

- REACT Part 1 and Part 2
 - Part 1: Reasonable Suspicion Testing Determination Training for Supervisors
 - Instructor Led, Interactive DVD (mail in requests)
 - Part 2: Post Accident Testing Determination Training for Supervisors
 - <http://www.youtube.com/watch?v=b5189gD2sy0>



More, continued.....

- A Prescription for Safety
 - Rx and OTC medication awareness video
 - [http://www.youtube.com/watch?v=a2y9n8jOVRQ](http://www.youtube.com/watch?v=a2y9n8jOV<u>RQ</u>)
 - Short video stressing the importance of safe use of Rx and OTC meds among safety-sensitive employees



Ideas for “Kicking it up a Notch”

- Impairment goggles (shown on next slide)
- Game-show style software (example to follow)
- Role Play Exercises
 - Create scenarios and ask groups of participants to act out a variety of circumstances



Impairment Goggles



Customizable “Millionaire”



Role Play Exercises



In Closing

- Quality training programs are the foundation of a organization's safety culture
- Spend time developing in-house programs that are able to effectively reach your audience.



Contact

Links to most of the training tools in this presentation can be found on the Florida DOT Substance Abuse Management Website:

<http://sam.cutr.usf.edu>

If you need further assistance, please call Diana Byrnes @ 813-426-6980

