



MSI LIVE



### Accident Investigation

**2 hours** - This course leads the student through the 3-step process of 1) collecting good information of the incident, 2) identifying the root cause and contributing factors, and 3) creating an action plan to incorporate what was learned from the investigation.

**Recommended upon initial assignment** This course is strongly recommended for persons involved with incident investigation and analysis, including supervisors, managers and safety coordinators, accident review committee members, and those in safety leadership roles.

Continuing Educational Approvals:  
CPWM - 2.0 Management CEU Credits  
Water/Wastewater - 1.5 Safety TCH

### Asbestos Awareness

**2 hours** - EPA regulations require Asbestos Awareness training for maintenance and custodial staff involved in cleaning and maintenance tasks where asbestos containing materials (ACM) may be accidentally disturbed. The course covers background information on asbestos, health effects of asbestos, worker protection programs, common locations of ACM in a building, recognition of ACM damage and deterioration, and overview of an Operation & Maintenance (O&M) program for a building.

**Required upon initial assignment and annual refresher training** for employees and supervisors who perform housekeeping or maintenance in areas which may have asbestos containing materials (ACM) or presumed asbestos containing materials (PACM).

Continuing Education Approvals:  
CPWM - 2.0 Technical CEU Credits  
RMC - 2.0 Professional Development CEU Credits  
Water/Wastewater - 2.0 Safety TCH

### Back Safety/ Material Handling

**1 hour** - This course reviews the structure of the spine and common back injury mechanisms. Students will be given the opportunity to discuss common manual labor tasks and best practices to minimize stress on the body.

**Recommended upon initial assignment and refresher training as needed** for employees and supervisors who are involved in manual material handling.

Continuing Education Approvals:  
Water/Wastewater - 1.0 Safety TCH  
CPWM - 1.0 Technical CEU Credit

### Bloodborne Pathogens

**1 hour** - This course reviews the requirements of OSHA's Bloodborne Pathogen Standard and common applications for tasks performed by public employees.

Course requires follow up action by employers. Employers must explain safeguards specific for the employees' workplaces in order to complete annual training.

**Required upon initial assignment and annual refresher training** for those employees who come into contact with blood or bodily fluids. This typically includes staff that collects trash, clean restrooms, handles raw sewage, and must perform first aid as part of their job duties.

Continuing Education Approvals:  
CPWM - 1.0 Government CEU Credits  
RMC - 1.0 Professional Development  
Water/Wastewater - 1.0 Safety TCH

### Bloodborne Pathogens Administrator Training

**2 hours** - This course prepares the attendee to fulfill the role of the Bloodborne Pathogen Administrator for their organization. Course objectives are to discuss key elements of the OSHA Standard and the role of the local Program Administrator, including hazard determination, written policies, reporting potential exposures, and evaluating training programs.

**Recommended upon initial assignment** for employees and Supervisors who desire to conduct annual retraining.

Continuing Education Approvals:  
CPWM - 1.0 Technical CEU Credit  
CPWM - 1.0 Management CEU Credit  
Water/Wastewater - 2.0 Non-Safety TCH

### Bloodborne Pathogens and Hazard Communication/ RTK for Fire & EMS Agencies

**2 hours** - This course is designed to fit the typical drill night. The course reviews the requirements of OSHA's Bloodborne Pathogen and Hazard Communication Standards and New Jersey's Right to Know as they apply specifically to the fire service.

**Required upon initial assignment and annual refresher training.**

### Career Survival for Managers, Business Administrators, and Assistants

**1.5 hours** - Chief Administrative Officers are essential to the orderly, day to day operation and management of local governments in New Jersey. Administrators and Managers are challenged daily in managing their time, addressing to the needs of each department, responding to residents, and working with and for elected officials. It is essential for administrators to develop skill sets that enable them to survive in what can be a politically charged atmosphere.

**Recommended** for Municipal or County Managers and Administrators, Assistant Managers/Business Administrators, and Department Heads who Aspire to the position as a Chief Administrative Officer.

Continuing Education Approvals:  
CMFO/CCFO - 1.5 Office Management /Ancillary Subjects CEU Credits  
CTC - 1.5 General/Secondary CEU Credits  
CPWM - 1.5 Management CEU Credits  
RMC - 1.5 Professional Development CEU Credits  
QPA - 1.5 Office Admin/General Duties CEU Credits

### CDL: Drivers' Safety Regulations

**2 hours** - The Federal Motor Carrier Safety Act requires employers to train Commercial Driver's License holders on the regulations concerning drug and alcohol testing, driver and vehicle disqualification, and other safety issues. HR and Personnel representatives may benefit from class discussion

This class will review the five types of drug and alcohol testing, medical qualification, and other driver responsibilities. Vehicle issues such as pre-trip inspection, licensing, and safe operation will also be covered.

**Required (49 CFR Part 40) upon initial assignment and retraining as needed** for drivers who hold a Commercial Driver's License (CDL).

Also, suggested for supervisors, Human Resource Officers, and truck/bus mechanics.

Continuing Education Approvals:  
CPWM - 2.0 Government CEU Credits  
Water/Wastewater - 2.0 Safety TCH

### CDL: Entry Level Driver Training (ELDT) Train-the-Trainer Program

**1.5 hours** - This class will prepare an experienced Commercial Driver's License Holder to conduct in-house training to satisfy the mandatory minimum Federal Curricula Requirements for Entry Level Driver Training, upgrade their current license, or add endorsements that were mandated to begin on February 7, 2022.

Attendees will be provided with materials necessary to present an ELDT program to potential Commercial Motor Vehicle License applicants and satisfy the mandatory FMCSA curriculum.

This class is a workshop designed for CDL Entry Level Trainers your agency has selected and will review the resources available to create a training program for your agency. This class does not certify a person to be an instructor. The requirements for an instructor are reviewed in the class or you can review the [MSI Safety Director Bulletin CDL Entry Level Trainer Best Practices](#). It is the responsibility of the employer to select an instructor(s) meeting all the requirements.

### CDL: Supervisors' Reasonable Suspicion

**2 hours** - The Federal Motor Carrier Safety Act requires supervisors of Commercial Motor Vehicle drivers be trained on how to detect and approach a driver suspected of being under the influence of alcohol or controlled substances.

This class will review the requirements of the Federal regulations, indicators of this misuse in the workplace, how to approach a driver, and the documentation needed.

**Required (49 CFR Part 40) upon initial assignment and retraining as needed** for immediate supervisors of drivers with Commercial Driver's License (CDL).

Also, suggested for department heads and Human Resources/Personnel representatives.

Continuing Education Approvals:  
CPWM - 2.0 Management CEU Credits  
Water/Wastewater - 1.5 Safety TCH

### Chainsaw Safety

**1 hour** - The OSHA requirements and best practices for using chainsaws on the ground and in a bucket of a truck will be reviewed. Best practices for pole saws are also included in the program.

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment or if performance deficiencies are observed.

Continuing Education Approvals:  
CPWM - 1.0 Technical CEU Credit  
Water/Wastewater - 1.0 Safety TCH

### Change: Embracing New Opportunities

**1.5 hours** - Change is inevitable, and the speed of change is increasing. It is not enough to manage change. Today's leaders must embrace the new opportunities that positive change brings. This class will discuss the findings of leading researchers on change and how managers can use the research to bring about growth in their teams.

Continuing Education Approvals:  
CMFO/CCFO - 1.5 Office Management /Ancillary Subjects CEU Credits  
CTC - 1.5 General/Secondary CEU Credits  
CPWM - 1.5 Management CEU Credits  
RMC - 1.5 Professional Development CEU Credits  
QPA - 1.5 Office Admin/General Duties CEU Credits

### Chipper Safety

**1 hour** - Instructors will lead a discussion about the best practices for using a chipper, especially on roadways, to support brush collection or chainsaw operations

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment or if performance deficiencies are observed.

Continuing Education Approvals:  
CPWM - 1.0 Technical CEU Credit  
Water/Wastewater - 1.0 Safety TCH

### Coaching the Emergency Vehicle Operator (CEVO): Fire, EMS, or Fire

Please indicate whether you are requesting CEVO for police officers, firefighters, or ambulance drivers.

**4 hours** - CEVO programs are customized to the vehicles of each type of agency. The program addresses the unique hazards associated with emergency responses and the defensive measures to be used while operating these vehicles.

**Recommended upon initial assignment and retraining as needed** for police, fire, and emergency medical personnel.

The hazards include the use of emergency warning lights and sirens, along with the reactions of other drivers to the warning devices. Proper procedures and measures are presented for dealing with the various situations and conditions encountered.

### Coaching the Maintenance Vehicle Operator (CMVO)

**4 hours** - This program addresses the hazards associated with larger maintenance vehicles, along with the safety considerations while operating these vehicles. Discussions cover the larger size and weight of the vehicles, traveling at slow speeds, and frequent stopping.

**Recommended upon initial assignment and retraining as needed** for personnel who operate large maintenance vehicles such as sweepers, dump trucks, backhoes, and front-end loaders.

Continuing Education Approvals:  
CPWM - 2.0 Technical CEU Credits  
CPWM - 2.0 Management CEU Credits

### Coaching the School Bus Driver

**4 hours** - Coaching The School Bus Driver encourages drivers to analyze and discuss safe driving issues, capitalizing and building on their driving experience. The program specifically focuses on defensive driving techniques related to school bus drivers.

**Recommended upon initial assignment and retraining as needed** for personnel who drive school buses.

### Confined Space Entry

**3 hours** - This class is for workers who enter or work as attendants during permit-required confined space entries and supervisors of those employees. This educational session will review the OSHA standards that impact typical confined space entries. Discussion includes the definition of confined spaces, a thorough review and evaluation of hazards, personal protective equipment, entry procedures, entry equipment and completion of an entry permit. This class may not satisfy all the required training requirements of OSHA 1910.146.

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment, a new hazard is introduced into the workplace, or performance deficiencies are observed. In addition, required annual in-house **Confined Space Demonstration** and Confined Space Rescue if contracted with a fire department or outside rescue contractor.

Continuing Education Approvals:  
CPWM - 3.0 Technical CEU Credits,  
Water/Wastewater - 3.0 Safety TCH

## Dealing with Difficult People

**1.5 hours** - This training program examines some of the challenges public sector employees face when dealing with difficult people in various settings. The program includes enhancing vital communication and listening skills, basic steps and techniques to resolve conflicts, and how to maintain a safe working environment while maintaining your equilibrium.

**Recommended upon initial assignment and retraining as needed** for personnel who deal with the public.

Continuing Education Approvals: CEU'S:  
 CMFO/CCFO - 1.0 Office Mgmt & Ancillary Subjects;  
 1.0 Ethics  
 Tax Collector - 1.0 General Secondary Duties; 1.0 Ethics  
 CPWM.1.0 - Management  
 RMC 1.0 - Professional Development  
 QPA 1.0 - Office Admin/General Duties  
 Water/Wastewater - 1.0 Safety TCH

## Designated Employer Representative (DER)

**6 hours** - Under the Department of Transportation Commercial Driver License (CDL) regulations, employers must designate and train a DER to act as a resource to the drivers about DOT and employer policies. This workbook-driven session will cover mandatory drug and alcohol testing programs Federal Moto Carrier Safety Administration Drug and Alcohol Clearinghouse, the responsibilities of the employer, the DER, third-party administrators, the Medical Review Officer (MRO), and the CDL driver.

**Recommended upon initial assignment and retraining as needed** for individuals assigned the role of DER.

Continuing Education Approvals:  
 CPWM 5.0 - Management  
 RMC 5.0 - Professional Development  
 Water/Wastewater - 5.0 Safety TCH

## Disaster Management

**1.5 hours** - From mitigation through long-term recovery, emergency management should be recognized as a critical government service. Elected officials and other leaders are required under Federal law to take training relevant to their position in their jurisdiction's emergency management structure. This class is a basic overview of Emergency Management in New Jersey.

Continuing Education Approvals:  
 CMFO/CCFO - 1.5 Office Management /Ancillary Subjects CEU Credits  
 CTC - 1.5 General/Secondary CEU Credits  
 CPWM - 1.5 Management CEU Credits  
 RMC - 1.5 Professional Development CEU Credits  
 QPA - 1.5 Office Admin/General Duties CEU Credits

## Driving Safety Awareness

**1.5 hours** - This class is directed at employees who drive cars or light trucks on behalf of an employer. The tremendous loss potential of motor vehicle accidents is explained including property damage, auto liability and employee injury.

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment or if performance deficiencies are observed.

Continuing Education Approvals:  
 CPWM - 1.0 Technical CEU Credit  
 Water/Wastewater - 1.0 Safety TCH

Topics include hydroplaning, the effects of excessive speed, and inclement weather. Distracted driving, the effects of fatigue and alcohol on driver performance and the practice of defensive driving are discussed.

## Employee Conduct and Violence Prevention in the Workplace

**1.5 hours** - This course primarily addresses violence in the workplace and steps that can be taken by employees to promote a safe work environment. Topics discussed include the four types of workplace violence, how to recognize the warning signs of potential violence, and coping and de-escalation strategies. Recent domestic violence legislation is also discussed. The Department of Homeland Security's Active Shooter video and active shooter strategies are a component of this course.

**Recommended upon initial assignment and retraining as needed** The course is excellent training for those who deal with the public.

Continuing Education Approvals:  
 CPWM - 1.5 Ethics CEU Credits  
 RMC - 1.5 Ethics CEU Credits  
 CTC - 1.5 Ethics CEU Credits  
 CMFO/CCFO - 1.5 Ethics CEU Credits  
 QPA - 1.5 Ethics CEU Credits  
 Water/Wastewater - 1.5 Safety TCH

## Ethical Decision Making

**2.5 hours** - This course is designed to inform and update local government officials and employees in New Jersey on their responsibilities and the law's status and legal requirements under the NJ Local Government Ethics Act, State regulations, and case law.

Attendees will learn to recognize and understand:

- How ethical decision making can affect the reputation of the agency.
- "Why" corporate ethics are needed and how they can provide strong policy guidance to employees when interacting with clients and associates.
- Issues, areas of risk, and practicing ethical decision making when responding to these challenges.

**Recommended upon initial assignment and retraining as needed**

Continuing Education Approvals:  
 CMFO/CCFO – 1.0 Office Management /Ancillary Subjects, 1.5 Ethics CEU Credits  
 CTC – 1.0 General/Secondary, 1.5 Ethics CEU Credits  
 CPWM – 1.0 Management, 1.5 Ethics CEU Credits  
 RMC – 1.0 Professional Development, 1.5 Ethics CEU Credits  
 QPA – 1.0 Office Admin/General Duties, 1.5 Ethics CEU Credits

## Ethics for NJ Local Government Employees

**2 hours** - This course is designed to inform and update local government officials and employees in New Jersey on their responsibilities and the law's status and legal requirements under the NJ Local Government Ethics Act, State regulations, and case law.

**Recommended upon initial assignment and retraining as needed**

Continuing Education Approvals:  
 CPWM - 2.0 Ethics CEU Credits  
 RMC - 2.0 Ethics or Professional Development CEU Credits  
 CMFO/CCFO - 2.0 Ethics CEU Credits  
 CTC - 2.0 Ethics CEU Credits  
 QPA - 2.0 Ethics CEU Credits

## Excavation, Trenching, and Shoring

**4 hours** - The types and hazards of excavation and trenches will be reviewed. Topics include an employer assigned Competent Person, soil analysis and the types and characteristics of soil. Equipment and protective systems such as trench boxes and built-in-place shoring will be discussed. This standard applies to all open excavations made in the earth's surface, including trenches that create a hazard to near-by workers.

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment or if performance deficiencies are observed.

Continuing Education Approvals:  
 CPWM - 2.0 Technical CEU Credits  
 CPWM - 2.0 Management CEU Credits  
 Water/Wastewater - 4.0 Safety TCH

### Fall Protection Awareness

**2 hours** - This course discusses where fall protection is needed and presents the different options for safeguarding workers. The focus is on specific fall hazards in common operations and how employees should protect themselves from falls. The course emphasizes rules for working safely at heights and various types of fall protection systems.

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment or if performance deficiencies are observed.

Continuing Education Approvals:  
Water/Wastewater - 2.0. Safety TCH

### Fast Track to Safety

**4 hours** - Fast Track to Safety includes four topics created to meet the regulatory training needs for many public agencies. The session includes NJPEOSH-required refreshers on Bloodborne Pathogens, HazCom / GHS, Fire Safety, and Lock Out/Tag Out. Full participation is required to receive certificate of completion.

**Please refer to the individual topic in the catalog for retraining requirements and recommendations.**

Continuing Education Approvals:  
CPWM - 4.0 Technical CEU Credits  
Water/Wastewater - 4.0 Safety TCH

### Fire Department & EMS: Risk Management for Operations

**3 hours** - This class will discuss the best practices to manage a fire or EMS agency's exposure to common and current risks when providing emergency response to a community. Topics include response driving, vehicle and equipment issues, training, standard of patient care, and documentation/report writing.

### Fire Department Risk Management

**2 hours** - Fire Departments are involved in a high percentage of employment-related litigation and New Jersey is one of the most litigious states in the country. This training program is designed to identify and mitigate those risks. Leadership, policy development, social media, CEPA, and the Law Against Discrimination are a few of the topics covered in this training program. This course is designed for Chiefs, Battalion Commanders, Captains, Lieutenants, and personnel who are in the process of being promoted to a supervisory position.

### Fire Extinguisher Safety

**1 hour** - Employers who designate employees to fight small incipient fires must provide fire extinguisher training. Topics include matching the fire extinguishers to the 5 classes of fires, the limitations of fire extinguishers, and the proper use and inspection of extinguishers.

**Required upon initial assignment and annual refresher training.** For employees who have been designated by the employer to use a fire extinguisher.

Continuing Education Approvals:  
CPWM - 1.0 Technical CEU Credits  
Water/Wastewater - 1.0 Safety TCH  
CRP - 1.0 Classroom Credits

## Fire Safety

**1 hour** - This class discusses the fire triangle as a visual representation of control measures to prevent fires. This class will also cover workers' responses to fire and other workplace emergencies. Employers will need to explain safeguards specific to the individual workplaces.

**Required initial training for all employees** on their fire prevention responsibilities and their duties under the Emergency Action Standard. The employer can determine the training frequency to meet the knowledge of the employer's Emergency Action Plan (EAP) and Fire Prevention Plan (FPP) thereafter.

Continuing Education Approvals:  
 CPWM - 0.5 Technical CEU Credit  
 CPWM - 0.5 Management CEU Credit  
 Water/Wastewater - 1.0 Safety TCH

## Flagger Skills and Safety

**1 hour** - Attendees will review the requirements and best practices for directing traffic through a temporary work zone.

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment or if performance deficiencies are observed.

Continuing Education Approvals:  
 CPWM - 1.0 Technical CEU Credit  
 CPWM - 1.0 Management CEU Credit  
 Water/Wastewater - 1.0 Safety TCH

## Flagger Work Zone Safety

**4 hours** - Students will review the requirements of the Manual for Uniform Traffic Devices (MUTCD) and discuss how each of these requirement impacts safety for workers and users of the roadway. Proper set-up and techniques for flagging will also be covered. Students will use real-world situations to discuss proper traffic control measures.

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment or if performance deficiencies are observed.

Continuing Education Approvals:  
 CPWM - 2.0 Technical CEU Credits  
 CPWM - 2.0 Management CEU Credits  
 Water/Wastewater - 2.0 Safety TCH

## Forklift Train-the-Trainer

**6 hours** - Employers must train and certify the performance of new operators of forklifts. Re-certification of skills is required every 3 years. This class will prepare an employer's experienced and qualified forklift operator to conduct in-house training and evaluations for forklift operators. Attendees will be provided with materials necessary to run a class and certify skill performance.

**Required upon initial assignment as an employer evaluator.**

Continuing Education Approvals:  
 CPWM - 6.0 Technical CEU Credits  
 CPWM - 6.0 Management CEU Credits  
 Water/Wastewater - 6.0 Safety TCH

Host location must provide forklift in good operating condition and space for challenge course. Visiting evaluators cannot be certified on host town's vehicles.

## Harassment in the Workplace for Elected Officials, Managers, and Supervisors

**2 hours** - This course is designed for Managers, Supervisors, and Elected Officials. The course includes a review of the current harassment in the workplace statistics, new challenges faced by supervisors and elected officials in the areas of harassment and hostile work environment claims and a review of the New Jersey State laws and regulations designed to protect employees. The program also includes a discussion of case law and important court decisions, fee shifting, the root cause of harassment, as well as a description and discussion of Quid Pro Quo harassment and the creation of a Hostile Work Environment. The Model Anti-Harassment policy developed by the NJMEL, and best practices for public employers to create a zero-tolerance culture of safety for employees are also discussed.

Continuing Education Approvals:  
 CMFO/CCFO – 2.0 Ethics CEU Credits  
 CTC - 2.0 Ethics CEU Credits  
 CPWM - 2.0 Ethics CEU Credits  
 RMC - 2.0 Ethics CEU Credits  
 QPA - 2.0 Ethics CEU Credits

## Hazard Communication/ Globally Harmonized System (GHS)

**1.5 hours** - This course will meet the general training requirements for RTK, HazCom and GHS. Content includes understanding labels, using safety data sheets and basic chemical terminology. The rights and responsibilities of employees are also reviewed.

### Required upon initial assignment and biannual refresher training.

Continuing Education Approvals:  
 CPWM - 1.0 Technical CEU Credits  
 CPWM - 1.0 Governmental CEU Credits  
 Water/Wastewater - 1.5 Safety TCH

Employers will need to explain safeguards specific to the individual work places.

## HazMat Awareness with Hazard Communication/ Globally Harmonized System (GHS)

**3 hours** - This is a chemical safety course for employees who work with hazardous chemicals in their work place (HazCom), and may also discover or respond to chemical emergencies outside of their workplace (HazMat).

### Required upon initial assignment and annual refresher training.

Continuing Education Approvals:  
 CPWM - 3.0 Technical CEU Credits  
 Water/Wastewater - 3.0 Safety TCH

This course reviews hazardous substances, the risks associated with them in the workplace and at an incident. Training will cover recognition and identification of hazardous substances in an emergency, the role of the first responder, & HazCom/ GHS/Right to Know rules.

## Hearing Conservation

**1 hour** - This class focuses on the training requirements for employees who are enrolled in the employer's Hearing Conservation Program, but is appropriate for any employee exposed to high levels of noise in the workplace. Discussions include hazardous levels of noise, the benefits of various hearing protective devices, and the OSHA Hearing Protection Standard.

### Required upon initial assignment and annual refresher training.

Continuing Education Approvals:  
 CPWM - 1.0 Government CEU Credits  
 CPWM - 1.0 Technical CEU Credit  
 Water/Wastewater - 1.0 Safety TCH

### Heavy Equipment Safety: General Safety

**2 hours** - This program offers basic safety procedures and information that applies to working with any of the heavy equipment commonly used in the workplace. The information provided in this training should be considered as the basis for the other equipment-specific training being offered and primarily designed for individuals working around heavy equipment.

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment or if performance deficiencies are observed.

Continuing Education Approvals:  
CPWM - 2.0 Technical CEU Credits  
Water/Wastewater - 2.0 Safety TCH

### Hoists, Cranes, and Rigging

**2 hours** - Moving heavy objects requires knowledge of hoisting and rigging. This session will cover DOT regulations on hoist equipment, sling types, and equipment inspection. Basic rigging techniques will be discussed with emphasis on operations such as moving pipe, moving road plates and lifting large or bulky equipment such as pumps or hydrants.

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment or if performance deficiencies are observed.

Continuing Education Approvals:  
CPWM - 2.0 Technical CEU Credits  
Water/Wastewater - 2.0 Safety TCH

### Housing Authority Safety & Regulatory Awareness Training

**3.5 hours** - This training is an all-inclusive program for custodial and maintenance personnel. The program covers NJ PEOSH regulatory requirements and best practices. Topics covered include Asbestos, Lead, Silicia, Back Safety & Material Handling, Bloodborne Pathogens, Confined Space Awareness, Control of Hazardous Energy (Lockout/Tagout), Fire Extinguisher, Fire Safety, Emergency Action Plans, Hazard Communication with GHS & NJ Right to Know, Ladder Safety, Lawn Maintenance Safety, Personal Protective Equipment (PPE), Snow Removal Safety, and Walking/Working Surfaces. Additional Housing Authority best practices covered include Wellness Checks, DOA, Crime Scenes, Vacant Apartments, and Reporting Hazard Conditions.

**Required upon initial assignment and annual refresher training.**

### Housing Authority Sensibility

**3.5 hours** - This course provides an overview of conflict resolution, stress management strategies, employee conduct in the workplace, and workplace violence in the public housing authority setting. The student will learn steps to de-escalate and resolve conflict. The course will provide advice on how to deal with stress in today's fast-paced world. This course also describes basic employee conduct in the workplace and addresses violence in the workplace. This course is interactive and there are skill-building exercises included.

**Recommended for all employees upon initial assignment and retraining as needed.** The course is excellent for employees who deal with the public and residents.

### Housing Authority Executive Directors: What You Need to Know

**1.5 hours** - A regulatory and safety overview of responsibilities of the employer to the employees and best practices to create and implement a positive safety culture and limit liability exposure to the authority, employees, and residents.

**Recommended for Executive Directors upon initial assignment and retraining as needed.**

### Implicit Bias in the Workplace

**1.5 hours** - Participants will develop an understanding of how implicit bias impacts the work environment. Individual stereotypes and unconscious beliefs can discourage employee participation in solving problems, thwart imagination, and lead to a reduction in organizational productivity. Additionally, when left unmanaged, such biases create a toxic work environment that may become unsafe while also fostering workplace discrimination allegations.

**Recommended upon initial assignment and retraining as needed** for General Employees, Managers, Organization Leaders, and Human Resource Professionals. This course is not intended to serve as Implicit Bias Training for police officers.  
Continuing Education Approvals:  
CPWM - 1.5 Ethics CEU Credits  
RMC - 1.5 Ethics CEU Credits  
CMFO/CCFO - 1.5 Ethics CEU Credits  
CTC - 1.5 Ethics CEU Credits  
QPA - 1.5 Ethics CEU Credits

### Indoor Air Quality Designated Person Training

**1 hour** - The NJ Indoor Air Quality (IAQ) standard requires that employers designate and train a staff member to act as the Designated Person. This training is designed to satisfy this requirement.

**Required upon the initial assignment for your agency's IAQ Designated Person.**

Continuing Education Approvals:  
CMFO/CCFO - 1.0 Office Management /Ancillary Subjects CEU Credits  
CTC - 1.0 General/Secondary CEU Credits  
CPWM - 1.0 Management CEU Credits  
RMC - 1.0 Professional Development CEU Credits  
QPA - 1.0 Office Admin/General Duties CEU Credits

### Introduction to Communication Skills

**2 hours** - We communicate with each other every day, but in the workplace social interactions can be strained and cause conflict due to both personal and workplace pressures. This course will help identify key communication skills of speaking and listening, and how to effectively use these tools to develop a greater understanding with your employees and improve workplace productivity.

Continuing Education Approvals:  
CPWM - 2.0 Management CEU Credits  
RMC - 2.0 Professional Development CEU Credits  
CTC - 2.0 General CEU Credits  
CMFO/CCFO - 2.0 Office Mgmt. & Ancillary Subjects

### Introduction to Management Skills

**2 hours** - Leading and motivating people effectively while achieving organizational goals is not an easy job. This course will address the role of the supervisor and provide practical information and tools that can be used to build stronger teams, increase self-awareness, and understand your management style.

Continuing Education Approvals:  
 CPWM - 2.0 Management CEU Credits  
 RMC - 2.0 Professional Development CEU Credits  
 CTC - 2.0 General CEU Credits  
 CMFO/CCFO - 2.0 Office Mgmt. & Ancillary Subjects

### Introduction to Understanding Conflict

**2 hours** - The workplace is constantly changing, and in times of stress it can be more prone to conflicts both among employees and between employees and managers. This course will explore A better understanding of conflict in the workplace. Students will discuss proven techniques for classifying and resolving conflict in the organization, while creating a more positive work environment.

Continuing Education Approvals:  
 CPWM - 2.0 Management CEU Credits  
 RMC - 2.0 Professional Development CEU Credits  
 CTC - 2.0 General CEU Credits  
 CMFO/CCFO - 2.0 Office Mgmt. & Ancillary Subjects

### Jetter/Vacuum Safety Awareness

**2 hours** - The general hazards of working in and around wastewater and sewage will be reviewed. The hazards created by operating vacuum and jetting equipment will be discussed, as well as the safety considerations for each.

Employers will need to explain safeguards specific to their individual work places.

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment or if performance deficiencies are observed.

Continuing Education Approvals:  
 CPWM - 2.0 Technical CEU Credits  
 Water/Wastewater - 2.0 Safety TCH

### Ladder Safety/ Walking & Working Surfaces

**2 hours** - The objectives of the course are to familiarize participants with OSHA walking/working surface requirements. Requirements include how to safeguard openings and slip-fall prevention from walking areas such as stairs and skylights. The course shows the various types of ladders and scaffolds, and how to use them safely.

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment or if performance deficiencies are observed.

Continuing Education Approvals:  
 Water/Wastewater - 2.0. Safety TCH

### Law Enforcement: Below 100

**3.5 hours** - The Below 100 Mission is to influence law enforcement culture by providing innovative training and awareness, through presentations, social media, and webinars on identifying the leading causes and current trends in preventable line of duty deaths and injuries. The 5 TENETS of the Program:

- Wear Your Belt
- WIN - What's Important Now?
- Wear Your Vest
- Remember, Complacency Kills!
- Watch Your Speed

**Recommended** for all Police Personnel.

### Law Enforcement: Building a Constitutionally Sound Police Department Through Training

**2 hours** - This training provides an explanation to community leaders of why police training should be just one component of a more comprehensive professional development program rather than a “check the box” approach. Training which is completed to simply “get it done” will not result in a Constitutionally Sound Police Agency that is trusted by the community which in the long term exposes local government, its leaders, police officers, and community members to many risks.

**Recommended** for Fund Commissioners, Mayors, Business Administrators, Elected Leaders, Chiefs of Police, Police Command Personnel.

### Law Enforcement: Career Survival for First-Line Supervisors

**3.5 hours** - The “First-Line Supervisor” is one of the most important and challenging assignments an employee can be tasked with during their career. They are the first line personnel who turn policy into action. They are required to provide leadership at all times, and their personnel will look for guidance and support from them during critical incidents. Making good decisions is crucial, and the First-Line Supervisor needs to understand the importance of following current case law, agency rules, and policies to reduce liability and career failure.

**Recommended** for First-Line Supervisors.

### Law Enforcement: Career Survival for Police Officers

**3.5 hours** - A career in law enforcement is a labor-intensive profession that requires personnel to understand the risks that are associated with enforcing the law and abiding by the agency's rules and regulations. New Jersey is one of the most plaintiff-friendly states, and liability claims can negatively affect the agency's resources and reputation. The "Career Survival for Police Officers" training program was designed to supplement academy and field training programs for operational personnel. The training program identifies and encourages discussion on many of the personal and legal challenges police officers are confronted with on a daily basis.

**Recommended** for First-Line Police Personnel.

### Law Enforcement: Risk and Wellness Considerations for the Emergency Call Taker and Dispatcher

**2 hours** - Emergency Call-Takers and Dispatchers play a significant role in the criminal justice system and in the delivery of emergency services. The involvement of a police officer or other first responder often begins with a citizen call where the call-taker serves as the "first, first-responder." Those serving in such positions face many of the same risks confronting police officers, firefighters, and EMS personnel. This course explores the unique mental and physical demands of the Emergency Call-Taker and Dispatcher professional as well as how such advances in video technology have brought the call-taker to the scene more than ever before. The unique interaction between the dispatcher and first responder can often shape the outcome of a particular response, and specific incidents will be reviewed to better understand the benefits and risks associated with such interactions. A review of the common risks facing first responders will also be discussed which include social media use, workplace conduct, general liability, and whistleblower considerations. In light of the Emergency Call-Taker and Dispatcher serving as the "First, First-Responder" it is imperative that they receive training that has been commonly offered to other first responders.

**Recommended** for Emergency Call-Takers, 911 Operators, Emergency Dispatchers, Wellness Coordinators, Resiliency Protection Officers, Chiefs, Command Staff Members, Supervisors.

### Law Enforcement: Training Program for Front-Line Supervisors

**4 days** - The Police Front Line Supervisor course is designed to assist our clients with preparing officers for the challenges of leading and managing police personnel. This four-day course includes training topics on leadership, wellness, mentorship, dealing with difficult employees, decision making, and responding to critical incidents. First-line supervisors are responsible for turning policy into training, their ability to make good decisions can affect personal and agency reputation. Students are taught the importance of coaching, counseling, and mentoring their personnel for long-term success. This course is taught by the staff members of the Law Enforcement Unit at J.A. Montgomery Consulting.

### Law Enforcement: Understanding Cannabis: A Must For Every Agencies Officer Safety and Wellness Program

**1.5 hours** - This presentation will review the negative consequences and impacts associated with the increasing use of cannabis in our society. Law Enforcement professionals must be aware of the many risks of cannabis to help them make better-informed decisions to implement and enhance their safety and wellness programs.

### Law Enforcement: Use of Force - Body Worn Camera Reviews

**4 hours** - This course is designed to assist personnel tasked with reviewing body-worn camera videos involving the Use of Force. Students will understand the standard of force under the Graham factors. Identify red flag alerts for force incidents. Understand how to conduct and systematically review a Use of Force Incident. Write an effective report describing the who, what, where, why, when, how, and what happened based on the subject officer's perspective, training, and experience.

**Recommended upon the assignment of an officer** who is tasked with the responsibility of reviewing body-worn camera recordings.

### Law Enforcement: Violence Prevention and Risk Considerations for Law Enforcement Officers when Interacting with Mental Health Consumers

**1.5 hours** - Police Officers responding to incidents involving mental health consumers and mental health professionals working with law enforcement agencies face unique challenges. Officers and mental health professionals must take the necessary steps to achieve a working knowledge of the Extreme Risk Protection Order Act of 2018, the potential ramifications of the 988 Suicide and Crisis Hotline, and the required responsibilities when dealing with a person incapacitated or intoxicated. When such professionals fail to engage in ongoing self-improvement to better understand these critical areas, they face many risks. Specific case studies will be discussed where the opportunity to identify “red flags” that may have prevented mass violence were missed. Officers, Supervisors, and Police Command Staff Members will learn valuable information that may protect persons in crisis, their officers, their communities, and themselves.

**Recommended** for any law enforcement officer who may respond to incidents involving a person experiencing a mental health crisis. This course is also recommended for Chiefs of Police, Supervisors, and mental health professionals working with police agencies.

### Law Enforcement: Work Zone Refresher Training

**2 hours** - The Work Zone Safety Program is being offered by certified instructors that have completed the Rutgers CAIT Train the Trainer Program. This course is being offered as a refresher to current New Jersey law enforcement officers who have previously completed a Work Zone Safety Course. On many occasions, officers are required to assist with setting up or working at work zones, safety and DWI checkpoints, emergency scenes, and special events impacting the highway. Officers need to have an understanding of work zone safety compliance under the MUTCD and NJDOT standards. Enforcement and legal responsibilities are identified along with the risks that these operations expose police personnel, highway workers, and the driving community to daily.

**Recommended** for all police personnel who work traffic details.

### Leadership Skills for Supervisors Workshop

**2 days (6 hours per day)** - provides opportunities for participants to practice important leadership and supervisory skills by engaging in-group exercises including role playing, case studies and self-assessments. Lessons were created based on the challenges supervisors face in today's complex public sector workplace. Supervisors and those persons who may be considered for supervisory positions will have the opportunity to strengthen their: Communication skills, Team building and performance strategies, Coaching and delegating techniques, Conflict management skills

**Recommended for new and senior supervisors.**

Continuing Education Approvals:  
 CMFO/CCFO - 8.0 Office Management /Ancillary Subjects CEU Credits  
 CTC - 8.0 General/Secondary CEU Credits  
 CPWM - 8.0 Management CEU Credits  
 RMC - 8.0 Professional Development CEU Credits  
 QPA - 8.0 Office Admin/General Duties CEU Credits

### Leadership Workshop: Inspiring Growth and Change

**7 hours** - The training program is a workshop based on John Maxwell's 21 Irrefutable Laws of Leadership. Discussion sessions will be conducted based on the laws and how they can be applied to real-life situations. Following the Laws will help leaders with influencing personnel and will help with developing a positive work culture. (A copy of John Maxwell's Book – "The 21 Irrefutable Laws Of Leadership Workbook" – will be provided).

**Recommended** for employees pursuing a leadership role in their organization. Leadership is a journey, and we can never stop learning!

Continuing Education Approvals:  
 CMFO/CCFO - 7.0 Office Management /Ancillary Subjects CEU Credits  
 CTC - 7.0 General/Secondary CEU Credits  
 CPWM - 7.0 Management CEU Credits  
 RMC - 7.0 Professional Development CEU Credits  
 QPA - 7.0 Office Admin/General Duties CEU Credits

### Leaf Collection Safety Awareness

**2 hours** - A review of the hazards of collecting leaves, including working on roadways, noise, moving machinery, and muscle strains. The class covers various methods of leaf pick-up, including leaf vacuums, claw attachments, and bagged leaf collections. Students will review safeguards for each method.

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment or if performance deficiencies are observed.

Continuing Education Approvals:  
 CPWM - 2.0 Technical CEU Credits  
 Wastewater - 2.0 Safety TCH

### Lock Out/Tag Out (Control of Hazardous Energy)

**2 hours** - The OSHA standard and the need to identify various types of energy, as well as the need to develop shutdown and lockout procedures for each piece of equipment will be reviewed. Examples of safety measures and the various types of lockout devices will also be discussed. This class will also review the basics of electrical safety and the hazards associated with electrical and other energy sources.

Employers will need to explain safeguards specific to their individual work places.

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment or if performance deficiencies are observed.

In addition, required in-house annual [Lockout/Tagout Evaluation](#) for Authorized Employees.

Continuing Education Approvals:  
CPWM - 2.0 Technical CEU Credits  
Water/Wastewater - 2.0 Safety TCH

### Microlearning Theory and Practice

**2 hours** - The principle of learning in small, repetitive chunks is an effective tool for workplace learning and performance. Learners learn best and are more likely to recall learning when they can process information through short, timely, and focused conversations. The class will provide strategies to have those learning events.

**Recommended for all levels of supervisors and managers**

Continuing Education Approvals:  
CMFO/CCFO - 2.0 Office Management /Ancillary Subjects CEU Credits  
CTC - 2.0 General/Secondary CEU Credits  
CPWM - 2.0 Management CEU Credits  
RMC - 2.0 Professional Development CEU Credits  
QPA - 2.0 Office Admin/General Duties CEU Credits

### Mower Safety

**1 hour** - The safety considerations for using walk-behind and ride-on mowers and tractors will be discussed.

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment or if performance deficiencies are observed.

Continuing Education Approvals:  
CPWM - 1.0 Technical CEU Credit  
Water/Wastewater - 1.0 Safety TCH

### Personal Protective Equipment

**2 hours** - The OSHA hazard assessment process to identify the hazards associated with each type job will be reviewed to identify the need for PPE, and determine the type of PPE needed. Various types of PPE will be discussed, and how to choose the most appropriate style for protection.

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment or if performance deficiencies are observed.

Continuing Education Approvals:  
CPWM - 2.0 Technical CEU Credits  
Water/Wastewater - 2.0 Safety TCH

## Playground Safety Inspections

**2 hours** - This class provides attendees with a survey of the playground environment, types of injuries, the nomenclature of the individual pieces of equipment and the application of the inspection criteria. Photos will illustrate the concerns or provide illustration of the criteria. Includes a brief description of the test kit tools and recommended action plan for compliance with NJ playground regulations.

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment or if performance deficiencies are observed.

Continuing Education Approvals:  
CPWM - 2.0 Technical CEU Credits  
Park and Rec Professionals - 0.2 CEU Credits

## The Power of Collaboration (JIF 101)

**4 hours** - The course provides risk management tools and best practices for local government employees and officials (municipal and county). It is recommended for elected officials, administrators, department heads, and employees who serve as fund commissioners in a joint insurance fund or as Safety Coordinators.

**Recommended upon initial assignment.**

Continuing Education Approvals:  
CMFO/CCFO - 4.0 Office Management /Ancillary Subjects CEU Credits  
CTC - 4.0 General/Secondary CEU Credits  
CPWM - 4.0 Management CEU Credits  
RMC - 4.0 Professional Development CEU Credits  
QPA - 4.0 Office Admin/General Duties CEU Credits

## Practical Leadership - 21 Irrefutable Laws

**3 hours** - Leadership is about influence and understanding what motivates people. There are numerous programs that study leadership principles, but this program develops your ability to practice leadership strategies on a day-to-day basis. The 21 Irrefutable Laws of Leadership is the cornerstone of this program and the materials provided will help with the practical application of leading and motivating personnel in your organization.

**Recommended upon initial assignment and retraining as needed.**

Continuing Education Approvals:  
CMFO/CCFO - 3.0 Office Management /Ancillary Subjects CEU Credits  
CTC - 3.0 General/Secondary CEU Credits  
CPWM - 3.0 Management CEU Credits  
RMC - 3.0 Professional Development CEU Credits  
QPA - 3.0 Office Admin/General Duties CEU Credits

## Preparing for First Amendment Audits

**2 hours** - First Amendment Audit groups claim to be a social movement that takes it upon themselves to conduct audits of government entities to promote transparency and open government. Representatives of the groups will show up at government facilities, video record the parking lot, and the facilities operations. On some occasions, they will question employees, asking for their names and position. They may ask about accessing official government records. When public employees ask questions, the attitude and demeanor of some of these people can be unnerving, annoying, flippant, aggressive, and on occasion, they may use foul and abusive language. Unfortunately, many of the audits may become confrontational in nature. The purpose of this course is to prepare public employees for these types of audits.

**Recommended** for Fund Commissioners, Mayors, Business Administrators, Elected Leaders, Chiefs of Police, Police Command Personnel Police Officers, Clerks, and Administrative Personnel.

Continuing Education Approvals:  
CPWM - 1.0 Government, 1.0 Ethics CEU Credits  
RMC - 1.0 Professional Development, 1.0 Ethics CEU Credits  
CMFO/CCFO - 1.0 Office Management & Ancillary Subjects, 1.0 Ethics CEU Credits  
CTC - 1.0 General/ Secondary, 1.0 Ethics CEU Credits  
QPA - 1.0 Office Admin /General Duties, 1.0 Ethics CEU Credits

## Preparing for the Unspeakable

**1.5 hours** - Designed by our law enforcement consultants to assist our clients with the process of developing action plans for workplace violence and active shooter incidents. OSHA/PEOSH requires public entities to prepare for recognized hazards. Unfortunately, workplace violence has become a recognized hazard. Loss of life, multiple serious injuries, business interruption, and mental health impacts are reasonably foreseeable consequences. Planning and preparation are key elements in mitigating these types of risks. This course walks the participant through a strategic planning process on best business practices.

**Required upon initial assignment and retraining as needed** for Administrators, Managers, Supervisors, OEM, and Human Resources.

Continuing Education Approvals:  
 CMFO/CCFO - 1.5 Office Management /Ancillary Subjects CEU Credits  
 CTC - 1.5 General/Secondary CEU Credits  
 CPWM - 1.5 Management CEU Credits  
 RMC - 1.5 Professional Development CEU Credits  
 QPA - 1.5 Office Admin/General Duties CEU Credits

## Productive Meeting Best Practices

**1.5 hours** - Today's organizations hold many meetings to share information, coordinate activities or goals, and make decisions. The class will discuss best practices for holding in-person, virtual, and hybrid meetings that get things done. Meeting leaders and attendees will benefit from the content of the class.

**Recommended upon initial assignment.**

Continuing Education Approvals:  
 CMFO/CCFO - 1.5 Office Management /Ancillary Subjects CEU Credits  
 CTC - 1.5 General/Secondary CEU Credits  
 CPWM - 1.5 Management CEU Credits  
 RMC - 1.5 Professional Development CEU Credits  
 QPA - 1.5 Office Admin/General Duties CEU Credits

## Protecting Children from Abuse In New Jersey Local Government Programs

**2 hours** - This course discusses child abuse and the responsibilities of the local government to protect children. Course Revised 6/1/2022

**Recommended initially for Manger, Supervisors, and Elected Officials.**

Continuing Education Approvals:  
 CPWM - 1.0 Government, 1.0 Ethics CEU Credits  
 RMC - 1.0 Professional Development, 1.0 Ethics CEU Credits  
 CMFO/CCFO - 1.0 Office Management & Ancillary Subjects, 1.0 Ethics CEU Credits  
 CTC - 1.0 General/ Secondary, 1.0 Ethics CEU Credits  
 QPA - 1.0 Office Admin /General Duties, 1.0 Ethics CEU Credits

### Public Employers: What You Need to Know

**1.5 hours** - A regulatory and safety overview of responsibilities of the employer to the employees and best practices to create and implement a positive safety culture and limit liability exposure to your agency and your employees.

**Recommended** for Executive Directors, Municipal Administrators and JIF Fund Commissioners upon initial assignment and retraining as needed.

Continuing Education Approvals:  
CMFO/CCFO - 1.5 Office Management /Ancillary Subjects CEU Credits  
CTC - 1.5 General/Secondary CEU Credits  
CPWM - 1.5 Management CEU Credits  
RMC - 1.5 Professional Development CEU Credits  
QPA - 1.5 Office Admin/General Duties CEU Credits

### Public Works & Utility: Safety & Regulatory Awareness Training

**4 hours** - This class provides students with a discussion of the hazards and hazard control tactics associated with working in the Department of Public Works and Utility Authorities. The core class covers the fundamentals of Machinery, Tools, and Equipment, Back Care and Safe Lifting, Slips and Falls, HazCom, Personal Protective Equipment, Fire Safety, and Blood Borne Pathogens. The course is intended as a refresher and additional classes may be needed based on their job description, please reach out to your Risk Control Consultant to discuss if needed.

**Required upon initial assignment and recommended annual refresher training.**

Continuing Education Approvals:  
CPWM - 3.5 Management CEU Credits  
Water/Wastewater - 3.5 Safety TCH

### Safety Committee Best Practices

**1.5 hours** - The foundation of an effective safety program is involvement of both management and employees in an effective safety committee.

This program will present the steps to develop and run an effective safety committee. Topics will include: designing and planning your committee, choosing members for your committee, the role of the committee members, effective meeting strategies, and establishing goals and objectives for the safety committee.

**Recommended upon initial assignment.**

Continuing Education Approvals:  
CPWM - 1.5 Management CEU Credits  
RMC - 1.5 Professional Development CEU Credits  
Water/Wastewater - 1.5 Safety TCH

## Sanitation and Recycling Safety

**2 hours** - This course will discuss various topics relating to Sanitation Safety for solid waste and recyclable collection crews including the review of appropriate personal protective equipment, safe operating procedures, proper lifting techniques, proper driving techniques, rider positions, effective route layout and relevant provisions of the MUTCD pertaining to traffic safety.

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment or if performance deficiencies are observed.

Continuing Education Approvals:  
CPWM - 2.0 Technical CEU Credits  
CRP - 2.0 Classroom Credits

## Schools: Chemical Lab Safety for Science Teachers

**1 hour** - This program focuses on the exposures to both teachers and students from work in chemistry labs. Topics include a review of chemical safety, available emergency equipment such as showers, appropriate personal protective equipment, effective experiment planning and the vital importance of prudent chemical storage.

**Required upon initial assignment and annual refresher training.**

## Schools: Child Brain Development Considerations for Educators and Law Enforcement

**1.5 hours** - This course reviews the importance of understanding child brain development, especially regarding adolescent decision-making, school-related threats, discipline, student suspension, and delinquent activity. Participants will learn essential considerations concerning child brain development and skills to help appropriately speak with children during this sometimes fragile developmental period. This course is taught by a Licensed Social Worker who is a former teacher, school social worker, and police department social worker.

**Recommended** for Teachers, custodial staff, bus drivers, cafeteria staff, after-school and summer program staff, school administrators, guidance counselors, school nurses, every member of the school start assessment team, and police officers.

## Schools: Human Trafficking and Sextortion: Impacting Our Children and Schools

**1.5 hours** - This course addresses the growing concern of human trafficking and sextortion amongst youth. Human trafficking is most often much different than what is depicted on television and can be happening in plain sight unknowingly to parents and educators. The proliferation of cell phone use amongst young people and the sometimes normalization of exchanging nude photos has dramatically increased sextortion incidents. Such incidents can traumatize victims for decades, cause significant mental trauma, and even lead to suicide.

**Recommended** for Teachers, police officers, school administrators, school nurses, bus drivers, cafeteria staff, guidance counselors, school safety specialists, and every member of the school threat assessment team. This course is taught by a member of our Law Enforcement Team and a Licensed Social Worker who is a former teacher, school social worker, and police department social worker.

**Schools:  
Memorandum of  
Understanding Risk  
Considerations  
for Education and  
Law Enforcement  
Professionals**

**1.5 hours** - This course provides an overview of the importance of educators and law enforcement leaders thoroughly reviewing the Uniform State Memorandum of Agreement Between Education and Law Enforcement (MOA). When the school Superintendent and Chief of Police sign the MOA, they must be aware of the many actions they pledged to perform to prevent school violence. Crime reporting considerations, notifications to the school principal, bullying incidents, and whistleblower risk mitigation actions will be discussed.

**Recommended** for School district superintendents, board of education members, chiefs of police, teachers, school safety specialists, school resource officers, every member of the school threat assessment team, and police supervisors overseeing school resource officers or officers assigned to school threat assessment teams.

**School Safety  
& Regulatory  
Awareness Training**

**3 hours** - This training is an all-inclusive program for custodial and maintenance personnel. The program covers NJ PEOSH regulatory requirements and best practices. Topics covered include Asbestos, Lead, Silica, Back Safety & Material Handling, Bloodborne Pathogens, Confined Space Awareness, Control of Hazardous Energy (Lockout/Tagout), Fire Extinguisher, Fire Safety, Emergency Action Plans, Hazard Communication with GHS & NJ Right to Know, Ladder Safety, Lawn Maintenance Safety, Personal Protective Equipment (PPE), Snow Removal Safety, and Walking/Working Surfaces.

**Required upon initial assignment and recommended annual refresher training.**

Continuing Education Approvals:  
CPWM - 3.0 Technical CEU Credits  
Water/Wastewater - 3.0 Safety TCH

**Schools: School  
Threat Assessment  
Considerations  
for Education and  
Law Enforcement  
Professionals**

**1.5 hours** - This course provides an overview of essential considerations for education and law enforcement professionals in light of New Jersey's new school threat assessment team mandates. The most effective threat assessment process encompasses an upstream approach to violence prevention involving identifying early warning signs such as animal abuse, youth trauma, bullying, and more. Such knowledge is critical to identifying students of concern, creating a more robust and positive school climate, and keeping students and staff safe.

**Recommended** for Teachers, school administrators, school safety specialists, school nurses, school resource officers, guidance counselors, every member of the school threat assessment team, police supervisors overseeing school resource officers, or officers assigned to the school threat assessment teams.

### Schools: Understanding Cannabis Effects for Educators

**1.5 hours** - This course will review the negative consequences and impacts associated with the increasing usage of cannabis in our society, especially among our youth. Teachers, faculty, administration, and all education professionals must be aware of the many risks of cannabis to help them make better-informed decisions to implement and enhance their safety and wellness programs in their schools. A brief review of the importance of the cannabinergic system is discussed, along with the significant impact of the commercialization of high-potency THC on the human body and mind, especially our youth. Higher potency THC increases the risk for the development of cannabis use disorder (CUD) and other psychological/mental health problems. Additional problematic cannabis use outcomes include cannabis hyperemesis syndrome, cardiovascular complications, increased frequency of sustaining injury, and increased risks of developing testicular cancer and causing pediatric cancers/other chromosomal changes in children of cannabis users. It is well documented that students and young adults experience high rates of anxiety, depression, psychosis, and other significant mental health disorders, especially after the COVID pandemic.

**Recommended** for Teachers, school administrators, mental health professionals, school social workers, substance abuse coordinators, guidance counselors, school nurses, school resource officers, and all school staff.

### Shop and Tool Safety

**1 hour** - The OSHA standard relating to machine guarding will be reviewed. The emphasis of the class is on the safe use of common hand and power tools, ranging from chisels to circular saws to jack hammers.

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment or if performance deficiencies are observed.

Continuing Education Approvals:  
CPWM - 1.0 Technical CEU Credit  
Water/Wastewater - 1.0 Safety TCH

### Snow Plow/Snow Removal Safety

**2 hours** - The hazards of icy road surfaces, low visibility and objects being obstructed by snow can create a hazardous situation for the operators of snow plows.

This program will review the hazards associated with the operation of snowplows, snow blowers and shoveling snow. Proper planning and safety measures are presented in this program.

**Required upon initial assignment and retaining** every 3 years or if using new equipment.

Continuing Education Approvals:  
CPWM - 2.0 Technical CEU Credits  
Water/Wastewater - 2.0 Safety TCH

### Special Event Management

**2 hours** - This presentation will focus on issues and exposures created by special events. Proper planning procedures will be reviewed, and many hazard and liability considerations will be discussed.

The goal of the program will be to allow the attendees to coordinate the planning process and preparations for special events.

**Recommended upon initial assignment and retraining as needed** for employees who plan special events.

Continuing Education Approvals:  
CPWM - 2.0 Management CEU Credits  
RMC - 2.0 Professional Development CEU Credits  
Wastewater - 2.0 Safety TCH

### Summer Seasonal Employee Orientation

**2 hours** - This is a truly blended learning experience for seasonal workers. Employer will assign students online classes from the MSI NOW that are relevant to their assignment. Online classes can be completed at the workers' convenience or in a group setting. Online classes must be completed PRIOR to attending the virtual instructor-led class. During the virtual class, the instructor will summarize and discuss the lessons in the online classes, including an overview of Outdoor Safety, Youth Employment Rules, Heat Stress, Personal Protective Equipment, Hazard Communication & Right to Know, Bloodborne Pathogens, and Employment Practices.

A Seasonal Employee Pre-learning Assignment Guide is available with required/recommended online classes and log-in instructions that can be given to seasonal employees.

**Required upon initial assignment** for new or returning seasonal employees.

### Understanding Cannabis: Integral To Injury Prevention and Employee Wellness

**1.5 hours** - This presentation reviews the consequences and negative impacts associated with the increasing prevalence and use of cannabis in our society. Every employer and every employee must be aware of the multiple risks of cannabis to help them make better-informed decisions and to implement and enhance safety and wellness programs.

Continuing Education Approvals:  
 CMFO/CCFO - 1.5 Office Management /Ancillary Subjects CEU Credits  
 CTC - 1.5 General/Secondary CEU Credits  
 CPWM - 1.5 Management CEU Credits  
 RMC - 1.5 Professional Development CEU Credits  
 QPA - 1.5 Office Admin/General Duties CEU Credits

### Wellness for Government Employees

**2.5 hours** - This program is designed to help employees identify and address the unique challenges they may face when working for a government entity. Public visibility of personnel and work product, demands for additional resources, OPRA, social media, internal strife, and employee well-being are discussed during this presentation. Developing a plan of action by reducing risk, developing resiliency, recognizing the signs and symptoms of stress, responding to these challenges, and identifying resources are presented with the goal of promoting health and wellness in the workforce.

#### Recommended upon initial assignment and retraining as needed.

Continuing Education Approvals:  
 CMFO/CCFO - 2.5 Office Management /Ancillary Subjects CEU Credits  
 CTC - 2.5 General/Secondary CEU Credits  
 CPWM - 2.5 Management CEU Credits  
 RMC - 2.5 Professional Development CEU Credits  
 QPA - 2.5 Office Admin/General Duties CEU Credits

### Work Zone: Temporary Traffic Controls

**2 hours** - This course will discuss the provisions of the Manual on Uniform Traffic Control Devices for Mobile, Short-Term, and Short-Term Stationary work zones on non-highway roadways.

**Required upon initial assignment and recommended retaining** every 3 years or if using new equipment or if performance deficiencies are observed.

Continuing Education Approvals:  
 CPWM - 2.0 Technical CEU Credits  
 CPWM - 2.0 Management CEU Credits  
 Water/Wastewater - 2.0 Safety TCH