2025 Training Opportunities for Safety Science Training

The Montana Developmental Disabilities Program is pleased to offer this virtual-only training series to providers in conjunction with Collaborative Safety, LLC at no cost.

This series of virtual trainings, widely used in many safety-critical industries is an evidence-based approach using the Collaborative Safety Model, to enhance organizational learning and improvement in complex systems. With a focus on system improvement rather than assigning blame, Safety Science is used to create cultures of safety to better support staff and improve outcomes for those served.

Collaborative Safety, LLC will be providing three modules of training in 2025:

- **Safety Leadership Institute/Leadership Labs**:
  o **May 15 - 9:00a.m.-3:00p.m.** (*6-month Leadership Labs starting in June*)
- **Orientations:** – Four options available (*open to all state staff, providers, and any family members/ persons in services that are interested in learning*)
  o **Feb. 12 - 9:00a.m. - 12:00p.m.**
  o **April 24 1:00p.m. - 4:00p.m.**
  o **June 24 - 9:00a.m. - 12:00p.m.**
  o **Aug. 26 - 1:00p.m. - 4:00p.m.**
- ***Advanced Practical Training:**
  o **April 8 & 9 - 9:00a.m.-3:00p.m. each day** (*12-month Labs starting in May*)
  *This training module requires the trainee to commit to attending the entire year-long course. If the applicant cannot commit to the entire year, they should NOT attend this course.

Each training is designed to assist agencies in promoting the shift to a systemic and proactive culture of safety, by supporting each level of the agency to make three key transitions:

- *From a culture of blame to a culture of accountability,*
- *From continuously applying quick fixes to addressing underlying systemic issues, and*
- *From seeing employees as a problem to control to a solution to harness.*

Spots for the Safety Leadership Institute/Leadership Labs are limited - Sign Up Today!

A two-week notice will be required if an attendee needs to cancel. A waiting list of alternates for each session will be maintained to fill any cancelled registrations. Due to the preparation needed prior to class and the time commitment for some of the courses, last minute replacements will be difficult, so please make every effort to attend if registered.

MODULE 1: Safety Leadership Institute/Leadership Labs

Who Should Attend: *Agency Management, Leadership and Supervisors*
Limited to 24 attendees per Regional Cohort

The Safety Leadership Institute is a (1) day virtual training designed to provide agency management with a high-level understanding of safety science. The SLI engages leaders, managers, and supervisors on how to integrate safety science into everyday work to support a culture of safety and accountability and to enhance communications between staff. The Safety Leadership Institute is comprised of three courses:

- Human Factors and Systems Safety Management Course
- Supporting Culture Transformation
- Integrating Safety Science into Leadership

Course I: Human Factors and System Safety Management Course. This course lays the groundwork for the participants' knowledge about safety. The course provides a framework of system safety and is designed to engage participants with a comprehensive and holistic introduction to Human Factors and System Safety from an organizational leadership perspective. It also provides current models of accountability and ethics. Concepts and learning objectives are presented in a way that enables participants to make information meaningful. Throughout the session, information is strategically and thoughtfully connected to scope of position.

Course II: Supporting Culture Transformation. This course lays the foundation for the importance of management in supporting the advancement of safety within an agency. It also focuses on the role of management to successfully advance their agency into the 21st century of safety and system improvement. The course additionally highlights the importance of sharing advancements within their respective agency.

Course III: Integrating Safety Science into Leadership. This course provides leaders, managers, and supervisors with the ability to integrate safety science into everyday management and supervision. It will focus responding to and supporting worker performance, promoting teamwork, and the identification additional strategies and supports that are useful for everyday leadership, management, and supervision.

***Leadership Labs** are a <u>six-month engagement</u> designed to for leaders, managers, and supervisors who have completed the Safety Leadership Institute*. Content is provided through bi-weekly activities which include Webinars, Videos, Podcasts, Articles, Live Leadership Labs, and Cohort video conferences. Leadership Labs are learning engagements that incorporate specific tools and strategies to promote a safety culture in everyday practice and supervision. Leadership Labs are a critical component to integrating and sustaining a safety culture.

MODULE 2: Orientations
Who Should Attend: Front-line Staff, Supervisors, and Community Partners
Unlimited Spots Available
***Orientations* are three-hour meetings that take place virtually**. The Orientations are designed for front-line staff, supervisors, and community partners to introduce safety science concepts, old views, and new views of safety and how the agency is going to conduct reviews in the Collaborative Safety model. These meetings support the agency's commitment to engaging all staff in the safety culture of the organization. The Orientations serve a substantial purpose in creating agency alignment and increasing staff engagement.

*If you have never taken Safety Science Training, Orientations is a great place to begin. It also makes for a great refresher course.

MODULE 3: Advanced Practical Training (*12-month Commitment Required)
Who Should Attend: Agency Oversight and/or Monitoring staff, Licensure staff, Investigation, Quality Improvement, and Quality Assurance staff
Limited to 24 attendees per Regional Cohort
The Advanced Practical Training is a **twelve-month engagement** designed for agency provider staff involved in Licensure, Investigations, Continuous Quality Improvement (CQI), Quality Assurance or other staff involved in agency oversight and/or monitoring. **This training requires the trainee to commit to attending the entire year-long course. If the applicant cannot commit to the entire year, they should NOT attend this course.**

The first month begins with a two-day training institute. The first day of the Institute lays the groundwork for the participants' knowledge about systems safety. The content provides a framework of system safety and is designed to engage participants with a comprehensive and holistic introduction to Human Factors and System Safety. Contrasting models and approaches are presented to give participants an increased command of relevant scientific literature. Concepts and learning objectives are presented in a way that enables participants to make information meaningful.

The second day of the Institute is directed toward teaching participants on how to integrate safety science concepts into their everyday work. For months two through six, the participants are divided into two cohorts. Each cohort meets monthly to review institute content, discuss any barriers to implementation, and identify points of integration. Attention is given to current roles, administrative rules, and legislative mandates so that concepts are able to be embedded into everyday work that is compatible with these roles, rules, and mandates. In the final six months, each cohort meets bi-monthly with a focus on sustainability.

Please email any questions or comments to Ryan Bonser (ryan.bonser@mt.gov)