



New Hire Orientation

Don't Forget the Safety...

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What does this guy know about NHSO?!?



Through the Years



Practice Makes Perfect



Some feedback from a previous PCSC meeting:





Topics for Today's Presentation

- The importance of NISO
- OSHA's stance on NISO
- Your company's approach to NISO
- What are your past experiences with NISO?
- What is the safety knowledge/attitude of your new hires?
- Is your NISO effective?
- Constructing your training program
- Examples of training sessions
- Feedback/Follow up from new associates

What's So Important About NHSO?



Onboarding vs. Orientation



The Purpose of Onboarding



Day One Orientation



Hold on a Second!!

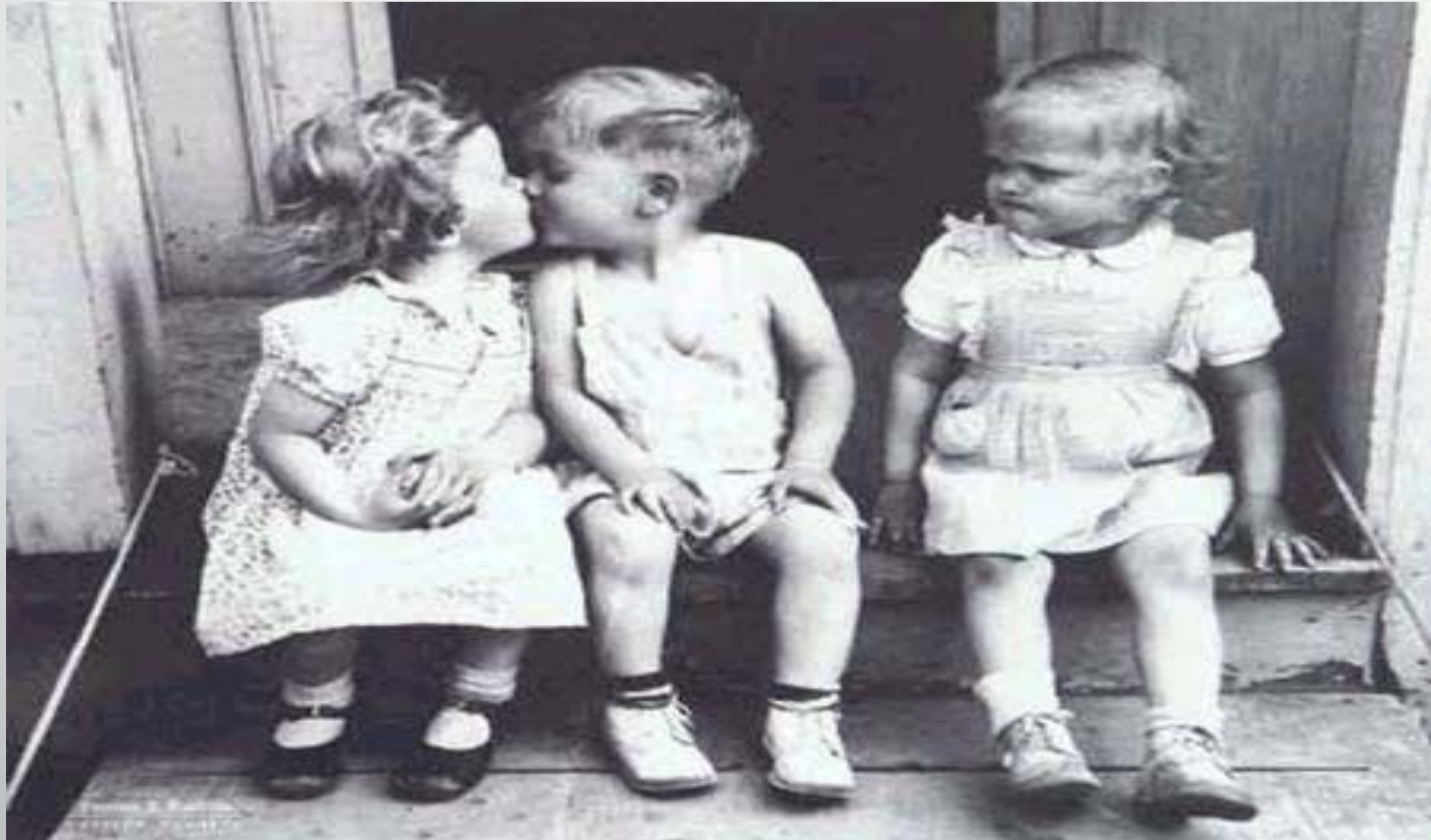
STOP RIGHT THERE!



Whoa!!!



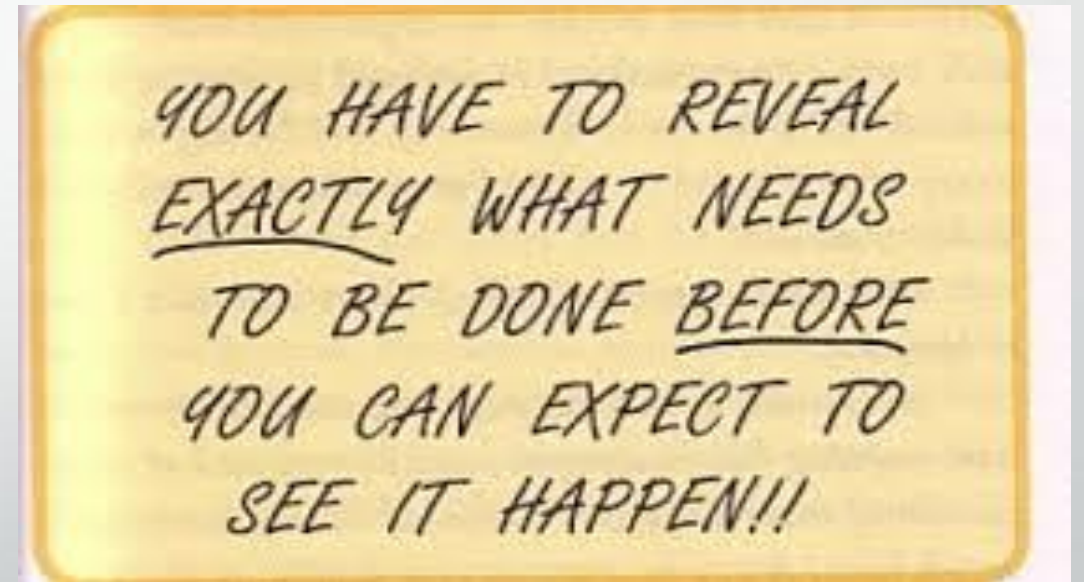
Feeling Left Out?



Safety and Your New Job



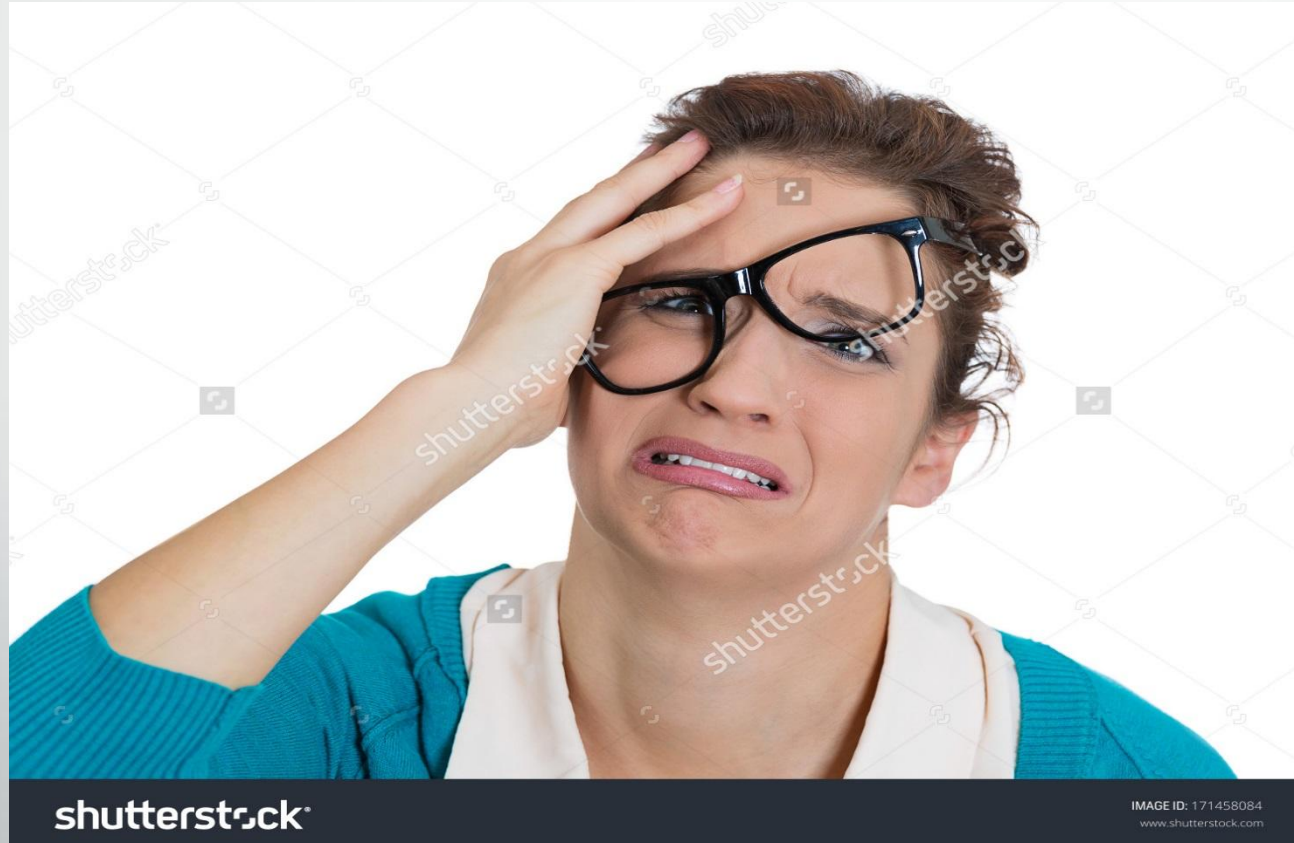
Setting the **SAFETY** Expectation



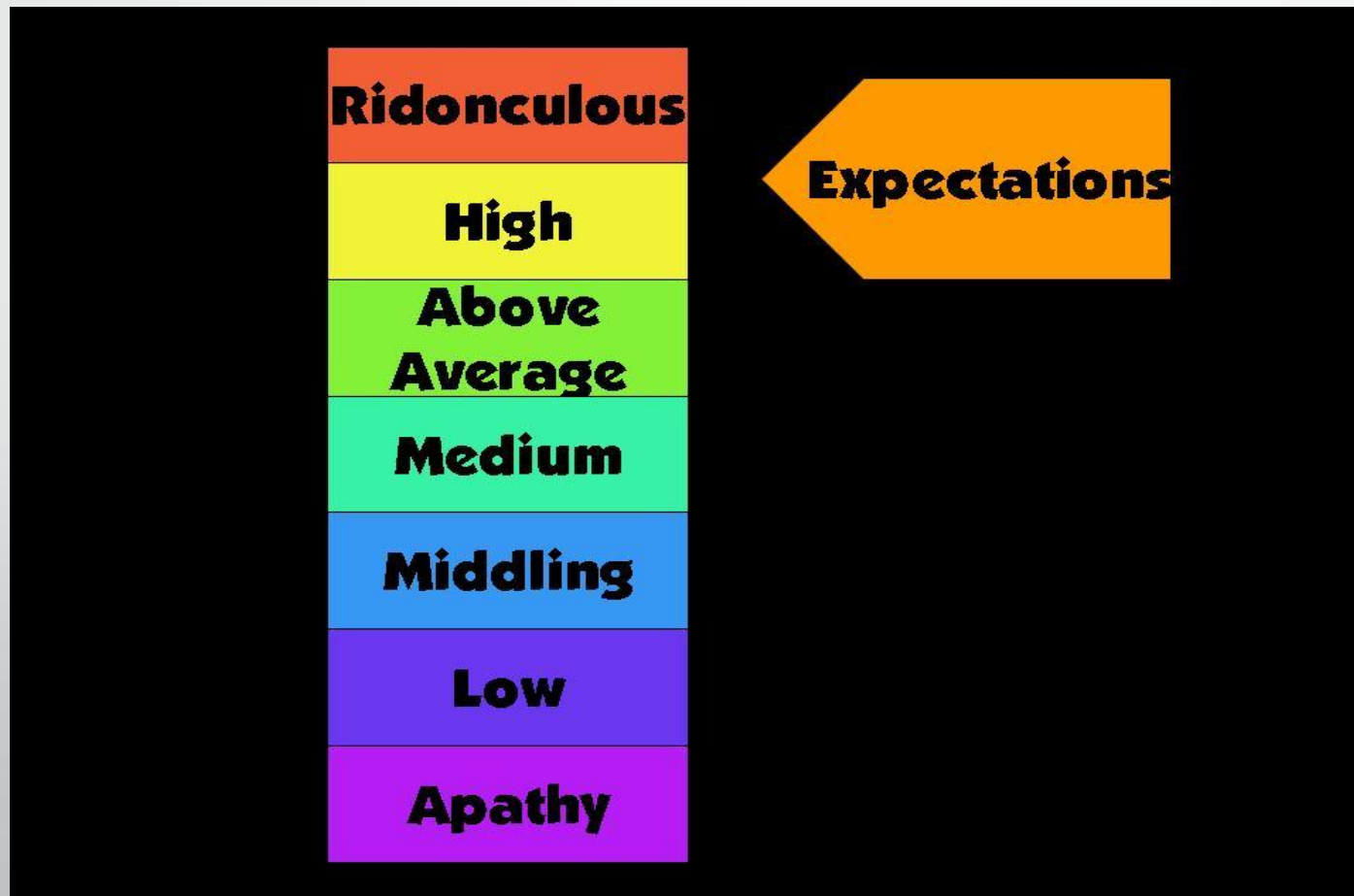
Your Company's Expectation



Avoid Frustration by Setting Expectations



The Associate's Expectation



Following the Process is Best for Everyone



Oh, now I get it!



What does OSHA require for New Hire
(Safety) Orientation?



We



OSHA



Your Company's Approach to NHSO



Your Past Experiences with NHSO





First Impressions



Who's Hiring?



Who's Applying?



Some feedback from a previous PCSC meeting:



Generation Y (Millennials)



Generation X



Baby Boomers?



Do You Hear Me?



The Prisoner



The Vacationer



The Graduate

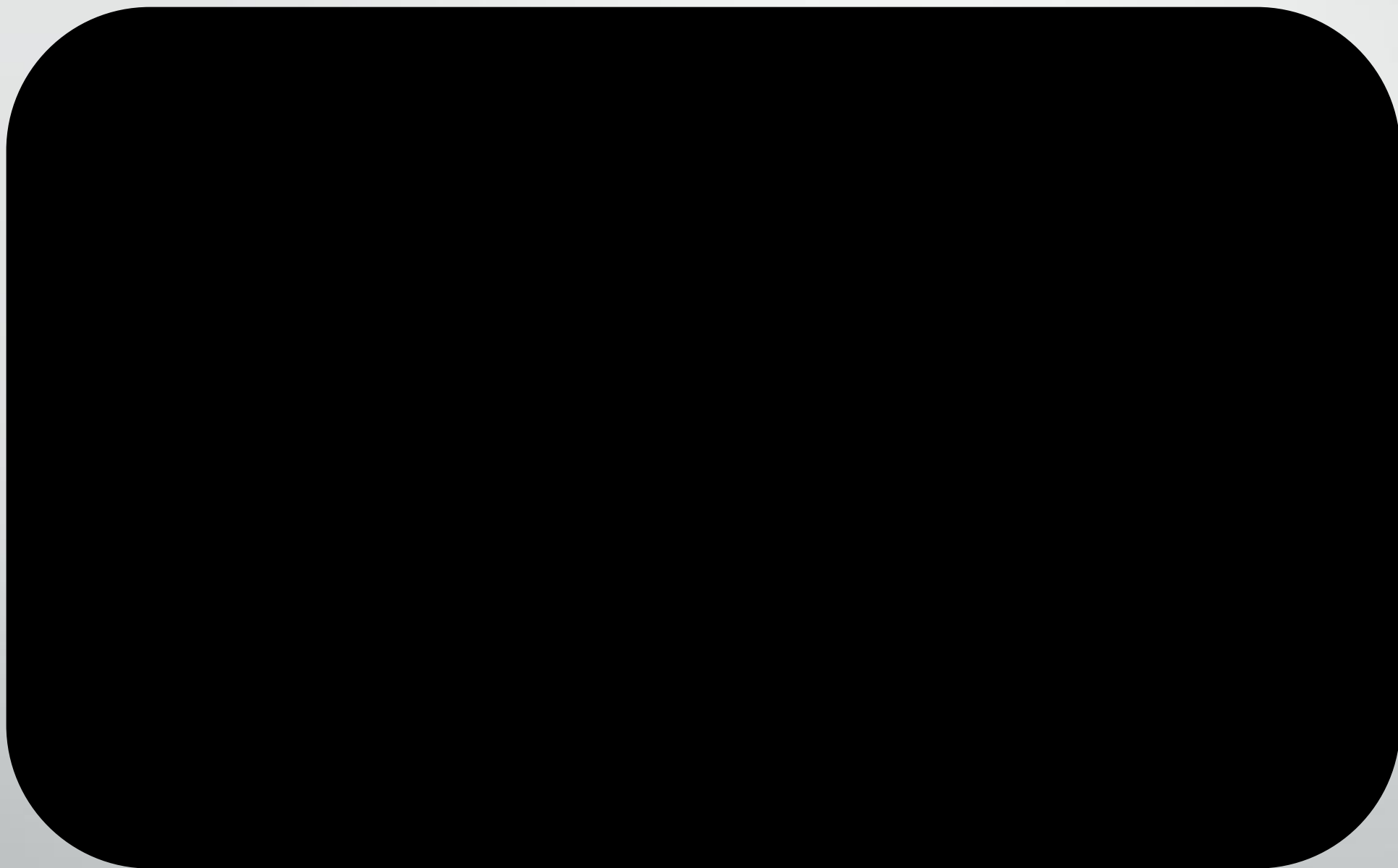


The Student



Is Your NHSO Effective?





Keep it Entertaining



Constructing Your Training



Checklists



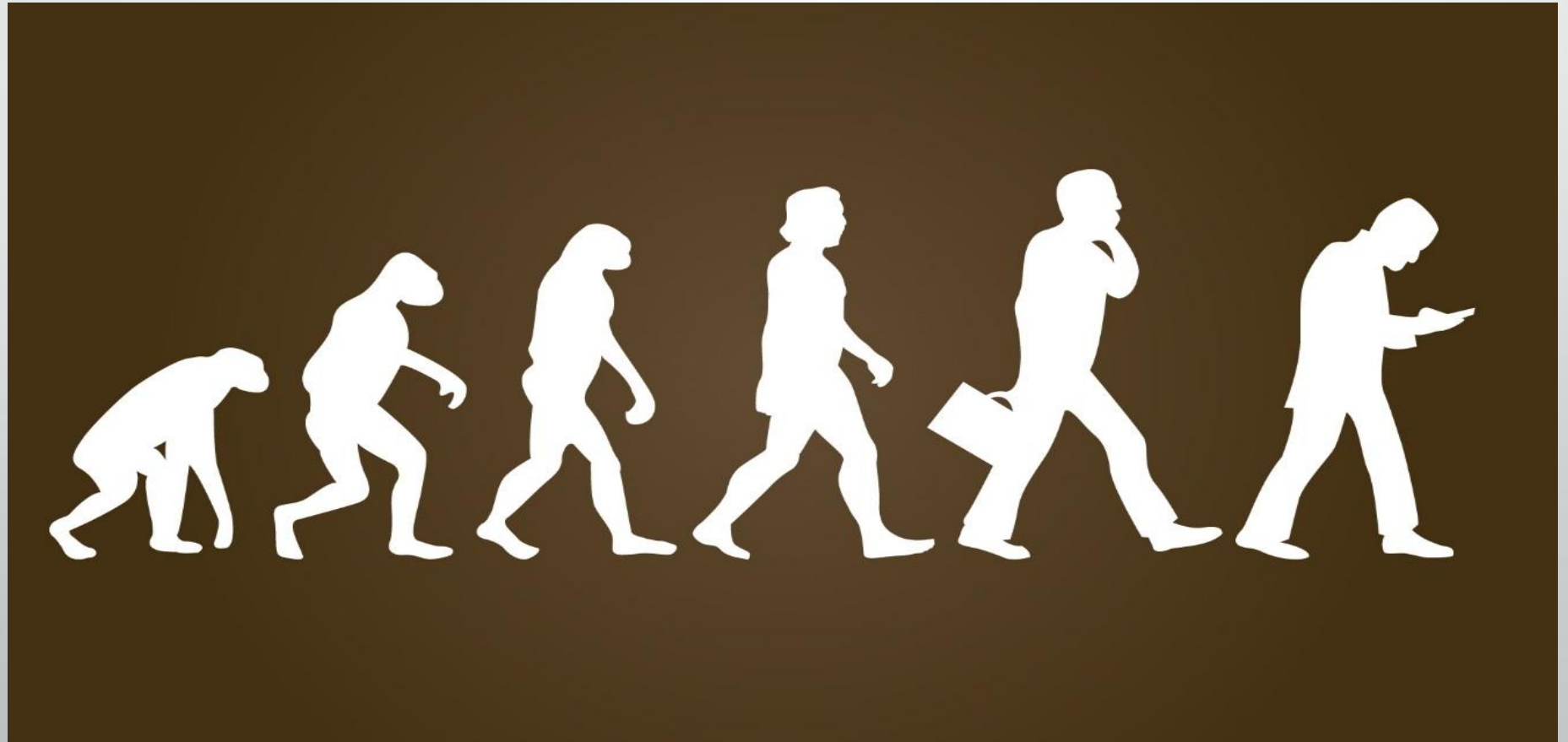
Take a (Safety)Tour



OSHA Safety Training Topics



Examples of NHSO



Why Must We Continuously Improve?



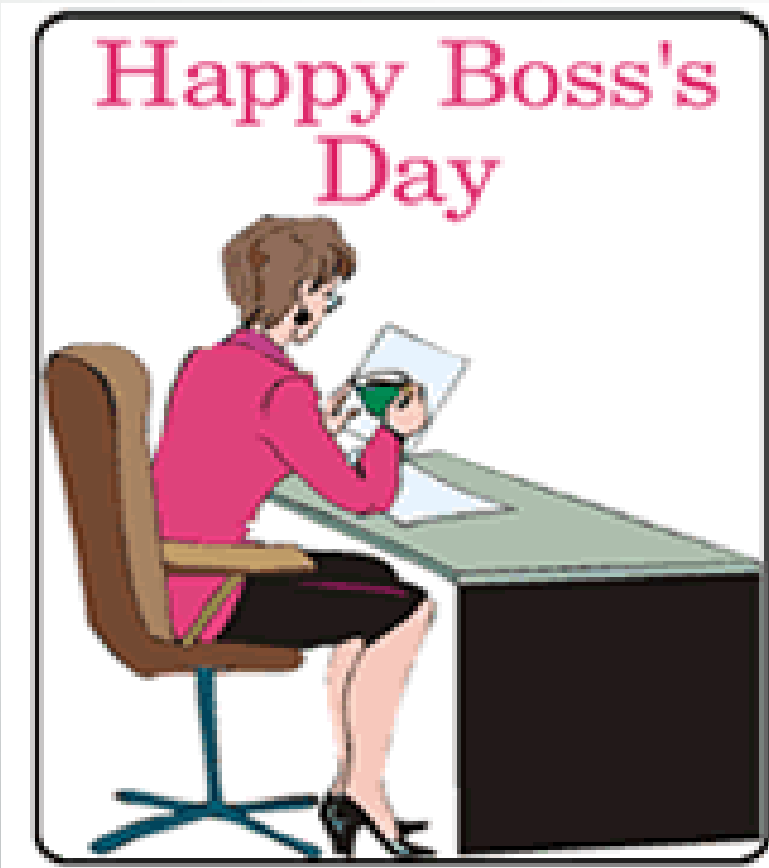


INSURANCE INSTITUTE
FOR HIGHWAY SAFETY

Feedback from Associates



Feedback from my Boss



That's a Wrap!

