



Changing the face of first aid!

REDUCING TOTAL COST OF OPERATION: OSHA Compliant First Aid & CPR Online Training Options

Purpose

This case study focuses on proven and cost-effective first aid/responder training programs within manufacturing or industrial plants; giving key resource material and detailed analysis of in-person traditional training versus flexible improved training options including 24/7 online training mechanisms for accreditation and skills refresher.

Summary:

Key resource material on OSHA requirements of CPR and first aid training certification plus recommendations for ways to reduce total costs of operation in the training budget. Key focus is provided on training mandates and traditional first aid training versus proven cost-saving and online CPR/first aid training options.

FIRST AID /CPR TRAINING REQUIREMENTS, KEY RECOMMENDATIONS & COST SAVINGS

Utilizing [OSHA's Website](#) and using first aid keyword searches can also allow you to find important reference material for setting up your first aid procedures and program. As a general resource, refer to the [OSHA Best Practices Guide: Fundamentals of a Workplace First-Aid Program](#).

Training

OSHA general industry guidelines state that if there is not a hospital, clinic or infirmary on premises of the workplace and the location is more than 3-4 minutes away from advanced care first aid training and appropriate tools must be provided at the workplace. Specialized and higher risk industries have other OSHA mandated guidelines and requirements. For general industry (and other industries of higher risk), first aid training for the workplace is found [here](#).

First Aid and CPR Training should ideally be provided on an annual basis but certain national training organizations have a 2 year certification program. OSHA interpretations state that a one year CPR certification is suggested and up to a 3 year first aid certification renewal is acceptable. CPR & First Aid skills retention has been documented to have a rapid descent with 50% of knowledge being forgotten within three months and 75%-90% of skills being forgotten within 6-9 months.¹

OSHA does not require certain designated training organization certificates but nationally accepted training certifications are the guideline. American Heart Association, American Red Cross, National Safety Council, American Safety & Health Institute, Medic First, and Emergency Care & Safety Institute are examples of such national training certifications. CPR and First Aid training along with Blood Borne Pathogen training are minimal requirements for many workplaces. It is not absolutely necessary to have a written test for your files to verify skills but some sort of verification is necessary, including a certification card from a qualified trainer. With the addition of Automated External Defibrillators to the responder tool mix, AED training is also becoming a standard part of annual workplace responder training. It will also help during your OSHA audit if you have a refresher training program which documents and visibly shows skills check-off for key first aid procedures like CPR, major bleeding traumas and other life-threatening first aid emergencies that might happen in the workplace.

The keys to a solid first aid training program content should be addressed as shown in [CPL 2-2.53, Guidelines for First Aid Training Programs](#). Higher risk of injury industries, such as logging, requires training programs ([more info](#)).

Training can be provided via instructor/classroom, online, video, scenario training or a combination of all of these. Note that a combination of all of these is commonly called Hybrid Training, and has been proven to improve skills retention. The least expensive has been noted to be online training, reducing overtime costs substantially. The key to online training programs is ensuring that a proper hands-on skills assessment element is provided. First Voice Training System: CPR+FirstAid (#PM001) do provide adequate information and skills checklists that when combined with online training does reduce overtime labor costs substantially while providing a valuable refresher training element capability to the training program. Ask your rep for an online training cost reduction worksheet to see the impact of this training tool on your organization's bottom line.

Having a good instructor or leader is essential. Many major organizations have a "train the trainer" program to help companies cut training costs and bring the trainer in-house. Practicing and performing scenario-based outcomes is crucial to putting a good responder and first aider program in place. Lastly, SHORTS (short 7-30 minute training sessions) are becoming more common in the training sector. Managers have documented the ability to provide excellent training refreshers and skills improvement over the course of the year using these SHORTS in areas where high risks are present and highly likely. The commonality to good SHORTS includes engaging the student's attention and as many senses as possible...getting auditory, visual, and sensory engagement is key.² Good training equipment helps in engaging the student and improving skills retention. Software, hardware and manikins are essential to solid training programs.²

Many workplaces provide advanced training such as certified first responder or EMT classes due to higher risks and serious injury rates within that industry. It is up to each safety manager and EH&S department to determine if this is necessary. OSHA training standards do vary for in certain industries due to past injury rates and injury severity within that industry. More specifics on these higher risk industries can be obtained by calling First Voice at 888-473-1777 or [email us](#) for more information.

You can find examples of ways to cut down on costs on the next page.

Cost Savings From Hybrid Training

Example 1: Plant in Central Midwest

Option 1: Traditional Training Costs for 40 people	
4 classes of 10 people each at \$500/class	\$2,000
- have to pay these 10 people overtime for 6 hours	
- pay is \$16/hour plus 50% benefits; OT cost is \$36/hr	\$8,640
Type of kits picked to use: 2 responder bags at \$200 each	\$400
Total costs of mandated first aid training program	\$11,140
Option 2: Hybrid Training Costs for 10 people plus advanced talking responder kit	
1 class of 10 people each at \$500/class	\$500
- have to pay these 10 people overtime for 6 hours	
- pay is \$16/hour plus 50% benefits; OT cost is \$36/hr	\$2,160
Type of kits picked to use: 1 First Voice EID & FV3100 SET	\$1,299
Total costs of mandated first aid training program	\$3,959
Total savings from Year 1 alone:	\$7,181

This example summarizes how a manufacturing facility has reduced their responder class size and is doing quarterly in-house training with First Voice equipment. As a bonus, the plant utilizes it for their responder's confidence and assistance from others during actual incidents. The plant saves over \$7,000 in the first year alone – even AFTER including the cost of upgraded expert equipment. Year two going forward total savings are in excess of \$8,000.

Example 2: Plant in Lower Midwest

Option 1: Traditional Training Costs for 40 people	
4 classes of 10 people each at \$500/class	\$2,000
- have to pay these 10 people overtime for 6 hours	
- pay is \$16/hour plus 50% benefits; OT cost is \$36/hr	\$8,640
Type of kits picked to use: responder bags at \$250 each x 2	\$500
Total costs of mandated first aid training program	\$11,140
Option 2: Hybrid Training for 40 people plus advanced talking responder kit & online training	
All 40 people will take online First Aid/CPR/AED courses @ \$22.95 each	\$918
- have to pay these 40 people overtime for 4 hours most	
- pay is \$16/hour plus 50% benefits; OT cost is \$36/hr	\$5,760
40 skills assessment verifications for CPR & First Aid w/instructor onsite	\$200
- no overtime needed - done in shifts during 2 days	
Type of kits picked to use: 1 First Voice EID & FV3100 SET	\$1,299
Total costs of mandated first aid training program	\$8,177
Total savings from Year 1 alone:	\$2,963

This example summarizes how a manufacturing facility has gone with a hybrid training program using online emergency care courses followed by onsite skills assessment testing and verification. The facility will also do quarterly in-house training with First Voice equipment. As a bonus, the plant will utilize First Voice for their responder's confidence during actual incidents. The plant saves approximately \$3,000 in the first year alone - even AFTER including the cost of upgraded expert equipment. Year 2 and going forward total savings are around \$4,500.