

# Aligning Training to Common Claims and Liability Risks

A practical guide for Safety, Risk, and HR Managers to support risk reduction across local government



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From workplace injuries to vehicle incidents and employee-related claims, cities and counties face a wide range of risks across departments. High-quality, easily accessible training helps proactively address these risks.

This guide outlines key risk areas in local government and highlights relevant training topics covered in Vector Solutions' online course libraries. Vector's catalogs include engaging, self-paced full-length courses as well as a growing collection of microlearning content, especially on OSHA and safety topics. The bite-sized content supports quick, focused review during meetings, between tasks, or anytime training is needed on the fly.

Public sector organizations use both full-length and microlearning courses to deliver right-sized training that helps reduce exposure, improve safety outcomes, and support compliance efforts.

Use this guide to:

- Identify your highest-risk areas or claim trends
- Review Vector's recommended training topics
- Build a proactive training strategy



## RISK AREA: Slips, Tips and Falls



One of the most frequent causes of workplace injuries across county and municipal environments, especially in public works, parks, and facilities.

**Common Causes:** wet or uneven surfaces, obstructed work areas, ladder misuse

### Key Training Topics

- Slips, Trips, and Falls
- Walking and Working Surfaces
- Ladder & Scaffolding Safety
- Fall Protection

**Impact:** Reduces injury frequency, improves employee awareness, and supports safety compliance efforts.

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## RISK AREA: Strains & Overexertion



A leading cause of costly claims due to lost time, medical expenses, and long-term injury that is most often experienced in public works, utilities, and administrative roles.

**Common Causes:** improper lifting, repetitive motion, poor body mechanics, or workstation setup

### Key Training Topics

- Back Injury Prevention
- General Office Ergonomics
- Industrial Ergonomics
- Materials Handling, Storage, Use & Disposal

**Impact:** Helps limit injury severity, improves workforce productivity, and can lower workers' compensation costs.

## RISK AREA: Vehicle Incidents

One of the most expensive and high-severity claim categories in local government for employees who operate vehicles, including public works crews, utilities personnel, and inspectors.

**Common Causes:** distracted driving, unsafe backing, speeding, poor vehicle maintenance

### Key Training Topics

- Defensive Driving Strategies
- Distracted Driving
- Intersection Safety
- Vehicle Inspection and Maintenance
- Safe Backing

**Impact:** Improves driver awareness, helps prevent accidents, and minimizes liability exposure.



## RISK AREA: Workplace Violence and Public Interaction

Local government employees often work in teams and interact with the public, creating exposure to conflict and escalation. Fostering safe environments, both internally and externally, is essential to employee safety, effective response, and maintaining public trust.

**Common Causes:** emotionally charged public interactions, internal conflicts, lack of de-escalation training

### Key Training Topics

- Workplace De-Escalation
- Workplace Violence
- Active Shooter Response
- Communication Skills

**Impact:** Strengthens employee preparedness, supports safer interactions, and helps mitigate high-risk situations.



## RISK AREA: Harassment and Discrimination



A high-liability risk area with legal, financial, and reputational impact across all departments, especially critical among supervisors and administrative personnel.

**Common Causes:** employee complaints, inappropriate workplace behavior, lack of policy awareness or enforcement

### Key Training Topics

- Harassment Prevention for Employees
- Harassment Prevention for Supervisors
- Preventing Discrimination in the Workplace
- Unconscious Bias

**Impact:** Supports compliance efforts, reinforces appropriate workplace behavior, and helps protect the organization from legal risk.

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## RISK AREA: OSHA and Safety Compliance



Failure to comply with safety regulations can result in fines, incidents, and increased liability, particularly for public works, utilities, facilities, and public safety personnel.

**Common Causes:** inadequate hazard awareness, improper equipment use, incomplete or inconsistent safety procedures

### Key Training Topics

- Hazard Communication
- Personal Protective Equipment (PPE)
- Lockout/Tagout
- Electrical Safety
- Incident Investigation

**Impact:** Enhances regulatory readiness, reinforces safe work practices, and helps avoid compliance issues.

# Delivering Training Across Departments

Identifying the right training topics is only part of the equation. Ensuring training is consistently delivered and easily accessible across departments is what drives meaningful risk reduction.

Many cities and counties balance centralized oversight with department-level flexibility by using TargetSolutions Enterprise to manage training in a single system, providing safety and risk managers with citywide visibility while allowing departments to maintain their own programs.

Vector helps local governments standardize training where needed, maintain accurate records for compliance and reporting, and support department-level autonomy, all within the same unified training environment.



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Contact us today to learn how Vector Solutions  
can help you meet your training needs

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