

Worker Occupational Safety and Health Training and Education Program

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Commission on Health and Safety
and Workers' Compensation
California Department of Industrial Relations



State of California
Department of
Industrial Relations



State of California
Gavin Newsom
Governor

Commission on Health and Safety and Workers' Compensation (CHSWC)

CHSWC Members:

- ✓ Appointed by the Governor and the Legislature.
- ✓ Represent employers and labor.

CHSWC's Mission is to:

- ✓ Examine the health and safety and workers' compensation systems in California.
- ✓ Make recommendations for improvements.
- ✓ Conduct continuing examination of illness and injury prevention programs in California and other states.

Opinions of the speaker are not necessarily those of the Commission, the DIR, or the State of California.

WOSHTEP-Background



Workers' compensation reform legislation, Assembly Bill 749, effective January 1, 2003, created a worker safety and health training and education fund (WOSHEF).-LC Section 6354.7



Fund used to establish and maintain a statewide WOSHTEP

WOSHTEP-Background



UCLA Labor Occupational
Safety & Health Program

LOHP Safe Jobs.
Healthy Lives.

LABOR OCCUPATIONAL HEALTH PROGRAM
UNIVERSITY OF CALIFORNIA, BERKELEY

 **UCDAVIS**
Western Center for
Agricultural Health and Safety

WOSHTEP – Legislative Mandate

- ✓ Provide core curriculum addressing competencies for effective participation in workplace injury and illness prevention programs and on joint labor-management health and safety committees.
- ✓ Give priority to training workers who are able to train other workers and workers who have significant health and safety responsibilities.



WOSHTEP- Legislative Mandate

- ✓ Develop and provide additional training for any and all of the following categories:
 - Industries on the high hazard list.
 - Hazards that result in significant worker injuries, illness or compensation costs.
 - Industries or trades where workers are experiencing numerous or significant injuries or illnesses.
 - Occupational groups with special needs-limited English, young workers, etc.



WOSHTEP- Legislative Mandate

- ✓ Establish an employer and worker advisory board to guide the development of the program.
- ✓ Operate one or more libraries and distribution systems of occupational safety and health training material.
- ✓ Prepare an annual report, developed by the WOSHTEP Advisory Board, evaluating the use and impact of the programs developed.



WOSHTEP's Purpose

- ✓ Promoting awareness of the need for safety and health prevention programs.
- ✓ Developing and providing injury and illness prevention education programs for employees and their representatives.
- ✓ Delivering the awareness and training programs through a statewide network of providers.

Program Design

CHSWC's steps in implementing WOSHTEP include:

- ✓ Surveyed state, national, and international safety and health training programs and resources to see what was currently available
- ✓ Created a labor-management advisory board to guide the development of the program and to broaden partnerships.
- ✓ Conducted needs assessment with stakeholders



Program Design

- ✓ Identified three Centers of Excellence- LOHP, UC Berkeley; LOSH, UCLA; and WCAHS/UC Davis
- ✓ Provide information and technical assistance to the wc community
- ✓ Support trained WOSH Specialists and WOSHTEP trainers.



Program Design

- ✓ Part of a project team that developed the curriculum and provide training
- ✓ Designed a core curriculum and supplemental training materials based on results of needs assessment.
- ✓ Established a statewide network of trainers to offer the WOSH Specialist Curriculum



WOSHTEP Components

- ✓ WOSH Specialist Training
- ✓ Small Business Health and Safety Resources
- ✓ Awareness Trainings and Presentations
- ✓ Young Worker Health and Safety Programs
- ✓ Resource Centers

WOSH Specialist Training-Overview

- Four 3-hour sessions that prepares leaders in health and safety to work with employers and co-workers to improve workplace health and safety.
- Builds knowledge and skills in many areas of injury and illness prevention efforts.
- Training addresses hazards that result in significant worker injuries, illnesses, or workers' compensation costs.
- WOSH Specialist Certificate of Completion



WOSH Specialist Training

Core Modules:

- Promoting Effective Safety Programs
- Identifying Hazards in the Workplace
- Controlling Hazards in the Workplace
- Health and Safety Rights and Responsibilities
- Workers' Compensation and
- Return-to-Work Programs
- Taking Action



WOSH Specialist Training

Supplemental Modules include:

- Bloodborne Pathogens
- Chemical Hazards and Hazard Communication
- Communicating Effectively about Workplace Health and Safety
- Preventing Musculoskeletal Disorders: Introduction to Ergonomics
- Joint Labor-Management Health and Safety Committees
- How Adults Learn Best: Sharing Health and Safety Information in the Workplace
- Workplace Violence Prevention
- Workplace Emergency Preparedness



WOSH Specialist Roles

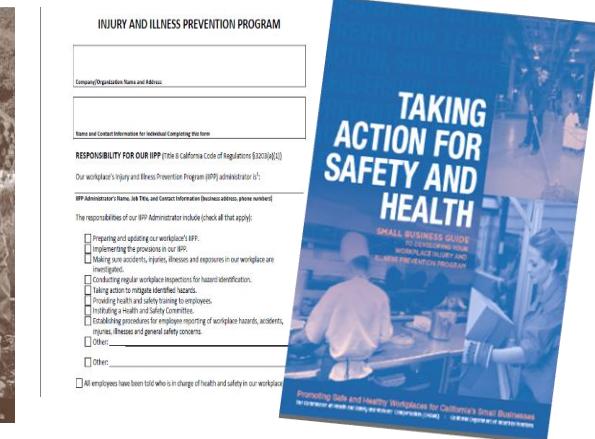
- Participate on and strengthen employer-employee health and safety committee
- Assist in developing Injury and Illness Prevention Programs
- Act as a health and safety resource to co-workers
- Help to identify a range of potential hazards on the job by conducting surveys of workers or walk through inspections to determine safety and health problems
- Participate in efforts to reduce or eliminate workplace hazards

Small Business Trainings & Resources: Injury and Illness Prevention Program

Purpose: Teach participants how to write and implement an effective Injury and Illness Prevention Program (IIPP) for small business owners and managers

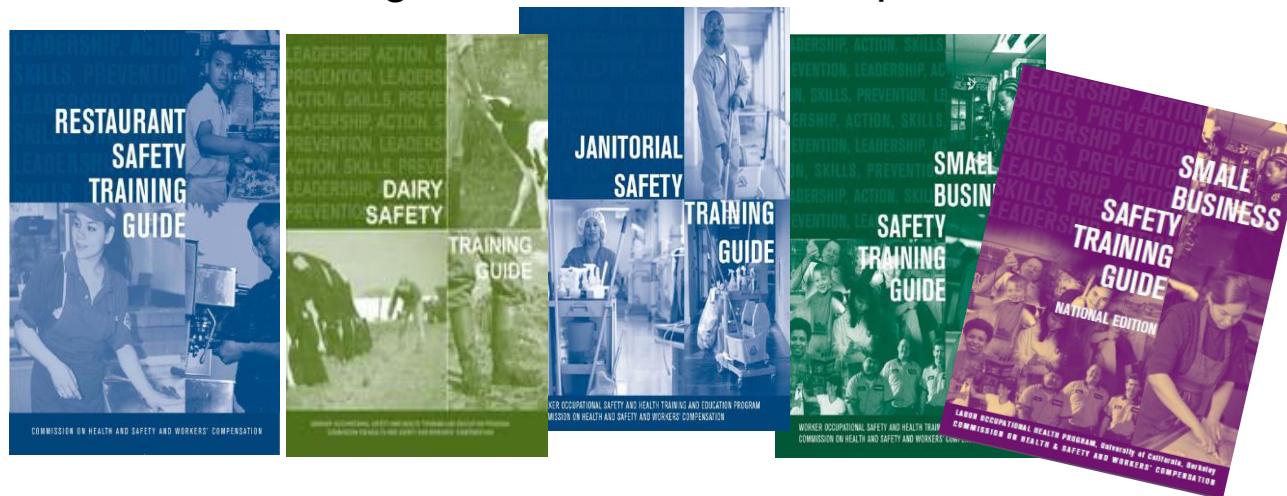
Partners: Department of Industrial Relations (DIR), CHSWC, State Compensation Insurance Fund, Cal/OSHA Consultation, California Department of Public Health (CDPH), Small Business CA, CA Small Business Association

Focus areas: (1) Agricultural industry employers (2) Staffing agencies



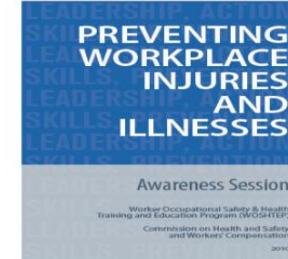
Small Business Trainings & Resources

- Industry-specific training guides employers can use to teach their employees essential health and safety skills.
- Introduced in two-hour training programs provided to small business owners and managers with materials adapted for use nationwide



Awareness Trainings and Presentations

- ✓ Shorter sessions involve teaching one or more activities from the 24-hour Specialist course for the purposes of:
 - Promoting enrollment in a future WOSH Specialist course or
 - Reaching high-risk underserved working populations who may never be able to participate in a full 24-hour training.
- ✓ Awareness Module -resource book and activity cards to inform workers and community members about general health and safety topics.
- ✓ Conducted in partnership with community-based worker organizations and unions.



Young Worker Health and Safety Programs

Goal: Educate youth just entering the workplace about the importance of health and safety and their rights on the job.

Young Worker Leadership Academies

Prepare young people to take active roles in occupational safety and health in their workplaces and in their communities

- Held each year involving youth teams from around the state
- Provide a forum for youth to plan specific actions to promote young worker health and safety back home.

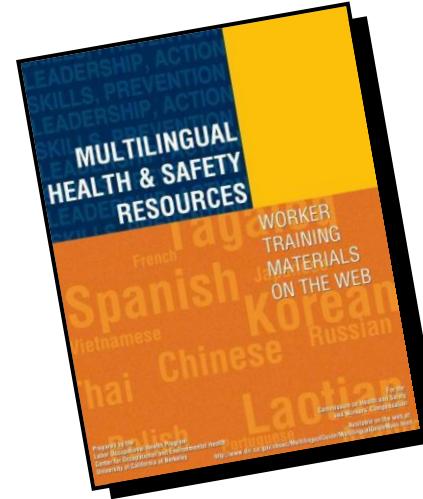


WOSHTEP Resource Centers

Providing technical assistance and resources to WOSH Specialists, WOSH Trainers and others.

Maintaining Multi-lingual Health and Safety Resource Guide:

- LOHP/UC Berkeley
- LOSH/UCLA
- WCAHS/UC Davis



WOSHTEP Reach

Through its programs, WOSHTEP has served:

- Over 34,000 workers
- Over 4,000 small business owners or managers
- Participants provide training and resources to workers at their workplaces broadening program's reach

WOSHTEP Reach

Trainings have been offered in the following industries including:

- Janitorial services
- Construction
- Corrections and rehabilitation
- Food service or restaurants
- Health Care
- Agriculture
- Transportation
- Telecommunications

WOSHTEP Impact

Examples of specific actions trainees have taken after completion of these trainings:

- Helped identify workplace hazards and brought these up to the health and safety committee or supervisor
- Helped control a hazard by recommending PPE such as hearing protection, gloves, respirators, etc.
- Talked to workers or managers about health and safety issues

WOSHTEP Impact (Continued)

Actions small business owners and managers are taking after the IIPP class include:

- Writing or improving their IIPP following the class
- Taking steps to involve employees in health and safety activities.

WOSHTEP Resources

- **Factsheets**
- **Tipsheets**
- **Webinars**



WOSHTEP Resources

➤ WOSHTEP's training and materials:

<https://www.dir.ca.gov/chswc/woshtep.html>

➤ WOSHTEP's Small Business programs:

<https://www.dir.ca.gov/chswc/WOSHTEP.html#3>

➤ WOSHTEP's Young Worker Leadership Academy:

<http://youngworkers.org/ywla/>



[CHSWC website](http://www.dir.ca.gov/chswc)
www.dir.ca.gov/chswc

- ✓ CHSWC research reports and projects
- ✓ Information bulletins
- ✓ Meeting notices and minutes
- ✓ Information for Workers and Employers

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THANK YOU!