

# Childcare Occupational Safety and Health Model Training

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## Occupational Health & Safety Training

CENTER-BASED EARLY CARE & EDUCATION WORKERS

Peer Educator Training Guide

The Labor Occupational Health Program at UC Berkeley, the Occupational Health Branch of the CA Department of Public Health, and the CA Department of Industrial Relations provided technical assistance with this curriculum.

**SEIU**Early  
Educator  
TRAINING CENTER 

# Background

- ▶ Over 100,00 childcare workers in CA
  - ▶ Centers, preschools, public schools, private homes
  - ▶ Demand increasing
  - ▶ Predominantly female, workers of color, and many are foreign-born
- ▶ Range of tasks
  - ▶ Supervising & monitoring children, meal prep, hygiene, diapering, organizing learning & developmental activities, communicating with parents
- ▶ Hazards
  - ▶ Heavy lifting & ergonomic hazards
  - ▶ Chemicals
  - ▶ Blood borne pathogens
  - ▶ Stress

2018-2019



LABOR OCCUPATIONAL HEALTH PROGRAM  
UNIVERSITY OF CALIFORNIA, BERKELEY



# SEIU Curricula



## TALLER DE SALUD & SEGURIDAD LABORAL

PROVEEDORES  
DE CUIDADO INFANTIL FAMILIAR

Guía para la Colega Educadora



La asistencia técnica para este plan de estudios fue proporcionada por la División de Salud Laboral del Departamento de Salud Pública de CA



## OCCUPATIONAL HEALTH & SAFETY TRAINING

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# Project Activities



## INTRODUCTION: IDENTIFYING WORK-RELATED HAZARDS

### TRAINING OBJECTIVE FOR THIS SECTION:

#### PARTICIPANTS WILL BE ABLE TO:

- Define "hazards"
- Describe four types of hazards in school and center-based child care facilities: biological hazards; toxic chemicals; physical and safety hazards; and stress

#### MATERIALS NEEDED:

- Family Feud Game Board/Chart
- Bus Stop Chart
- Tape
- Sheets of paper to cover the answers on the Game Board
- Buzzers or bells

PEER EDUCATOR RESOURCES:  
Major Worker Health Hazards for Child Care (Appendix B  
of Caring for Our Children resource, <http://nrckids.org/CFOC>)

 Time: 15 Minutes

- ▶ Needs assessment
- ▶ Revision of SEIU's center and school-based curricula
- ▶ Pilot testing & revisions
- ▶ TOTs
- ▶ TOT follow up

# Needs Assessment – 2018

- ▶ Health and safety training and resources focused on children, not workers
  - ▶ Focus on OSH varied employer to employer, often not a focus or not systematic.
  - ▶ Training or resources ad hoc in nature
  - ▶ Limited opportunities for childcare workers to receive OSH info
- ▶ Challenges for training
    - ▶ Focus on children
    - ▶ Time
    - ▶ Workload & competing priorities (training & in classroom)
    - ▶ Employer awareness
    - ▶ Need - OSH training programs
    - ▶ Language needs

# Modules

**Introduction:** Identifying work-related hazards

**Section 1:** Injury prevention

**Section 2:** Illness prevention

**Section 3:** Use of toxic chemicals and alternatives

**Section 4:** Reducing and preventing stress

**\*Section 5:** Aggressive behavior in young children (optional)

**\*Section 6:** Workers' rights and responsibilities

Time: 2.5 hours (including optional module)

BINGO GAMEBOARD #1

B I N G O				
 CAL/ OSHA	 7:00 pm	 EPA	 Division of Labor Standards Enforcement	 YES
 the employer	 stress	 1 working day	 Assess Hazards	 poor computer workstations
 Closed toe shoes	 Retaliation	 free space	 ear plugs	 Log 300
 safety data sheet	 lifting	 Dept of Fair Employment and Housing	 9:00 pm	 medical treatment and lost wages
 cleaning products	 reporting a hazard or safety concern	 TRUE	 FALSE	 babysitting

# Pilot training

- ▶ November 2018 in Oakland – English
  - ▶ 8 participants
- ▶ December 2018 in LA - Spanish
  - ▶ 6 participants

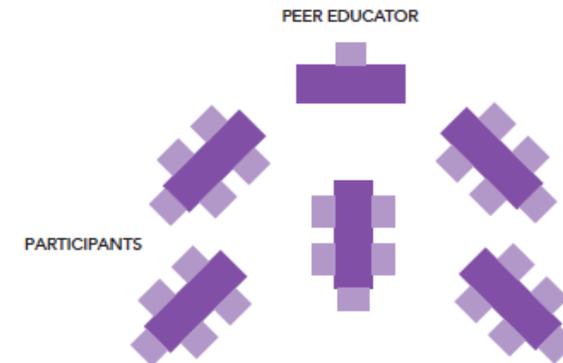
## WORKSHOP AGENDA

Welcome and Overview	20 min
Introduction to Work-Related Hazards	15 min
Section 1: Injury Prevention	15 min
Section 2: Illness Prevention	20 min
Break	5 min
Section 3: Use of Toxic Chemicals and Alternatives	20 min
Section 4: Reducing and Preventing Stress	15 min
Section 5: Aggressive Behaviors in Young Children (optional)	10 min
Section 6: Workers' Rights and Responsibilities	15 min
Closing and Evaluation	15 min

Total time: 2 hrs 20 min (2 hrs 30 min with optional section)

## SETTING UP THE ROOM

This training contains several group activities. It is recommended that the tables are placed to promote active discussion and collaboration so that participants can work in small groups (see diagram below).



# Clear need & resonance with child care workers

- ▶ Participants found the topics novel, important, useful
  - ▶ Plans to rearrange diaper changing station
- ▶ Enthusiastic participation, positive response to interactive nature
- ▶ Health and safety of workers, not of children – reminders during training
- ▶ Appreciated all topics, especially **workers' rights**
  - ▶ Did not realize Cal/OSHA applied to them
  - ▶ Length of training & volume of content

# Revisions to Curriculum

- ▶ Revised activities & props (e.g., used dolls for lifting practice, not boxes) based on pilot participant feedback
- ▶ Organization, language, & formatting of scripts & instructions
- ▶ Images
- ▶ Evaluation form

# TOTs

- ▶ Day long
  - ▶ English language - May 2019 in Oakland, 9 participants
  - ▶ Spanish language - July 2019 in LA, 8 participants
- ▶ Need and enthusiasm for training strong
- ▶ Experience & existing capacities
- ▶ Follow up TA session July 2019 in Oakland

# Final curricula & updates

- ▶ Links soon to be posted on CHSWC website!



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**CAPACITACIÓN DE SALUD  
Y SEGURIDAD LABORAL**

TRABAJADORES EN LOS CENTROS DE  
CUIDADO DE NIÑOS Y EDUCACIÓN TEMPRANA

Guía de capacitación para colegas educadores

El Programa de Salud Laboral de UC Berkeley, el Programa de Salud Ocupacional del Departamento de Salud Pública de California y el Departamento de Relaciones Industriales de California proporcionaron asistencia técnica para esta guía de capacitación.

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# Thank you!

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- ▶ SEIU – Lladira Baez, Alexa Frankenburg, Karla Gutierrez
- ▶ Designer – Anoki Casey
- ▶ LOHP – Helen Chen, Robin Dewey, Emely Heras, Rosa Martinez, Laura Stock, Suzanne Teran