

The California Commission on Health and Safety and Workers' Compensation



Worker Occupational Safety and Health Training and Education Program (WOSHTEP)

2011 Advisory Board Annual Report

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2011 ADVISORY BOARD ANNUAL REPORT

Worker Occupational Safety and Health Training and Education Program (WOSHTEP)

I. Executive Summary

The WOSHTEP Advisory Board is submitting its eighth Annual Report in compliance with its mandate in Labor Code Section 6354.7 to prepare an annual written report evaluating the use and impact of the programs developed for WOSHTEP.

From its inception in 2003 through 2011, WOSHTEP has served over 10,620 workers and about 900 employers, through close to 5,000 hours of instruction. In addition, participants in WOSHTEP trainings often provide training and resources to workers at their workplaces, thereby significantly broadening the program's reach. To date, WOSHTEP has offered health and safety information and/or training to numerous industries including: janitorial; construction; small manufacturers; corrections and rehabilitation; food service or restaurants; health care; telecommunications; agriculture; transportation; and cities and schools.

WOSHTEP activities in 2011 are described below, in the following pages, and in the Appendix to this report.

Overview of WOSHTEP Activities

2011 Accomplishments

In 2011, key accomplishments included:

- Conducted Worker Occupational Safety and Health (WOSH) Specialist trainings, Awareness Sessions, and Small Business trainings statewide to WOSHTEP target audiences. Continued to develop the WOSHTEP statewide trainers network.

New developments in Awareness Sessions trainings included:

- Presentations were made by LOSH at the request of the Mexican, Guatemalan and Honduran Consulates. (See the Appendix of this report for details about presentations at these consulates.) In addition, LOSH was invited by the Mexican Consulate to participate in a first roundtable about occupational health in Mexico City organized by the Mexican government and reported on both the role of nonprofit organizations in advancing worker safety and health and on effective methods in worker education. WOSHTEP program activities and materials were shared with the group as

an example of successful collaborations between governmental agencies, non-profits, worker advocate groups and employers.

- Half-day and two-day Awareness Sessions for NISH workers and employers of workers with disabilities from across the country were presented by LOHP in locations in different states, including Virginia, Illinois, Minnesota, Florida, Oregon and California. In some of the sessions, including two at NISH's Federal Compliance Symposium, a condensed version of the WOSH Specialist course was presented. Session topics covered included: underlying causes of injury; hazard identification and control; ergonomics; chemical hazards; and emergency preparedness. In a number of sessions, LOHP's curriculum, *Staying Safe at Work*, for teaching workers with developmental disabilities basic occupational safety and health skills was used. (See the Appendix of this report for details.)
- Completed and disseminated a Construction Case Study Training Guide, with adapted WOSH Specialist curriculum materials for the State Building and Construction Trades Council (SBCTC), AFL-CIO, pre-apprenticeship and apprenticeship training programs. The Guide includes trade-specific health and safety case studies, including green case studies, which can be incorporated into pre-apprenticeship and apprenticeship training on health and safety and on green jobs.
(<http://www.dir.ca.gov/chswc/WOSHTEP/Publications/ConstructionCaseStudyTraining.pdf>)
- Continued to conduct small business trainings for managers and owners of restaurants, janitorial companies, and dairy companies, as well as companies across a range of industries.

Developed health and safety training materials for restaurant workers, partnering with the Korean Immigrant Workers Alliance (KIWA), in three languages, English, Spanish and Korean.

Implemented trainings based on a Dairy Safety Training Guide developed for dairy owners and herdsman. The Guide, which is available in English and Spanish, includes essential background information and resources, including material to conduct brief training sessions on hazard identification and control, machinery safety, animal safety, and planning for emergencies.

Response to the guide from universities and professional organizations includes: the Swedish University of Agricultural Sciences; the University of Illinois at Urbana-Champaign; Cornell University; the Migrant Clinician Network; the National Farm Medicine Center; the Canadian Agricultural Safety Association; and the Dairy Herd Network.

(<http://www.dir.ca.gov/chswc/WOSHTEP/Publications/DairyTrainingGuide.pdf>
<http://www.dir.ca.gov/chswc/WOSHTEP/Publications/DairySafetyFotonovela.pdf>)

- Conducted a statewide Young Worker Leadership Academy. Academy participants conducted health and safety activities in their schools and communities during Safe Jobs for Youth Month, May 2011.
- Health and safety training materials on indoor heat illness, “Excessive Heat: How to Prevent Indoor Heat Stress,” with participant handouts and a Facilitator’s Guide, are under development.
- A “Green Jobs/Safe Jobs Factsheet” for construction industry apprentices on the health and safety issues in green jobs is under development. The factsheet particularly focuses on job hazards in the photovoltaic and weatherization industries and includes information on the increased risk in green jobs of existing hazards such as working at heights, electrical hazards, ergonomic issues, and heat stress. It also includes the hazards associated with new technologies and products involved in green jobs such as exposure to toxic chemicals.

Past Accomplishments

Accomplishments for 2003 through 2010 are described in the WOSHTEP Annual Reports for those years and are available at:

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

A summary of WOSHTEP publications is available at:

http://www.dir.ca.gov/chswc/WOSHTEP/WOSHTEP_ListOfPublications.pdf

II. Background and Purpose of WOSHTEP

Background

California serves as a national leader in worker protection and injury and illness prevention through the implementation of Labor Code Section 6354.7, effective January 1, 2003. This provision includes the creation of a Workers’ Occupational Safety and Health Education Fund (WOSHEF) administered by the Commission on Health and Safety and Workers’ Compensation (CHSWC).

Pursuant to Labor Code Section 6354.7(a), insurance carriers who are authorized to write workers’ compensation insurance in California are assessed \$100 or .0286 percent of paid workers’ compensation indemnity amounts, whichever is greater, for claims reported for the previous calendar year to the Workers’ Compensation Insurance Rating Bureau (WCIRB). This assessment is then deposited into WOSHEF. CHSWC uses these funds each year to develop and implement WOSHTEP through interagency agreements with the Labor Occupational Health Program (LOHP) at the University of California (UC), Berkeley and the Labor Occupational Safety and Health Program (LOSH) at the University of California, Los Angeles (UCLA). LOHP provides a subcontract to the University of California,

Davis Western Center for Agricultural Health and Safety (WCAHS) to operate WOSHTEP's Central Valley Resource Center.

CHSWC administers interagency agreements with LOHP at UC Berkeley and LOSH at UCLA to design and carry out needs assessments with key constituencies, develop curricula, conduct training, operate a resource library of health and safety resource materials, and build a statewide network of trainers.

Purpose and Objectives

The purpose of WOSHTEP is to promote workplace health and safety programs. WOSHTEP focuses on developing injury and illness prevention skills of employees and their representatives who can then take a leadership role in promoting health and safety in the workplace. This program is being delivered through a statewide network of training providers.

CHSWC's mandate for WOSHTEP is to:

- Develop and provide a core curriculum addressing competencies for effective participation in workplace injury and illness prevention programs and on joint labor-management health and safety committees.
- 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.
- Provide health and safety training to occupational groups with special needs, such as those who do not speak English as their first language, workers with limited literacy, young workers, and other traditionally underserved industries or groups of workers.
- Give priority to training workers who can take a leadership role and are able to train other workers and workers who have significant health and safety responsibilities, such as those serving on a health and safety committee or serving as designated safety representatives.
- Provide resources and materials that help owners and managers of small businesses involve their employees in injury and illness prevention efforts.

- Operate one or more libraries and distribution systems of occupational health and safety training materials.
- Establish a labor-management Advisory Board to assist with development of the program and outreach to key constituencies.
- Prepare an Annual Report evaluating the use and impact of WOSHTEP.
- Establish and maintain WOSHTEP and an insurance loss control services coordinator to respond to inquiries and complaints by employers:

The loss control services coordinator in CHSWC informs employers of the availability of loss control consultation services, responds to their questions, and investigates complaints about the services provided by their insurer. If an employer and an insurer are unable to agree on a solution to a complaint, the loss control services coordinator will investigate and recommend action necessary to bring the loss control program into compliance. Ongoing outreach efforts are being made to reach California employers to let them know what services are available to them from their workers' compensation insurance carrier.

Project Team

CHSWC	
Christine Baker Executive Officer through March 2011 Director Department of Industrial Relations	D. Lachlan Taylor Acting Executive Officer as of August 18, 2011
Irina Nemirovsky Research Program Specialist II	
Selma Meyerowitz Associate Governmental Program Analyst	

Resource Center Labor Occupational Health Program (LOHP), UC Berkeley
Michael Wilson Director
Laura Stock Associate Director
Robin Dewey Program Coordinator

Resource Center Labor Occupational Safety and Health Program (LOSH), UCLA
Linda Delp Director
Deogracia Cornelio Associate Director of Education

Resource Center Western Center for Agricultural Health and Safety, UC Davis
Marc Schenker Center Director
Teresa Andrews WCAHS Education and Outreach Specialist

Labor-Management Advisory Board

A labor-management Advisory Board for WOSHTEP is mandated by legislation and has been established. Its role is to:

- Guide development of curricula, teaching methods, and specific course material about occupational safety and health.
- Assist in providing links to the target audience.
- Broaden partnerships with worker-based organizations, labor studies programs, and others who are able to reach the target audience.
- Prepare an Annual Report evaluating the use and impact of WOSHTEP.

Members of the Advisory Board are as follows:

**WOSHTEP Advisory Board
Members**

Laura Boatman
State Building & Construction Trades Council

Marti Fisher
California Chamber of Commerce

Judith Freyman
Mercer HSE Networks

Simmi Gandhi
Garment Workers Center

Scott Hauge
Small Business California

Jon Hughes
United Food and Commercial Workers Union (UFCW)
Local 5

Tom Rankin
President Retired California Labor
Federation (AFL-CIO)

Dorothy Rothrock
California Manufacturers Technology Association
(CMTA)

Christina Vasquez
Union of Needletrades, Industrial and Textile
Employees (UNITE HERE!)

Chad Wright
Laborers Tri-Funds

Ex-Officio Members

Christine Baker
Department of Industrial Relations

Gail Bateson
Worksafe

Charles Boettger
Municipal Pooling Authority

Marry Deems
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Mark Jansen
Zenith Insurance

Dave Mack
Chubb Group of Insurance Companies

Michael Marsh
California Rural Legal Assistance

John McDowell
LA Trade Technical College

Thomas Neale
Chubb & Son

Bob Snyder
Liberty Mutual Insurance Group

John Stassi
Food Insurance Managers

Dave Strickland
Zurich Insurance

Jan Vogt
State Compensation Insurance Fund

Ed Walters
Praetorian Financial Group

Mark Webb
Pacific Compensation Insurance Company

Len Welsh
Department of Industrial Relations

Ellen Widess
Division of Occupational Safety and Health

Jim Zanotti
Chartis Insurance

III. WOSHTEP Components

WOSH Specialist Training Program

The WOSH Specialist training program curriculum is intended to build knowledge and skills in many areas of injury and illness prevention. Participants are required to successfully complete core training consisting of six modules plus a minimum of three supplemental modules relevant to their workplace in order to be recognized as WOSH Specialists and receive a certificate of completion. Materials have been printed in three languages, English, Spanish and Chinese, and are updated regularly.

The 24-hour WOSH Specialist training is being presented statewide. The training approach and overall objectives of the curriculum are presented in the WOSHTEP Annual Reports for 2003 through 2010.

Core Curriculum

The core curriculum addresses competencies for effective participation in workplace injury and illness prevention programs and on joint labor-management health and safety committees. The core curriculum consists of the following 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

Supplemental Modules

Supplemental modules on the following topics have been developed to address the needs of the participants:

- Bloodborne Pathogens
- Chemical Hazards and Hazard Communication
- Communicating Effectively About Workplace Health and Safety
- How Adults Learn Best: Sharing Health and Safety Information in the Workplace
- Preventing Musculoskeletal Disorders: Introduction to Ergonomics
- Workplace Health and Safety Committees

- Workplace Violence Prevention
- Workplace Emergency Preparedness

Additional topics will be considered for development as needs are identified in the future.

WOSH Specialist Trainings

Pilot training concluded in August of 2004. (See the 2004 WOSHTEP Annual Report for details on pilot trainings.) During the remainder of 2004 and through 2011, WOSH Specialist training courses were conducted in Northern, Central and Southern California as described in the Advisory Board Annual Reports for 2004 through 2010 and this report for 2011. To date, more than 2,600 WOSH Specialists have been trained in Northern, Central and Southern California.

In 2011, 13 WOSH Specialist courses were conducted. See the Appendix of this report for descriptions of 2011 WOSH Specialist trainings.

WOSH Specialist Refresher Trainings

Refresher trainings have been provided each year since 2005 to WOSH Specialists who have attended a Specialist course. Refreshers have been held in English and Spanish, with some sessions involving simultaneous translation in Spanish and Chinese. They are held in a variety of settings to assist WOSH Specialists in carrying out activities they chose to pursue in their workplaces after completion of the WOSH Specialist training. In these trainings, WOSH Specialists were able to discuss successes and challenges they faced in implementing injury and illness prevention practices learned during the WOSH Specialist course. Revised training materials and new health and safety resources are distributed, and updates on changes in workers' compensation laws and the Cal/OSHA Heat Stress Standard are discussed.

To date, Refresher trainings have been conducted for over 730 WOSH Specialists. Refresher trainings for 2005 through 2010 are described in the Annual Reports for those years.

See the Appendix of this report for descriptions of the 2011 Refresher trainings.

Statewide Network of WOSH Specialist Course Trainers

To begin development of a statewide network of trainers in 2005, as mandated by the Labor Code, LOHP and LOSH developed Training-of-Trainers curricula and offered the first two WOSH Specialist Training-of-Trainers courses in April and July 2005, which are described in the 2005 Annual Report. Training-of-Trainers courses in 2005 through 2010 are described in the Annual Reports for those years.

In June 2011, LOHP conducted a Training-of-Trainers course for 18 California Prison Industries Authority (Cal PIA) supervisors who had previously attended a WOSH Specialist course. These Cal PIA WOSH network trainers are now conducting WOSH Specialist classes for their inmate workers who are engaged in a variety of manufacturing and service industries, including furniture manufacturing, mattress assembly and upholstery work, and industrial laundering.

In addition, in 2011, LOSH conducted a 32-hour Training-of-Trainers course for 23 worker leaders and worker advocates in partnership with the LA County Federation of Labor. Participants included: La Federation of Labor and SOCAL COSH staff; the training director of the California United Long-Term Care Workers Union; worker leaders and staff from the CLEAN carwash campaign; Warehouse Workers United; and community health workers from IDEPSCA. A few weeks later, these participants attended a WOSH Specialist Refresher where they prepared to teach Awareness Sessions with other workers as part of the Latino Worker Summit, which was organized in partnership with Cal/OSHA and Federal OSHA.

In these courses, the participants/new trainers have been able to learn effective training skills and become familiar with teaching WOSH Specialist course modules. In addition to completing the Training-of-Trainers class, the participants/new trainers have been required to complete an apprenticeship that includes teaching a minimum of two classes with a mentor trainer from LOHP or LOSH and completing an evaluation process.

To date, 136 WOSH Specialists from Northern, Central and Southern California have been trained to be trainers. Network trainers from Northern, Central and Southern California have been recruiting for and delivering modules of the WOSH Specialist course in English or Spanish. Outreach to identify network trainers is ongoing.

Follow-up with WOSH Specialists and Trainers

LOHP and LOSH have each developed a listserv and an electronic group email list for Northern, Central and Southern California WOSH Specialists and trainers. Through these listservs, WOSH Specialists and trainers are regularly invited to meetings and events that will supplement their knowledge of workplace health and safety and injury and illness prevention practices. In addition, LOHP and LOSH each publish and mail newsletters in English and Spanish to update WOSH Specialists on actions that WOSH Specialists have taken in the workplace and on upcoming courses or skill-building conferences and workshops. Articles are written by program staff, WOSH Specialists, and WOSH trainers. Efforts have been made to implement alternative ways to communicate with those WOSH Specialists who do not have access to a computer and with those who do not speak English.

WOSH Specialist Accomplishments

WOSHTEP staff regularly follows up with WOSH Specialists to identify their accomplishments since attending the training. WOSH Specialists have reported a range of accomplishments to date in 2011 and since the inception of the program. Key accomplishments are listed in the WOSHTEP Annual Reports for 2003 through 2010.

Awareness Sessions and Presentations

LOHP, LOSH and WCAHS have also conducted shorter Awareness Sessions drawing on the WOSH Specialist curriculum, to help promote awareness of and interest in the WOSH Specialist course.

Awareness Sessions for 2004 through 2010 are described in the Annual Reports for those years. To date, Awareness Sessions have reached over 9,730 participants and approximately 525 employers.

See the Appendix of this report for detailed descriptions of 2011 Awareness Sessions and Presentations.

State Building & Construction Trades Council Apprenticeship Training Programs

In 2008, efforts began with the State Building & Construction Trades Council to assess the potential to adapt and incorporate WOSHTEP training into Apprenticeship Training Programs. Presentations and discussions were held with building trades representatives at meetings of the Los Angeles and California Apprenticeship Council. In addition, LOSH staff attended California Construction Academy conferences in Southern California and Northern California, presenting a workshop on health and safety at the Southern California conference. (See the 2008 Awareness Sessions and Presentations section in the 2008 Annual Report for details.)

In 2009-10, LOSH prepared a building trades needs assessment report, "Opportunities to Integrate Worker Health and Safety Education into Building Trades Apprenticeship Programs," which summarized LOSH's activities, findings and recommendations resulting from the needs assessment. The report includes an overview section with background information on the current conditions of worker health and safety in the construction industry. Apprenticeship and pre-apprenticeship programs are also described in this section. Assessment methods, findings and recommendations are then detailed. The report concludes with next steps, including plans for pilot testing and disseminating adapted WOSHTEP materials and suggestions for areas of future exploration. (<http://www.dir.ca.gov/chswc/WOSHTEP/Publications/ApprenticeshipNeedsAssessment.pdf>)

In 2011, LOHP and LOSH completed a *Construction Case Study Training Guide*, based on the needs assessment report, with adapted WOSH Specialist curriculum materials for the State Building and Construction Trades Council (SBCTC), AFL-CIO, pre-apprenticeship and apprenticeship training programs. The Guide includes trade-specific health and safety case studies, including green case studies, which can be incorporated into pre-apprenticeship and apprenticeship training on health and safety and on green jobs.

(<http://www.dir.ca.gov/chswc/WOSHTEP/Publications/ConstructionCaseStudyTraining.pdf>)

In addition, a “Green Jobs/Safe Jobs Factsheet” for construction industry apprentices on the health and safety issues in green jobs is under development. The factsheet particularly focuses on job hazards in the photovoltaic and weatherization industries and includes information on the increased risk in green jobs of existing hazards such as working at heights, electrical hazards, ergonomic issues, and heat stress. It also includes the hazards associated with new technologies and products involved in green jobs such as exposure to toxic chemicals.

Small Business Health and Safety Resources

Restaurant Supervisor Safety Training Program

In partnership with State Fund, Cal/OSHA Consultation, and the California Restaurant Association (CRA), LOHP and LOSH completed the first set of health and safety resources in June 2005 for owners and managers of small restaurants.

Materials for the Restaurant Supervisor Safety Training Program include a training guide for two short training sessions and tip sheets on the most common restaurant hazards which managers can use to tailor training to the specific hazards in their own restaurants. This training also includes information regarding training and supervising young workers. The materials are available in English and Spanish both online at <http://www.dir.ca.gov/CHSWC/SBMRMaterials.htm> and in print.

In partnership with the Koreatown Immigrant Worker Alliance (KIWA), LOSH developed materials for training restaurant workers in hazard identification, hazard control and injury prevention. The materials, which include a workbook in English, Spanish and Korean, were based on a needs assessment conducted by KIWA with restaurant owners in Los Angeles.

From November 2005 through 2011, 25 workshops were held, reaching over 272 owners or managers from over 171 restaurants or food-service programs. Materials are being shared across the country, and Oregon OSHA is posting the restaurant tip sheets on their website.

Small Business Safety Training Program Across Industries

In 2007, general health and safety materials were developed and pilot-tested for small businesses across many industries. These materials include training activities which owners and managers of small businesses can conduct with their employees, as well as additional resources to help them understand how this training can help keep their business successful. From 2007 through 2011, 12 general small business workshops were held, reaching 282 owners or managers of over 170 small businesses.

(<http://www.dir.ca.gov/chswc/SBMRhealthandsafety.htm>.)

In 2008, federal OSHA also funded the development of a national version of the general Small Business Resources packet, which is posted online on LOHP's website (www.lohp.org) and distributed by LOHP at training workshops with other state partners under an OSHA Susan B. Harwood Training Grant.

(http://www.dir.ca.gov/chswc/WOSHTEP/Publications/SmallBusinessSafetyTraining_National.pdf.)

In 2009 through 2011, outreach was also conducted through Small Business California and to over 200 Small Business Development Centers, SCORE chapters, local Chambers of Commerce, ethnic Chambers of Commerce, Human Resource Associations, business improvement districts and local merchant associations, and Green Business Certification Programs in Northern California. Over 50 organizations were contacted. The small business program has also joined the Emeryville, CA Chamber of Commerce Healthy City Initiative.

Janitorial Industry Safety Training Program

In 2008, LOHP developed a Small Business Safety Training Program for the janitorial industry. This project began with a needs assessment that included interviews with seven janitorial employers about health and safety hazards and training needs. Employers identified English and Spanish as the primary languages spoken among janitors. Some employers also mentioned Chinese, Tagalog, and Arabic.

Training materials include activity sheets and discussion questions to spark conversation between management and employees. The flip side of the activity sheet is a list of tips that both management and employees can use to improve health and safety at work. Trainings were conducted in 2009, 2010 and 2011 for over 155 owners and managers from over 50 businesses in partnership with the Pacific Association of Building Service Contractors and the Independent Maintenance Contractors Association in both Northern and Southern California.

(http://www.dir.ca.gov/chswc/WOSHTEP/SBMR_Janitorial.htm.)

Dairy Industry Safety Training Program

In 2008, WOSHTEP Central Valley Resource Center staff initiated the Dairy Industry Safety Training Program. Tip sheets on health and safety, activities, and a *fotonovela* on proper handling of animals were developed in English and Spanish. Trainings for 75 dairy industry owners and managers have been conducted in 2011.

(<http://www.dir.ca.gov/chswc/WOSHTEP/Publications/DairyTrainingGuide.pdf>

http://www.dir.ca.gov/chswc/WOSHTEP/Publications/DairyTrainingGuide_Spanish.pdf

<http://www.dir.ca.gov/chswc/WOSHTEP/Publications/DairySafetyFotonovela.pdf>

http://www.dir.ca.gov/chswc/WOSHTEP/Publications/DairySafetyFotonovela_Spanish.pdf)

Young Worker Health and Safety Programs

CHSWC believes strongly in the importance of educating young workers and keeping them safe as they enter the workforce. Statistics show that approximately 146,000 teens are injured on the job annually in the United States; at least 49,000 of these injuries are serious enough to require hospital treatment. A goal of the WOSHTEP Young Worker Health and Safety Program is to identify unique ways to effectively engage young workers as health and safety promoters at work and/or in their schools and communities.

Young Worker Leadership Academy

In 2005, WOSHTEP funding helped support the first Young Worker Leadership Academy (YWLA) in Anaheim, California. CHSWC co-sponsored this Academy with LOHP, LOSH, the California Center for Civic Participation, and the California Partnership for Young Worker Health and Safety. The goals of the YWLA are to: teach youth about workplace health and safety and their rights on the job; help youth identify education, policy and media strategies to help ensure that young people do not get hurt on the job; and provide a forum for these youth to plan specific actions they will take in their own communities to promote young worker safety during Safe Jobs for Youth Month in California in May each year.

Following the 2005 Leadership Academy's success, WOSHTEP funding supported two additional YWLAs each year through 2010, one in Northern California and one in Southern California, now held at the UC Berkeley in January and at UCLA in February. (See the 2006, 2007, 2008, 2009 and 2010 Annual Reports for details). In 2011, one Academy was held in Berkeley in February. From 2005 through 2011, 70 teams (a total of 268 youth) from communities around the State have participated in 12 Academies. In addition, from 2006 through 2011, 51 YWLA graduates have returned to serve as youth mentors, helping to lead activities at the Academies and planning and conducting their own outreach activities afterward.

Almost all of the YWLA teams (65 teams) successfully conducted creative activities to promote young workers health and safety in their communities, usually during Safe Jobs for Youth Month in May. Activities have included:

- Holding workshops at schools and in the community on health and safety hazards.
- Developing new materials such as wallet cards, buttons, posters, art work and brochures for youth, or a training video for employers to use with young workers.
- Creating public awareness through school billboards and sponsoring a two-week-long school event with fun activities and young worker health and safety information.
- Media outreach, including being interviewed on a local Spanish-language radio station and developing and airing both radio and video public service announcements (PSAs).
- Policy development, including school board or school-level policies requiring that all youth seeing work permits be provided information on young worker rights and responsibilities in the workplace, as well as requiring youth in two districts to pass a short quiz.

YWLA teams have reached thousands of people, mainly youth, through these activities. They also have reached many low-wage, Spanish-speaking and/or immigrant families or community members with little awareness of U.S. workplace laws.

In 2011, 6 teams (24 youth) attended the YWLA held in February in Berkeley, with 4 YWLA graduates from earlier YWLAs returning as youth mentors to help lead activities. Youth mentors attended an additional youth mentor training workshop held several weeks before each Academy. Five teams successfully conducted activities in their communities to promote safe jobs for youth. These activities included: workshops conducted by teens at school and in the community for other students; development of materials, including a short video, for distribution at career centers and other work-readiness programs; school-wide job fairs and lunchtime information-sharing events; and presentations to a school board, mayor, and City Council in support of Safe Jobs for Youth Month (May).

As a result of the 12 Academies held from 2005 through 2011, a network of youth who can help promote workplace health and safety in their communities has been developed.

One Academy is planned for 2012 in February at UC Berkeley.

Young Worker Leadership Academy Guide

With additional funding from the California Wellness Foundation, LOSH and LOHP developed a 64-page guide, “Teens Speak Out for Safety on the Job: Lessons Learned from the Young Worker Leadership Academy,” to share the YWLA model with organizations in California, as well as nationwide. This guide describes the YWLA process and includes all the teaching instructions, handouts, and other materials needed to put on an Academy. This model has been shared with organizations and agencies around the country through the national Young Worker Safety Resource Center. The guide has already been used by MassCOSH in Massachusetts to conduct three of its own Young Worker Leadership Academies in 2008 through 2011.

Carve-out Program

Carve-out Conference

CHSWC, with the assistance of LOHP and LOSH WOSHTEP staff, planned and conducted a statewide conference on workers’ compensation carve-outs and promotion of injury and illness prevention activities. The conference, held in August 2007, was attended by close to 200 people. The conference included three workshops, as well as a presentation on ways employers and unions who are either currently participating in a carve-out or considering establishing a carve-out can build injury and illness prevention activities into their carve-out program. Prevention activities that were promoted included establishing health and safety committees and conducting health and safety training and hazard investigations. Interest expressed in other roundtables and discussions with constituents since this conference indicate that there is a need for another carve-out conference.

Carve-out Materials for the WOSH Specialist Course

Materials necessary for teaching the WOSH Specialist course to unions and employees participating in a carve-out have been developed. The materials were also adapted for use in the construction industry. In 2007, the new materials were used in a WOSH Specialist course for members of the Laborer’s Union who are participants in a carve-out.

Wellness Roundtable and Booklet

On July 16, 2008, CHSWC hosted a roundtable discussion entitled, Workplace Wellness: How to Address Both Occupational and Lifestyle Issues on the Job. Seventeen people attended the program including three national experts on the subject. A number of recommendations, described in the 2008 and 2009 WOSHTEP Annual Reports, came out of the meeting which guided the development of materials and training programs.

In 2010, a Wellness booklet, “The Whole Worker: Integrating Wellness & Occupational Health and Safety Programs” was developed. The objectives of this booklet are to:

- Develop a general understanding of what constitutes an integrated approach to health promotion and occupational health and safety programs.
- Explore barriers to integration of workplace health promotion and workplace health and safety programs.
- Identify strategies for overcoming challenges to integration of programs.
- Identify resources for promoting programs that address worker health in a holistic fashion.

The booklet provides examples of specific wellness/health promotion programs that integrate both wellness and occupational and health and safety, as well as resources on both areas of improving health in the workplace.

The booklet is available at:

http://www.dir.ca.gov/chswc/WOSHTEP/Publications/WOSHTEP_TheWholeWorker.pdf

WOSHTEP Resource Centers

Resource Centers at LOHP, WCAHS and LOSH continue to house and act as distribution systems of occupational safety and health training material, including, but not limited to, all materials developed by WOSHTEP. These centers provide information and technical assistance.

New health and safety materials are added to the WOSHTEP Resource Centers on an ongoing basis. These materials are identified by staff through attendance at meetings and conferences, as well as through literature searches and review of the weekly Cal/OSHA Reporter.

Currently, training handouts are being translated into Spanish and Chinese. In future years, the materials may be translated into other languages as needed and as funding allows.

Central Valley Resource Center Development

In 2007, the University of California (UC), Davis Western Center on Agricultural Health and Safety (WCAHS) was identified as an appropriate partner for extending WOSHTEP to the Central Valley. WOSHTEP staff was hired in 2008 and mentored by LOHP. WOSHTEP Central Valley Resource Center staff has recruited participants and conducted WOSH Specialist trainings and YWLAs, conducted

activities to promote prevention of heat stress, and developed an agricultural industry-related small business project.

In 2008, the dairy industry was selected to be the first agricultural industry for development of a targeted small business model. Selection of this industry was made at the suggestion of the WOSHTEP Advisory Board and with the support of a researcher at UC Davis who can help develop and promote small business health and safety resources for the dairy industry. A *fotonovela* with basic information on how to handle and move cattle, a particularly hazardous activity which is responsible for the majority of injuries within the dairy industry, was developed. This *fotonovela* is part of the educational packet.

In 2010, the materials were finalized in English and Spanish and training programs began to be offered in 2011 to dairy owners and managers.

<http://www.dir.ca.gov/chswc/WOSHTEP/Publications/DairyTrainingGuide.pdf>

http://www.dir.ca.gov/chswc/WOSHTEP/Publications/DairyTrainingGuide_Spanish.pdf

<http://www.dir.ca.gov/chswc/WOSHTEP/Publications/DairySafetyFotonovela.pdf>

http://www.dir.ca.gov/chswc/WOSHTEP/Publications/DairySafetyFotonovela_Spanish.pdf)

Multilingual Health and Safety Resource Guide

An electronic Multilingual Health and Safety Resource Guide was developed for CHSWC by LOHP. The Guide is a free resource for finding health and safety information in multiple languages. It consists of worker training materials, such as factsheets, checklists and other resources that are available online and can be printed to distribute to employees participating in injury and illness prevention programs in the workplace.

The Multilingual Health and Safety Resource Guide covers a broad range of topics including identifying and controlling hazards, legal rights and responsibilities, ergonomics, chemical hazards, and violence prevention. It also provides information on hazards in a number of specific industries and occupations, including agriculture, construction, health care and office work.

Resources in the Guide are available in over 20 different languages, including Spanish, Chinese, Arabic, Croatian, Haitian/Creole, Hmong, Japanese, Khmer/Cambodian, Korean, Polish, Portuguese, Russian, Serbian, Swahili, Tagalog, Thai, and Vietnamese.

The Multilingual Health and Safety Resource Guide is updated regularly. Training handouts are currently being translated into Spanish and Chinese and will be translated into other languages in future years, as needed and as funding allows.

The Guide is available at:

<http://www.dir.ca.gov/chswc/MultilingualGuide/MultilingualGuideMain.html>.

Websites

Information about WOSHTEP can be found in the WOSHTEP section, <http://www.dir.ca.gov/chswc/woshtep.html>, of the Commission's website at <http://www.dir.ca.gov/chswc>. The website promotes public access to and awareness of WOSHTEP and products developed for the program. These materials include a WOSHTEP brochure, materials developed for the WOSHTEP trainings, and a multilingual health and safety resource guide. In addition, LOHP, WCAHS and LOSH maintain linked websites, www.lohp.org, <http://agcenter.ucdavis.edu/> and www.losh.ucla.edu, with information on WOSHTEP and health and safety resources.

Database and Evaluation

CHSWC maintains a database of all trainers, WOSH Specialists, course information, and certificates awarded. The database assists CHSWC staff in tracking participants in the program and creating reports that will facilitate evaluation of the program.

In 2006 and through 2008, an independent evaluation consultant designed and tested a comprehensive evaluation plan for two elements of WOSHTEP: the WOSH Specialist course; and the Small Business Restaurant Supervisor Safety Training workshop. The evaluations are described in the 2008 and 2009 WOSHTEP Annual Reports. Evaluation results indicate that both programs have had a positive impact on workers and employers.

Industries and Occupations Served by WOSHTEP to Date

To date, WOSHTEP has provided health and safety information and/or training to numerous industries including: janitorial; construction; small manufacturers; corrections and rehabilitation; health care; telecommunications; food service or restaurant; laundry; agriculture; transportation; schools; refineries; warehousing; garment; meat packing; recycling; and state and local government.

National Outreach

WOSHTEP is gaining national recognition through CHSWC, LOHP and LOSH presentations at national and state conferences, such as the International Association of Industrial Accident Boards and Commissions (IAIABC), the National Institute for Occupational Safety and Health (NIOSH), the American Society of Safety Professionals, and the American Public Health Association, as well as through articles written for publications such as the *IAIABC Journal*, *Public Health Reports*, the Bureau of National Affairs SafetyNet monthly newsletter, and the quarterly magazine for Foodservice Consultants Society International (FCSI).

APPENDIX

2011 WOSH Specialist Trainings, Refresher Trainings and Awareness Sessions and Presentations

2011 WOSH Specialist Trainings

- A WOSH Specialist course was taught for Hope Services in San Jose, CA, by two LOHP trainers on January 25, 26 and 27, 2011. In English for 22 graduates.
- An Open Enrollment WOSH Specialist course was taught for Contra Costa county and city employees in Walnut Creek, CA, by one LOHP trainer and two WOSH Specialist network trainers on February 3, 17 and 24, 2011. In English for 23 graduates.
- A WOSH Specialist course was taught for California Prison Industries Authority supervisors from prisons around California in Granite Bay, CA, by two LOHP trainers on March 1, 2 and 3, 2011. In English for 27 graduates.
- A WOSH Specialist course was taught in Los Angeles, CA, to staff from Strategic Action for a Just Economy (SAJE), a community-based organization that advocates for housing and health rights for residents of housing units in Downtown L.A. The course was taught by two LOSH trainers on March 4, 11, 26 and 27, 2011. In English for 11 graduates.
- An Open Enrollment WOSH Specialist course was taught in Los Angeles, CA, at Los Angeles Trade Technical College to a variety of workers that included community organizers, union representatives, students, and small business workers. The course was taught by four LOSH trainers on April 2, 9 and 16, 2011. In English for 50 graduates.
- An Open Enrollment WOSH Specialist course was taught in Merced, CA, by an LOHP trainer and a WCAHS trainer on April 12, 13 and 14, 2011. In English for 18 graduates.
- A WOSH Specialist course was taught in Fontana, CA, at Warehouse Workers United to Inland Empire warehouse workers. The course was taught by LOSH trainers on April 23, May 14 and 21, 2011. In Spanish for 22 graduates.
- A WOSH Specialist course was taught in Los Angeles, CA, for Esperanza Health Promoters Program to a new group of community health promoters, and staff of the SoCal Coalition for Occupational Safety and Health (COSH). The

course was taught by two LOSH trainers and two WOSH trainers on May 6, 13 and 20, 2011. In Spanish for 12 graduates.

- A WOSH Specialist Training of Trainers course was held for Cal Prison Industries Authority employees who had attended the Specialist course in March. The course was taught in Avenal, CA, by two LOHP trainers on June 7, 8 and 9, 2011. In English for 18 graduates.
- A WOSH Specialist Make-up course was taught in Los Angeles, CA, at Esperanza Health Promoters Program to community health promoters completing their 24-hour course. The eight-hour course was taught by two LOSH trainers on June 23, 2011. In Spanish for 8 graduates.
- A WOSH Specialist course was taught for UC Davis Facilities Management Department employees in Davis, CA, by one LOHP trainer and one WCAHS trainer on July 13, 20 and 27, 2011. In English for 13 graduates.
- A WOSH Training of Trainers course was taught in Los Angeles, CA, at the Los Angeles County Federation of Labor to union representatives of workers in the following industries: long-term care, warehouse, carwash along with staff from SoCalCOSH and community-based organizations that serve day laborers, domestic workers and street food vendors. The course was taught by two LOSH trainers and one WOSH trainer on July 19, 20, 21 and 22, 2011. In Spanish for 23 graduates.
- An Open Enrollment WOSH Specialist course was taught in Sacramento, CA, by one LOHP trainer and two City of Sacramento WOSH network trainers on September 21, 22 and 23, 2011. In English for 30 graduates.
- An Open Enrollment WOSH Specialist course was taught in Orange County, CA, at the Orange County Labor Federation to union representatives including electricians, building maintenance and airport janitors, fire-fighters (current and former), retail clerks, long shore men, maintenance workers at San Onofre nuclear power-plant, K-12 school district maintenance workers, sanitation sorters. The course was taught by LOSH trainers on November 15, 21 and 29, 2011. In English for 20 graduates.

2011 Refresher Trainings

- A WOSH Specialist Refresher Session was conducted in Berkeley, CA, on January 11, 2011. The two-hour Refresher was coordinated and facilitated by two LOHP trainers on the topic of healthy jobs and workers' compensation. In English for 13 participants.
- A WOSH Specialist Refresher Session was conducted in Sacramento, CA, on March 16, 2011. The two-hour Refresher was coordinated and facilitated by two LOHP trainers as well as a City of Sacramento WOSH network trainer on the topic of healthy jobs, wellness programs and challenges for WOSH Specialists. In English for 10 participants.
- A WOSH Specialist Refresher Training was held August 24, 2011, in Los Angeles, CA. The three-hour Refresher was coordinated and facilitated by LOHP Trainers and two WOSH trainers. Participants learned how to facilitate an upcoming Awareness Session, develop a training outline, implement time management, prepare training material and conduct peer teaching. They also received updates on health and safety workers' rights and responsibilities under CAL/OSHA. In Spanish for 13 participants.

2011 Awareness Sessions and Presentations

- A Presentation was conducted at the Guatemalan Consulate in Los Angeles, CA, on January 10, 2011. The one-hour session was conducted by one LOSH Community Outreach Worker for the Guatemalan community. The topic was workers' rights and responsibilities. In Spanish for 51 participants.
- A Presentation was conducted at the Salvadoran Consulate in Los Angeles, CA, on January 10, 2011. The one-hour session was conducted by one LOSH Community Outreach Worker for the Salvadoran community. The topic was workers' rights and responsibilities. In Spanish for 60 participants.
- An Awareness Session was conducted at the Napa Ag Commissioner's offices in Napa, CA on January 13, 2011. The one-hour session was conducted by WCAHS's education and outreach specialist for farm labor supervisors. The topic was heat illness prevention standard. In English for 45 participants.
- A Presentation was conducted at the Mexican Consulate in Los Angeles, CA, on January 14, 2011. The one-hour session was conducted by one LOSH Community Outreach Worker for the Mexican workers. The topic was workers' rights and responsibilities. In Spanish for 40 participants.
- An Awareness Session was conducted at Mendota Community Center in Mendota, CA, on January 28, 2011. The one-hour session was conducted by WCAHS's education and outreach specialist for farm workers. The topics were heat illness prevention, workers' rights and responsibilities, how to identify symptoms, what to do in case of emergency, and where/how to report issues. In Spanish for 120 participants.
- An Awareness Session was conducted in Coachella Valley, CA, on January 29, 2011. The four-hour session was conducted by a LOSH trainer and a WOSH Specialist for agricultural workers. The topics were heat illness prevention, chemical awareness, workers' rights and responsibilities, and community resources. In Spanish for 6 participants.
- A Presentation was conducted at the Guatemalan Consulate in Los Angeles, CA, on February 9, 2011. The one-hour session was conducted by one LOSH Community Outreach Worker for Guatemalan workers. The topic was workers' rights and responsibilities. In Spanish for 40 participants.
- A Presentation was conducted at the Salvadoran Consulate in Los Angeles, CA, on February 9, 2011. The one-hour session was conducted by one LOSH Community Outreach Worker for the Salvadoran workers. The topic was workers' rights and responsibilities. In Spanish for 50 participants.

- An Awareness Session was conducted for employers of workers with disabilities in Norfolk, Virginia, on February 9 and 10, 2011. The two-day class was conducted by two LOHP trainers and included a two-day version of the three-day WOSH Specialist course. Topics covered included underlying causes of injury, hazard identification and control, ergonomics, chemical hazards, emergency preparedness, and use of LOHP's curriculum, *Staying Safe at Work*, for teaching workers with developmental disabilities basic occupational safety and health skills. In English for 35 participants from around the country.
- A Presentation was conducted at the Mexican Consulate in Los Angeles, CA, on February 18, 2011. The one-hour session was conducted by one LOSH Community Outreach Worker for the Mexican workers. The topic was workers' rights and responsibilities. In Spanish for 30 participants.
- A Presentation was conducted at the IDEPSCA–Latina/o Community Health Fair in Los Angeles, CA, on March 5, 2011. The six-hour session was conducted by one LOSH Community Outreach Worker for Latino workers. The topic was workers' rights and responsibilities and heat stress prevention. In Spanish for 70 participants.
- A Presentation was conducted at the Salvadoran Consulate in Los Angeles, CA, on March 7, 2011. The one and one half-hour session was conducted by one LOSH Community Outreach Worker for Salvadoran workers. The topic was workers' rights and responsibilities. In Spanish for 89 participants.
- A Presentation was conducted at the Mexican Consulate in Los Angeles, CA, on March 7, 2011. The one-hour session was conducted by one LOSH Community Outreach Worker for the Mexican workers. The topic was workers' rights and responsibilities. In Spanish for 42 participants.
- An Awareness Session was conducted in Richmond, CA, on March 10, 2011. The two and one-half hour session was conducted by an LOHP trainer on the topic of green chemistry. In Spanish for 10 participants.
- A Presentation was conducted at the Mexican Consulate in Los Angeles, CA, on March 11, 2011. The one and one half-hour session was conducted by a LOSH Community Outreach Worker for Mexican workers. The topic was workers' rights and responsibilities. In Spanish for 42 participants.
- An Awareness Session was conducted at the First Baptist Church in Alhambra, CA, on March 21, 2011. The one-hour session was conducted by two WOSH Specialists for Chinese, Vietnamese, Cantonese and Spanish-speaking workers. Participants learned how to do body mapping, identify underlying causes of injuries and illnesses, promote effective safety programs, understand and apply Cal/OSHA workers' rights, and make a case for safety to control hazards. In English, Spanish, Mandarin and Cantonese for 21 participants.

- An Awareness Session was conducted for employers of workers with disabilities from around the country in Chicago, Illinois on March 23, 2011. The three-hour class was conducted by an LOHP trainer as part of the NISH's Federal Compliance Symposium and included a condensed version of the WOSH Specialist course. Topics covered included underlying causes of injury, hazard identification and control, and use of LOHP's curriculum, *Staying Safe at Work*, for teaching workers with developmental disabilities basic occupational safety and health skills. In English for 73 participants.
- A Presentation was conducted at the All People Christian Center, Community Health Fair in Los Angeles, CA, on March 26, 2011. The five-hour session was conducted by one LOSH Community Outreach Worker for the Latino and African American workers. The topic was workers' rights and responsibilities and heat stress prevention. In Spanish for 80 participants.
- An Awareness Session was conducted at the Wilton Agriculture Commissioner's offices in Wilton, CA, on March 30, 2011. The one-hour session was conducted by WCAHS's education and outreach specialist for farmers. The topic was the heat illness prevention standard. In English for 25 participants.
- An Awareness Session was conducted at the Hispanic Chamber of Commerce in San Mateo, CA, on March 31, 2011. The one-hour session was conducted by an LOHP trainer as part of a Cesar Chavez Day event. The trainer distributed copies of the general small business materials. In Spanish for 80 participants.
- A Presentation was conducted at the East Los Angeles Health Fair in Los Angeles, CA, on April 11, 2011. The five-hour session was conducted by one LOSH Community Outreach Worker for the Latino workers. The topic was workers' rights and responsibilities and heat stress prevention. In Spanish for 97 participants.
- A Presentation was conducted at the Mexican Consulate in Los Angeles, CA, on April 15, 2011. The one-hour session was conducted by one LOSH Community Outreach Worker for the Mexican workers. The topic was workers' rights and responsibilities and heat stress prevention. In Spanish for 87 participants.
- A Presentation was conducted at the Guatemalan Consulate in Los Angeles, Ca on April 18, 2011. The one-hour session was conducted by one LOSH Community Outreach Worker for Guatemalan workers. The topic was workers' rights and responsibilities. In Spanish for 97 participants.
- A Presentation was conducted at the Salvadoran Consulate in Los Angeles, CA, on April 18, 2011. The one-hour session was conducted by one LOSH

Community Outreach Worker for the Salvadoran workers. The topic was workers' rights and responsibilities. In Spanish for 128 participants.

- An Awareness Session was conducted at the Migrant Camp in Dixon, CA, on April 30, 2011. The one-hour session was conducted by WCAHS's education and outreach specialist for farm workers. The topic was heat illness prevention – workers' rights and responsibilities, how to identify symptoms, what to do in case of emergency, and where/how to report health concerns. In Spanish for 89 participants.
- An Awareness Session was conducted at Michael Chavez Labor Center in Concord, CA, on May 13, 2011. The two-hour session was conducted by WCAHS's education and outreach specialist for day labor workers. The topics were hazard identification and hazard control. In Spanish for 23 participants.
- A Presentation was conducted at the Guatemalan Consulate in Los Angeles, CA, on May 16, 2011. The two-hour session was conducted by one LOSH Community Outreach Worker for the Guatemalan workers. The topic was workers' rights and responsibilities. In Spanish for 40 participants.
- A Presentation was conducted at the Salvadoran Consulate in Los Angeles, CA, on May 16, 2011. The two-hour session was conducted by one LOSH Community Outreach Worker for the Salvadoran workers. The topic was workers' rights and responsibilities. In Spanish for 110 participants.
- A Presentation was conducted at the Mexican Consulate in Los Angeles, CA, on May 27, 2011. The one and one half-hour session was conducted by one LOSH Community Outreach Worker for the Mexican workers. The topic was workers' rights and responsibilities and heat stress prevention. In Spanish for 40 participants.
- An Awareness Session for the Los Angeles Alliance for a New Economy (LAANE) was conducted in Los Angeles, CA, on June 6, 2011. The one-hour session was conducted by a LOSH trainer for all staff. The topic was ergonomics. In English for 35 participants.
- A Presentation was conducted for the International Association of Machinists Local 1546 in Oakland, CA, on June 7, 2011. The 30-minute presentation was by an LOHP trainer. The topic was chemical hazards and green chemistry. In English for 40 participants.
- An Awareness Session was conducted at the Marin Opportunity Center in San Rafael, CA, on June 8, 2011. The one and one-half hour presentation was by an LOHP trainer. The topic was hazard identification and control. In Spanish for 12 participants.

- An Awareness Session was conducted at the Transit Workers Union's National President's Meeting in San Francisco, CA, on June 9, 2011. The one-hour presentation was by an LOHP trainer. The topic was promotion of WOSHTEP. In English for 50 participants.
- A Presentation was conducted at the Guatemalan Consulate in Los Angeles, CA, on June 13, 2011. The one and one half-hour session was conducted by one LOSH Community Outreach Worker for the Guatemalan workers. The topic was workers' rights and responsibilities and heat stress prevention. In Spanish for 60 participants.
- A Presentation was conducted at the Mexican Consulate in Los Angeles, CA, on June 17, 2011. Two one and one half-hour sessions were conducted by one LOSH Community Outreach Worker for the Mexican workers. The topic was workers' rights and responsibilities and heat stress prevention. In Spanish for 102 participants.
- A Presentation was conducted at the Salvadoran Consulate in Los Angeles, CA, on June 13, 2011. The one and one half-hour session was conducted by one LOSH Community Outreach Worker. The topic was workers' rights and responsibilities and heat stress. In Spanish for 97 participants.
- A Presentation was conducted at the IDEPSCA Latina/o Community Health Fair in Los Angeles, CA, on June 18, 2011. The four-hour session was conducted by one LOSH Community Outreach Worker for the Latino workers. The topic was workers' rights and responsibilities. In Spanish for 122 participants.
- A Presentation was conducted at the Guatemalan Consulate in Los Angeles, CA, on July 11, 2011. The one-hour session was conducted by one LOSH Community Outreach Worker for Guatemalan workers. The topic was workers' rights and responsibilities and heat stress. In Spanish for 40 participants.
- A Presentation was conducted at the Salvadoran Consulate in Los Angeles, CA, on July 11, 2011. The one-hour session was conducted by one LOSH Community Outreach Worker for the Salvadoran workers. The topic was workers' rights and responsibilities. In Spanish for 110 participants.
- A Presentation was conducted at the Mexican Consulate in Los Angeles, CA, on July 15, 2011. The one-hour session was conducted by one LOSH Community Outreach Worker for the Mexican workers. The topic was workers' rights and responsibilities and heat stress prevention. In Spanish for 60 participants.
- An Awareness Session was conducted at the Marin Opportunity Center in San Rafael, CA, on July 27, 2011. The one and one-half hour session was

conducted by an LOHP trainer. The topic was hazard identification and control. In Spanish for 18 participants.

- A Presentation was conducted at the Salvadoran Consulate in Los Angeles, CA, on August 8, 2011. The one-hour session was conducted by one LOSH Community Outreach Worker for the Salvadoran workers. The topic was workers' rights and responsibilities and heat stress. In Spanish for 108 participants.
- A Presentation was conducted at the Guatemalan Consulate in Los Angeles, CA, on August 8, 2011. The one-hour session was conducted by one LOSH Community Outreach Worker for the Guatemalan workers. The topic was workers' rights and responsibilities and heat stress. In Spanish for 92 participants.
- An Awareness Session was conducted for employers of workers with disabilities in Arlington, Virginia, on August 17, 2011. The three-hour class was conducted by an LOHP trainer for participants from around the country as part of the NISH's Federal Compliance Symposium and included a condensed version of the WOSH Specialist course. Topics covered included underlying causes of injury, hazard identification and control, and use of LOHP's curriculum, *Staying Safe at Work*, for teaching workers with developmental disabilities basic occupational safety and health skills. In English for 101 participants.
- An Awareness Session was conducted at the UC Berkeley Richmond Field Station in Richmond, CA, on August 18, 2011. The three-hour session was conducted by an LOHP trainer as part of a hazardous waste worker refresher course. The topic was green chemistry. In Spanish for 11 participants.
- A Presentation was conducted at the Mexican Consulate in Los Angeles, CA, on August 19, 2011. The one-hour session was conducted by one LOSH Community Outreach Worker for the Mexican workers. The topic was workers' rights and responsibilities and heat stress prevention. In Spanish for 42 participants.
- An Awareness Session was conducted at the Latino Worker Summit at the Los Angeles Downtown Labor Center in Los Angeles, CA, on August 28, 2011. The one and one-half hour session was conducted by a WOSH trainer. The topic was preventing back injury. In Spanish for 17 participants.
- An Awareness Session was conducted at the Latino Worker Summit at the Los Angeles Downtown Labor Center in Los Angeles, CA, on August 28, 2011. The one and one-half hour session was conducted by a WOSH trainer. The topic was chemical awareness. In Spanish for 17 participants.

- An Awareness Session was conducted at the Latino Worker Summit at the Downtown Labor Center in Los Angeles, CA, on August 28, 2011. The one and one-half hour session was conducted by a LOSH trainer. The topic was machine safety. In Spanish for 17 participants.
- An Awareness Session was conducted for employers of workers with disabilities from around the country in St. Paul, Minnesota, on August 30 and 31, 2011. The two-day class was conducted by two LOHP trainers and included a two-day version of the three-day WOSH Specialist course. Topics covered included underlying causes of injury, hazard identification and control, ergonomics, chemical hazards, emergency preparedness, and use of LOHP's curriculum, *Staying Safe at Work*, for teaching workers with developmental disabilities basic occupational safety and health skills. In English for 12 participants.
- A Presentation was conducted at the Mexican Consulate in Los Angeles, CA, on September 8, 2011. The one-hour session on preventing back injury was conducted by one WOSH Community Outreach Worker for Mexican workers. The topic was workers' rights and responsibilities and heat stress prevention. In Spanish for 55 participants.
- A Presentation was conducted at the Guatemalan Consulate in Los Angeles, CA, on September 12, 2011. The one-hour session was conducted by one WOSH Community Outreach Worker for Guatemalan workers. The topic was workers' rights and responsibilities and heat stress prevention. In Spanish for 67 participants.
- A Presentation was conducted at the Salvadoran Consulate in Los Angeles, CA, on September 12, 2011. The one-hour session was conducted by one WOSH Community Outreach Worker for Salvadoran workers. The topic was workers' rights and responsibilities and heat stress prevention. In Spanish for 92 participants.
- An Awareness Session was conducted for Mujeres Unidas y Activas in Oakland, CA, on September 13, 2011. The two-hour session was conducted by an LOHP trainer. The topic was ergonomics. In Spanish for 10 participants.
- An Awareness Session was conducted at Zenith Insurance Offices in Sacramento, CA, on September 14, 2011. The one and one-half hour webinar was co-conducted by WCAHS's education and outreach specialist for Zenith's clients. The topic was the elements of an effective farm workers wellness program. In English for 65 people who joined the webinar.
- A Presentation was conducted at the LOHP Labor Advisory Committee meeting in Oakland, CA. The 30-minute presentation was conducted on September 29,

2011, by an LOHP trainer. The topic was promotion of WOSHTEP. In English for 30 participants.

- An Awareness Session was conducted for Mujeres Unidas y Activas in Oakland, CA, on October 11, 2011. The two-hour session was conducted by an LOHP trainer. The topic was chemical hazards and green cleaning. In Spanish for 11 participants.
- An Awareness Session was conducted for employers of workers with disabilities in Pensacola, Florida, on November 15 and 16, 2011. The two-day class for participants from around the country was conducted by two LOHP trainers and included a two-day version of the three-day WOSH Specialist course. Topics covered included underlying causes of injury, hazard identification and control, ergonomics, chemical hazards, emergency preparedness, and use of LOHP's curriculum, *Staying Safe at Work*, for teaching workers with developmental disabilities basic occupational safety and health skills. In English for 17 participants.
- An Awareness Session was conducted at Holiday Inn in Sacramento, CA, on November 16, 2011. The one and one-half hour presentation was conducted by WCAHS's education and outreach specialist for Migrant Education program managers and youth advocates. The topics were heat illness prevention, workers' rights and responsibilities, how to identify symptoms, what to do in case of emergency, and how to report issues. In English for 40 participants.
- An Awareness Session was conducted for employers of workers with disabilities at Opportunity Foundation of Central Oregon in Redmond, Oregon, on December 2, 2011. The six-hour class was conducted by an LOHP trainer and included a condensed version of the WOSH Specialist course. Topics covered included underlying causes of injury, hazard identification and control, ergonomics, emergency preparedness, and use of LOHP's curriculum, *Staying Safe at Work*, for teaching workers with developmental disabilities basic occupational safety and health skills. In English for 18 participants.
- An Awareness Session was conducted for Vision y Compromiso Conference attendees on December 3, 2011, in Los Angeles, CA. The two-hour session was conducted by LOSH staff. In Spanish for 34 participants.
- An Awareness Session was conducted for employers of workers with disabilities from around the country in San Francisco, CA, on December 7, 2011. The three-hour class was conducted by an LOHP trainer as part of the NISH's Federal Compliance Symposium and included a condensed version of the WOSH Specialist course. Topics covered included underlying causes of injury, hazard identification and control, and use of LOHP's curriculum, *Staying Safe at Work*, for teaching workers with developmental disabilities basic occupational safety and health skills. In English for 70 participants.