

The California Commission on Health and Safety and Workers' Compensation



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

2018 Advisory Board Annual Report

Commission Members

Angie Wei, 2018 Chair

Daniel Bagan

Martin Brady

Doug Bloch

Christy Bouma

Mona Garfias

Shelley Kessler

Sean McNally

**State of California
Department of Industrial Relations
December 2018**

TABLE OF CONTENTS

I. Executive Summary	1
Overview of WOSHTEP Activities	1
<i>Past Accomplishments</i>	3
II. Background and Purpose of WOSHTEP	3
Background.....	3
Purpose and Objectives	4
Project Team	6
Labor-Management Advisory Board.....	7
III. WOSHTEP Components	10
WOSH Specialist Training Program	10
<i>Core Curriculum</i>	10
<i>Supplemental Modules</i>	10
WOSH Specialist Training.....	11
<i>WOSH Specialist Refresher Trainings</i>	11
<i>Statewide Network of WOSH Specialist Trainers</i>	11
<i>Follow-up with WOSH Specialists and Trainers</i>	13
<i>WOSH Specialist Accomplishments</i>	13
Awareness Sessions and Presentations	13
Small Business Health and Safety Resources	15
<i>Restaurant Supervisor Safety Training Program</i>	15
<i>Small Business Safety Training Program Across Industries</i>	15
<i>Janitorial Industry Safety Training Program</i>	16
<i>Dairy Industry Safety Training Program</i>	16
<i>Injury and Illness Prevention Program for Small Businesses</i>	16
<i>Injury and Illness Prevention Program for Agriculture</i>	18
Young Worker Health and Safety Programs.....	19
<i>Young Worker Leadership Academy</i>	19
<i>Young Worker Leadership Academy Guide</i>	20
Carve-out Program	21
Carve-out Conference.....	21
<i>Carve-out Materials for the WOSH Specialist Course</i>	21
Wellness Roundtable and Booklet.....	21
WOSHTEP Resource Centers	22
<i>Central Valley Resource Center Development</i>	22
Multilingual Health and Safety Resource Guide	23
Websites	23
Database and Evaluation	24
Industries and Occupations Served by WOSHTEP to Date.....	24
National and International Outreach.....	24
APPENDIX: 2018 WOSH Specialist Trainings, Refresher Trainings, Injury and Illness Prevention Trainings, and Awareness Sessions and Presentations	25

2018 WOSH Specialist Training.....	25
2018 WOSH Specialist Refresher Training	26
2018 Injury and Illness Prevention Program Trainings for Small Business and Large Businesses in General Industry.....	26
2018 WOSH Specialist Awareness Sessions and Presentations	27
2018 WOSH Specialist Awareness Sessions and Presentations	32

2018 ADVISORY BOARD ANNUAL REPORT

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

I. Executive Summary

The WOSHTEP Advisory Board is submitting its fifteenth 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.

Between its inception in 2003 and 2018, WOSHTEP has served more than 25,834 workers and over 2,418 small business employers, providing tens of thousands of hours of instruction. In addition, participants in WOSHTEP training sessions often provide training and resources to workers at their workplace, thereby significantly broadening the program's reach. To date, WOSHTEP has offered health and safety information or training in numerous industries, including janitorial services, construction, small manufacturers, corrections and rehabilitation, food service or restaurants, health care, telecommunications, agriculture, transportation, cities, and schools.

WOSHTEP has developed partnerships with a number of unions, community organizations, business associations, and government agencies to reach worker leaders and employers throughout California.

WOSHTEP activities in 2018 are described in the following pages, including in the Appendix.

Overview of WOSHTEP Activities

2018 Accomplishments

In 2018, key accomplishments include:

- Conducting 10 three-day Worker Occupational Safety and Health (WOSH) Specialist training sessions in Northern, Central, and Southern California, reaching 173 worker leaders in diverse industries and occupations.
- Conducting 42 Awareness Sessions to educate vulnerable working populations and community-based organizations about occupational safety and health. In 2018, 1,479 workers were reached through Awareness classes.
- Conducting two promotora trainings on workers' rights and sexual harassment prevention reaching 26 participants.

- Conducting 35 presentations, including webinars, presentations in classes, and presentations at Consulates.
- Conducting three Training of Trainers (TOT) courses to prepare WOSH Specialists and community educators to teach awareness classes on such topics as chemical hazards, hazard communication, heat illness prevention, and best practices for reaching and educating low-wage, immigrant workers.
- Developing and conducting three health and safety training programs for pre-apprentices focused on the auto repair industry and the medical industry. Eleven auto mechanic pre-apprentices attended classes specifically designed for them and 17 medical assistant pre-apprentices attended the classes designed for them.
- Continuing to develop the WOSHTEP statewide trainer network through partnerships, community events, and targeted outreach.
- Continuing to grow and strengthen the Southern California Community Health Promotora Committee for Workplace Safety and Health to advance the development of committee members as community educators and leaders who can effectively advocate for the prevention of injury and illness among particularly vulnerable Latino immigrant workers. Highlights include:
 - Participation and development of awareness sessions, TOT and Specialist courses as well as one-on-one mentorship.
 - Increased role of the committee and visibility of occupational health issues and resources during this year's Vision y Compromiso Promotoras Network Annual Conference November 2018 and other community events.
 - Collaboration with Los Angeles Trade Technical College (LATTC) and other community-based organizations to secure opportunities for promotoras growth as community educators.
- Conducting a statewide Young Worker Leadership Academy in February 2018 at UC Berkeley. Academy participants conducted health and safety activities back in their schools and communities during Safe Jobs for Youth Month, May 2018.
- Conducting eight half-day training sessions, to teach a total of 161 participants how to write and implement an effective Injury and Illness Prevention Program (IIPP) for small business owners and managers (including one specifically for growers and farm labor contractors). This training has also been adapted for staffing agencies and provides information on the dual health and safety responsibilities of staffing

agencies and host employers to protect temporary employees. Two of the eight IIPP training sessions this year were conducted for staffing agencies.

As part of this training, conducted with Cal/OSHA Consultation Service consultants, the following materials are disseminated:

- A guidebook and IIPP template as well as tools and factsheets to aid with implementation of the workplace's IIPP.
- A copy of the generic small business training resource packets developed for WOSHTEP. Copies of the training materials for the janitorial industry and the restaurant industry, also developed for WOSHTEP, are made available at the IIPP trainings for owners and managers in these industries.
- Materials for a model IIPP Training Program for Agriculture are disseminated at the IIPP trainings for small agricultural business owners and managers to help them to effectively develop and implement their IIPPs. The interactive training program targeting staff in the agricultural industry responsible for creating or implementing IIPPs provides materials such as an IIPP guide and template, a resource list, and tools, tailored for the agricultural industry.

The training activities and materials for the Small Business Injury and Illness Prevention Program project were developed in partnership with the California Department of Industrial Relations, Cal/OSHA Consultation, State Compensation Insurance Fund, Small Business California, California Small Business Association, and the California Department of Public Health's Occupational Health Branch. In addition to English, materials have also been developed in Spanish, Chinese, and Vietnamese. All of the above materials are available on the CHSWC website. <http://www.dir.ca.gov/chswc/WOSHTEP/iipp/>

Past Accomplishments

Accomplishments from 2003 to 2017 are described in the WOSHTEP Annual Reports for those years and are available at: <http://www.dir.ca.gov/chswc/WOSHTEP.html#1/>

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 is 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 CHSWC.

Pursuant to Labor Code section 6354.7(a), insurance carriers that 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 the 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 subcontracts with 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 among workers and their representatives, who can then take a leadership role in promoting workplace health and safety. 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, illnesses, or workers' compensation costs.

- Industries or trades in which workers experience 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 worker groups.
- Give priority to training workers who can take a leadership role and are able to train other workers or who have significant health and safety responsibilities, such as those either serving on a health and safety committee or serving as designated safety representatives.
- Provide resources and materials that help small business owners and managers 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 developing 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 employer inquiries and complaints:

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 response 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 and DIR

Christine Baker
Former Director, Department of Industrial Relations

Eduardo Enz
Executive Officer, CHSWC

Irina Nemirovsky
Research Data Specialist III

Chellah Yanga
Staff Services Manager II

Nurgul Toktogonova
Research Data Specialist II

Chris Bailey
Research Data Specialist I

Nabeela Khan
Research Data Specialist II

Resource Center Labor Occupational Health Program (LOHP), UC Berkeley

Laura Stock
Director

Robin Dewey
Program Coordinator

Diane Bush
Coordinator of Public Programs

Alejandra Domenzain
Coordinator of Public Programs

Kelsie Scruggs
Research Analyst

Joselyn Delgado
WOSHTEP Administrative Specialist

Resource Center Labor Occupational Safety and Health Program (LOSH), UCLA

Linda Delp
Director

Deogracia Cornelio
Associate Director of Education

Hector Flores
Program Coordinator / Bilingual Educator

Flor Vasquez
WOSHTEP Administrative Specialist

Resource Center Western Center for Agricultural Health and Safety, UC Davis

Kent E. Pinkerton
Director

Fadi Fathallah
Associate Director

Christopher Simmons, PhD.
Outreach and Education Director

Teresa Andrews
Education and Outreach Specialist

Heather Riden
Manager

Isabel Flores
Education and Outreach Specialist

Labor-Management Advisory Board

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

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

The members of the Advisory Board are:

**WOSHTEP Advisory Board
Members**

Veronica Alvarado
Warehouse Worker Resource Center

Laura Boatman
State Building & Construction Trades Council

Aida Cardenas
Building Skills Partnership

Cindy Delgado
Matiecris Management

Rick Fineman
ICW Group Insurance Companies

Marti Fisher
California Chamber of Commerce

Scott Hauge
Small Business California

Amber Novey
Laborers-Employers Cooperation and Education Trust

Marissa Nuncio
Garment Workers Center

Zacil Pech
Garment Workers Center

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

Dorothy Rothrock
California Manufacturers Technology Association (CMTA)

Guadalupe Sandoval
California Farm Labor Contractor Board

Mitch Steiger
California Labor Federation (AFL-CIO)

Jeremy Smith
State Building & Construction Trades Council

Betty Jo Toccoli
California Small Business Association

Cheryl L. Wallach
Ford & Wallach

Ex-Officio Members

Christine Baker (retired)
Department of Industrial Relations

Alice Berliner
Southern California Coalition for Occupational
Safety and Health

Mary Deems
California Department of Public Health

Nick Gleiter
DIR-DOSH

Eugene Glendenning
DIR-DOSH

Scott Henderson
Henderson Insurance Agency

Todd Hines
Pacific Compensation Insurance Company

Tom Jolliff
Insurance Company of the West

Anne Katten
California Rural Legal Assistance Foundation

William Krycia
The Zenith Insurance Company

Lauren Mayfield
State Compensation Insurance Fund

John McDowell (retired)
LA Trade Technical College

Thomas Neale
Chubb & Son

Doug Parker
Worksafe

Ex-Officio Members

Katherine Quartararo
Chubb Insurance Company

Javier Rodriguez
RISCO Insurance Services, Inc.

Glenn Shor
DIR-DOSH

Chris Smith
Zenith Insurance

Bob Snyder
Liberty Mutual Insurance Group

John Stassi
Food Insurance Managers

Dave Strickland
Zurich Insurance

Juliann Sum
DIR-DOSH

Louis Therrien
AIG

Christina Vasquez
Workers United Western States Regional Joint
Board

Ed Walters
QBE North America

Len Welsh
State Fund

Kathleen Yasuda
LA Trade Technical College – Labor Center

III. WOSHTEP Components

WOSH Specialist Training Program

The WOSH Specialist training curriculum is intended to build knowledge and skills in many areas of injury and illness prevention. Participants in the WOSH Specialist training are required to successfully complete core training, which consists 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 are printed in English, Spanish, and Chinese and are updated regularly.

The 24-hour WOSH Specialist training sessions are offered statewide.

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 participants' needs:

- 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

A new supplemental module on Sexual Harassment in the Workplace is planned for 2019. Additional topics will be considered for development as future needs are identified

WOSH Specialist Training

Pilot training concluded in August 2004. During the remainder of 2004 and through 2018, 253 WOSH Specialist training courses (including the 4 pilot trainings) were conducted in Northern, Central, and Southern California, as described in the Advisory Board Annual Reports for 2004 through 2017 and in this report for 2018. To date, 4,734 WOSH Specialists have been trained in Northern, Central, and Southern California.

In 2018, 10 WOSH Specialist courses were conducted. See the Appendix to this report for descriptions of the 2018 WOSH Specialist training sessions.

WOSH Specialist Refresher Training

Refresher training sessions have been provided regularly 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. Refresher training is held in a variety of settings to assist WOSH Specialists in carrying out activities they pursue in their workplace after completing the WOSH Specialist training. In these training sessions, WOSH Specialists discussed 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 training sessions have been conducted for over 800 WOSH Specialists. Refresher training from 2005 to 2017 is described in the Annual Reports for those years. Refresher training sessions are offered on an as-needed basis.

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 a Training-of-Trainers (TOT) program and offered the first two WOSH Specialist TOT courses in April and July 2005. TOT courses from 2006 through 2017 are described in the Annual Reports for those years.

TOT courses are taught as needed. To date, over 221 WOSH Specialists from Northern, Central, and Southern California have been trained to be trainers. These "network trainers" from Northern, Central, and Southern California have been

delivering WOSH Specialist course modules in English and Spanish since 2006. Outreach to identify network trainers is ongoing.

Follow-up with WOSH Specialists and Trainers

LOHP and LOSH have each developed a listserv and a 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 publish and email newsletters in English and Spanish to update WOSH Specialists on actions that have been taken in the workplace and on upcoming courses or skill-building conferences and workshops. Articles are written by program staff, WOSH Specialists, and trainers. LOHP has a WOSH Specialist Facebook page to encourage Specialists to stay in touch with one another and with WOSHTEP staff about health and safety issues that arise in their workplaces. Efforts have been made to implement alternative ways to communicate with WOSH Specialists who do not have access to a computer and with those who do not speak English.

WOSH Specialist Accomplishments

WOSHTEP staff follow up with WOSH Specialists regularly to identify their accomplishments since completing the training. WOSH Specialists have reported a range of accomplishments since the program's inception. Key accomplishments are listed in the WOSHTEP Annual Reports for 2003 through 2017 and in this report.

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 workplace health and safety issues and interest in the WOSH Specialist course. In 2018, 42 awareness classes were held, attended by 1,479 individuals. To date, 21,009 workers have been reached through awareness classes.

In addition to awareness sessions, two promotora trainings and a number of presentations were also conducted at which the WOSHTEP curriculum and materials were promoted. In 2018, 35 presentations, including webinars, presentations in classes, and presentations at consulates were given.

In 2010, LOSH developed an Awareness Module "Preventing Workplace Injuries and Illnesses" in [English](#) and [Spanish](#). The module includes a resource book, instructor guide, and [activity cards](#) that can be used in workplace and community setting to inform workers and community members about general OSH topics.

Awareness Sessions and Presentations in 2004-2017 are described in the Annual Reports for those years.

See the Appendix to this report for detailed descriptions of 2018 Awareness Sessions, Promotora Trainings, and Presentations.

**State Building & Construction Trades Council of California, AFL-CIO
(SBCTC)**

In 2008, efforts began with the SBCTC 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 Northern and Southern California, presenting a workshop on health and safety at the Southern California conference.

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 that resulted from the needs assessment. The report includes an overview 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.

In 2011, LOHP and LOSH, in partnership with the SBCTC, completed and disseminated a [Construction Case Study Training Guide](#), based on the needs assessment report, with adapted WOSH Specialist curriculum materials. The Guide includes trade-specific health and safety case studies, including green job case studies, which can be incorporated into pre-apprenticeship and apprenticeship training on health and safety and on green jobs. WOSHTEP staff continue to promote the Case Study Guide at training sessions and encourage its use.

These materials are continuing to be promoted during training sessions and provided on an ongoing basis.

In addition, LOHP developed a [factsheet](#) to address the hazards of applying spray polyurethane foam insulation, a common task aimed at increasing energy efficiency. The factsheet is for construction industry apprentices and contractors.

In 2018, in order to expand WOSHTEP's work with apprenticeship programs and to reach young and new workers, LOHP developed and conducted health and safety training in pre-apprenticeship programs for students learning about auto repair and students learning about the medical assistant profession. These training sessions were conducted in partnership with SEIU in Sacramento and Oakland in August and with Jewish Vocational Services in San Francisco in October. Eleven auto mechanic pre-apprentices attended the classes and 17 medical assistant pre-apprentices attended the classes.

Small Business Health and Safety Resources for Training Employees

In 2005, WOSHTEP launched an effort to develop industry-specific training guides for employers to use to teach their employees essential health and safety skills. These training guides were introduced in two-hour training programs for owners and managers of small businesses in these industries during the first few years after WOSHTEP was established. A generic training guide for general industry was also developed. These guides are now distributed during the program's current activities focused on small businesses – WOSHTEP's IIPP training. See more details on the training programs and guides below.

Restaurant Supervisor Safety Training Program

In partnership with the State Compensation Insurance Fund, Cal/OSHA Consultation, and the California Restaurant Association (CRA), LOHP and LOSH completed the first set of health and safety resources for owners and managers of small restaurants in June 2005. 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 restaurant. This training also includes information regarding training and supervising young workers. The [materials](#) are available in English, Spanish, and Korean.

In partnership with the Koreatown Immigrant Worker Alliance (KIWA), LOSH developed materials for training restaurant workers in hazard identification and 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.

Since November 2005, 27 workshops have been held, reaching over 293 owners or managers from over 183 restaurants or food-service programs. In addition, materials are being shared across the country. Oregon OSHA is posting the restaurant tip sheets on its website. Materials developed for the restaurant industry are now being distributed to the employers from restaurants attending the Small Business IIPP training, described below.

Small Business Safety Training Program for General Industry

In 2007, generic health and safety training materials were developed and pilot-tested for small businesses across many industries. These materials include training activities that owners and managers of small businesses can conduct with their employees, as well as additional resources to help them. Since 2007, 20 general small business workshops on how to provide health and safety training to their employees have been held, reaching 423 owners or managers of over 240 small businesses. The general industry [training guide](#) is now distributed during the Small Business IIPP trainings, described below.

In 2008, federal OSHA also funded LOHP to develop a [national version of the WOSHTEP general Small Business Resources training packet](#), which is posted online and distributed at training workshops with other state partners.

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, which included interviews with seven janitorial employers about health and safety hazards and training needs. Employers identified English and Spanish as the primary languages spoken by janitors, as well as Chinese, Tagalog, and Arabic.

Training materials include activity sheets and discussion questions to spark conversation between management and employees. On the back of the activity sheet is a list of tips that both management and employees can use to improve health and safety at work. Since 2009, over 178 owners and managers in over 57 businesses have received this training in partnership with the Pacific Association of Building Service Contractors and the Independent Maintenance Contractors Association in both Northern and Southern California.

[Materials developed for the janitorial industry](#) are distributed to janitorial employers during the Small Business Injury and Illness Prevention Program training, described below.

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 the proper handling of animals were developed in [English](#) and [Spanish](#). Since 2008, training sessions for over 75 dairy industry owners and managers have been conducted.

<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

Injury and Illness Prevention Program for Small Businesses

In 2012, CHSWC and LOHP designed materials and a training program for small business owners and managers in general industry throughout California to help them reduce work-related injuries and illnesses and comply with Cal/OSHA's IIPP standard.

This effort has been guided by an advisory committee that includes representatives from DIR, CHSWC, Cal/OSHA Consultation Services, the State Compensation Insurance Fund (State Fund), the California Department of Public Health's Occupational Health Branch, Small Business California, the California

Small Business Association, and LOHP. In addition to providing input on developing the project, the partners are also assisting with setting up training and conducting outreach to their constituents.

The training sessions developed are conducted in partnership with consultants from Cal/OSHA Consultation Service and/or loss prevention specialists from the State Fund. To prepare State Fund trainers to co-teach the class with LOHP and LOSH trainers, LOHP and Cal/OSHA Consultation Service trainers conducted a Training of Trainers (TOT) program in 2015 with the State Fund loss prevention specialists. Two TOT programs were held that year. A third is being planned for 2019.

The Small Business IIPP training project includes:

- A half-day interactive training program targeting owners and managers from small businesses to assist them in creating and implementing their IIPPs. In 2018, WOSHTEP's LOHP staff conducted six IIPP training sessions in Northern California, including two specifically for staffing agencies. WOSHTEP's LOSH staff conducted one IIPP training program. And WCAHS staff conducted one IIPP class for small business employers and farm labor contractors in the agriculture industry (see description below). A total of 161 participants were reached through the eight IIPP trainings in 2018.
- Training materials, including a generic model IIPP guide, template, and program tools, such as a factsheet on promoting employee involvement, a sample accident investigation form, and a hazard-identification checklist.
- All [materials created for this program](#) are available in English, Spanish, Chinese, and Vietnamese.

Registration and evaluation forms are routinely collected from the participants in the IIPP Small Business training. In 2014 a post-training survey was conducted with 79 respondents, 1 to 18 months after the training was completed to assess the impact of the project. In their evaluation, most trainees reported that they gained some or a lot of knowledge from the training. Nearly half the trainees reported that they remediated a hazard not addressed before the training. Over half developed or improved the IIPP after the training. Most responded that employee involvement in safety has improved since the training. One particular success highlighted in the evaluation of the training has been that the course is taught with a specialist from Cal/OSHA Consultation Services, who presents information and answers participants' questions. LOHP did a poster presentation at the American Public Health Association annual meeting in November 2014 on the evaluation results.

Injury and Illness Prevention Program for Agriculture

To better serve the needs and availability of staff working in agriculture, the Central Valley WOSHTEP Resource Center at UC Davis' Western Center for Agricultural Health and Safety adapted the standard IIPP presentation for agriculture and reduced the length of the class from four hours to 90 minutes. During the training session, WCAHS trainers give an overview of the Cal/OSHA IIPP standard and discuss why it is important to conduct effective and timely investigations of occupational injuries and illnesses. Trainees also work in teams to discuss challenges and potential solutions for conducting hazard assessment and control as well as the challenges and solutions for using participatory methods to train workers and involve them in health and safety planning. Cal/OSHA consultants are also present to discuss any potential updates, go over most common hazards and fines as well as practical solutions and help answer questions. In 2018, WOSHTEP's WCAHS staff conducted one IIPP training program specifically for employers and farm labor contractors in the agricultural industry with four participants. To date, 160 farm owners/managers or farm labor contractors have attended an IIPP class on agriculture, conducted by WCAHS at UC Davis.

Injury and Illness Prevention Programs for Large Employers in General Industry

In 2012, CHSWC and LOHP also designed a model training program to assist larger businesses throughout California to develop and implement their IIPPs. The design and materials for this program parallel those for the IIPP training program and materials for small businesses. Training materials, including a generic model IIPP guide, template, and program tools, such as factsheets, a sample accident investigation form, and a hazard-identification checklist were developed.

In FY 2014/15, CHSWC and LOHP, together with key partners from Cal/OSHA, the State Compensation Insurance Fund, small business associations, and others, prioritized WOSHTEP's outreach and training efforts to target businesses with 250 or fewer employees and to provide only the half-day training sessions. This decision was made partly because business owners and managers, even at large companies, found it hard to commit to a full day of training. Prior to the decision to offer only the half-day class, 86 participants from 75 employers received the day-long training.

The [general industry IIPP materials](#) are also being used in training sessions conducted nationally and internationally by LOHP. In 2012, LOHP created a national version of the IIPP materials, which have been used around the country.

In October 2014, LOHP adapted its national general industry IIPP training program and taught portions of the class to garment industry union representatives and complaint handlers in Bangladesh. The materials were translated into Bengali for this purpose.

Between 2012 and 2018, 1,383 owners/managers statewide have attended an IIPP half-day or day-long training.

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. According to the National Institute for Occupational Safety and Health (NIOSH), in 2015, 403 workers under age 24 died from work-related injuries, including the death of 24 youths (under age 18). The occupational injury rate for young workers age 15-19 treated in emergency rooms was more than twice the rate of workers age 25 and over; for workers age 20-24, the rate was 1.73 times greater than for workers age 25 and over. 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, at their school, and in their community.

Young Worker Leadership Academy

In 2005, WOSHTEP funding helped support the first Young Worker Leadership Academy (YWLA), held 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 prevent young people from getting 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 YWLAs each year through 2010, one in Northern California and one in Southern California, held at UC Berkeley in January and at UCLA in February. (See the Annual Reports for 2006-2010 for details.) Starting in 2011, one statewide Academy has been held in Berkeley in February every year. From 2005 to 2018, 112 teams (a total of 436 youth) from communities throughout California have participated in 19 Academies. In addition, from 2006 to 2018, 87YWLA graduates have returned to serve as youth mentors, helping to lead Academy activities and planning and conducting their own outreach activities afterward.

Almost all the YWLA teams (102 teams) have successfully conducted creative activities to promote health and safety among young workers 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, and 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 seeking work permits be provided with 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 have also reached many low-wage, Spanish-speaking or immigrant families or community members with little awareness of U.S. workplace laws.

In 2018, 6 teams (24 youths) attended the YWLA held February 1-3 at UC Berkeley, with 6 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 the Academy. All teams successfully conducted activities in their communities to promote safe jobs for youth, reaching over 1,833 youths and adults. These activities included conducting participatory workshops at school and in the community for other students and; developing pre-post surveys to evaluate the workshops.

As a result of the 19 Academies held from 2005 to 2018, a network of youth who can help promote workplace health and safety in their communities has been developed. The next Academy is planned for February 7-9, 2019, 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 teacher instructions, handouts, and other materials needed to set up 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 the Massachusetts Coalition for Occupational Safety and Health (MassCOSH) to conduct seven of its own Young Worker Leadership Academies since 2008.

Workers' Compensation

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 the promotion of injury and illness prevention activities. The August 2007 conference, attended by approximately 200 people, included three workshops, as well as a presentation on how 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 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 the 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 labor unions who are participants in a workers' compensation carve-out.

Wellness Roundtable and Booklet

On July 16, 2008, CHSWC hosted a roundtable discussion called 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, were made at the meeting and 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 by LOHP. 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 wellness and occupational health and safety as well as resources on both areas of improving health in the workplace.

WOSHTEP Resource Centers

Resource Centers at LOHP, WCAHS, and LOSH continue to house and act as distribution systems of occupational safety and health training materials, including, but not limited to, all those 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*.

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 were hired in 2008 and mentored by LOHP. WOSHTEP's Central Valley Resource Center staff have recruited participants and conducted WOSH Specialist training every year as well as conducted activities to promote heat stress prevention, and developed agriculture-related small business projects.

In 2008, the first agricultural industry to be selected for development of a targeted small business model was dairy. This selection was made at the suggestion of the WOSHTEP Advisory Board and with the support of a researcher at UC Davis who could 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 among dairy workers, was developed and is part of the educational packet.

[The materials](#) were finalized in English and Spanish in 2010, and training programs began to be offered to dairy owners and managers in 2011.

Technical assistance on agricultural safety and health is provided on an ongoing basis and as requested. In 2014, the Spanish version of the booklet was provided to the Environmental and Occupational Health program of the Migrant Clinician Network so that it could print 700 copies for use in conducting educational sessions.

Multilingual Health and Safety Resource Guide

A Multilingual Health and Safety Resource Guide was developed for CHSWC by LOHP and is a free online resource for finding health and safety information in multiple languages. It consists of worker training materials, such as factsheets, checklists, and other resources that can be printed for distribution to employees participating in workplace IPPs.

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 specific industries and occupations, including agriculture, construction, health care, and office work.

Resources in the Guide are available in over 23 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, most recently in 2018. The Guide is available at:

<http://www.dir.ca.gov/CHSWC/MultilingualGuide/MultilingualGuideMain.html> and at <http://lohp.org/library/multilingual-guide/>

Websites

Information about WOSHTEP can be found in the [WOSHTEP section](#) of the Commission's website. 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 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 <http://www.losh.ucla.edu>, with information on WOSHTEP and health and safety resources.

Database and Evaluation

CHSWC, LOHP, and LOSH track data from all training. The WOSHTEP staff tracks program participants and creates reports that will facilitate evaluation of the program.

About five years after the inception of the program, 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.

Since that time, the WOSHTEP team has been conducting course evaluations after each of the WOSH Specialist training sessions. The feedback from the course evaluations has been very positive. Staff also conduct follow-up surveys with Specialists once or twice a year to assess whether they have been able to take positive actions in their workplace. The WOSHTEP team collects anecdotal information through these surveys on steps being taken to improve health and safety as well as challenges faced. These stories are often presented in Resource Center newsletters.

Industries and Occupations Served by WOSHTEP to Date

To date, WOSHTEP has provided health and safety information or training to numerous industries, including janitorial, construction, small manufacturers, corrections and rehabilitation, health care, telecommunications, food service or restaurants, laundry, agriculture, transportation, schools, refineries, warehousing, garment work, 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, the American Public Health Association, the National Council for Occupational Safety and Health, and the Annual Conference of the California Community Health Workers Network, as well as through articles written for publications such as the *IAIABC Journal*, *Public Health Reports*, the Bureau of National Affairs SafetyNet monthly newsletter, *New Solutions: A Journal of Environmental and Occupational Health Policy*, and the quarterly magazine for Foodservice Consultants Society International (FCSI).

APPENDIX

2018 WOSH Specialist Training, Refresher Training, Injury and Illness Prevention Training, and Awareness Sessions and Presentations

2018 WOSH Specialist Training

- A WOSH Specialist course was taught by LOHP and WCAHS trainers for an open enrollment audience on January 16, 23 and 30, 2018, in Fairfield, CA, for eight participants.
- A WOSH Specialist course was taught by LOHP trainers for an open enrollment audience on February 20, 21 and March 1, 2018 in Walnut Creek, CA, for 17 participants.
- A WOSH Specialist course was taught for an open enrollment audience at Los Angeles Trade Technical College by two LOSH trainers on April 21, April 28, and May 6, 2018. In English for 22 graduates.
- A WOSH Specialist course was taught to 20 CalPIA inmate-workers on April 23-26, 30 and May 1, 2018 in Soledad, CA, by PIA trainers trained by LOHP.
- A WOSH Specialist course was taught for community health promoters at Esperanza Community Housing Corp., in Los Angeles, CA, by two LOSH trainers on May 14, May 21, June 4, and June 13, 2018. In Spanish for 13 graduates.
- A WOSH Specialist course was taught to 16 CalPIA inmate-workers on May 7, 11, 14, and 15, 2018 in Soledad, CA, by PIA trainers trained by LOHP.
- A WOSH Specialist course was taught by LOHP trainers for an open enrollment audience on May 31, June 7, and June 14, 2018, in Martinez, CA, for 23 participants.
- A WOSH Specialist course was taught by LOHP trainers for an open enrollment audience on June 26, 27 and 28, 2018 in Clovis, CA, for 17 participants.
- A WOSH Specialist course was taught for an open-enrollment audience at the UFCW Local 770 worker center in Huntington Park, CA, on October 9, 16, and 23, 2018. In Spanish for 13 graduates.

- A WOSH Specialist course was taught by LOHP trainers for an open enrollment audience on October 16, 17, and 18, 2018 in Fairfield, CA, for 24 participants.
- A WOSH Specialist course is scheduled to be taught by LOHP trainers for members of the Teamsters union on December 18, 19, and 20, 2018 in Oakland, CA.

2018 Refresher Training

Refresher Training sessions are offered on an as-needed basis.

2018 Training of Trainers (TOT)

- A Training of Trainers course was taught for nine participants including Los Angeles and Inland Empire Specialists in Los Angeles, CA, on March 23, 2018. The TOT focused on sharing best practices when training low-wage, immigrant workers on chemical hazards and hazard communication. In English for nine participants.
- A Training of Trainers course was taught for 46 participants including Los Angeles, Inland Empire, and San Diego Specialists in Los Angeles, CA, on June 9, 2018. The TOT focused on sharing best practices when training low-wage, immigrant workers on Heat Illness Prevention including root causes of workers' injuries and illnesses, as well as skills and strategies for motivating and mobilizing workers to protect their health through community efforts. In Spanish for 46 participants.
- A Training of Trainers course was taught for six Specialists/members of LOSH's Promotora Committee to prepare them for supportive roles with SoCal Heat Illness Prevention trainers. In Spanish for six participants.

2018 Injury and Illness Prevention Program (IIPP) Trainings for Small Businesses

- An IIPP training course for Small Business was offered in Chico, CA, on February 6, 2018. The four-hour session was conducted by one LOHP trainer and a Cal/OSHA Consultation specialist in partnership with the State Fund for an open enrollment audience. In English for 12 participants.
- An IIPP training course for Small Business was offered in Ventura, CA, on May 31, 2018. The four-hour session was conducted by one LOSH trainer, a State Fund representative, and a Cal/OSHA Consultation representative for a clients of Tolman & Wiker Insurance Services. In English for 19 participants.

- An IIPP training course for Small Business was offered in Oakland, CA, on June 6, 2018. The four-hour session was conducted by one LOHP trainer and a Cal/OSHA Consultation specialist in partnership with the State Fund for an open enrollment audience. In English for 14 participants.
- An IIPP training course for Small Business/Staffing Agencies was offered in Oakland, CA, on July 12, 2018. The four-hour session was conducted by one LOHP trainer and a Cal/OSHA Consultation specialist in partnership with the State Fund for an open enrollment audience. In English for 14 participants.
- An IIPP training course for Small Business/Staffing Agencies was offered in San Bernardino, CA, on August 14, 2018. The four-hour session was conducted by one LOHP trainer and a Cal/OSHA Consultation specialist in partnership with the State Fund for an open enrollment audience. In English for 59 participants.
- An IIPP training course for Small Business was offered in Sacramento, CA, on September 7, 2018. The four-hour session was conducted by one LOHP trainer and a Cal/OSHA Consultation specialist in partnership with the State Fund for an open enrollment audience. In English for 13 participants.
- An IIPP training course for Small Business was offered in Fremont, CA, on September 28, 2018. The four-hour session was conducted by one LOHP trainer and a Cal/OSHA Consultation specialist in partnership with the State Fund for an open enrollment audience. In English for 26 participants.

2018 IIPP Trainings for Small Business in Agriculture

One IIPP class for agriculture was conducted on May 2, 2018, in Clovis, CA, by a WCAHS trainer for four participants.

2018 Awareness Trainings

- An awareness session was conducted by a WCAHS trainer on February 1, 2018, in Santa Maria, CA. The one-hour training was on heat illness prevention for an audience of 30 individuals.
- An awareness session was conducted by a WCAHS trainer on February 1, 2018, in Santa Maria, CA. The two-hour training was on sexual harassment prevention for an audience of 60 individuals.
- An awareness session was conducted by a WCAHS trainer on February 1, 2018, in Santa Maria, CA. The one-hour training was on heat illness prevention for an audience of 30 individuals.

- An awareness session was conducted by a WCAHS trainer on February 1, 2018, in Santa Maria, CA. The two-hour training was on sexual harassment prevention for an audience of 35 individuals.
- An awareness session was conducted by a WCAHS trainer on February 2, 2018, in Santa Maria, CA. The one-hour training was on heat illness prevention for an audience of 57 individuals.
- An awareness session was conducted by a WCAHS trainer on February 2, 2018, in Santa Maria, CA. The two-hour training was on sexual harassment prevention for an audience of 92 individuals.
- An awareness session was conducted by a WCAHS trainer on February 2, 2018, in Santa Maria, CA. The one-hour training was on heat illness prevention for an audience of 50 individuals.
- An awareness session was conducted by a WCAHS trainer on February 2, 2018, in Santa Maria, CA. The two-hour training was on sexual harassment prevention for an audience of 62 individuals.
- An awareness session was conducted at CLEAN Carwash Campaign in Los Angeles, CA, on February 20, 2018. The two-hour session was conducted by one LOSH trainer. The topics were hazard identification, and workers' rights and responsibilities. In Spanish for 18 carwash workers.
- An awareness session was conducted on February 21, 2018, by an LOHP trainer, in Mountain View, CA. The 1.5-hour presentation was on basic labor and OSH rights and ergonomics for an audience of 40 day laborers.
- An awareness session was conducted on February 26, 2018, by an LOHP trainer, in Oakland, CA. The 1.5-hour presentation was on basic labor and OSH rights and other basic labor rights for an audience of 14 promotoras with La Clinica de la Raza.
- An awareness session was conducted on March 5, 2018, by an LOHP trainer, in Oakland, CA. The 1.5-hour presentation was on green cleaning and ergonomics for an audience of 14 promotoras with Clinica de la Raza.
- An awareness session was conducted on March 13, 2018, by an LOHP trainer, in Oakland, CA. The 1.25-hour presentation was on occupational safety and health (OSH) and sexual harassment prevention for 10 workers training to be bartenders.
- An awareness session was conducted by a WCAHS trainer on March 13, 2018, in Salinas, CA. The one-hour training was on heat illness prevention for an audience of 62 individuals.

- An awareness session was conducted by a WCAHS trainer on March 13, 2018, in Salinas, CA. The two-hour training was on sexual harassment prevention for an audience of 67 individuals.
- An awareness session was conducted by a WCAHS trainer on March 14, 2018, in Salinas, CA. The one-hour training was on heat illness prevention for an audience of 67 individuals.
- An awareness session was conducted by a WCAHS trainer on March 14, 2018, in Salinas, CA. The two-hour training was on sexual harassment prevention for an audience of 70 individuals.
- An awareness session was conducted by a WCAHS trainer on March 14, 2018, in Salinas, CA. The one-hour training was on heat illness prevention for an audience of 70 individuals.
- An awareness session was conducted by a WCAHS trainer on March 14, 2018, in Salinas, CA. The two-hour training was on sexual harassment prevention for an audience of 74 individuals.
- An awareness session was conducted by a WCAHS trainer on March 15, 2018, in Salinas, CA. The one-hour training was on heat illness prevention to an audience of 60 individuals.
- An awareness session was conducted by a WCAHS trainer on March 15, 2018, in Salinas, CA. The two-hour training was on sexual harassment prevention to an audience of 62 individuals.
- An awareness session was conducted by an LOHP trainer on March 21, 2018, in Oakland, CA. The six hour training presentation was on OSH for restaurant workers to an audience of five ROC staff members.
- An awareness session was conducted by a WCAHS trainer on April 24, 2018, in Sacramento, CA. The one-hour training was on pesticide safety for an audience of 23 individuals.
- An awareness session was conducted by a WCAHS trainer on April 25, 2018, in Sacramento, CA. The one-hour training was on heat illness prevention for an audience of 45 individuals.
- An awareness session was conducted by an LOHP trainer on May 2, 2018, in Mountainview, CA. The one-hour presentation was on basic labor rights and ergonomics (part 2) to an audience of 35 day laborers.

- An awareness session was conducted by an LOHP trainer on May 14, 2018 in Pescadero, CA. The two-hour presentation was on chemical safety and OSH KYR to an audience of eight day laborers.
- An awareness session was conducted by an LOHP trainer on June 4, 2018, in San Francisco, CA. The 2.5-hour presentation was on adult education, hazard communication, and ergonomics to an audience of 5 nursing students.
- An awareness session was conducted by an LOHP trainer at Street Level Health Program in Oakland, CA, on July 2, 2018. The two-hour session was conducted by one LOHP trainer. The topic was training on Chemical Hazards. In Spanish for 18 day laborers.
- An awareness session was conducted at Sonoma State University in Sonoma, CA, on July 11-14, 2018. The twelve-hour session was conducted by two LOHP trainers. The topics included root cause analysis, hazard identification and control, OSH rights, ergonomics, chemicals, and taking action. In English and Spanish for 21 participants.
- An awareness session was conducted at Street Level Health Program in Oakland, CA, on July 17, 2018. The two-hour session was conducted by one LOHP trainer and co-presented with the San Francisco Department of Public Health. The topic was training on Chemical Hazards and Green Cleaning. In Spanish for 24 day laborers.
- An awareness session was conducted at UC Santa Cruz in Santa Cruz, CA, on July 20, 2018. The two-hour session was conducted by one LOHP trainer. The topic was training on the Hazard Communication standard. In English for 30 University EH&S staff and H&S committee members.
- An awareness session was conducted at IDEPSCA's Downtown Los Angeles Job Center on August 1, 2018. The one-hour session was conducted by one LOSH trainer. The topic was training on heat illness prevention. In Spanish for five day laborers.
- An awareness session was conducted at Mujeres Unidas y Activas in Oakland, CA, on August 7, 2018. The two-hour session was conducted by one LOHP trainer. The topic was training on Chemical Hazards and Green Cleaning. In Spanish for 13 domestic workers.
- An awareness session was conducted at Best Start LA in Los Angeles, CA on August 9, 2018. The one-hour session was conducted by one LOSH trainer. The topic was training on heat illness prevention. In Spanish for 11 participants.

- An awareness session was conducted at Union City Family Resource Center in Union City, CA, on August 14, 2018. The two-hour session was conducted by one LOHP trainer. The topic was training on Green Cleaning and Ergonomics. In Spanish for 21 participants.
- An awareness session was conducted at the Garment Worker Center in Los Angeles, CA, on August 18, 2018. The one-hour session was conducted by one LOSH trainer. The topic was training on heat illness prevention. In Spanish for 11 garment workers.
- An awareness session was conducted at Mountainview Day Worker Center in Mountainview, CA, on September 5, 2018. The one-hour session was conducted by one LOHP trainer. The topic was Heat Illness Prevention. In Spanish and English for 29 day laborers.
- An awareness session was conducted at Mujeres Unidas in San Francisco, CA, on September 11, 2018. The two-hour session was conducted by one LOHP trainer. The topics were chemical hazards, green cleaning, and ergonomics. In Spanish for 19 domestic workers.
- An awareness session was conducted at Berkeley Adult College in Berkeley, CA, on September 15, 2018. The 1.5-hour session was conducted by one LOHP trainer. The topic was OSH and other basic labor rights. In Spanish for 20 promotoras.
- An awareness session was conducted at Cypress Mandela Training Center in Oakland, CA, on September 27, 2018. The two-hour session was conducted by one LOHP trainer. The topic was training on ergonomics. In English for 30 apprenticeship students.
- An awareness session was conducted for UFCW Local 770's retail shop stewards in Los Angeles, CA, on October 4, 2018. The 90-minute morning session was conducted by one LOSH trainer. The topics were injury/illness root cause analysis and hazard identification. In English for 32 shop stewards.
- An awareness session was conducted for UFCW Local 770's retail shop stewards in Los Angeles, CA, on October 4, 2018. The 90-minute afternoon session was conducted by one LOSH trainer. The topics were injury/illness root cause analysis and hazard identification. In English for 30 shop stewards.

2018 Promotora Trainings

- A 1.5-hour promotora training on workers' rights was conducted by a WCAHS trainer on May 22, 2018, in Woodland, CA. In Spanish for 9 participants.
- A 1.5-hour promotora training on sexual harassment prevention was conducted by a WCAHS trainer on July 10, 2018, in Woodland, CA. In Spanish for 17 participants.

-

Presentations and Webinars conducted during which WOSHTEP curriculum and materials were promoted

- A one-hour webinar on green cleaning was conducted by an LOHP trainer on March 15, 2018, in collaboration with CDPH for WOSH Specialists and others.
- A one-hour webinar on sexual harassment was conducted by an LOHP trainer on June 26, 2018, for WOSH Specialists and others.
- A presentation was conducted at the New Academy of Science and Art, a charter elementary school in Los Angeles, CA on September 11, 2018. The 30-minute presentation in Spanish on heat illness prevention was conducted by one LOSH Community Outreach Representative.
- Two webinars were conducted for Visión y Compromiso (VyC) Conference staff and volunteers on September 27, 2018. The 30-minute webinars were conducted in Spanish and focused on injury and illness prevention and best practices in preparation for VyC's annual community health promoter conference. The webinars were facilitated by four members of LOSH's Southern California Promotora Committee.
- A two-hour presentation on effective health and safety training was conducted by an LOHP trainer for graduate students enrolled in a School of Public Health class on global health on October 10, 2018. The presentation included demonstrating WOSH Specialist class activities.
- A 90-minute presentation on effective health and safety training was conducted by an LOHP trainer for Cal/OSHA Safety Professionals enrolled in the Center for Occupational and Environmental Health Institute on October 31, 2018. The presentation included demonstrating WOSH Specialist class activities.
- Brief awareness presentations were conducted by LOSH Community Outreach Representatives at the Mexican consulate in Los Angeles as part

of the consulate's Ventanillas de Salud (VDS) program. Through the VDS program, presentations and resource tables are set up for the public in the waiting area as individuals wait to receive consular services. Presentations were given on topics including heat illness prevention and workplace rights. Additionally, resource tables offer materials developed by DIR and CHSWC. From January to September 2018, LOSH Community Outreach Representatives set up 11 presentations/resource tables.

- Brief awareness presentations were given by LOSH Community Outreach Representatives at the Guatemalan consulate in Los Angeles, CA. Presentations and resource tables are set up for the public in the waiting area as individuals wait to receive consular services. Presentations were given on topics such as heat illness prevention and workplace rights. Additionally, resource tables were available with materials developed by DIR and CHSWC. From January to September 2018, LOSH Community Outreach Representatives set up four presentations/resource tables.
- Brief presentations were given by the Western Center for Agricultural Health and Safety staff at the Mexican consulate in Sacramento. The presentations were made in the Ventanilla, which is a space in the waiting area in which brief presentations are given to the public while waiting to receive consular services. After the presentations, staff set up an information table, and people come to the table to receive further information about specific issues. The educational materials used at these events are brochures published by DIR on Cal/OSHA, the Division of Workers' Compensation, and the Department of Labor Standards and Enforcement (workers' rights), and the heat illness materials developed by LOHP for the heat illness prevention campaign conducted a few years ago. From July to September, 2018 staff conducted 13 presentations.