

# The California Commission on Health and Safety and Workers' Compensation



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

### 2015 Advisory Board Annual Report

#### Commission Members

Sean McNally, 2015 Chair

Daniel Bagan

Martin Brady

Doug Bloch

Christy Bouma

Shelley Kessler

Kristen Schwenkmeyer

Angie Wei

State of California  
Department of Industrial Relations

December 2015

# TABLE OF CONTENTS

<b>I. Executive Summary .....</b>	<b>1</b>
Overview of WOSHTEP Activities .....	1
<i>Past Accomplishments</i> .....	3
<b>II. Background and Purpose of WOSHTEP .....</b>	<b>3</b>
Background.....	3
Purpose and Objectives .....	4
Project Team .....	6
Labor-Management Advisory Board.....	6
<b>III. WOSHTEP Components .....</b>	<b>8</b>
WOSH Specialist Training Program .....	8
<i>Core Curriculum</i> .....	8
<i>Supplemental Modules</i> .....	8
WOSH Specialist Training.....	9
<i>WOSH Specialist Refresher Training</i> .....	9
<i>Statewide Network of WOSH Specialist Trainers</i> .....	10
<i>Follow-up with WOSH Specialists and Trainers</i> .....	10
<i>WOSH Specialist Accomplishments</i> .....	10
Awareness Sessions and Presentations .....	11
Small Business Health and Safety Resources .....	12
<i>Restaurant Supervisor Safety Training Program</i> .....	12
<i>Small Business Safety Training Program Across Industries</i> .....	13
<i>Janitorial Industry Safety Training Program</i> .....	13
<i>Dairy Industry Safety Training Program</i> .....	13
<i>Injury and Illness Prevention Program for Small Businesses</i> .....	14
<i>Injury and Illness Prevention Program for Agriculture</i> .....	15
<i>Injury and Illness Prevention Programs for Large Employers in General Industry</i> ....	15
Young Worker Health and Safety Programs.....	16
<i>Young Worker Leadership Academy</i> .....	16
<i>Young Worker Leadership Academy Guide</i> .....	18
Carve-out Program .....	18
<i>Carve-out Conference</i> .....	18
<i>Carve-out Materials for the WOSH Specialist Course</i> .....	18
Wellness Roundtable and Booklet.....	19
WOSHTEP Resource Centers .....	19
<i>Central Valley Resource Center Development</i> .....	20
Multilingual Health and Safety Resource Guide .....	20
Websites .....	21
Database and Evaluation .....	21
Industries and Occupations Served by WOSHTEP to Date.....	21
National and International Outreach.....	21

**APPENDIX: 2015 WOSH Specialist Training, Refresher Training, Injury and Illness Prevention Training, and Awareness Sessions and Presentations..23**

2015 WOSH Specialist Training.....	23
2015 WOSH Specialist Refresher Training .....	24
2015 Injury and Illness Prevention Program Training for Small Business.....	24
2015 WOSH Specialist Awareness Sessions and Presentations.....	26

# **2015 ADVISORY BOARD ANNUAL REPORT**

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

### **I. Executive Summary**

The WOSHTEP Advisory Board is submitting its twelfth 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 to 2015, WOSHTEP has served about 14,010 workers and about 1,650 employers, through close to 9,018 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, and 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 2015 are described in the following pages, including an Appendix.

### **Overview of WOSHTEP Activities**

#### **2015 Accomplishments**

In 2015, key accomplishments include:

- Conducting 20 three-day Worker Occupational Safety and Health (WOSH) Specialist training sessions in Northern, Central, and Southern California, reaching work leaders in diverse industries and occupations.
- Conducting 22 Awareness Sessions and Presentations to educate vulnerable working populations and community-based organizations about occupational safety and health.
- Continuing to develop the WOSHTEP statewide trainer network using partnerships, community events, and targeted outreach.

- Conducting 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 2015.
- Disseminating Injury and Illness Prevention Program (IIPP) training materials for general industry, small businesses, and agriculture.
  - Taking Action for Safety and Health, an IIPP for general industry, has been developed to help employers and employees across industries throughout California to reduce work-related injuries and illnesses by effectively developing and implementing these programs. These materials have been translated into many languages and are being posted on the website of the European Agency for Safety and Health at work (EU-OSHA), <https://osha.europa.eu/>

The program includes: a one-day interactive training program targeting staff responsible for creating or implementing IIPPs and materials such as an IIPP guide and template, a resource list, tools, and factsheets.

- Model Injury and Illness Prevention Program Training Program for Small Businesses, to assist small business owners and managers throughout California to reduce work-related injuries and illnesses by effectively developing and implementing their IIPPs. The program includes a half-day interactive training session and materials such as an IIPP guide and template, tools, factsheets, and a safety brochure.

In addition, each workshop participant receives a copy of the generic small business training resource packet developed for WOSHTEP. Several copies of the materials for the janitorial industry and the restaurant industry, also developed for WOSHTEP, are made available at the workshop for owners and managers from these industries.

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 Occupational Health Branch. In addition to English, materials have also been developed in Spanish, Chinese, and Vietnamese.

- Model Injury and Illness Prevention Program Training Program for Agriculture to assist small agricultural business owners and

managers throughout California to reduce work-related injuries and illnesses by effectively developing and implementing their IPPs. The program includes a one-day interactive training program targeting staff responsible for creating or implementing IPPs, and materials such as an IPP guide and template, a resource list, and tools.

All the above materials are available on the CHSWC website at:  
<http://www.dir.ca.gov/chswc/WOSHTEP/iipp/>

### ***Past Accomplishments***

Accomplishments from 2003 to 2014 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](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 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 employees 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, illness, or compensation costs.
  - Industries or trades where 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 and workers 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

<b>CHSWC and DIR</b>	
Christine Baker Director, Department of Industrial Relations	
Eduardo Enz Executive Officer, CHSWC	
Irina Nemirovsky Research Program Specialist III	Chellah Yanga Staff Services Manager I
Nurgul Toktogonova Research Program Specialist II	Oliva Artadi Associate Governmental Program Analyst

<b>Resource Center Labor Occupational Health Program (LOHP), UC Berkeley</b>
Laura Stock Director
Robin Dewey Program Coordinator
Diane Bush Coordinator of Public Programs
Alejandra Domenzain Coordinator of Public Programs
Nazima El-Askari Coordinator of Public Programs
Kelly Chan Public Education Specialist

<b>Resource Center Labor Occupational Safety and Health Program (LOSH), UCLA</b>
Linda Delp Director
Deogracia Cornelio Associate Director of Education
Fernando Tapia Bilingual Educator
Hector Flores Bilingual Educator/Coordinator
Flor Vasquez WOSHTEP Administrative Specialist

<b>Resource Center Western Center for Agricultural Health and Safety, UC Davis</b>	
Marc Schenker Center Director	Stephen A. McCurdy MD, MPH Outreach and Education Director
Heather Riden Manager	Teresa Andrews 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 who are able to reach the target audience.

- Prepare an Annual Report evaluating the use and impact of WOSHTEP.

The members of the Advisory Board are:

<b>WOSHTEP Advisory Board Members</b>
Laura Boatman State Building & Construction Trades Council
Cindy Delgado Matiecris Management
Marti Fisher California Chamber of Commerce
Scott Hauge Cal Insurance & Associates
Amber Novey Laborers-Employers Cooperation and Education Trust
Marissa Nuncio 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 Seaman California Labor Federation (AFL-CIO)
Jeremy Smith State Building & Construction Trades Council
Betty Jo Toccoli California Small Business Association
Christina Vasquez Union of Needletrades, Industrial and Textile Employees (UNITE HERE!)

<b>Ex-Officio Members</b>
Christine Baker Department of Industrial Relations
Gail Bateson Worksafe
Mary Deems Department of Public Health
Scott Henderson Henderson Insurance Agency
Vicky Heza Cal/OSHA
Todd Hines Pacific Compensation Insurance Company
Tom Jolliff Insurance Company of the West
Dave Mack Chubb Group of Insurance Companies
Lauren Mayfield State Compensation Insurance Fund
John McDowell LA Trade Technical College
Thomas Neale Chubb & Son
Javier Rodriguez RISCO Insurance Services, Inc.
Chris Smith Zenith Insurance
Bob Snyder Liberty Mutual Insurance Group
John Stassi Food Insurance Managers
Dave Strickland Zurich Insurance
Juliann Sum Cal/OSHA
Louis Therrien AIG
Ed Walters QBE North America
Len Welsh SCIF

### **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 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 have been 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

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

### **WOSH Specialist Training**

Pilot training concluded in August 2004. (See the 2004 WOSHTEP Annual Report for details on pilot training sessions.) During the remainder of 2004 and through 2015, WOSH specialist training courses were conducted in Northern, Central, and Southern California, as described in the Advisory Board Annual Reports for 2004 through 2014 and in this report for 2015. To date, about 3,670 WOSH specialists have been trained in Northern, Central, and Southern California.

In 2015, 20 WOSH specialist courses were conducted. See the Appendix to this report for descriptions of 2015 WOSH specialist training sessions.

At the annual American Public Health Association (APHA) meeting in November 2014, LOHP staff presented an evaluation of LOHP's efforts to provide WOSH specialist training to California Prison Industries Authority (CalPIA) inmate-workers at three prisons. In 2011, 16 CalPIA supervisors attended WOSH specialist Training-of-Trainers to prepare them to teach the specialist course to their inmate-workers. Between 2011 and 2013, four of these CalPIA supervisors taught the course to a total of 101 inmate-workers. The primary goal of the evaluation was to assess whether CalPIA inmate-workers, after attending the WOSH specialist class, taught by their supervisors, can speak up and exercise leadership skills in a prison setting. The evaluation also identified the skills they displayed, the health and safety issues they face, and what they thought of the course. As part of the evaluation, LOHP assembled focus groups at Avenal, San Quentin, and Soledad and conducted a written survey with 34 inmate-workers at the Soledad prison. The evaluation found that most inmate-worker WOSH specialists were able to take on a health and safety leadership role in their factories. Skills demonstrated included identifying hazards, coming up with solutions to safety problems, and helping to teach others. Comments made about the course included appreciating the interactive nature of the activities, which had the added benefit of "helping make us more concerned about others." Several stated they also saw the course as benefiting them by increasing their employability when they get out of prison. As of 2015, a total of 270 inmate-workers have attended the WOSH specialist course.

### ***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 2014 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 Training-of-Trainers (TOT) curricula and offered the first two WOSH specialist TOT courses in April and July 2005, which are described in the 2005 Annual Report. TOT courses in 2006 through 2014 are described in the Annual Reports for those years.

TOT courses are taught as needed. To date, over 160 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 participants and delivering WOSH specialist course modules in English and Spanish. 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 each publish and mail 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. 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 2014 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 and interest in the WOSH specialist course.

Awareness Sessions and Presentations for 2004 to 2014 are described in the Annual Reports for those years. To date, Awareness Sessions have reached about 13,139 participants and approximately 715 employers.

See the Appendix to this report for detailed descriptions of 2015 Awareness Sessions 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. (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 that resulted 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, 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. We continue to promote the Case Study Guide at our training and encourage its use.

In 2015, training using these materials have been offered.

<http://www.dir.ca.gov/chswc/woshtep/publications/constructioncasestudytraining.pdf>

In addition, a factsheet addressing the hazards of applying spray polyurethane foam insulation, a common task aimed at increasing energy efficiency, has been developed. The factsheet is for the construction industry apprentices and contractors.

[http://www.dir.ca.gov/chswc/WOSHTEP/Publications/Spray\\_Polyurethane.pdf](http://www.dir.ca.gov/chswc/WOSHTEP/Publications/Spray_Polyurethane.pdf)

### **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 are introduced in two-hour training programs provided to owners and managers of small businesses in these industries. A generic training guide for general industry was also developed.

#### ***Restaurant Supervisor Safety Training Program***

In partnership with the State 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 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 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.

From November 2005 to 2015, 27 workshops were held, reaching over 293 owners or managers from over 183 restaurants or food-service programs. In addition, materials are being shared across the country, and 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 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. From 2007 to 2015, 20 general small business workshops were held, reaching 423 owners or managers of over 240 small businesses. The training guide for all industries is being distributed during the Small Business IIPP trainings, described below.

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

In 2008, federal OSHA also funded the development of a national version of the general Small Business Resources training packet, which is posted online 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](http://www.dir.ca.gov/chswc/WOSHTEP/Publications/SmallBusinessSafetyTraining_National.pdf)

### ***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 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. Training sessions were conducted from 2009 to 2015 for over 178 owners and managers in over 57 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](http://www.dir.ca.gov/chswc/WOSHTEP/SBMR_Janitorial.htm)

Materials developed for the janitorial industry are being distributed to janitorial employers during the Small Business Injury and Illness Prevention Program trainings, 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. Training sessions for over 75 dairy industry owners and managers have been conducted to date as of 2015.

<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/DairyTrainingGuide_Spanish.pdf)

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

[http://www.dir.ca.gov/chswc/WOSHTEP/Publications/DairySafetyFotonovela\\_Spanish.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 model 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 project has been guided by an advisory committee that includes representatives from DIR, CHSWC, Cal/OSHA Consultation Services, State Compensation Insurance Fund, California Department of Public Health's Occupational Health Branch, Small Business California, 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 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 2015, LOHP conducted nine training sessions statewide in Northern California. LOSH also conducted three additional training sessions in Southern California. The training sessions are typically conducted by trainers from LOHP/LOSH and Cal/OSHA Consultation Services. Between 2012 and 2015, 535 participants attended the IIPP half-day training.
- 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.

<http://www.dir.ca.gov/chswc/WOSHTEP/iipp/>

In 2015, LOHP collaborated with the State Compensation Insurance Fund to prepare its loss prevention specialists to teach the IIPP training to its policy holders. Two TOT programs were conducted by LOHP and Cal/OSHA Consultation Services. Since the TOT programs were held, the State Fund loss prevention specialists have co-taught with LOHP or LOSH five of the seven IIPP

classes conducted in 2015. Two additional IIPP training sessions were scheduled for the fall of 2015.

Registration and evaluation forms were collected from 291 training participants in an IIPP for Small Business Project conducted in 2014, and a post-training survey was conducted with 79 respondents, 1 to 18 months after the training was completed. 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 previously addressed before the training. Over half developed or improved their IIPP after the training. Most responded that employee involvement in safety has improved since the training. One particular success of the training has been teaching the course 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***

Training and materials from the IIPP Program Small Businesses have been adapted for agriculture. The half-day interactive training program targets owners and managers from small businesses in the agriculture industry. Training is offered on an ongoing basis. Two training sessions were scheduled for the fall of 2015.

### ***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.

The project includes:

- A full-day interactive training program targeting staff from large businesses and government agencies who are responsible for developing and implementing their IIPPs.
- 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.

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. The general industry materials are now being distributed during the half-day training sessions.

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 Bangali for this purpose.

### **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 2012, 375 workers under age 24 died from work-related injuries, including 29 deaths of youth under age 18. From 1998 to 2007, there was an annual average of 795,000 non-fatal injuries to young workers treated in U.S. hospital injury departments. The occupational injury rate for young workers treated in emergency rooms was approximately twice the rate of 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 additional 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 each year. From 2005 to 2015, 94

teams (a total of 364 youth) from communities throughout California have participated in 16 Academies. In addition, from 2006 to 2015, 70 YWLA 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 (86 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, 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 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 2015, 6 teams (24 youths) attended the YWLA held January 29-31 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 the Academy. Five teams successfully conducted activities in their communities to promote safe jobs for youth. These activities included conducting participatory workshops conducted at school and in the community for other students; developing materials, including brochures, posters, and information booths; conducting a survey with fellow high school students as an awareness-raising activity; making presentations to the School Board and getting a resolution passed in support of Safe Jobs for Youth Month; and working with one school's career center to attach the students' informational brochure to all work permits given to students at that school.

As a result of the 16 Academies held from 2005 to 2015, a network of youth who can help promote workplace health and safety in their communities has been developed.

One Academy is planned for January 28 – 30, 2016 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 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 about 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 the Laborer’s Union 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. 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.

The booklet is available at:

[http://www.dir.ca.gov/chswc/WOSHTEP/Publications/WOSHTEP\\_TheWholeWorker.pdf](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 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 Central Valley Resource Center staff have recruited participants and conducted WOSH specialist training and YWLAs, 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.

<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/DairyTrainingGuide_Spanish.pdf)

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

[http://www.dir.ca.gov/chswc/WOSHTEP/Publications/DairySafetyFotonovela\\_Spanish.pdf](http://www.dir.ca.gov/chswc/WOSHTEP/Publications/DairySafetyFotonovela_Spanish.pdf)

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 for 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 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, most recently in 2014. 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, <http://www.dir.ca.gov/chswc/woshtep.html#1>. 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 training, and a multilingual health and safety resource guide. In addition, LOHP, WCAHS, and LOSH maintain linked websites, [www.lohp.org](http://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 maintains a database of all trainers, WOSH specialists, course information, and certificates awarded. The database assists CHSWC staff in tracking program participants and creating reports that will facilitate evaluation of the program.

From 2006 to 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 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

### 2015 WOSH Specialist Training, Refresher Training, Injury and Illness Prevention Training, and Awareness Sessions and Presentations

#### 2015 WOSH Specialist Training

- A WOSH specialist course was taught for an open enrollment audience in Fairfield, CA, by three LOHP trainers on January 14, 21, and 28, 2015. In English for 29 graduates. A WOSH specialist course was taught for California Prison Inmates at Sacramento, CA, by WOSH specialist partner Prison Industries Authority on January 21, 28 and 30, 2015. In English for 24 graduates.
- An open enrollment WOSH specialist course was taught at San Diego City College by two LOSH trainers on January 31, February 7 and 21, 2015. In English for 12 graduates.
- A WOSH specialist course was taught for SEIU Local 721 Financial Eligibility Workers at Los Angeles County Hospitals in Los Angeles, CA, by two LOSH trainers on February 26, 27, and 28, 2015. In English for 9 graduates.
- A WOSH specialist course was taught for an open enrollment audience in Modesto, CA, by two LOHP trainers on March 24, 25, and 26, 2015. In English for 27 graduates.
- A WOSH specialist course was taught for California Prison Inmates at Sacramento, CA, by WOSH specialist partner Prison Industries Authority from March 25, 2015, to May 6, 2015. In English for 19 graduates.
- An open enrollment WOSH specialist course was taught at Los Angeles Trade Tech College by two LOSH trainers on April 11, 18, and 25, 2015. In English for 40 graduates.
- A WOSH specialist course was taught for union members in Oakland, CA, by three LOHP trainers on April 28, 29, and 30, 2015. In English for 19 graduates.
- A WOSH specialist course was taught for EDD and SEIU at Sacramento, CA, by three LOHP trainers on May 13, 14, and 15, 2015. In English for 22 graduates.
- A WOSH specialist course was taught for California Prison Inmates at Soledad, CA, by WOSH specialist partner Prison Industries Authority on May 18, 19, 20, and 21, 2015. In English for 16 graduates.
- A WOSH specialist course was taught for an open enrollment audience in Martinez, CA, by one LOHP trainer and two Contra Costa County WOSH specialist network partners on May 27, June 3, and June 10, 2015. In English for 33 graduates.

- A WOSH specialist course was taught for California Prison Inmates at Soledad, CA, by WOSH specialist partner Prison Industries Authority on June 15, 16, 17 and 18, 2015. In English for 17 graduates.
- A WOSH specialist course was taught for Phoenix House Corporation Health and Safety Committee members in Lake View Terrace, CA, by two LOSH trainers on July 15, 16, and 17, 2015. In English for 15 graduates.
- A WOSH specialist course was taught for an open enrollment audience in Sacramento, CA, by one LOHP trainer and two City of Sacramento network partners on September 15, 16, and 17, 2015. In English for 17 graduates.
- A WOSH specialist course was taught for union members in Berkeley, CA, by three LOHP trainers on October 23, 24, and December 5, 2015. In English for 12 graduates.
- A WOSH specialist course was taught for California Prison Inmates at Sacramento, CA, by WOSH specialist partner Prison Industries Authority on November 12, 13, 16, and 17, 2015. In English for 11 graduates.
- A WOSH specialist course was taught for California Prison Inmates at Soledad, CA, by WOSH specialist partner Prison Industries Authority on November 16, 17, 18, and 19, 2015. In English for 15 graduates.
- A WOSH specialist course was scheduled for Thursdays in November 19 and December 2015 for garment workers at Manhattan Stitching Company in Buena Park, CA.
- A WOSH specialist course was taught for California Prison Inmates at Sacramento, CA by WOSH specialist partner Prison Industries Authority on December 16, 17, 18 and 23, 2015. In English for 17 graduates.

### **2015 Refresher Training**

Refresher Training sessions are offered on an as-needed basis. No Refresher Training was offered in 2015.

### **2015 Injury and Illness Prevention Program Training for Small Business and Large Businesses in General Industry**

#### **IIPP Training for Small Business**

- IIPP training course for Small Business was offered in Oakland, CA, on March 10, 2015. The four-hour session was conducted by two LOHP trainers and a Cal/OSHA consultant for an open enrollment audience. In English for 19 participants.
- IIPP training course for Small Business was offered in Madera, CA, on March 11, 2015. The four-hour session was conducted by one LOHP trainer and one Cal/OSHA consultant for an open enrollment audience. In English for 35 participants.

- IIPP training course for Small Business was offered in Pleasanton, CA, on June 11, 2015. The four-hour session was conducted by one LOHP trainer and two State Fund partners for an open enrollment audience. In English for 24 participants.
- An open enrollment IIPP for Small Business course was taught in Monterey Park, CA, on June 19, 2015. The four-hour session was taught by one LOSH trainer and one State Compensation Insurance Fund representative. In English for 20 participants.
- An IIPP training course for Small Business was offered in Redding, CA, on June 22, 2015. The four-hour session was conducted by one LOHP trainer and two State Fund partners for an open enrollment audience. In English for 8 participants.
- An IIPP training course for Small Business was taught in Sacramento, CA on June 23, 2015. The four-hour session was conducted by one LOHP trainer and two State Fund partners for an open enrollment audience. In English for 14 participants.
- An open enrollment IIPP for Small Business course was taught in Santa Ana, CA, on August 6, 2015. The four-hour session was taught by one LOSH trainer and two State Compensation Insurance Fund representatives. In English for 17 participants.
- An IIPP training course for Small Business was taught in Vacaville, CA, on September 14, 2015. The four-hour session was conducted by one LOHP trainer and one Cal/OSHA Consultation consultant for an open enrollment audience. In English for 10 participants.
- An IIPP training course for Small Business was taught in Madera, CA, on September 22, 2015. The four-hour session was conducted by one LOHP trainer and one Cal/OSHA Consultation consultant for an open enrollment audience. In English for 15 participants.
- An open enrollment IIPP for Small Business course was scheduled for November 10, 2015, in Moreno Valley, CA. The four-hour session was scheduled to be taught by one LOSH trainer and two State Compensation Insurance Fund representatives. In English for 26 participants.
- An open enrollment IIPP for Small Business course was taught in Fresno, CA, on November 20, 2015. The four-hour session was conducted by one WCAHS trainer and one State Compensation Insurance Fund representative. In Spanish for 6 participants.
- An open enrollment IIPP for Small Business course was taught in Fresno, CA, on November 20, 2015. The four-hour session was conducted by one WCAHS trainer and one State Compensation Insurance Fund representative. In English for 18 participants.
- An open enrollment IIPP for Small Business was taught in Eureka, CA, on December 1, 2015. The four-hour session was conducted one LOHP trainer and one State State Compensation Insurance fund representative. In English for 4 participants.

- An open enrollment IIPP for Small Business was taught in Fremont, CA, on December 10, 2015. The four-hour session was conducted by one LOHP trainer and two Cal/OSHA Consultation consultants for an open enrollment audience. In English for 27 participants.

## **2015 Awareness Sessions and Presentations**

- An Awareness Session was conducted at San Francisco City College's Labor Educators Curriculum Exchange in San Francisco, CA, on January 31, 2015. The one-hour session was conducted by one LOHP trainer. The topic was hazard identification and participants used the hazard-mapping activity. In English for 40 union members and labor educators.
- An Awareness Session was conducted in Oakland, CA, on March 3, 2015. The four-hour session was conducted by two LOHP trainers. The topics were hazard identification, hazard control, and meeting the Cal/OSHA IIPP standard. In Vietnamese for 10 nail salon owners.
- An Awareness Session was conducted at UC Berkeley's Tang Center in Berkeley, CA, on March 17, 2015. The one-hour presentation was given by one LOHP trainer. The topics were hazard identification, hazard controls, and the IIPP standard. In English for 40 student workers.
- An Awareness Session was conducted in Oakland, CA, on March 25, 2015. The four-hour session was conducted by two LOHP trainers. The topics were hazard identification, hazard controls, and meeting Cal/OSHA IIPP standard. In English for 5 restaurant owners.
- An Awareness Session was conducted in Claremont, CA, for workers from diverse industries who are members of the Huerta del Valle Community Garden, on April 20, 2015, by one LOSH trainer. The two-hour session covered Heat Illness Prevention. In Spanish for 15 participants.
- An Awareness Session was conducted at the University of San Francisco's Occupational and Environmental Health Nursing Program in San Francisco, CA, on May 4, 2015. The two-hour session was conducted by one LOHP trainer. The topics were adult education, ergonomics, and hazard communication. In English for 8 graduating nursing students.
- An Awareness Session was conducted at the CalHR Conference in Sacramento, CA, on June 9, 2015. The one-hour presentation and panel discussion was conducted by one LOHP trainer. The topics were IIPP standards for state government departments and the WOSH specialist program. In English for 50 HR employees from various state agencies.
- An Awareness Session was conducted in Los Angeles, CA, for SEIU United Service Workers West staff and members on June 26, 2015, by two LOSH trainers. The four-hour session covered ergonomics and "How Adults Learn Best" in Spanish for 8 participants.
- An Awareness Session was conducted at Mujeres Unidas y Activas in Oakland, CA, on June 28, 2015. The three-hour session was conducted by one LOHP trainer. The topics were the effects of toxic chemicals,

- alternatives to toxic chemicals, and ergonomics. In Spanish for 31 domestic workers.
- An Awareness Session was conducted at IAM 1546 in Oakland, CA, on August 4, 2015. The one-hour session was conducted by one LOHP trainer. The topics were hazard identification, hazard controls, and Cal/OSHA standards. In English for 40 union members.
  - An Awareness Session was conducted at La Colectiva of the Dolores Street Community Services in San Francisco, CA, on August 5, 2015. The two-hour session was conducted by one LOHP trainer. The topics were ergonomics and nontoxic cleaning supplies and methods. In Spanish for 35 domestic workers.
  - An Awareness Session was conducted at Mujeres Unidas y Activas in San Francisco, CA, on August 12, 2015. The two-hour session was conducted by one LOHP trainer. The topics were ergonomics and nontoxic cleaning supplies and methods. In Spanish for 38 domestic workers.
  - An Awareness Session was conducted at the Mexican Consulate in San Francisco, CA, on August 31, 2015. The two-hour session was conducted by one LOHP trainer. The topics were safety rights and regulations, how Cal/OSHA works, and how to file a complaint. In Spanish for 80 Mexican Immigrants.
  - An Awareness Session was conducted at IDEPSCA's Cypress Park Job Center in Los Angeles, CA, on September 9, 2015, by one LOSH trainer. The one-hour session covered Heat Illness Prevention. In Spanish for 15 participants.
  - An Awareness Session was conducted at IDEPSCA's Los Angeles Job Center in Los Angeles, CA on September 10, 2015, by one LOSH trainer. The one-hour session covered health illness prevention. In Spanish for 12 participants.
  - An Awareness Session was conducted at IDEPSCA's Harbor City Job Center in Los Angeles, CA on September 11, 2015, by two LOSH trainers. The two-hour session covered heat illness prevention. In Spanish for 12 participants.
  - An Awareness Session was conducted at the Latino Leadership Institute in San Juan Bautista, CA, on September 23, 2015. The two-hour session was conducted by one LOHP trainer. The topics were occupational safety and health rights and regulations, identifying and controlling hazards, ergonomics, and how to file complaints with Cal/OSHA. In Spanish for 40 leaders of unions, worker centers, and community organizations.
  - An Awareness Session was conducted at Yank Sing restaurant in San Francisco, CA, on October 5, 2015. The two-hour session was conducted by one LOHP trainer. The topics were how to identify and control hazards. In Chinese for 57 restaurant workers.
  - An Awareness Session was conducted with staff from the Building Skills Partnership Program, Los Angeles, CA on October 5, 2015, by one LOSH trainer. The four-hour session covered "How Adults Learn Best." In English for 6 participants.

- An Awareness Session was conducted at Los Angeles International Airport with staff and members of SEIU United Service Workers West on October 6, 2015, by two LOSH trainers. The two-hour session covered Bloodborne Pathogens and Workplace Health and Safety Committees. In English for 13 participants.
- An Awareness Session was conducted at Los Angeles International Airport with staff and members of SEIU United Service Workers West on October 6, 2015, by two LOSH trainers. The four-hour sessions covered Bloodborne Pathogens and workplace health and safety committees. In Spanish for 20 participants.
- An Awareness Session was conducted at Yank Sing restaurant in San Francisco, CA, on October 19, 2015. The two-hour session was conducted by one LOHP trainer. The topics were how to identify and control hazards. In Chinese for 64 restaurant workers.