

**Young Worker Safety Resource Center
State Partners Meeting
September 24-25, 2009
Meeting Notes**

The Young Worker Safety Resource Center sponsored a meeting of its state and national partners at Education Development Center, Inc. in Newton, Massachusetts on September 24 and 25, 2009. This meeting gave participants an opportunity to learn about new initiatives at the national and state levels and to share their resources, activities, successes, and challenges in promoting workplace safety for young workers. The meeting was sponsored by the OSHA-funded Young Worker Safety Resource Center, which is a collaborative of the University of California-Berkeley Labor Occupational Health Program and Education Development Center, Inc.

38 participants came from 11 different states, the U.S. Virgin Islands, and Ontario, Canada. They represented state and Federal agencies in the fields of labor, education, and health; universities; educational and health organizations; high schools; and labor unions. The participant list is at the end of this document.

This document lists each session of the meeting, the presenters, and summaries of the key points made during the presentations and discussions. Summaries of each state team report can be found starting on page 13. Links are provided to the PowerPoint presentations that were shown. The agenda for the meeting is included on the next page.

Young Worker Safety Network Meeting

National Young Worker Safety Resource Center

September 24-25, 2009

EDC, Newton MA

Agenda

September 24

- 9:30-10** **Registration**
- 10-10:30** **Welcome, introductions**
- 10:30-11:15** **Training of trainers: New curriculum activities**
Youth @ Work: Talking Safety for career technical classes: Beatriz Pazos Vautin
- 11:15-11:30** **New Jersey Update:** Derek Shendell
- 11:30-12:30** **Engaging Employers in Young Worker Safety:** Diane Bush
- 12:30-1:30** **Lunch**
- 1:30-2:15** **Updates on Child Labor Laws:** Art Kershner, US DoL and Mary Miller, WA
- 2:15-2:45** **Passport to Safety:** Susan McQuade, New York
- 2:45-3:00** **Break**
- 3:00-3:45** **Developments and programs from Canada:** Sue Boychuk, Ontario
- 3:45-5:00** **OSHA's 11: Final version:** Chris Miara and Diane Bush

Friday Sept 25

- 8:30-9** **Breakfast**
- 9-9:30** **Sexual Harassment Curriculum:** Nancy Luc
- 9:30- 12:30** **Sharing State and National Experiences:** New tools and practices
- 12:30-1** **Wrap-up**

Thursday, September 24, 2009

Training of Trainers: New Curriculum Activities

Beatriz Pazos Vautin, Massachusetts Department of Public Health



Teens @ Work, in the Massachusetts Occupational Health Surveillance Program (OHSP) in Massachusetts, developed two different editions of the curriculum *Youth @ Work: Talking Safety*, one for career technical students in food services one for students in health care services. The steps in the second slide above were taken in the development of each edition. Since these editions were developed in Massachusetts, data from Massachusetts was included. OHSP staff made more changes in the health care edition since the original curriculum already includes some food services examples but no health care services examples.

The third slide above lists the contents of the new health care lesson. The second two bullets are activities. In this session, we did the activity “Who wants to win a million dollars?” OHSP modified the rules from the original TV show so that all the students can stay in until the end instead of being eliminated early for a wrong answer. The prizes given to teachers in train-the-trainer sessions are school supplies. Teachers may or may not give out prizes when they do the activity with their students.

Both the health care and food services editions are downloadable from <http://www.mass.gov/dph/teensatwork>

These two editions of *Youth @ Work* are being used to train vocational education teachers throughout Massachusetts. The Massachusetts Department of Elementary and Secondary Education requires 10 hours of retraining for vocational education teachers in health and safety every five years during the teacher recertification process. The *Youth @ Work* training counts as six hours of training, and the remaining four hours of credit can be obtained by reading four assigned articles related to young worker health and safety. Since completing this package provides the required 10 hours, there is an incentive for teachers to do it.

Other participants in this session mentioned they are working on adaptations of *Youth @ Work* for the following topics:

- Oregon: Design Build Construction
- Connecticut: Agriculture and Aquaculture

In addition, Washington State is working on Prosafety Culinary Arts

Engaging Employers in Young Worker Safety

Diane Bush, National Young Worker Safety Resource Center, Labor Occupational Health Program, University of California at Berkeley

Diane presented highlights from LOHP and YWSRC experience trying to reach employers, using the following handout.

Outreach Strategies for Reaching Employers Young Worker Safety Resource Center State Partners Meeting 9/24-25/09

From Promoting Safe Work for Young Workers (NIOSH 1999)

(Recommendations based on successful strategies used in community projects in Brockton, MA; Oakland, CA; and Los Angeles, CA)

- Meet with employers to let them know how they can benefit from hiring and effectively supervising young workers.
- Contact businesses participating in school-to-career and vocational education placements.
- Contact local business organizations
- Recognize business participation.

From Working Together for Safety (NIOSH 2005)

(Examples of methods used by state teams that have helped turn employers into allies.)

- Focus groups (ME)
- Workshops and training (MA)
- Employer conferences and meetings (ME, NJ, NH)

- Educational materials for employers (ME, MA)
- Job fairs (MA)
- Small Business Development Centers (MA)

Strategies Tried by YWSRC and/or LOHP

Email outreach (2009)

Sent an email flier (subject: “New Safety Training Materials for Small Business Owners and Managers”) advertising Small Business Resources (contained young worker info but not targeting to employers of young workers) to the following types of organizations in Northern California (see attached pages for descriptions):

Types of Organizations Contacted	# of Orgs. Contacted
Restaurant Associations/Chapters	6
Human Resource Assoc/Chapters	5
Chambers of Commerce	125
Ethnic Chambers of Commerce	9
Green Business Certification Programs	10
Small Business Development Centers	25
SCORE	6
Business Improvement Districts	25
Building Services Associations	3

What worked: We thought we had a nice flier....

What didn’t work/challenges: Limited response (20% opened; 1% clicked on link to materials)

Distributing written information and resources

Worked with specific youth-serving employment programs to provide information to the employers they reach (Job Corps, WIA-funded youth employment programs, Mayor’s Summer Jobs programs, school-based programs such as work experience or transition programs.)

Contacted employer organizations by phone to encourage distribution of materials:

Chambers of Commerce: Local businesses join Chambers of Commerce. Some are actively staffed (eg Emeryville Chamber of Commerce), but many only provide opportunities for members to network with each other. Some have been willing to put info on their websites, listserves, etc.

SCORE: A non-profit association, partnered with the US Small Business Administration, dedicated to educating entrepreneurs and to the formation, growth and success of small business nationwide. There are 370 chapters nationwide, involving 11,200 volunteers. Both working and retired executives and business owners donate time and expertise as business counselors.

However, they primarily serve very small businesses and start-ups. Health and safety and/or young workers are not priorities. Often willing to announce resources to those on their list serve.

Small Business Development Centers: In CA, 30 SBDC's, affiliated with the US Small Business Administration, are housed primarily at community colleges. Their mission is to facilitate the creation, expansion and retention of businesses. Each center provides one-on-one counseling, workshops, advice and referrals to prospective and existing business owners. The Centers assist with business plans, marketing, finance questions and other business issues. Health and safety are not a priority, but there is potential here for sharing information.

What worked: Working with local youth-serving employment programs has been most successful. Many include written info such as the "Facts for Employers" fact sheet.

What didn't work/challenges: Neither health and safety or young workers are high priorities for general employer population.

Web-Based Information

Basic info ("Facts for Employers") provided on page for employers on www.youngworkers.org, as well as links to other health and safety resources (OSHA, etc.)

What worked: This is the second most visited page on our website.

What didn't work/challenges: Don't know how they're finding out about it!

Workshops

Partnership with State Compensation Insurance Fund. 18 workshops conducted reaching 280 restaurant owners/managers (2005); 5 workshops conducted reaching 180 employers from a variety of small businesses (2008).

Other workshops sponsored by Liberty Mutual in Oregon (1), NJ OSHA Alliance (3), Virgin Islands OSHA Consultation Conference (1), Cal/OSHA Consultation (1).

Several workshops as part of summer youth employment programs (Oakland Mayor's Summer Jobs Program, Sacramento CAWEE Chapter, Oakland Youth Employment Program)

What worked: Reaching employers who are already interested in hiring youth. Working with key partners: workers comp insurers and/or state OSHA programs.

What didn't work/challenges: Resource intensive to contact each individual youth employment program and conduct these workshops. Limited time offered for health and safety info. Hard to get employers to come out to workshops.

Recognizing “Good” Employers

Working with local youth employment program, recruited 45 businesses in Oakland to sign a letter committing to “safe jobs for youth.” Thanked in ad in local paper (1998.)

What worked: Great to have positive contact/interaction with employers.

What didn’t work/challenges: Very resource intensive.

Participants Sharing Experiences

After Diane gave her presentation, she asked participants to share the strategies they have used to successfully reach employers. She wrote the responses on flipchart sheets under the headings listed below. She will also send a follow-up e-mail to this meeting to get more experiences and ideas.

Workshops/Presentations

- Find employer partners
- Go where the employers are, e.g., employer conferences and meetings
- Focus on the economic issues, i.e., the cost of injuries, with employers presenting
- Rob Ellis (a parent in Canada whose son was killed at 19 in a workplace accident) has successfully engaged employers
- Workers compensation conferences, e.g., at the Ohio Bureau of Workers Compensation, they held a 7:00 - 8:00 a.m. session for employers
- Key stakeholder organizations successfully partners with
 - Washington Restaurant Association (WRA)
 - Agricultural Employers → need to develop relationships and find community folks (WA)
 - Construction Trade Groups (OR)
- Get enforcement agencies to require trainings for supervisors (Massachusetts Child Labor Laws) → built to national webinar
- Partnering with CalOSHA program to reach employers who had citations
- Need a 10-minute package of a video message
- Can also use Washington’s two-minute version of Mallory’s story or use Rhode Island video
- American Society of Safety Engineers (ASSE) and American Industrial Hygiene Association (AIHA) chapters
- Nevada practitioner program
- Virgin Islands partnered with Hotel Association
- (Idea not done yet) Rhode Island non-profit is trying to get a workers’ compensation insurer to require employers of young workers to go through an online training

Employer Recognition

- Certificate after attending workshops to post, e.g., Washington’s workshop with employers used a certificate to post saying that the person is committed to teen safety.
- (Idea not done yet) Work with OSHA SHARP and VPP programs to integrate Young Worker Program.
- New Jersey Governor’s Health and Safety Program award
- Give employers recognition for their efforts with workplace safety and engage them as champions for the cause.

Outreach/Written

- Parent fact sheet → insert employer logo and distribute to employees
- Workers compensation newsletter/quarterly reports – “Are you a parent or employer of a working teen?”
- (Idea from CT) Consider connecting with Rotary Clubs

Outreach/Electronic

- Linked-In to reach construction employers
- Email safety tips (Nevada)
- Virgin Islands partnered with Chamber of Commerce to send out email (“If OSHA came, would you be prepared?”)

State Law Child Labor Updates

Mary Miller, Washington Department of Labor & Industries, Employment Standards

See PowerPoint Presentations and Materials A. *MaryMillerWA Updated State Laws 2009*

Federal Enforcement of the Child Labor Provisions of the Fair Labor Standards Act

Art Kershner, U.S. Department of Labor

See PowerPoint Presentations and Materials B. *Federal Laws Update Kershner*

Additional notes from Art’s Presentation

- On the statistics slides, the increase in the number of hazardous occupational violations in the most recent years is due mainly to increased use of compactors and bailers, including in unexpected places such as retirement homes and fast food restaurants.
- The U.S. Department of Labor will start posting all child labor violations on the Internet. OSHA already does this.
- Some things that will appear in the proposed new Rule:
 - Hazardous occupational violations (HOs)
 - Strengthening of HOs in logging and saw mills
 - Clarification about woodworking instruments
 - Clarification of HO #7 for power equipment
 - Clarification regarding bailers
 - Expansion of #14 to ban more kinds of saws

Reg. 3s

- Changes in where young workers can work
- Ban on poultry catching for young workers
- Ban on door-to-door sales, including on street corners for youth under age 16
- Ban on sign waving for youth under age 16

Passport to Safety

Susan McQuade, NYCOSH

Susan Boychuk, Young Worker Health and Safety, Ontario Ministry of Labour, Canada

See PowerPoint Presentations and Materials C. *NY Passport to Safety Susan Mcquade*

Passport to Safety website: <http://www.passporttosafety.com/>

Passport to Safety is an online tool developed in Canada from the Passport to Health framework. It is now being pilot-tested in New York state with high school juniors by a group of people from the fields of education, labor, and health. New York is considering having young people do the Passport to Safety before they can obtain their work permit. The online tool is used as a companion piece to in-person training.

In Ontario, Passport to Safety is used as just an educational tool, without it being a requirement to get any working papers. It has about 40 questions. If you make mistakes, then you have to answer more questions until you get 100% correct. The 101 version of Passport to Safety is very useful because it is simpler, so it can be used even by people with learning disabilities.

In the New York version, the questions will line up with material in the Youth @ Work curriculum. A suggestion was made to mark what is state-specific so that other states can more easily adapt the Passport for their states. New York is also considering requiring each young person to pay a small registration fee, e.g. \$3.00 to get the Passport rather than charging the schools or employers.

Tish Davis raised issue of whether we should “test” youth in order for them to be able to work (getting a work permit) since we don’t do that for adult workers or employers. This comment sparked some discussion that could have been taken further if there were not time limits for this presentation. Sue Boychuk’s response was that the Passport is a learning tool rather than a test. Then Mary Miller asked why not teach it in the schools rather than tie it to getting working papers.

Developments and Programs from Canada

Susan Boychuk, Young Worker Health and Safety, Ontario Ministry of Labour, Canada

See PowerPoint Presentations and Materials D. *Ontario Ministry of Labour YW Safety Initiative* “Ontario Ministry of Labour’s Young Worker Health and Safety Initiative.”

Key points highlighted:

- In Canada they emphasize creativity, partnerships, and connections, including cross-promoting programs. That's why Sue thinks that Canada has been able to develop so many resources on young worker safety.
- They give teachers materials and speak at conferences but do not give specific trainings on health and safety.
- Health and safety are embedded throughout the Ontario school curriculum in a wide variety of subjects and courses.
- Passport to Safety is optional in Ontario. It is not required to obtain any working papers. It is seen as an optional resource.
- Ontario has a student worker safety video contest every year. The videos can be viewed at: <http://www.wsib.on.ca/wsib/wsibsite.nsf/Public/PreventionStudentVideoContest>
- Ontario's minimum age requirements for work are built into the health and safety requirements. Other provinces have them in their employment standards regulations.
- Ontario's philosophy is "preparing youth for work and life."

OSHA's 11: Final Version

Diane Bush, National Young Worker Safety Resource Center, Labor Occupational Health Program, University of California at Berkeley

Chris Miara, National Young Worker Safety Resource Center, Education Development Center, Inc., Newton, MA

OSHA's 11 is a curriculum specifically designed for young workers that covers many of the same issues as OSHA 10 and more. It meets the OSHA 10 requirements. So, permission is being obtained in many places to use OSHA's 11 instead of OSHA 10 to count for the training requirement for young workers.

In developing OSHA's 11, teachers recruited by the Young Worker Safety Resource Center piloted it in New York and New Jersey several years ago. Then the Washington Department of Labor and Industries provided resources to draft a complete version, pilot it with a large group of teachers (also piloted with teachers in Oregon), and finalize the text and formatting. The curriculum is now in a binder and soon will be available online at <http://www.teenWorkers.Lni.wa.gov>

In deciding what to include in OSHA's 11, the developers considered the overlap between the topics relevant to most teen workers and what is required to be covered in OSHA 10. The basic content of the *Youth @ Work* curriculum is also included. In the first several sections of the curriculum the topics are more general. From Personal Protective Equipment on, the topics get more specific to the kinds of workplaces where young workers are employed. See the handout in meeting packet: OSHA's 11: Outline of the Instructors Guide.

To encourage teachers to use OSHA's 11 even if they are not certified instructors and therefore cannot issue an OSHA 10 card, a suggestion was made to create a certificate that teachers can give to the youth saying they have completed OSHA's 11. Several participants suggested that there be a chart in the curriculum showing exactly how the OSHA's 11 curriculum meets the requirements for the OSHA 10 card.

After presenting this information, a demonstration of the Workplace Violence activity was done. The video “Is it Worth Your Life?” was shown, which uses a convenience store scenario to demonstrate ways to prevent robberies through workplace design, as well as through training on how to handle a robbery to prevent injuries. At several different times the video was stopped and participants were asked questions to share their suggestions. See the handout “Preventing Injuries from Workplace Violence: Robberies,” that was given out.

Friday, September 25, 2009

Sexual Harassment Curriculum

Nancy Luc, MassCOSH Teens

Niea Garner, Mass COSH Teens

Nancy and Niea presented on a curriculum that is being developed by teens in their teen leadership program: Teens Lead at Work. Single copies of the tip sheet “Speaking Up about Sexual Harassment” and a draft version of the curriculum were available at each table.

Activity

Participants were asked to think of any examples of sexual harassment they had experienced when working as teenagers. These experiences were shared at each table, and then someone from each table shared his or her experience with the whole group.

Nancy and Niea pointed out the common elements of the stories shared that are still true:

- Lack of supervision at the job
- Lack of ability on the part of the youth to tell others about the incident
- Lack of policies and procedures to deal with the sexual harassment

Presentation

In the U.S., 200,000 women were sexually harassed at work during the past year. Teen harassment in the workplace is increasing. Teens are afraid to say anything about the harassment because they fear that might make it harder for themselves and their co-workers in the workplace.

At the beginning of the development process for this curriculum, the teens in this project investigated whether there were any existing sexual harassment curricula for teens in the workplace. They contacted many different organizations, but were only able to locate one they found useful--the WACOSH curriculum. So, they decided to develop their own curriculum. They brainstormed what they wanted in their curriculum, talked with many organizations about their ideas, and wrote a draft curriculum. Note that this project has been completely directed by the youth themselves.

They explained Tru Dat--Not Tru Dat, which is an Agree--Disagree activity where participants go to different sides of the room depending on whether they agree or disagree with each statement given.

This curriculum has pre- and post-tests and an evaluation. It emphasizes the importance of teens and their parents talking with each other about what is happening in the workplace. Sexual harassment includes the behavior of the customers as well as of the employees and employers.

Currently, the curriculum is being sent to all of the project's partner organizations for field testing. MassCOSH Teens will then incorporate the feedback. They would also appreciate feedback from anyone who participated in this Young Worker Safety Resource Center meeting.

State Reports

California Partnership for Young Worker Health and Safety

Presented by Diane Bush, Young Worker Safety Resource Center

Members—first met in March 1997

Alameda County Office of Education; Commission on Health and Safety and Workers' Compensation (funder); UC Berkeley Labor Occupational Health Program (LOHP—coordinator); Cal/OSHA; Occupational Health Branch/CA Dept. of Public Health; CA Dept. of Education; State Compensation Insurance Fund; CA Teachers Association; Dept. of Industrial Relations/Public Info Office; New Ways to Work; California Federation of Teachers; CA Assoc. of Work Experience Educators; United Food and Commercial Workers Local 5; US Dept. of Labor/Child Labor Coordinator; UCLA Labor Occupational Safety and Health Program (LOSH); Labor Commissioners Office; Watsonville Law Center; Collective Bargaining Education Project/United Teachers of Los Angeles

CA-Specific Activities and Materials

Teens

- **Young Worker Leadership Academies:** Conducted in partnership with UCLA-LOSH, two 3-day Academies are conducted each year, 25-30 youth at each. Teams of youth return to their communities to do something to promote young worker safety. Guidelines and lesson plans available: <http://www.youngworkers.org/downloads/pdf/TeensSpeakOut.pdf>. For info on academies: <http://www.youngworkers.org/ywacademy/ywacademy.html>
- **Safe Jobs for Youth Month Poster Contest.** Outreach flier mailed to 1000 CA high schools. 200-300 entries per year. (see below)
- **Safe Jobs for Youth Month Video PSA Contest.** Outreach flier mailed to 1000 CA high schools. 20-35 entries per year. (see below)
- ***Are you a working teen?* fact sheet** (Span/English; also ag version); distributed by some schools and districts with work permit applications <http://www.youngworkers.org/teens/index.html>
- **Youth @ Work curriculum.** Not required anywhere. Primarily used by work experience teachers, WorkAbility (transition) teachers, various career/tech teachers, and community-based youth employment training programs. <http://www.cdc.gov/niosh/talkingsafety/>

Teachers

- **Workshops** on *Youth @ Work* curriculum, 2x per year at Calif. Assoc. of Work Experience Educators conference and 1-2x per year on request for WorkAbility (transition program) teachers
- **Fliers/email announcement re Safe Jobs for Youth Month Resource Kit** with new teaching activity each year – hundreds downloaded, 100 hard copies requested each year (see below)

- ***Orienting Worksite Supervisors about Teen Health and Safety: Steps and Resources for Job Placement Professionals*** For school- or community-based programs that place youth in the workplace, to help staff go over health and safety training responsibilities with supervising employers. <http://www.youngworkers.org/downloads/index.html>

Employers

- ***Facts for employers—safer jobs for teens fact sheet***
<http://www.youngworkers.org/employers/index.html>
- ***Orienting Worksite Supervisors*** (see above)
- ***Small Business Resources*** (general, restaurant and janitorial services) Resources to help small businesses train and engage employees on health and safety. Contains limited info re hiring teens. http://www.lohp.org/Projects/WOSH/WOSH_smbusres.html
- **Workshops** for small employers on *Small Business Resources*, including limited info on hiring teens (5 workshops per year average, via separate program)
- **Target employer newsletters** with sample article during Safe Jobs for Youth Month

Parents

- Tip sheet on website <http://www.youngworkers.org/parents/index.html>
- Have partnered with state PTA to provide info during statewide conference (booth and/or distributing tips flier)

Safe Jobs for Youth Month Public Awareness Campaign

- Winning poster mailed to 1000 CA high schools, 75 libraries, 100 Boys and Girls Clubs and 50 County Offices of Education with flier re availability of free Resource Kit for teachers and others
- Winning Video PSA played in theatres in 6 media markets (funded by DIR) for 4 weeks
- Resource Kit with winning poster, teaching activity, sample proclamation and articles, and suggestions for other activities <http://www.youngworkers.org/downloads/index.html> (scroll to *Safe Jobs for Youth Month Resource Kit*)
- Press release by DIR
- Email announcement to various list serves
- Sample articles to labor and employer publications (not every year)

Future Activities

YWLAs: Expand funding to be able to work on a more on-going basis with participants (reunions, developing and supporting other presentation opportunities or ongoing work in their communities)

Video PSAs: Expand funding to show in more media markets, get more coverage.

Work permits: Working with Partnership members to pilot test a short quiz, accompanied by online information that students would take before receiving their work permit.

Resources/Links

www.youngworkers.org Hosted by UC Berkeley's Labor Occupational Health Program (LOHP). Also houses web pages for the national Young Worker Safety Resource Center.

<http://www.losh.ucla.edu/youngworkers/index.html> Young Worker Project at the Labor Occupational Safety and Health Program (LOSH) at University of California, Los Angeles. CA Partnership member and YWLA co-organizer.

<http://www.scif.com/safety/print/YoungWorkers.html> Young worker page of the CA State Compensation Insurance Fund. CA Partnership member.

<http://www.dir.ca.gov/youngworker/YoungWorkersMain.html> Young worker page of the CA Dept. of Industrial Relations. CA Partnership member.

Contact: Diane Bush
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510-654-2424
www.youngworkers.org
<http://www.facebook.com/pages/The-Young-Worker-Project/166657667176?ref=ts>

Connecticut Young Worker Safety Team

Presented by Judith Andrew, Connecticut State Department of Education

Membership

The Connecticut Young Worker Safety Team has been meeting for ten years. We are in the process of identifying new partners and expanding our membership. Current membership includes:

Capitol Region Education Council
CT Dept of Education
CT Dept of Labor
Conn OSHA
Wage and Workplace Standards

CT Dept of Public Health
Injury Prevention
Occupational Health
US Dept of Labor
OSHA
Wage and Hour Division

Connecticut Activities

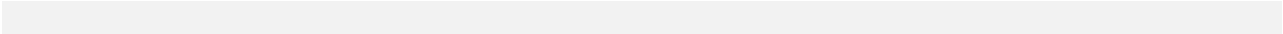
- **Working Papers - Who Needs Them And Why?** Workshops have been conducted for the past 3 years for school personnel who issue working papers. Topics covered include why working papers are important for protecting young workers, procedures/manual for issuing, Connecticut and federal child labor laws, specific issues for cooperative work education programs, and OSHA roles.
- **Train-the Trainer Workshops** – The Capitol Region Education Council offers 2-3 workshops per year on the Connecticut version of **Youth @ Work – Talking Safety**. These workshops have been incorporated into the regular training menu that CREC provides as the State Education Department’s professional development provider. Schools with cooperative work experience programs are strongly encouraged to send staff responsible for placing students in work sites to this training.
- Members of the team frequently provide presentations on young worker safety issues at conferences, professional meetings and for school classes.
- Young worker safety training is being offered to students in high school culinary and early childhood education classes.
- NIOSH “Integration of Occupational Health and Safety Curriculum into High Schools” Project.

Future Activities

- Obtaining more recent years of Worker Comp data /planning young worker injury analysis.
- Updating the Connecticut Young Worker Safety factsheet
- Exploring offering Small Business Safety Training

Contact: Marian Storch
CT Department of Public Health
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marian.storch@ct.gov

Additional notes from Connecticut presentation

- Youth with disabilities are also given the *Youth @ Work* training.
 - CT is changing its focus somewhat to include employer groups more
 - They are trying to create opportunities for youth in schools to do some work-based learning.
 - Every year they get funds for school and work transition trainings. CT got one of the first School to Work grants in the U.S.
 - CT will work with NIOSH on embedding the curriculum at the local level. Then schools will teach other schools. Issues they are focusing on include agriculture, aqua safe, technological high school systems, and co-op work education.
 - CT's work force board includes youth leadership.
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Georgia

Georgia sent in this information but was not at the meeting to give a presentation.

For Georgia resources, go to:

<http://elsys.gtri.gatech.edu/users/mdunham/Youth%20Outreach/>

Some of the items included there are:

- The 2008 GA Youth Alliance Milestone Report and Poster
- Youth technical guides
- 2009 video contest with videos
- Teacher technical guides and tools.

In addition, in 2009 we also completed the following:

- Cedar Grove High School, 33 students, we did the hazard mapping exercise and the \$25,000 pyramid game.
- Maxwell High School Automotive Program- 18 students- hazard mapping for their automotive lab and they played the \$25,000 pyramid game.
- GA Tech College of Civil Engineering – 55 students, I played the \$25,000 pyramid game.
- OSHA Construction 10-hour Course for Maxwell High School and Youth Build Programs

This year our OSHA consultation program received an OSCAR (an award from OSHA) for all of our youth outreach projects.

Contact:

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Massachusetts Youth Employment Safety (YES) Team Activities

Presented by Lauren Goldman, Massachusetts Attorney General's Office

YES Team

Members

MA Department of Public Health (DPH); MA Office of the Attorney General (AGO); Department of Elementary and Secondary Education (ESE); MA Division of Occupational Safety (DOS); Commonwealth Corporation (CommCorp); MA Department of Industrial Accidents (DIA); US DOL – OSHA (OSHA); US DOL – Wage and Hour Division (WHD)

Community Partners

Massachusetts Coalition for Occupational Safety and Health (MassCOSH); Education Development Center (EDC)

MA-Specific Activities and Materials

Data

- **Declining rates:** Since 1993 rates of injury based on workers' compensation claims have declined 61% for workers 15-17 years old. This is significantly faster than adult workers.
- **YHS questions:** Two questions were included in the 2007 MA Youth Health Survey; middle school and high school students were asked about work and injuries. 25% of middle school students had reported working. The questions were repeated in 2009 with an additional question about industry.
- **Surveillance Updates:** The DPH Annual Surveillance Updates sent out via mail and electronic version to over 2,000 people generated hundreds of requests for over 16,000 additional materials.

Teens

- **Construction career days:** The ESE with multiple partners sponsored an annual career exploration day for high school students interested in engineering and the construction industry; 1,800 students and 250 teachers attended in 2009. OSHA takes the lead on running the "You Be the Compliance Officer" booth manned by staff from several agencies. Planning is underway for the 2010 event.
- **Alternative school OSHA 10:** The ESE received funding from DIA to pilot providing OSHA 10 cards in construction and general industry to students in alternative schools. Guest trainers were union members to expose students to careers in union jobs. The OSHA 11 curriculum was modified for the general industry course. DPH conducted the evaluations for the trainings; over 50 students received an OSHA 10 card.
- **Certificate of Occupational Proficiency:** The OSHA 10 card is now a requirement of graduation for vocational students wishing to graduate with a certificate of occupational proficiency.
- **LEAPS Academy:** Conducted by the MassCOSH Teens Lead @ Work Project, an annual 3-day academy is conducted with 30-40 youth. Teams of youth return to their communities to do something to promote young worker safety. This is based on the CA model. For information

www.masscosh.org. Funding was through a DPH grant; next year DIA and other sponsors will be added.

- **Trainings:** MassCOSH peer leaders conducted trainings for 235 youth in the Boston area.
- **Sexual harassment curriculum:** The MassCOSH Teens Lead @ Work Project has been working on developing a sexual harassment curriculum to be used by young workers.

Teachers

- **OSHA 10 trainings:** OSHA and DOS continued to provide OSHA 10 trainer and trainer update classes for vocational school teachers in both general industry and construction. DPH has been invited to cover basic teen safety and hazard mapping during some of the trainings. In addition, OSHA, DOS, DPH, and AGO are asked by teachers to present sections of the OSHA 10 in the classroom for students.
- **Talking Safety trainings:** DPH developed two new versions of the national Youth @ Work: Talking Safety curriculum for vocational education programs in food services and health care services; provided training to 146 teachers using these new curricula who in turn reached at least 800 students.
- **AGO trainings:** The AGO has organized and presented at over a dozen trainings on the Massachusetts Child Labor Laws to various audiences including but not limited to: students, teachers, guidance counselors, youth and staff participating in summer jobs programs, employers, and regional small business associations.
- **Connecting Activities:** The spring Connecting Activities Conference, gave the 175 participants an opportunity to learn more about the MA Work-Based Learning Plan (WBLP) which includes Workplace Safety as one of its Foundation Skills. The WBLP is a standards-based diagnostic, goal –setting and performance-based assessment tool designed to drive learning and productivity for students participating in structured jobs/internships across the Commonwealth.
- **WBLP:** ESE convened multiple partners to craft a standards-based rubric for the online WBLP. The new scoring rubric, which includes Understanding Workplace Culture, Policy and Safety, provides a more detailed description of what constitutes *Advanced, Proficient, Competent, Needs Development, or Performance Improvement Plan Needed* for each Foundation Skill.
- **MAVA conference:** Several agencies present annually at the Massachusetts Association of Vocational Administrators conference.

Employers

- **Citations:** Since the changes to the Child Labor Laws in 2007, the AGO has issued over 125 citations for child labor violations with penalties totaling over \$187,000. In addition, the AGO has executed a number of industry wide investigative sweeps in areas where there are high numbers of young workers.
- **Training:** DIA awarded a health and safety education training grant to the Town of Winthrop to provide CPR/AED training/certification to all town employees, many of whom are teens hired for the summer.

Job placement staff

- **Co-op materials:** DPH with help from ESE and OSHA is currently working with the MA Association of Cooperative Coordinators to develop materials to help coordinators evaluate

- **WIB trainings:** CommCorp and MassCOSH provided 3 train-the-trainers using Talking Safety to 75 youth summer jobs programs staff members involved in youth work or program monitoring.

Future Activities

- **Young Worker Rights Training:** DIA is taking the lead on producing a series of short safety training videos as part of a new training for teens entering the workforce.
- **Train-the trainer trainings:** Train-the-trainers continue to be scheduled for the upcoming year.
- **18-24 year olds:** DPH has submitted a new grant for continued funding beyond June 2010. One new initiative is expanding certain surveillance activities to include workers 18-24 years old.
- **Workforce development:** Current activities mentioned above will be continued and expanded.

Resources/Links

<http://www.doe.mass.edu/ssce/safety.html> a new Safety Website Clearinghouse Developed for ESE's Center for Student Support, Career and Education Services

All materials produced are available on the web. Please see the DPH 2009 Surveillance Update for a description of the YES Team and links and resources available not listed above.

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Minnesota

Minnesota sent in this information but was not at the meeting to give a presentation.

The *Youth @ Work* curriculum continues to be used across the state by all of our workforce service providers as a major part of the youth employment and training program orientation for both site supervisors and participants.

This summer, Minnesota was able to serve roughly 6,000 additional youth statewide with Recovery Act funding. Many of our local service providers are affiliated with local government in some way, shape or form and they have had to absorb the workers' compensation premium cost and build that into their budgets. The net effect of this is that program operators are far more cognizant of the benefits of being proactive in the area of safety training and doing everything they can to reduce the risk of on-the-job injuries.

Several folks indicate that IF new training materials/presentations are developed, they would be more than happy to use those. Many of the kids have participated for several years now, so they have seen (and done) the same work safety activities. Maybe some YouTube videos? Just a thought.

Contact:

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Nevada

Presented by Arthur Sipple, Nevada Safety Consultation and Training Sections (SCATS)

Nevada's Safety Consultation and Training Section (SCATS) is, along with Nevada OSHA, a section within the Division of Industrial Relations. The consultation section provides free, on-site OSHA consultation, and free classroom training for both public and private employers who request our service. Our training section also provides limited, on-site training that can be modified to meet the employers' OSHA needs. Our training classes provide an overview of OSHA's general industry and construction standards, hazards awareness, and general programs to help employers develop and maintain effective safety and health program management systems. Our impact on young workers' safety and health is through the employer/employee relationship covered by the OSHA standards.

Our **SCATS' web site** is www.4safenv.state.nv.us. You can find more complete information about our services, Nevada laws and regulations, and brief descriptions of the nearly 50 formal training programs offered by our trainers. The formal training classes are open to the general public and are offered on a first come, first served basis. Even though the classes are not directed specifically to young workers, the training information does have both a direct impact on those youths who attend and indirect impact through the training that their employers then provide. Occasionally, in our classes, such as defensive driving, we may find a young person who came with a parent or friend.

Our "Restaurant Safety Awareness" class includes kitchen safety, serving and bussing, bartending, physical hazards and security. We do not have specific information on how many young workers attend these classes. Generally, the awareness classes are intended to train lead employees, supervisors, and managers so that they can provide the training at their specific facilities. This is also a class that can be taken to an employer's facility for more direct training of the restaurant staff. We may offer the class at our training facility several times a year as demands for the class warrant.

Nevada Law (AB 148) recently provided a requirement for all construction workers to complete 10-hour construction training. Construction supervisors are required to complete 30-hour construction training. SCATS trainers have provided nearly 40 classes on the 10-hour and 30-hour construction training since the beginning of 2009. We do not have a count on the number of youthful employees who were trained, but this law will have a direct impact on safety and health training for them.

Organizations receiving our OSHA training included the Boys and Girls Club, Opportunity Village (employees with intellectual disabilities), and Empleo, which is an alliance of employer, labor, community organizations, consulates, as well as federal, state, and local governmental agencies dedicated to educating both employers and employees on regulatory issues, including rights and responsibilities in the American workplace. All of these organizations requested OSHA training for their counselors and staff, some of whom could be young workers. The training information would reach young workers through the internal training practices of the organization.

Interaction with schools, both public and private, has been somewhat limited. Public schools were sent the CDC disk called “NIOSH Safety Checklist Program for Schools and Other Safety Databases.” Unfortunately, the schools were not motivated to provide training on the program.

A SCATS’ trainer presented a personal safety discussion to a fifth grade class at one of our local magnet schools. The request was from a counselor at the school. The discussion was about safety attitudes and personal safety, such as walking safety in traffic and general bicycle safety.

Private schools must receive a license from the State in order to teach students. The license application requires the school to complete an “OSHA” survey. SCATS consultants provide this free service. In doing so, the consultants provide informal training on the hazards identified in the school. The emphasis is on protecting the employees of the school, but the consultants remind them that if something can hurt the teacher, it can hurt the students. Thus, we indirectly impact on the student population.

We have participated in “safety fairs” at schools, but with limited impact on the students. We have provided OSHA training to janitors and maintenance employees with the possibility that the information would be communicated to some of the students.

The University of Nevada, Las Vegas (UNLV) offers introduction to OSHA classes that cover general safety and health topics that fit the class intent. These classes are offered when the enrollment warrants. SCATS’ trainers have participated in some topic areas, but recent enrollment numbers have caused cancellations. Construction management classes are available through UNLV.

Our video lending library provides about 350 topics on video tapes and CD’s on many of the OSHA safety and health issues. The library is available for employers, employees, and those in the public who wish to enhance their safety and health knowledge. School district employees have utilized this service, but we are unable to determine if they were presented to students.

Nevada law does not require public schools to include occupational safety and health training as part of the curriculum. Nevada Revised Statute (NRS) 389.0185 provides for the establishment of courses of study. A proposed change to this law would include “Occupational Safety and Health.” Since the Nevada Legislature meets every two years, we will not see action on the proposed amendment until at least 2011. There is no certainty that action for this change will occur even then.

NRS 618.376 requires all employers to provide all employees with information (document or video media) on the rights and responsibilities of employers and employees to promote safety in the workplace. Employee receipt of this information must be maintained in personnel files. We refer to the pamphlet as the “Rights and Responsibilities” pamphlet. The information highlights both the rights and the responsibilities of employees and employers. This information would have a direct impact on young workers as it provides some basic procedural awareness on safety and health. The pamphlet may be found at our SCATS web site as previously noted.

NRS 618.383 requires employers with 11 or more employees to develop a written workplace safety program. The program includes safety and health responsibilities; hazard identification, analysis and control; training responsibilities and topics; accident investigation and corrective actions; enforcement of safety rules and policies to include disciplinary action; and the implementation of a safety committee when an employer has more than 25 employees in Nevada. The guide book is also on the SCATS' web site.

This safety and health program can also have direct impact on young workers and may be a tool to help promote better training of these workers.

Additional notes from Nevada presentation

- Nevada has two things that a lot of states do not have:
 - Workplaces are required to have a written safety plan.
 - A requirement to distribute a rights and responsibilities pamphlet to all employees.
- Nevada is just starting a program focusing on young workers, so they will be developing trainings and other things for young workers and Arthur just started in his role one month ago.

Contact:

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New Hampshire: Teen Work Place Safety

New Hampshire sent in this information but was not at the meeting to give a presentation.

September 26, 2008: A professional development day occurred in conjunction with PRIMEX. The purpose of the training was to provide information on child labor laws as well as to inform schools of the various non-paid work-based learning opportunities in New Hampshire.

March 26, 2009: A professional development day occurred that focused specifically on assisting special education work based learning coordinators to understand the changes in state child labor laws.

Throughout the year, numerous situational phone calls were responded to around the issue of schools involved in paid and non-paid work based learning. This included supports around job shadows, internships, co-op, etc.

What's needed?

NH needs to update the safe work safe worker training manual and offer training on that again. It is way over due and there continues to be requests for this information.

Contact:

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New Jersey

Presented by Derek Shendell

1.

2009 Overview of the NJ Safe Schools Program (NJ SS) Boston, MA 9/24/09

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Assistant Professor, and Director of NJ SS
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<http://www.njsafeschools.org>

http://sph.umdnj.edu/staff/staffDetail.cfm?tblPers_ID_pk=785



1

3.

NJ Safe Schools Program: Components

- Structured learning experiences: set of five teacher trainings
- NJ SS "Manual" with updates (presently, once a year)
- Variety of in-service and free trainings, for teachers and staff
- Print newsletters (twice per year), e-newsletters (monthly)
- NJ SS Task Force (annually, two in-person meetings)
- NJ OSHA Alliance (quarterly, in-person meetings)
- Reporting injury/illness in school-sponsored work experiences
- School safety and health plans: reviews and trainings
- NJ SS Website updates (periodic), and new design by 2010

2.



NJ Safe Schools Program

Mission

To assist schools in reducing risk to occupational safety and health hazards in secondary school and work microenvironments in which NJ adolescents spend time.

Made possible by the New Jersey Department of Education
Office of Career and Technical Education

<http://www.njsafeschools.org>
<http://www.nj.gov/education/voc/sle/>

2

4.

NJ SS Coordinated and/or Conducted Structured Learning Experience (SLE) Curriculum Offered Throughout NJ: Training Requirements (Non-credit)

Hours	Course
12	OSHA 10 Plus (or equivalent), over two days
18	Designing and Implementing Student Training Plans Course, over three days
6	NJ Wage and Hour and Wage Payment Course
6	NJ Child Labor Laws, Regulations and Hazardous Orders Course
6	Federal Wage and Hour and Child Labor Laws, Regulations and Hazardous Orders Course

Free/In-Service trainings include "Youth@Work," workplace violence, small business initiative, school safety and health plan development or revision, etc.

4

5.

7.

NJ SS Task Force

- Annually coordinated / led by NJ SS staff with NJDOE
 - Two in-person meetings during spring-summer
 - Summary minutes from each meeting produced
 - Report on relevant laws + discussion and recommendations to reduce or prevent exposure (risk of injury/illness) to hazards
- Topics for 2004-2009 (2002-03 had different format):
 - Construction
 - Food Service, including preparation and storage
 - Health Care, and allied health fields
 - Automotive and Diesel Engine Repair,
 - Retail / Business and Marketing, including where food sold
 - Agricultural education (diverse-- many pathways & programs)

6.

NJ OSHA Alliance

- Coordinated / led by NJ SS staff with NJDOE
- Quarterly, in-person meetings
- Composed of federal and state agencies
- Signed memorandum of understanding / agreement (last updated end October 2007)
- Participants include: **NJDOE, NJDHSS (PEOSH-health hazards in workplace), NJLWD (Division of Wage and Hour Compliance; PEOSH-safety hazards in workplace), USDOL (OSHA; Wage and Hour Division), NJ SS (UMDNJ-SPH; EOHHSI, UMDNJ-RWJMS and Rutgers)**

Additional notes from New Jersey presentation

- New Jersey has had good attendance at trainings with fees by keeping the fees the same each year instead of increasing them.
- The School Safety and Health Plan Review and Training is a new component of the New Jersey program.

Accident Reporting Requirements and Aggregate Statistics in NJ Public Schools What is a Reportable Accident?

- **Injury/illness occurs in a vocational education program**
 - Includes onsite, offsite and travel to or from that site
 - Includes students and staff
- **Injury/illness is treated by a licensed medical doctor**
- Form and guidance manual are supplied by NJDOE via NJ SS at:
<http://www.nj.gov/education/voc/educators/incident.pdf>
- Form must be completed then submitted to NJDOE in ≤5 working days;
- NJDOE transfers copy of form to NJ SS for database entry

Per Subchapter 6, Ch.19 –N.J.A.C. 6A:19; confidentiality protected 7

8.

School Safety and Health (S&H) Plan Review, and a Training with a Model Plan

- S&H plans requested and received by NJDOE
- S&H plans to NJ SS for technical review, scoring & aggregate statistics
 - Draft scoring sheet used on first 20 plans reviewed
 - Spring 2008 update: scoring sheet reorganized, database created for entry & summary statistics; first time used/completed was 6-10/2008
 - By required section (7, of 9 total)
 - By required content elements or constructs (55, of 95 total)

Per Chapter 19 – N.J.A.C. 6A:19-6.5(d)

CURRENT GOAL:

20 new plans after each of 2006-07 and 2007-08 school years, then 20 new plans and 10 revised plans per year

New York

Presented by Susan Zucker, New York State Occupational Health Clinic Network

OEHC Teen Worker Safety Project

- OEHC as part of the NYS Occupational Health Clinic Network
- 2007 OEHC/OSHA Alliance on Teen Worker Safety
- Some of the Traditional and Non Traditional Places we have presented
 - New York Statewide PTA convention workshop*
 - Youthbuild trainings*
 - Mildred Elley- business college/certificate schools*
 - Construction Career Days –stickers for hard hats and NYCOSH pamphlets*
 - High School Building Trades, Business Schools Day-specifically for non college bound students*
 - Regional Health and Safety Council Meetings*
 - School District Wide Family Health Fairs*
 - Health Show on WAMC radio*
 - Youth Construction Initiative Project – funded by NYSDOT, a program to encourage urban minority and female students into the construction trade*
 - Building Bridges- a pre-apprenticeship training program geared towards the building trades with labor and community support*
 - Si Se Puede! Capital District YMCA Black and Latino Achievers Program Youth Conference*
- June 2009 Teen Worker Safety Month proclaimed by Governor David Paterson.

June 29, 2009 7 PM Also, Governor Paterson Bobble head night

Most innovative Teen Worker Safety Night at the Joe Bruno Stadium in Troy NY at the game of the Tri-City Valley Cats. The Valley Cats promoted teen worker safety as one of their themes for the evening. Event sponsored by various unions, Construction Company, Safety Organization, Lumber Yard – so over 100 free admission tickets with hot dog and soda. Activities included:

- opening pitch by local YCIP student
- questions about health and safety on the game board
- activity at the 7th inning stretch –races to put on Personal Protective Equipment: Ball player; Construction worker; Lab worker; Person working outside
- Prizes provided by sponsors.
- Information table staffed by OSHA, NYSUT, NYCOSH, YCIP, NYS Education Department, and others.

Additional notes from New York presentation

- Construction Career Days are one of their most successful events.
- Andrea Okun from NIOSH suggested that the New York state group have a presence at the New York State Fair.

Ohio

Ohio sent in this information but was not at the meeting to give a presentation.

As a part of the Career-Based Intervention program in Ohio, I have a portion of the Ohio Department of Education (ODE) web site dedicated to Minor Labor Laws. The ODE web address is www.education.ohio.gov . Use the search box in the upper right and enter keywords: Minor Labor Laws to find the site. The last bullet is [Ohio Youth at Work Safety Instructional Materials](#) (NIOSH Web site) link. A very valuable document on this site is [Labor Laws and Issues - Minor Labor Laws](#) which deals with issues from the state and federal Minor or Child labor law perspectives.

Minor Labor Laws

Federal and state laws, regulations and codes addressing the use of minor children in agricultural and nonagricultural work, plus Ohio Age and Schooling Certificates (work permits) with a link to the Labor Laws and Issues resource book.

[Child Labor Requirements in Nonagricultural Occupations Under the Fair Labor Standards Act Child Labor Bulletin No. 101 \(Revised February 2005\) \(PDF\)](#)

[Child Labor Requirements in Agricultural Occupations Under the Fair Labor Standards Act \(Child Labor Bulletin 102\) \(PDF\)](#)

[Final Rule Implementing Revisions to the Youth Employment Regulations \(PDF\)](#)

The Department of Labor's Employment Standards Administration Wage and Hour Division published (Dec. 16, 2004) in the Federal Register final regulations implementing changes to employment rules for youth. The final rules expand protections for youth working in restaurant cooking, roofing, driving and other areas. The existing child labor regulations are found at 29 CFR Part 570.

[Ohio Administrative Code 4101.9-2-03 Hazardous Occupations in Agriculture \(PDF\)](#)

[Ohio Administrative Code 4101.9-2 Employment of Minors in Occupations Hazardous or Detrimental to Health and Well-Being \(PDF\)](#)

[Age and Schooling Certificates \(work permits\) \(Web link\)](#)

Ohio Minor Labor regulations and Age and Schooling Certificates (work permits) are available from the Ohio Department of Commerce, Division of Labor and Worker Safety, Bureau of Wage.

[Labor Laws and Issues - Minor Labor Laws \(PDF\)](#)

This resource guide provides explanations and interpretations of Federal (child) and Ohio (minor) labor laws for workers under 18 years of age. Some content was updated in May 2009.

[Ohio Youth at Work Safety Instructional Materials \(NIOSH Web site\)](#)

Ohio Youth at Work Safety Instructional Materials are tailored to Ohio Minor Labor Laws and

include teacher lesson plans, student handouts, games, materials, overhead masters and other ideas and techniques to provide students with safety instruction for work-based learning programs.

Contact:

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Oregon Coalition for Young Worker Safety and Health

Presented by Yutonah Bowes, Oregon OSHA; Jan Wierima, Oregon Building Congress; and Lee Kounovsky, Churchill Alternative High School

The Oregon Young Workers Safety and Health Coalition was established in June, 2008 and now has 17 members:

Associated General Contractors (AGC) Oregon Columbia Chapter; Center for Research on Occupational and Environmental Toxicology (CROET) at OHSU; Liberty Northwest; Multnomah County Risk Management; Oregon Building Congress; Oregon Bureau of Labor and Industries; Oregon Department of Education; ODE Career & Technical Education; Oregon DHS—Public Health Division; Oregon Nurses Association—Workdrugfree Oregon; Oregon OSHA; Oregon Youth Transition Program; OSHA (Federal); SAIF Corporation; University of Oregon— Labor Education and Research Center (LERC)

Our recently adopted Mission Statement:

“It is our mission to prevent young worker injuries and fatalities. The Coalition educates its constituency of young workers, educators, employers, parents and labor and trade associations through outreach, advocacy and sharing of resources. The Coalition pools its expertise, leverages resources and recognizes the diversity and knowledge of its partners and the voice of young workers. The Coalition asserts that all injuries are preventable, all workers have a right to safe work and that young workers shall be treated respectfully and fairly.”

2008-09 activities

- Conducted a “Student Day” program at the 2009 Governor’s Occupational Safety and Health Conference attended by 50 young people
<http://oregonyoungworkers.org/home/goshstudentday.html>
- Conducted a “Work Safe: Save a Friend” PSA video contest
<http://www.orosha.org/psacontest/>
- Presented a youth exhibit at Oregon Museum of Science and Industry
- Promoted Dangerous Decibels demonstrations on hearing loss to youth using “Dezi—bel” mannequin
- Conducted 6 Oregon Youth@Work: Talking Safety Train the Trainer programs for 83 instructors in various communities throughout the state.
- Developed and maintain website: :
<http://oregonyoungworkers.org/youngworkersafetydata.html>
Established Oregon Young Worker Safety and Health Facebook page. 34 Fans and counting

Priority Goals for 2009-10

- Continue recruiting new institutional partners to the Oregon Young Worker Safety and Health Coalition
- Find renewed funding, and new partners to deliver Oregon Youth@Work: Talking Safety program.
- Create flexible vehicles for delivery of the program, including use of a “speaker’s bureau” approach to delivering program in high schools.
- Assist Oregon OSHA running a second Video Contest
- Develop an “Employer Tip Sheet” on young worker safety and health with OROSHA
- Continue developing website and social networking resources

Secondary Goals for 2009-2010

- Identify a second opportunity for an Oregon youth safety and health conference
- Develop a logo for the Coalition that “brands” our activities in a thoughtful and creative way

Resources and Contacts:

- “Oregon Fatality Assessment and Control Evaluation” (FACE). Conducted by Oregon CROET, with support from the NIOSH:
<http://oregonyoungworkers.org/youngworkersafetydata.html>
- Oregon Worker Illness and Injury Prevention Program (Oregon Department of Human Services), report on young workers:
<http://oregonyoungworkers.org/youngworkersafetydata.html>
- Oregon Young Worker Safety and Health Coalition: <http://oregonyoungworkers.org>
- Oregon Department of Public Health Youth Page:
<http://www.oregon.gov/DHS/ph/ophp/youngworkers.shtml>
- SAIF Corporation Youth Page: http://www.saif.com/employer/safety/safety_1399.aspx
- CROET Young Worker Page: <http://www.croetweb.com/links.cfm?topicID=40>
- OROSHA Young Worker Page:
<http://www.cbs.state.or.us/external/osh/educate/youngworker/youngworker1.html>
- NIOSH Youth@Work Safety and Health Curriculum:
<http://www.cdc.gov/niosh/topics/youth/>

Additional notes from Oregon presentation

- They have conducted a youth video contest and outreach events.
- Their materials include “Dangerous Decibels” and an employer tip sheet.
- They are adapting *Youth @ Work* into 45-minute sections.
- They are trying to recognize more different kinds of opportunities and partners, such as the Apprentice Training Center instructors. They are also trying to find places to give trainings where interested people are already gathering, e.g., the Oregon Association of Career Technical Educators conference.
- They are trying to reach students through their schools’ volunteer and community service programs.
- They are reaching people who receive Perkins funds, which are Federal funds for career technical education programs.
- Lee, as wood shop teacher in an alternative high school, has trained 150 trainers in *Youth @ Work*.

Contact--Oregon Youth Safety and Health Coalition Co-Chairs:

Dede Montgomery, MS, CIH

Occupational Health and Safety Specialist

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Rhode Island

These notes were sent by Maryann Medeiros although Carol Bates presented a brief version of this at the meeting for her.

RI Youth Activities – OSHA

Note: All young worker activities incorporate activities which were developed by EDC/UC Berkeley.

Winter 2008-2009

- Short classes were conducted with high school students to introduce them to the subject of worker safety. One high school, not really a career/technical high school, is operated with a “health professions” focus. High schools with a particular focus but not traditional career and technical schools may be an interesting target group.
- OSHA 10 class for an alternative high school was conducted.
- Boy Scout Merit badge College – half day long sessions working towards safety merit badge.

Spring 2009

- Girls in Non-Traditional Trades – This day-long event sponsored by the RI Commission on Women offered an opportunity for girls to experience different construction associated trades. OSHA had a booth with a “You be the OSHA Inspector display.
- Girl Scout Safety Patch – a three hour event resulted in scouts earning a safety patch (Used Disaster Blaster for the first time.)
- Construction Career Days – You Be the OSHA Inspector Challenge. Booth with pictures from OSHA inspections – youth challenged to find hazards.
- “Young Worker Safety” (YES – RI) outreach to high schools was conducted through the RI Workers’ Compensation Court’s initiative. (Note: The court conducted many of these outreach session during the school year.)

Summer 2009

A great deal of young worker safety and health training associated with organizations which had received funding to hire/train youth under the American Reinvestment and Recovery Act. RI Committee on Occupational Safety & Health, Institute for Labor Studies and Research, the RI Workers Compensation Court and OSHA collaborated on this effort. The four organizations didn’t each participate in every event. One of the trainings was an OSHA 10 for 18- 21 year olds.

Additional Information on the Girl Scout Patch

The Girl Scout patch is not an official Girl Scout patch although OSHA (representatives from RI, NY, and Washington) did approach the Girl Scout national organization in an effort to develop a national patch. At the time they were interested in receiving funding from us to support the patch's development and that wasn't an option, so a national version wasn't created. We designed the patch to be used at other events too.

We have done this activity in RI in a couple of ways: one follows much of the "Talking Safety" curriculum with one small group of girls; the other also uses much of older Safe Work/Safe Workers curriculum and is summarized below.

Event Date: 3/24/06

Time: 6 – 9 pm

Event: Girl Scout occupational safety and health participation patch

Target Audience: Girl Scouts – ages 13-17

Number of attendees: 47 scouts (66 had registered); 15 adult chaperones; 10 troops represented

Type of Event: Eight interactive stations; 20 minutes at each station

Warm up: stretching exercises

Topics:	PPE	Workplace violence
	Disaster preparedness	Hazard correction game
	Wage and hour	Hazard recognition mapping activity
	Women in construction	Workers' compensation

OSHA Handout: Teen Worker pamphlet

Staff: Four OSHA employees and thirteen local safety and health professionals (alliance partners and a VPP company)

Refreshments: Pizza and water – both donated

Attendees received: OSHA Youth Worker Safety and Health Day Patch; a listing of Girl Scout requirements for badges/awards which were satisfied by the event; prizes donated by presenters and a sunglasses company

Presenters received: Thank you letter from PAO, certificate from Girl Scouts, box of "Thanks A Lot" Girl Scout cookies

Stations:

1. Women in Construction - staffed and planned by the National Association of Women in Construction of RI and the RI Tradeswomen Network – the women talked with the scouts about construction careers; a female carpenter taught how to hammer a nail from an ergonomic/body mechanics perspective and discussed PPE use. Girls hammered nails into a 2" x 4" – and used eye protection. Donated sunglasses were distributed – after the hammering.
2. Red Cross Disaster Preparedness - staffed and planned by American Red Cross of Rhode Island. (American Red Cross is a national alliance partner.)
3. Hazard Mapping – (This activity was based on Safe Work/Safe Workers curriculum developed by the Education Development Center.) This station was staffed by RICOSH and the RI Section of Greater Boston ASSE Chapter. Donated pens and RI State Police seat belt "click it or ticket" lights were distributed.)
4. PPE/Noise – OSHA provided lots of PPE for the girls to try on, as did one of the volunteer staffers. PPE types and use was discussed. This station was staffed by safety and health professionals from the RI Section of Greater Boston ASSE Chapter and the Safety Association of RI.

5. Wage & Hour Bingo - bingo cards from the Education Development Center, Safe Work/Safe Workers curriculum. This was staffed by USDOL – Wage & Hour. Handouts on W & H rights; prizes donated by the W & H staff person were distributed.
6. Workplace Violence –PowerPoint and discussion; staffed RI Section of Greater Boston ASSE Chapter Swarovski North America donated pink crystal bracelets for each attendee to remind them that they are important and do not have to tolerate violence.
7. Correct the Hazard Pyramid game – (Based on Safe Work/Safe Workers curriculum developed by EDC) This was staffed by NBC 10 and OSHA. VPP company NBC 10 donated pedometers and a flashing light device which can be placed on a bicycle or back pack as prizes.
8. Workers' Comp – RI Workers' Comp Education Unit group discussion about workers' compensation rights.

The girls evaluated the event. Many said they wanted more time at each station; the more active a station the better. They really liked the women in construction, PPE, bingo, and prizes. There were lots of prizes – primarily donated by the people who staffed the stations or their employers.

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Virgin Islands Young Worker Safety & Health Program

Presented by Ilene Garner, University of the Virgin Islands

UVICELL Safety In Paradise On-Site Consultation Program

Background

August 2005 - Governor Charles Turnbull, Governor of the United States Virgin Islands (USVI), designated the University of the Virgin Islands Community Engagement & Lifelong Learning (UVICELL) Center to manage the OSHA 21(d) Consultation Program for businesses in the USVI. UVICELL is the organization within the University of the Virgin Islands (UVI) that is responsible for the development, implementation and delivery of programs and services that focus on organizational and professional development, workforce and corporate training, and consulting and professional services.

Virgin Islands Young Worker Safety & Health Program

Developmental Timeline

- May 2008 – UVICELL’s Safety In Paradise Program collaborated with the Virgin Islands Department of Labor to provide a safety and health session as a part of the orientation activities during the VIDOL’s Summer Youth Work Experience Program. Six presentations were made on St. Thomas and four on St. Croix, each 45 minutes in length, to almost 400 young workers in the summer of 2008.
- October 2008 - UVICELL’s Safety In Paradise Program collaborated with UC Berkeley Labor Occupational Health Program (LOHP) to adapt the Youth @ Work Curriculum for the Virgin Islands.
- February 2009 – UC Berkeley Labor Occupational Health Program conducted Training of Trainers training on the Youth @ Work curriculum for several agencies during the 4th Annual Governor’s Safety & Health Conference.
- February 2009 - UVICELL’s Safety In Paradise Program expanded on efforts to support and assist OSHA’s Youth Initiative Outreach by including a Youth Initiative Track during the Governor’s Safety & Health Conference. A collaborative effort with vocational educational programs on St. Croix allowed 31 high school students to attend the 10-Hour General Industry Outreach Training Program to receive their 10-hour cards. These students are in a very special program which prepares them for the opportunity of being employed upon graduation by St. Croix employer HOVENSA, the largest oil refinery in the western hemisphere, who funded the conference registration fee for these students.
- Summer 2009 – As a result of the renewal of the collaboration with VIDOL, over 450 young workers received training during the orientation activities of VIDOL’s 2009 Summer Youth Work Experience Program. There were only a few students who were 14 and 15 years old; the majority were high school seniors and college students. Seven presentations were made on each island (St. Thomas and St. Croix) and each presentation was 90 minutes long.
- Presentation Materials: The 2009 presentations included materials such as *Teens: The Hazards We Face in the Workplace* DVD; the VI edition of *Are You a Working Teen* handout; the *\$25,000 Safety Pyramid* game; the Youth @ Work: Talking Safety Curriculum Overheads in Power Point and other segments of the VI’s Youth @ Work curriculum.

Youth Responses:

- Great, fun, entertaining, informative
- Use videos showing safe and unsafe workplace situations
- Use a video based in the VI
- More hands on activities; live demonstrations of safety hazards
- Role plays of unsafe/safe workplace scenarios
- Virtual activities

Future Activities:

- Expanding the program's capacity to reach more youngsters by conducting Master Training sessions for teachers, guidance counselors and vocational education instructors
- Providing the VI edition of *Are You a Working Teen* handout in Spanish to reach the Spanish community in the VI, especially on St. Croix

Additional note from the U.S. Virgin Islands presentation

- They will try to make *Youth @ Work* a requirement for students and teachers.

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Washington

Presented by Mary Miller, Washington Department of Labor & Industries, Employment Standards

- The Washington Department of Labor & Industries works closely with the University of Washington on young worker safety.
- They just reconstituted the Young Worker Safety Committee in the past year and brought in some new people.
- They developed a young worker injury speaker series.
- They are now bringing students to the Governor's Health and Safety Conference and have activities specifically for them.
- They were able to get some worker health and safety questions on the Washington Department of Health's youth survey.
- Their materials are now available to anyone. This includes Spanish language versions of some materials. They also have teen wallet cards with questions for teens to ask their employers.
- They have a teen worker web page, including material on restaurant safety on health and safety for agricultural workers.
- Mary talked briefly about using tragic deaths as teachable moments and that sparked a brief discussion that involved participants from other states.

National Organization Reports

NIOSH

Presented by Carol Stephenson, NIOSH

- Contractors are helping update the information on their website to be done by the end of October.
- NIOSH is updating the current *Youth @ Work* curriculum and creating a version of it in 45-minute segments. Contact Carol if you want to see this version and give comments.
- NIOSH funded an adaptation of the Washington State video, *Teen Workers: Real Jobs, Real Risks*, for use with a national audience. It is now available as an alternate introductory video to the *Youth @ Work* curriculum and can be downloaded from the NIOSH website.
- NIOSH will be creating links on its youth worker website to a variety of resources, including ASSE's *Zombie Game* on finding safety problems. They have piloted it with a lot different age groups. See: <http://www.cdc.gov/niosh/topics/youth>.
- They reviewed the few existing high school health textbooks and found little on workplace health and safety. So, they will develop some materials for these textbooks.
- They are also developing awareness materials for teachers and employers.
- They are trying to expand outreach to other organizations. They need to figure out how to package it to meet the different needs.

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Young Worker Safety Resource Center

Presented by Diane Bush, Young Worker Safety Resource Center

State Partners/Master Trainers

Arkansas (OSHA Consultation); **California** (/University of California at Berkeley/Labor Occupational Health Program); **Connecticut** (Capitol Region Education Council, New Haven Area School to Work Office); **Florida** (USF Safety Florida Consultation Program, Workforce, Inc.); **Georgia** (Georgia Tech Research Institute); **Iowa** (Iowa Workforce Development); **Maine** (Education Training Center); **Massachusetts** (Mass. Dept. of Public Health/Occupational Health Surveillance Project/, Mass COSH); **Minnesota** (MN Dept Employment & Economic Development/Workforce Development Division); **New Hampshire** (Dept. of Education/School-to-Career Office); **New Jersey** (University of Medicine & Dentistry of New Jersey/ Environmental and Occupational Health Sciences Institute); **New York** (NYCOSH); **Ohio** (Dept. of Education/ Career Based Intervention); **Oregon** (University of Oregon/ Labor Education and Research Center); **Rhode Island** (Institute for Labor Studies & Research); **Virgin Islands** (University of the Virgin Islands/UVICELL—Safety in Paradise); **Washington** (Dept. of Labor and Industries, University of Washington); **Wisconsin** (Dept. of Workforce Development/Division of Workforce Solutions)

National Activities and Materials

Teens

- **Youth @ Work: Talking Safety curriculum.** Available for all 50 states and 3 territories (Puerto Rico, Virgin Islands, Guam). <http://www.cdc.gov/niosh/talkingsafety/>
- **Are you a working teen? fact sheet** (state specific versions in each *Youth @ Work* curriculum—see above)
- **Answers to questions from working teens/parents** via emails to webmaster.

Teachers

- **Workshops for teachers and Master Trainers** on *Youth @ Work* curriculum, conducted in all of the states listed above
- **Orienting Worksite Supervisors about Teen Health and Safety: Steps and Resources for Job Placement Professionals** For school- or community-based programs that place youth in the workplace, to help staff go over health and safety training responsibilities with supervising employers. <http://www.youngworkers.org/downloads/index.html>

Employers

- **Facts for employers—safer jobs for teens fact sheet** (national version) <http://www.youngworkers.org/downloads/09%20downloads/bwemployerfactsheet.pdf>
- **Orienting Worksite Supervisors** (see above)
- **Small Business Resources** (national version) Resources to help small businesses train and engage employees on health and safety. Contains limited info re hiring teens. http://www.lohp.org/Projects/WOSH/WOSH_smbusres.html#natbiz

- **Workshops** for small employers on *Small Business Resources*, including limited info on hiring teens (in partnership with state/territorial partners, including OR, NJ, and Virgin Islands)

State Partners and Master Trainers

- Workshops for local teachers and job readiness staff on the Youth @ Work curriculum to introduce state partners and Master Trainers to the curriculum and training approach
- Workshops for local employers on the Small Business Resources to introduce state partners and Master Trainers to the materials and training approach
- Follow-up assistance for trainers who conduct workshops for teens or employers
- Consultation and referrals for staff in state-level departments of education, workforce development, labor, health and other organizations who want to integrate young worker safety training into their existing programs.
- Annual training and information-sharing conference for state partners.

Future Activities

Ongoing work with state partners to institutionalize training for youth, job readiness staff/teachers and employers.

The funding for this center is unsure after June 2010. However, there still is some funding to do more trainings, including for owners and managers of small businesses. Contact Diane Bush if you are interested in having a training.

Resources/Links

<http://www.youngworkers.org/nation/index.html> Hosted by UC Berkeley's Labor Occupational Health Program (LOHP).

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Wrap-Up

Facilitated by Chris Miara and Diane Bush

- Chris and Diane will send out an online evaluation of this network meeting within a week.
- Please send Liz Frisco electronic versions of your state reports and other presentations.
- Sue Boychuk announced that Canada will be having a national young worker health and safety meeting in May. She will let us know if it will be possible for people working on this issue in the U.S. to attend.

Other issues Raised During the Meeting

- How can we get programs to actually take place in schools? There are problems because teachers often have to attend training-of-trainers on their own time. Substitute teachers for their classes are not covered.
- Maryann Medeiros asked whether other participants know of data and case studies on youth injuries associated with vocational schools or placement in jobs by any schools. She only has a few sources.
- WIA funds: How can states require that community programs receiving WIA funds provide workplace health and safety training to the youth they serve?

National Young Worker Safety

**Training and Resource Sharing Participants
September 24th and 25th, 2009
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