C+ Safety Training Policy Paper

Background

DOL YouthBuild grantees are required to provide YouthBuild participants with comprehensive safety training that addresses Occupational Safety and Health Administration (OSHA) standards and the National Institute for Occupational Safety and Health (NIOSH) guidelines as part of the grant requirements. As Construction Plus (C+) programming has expanded, the need to explore more general workplace safety training options for non-construction industries has grown.

All DOL YouthBuild grantees must ensure that their work sites are safe and healthy, whether the work sites are focused on construction or C+ industries. Safety training is essential to work site safety and health, and integral to job skills development as it ensures that participants are knowledgeable about work site hazards, and the protective equipment and work practices necessary to reduce exposure and risk of injury. Safety training should enable YouthBuild participants to recognize work site hazards, understand how they may be exposed, what the effects may be to their health and safety, become familiar with the control measures used to reduce exposures, and understand their rights as workers and the responsibilities of their employers. This type of training provides a good foundation, but must be supplemented with work site-specific training on the hazards, safe work practices, and protective equipment used in specific industries.

Training on the recognition, avoidance, abatement, and prevention of workplace hazards, which has most often been offered through the OSHA General Industry Outreach Training Program (10- or 30-hour Outreach card), can serve to make YouthBuild participants more appealing candidates for future employment. Supplemental safety trainings offer more robust, industry-specific opportunities to ensure the safety, welfare, and awareness of YouthBuild participants and their right to, and obligations regarding, a safe workplace.

Previous resources have focused heavily on OSHA’s construction safety trainings. This paper, however, will address a wider variety of safety trainings available to YouthBuild participants, including trainings with a focus that aligns to common C+ industries among YouthBuild grantees. The goal is to offer YouthBuild staff and participants a more robust and well-rounded collection of trainings to support their job skills development.

OSHA General Industry Outreach Training Program Summary

The OSHA General Industry Outreach Training Program is the most comprehensive workplace safety training for YouthBuild participants, regardless of their chosen career pathway, because it prepares YouthBuild participants for the workforce by providing them with a strong foundation in key safety practices that lead to greater professional responsibility and accountability. This training covers a range of topics that are applicable to many industries. There are two different types of trainings available, a 10-hour Outreach training class which gives participants an overview of common workplace safety and
health hazards, and a 30-hour Outreach training class that is geared more towards supervisors and those with safety-related responsibilities. The OSHA 10-hour Outreach card is the more frequently selected option for YouthBuild participants.

**OSHA 10-hour Outreach Training Program Card**

Training modules provided in the 10-hour outreach class offer entry-level worker information about their rights, employer responsibilities, and how to identify, abate, avoid, and prevent job-related hazards. Training emphasizes the identification of potential hazards, and avoidance and prevention of hazards. Instructional time for the 10-hour outreach class must be a minimum of 10 hours.

The 10- and 30-hour outreach trainings are both available in-person or online and are the primary way that OSHA trains individuals and teams in occupational safety and health.

### OSHA 10-hour General Industry Outreach Minimum Training Requirements

**Mandatory—6 hours**

- **Introduction to OSHA (1 hour)**
  - Covers workers’ rights, employer responsibility, and how to file a complaint. Included worker safety and health resources
- **Walking and Working Surfaces, including fall protections (1 hour)**
- **Electrical (1 hour)**
- **Personal Protective Equipment (1 hour)**
- **Hazard Communication (1 hour)**

**Elective-2 hours.** Must present at least two hours of training on the following topics. At least two topics must be presented. The minimum length of any topic is one-half hour.

- **Hazardous Materials**
- **Materials Handling**
- **Machine Guarding**
- **Introduction to Industrial Hygiene**
- **Blood-borne Pathogens**
- **Ergonomics**
- **Safety and Health Program**
- **Fall Protection**

**Optional-2 hours.** Other general industry hazards or policies and/or expansion of the mandatory or elective topics. The minimum length of any topic is one half-hour.

### How to Become an Authorized OSHA General Industries Instructor

Many YouthBuild grantees are familiar with the requirements to become an OSHA Construction Instructor. The requirements for General Industries are similar. More information can be found at [https://www.osha.gov/dte/edcenters/course_description.html](https://www.osha.gov/dte/edcenters/course_description.html).
Prerequisites:

- Five years of general industry safety experience. A college degree in occupational safety and health, a Certified Safety Professional (CSP), or Certified Industrial Hygienist (CIH) designation, in the applicable training area may be substituted for a total of two years of experience; and
- Completion of OSHA course #511 Occupational Safety and Health Standards for General Industry. Topics include scope and application of the OSHA General Industry Standards, general industry principles, and special emphasis on those areas in general industry which are most hazardous. Minimum student contact hours: 26

OSHA 501 – Trainer Course in Occupational Safety and Health Standards for General Industry

This course is designed for individuals interested in teaching the 10- and 30-hour general industry safety and health outreach training program. Students are briefed on effective instructional approaches, including the use of visual aids and handouts. This course allows the student to become a trainer in the OSHA Outreach Training Program, to conduct both 10- and 30-hour General Industry Outreach classes, and to issue cards to participants after verifying course completion. Students who wish to participate as authorized trainers in the OSHA Outreach Training Program must prepare a presentation on an assigned OSHA General Industry Outreach Training Program topic individually or as part of a group and successfully pass a written exam at the end of the course. Minimum student contact hours: 26

OSHA 503 – Update for General Industries Instructors

This course is designed for Outreach Training Program trainers who have completed course #501 Trainer Course in Occupational Safety and Health Standards for General Industry, and who are authorized trainers in the OSHA Outreach Training Program. The course provides an update on OSHA General Industry Standards, policies, and regulations. Authorized Outreach Training Program trainers are required to attend this course once every four years to maintain their trainer status. Minimum student contact hours: 18

OSHA Industry-Specific Trainings

In addition to the general industry training and the construction training, OSHA offers training focused on the maritime and construction industries. These 10-hour trainings are focused on the specific occupational health and safety skills needed to be successful in these industries.

OSHA Maritime Outreach Training Program

This training is designed for individuals pursuing a career in the maritime field including shipyard employment, marine terminals, and longshoring. It covers a range of safety topics including working in confined spaces, personal protective equipment, fall protection, electrical and fire protection, and overall personal safety. Information on general industry, maritime, and construction industry Outreach Training Program requirements and procedures can be found at https://www.osha.gov/dte/outreach/index.html.

OSHA also offers a number of resources focused on the agricultural industry. While they do not provide dedicated outreach training on this sector, the third party vendor CareerSafe does incorporate a highlight on agriculture into their general industry outreach training. For specific guidance on how to prepare young people for careers in the agricultural industry, check out the OSHA Youth in Agriculture eTool.
Summary of Additional Supplemental Safety Trainings

Based on a scan of existing Construction Plus grantee pathways, frequent C+ industries include: healthcare, hospitality, culinary, transportation, information technology, and manufacturing industries. To supplement the skills and knowledge provided through OSHA trainings and provide YouthBuild participants with a more comprehensive set of safety skills, several non-OSHA trainings are recommended as supplementary training options for specific industries.

Below is a summary of recommended supplementary safety trainings available to YouthBuild participants:

CPR and First Aid
CPR and First Aid are important skillsets to have, regardless of industry. This training provides participants with the skills needed to stay safe and respond to emergency situations in the workplace. It includes training in general first aid, adult and infant Cardiopulmonary Resuscitation (CPR), and the use of Automated External Defibrillators.

Defensive Driving
This is a valuable safety training for participants entering career paths where driving is a primary function of their job, such as public or commercial transportation. It covers standard safe practices for motor vehicle operations with the goal of accident and collision avoidance.

Highway Safety Professional
The Highway Safety Professional training is more in-depth safety training for participants entering the transportation industry. It is offered by the U.S. Department of Transportation and focuses specifically on safety for individuals in the highway safety field.

ServSafe Food Handler
ServSafe is safety training for employees in the culinary and food industries. It focuses specifically on how to safely prepare foods, avoid cross contamination, and maintain a safe work environment in kitchen and food prep facilities.

Please note that these trainings, while important, do not qualify as industry-recognized credentials for the Workforce Innovation and Opportunity Act performance indicator on credential attainment.

Safety Trainings Information

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<tr>
<th>Training</th>
<th>Career Field</th>
<th>Modality</th>
<th>Length of Training</th>
<th>Cost</th>
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<tbody>
<tr>
<td><strong>OSHA 10- and 30-hour</strong></td>
<td>All C+ Pathways</td>
<td>In-person &amp; Online</td>
<td>10 or 30 Hours</td>
<td>ONLINE: $60-80 10 hour $160-180 30 hour</td>
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<tr>
<td><strong>General Industry Outreach</strong></td>
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<td>IN-PERSON: $200 10 hour $500 30 hour</td>
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<tr>
<td><strong>OSHA 10- and 30-hour</strong></td>
<td>Construction</td>
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<td>10 or 30 Hours</td>
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<td><strong>Construction Outreach</strong></td>
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<tr>
<td><strong>OSHA 10- and 30-hour</strong></td>
<td>Maritime</td>
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<td><strong>Maritime Outreach</strong></td>
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<tr>
<td><strong>CPR &amp; First Aid</strong></td>
<td>All C+ Pathways</td>
<td>In-person &amp; Online</td>
<td>Half- or full day depending on material</td>
<td>Starting at $70</td>
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<tr>
<td><strong>Defensive Driving Safety Training</strong></td>
<td>Transportation, Construction, Manufacturing</td>
<td>In-person &amp; Online</td>
<td>Full-Day Course</td>
<td>$100</td>
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<td><strong>Highway Safety Professional</strong></td>
<td>Transportation Industry</td>
<td>In-person</td>
<td>Full-Day Course</td>
<td>Starting at $150</td>
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<td><strong>ServSafe Food Handler</strong></td>
<td>Food Industry and Culinary</td>
<td>In-person</td>
<td>1.5-2 Hours</td>
<td>$51 ($15 for the exam and $36 for the test voucher)</td>
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### In-Person Versus Online Training Options

Most of the safety trainings detailed here can be taken online or in-person. There are benefits and challenges to each option, which should be considered when selecting the best choice for your DOL YouthBuild participants.

**In-person Training:**
In-person courses are engaging and offer an interactive, hands-on learning opportunity to participants. Hands-on learning is often associated with greater internalization of material. In-person trainings also present a potential fee-for-service opportunity for the YouthBuild program. For example, partners or community members can be invited to join the in-person training for a small fee creating income to offset the cost of the training for YouthBuild participants. In-person trainings can also be a valuable tool in leveraging community partnerships by asking partners to present relevant trainings in their field at reduced- or no-cost. However, in-person courses often come with higher costs as they require an authorized Outreach Training program trainer and classroom space, and may require trainees to travel. Additionally, they can present challenges for some participants as instruction moves at a single pace, which can be difficult for those with learning differences.

**Online Training:**
Online trainings offer greater flexibility to participants as they are typically completed at one’s own pace and location. They can also be more affordable as they don’t require authorized Outreach Training Program trainers or a physical instruction space. That said online courses are not for everyone. Online instruction often consists of pre-recorded content, which is less engaging than in-person training and thus is usually not the preferred mode of learning for opportunity youth learners. It also does not allow for hands-on learning (such as practicing CPR on a mannequin) that can assist with internalizing information. Online training also requires access to both a computer and reliable internet, which are not always readily available to participants.

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**Buyer Beware!**
When exploring OSHA Outreach training options, grantees must ensure that they are only utilizing OSHA-authorized Online Outreach Training Providers, as there are some providers who claim to be OSHA, but are not.

OSHA authorized providers can be found at: https://www.osha.gov/dte/outreach/index.html.
Other Safety Training Resources and Information:

Outside of certifications and training opportunities, a multitude of resources exist to prepare YouthBuild participants for workplace safety.

- [https://www.osha.gov/dcsp/compliance_assistance/industry.html](https://www.osha.gov/dcsp/compliance_assistance/industry.html) - The most comprehensive list of supplementary resources, including those related to highway construction, healthcare, restaurants, manufacturing, transportation, and other industries.
- [https://www.cdc.gov/niosh/topics/youth/](https://www.cdc.gov/niosh/topics/youth/) - NIOSH provides information on the limitations of hazardous work for those under the age of eighteen, as well as additional safety-related resources.