

# Assessing your H RTP on Health and Safety

UC Berkeley Labor Occupational Health Program and UC Berkeley Labor Center  
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**Every year, 5,000 workers die on the job in the United States** and millions become ill or injured. Workers in nursing homes, agriculture, janitorial services, construction and other High Road Training Partnership (H RTP) industries are at high risk for injury and illness. **An essential component of a high-quality job is a safe and healthy work environment.** H RTP Partnerships protect workers by supporting safe worksites, quality safety and health education, and worker voice. Answer the questions below to assess your H RTP on health and safety. Use the assessment to identify strengths and gaps to share with your partners. Use the strategies on <https://laborcenter.berkeley.edu/high-road-health-and-safety/> to help you address areas for improvement.

## High Road Worksites

- Do working conditions at our H RTP worksites and training sites **comply with or exceed** Cal/OSHA standards? Critical responsibilities:
  - Do employers prioritize solutions that **“engineer out” the hazards** (such as ventilation systems, auto “saw stop” table saws, or use of safer chemicals)?
  - Do employers provide, pay for, and train workers on the use of **personal protective equipment** (PPE) as needed?
  - Do employers **record and report** serious injuries, illnesses and fatalities? (Log 300)
  - Are **workers encouraged to speak up** and able to raise health and safety concerns **without fear of retaliation**? Are their **concerns addressed by the employer in a timely way**?
  - Are employers free of **open OSHA violations**?

- Do employer partners have a written health and safety program (in California, the **Injury and Illness Prevention Program or “IIPP”** standard) that employees know about, and is it effectively implemented and regularly updated? In particular:
  - Do employers provide **training on all hazards** workers may encounter in their jobs, in a language they understand?
  - Are employees involved in systems to identify and address hazards** (regular inspections; reporting systems; investigations of injuries, incidents, and near misses)?
  - Do **hazards get addressed** in a timely way—immediately, if high risk?
- If workers are injured on the job**, is there a supportive and easy-to-use system for them to report injuries, get needed medical care and paid leave through the employer’s workers’ compensation program, and return to work as soon as appropriate?

## High Road Training

- In our H RTP training, do students and workers develop all [core occupational safety and health skills and attitudes](#)? In particular:
  - Are participants trained on their rights on the job, including their [right to know, right to protection, and right to act](#) (as guaranteed by OSHA)?
  - Do participants learn about the **most effective ways for employers to control hazards using the “hierarchy of controls”** (eliminating or engineering out the hazard where possible)?
  - Do participants **practice problem-solving, self-advocacy and communicating** with supervisors and co-workers about safety and health concerns?
- Is safety and health content taught in a way that participants are prepared to use the information, **prioritizing teaching methods that are participatory and skill-building**, such as hands-on practice?
- Is safety and health training industry-specific, and integrated throughout** all skilled-based training activities (not only taught as stand-alone training at the beginning)?

- Do our H RTP training programs **model High Road health and safety program practices**? In particular:
  - Do the instructors and program administrators **demonstrate a clear commitment to creating a safe working and learning environment for students**, enforce safe work practices, encourage active communication about safety and health and **address hazards** in a timely and complete way?
  - During **hands-on training**, do participants
    - Receive encouragement to **report hazards** or other concerns and learn how to do so?
    - Participate in **regular health & safety inspections**?
    - Participate in **suggesting solutions or fixes**?
- If OSHA-10-hour training is recommended** by industry stakeholders, **is it taught effectively**, in a way that students can practice using what they learn, ideally over more than 10 hours?
- Do participants receive training on the **hazards related to climate change** (e.g., increasing heat, storms, wildfires and smoke)?

## Structures for Independent Worker Voice

- Are workers involved in **health and safety committees at the worksite** (labor/management, union-based, or other)? Are the committees effective at addressing and ensuring follow-up and resolution on existing health and safety issues?
- Does the H RTP provide and encourage opportunities for workers, apprentices or other training participants to **independently discuss health and safety concerns and develop strategies to address them** (e.g., by joining together to ask for a change or getting support from their union, a worker center, or another independent community organization)?
- Are workers able to speak up about health and safety concerns **without fear of retaliation**?