

High Road Occupational Safety and Health

UC Berkeley Labor Occupational Health Program and UC Berkeley Labor Center
May 2023

The mission of the California state-sponsored High Road Training Partnership initiative is to address *“urgent questions of income inequality, economic competitiveness, and climate change through regional skills strategies designed to support economically and environmentally resilient communities across the state.”* Key elements of the H RTP are **equity, job quality, and environmental sustainability.**

An essential component of a high quality job is a safe and healthy work environment. This means:

- **the work environment itself** is free of known hazards, and employers take a proactive approach to addressing and mitigating risks to workers’ health and safety and respond to worker concerns in a timely way
- **workers have the skills and knowledge** to recognize and address potential health and safety hazards on the job
- **workers have a strong voice** on health and safety in their workplaces, feel safe speaking up, see that their concerns are addressed, and are not retaliated against.

Many apprenticeship and pre-apprenticeship programs integrate Cal/OSHA 10 or Cal/OSHA 30 training into their programs. But the safety practices that trainees learn in their coursework may not always be implemented out in the field. Workers often need more emphasis on **practical communication and self-advocacy skills**, including opportunities to practice applying in real world settings what they have learned about health and safety. Trainees need to practice problem-solving to become more effective communicators with fellow workers, employers, and health and safety enforcement agencies.

High Road Training Partnerships can contribute to safer work environments:

- 1. High Road Worksites:** Ensure employer partners are providing the kind of safe and healthy work environments expected for High Road employers, described above.
- 2. High Road Training:** Ensure workers and trainees gain the [skills and knowledge](#) they will need to recognize potential health and safety hazards, identify effective solutions, and communicate effectively to problem-solve on the job, including understanding their rights.
- 3. Structures for Independent Worker Voice:** Model and strengthen structures for independent worker voice around health and safety, such as joint labor-management health and safety committees, union-based health and safety committees, or other opportunities for workers to research and discuss health and safety concerns on and off the jobsite.

UC Berkeley's Labor Occupational Health Program can support HRTPs in this work through:

- Technical assistance to [assess](#) and develop their health and safety approach
- Adapting [existing training materials](#) for individual HRTPs to supplement OSHA 10/30
- Training for trainers on how to use these supplemental materials
- Information for HRTPs to stay up to date on changing health and safety regulations

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