



**Educating Students with Disabilities about Workplace
Safety and Health**

CDOS Regional Conferences, 2014

Workplace Fatalities and Injuries

(2012 US Bureau of Labor Statistics Data)

- 4,693 work-related fatalities (13/day)
- 3 million non-fatal injuries and illnesses
- Private sector national non-fatal injury and illness rate
– 3.7 workers for every 100 full-time workers.

Occupational Injuries to U.S. Workers with Disabilities

- **2012 US Bureau of Labor Statistics data:**
 - Occupational injury and illness rate in general industry – 5.8 workers in vocational rehabilitation programs (as compared to 3.2 for general industry as a whole).
- **2012 NIOSH-funded study using 2006-2010 National Health Interview Survey data:**
 - Occupational injury rate is 2.3 per 100 workers without disabilities vs. 6.0 per 100 workers with disabilities.

Young workers at risk

- Young workers (<24 years) = 13% workforce
- 2009: 359 deaths (27 among teens <18)
- 800,000 emergency room visits annually
- Young workers have 2x the rate of adult occupational injuries
- Healthy People 2020 – reduce rate by 10% among 15-19 year-old workers



Risk Factors for those with Disabilities

- Distractibility, inattention, impulsivity
- Medical/physical conditions
- Poor problem-solving skills
- Poor communication skills
- Difficulty reading or learning new things
- Poor language processing skills
- Difficulty generalizing to new situations

What are the basic OSH Skills?

- Identify hazards in any workplace
- Know how hazards can be controlled
- Know what to do in an emergency
- Know employee rights and responsibilities
- Speak up effectively when a problem arises.



CDOS Learning Objectives

- Standard 3a: Universal Foundation Skills
- Students will demonstrate mastery of the foundation skills and competencies essential for success in the workplace.
- and
- Standard 3b: Career Majors
- Students who choose a career major will acquire the career-specific technical knowledge/skills necessary to progress toward gainful employment, career advancement, and success in postsecondary programs.

Safety training: whose responsibility is it?

- School-supervised work experience: all school-based learning programs are considered school supervised, and training must be done by school;
- staff who are responsible for placement are also responsible for initial safety training
- and;
- Business owners, supervisors and/or mentor are responsible to deliver more specific on-the-job training.

Teacher Responsibilities

- Prior to placing a student in a work based learning experience, the school staff member who will be responsible for the placement of each student must visit the work site. This may be a special education teacher, transition counselor, school counselor, work based learning coordinator or other trained staff personnel.
- They must speak with the work supervisor to discuss what safety training is needed prior to placing the student and what safety training will take place while the student is at the work site.
- Continual communication between the school staff and work supervisor is critical for the safety and health of the student.

Safety and Health Resources

- ***Youth@Work: Talking Safety***
(National Institute for Occupational Safety and Health (NIOSH))
- ***Staying Safe at Work: Teaching Workers with Developmental Disabilities about Health and Safety on the Job*** (NIOSH/LOHP-Berkeley)
- ***Live Safe! Work Smart!***
Resources for teachers of students with special learning needs (Ontario Workplace Safety and Insurance Board)



YOUTH @ WORK

Talking Safety

Youth @ Work: Talking Safety

- Includes eight core competencies
- Six topics with detailed lesson plans
- Student handouts
- Video and powerpoint slides
- Homework assignments
- Evaluation tools



Staying Safe at Work: Teaching Workers with Disabilities about H&S

- Modeled on Talking Safety
- 4 lessons:
 - Looking for Job Hazards
 - Making the Job Safer
 - Staying Safe in an Emergency at Work
 - Speaking up When there is a Problem
- Certificate of Completion
- <http://lohp.org/safe-at-work-curriculum/>



You will learn about:

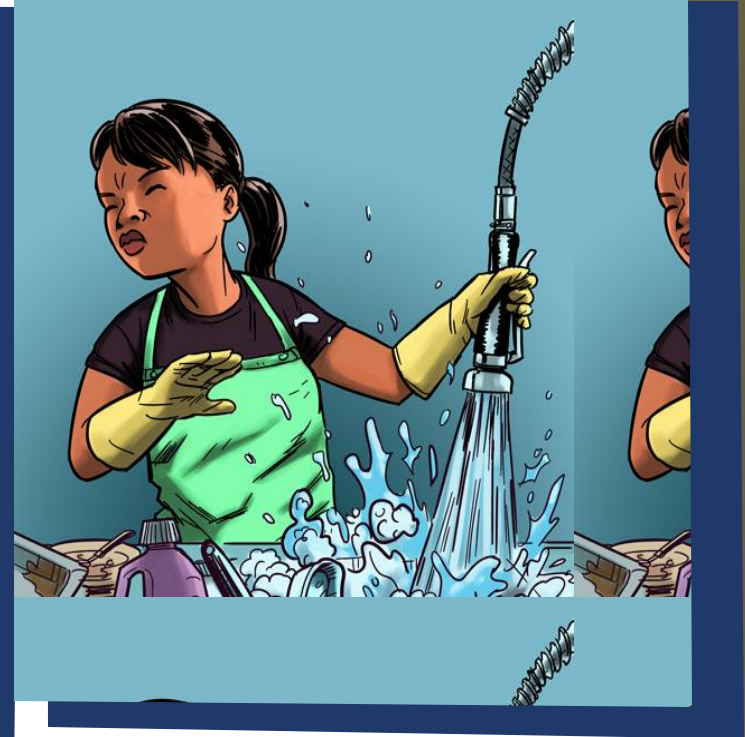
- Ways young workers can get hurt on the job
- Common health and safety hazards on the job
- Ways to reduce or control workplace hazards
- Emergencies in the workplace and how to respond
- What to do if you see something at work that could hurt you or make you sick
- What legal rights and responsibilities young people have at work (in *Talking Safety*)

Find the Hazards - Janitorial



Making the Job Safer

Eliminating or Reducing Hazards



YOUTH @ WORK

Talking Safety

Controlling Hazards



Making the Job Safer - Ann



Eliminating or Reducing Hazards

\$25,000 Safety Pyramid Game



Chris's Story

- Job:** City public works employee
- Hazard:** Working when it's too hot
- Injury:** Heat stroke

Making the Job Safer

\$25,000 Safety Pyramid Game



Andre's Story

- Job:** Grocery store clerk
- Hazard:** Lifting heavy boxes
- Injury:** Back strain

Emergencies at Work

Disaster Blaster! Game



Lesson 5 (and 5B)

Know Your Rights and Responsibilities



YOUTH @ WORK
Talking Safety

Labor Law Bingo (Talking Safety)

- What is the minimum wage in New York State?
- Name one type of machinery you can't use if you are under 18.
- If you are 17 years old, how many hours can you work on a school day?
- By law, who is responsible for providing a safety and healthy workplace?

Taking action: What would you do?

- Story #1: (from Story Grab Bag)
- You work in an office. Your boss tells you to copy several items, then run an errand, and then gather a bunch of supplies. She talks quickly and doesn't make her instructions clear.
- What is the problem here? What should you do?
- Whom should you talk to? What would you say?

To download a free copy of *Staying Safe and Talking Safety...*

- *For Staying Safe at Work:*
- <http://lohp.org/safe-at-work-curriculum/>

- *For Talking Safety:*
- You can access on the NIOSH website:
- www.cdc.gov/niosh/talkingsafety/NY
- Or go to www.nycosh.org
- Click on Young Workers under “Initiatives”
- “For Teachers”

And from Canada...

- Live Safe! Work Smart!
- 7 lessons: 1) Intro; 2) machines, ladders, electricity and lift trucks; 3) germs; 4) chemicals; 5) strains and sprains; 6) safety gear; 7) stress on the job/banishing bullies
- http://www.livesafeworksmart.net/english/special_needs/index.htm
- Handouts you can download; can request copy of manual

Questions for you...

- 1. NIOSH is currently expanding *Talking Safety/Staying Safe at Work* for students with disabilities.
- 2. Teachers have expressed a need to set up a library of sorts of health and safety materials. What are the best websites to use for teachers to easily access this material?

Questions?

- **...please contact us for more information...**
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- **212-227-6440, x12**
- **www.nycosh.org; click on “young workers”**