OSHA’s Efforts to Protect Workers of Color through Outreach and Education

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OSHA’S Presentation Outline

1. Introductions
2. Alliance Program
3. Office of Training and Education
4. Susan Harwood Training Grant Program
5. Conclusion
6. Q&A
President Biden’s 1st Executive Order 13985, signed on January 20, 2021. Advancing Racial Equity and Support for Underserved Communities Through the Federal Government.

“Equal opportunity is the bedrock of American democracy, and our diversity is one of our country’s greatest strengths” (Section 1, Excerpt from Exec. Order 13985).
### Demographic Data

#### HOUSEHOLD DATA

#### ANNUAL AVERAGES

18. Employed persons by detailed industry, sex, race, and Hispanic or Latino ethnicity

[Numbers in thousands]

<table>
<thead>
<tr>
<th>Industry</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Percent of total employed</td>
</tr>
<tr>
<td></td>
<td>Total employed</td>
</tr>
<tr>
<td>Total, 16 years and over</td>
<td>147,795</td>
</tr>
</tbody>
</table>

OSHA Enforcement Activity

- **Inspections**
  - Federal Inspections in Federal OSHA States FY16-FY21 (Q3)
  - 162,656 Inspections
  - 68039 Programmed Inspections

- **Establishments**
  - 2017 County Business Patterns
  - 9,324,127 establishments in Federal OSHA States
  - 4,234,571 with 10 or more employees
OSHA’S ALLIANCE PROGRAM
OSHA’s Alliance Program brings OSHA’s message to employers and employees whom OSHA would not otherwise reach, particularly low-wage, vulnerable workers, and those with limited English proficiency.

Through the Alliance Program, OSHA aims to develop positive relationships with workers and employers by:

- Building Trust
- Encouraging Information Sharing
- Promoting Education

In FY22, OSHA will:

- Expand efforts to develop Alliances with worker centers and other similarly situated organizations.
- Work with existing Alliance Program partners to expand DEI within the OSH profession.
- Ensuring equity is embedded within Alliance Program.
OSHA’s Alliance Program

Program establishes Alliances to address high-hazard industries and other key safety & health topics

Data Drives Priorities

Work plan drives activities

Implement
- Products
- Training
- Outreach
- Communication

Evaluate Results

Alliance Program Model

osha.gov/alliances
OSHA’s Alliance Program

Alliance Program Participants
As of September 30, 2021

- Trade Ass’n: 89
- Consultation: 35
- Consulate: 32
- Prof. Society: 25
- State Plan: 23
- Union: 20
- Government Entity: 15
- CBO/FBO: 5
OSHA’s Alliance Program

<table>
<thead>
<tr>
<th>Consulates (32)</th>
<th>Unions (20)</th>
<th>Staffing Firms (3)</th>
<th>Community/ Faith-Based Groups (5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Mexico</td>
<td>• International Union of Elevator Constructors (All 10 Regions)</td>
<td>• American Staffing Association (National Alliance)</td>
<td>• YouthBuild (Multiple Regions)</td>
</tr>
<tr>
<td>• Ecuador</td>
<td>• Iron Workers Local (Region 3 Alliance)</td>
<td>• T&amp;T Staff Management (Region 6 Alliance)</td>
<td>• El Sol Jupiter’s Neighborhood Resource Center (Region 4)</td>
</tr>
<tr>
<td>• El Salvador</td>
<td>• Operating Engineers (Region 4 Alliance)</td>
<td></td>
<td>• Latino Community Development Agency (Region 6)</td>
</tr>
<tr>
<td>• Guatemala</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Honduras</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Philippines</td>
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</tbody>
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Alliances by Signatory Type through September 30, 2021
OSHA’s Alliance Program

Supporting OSHA’s Key Initiatives

- Reached **39,000** attendees during SCHC webinars on the revised Hazard Communication Standard.
- Support OSHA’s fall prevention and heat illness prevention campaigns
- Distribute OSHA Guidance on Temporary Workers to staffing firms and host employers
- Support OSHA Oil and Gas Safety and Health worker protection efforts

[osha.gov/alliances](http://osha.gov/alliances)
OSHA’s Office of Training and Education
OSHA’s Office of Training and Education

Safety Starts with Training

- OSHA requires employers to provide training to workers who face hazards on the job.
- OSHA’s Office of Training and Education (OTE) creates training materials, distributes training grants to nonprofit organizations, and provides training through authorized education centers.

osha.gov/training
OSHA’s Office of Training and Education

OSHA Training Institute (OTI)

- Trains Federal and State compliance officers, whistleblower investigators, and OSHA professional and technical support personnel
- Supports OSHA’s Initial Training Program for Compliance Personnel
- Uses various training delivery methods

OTI Education Centers

- National network of nonprofit organizations
- Provide training courses nationwide for private and public sector workers
- Primary providers of Outreach Training Program trainer courses
- Other general industry and construction safety topics
OTI Education Centers

Total Students Trained

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Students Trained</th>
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<tbody>
<tr>
<td>FY 2006</td>
<td>25,105</td>
</tr>
<tr>
<td>FY 2007</td>
<td>27,346</td>
</tr>
<tr>
<td>FY 2008</td>
<td>29,357</td>
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<tr>
<td>FY 2009</td>
<td>30,575</td>
</tr>
<tr>
<td>FY 2010</td>
<td>32,881</td>
</tr>
<tr>
<td>FY 2011</td>
<td>38,496</td>
</tr>
<tr>
<td>FY 2012</td>
<td>41,845</td>
</tr>
<tr>
<td>FY 2013</td>
<td>44,059</td>
</tr>
<tr>
<td>FY 2014</td>
<td>47,776</td>
</tr>
<tr>
<td>FY 2015</td>
<td>52,225</td>
</tr>
<tr>
<td>FY 2016</td>
<td>52,433</td>
</tr>
<tr>
<td>FY 2017</td>
<td>54,260</td>
</tr>
<tr>
<td>FY 2018</td>
<td>55,584</td>
</tr>
<tr>
<td>FY 2019</td>
<td>60,164</td>
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<tr>
<td>FY 2020</td>
<td>40,003</td>
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Susan Harwood Training Grant Program
OSHA’s Susan Harwood Training Grant Program provides hazard recognition and prevention training to hard-to-reach and diverse communities of at-risk workers. Funding is awarded annually on a competitive basis.

Training is delivered in many languages. The top five languages other than English have been Spanish, Portuguese, Chinese, Vietnamese, and Polish.

osha.gov/harwoodgrants
Since FY 2016, the Susan Harwood Training Grant Program has:

- Awarded nearly $72 million to over 530 organizations
- Trained over 270,000 workers
  - Expected to train roughly 60,000 workers through FY 2021 grants
- Published over 277 training materials in 14 languages for broad use

In FY22, OSHA has a goal of:

- Serving almost 60,000 trainees.
- Soliciting grant proposals where at least 65% of applicants propose to deliver or develop training materials in languages other than English
- Identifying other opportunities to embed equity principles within the grant program.
In conclusion

OSHA as an agency is fully committed to ensuring that Diversity, Equity and Inclusion becomes embedded into all its programs.