

March 2019

Risk Management Bulletin Educating the Spanish Worker

Se habla español?

Language and cultural barriers can create a difficult proposition when educating the Spanish speaking worker for many construction operations. This is many times compounded by literacy issues making it difficult to read and comprehend printed technical material. Despite the difficulty in accomplishing this task it is **A MUST**. Particularly since more than half of all fatalities in the workplace are Spanish speaking workers. The good news is, there are several tools available to address this critical issue.

OSHA has developed numerous training aids to assist in the education process over the past several years. Including the following helpful resources:

Construction Industry terms-English to Spanish
https://www.osha.gov/dcsp/compliance_assistance/spanish/osha_construction_terms_ensp.html

The OSHA web site eTools has several very good resources for the Spanish speaking worker.
https://www.osha.gov/SLTC/etools/construction_sp/index.html

In addition, insurance carriers and other non-profit agencies have a variety of tools:

Texas Department of Insurance- Multiple training aids in Spanish
<https://www.tdi.texas.gov/wc/safety/video/resources/index.html>

Center for Construction Research & Training-Toolbox talks and resources
<https://www.cprw.com/publications/toolbox-talks>

National Council for Occupational Safety & Health-Spanish training materials
<http://www.coshnetwork.org/NODE/16>



Lastly, the best tool is hands on training. Developing an orientation and continuing education process to physically demonstrate the hazards and controls for work place hazards should be part of every supervisor's job... Spanish speaking workers should be no different.

Understand the training needs of all workers should be a vital part of any safety program. Taking the time to develop resources specific to their needs will have a direct impact on your injury prevention program.

Should you have any risk management or safety questions, please do not hesitate to call or drop me a note.

Thanks,

Mark

For more information about Educating Non-English Speaking Workers and other solutions from Marsh Wortham, contact your local representative or:

Mark Gaskamp

Marsh Wortham – Austin

512.532.1536

mark.gaskamp@worthaminsurance.com

www.worthaminsurance.com

Effective August 1, 2018, Wortham Insurance officially joined Marsh USA Inc. All insurance related business previously handled through Wortham Insurance will now be serviced under the Marsh Wortham brand name operating as a division of Marsh USA Inc. Please contact your service team if you have any questions.

Marsh is one of the Marsh & McLennan Companies, together with Guy Carpenter, Mercer, and Oliver Wyman.

This document and any recommendations, analysis, or advice provided by Marsh (collectively, the "Marsh Analysis") are not intended to be taken as advice regarding any individual situation and should not be relied upon as such. The information contained herein is based on sources we believe reliable, but we make no representation or warranty as to its accuracy. Marsh shall have no obligation to update the Marsh Analysis and shall have no liability to you or any other party arising out of this publication or any matter contained herein. Any statements concerning actuarial, tax, accounting, or legal matters are based solely on our experience as insurance brokers and risk consultants and are not to be relied upon as actuarial, tax, accounting, or legal advice, for which you should consult your own professional advisors. Any modeling, analytics, or projections are subject to inherent uncertainty, and the Marsh Analysis could be materially affected if any underlying assumptions, conditions, information, or factors are inaccurate or incomplete or should change. Marsh makes no representation or warranty concerning the application of policy wording or the financial condition or solvency of insurers or reinsurers. Marsh makes no assurances regarding the availability, cost, or terms of insurance coverage. Although Marsh may provide advice and recommendations, all decisions regarding the amount, type or terms of coverage are the ultimate responsibility of the insurance purchaser, who must decide on the specific coverage that is appropriate to its particular circumstances and financial position.

Copyright © 2018 Marsh LLC. All rights reserved.