

# The Future of Occupational Safety and Health in Ohio

## **Stark County Safety Council**

Abe Tarawneh, Ph.D.  
BWC Division of Safety and Hygiene

April 17, 2018

## DSH Mission (2010)

To maintain and grow a safe, healthy, competitive and productive workforce in Ohio.

### Vision

DSH will be the industry leader in transforming knowledge and outcomes of research in the areas of occupational safety and health into innovative and effective programs and services to reduce occupational injuries and illnesses, protect Ohio's workforce, and reduce workers' compensation cost to Ohio's employers.

## Strategy

- The key to DSH's success is engaging more stakeholders and building partnerships
- For safety programs to work, they must have a solid reporting structure

## Overarching goal:

- In five years, DSH will double the number of employers and workers benefiting from DSH's services and programs.

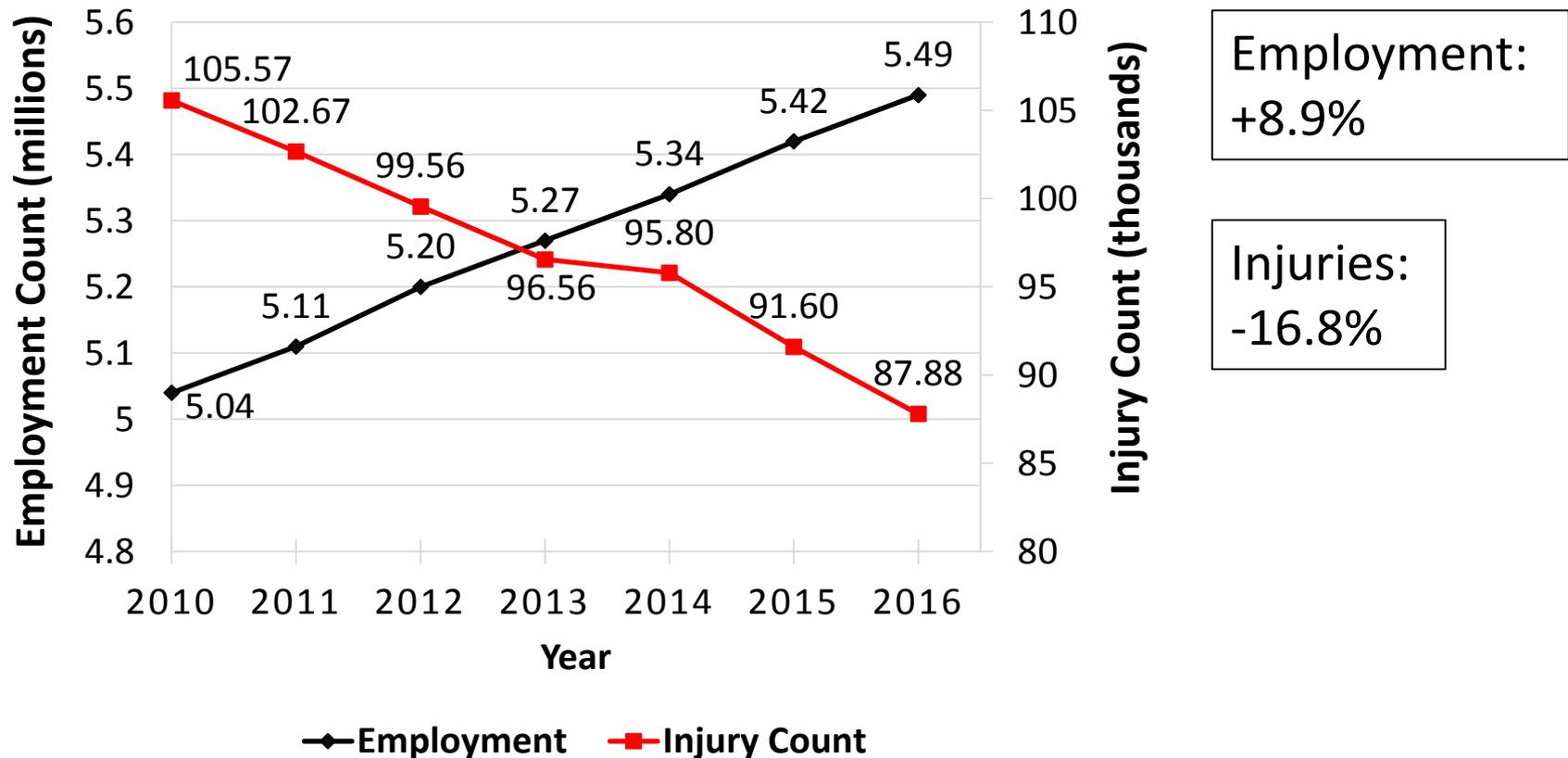
## **Expanding the reach of safety programs and services: Turning challenges into opportunities**

- Revamping the Drug-Free Safety Program (2009)
- Research partnership with the National Institute for Occupational Safety and Health (NIOSH) (2010)
- Improving relationship with OSHA
- Revamping the safety requirements for the Group Rating Program (2010)
- Workplace Wellness Grant Program (2012)
- Industry Specific Safety Program (2012)

## **Expanding the reach of safety programs and services: Turning challenges into opportunities**

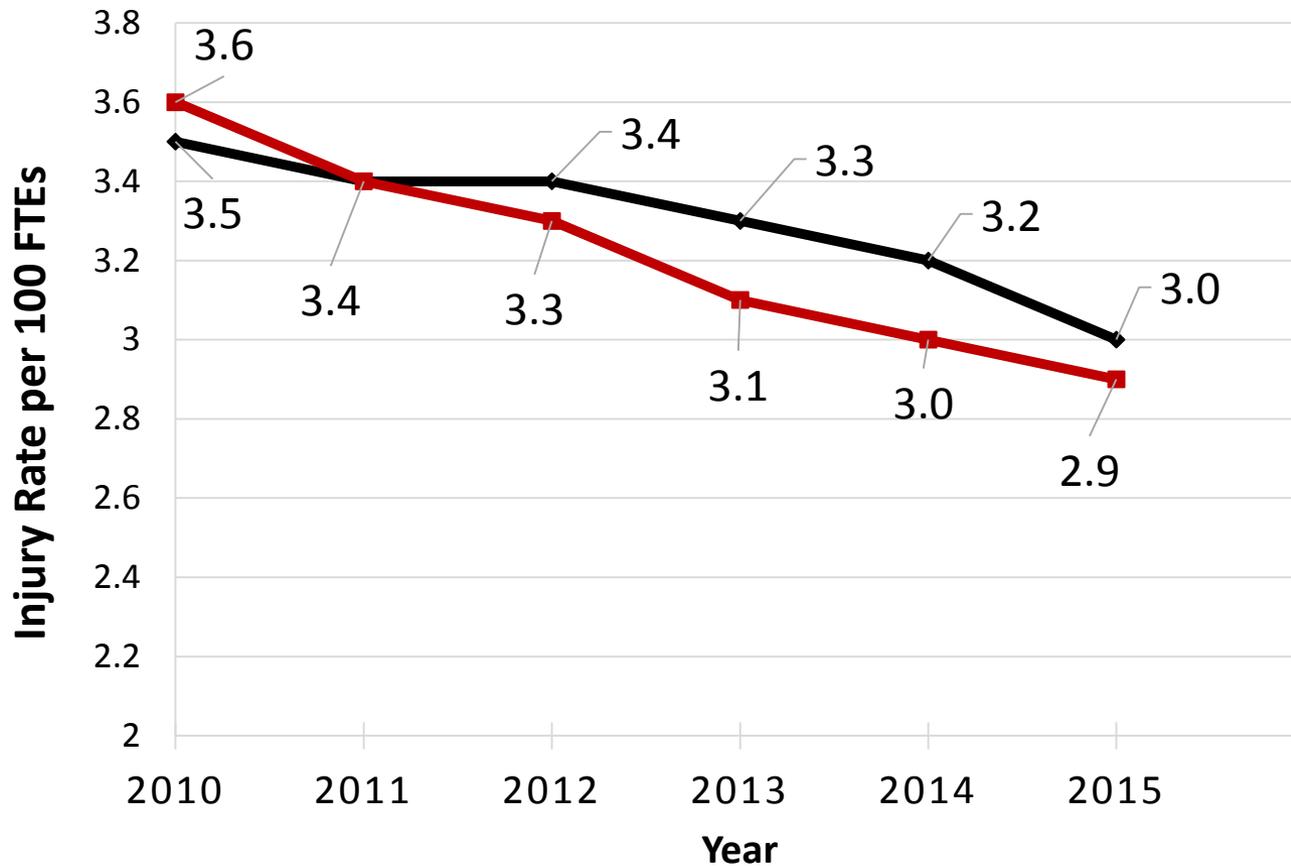
- Expanded the Safety Intervention Grants program to \$15 million annually (2013)
- Safety Innovations Award Program (2013)
- Adding health and wellness as a focus area to the Safety Councils program (2015)
- Grew Safety Congress to become the second largest OS&H conference in the nation

## Trends of non-agricultural employment in Ohio and injuries in the BWC system for calendar years 2010-2016



During this period, we increased the number of employers utilizing safety programs and services by 71.5%.

# Injury rates per 100 FTEs in the private sector (BLS national data & BWC data 2010-2015)



2010-2015  
 BWC: -19.4%  
 BLS national:  
 -14.3%

—●— TOTAL - BLS    —■— TOTAL - BWC

# Positioning DSH for the future: BA/BI, technology, and evidence-based programming

- Establishing SOII
- Research-to-practice program
  - Funding for 15 research projects with six Ohio universities
- Building the largest WC dataset in the world for surveillance of occupational injuries through the BWC-NIOSH partnership
- A pioneering fellowship program
- Restructuring of DSH for the future
- Investing in better technology



## Challenges and opportunities

### *Changes in business operations and workforce utilization*

Structural changes to the economy leading to changes in business operations. Examples include:

- The evolution of the gig economy
- The diminishing traditional relationship between employers and employees
- The expansion of automation

# Challenges and opportunities

## *Changes in business operations and workforce utilization*

Similarly, the workforce has experienced significant structural changes. Examples include:

- Widening gaps in the current versus the needed future skills of the workforce
- Evolving health challenges to the workforce in terms of aging and obesity (TWH)
- Prevalence of substance abuse among workers in certain occupations and demographics, especially in high risk industries
- The generational gaps: Values, skills and expectations

## **Future state**

*Robust safety and health programs and services that meet continuously evolving challenges*

## **Safety education and training**

- Raising expectations and placing awareness and behavioral change in the hands of the worker
- Our delivery of safety and health training must meet the expectations of the future worker
- Safety and health are part of the overall worker's skills: A skilled worker is a safe and healthy worker

## Future state

*Robust safety and health programs and services that meet continuously evolving challenges*

### **Safety education and training**

- The classroom and web-based training through a LMS channel will become obsolete
- Training content in the form of manuals, PPTs, pictures, and videos will become obsolete
- Either create our own channel or utilize an existing cheap channel
- Our value is driven by our ability to develop and deploy realistic safety and health training content that match the specific job tasks in no time

## Future state

*Robust safety and health programs and services that meet continuously evolving challenges*

### Safety grants

- Robust application process with many levels
- Improved online application and follow up reporting process
- Create an auto evaluation process for applications that meet specific criteria

## **Future state**

*Robust safety and health programs and services that meet continuously evolving challenges*

## **Health and wellness**

- Transform into Total Worker Health: Better You, Better Ohio! program
- Safe and healthy at work and at home
- Create and push content through parallel, cheaper and more effective channels

## Future state

*Robust safety and health programs and services that meet continuously evolving challenges*

## BI and analytics

- Our data systems tell old stories
- Our data systems need to be enhanced by:
  - Data from external sources
  - Data that we should start collecting
- The future of targeted safety interventions will be at the individual worker level

# The cause? Paying it forward...



Bring your Daughter and Son to work day  
OCOSH 2016