

# OSHA NATIONAL EMPHASIS PROGRAM ON OUTDOOR AND INDOOR HEAT HAZARDS

**OSHA has launched a targeted program to protect EDUCATIONAL SUPPORT SERVICES workers across the nation from the increasing threat of heat-related illness.**

## What is the National Emphasis Program (NEP) on heat?

- The NEP creates, for the first time, a nationwide enforcement mechanism for OSHA to proactively inspect workplaces for heat-related hazards in targeted industries including **EDUCATIONAL SUPPORT SERVICES**, alleging hazardous exposures to heat (*outdoors and/or indoors*). This means that OSHA can now launch heat-related inspections on EDUCATIONAL SUPPORT SERVICES worksites before workers suffer preventable injuries, illnesses, or fatalities.
- The NEP encourages employers to protect workers from heat hazards by providing employee access to water, rest, shade, adequate training, and implementing acclimatization procedures for new or returning employees. It contains both enforcement and outreach/compliance assistance components.
- The NEP establishes heat priority days when the heat index is expected to be **80°F** or higher. On heat priority days:
  - OSHA will initiate compliance assistance in the EDUCATIONAL SUPPORT SERVICES industry.
  - OSHA will also continue to inspect any alleged heat-related fatality/catastrophe, complaint or referral regardless of whether the worksite falls within a targeted industry of this NEP.
- OSHA will conduct programmed (*pre-planned*) inspections in the EDUCATIONAL SUPPORT SERVICES industry on any day that the National Weather Service has announced a heat warning or advisory for the local area.
- OSHA also recognizes that many school districts want to do the right thing by developing heat illness prevention plans to keep their employees safe.
  - On heat priority days, OSHA field staff will engage in proactive outreach and technical/compliance assistance to help keep workers safe on the job.

## Impacted Industries

- The NEP targets over 70 high-risk industries based on:
  - Bureau of Labor Statistics data on incidence rates of heat-related illnesses and number of employee days away from work rate;
  - Elevated numbers of fatalities or hospitalizations reported by employers to OSHA; and
  - Highest number of heat-related general duty clause 5(a)(1) violations and Hazard Alert Letters over a 5-year period (*1/1/2017 thru 12/31/2021*), or highest number of OSHA heat inspections since 2017.

## Why is the NEP necessary?

- The danger of extreme heat increases each year due to continuing effects of climate change.
  - 18 of the last 19 summers were the hottest on record.
- Workers suffer over 3,500 injuries and illnesses related to heat each year.
- Low-wage workers and workers of color disproportionately make up the population of employees exposed to high levels of heat, intensifying socioeconomic and racial inequalities.

## What are the timeframes?

- The NEP became effective on April 8, 2022, and will remain in effect for three years unless canceled or extended by a superseding directive.

## Who is included in EDUCATIONAL SUPPORT SERVICES?

- A complete list of all occupations that fall under **NAICS 611700 – Educational Support Services** from the *U.S. Bureau of Labor Statistics* can be found here:  
[https://www.bls.gov/oes/current/naics4\\_611700.htm#25-0000](https://www.bls.gov/oes/current/naics4_611700.htm#25-0000)
- Among the list are all district and school administrators, teachers, substitute teachers, aides, counselors, bus drivers, security guards, janitors, assistants, and more

## Who should you provide training for?

- SISC Risk Management Services **strongly recommends** providing training for ALL indoor and outdoor employees considering OSHA is forewarning they are targeting EDUCATIONAL SUPPORT SERVICES, directly.

## When should I provide training?

- SISC Risk Management Services **strongly recommends** providing training for ALL indoor and outdoor employees:
  - **NEW HIRES – Within 2 weeks of onboarding**
  - **CURRENT EMPLOYEES:**
    - 1) At the beginning of each new school year as temperatures already exceed 80°F
    - 2) Refresher training between Mid/Late January but no later than MARCH 1 before outdoor temperatures exceed 80°F

## Where can I find more information regarding Heat Illness Training for my employees?

- **SISC Risk Management Services**  
<https://sisc.kern.org/rm/SISCI-RiskManagement@SISCschools.org>
- **OSHA's National Emphasis Program – Outdoor and Indoor Heat-Related Standards**  
[https://www.osha.gov/sites/default/files/enforcement/directives/CPL\\_03-00-024.pdf](https://www.osha.gov/sites/default/files/enforcement/directives/CPL_03-00-024.pdf)
- **OSHA's Heat Exposure Information Website**  
<https://www.osha.gov/heat-exposure/>
- **Cal/OSHA's Heat Illness Prevention Training**  
<https://www.dir.ca.gov/dosh/documents/Heat-Illness-Prevention-Training.pdf>
- **Cal/OSHA's Heat Illness Prevention Website**  
<https://www.dir.ca.gov/dosh/heatillnessinfo.html>

## UPCOMING SISC Risk Management Heat Illness Workshops

- **Wednesday, 04-05-23**  
<https://sisc.webex.com/weblink/register/ra6d377ed3d1763f81174982de69f7624>
- **Wednesday, 04-19-23**  
<https://sisc.webex.com/weblink/register/r7bcefc33e7e85783c9d174e229304c8>
- **Wednesday, 05-10-23**  
<https://sisc.webex.com/weblink/register/r8b7eca08c59a6cf7169ed452339f2816>
- **Wednesday, 05-24-23**  
<https://sisc.webex.com/weblink/register/r3986504e863eabdc0f660ed24cfeffe>