



TIPS FOR TRAINERS

It can be stressful and intimidating to speak in front of a group, with all eyes and ears focused on you. But with practice, you can master a few simple skills that will make you a trainer that people pay attention to.

HOW ADULTS LEARN

Adults remember information best when they listen to and do a learning activity. Interactive trainings using visual aids are more effective than simply talking at people.

BE PREPARED

Review the training topic and materials in advance. Consider whether any changes should be made for a new audience. During preparation, focus on the following:

1. **Required to teach:** Identify the core information participants need to understand by the end of the training so they can do their job in a healthy and safe manner.
2. **Need to know:** Educate yourself about more than just the basics on the training topics. Knowing more in-depth information will help you to answer questions and to feel more comfortable in front of the group.
3. **Resources:** Identify several trusted resources for additional information if there are questions you cannot answer. Let participants know you will follow-up with the answer. Sources may include federal and state agencies, an insurance carrier, extension advisor, or Colorado State University researchers.

BE NATURAL

Practice the training in advance to gain confidence in delivering it in your own voice. Use stories or examples to make the training material more relevant and interesting to participants. Speak informally and avoid using technical words which can complicate the message and confuse participants.

CREATE THE RIGHT ENVIRONMENT

Reduce training distractions. Whether by a field or under a shade structure, select the quietest area with the fewest distractions for the training.

USE EDUCATIONAL MATERIALS

Use visual aids and props to illustrate your point. These aids will increase participant understanding (e.g. participants will understand better what an 8-oz cup is if you show them an appropriately sized cup).

REVIEW KEY POINTS

Review key points several times throughout the training. Ask participants questions to assess their understanding and identify topics that need to be reinforced.

MANAGE PARTICIPATION

It is a good sign when workers participate in the discussion! Questions are an opportunity to strengthen your message. However, you may encounter a difficult participant—one who is not taking things seriously or thinks they know it all.

Encourage workers to participate and ask questions but stay focused. If a worker is being disruptive, respectfully ask them to leave their comments for another time and allow the group to learn what is being reviewed. You could also thank them for their time and gently tell the group that time is up. If necessary, let them know you'll schedule another brief session to continue the discussion.

CREATE A CULTURE OF SAFETY AND HEALTH

Set a good example of safety with participants. Your training is the first step in promoting a safe and healthy work environment. You also need to ensure your workplace implements the safety measures that are taught.

WORKERS WILL RETAIN THE MOST INFORMATION IF THEY ATTEND AN INTERACTIVE TRAINING AND THE WORKPLACE CULTURE ALLOWS THEM TO PRACTICE THE MEASURES.



This guide is compliant with Colorado Department of Labor and Employment, Agricultural Labor Conditions Rules (7 CCR 1103-15), Rule 3 Heat and Illness Prevention, 3.6.1 Training (A-D). HICAHS Version 1.0, 4/8/2022



Heat Illness Training – Discussion Guide #1

Understanding Heat Illness: Symptoms and Prevention (10–15 min)

Recommended materials:

- Picture of car overheating

1. Introduce the Topic

Say: Today we are going to talk about heat illness, including: the symptoms of heat exhaustion and heat stress, how to prevent heat illness, and the importance of acclimatization. As we discuss heat illness, remember these three words: water, shade, and rest.

Ask: What would you do if you were driving on the freeway and noticed your car was overheating? *As you talk, point to the picture of the car overheating. Wait for responses.* Why would you do those things?

Possible responses:

- Stop and try to cool down your car.
- Add water to the engine.
- To prevent the car from overheating, to prevent damage to the car, or to avoid paying for repairs.

Say: Yes! You would stop and let the car cool down before continuing to drive it. If you do not cool down the car, it could get damaged, and would cost you a lot of money to repair it.

Most people would take care of their car if it overheated, but the same people may push their bodies to keep working even when the heat is affecting them. This may happen because people think that if they stop working, they will be seen as weak or that their job will be in jeopardy.

2. Discuss the Types of Heat Illness, Symptoms, and What to Do in an Emergency

Say: There are two types of serious heat illnesses: heat exhaustion and heat stroke. These can cause permanent damage to the body or even result in death, so it is important to act quickly to avoid an emergency.

Say: The symptoms of heat exhaustion are: dizziness, headache, sweaty skin, weakness, cramps, nausea or vomiting, and a fast heartbeat.

- If you are experiencing heat exhaustion, you need to:
 - Stop working immediately.
 - Inform your supervisor that you are feeling sick.
 - Go to the shade to cool down and drink water.

Say: In Colorado, all agricultural workers have the right to take a break to avoid and prevent overheating. This is referred to as a 'cool-down break'.

- Tips for cooling down:
 - Remove outer layers of clothing.
 - Drink small sips of water and fan yourself.
 - Do not go back to work until your temperature goes back to normal and you do not feel sick.
- If you have had heat exhaustion, we will refer you to a health care provider covered by our workers' compensation insurance to be sure your health has not been affected.

Say: Heat exhaustion can quickly progress to heat stroke. The symptoms of heat stroke are: red, hot, dry skin; high body temperature; confusion; convulsions; and fainting. Individuals experiencing heat stroke may also have a fast heartbeat and little or no sweating.

- If you suspect you are being affected by the heat, tell the person closest to you, and go to the shade to cool down and drink water.

- If you notice a coworker experiencing heat stroke:
 - Inform your supervisor and contact emergency medical services immediately.
 - Move the person to the shade and help remove outer layers of clothes.
 - Help the person cool down by fanning them and spraying or sponging with cool water. If the person is alert enough to sit upright, help them drink small sips of fresh water. If the person is unconscious, do not put anything in their mouth.
- Don't leave your coworker alone if they're experiencing any symptoms of heat illness as it can become serious very quickly and even lead to death.

3. Discuss Ways to Prevent Heat Illness

Say: Remember water, shade, and rest? There are several ways to prevent heat illness and stay safe while working in the heat:

- Acclimatization - Pay close attention to your body when the hot season starts or after a break from working. It takes up to 2 weeks for your body to get used to working in the heat. A person has a higher risk of being affected if they are not used to the heat, in other words, if they are not acclimated.
- Drink enough water - Do not wait to be thirsty to drink water. Thirst is the first sign the body uses to tell you that you do not have enough water to function (otherwise known as dehydration). Like in the car example, water helps control body temperature; therefore, drinking water is an easy way to protect your health.
- Prevent overheating - If you start feeling the symptoms of heat illness, move to the shade to rest and cool down. When you feel better, go back to work.
- Rest and cool down at night - After working hard in the heat, your body needs time to recuperate and get ready to work hard again the next day. Cooling down overnight will help you to feel energized and strong the following day. After work, go home and take a shower to cool off, keep drinking water, limit your intake of alcohol, and sleep in a cool room.

4. Review

Ask: Now to review, what are some symptoms of heat exhaustion and heat stroke? *Wait for responses.*

Possible responses (clarify answers when you need to reinforce the information):

- Heat exhaustion: dizziness, headache, sweaty skin, weakness, cramps, nausea/vomiting, fast heartbeat.
- Heat stroke: red, hot dry skin; high body temperature; confusion; convulsions; fainting; little or no sweating; fast heartbeat.

Ask: What is the first sign a person experiences when their body is “low in water” or dehydrated? *Wait for responses.*

Answer: Thirst, but remember that you should be drinking water before you feel thirsty.

Ask: What should you do if a coworker is showing symptoms of heat stroke? *Wait for responses.*

Possible responses:

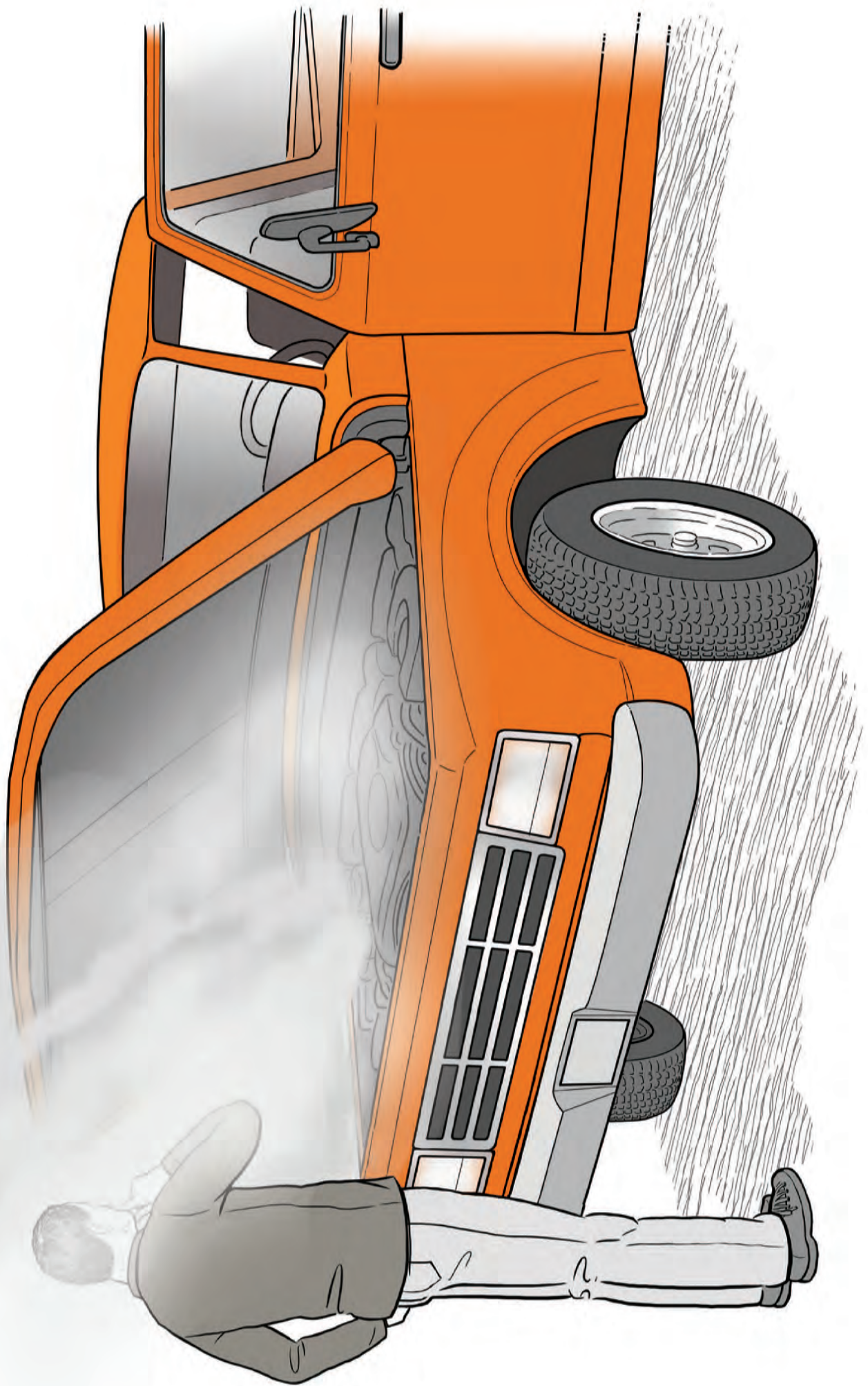
- Inform your supervisor immediately and contact emergency services.
- Move the person to the shade. Help them to cool down by fanning them and spraying or sponging with cool water.

Ask: What you can do after work to help your body recover for the next day? *Wait for responses.*

Possible responses:

- Take a shower to cool off, keep drinking water, limit your intake of alcohol, and sleep in a cool room.

Regulatory alignment: Per Colorado Department of Labor and Employment, Division of Labor Standards and Statistics, Agricultural Labor Conditions Rules (7 CCR 1103-15) subsections: 3.2 Drinking Water, 3.3 Shade, 3.5 Safety Procedures, and 3.6 Training as of 4/8/2022. HICAHS Version 1.0





Heat Illness Training – Discussion Guide #2

Water vs Sports Drinks, Energy Drinks, Alcohol, and Coffee (15–20 min)

Recommended materials:

- 8-oz cup and disposable cones used in field (measure how many ounces it holds)
- Urine color chart
- Picture of sports and energy drinks

1. Review Heat Illness Symptoms from Previous Lesson

Say: The last time we talked about heat illness, there were three important words to keep in mind.

Ask: Who remembers those three words? *Wait for responses.*

Possible responses: Water, shade, rest

Say: Perfect! Water, shade, and rest! These actions can protect us from heat illness and can even save lives.

Ask: Who remembers the first sign that you need to drink water? *Wait for responses.*

Possible response: Thirst

Say: The right answer is “thirst.” While there are other signs of dehydration, thirst is usually the first you will notice. To function normally, your body needs to have a certain level of water for your brain, stomach, and other organs to work properly. If your body does not have enough water, it is like forcing a car to work without enough coolant; it may break.

2. Discuss How Much Water is Needed to Stay Hydrated

Say: So, how much water is needed for the body to function normally when you are working in the heat? The Colorado Department of Labor and Employment recommends drinking four cups like this (*show 8-oz cup*) every hour.

Another way to measure 8 ounces is by making a fist. (*Make a fist.*) Your fist is about the size of 1 cup or 8 ounces. If you are drinking from our workplace water cones, you should drink ___ cones worth of water every hour. *Measure the cups or cones at your worksite to determine the number of ounces per cup. Workers should drink 32 oz of water every hour.*

Say: Some people may think that drinking four cups every hour is too much water and that it will make you need to pee a lot, but your body uses this water to sweat.

On a hot day, your body helps you to cool you down and maintain a healthy temperature by releasing water onto your skin or sweating. When the sweat evaporates from your skin, it takes a little bit of body heat with it. When your body is acclimatizing you will sweat more and therefore need more water. *See below for optional activity (+3 min).*

Say: If you don't drink enough water to replace what your body needs to function and the amount you are sweating, your body may overheat. If your body overheats, it will have trouble working, just like the example of the car we talked about last time. We agreed that fixing a car would cost money, but fixing our health will not only cost money, but in some cases, may not be possible.

3. How to Monitor if You Are Drinking Enough Water

Say: An easy way to tell if you are drinking enough water (or, in other words, if you are “hydrated”) without counting cups is to monitor the color of your urine. *Point to the urine color chart as you talk.*

- If your urine is **dark and/or has a strong smell**, you probably aren't drinking enough water.
- If your urine is **light yellow and does not have a strong smell**, you probably are drinking enough water.

4. Sports and Energy Drinks

Say: Not all liquids keep us hydrated like water. Sports drinks can be used occasionally to replenish and hydrate the

body; however, they should always be a small amount of the total liquid you drink. *Show pictures of sports drinks, e.g. Gatorade, Powerade, Propel, etc.*

Say: When you sweat for a long period of time, your body not only loses water, it also loses important minerals, called “electrolytes,” that help your body function. Sports drinks were created for athletes to help them replace the electrolytes they lose when sweating over long periods of time.

In addition to water and minerals, sports drinks also contain a lot of sugar. Drinking sports drinks often instead of water can contribute to health issues like type 2 diabetes. While sports drinks should not replace water, if you are sweating a lot, you can substitute one cup of water with one cup of sports drink, up to twice a day. Remember, one bottle of a sports drink may contain up to three or more cups of liquid.

Say: Energy drinks, on the other hand, should never be used to hydrate your body. *Show pictures of energy drinks, e.g. Monster, Red Bull, 5-Hour Energy, etc.*

Energy drinks contain chemicals, sugar, and stimulants, which can cause side effects like high blood pressure, fast heartbeat, and insomnia. Some of the ingredients may provide a temporary boost and block the sensation of being tired but can cause serious health effects. You get energy from eating right and drinking water. Rather than drinking energy drinks, it is important to stay hydrated by drinking water.

5. Alcohol and Coffee

Say: Now let’s talk about some other drinks. It’s common for people to drink coffee in the morning and beer at lunch or after work. A cup of coffee may not be an issue, but we need to drink water to stay hydrated. In the summer when it is hot, it’s a good idea to drink less coffee and drink water instead of coffee at work.

Ask: Have any of you seen what happens the day after someone drinks too much alcohol? *Wait for responses.*

Possible responses: The person may have a headache, feel tired, and/or feel thirsty.

Say: You’re right, after drinking alcohol, someone may feel thirsty, have a headache, and feel tired. This is because alcohol has the opposite effect on the body as water. Alcohol is a diuretic, which makes you pee more often and dehydrates you. You will feel better and have more energy if you are hydrated. If you do choose to drink alcohol, be aware that you will need to drink more water to stay hydrated.

6. Review

Say: Now we know the best way to stay hydrated is to drink water. If we are not working in the fields, drinking eight 8-oz cups of water during the day (*show cup*) is enough. But when we are working in the fields and it is hot, we need more water.

Ask: How much water is recommended to drink when it is hot and we are working in the fields? *Wait for responses.*

Possible responses: Four 8-oz cups or ___ cones every hour (*Write in how many cones based on the ones used at your workplace.*)

Ask: Will we need more bathroom breaks if we drink four cups of water every hour? *Wait for responses.*

Possible responses: Probably not. Your body uses the water to sweat, which helps cool the body down.

Ask: How can someone monitor if they are drinking enough water? *Wait for responses.*

Possible responses: By monitoring the color of your urine at the end of the day. If it is a pale yellow, you are likely drinking enough water to keep your body healthy. If your urine is dark, you could be dehydrated.

Ask: Is it a good idea to use alcohol to hydrate? *Wait for responses*

Possible responses: No, it is not a good idea. When you are trying to be well hydrated, drinking alcohol is not a good choice because, although alcohol is liquid, it has the opposite effect of water. It “squeezes” the water out of your body.

Optional Activity: Will Drinking More Water Make You Use the Restroom More? (+3 minutes)

Materials needed:

- Cup, bottle, or spray bottle with some water
- Paper towel or a small cloth (e.g., bandana, rag)

Say: To understand this concept better, let's imagine that this paper towel is your body.

Ask: If I dump all the water from this cup onto this paper towel, what do you think will happen to most of the water?

Possible responses: It will all fall on the ground.

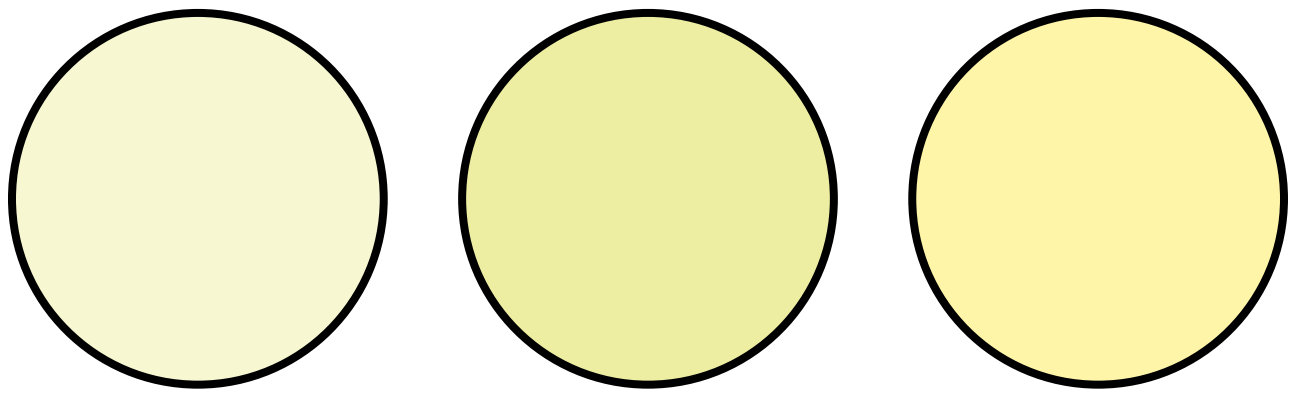
Say: Yes, the paper towel will absorb what it can, but most of the water will just end up on the ground. But what would happen if I sprinkle a little bit of water onto this paper towel, then leave it in the sun for 15 minutes, then I sprinkle it again and leave it for another 15 minutes, and I keep doing that the whole time that the paper towel is out in the sun?

The paper towel may always be a little wet but it will never become wet enough for the water to fall on the ground because the sun will dry most of the water in between each time I sprinkle the paper towel.

Say: Your body functions in a similar way. If you drink four cups (or ___ cones based on your worksite) all at once at the beginning of each hour, your body will absorb what it can, but it can't use all of it at once and you will have to go to the bathroom to get rid of the extra water.

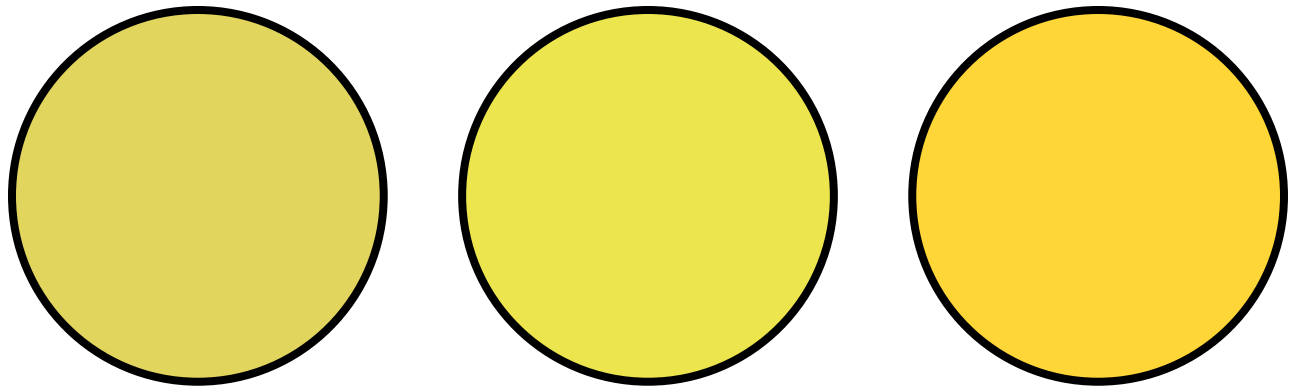
But if you drink small amounts frequently over the course of each hour before you feel thirsty, your body will be using the water that you drink as you sweat throughout the day.

Regulatory alignment: Per Colorado Department of Labor and Employment, Division of Labor Standards and Statistics, Agricultural Labor Conditions Rules (7 CCR 1103-15) subsections: 3.2 Drinking Water and 3.6 Training as of 4/8/2022. HICAHS Version 1.0



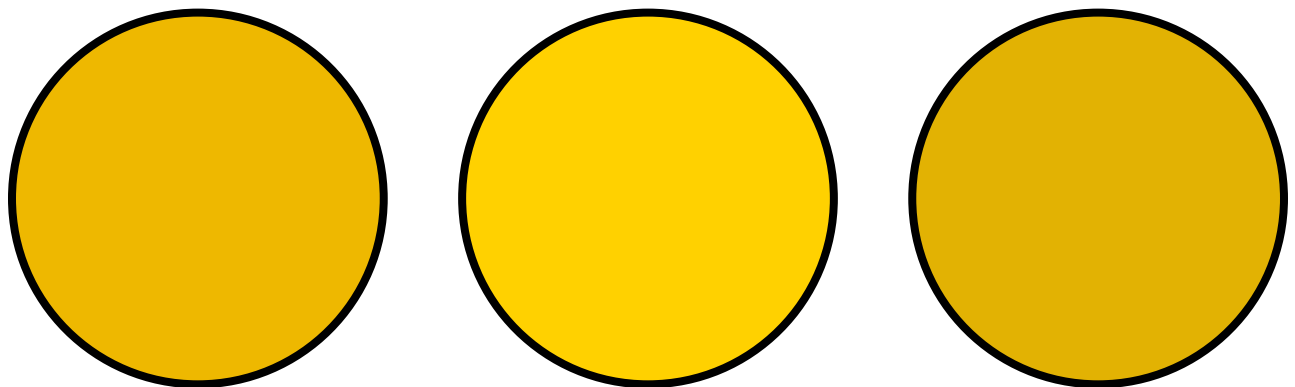
Adequately hydrated

Probablemente bien hidratado



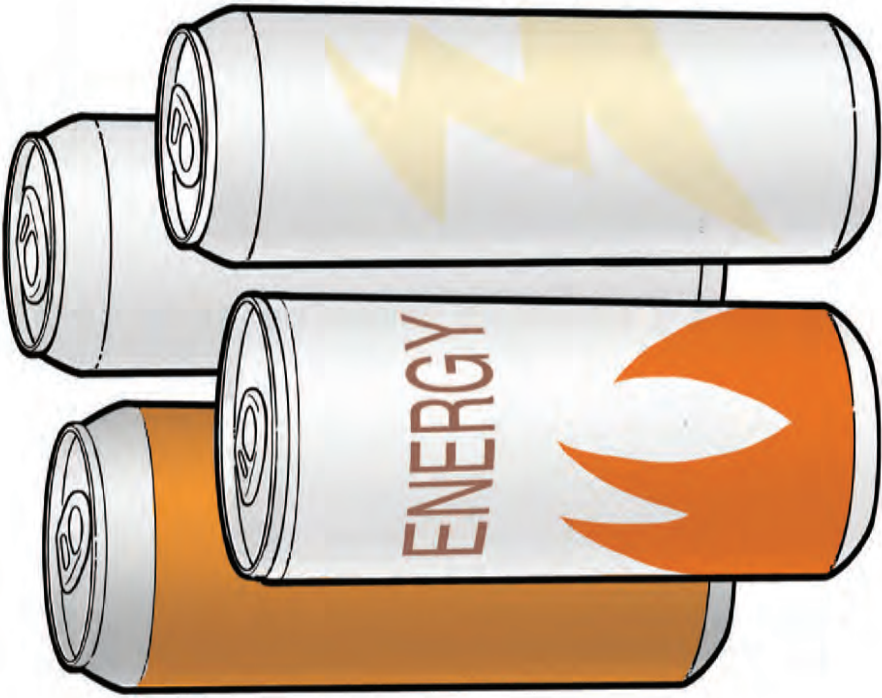
Possibly dehydrated

Posiblemente deshidratado



Probably dehydrated

Probablemente deshidratado





Heat Illness Training – Discussion Guide #3

Environmental and Personal Risk Factors for Heat (10–15 min)

1. Review the Importance of Drinking Water and How to Monitor if You Are Drinking Enough Water

Say: Today we are going to talk about the environmental and personal risk factors for heat illness.

Ask: Before we start, who remembers the best way to stay hydrated while working in the heat? *Wait for responses.*

Possible response: The best way to hydrate is to drink water.

Ask: Do you remember how much water? *Wait for responses.*

Possible responses: We should drink four 8-oz cups (or 32 oz) of water every hour or ____ cones per hour (*based on measurements cups/cones at your worksite*).

Ask: What can you use to demonstrate the size of an 8-oz cup? *Wait for responses.*

Possible responses: You can use the size of your fist.

Ask: How can you monitor if you are drinking enough water? *Wait for responses.*

Possible responses: You can check the color of your urine. If it is pale yellow and does not have a strong smell, you are probably drinking enough water.

Ask: Who remembers the three words to remind us about the importance of being safe in the heat? *Wait for responses.*

Possible responses: Water, shade, and rest.

2. Introduce the Topic

Say: Now that we all know the importance of drinking water to prevent heat illness, we are going to talk about things that increase the chances of heat illness. There are two types of risk factors: environmental risk factors and personal risk factors.

3. Explain Environmental Risk Factors

Say: The following are considered environmental risk factors: temperature, humidity, wind, how hard you work and how long, protective clothing, and use of personal protective equipment, like masks and aprons.

Say: As you may have guessed, the outside temperature is the main risk, but humidity (or moisture) in the air affects how hot it feels. The more humidity in the air, the hotter it will feel. Every day during the hot season, we will monitor the temperature and the humidity and take the necessary precautions to reduce your risk of heat illness.

Say: Another environmental risk factor is wind. If the temperature is hot, but the air is cool, a breeze or wind will cool you down. But if the temperature is hot and the air is also hot, the wind will increase your body temperature.

Say: How you work can also impact your temperature. When you are working fast, working hard, and/or working for a long time, your body temperature will increase.

Say: It is also important to pay attention to the clothes you wear. You know that you should wear a long sleeve shirt, long pants, closed toe shoes, and a brimmed hat. Light-colored clothing is also preferable. Some people wear two or more shirts. Wearing loose-fitting layers allows some air to move between the material. Keep in mind that by wearing layers of clothes, you will likely sweat more. Therefore, it is important to drink enough water. Do not wait to feel thirsty.

Say: The same is true when using personal protective equipment (PPE), such as aprons, masks, or gloves. PPE may cover your body or face and limit air movement, which means your body will have a harder time cooling off. When you

need to wear PPE, be extra careful to drink water and take more frequent breaks to cool down.

Say: During the hot season we will reduce your risk of heat illness by taking more frequent breaks and _____ (Explain how you will modify work tasks or schedules to reduce the risk of heat illness. Some examples: increase the number of breaks, work during early hours when it is not too hot, finish earlier before it gets too hot, reduce/monitor the pace, etc.)

4. Acclimatization

Say: Before we talk about other personal risk factors for heat illness, let's talk about something important that everyone needs to consider: acclimatization or getting used to the heat. To work properly, your body needs to stay between 97 and 99°F. Your body adjusts to help you maintain this body temperature regardless of temperature outside. The process that helps you adjust to the new climate or new conditions is called acclimatization.

It can take up to two weeks to acclimate to the heat. For these two weeks, and any time after a break of a week or more from working outside, your body may not be ready for the heat. We will be taking extra breaks, 10 minutes every 2 hours, during the first four days of field work in the heat. It's also important to take extra precautions during this time, like working at a slower pace and drinking more water.

5. Explain Personal Risk Factors

Say: Let's talk about other individual or personal risk factors. In addition to acclimatization, these include age, overall health, water consumption, and the use of alcohol and caffeine, as well as the use of prescribed or over-the-counter medications.

- Generally speaking, older people and those who suffer from chronic diseases, such as diabetes and high blood pressure, will have a higher risk of heat illness.
- Remember that alcohol, coffee, and energy drinks are not a substitute for water.
- Some drugs and medications may increase the risk of heat illness by affecting your body temperature, increasing your heart rate, or acting as a diuretic (dehydrating you). Talk to your health care provider or pharmacist if you're taking any prescription or over-the-counter medications and working in the heat.

6. Review

Ask: Who can name some environmental risk factors? *Wait for responses.*

Possible responses: Temperature, humidity, wind, how hard you work, how many hours you work, clothing, PPE

Ask: What are some personal risk factors? *Wait for responses.*

Possible responses: Acclimatization, age, overall health, water consumption and the use of alcohol and/or coffee, the use of drugs or medications

Ask: What are some things we can do to prevent heat illness? *Wait for responses.*

Possible responses:

- Water, shade, rest
- Other workplace adaptations mentioned above, including starting work early, finishing work early, reducing work pace.

Regulatory alignment: Per Colorado Department of Labor and Employment, Division of Labor Standards and Statistics, Agricultural Labor Conditions Rules (7 CCR 1103-15) subsections: 3.2 Drinking Water, 3.4 Increased Risk Conditions, and 3.6 Training as of 4/8/2022. HICAHS Version 1.0



Heat Illness Training – Discussion Guide #4

Increased Risk Conditions & Communication Procedures (10–15 min)

1. Review Environmental and Personal Risk Factors

Say: Before we start with today’s topic, let’s review what we learned last time: environmental and personal risk factors for heat illness.

Ask: Who remembers the environmental risk factors for heat illness? *Wait for responses.*

Possible responses:

- Temperature/humidity
- Wind
- How hard you’ve worked
- How long you’ve worked
- Protective clothing
- Personal protective equipment or PPE

Ask: What are personal risk factors? *Wait for responses.*

Possible responses:

- Acclimatization
- Age
- Overall health
- Water consumption and use of alcohol
- Use of drugs or medications

Ask: Who remembers what acclimatization is, and why it is important? *Wait for responses.*

Possible responses: Acclimatization is the process of your body getting used to the heat. It takes up to two weeks to get used to the heat, and during that time you’re at a higher risk of heat illness.

Ask: We’ve also talked about signs and symptoms of heat illness. Who remembers the symptoms of heat illness? *Wait for responses.*

Possible responses:

- **Heat exhaustion:** dizziness, headache, sweaty skin, weakness, cramps, nausea or vomiting, and a fast heartbeat.
- **Heat stroke:** red, hot dry skin; high body temperature; confusion; convulsions; fainting; little or no sweating; and a fast heartbeat.

2. Communications Procedures

Say: Remember that when you or a co-worker is experience signs of symptoms of heat illness, you need to report it right away. To help make sure everyone is staying safe, _____ (*write the name of the person who will be supervising the crew*) will be observing you (*the workers*) during your shift to identify potential signs or symptoms of heat illness. We encourage each of you to drink enough water. Remember that if you are thirsty, you are not well hydrated. Dehydration increases the chances of heat illness.

_____ (*same person as above*) and _____ (*name/s of some other lead person in the crew that will be able to communicate with the office and emergency services if needed*) are able to communicate with the office and contact emergency services if needed. However, each of you are your own best advocate. Please communicate any sign

or symptom of heat illness as soon as you recognize it. The sooner you hydrate and take a cool-down rest, the better.

Say: We know that confusion is one of the symptoms of heat illness. When someone is confused, they may not recognize that the heat is affecting them, so it is important to look out for each other to reduce the risk of heat illness.

This is called the buddy system. If you notice that one of your coworkers is looking sick or acting confused, ask them if they need help, and communicate with _____ (*name of the supervisor, crew leader in charge*) about the issue.

We will immediately move the affected person to the shade and help them cool down and hydrate. When needed, emergency medical services will be called to assist. We'll go over emergency procedures next time. Regardless, we want to stress the importance of acting as soon as possible to avoid lasting health issues.

3. Introduce High Heat Procedures

Say: So far, we've been talking about what to do to reduce our risk of heat illness, but we all know that some days are hotter than others. There are five conditions when we will implement special procedures to reduce the risk of heat illness. Those conditions are:

- When the temperature is 95°F or above;
- When the air quality is unhealthy;
- When we are working long days of 12 hours or more;
- When you are wearing heavy clothing or gear, like protective equipment when applying pesticides; and,
- During the first four days of work when it is at least 80°F.

Say: When any of these conditions are met, we will take mandatory cool-down breaks at least every two hours. _____ (*name of the supervisor*) will let you know when it is time to take a cool-down break. (*Consider staggering break times so that fewer workers are on break together and can be under the shade without touching each other.*) This cool-down period is meant for you to rest under the shade; drink water; and do what helps you to cool off, such as removing your hat and/or outer layers of clothing, fanning yourself, etc. After at least 10 minutes, we will go back to work unless you're feeling sick. Remember, you also don't need to wait until the mandatory cool-down breaks if you're feeling sick.

Any day when we expect one of these conditions to occur, we will let you know when the workday starts. If one of these conditions occurs after the workday has started, we will notify you by _____ (*process for notifying workers of increase risk conditions during workday*).

4. Review

Ask: What is the buddy system? *Wait for responses.*

Possible response: It is taking care of each other. In the case of heat illness prevention, if you see a coworker being affected by the heat, check with them, and communicate with the supervisor if necessary.

Ask: What are the 5 special conditions when we will take more frequent cool-down breaks? *Wait for responses.*

Possible responses: high heat (95°F or above), unhealthy air quality, long workday (12+ hours), wearing heavy clothing/protective gear, first four days of work

Ask: What is our signal to take a mandatory cool-down break during one of the 5 special conditions? *Wait for responses.*

Possible responses: _____ (*Write down your signal.*)

Regulatory alignment: Per Colorado Department of Labor and Employment, Division of Labor Standards and Statistics, Agricultural Labor Conditions Rules (7 CCR 1103-15) subsections: 3.2 Drinking Water, 3.3 Shade, 3.4 Increased Risk Conditions, 3.5 Emergency Procedures and 3.6 Training as of 4/8/2022. HICAHS Version 1.0



Heat Illness Training – Discussion Guide #5

In Case of Emergency (10–15 min)

1. Review General Information

Say: Before we start with today's topic, let's review the general information about heat illness.

Ask: Who remembers the environmental risk factors for heat illness? *Wait for responses.*

Possible responses:

- Temperature/humidity
- Wind
- How hard you've worked
- How long you've worked
- Clothing
- Personal protective equipment or PPE

Ask: What are personal risk factors? *Wait for responses.*

Possible responses:

- Acclimatization
- Age
- Overall health
- Water consumption and use of alcohol
- Use of drugs or medications

Ask: Who remembers the symptoms of heat illness? *Wait for responses.*

Possible responses:

- Heat exhaustion: dizziness, headache, sweaty skin, weakness, cramps, nausea or vomiting, and a fast heartbeat.
- Heat stroke: red, hot dry skin; high body temperature; confusion; convulsions; fainting; little or no sweating; and a fast heartbeat.

Say: Remember the three words to avoid being affected by the heat: water, shade, rest. We all work hard to make money, but we need to take care of ourselves so we can keep working. First and most important is to drink enough water. Do not wait to be thirsty to drink water. You can also rest in the shade to keep your body healthy.

2. Introduce Emergency Procedures

Say: Today, we are going to talk about the steps to follow in case of an emergency. Hopefully, you will not have to use what you are going to learn today, but it is important to know what to do just in case.

Say: Knowing what to do in an emergency will not only help you to better assist the person in need but will also reduce the stress of those around you. Remember to stay calm. Stress sometimes causes people to do things that may not be helpful. Stay calm and do not get in the way of those taking care of the issue.

Say: If you see someone who has symptoms of heat exhaustion or heat stroke:

1. Ask the person if they are feeling sick. If they say yes or if you notice they are confused, help the person to the shade.

2. At the same time: Shout for help or ask another coworker to inform the supervisor immediately. The supervisor will alert _____ (name(s) of the person(s) in your crew who has first aid training). They will give specific directions for what to do. Follow their directions.

Say: Next, help the person to cool down. Respectfully assist the person with removing outer layers of clothing, such as a sweatshirt or extra shirt, and fan them gently. Sponge or spray them with cool water. If the person is conscious, have them sit down and offer them a small amount of water. If they are unconscious, do not put anything in their mouth.

Allow the person to stay in the shade until they feel better. Do not leave the person alone. The situation could worsen very fast, so it is very important to have someone monitor the affected person. If the person looks confused, call emergency assistance immediately.

Say: If emergency services have been called, while you are helping the person to cool down, have someone else give directions to paramedics so they can arrive promptly at the field. If necessary, send someone to the entrance of the field so they can flag the paramedics, and direct them to where the affected person is waiting for them.

3. Review

Ask: Now to review, what should you do if you notice a coworker exhibiting symptoms of heat exhaustion or heat stroke, including acting confused? *Wait for responses.*

Possible responses:

- Move them to the shade and inform the supervisor/shout for help.
- Cool them down by respectfully removing outer layers of clothing and fanning them.
- If able, have the person drink small sips of water.
- Give clear directions to the paramedics so they can reach the affected person, as needed.

Ask: What are the directions to this worksite? *Wait for responses and provide the correct answer.*

Regulatory alignment: Per Colorado Department of Labor and Employment, Division of Labor Standards and Statistics, Agricultural Labor Conditions Rules (7 CCR 1103-15) subsections: 3.2 Drinking Water, 3.3 Shade, 3.5 Emergency Procedures and 3.6 Training as of 4/8/2022. HICAHS Version 1.0