Digital Literacy for Construction Tools

Course Description

This course is not about turning you into an IT technician. It is about helping you feel confident using tablets, apps, and digital workflows. By the end of this training, you will understand how to use the most common digital tools and how to troubleshoot basic issues on site.

Adaptability and Change Management – Spanish

Course Description

This course will help you understand how change works, why people react differently to it, and how you can strengthen your ability to adapt regardless of what comes your way. We will talk about individual habits, workplace culture, communication, leadership support, emotional responses, and practical strategies that make change easier and more successful. (Spanish Version)

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Forklift – Stability and Capacity – Spanish

Course Description

This course will help explain the physics that keep the machine balanced, knowing the limits of what it can safely carry, and recognizing the dangers that come when those limits are pushed. (Spanish Version)

Forklift – Stability and

Capacity

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This course will help explain the physics that keep the machine balanced, knowing the limits of what it can safely carry, and recognizing the dangers that come when those limits are pushed.

Environmental Management Fundamentals

Course Description

This course will cover what we mean when we talk about environmental management: moving beyond damage control, toward structured, proactive responsibility.

Environmental Management Fundamentals – Spanish

Course Description

This course will cover what we mean when we talk about environmental management: moving beyond damage control, toward structured, proactive responsibility. (Spanish Version)

Emergency Planning & Community Right-to-Know Act (EPCRA) – Spanish

Course Description

EPCRA was designed to ensure that communities, emergency responders, and workers wouldn’t be left in the dark about chemical hazards in their backyard. This law is about more than paperwork. It’s about transparency, preparedness, and preventing tragedies. (Spanish Version)

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Preventing Spills – Spanish

Course Description

This course is about spill prevention and how when it comes to spills, prevention is always cheaper, safer, and smarter than cleanup. (Spanish Version)

Preventing Spills

Course Description

This course is about spill prevention and how when it comes to spills, prevention is always cheaper, safer, and smarter than cleanup.

Why Claims-Driven Safety Training Reduces Workers’ Comp Costs Better Than Generic Compliance Training

Generic compliance training may satisfy documentation requirements, but it often misses the injury patterns driving workers’ compensation costs. Claims-driven safety training uses loss data, near misses, job tasks, and supervisor follow-up to

focus training where it can reduce frequency, severity, repeat claims, and operational disruption.

Infection Control 101: Managing Illness, Outbreaks, and Hand Hygiene Meeting Kit

WHAT'S AT STAKE

Childcare settings are environments where germs can spread easily. Young children frequently touch shared surfaces, share toys, and place their hands or objects in their mouths. Because their immune systems and hygiene habits are still developing, even mild illnesses can move quickly through a classroom and affect children, staff, and families.

WHAT'S THE DANGER

Illness can spread quickly in childcare environments when prevention routines are not followed consistently.

Fast Transmission

Children in group care experience significantly more respiratory and gastrointestinal infections than those cared for at home. Germs spread easily through hands, shared toys, and contaminated surfaces.

Outbreak Risk

Childcare settings are common locations for outbreaks of illnesses such as norovirus, influenza, RSV, and hand foot and mouth disease. One sick child can expose many others in a short period

of time.

Impact on Staff

Illness does not affect children alone. Staff may also become sick, increasing absenteeism and placing additional pressure on remaining team members.

Operational Disruption

When illness spreads, childcare centres may face room closures, staffing shortages, and increased concerns from families, especially during cold and flu season.

HOW TO PROTECT YOURSELF

Prevention works best when hygiene and illness control practices are routine, visible, and consistent every day.

Hand Hygiene First

Proper handwashing is one of the most effective ways to reduce illness. Washing with soap and water removes germs more effectively than sanitizer when hands are visibly dirty. Encourage regular handwashing throughout the day.

Clean High Touch Surfaces

Viruses can survive on surfaces for hours or even days. Toys, tables, door handles, light switches, and bathroom fixtures should be cleaned and disinfected frequently.

Key Infection Control Practices:

- Wash hands frequently with soap and water, especially before meals and after toileting
- Clean and disinfect shared surfaces and toys regularly
- Watch for early signs of illness such as fatigue or behaviour changes
- Follow exclusion policies and keep sick children and staff at home
- Improve ventilation by increasing airflow or opening windows

Recognize Symptoms Early

Children often show subtle signs before becoming visibly ill. Responding early helps prevent the spread of infection.

Increase Ventilation

Studies cited by the U.S. Environmental Protection Agency show that improved ventilation reduces airborne virus concentration indoors. Fresh air is a simple but powerful control.

FINAL WORD

Infection control is not about fear. It is about routine. When hygiene, observation, and communication are built into daily practice, illness spreads less, children stay healthier, and programs stay open.

Infection Control 101: Managing Illness, Outbreaks, and Hand Hygiene Meeting Kit – Spanish

QUÉ ESTÁ EN RIESGO

Los centros de cuidado infantil son entornos en los que los gérmenes pueden propagarse fácilmente. Los niños pequeños tocan con frecuencia superficies compartidas, comparten juguetes y se llevan las manos u objetos a la boca. Dado que su sistema

inmunológico y sus hábitos de higiene aún se están desarrollando, incluso las enfermedades leves pueden propagarse rápidamente por el salón de clases y afectar a los niños, al personal y a las familias.

CUÁL ES EL PELIGRO

Las enfermedades pueden propagarse rápidamente en los centros de cuidado infantil cuando no se siguen de manera constante las rutinas de prevención.

Transmisión Rápida

Los niños que asisten a centros de cuidado infantil sufren un número significativamente mayor de infecciones respiratorias y gastrointestinales que los que son cuidados en casa. Los gérmenes se propagan fácilmente a través de las manos, los juguetes compartidos y las superficies contaminadas.

Riesgo de Brotes

Los centros de cuidado infantil son lugares habituales donde se producen brotes de enfermedades como el norovirus, la gripe, el VSR y la enfermedad de manos, pies y boca. Un niño enfermo puede contagiar a muchos otros en poco tiempo.

Impacto en el Personal

Las enfermedades no solo afectan a los niños. El personal también puede enfermarse, lo que aumenta el ausentismo y ejerce una presión adicional sobre los demás miembros del equipo.

Interrupción de las Operaciones

Cuando se propagan las enfermedades, las guarderías pueden enfrentarse al cierre de salas, a la falta de personal y a una mayor preocupación por parte de las familias, especialmente durante la temporada de resfriados y gripe.

COMO PROTEGERSE

La prevención es más eficaz cuando las prácticas de higiene y control de enfermedades se llevan a cabo de forma rutinaria, visible y constante todos los días.

La Higiene de las Manos es lo Primero

Lavarse las manos correctamente es una de las formas más eficaces de reducir el riesgo de enfermedades. Lavarse con agua y jabón elimina los gérmenes de manera más eficaz que el desinfectante cuando las manos están visiblemente sucias. Fomente el lavado de manos regular a lo largo del día.

Limpie las Superficies de Contacto Frecuente

Los virus pueden sobrevivir en las superficies durante horas o incluso días. Los juguetes, las mesas, las manijas de las puertas, los interruptores de luz y los accesorios de baño deben limpiarse y desinfectarse con frecuencia.

Prácticas Clave para el Control de Infecciones:

- Lávese las manos con frecuencia con agua y jabón, especialmente antes de las comidas y después de ir al baño
- Limpie y desinfecte regularmente las superficies y los juguetes compartidos
- Esté atento a los primeros signos de enfermedad, como fatiga o cambios de comportamiento
- Siga las políticas de exclusión y mantenga a los niños y al personal enfermos en casa
- Mejore la ventilación aumentando el flujo de aire o abriendo las ventanas

Reconozca los Síntomas a Tiempo

Los niños suelen mostrar signos sutiles antes de enfermarse de manera visible. Responder a tiempo ayuda a prevenir la propagación de la infección.

Aumente la Ventilación

Estudios citados por la Agencia de Protección Ambiental de EE. UU. muestran que una mejor ventilación reduce la concentración de virus en el aire en interiores. El aire fresco es un control sencillo pero eficaz.

CONCLUSIÓN

El control de infecciones no tiene que ver con el miedo, sino con la rutina. Cuando la higiene, la observación y la comunicación forman parte de la práctica diaria, las enfermedades se propagan menos, los niños se mantienen más sanos y los programas siguen abiertos.

Infection Control 101: Managing Illness, Outbreaks, and Hand Hygiene Fatality File

Norovirus Outbreak Leads to Temporary Room Closure

A U.S. childcare centre experienced a norovirus outbreak after several children developed vomiting and diarrhea over two days. Initial symptoms were not immediately isolated due to staffing pressure. Within 48 hours, multiple classrooms were affected, and

several staff became ill.

Public health officials identified inconsistent handwashing and delayed exclusion as contributing factors. The centre temporarily closed affected rooms, increased cleaning protocols, and reinforced hygiene training.

The incident demonstrated how quickly illness spreads when early controls are missed—and how decisive action limits long-term disruption.

Infection Control 101: Managing Illness, Outbreaks, and Hand Hygiene Stats and Facts

FACTS

- Hands are the primary vehicle for germ transmission in childcare.
- Children touch their faces an average of 15–20 times per hour.
- Shared toys and surfaces amplify exposure risk.
- Early symptom recognition reduces outbreak size.
- Consistent routines outperform reactive cleaning.

STATS

- U.S. CDC data shows handwashing can reduce gastrointestinal illness by up to 40%.
- CDC outbreak surveillance identifies childcare as a leading setting for norovirus outbreaks.
- The U.S. BLS reports higher illness-related absenteeism in

education and care services than the national average.
- Public Health Agency of Canada links improved hand hygiene compliance to measurable reductions in childcare illness outbreaks.
- The Centers for Disease Control and Prevention reports that children in childcare settings experience significantly higher rates of respiratory and gastrointestinal infections than those cared for at home.
- Norovirus and influenza outbreaks frequently originate in group-care environments, causing thousands of reported cases annually in North America.

Infection Control 101: Managing Illness, Outbreaks, and Hand Hygiene Fatality File – Spanish

Un Brote de Norovirus Provoca el Cierre Temporal de Varias Aulas

Una guardería de EE. UU. sufrió un brote de norovirus después de que varios niños presentaran vómitos y diarrea a lo largo de dos días. Los síntomas iniciales no se identificaron de inmediato debido a la falta de personal. En menos de 48 horas, varias aulas se vieron afectadas y varios miembros del personal enfermaron.

Las autoridades de salud pública identificaron el lavado de manos irregular y la exclusión tardía como factores contribuyentes. El centro cerró temporalmente las salas afectadas, intensificó los protocolos de limpieza y reforzó la capacitación en higiene.

El incidente demostró lo rápido que se propaga la enfermedad cuando no se toman medidas de control tempranas, y cómo una acción

decisiva limita las perturbaciones a largo plazo.

Infection Control 101: Managing Illness, Outbreaks, and Hand Hygiene Picture This

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Infection Control 101: Managing

Illness, Outbreaks, and Hand Hygiene Stats and Facts – Spanish

HECHOS

- Las manos son la principal vía de transmisión de gérmenes en las guarderías.
- Los niños se tocan la cara una media de entre 15 y 20 veces por hora.
- Los juguetes y las superficies compartidas aumentan el riesgo de exposición.
- La detección temprana de los síntomas reduce la magnitud de los brotes.
- Las rutinas constantes son más eficaces que la limpieza reactiva.

ESTADÍSTICAS

- Los datos de los CDC de EE. UU. muestran que lavarse las manos puede reducir las enfermedades gastrointestinales hasta en un 40 %.
- La vigilancia de brotes de los CDC identifica a las guarderías como uno de los principales entornos donde se producen brotes de norovirus.
- La Oficina de Estadísticas Laborales (BLS) de EE. UU. informa de un absentismo por enfermedad más elevado en los servicios de educación y cuidado infantil que la media nacional.
- La Agencia de Salud Pública de Canadá vincula el cumplimiento mejorado de la higiene de manos con reducciones cuantificables en los brotes de enfermedades en las guarderías.
- Los Centros para el Control y la Prevención de Enfermedades informan que los niños en entornos de cuidado infantil

experimentan tasas significativamente más altas de infecciones respiratorias y gastrointestinales que aquellos que son cuidados en casa.
- Los brotes de norovirus e influenza se originan con frecuencia en entornos de cuidado grupal, causando miles de casos reportados anualmente en América del Norte.

Infection Control 101: Managing Illness, Outbreaks, and Hand Hygiene Picture This – Spanish

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Workplace Professionalism – Spanish

Course Description

This course is about how professionalism is not about walking on eggshells. It’s about slowing down just enough to choose a response instead of reacting on autopilot. (Spanish Version)

Workplace Professionalism

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Hiring for Safety: Background Checks, Reference Calls, and Screening Protocols Picture This



The image shows a hiring manager reviewing resumes while a classroom nearby is short-staffed and visibly busy.

What’s wrong is not the workload, but the temptation to rush decisions. Pressure to fill roles can lead to skipped steps and increased risk.

What should be avoided is hiring without full screening. The behaviour to model is slowing the process, following protocols, and prioritizing child safety over speed.

Hiring for Safety: Background Checks, Reference Calls, and

Screening Protocols Stats and Facts

FACTS

- Hiring decisions are a critical component of child safeguarding.
- Most safeguarding failures involve missed or ignored warning signs.
- Reference checks often reveal behaviour patterns not captured in interviews.
- Consistent screening processes reduce organizational risk.
- Due diligence protects both children and employers.

STATS

- Safeguarding reviews consistently identify hiring and screening failures as contributing factors in incidents.
- Organizations using structured hiring protocols report fewer boundary violations.
- Background checks alone do not identify most workplace behaviour risks.
- Multi-layer screening significantly reduces the likelihood of unsafe hires.
- The U.S. Equal Employment Opportunity Commission received over 73,000 workplace discrimination and misconduct charges in 2022, many involving hiring and supervision practices.
- In Canada, child welfare agencies investigate over 200,000 maltreatment cases annually, reinforcing the need for strict vulnerable-sector screening in childcare settings (Public Health Agency of Canada).

Hiring for Safety: Background Checks, Reference Calls, and Screening Protocols Meeting Kit

WHAT’S AT STAKE

Every childcare organization is built on trust. Families trust that the people hired to work with their children will keep them safe, respectful, and well cared for. Staff also rely on their coworkers to act professionally and follow the same safety standards. That trust begins long before someone enters the classroom.

Hiring decisions directly affect child safety, workplace culture, and organizational risk. Careful screening, reference checks, and background reviews help ensure that the people joining the team are prepared to protect children and support a safe learning environment.

WHAT’S THE DANGER

Unsafe hiring rarely comes from one obvious mistake. It usually happens when small gaps in the hiring process are overlooked. Shortcuts, assumptions about a candidate’s character, or inconsistent screening practices can allow risks to slip through.

Common Hiring Risks

When steps like reference checks, background screening, or thorough interviews are rushed or skipped, important information may be missed.

Incomplete Screening – Skipping reference checks, rushing interviews, or delaying background checks increases the chance of hiring someone whose behaviour or values are misaligned with child safety.

Overreliance on One Tool – A criminal record check alone does not guarantee safety. Neither does a strong interview. Safety comes from multiple layers working together.

Missed Red Flags – Patterns like unexplained job gaps, reluctance to provide references, vague answers about past roles, or dismissive attitudes toward policies may signal risk if they are not explored.

Pressure to Fill Positions – Staffing shortages can push organizations to lower standards. This is when safety is most vulnerable.

HOW TO PROTECT YOURSELF

Strong hiring practices help prevent risks before they enter the workplace.

How to Hire for Safety

Safe hiring is intentional, structured, and consistent. Strong hiring practices help ensure that the people joining your team are prepared to protect children and maintain professional standards.

Start With Clear Expectations

Job postings and interviews should clearly communicate your commitment to child safety, professional boundaries, and ethical conduct.

Screen Early and Carefully

Review resumes and communications for professionalism, consistency, and transparency. Early patterns in how candidates present themselves can provide important insight.

Interview for Behaviour, Not Just Skills

Ask candidates to describe how they handled real situations involving children, families, stress, and boundaries. Listen for accountability, calm judgment, and respect for safety protocols.

Key Safety Checks During Hiring:

- Conduct thorough reference checks with past supervisors
- Complete required background and vulnerable sector checks
- Observe candidate interactions with children and staff when possible

Observe Before Final Decisions

Trial shifts or supervised observations can reveal behaviour that interviews may not show. Watch how candidates communicate, follow instructions, and interact with children.

Document Every Step

Maintain clear records of interviews, reference checks, and screening decisions. Consistent documentation helps demonstrate due diligence and protects both children and the organization.

FINAL WORD

Hiring is one of the most powerful safety controls in childcare. When you hire thoughtfully, you protect children before harm can occur. Strong screening does not create barriers. It creates safer, stronger teams.