



**FEEDING**  
*your* **FUTURE**



200 Hanlon Creek Boulevard  
Guelph, ON N1C 0A1  
Tel: 519.821.8883  
Fax: 519.821.8810

# Ontario Agriculture Worker Safety and Awareness Certificate

## 2022 Syllabus

[feedingyourfuture.ca/agri-training](https://feedingyourfuture.ca/agri-training)  
[feedyourfuture@ofa.on.ca](mailto:feedyourfuture@ofa.on.ca)

[feedingyourfuture.ca](https://feedingyourfuture.ca) |  @FeedYourFuture |  FeedYourFuture |  FeedingYourFuture |  Feeding Your Future



# Ontario Agriculture Worker Safety and Awareness Certificate

## Course Overview

Ontario farm families rely on their workforce to help provide a safe and secure farm environment to raise livestock and produce food, in order to maintain a strong and reliable food supply. These e-learning modules are designed to help educate and train potential new employees or workers returning to the agriculture, food and agri-business sectors.

## Course Description

This online certificate includes several e-learning modules designed to provide:

- a broad overview of health and safety on a farm;
- an introduction to farm equipment and hand tool operation and safety;
- an introduction to both crop farm operations and livestock farm operations, including appropriate safety measures; and
- an overview of mental wellness in agriculture.

The online modules are for individuals in Ontario that are new to the agriculture industry or in need of a refresher course. No previous education in the agri-food industry is necessary. These modules will give you more confidence in your abilities and knowledge of agriculture to prepare you for success.

## Course Format

- The course will take approximately 10-12 hours to complete
- Online modules can be completed individually at any time, at your own pace
- Quizzes are placed throughout the modules to test your progress
- All modules must be completed to obtain the certificate
- Modules will be available for one year from the registration date

## Course Registration

- Enrollment is easy through an online registration process
- This certificate is valued at \$299. It is currently being offered at the discounted rate of \$99+HST for up to 5 employees of an organization or business.
- A volume discount rate is available for high-school or post-secondary education students for \$79+HST. Contact the Business Development Centre directly at [rcabc@uoguelph.ca](mailto:rcabc@uoguelph.ca) or 1-866-222-9682.

## Online Modules

- Introduction: Careers in Agriculture
- Agricultural Worker Health and Safety Regulations
- Agricultural Workplace Hazards
- Farm Equipment Operation and Safety
- Livestock Production Safety
- Crop Production Safety

- Personal Protective Equipment (PPE)
- Mental Wellness in Agriculture
- Hand Tool Operation and Safety

## Course Providers

This training was developed by the Ontario Federation of Agriculture in collaboration with the University of Guelph Ridgetown Campus and the Ontario Agricultural College, Workplace Safety & Prevention Services, the University of Manitoba, AgCareers.com, and the Canadian Agricultural Human Resource Council. The training is part of a workforce development initiative, [Feeding Your Future: Connecting Ontario's Agri-Food Workforce](#). This project was funded by the Canadian Agricultural Partnership, a five-year federal-provincial-territorial initiative.

## Introduction Module 1: Careers in the Agricultural Sector

This module provides a brief overview of some of the careers available in the agricultural sector and the resources available to learn more about career options.

**Time to complete: 10 minutes**

### Learning Outcomes:

- Understand the modules offered in the course
- Explore various career opportunities available in the agri-food sector

## Module 2: Agriculture Worker Health and Safety Regulations

This module provides an overview of the health and safety regulations outlined in the Occupational Health and Safety Act (OHSA), as well as identifying workplace hazards and how to work safely.

**Time to complete: 60-90 minutes**

### Learning Outcomes:

- Understand the Occupational Health & Safety Act (OHSA) and regulations
  - The role and main principle of the OHSA
  - The general rights and duties of employers and workers
  - The official definitions of a worker, new worker, vulnerable worker and workplace
  
- Understand employer responsibilities under the OHSA:
  - Employers must provide information, training and supervision for employees to perform their jobs safely
  - Employers must develop an occupational health and safety policy and program for workplaces with six or more regularly employed workers
  - Employers are responsible for a range of legal duties
  - Employers must conduct monthly inspections, participate in accident investigations and ensure that managers and supervisors understand their role in the event of a complaint or incident
  
- Identify worker responsibilities:
  - Workers must evaluate potential risks on a job site to prevent work-related injuries and illnesses
  - Understand the hazards associated with equipment, mental health, physical injury, and chemicals
  - The right to know about hazards in the workplace, the right to participate in decisions about health and safety in the workplace and the right to refuse unsafe work under the OHSA
  - The duty to follow procedures and instructions provided by employers
  - The duty to report any potential hazards, or injuries that have occurred
  
- Awareness of how to prepare for workplace emergencies
- Understand how to work alone safely and the dangers associated with working independently

### Resources

- Farm Safety Legislation - <https://www.wsps.ca/Farm-Safety-Legislation/OH-and-S-Act.aspx>
- Farm Safety Training - <https://www.wsps.ca/farm-safety-training/farm-safety.aspx>
- Vulnerable Workers Safety Awareness - <https://www.wsps.ca/Information-Resources/Topics/Vulnerable-Workers.aspx>

## Module 3: Agricultural Workplace Hazards

This module provides an overview of hazards defined under the Ontario Health and Safety Act (OHS), how to identify them, and how to address situations where they may exist.

**Time to complete: 60-90 minutes**

### Learning Outcomes:

- Describe and identify a hazard
  - The OHS definition of a hazard, including the difference between a safety and health hazard
- Understand the rights and responsibilities of everyone in the workplace
  - The roles and responsibilities of working with hazardous materials for employers, supervisors and workers
  - The responsibility of the employer to take every reasonable precaution to protect employees by assessing, identifying, controlling and/or eliminating all of the hazards identified
  - The responsibility of the employer to provide proper safety training
  - The responsibility of workers to abide by training regulations, report hazards and utilize proper protective equipment
- Awareness of how prevalent hazards are in an agricultural workplace
- Understand how to assess hazards through inspection, reporting, investigation and conducting a job hazard assessment
- Identify hazardous materials and recognize when they are present
  - How to recognize hazards in your workplace by asking others, reading product labels and signs, and staying attentive during health and safety training
- Describe the six types of hazards and how to work safe in a hazardous environment
  - Categories of hazards include: biological, chemical, physical (e.g. noise, heat, cold), musculoskeletal disorder and psychosocial
- Explain the procedure for dealing with workplace hazards
  - Understanding Job Safety Analysis: the process to stop and think about what hazards may be present when a job is new or unfamiliar
- Understand the role of the Internal Responsibility System (IRS) that acknowledges the shared responsibility of employers and workers

### Resources

- WHMIS 2015 GHS information - <https://www.wsps.ca/information-resources/topics/WHMIS-2015.aspx>
- Occupational Health and Safety Practices - <https://www.wsps.ca/information-resources/research/occupational-h-s-practices.aspx>
- Health Hazards in Agriculture - <https://agsci.oregonstate.edu/mycas/section-3-%E2%80%93-occupational-health/chapter-3-health-hazards-agriculture>

## Module 4: Farm Equipment Operation and Safety

This module improves understanding of how to operate farm equipment and raises awareness of the risks and hazards surrounding farm equipment.

**Time to complete: 60 minutes**

### Learning Outcomes:

- Understand employer responsibilities related to farm equipment
  - The obligations of employers to protect worker safety with proper supervision and training
  - While the employer takes primary responsibility for safety in the workplace, workers are also responsible for reporting hazards and maintaining safety
- Understand the precautions to use when operating a tractor
  - The role of lockout procedures and the significance of cutting off power to equipment before maintenance checks
  - The role of shields and guards as a protective measure
- Describe hazards associated with farm equipment
  - Identifying potential injury points when operating various equipment
  - Springs and hydraulic systems
  - The specific safety steps of parking and powering down large equipment, including hitched attachments
- Describe how to safely operate tractors and other self-propelled farm equipment
  - Basic traffic considerations when operating equipment on public roads
  - Factors to consider when hitching and pulling attachments
- Understand the responsibility of road safety as an equipment operator
  - Awareness of drivers anxious to pass at unexpected or dangerous times
  - The road safety action list to ensure safety for all motorists

### Resources:

- Lockout procedures, farming operations - <https://www.ontario.ca/document/health-and-safety-farming-operations/lockout-procedures-farming-operations>
- Highway Traffic Act - <https://www.ontario.ca/laws/statute/90h08>
- Farm Implements Act - <https://www.ontario.ca/laws/statute/90f04>
- Farm Implements on the Road - <https://ofa.on.ca/resources/farm-implements/>

## Module 5: Livestock Production Safety

This module provides information on the risks of working with livestock, how to approach and manage animals, as well as the differences across Ontario livestock farms.

**Time to complete: 60 minutes**

### Learning Outcomes:

- Define the animal handling and safety Codes of Practice
  - The Codes of Practice are nationally developed guidelines for the welfare of farm animals
  - The difference between required and recommends practices in the Code
  - The importance of being on guard, especially when working with large animals
- Understand animal handling hazards and employer and worker responsibilities
  - Suggested precautions to reduce the chances of an unpredictable or aggressive animals
- Understand animal characteristics, behaviour and best handling practices
  - How to monitor stress in animals
  - Visual limitations that may spook an animal
  - The dangers of maternal instincts and territorial behaviours
- Understand the process of approaching and moving animals
  - The flight zone of an animal
  - Approaching animals safely
  - Moving the herd in the pasture and through chutes
- Awareness of specific animal hazards in bulls and poultry
- Describe animal health and management basics
  - Managing and preventing sick and injured animals and zoonotic diseases
  - Implementing medical treatments

### Resources:

- Codes of Practice for the handling of farm animals - <https://www.nfacc.ca/codes-of-practice>
- Ontario government large animal handling - <https://www.ontario.ca/document/health-and-safety-farming-operations/large-animal-handling>
- <https://www.bistrainer.com/store/canadian-agricultural-safety-association-store/productdetails/dairy-worker-safety-orientation-series-bundle>
- [https://www.nfacc.ca/pdfs/pullets\\_and\\_laying\\_hens\\_code\\_of\\_practice.pdf](https://www.nfacc.ca/pdfs/pullets_and_laying_hens_code_of_practice.pdf)
- <https://www.grandin.com/behaviour/principles/flight.zone.html>

## Module 6: Crop Production Safety

This module provides information on the various types of crops grown in Ontario and the climatic and soil conditions needed to grow these crops. Crop input safety and grain bin hazards are also covered.

**Time to complete: 60 minutes**

### Learning Outcomes:

- Identify the crops grown in Ontario
  - The role Ontario crops have in producing many consumer goods
  - The 7 categories of crops that can be grown in Ontario
  - Overview of cropping seasons in Ontario, including when crops are planted and harvested and storage options
- Understand the hazards of grain bins
  - The hazards associated with entering a grain bin and how to implement safety precautions
- Describe the hazards of working with pesticides and fertilizer
  - The definition of pesticides, types of pesticides and why they are used
  - The importance of following pesticide labels for safety
  - The role of fertilizers to provide nutrients for crop growth
  - The dangers of Anhydrous Ammonia and the role of PPE
- Awareness of the hazards and precautions associated with manure usage and storage
  - The gases in manure that are toxic and can lead to fatality
  - The danger of manure storage, including a liquid manure pit and a manure tanker
- Describe the impact of weather and seasonality on crop production
  - The role of rainfall and appropriate temperatures to grow crops
  - The significance of soil health and the role of Best Management Practices (BMPs)
  - The link between agriculture and climate change

### Resources:

- Ontario crops - <http://www.omafra.gov.on.ca/english/stats/census/summary.htm>
- Crop production - <https://www.ic.gc.ca/app/scr/app/cis/gdp-pid/111;jsessionid=0001biyNkKB-6IYHSU8DdudwOQs:-219PGL?wbdisable=true>
- What are crops used for - <https://www.nal.usda.gov/afsic/industrial-energy-and-non-food-crops>



## Module 7: Personal Protective Equipment (PPE)

This module highlights the importance of using proper personal protective equipment (PPE) and the role it has in protecting both workers and livestock.

**Time to complete: 60-90 minutes**

### Learning Outcomes:

- Understand how to control hazards
  - The Hierarchy of Controls, including: elimination, substitution, engineering controls, administrative controls and PPE
  - PPE should not be the only method to reduce exposure
- Identify what PPE is and the role of a PPE program
  - Specific examples of PPE and their use
  - The components of a PPE program
  - Hazards are not eliminated with the use of PPE
  - Employees must know how to properly fit, inspect and maintain the equipment
- Describe what biosecurity is and measures to implement biosecurity
  - PPE can help reduce the spread of disease among humans and livestock
  - Farm visitors must be presented with a farm's biosecurity measures upon arrival
  - Minimize visitor exposure to prevent disease spread

### Resources:

- Coronavirus disease: prevention and risks - [www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/prevention-risks.html](http://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/prevention-risks.html)
- Customer service/retail protocols - [www.ccohs.ca/images/products/pandemiccovid19/pdf/retail.pdf](http://www.ccohs.ca/images/products/pandemiccovid19/pdf/retail.pdf)
- Mental Health and Wellness - [ofa.on.ca/issues/mental-health/](http://ofa.on.ca/issues/mental-health/)

## Module 8: Mental Wellness in Agriculture

This module highlights the role of mental wellness in an agricultural workplace, the unique factors the agricultural community faces that can contribute to poor mental health and challenges in seeking mental health support. Methods of support and resources are provided.

**Time to complete: 60-90 minutes**

### Learning Outcomes:

- Understand the relevance of mental wellness in the agriculture sector
  - The prevalence of depression, anxiety and high stress in the farming population
  - The difference between mental health and mental illness
- Awareness of mental health and wellness on the farm
  - The stigma of mental health in agriculture impacts accessing healthcare
  - Unique causes of stress in an agricultural workplace
- Describe signs of distress in the workplace
  - Identifying burnout and the symptoms associated with burnout
- Identify barriers to accessing help
  - Occupational stressors, social stigma, access and availability and isolation and loneliness all contribute
- Understand how to provide and seek support for mental health
  - Support colleagues by normalizing the conversation about mental health
  - The eight domains of well-being
  - Options of professional help and support

### Resources:

- FCC Rooted in Strength - <https://www.fcc-fac.ca/fcc/knowledge/wellness/mental-health-publication-e.pdf>
- Canadian Mental Health Association: mental health in the agriculture industry - <https://ontario.cmha.ca/farmersmentalhealth/>
- Do More Agriculture Foundation - <https://www.domore.ag/>
- 8 Domains of Well-Being - <https://ofa.on.ca/resources/8-domains-of-well-being-covid-19-style/>

## Module 9: Hand Tool Operation and Safety

This module introduces common hand and power tools used on farms, and safety measures to avoid hazards when using these tools.

**Time to complete: 60-90 minutes**

### Learning Outcomes:

- Employer and worker responsibilities
  - The importance of proper use and precision of hand tool operation
  - The responsibility of employers to inform workers of the hazards of hand tools
  - The responsibility of workers to be prepared in emergency situations
  - The responsibility of workers to follow safety guidelines and training procedures
- Working safely with hand held tools
  - The main causes of hand tool accidents
  - Safety practices to follow
  - The importance of hand tool maintenance to prevent accidents
  - Common hand tools and how they are used
- Working safely with small power tools
  - Common injuries and hazards of power tool use
  - Precautions to take when working with power tools
  - Common power tools used and how to operate safely

### Resources:

- Basic hand tool operation - [https://www.ccohs.ca/oshanswers/safety\\_haz/hand\\_tools/general.html](https://www.ccohs.ca/oshanswers/safety_haz/hand_tools/general.html)
- Construction Health and Safety Manual: Hand and Power Tools - [https://www.ihsa.ca/rtf/health\\_safety\\_manual/pdfs/tools\\_and\\_techniques/tools.pdf](https://www.ihsa.ca/rtf/health_safety_manual/pdfs/tools_and_techniques/tools.pdf)
- Hand and Power Tools - <https://www.osha.gov/sites/default/files/publications/osha3080.pdf>
- Workplace Safety and Prevention Services: Machine, Tools and Equipment - <https://www.wsps.ca/resource-hub/articles/machine-tools-and-equipment>

## Course Collaborators

