



Bridging the safety gap for youth using employment centres

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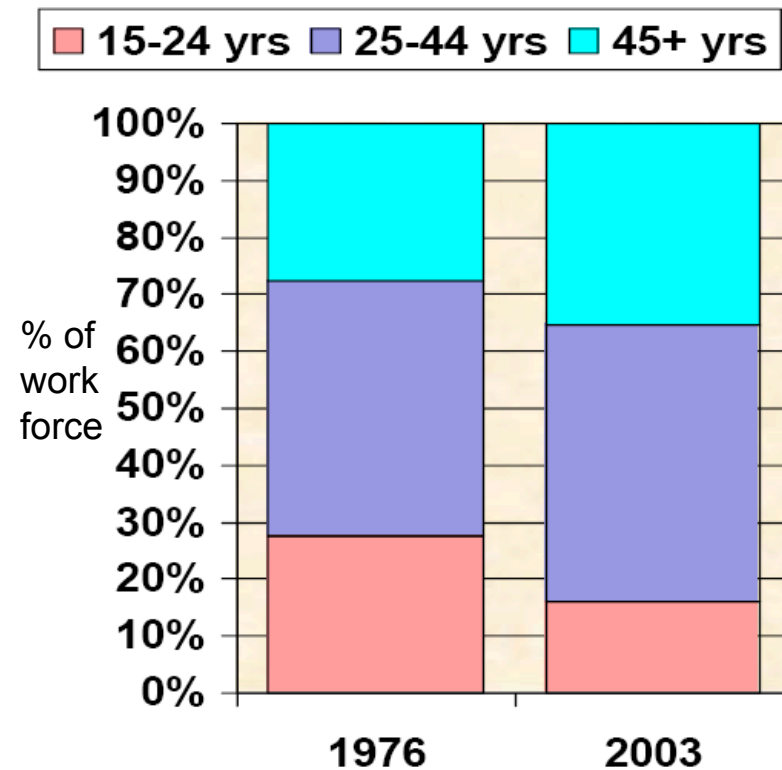
Funding: Ontario Workers' Safety &
Insurance Board





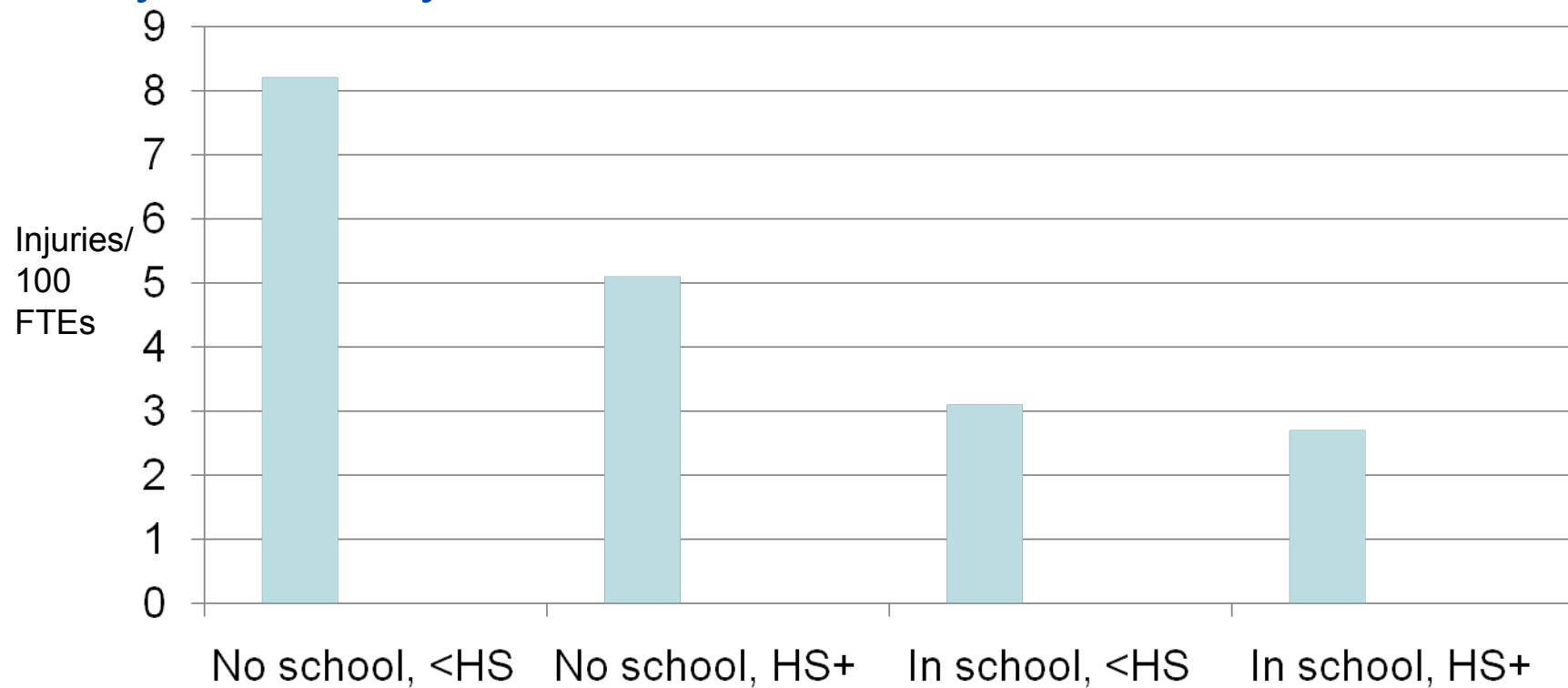
Importance of young worker OHS

- Early Baby Boomers reach 65 in 2011
- Almost everyone enters labor market as young worker
- Longer potential duration of disability





Rate of medically attended work injuries for 15 to 24 year olds by educational status





Project Rationale

- Ontario Ministry of Labour interested in improving the safety of high-risk, hard to reach workers 15 to 24 years old
- Youth employment centres a labour market intermediary where this subgroup may be accessed
- Labour market intermediaries - third-party organizations that in some form or another involve themselves in the employer/worker relationship (e.g., job search, job training).



Research Questions

- What occupational hazards and injuries has this subgroup encountered, and how does their work and injury experience compare to Ontario youth in general?
- What work safety education and training has this subgroup received, from what sources, and what is their current knowledge of work safety?





Project Methods

Population

- youth 16 to 24 years old
- worked for pay for an employer in the past 12 months
- Using one of the youth employment centres in Ontario

Domains assessed

- Demographics
- Information on main job in past 12 months
- Work injury occurrence
- Workplace hazards
- Safety training
- Safety knowledge



Project Methods

Survey

- Recruitment through participating youth employment centres
- Sampled across four regions of Ontario
- Survey Internet-based
- About 20 minutes for completion



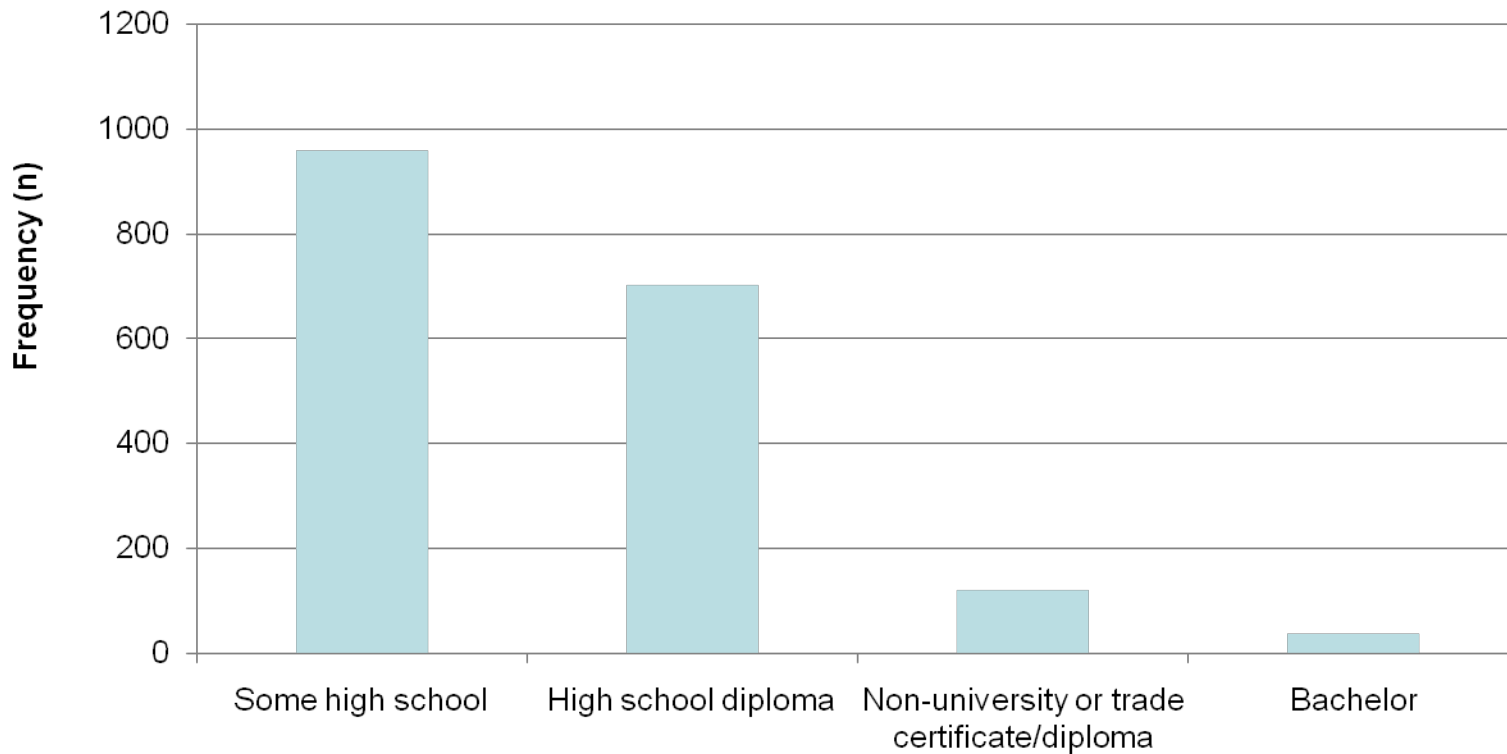
Results: Demographics (1)

Characteristics	Total (n=1886)
Gender	
Female	790 (42%)
Male	1078 (57%)
Age	
16 – 18	888 (47%)
19 – 21	613 (33%)
22 – 24	380 (20%)
Currently attending school	
Yes	899 (50%)
No	948 (48%)



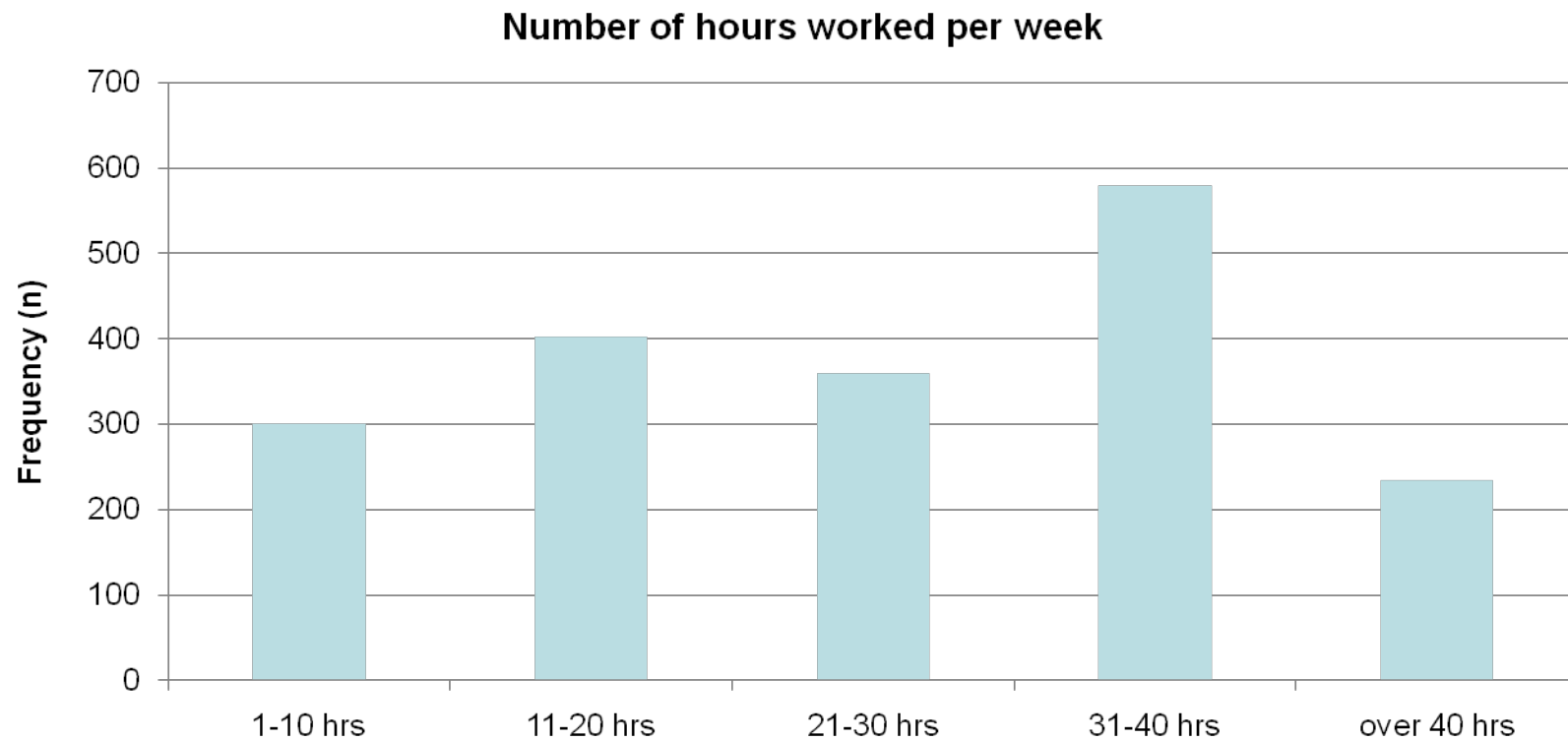
Results: Demographics (2)

Respondents by highest degree, certificate, or diploma earned





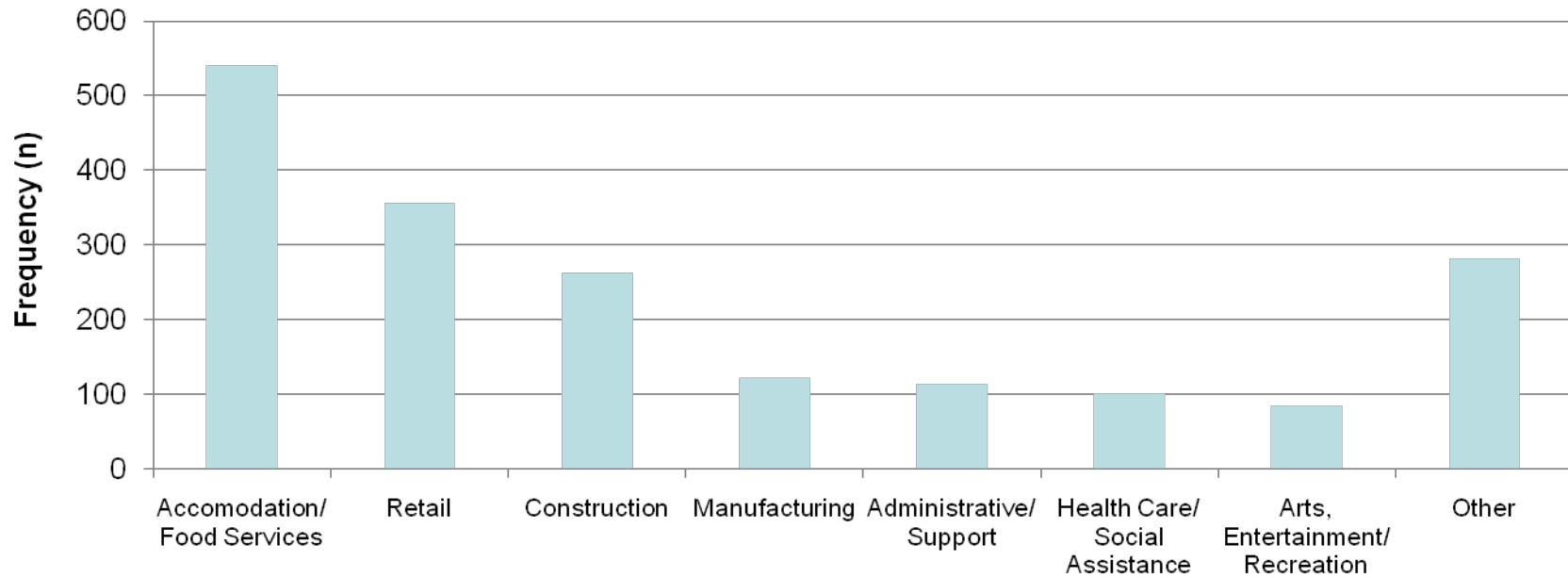
Results: Information on main job (1)





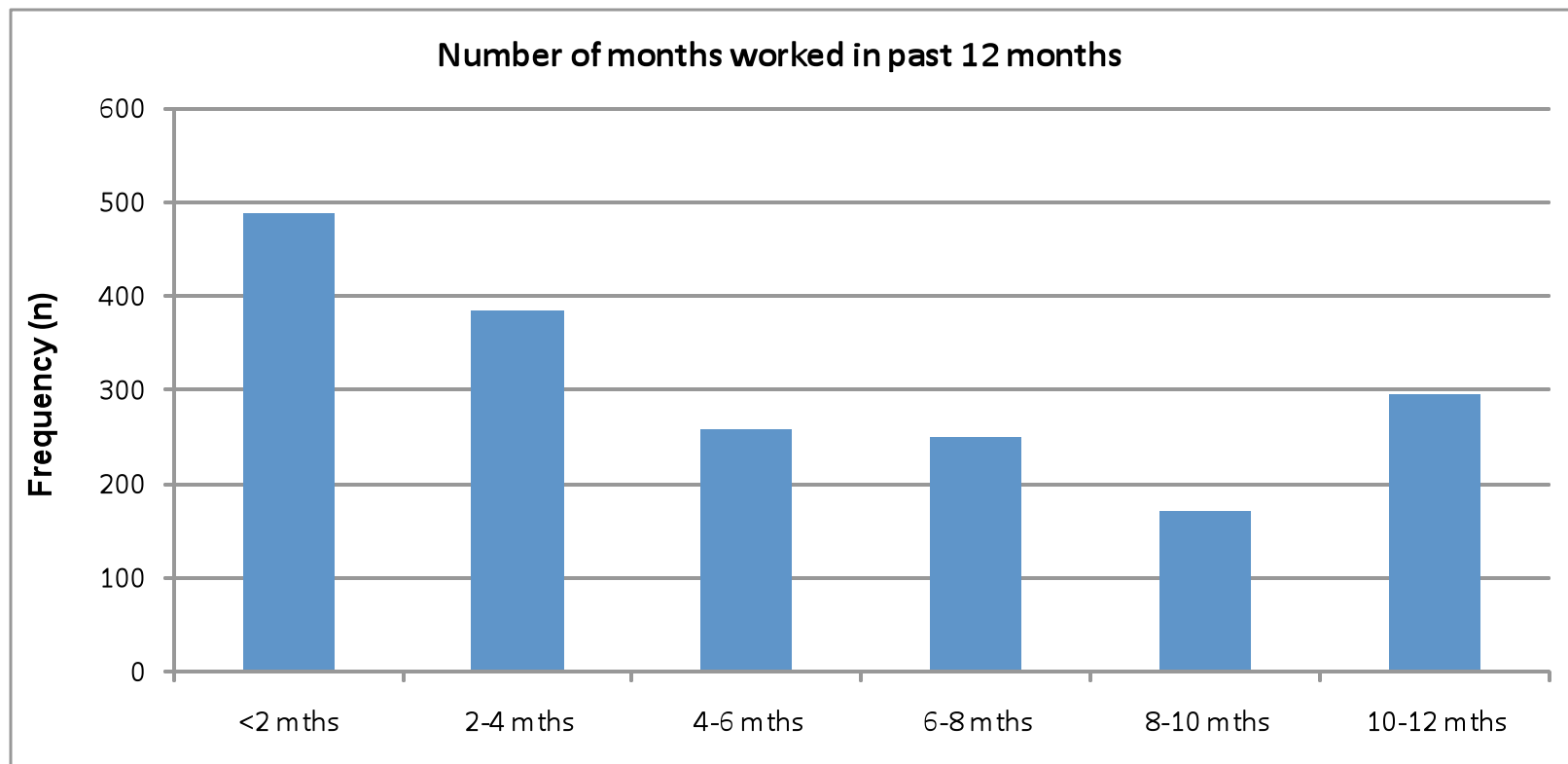
Results: Information on main job (2)

Respondents by industry



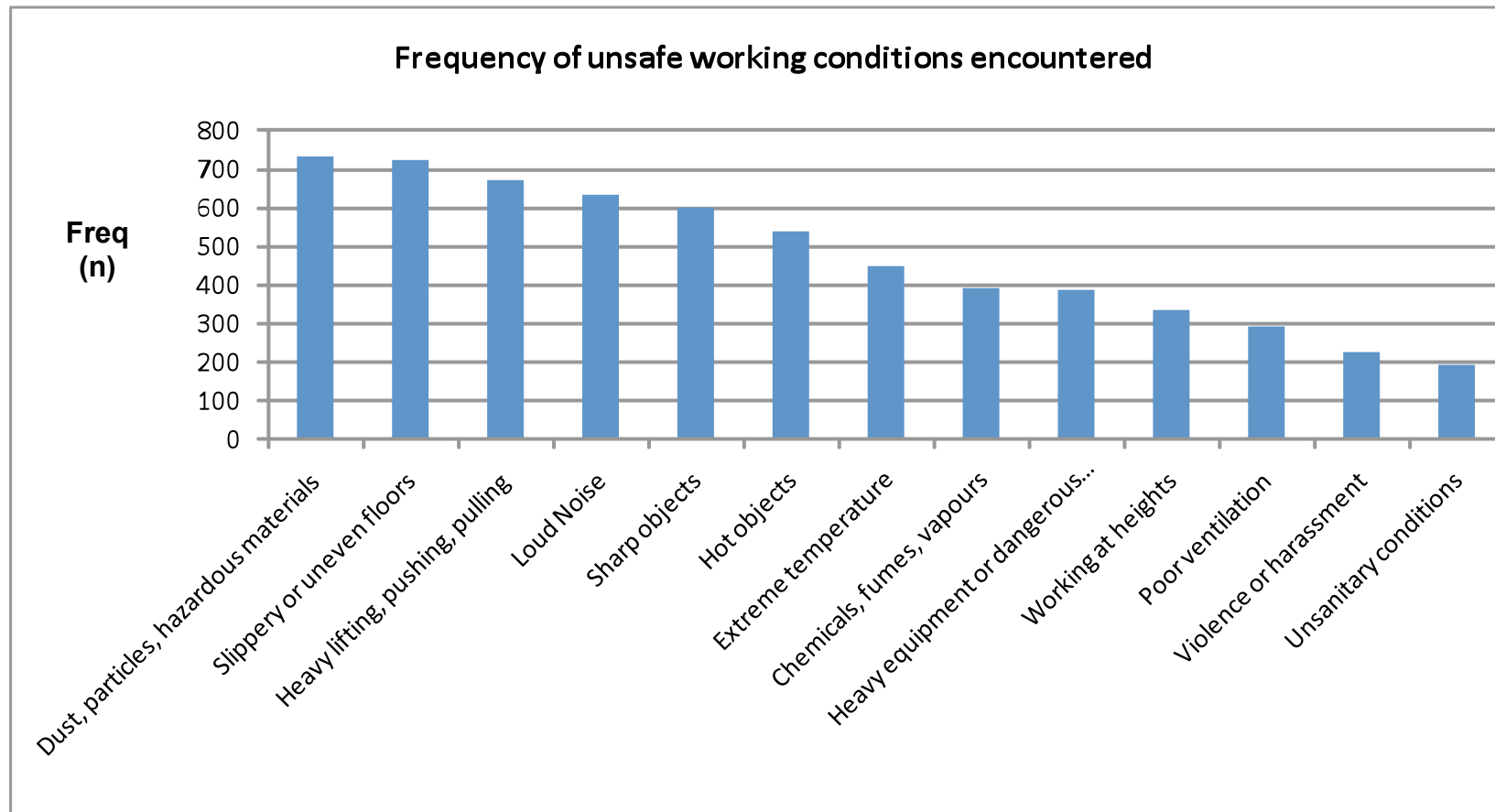


Results: Information on main job (3)





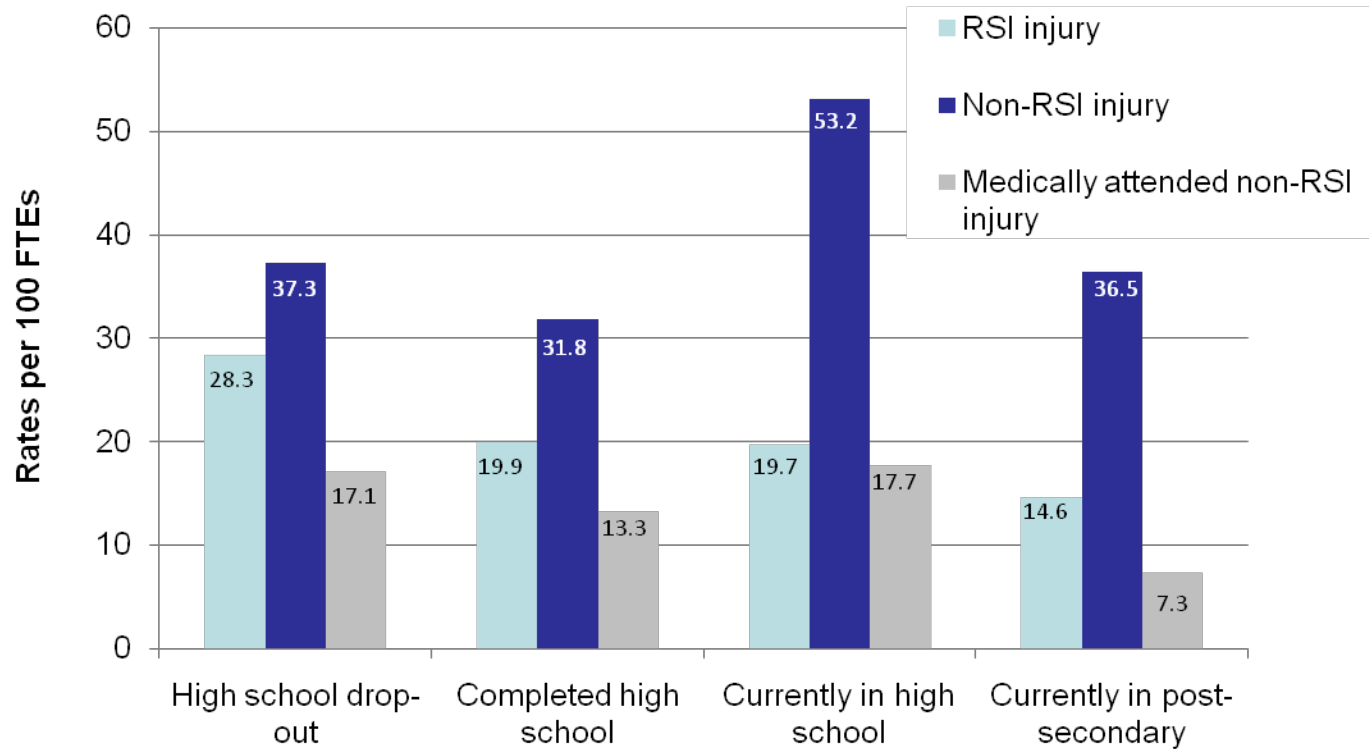
Results: Workplace hazards





Results: Work injury

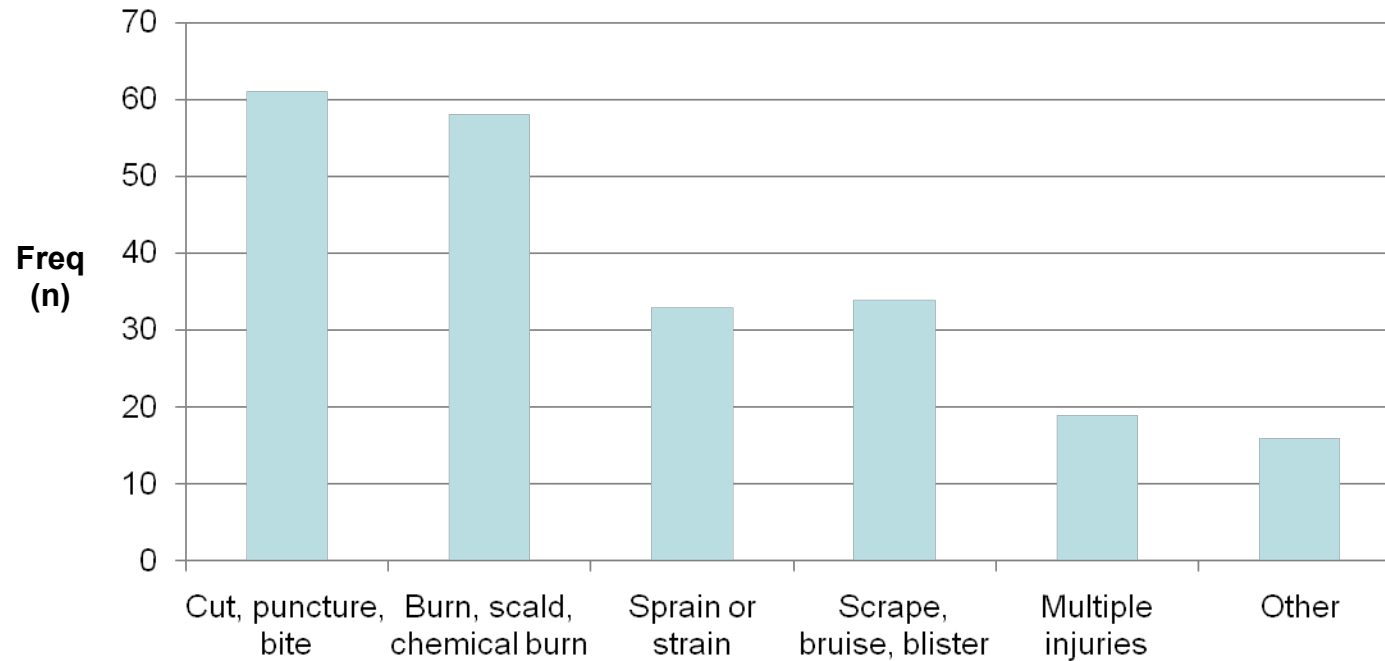
**Injury rates per 100 full time equivalents (FTE) by educational status
(for all work injuries, n=285)**





Results: Work injury (2)

Frequency of non-RSI injury types (n=221)





Results: Work injury – Regression Analysis (1)

Regression analysis included following factors:

- Gender
- Age
- Education
- Region
- Industry
- Full time equivalent (FTE)
- More than one job
- Permanent vs. non-permanent job
- Received safety training

Main outcome:

- Non-repetitive strain injury at work in the last 12 months
- Survey asked respondents “Not counting repetitive strain injuries, in the past 12 months, were you injured?”
- Survey asked respondents “What type of activity were you doing when you were injured?” with an option for “working at a job or business.”



Results: Work injury – Regression Analysis (2)

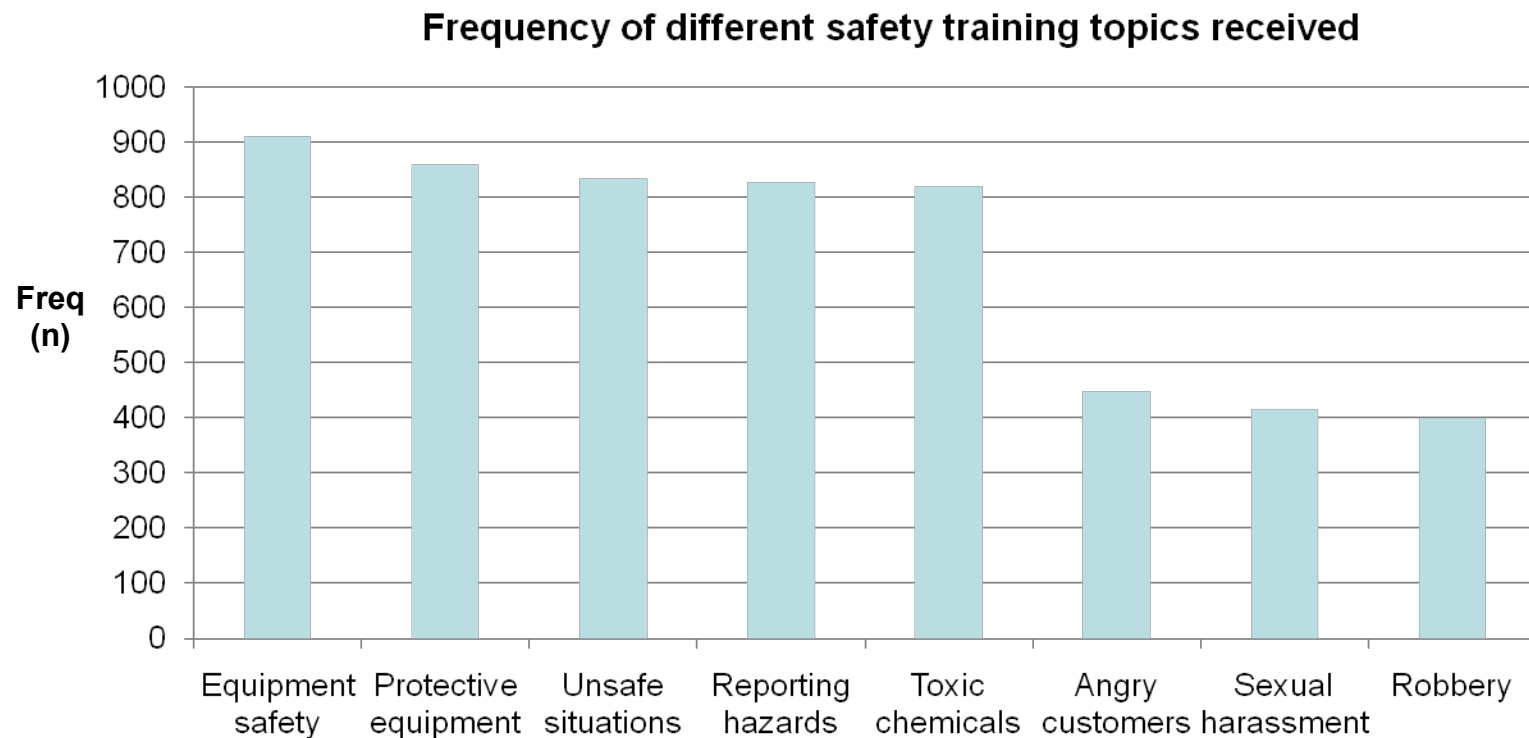
Odds ratios for various demographics and non-RSI injury rate

	OR	95% CI
Gender		
Female	<i>ref</i>	
Male	1.712	(1.33 -- 2.21)
Age		
16 – 18	<i>ref</i>	
19 – 21	0.990	(0.74 -- 1.33)
22 – 24	0.886	(0.62 -- 1.27)
Work type		
Non-permanent	<i>ref</i>	
Permanent	1.360	(1.07 -- 1.74)
Number of jobs		
Worked at one job	<i>ref</i>	
Worked at more than 1 job	1.579	(1.24 -- 2.01)
Full time equivalent (FTE)		
Non-full time equivalency	<i>ref</i>	
Full time equivalency	1.523	(1.01 -- 2.30)



Results: Safety Training (1)

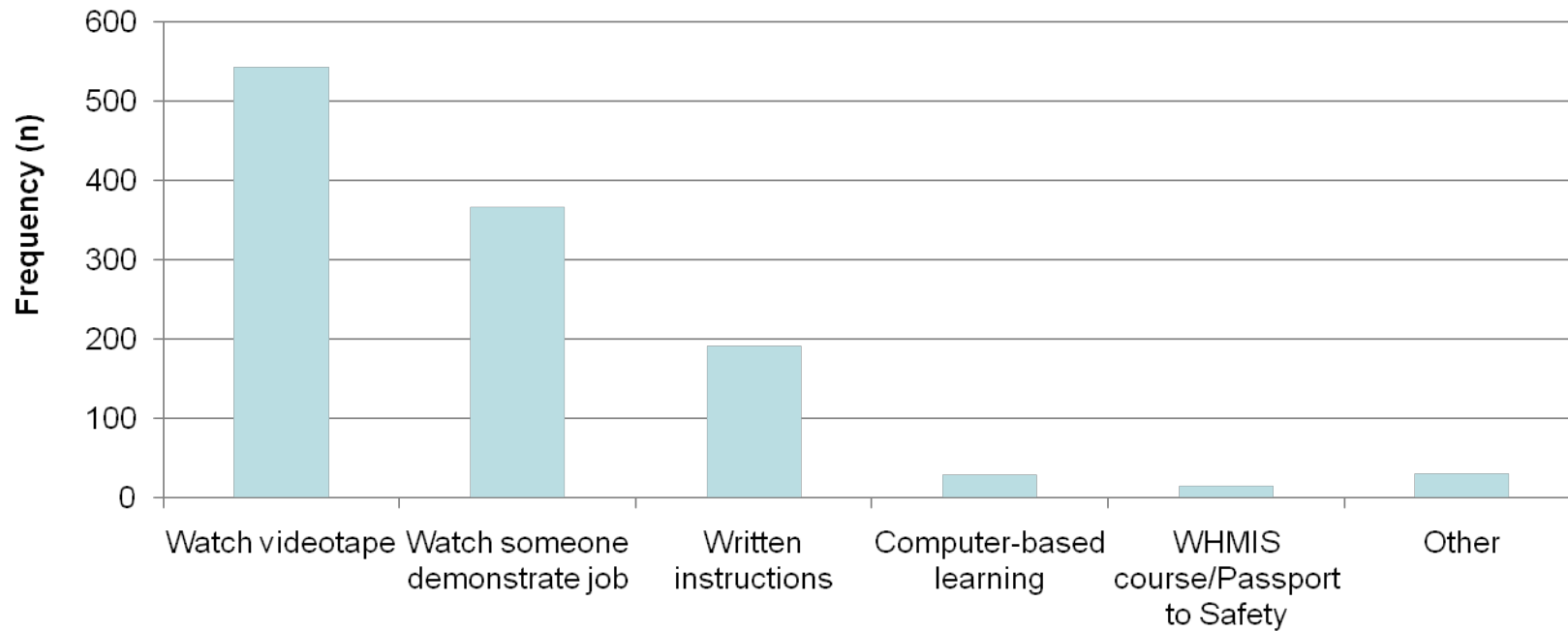
- 66% of respondents had received some kind of safety training while working in the past 12 months





Results: Safety training (2)

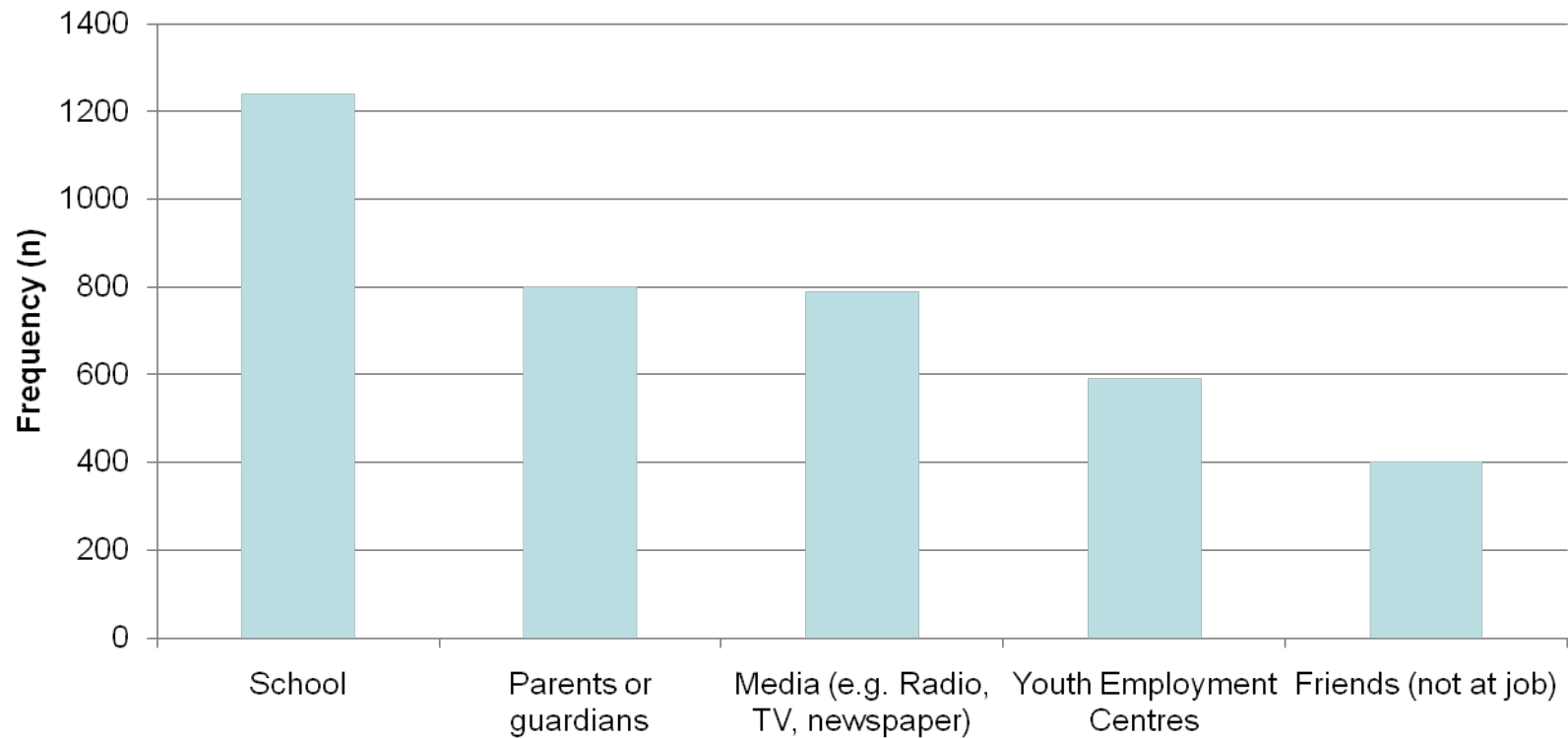
How was most of your safety training done?





Results: Safety training (3)

Source of safety information outside of work





Results: Safety Knowledge (1)

1. Your health and safety training should take place before you start the job.

- **True/False**



= 28 (98.5%)



= 1858 (1.5%)

2. An employee has the right to participate in workplace health and safety.

- **True/False**



= 43 (97.7%)



= 1843 (2.3%)

3. Every employee needs training on how to respond in an emergency situation.

- **True/False**



= 66 (96.5%)



= 1820 (3.5%)



Results: Safety Knowledge (2)

1. If you see a health and safety hazard you should:

- a) Tell your boss
- b) Report it to your safety rep
- c) Tell your union rep
- d) Only a) and c)
- e) **All of the above**



= 1253 (49.5%)



= 633 (50.5%)

2. Employers have a duty to control workplace hazards by:

- a) Eliminating the hazard
- b) Putting up barriers between you and hazard
- c) Providing you with safety equipment
- d) **All of the above**



= 1527 (76.5%)



= 359 (23.5%)

3. Which of the following is your employer's responsibility?

- a) Training you properly in safe use of chemicals & equipment
- b) Maintaining a safe work environment
- c) Taking action to correct unsafe conditions immediately
- d) Only a) and b)
- e) **All of the above**



= 1542 (77.7%)



= 344 (22.3%)



School and Media information sources

Those who reported receiving work safety information from school and/or the media consistently scored better on all quiz questions than those who reported not receiving any information from those sources.

- For instance 75% of those reporting receiving work safety information from those sources correctly answered the item about what to do if they saw a health and safety hazard, compared with only 55% who reported no such information from those sources.



Summary

Youth using employment centers:

- Hold jobs in a variety of industries
- Report work injuries at a higher rate than adults
- Who have been injured report cuts and burns most often
- Are exposed to many unsafe workplaces
- Do not always receive training, and when they do it is often a videotape
- Know some safety facts and laws, but appear to have difficulty with situations where multiple responsibilities or factors are involved



Recommendations

- Employers should place a priority on reducing unsafe work conditions such as trip/fall hazards, dust/air particles and heavy lifting.
- Employers should improve orientation and training in ways that maximize information and skill acquisition/retention of health and safety.
- Further integration of youth employment centres into Ontario OHS system should be considered, especially with regards to initiatives directed at young workers.
- Even though school-based and social marketing efforts have successfully disseminated some basic OHS knowledge to many vulnerable young workers, efforts to strengthen workplace-specific training are needed.
- Additional information on vulnerable young workers is required to tailor interventions appropriate for this group.



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