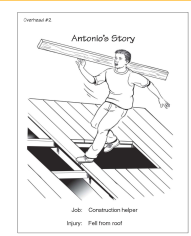


Reducing on-the-job injuries and illnesses for young workers



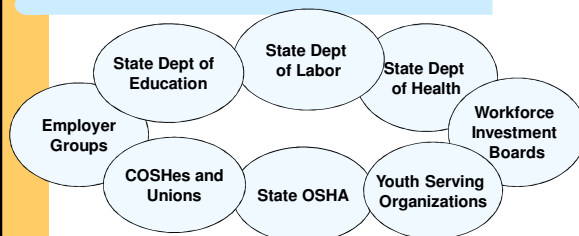
Laurel Kincl, PhD

Labor Education and Research
Center (LERC)
University of Oregon
lkincl@uoregon.edu

Talk outline

- Oregon Young Worker Health and Safety Coalition
- Characteristics of young workers
- What does it take to protect young workers?
 - Data
 - Laws
 - Training and supervision
 - Safe workplace

A team approach



Working Together for Safety — A State Team Approach to Preventing Occupational Injuries in Young People: NIOSH pub 2005-134

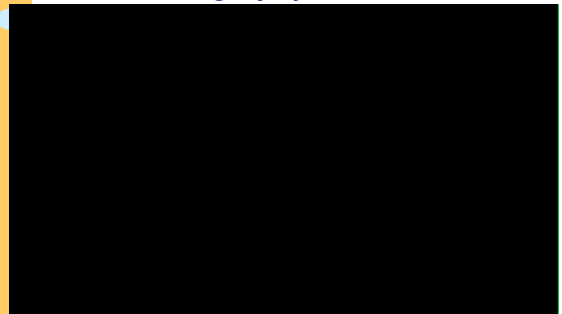
Oregon Young Worker Health and Safety Coalition

- OR Dept of Education
- OR BOLI – Wage and Hour Commission
- OR OSHA
- DHS- Oregon Department of Health
- Workers' Comp Agencies
- Risk managers
- Youth Transition Program/Career and Technical Educators
- Oregon Building Congress
- Oregon Nurses Association - Workdrugfree Oregon
- Parents
- Youth Groups
- Labor
- Academia

Activities to protect young workers

- Curricula for teens
- Educational materials
- Outreach to employers
- Youth leadership
- Public information campaigns
- Interagency plans
- Strengthening laws

Manufacturing injury – Worksafe BC



Who plays a role in protecting young workers?

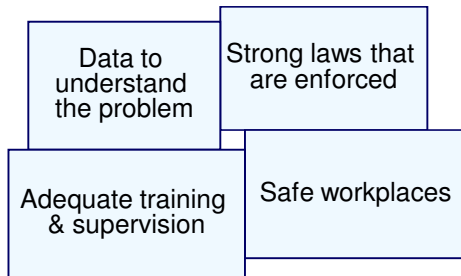
- Employers of Youth
- Educators/Youth Advocates
- Government agencies
- Parents
- Youth



Unique risk factors for younger workers

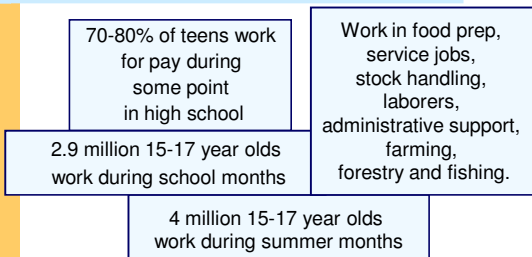
- Lack appropriate experience, maturity, training and supervision
- Unfamiliar safe procedures for certain tasks
- Switch jobs more than adults making them more likely to perform unfamiliar tasks
- Perform tasks outside their usual work assignments or training
- May not know their legal rights and which work tasks are prohibited by child labor laws
- Are experiencing rapid growth of organ and musculoskeletal systems, which makes them more likely to be harmed by hazardous substances or conditions

Protecting young workers requires



Data to understand the problem

National teen worker facts



(NIOSH Alert: Preventing Deaths, Injuries and Illnesses of young workers, 2003)

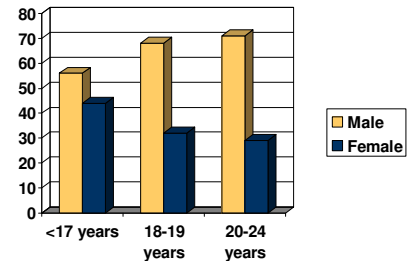
Young worker fatalities & injuries

- **Occupational fatalities** (in 2003)
 - In US, 137 out of 5,575 fatalities (2.5%) were under 20 yrs
 - In Oregon, 3 out of 75 (4%) were under 20.
- **Non fatal injuries** (1998 ER data)
 - workers 15 to 17: 4.9 per 100 FTE
 - All workers over 15: 2.9 per 100 FTE

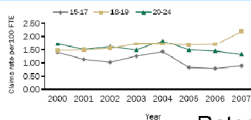
Young worker injuries

- Non fatal injuries (2003)
 - In US 42,420 out of 1,315,920 cases with days away from work were under 20 years (BLS).
 - In OR 400 out of 22,460 were under 20.
- In Oregon from 2000-2007 there were 23,325 accepted, disabling claims for workers <25 years
 - Mostly male (69%)
 - Sprains, strains and tears (49%)
 - Fractures (11%) and lacerations (9%)

Percent of OR claims by age and gender, 2000-2007



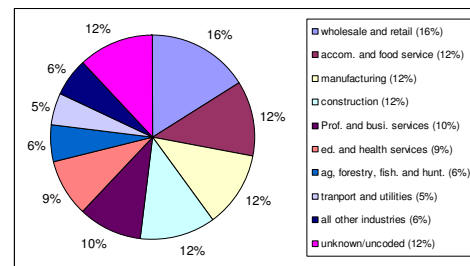
Rate of work-related injury, OR workers



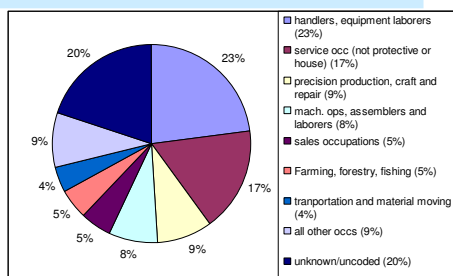
Rates in Oregon, 2003-2007

Age group	Rate/100 FTE
15-17	1.0
18-19	1.7
20-24	1.4
≥ 25	1.2

Industry characteristics of OR claims < 25 years, 2000-2007



Occupation characteristics of OR claims < 25 years, 2000-2007

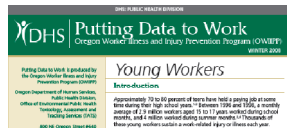


Event and source leading to injury in OR claims < 25 years, 2000-2007

	17 or younger	18-19	20-24
Event			
Overexertion	15.2%	22.0%	24.4%
Struck by or against	23.1%	23.5%	19.8%
Falls	22.0%	15.0%	15.5%
Source			
Person-injured or ill worker	12.3%	14.3%	17.9%
Floors, walks, ground	19.0%	12.9%	13.3%
Containers	14.1%	12.2%	11.7%

Oregon data resource

OR Worker Illness and Injury Prevention Program
Dept of Human Services: Public Health Division
Putting Data to Work publication, Winter 2008



Oregon fatality data

OR Fatality Assessment and Control Evaluation
(FACE)

YOUNG WORKER FATALITIES



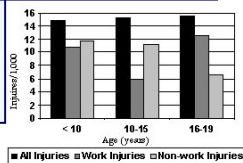
This booklet tells the stories of young workers aged 16-24 who were killed on the job in Oregon from 2004 through 2006. In those 4 years, 282 workers of all ages were killed on the job in Oregon, including 41 young workers.

Young workers on farms (2004)

2.1 million farms were operated in the U.S.

From 1995-2002,
907 youth died on farms
machinery (23%), i.e. tractors;
motor vehicles (19%), i.e. ATVs;
and drowning (16%)

27,600 youth were injured
(**3.1 injuries every hour**)
who lived on (2/3),
worked on, or visited these farms



NIOSH Publication No. 2007-161:

Injuries to Youth on U.S. Farm Operations, 2004

Adequate training
& supervision

Curriculum for high schools



Curriculum in Oregon



Talking Safety

- Young worker injuries
- Finding hazards
- Finding ways to make the job safer
- Emergencies at work
- Know your rights
- Taking action

OSHA 501/511 for teachers

- Construction
 - (Oregon Building Congress)
- General industry
 - (Lane ESD)
- Teachers deliver OSHA 10 training to youth



OSHA's Eleven curriculum

- Topics and scenarios are designed to be more appropriate for young workers (high school age)
- Includes an additional hour of content on child labor laws
- Provisionally approved by the OSHA outreach training program as meeting OSHA 10 requirements



OSHA's Eleven activities

- Drawn from several resources:
 - YWSRC's *Youth @ Work: Talking Safety*
 - Maine Dept of Labor Safety Works
 - California's WOSHTEP curriculum
 - OSHA powerpoints
- Videos:
 - Center to Protect Workers Rights
 - Washington State Dept of Labor & Industries
 - Univ of Washington Dept of Environmental and Occupational Health Sciences

OSHA's Eleven curriculum content

- | | |
|---|---------------------------------------|
| • Young Worker Injuries | • Bloodborne Pathogens |
| • Finding Hazards | • Ergonomics |
| • Ways to Make the Job Safer | • Workplace Violence |
| • Personal Protective Equipment | • Emergencies at Work/Fire Protection |
| • Electrical Safety | • Know Your Rights |
| • Chemical Hazards/Hazard Communication | • More about OSHA |
| • Slips, Trips and Falls | • Taking Action |

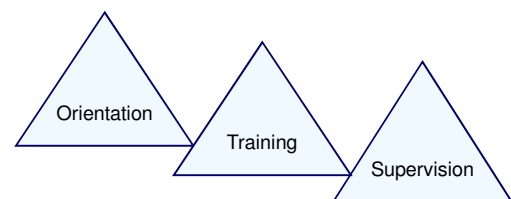
Young worker outreach

- Career fairs
- OR tradeswomen fair
- OSHA summer campaign
- OR GOSH
 - youth program
 - PSA contest, movie air time
- Schools/Job Training Centers
 - Career and Technical Programs
 - Health Educators
- School registration packet

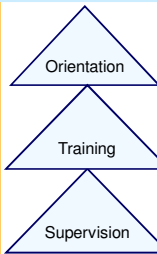


Young and new workers in your workplace

BE AWARE OF YOUNG EMPLOYEES!



Young and new workers in your workplace



- Lack of experience with the job
- Willingness to take risks
- Want to prove themselves
- Won't ask questions
- Unaware of risks on the job
- Lack of safety training
- Unfamiliar with rights and responsibilities

Review child labor laws

- Hours restricted
- Types of work that youth are not allowed to do
- Get information from BOLI, US DOL

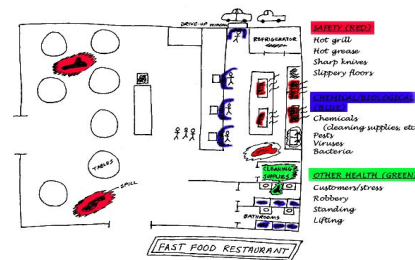


Age-appropriate training

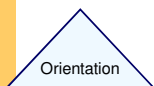
- Make it fun and easy to understand
- Keep instructions direct, short and simple
- Participatory
 - Encourage questions
- Frequently review and retrain
 - Repetition, repetition, repetition

Hazard mapping activity

Students will draw maps in color:
 Red = Safety Hazards Blue = Chemical and Biological Hazards Green = Other Health Hazards



Young and new workers in your workplace



- More detailed instructions
- Specific task skills
- Health and safety protocols
- Establish communication lines
 - Encourage questions and who to ask

Safety orientation checklist

Safety orientation checklist

- Checklist designed to remind supervisors of common health and safety problems
 - Emergency procedures
 - Physical demands
 - Office hazards
 - Hazardous materials
 - Protective clothing and equipment
 - Tools and equipment
 - Electrical safety
 - Other hazards

Safety orientation checklist example

EMERGENCY PROCEDURES

Training Student
Master Initials

☐ Exits and Escape Plans

- Know the emergency escape plan for fires, floods, earthquakes, chemical spills, etc.
- Know where emergency exits are located and how to open them.
- Know where to go if there is an evacuation—designated gathering area, etc.

☐ Fire Extinguishers

- Know how fire alarm system works, and how to respond.
- Know where fire extinguishers are located.
- If appropriate, get training on how to operate fire extinguishers properly.

Young and new workers in your workplace



- Written health and safety policies
- Injury and illness prevention program
- Safety training should be “hands on”
- Constantly review

Safety training
agreement

Safety Training Agreement

Worksite _____

Address and Phone _____

Worksite Contact (Name and Title) _____

Youth Participant (Name) _____

Youth Participant's Age _____ Birthdate _____

Youth Employment Program Representative (Name and Agency) _____

A. My signature below attests that:

1. There is a written safety policy applicable to this worksite (Injury & Illness Prevention Program).

The contact person for health and safety problems is: _____

2. The work experience participant has been provided training and orientation on the safety rules and regulations of the worksite.

Date(s) of training: _____

3. The participant has received detailed instruction, from a qualified instructor, on all tools, equipment, and machinery that will be used on the job. (List in Section B below.)

4. The worksite shall prohibit the participant from using tools, equipment, and machinery for which training has not been provided.

5. The worksite shall abide by all applicable child labor laws and regulations.

6. The worksite shall abide by all applicable health and safety laws and regulations.

7. The participant has been trained in emergency procedures.

- B. The following is a complete list of all tools, equipment, and machinery that the participant will use on the job:

Worksite Supervisor or Representative (Signature) _____

Date _____

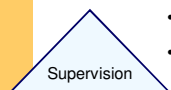
- C. I have been trained about all hazards indicated on the attached *Safety Orientation Checklist*, and trained in the use of all tools, equipment, and machinery listed above. I agree to use only tools, equipment, and machinery on which I have been trained. I have also been given an orientation on the safety policies and emergency procedures of the worksite.

Participant (Signature) _____

Date _____

Young and new workers in your workplace

- Increased supervision for new workers
 - Observe young workers and correct mistakes
- Teens should not work alone
- Involve co-workers
 - mentoring program w/ experienced workers
 - Include experienced teens



Youth employer resources

- **Youth Rules! Employer Guides**
US Department of Labor
- **Restaurant Supervisor Training**
 - Accident Prevention Program for the Restaurant Industry adapted for OR from WA



Strong Laws That Are Enforced

Bureau of Labor and Industries (BOLI)

- Working hours
- Minimum wage
- Meals
- Breaks
- Adequate work
- Records availability
- Hazardous and Prohibited Occupations

Work hours for teens

- Ages 14 and 15
 - 7am-7pm from Labor Day to June 1, 7am-9pm otherwise
 - When attendance in school is not required
 - When school is in session, max of 18 hours a week
 - 3 hours on a school day, 8 hours on Sat, Sun or holiday
 - When school is not in session, max of 40 hours a week
 - 8 hours a day
- Ages 16 and 17
 - No limitations on time of days
 - Max of 44 hours a week
 - No other limitations



Hazardous work orders (not complete list)

Prohibited for minors under 18

- Explosives
- Motor vehicle driving/outside helper
- Logging and sawmilling
- Power driven
 - wood working machines
 - hoisting apparatus
 - Baking machines
 - Circular and band saws
- Mining
- Wrecking/demolition
- Roofing
- Excavation

Prohibited for minors under 16

- Baking
- Commercial docks
- Construction
- Firefighting
- Grain elevators
- Land clearing
- Mechanical amusements
- Operating power mowers, cutters
- Surveying
- Window cleaning
- Wood cutting/sawing

Minors in Oregon

- Due to 1995 legislature, work permits are not required for 14-17 year olds in Oregon
- Responsibility of employer to verify age of minor
- Employer must have an Employment Certificate prior to hiring minors
 - issues 5,000 certificates each year

BUREAU OF LABOR AND INDUSTRIES
Brad Aarås, Commissioner

Employment



Safety and health laws



- Minors are protected just as adults are by OSHA:
 - A safe and healthful workplace
 - Training on chemicals and other safety and health hazards
 - Protective clothing and equipment
- Minors have the right to:
 - Report safety problems to OSHA
 - Refuse to work if the job is immediately dangerous to life or health
 - Join or organize a union
 - Worker's compensation benefits

What if you are over 18?

- Younger workers may still be inexperienced, etc, but no longer have child labor laws to protect them.

Rates in Oregon, 2003-2007

Age group	Rate/100 FTE
15-17	1.0
18-19	1.7
20-24	1.4
≥ 25	1.2

Example of child labor laws in other states

- Limits on work at night (ME)
- Job placement staff must be trained in safety and health (NJ)
- Limits on working alone (MA)



Safe Workplaces



Necessities

- Proper skills training for job tasks
- Proper health and safety training
- Participatory health and safety program
 - Process for employees to identify and report hazards
 - Process for employees to develop solutions
 - Process for solutions to be put in place to eliminate or reduce risk for injuries and illnesses

Questions?

