

# Best Practices for New Worker Orientation and Training

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CCOHS

# Why is it about being new?

All workers, regardless of age, have

**5 to 7 times**

the risk of injury in the **first month**  
of their new job.

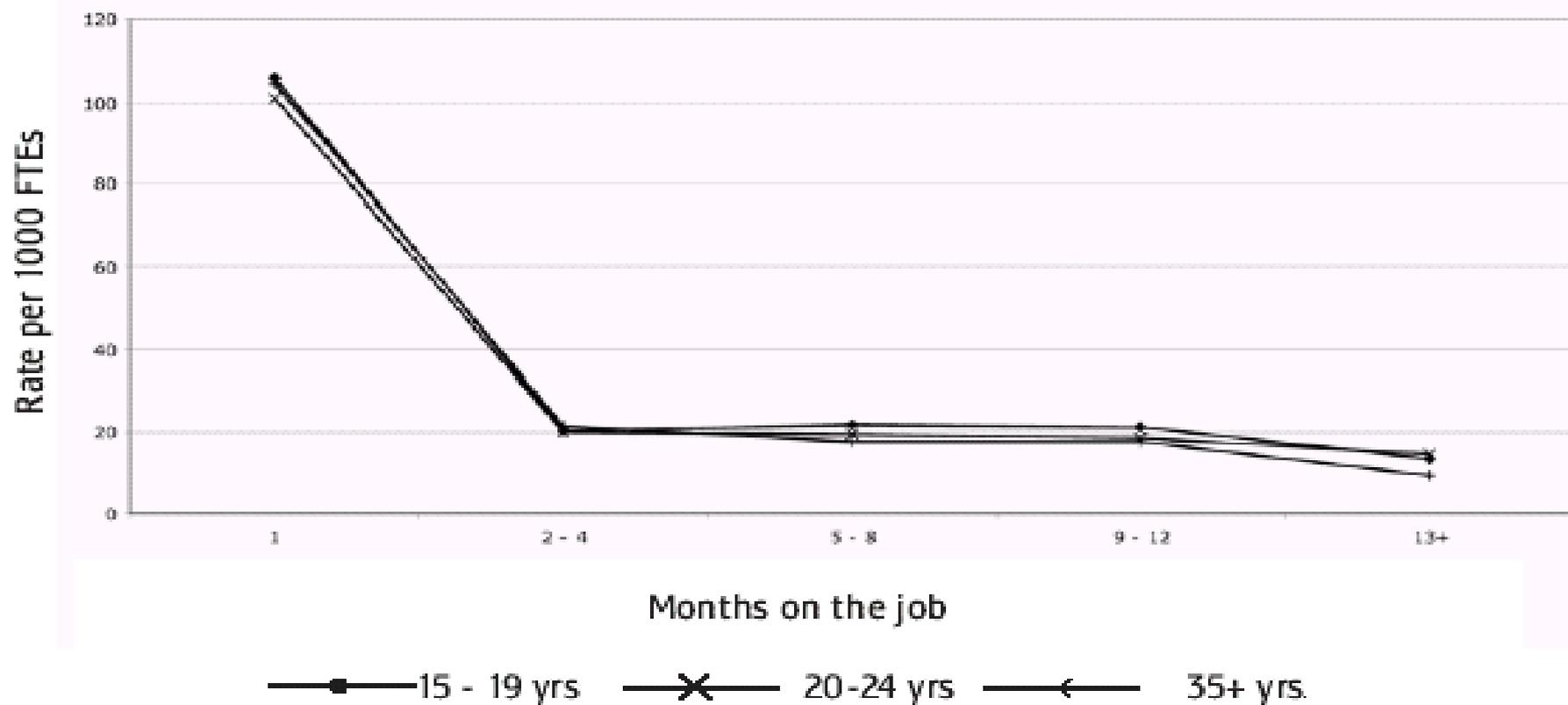
# Consistent evidence

- Males have almost 2x the risk as females
  - Some of difference is due to high risk jobs, or jobs with high degree of physical effort
- Workers on the job for less than 1 month had 4 times as many claims as those who have worked more than a year

# Types of Injuries

- More
  - traumatic injuries
  - burns
  - cuts / punctures / scrapes / bruises
    - e.g., more likely to be struck by falling or flying object, or caught in equipment
- Less likely to be hurt by overexertion

## Lost-time claim rate per 1000 Full-time Equivalents (FTEs) by age group and months on the job in the year 2000\*



\* Includes only those individuals making their first lost-time claims to the WSIB.

# Education vs. Training

## Graduated Driver Licensing

- Began in Ontario in 1994.
- The crash rate ages 16–19 declined 27%
  - Before: 16 yr olds had a crash and fatality rate 3x higher than the general public.
  - After: the fatal crash rate for 16 yr olds is lower than the general public.

# Collision Rates for Novice Drivers of Different Ages in Nova Scotia

<b>Age Issued</b>	<b>% Change (reduced)</b>
16	21.7
17-24	21.0
25+	42.7

## Best Practice: Make it meaningful

“If I’m dead, I’m dead.

... I won’t care.

But my Mom will.”

# Personalize the message

- “What if you couldn’t...”
- Make workplace injuries “real” to the young or new worker

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**Young Workers Zone**

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## YOUNG WORKERS ZONE

### >The Real World

All of these young workers suffered an injury or died while on the job. Each of these stories serve as a powerful reminder of the need for everyone - new and young workers, employers, parents, and teachers - to prevent future injuries and fatalities in the workplace.



Don't become another tragic tale.

**Nick Perry**   
On November 3, 2001 he went to work at a retail lumber yard in Victoria on a typical Saturday...  
Source: [WorkSafe BC](#) 

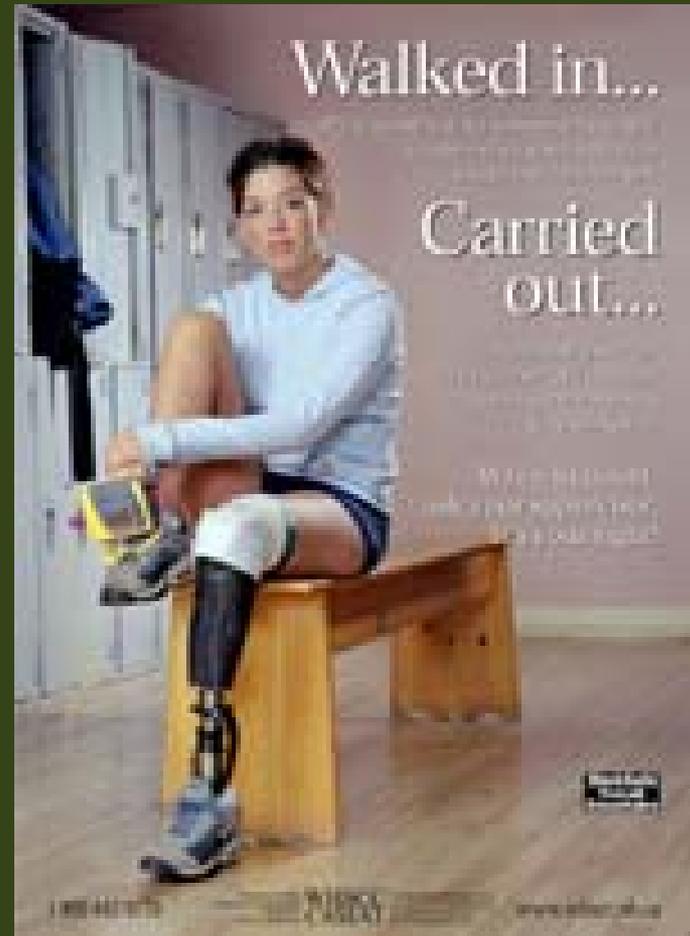
**Marnee Tull**  
Marnee Tull is one of the lucky ones, and she knows it. ....  
Source: [WorkSafe BC](#) 

**John Higgins**   
It seems like John can't remember a time when he could walk for five minutes without constant pain...  
Source: [WorkSafe BC](#) 

**Sean Kells**  
Sean was killed the third day of his part-time job at the age of 19. It wasn't an accident; it was preventable. ...  
Source: [The Safe Communities Foundation](#) 

**David Ellis**  
David played drums in a rock band. He also liked to play baseball....  
Source: [Young Worker Memorial LifeQuilt](#) 

# Share your knowledge





# Young Worker Initiatives

**bloodylucky.ca**

WARNING: GRAPHIC CONTENT  
SOME MATERIALS MAY NOT BE  
APPROPRIATE FOR ALL AUDIENCES.

AT THE STORE

AT THE DELI

AT THE RESTAURANT

AT THE GAS STATION

AT THE CAFÉ

AT THE LUMBERYARD

**5 QUESTIONS TO ASK YOUR BOSS!**  
Work Safe Alberta

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## Silence doesn't work here.

**SILENCE SPEAKS**

I've officially had it. That's right folks. I'm done. Wave goodbye to the white face paint. This is my last post. Silence doesn't work here anymore.

**Silence Speaks**

Posted by Silence on Thursday, December 10, 2009

**ABOUT ME**  
I've never been much of a talker. That makes relationships tricky for me. One of my exes put it best. She said it just takes a long time to get comfortable with me. Libraries and movie theatres are my favourite places to hang out. I live in an apartment downtown, and I think I make an excellent neighbour. I find my biggest challenge lately is a job. I just can't seem to keep one.

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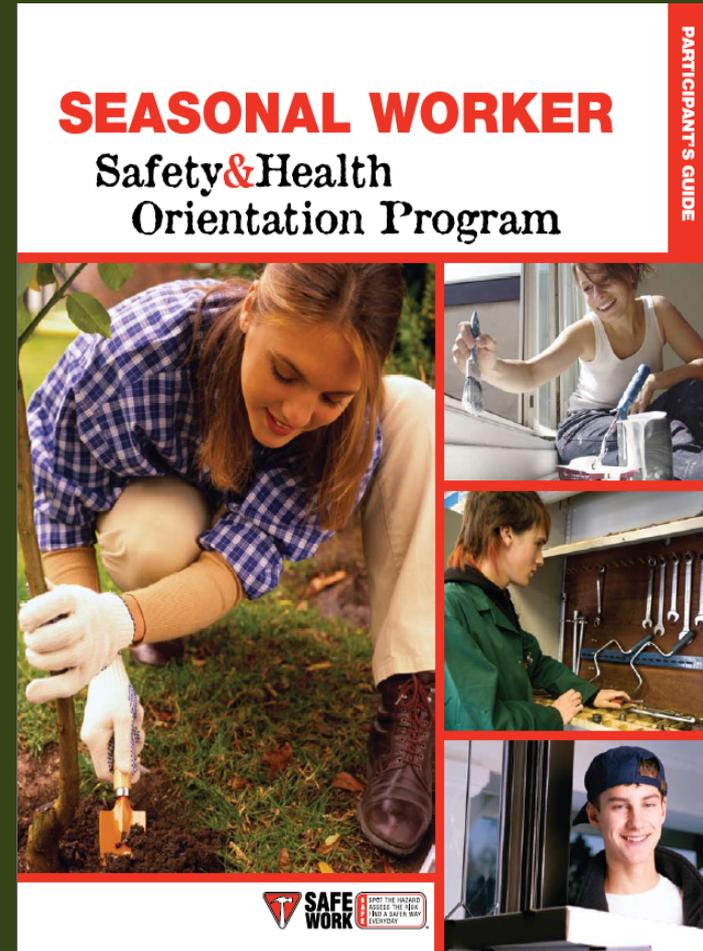
**Ky flickr**

**IT JUST KEEPS GETTING BETTER. NOT.**

It's been a while since I've had the energy to post. Writing used to help me vent my frustrations, and well,

# Manitoba

- Participant and Leader workbooks
- Designed to be “off the shelf”
- Updated to give samples of checklists, safe work procedures, etc.
- The more “concrete” it was, the more it was used



# USA Teen Workers

YouTube  Search Browse Upload

young teen workers safety PSA  
marmolejoiscool92 2 videos Subscribe



0:07 / 0:33 360p

Restaurants are drinking businesses. Nearly 30 million people in the United States are under 20 years old. Nearly 30% of these teens' first work experience is in a restaurant. Providing this eTool to employers in the industry to be safe and healthy.

This eTool™ describes hazards and potential solutions for teen workers in the industry.

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# China: The Problem

- Huge migrant population
  - Unfamiliar with the city as well as the type of work - heights, machinery, brick, metals, etc.
- Very rudimentary training in most workplaces
  - No infrastructure in place to make up gap
- Work is often “simple” but dangerous
- Enormous change
  - Government needs to create 2 million jobs a month

# China: The Approach

- Establish research and training institutes for OHS
- Programs to educate all migrant labourers before they begin work in cities
- Progression to modern standards
  - Modernize labour and OHS legislation
  - Encourage companies to do training
  - Training in occupations that did not really exist before (professional managers, etc)

# Training should contain:

- Rights and responsibilities
- Hazard recognition
  - What is a hazard?
  - Is it controlled?
  - What should I do when I see something that is not right?
  - Who do I report it to?
- What do I do in an emergency?

# How to help

- Training (immediately)
  - New workers do learn quickly from experience
- Relevant to them
- Have new employee demonstrate tasks
- Mentoring / Coaching /  
Experienced employee involvement
- Follow-up
- Time

# Further Awareness

- Every workplace must provide training
- Teaching safety in schools
- Awareness of workplace safety as a social issue

# Thank you!



Canadian Centre for  
Occupational Health  
and Safety

**Inquiries & Client Services: 1-800-668-4284**