



Be prepared for Ministry of Labour inspection initiative on New and Young Workers

May 13, 2019

1.888.730.7821 (Toll free Ontario)
workplacesafetynorth.ca



Welcome to the webinar

Be prepared for upcoming MOL inspection initiative

- The webinar will begin at **10:30 am Eastern Time**
- For audio, please use headphones or ear buds.
- Please note the '**CHAT BOX**' to the right of the screen and feel free to type in your questions at any time during the presentation.
- Questions may be answered during the presentation, but most will be addressed at the end of the presentation.
- For your reference, this presentation will be emailed to attendees within one business day of the webinar.
- For assistance with the webinar, phone the WSN office at:
1-888-730-7821 ext. 0

Your webinar co-hosts

- **Tom Welton** Director, Prevention Services and Education Programs
Workplace Safety North
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- **Lindsay Digby** Health and Safety Specialist
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- **Gerry Paquette** Regional Program Coordinator
Ministry of Labour
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Agenda

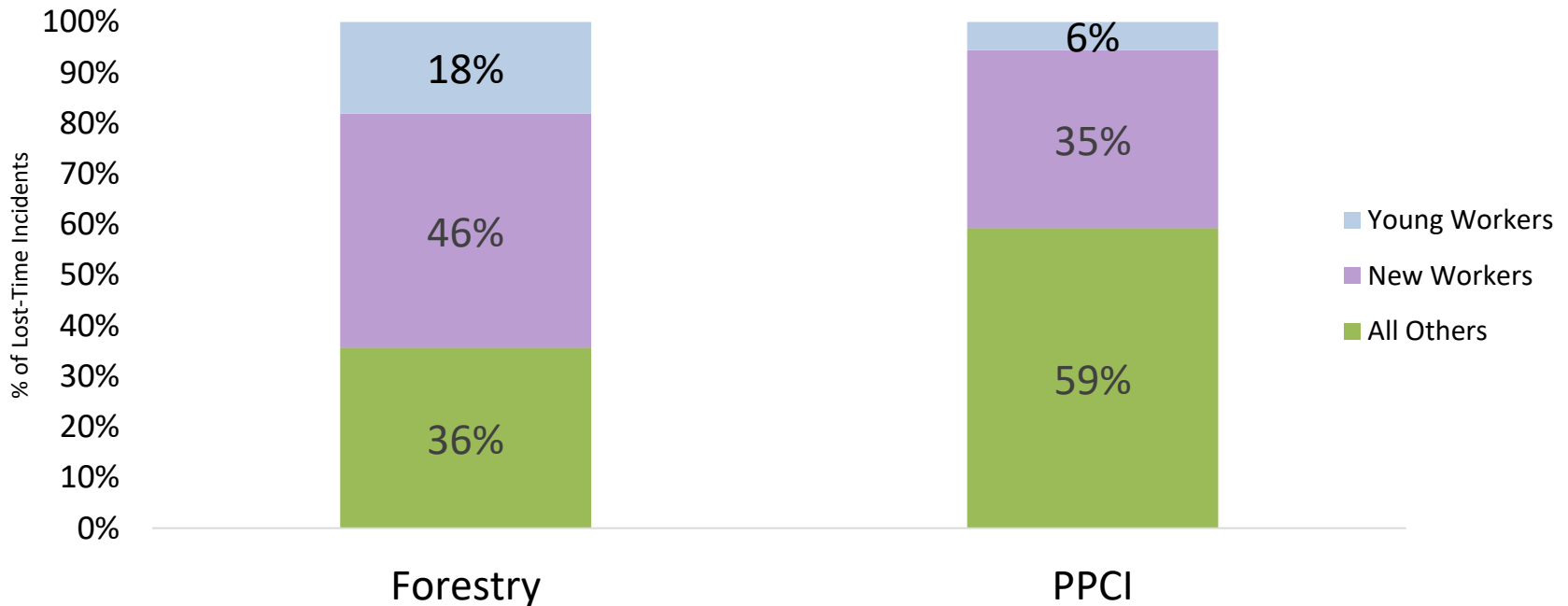
What you'll learn

1. Introduction and injury statistics
2. Why new and young workers are considered vulnerable
3. WSN information and resources
4. What Ministry of Labour Inspectors will be looking for during the New and Young Worker Initiative
5. Q & A

New and Young Workers

- Young Workers
 - Age 15-24
- New Workers
 - New to the workplace
 - Returning to a workplace that has changed
 - New position within the workplace
 - Relocated from out of country or province

New and Young Workers Lost-Time Injuries 2014 through 2018



- Over the 5-year period, new or young workers account for 64% of lost-time injuries (46%+18%) in the Forestry sector.
- Over the same period, new or young workers account for 41% of lost-time injuries (35%+6%) in the Pulp, Paper, Converting industries.

Source: WSIB EIW Claim Cost Analysis, March 2019 Snapshot

New and Young Workers – the risks and why they are vulnerable

New and Young Workers are three times more likely to be injured on their first month on the job than at any other time

- Lack of experience and knowledge
- Unfamiliar with hazards and need your help
- Want to create a good impression by working hard and fast
- Reluctant to report unsafe conditions due to worry about future employment
- Lack of training, orientation and supervision

Greatest sources of influence

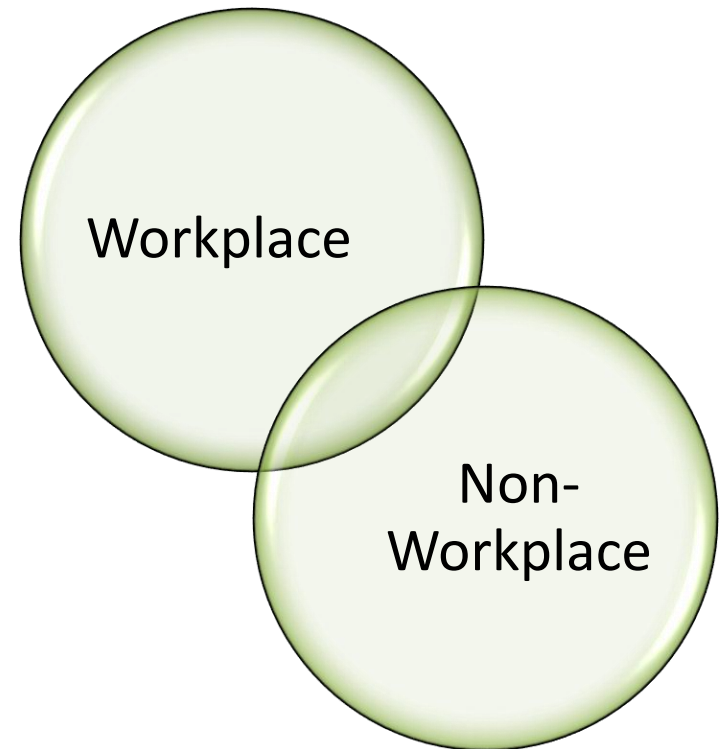
Research suggests that youth safety behaviours are influence by a range of people

Workplace Influencers

- Supervisors
- Coworkers

Non-Workplace Influencers

- Parents
- Siblings
- Teachers

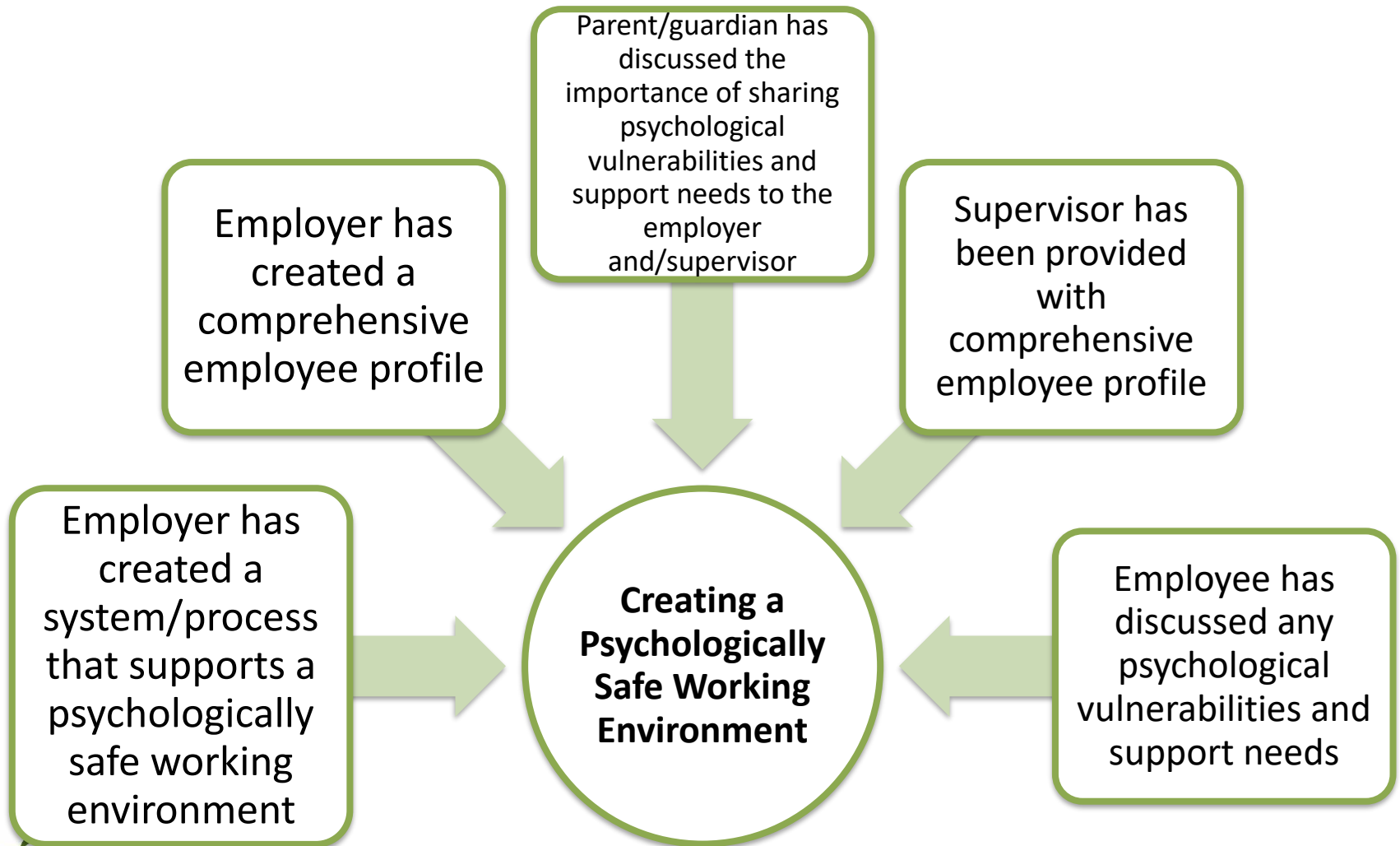


Learning and Awareness

- There is more of a need for instruction versus information approaches that incorporate self-advocacy and learning strategies
- Self-Advocacy – ability to represent one’s views or interests
- Information vs Instructional – youth learn best when they can apply knowledge in a workplace setting

Design it into the process

Resource Checklist Cards and how they tie in



Resource Checklist Cards – employer, supervisor, parent-guardian, and worker

New and Young Worker Health and Safety - Employer Checklist



Employer Health and Safety Checklist

New and young workers



For more information, contact your local WSN Health and Safety Specialist.



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New and Young Worker Health and Safety - Employer Checklist

Have	Need	Employer
		Provide Orientation that is: <ul style="list-style-type: none"> • Instructional (Lecture, Written, E-Learning) • Hands-on (Demonstration, Observation) • Specific to the role and tasks to be performed • Designed to promote self-advocacy/empowerment and in line with goals • Topics such as: Struck By, Overexertion, and Caught in or Compressed by objects or equipment are covered including specific risks they may encounter
		Meeting with Health and Safety Representative or Joint Health and Safety Committee Worker Members
		Created a Peer Job Shadow Training and Mentorship Program is in place where Mentors: <ul style="list-style-type: none"> • Have been selected based on interest in developing new and young workers • Have been developed and trained to understand challenges and opportunities associated with New and Young Workers • Provide opportunities for improvement in the mentorship program • Evaluate the mentors and mentor competency
		Established a visual differentiation for New and Young Workers to be identified (e.g. T-Shirts, Different colored hard hats, tracking mechanisms)
		Established a positive feedback program where recognition and positive feedback can be provided to all workers including new and young workers
		Provide New and Young Workers the opportunity to have their voices heard: <ul style="list-style-type: none"> • At the time of hire and during orientation • Halfway through their probationary period • At the end of their probationary period • One year after hire date • End of Employment
		Created comprehensive New Employee Profile including but not limited to: <ul style="list-style-type: none"> • Work Experience • Personal Values (Volunteer or Hobbies) • Medical Condition or restrictions • Psychological Vulnerabilities and Support Needs • Training Records • Health and Safety Pledge – Why they work safe, who they work safe for • Other
		Involved Parents and Guardians of the Young Worker via: <ul style="list-style-type: none"> • Telephone Conversation • Guided tour and face-to-face conversation regarding the ability of the Young Worker to work in the environment
		Parents and Guardians are given the opportunity to ask questions and provide feedback to the employer on their Young Worker entering that workforce

Date completed:

Signature:

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Resource Checklist Cards – employer, supervisor, parent-guardian, and worker

New and Young Worker Health and Safety - Supervisor Checklist



Supervisor Health and Safety Checklist

New and young workers



For more information, contact your local WSN Health and Safety Specialist.



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New and Young Worker Health and Safety - Parent and Guardian Checklist



Parent and Guardian Health and Safety Checklist

New and young workers



For more information, contact your local WSN Health and Safety Specialist.



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Information and Resources

New and Young Worker – Free online resources

<https://www.workplacesafetynorth.ca/resources/new-and-young-workers-health-and-safety-resources>

- Checklists (Parents, Supervisors, Worker, Employer)
- Orientation Checklists
- Other Resources

“Have the Safety Conversation” Artwork

- Created by high school students
- More than 20 pieces available for exhibit at conferences, safety days, events etc.



Young Worker Safety Workshops

- Awareness
- ½ day Training
- 1-day Specific Workplace Training
- Led by WSN Health and Safety Specialists

Information and Resources


The screenshot shows the Workplace Safety North website. The header includes the logo, navigation links (Home, Accessibility, Links, Contact, Careers, Services en français), a search bar, and a 'WELCOME BACK MEG!' message with a shopping cart icon. Below the header is a navigation menu with categories like ABOUT, TRAINING, EVENTS, PRODUCTS, CONSULTING, RESOURCES, NEWS, and PUBLICATIONS. The main content area displays a news article with the following details:

- NEWS**
- HAZARD BLOG**
- SEARCH NEWS BY TAGS**
 - Mining
 - All Workplaces
 - Forestry
 - Paper Printing and Converting
 - Mine Rescue
 - Events
 - General
 - Legislation changes
 - Forest products
 - Industrial

TOP 5 HEALTH AND SAFETY ORDERS REGARDING PROTECTION OF NEW AND YOUNG WORKERS


View Edit

Tuesday, April 23, 2019
May 13 Industrial webinar to prepare for upcoming MOL inspection initiative

 [New and young worker employer guide](#) – Free download includes new worker orientation checklist

Thirty young workers, aged 15 to 24, died in work-related incidents in Ontario between 2012 and 2016, according to the Workplace Safety and Insurance Board (WSIB).

This summer, from May 1 to August 30, 2019, the Ministry of Labour (MOL) is conducting a health and safety initiative focused on industrial workplaces in Ontario with a view to helping protect vulnerable new and young workers, and from July 15 to August 30, MOL inspectors will be visiting Ontario industrial workplaces.



First month on the job most dangerous

Workers at any age starting a new job, as well as young workers under age 24, are three times more likely to be injured during their first month at work.

"When training new and young employees, successful businesses see this as the perfect opportunity to instill a strong safety mindset," says Tom Welton, General Prevention Services Director at Workplace Safety North (WSN).

"A strong health and safety culture has a direct effect on the company's reputation, morale, and overall productivity and revenue, so it's crucial to provide good training, ongoing coaching and supervision to new and young workers – all good supervisors understand this," notes Welton.

Top 5 health and safety orders

Last summer, MOL inspectors visited 1,901 Ontario workplaces and issued 7,675 orders, including 116 stop

Top 5 health and safety orders regarding protection of new and young workers

Based on 2018 MOL inspection blitz results

<https://www.workplacesafetynorth.ca/news/news-post/top-5-health-and-safety-orders-regarding-protection-new-and-young-workers-0>

A step-by-step guide: What to expect from a Ministry of Labour visit

How to prepare for Ministry of Labour health and safety inspections and initiatives

<https://www.workplacesafetynorth.ca/news/news-post/step-step-guide-what-expect-ministry-labour-visit>

Information and Resources

Workplace Safety North
1,015 subscribers

PLAYLISTS CHANNELS DISCUSSION ABOUT

new, young worker

Young Worker Orientation – Speak Up! (Complete version)
Workplace Safety North • 3.8K views • 5 years ago
This 10-minute video is designed to be used by companies as part of their health and safety orientation for new and young workers. Speak Up! is the ideal starting point to build health and safety a...

Young Worker Orientation – Speak Up! (Preview)
Workplace Safety North • 3.1K views • 7 years ago
View complete version: http://youtu.be/Sxqg_THDAuk0 This 10-minute DVD is designed to be used by companies as part of their health and safety orientation for new and young workers. Speak Up! is the...

Young Workers
Workplace Safety North • 3 views
Young Worker Orientation – “Will you think of Dave...?” The story of David Ellis • 47:12
Parles-en! / Speak Up! • 12:56
VIEW FULL PLAYLIST (3 VIDEOS)

Young Worker Orientation – “Will you think of Dave...?” The story of David Ellis
Workplace Safety North • 8.2K views • 6 years ago
On a February morning in 1999, 18-year-old David Ellis left home for his second day of work. He never made it back. Since that day, David’s father Rob has become a spokesperson for workplace health...

Parles-en! / Speak Up!
Workplace Safety North • 173 views • 6 years ago
Sécurité au travail dans le Nord présente Parles-en! (Speak Up!). Ce DVD de 13 minutes est destiné à servir d’outil aux compagnies dans le cadre de leur orientation à la santé et à la sécurité à l’...

WSN – Free YouTube videos
<https://www.youtube.com/user/WSNpromos/search?query=new%2C+young+worker>

Information and Resources

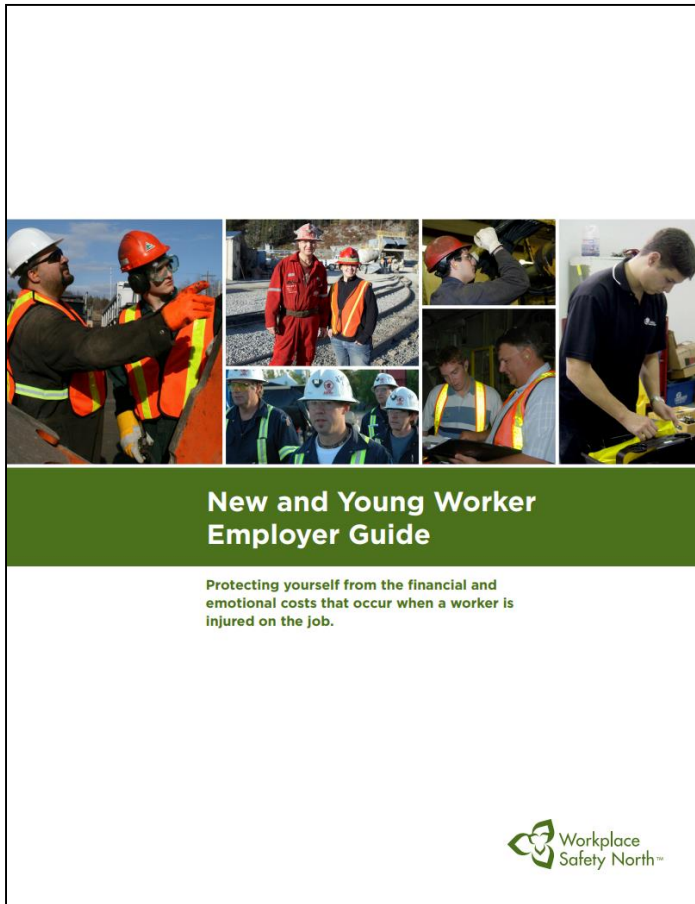


New young worker industry videos introduce health and safety topics

Canadian Corrugated and Containerboard Association introduces bilingual video series

<https://www.workplacesafetynorth.ca/news/news-post/new-young-worker-industry-videos-introduce-health-and-safety-topics>

Information and Resources



- **WSN – New and Young Worker Employer Guide**
https://www.workplacesafetynorth.ca/sites/default/files/WSN_New_Young_Worker_Guide_for_Employers.pdf
- **WSN – New and Young Worker Workplace Safety Posters**
<https://www.workplacesafetynorth.ca/resources/new-and-young-worker-workplace-safety-posters>

New and Young Workers Initiative

May 1 to August 30, 2019

Industrial Health and Safety Program



Note

This presentation has been prepared to assist workplace parties in understanding their rights and duties under the Occupational Health and Safety Act (OHSA) and its regulations. This presentation does not constitute legal advice. To determine your rights and duties under OHSA, please contact your legal counsel or refer to the legislation.

Objectives

- ❑ To provide an overview of the Ministry of Labour's New and Young Workers Initiative - May 1 to August 30, 2019
- ❑ To outline expectations for Inspectors with respect to the initiative; focus and sectors
- ❑ To provide information about resources available to assist workplace parties

Safe At Work Ontario

- ❑ The goal of Ontario's *Occupational Health and Safety Act* (OHSA) is to keep workers safe and healthy. The OHSA sets out the health and safety requirements for workplaces across Ontario.
- ❑ Safe At Work Ontario is the Ministry of Labour's compliance strategy that helps promote safe and healthy workplace practices.

How will this 2019 initiative support SAWO?

- Encourage employers to identify hazards related to new and young workers, so that they can implement corrective action, including developing and implementing control measures and procedures, and worker training to reduce injuries that may occur to these vulnerable workers.
- Promote and raise awareness about the increased risk of injury to new and young workers.
- Promote sustained improvements to workplace culture regarding occupational health and safety.
- Enhance partnerships with Ontario's health and safety system partners.

New and Young Workers Initiative

When?

From May 1 to August 30, 2019, the Ministry of Labour will conduct an initiative focusing on new and young workers in workplaces across Ontario.

- Phase 1: **May 1 to August 30, 2019** – Compliance assistance and awareness campaign with our health and safety partners
- Phase 2: **July 15 to August 30, 2019** – Focused inspections campaign

Why?

- Studies show that new and young workers in Ontario are three times more likely to get hurt during their first month on the job than any other time.
- This initiative will provide the ministry with an opportunity to promote compliance with the OHSA.

New and Young Worker Initiative

Where?

- This province-wide initiative will focus on workplaces in the industrial, sectors where new and young workers are known to work.

What?

- The first phase of the initiative will focus on educating workplace parties on their responsibilities regarding new and young workers.
- During phase two, inspectors will conduct proactive workplace inspections to review compliance with the OHSA.

New and Young Workers Initiative

□ This is the 12th time that this initiative has been conducted

There are two focus groups:

1. New young workers 14-24 years, and
2. New workers 25 years of age and older who have been on the job less than six months, or who have been reassigned to a new job.

Any new-hire, temporary foreign worker, permanent or temporary workers and any current workers who are assigned new jobs are at increased risk.

Sectors for the 2019 Initiative

Inspectors will focus on the following sectors in their visits:

- retail
- restaurants
- food, beverage and tobacco
- tourism, hospitality and recreational services

Inspectors may also visit other workplaces where new and young workers are known to work.

2019 initiative inspector focus

Inspectors will focus on new and young workers in their performance of tasks that may involve workplace hazards, and consider issuing orders or take other enforcement action as necessary in these workplaces where:

- There is a high incidence of lost time injuries among new and young workers;
- It is identified as a high priority workplace;
- Historical data indicating workplaces that have highly hazardous processes and equipment, workplaces in respect of which complaints have been received by the Ministry, and overall have poor compliance history;
- New and young workers are often employed, including regular and seasonal employment in workplaces; and
- IHSP Inspector local intelligence identifies workplaces not previously visited.

Compliance with the OHSA and its Regulations

- ❑ During the 2019 new and young workers initiative, MOL Inspectors will enforce the OHSA and its regulations, including but not limited to the following:
 - [Occupational Health and Safety Act](#), (OHSA)
 - [Regulations for Industrial Establishments](#), Reg. 851
 - [Workplace Hazardous Materials Information System \(WHMIS\)](#), Reg. 860
 - [Occupational Health and Safety Awareness and Training](#), Reg. 297/13

- ❑ The workplace parties are required to comply with applicable provisions of the OHSA and its regulations.

Health and Safety Awareness

☐ Training workbooks and accompanying guides for download:

- [Worker Health and Safety Awareness in 4 Steps](#)
- [Worker Awareness Workbook](#)
- [Employer Guide to Worker Health and Safety Awareness in 4 Steps](#)
- [Supervisor Health and Safety Awareness in 5 Steps](#)

New and young worker MOL data

- There were **24** Fatalities for young workers aged 15 to 24 years for all programs, for the period **2014 to 2018** according to Ministry of Labour data as of April 15, 2019.

New and young worker MOL data

Young worker (15 to 24 years) MOL fatalities

Calendar Year	Construction	Industrial	Health Care	Mining	Total
2014	3	2	0	0	5
2015	3	1	0	1	5
2016	2	2	0	0	4
2017	2	2	0	0	4
2018	2	4	0	0	6
Total	12	11	0	1	24

WSIB Lost-Time Claims Data

- ❑ Between 2013 and 2017, the WSIB (Workplace Safety and Insurance Board) approved 34,298 compensation claims involving lost time at work by young workers. In 2017 alone, injuries to young workers resulted in almost 8,000 lost-time claims.
- ❑ In 2017, many of the injured young workers aged 15 to 19 years old were food counter attendants and kitchen helpers. Many of the injured young workers aged 20 to 24 years old were labourers working in the processing, manufacturing and utilities sectors.

*Source: 2017 WSIB Statistical Report Schedule 1

2018 New and Young Workers Initiative Results

During the initiative Ministry of Labour inspectors:

- ❑ conducted 2,321 proactive visits and 193 field visits in a support role
- ❑ visited 1,901 workplaces
- ❑ issued 7,675 orders under the OHSA and its regulations, including 116 stop work orders

2018 Results by Sector

The top 10 sectors, ranked by orders issued

Sector	Orders issued	Stop Work orders issued	Workplaces visited	Field visits	Support role activities
Retail	2,313	31	645	786	32
Restaurants	1,282	9	245	343	17
Tourism, hospitality and recreational services	930	11	182	216	24
Wholesalers	420	9	90	109	11
Food, beverage and tobacco	411	4	91	118	8
Wood and metal fabrication	364	7	74	89	13
Industrial services	343	19	100	114	10
Vehicle sales and service	268	4	54	64	6
Chemical, rubber and plastics	128	6	28	32	5
Automotive	117	0	29	30	2

2018 Results - Order Analysis

The most frequently issued OHS orders involved employers' failure to:

- post in the workplace a copy of the OHS and any explanatory material provided by the Ministry of Labour [s. 25(2)(i)]—**507** orders or 6.61% of total orders and requirements
- maintain equipment in good condition [s. 25(1)(b)]—**392** orders or 5.11%
- prepare and review, at least annually, a written occupational health and safety policy, and develop and maintain a program to implement that policy [s. 25(2)(j)]—**328** orders or 4.27%
- take reasonable precautions to protect workers' health and safety [s. 25(2)(h)]—**320** orders or 4.17%
- have a workplace health and safety representative at the workplace [s. 8(1)]—**280** orders or 3.65%
- provide information, instruction and supervision to protect workers' health and safety [s. 25(2)(a)]—**185** orders or 2.41%
- review their violence and workplace harassment policies as often as is necessary, but at least annually [s. 32.0.1(1)(c)]—**175** orders or 2.28%
- post the employer's workplace violence and harassment policies in the workplace [s. 32.0.1(2)]—**172** orders or 2.24%
- develop and maintain a program to implement the workplace harassment policy [32.0.6(1)]—**167** orders or 2.18%
- have a health and safety representative do an inspection of the workplace [s. 8(6)]—**141** orders or 1.84%

2018 Results - Order Analysis

A total of **1,429** orders were issued under [PART III.0.1](#) of the OHSA provisions for workplace violence and harassment. They involved failure of employers to comply with requirements to:

- have workplace violence and harassment policies and programs in place
- provide information and instruction on those policies and programs
- assess or re-assess the risks of workplace violence arising from the nature of the workplace, type of work or conditions of work

2018 Results - Order Analysis

As part of checking for worker training and appropriate supervision in workplaces, **851** orders were issued *under O. Reg (Ontario Regulation). 297/13: Occupational Health and Safety Awareness and Training Regulation* for violations involving:

- basic occupational health and safety awareness training for workers [s (section). 1]—**465** orders or 6.06%
- basic occupational health and safety awareness training for supervisors [s (section). 2]—**379** orders or 4.94%
- maintaining records of basic occupational health and safety awareness training [s (section). 4]—**7** orders or 0.09%

2018 Results - Order Analysis

A total of **1,881** orders were issued under the following sections of the Regulation 851: Industrial Establishments:

- housekeeping [s (section). 11 to 20]—**467** orders or 6.08% of total orders and requirements
- fire safety [s (section). 22 to 23]—**17** orders or 0.22%
- machine guarding [s (section). 24 to 44.2]—**277** orders or 3.61%
- material handling [s (section). 45 to 66]—**721** orders or 9.39%
- maintenance and repairs [s (section). 72 to 78]—**73** orders or 0.95%
- personal protective equipment [s (section). 79 to 86]—**105** orders or 1.37%
- buildings [s (section). 120 to 123]—**84** orders or 1.09%
- industrial hygiene [s (section). 124 to 139]—**122** orders or 1.59%

Ministry of Labour Resources

- ❑ Young Workers Tip Sheets – for Employers, Supervisors, Parents and Workers
<http://www.labour.gov.on.ca/english/atwork/youngworkers.php>
- ❑ Provincial Initiative Schedule and Previous Initiative Results:
<https://www.ontario.ca/page/workplace-inspection-initiatives>
- ❑ Health and Safety Partners:
<http://www.labour.gov.on.ca/english/hs/websites.php>

Small business

<https://www.ontario.ca/page/health-and-safety-small-businesses>

[Health and Safety Checklist](#) This checklist is for small business owners with 1-5, 6-19 or 20+ workers

Employment Standards

Information Sheets may be printed and distributed

<https://www.labour.gov.on.ca/english/es/pubs/complete.php>

Videos and Photos

MOL Resources

- [Auto Body Repair Shops](#)
- [Commercial Kitchens: Slips, Trips, Falls and Other Hazards](#)
- [Forklift Safety](#)
- [Heat Stress](#)
- [Lab and Shop Safety in Schools](#)
- [Loading Dock Safety](#)
- [Manual Materials Handling: Industrial Workplaces](#)
- [Health and Safety in a Veterinary Clinic](#)

<http://www.labour.gov.on.ca/english/gallery/index.php>

External Resources

- <https://vimeo.com/technicalstandards/review/250489505/522903cf36>
- <https://vimeo.com/technicalstandards/review/246804759/26db808361>
- <http://safetyinfo.ca/>

Additional Resources to Provide to Workplace Parties

The following resources can be printed out by the Inspectors and provided to the workplace parties.

- [Tips for Young Workers](#)
- [Tips for Parents](#)
- [Tips for Employers](#)
- [New and Young Workers – Keep Them Safe](#)

MOL Contact Centre

- Call 1–877–202–0008 any time to report critical injuries, fatalities or work refusals.
- Call 8:30 a.m. to 5 p.m. Monday to Friday for general inquiries about workplace health and safety.
- Always call 911** in an emergency.

Thank You!

Thank you

Thank you for attending today and helping make workplaces safer.

WSN Contact Information

1-888-730-7821 Toll free Ontario

705-474-7233

info@workplacesafetynorth.ca

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