



# Keeping Youth and Vulnerable Workers Safe in the New Economy

## Presenters:

**George Marshall**, Chief Executive Officer for Service Hospitality

**Ron Kelusky**, Chief Prevention Officer, Ministry of Labour, Training and Skills Development

**The Conference  
Board of Canada**





# Keeping Our Youth Safe... Our Story

# Who is Service Hospitality?

- An industry safety association funded by 4,100 employers in the community services, hotel & restaurant sectors in Saskatchewan
- We provide evaluation, consultation and training to help employers in our industries improve their safety management systems
- We proactively influence future workers (youth and newcomers to Canada) to help drive safety cultural change in Saskatchewan
- We are PASSIONATE about what we do



[servicehospitality.com](https://servicehospitality.com)



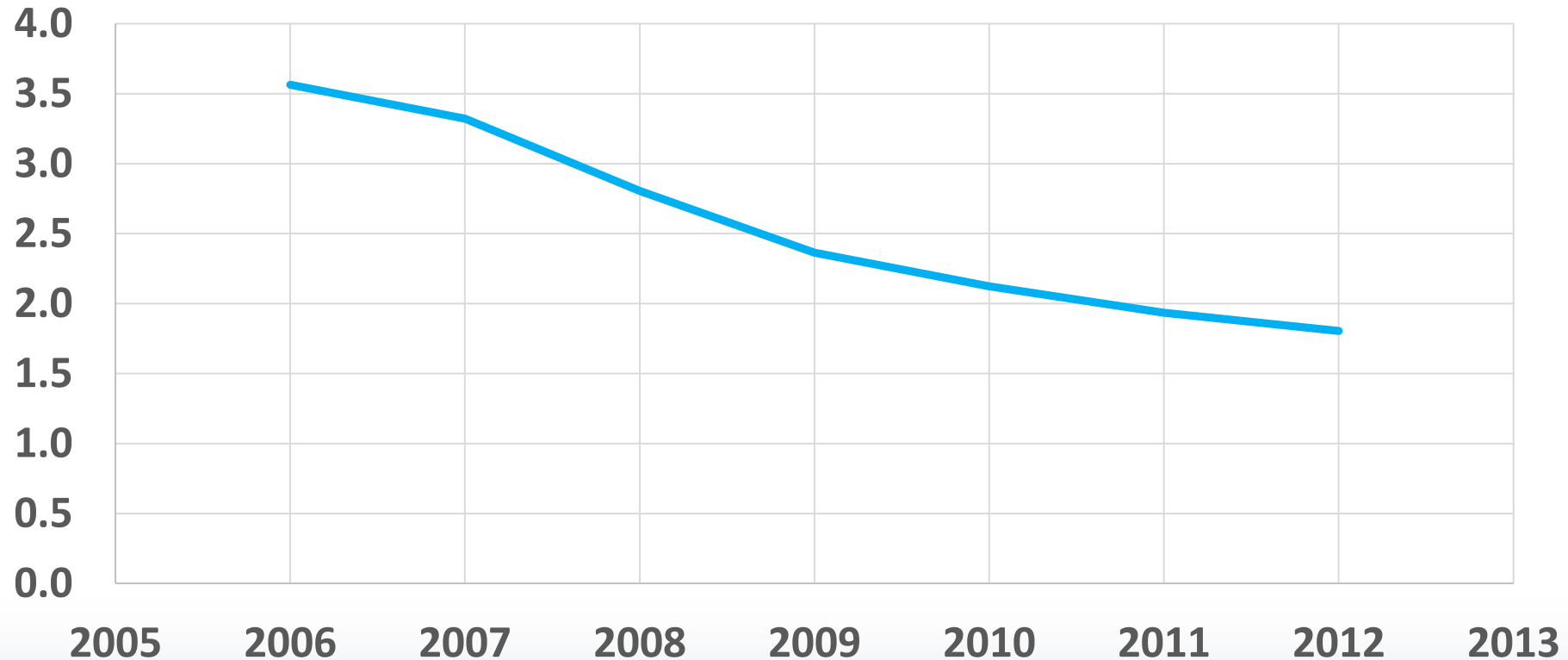
# Keeping Our Youth Safe... Our Story



- Chapter One: Motivation
- Chapter Two: Strategy
- Chapter Three... Next Steps

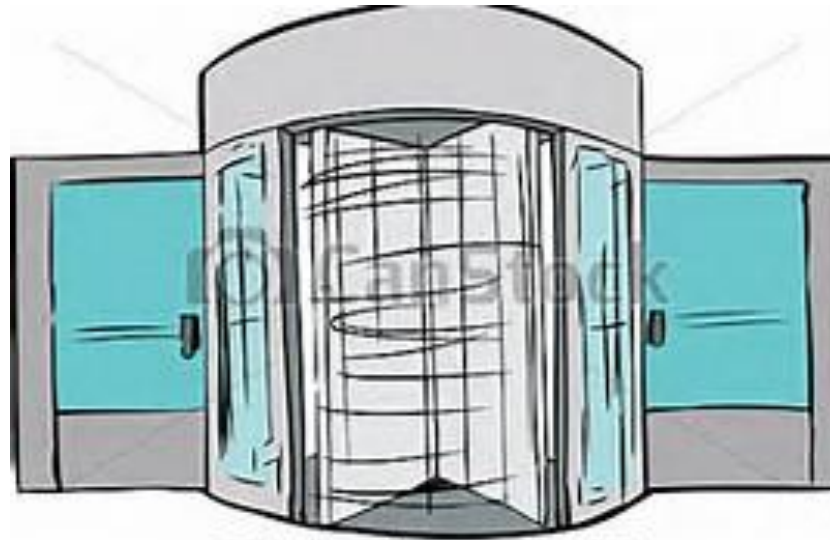
# Chapter One: Motivation

Total Injury Rate in Service & Hospitality Sectors in Saskatchewan



# Chapter One: Motivation

- More than ever before the service & hospitality sectors in 2011 & 2012 became a revolving door of employment



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- New workers coming in presented specific and unique challenges
- Youth was the biggest and most significant of these types of workers

# Chapter One: Motivation

- Over 70% of youth get their first jobs in our industries.
- Young people and new hires are the most at risk of injury on the job.
- Over 45% of young people aged 15-24 will experience a workplace injury in this province.
- More than 50% of these injuries will occur in the first six month on the job.

# Chapter One: Motivation

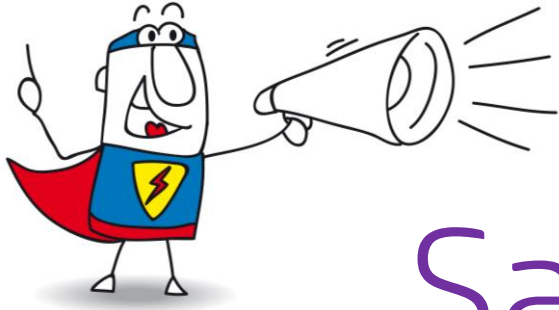
**We needed a strategy to impact youth...**



# Chapter Two: Strategy

**We Needed A Continuum for Youth  
Safety Education...**

Grade 3, 6 & 8



# Safety Presentation: Stop and Ask



# Grade K through 4

ELMER THE SAFETY ELEPHANT®



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# Grades 9 thru 12

**SAFETY**  
IN SCHOOLS

Training for Life

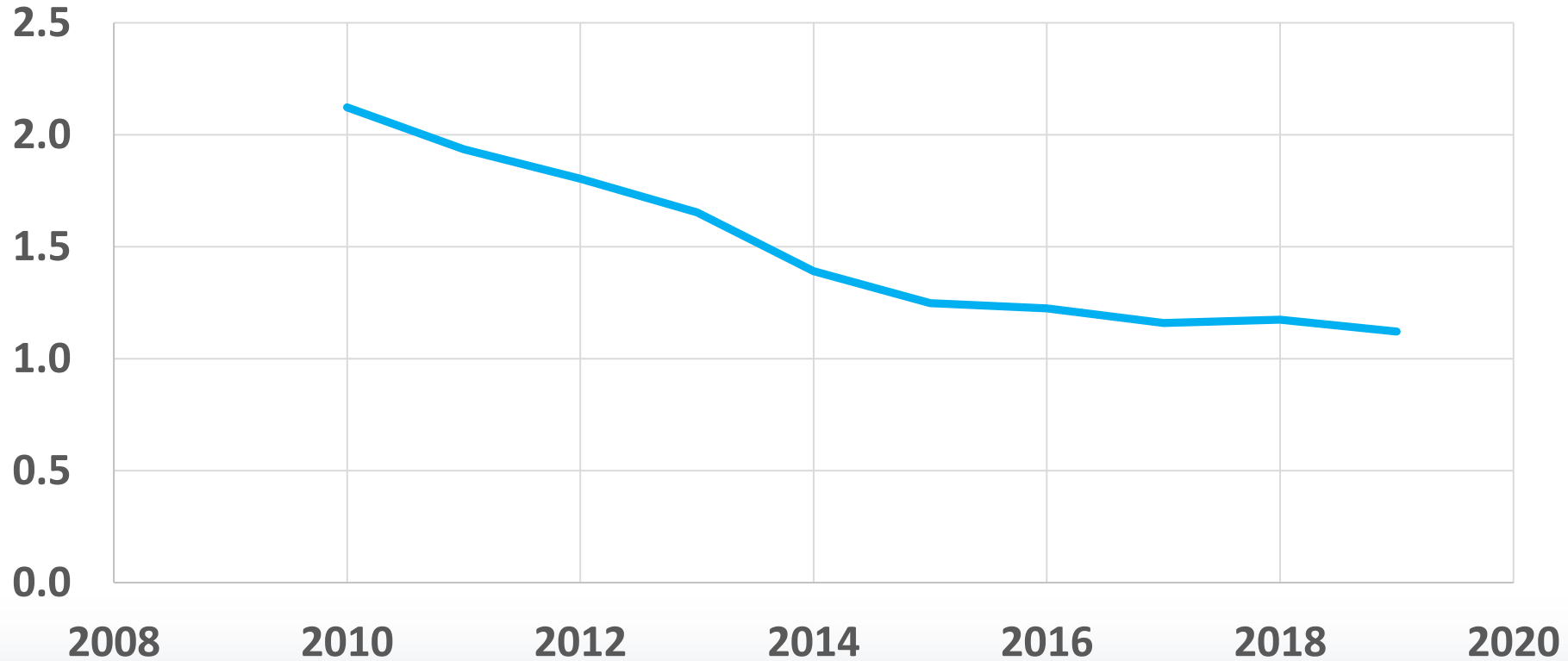
# On the Horizon...





# Chapter Three: Next Steps

Total Injury Rate in Service & Hospitality Sectors in Saskatchewan



# Chapter Three: Next Steps

**52%**

# Chapter Three: Next Steps



# Chapter Three: Next Steps

2017 TO 2019 – Injury rates for youth are still dropping, but at a much slower rate...

Our Next Chapter: It's all about Mental Health!



# Keeping Our Youth Safe... Our Story



Ministry of Labour, Training and Skills Development

# Young and Vulnerable Worker Safety Webinar

Minerva Safety Management Education

**Ron Kelusky, Chief Prevention Officer**

**Ontario Ministry of Labour, Training and Skills Development**

March 5, 2020

# Introduction

Ron Kelusky, Chief Prevention Officer, in the Prevention Office at the Ministry of Labour, Training and Skills Development.

As the CPO, I am responsible for:

- A provincial occupational health and safety strategy,
- An annual report on occupational health and safety in the province,
- Advice to the Minister of Labour, Training and Skills Development on how to prevent workplace injuries, fatalities and illnesses,
- Province-wide standards for training and safety
- Effective delivery of prevention programs and services to Ontario's workers.



# Young & Vulnerable Workers



# Vulnerable Workers

- Workers become vulnerable when they are exposed to hazards and:
  - There are inadequate workplace policies and procedures to control hazards, encourage communication about occupational health and safety (OHS) or respond to OHS issues
  - There is a lack of worker awareness of hazards and/or of OHS rights and responsibilities
  - There is a workplace culture that discourages workers from speaking up about OHS concerns

\*\*source: Institute for Work & Health

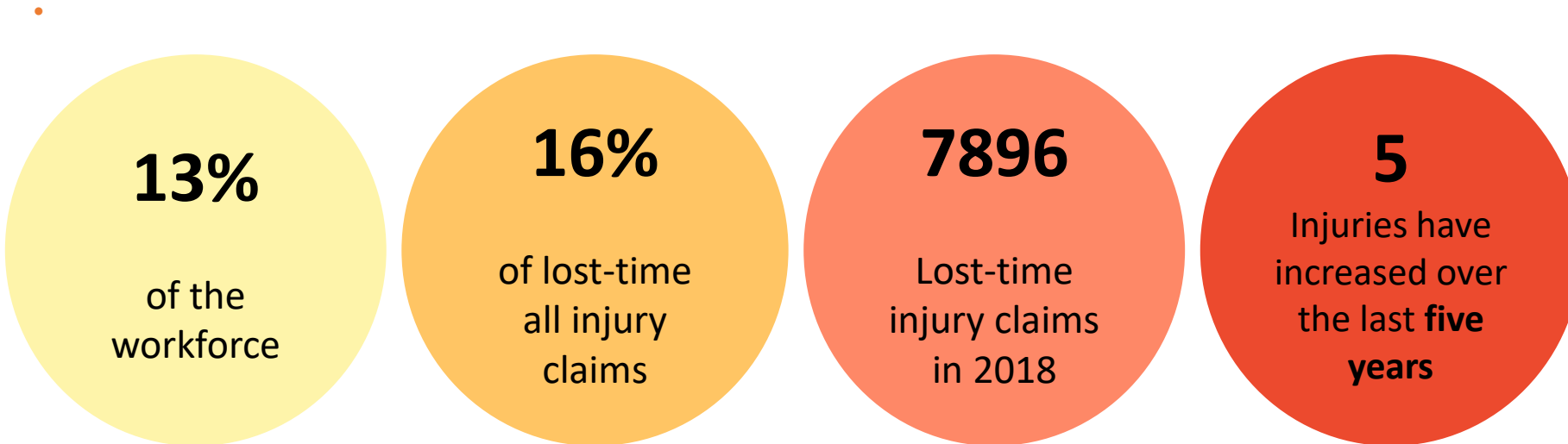


# Vulnerable Workers

- From our research and consultations with various groups and experts, the Prevention Office has found that the workers who are usually affected by these factors are:
  - Young workers (persons under the age of 25)
  - Temporary workers (persons with permits issued for a specific timeframe to work in Canada)
  - Migrant farm workers (in the Seasonal Agricultural Workers Program, or the Agricultural stream of the Temporary Foreign Workers Program)
  - Immigrant workers (persons who have been granted the right to work and live here permanently but are relatively new to Canada)



## Young Worker Injury Data



\*WSIB, 2018, By the Numbers, Schedule 1

## Using Data to Target Young Worker Injuries

### Young Workers in Manufacturing Project- Essex Community

**From 2011 to 2016, the young worker injury rate was 1.34 times higher than other groups**

- The top causes of these injuries were workers:
  - Being struck by objects
  - Overexertion
  - Being caught in or compressed by object or equipment.
- Those workers were mainly
  - labourers in processing, manufacturing and utilities;
  - mechanical, electrical and electronics assemblers;
  - machining, metal working, woodworking and related machine operators.

## Using Data to Target Young Worker Injuries

- Falls from heights are the leading cause of death and injury in construction.
- Our analysis of the data told us:
  - Almost half of falls from heights related deaths occurred amongst people that had spent less than one-year on the job
  - Improper use of personal protective equipment was the leading cause in the falls from heights related deaths of construction workers aged 15-24
- The Ministry steps include introducing mandatory Working at Heights training and promoting social awareness campaigns targeted at fall prevention in the construction sector

# STOP! FALLS!



## Other Workplace Factors

Other factors that may impact young worker and vulnerable worker occupational health and safety:

- Rise of gig economy
- Technology at work
- Climate change
- Working arrangements e.g. more people working from home



# Ministry Programs & Resources





## Ministry Programs and Resources

Programs and resources targeting young and vulnerable workers include:

- Basic occupational health and safety awareness training program
- Working with Ministry of Education to promote occupational health and safety training as part of school resources so that basic awareness training can reach elementary and high school students.
- Live Safe! Work Smart! Website
- [Health and Safety Associations](#) with dedicated resources



## Resources to Manage Stressful Working Conditions



<http://thinkmentalhealth.ca/>



<https://stressassess.ca/>

Additional resources can be found at:

[https://www.labour.gov.on.ca/english/hs/mental\\_health.php](https://www.labour.gov.on.ca/english/hs/mental_health.php)

# Supporting Ontario's Safe Employers (SOSE)



## Supporting Ontario's Safe Employers

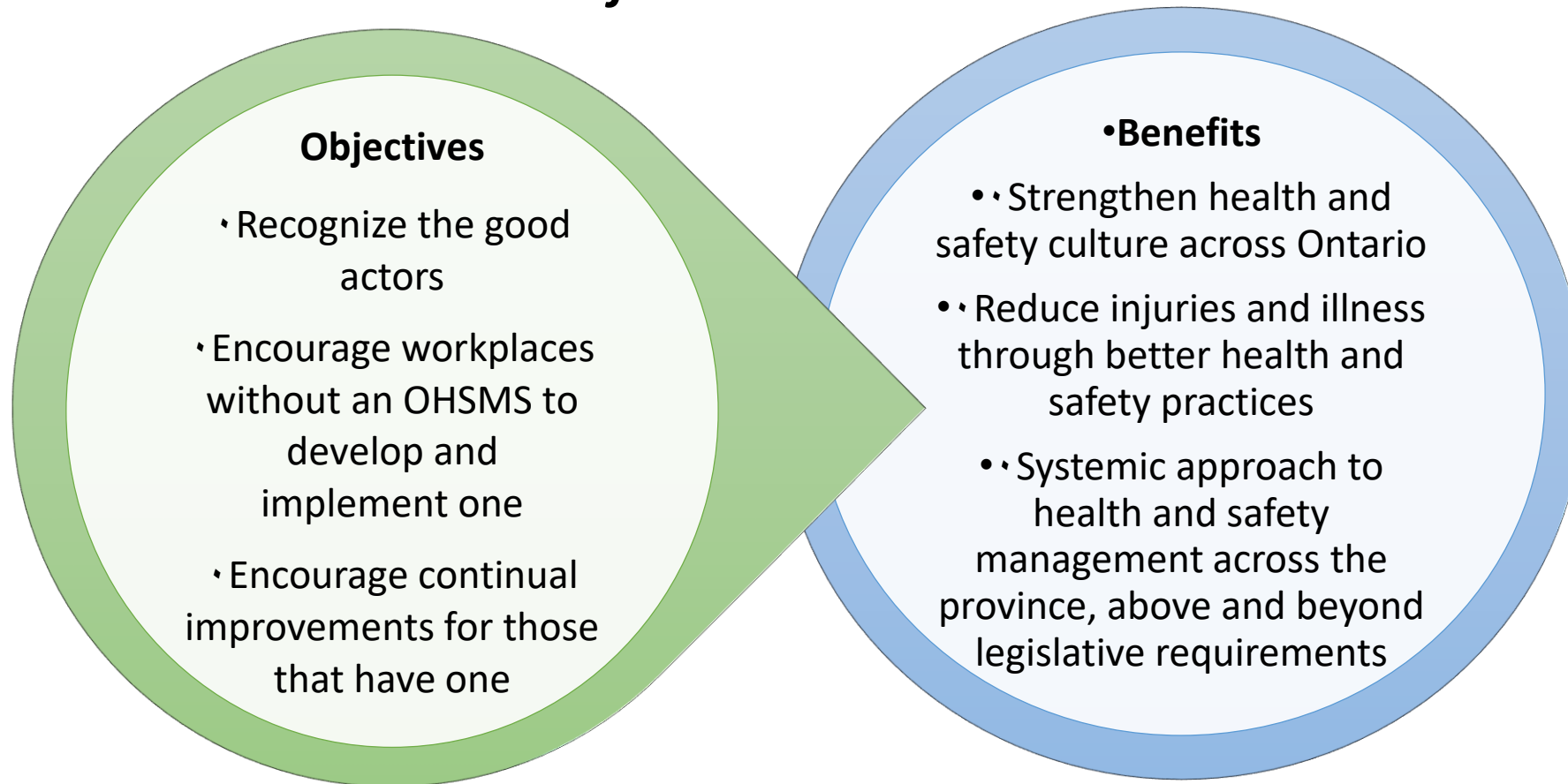
On November 22, 2019, the Minister of Labour, Training and Skills Development announced jointly with the WSIB our [Supporting Ontario's Safe Employers \(SOSE\) program](#).

This program is entirely voluntary, and consists of two main components:

1. Accreditation of an Occupational Health and Safety Management System (OHSMS)
2. Recognition of an employer that fully implements an accredited OHSMS and meets additional criteria set by the Chief Prevention Officer (CPO)

## Supporting Ontario's Safe Employers

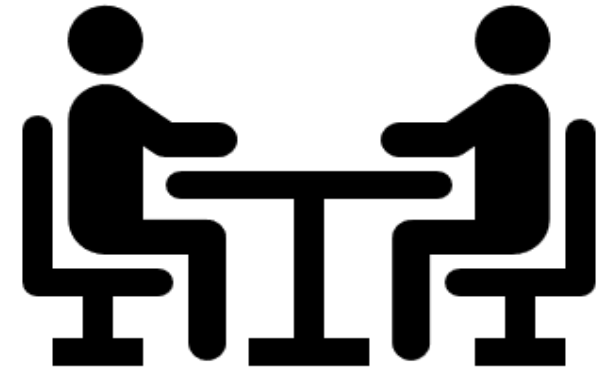
*First of its kind in Canada*



# Partnership with Minerva

## Partnership with Minerva

- The ministry has provided funding to Minerva since 2013. Through this funding, Minerva has worked to:
  - Improve health and safety awareness, knowledge and training for engineering and business schools before graduation
  - Conduct award competitions
  - Develop case studies and teaching modules
  - Deliver workshops
- Currently, Minerva is receiving funding from the ministry to support the content development and design of an online health and safety training course for post-secondary students.
- The program aims to address the Canadian Engineering Accreditation Board's requirements for engineering students







# Thank you!

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