



SUPPORTING YOUNG PEOPLE IN WORK

Young people are increasingly at risk from incidents and ill health caused by bad working practices and conditions at work.

Training Safe have developed resources and training to support and improve young workers' health and safety in the workplace.

Janet Newsham



October 2019

What is happening to Young Workers?

In 2017/18, 22 18-30 year olds were killed at work and reported to the HSE as work related deaths. Records show a plateauing and slight increase in the number of deaths of young workers. However, this is only a small percentage of the total number of deaths of workers killed each year. There are others who, whilst at work, die on the roads, in air and sea incidents,

from occupational related suicide, and a few who will die before the age of 30 from work related ill health, after having been exposed to hazardous substances or hazardous conditions.

The picture of injury is not very clear. There is a gap in the statistical data between 2004/5 and 20013/14, making it difficult

to analyse a trend. We know up to 2004/5 there had been a worsening problem in the UK of major injuries reported to the enforcing authorities, but after the gap in data, there seems to be a significant drop in the numbers who have been injured at work. However, the picture is blurred, and the data has become massively skewed because of the large numbers of

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reported injuries not stating ages. There is also the added complication of reduced enforcement, the Association of Colleges (AOC) not recording or reporting independently the numbers of young people injured or

made ill by work whilst on training and the changes in definitions of reportable incidents.

ANY OTHER SIGNIFICANT INFORMATION?

“Apprentices are more likely to have an injury at work than the average full time worker”

Direct Line for Business 2016

“Workplace injuries are common among young people and most workers under 25 have been bullied or harassed on the job.”

Australian Unions ACT 2018

“Every 9 minutes, a teenager is injured seriously enough on the job to go to a hospital emergency room. Every year 70 teenagers die from work injuries.”

The National Institute for Occupational Safety and Health, NIOSH, USA, 2018

“Young workers constitute 4% of the workforce, but 10% of reported injuries”

The Health and Safety Authority of Ireland, HSAI

What should we do?

Training Safe: Supporting Young People in Work

Greater Manchester Hazards Centre is an independent, not for profit organisation which has been delivering health and safety advice across the North West for over 30 years and through the Training Safe project has been working with employers, providers, trade unions, apprentices and other young people to develop a package of health and safety resources and training to support and improve young workers working conditions. In particular we have developed:

1. Advice for young people, parents/guardians, employers and training providers

Help to make sure the workplace is safe and healthy for young people on apprenticeships, on training, on an internship, or on a work experience placement.



2. Mentoring Apprentices/ Trainees – what support is needed in the workplace?

TU Education deliver mentoring training specifically aimed at organisations which have young people on apprenticeships and on training schemes.



3. Mental Health of Young Workers

Practical advice for trade union reps and employers to support a healthier and safer workplace for young workers. Resources to support TU Education to deliver mental health of young workers training, specifically aimed at trade union representatives and organisations employing young workers.



4. Interactive and support APP

This can be used by anyone to access health and safety advice and also direct access to help, support and advise on any occupational health and safety

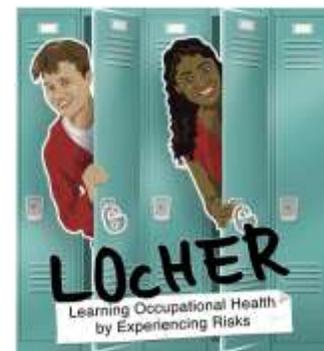
issue. An interactive training session with resource on using the Training Safe App.



5. LOCHER project

In addition Training Safe have been working closely with the **LOCHER project** in promoting the introduction of LOCHER – Learning Occupational Health by Experiencing Risks. This is 'an approach for students and apprentices to identify health and safety risks in their area of study, learn about them and showcase how they can protect their health and safety and take that experience into the world of work.'

We have contacts in the LOCHER project who will deliver interactive learning sessions with all ages of students.



6. **Unite in Schools**

We have also developed resources and lesson plans on health and safety aimed at all ages of young people with the **Unite in Schools** programme.

This is a national programme run by Unite union primarily about the role of trade unions in the workplace and which uses interactive and activity based methods to engage and enhance the learning experience.

The health and safety lesson can be used in school, community and college environments and raises awareness about the hazards and risks in the workplace and provides interactive activities to raise confidence to challenge unsafe and unhealthy working environments.



How will the sessions be delivered?

All the sessions would be delivered by trained professionals.



Profiles of those delivering sessions:

Janet Newsham – CertEd qualified, Neboosh Certificate. ET member. Delivered Level 3 Employment Law, Occupational Health and Safety, and Equality training also various trade union representative and unionlearn training. Also delivered employment awareness courses and employability courses at Preston and Manchester. Employed as coordinator at Greater Manchester Hazards Centre, which provides free health and safety advice, training.

Mary Sayer – Unite in Schools coordinator works full time with Unite and is trained in delivering sessions. She has delivered

international, equality, disability, industrial and health and safety training over many years. Mary has worked with school children, young college students, and young offenders across the country and recently in the North West and Yorkshire region.

Dave Foy – LOCHER Is the Preston's College Health and Safety Manager and has been involved delivering sessions for LOCHER over the past 4 years. He has a wealth of knowledge and expertise on all things health and safety and achieved chartered membership status with IOSH in 2014.

These are bespoke training sessions and therefore can be delivered flexibly to your requirements and facilities.

If you are interested in any of the training sessions, or to have further discussion please contact: Janet Newsham – janet@gmhazards.org.uk Tel: 0161 636 7558 / 07734 317 158

Training Safe
c/o Greater Manchester Hazards Centre
Windrush Millennium Centre,
70 Alexandra Road,
Manchester M16 7WD

