



TRAINING SAFE PROJECT REPORT

Report of a Union Learning Fund project aimed at supporting young people's health and safety on Apprenticeships and Training schemes. This included producing an App, as well as other actions to ensure young people are able to access help and support when they are in workplaces

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Introduction

In 2018 Greater Manchester Hazards Centre successfully bid for money from the Union Learning Fund for a package of work aimed at supporting young people's health and safety on Apprenticeships and Training schemes. This included producing an App, as well as other actions to ensure young people are able to access help and support when they are in workplaces.

The motivation for Greater Manchester Hazards Centre was because of the concerns we had for young people being placed in unsafe and unhealthy workplaces and working environments without anyone to provide proper advice or help.

In 2006 the TUC document 'a guide for safety representatives on young workers' (https://www.tuc.org.uk/sites/default/files/extras/youngworkers_safetyreps.pdf) stated that "every month a worker aged under 25 is killed at work and over 300 suffer a major injury". The Hazards Magazine, number 95, July/September 2006 (www.hazards.org/2young2die) said: "At work, a worker aged 16-24 is injured every 12 minutes, seriously injured every 40 minutes and killed every 4 weeks. At that time Hazards magazine said 'there is evidence work is becoming more hazardous for young workers.....trended upwards....the figure is higher now than at any time in the last ten years.'"

What is the aim of the project Training Safe and what have we done?

The aim of the project is to ensure that safe and quality apprenticeships and training are provided and find new ways of engaging young people and reps in supporting them through their learning journey.

The project has worked with employers, apprentices, and traineeship providers, trade unions, apprentices and trainees to raise awareness of the dangers they face in work, developed age specific training materials, it delivers training through partners like trade union education units to ensure that all those involved are aware of their duties and has developed a social media platform to support reps, providers, employers and apprentices/trainees. We have also developed an interactive app that supports all interested parties on the apprentices' and trainees' journey.

The project was broken down into 4 stages:

Stage 1:

- consult with trainees
- survey training deliverers
- survey of mentoring schemes
- consultation with trade union reps
- consultation with employers

Stage 2:

- Analysis of results of the consultation/survey
- Development of the requirements of the app

Stage 3:

- Development of training materials to support project
- Create newsletter
- Create leaflets
- Attend apprenticeship and training events

Stage 4:

- Deliver training to providers, apprentices, trainees, representatives, employers and mentors
- Produce marketing for publicity and information about App
- Launch App
- Final dissemination write up and event

Who was responsible for overseeing and delivering the project?

Steering Group:

- Janet Newsham – Project Worker
- Caroline Bedale – GMHC
- Dave Foy – LOCHER project, Preston College Health and Safety Officer
- Damian Holohan – Westinghouse Senior Rep and Lead on Mentoring Apprentices Scheme
- Julia Jones – National Co-ordinator Union Learning Fund Team, TUC
- Hilda Palmer – GMHC
- Mark Rowe – National Apprenticeship Project Officer, TUC
- Mary Sayer – Unite in Schools
- Nigel Williams – Manchester College TU Education



What is happening to young workers?

According to **small business insurer, Direct Line for Business**, in a report from November 2016 (<https://smallbusiness.co.uk/apprentices-workplace-injury-2535254/>) a new study reveals that “Apprentices are more likely to have an injury at work than the average full time worker”. Their analysis shows that “there are an average of 13,000 cases of non-fatal injuries among employees aged 16-18 every year [in the UK], accounting for 3.6 per cent of all workers in this age group. Across the entire workforce there are some 649,000 non-fatal injuries each year, affecting 2.1 per cent of all employees. This means that, while apprentices only account for one in 50 accidents, they are 73 per cent more likely to be involved in an incident due to the smaller number of apprentices in employment.”

In addition over the last three years in the UK, £815,590 had been issued in fines to businesses because of workplace injuries caused to apprentices, with the average fine standing at £26,000.

(<https://businessadvice.co.uk/insurance/health/apprentices-are-at-greatest-risk-from-workplace-injury/>)

In April 2018 a report issued by the **Australian Unions ACT** said that nearly half of young people have been injured at work. The report said “Workplace injuries are common among young people and most workers under 25 have been bullied or harassed on the job.” They called for greater regulation of businesses employing young people and new penalties for those ignoring the law.

(<https://www.smh.com.au/national/act/nearly-half-of-young-people-injured-at-work-unions-act-report-20180422-p4zb0y.html>)

In the **US** it is reported that every 9 minutes, a teenager is injured seriously enough on the job to go to a hospital emergency room. Every year about 70 teenagers die from work injuries in the US. In 2015 403 workers under 24 years old died from work-related injuries including 24 deaths of youth under 18 years of age. The injury rate for young workers under age 25 is approximately twice as high as those for workers 25 years and older. (The National Institute for Occupational Safety and Health, NIOSH 2019)

(<http://youngworkers.org/injuries/stats/>)

“Every single day more than a million people have a serious accident or injury at work” and “for youth who are old enough to enter the labour force, data shows there is a 40% greater incidence of injury on the job than their older counterparts”. Young workers are more likely to be new to a job. And the research indicates that during the first month of employment workers are four times more likely to have an accident according to the International Labour Organisation (ILO) in May 2018.

(<https://www.bbc.co.uk/news/business-43948749>)

The **Health and Safety Authority of Ireland** says that young workers 15-19 years old are estimated to constitute only 4% of those in employment but represent around 10% of reported injuries and that this figure is likely to be worse because many accidents may not be reported. Accidents including manual handling, falls on the same level, body movements accidents were the top three non-fatal accidents in 2009 and more specifically the top three accident triggers affecting young people were: moving machinery; slips, trips or falls on the level (18%); and manual handling.

In **January 2018 Japanese Government** data showed that between 2014 and 2016, foreign ‘trainees’ were killed in work related accidents at over twice the rate for Japanese workers, one of them from ‘karoshi’ or death from overwork. There is no indication of the age of the trainees. (<https://www.business-humanrights.org/en/japan-foreign-trainees-die-in-work-related-accidents-at-more-than-twice-the-rate-of-japanese-govt-data-shows>)

In 2016 the TUC report ‘Living for the Weekend’

(<https://www.tuc.org.uk/sites/default/files/living%20for%20the%20weekend%20long%20report%20whole%20thing.pdf>) sought to identify who Britain’s young core workers were. They said:

- Aged 21-30 (3.5 million)

- Predominantly working in the private sector (Nearly 87%)
- Working full or part time
- Not in full time education
- Earning low to average wages (less than £10.26 hour)
- Only 9.4% are union members and only 6.3% in private sector

Key challenges for them:

- Low pay
- Low skilled, low quality jobs
- Lack of training opportunities
- Over qualification for jobs available
- Weak opportunities for progression and promotion
- Underemployment
- Precarious working conditions
- Bullying and harassment, including sexual harassment
- Pressure on working parents
- No voice in the workplace



The TUC's 'Young Workers a guide for safety representatives' (October 2006)

(https://www.tuc.org.uk/sites/default/files/extras/youngworkers_safetyreps.pdf) following a survey said that "every month a worker aged under 25 is killed at work and over 300 suffer a major injury. For some young workers the repercussions are felt for the rest of their lives. ... 37 per cent of 15-24 year olds had not had any legally required health and safety training." Every year over half a million school students go on work placements and at any one time there are over a quarter of a million people on government supported apprenticeship schemes.

In 2012/2013 the strict requirements for colleges and training providers to ensure that young workers on work placements or apprenticeships were safe and not going to be harmed at work, were changed. This watered down their responsibilities to a checklist, and removed duties to record and report injuries and illnesses.

Employers were required to complete risk assessments for young workers. Injuries were reportable and lessons learnt. Although there was still no guarantee that young workers would be safe or healthy at work.

What are trade union reps, members, apprentices and managers saying about young people at work?

In a questionnaire produced for the 'Training Safe' project 2018-2019, we asked them:

What concerns do you have about young workers' safety and health?

- 73% - mental health
- 35% - minor injuries
- 43% - physical health
- 56% - dangerous practices
- 44% - lack of support for their well being

What is the most important health or safety issue for young people in your workplace?

- Communication and getting across the importance of potential long term health risks
- They don't know yet that they are not invincible – exposure to dangerous substances
- Workplace stress
- Mental and emotional well being
- Getting to and from placements
- Being left unsupervised
- General lack of knowledge
- Adequate training and suitable supervision
- Pacing themselves, especially if doing a physical job
- There is an assumption by other employees that young workers have sufficient prior knowledge or background information to stay healthy and safe. The young worker doesn't feel able to question or query. Such assumptions can lead to unsafe practices.
- Taking unnecessary risks
- Pressure to get employment. Judgement may be clouded to keep that job which may mean they are placed in unsafe situations
- Health and safety not being a significant part of their induction process and about how it affects their future careers.
- Prevention of long latency diseases
- Ensuring they have high quality mentors and supervision to ensure good training practices are used and explained.

Is the employer controlling and eliminating the workplace risks particularly for young people at work?

- 71% - Yes
- 14% - No
- 20% - Don't Know



How many young workers are killed, injured or made ill by work in the UK?

During 2017/2018, 144 workers were recorded by HSE under RIDDOR to have died because of work; this number does not include those that die on the roads, on railways, from air crashes, die at sea or who die by suicide. (<http://www.hse.gov.uk/foi/fatalities/in-year-names.htm>) The Hazards Campaign estimates this to be about 1,400 people. The official HSE figures also do not include the thousands who die because of chronic diseases caused by their work or workplaces. The Hazards Campaign estimates 50,000 die each year from work-related illnesses, including cancers, heart disease, respiratory illnesses, caused by dangerous substances, carcinogens, dust, fumes, stress, shift work. (<http://www.hazardscampaign.org.uk/wp-content/uploads/2018/08/AugThe-Whole-Story-2018.pdf>)

There is a huge shortage of accurate statistics relating to age. According to HSE RIDDOR 147 workers were killed in 2018/2019 and reported to the HSE RIDDOR, 24 were between the ages of 18 and 30:

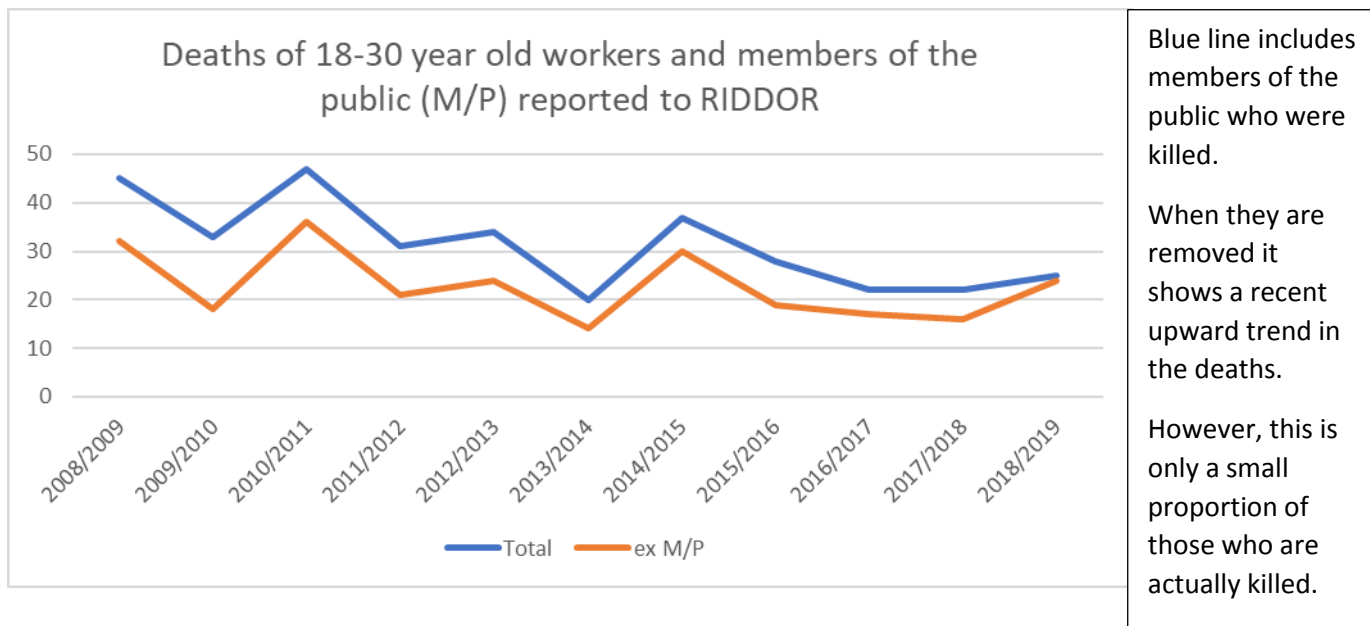
- 5 struck by a moving vehicle
- 3 struck by an overturned vehicle
- 4 fell from height
- 1 died from a fall
- 2 came in to contact with electricity
- 3 died following an explosion
- 2 were struck by an object
- 2 came in to contact with machinery
- 2 trapped by something collapsing

This is the breakdown of deaths of workers and members of the public aged 18-30 in different sectors for the last 10 years. (<http://www.hse.gov.uk/foi/fatalities/in-year-names.htm>)

| Year | Total | Construction | Agriculture | Services | Manufacturing | Water/waste | Extractive/Utility | Members of public | Self employed | Trainees |
|-----------|-------|--------------|-------------|----------|---------------|-------------|--------------------|-------------------|---------------|----------|
| 2008/2009 | 45 | 15 | 3 | 17 | 6 | 3 | 1 | 13 | 4 | |
| 2009/2010 | 33 | 5 | 9 | 14 | 2 | 1 | 2 | 15 | 4 | |
| 2010/2011 | 47 | 20 | 5 | 12 | 7 | 3 | | 11 | 6 | |
| 2011/2012 | 31 | 8 | 7 | 11 | 4 | 1 | 0 | 10 | 2 | |
| 2012/2013 | 34 | 7 | 6 | 9 | 5 | 4 | 3 | 10 | 6 | 2 |
| 2013/2014 | 20 | 5 | 5 | 4 | 5 | 1 | | 6 | 0 | |
| 2014/2015 | 37 | 8 | 5 | 14 | 7 | 2 | 1 | 7 | 3 | |
| 2015/2016 | 28 | 10 | 1 | 12 | 2 | 1 | 2 | 9 | 3 | |
| 2016/2017 | 22 | 3 | 3 | 10 | 2 | 2 | 2 | 5 | 1 | |
| 2017/2018 | 22 | 6 | 2 | 7 | 0 | 6 | 1 | 6 | 4 | |
| 2018/2019 | 25 | 4 | 4 | 11 | 4 | 2 | 0 | 1 | 1 | |

*2012/2013 - of the 34, 2 were Trainees; no other years list any deaths of Trainees





Hazards Magazine 'Too Young To Die' (<http://www.hazards.org/2young2die/index.htm>) commented on the deaths of young workers in 2006 "Contrary to popular perception, young workers are not killed or injured because they goof around or because they are immature. The accident statistics are most commonly explained by inexperience, not youth. The newer you are to the job, the more likely you are to be injured. This holds whatever the worker's age. Young workers are much more likely to be workplace novices than the rest of the working population, so are more at risk." When Hazards Magazine wrote this, government figures showed almost 50% of 16-24 year olds had been in work for less than a year, compared to 20% of 25-34 year olds.

The magazine also commented on the low occupational ill-health rates for young workers, being due to illnesses which have long latency periods. "The responsible exposures may occur when workers are young, it would be extremely rare for the resultant cancer to emerge until at least a couple of decades later. The latency period for asbestos can be 40 or 50 years. This does not mean young workers are not at risk, even if the ill-health may not manifest itself for some time."

Worsening problem for 16-24 year olds – 1996-2005

| Year | Fatal and major injuries |
|---------|--------------------------|
| 1996/97 | 4,083 |
| 1997/98 | 4,305 |
| 1998/99 | 3,968 |
| 1999/00 | 4,023 |
| 2000/01 | 3,656 |
| 2001/02 | 3,836 |
| 2002/03 | 3,911 |
| 2003/04 | 4,345 |
| 2004/05 | 4,424 |

Fatal and major injuries to employees aged 16-24 as reported to all enforcing authorities.

In the 2017/2018 RIDDOR report of non-fatal injuries to employees in Great Britain by age, gender and broad industry group, it was reported that there were 1,594 specified injuries to workers aged 24 years and under, and 9 were killed. This would suggest a huge decrease in fatal and major injuries. (<http://www.hse.gov.uk/statistics/lfs/index.htm>) However, definitions have changed (for example from

'major' to fewer 'specified' injuries) which means figures are not comparable, and there do not seem to be any statistics between 2004/5 and 2013/14.

It is safe to say that young workers continue to be injured at work. Many of them are working in precarious employment with no trade union organised support. Many of their employers will not record or encourage the recording of incidents or near misses in the accident book and this is based on anecdotal evidence from trade union reps, who are discouraged from logging or following up minor, serious, fatal injuries, near misses or ill health caused by work.

What is missing and what more do we need to know?

The data with reference to young workers is very limited. In many cases it is meaningless because of the large amount of data does not contain age and therefore skews the data. The HSE / LFS data has a limited amount of age-related data. The RIDDOR fatality figures can be reasonably accessed to establish patterns over a number of years and ages are recorded, but the injury figures are prefaced with a note which says *"due to the number of 'ages unknown', direct comparison of injury rates for specific age groups with the total rate should be avoided"*. The data is limited to recent 12 months and therefore we are not able to establish any patterns regardless of the accuracy of the data.

Education establishments also have a responsibility as any other employer to submit reports to RIDDOR for reportable fatalities, injuries and ill health. They also recorded and shared information to the Department of Education and the Association of Colleges (AoC) in the past. Now there is no mandatory requirement for colleges to share their accident data but some colleges still do 'as a way of benchmarking against each other'. There is a respectful professional concern by some college health and safety officers, that colleges need to do more than the advised HSE protocol to ensure that young people are safe when placed by training providers in apprenticeships, internships or work placements.

The AoC used to have a Health and Safety Advisor in place; he was in regular contact with Health and Safety staff in colleges. Since his retirement he has not been replaced at the AoC. In 2010-2011 there were 80 colleges who recorded and shared their accident and RIDDOR statistics; this dropped to 31 in 2017-2018 because of staff changing roles, college mergers etc. Within this period there were changes made to RIDDOR which reduced what needed to be reported. During that time there was a 29% drop in the number of reported accidents to students and 71% drop in the number of student RIDDOR reported incidents. It is difficult to make any assumptions based on this difference, suffice to say that students continue to be injured. Although to what degree, how often, in what way and in what colleges, working environments etc. is not recorded.

In 2013 when the RIDDOR changed and the absences that had to be reported extended from 3 to 7 days there was additional guidance for schools and colleges with regards to the need to report student injuries under the 'member of the public' category. The guidance in 2013 provided clear indications of what was needed to have occurred to make an injury and a hospital visit reportable. These included:

- Injury must have been as a result of a failure of systems, procedures or equipment
- Injury must have been as a result of a college work related activity
- The incident is only reportable if the injured party is taken directly from the scene of the incident to A&E 'for treatment' – taking an injured student to a walk in centre (not reportable), taking an injured student to A&E as a precaution (not reportable), a student going home then going to A&E (not reportable)

This resulted in a significant drop in reports for both staff and students from 2013-2014.

Based on the information I have discovered and what is missing from the statistics, I have written to:

- **HSE/LFS – Where is the year on year data of injuries by age?**
 - In response, in addition to <http://www.hse.gov.uk/statistics/tables/index.htm> the HSE have sent the data for 2001-2018, on which the graphs in the Appendix are based.

- **HSE – What detailed analysis is be carried out on age related fatalities, injuries and ill health?**
 - The HSE response was to send me a link to www.hse.gov.uk/research/content/science-evidence-delivery-19-20.pdf which doesn't mention anything about young workers specifically but which has a key project for delivery 19/20 and beyond 'Extended working lives', including 'Understanding changes in risk attitudes and behaviours'.

- **AoC – When will the Health and Safety Advisor be replaced?**
 - The following response was received on 12th June, 2019
 - As a result of cuts of 30% by Government to funding of colleges over the last 10 years and the changes as a result to the AoC, health and safety has been cut back in recent years.
 - The survey that was collated by the previous Health and Safety Manager at the AoC (started by LSC) has stopped since the Health and Safety Manager took voluntary redundancy.

What have we done so far?

- The App has been developed and the content is currently being updated.
- A newsletter 'Hazardous Times' has been produced
- Young workers took centre stage at the IWMD19 events
- Consultations and questionnaires have been completed and the analysis is above
- A young person's leaflet has been produced and is being distributed at various events
- Leaflets have been developed on young workers' mental health and a checklist of good safe practice from apprenticeships and training and work placements is being produced
- Training materials have been developed on Mentoring
- Colleges have been approached to deliver Health and Safety training on the App
- A training/conference was held in April around the main themes of the project
- A meeting was held at the National Hazards Conference on young workers where the App was discussed. Also the young workers' leaflet was given to all 300 delegates.



Working with the LOcHER project

The LOcHER project (Learning Occupational Health by Experiencing Risks) is doing some fantastic work with young people in learning environments. The project does innovative experiments with young people providing an opportunity for them to create their own films, posters and other creative means to show how young people can be harmed at work and what they need to know and do to keep themselves safe. The Training Safe project has been encouraging colleges to support the LOcHER.

Working With Unite in Schools

Unite in Schools is a national programme run by the union which aims to teach school students about the role of trade unions in the workplace. The programme is targeted at years 10 and 11 and linked into the National Curriculum under Citizenship for key stage 4. It is being delivered by members of Unite who are trained to facilitate debate in the classroom. The sessions aim to be interactive and empowering for the young people involved. The Training Safe project has been developing lesson plans with Mary Sayer from the Unite in Schools project to support health and safety of young people.

Working with TUEducation

The Training Safe project has been developing resources on mental health of young workers, advice for parents/guardians and young people on how young workers should be kept safe, and promoting mentoring of apprentices and trainees in the workplace. These will hopefully become a TUEd course on young workers for reps, training providers and employers.

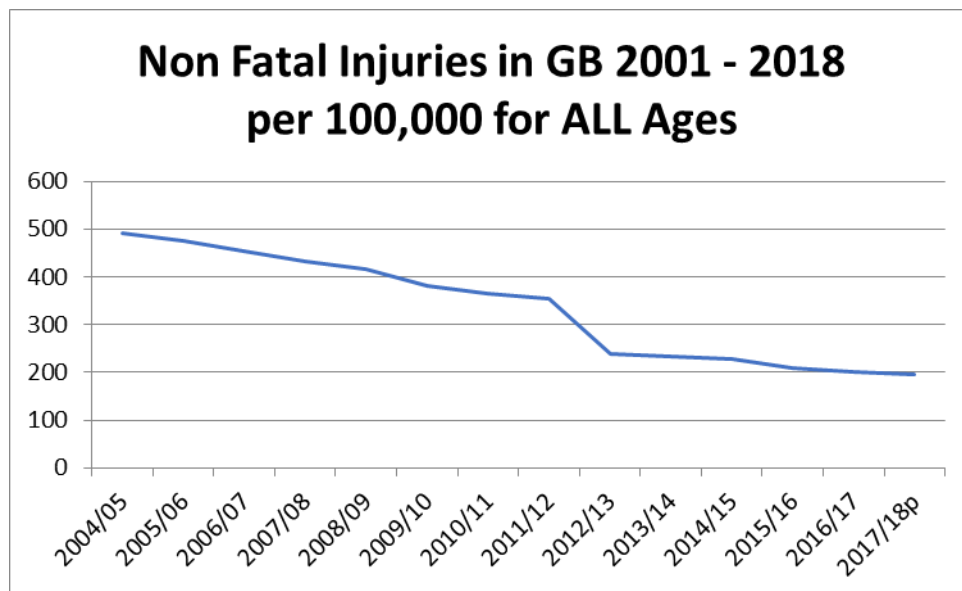
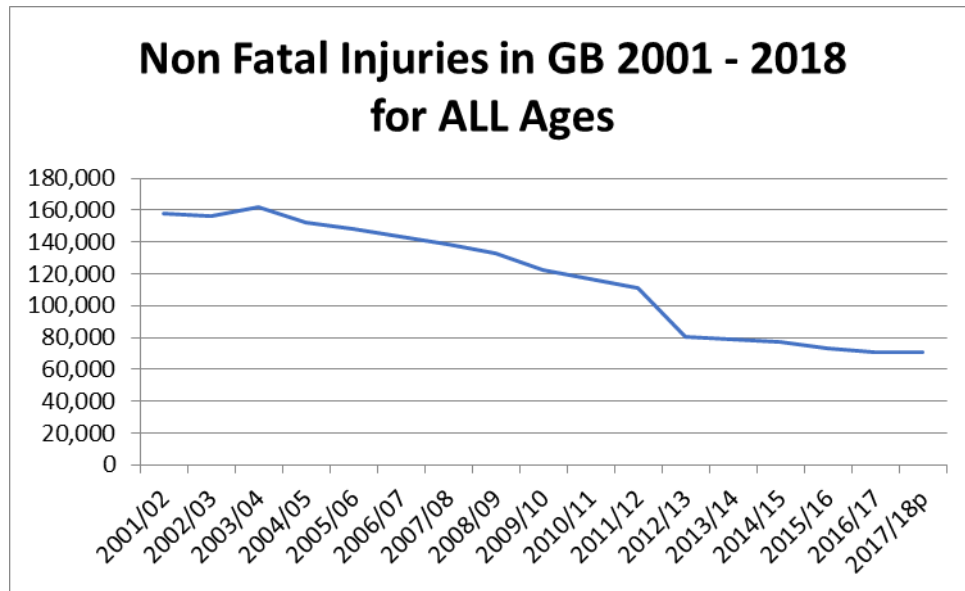
What next?

1. The App will be launched in November 2019
2. We need support getting information about the app to young people
3. Does your employer deliver to, support or employ young people on training? If so can we come and speak to them about mentoring, or young people's mental health?
4. Can we come and talk to your health and safety reps or union reps committee about young people's health and safety, including the App?
5. Does your employer support apprenticeships or trainees and would be interested in knowing about how mentoring can help?
6. We have produced advice for young people and parents/guardians about what they should ask before they start an apprenticeship, training, internship or work placement. Do you want it?
7. Is there any other support you and young workers need in your workplace?



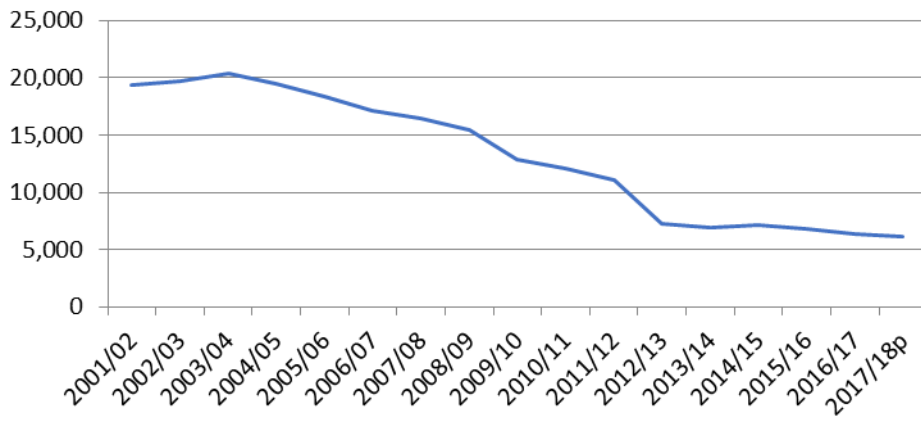
Appendix

Non Fatal Injuries to Employees in GB by age, gender and broad industrial group 2001/02 to 2017/18 – RIDAGEGEN (<http://www.hse.gov.uk/statistics/tables/ridagegen.xlsx>)
RIDDOR reported

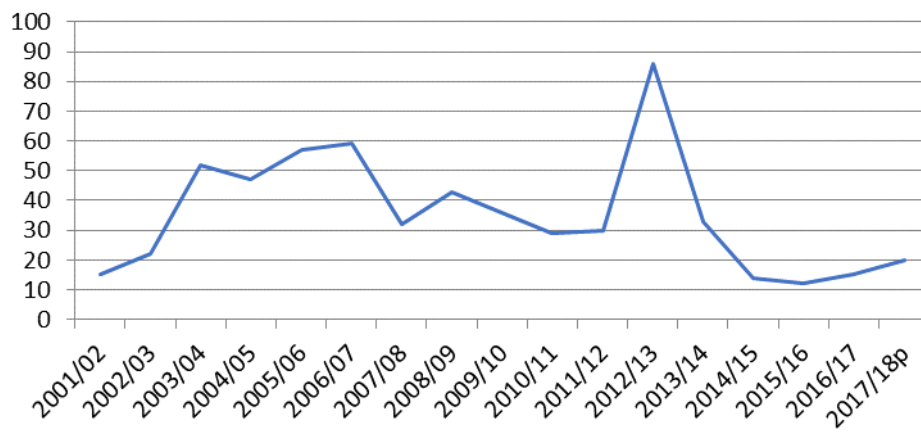


Shows a decrease in reported injuries since 2004/2005, with a sharp decrease after the changes were made to what needs reporting to RIDDOR in 2012

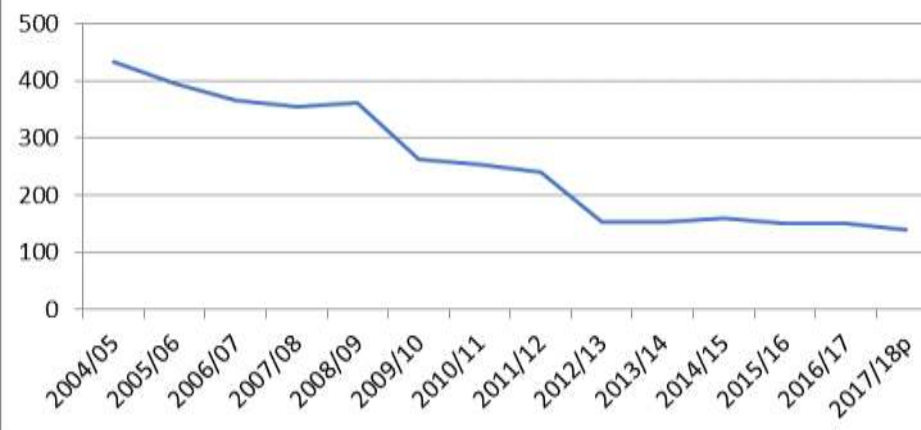
Non Fatal Injuries in GB 2001 -2018 for < 24 years



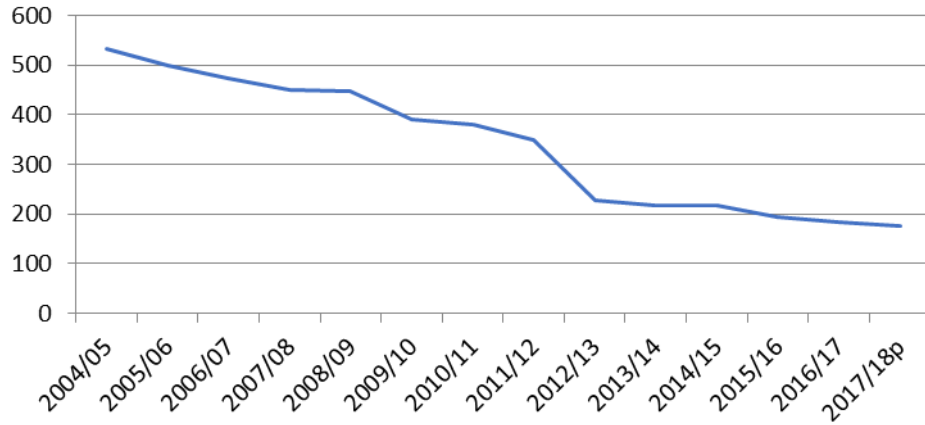
Non Fatal Injuries in GB 2001 - 2018 for < 16 years



Non Fatal Injuries in GB 2004 - 2018 per 100,000 for 16-19 years



Non Fatal Injuries in GB 2004 - 2018 per 100,000 for 20 - 24 years



Non Fatal Injuries in GB 2001 - 2018 for unknown ages

