

YOUNG WORKER INJURY **PREVENTION** STRATEGY



**SAFE
WORK**
MANITOBA



**“SAFETY IS A BIG PART OF EVERY JOB –
IF YOU DON’T THINK IT’S IMPORTANT,
IT MIGHT BE TOO LATE IF SOMETHING
GOES WRONG.”**

Katy Butland

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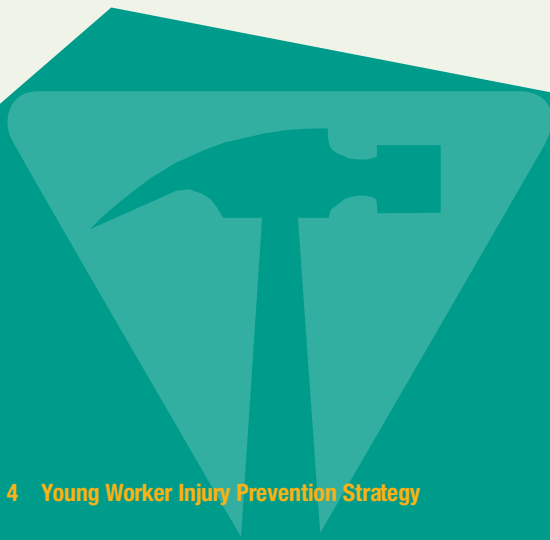
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THAT DIRECTION.”**



MESSAGE FROM SAFE WORK MANITOBA'S CHIEF OPERATING OFFICER

EVERY WORKPLACE INJURY TO A YOUNG PERSON IN OUR PROVINCE IS AN INJURY TO OUR CHILDREN, OUR CO-WORKERS, OUR NEIGHBOURS AND OUR FRIENDS.

Before starting work on the *Young Worker Injury Prevention Strategy*, SAFE Work Manitoba completed extensive research and analyzed data for young worker injuries in our province and across the country.

The data shows that over the last decade, as a province we've experienced a 25 per cent decline in the number of workplace injuries to young people between the ages of 15 and 24. However, this is not a time to rest on past achievements. Despite this 25 per cent decline, 4,880 young Manitobans reported workplace injuries to the Workers Compensation Board in 2014, and on average two young workers lose their lives in workplace incidents each year. These numbers represent tragedies that can be prevented and show us that we need to do more to keep our next generation of workers safe.

This overall 10-year decline also doesn't reflect a trend that we've seen across the country – over the last five years, the number of injuries to young workers has plateaued. We see this as a clear sign that we need to kickstart our efforts and renew our focus on protecting our province's young workers.

This strategy will help us improve young worker safety through tactics such as outreach to employers and by targeting those with the most influence over the safety of young workers, such as supervisors, families, educators and young workers themselves. But we can't achieve this alone.

To implement this strategy, SAFE Work Manitoba will work with partners also committed to young worker safety. This includes organizations such as SAFE Workers of Tomorrow, industry-based safety associations and government departments. These partnerships will help ensure we maximize our resources and co-ordinate our efforts. To develop this strategy, SAFE Work Manitoba and SAFE Workers of Tomorrow co-chaired an advisory group, made up of representatives with the most influence over young workers. I'd like to thank this advisory group for its help developing this strategy and for its willingness to provide ongoing guidance to ensure our tactics are effective and hitting the mark.

We owe it to the young people in our province to renew our focus and make their workplaces safer. The *Young Worker Injury Prevention Strategy* is a step in that direction. We invite you to join us on this journey to reduce the number of young worker injuries, as we can all do more to ensure our young people make it home safe at the end of the work day.



Jamie Hall
Chief Operating Officer
SAFE Work Manitoba

EXECUTIVE SUMMARY

SAFE Work Manitoba has created the *Young Worker Injury Prevention Strategy* (strategy) to address the nearly 5,000 injuries to our province's young workers each year.

To make our workplaces safer for our province's young people, this strategy focuses on reaching out to all Manitobans and creating greater safety awareness about how each of us can contribute to preventing young worker injuries. This strategy also aims to build and strengthen partnerships with those who share our vision of a safer province for our young people, and to work towards safety innovation by exploring new tools and resources to keep young people safe and to prevent injuries at work.

CONNECTING WITH THOSE WHO CAN HELP KEEP YOUNG WORKERS SAFE

To reduce the number of injuries to young workers between the ages of 15 and 24, SAFE Work Manitoba has identified four influential groups that this strategy and its tactics must reach:

- **Employers** - This includes anyone in a position of direct authority over young workers. We know that young workers look to their managers, supervisors, forepersons and anyone else responsible for overseeing their work, to set the example for safe work. Employers have the responsibility to model safe work behavior for young workers to follow.
- **Educators** - This includes teachers and anyone tasked with educating our next generation of safe workers. Educators provide an opportunity to reach young people and educate them about the importance of safe work and their right to a safe workplace.
- **Family** - The conversation about safe work needs to start at home. We want to empower families to encourage young people to speak up when they feel unsafe at work.
- **Young workers** - All young workers need to know that safe work means using their voices and asking questions, as well as knowing and exercising their rights and responsibilities to be safe at work.

Implementation of this strategy will include collaboration and co-operation with important safety partners including SAFE Workers of Tomorrow, industry-based safety programs and provincial government agencies.

ADVISORY GROUP – DIRECTION AND INPUT

To ensure this strategy meets the needs of these four groups, SAFE Work Manitoba has formed an advisory group, co-chaired by SAFE Workers of Tomorrow. This advisory group includes representation from safety associations, labour, employers, educators, families and young workers.

SAFE Work Manitoba consulted with all advisory group members to gain their invaluable feedback for the tactics chosen. This input will ensure that the activities and tactics chosen will help prevent injuries to our province's young workers. SAFE Work Manitoba will continue to rely on the knowledge and expertise of this advisory group as we implement the tactics outlined in this strategy.

RESEARCH AND DATA-DRIVEN

The foundation for this strategy is based on extensive research and consultation with stakeholders, partners and prevention counterparts across the country. This research has provided SAFE Work Manitoba with a better understanding of what makes our young people vulnerable to workplace injuries and has shown us that:

- Young workers are most influenced by their employers, who set the example for safe work habits. This includes anyone in a position of direct authority over young workers and we know that young workers look to them for guidance and direction on safety issues.
- Young workers are eager to do a good job and make a positive impression on their employers and their co-workers.
- Young workers are quick to adapt to existing work habits and culture in the workplace. They are often reluctant to ask safety questions or speak up when they have concerns, for fear of losing their jobs or appearing incapable.

DID YOU KNOW?

- Employers and supervisors are legally responsible for providing safety training and orientation to all workers starting a new job or taking on new tasks.
- Young workers may not know their safety and health rights or what to do if they feel unsafe at work.
- Injuries often occur when safety training has not been provided and workers are unfamiliar with the hazards related to the job.
- Workers under the age of 18 are protected by employment standards, such as number of hours they can work per week, industry restrictions and conditions concerning working alone. For more information, visit: <https://www.gov.mb.ca/labour/standards/doc,young-workers,factsheet.html>

SAFE WORK MANITOBA'S COMMITMENT TO YOUNG WORKERS

Through this strategy, SAFE Work Manitoba commits to align our work with initiatives currently offered in the province. This will allow us to leverage strengths and to avoid duplication of efforts, while providing opportunities for greater success moving forward.

SAFE Work Manitoba also commits to delivering tactics to address young worker injuries, with a focus on four key areas:

- Educating and creating safety awareness
- Reaching out to all Manitobans
- Building and strengthening partnerships
- Achieving innovation through tools and resources

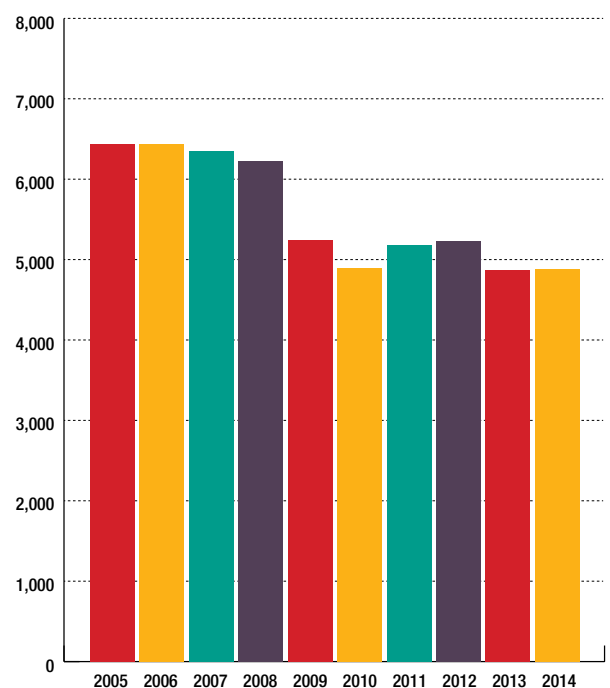
We all have a role to play in helping young people stay safe at work. This includes managers and supervisors providing required safety orientation and training that is specific to tasks before work begins, families and friends encouraging young workers to speak up at work, educators making safe work a part of their lesson plans, and young workers themselves using their voices to ask safety questions and influence co-workers to work safe.

YOUNG WORKER INJURIES (AGES 15-24), 2005-2014

Since 2005, Manitoba has experienced a 25 per cent decline in the number of young worker injuries. But, over the last five years, numbers have remained mostly unchanged.



Since 2005, 17 young people between the ages of 15 and 24 have lost their lives to workplace incidents in Manitoba.



STEVE'S STORY

Over the last 20 years, thousands of Manitoba's young workers have suffered a workplace injury. Stephen Nicholson is one of them, when at the age of 19 he was severely burned in a workplace incident. In the fall of 1995, Steve worked for a ventilation and duct cleaning company, a temporary job as his career goal was to become a Winnipeg Fire Fighter.

Steve recalls that his employer didn't have a safety program and he wasn't given an orientation on how to do his job safely, which is now a requirement in Manitoba. At the time he trusted that management and experienced workers on the job had his best interest in mind. Steve was responsible, eager to please and always respected authority.

"When a young worker starts a new job they are quick to adapt to the existing work practices. They look to their managers and supervisors to set the example on how work should be done. Young workers feel that doing a good job means doing what they are told and just getting the job done," said Steve.

NO WAY OUT

On November 18, 1995, Steve's job was to clean the inside of a 40ft tall by 4ft wide vertical exhaust vent. Steve was lowered into the vent using equipment the company had put together. A wooden swing-like apparatus allowed Steve's co-workers to lower him down the vent, but not to raise him up in an emergency – this was a one-way trip down. Once Steve was finished cleaning, he was to exit out a small access hatch at the bottom of the vent.

"This was my first time doing this particular job and it had been done this way in the past. I learned afterwards that the company didn't have the proper equipment, safe work procedures and did not have worker training in place for confined entry work," said Steve.

Steve was lowered into the vent and while sitting on the makeshift swing, he began cleaning and loosening the debris on the walls. Only after the incident did Steve learn that the debris was highly flammable. A lamp was placed at the bottom of the vent to provide light while he was working inside. The heat from the lamp became trapped in the vent and created a spontaneous combustion of the flammable debris.

"I remember the vent erupting into a massive fire at the bottom and seeing the flames come up towards me. I was trapped. I yelled for my co-workers to lift me out, but they couldn't as the equipment was only made to be lowered, not raised. I was scared and thought my life was about to end," said Steve.

"I WAS SCARED AND THOUGHT MY LIFE WAS ABOUT TO END."

With no way out, Steve became engulfed in flames and was burned alive. He was unable to get out until the fire burned through his equipment and he dropped to the bottom, where he escaped out the small hatch. Steve suffered third-degree burns to over 80 per cent of his body and was not expected to survive. He endured several life-threatening complications and underwent 32 operations including extensive skin grafting.

"I LEARNED AFTERWARDS THAT THE COMPANY DIDN'T HAVE THE PROPER EQUIPMENT, SAFE WORK PROCEDURES AND DID NOT HAVE WORKER TRAINING IN PLACE FOR CONFINED ENTRY WORK."



LIVING WITH THE OUTCOME

Twenty years later, Steve still lives with the outcome of that day with burn scars covering most of his body and difficult emotional scars that aren't visible. Steve spent 68 days in a coma and in the intensive care unit and his family dealt with the stress and uncertainty of not knowing if he was going to live.

“When this happened, it impacted me, but also so many other people, as well. My mom, dad and sister dealt with the very real possibility that I could die. My co-workers working with me that day dealt with the enormous guilt of not being able to help me. The company I worked for was held accountable and management was remorseful for overlooking safety requirements,” said Steve.

Despite his challenges, Steve returned to the workforce in 2002 and became a safety and health officer with Manitoba's Workplace Safety and Health Branch. Today, he is a prevention consultant and proud member of the SAFE Work Manitoba team. Through his work, Steve has played an integral role in developing the *Young Worker Injury Prevention Strategy*. On a personal level, Steve is married and a father to two young children.

“As a dad, I'm very much aware of the need to protect our next generation of young workers” said Steve.

He hopes his story will motivate others to keep young workers safe, particularly those overseeing the work of young workers.



To learn more about the story of Steve's preventable injury and painful recovery, watch: <http://safemanitoba.com/steves-story>

EDUCATING AND CREATING SAFETY AWARENESS

WHAT WE KNOW

- We need to reinforce safety education with young workers by repeating a consistent message of safe work through educators, supervisors and family members.
- Employers, managers and supervisors are highly influential in creating a safe work mindset for young workers.



TACTICS

- **SAFE WORK MANITOBA WILL IDENTIFY AND REACH OUT TO THE 25 EMPLOYERS WITH THE HIGHEST RATES OF YOUNG WORKER INJURIES IN MANITOBA.** SAFE Work Manitoba will connect with employers and provide them with injury data specific to their companies and offer them prevention resources and services to help reduce the number of young worker injuries in these workplaces.
- **INCREASE THE NUMBER OF SAFE WORKERS OF TOMORROW PRESENTATIONS TO HIGH SCHOOL STUDENTS IN THE PROVINCE BY 10 PER CENT EACH YEAR.** SAFE Work Manitoba will work with SAFE Workers of Tomorrow to expand its program to deliver the safe work message to thousands more Manitoba high school students over the next three years.
- **CREATE AN INTERACTIVE ONLINE SAFE WORK COURSE THAT CAN BE ACCESSED IN THE CLASSROOM, AT HOME OR IN THE WORKPLACE.** Young workers will be provided with fundamental safe work knowledge such as worker safety rights, hazard recognition and responsibilities of employers, workers and workplace safety and health committees.

SAFE Workers of Tomorrow surveys show that nearly

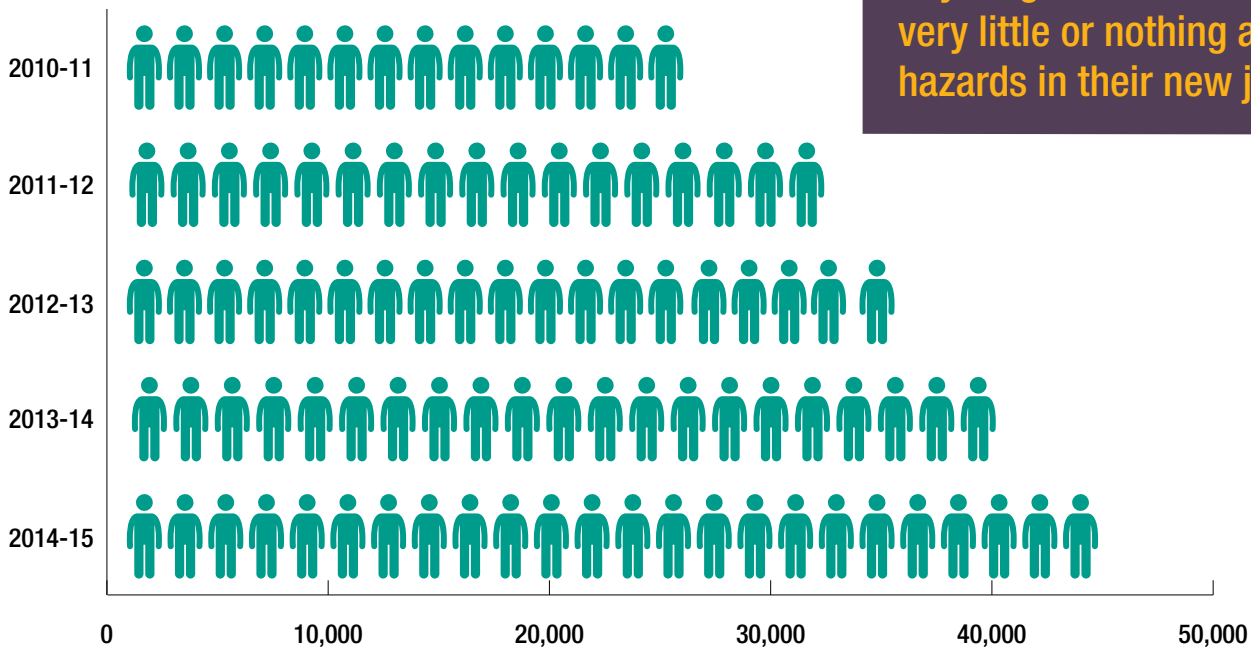
1/3 of young workers would not refuse to do work that they considered unsafe.

WHAT IS SWOT?

SAFE Workers of Tomorrow, also known as SWOT, is a team of occupational safety presenters who travel to schools, community clubs and other places where young Manitobans come to learn. This team delivers presentations to help equip our province's workers of tomorrow with health and safety materials and information. SWOT presentations are free and are delivered to students all across Manitoba to educate young, new and vulnerable workers on how to be safe on the job.



STUDENTS REACHED BY SAFE WORKERS OF TOMORROW



SAFE Workers of Tomorrow surveys show that, **24%** of young workers were told very little or nothing about the hazards in their new job.



REACHING OUT TO ALL MANITOBANS

WHAT WE KNOW

- Young workers are more willing to take risks than experienced workers, and even when they know their rights, they may not take the steps to refuse unsafe work.
- Employers are legally required to provide safety training and orientation to young workers before they start a new job or new tasks.
- High-risk occupations in industries such as service, manufacturing and construction require special attention to prevent injuries to young workers.
- Friends and families can help young workers by encouraging them to ask questions and use their safety voice when they feel unsafe at work.
- SAFE Work on Wheels, SAFE Work Manitoba's mobile safety unit, has proven to be an effective way to reach workers on job sites by providing free safety demonstrations.

TACTICS

- **EDUCATE EMPLOYERS, SPECIFICALLY THOSE WITH DIRECT AUTHORITY OVER YOUNG WORKERS, ABOUT THE IMPORTANCE OF SAFE WORK AND THEIR RESPONSIBILITY TO KEEP YOUNG WORKERS SAFE THROUGH TARGETED INFORMATION.** Research and feedback has shown that those who have direct authority over a young worker are the most influential in helping to create a safe work mind set on the job. SAFE Work Manitoba will create a targeted initiative to help managers and supervisors understand their responsibility to ensure young workers understand their rights and are trained to follow safe work procedures to prevent workplace injuries.
- **CREATE A PERSONAL PROTECTIVE EQUIPMENT (PPE) AWARENESS KIT AND SAFE WORK CHECKLIST FOR TEACHERS, STUDENTS AND PARENTS.** The kit will draw attention to potential hazards that may exist in a young worker's job. Safety gear will be provided during *Take our Kids to Work Day* and SAFE Workers of Tomorrow classroom presentations.
- **DELIVER SAFETY INFORMATION IN HIGHLY VISUAL, INTERACTIVE FORMATS TO STUDENTS AND YOUNG WORKERS.** These formats will include making SAFE Work on Wheels and its components available for safety demonstrations, as well as creating a mock workplace incident scene to educate young people about the importance of safe work.
- **REVISE ALL SAFE WORK MANITOBA WORKSHOPS TO INCLUDE INFORMATION ON YOUNG WORKER SAFETY.** For 2016, SAFE Work Manitoba will ensure that all workshops delivered include information about keeping young people safe at work. This will ensure a consistent message for attendees to take back to their workplaces.

TOP YOUNG WORKER TIME LOSS INJURIES BY BODY PART



1. FINGERS/HANDS/WRISTS



2. BACK



DID YOU KNOW THAT EMPLOYERS ARE LEGALLY REQUIRED TO PROVIDE A SAFETY AND HEALTH ORIENTATION TO ALL NEW WORKERS TO HELP PREVENT INJURIES AND ILLNESS ON THE JOB?

The *Workplace Safety & Health Regulation* section 2.2.1 states that orientations for new workers must include:

- employer and worker safety and health rights and responsibilities
- the name and contact information of the worker's supervisor
- how to report unsafe conditions
- how to exercise the right to refuse dangerous work
- the name and contact information for the safety and health committee or representative
- any required safety and health policies, programs and safe work procedures that apply to the worker and their tasks
- the hazards that workers may be exposed to and the control measures in place to protect them
- the location of first aid facilities, ways to call for first aid help and procedures for reporting illnesses and injuries
- emergency procedures
- areas or activities that are prohibited or restricted
- any other matters that are necessary to ensure the safety and health of the worker.

For more information about safety training and orientations for new workers, visit:

<http://safemanitoba.com/new-worker-orientation-and-training-guide-0>

BUILDING AND STRENGTHENING PARTNERSHIPS

WHAT WE KNOW

- Our safety association partners play an important role in helping to deliver safe work information to employers and young workers, and SAFE Work Manitoba commits to building and strengthening these relationships.
- SAFE Work Manitoba will continue to share information and work to stay current on trends and initiatives across Canada that are helping keep young workers safe. This includes communicating with our counterparts in other jurisdictions through initiatives such as the Canadian Co-ordinators of Young Worker Safety (CCYWS) annual general meeting.

TACTICS

- **ENCOURAGE YOUNG WORKERS TO SPEAK UP AT WORK BY INTRODUCING A PILOT PROGRAM THAT CONNECTS YOUNG WORKERS ON CONSTRUCTION SITES WITH DESIGNATED SAFETY MENTORS.** Young workers are more likely to speak up and ask safety questions when they are encouraged to do so. SAFE Work Manitoba will partner with the Construction Safety Association of Manitoba (CSAM) to help raise the safety awareness of young workers and promote the importance of speaking up on the job.
- **WORK WITH GOVERNMENT PARTNERS TO INTEGRATE SAFE WORK INFORMATION IN PROVINCIAL EMPLOYMENT PROGRAMS.** SAFE Work Manitoba will connect with government partners and public programs to have safe work information included in employment-related training programs offered to young workers. This will help develop a safe work mindset for young workers preparing to enter the workforce.
- **CREATE RESOURCES FOR USE IN CLASSROOMS TO HELP INCREASE SAFE WORK AWARENESS WITH STUDENTS.** SAFE Work Manitoba will partner with the Department of Education to provide educators with classroom resources, including materials for vocational and work experience programs. Resources will be distributed through increased participation at educator in-service or professional development groups, events and workshops.
- **PROVIDE THE WORKPLACE SAFETY AND HEALTH BRANCH WITH YOUNG WORKER INJURY DATA THROUGH ANNUAL REPORTING TO HELP WITH TARGETED ENFORCEMENT ACTIVITIES.** Enforcement activities play a key role in preventing young worker injuries. SAFE Work Manitoba commits to sharing more injury data and information with our regulatory partner to help strengthen and target enforcement activities.



FOR 2014:

YOUNG WORKER INJURIES 4,880

YOUNG MEN 3,524 YOUNG WOMEN 1,339*

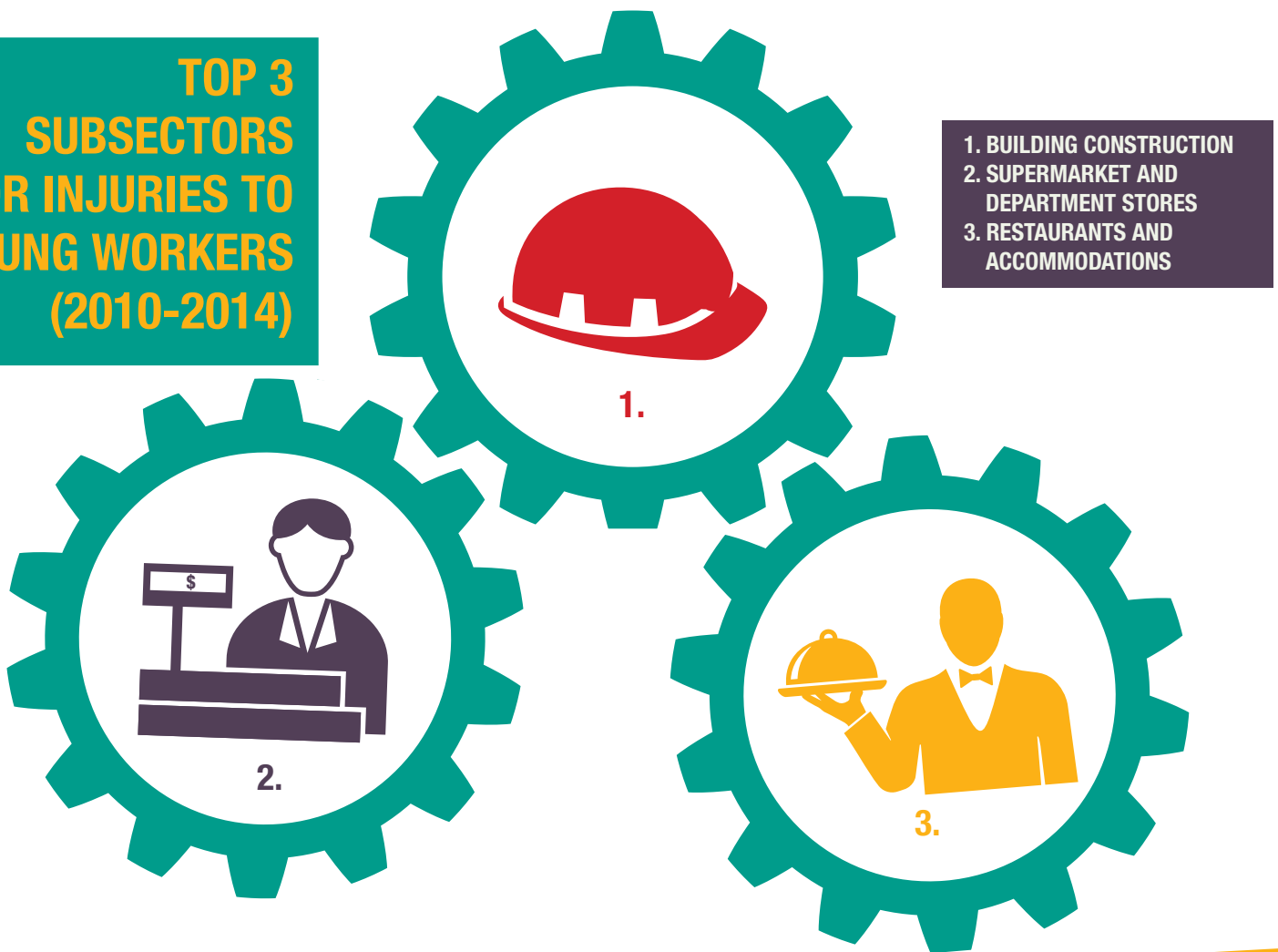
ALL INJURIES 30,202

*ONLY INCLUDES CLAIMS IN WHICH GENDER REPORTED.

SAFE WORK MANITOBA COMMITS TO WORK WITH OUR PARTNERS TO LEVERAGE EXISTING PROGRAMS AND INITIATIVES FOCUSED ON YOUNG WORKERS, SUCH AS:

- SAFE Workers of Tomorrow's safety centre
- *\$10,000 Reasons to Stay SAFE* contest
- MB4 Youth – Green Team Initiative
- Skills Canada – Manitoba Workplace Safety Competition
- Manitoba Junior Achievement
- Canadian Manufacturers and Exporters – Career Discovery
- Apprenticeship Manitoba – Trade Safety Awareness program
- Take Our Kids to Work Day
- SAFE Communities Brandon
- SAFE Farms Manitoba
- SAFE Work on Wheels
- Employment Standards – Youth Employment Permits

TOP 3 SUBSECTORS FOR INJURIES TO YOUNG WORKERS (2010-2014)



“THE MAJORITY OF INJURIES TO YOUNG WORKERS IN CONSTRUCTION HAPPEN SIMPLY BECAUSE THEY WERE NOT TOLD ABOUT A HAZARD OR WERE NOT TRAINED ON THE CONTROLS THAT ARE IN PLACE FOR THOSE HAZARDS. MOST OFTEN YOUNG WORKERS DON’T HAVE THE KNOWLEDGE OR SKILL THAT COMES WITH CONSTRUCTION EXPERIENCE THAT WILL ALLOW THEM TO IDENTIFY HAZARDS OR POTENTIAL HAZARDS IN THEIR WORK AREA. UNDERSTANDING HAZARDS, AND THE CONTROLS IN PLACE FOR HAZARDS, IS KEY TO YOUNG WORKER SAFETY. THIS IS WHY EFFECTIVE ORIENTATION TRAINING PROVIDED BEFORE A YOUNG WORKER STARTS WORK IS IMPERATIVE, ALONG WITH ON-THE-JOB MENTORING AND SUPERVISION, IS SO IMPORTANT.”

MIKE JONES, CSAM

ACHIEVING INNOVATION THROUGH TOOLS AND RESOURCES

WHAT WE KNOW

- Surveys and feedback show that young workers have a clear preference for accessing information through online technology.
- Safe work information needs to be easy to access for parents, young workers, employers and educators.
- Past initiatives such as the *2000 Reasons to Stay SAFE* grant program and the SAFE Farms youth contests have been effective at encouraging youth to learn about safe work and bringing the safe work message to classrooms.

TACTICS

- **INTRODUCE A NEW SAFE WORK MANITOBA INITIATIVE FOCUSED ON STUDENTS USING TECHNOLOGY TO POSITIVELY IMPACT WORKER SAFETY.** SAFE Work Manitoba will explore partnerships with post-secondary programs focused on technology to promote innovation in accessing and sharing important safe work messaging for young workers.
- **CREATE A *SAFE WORK FOR YOUNG WORKERS* SECTION AT SAFEMANITOBA.COM.** This dedicated section will consolidate all young worker-related resource materials, injury data, safety association resources, videos and links to other resources across the country. Audience-specific information will be focused on:
 - young workers
 - employers/supervisors/managers
 - families
 - educators
- **PARTNER WITH SAFE WORKERS OF TOMORROW TO PROVIDE RESOURCES FOR PARENTS AND FAMILY OF YOUNG WORKERS FOCUSED ON SAFE WORK AND INJURY PREVENTION.** SAFE Work Manitoba will provide families with the information and resources they need to start the safe work discussion with young people entering the workforce. These resources and information will be offered to workplaces, as well as distributed through SAFE Workers of Tomorrow presentations and at SAFE Work Manitoba workshops and events, and will be made available online at safemanitoba.com.



TOP 5 SOURCES THAT YOUNG PEOPLE WOULD ACCESS FOR ADDITIONAL WORKPLACE SAFETY AND HEALTH INFORMATION



THE INTERNET

72%



HEALTH AND SAFETY
DEMONSTRATIONS

44%



PRESENTATIONS/
WORKSHOPS

39%



VIDEOS

34%



PAMPHLETS

25%

TOP 3 YOUNG WORKER TIME LOSS INJURIES BY OCCUPATION: (2010-2014)

1. CONSTRUCTION TRADES HELPERS
AND LABOURERS
2. MATERIAL HANDLERS
3. FOOD COUNTER ATTENDANTS
AND KITCHEN HELPERS



SUMMARY

EDUCATING AND CREATING SAFETY AWARENESS

- ❑ Identify and reach out to the 25 employers with the highest rates of young worker injuries in Manitoba.
- ❑ Increase the number of SAFE Workers of Tomorrow (SWOT) presentations to high school students in the province by 10 per cent each year over three years.
- ❑ Create an interactive online safe work course that can be accessed in the classroom, at home or in the workplace.

REACHING OUT TO ALL MANITOBANS

- ❑ Educate employers, specifically those with direct authority over young workers, about the importance of safe work and their responsibility to keep young workers safe through targeted information.
- ❑ Create a personal protective equipment (PPE) awareness kit and safe work checklist for teachers, students and parents.
- ❑ Deliver safety information in highly visual, interactive formats to students and young workers.
- ❑ Revise all SAFE Work Manitoba workshops to include information on young worker safety.

ANNUAL REPORTING

SAFE Work Manitoba will provide an annual report on the progress of this strategy. This will include tactics completed each year and data related to young worker injuries. This information will be available at safemanitoba.com.

BUILDING AND STRENGTHENING PARTNERSHIPS

- ❑ Encourage young workers to speak up at work by introducing a pilot program that connects young workers on construction sites with designated safety mentors.
- ❑ Work with government partners to integrate safe work information in provincial employment programs.
- ❑ Create resources for use in classrooms to help increase safe work awareness with students.
- ❑ Provide the Workplace Safety and Health Branch with young worker injury data through annual reporting to help with targeted enforcement activities.

ACHIEVING INNOVATION THROUGH TOOLS AND RESOURCES

- ❑ Introduce a new SAFE Work Manitoba initiative focused on students using technology to positively impact worker safety.
- ❑ Create a *Safe Work for Young Workers* section at safemanitoba.com.
- ❑ Partner with SAFE Workers of Tomorrow to create and provide resources for parents and family of young workers focused on safe work and injury prevention.

**“I ALWAYS READ SAFE WORK
PROCEDURES AND FOLLOW
SAFETY RULES ON SITE TO
MAKE SURE I GET HOME
SAFELY EVERY DAY.”**

SEAN WIENS





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