“Safe start” – Occupational safety and health from education to the workplace: Findings and recommendations

Working together for youth employment
From education to the workplace: a global challenge
Joint seminar of the European Parliament and EU Agencies
Cedefop, EU-OSHA, ETF, Eurofound

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Key role to collect, share and exchange information:

- Risk Observatory report on young workers
- Good practice cases on young workers
  - Risk education in schools
  - Risk management in workplaces
- Europe-wide campaign ‘Safe Start’
- Publications on USB stick!
The problem - in brief

- Across Europe, 18-24-year-olds are at least 50% more likely to have non-fatal work accidents (Eurostat)

- A hairdressing apprentice reacted to the products she had to use; her hands came out in cuts and blisters so she could not even grip a knife and fork; she had to give up her new job

More information: EU-OSHA OSH in Figures – Young workers facts and figures
The solution – Safe Start
a twin-track approach

Essential to look at education + workplace

➢ Young workers enter workplace with basic knowledge, skills
➢ Young workers given suitable jobs as required by EU directives

This means:

➢ Mainstreaming risk education into school education
➢ Mainstreaming youth into OSH prevention actions

It also means:

➢ Young workers in accident prevention programmes
Workplace training for young workers – success factors

- Training – integral part of safety management
- Health & safety - integral part of doing job right
  - Young worker empowerment
- Link to working life
- Peers

Workplace training
Good practice example

- Apprentices teach apprentices
- 2nd-years identify topics from own experiences
- Presentation to 1st-years
- Results fed into risk assessments
- After 1 year accidents down by 40%, serious accidents by 88%
- Low cost, simple

RWE Westfalen-Weser-Ems AG, Germany
Workplace placement
– vocational training
Good practice example

- Dutch agricultural students
- Training on musculoskeletal disorders
- During work placements – find solution to real problem
- Simple! Lay garden path first – easier to push wheelbarrows
- Adopted by employer
Employer – recruitment agency
Good practice example

- **Partnership** – Manpower work agency + Arcelor + Mutual insurer AXA

- **Young workers at AXA develop tool** for training at Manpower

- **Workplace**
  - Illustrated ‘job description’
  - Mentors
  - Equal treatment of all staff
  - Communication with work agencies

- **Safety Charter**

Temporary workers - Manpower/Axo/Arcelo - Belgium
Risk education – from nursery to university

- Risk education embedded across the curriculum
  - Learning objectives in core subjects
- Tailor to curriculum, policy, teaching methods
- Active learning, pupil involvement, link to real life
- Cooperation and partnership
- Risk education at university
- Whole-school approach
Whole-education establishment approach to health and safety

The school is one of the most dangerous work environments.

"Work environment detectives"

Källby Gård - Safe school

EU-OSHA Good Practice Awards
Young worker policies and regulations

OSH mainstreaming into education

Education policies and practices

Personal background and experience, OSH knowledge, values, attitudes, behaviour, physical, cognitive & emotional characteristics, etc.

training, information, supervision

Health outcomes

Job/Workplace

Industry type, work hazards, workload, job tenure, etc.
Thank you for your attention!

EU-OSHA resources: Young workers

EU-OSHA resources on mainstreaming OSH into education

See Pen drive!