Information and awareness-raising campaign for interns and apprentices on vocational training for the prevention of occupational accidents and diseases

A case of the National Social Insurance Fund for Employees

National Social Insurance Fund for Employees
Algeria
Summary

Since 2016 the National Social Insurance Fund for Employees (Caisse nationale des assurances sociales des travailleurs salariés – CNAS) has conducted a national programme financed by its prevention fund. The aim of this information and awareness-raising programme for interns and apprentices on vocational training for the prevention of occupational accidents and diseases is to be proactive with future workers by providing them with knowledge and good practices in the field of occupational health and safety.

This campaign was developed by the CNAS prevention staff and in partnership with contractual prevention specialists, and will run from 2016 to 2020 with the aim of reaching all those active in vocational training in Algeria, which has a network of more than 1,226 establishments and structures, and which train more than 377,000 students per year.

The CNAS considers that sharing knowledge of prevention with those who will be covered by the scheme in the future represents an investment which, in the medium and long term, may bring a reduction in occupational accidents and diseases and related costs.

The issue or challenge

What was the issue or challenge addressed by your good practice? Please provide a short description.

The new practice has been included in the CNAS strategic plan since vocational training courses do not cover skills related to the prevention of occupational risks in the exercise of a trade or profession, and in view of the human and economic costs of occupational accidents and diseases, which remain relatively high among young workers. This new practice aims to prepare interns and apprentices studying in vocational training courses to bridge the prevention gap between workshop apprenticeship schemes and the working conditions they encounter as interns and in their future jobs.

Addressing the challenge

What were the main objectives of the plan or strategy to resolve the issue or challenge? List and briefly describe the main elements of the plan or strategy, focusing especially on their innovative feature(s) and expected or intended effects.

The main aims and results expected of this initiative, which aims to close the gap between vocational training and the world of work, are the following:

- Provide interns and apprentices in vocational training with the tools needed to understand their working environment and the various available means of prevention; and to teach them their rights and responsibilities with regard to safety and health, and occupational medicine.
- Train the teaching staff of vocational training centres on the problems of occupational risks related to different trades and in means of prevention.
- Reduce occupational accidents and diseases among young workers and the related social security costs.
At the end of this information and awareness-raising programme the intern or apprentice should know what he or she must do, can do, and above all must not do with regard to health and safety. They must also be capable of reacting correctly in dangerous work situations.

**Targets to be achieved**

*What were the quantitative and/or qualitative targets or key performance indicators that were set for the plan or strategy? Please describe briefly.*

The approach aims at ensuring that each trade apprenticeship scheme includes the prevention skills related to each task involved in a job. The aim is to ensure that future workers are able to equip themselves for the various occupational risks they will face in their respective trades or professions.

To this end, the CNAS has adopted practices and methods that will contribute to achieving its strategic objectives in the promotion of prevention. The innovative strategy adopted to achieve these aims has three main elements:

- informing and raising the awareness of interns and apprentices at vocational training centres about the prevention of occupational accidents and diseases;
- occupational health and safety training for teaching staff at vocational training centres so as to create a network that teaches such practices;
- drafting and publishing guides on risk prevention for trades and sectors of activity intended for interns and apprentices at vocational training centres.

The new practice, approved by vocational training services and offered in their establishments and structures, has been adapted to the age of the young persons taught, their level of education, and their work experience.

The campaigns are delivered by CNAS technicians and other prevention specialists (agreements for the provision of services have been signed with the National Occupational Risk Prevention Institute (INPRP), the Organization for the Prevention of Occupational Risks in the Building, Public Works and Hydraulics Industries (OPREBATPH), and the National Labour Institute (INT)): occupational physicians, engineers, and others equipped with suitable teaching aids.

The subjects addressed cover the risks to which future workers will be exposed in the course of their work or in connection with their future trades. In particular, the information covers the following: general principles of prevention, rules of good conduct in prevention, collective and individual protection, and basic first aid.

To ensure the sustainability of this approach and in view of the large number of interns and apprentices attending vocational training centres, the training of trainers campaign was adopted to create a network of CNAS focal points handling future interns and apprentices embarking on their courses. The five-day training of trainers course takes place at the reception facility established by each centre for this purpose. The trainers receive certificates of success or participation.

Trade-specific guides on risk prevention are produced under current legislation in order to embed a culture of occupational risk prevention among the interns and apprentices.
Evaluating the results

*Has there been an evaluation of the good practice? Please provide data on the impact and outcomes of the good practice by comparing targets vs actual performance, before-and-after indicators, and/or other types of statistics or measurements.*

Resources have been used optimally to achieve the main objectives and the results obtained. The information and awareness-raising campaign is coordinated and monitored by the Director of Prevention of Occupational Accidents and Diseases at the CNAS. Interns and apprentices undergo evaluation tests on their level of knowledge of the subjects covered. The consolidated results of these knowledge evaluation tests are centralized and used by CNAS services. The CNAS receives attestations duly signed by the director of each vocational training establishment stating that the programme has been completed and the number of participants. A final report is also sent to the CNAS services by the contracted prevention specialists after each training of trainers course.

Periodic evaluations of this campaign, which stretches over five years (2016–2020), are part of a structured approach since it is an original and innovative project. Such evaluations have made it possible to assess the campaign and make adjustments as required. The approach measures the relevance of the campaign, the conditions in which it is offered, and its impact on interns and apprentices in vocational training.

Questionnaires administered before and after awareness-raising sessions make it possible to observe changes in students’ responses, showing the resulting improvements in their knowledge.

So far the programme targeting future workers has made it possible to reach some 25,800 interns and apprentices in over 273 vocational training centres; has resulted in two risk prevention guides for trades and sectors of activity; and has provided health and safety training for 218 trainers at vocational training centres who form a CNAS network within vocational training centres to ensure the sustainability of the practice.

Lessons learned

*Based on the organization’s experience, name up to three factors which you consider as indispensable to replicate this good practice. Name up to three risks that arose/could arise in implementing this good practice. Please explain these factors and/or risks briefly.*

The first lesson learned is that it is necessary to raise awareness on health and safety at work among interns and apprentices. It has been observed that the campaign has had a positive effect on the perception of health and safety issues by future workers.

This practice can be very easily reproduced by other social security institutions. It can be provided on the premises of training establishments.

One key requirement is that the vocational training sector must be committed to the practice.