

„Let´s build bridges for Safety and Health“

**Prevention of Work Accidents, Work Diseases  
and Work-related Health Hazards of  
Apprentices, Young Workers and new Recruits**

## Project partners:

## ISSA sections:

- “Electricity”
- “Iron and Metal”
- “Machine and System Safety”
- “Training and Education”

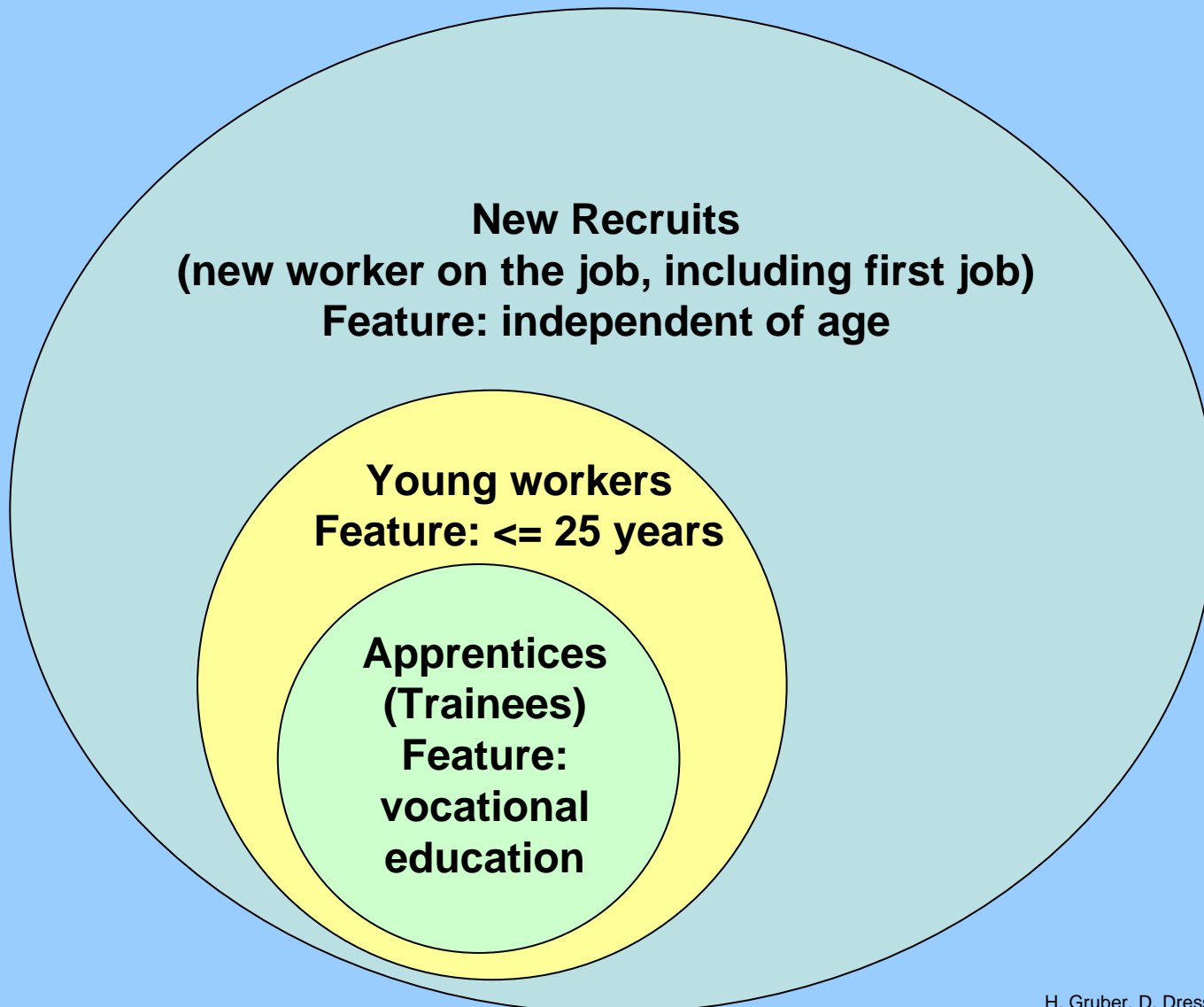
## Duration of the project:

From September 2009 to December 2014



# Target groups

SMEs= Less than 50 employees



## Subject 1

Prevention by the incorporation of OSH into the training of apprentices (trainees) in vocational schools and SMEs and into the training of young workers in SMEs

## Subject 2

Prevention in SMEs (apprentices, young workers and new recruits independent of age)

## Project management

The project will be managed by a **project management group**.  
One representative of each involved ISSA Section should join this group.

Contact person: Ms Dominique Dressler, MA, ISSA Section Iron and Metal, [dominique.dressler@auva.at](mailto:dominique.dressler@auva.at)

## Project team 1

will be managed by the ISSA Section "Education and Training".  
Participants: 2 or 3 people of each Section and interested partners  
Contact person: Mr Francois Hébert, [hebert.francois@irsst.qc.ca](mailto:hebert.francois@irsst.qc.ca)

## Project team 2

will be managed by the ISSA Sections "Iron and Metal" and "Electricity".  
Participants: 2 or 3 people of each Section and interested partners.  
Contact person: Mr Harald Gruber, ISSA Section Iron and Metal, [harald.gruber@mmbg.de](mailto:harald.gruber@mmbg.de)

**The success of the project should be demonstrated by OSH indicators.**

## **Results:**

- Fundamentals for training material and methods
- Recommendations for the integration of apprentices, young workers and new recruits in SMEs

## **Outcome:**

Booklets: Compilation of recommendations and statements for use

Web page: for information

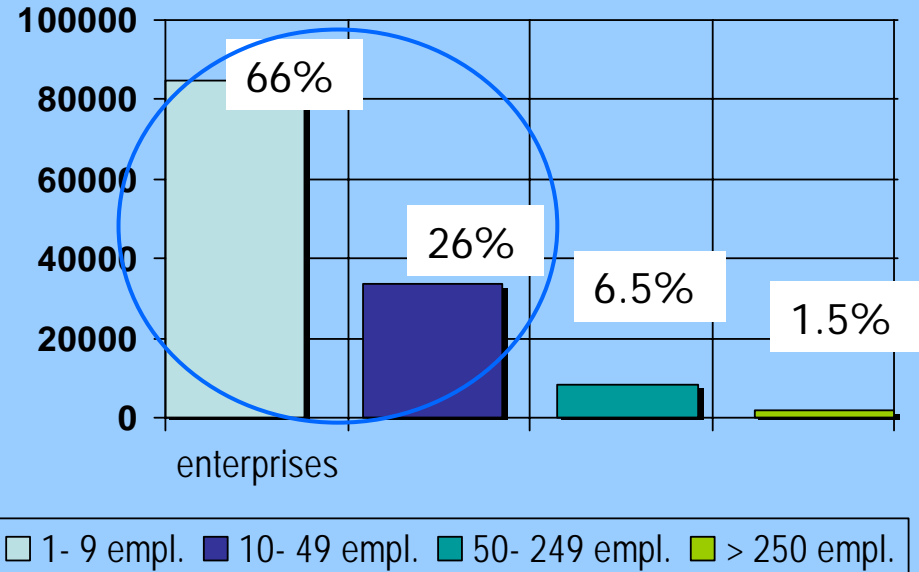
Languages: German, English, French, Spanish

# Germany- Metal Sector

**BG Metal is responsible for metal industries and smaller metal trades.**



**3,8 Mil. employees, 139,000 enterprises**



**Metal sector EU:**

**1-9 empl.: 92 %, 10-49 empl.: 7 %**

# Accident Rate in regards to Size of the Enterprise

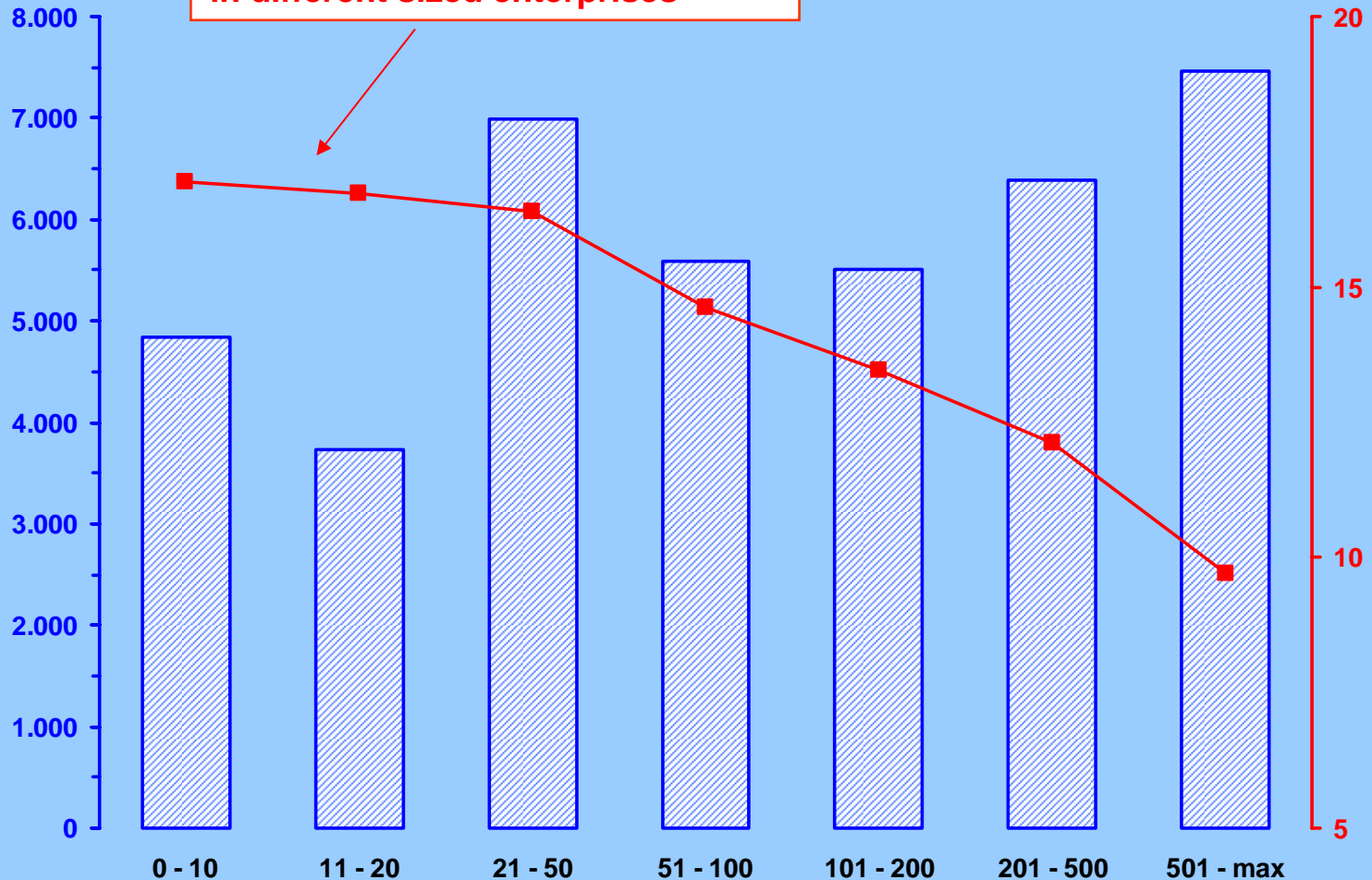
2006: 1Mil. empl.: 43,000 acc.

no. of accidents

Accident rate = number of accidents per employees in different sized enterprises

Accident rate %

2x



small enterprises

medium enterprises

large scale enterprises



# Accident Rate in regards to Age

2006: 1Mil. empl.: 43,000 acc.

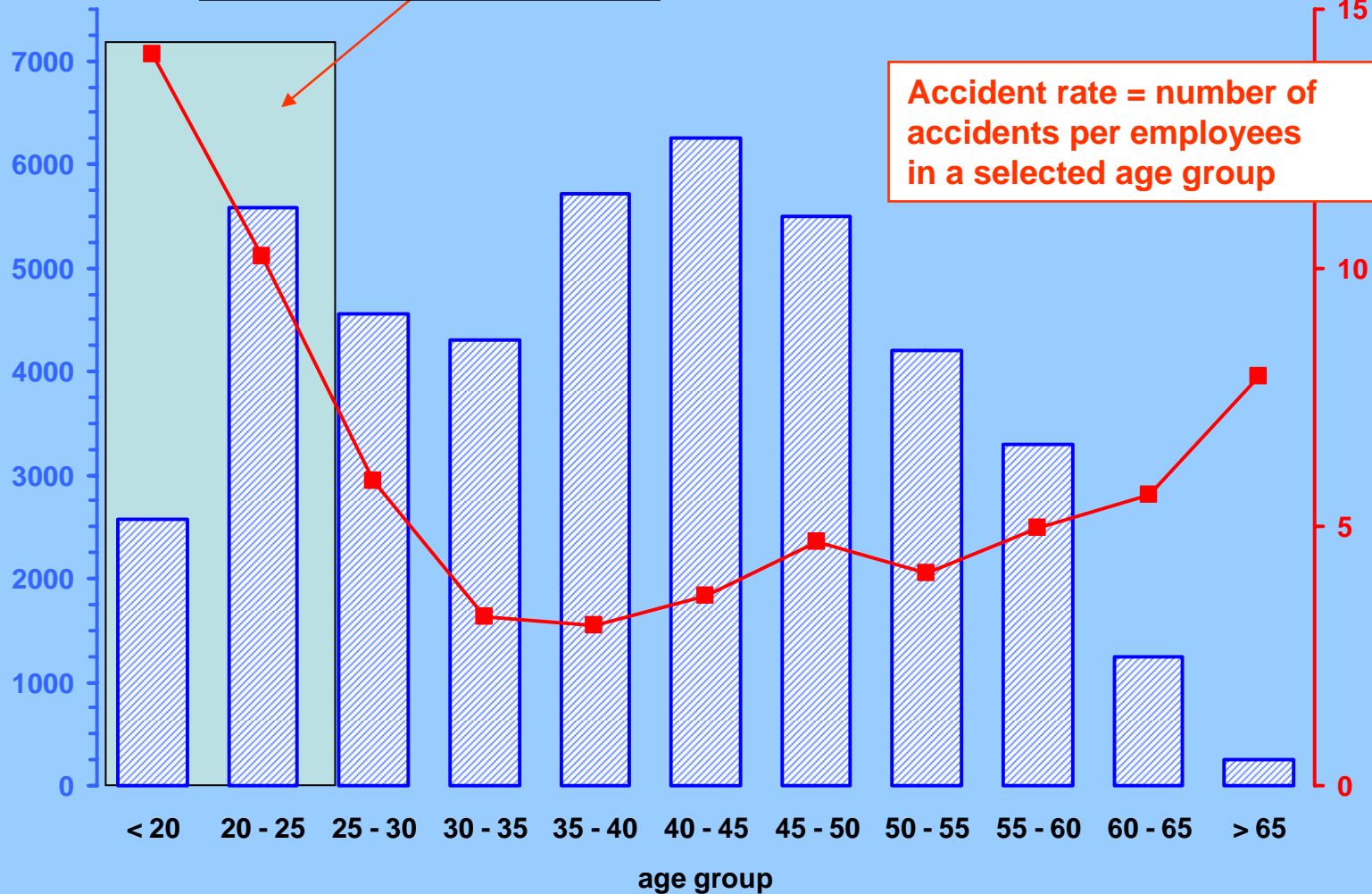
Accident rate  
%

no. of  
accidents

Apprentices, young  
workers, new recruits

Accident rate = number of  
accidents per employees  
in a selected age group

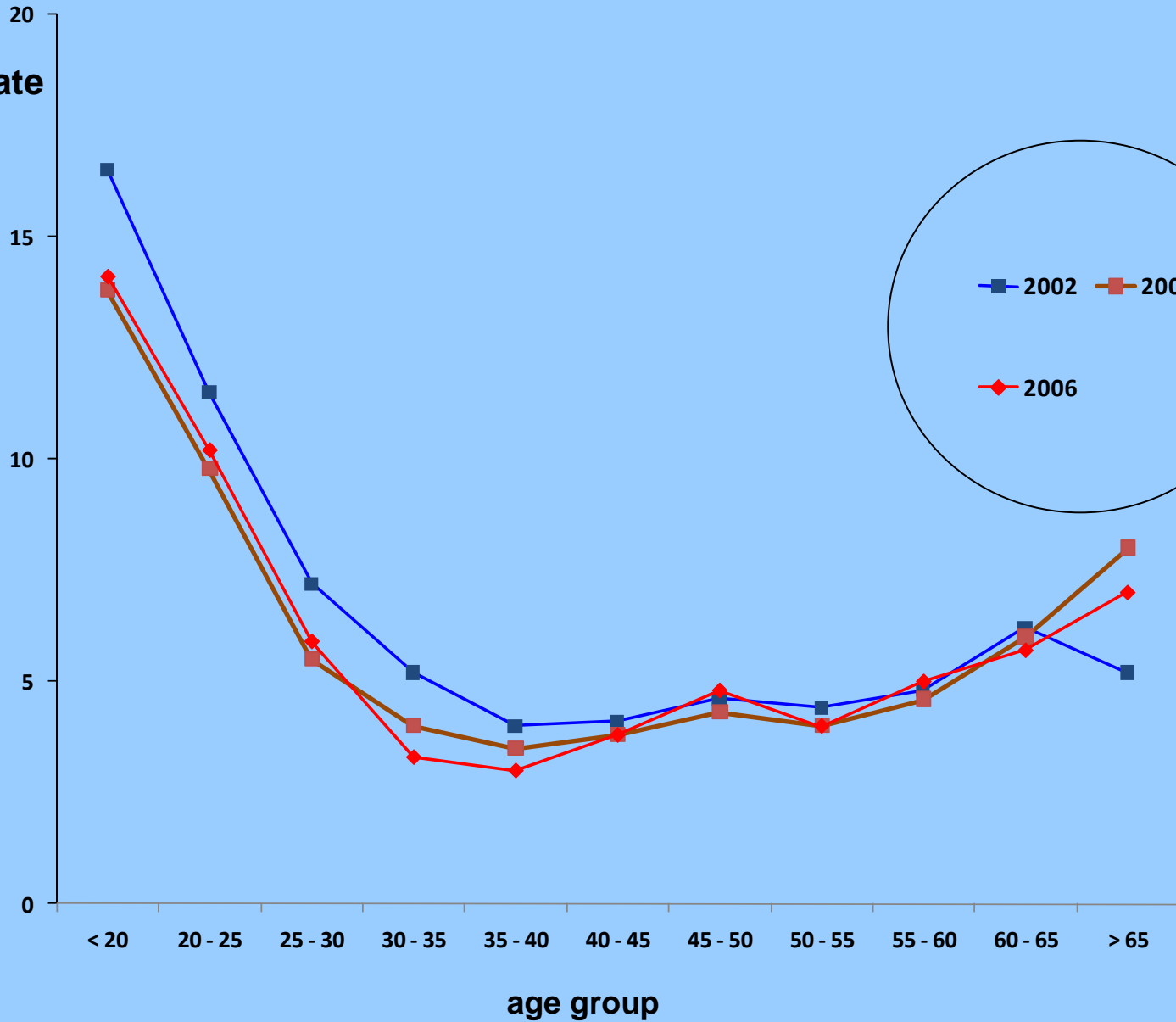
4x



# Accident Rate in regards to Age



Accident rate  
%



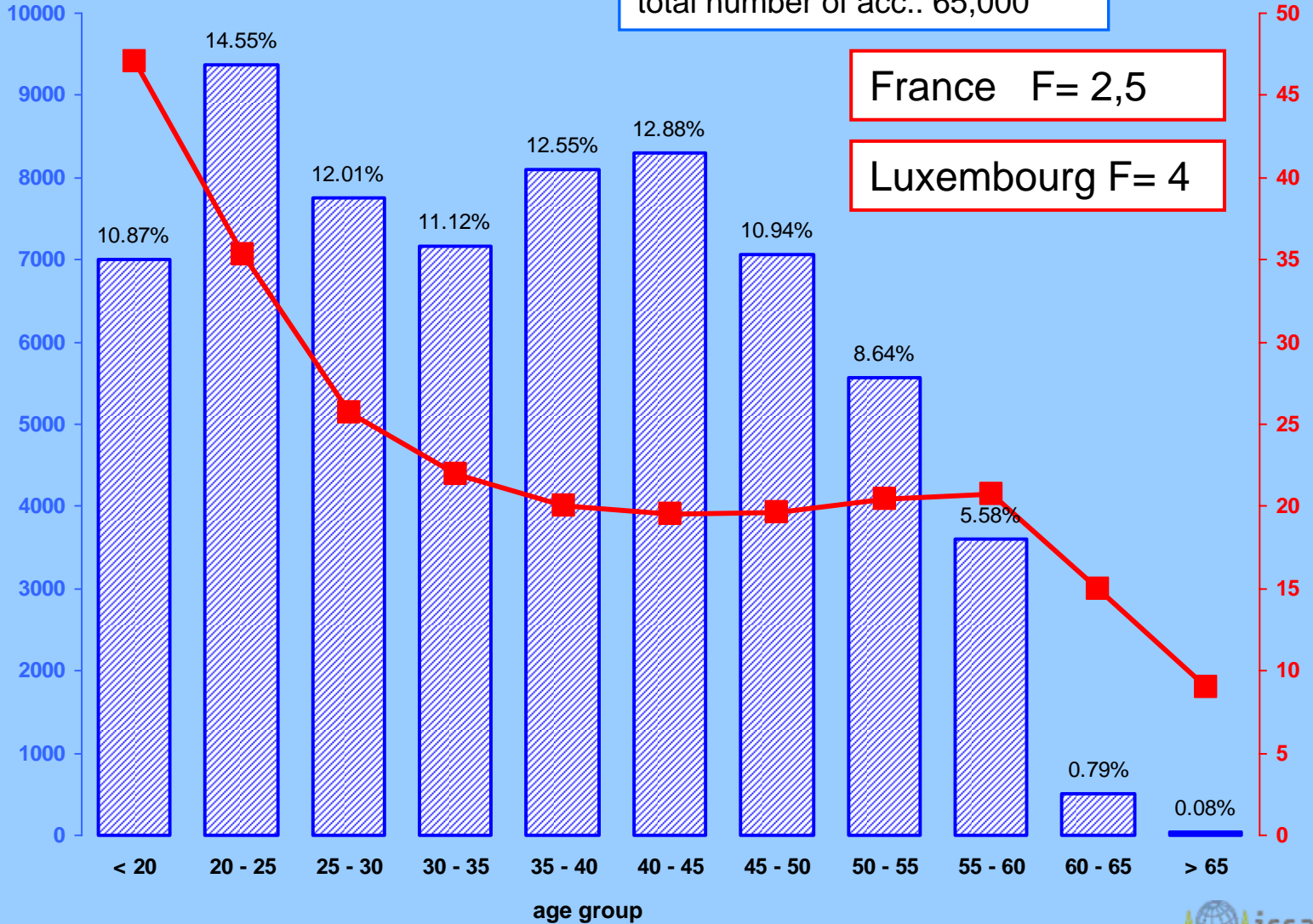
# Accident Rate in regards to Age

**Austria**

**no. of accidents**

All sectors, year: 2006  
 total number of empl.: 2,7 Mil.  
 total number of acc.: 65,000

**Accident rate %**

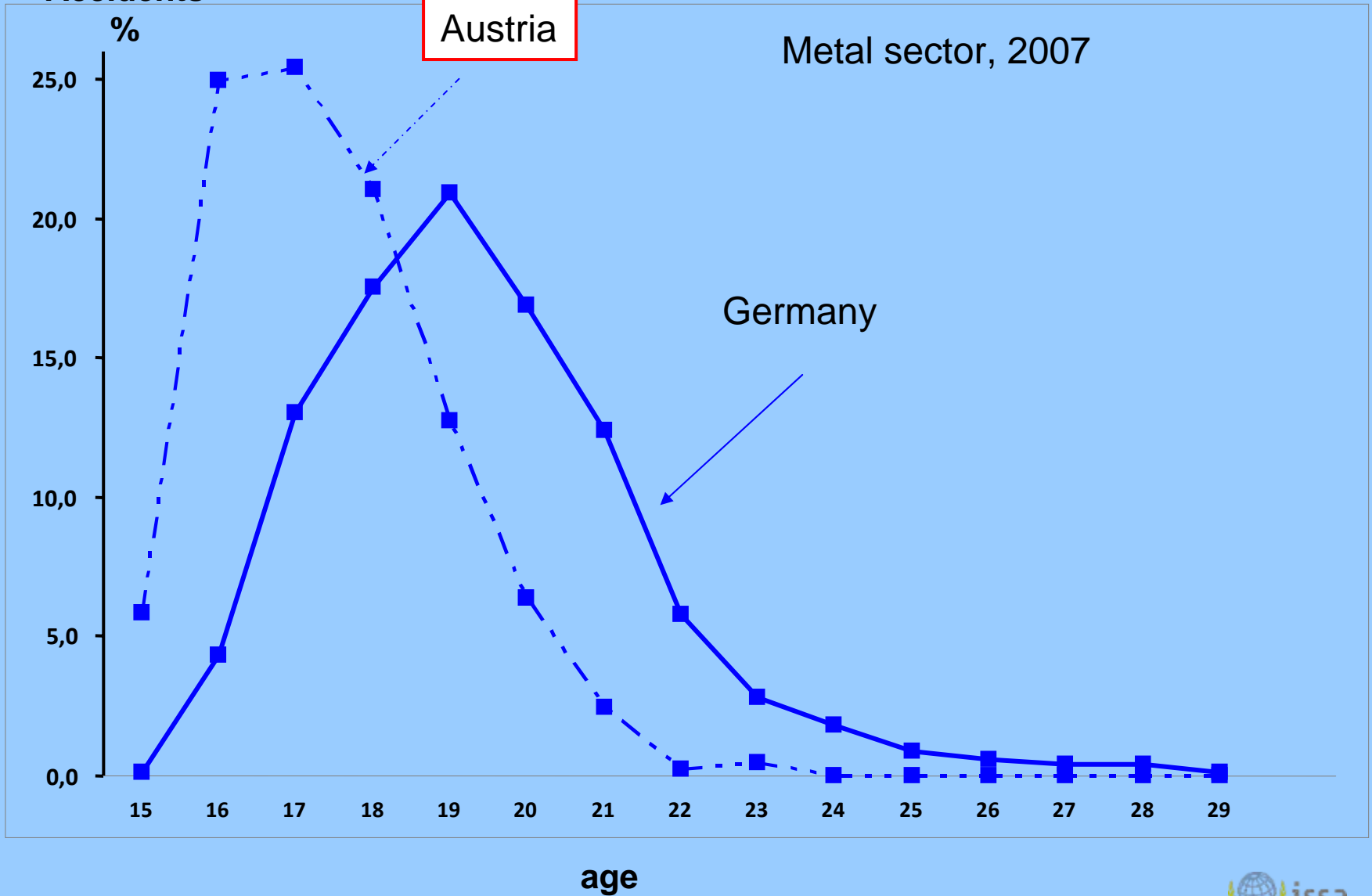


France F= 2,5

Luxembourg F= 4

# Accidents of Apprentices in Enterprises in regards to Age

Accidents

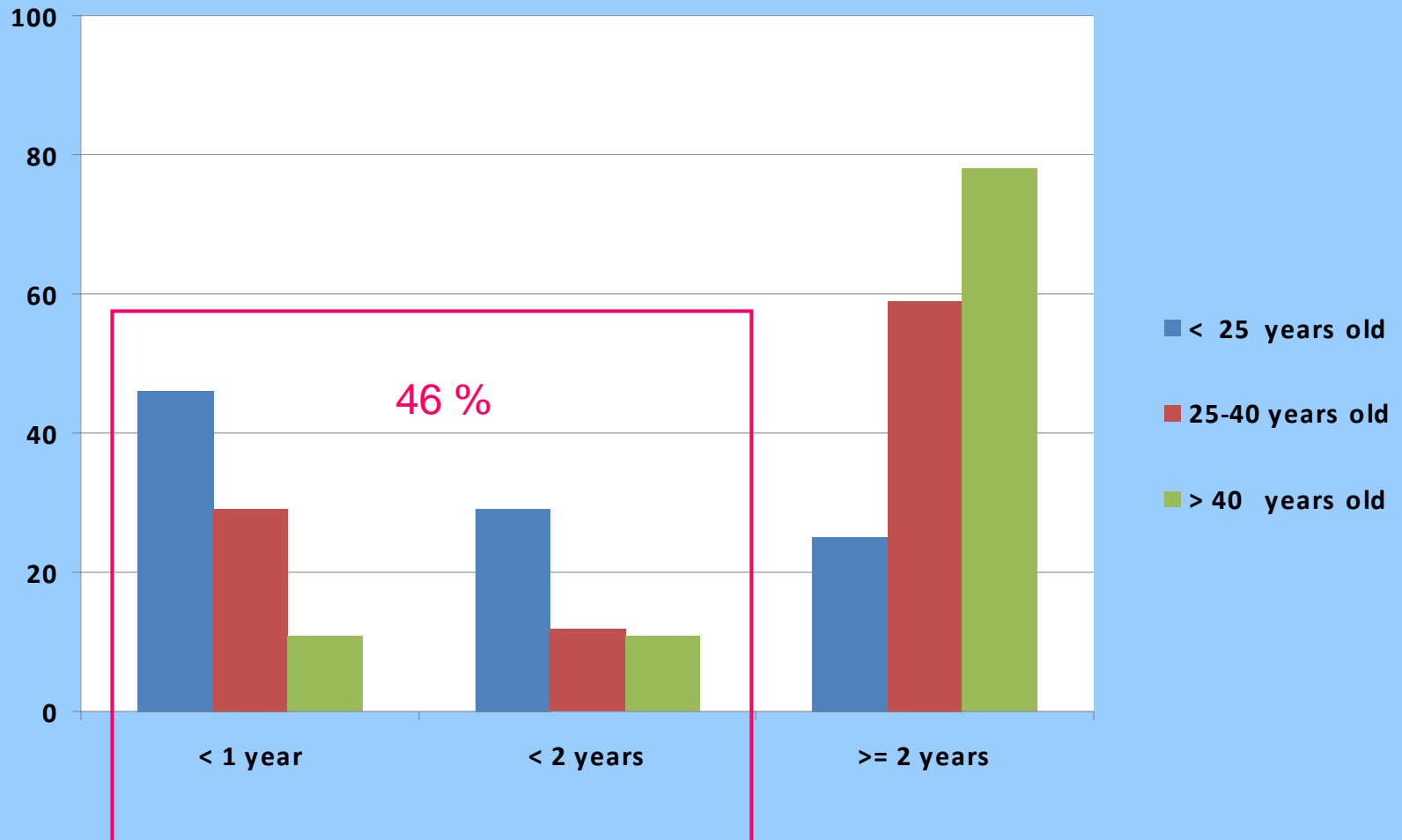


# Accidents in regards to the Start Date and the Date of Accident



Accidents  
%

Germany, Metal sector, 2009,  
evaluated: 300 accidents



# Accidents in regards to the Start Date and the Date of Accident

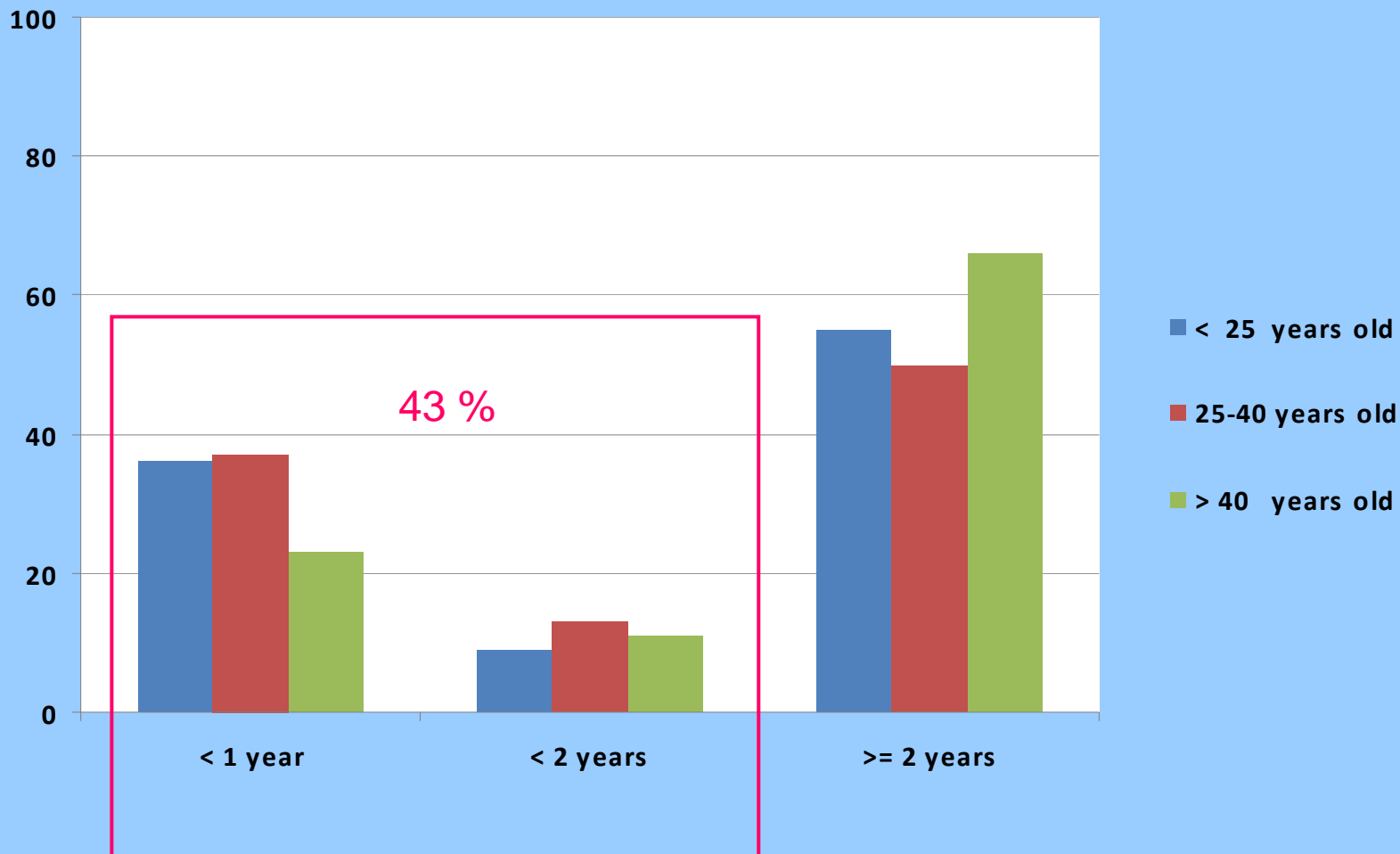


Accidents  
%

Metal sector, 2009

Austria

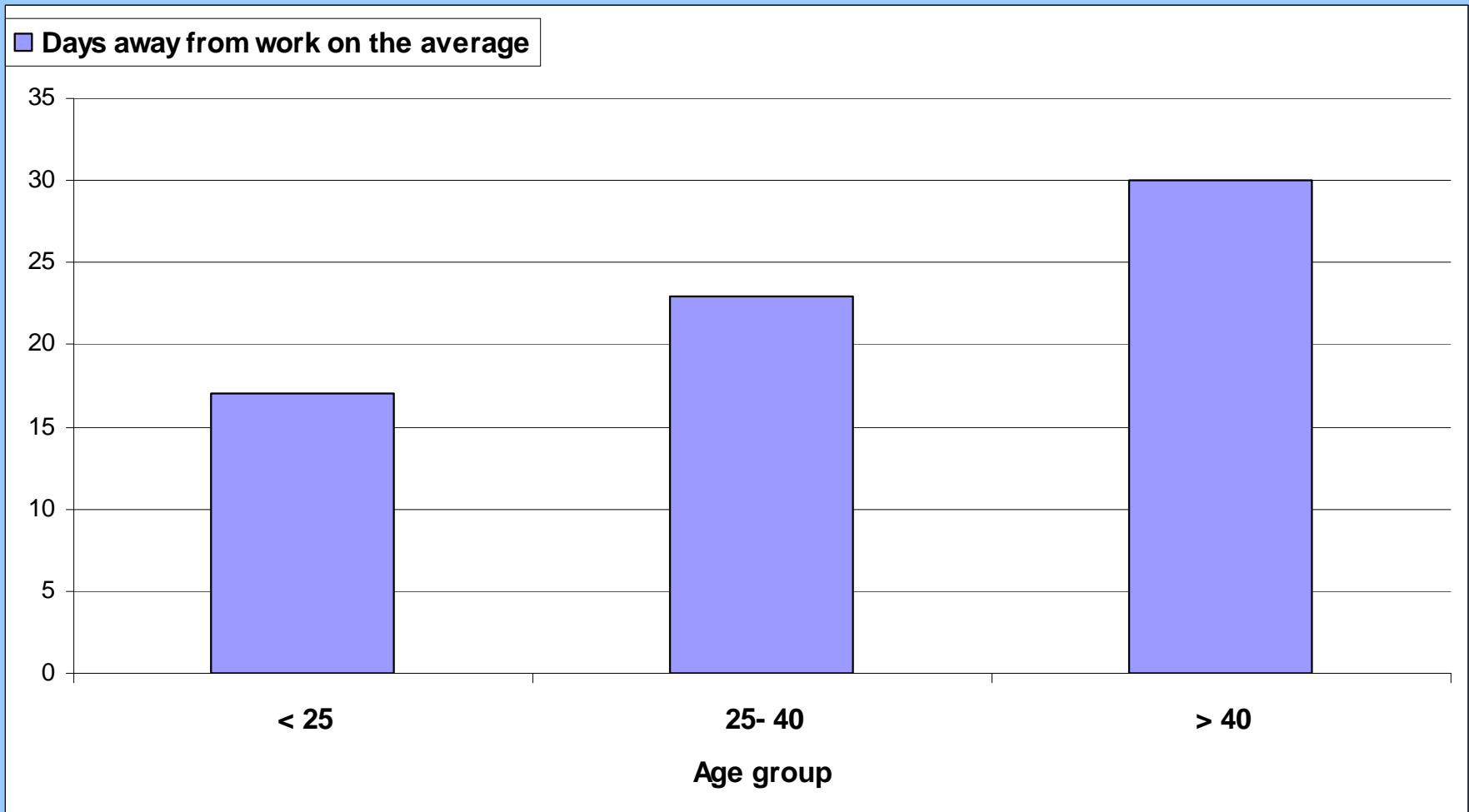
evaluated: 300 accidents



# Days away from Work after an Accident in regards to Age

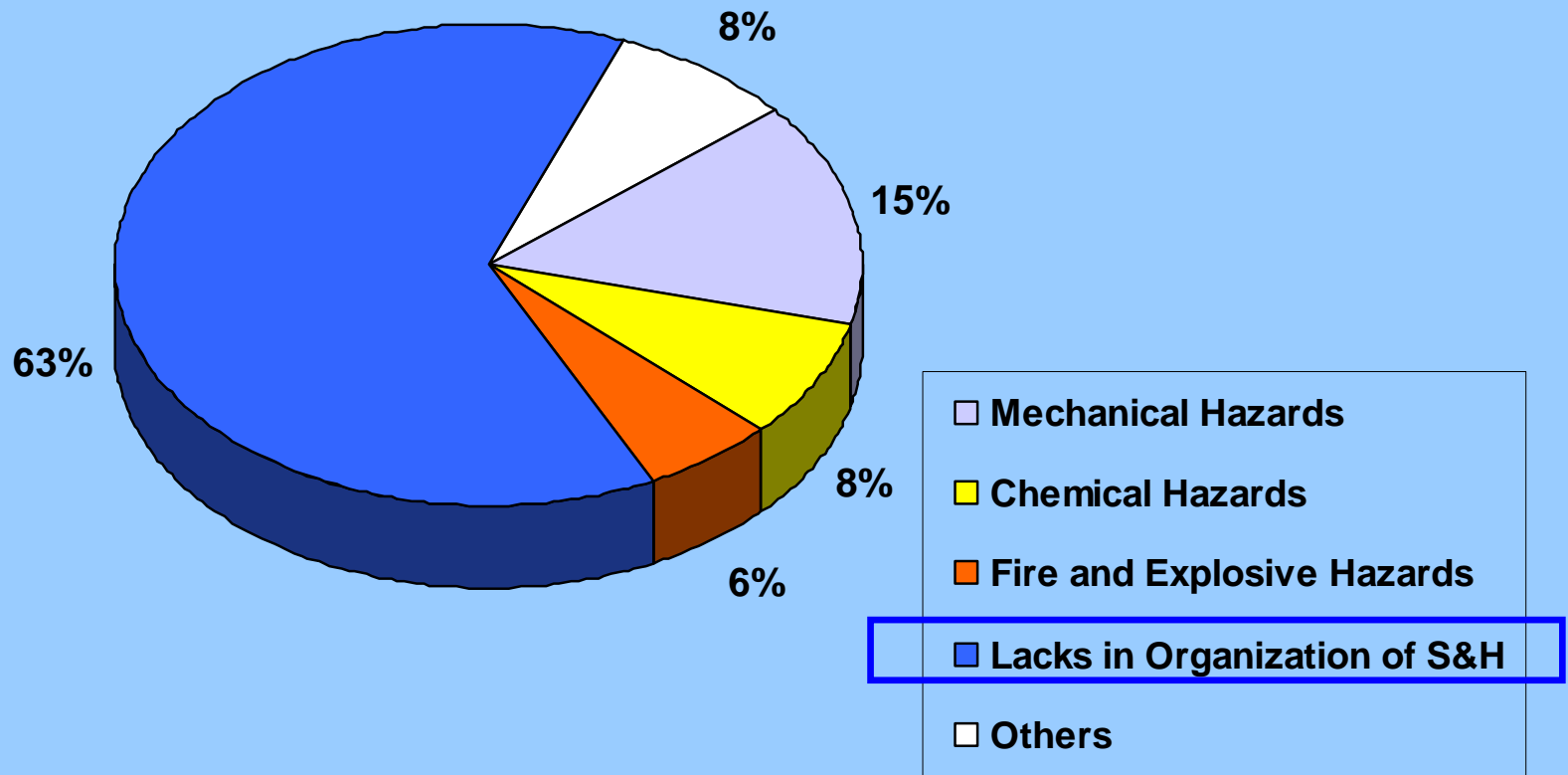
Metal sector, 2007,  
evaluated: 78264 days,  
3342 accidents

Austria





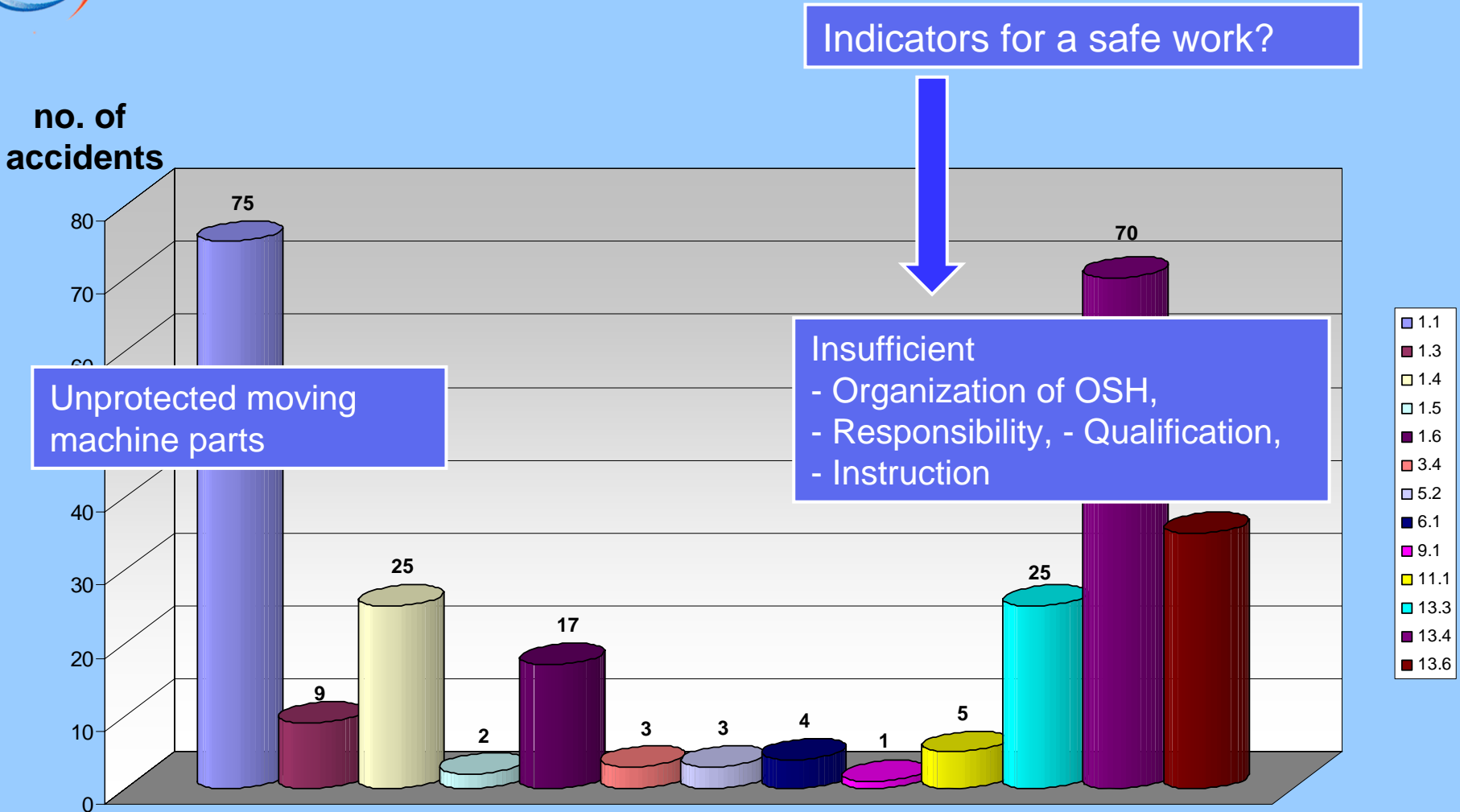
10.000 enterprises were visited.







# Reasons for Work Accidents of Young Workers in SMEs



# Accident Factors for Apprentices, Young Workers, new Recruits

- **Inexperienced Workers**
- **Lack of experience with occupational risks**
- **Risks at the workplace are unknown**
- **High risk potential**
- **Insufficient sensitivity for OSH**
- **Missing qualification for safe working**
- **Problems with OSH in SMEs**
- **Often temporary contracts**  
(e.g. Quebec: near 20 % of young workers have part-time jobs, Germany 30 %)

# Solutions: Apprentices (Trainees)

## Vocational School



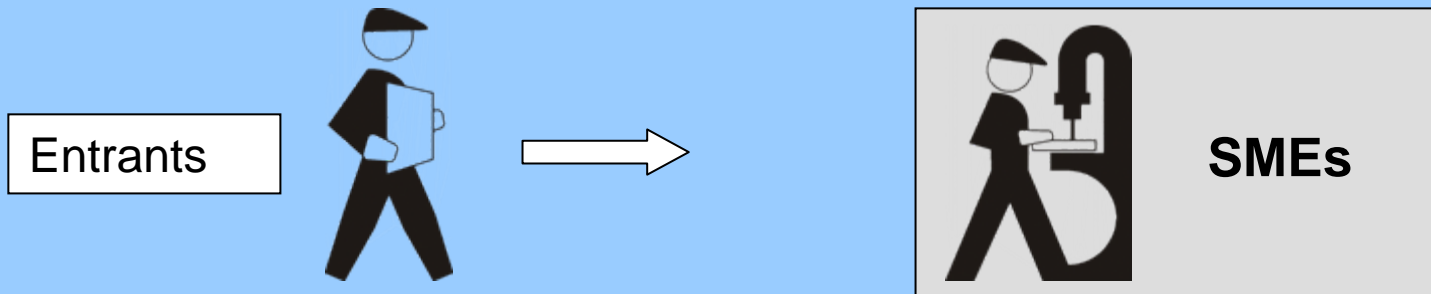
## External plant centre



1. Teachers, instructors in vocational training must be trained in OSH
2. OSH must be included in the training of apprentices
3. Teaching material and good methods of teaching



# Apprentices, Young Workers, new Recruits in SMEs



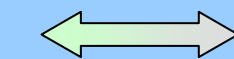
1. Sufficient qualified in OSH
2. Sensitivity for OSH

The Employers:

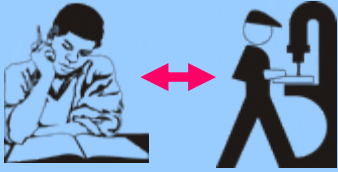
- Responsibility (Organization)
- Sensitivity for OSH
- Sufficient qualified in OSH
- Instructions for OSH (e.g. Risk Assessment)
- Must instruct (dependent on the workplace)
- Must know, what the young workers can do

- Must know, what the apprentices have learned.

- The apprentices can use their knowledge (OSH) in SMEs.



Interaction



Training of **apprentices** takes place in vocational schools and in SMEs.

- We have to regard the **incorporation of OSH** into the training **in both cases.**
- The **interaction** between the **training facilities** and the **SMEs** is of particular importance.
- **Guidelines for the training of teachers** in the field of OSH are required.



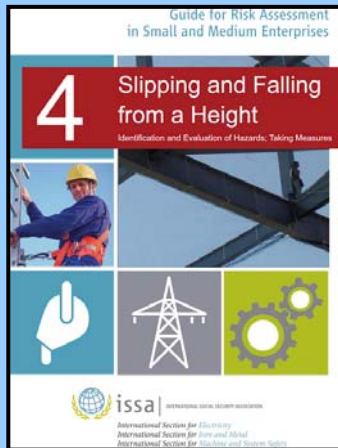
Often **young workers** don't have a training in OSH (no laws exist or they are not adapted accordingly).

- We must include **OSH training** for young workers in **SMEs.**



**Recommendation for the integration of apprentices, young workers and new recruits in SMEs.**

(e.g. mentors, methods of integration, instructions, training programmes for beginners)



**Practical advices for employers to identify the special risk for apprentices, young workers and new recruits.**

The employer has to be able to take the required measures himself.



**Influence of OSH trained (or experienced) workers**

1. Designation of the project partner (organization, members of the ISSA sections).
2. Designation of the Sections participations in the project teams 1 and 2.
3. Compilation of good practices or experiences with measurable results.
4. Decision which sectors (target sectors, branches, lines of business) are selected.
5. Decision which specialisation (occupational group, e.g. mechanics, plumber, etc.) should be targeted.
6. Comparison of the results (work accidents etc) within the chosen branches of the involved project partners.
7. Participation of SMEs and training institutions.

8. On the basis of the chosen branches, specialisations, indicators and good practices the project teams will prepare recommended solutions (methods and materials) for SMEs and occupational schools.
9. Testing and adaptation of the solutions, tests in the countries of the partners involved with participating SMEs and institutions bodies.
10. Practical application.
11. Verification of the long term effect (e.g. integration of OSH, reduction of work accidents).



