

Agenda

- Introductions
- Outcome / Objective
- What is the Significance
- What can be done to Protect
 - Recruiting
 - Pre-Interviewing
 - Interviewing
 - First Day
 - First 90 Days (Probationary Period)

Introductions

Your Speakers

- **Jon Birkes**, MS, CSP – Site SHE Manager, Henkel Adhesive Technologies. Jon has worked as a safety professional for a little over 11 years. At Case Western Reserve University, Jon was involved in physical/chemical/biological safety as well as managed the campus DOT shipping program and laboratory decommissioning. While at JLL, at the Lubrizol Corporation, Jon gained expertise in process safety, facility safety, and construction safety. Jon is now working at the Henkel Corporation, at a manufacturing facility in the Cleveland area.
- **Tobin Hawes** – Regional SHE Manager, Henkel Adhesive Technologies. Tobin has been a SHE Manager with Henkel since 2014. Previously, Tobin was a Site Safety Manager for Graphic Packaging and The Corporate EHS Manager for Easton-Bell Sports. Over the last 29 years Tobin has held roles in Product and Fixture Design, Process Engineering, Facility Engineering, and Maintenance Management. Tobin has worked in the Metal Cutting Industry, Medical Device Industry, Plastic and Paperboard Packaging and Chemical Manufacturing Industries.

Outcomes / Objectives

What are you going to get out of today

- Some things to consider...
 - Before,
 - During
 - and After, the hiring / onboarding process
 - Including...
 - Training
 - Common Sense
 - Mentoring
 - and Effectiveness Checks

What is the Significance Stats on Injuries

- According to OSHA and the BLS;
 - 335 young workers were killed in 2013.
 - Workers <25 years old are twice as likely to end up in the ER than workers >25.
 - Every 9 minutes a US teen gets hurt on the job.
 - 45 minutes of training = 5 young workers hurt.
- WHY?

What is the Significance

True Stories

- PhD Student (approx. 21) – Working toward their PhD in Chemistry.
- Employee (approx. 18) – Using a “parts washer” at a manufacturing facility. 1st day on the job.
- Temporary Employee (approx. 22) – Operating a forklift in a warehouse.

What Can Be Done?

Recruiting

- Goal: Get the right candidates to interview for the role
 - Define what the skill level is for the job
 - What are the expectations of the job?
 - What type of work will the person be doing?
 - Consider what type of hazards / risks they may be exposed
 - What will be the safety responsibilities of the job

What Can Be Done?

Pre-Interviewing

- Goal: Should you test for a skill level or knowledge?
 - English comprehension?
 - Understanding verbal / Written Instructions
 - Math?
 - Mechanical aptitude?
- What are the show stoppers that would immediately eliminate a person?
 - **STICK TO YOUR STANDARDS!**

What Can Be Done?

Interviewing

- Goal: What Safety related questions do you ask?
 - General:
 - Tell me about a time you had to follow a specific safety protocol in your jobs.
 - Tell me about a time you felt unsafe at work and how did you resolve the issue?
 - Ask them if they have safety concerns about working in your industry.

What Can Be Done?

Interviewing

- Goal: What Safety related questions do you ask?
 - Develop specific questions surrounding your industry.
 - What do you know about LOTO
 - Have you ever worked around machinery (cars, wood shop, etc)
 - Have you worked on a ladder around your house?
 - Have you ever used hand tools. What type of safety practices do you use?

Training

How to Train

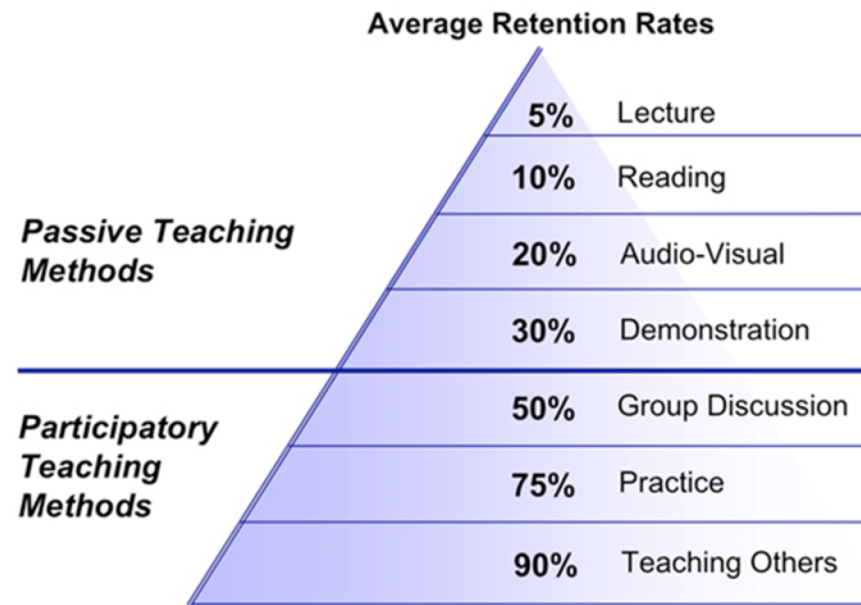
- Just as important as what to train is how to go about it.
 - What is your Objective when you train?
 - Check a box to ensure compliance
 - Or, do you want...
 - To facilitate Learning
 - Develop Skills
 - Increase Understanding
 - Increase Performance and Productivity



Training

How to Train

The Learning Pyramid*



*Adapted from National Training Laboratories. Bethel, Maine

First Day

What to train new hires on

- HazCom
- Bloodborne Pathogens
- Emergency Response
- Site Specific Hazards
- Right to Refuse
- Working Safely is a Condition of Employment

First Day

Never, Never, Never Assume

- Assuming that a person will have “common sense” will ensure that you are going to have an injury.

First Day

Mentoring / Safety Buddy

- Is there someone that can help train the person that you know will show them the right way, not the shortcut
- Provide them someone they can feel safe asking questions
 - People will naturally say they understand, when they don't.
 - Young workers are aiming to please.

Day 1 to 90 Days

Probationary Period

- Be sure that you are following up with the employee/your normal review process.
- If there are safety concerns, make sure the employee is aware.
- Is the person safety-minded or a risk.
- If you feel there is a risk to their safety, terminate.

Resources

- <https://www.osha.gov/youngworkers/resources.html>
- SafeMe App – Grant provided by Washington State Department of Labor & Industries
 - Addresses the need for entry level workers to have “better basic safety training to join the workforce”.
- ASSE Young Worker Brochure (On the Tables)
- NIOSH Talk Safety Tips:
<https://www.cdc.gov/niosh/talkingsafety/states/oh/2015-152/default.html>
- Safety Matters Presentation



Safety Matters

A Safety & Health
Training for
Young Workers

AMERICAN
SOCIETY OF
SAFETY
ENGINEERS



Important
Workplace
Safety Guide
for Young Workers

Thank you!