

From the First Shift to the Last

Resources to Keep Your Young & Vulnerable Seasonal Workers Safe

March 31, 2026

AMHSA

Health | Safety | Environment

Housekeeping Notes

We will be using Mentimeter

This is a live polling feature that will allow you to contribute your insights in real-time.

To join, scan the QR Code and enter the code or

Go to: **menti.com** and enter code **4304 8056**

You will be prompted to provide answers once the polling has started.



4304 8056



Agenda:

- 1. Introductions/Learning Objectives Review**
AMHSA
- 2. Preventing Hazards for At-Risk Seasonal Workers**
Dave Wojcicki, OHS Prevention Services
- 3. Vulnerable/At-Risk Workers – A Municipal Perspective**
AMHSA
- 4. Question & Answers**

Webinar Learning Objectives



In this session, attendees will learn to:

1. Identify workplace hazards faced by seasonal workers and outline effective approaches to eliminate and control them.
2. Apply knowledge to enhance safety practices to eliminate or control hazards faced by seasonal workers.
3. Locate and use key safety resources to support the onboarding and protection of seasonal workers.
4. Understand current trends relevant to young and vulnerable workers, per statistics provided by the Government of Alberta.

Workforce types known to be at higher risk of injury/illness

- 1. Small Businesses** – Private sector employers with less than 20 workers
- 2. At-Risk Workers** – Individuals with 1 or more of the below characteristics
 - *Young (aged 24 or less)*
 - *Older (aged 55 or more)*
 - *Indigenous*
 - *Short tenure of work (temporary, seasonal or casual work contracts or arrangements – up to 6 months)*
 - *Have multiple jobs*
 - *Temporary foreign workers and migrants*

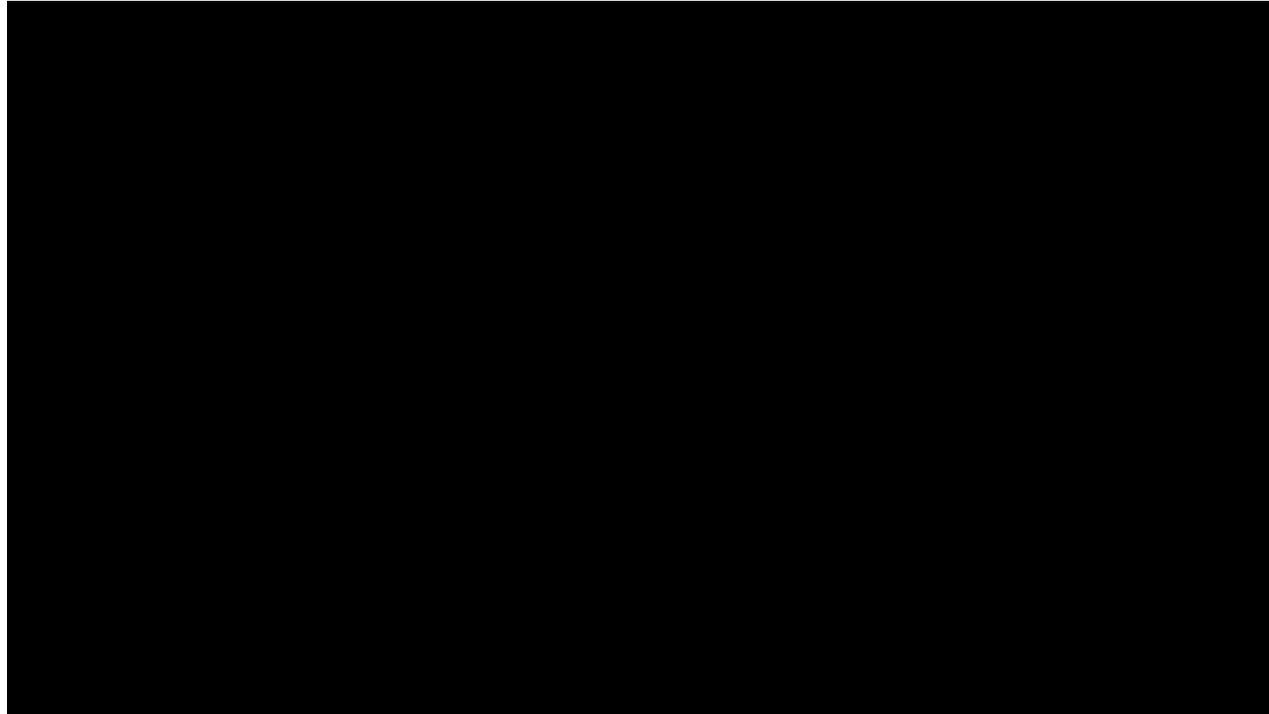
Why this Webinar is Important?



What the Data Says?

1. Research (IWH): Workers in their first month on the job face **>3×** the lost-time injury risk vs. workers with >1 year job tenure.
2. Alberta (2022): Young workers 15–24 had the highest claim rate (2.86 per 100 person-years); young males 15–24 were **highest overall** (3.66).
3. Alberta (2021→2022): Fatality rate for young workers (15–24) increased **~217%** (2 to 7 fatalities).
4. **~55%** of WCB claims (Alberta construction) are from first-year workers—illustrating the ‘newness’ effect.

Why this Webinar is Important?



Martina Levick – Municipal workplace fatality (June 13, 2017) involving a riding mower during attempted repair.

Preventing Hazards for At-Risk Seasonal Workers

Alberta Jobs, Economy, Trade and
Immigration

Dave Wojcicki

OHS Prevention Services

March 31, 2026



Before we begin

Disclaimer

In the event of any discrepancy between the information throughout this presentation and Alberta OHS legislation, the legislation is considered correct.

Copyright Notice

©Government of Alberta, Alberta Jobs, Economy, Trade, and Immigration

This material may be used, reproduced, stored or transmitted for non-commercial purposes. However, Crown copyright is to be acknowledged. It is not to be used reproduced, stored or transmitted for commercial purposes without written permission from the Government of Alberta, Alberta Jobs, Economy and Trade. This publication is not for resale unless licensed with Government of Alberta, Alberta Jobs, Economy and Trade. Every reasonable effort has been made to identify the owners of copyright material reproduced in this publication and to comply with Canadian copyright law. The publisher would welcome any information regarding errors or omissions.

Government of Alberta, Alberta Jobs, Economy and Trade publications may contain or reference publications, trademark, patent or copyright held by third parties ("third party material"), identified with a credit to the source. This does not grant the user a license or right to that third party material. Users who wish to reproduce any third party material in this publication should seek permission from that third party.

Agenda

- Statistics
- Inspection Programs
- Prevention
- Resources
- How to ask questions, who to contact?

Statistics

Age cohort	Young workers (aged 15 to 24 years)	Core workers (aged 25 to 64 years)	Older workers (aged 65 years and older)
Leading occupation group	Trades helpers, construction labourers and related occupations (10%)	Transport and heavy equipment operation and related maintenance occupations (12%)	Transport and heavy equipment operation and related maintenance occupations (21%)
Leading gender	Male (63%)	Male (59%)	Male (67%)
Leading industry group	Hospitality or outdoor recreational services (11%)	Hospitals or acute care centres (9%)	Food or alcohol - distribution or sales (8%)
Leading type of incident	Overexertion (18%)	Overexertion (23%)	Fell on same level (28%)
Leading source of injury	Person (19%)	Person (27%)	Floor, walkway or ground surface (29%)
Leading injury	Sprain, strain or tear (44%)	Sprain, strain or tear (56%)	Sprain, strain or tear (49%)
Leading illness	Anxiety, stress or neurotic illness (20%)	Anxiety, stress or neurotic illness (20%)	Ear, mastoid process or hearing disorder (57%)
Leading injured body part	Back (17%)	Back (20%)	Shoulder (15%)
Average days lost (range)	20.8 days (1 - 418 days)	32.9 days (1 - 443 days)	49 days (1 - 458 days)

Fatality claims

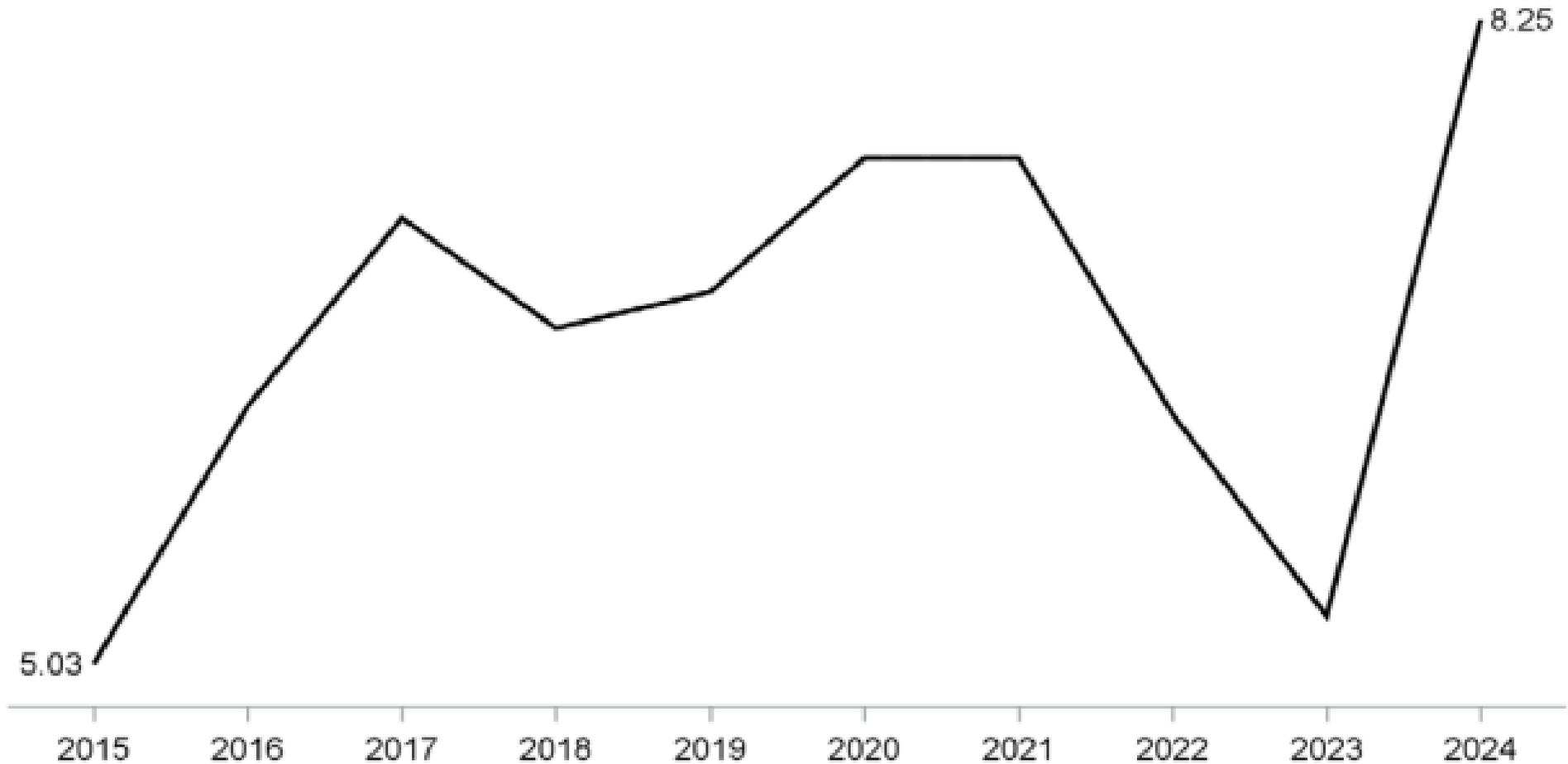


Figure 18: Adjusted fatality rates (per 100,000 person-years) by year of death, Alberta, 2015-2024

Source: WCB-Alberta data, prepared by Jobs, Economy, Trade and Immigration

Compliance data

	2019-20	2020-21	2021-22	2022-23	2023-24*
# of inspections	9,624	14,502	11,798	9,571	9,801
# of re-inspections	2,921	3,175	3,770	4,146	5,975
# of Investigations	886	897	767	809	859
# of Stop Work Order - Multiple Sites	2	0	1	1	6
# of Stop Work Order	788	574	471	673	708
# of Stop Use Orders	178	85	77	88	189
# of Compliance Orders	13,596	7,209	7,854	8,337	11,691

*Data as of March 31, 2024

Inspection Programs

OHS proactive programs overview

Objectives



Proactively inspect work sites where there is higher likelihood of incidents and injuries



Align with the OHS Prevention Initiative and focus on industry-specific hazards



Enable the Internal Responsibility System (IRS)



Educate work site parties on the OHS Code changes most relevant to their industry

2024 Proactive Program Results

Proactive Programs /Selected Industry	Number of Inspections	Inspection Period	Orders
Cities	375	Jan. 1, 2024 – Dec. 31, 2024	121
Continuing Care	784	Jan. 1, 2024 – Dec. 31, 2024	450
Manufacturing	497	Jan. 1, 2024 – Dec. 31, 2024	459
Wholesaling, Warehousing and Department Stores	1,176	Jan. 1, 2024 – Dec. 31, 2024	1,187

2025/2026 Proactive Programs

- Municipal Districts (MDs), Towns and Villages
- Mechanism of Injury
- Other Work Site Parties
- Oil and Gas

www.alberta.ca/ohs-proactive-inspection-program

Prevention

OHS surveillance

- Through analysis of data, identify trends and emerging issues
- Provide statistical reports to further the identification of OHS issues
 - Annual injury, illness and fatality reports
 - Annual potentially serious incidents (PSIs) industry sector reports
 - Health and safety associations members-specific PSI reports

Potentially serious incidents (PSIs)

- In 2025 year-to-date, 216 PSIs reported to OHS
 - 63 per cent involved an injured person
 - 0 per cent related to COVID-19
- Employers reporting PSIs
 - 127 employers submitted a PSI so far in 2025

OHS Prevention Initiative

- Musculoskeletal disorders
- Slips, trips and falls
- Psychosocial hazards



OHS Prevention Initiative

- Small businesses
- Workers with vulnerabilities
 - Young workers
 - Older workers
 - Indigenous workers
 - Temporary foreign workers and migrants



- Short tenure of work (temporary, seasonal or casual work contracts)
- Multiple jobs

🔍

[Give portal feedback](#)



Occupational Health and Safety (OHS) Resource Portal



[Latest](#)

New or revised resources.



[Popular](#)

Most requested resources, including the 'OHS Act, Regulation and Code', the 'Hazard Assessment and Control handbook' and more.



[Prevention Initiative](#)

Resources to raise awareness about the occupational diseases and injuries that most affect workers in Alberta.



[Languages](#)

Access OHS resources translated to languages other than English.



Adapt

Do You Know How to Refuse Dangerous Work?

STEP 1 Speak up if you have health and safety concerns.

- Tell your supervisor, employer or the person in charge. Your employer has to address your concerns.
- Addressing issues early can prevent more serious problems later. Work together to keep everyone safe and healthy.

STEP 2 Serious and immediate threat to health and safety? Don't do it.

- Tell your supervisor, employer or the person in charge what you're refusing to do, and why. Tell them as soon as possible.
- Cooperate with your employer and do your part - as long as it's safe - to make sure no one gets hurt.
- Sometimes your employer can solve the problem right away.
- If not, they must take certain steps. These include inspecting the danger, fixing any problems and writing a work refusal report.
- Your employer can give you other work - as long as it's safe - while they carry out their obligations.
- When they're done, your employer must give you a copy of their report.

If your employer fixes the hazard - or if they don't find any serious and immediate threat after carrying out all their obligations - they can tell you to go back to work. Or, they can assign someone else to do it.

You can't be fired or lose pay if you refuse work that is an undue hazard. Undue hazards are serious and immediate threats to health and safety.

Some examples are:

- A structural collapse.
- A gas leak.
- Broken and unsafe tools.

STEP 3 Notify Alberta Occupational Health and Safety (OHS) if the threat isn't resolved.

- An OHS officer will follow up.
- If the officer finds there is an undue hazard, they'll require your employer fix it.
- You and your employer must cooperate with the officer.
- If you or your employer disagree with the officer's decision, you may be able to appeal to the Alberta Labour Relations Board.

Questions, concerns, need more info?

 **Call OHS.**

Calls are confidential.

1-866-415-8690 (Throughout Alberta)

780-415-8690 (Edmonton)

For the deaf or hard of hearing (TTY)

1-800-232-7215



FFR000 © 2022 Government of Alberta
This material is for informational only and is current to April 2022. For confirmation of legal requirements, refer to the current applicable legislation, as the law is constantly changing. The Crown, its agents, employees or contractors will not be liable for any damages, direct or indirect, arising out of your use of the information.

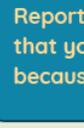
How can I refuse unsafe work?

An **undue hazard** poses a **serious and immediate threat** to the health and safety of a person at a work site. While these steps may vary per organization, the following is a typical work refusal procedure as per Alberta OHS legislation:



Don't do the work. It is your right!

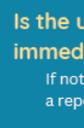
Do you have reason to believe that there is an **undue hazard** at the work site or if you're going to perform a task?



Report to your supervisor (or designated person) that you are not able to perform the task because you believe it is unsafe and explain why.



Your employer must inform the HSC/HR, investigate, and take immediate action, to eliminate or control the danger.



Is the undue hazard eliminated or controlled immediately? You can return to work.

If not, the employer can reassign you and should provide you with a report that explains the actions they took to address the danger.



Do you still believe there is an undue hazard?

Connect with the [OHS Contact Centre](#).

Adapted from Alberta OHS [Right to Refuse Dangerous Work](#)

Supporting the right to refuse

An **undue hazard** poses a **serious and immediate threat** to the health and safety of a person at a work site. **General health and safety concerns** are not dealt with under the work refusal process as they are not considered undue hazards. These are your obligations as a supervisor/manager:



Remedy or stop work and inspect the undue hazard.

Is the worker exercising their right to refuse dangerous work? Is this a health and safety concern or is there an undue hazard?

If possible, take action to eliminate or control the hazard immediately.



Involve the worker and the health and safety committee or representative

If the hazard cannot be eliminated immediately, temporarily reassign the worker and take prompt action to adequately control the hazard. Prepare a written report.



If you have questions about how to handle a worker's refusal to do work they think is dangerous, call the [OHS Contact Centre](#).

Adapted from Alberta OHS [Right to Refuse Dangerous Work](#)

Multi-language translation

- Arabic
- Chinese (simplified and traditional)
- French
- Punjabi
- Spanish
- Ukrainian

Languages



Searchable legislation

- Save, share, download and print specific sections or entire parts of OHS legislation
- First stage of an online web-based search program
 - link to OHS legislation, best practices, and information products.
- From April 1, 2024, to March 31, 2025
 - 3.7 million individual contact events (searches, saves, or downloads)
 - 136,000 users
- Recently upgraded for increased functionality



Part 1:
Definitions and
General Application

Part 2:
Hazard Assessment,
Elimination and
Control

Part 3:
Specifications and
Certifications

Part 4:
Chemical Hazards,
Biological Hazards and
Harmful Substances

Part 5:
Confined Spaces

Part 6:
Cranes, Hoists and
Lifting Devices

Part 7:
Emergency
Preparedness and
Response

390(2)

When developing and implementing a violence and harassment prevention plan, an employer must consult with

- (a) the joint health and safety committee, if there is one,
- (b) the health and safety representative, if there is one, or
- (b) affected workers, as far as reasonably practicable to do so, if there is no joint health and safety committee or health and safety representative.

Related Links to Violence and harassment prevention plan

- [Harassment and violence in the workplace](#)

My Quick Reference

View, email, print and maintain items selected and added to your quick reference

[My Quick Reference](#)

0

Related

[Occupational Health and Safety Act](#)

[Occupational Health and Safety Regulation](#)

Upcoming webinars

Listed on alberta.ca/ohs-education-resources and updated in eNews monthly

- **April 15** – Building the Foundations of Safe, Fair and Healthy Workplaces
- **April 27** – Day of Mourning Webinar
- **May 19** – Protecting our Future: Health, Safety, and Employment Standards for Young Workers
- **May 26** – Introduction to Disability Management and OHS

Contact us

- Report an OHS concern / Ask a question
 - You can report a concern online or by calling the OHS Contact Centre.
 - Phone: 780-415-8690 (Edmonton)
 - Toll free: 1-866-415-8690
 - TTY: 780-427-9999 (Edmonton)
 - TTY: 1-800-232-7215
 - Online reporting tool: alberta.ca/file-complaint-online

Resources

- Ask an OHS expert: <https://www.alberta.ca/ask-expert>
- OHS Contact Centre: 1-866-415-8690 or 780-415-8690
- OHS Resource Portal: <https://ohs-pubstore.labour.alberta.ca/>
- OHS legislation search tool: <https://search-ohs-laws.alberta.ca/>
- OHS Prevention Initiative <https://ohs-pubstore.labour.alberta.ca/prevention-initiative>
- Workplace injury, illness and fatality statistics: provincial summary: <https://open.alberta.ca/publications/workplace-injury-illness-and-fatality-statistics-provincial-summary#related>
- WCB industry classifications: <https://www.wcb.ab.ca/insurance-and-premiums/how-premiums-are-set/industry-classifications.html>
- Employer records: <https://extern.labour.alberta.ca/ohs-employer-search/occupational-health-safety/employer-records-search.asp>

Questions?

OHSPrevention@gov.ab.ca

“Typical” Seasonal Hires – What We've Heard from You

Public Works / Capital Projects

Labourer/Operator	Construction
<ul style="list-style-type: none">• Mowing / Brushing• Parks / Gardening / Cemetery• Transfer Station / Waste Collection• Construction• Weed Spraying / Inspecting• Aquatics / Lifeguard	<ul style="list-style-type: none">• Equipment Operator (Light/Heavy)• Gravel Hauling• Flag Person• Road Maintenance• Utilities Maintenance

“Typical” Seasonal Hires – What We've Heard from You (Cont'd)

Specialty/Other

Students	Other
<ul style="list-style-type: none">• Engineering• Engineering Technologist• Intern• Co-op	<ul style="list-style-type: none">• Bylaw Officer• Museum Worker• Summer Camp / Recreation Program• Pest Control

Resources - What We've Heard You Need?

Orientation Materials	Ongoing
<ul style="list-style-type: none">• Orientation Tools/Checklists• Training• Hazard Assessments• Competency Assessments• How to Communicate Hazards	<ul style="list-style-type: none">• Supporting Statistical Data• Prevention Strategies• Safe Work Practices• eLearning Training• Business Case Materials

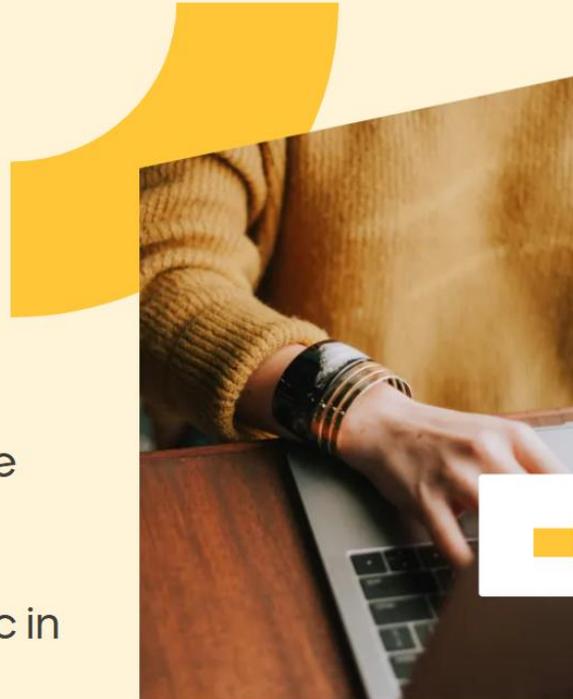


Let's validate our understanding of seasonal work hiring

- **What seasonal worker roles are you hiring for?**
- **What months do you start recruiting in?**
- **What months do they begin working?**

Bring the power of Mentimeter to PowerPoint

-  Seamlessly embed your favorite Menti slide without changing windows.
-  Edit and more on Mentimeter.com and sync in real-time.



Log in to use
Mentimeter

Work email

Your password

[Forgot password?](#)

[Forgot password](#) [Log in with SSO](#)

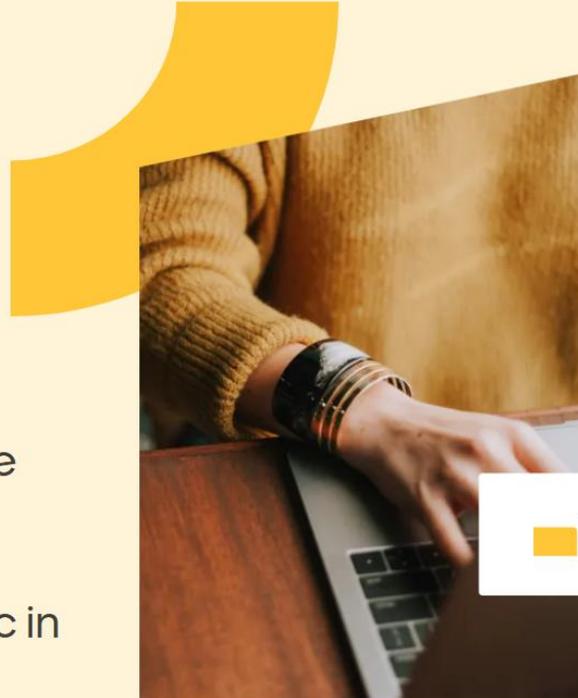
or



Don't have an account? [Sign up](#)

Bring the power of Mentimeter to PowerPoint

-  Seamlessly embed your favorite Menti slide without changing windows.
-  Edit and more on Mentimeter.com and sync in real-time.



Log in to use
Mentimeter

Work email

Your password

[Forgot password?](#)

[Forgot password](#) [Log in with SSO](#)

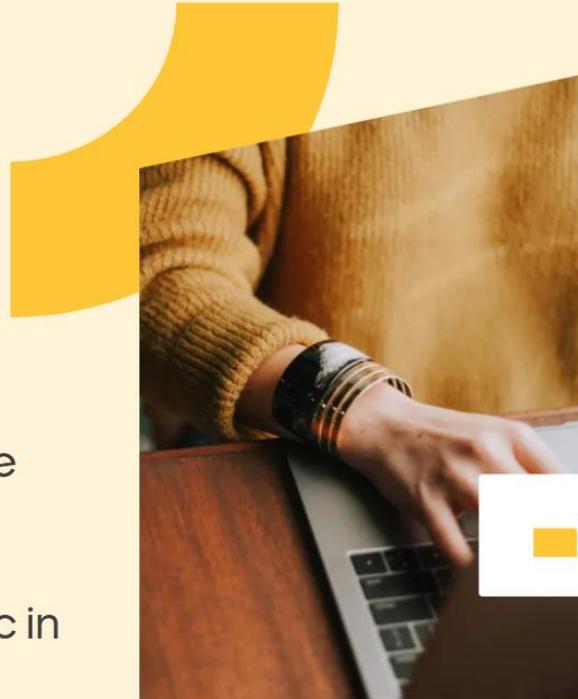
or



Don't have an account? [Sign up](#)

Bring the power of Mentimeter to PowerPoint

-  Seamlessly embed your favorite Menti slide without changing windows.
-  Edit and more on Mentimeter.com and sync in real-time.



Log in to use
Mentimeter

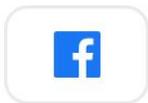
Work email

Your password

[Forgot password?](#)

[Forgot password](#) [Log in with SSO](#)

or



Don't have an account? [Sign up](#)

The ability to perceive, comprehend, and anticipate environmental hazards and critical safety cues to prevent fatal or life-altering incidents.

- 1. Perception (Level 1):** Actively scanning and noticing elements in the environment (or changes in work conditions) that could pose a hazard.
- 2. Comprehension (Level 2):** Understanding what those observations mean in the context of the current task (connecting dots that factors are dangerous).
- 3. Projection (Level 3):** Predicting the future status of the situation based on the first two levels. Asking, "What could happen next if conditions change?" to take preventive action before an incident occurs.

Seasonal At-risk Workers

- **Unfamiliar worksites/routes** – Ability to judge normal vs. dangerous
- **Cognitive load** – New tools/equipment, public/traffic, changing conditions
- **Pressure to perform** – Fear of ‘looking incompetent’ → less questioning / fewer stop-work decisions
- **Fatigue** – Multiple jobs, heat, long days → reduced attention and slower hazard detection
- **Working alone/out of sight** – Delayed correction/emergency response

Why Increased Injury/Illness Risk?

Compressed Onboarding

- Little time to build competence
- Returning workers can assume *'I know this'*
- Supervisors stretched across sites

Dynamic Work Environment

- Weather, slopes, ditches, water bodies
- Public + traffic exposure
- Work changes daily (routes / tasks)

Situational Awareness

- Limited hazard awareness
- Risk tolerance
- Overconfidence
- Unfamiliar worksites/routes

Line of Fire & STKY Exposure

- Mobile equipment & rotating blades
- Stored energy during maintenance
- Working alone or out of sight

Bring the power of Mentimeter to PowerPoint

-  Seamlessly embed your favorite Menti slide without changing windows.
-  Edit and more on Mentimeter.com and sync in real-time.



Log in to use
Mentimeter

Work email

Your password

[Forgot password?](#)

[Forgot password](#) [Log in with SSO](#)

or



Don't have an account? [Sign up](#)

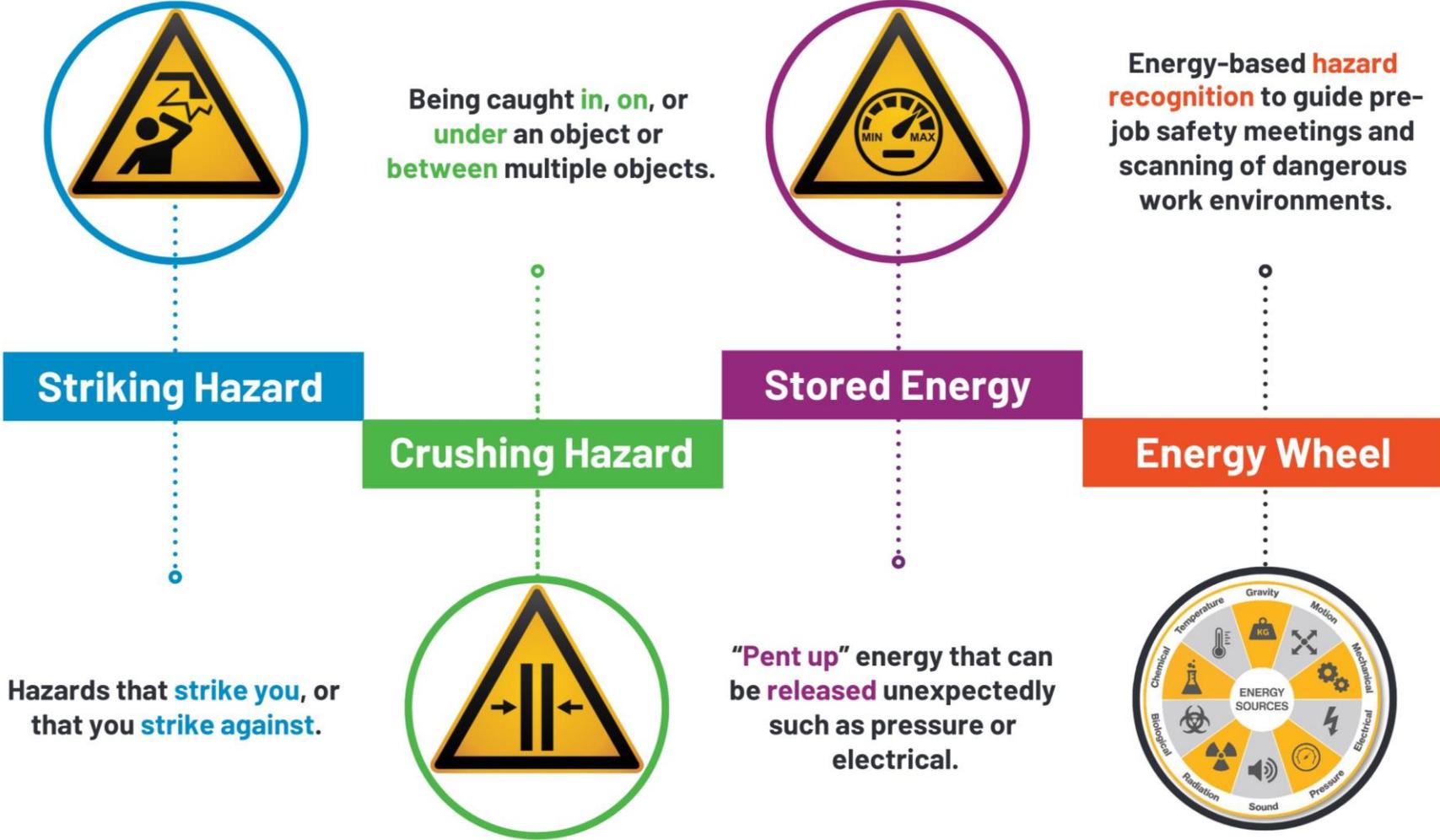
Serious Injury & Fatality (SIF) Prevention

Line of Fire (LOF) Hazards

LOF incidents occur when hazardous energy is not adequately controlled and makes contact with a worker, causing harm – **including Serious Injuries and Fatalities (SIFs)**.



Serious Injury & Fatality (SIF) Prevention



STKY (S**T That Kills You) Hazards

The amount of physical energy “**fire**” released (energy causes harm, more energy causes more harm).

- At a certain threshold (1500 Joules to be exact), the energy involved becomes so significant that the most likely outcome of contact is a SIF”
- Missing direct controls and absent or poorly followed work plans are known to uniquely precede SIFs
- SIF potential hazards have been called “STKY”



Municipal STKY Hazards – Examples

Motion / Vehicles

- Struck-by, run-over
- Roll-away, pinch points
- Public traffic in work zones

Mechanical / Rotating

- Mower blades
- PTO/shafts
- Belts, pulleys, entanglement

Gravity

- Slopes, ditches, drop-offs
- Rollovers
- Raised equipment / loads

Stored Energy

- Hydraulic pressure
- Electrical
- Springs/tension, lockout

High-risk Moments

- Working on slopes, near ditches/ponds, drop-offs (rollover/slide)
- Maintenance/repairs without isolation (stored energy, moving parts)
- Operating near traffic/public (struck-by / loss of control)
- Clearing jams, reaching near rotating equipment (amputation/fatal injury)
- Working alone (delayed response)

Bring the power of Mentimeter to PowerPoint

-  Seamlessly embed your favorite Menti slide without changing windows.
-  Edit and more on Mentimeter.com and sync in real-time.



Log in to use
Mentimeter

Work email

Your password

[Forgot password?](#)

[Forgot password](#) [Log in with SSO](#)

or



Don't have an account? [Sign up](#)



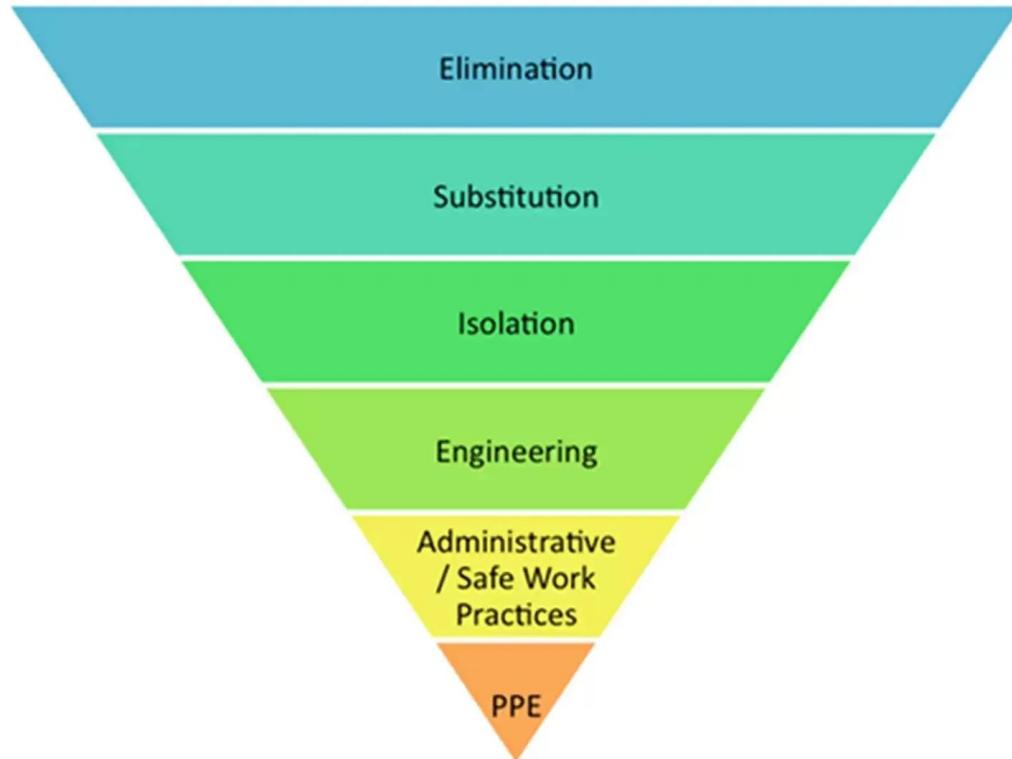
Why this is Important?

In creative sentences awarded to AMHSA, inadequate supervision has been a common item cited in the employers agreed statement of facts.

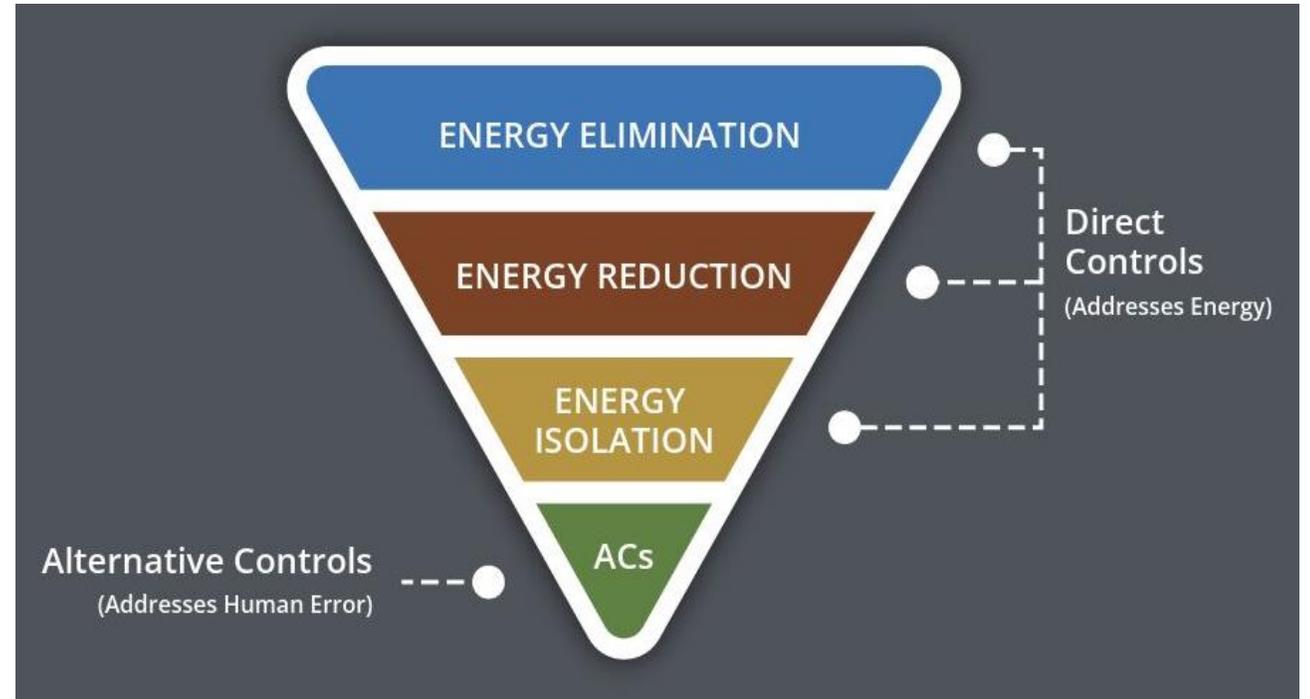
- High energy (STKY) hazards require increased levels of controls and supervision for seasonal workers

Hierarchy of Controls – Evolution

Traditional Hierarchy



Energy Control Hierarchy



Hallowell, M. R. (2026). *Energy-based safety: A scientific approach to preventing serious injuries and fatalities (SIFs)*(1st Edition). CRC Press.

Hierarchy of Energy Control – SIF Model

A Direct Control has 3 key requirements:



Specifically targeted to the High Energy source



Effectively mitigates exposure to High Energy when installed, verified, and used properly



Effective when someone makes a mistake

When a Direct Control is not feasible, there must be at least 2 Alternative Controls, from at least 2 or more of the following categories:



Physical Obstacle

An obstruction that blocks the path or hinders progress toward a high energy hazard



Dedicated Monitoring

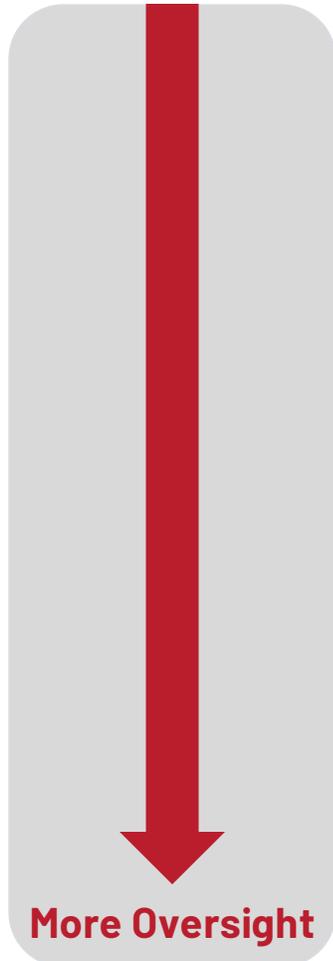
Devoted and continuous attention to the high energy hazard



Visual Reminder

A visible warning of the presence of the high energy hazard

Sample Supervisory Levels for STKY Work



Baseline

Week 2+ & verified competency • Non-STKY routine tasks
Example: Parks litter pickup—daily tailgate + one field check/shift

Enhanced

Week 1-2 OR moderate-risk work • Some STKY exposure but controlled
Example: First-week mower on flat terrain—buddy + 3 check-ins/day

Close

Any high-risk STKY task OR until signed-off • Line-of-sight oversight
Example: Mowing near slopes/ditches—supervisor on-site during task

Continuous

Stacked risk: Week 1+ STKY + changing conditions/lone work
Example: New worker near water/steep slopes—continuous supervision or redesign



AMHSA

[Lawn Maintenance Safety Toolkit](#)

- Forms + legislation excerpts + manufacturer specs + supervisor materials

[Toolkit Document Library](#)

- Hazard assessments, tailgate templates, inspections, worksheets, etc.

[Toolkit Video Gallery](#)

- Victim impact videos + practical demonstrations

[Injury/Illness Prevention Campaigns](#)

- Line of Fire, Aquatic, MSI/Ergonomic, Psychological Health & Safety, etc.

Construction Safety Research Alliance (CSRA)

High Energy: Controlling the Uncontrollable

- [Downloadable Resources](#)

CSRA Community of Practice (CoP)

- Monthly hosted virtual discussions on the latest safety topics that influence the future of our industry.

Knowledge Centre

- Open source research and tools openly accessible to all, fostering collaboration and dissemination of knowledge in the broader community.

Government of Alberta

- Young Worker [Resource portal](#)
- [Young worker rights and responsibilities](#)

Canadian Centre for Occupational Health and Safety (CCOHS)

- [Young Worker Zone](#)

Workplace Health and Safety Queensland

- [Young worker health and safety toolkit](#)

What makes a worker Vulnerable?



What makes a worker Vulnerable?

Job Tenure?

Age?

Gender?

Background?

Workplace?

Let's Dig
Deeper!

What makes a worker Vulnerable?



Job Tenure?

Age?

Gender?

Background?

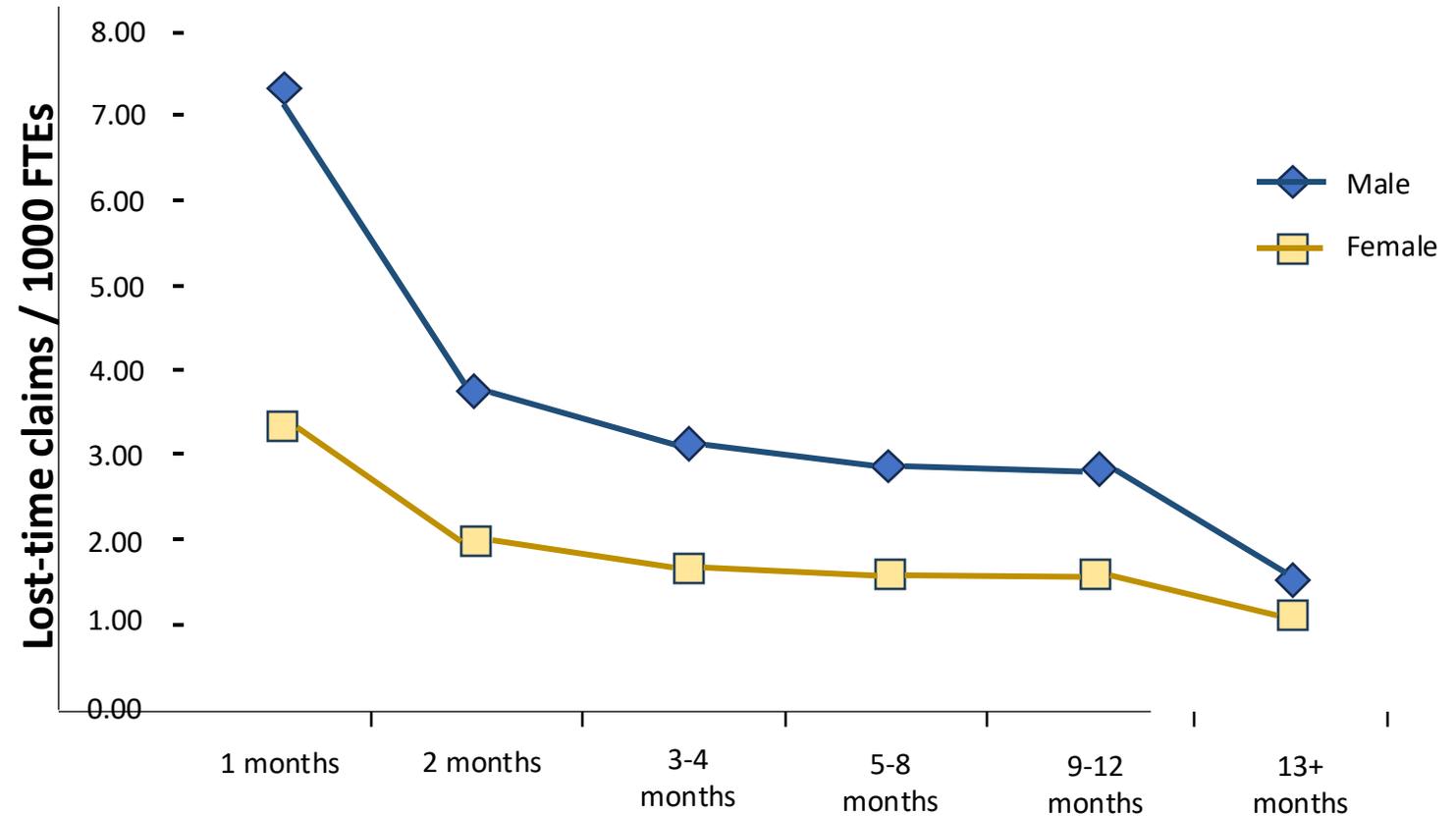
Workplace?

Study/ Article/Reference	Author/ Researcher	Major Finding
Examining job tenure and lost-time claim rates in Ontario, Canada, over a 10-year period, 1999-2008	Morassaei, Breslin, Shen, Smith, 2012	New workers, regardless of age are the most vulnerable
Trial by fire: a multivariate examination of the relation between job tenure and work injuries	Breslin, Smith 2006	Highest Claim rates within first 2 and 9 months
Revisiting vulnerability: Comparing young and adult workers' safety voice intentions under different supervisory conditions	Turner, Tucker, Deng , 2019	Highlight the importance of how supervisors signal commitment to safety
Safety training for working youth: Methods used versus methods wanted	Zierold, 2015	Methods of training received (videos) do not match training methods preferred (hands-on)
Why are occupational health and safety training approaches not effective? Understanding young worker learning processes using an ergonomic lens	Laberge et al., 2014	Employer approaches emphasize teaching, rather than learning
Danger zone: Men, masculinity and occupational health and safety in high risk occupations	Stergiou-Kita et al., 2015	Young Men most at risk, especially the confident ones

What makes a worker Vulnerable?

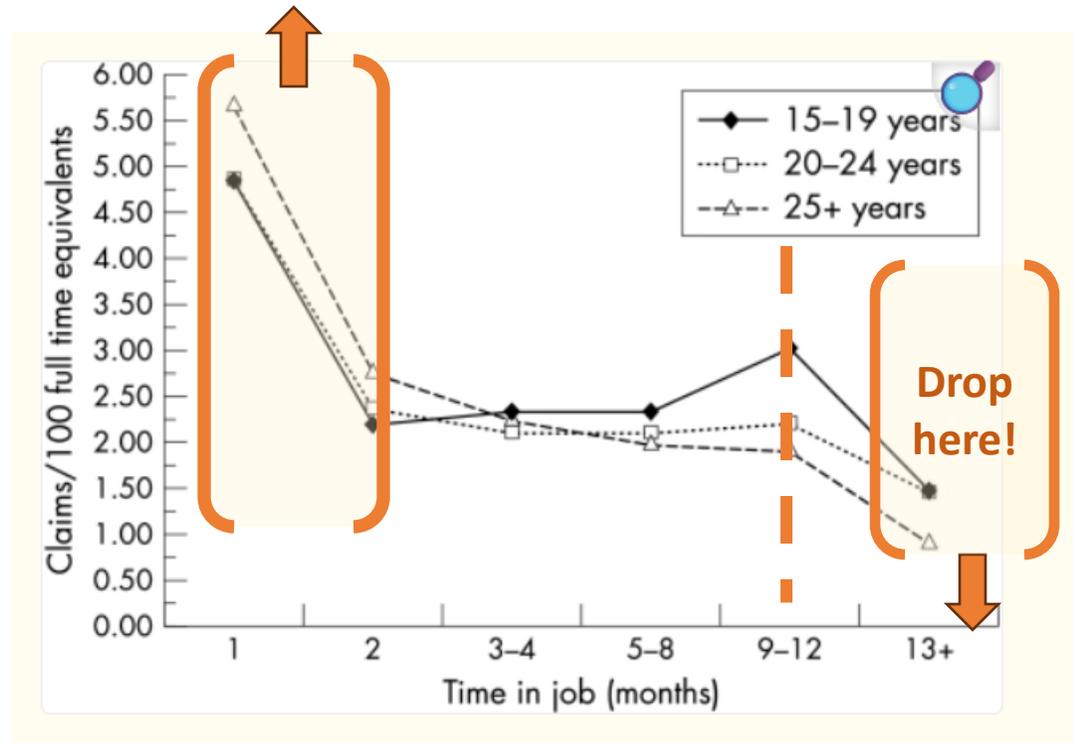


- Job Tenure?
- Age?
- Gender?
- Background?
- Workplace?



Examining job tenure and lost-time claim rates in Ontario, Canada, over a 10-year period, 1999-2008 *Gender differences

What makes a worker Vulnerable?

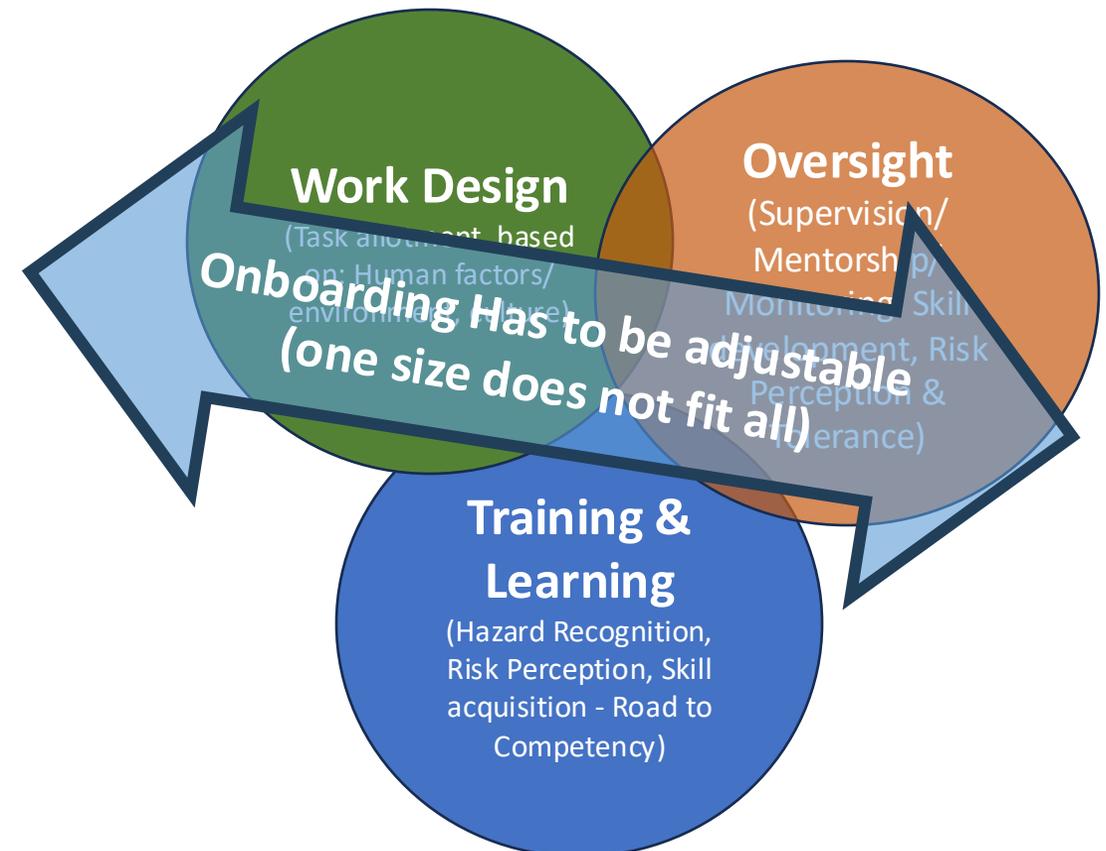


Trail by fire: a multivariate examination of the relations between job tenure and work injuries *Regardless of Age, similar patterns.

So, what does this mean for onboarding seasonal workers?

What is your seasonal worker makeup?

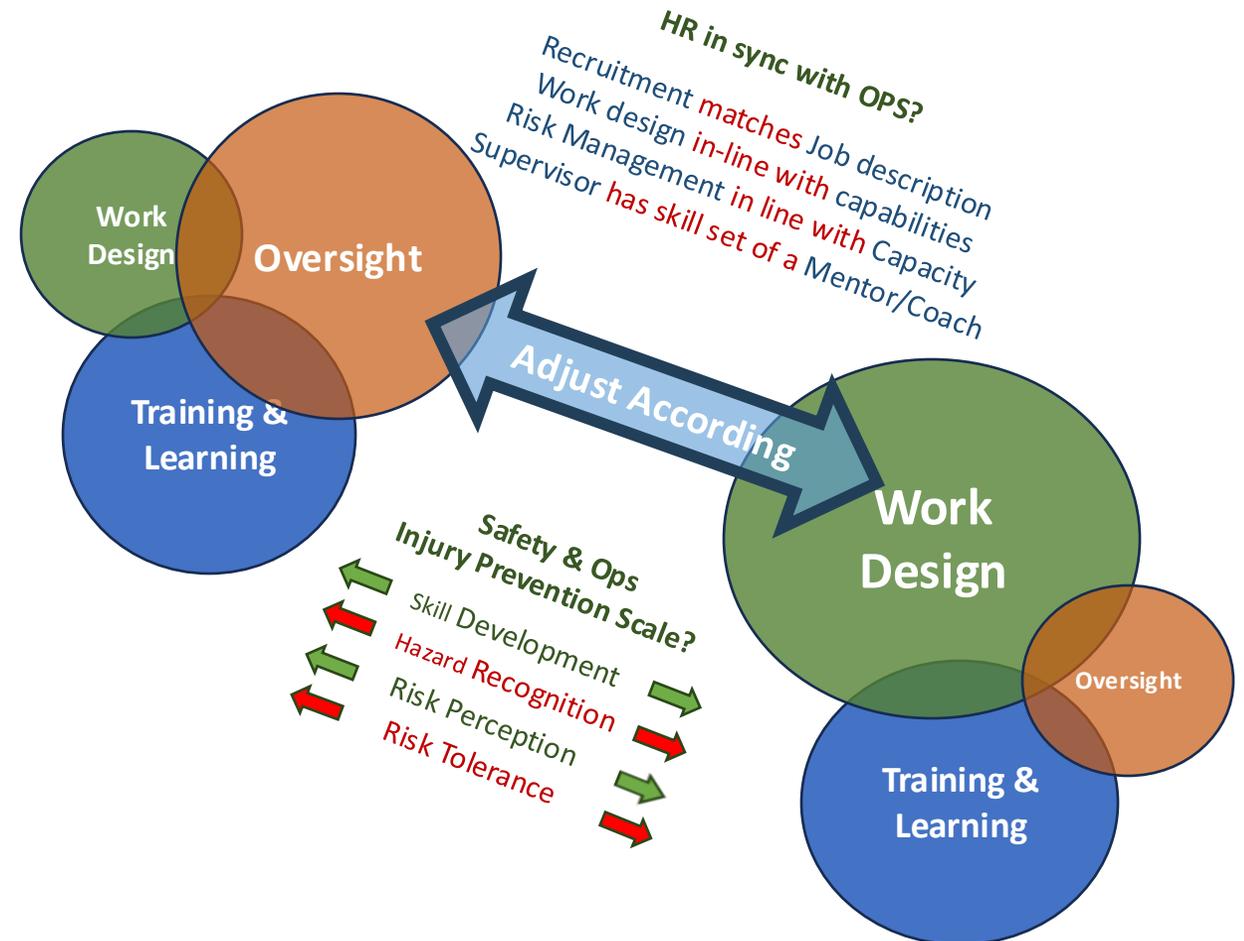
- New to the job
- Younger demographic (15 – 24 years old)
- Newer Canadians or Albertans
- Not a lot of job experience
- English as a second language



What does this mean for onboarding seasonal workers?

What is your seasonal worker makeup?

- New to the job
- Younger demographic (15 – 24 years old)
- Newer Canadians or Albertans
- Not a lot of job experience
- English as a second language



amhsa.net **1-800-267-9764**

AMHSA

Health | Safety | Environment

Calgary:

Alberta Municipal Health and Safety Association
#21, 5720 Silver Springs Boulevard NW
Calgary, Alberta, T3B 4N7
Phone: 587.952.2268

Edmonton:

Alberta Municipal Health and Safety Association
#176, 2755 Broadmoor Blvd.
Sherwood Park, Alberta, T8H 2W7
Phone: 780.417.3900