



Safety Across Generations

Erin Carver
Youth Education Consultant
WCB

TODAY'S PLAN

- Understanding generational differences
- Challenges faced by young and aging workers
- Solutions for young and aging workers
- How can we bridge the gap?
- Injury Prevention starts with YOU!
- Rights and Responsibilities





INTRODUCTION



Generational Diversity

Multiple generations (4) working together within an organization.

Each bringing their own values, perspectives, communication styles, technological proficiencies and work habits!



DISCUSSION:

Why is it important to understand and manage generational diversity?



Who's at Work?

Baby Boomers (Born 1946-1964):

- Experienced and dedicated workers.
- Value loyalty and job stability.
- Typically, more hierarchical in their approach to work.

Safety Concerns and Preferences:

- Concerns about physical strain and workplace injuries due to aging bodies.
- Preference for traditional safety protocols and face-to-face training.
- May resist rapid technological changes if not adequately trained.

Generation X (Born 1965-1980):

- Independent workers who take ownership of their tasks (and safety).
- Seek work-life balance and autonomy.

Safety Concerns and Preferences:

- Desire for flexibility in work arrangements to accommodate personal responsibilities.
- Appreciation for technology but may prefer practical applications over complex systems.
- Value efficiency and practicality in safety procedures.



Who's at Work?

Millennials (Born 1981-1996):

- Tech-savvy and adaptable.
- Value purpose-driven work and less driven by traditional markers of success (salary, job title, etc).
- Prefer collaborative and inclusive work environments.

Safety Concerns and Preferences:

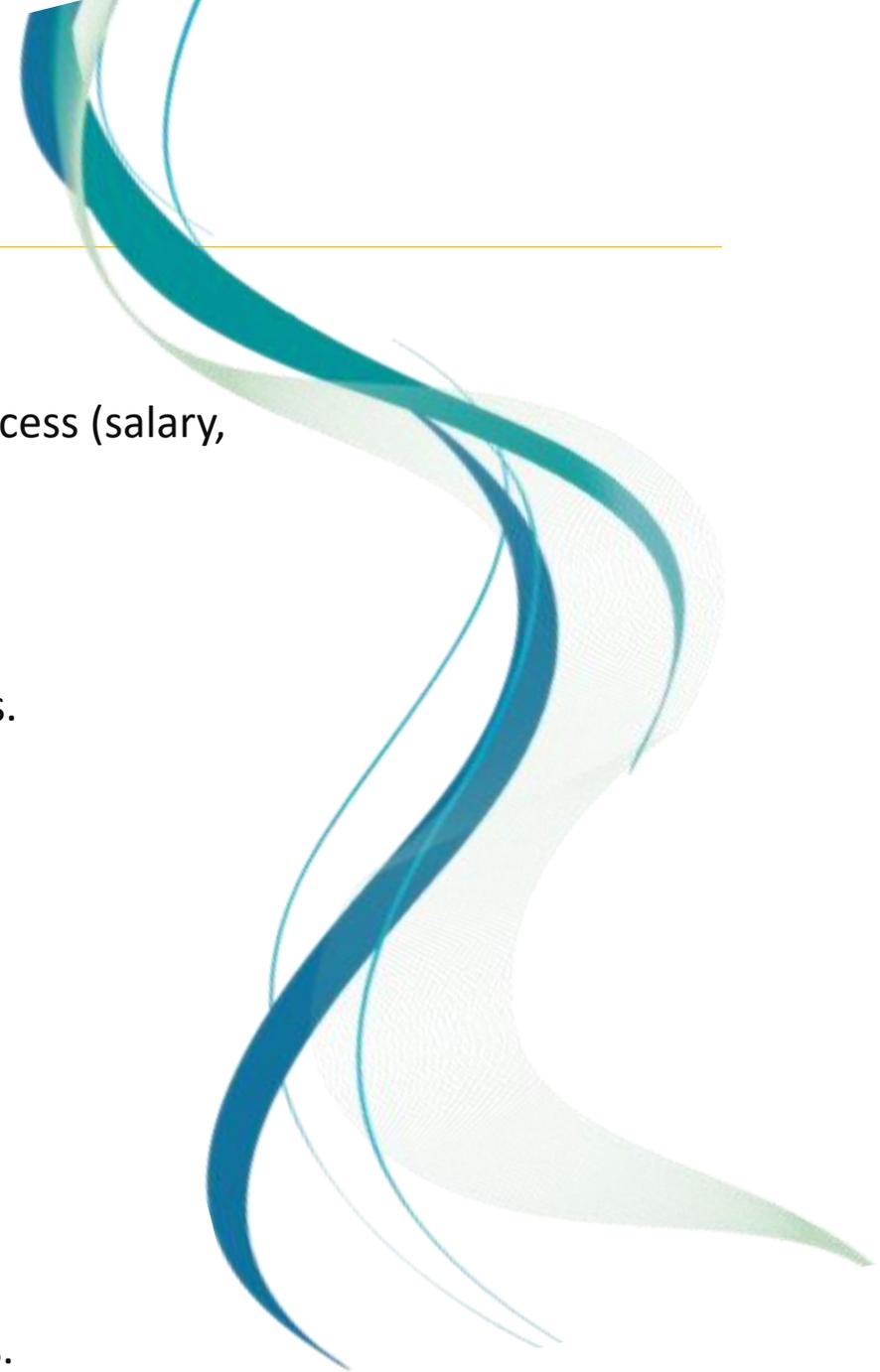
- Prioritize mental health and well-being alongside physical safety.
- Embrace technology-driven safety solutions such as wearables and apps.
- Seek regular feedback and recognition for (safety) efforts.

Generation Z (Born 1997-Present):

- Digital natives with a strong entrepreneurial spirit.
- Value authenticity and transparency from employers and workplaces.
- Prefer diverse and flexible work environments and arrangements.

Safety Concerns and Preferences:

- Comfortable with digital safety tools and virtual training platforms.
- Seek opportunities for growth and skill development.
- May prioritize environmental and social sustainability in safety practices.



Young and Aging Worker Challenges

Young Workers:

- Lack of experience and mentorship.
- Overconfidence or risk-taking behaviors.
- Technology distractions.
- Physical demands of the job.

Aging Workers:

- Declining physical abilities and health concerns.
- Cognitive changes affecting reaction time and memory.
- Experience-related complacency.
- Resistance to technological changes.



GROUPS

**FIND SOLUTIONS TO
THE CHALLENGES GIVEN
TO YOUR GROUP**



Solutions for Young Workers

Lack of experience and mentorship:

- Implement comprehensive onboarding programs for young workers.
- Provide mentorship opportunities with experienced colleagues.
- Offer hands-on training sessions to bridge experience gap.

Overconfidence or risk-taking behaviors:

- Conduct regular safety training sessions emphasizing protocol adherence.
- Encourage open communication about risks and hazards.



Solutions for Young Workers

Technology distractions:

- Establish clear guidelines on workplace technology use.
- Provide designated break times for personal device use.
- Utilize technology for safety enhancement, like safety apps or wearables.

Physical demands of the job:

- Conduct ergonomic assessments to address physical strain.
- Provide appropriate PPE and training on its usage.
- Rotate job tasks to prevent strain injuries and offer rest breaks.



Solutions for Aging Workers

Declining physical abilities and health concerns:

- Modify job roles/tasks for physical limitations.
- Provide ergonomic workstations/tools to reduce strain.
- Offer health and wellness programs for aging workers' well-being.

Cognitive changes affecting reaction time and memory:

- Implement regular cognitive assessments.
- Provide training on memory and attention strategies.
- Adjust work schedules/responsibilities for cognitive fluctuations.



Solutions for Aging Workers

Experience-related complacency:

- Encourage ongoing learning and professional development.
- Rotate job roles/tasks for engagement and challenge.
- Recognize and reward proactive safety behaviors for a culture of improvement.

Resistance to technological changes:

- Offer tailored training and support for aging workers.
- Highlight benefits of new technologies for safety and efficiency.
- Involve aging workers in selection and implementation of new technologies for buy-in.



How to Bridge the Gap?

- Encourage Collaboration on Cross-generational Teams
- Provide Diversity and Inclusion Training
- Facilitate Open Communication
- Recognize and Value Diversity
- Adopt Flexible Work Policies
- Encourage Reverse Mentoring

By seeking feedback and implementing these strategies, organizations can create a more inclusive work environment where workers from all generations feel valued, respected and empowered.





**What else can we
do to support
workers of all
generations?**

INJURY PREVENTION



Injury Prevention

What can we do to prevent workplace injuries?

Injury prevention starts with:

Orientation

Training

Supervision



Orientation

- Introduction to the workplace
- High level, and positive
- Work areas, culture, co-workers
- Values, mission statements
- Roles and responsibilities
- Safety Policy and Program
 - Health and Safety Orientation
 - Checklist



Training

- Specific to task
- Tasks broken down into bits – educate, demonstrate, practice
- Train whenever necessary – new tasks, processes, equipment
- Who provides training?



Supervision

- Train, observe, work along with, etc.
- Encourage, correct, redirect
- Supervise closely at first, and while needed
- Actively “check-in”
- Be accessible to workers
- Make safety a priority in your workplace
- Ensure workers are able to have those difficult conversations



Teach: Using Your Voice

Encourage workers to use their voices to:

- Seek information/reassurance
- Point out unsafe conditions
- Ask for what they need to work safely
- To ask questions if you are unsure!



RIGHTS AND RESPONSIBILITIES



Worker Rights

Under the OHS Act, every worker has the following rights:

- To ***know*** about existing and potential hazards
- To ***participate*** in making the workplace safe and healthy
- To ***refuse*** unsafe work



EMPLOYER RESPONSIBILITIES

- Provide a safe and healthy workplace
- Ensure workers are adequately informed, instructed, trained, and supervised.
- Ensure equipment and materials are properly used and maintained



EMPLOYER RESPONSIBILITIES

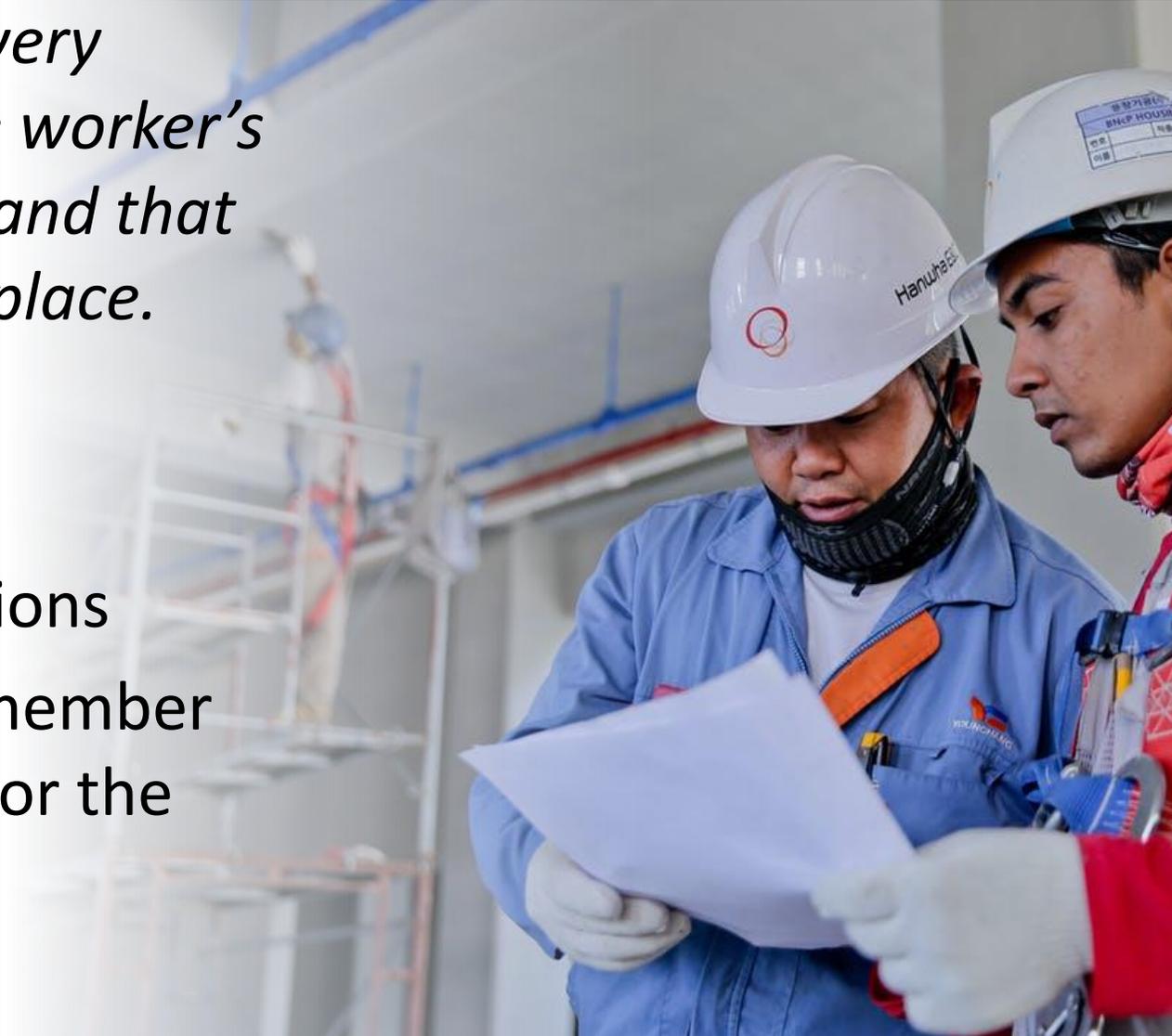
- Address potentially hazardous situations
- Establish and maintain OHS program and policy
- Support safety committee or rep
- Report serious incidents to WCB



Worker Responsibilities

A worker, while at work, shall take every reasonable precaution to protect the worker's own occupational health and safety and that of other persons at or near the workplace.

- Wear or use required PPE
- Report injuries and unsafe conditions
- Where not resolved, report to a member of the Health and Safety Committee or the OHS representative



Conclusion

Employers and supervisors play a crucial role in the culture of a workplace and by seeking feedback and implementing different cross-generational learning opportunities and strategies, organizations can create a more inclusive work environment.

Workers from all generations should feel valued, respected and empowered.

QUESTIONS?

For any additional information
ecarver@wcb.pe.ca



Erin Carver
Youth Education Consultant,
Occupational Health & Safety Division