INTRODUCTION

• On average, approximately 17 percent of NSW workers are defined as young (aged up to 25 years old).
• In 2017, there were 61 young worker fatalities in NSW and in 2015–16 there were 13,233 temporary and 3 permanent disability claims made by young workers.

WHAT WE KNOW

• The majority (43 percent) of young workers are employed in two industries: Retail Trade (22 percent) and Accommodation and Food Services (21 percent).
• 70 percent of young worker claims are from males.
• Young males have a higher incidence rate (37 claims per 1000 workers) compared to older workers (33 claims per 1000 workers).
• Manufacturing (16 percent), Construction (15 percent), Accommodation and Food Services (14 percent), and Retail (13 percent) had the highest percentages of claims (in total 58 percent) compared to all industries, indicating that these are the highest risk industries for young workers.
• Manufacturing had the highest incident rate (77 claims per 1000 workers) of any other industry for young workers.

WHO WE ARE WORKING WITH

As at November 2017, two forums have been held with leaders in the field of young workers from industry, education, training and developmental science. Through these forums, and face-to-face engagement and surveys with young people, we have found that they face many work health and safety challenges and issues. These include: inadequate induction, supervision and training; limited understanding of rights and obligations around health and safety; no or limited experience at the workplace; high risk of mental health issues; not recognising bullying behaviours; and being reluctant to raise concerns about safety.

We will address these challenges on a prioritised basis between now and 2022.

1 Source: Safe Work Australia’s Traumatic Injury Fatalities data set, 2017
2 Source: State Insurance Regulatory Authority Workers Compensation Claims data set, 2015–16
WHAT ARE THE ISSUES (RISK AREAS)

<table>
<thead>
<tr>
<th>2018</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>AT RISK GROUP</td>
<td>HIGHEST RISK FACTOR</td>
</tr>
<tr>
<td>YOUNG WORKERS</td>
<td>Inadequate supervision and training</td>
</tr>
</tbody>
</table>

HOW WE ARE ADDRESSING THE ISSUES (2018-19)

This is the first year of a four year strategy that will be implemented in partnership with industry and key stakeholders. For 2018-19 we will establish foundational information, resources, support and research to better support young workers and those that employ them in NSW:

- Young worker toolkit
- YouTube safety alerts
- Webinars – multi-lingual
- Attend statewide events
- Social media posts
- Explore opportunities to improve SafeWork NSW data
- Observe other regulators
- Better understand the Gig Economy
- Stakeholder consultation conference
- Collaborate with key stakeholders
- Support other RoadMap programs/projects
- Stakeholder engagement and collaboration
- Product development
- Information promotion
- Research

WHAT SUCCESS LOOKS LIKE BY 2022

1. Young workers and their employers have an increased knowledge of their work health and safety rights and obligations at work.
2. Employers have an increased understanding of the specific issues facing young workers and how to manage those risk factors in the workplace.
3. Young workers and their employers know where to access work health and safety information.
4. Industry, community and SafeWork have a better understanding of the changing work environment and the impact on young workers and their employers.