

# Safety Training for Employers and Supervisors of Adolescent Farmworkers (STESAF)



**National Children's Center**  
for Rural and Agricultural Health and Safety

- Established in 1997, non-profit
- Affiliated with Marshfield Clinic and the National Farm Medicine Center in Marshfield, WI
- Funded by National Institute for Occupational Safety and Health
- STESAF project funded within Center's 2003 to 2008 NIOSH grant





NORTH AMERICAN  
GUIDELINES FOR  
**children's**  
AGRICULTURAL TASKS

**•Helping Kids do the Job Safely**

- Widely used by farm families
- Supported by major agribusiness
- Accepted by major farm organizations
- www.nagcat.org

**Cómo cosechar a mano los vegetales**

**Responsabilidades de los adultos**

**LOS ADULTOS DEBEN ASEGURAR QUE:**

- El niño tenga transporte seguro para llegar al trabajo
- Siga los reglamentos durante el intervalo de espera.
- El lugar de trabajo no sea peligroso.
- El niño no tenga alergia a los insectos.
- El niño use camisa de manga larga, pantalones largos, sombrero con ala ancha, anteojos para el sol y crema de protección contra el sol
- Exista un área de descanso lejos del lugar de trabajo con baño y agua para beber y para lavarse las manos
- El niño tenga por lo menos un descanso de diez minutos cada hora
- El niño tome por lo menos dos tazas de líquido cada hora

**¿Puede hacer este trabajo su hijo(a)?**

<b>HABILIDAD</b>	
<p>¿Sabe el niño agacharse y levantar peso en forma segura? (Vea "Cómo agacharse"/ "Cómo levantar peso")</p> <p><input type="checkbox"/> Sí</p> <p><input type="checkbox"/> No <b>¡PARE!</b> El niño debe saber agacharse y levantar peso en forma correcta para hacer este trabajo en forma segura.</p>	<p>¿Hace el niño cosas peligrosas sólo para experimentar el peligro?</p> <p><input type="checkbox"/> Sí <b>¡CUIDADO!</b> Los niños que se arriesgan o que tienen comportamiento peligroso necesitan supervisión constante. Durante el trabajo de cortar con herramientas afiladas.</p> <p><input type="checkbox"/> No</p>
<p>¿Son las herramientas para cortar del tamaño correcto para el niño?</p> <p><input type="checkbox"/> Sí</p> <p><input type="checkbox"/> No <b>¡PARE!</b> Las herramientas de tamaño incorrecto pueden causar accidentes.</p>	<p>¿El envase lleno que debe cargar el niño pesa menos de 10 a 15% del peso del niño?</p> <p><input type="checkbox"/> Sí</p> <p><input type="checkbox"/> No</p>




Riesgos Frecuentes

Recuerde

## Agriculture and Adolescents

Adolescents working in agriculture are a win-win for employers and adolescents

- Fills labor void for employers
- Adds energy and spirit to work setting
- Provides income for youth (and family)
- Teaches employment skills
- Offers mentoring opportunities



## **Facts\* Youth Agricultural Injuries\*\***

- 22,600 children (< 20 years) injured on U.S. farms
- Rate of 12.7 injuries per 1,000 youth
- 1.4 injuries per every 100 farms
- 63 % of all injuries are not work-related
- Of the 37 % work-related injuries, most affected farm household youth

\* Data released January 8, 2004 by National Agricultural Statistics Service of the USDA

\*\* Condition occurring on farm resulting in  $\geq 4$  hrs. restricted activity

## **Facts\* Adol. Farmworker Injuries**

- Represents 8% of all injuries to all youth on farms
- 1,900 adolescent employees injured
- Rate of 4.7 injuries per 1,000 hired teen workers
- Injuries associated with:
  - Livestock: beef and dairy cattle, swine, equine
  - Crops: cash grains, nursery, vegetables, fruits/nuts

\* Data released January 8, 2004 by National Agricultural Statistics Service of the USDA

## **Industry Guidelines: Supervising Teen Workers**

- Hamburger University (Est. 1961)
- Wash. State initiative: Restaurant, food service supervisors
- U.S. Dept. of Labor *Youth Rules!*
- Maine's DOL Safeteen™ Training Kit
- School-to-Work programs

### **Safety Training for Employers and Supervisors of Adolescent Farmworkers (STESAF)**

**Goal:** Improve agricultural health and safety conditions for hired adolescent workers (ages 12 to 17) by improving the knowledge and practices of their employers and supervisors



## **STESAF Team**

- Barbara Lee, PhD – P.I.
- James Westaby, PhD – Co-Investigator
- Mark Purschwitz, PhD – Co-Investigator
- Michael Peters, MS – Project Coordinator
- Daniel McCarty, PhD – Epidemiology Advisor
- Po Chyou, PhD – Statistical Advisor
- Lorelle Benetti – Data Manager
- Sharon Hughes – Nat'l Cncl of Ag Employers
- Michael Gempler – Washington Growers League
- Mary Miller – WA Industry & Labor Dept.
- Others

## **STESAF Project**

Ensure adolescents' employers and supervisors are knowledgeable regarding:

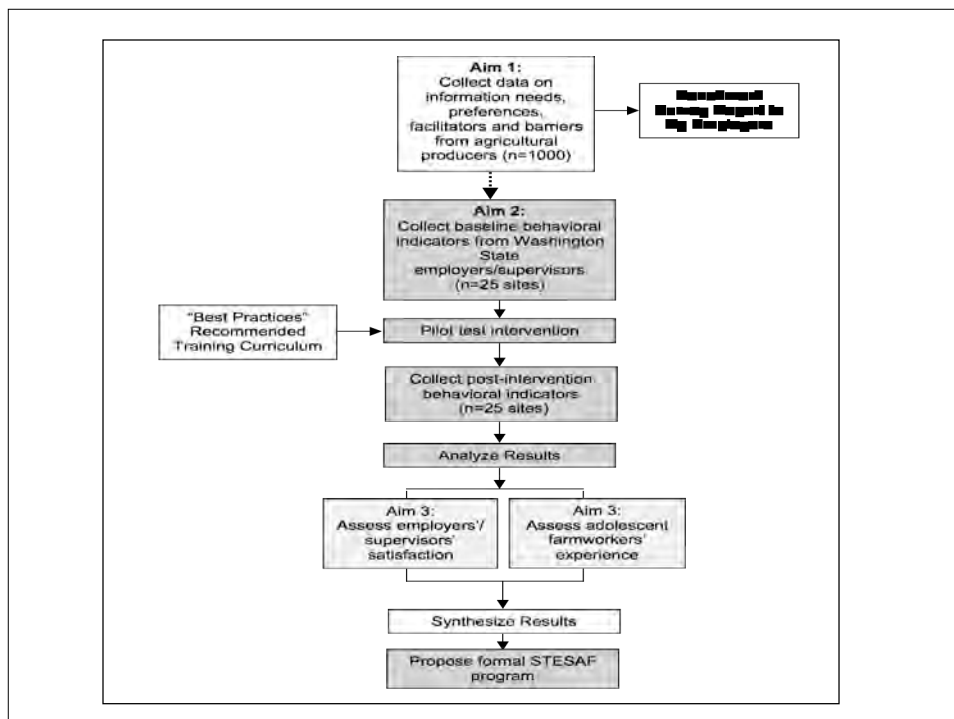
1. proactive strategies for regulatory compliance
2. principles of youth development applicable to work assignments
3. agricultural diseases and injuries incurred by adolescents
4. adolescent worker health and safety recommendations
5. technical assistance for handling health and safety issues unique to their situation

# STESAF Project

Phase 1: Identify agricultural employers' hiring practices, and preferences for delivery of intervention

Phase 2: Pilot test an intervention in Washington State

Phase 3: Revise STESAF intervention and roll out on a national scale



## Phase 1 Information Gathering

- 3 Focus groups at NCAE  
Jan '04 conference in Washington DC
- Findings (n = 18 participants)
  - Reported positive & negative aspects of hiring teen workers
  - Described limited training practices
  - Provided feedback on draft survey & incentives

## Phase 1 Survey Instrument

### Mail Survey Objectives

- Identify determinants of owners' decisions to employ youth in agriculture
- Identify current and future practices for safety training
- Test “Motivational Reason Model”

The Hiring and Safety Practices of Agricultural Employers and Supervisors

The purpose of this questionnaire is to:

- Determine the health and safety of agricultural workers, both seasonal and non-seasonal.
- Determine the frequency of hiring of seasonal youth, or temporary and permanent, of farm workers.

This survey questionnaire is confidential and your responses, depending on all items in this survey will not be shared with any other individuals or organizations. Your responses are confidential. Thank you for your assistance.

It is our hope that the information gathered from this questionnaire will help us to better understand the hiring and safety practices of agricultural employers and supervisors. If you have any questions, please contact the author at the following phone number: (509) 422-1111.

Thank you for your assistance in this questionnaire. Sincerely,  
The Washington Growers League and National Farm Medicine Center

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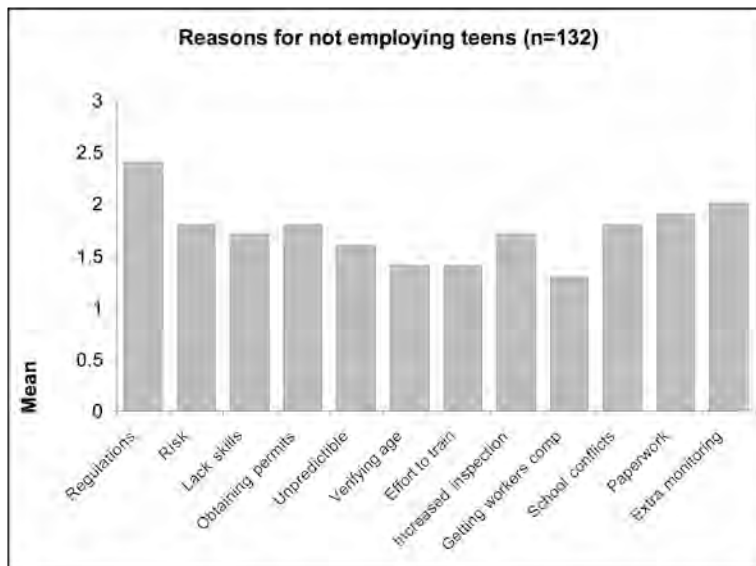
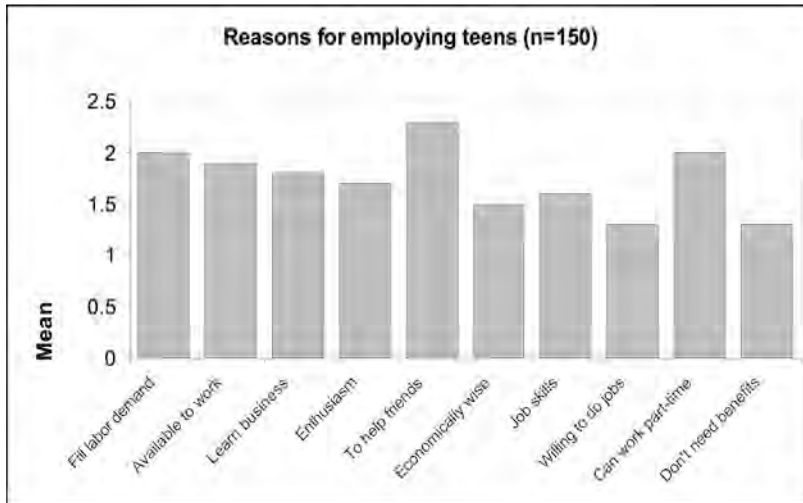
TO BEGIN, PLEASE PROVIDE US WITH SOME INFORMATION ABOUT YOUR BUSINESS OPERATION

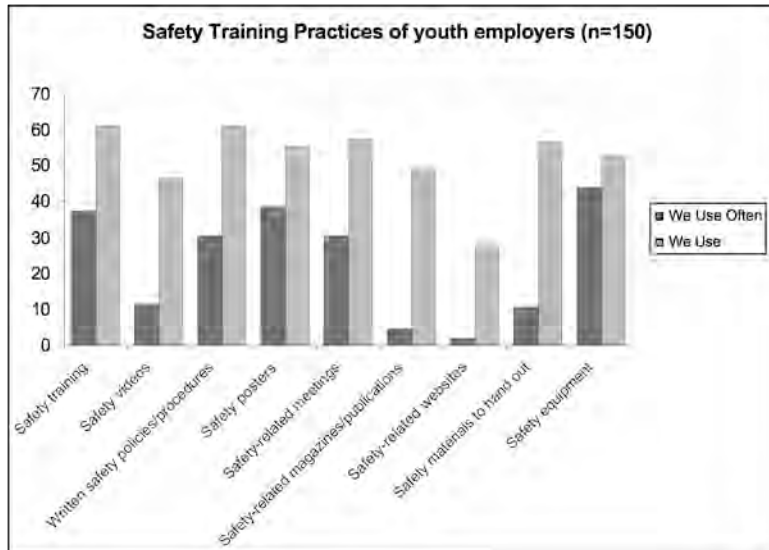
	Strongly Disagree	Disagree	Agree	Strongly Agree
1. I think my agricultural business is a good place for youth to work.	1.0	1.0	1.0	1.0
2. I would like to hire youth if I could find a good job for them.	1.0	1.0	1.0	1.0
3. I would like to hire youth if I could find a good job for them.	1.0	1.0	1.0	1.0
4. I would like to hire youth if I could find a good job for them.	1.0	1.0	1.0	1.0
5. I would like to hire youth if I could find a good job for them.	1.0	1.0	1.0	1.0
6. I would like to hire youth if I could find a good job for them.	1.0	1.0	1.0	1.0
7. I would like to hire youth if I could find a good job for them.	1.0	1.0	1.0	1.0
8. I would like to hire youth if I could find a good job for them.	1.0	1.0	1.0	1.0
9. I would like to hire youth if I could find a good job for them.	1.0	1.0	1.0	1.0
10. I would like to hire youth if I could find a good job for them.	1.0	1.0	1.0	1.0
11. I would like to hire youth if I could find a good job for them.	1.0	1.0	1.0	1.0

<b>Survey Measures</b>	<b>alpha</b>
• <b>Attitude</b> (Employing teens in my business is good)	<b>.81</b>
• <b>Subjective norm</b>	<b>.80</b>
• <b>Perceived control</b>	<b>.77</b>
• <b>Motivational reasons</b> (1 = not a reason... 3 = a strong reason)	
– <b>For</b> (The reasons why my business will employ teen: a. b. c....n)	<b>.89</b>
– <b>Against</b> (The reasons why my business will not employ teen: a. b. c....n)	<b>.82</b>
• <b>Intention</b>	<b>.94</b>
• <b>Outcomes</b>	
– <b>Number of youth employed</b>	--
– <b>Request for information about youth employment</b>	--
– <b>Youth injury</b>	<b>.84</b>

## **Phase 1 Survey Results**

- 872 surveys sent to NCAE & WGL members
- 38% response rate; 282 usable surveys
  - 150 teen employers & 132 non-teen employers
- Data analyses in progress
  - Teen employers vs. non-teen employers
  - Positive attitudes, practices of teen employers
  - Current and preferred training options of teen employers





## Phase 1 Survey Results (cont.)

- Will become “Benchmarking” report
  - Benchmarking report allows individuals/organizations to compare themselves to full group
- NCAE/WGL disseminate to members
- Social marketing effect on employers regarding “best practices”

## **Phase 2 (October '04 - Sept '05)**

- Intervention will address adolescent worker issues: regulatory compliance, youth development principles, agric. diseases/injuries, safety recommendations
- Pilot test among 25 members (employers) of Washington Growers League
- Effectiveness will be assessed per employers and youth workers
- Results will guide development of a national program

## **Phase 3 (Oct. '05 – Sept. '06)**

- Refine training based on pilot test results
- Further evaluation/testing will occur if needed
- Decision: further testing and/or NCAE/WGL assume ownership of initiative