



LEADER GUIDE

A SAFE IMMIGRANT

Workforce

FOR MANITOBA

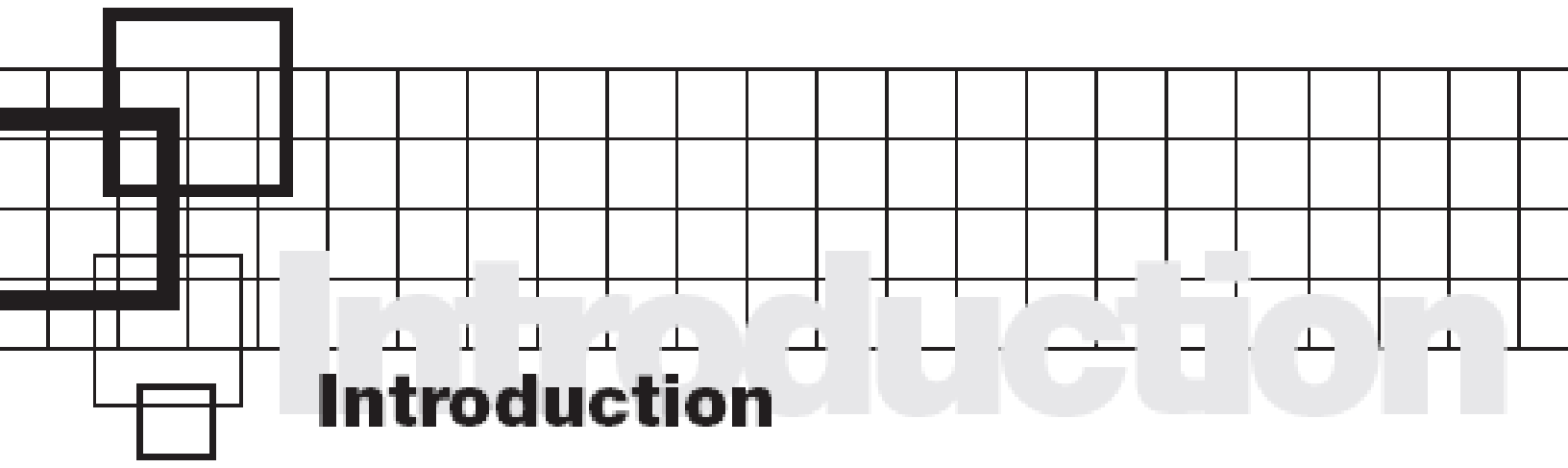
AN EMPLOYER'S GUIDE FOR HEALTH AND SAFETY TRAINING



The Manitoba Immigrant Safety Initiative and its member agencies wish to acknowledge and thank

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Introduction

Introduction



A Safe Immigrant Workforce for Manitoba An Employer's Guide for Health and Safety Training

Leader's Guide

Method	Training Resource	Explanation	Time
Presentation	<ul style="list-style-type: none"> • PP Slide #1 – <i>SIWM...</i> 	Welcome to <i>A Safe Immigrant Workforce for Manitoba: An Employer's Guide for Health and Safety Training</i> .	1 – 2 mins.
Presentation	<ul style="list-style-type: none"> • PP Slide #2 – <i>Getting Started</i> 	<ol style="list-style-type: none"> 1. Introduce yourself (who you are, your background). Discuss role as module leader: <ul style="list-style-type: none"> ○ To facilitate the learning process ○ To encourage participants to share their experience ○ To guide discussions, summarize information, and answer questions 2. Introduce the course, and the points that will be covered, by reviewing each of the points on the slide. Indicate that you will be covering each of these points in more detail in this session. 3. Ask participants to introduce themselves and describe their responsibility for health and safety for immigrant workers. 	
Presentation	<ul style="list-style-type: none"> • PP Slide #3 – <i>Manitoba Immigrants' Safety Initiative (MISI)</i> 	<ol style="list-style-type: none"> 1. Review the history of the MISI, as indicated by the points on Slide #3, and the agencies involved. 2. Ask if anyone is familiar with MISI, or has any questions about it. 3. State that the SIWM manual and course is a direct result of the findings of the MISI research and feedback. 	
Presentation	<ul style="list-style-type: none"> • PP Slide #4 – <i>Course Objectives</i> 	Review the slide and stress that the participants in this course have an important role in ensuring the health and safety of their immigrant employees.	
Presentation	<ul style="list-style-type: none"> • PP Slide #5 – <i>Who is This Course For?</i> 	<ol style="list-style-type: none"> 1. Review the slide with the participants. 2. Ask the participants to introduce themselves to the group, including their title and responsibilities regarding health and safety training. 3. Show participants a copy of the SIWM manual (which they will receive in today's session). 	
Presentation	<ul style="list-style-type: none"> • PP Slides #6 – <i>Outcomes & Expectations</i> 	<ol style="list-style-type: none"> 1. Review the identified outcomes of the course. 2. Ask participants to share their experience in teaching health and safety to immigrant workers. 3. Facilitate a discussion where participants share challenges they have encountered and some effective techniques that they have learned. 4. Ask the participants if they have any questions about the course. 	

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Presentation	<ul style="list-style-type: none"> PP Slide #7 – <i>Course Overview</i> 	<ol style="list-style-type: none"> Review the slides with the group, reading out each of the modules in the course. Indicate that: <ul style="list-style-type: none"> Each of the modules has been developed to cover the core elements of safety. The modules can be delivered together as one course, or individually (there is no specific order to the modules – they can be presented in the way that best suits your needs). Leader's Guides, resources and exercises have been developed for each module. All resources are available for downloading. 	
Presentation	<ul style="list-style-type: none"> PP Slide #8 – <i>Other Training Courses in the MISI Series</i> 	<p>Introduce the other training courses in the MISI series. Have copies of each of the three other MISI manuals:</p> <ul style="list-style-type: none"> <i>Building a Safe Workplace Community: An Employer's Guide to Understanding Cultural Impacts in Health and Safety</i> <i>Building a Safe Workplace Community (A New Canadian's Guide to How Culture Impacts Health and Safety - CLB 5 & 7)</i> 	
Presentation	<ul style="list-style-type: none"> PP Slide #9 – <i>Pre-test/ Questions and Discussion</i> 	<ul style="list-style-type: none"> Explain and distribute the <i>Pre-Test</i> (participants can score the test as they progress through the session). Ask participants if they have any further questions/discussion. 	

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Introduction – Handout #1

Quiz

1. Who is responsible for health and safety in the workplace?
2. Canada has workplace health and safety laws and regulations. True or False?
3. Workers can refuse to do something they believe is dangerous to themselves or to other workers. True or False?
4. What should you do if you see a hazard in the workplace?
5. What are three of the health and safety responsibilities that workers have?
6. Immigrant men are two times more likely than Canadian-born men to have work-related injuries that require medical attention. True or False?
7. Workers on the job for less than four weeks had two times as many claims as those in their job for more than one year. True or False?
8. Immigrants will account for all labour growth in Canada over the next five to six years. True or False?
9. It is important not only to teach immigrant workers about their responsibilities for safety, but also to empower them to assert their workplace rights. True or False?
10. It is the employer's duty to inform workers about their rights and responsibilities. The best way to do this is to treat every worker the same, deliver a consistent message and ignore cultural beliefs and differences. True or False?
11. It is important that messages about safety and health be delivered clearly and consistently to all cultural groups in the workplace. If this is done, the employer can then ignore the differing beliefs of the cultures that are represented in the workplace. True or False?
12. Many new workers may be eager to please or may be afraid of losing their jobs if they exercise their workers' rights. True or False?