Workplace Violence Among Young Black Workers Ages 18-24 in Southcentral Kentucky

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Background

Workplace violence is a significant health problem with as many as 45% of US workers experiencing some form of violence or aggression at work [1]. Workers under the age of 25 in this context have the highest risk of violent workplace exposure compared to other workers combined [2, 3]. In a metropolitan study conducted by Saha et al. [4] on racial and ethnic differences in factors related to workplace violence, the rates were highest for African Americans.

Despite these statistics, there is little research on violence among young black youth residing, or in Kentucky. Young workers are generally more likely to be employed in private sector industries in which safety is not always primary. Involvement in workplace violence is the high risk total and risk factors for violence have received little attention in public health. Violence prevention programs either in schools or industry are struggling to overcome the high risks and barriers among young youth in these settings [5].

Methods Overview

This is a qualitative study, using Key Informant Interviews (KII) to solicit information from respondents who must be black and between the ages of 18 and 24. The recruitment for the research study is intentional including the use of social media platforms. The qualities, expectations, and body language of the respondents were also documented via the KII's. Participants were assured of confidentiality of responses, and the research was approved by the Western Institutional Review Board.

To gather qualitative data, open ended questions were used among young black workers who identified themselves as victims of workplace violence and had a formal job with a company at the time of the violent event. Participants were given the option to choose on camera in person and choose who should interview them. Transcription and analysis was conducted using the NVivo12 software.

Results

14 Broad Categories Emerged from Analysis

- Face of workplace violence (evento trigger)
- Employment systems
- Support received from general manager/supervisor
- Conflict resolution/mediation

Specific Aims

- Identify risk factors for workplace violence among young black workers
- Characterize workplace violence prevention and response training needs by young black workers
- Describe the employment and educational consequences of workplace violence victimization among young black workers

Conclusion, Recommendations, and Future Directions

Limited data on workplace violence among young workers in local community:
- Conduct statewide comprehensive workplace violence study among young workers:
  - Question 1: What safety training modules are in the industry in Southcentral Kentucky? Do these modules include workplace violence prevention, which is appropriate for young workers?
  - Question 2: What kind of workplace violence prevention training programs are there for supervisory level?
- Workplace violence training for young black workers in training:
  - Provide direct access to include in workplace violence prevention training curriculum
  - Participate in workplace violence prevention programs in partnership with WKU and/or TRIO Programs to support young minority youth workers
- Evaluate training or workshop targeted to young workers in the TRIO Programs

Workplace violence in minority and marginalized communities:
- Initiate legislative discussions to remove workplace violence anonymous reporting mechanisms
- Provide technical support to industries and services wanting to develop workplace violence reporting mechanisms

References


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References


Figure 1 Workplace Violence Typology

Figure 2 Participant Recruitment Source

Figure 3 Southcentral Kentucky Counties used for participant recruitment (http://www.mapstoolkit.com)

Figure 4 Data Collection

Table 1: Participants Characteristics (n = 6)

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Figure 5 Study Area - BRADD Region

Figure 6 Concept Map

Study Area - BRADD Region

Figure 7 Intermodal Center

Figure 8 Community Center

Figure 9 West End Analysis

Figure 10 Southcentral Kentucky Counties used for participant recruitment (http://www.mapstoolkit.com)