Objectives

To understand the experience of workers with occupational contact dermatitis and their perspective on:
- The workplace training they have received
- Effective and ineffective training programs
- The barriers and facilitators to effective training programs and their implementation

Methods

- The study was approved by the Research Ethics Board of St Michael's Hospital
- A qualitative design was used
- 24 participants were recruited from an occupational health clinic
- They were employed or were off work because of their skin problem
- Age (mean plus range) 47 (21-62)
- Gender: Male: 13/24 (54%), Female: 11/24 (46%)
- Education: High school: 21/24 (87%), Post-secondary: 3/24 (13%)
- Workplace size: Small (<50): 14/24 (58%), Medium (50-200): 6/24 (25%), Large (>200): 4/24 (17%)
- Sector: Health care: 16/24 (67%), Education: 6/24 (25%), Other (transportation, construction, municipal): 2/24 (8%)
- Other (services, construction, municipal): 2/24 (8%)
- Method of training:
  - In person: 19/24 (79%)
  - Online: 5/24 (21%)
  - In person – hands-on: 15/24 (63%)
  - Online – passive, lacking engagement: 9/24 (38%)
  - In person – hands-on, active, experiential, practical: 8/24 (33%)
- Timing of training:
  - Start of employment: IPC leads training related to hand hygiene: 10/24 (42%)
  - Midway (6-12): 6/24 (25%)
  - After 12 months: 8/24 (33%)

Analysis

- An inductive thematic analysis approach was used
- Transcripts were read and re-read to become familiar with the data, generate initial codes, and order to become familiar with the data, generate initial codes, and
- The interviews were audio-recorded and transcribed verbatim

Analysis

- An inductive thematic analysis approach was used
- Transcripts were read and re-read to become familiar with the data, generate initial codes, and categorize codes into general themes
- As interviews were completed the investigators independently coded all interviews and met to reach consensus on the key themes
- After the completion of all interviews the investigators independently coded all interviews and met to reach consensus on the key themes

Results

ParticipanTs

- Personal characteristics
  - Mean or number (%), N=24
  - Characteristic
    - Age (mean plus range): 47 (21-62)
    - Gender: Male: 13/24 (54%), Female: 11/24 (46%)
    - Education: High school: 21/24 (87%), Post-secondary: 3/24 (13%)
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Past Occupational Health and Safety Training Experiences

- Content:
  - Lack of focus on prevention versus disease prevention
  - E.g. glove training focused on preventing cuts versus preventing chemical exposure
- Methods:
  - Online – passive, lacking engagement
  - Simple to “game” for completion – completion seemed more important than learning

Examples of Positive and Negative Training Experiences

- Positive training experiences:
  - Improved knowledge and skills
  - Better understanding of skin disease
  - Improved knowledge of chemical hazards
- Negative training experiences:
  - Lacked depth, was repetitive or excessive information was presented at one time
  - Not specific to the worker’s tasks or work environment
  - Not engaging or stimulating
  - Hands-on, active, experiential method

Conclusion

- Workers desire skin specific training using hands-on methods
- Need for support resources
- Workers recognize the challenge of engagement both at the individual and organizational level