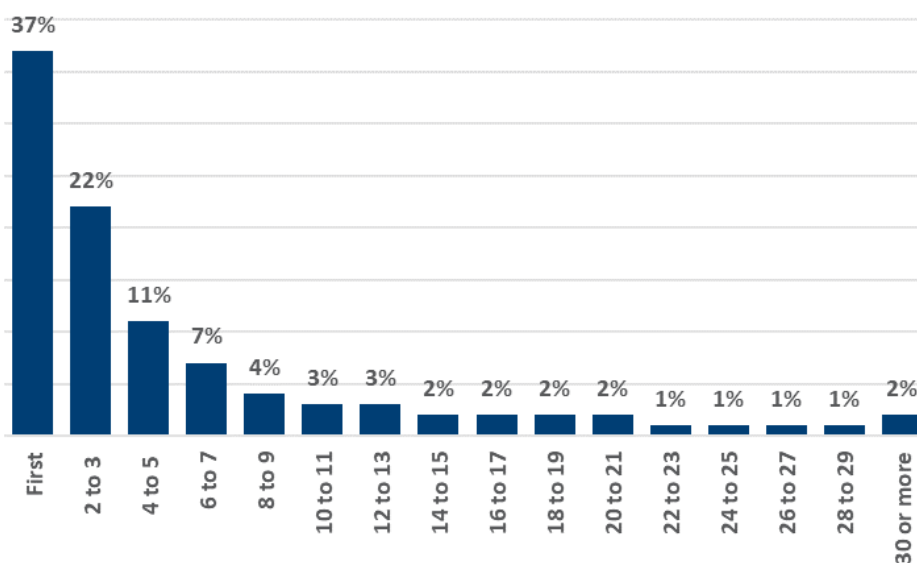


# INJURIES IN THE FIRST YEAR

## 2023

In Montana a little more than one-third of workplace injuries occurred in the first year of employment. Employees in their first year accounted for 37% of all injuries, between injury years 2018 and 2022, and injuries in the 2<sup>nd</sup> and 3<sup>rd</sup> year accounted for 22%. Most injuries, 59%, occurred within the first three years. Seventy-one percent of the injuries in the first year were caused by strains, slips, trips, and falls, or being struck by an object.

Figure 1. Number of Years on the Job and the Percentage of Injured Employees



There was a significant difference in the number of injuries between age groups in the first year. There were more injuries in age groups 15 to 24 and 25 to 34 compared to groups 45 to 54 and 55 to 64 as shown in Figure 2. The older age groups were less frequently injured in the first year but for all years of experience they were more costly for medical and wage-loss benefits (Figure 3).

Figure 2. Injuries in the First Year by Age, for Injury Years 2018 to 2022

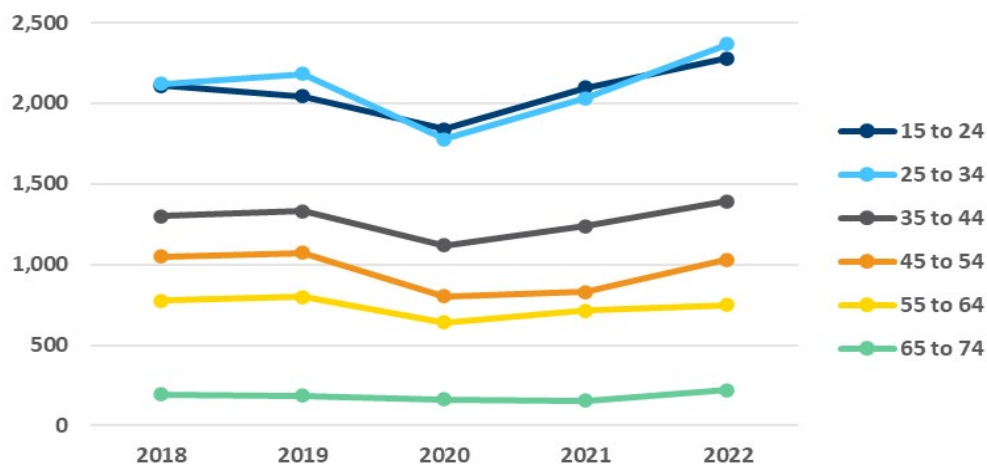
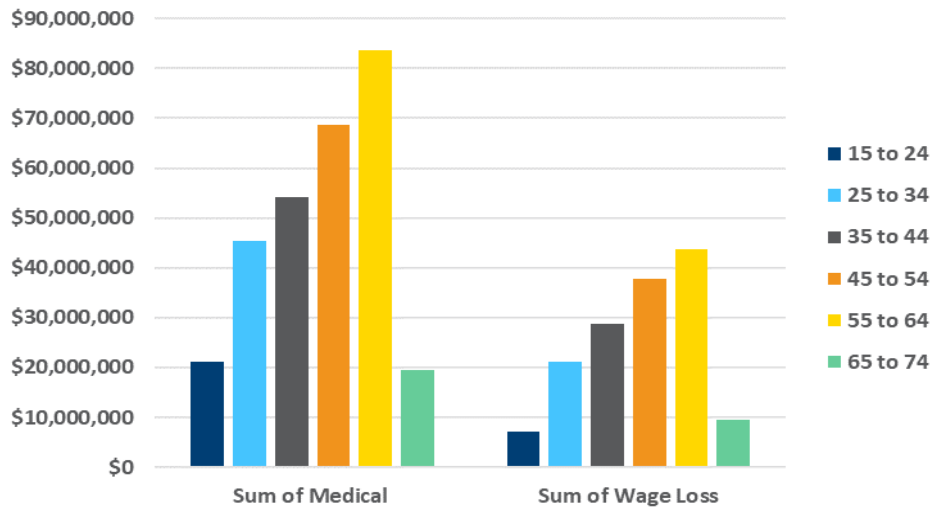
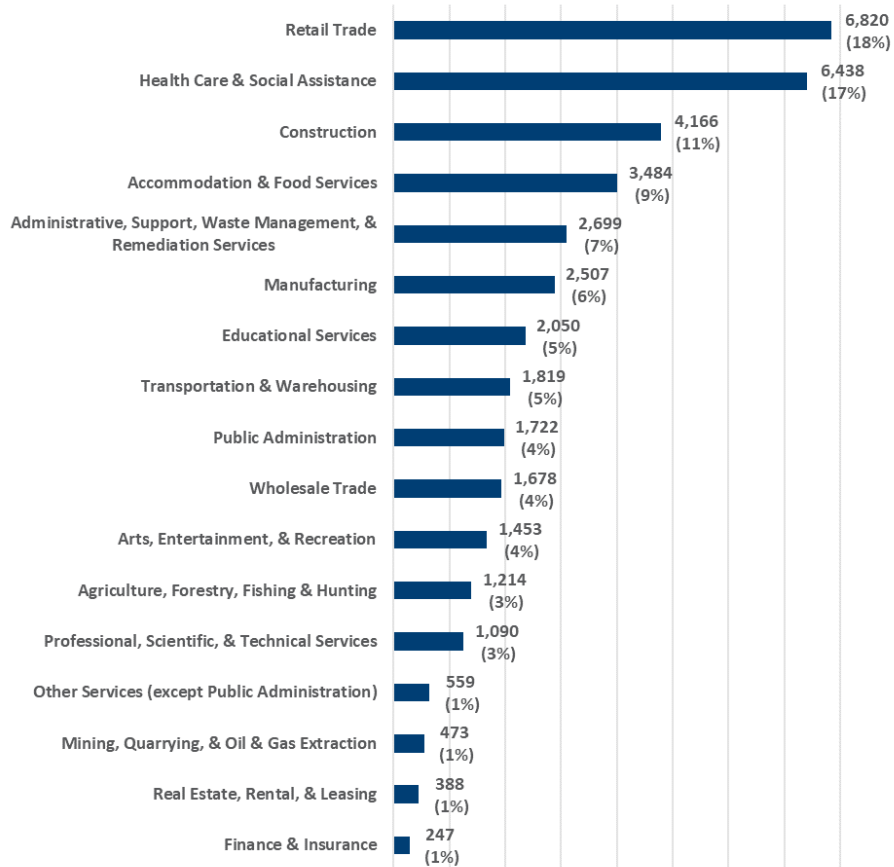


Figure 3. Total Cost of Injuries for All Years of Work Experience, for Injury Years 2018 to 2022



Retail Trade had the highest proportion of injuries occurring in the first year. The most frequent injuries in this industry took place in grocery and retail stores, along with large superstores and warehouses. It also included autobody shops, hardware, and building material stores.

Figure 4. Injuries in the First Year by Industry, for Injury Years 2018 to 2022



For the most recent publications regarding workers' compensation please visit <https://erd.dli.mt.gov/workers-compensation-research>.

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The data in this report is as accurate as reported to the Montana Department of Labor & Industry's (DLI) Employment Standards Division (ESD). Counts and totals may change over time due to updated reports and data clean-up efforts. Federal workers' injuries are not represented in this report. If the format of any information within this document interferes with your ability to access the information, due to an issue with accessibility caused by a disability as defined in the Rehabilitation Act, please contact Kristine Ediger at the Employment Standards Division (ESD) for assistance at (406) 444-1675 or [kediger@mt.gov](mailto:kediger@mt.gov).