

“Safety for Working Teens”

(Provided by Safety Consultation and Training Section-Nevada Division of Industrial Relations)



School is almost out for the summer and that means more students will take on jobs. The jobs will provide many new experiences, opportunities to make money, and potential to develop workplace skills for these inexperienced workers. As part of workplace training programs and skills development, it is important to train these inexperienced workers by covering the potential hazards. The training should include how to minimize the hazards in an effort to reduce teen deaths and injuries on the job. Per National Institute for Occupational Safety and Health, 70 teens die from work injuries annually and “another 70,000 get hurt badly enough that they go to a hospital emergency room.”

As an Employer:

- Have you developed a program to train the employees in safety and health? Teen workers are enthusiastic and eager to learn. Developing good safety habits will help control injuries and illnesses today in your workplace and in future employment.
- Does this training program include letting the teen workers know about their Rights and Responsibilities? In Nevada, the employer must provide the Rights and Responsibility information, have the employee sign the Rights and Responsibilities pamphlet, and then maintain the signed document.
- Does the training program include awareness, recognition, and regulatory training pertinent to the job? Does the regulatory training include the mandatory OSHA training prior to allowing teens to do the job?
- Are you providing appropriate supervision? Generally picking a supervisor that is concerned about safety and has good safety habits will help you reach your goals.
- Have you accessed the OSHA website, www.osha.gov, for additional information on hazards? Check out the information on teen workers.
- Do you ensure teens under the age of 18 are not operating hazardous equipment? The following websites: www.youthrules.dol.gov or www.osha.gov/SLTC/teenworkers/teenworkers.html provides information on what equipment teens under the age of 18 years of age are not allowed to operate. The hazardous equipment teens may not operate can include meat slicers, forklifts, and many construction power tools.
- You may wish to access the National Institute for Occupational Safety and Health(NIOSH) website, www.cdc.gov/niosh, for additional information on teen workers.

As a Teen Worker:

- Do you know your workplace rights and responsibilities? Employees have a right to call OSHA enforcement on safety and health hazards uncontrolled by the employer.
- Talk to your employer if you have safety concerns. Do you ask questions on how to deal with customers, perform a new task, or how to handle the job safely?
- Stay alert and follow the safety rules and instructions. It is easy to become complacent on the job. It takes an alert employee to maintain a safe environment for yourself and co-workers.
- Know what to do in an emergency? Identify your exits, where you should meet in an emergency, and who to contact.
- Wear the personal protective equipment provided. Remember that you are not indestructible.
- Keep your work area clean and organized.
- Access the OSHA Teen Workers website at

www.osha.gov/SLTC/teenworkers/index.html or for restaurant information check www.osha.gov/SLTC/youth/restaurant/index.html for more information.

- Know the hazards of the work you do and learn how to reduce those hazards. Some hazard examples include:
- Food service: slippery floors, hot cooking equipment, burns, heat, and sharp objects.
 - Retail/Sales: violent crimes and heavy lifting.
 - Office/Clerical: stress, harassment, strains, and poor computer work station design.
 - Janitor/Clean-up: toxic chemicals in cleaning products, slippery floors, and heavy lifting.

The information above is compiled from OSHA, NIOSH, and the U.S. Department of Labor's Wage and Hour website information and publications.