



YOUTH @ WORK

Talking Safety

A Safety & Health Curriculum For Young Workers

DEPARTMENT OF HEALTH AND HUMAN SERVICES
Centers for Disease Control and Prevention
National Institute for Occupational Safety and Health



Why Young Workers?

- Our members are in a unique position to reach students who will soon enter the workforce.
- AFT believes that equipping students with basic awareness about work-related hazards and their OSHA rights and responsibilities is a valuable contribution to their life-skills education.
- AFT believes that providing this valuable education to young workers will help prevent needless, and many times life-threatening, injuries of teen workers.
- Additionally, this training is a perfect vehicle for our members to work in partnership with community organizations.

AFT and Community Train Young Workers

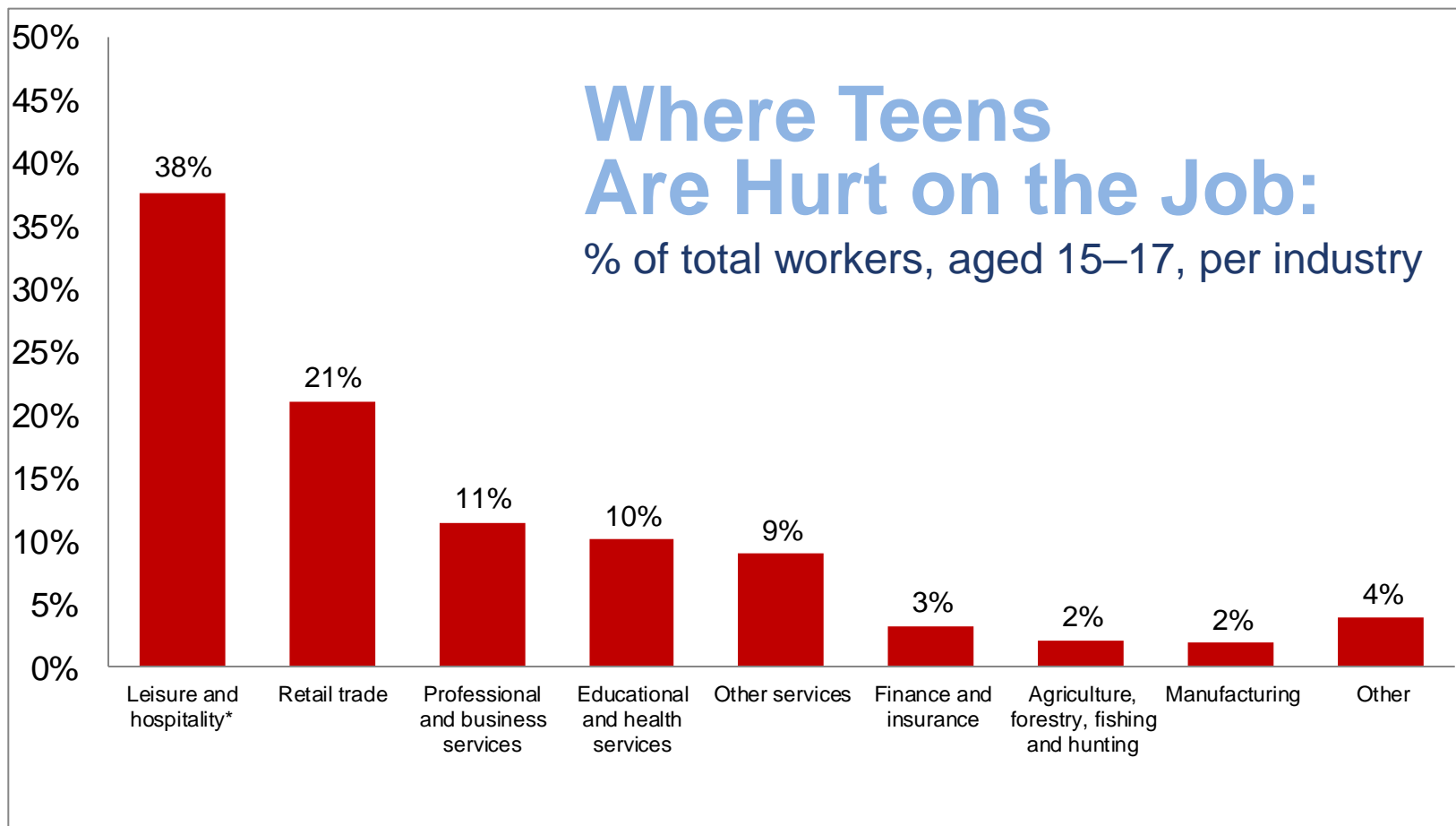
- **OSHA Susan Harwood Grant**
 - Training of the Trainer
 - 18 AFT members
 - 3 community partner members
 - Goal to train 300 or more students in a minimum of 2 of the 6 modules
 - Surpassed this goal by training over 300 students in all 6 modules



Teen Worker Injury Statistics

- About 1.6 million U.S. teens (ages 15–17) work. About half of 10th graders work, and three out of four of 12th graders have jobs.
- Many youths are hurt on the job.
- On average, each year
 - Nearly 60,000 workers younger than 18 go to the ER after being hurt on the job. The number of teens hurt on the job is much higher than that.
 - 37 workers younger than 18 die on the job.
 - Young workers have twice the chance of being hurt than adult workers.

Teen Worker Injury Statistics



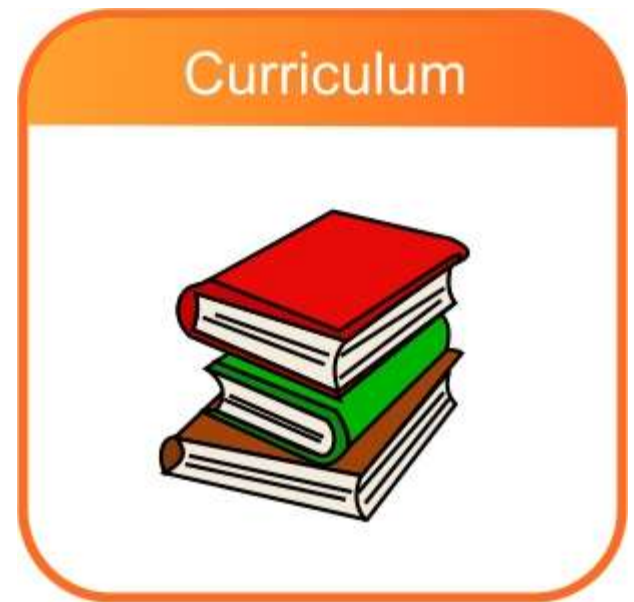
*Includes restaurants.

These data are for injuries that require at least one day away from work. They do not include youth who work on small farms, work for government agencies, or are self-employed.

Source: NIOSH / CDC 2009 (www.cdc.gov/niosh/topics/youth/chartpackage.html)

The Curriculum

- **Developed by:**
 - The National Institute for Occupational Safety and Health (NIOSH)
- **Designed to provide:**
 - a foundation in workplace safety and health for young workers.



By the end of the course, students will be able to:

- Recognize job hazards and reduce them.
- Know the laws that protect teens from working too late or too long.
- Know the laws that protect teens from doing dangerous work.
- Know the laws that protect working teens from discrimination and harassment.
- Decide how to solve health and safety problems at work.
- Name some of the agencies that enforce health and safety laws and child labor laws.
- Decide what to do in an emergency.

Module #1: Young Worker Injuries

- Designed to help students understand that workplace injuries are common, can change their lives forever, but are also **predictable** and **preventable**.
 - Discussion of jobs they've had or currently have
 - Safety quiz
 - Video on teen worker injuries with discussion
 - Hazard identification activity

Examples of Teen Work Injuries

The Impact of Work Injuries



Jack's Story

Job: Fast food worker

Hazard: Greasy, slippery floors

Injury: Injured tailbone

- Why did this happen?
- What could have kept Jack from being hurt?
- How could this injury change Jack's life?

Module #2: Finding Hazards



- Designed to help students identify a variety of health and safety hazards at typical worksites where young people find employment.
 - Brainstorming
 - “Find the Hazards” activity
 - “Hazard Mapping” activity

Module #3: Making the Job Safer

- Designed to help students understand the three main ways to reduce or remove hazards at work and explain which methods are most effective for controlling hazards.
 - \$25,000 Safety Pyramid game
 - Mini case studies
 - Class discussion



Module #4: Emergencies at Work

- Tell students about the types of emergencies that can occur on the job, and help students develop strategies for responding to emergencies at work.
 - Brain storming
 - “Disaster Blaster” game



Emergencies at Work

Disaster Blaster! Game



Module #4: Emergencies at Work: Key Points

Many workplaces need an emergency action plan. Workers should be trained on the plan.

- The plan should include information about:
 - The kinds of emergencies and how to respond.
 - Places to meet during an emergency.
 - The best ways to get out of a building or move away from danger.
 - Emergency equipment and alert systems.
 - Key people who will be in charge.
 - What to do if someone is hurt.
 - What each worker should do.
 - Practice drills.

Module #5: Know Your Rights and Responsibilities

- Designed to educate students about the important legal rights they have in the workplace.
- Customized for each state and territory.
 - Class discussion
 - Mini Lecture
 - “Know your Rights” Game



Know Your Rights: Quiz Game

QUESTIONS

Value	Rights on the Job	Dangerous Work and Work Permits	Child Labor Laws and Work Hours	Getting hurt, Getting help, Staying safe
\$100	It's illegal for your employer to punish you for doing this (name 1).	You have to be this old to operate a forklift.	These laws protect teens from working too long, too late, or too early.	If you are hurt at work, you should take these steps (name 2).
\$200	The law says that your employer must pay you this amount per hour, your state's minimum wage.	It's illegal for teens under 18 to operate these machines (name 2).	When you turn this age, you aren't protected anymore by child labor laws.	This type of insurance pays wages and medical benefits for workers hurt on the job. In exchange, the worker gives up the right to sue the employer.
\$300	These are two rights you have if you're hurt on the job.	Some states require teens under 18 and still in school to get this before starting a job.	CA law says that 14- and 15-year-olds can work until this time on a school night.	You can stay safe at work by doing these things (name 2).
\$400	Your employer must give you these health and safety protections on the job (name 2).	It's illegal for 14- and 15-year-olds to do some jobs, including these (name 2).	CA law says that this is the latest time teens 16 and 17 can work on school nights.	This federal agency handles complaints about wages and work hours.
\$500	Workers have rights on the job, including these (name 2).	It's illegal for teens under 18 to do these types of construction work (name 2).	CA law says that this is the maximum number of hours 14- and 15-year-olds can work in a school week.	These federal agencies handle complaints about workplace health and safety.

Module #5: Know Your Rights: Key Points

Federal and state labor laws protect teens from:

- Hazardous jobs.
- Working too long, too late, or too early.

OSHA says every employer must give workers:

- A safe workplace.
- Safety training on certain hazards (when required).
- Safety equipment (when required).

By law, your employer is not allowed to punish or fire you for reporting a safety problem at work!

Module #6:

- Designed to help students apply what they have learned about workplace safety and health and empower them to communicate with employers about problems at work.
 - Class discussion
 - Mini skits
 - Mini lecture



Taking Action

- You work at a grocery store as a bagger. I am the store manager. I ask you to help in the deli by cleaning the meat slicer. You've never done this job before and you are under 18 years old.
 - What is the problem here?
 - What do you say to me?

Module #6: Taking Action: Key Points

Steps in Problem Solving:

- Define the problem.
- Get advice.
- Choose your goals.
- Know your rights.
- Decide the best way to talk to the supervisor.
- Contact a state or federal Wage & Hour Division or OSHA for help, if necessary.
- Talk to a teacher, parent, co-worker, or other trusted adult.

And now ... experience the modules!

