

## Youth in the Workplace

### Do you employ young workers?

Young workers are those new to the workforce (up to age 24). Young workers can be an asset to your workforce. However, it may be their first job or the first time they are operating equipment.

The employer must:

- Provide a workplace free from serious recognized hazards and follow all OSHA/HIOSH safety and health standards.
- Provide training about workplace hazards and required safety gear.\*
- Tell employees where to get answers to their safety or health questions.
- Tell employees what to do if they get hurt on the job.

\*Employers must pay for most types of safety gear.

### Protecting temporary workers:

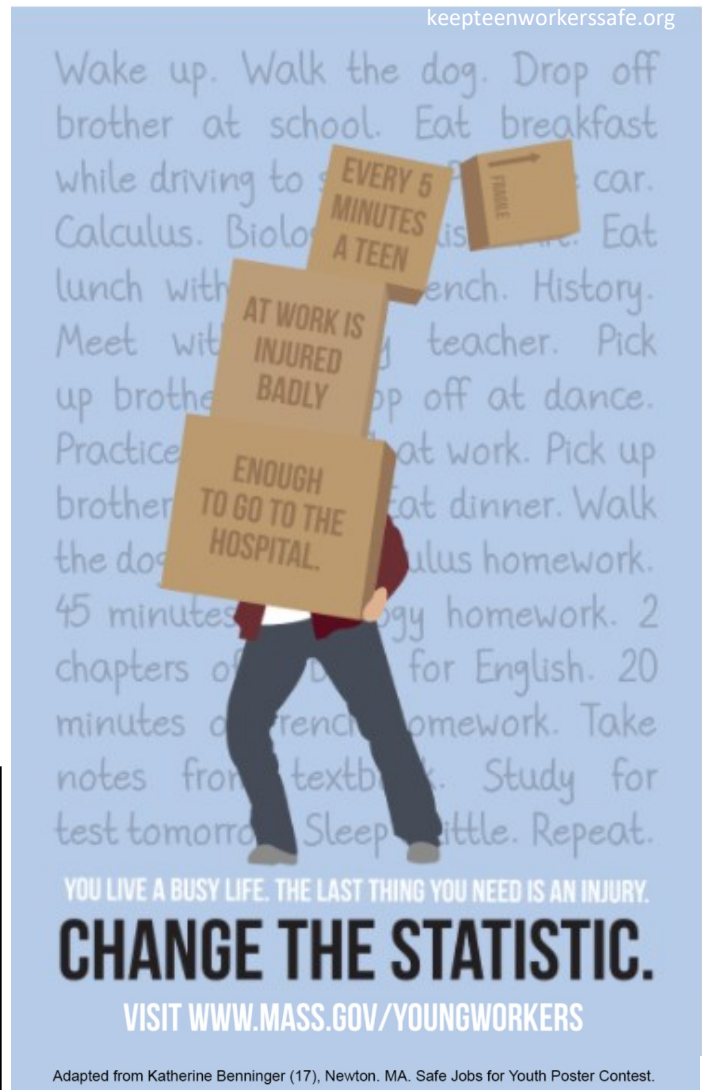
Many young workers are also temporary workers. Host employers must treat temporary workers as they treat existing workers, including adequate training for young temporary workers. Temporary staffing agencies and host employers share control over the employee, and are therefore jointly responsible for the temp employee's safety and health.

#### Child Labor Laws

Restrictions include the types of jobs, hours worked and equipment used by youth under age 18. Learn about state child labor laws that apply to young workers.



Learn more to visit <https://labor.hawaii.gov/wsd/child-labor/>



## #KeepTeenWorkersSafe



For the educators: Teach students how to be safe at work. Include workplace safety and health in a lesson plan.

#DYK : Approximately every 5 minutes a teen 15-19 went to the emergency room for a workplace in-jury. Everyone has the right to a safe workplace – it's the law.

Look here for curriculum resources to get started:  
<https://www.cdc.gov/niosh/talkingsafety/>

Learn more at : <https://www.osha.gov/young-workers/>



For more information, please contact HIOSH at:  
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