

Young Workers and Heat Illness

Young workers bring a lot of energy to their jobs, but they can get sick from heat more easily than many adults. Whether you're working inside or outside, a normal workday can become dangerous fast when it's hot.

Pay attention to how you feel and look out for your coworkers too. If anyone shows signs of heat illness, take action right away. When you're unsure, call 911 – it's always better to be safe.

Symptoms of heat illness can include:



Headache or
nausea



Weakness or
dizziness



Heavy
Sweating



Muscle
Cramps



Thirst



Decreased
Urine Output

Young Workers are at Risk

Young workers are often excited to learn new things and take on more responsibility. But sometimes you might be asked to do tasks you're not trained for or don't feel ready to handle safely. Maybe it's your first job, or you're working in a new field. You might feel nervous about asking questions or speaking up because you don't want to seem difficult.

You might also be given tougher physical tasks or longer shifts. On top of that, your body might not be used to working in hot conditions yet. This is called **acclimatization – it means your body hasn't had time to slowly adjust to the heat**. This often happens in summer jobs or when a workplace doesn't have enough staff.

The big idea: it's okay to ask for help, training, or breaks. Staying safe is part of the job.

Common jobs where young workers may be exposed to hazardous heat¹:

- Construction and utility workers
- Machine operators and factory or production workers
- Warehouse workers (e.g., packagers, stockers, order fillers)
- Mechanics and installation, maintenance, and repair workers
- Food preparers and dishwashers (e.g., restaurants, coffee shops, fast food)
- Home and office movers
- Agricultural workers (e.g., planters, harvesters)
- Landscapers and house painters
- Outdoor workers in entertainment (e.g., ticket takers, attraction attendants, tour guides, festival or concert workers)
- Outdoor recreation or education workers (e.g., park staff, camp leaders, childcare)

Workers under 25 years old are twice as likely to get hurt on the job compared to older workers².

Call for Help - Signs of a Medical Emergency



Abnormal thinking or behavior



Slurred Speech



Seizures



Loss of Consciousness

First Aid for Heat Illness includes:

- Give cool water to drink
- Remove unnecessary clothing (e.g., outwear)
- Move to a shaded or cooler area and cool with water, ice, or a fan
- Do not leave alone
- Seek medical care if needed. When in doubt, call 911.

Footnotes

1. Federal child labor laws prohibit employment in certain occupations and require restrictions for youth under 18, for more information visit: YouthRules.gov.
2. Source: CDC: Nonfatal Occupational Injuries to Younger Workers – United States, 2012–2018. https://www.cdc.gov/mmwr/volumes/69/wr/mm6935a3_w_a3.htm?s_cid=mm6935a3_w

How to Contact HIOSH

Under the Hawai'i Occupational Safety and Health Law, **employers are responsible for providing safe and healthful workplaces for their employees.**

HIOSH's mission is to assure Hawai'i's workers have safe and healthful working conditions free from unlawful retaliation.

HIOSH carries out its mission by setting and enforcing standards; enforcing anti-retaliation provisions of the HIOSH Law; providing and supporting training, outreach, education, and assistance.

For more information, call HIOSH at **(808) 586-9100** or visit www.labor.hawaii.gov/hiosh.



This is one in a series of informational fact sheets highlighting HIOSH programs, policies or standards. It does not impose any new compliance requirements. For a comprehensive list of compliance requirements of HIOSH standards or regulations, refer to Title 12, Subtitle 8 of the Hawai'i Administrative Rules.

Auxiliary aids and services are available upon request to individuals with disabilities. TDD/TTY Dial 711 then ask for (808) 586-9116

