



# YOUTH @ WORK

## Talking Safety

### A Safety & Health Curriculum For Young Workers

California Edition

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



## Lesson 1

### Introduction to Young Worker Injuries



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## You will learn about

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- Ways young workers can get hurt on the job
- Common health and safety hazards on the job
- Ways to reduce or control workplace hazards
- Emergencies in the workplace and how to respond
- What to do if you see something at work that could hurt you or make you sick
- What legal rights and responsibilities young people have at work

## What is Your Experience With Work?

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- How many of you have ever had a job?
- Where did you work?
- What did you do?
- Have you ever been hurt at work, or do you know someone who has?
- Have you ever been uncomfortable with a task you've been asked to do at work?
- Have you ever had any health and safety training at work?

## Job Safety Quiz

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- The law says your employer is responsible for providing you with a safe and healthy workplace.  
 **True**                       **False**
  
- The law sets limits on how late you can work on a school night if you are under 16.  
 **True**                       **False**
  
- If you are 16 years old you are allowed to drive a car on public streets as part of your job.  
 **True**                       **False**

## Job Safety Quiz (continued)

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- If you are injured on the job, your employer must pay for your medical care.  
 **True**                       **False**
  
- How often do teens get injured on the job in the United States?  
 **One per day**                       **One per hour**  
 **One every 9 minutes**

## Why are Young Workers More Likely to be Hurt on the Job?



Video and Discussion

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## 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 do you think this happened?
- What could have prevented Jack from getting hurt?
- How might this injury impact Jack's daily life?

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## Teen Work Injuries

The Impact of Work Injuries



### Antonio's Story

**Job:** Construction helper

**Hazard:** Unguarded chimney hole (on an unfinished roof)

**Injury:** Broken back

- Why do you think this happened?
- What could have prevented Antonio from being injured?
- How might this injury impact Antonio's daily life?

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## Teen Work Injuries

The Impact of Work Injuries



### Angela's Story

**Job:** Office worker

**Hazard:** Excessive typing in an awkward position

**Injury:** Repetitive stress injury

- Why do you think this happened?
- What could have prevented Angela from being injured?
- How might this injury impact Angela's daily life?

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## Teen Work Injuries

The Impact of Work Injuries



### Terrell's Story

**Job:** Landscape worker

**Hazard:** Wood chipper

**Injury:** Death

- Why do you think this happened?
- What could have prevented Terrell from being killed?

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## Teen Work Injuries

The Impact of Work Injuries



### Cody's Story

**Job:** Farm worker

**Hazard:** Tractor without roll bar

**Injury:** Legs crushed under tractor

- Why do you think this happened?
- What could have prevented Cody from getting hurt?
- How might this injury impact Cody's daily life?

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## Teen Work Injuries

The Impact of Work Injuries



### Lindsey's Story

- Job:** Pizza shop cashier
- Hazard:** Violence (by a co-worker)
- Injury:** Bumps and bruises caused by abusive co-worker
- What could Lindsey's employer have done to stop her abuser?
  - What would you do in this situation?
  - How might Lindsey's life be affected by this incident?

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## Teen Work Injuries

The Impact of Work Injuries



### Anna's Story

- Job:** Smoothie shop worker
- Hazard:** Sexual harassment
- Injury:** Emotional trauma
- What could Anna's employer have done to stop her harasser?
  - What would you do in this situation?
  - How might Anna's life be affected by this incident?

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## Teen Work Injuries

The Impact of Work Injuries



### Logan's Story

- Job:** Farm worker
- Hazard:** Unguarded, rotating bar on a tractor
- Injury:** Severed arm, broken neck
- Why do you think this happened?
  - What could have prevented Logan from being injured?
  - How might this injury impact Logan's daily life?

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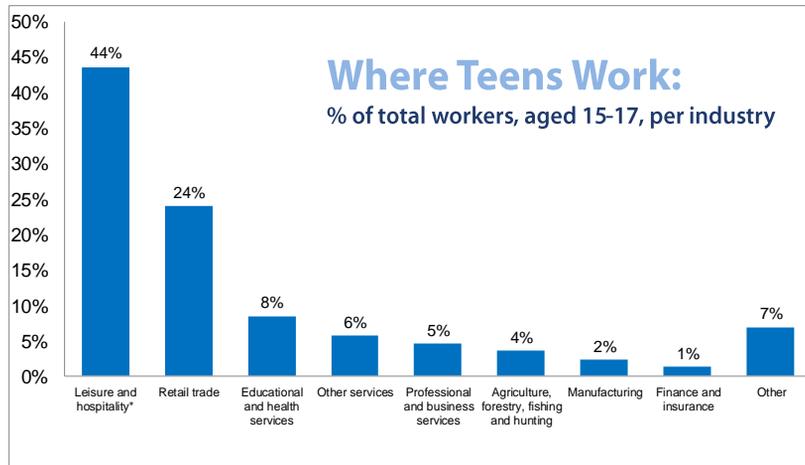
## Teen Worker Injury Statistics

- Approximately 1.6 million teens (aged 15–17) in the United States work. About 50% of 10th graders and 75% of 12th graders have jobs.
- Many youths are injured on the job.
- On average, each year
  - 59,800 workers younger than 18 are sent to the ER for job-related injuries, but actual injury statistics are much higher.
  - 37 workers younger than 18 die on the job.
  - Young workers are twice as likely to be injured than adult workers.

NIOSH 2010 [www.cdc.gov/niosh/topics/youth/chartpackage.html](http://www.cdc.gov/niosh/topics/youth/chartpackage.html)  
[www.cdc.gov/mmwr/preview/mmwrhtml/mm5915a2.htm](http://www.cdc.gov/mmwr/preview/mmwrhtml/mm5915a2.htm)

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## Teen Worker Statistics



\*Includes restaurants

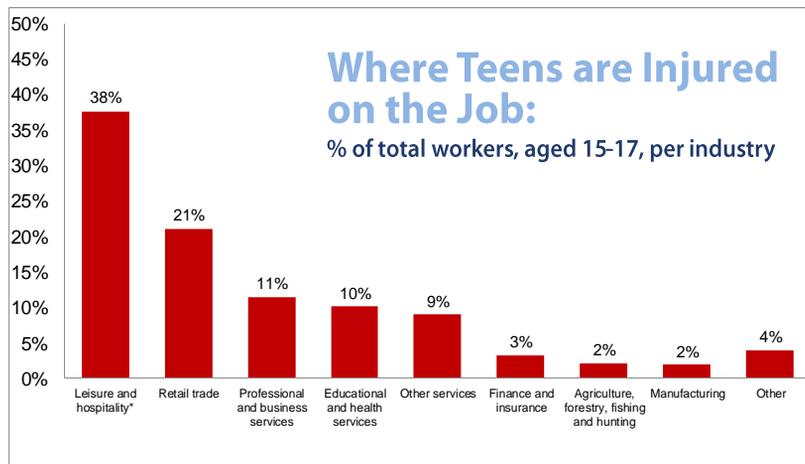
Based on national data, and may vary by state. Working teens under age 14 not represented. Youth farm workers not represented.

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

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## 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](http://www.cdc.gov/niosh/topics/youth/chartpackage.html))

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## Key Points of the Curriculum

### By the end of the course, you will be able to

- Recognize and reduce hazards on the job
- Identify the laws that protect teens from working too late or too long
- Identify the laws that protect teens from doing dangerous work
- Identify the laws that protect teens from discrimination (including harassment) at work
- Assess ways to solve health and safety problems at work
- Name some of the agencies that enforce health and safety laws and child labor laws
- Determine what to do in an emergency

## Lesson 2 (and 2B) Finding Hazards



## Job Hazards

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A job hazard is anything at work that can hurt you either physically or mentally.

- **Safety hazards** can cause immediate injuries
  - Knives, hot grease
- **Chemical hazards** are gases, vapors, liquids, or dusts that can harm your body
  - Cleaning products, pesticides

## Job Hazards (continued)

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- **Biological hazards** are living things that can cause sickness or disease, such as HIV/AIDS, hepatitis, tuberculosis.
  - Bacteria, viruses
- **Other health hazards** are other harmful things that can injure you or make you sick. Some are not obvious because they may not cause health problems right away.
  - Noise, radiation, repetitive movements, heat, cold, stress, violence

## Find The Hazards: Fast Food Restaurant

Illustrated Workplaces



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## Find The Hazards: Grocery Store

Illustrated Workplaces



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## Find The Hazards: Office

Illustrated Workplaces



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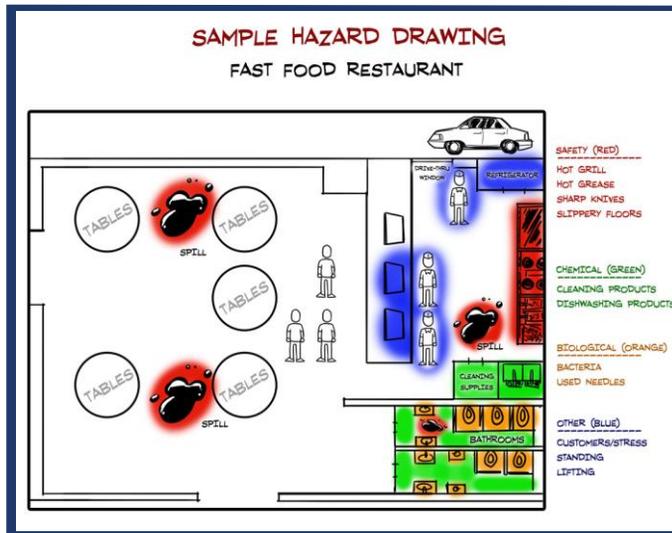
## Find The Hazards: Gas Station

Illustrated Workplaces



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## Hazard Mapping Activity



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## Finding Hazards: Main Points

- All workplaces have hazards. A job hazard is anything at work that can hurt you, physically or mentally.
- Some job hazards are obvious, but others are not. Some hazards can hurt you now, others can hurt you in the future.
- To be safe on the job, you must identify different types of hazards.
- People have a right to know about chemicals and other hazardous substances in their workplaces! When using a new chemical, read labels and check the SDS (Safety Data Sheet).

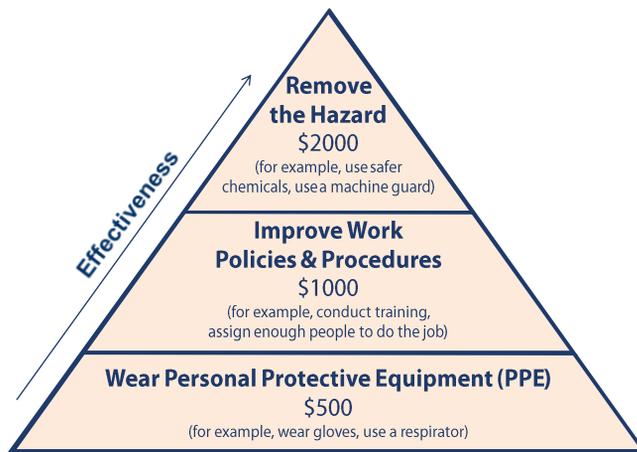
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# Lesson 3 (and 3B) Making the Job Safer



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## Controlling Hazards



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## Eliminating or Reducing Hazards

\$25,000 Safety Pyramid Game



### Jasmin's Story

- Job:** Hospital dishwasher
- Hazard:** Chemical dishwashing solution
- Injury:** Chemical burn to the eye

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## Eliminating or Reducing Hazards

\$25,000 Safety Pyramid Game



### Will's Story

- Job:** Fast food worker
- Hazard:** Hot grill
- Injury:** Burned hand

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## Eliminating or Reducing Hazards

\$25,000 Safety Pyramid Game



### Andre's Story

- Job:** Grocery store clerk  
**Hazard:** Lifting heavy boxes  
**Injury:** Back strain

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## Eliminating or Reducing Hazards

\$25,000 Safety Pyramid Game



### Molly's Story

- Job:** Grocery store deli clerk  
**Hazard:** Meat slicer  
**Injury:** Cut finger

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## Eliminating or Reducing Hazards

\$25,000 Safety Pyramid Game



### Chris's Story

**Job:** City public works employee

**Hazard:** Excessive heat

**Injury:** Heat stroke

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## Eliminating or Reducing Hazards

\$25,000 Safety Pyramid Game



### James's Story

**Job:** Pizza shop employee

**Hazard:** Repetitive motion

**Injury:** Hand, back injury

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## Eliminating or Reducing Hazards

\$25,000 Safety Pyramid Game



### Maria's Story

- Job:** Farm worker
- Hazard:** Pesticide/chemical exposure
- Injury:** Illness due to poisoning

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## Eliminating or Reducing Hazards

\$25,000 Safety Pyramid Game



### Jada's Story

- Job:** Nursing aide
- Hazard:** Heavy lifting
- Injury:** Back, neck, and shoulder pain

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## Eliminating or Reducing Hazards

\$25,000 Safety Pyramid Game



### Anita's Story

**Job:** Barista  
**Hazard:** Hot liquids  
**Injury:** Burn

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## Making the Job Safer: Main Points

- The best way to prevent a workplace injury or illness is to remove the hazard. If this can't be done, then hazards can be controlled through work policies and procedures or the use of PPE (personal protective equipment), such as a respirator or hearing or eye protection.
- Personal protective equipment is not usually the best way to protect workers because the hazard is still there, and because the equipment has to fit right and be used every time.
- A good way to think about addressing hazards in the workplace is, "Fix the workplace, not the worker."

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## Lesson 4 (and 4B) Emergencies at Work



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## Emergencies at Work

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### What is an emergency at work?

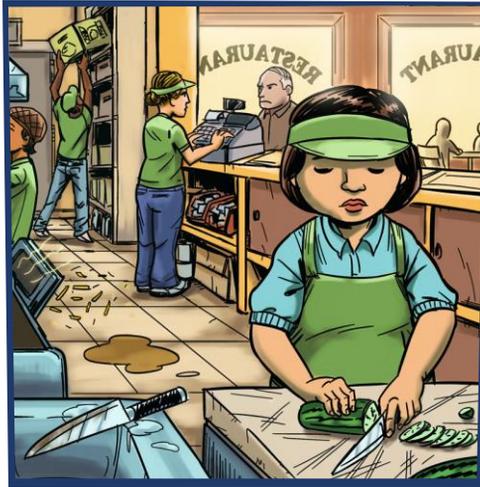
An unplanned event that harms or threatens employees, customers, or the public; that shuts down business operations; or that causes physical or environmental damage

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# Lesson 5 (and 5B)

## Know Your Rights and Responsibilities



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## Know Your Rights: Quiz Game

### Questions

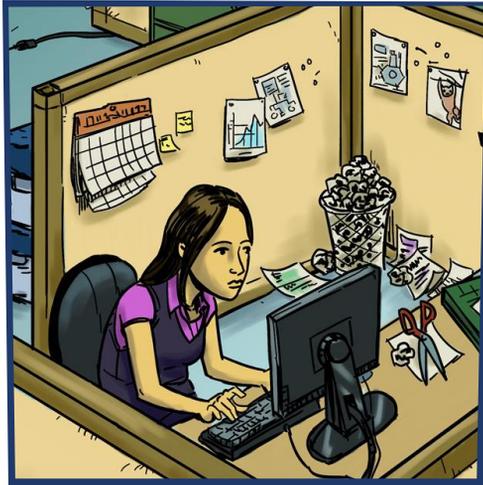
Rights on the Job	Dangerous Work and Work Permits	Child Labor Laws and Work Hours	Getting hurt, Getting help, Staying safe
<del>\$100</del>	<del>\$100</del>	<del>\$100</del>	<del>\$100</del>
<del>\$200</del>	<p>CA law says that this is the maximum number of hours 14- and 15 year-olds can work in a school week.</p> <p>Click to close</p>		<del>\$200</del>
<del>\$300</del>			<del>\$300</del>
<del>\$400</del>	<p>Click to close</p>		<del>\$400</del>
<del>\$500</del>	<del>\$500</del>	<del>\$500</del>	<del>\$500</del>

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## Lesson 6 (and 6B)

### Taking Action



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## How to Approach a Workplace Problem

### 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.

## Taking Action: Main Points

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- Steps for approaching a workplace problem include: defining the problem; getting advice; choosing goals; knowing your rights; talking to your supervisor.
- If you don't feel comfortable talking with your boss, speak with a trusted adult, OSHA, or another agency.
- Trust your instincts! Don't be afraid to speak up if you have a problem at work!