

# Tool Box Talk

# YOUTH IN CONSTRUCTION

March 2016

## About young workers . . .

- They think differently than older, more experienced, people in a workplace
- They are typically inexperienced and may not be familiar with the job task or hazards on worksites or in workplaces
- They are more willing to take unnecessary risks and possibly putting themselves into hazardous situations without thinking they are because they are eager to get the job done
- They may be new to construction work and it may be the very first job they've ever held
- They may feel discouraged to ask questions for fear of appearing foolish or unknowledgeable to their coworkers and superiors

As per Section (14) in the Saskatchewan *Occupational Health and Safety Regulations, 1996*, employers or contractors have a legal obligation to ensure that no one under the age of 16 is employed on a construction site or permitted to work in specific industries.

## Supervisors are the key to young worker safety

It is important for supervisors to provide young workers with constant interaction along with hands-on training, until they are certified or deemed competent for the job at hand. Engaging young workers to ensure they feel valued and part of the team is also important for allowing them to feel comfortable to share questions and concerns they may otherwise conceal out of fear of looking incompetent; leading to potential workplace accidents and/or injuries. Regular toolbox talk and safety meetings are some of the ways to keep young workers engaged and feeling like they are able to approach their supervisors with questions, concerns, or ideas they may have for the work they are expected to do.

Call the SCSA to book a Personal Protective Equipment (PPE) safety demo and have us educate the young workers on the effectiveness of wearing the right PPE for the job!



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## Training is absolutely essential before any work begins!

- Start with a thorough orientation to the company, the safety rules, emergency procedures, and rights and responsibilities. Document their training and then have a quiz at the end of orientation.
- Don't just give them PPE, train them how to use it, educate them on the limitations, show them how to care for and maintain it.
- Before they work on any job, they must be shown how to perform all of the work involved, safely.
- One of the best ways to train people how to perform a job safely is to have accurate well-written safe work practices and safe job procedures. Then have experienced competent supervisors and workers train them.
- Review the Occupational Health & Safety Regulations relevant to their work and discuss items like this in toolbox talk and safety meetings
- Engage the young worker, provide specific job-related safety training and specific safe job procedures for each task they are expected to perform
- One of the keys to safety is to know how to recognize and control hazards. Train them on hazard recognition and control.



## Too many young workers are getting injured

Did you know approximately 6,000 people under the age of 25 are injured on the job every year? Learn more about young workers and how to protect and educate them by visiting: [www.worksafesask.ca/youth](http://www.worksafesask.ca/youth)

[www.ccohs.ca/youngworkers](http://www.ccohs.ca/youngworkers), and reading about a 2015 University of Regina (U of R) study, "Supervisors prevent injuries by listening to teens who speak up about workplace safety," available on the [U of R website](#). The SCSA's SCOT™ training course is also a great orientation to construction-related hazards! Take this online construction hazard recognition education, anytime, anywhere, by visiting [scsaonline.ca](http://scsaonline.ca)



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