

TOPIC: Young Workers and New Hires



ASK: How many of you are young workers (under the age of 25)? Or new hires? At some point in our lives, we have all been a new or young worker. Some of us may be a new or young worker right now.

Regardless, we can all relate to the feelings of being a new person to the work force.

Training Tips:

*When conducting your Safety Talk, ask lots of questions. Questions **hook the mind** and engage your participants. Questions are High Impact Training Technique!*

When asking questions you will get a better response if you raise one hand when you ask any question....try it out! (Wait / encourage responses from the group....be prepared to provide your own example or a recent example from the news. Personal examples will make your safety talk extremely powerful)

If possible, dig up a recent news article about a local serious incident involving a young worker to help drive your message home!



ACKNOWLEDGE: Thank you for being here and participating in this safety talk. I know your time is valuable, so I will ensure every moment of this talk is worth your while (*make eye contact with the entire group*).

What's in it for Me? (WIIFM): I think we can all agree that at the end of the day we want ourselves and our co-workers to return home safe. Safe work is everyone's responsibility. Anyone involved with new and young workers shares a stake in promoting a safe environment.

New and young workers are wonderful assets to a workplace. Often they come into the workplace with a fresh outlook, innovative ideas and solutions to ongoing issues. At the same time we need to be aware of the hazards that may come along with hiring a new employee.

Here are some shocking statistics. Did you know?

- Young workers aged 18-24 are at the highest risk for workplace incidents
- New workers have 5-7 times the risk of injury in the first 4 weeks of a new job.



ASK: What do you think are some of the reasons that young workers are at higher risk of workplace incidents?

To encourage answers you can lead with.... Do you think it is because they are lazy and reckless? Do you think they don't care if they get hurt? Ok if not, what are some of the reasons?

Look for answers such as these...

- They may be unaware of workplace risks
- They have less work experience
- They have less life experience
- They are eager to impress
- They often do not have proper supervision
- They are asked to work on equipment that they are not familiar with
- They might be afraid to look foolish and therefore, are afraid to ask questions
- They may lack training
- They might be afraid to say no when asked to do a job that they are unfamiliar with
- They may have low confidence levels
- They may not be aware of their rights as a worker
- They may be asked to do more dangerous jobs
- They may have a sense of youth invincibility
- They may be distracted with other factors in their lives - i.e. homework, socializing, that new car, etc.



ASK: What do you think are some precautions we can take to help ensure new worker safety on the job?

- Be thorough when training new and young workers, spend ample time with them. Always make new workers DEMONSTRATE they can competently perform the job.
- Train supervisors regularly so they are aware of their responsibilities and their supervisory skills remain sharp. New workers need competent supervision, and supervisors need to pay extra attention to young/new workers for several months after they are hired.
- Assign more hazardous jobs to workers with more experience.
- Encourage new and young workers to ask questions. Often new workers are too timid to ask questions, thus make supervisors available to follow up with new workers.
- Review your new worker orientation program regularly.
- Review on the job instruction, coaching and safe work procedures.
- Review documents such as job descriptions, inspection reports and incident investigations to identify training needs.
- Discuss training needs with all levels of employees.
- Provide training to young workers for new jobs as well as new jobs at existing sites.
- Lead by example. New workers are eager to learn and to “fit in”, they will adapt well and quickly to what is going on around them.
- Talk to young workers. Ensure they understand job hazards and the safe way of doing work.
- Enforce safety and use disciplinary action was required.

Facilitator, remember to:

1. Ask for the commitment of your employees,
2. Answer all questions,
3. Thank them for their time and
4. Document that this safety talk occurred.

RECORD OF SAFETY TALK	
Young Workers and New Hires	
Company Name:	Work Location Dept.:
Talk Given by:	Date / Time:

Results of inspection, demonstration or other activity or suggestions during talk:

List of All Employees Who Attended the Safety Talk:	
Name (PRINT)	<i>Signature</i>
1.	
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Signed: _____ Position Held: _____