

YOUTH MATTERS IN THE WORKPLACE: INITIATIVES TO KEEP OUR NEXT GENERATION SAFE

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Why?



Youth at Work:

- 18.8 million workers age 16-24
- 13% of the workforce
 - ▣ 1.4 million are 16-17 years old
 - ▣ 3.0 million are 18-19 years old

- Sources:
 - ▣ U.S. Bureau of Labor Statistics, 2015 (<http://www.bls.gov/cps/cpsaat11b.htm>)
 - ▣ NIOSH (<http://www.cdc.gov/niosh/topics/youth/>)
 - ▣ Health and Safety of Young Workers—Proceedings of a U.S. and Canadian Series of Symposia (<http://www.cdc.gov/niosh/docs/2013-144/>)

Youth are Injured on the Job

- **795,000** <24-year-olds to the ER for work injuries
 - **27,000** <18-year-olds to the ER for work injuries
- **375** <24 year-olds died in 2012
 - **29** <18-year-olds died in 2012
- Young workers are injured at 2 times the rate of adult workers (25+).

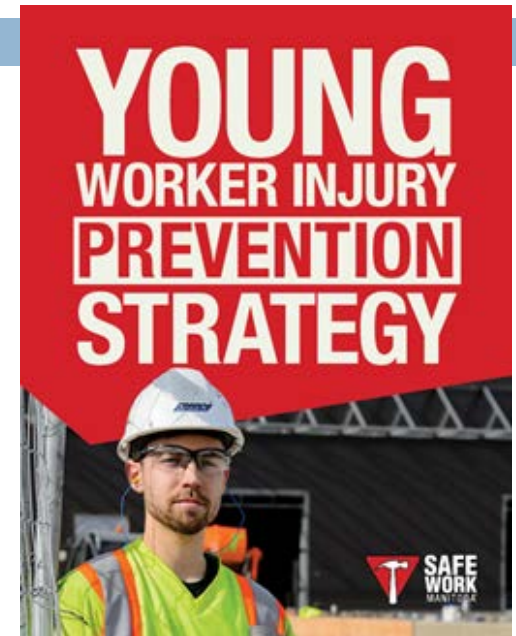
Why are Young Workers Injured at Higher Rates?

- Hazards on the job
- Inexperienced
- Developmental factors
- Some working in violation of child labor laws
- Lack of training & supervision



The U.S. Public Health Service Healthy People Objective

- Reduce rates of occupational injuries treated in emergency departments among working adolescents 15-19 years of age by 10% by 2020, from the 2007 rate of 5.5 injuries per 100 FTE workers to 4.9 per/100 FTE.



Protecting Young Workers Requires:

- Data to understand the problem
- Strong laws that are enforced
- Safe, “good” jobs for teens
- Adequate training & supervision



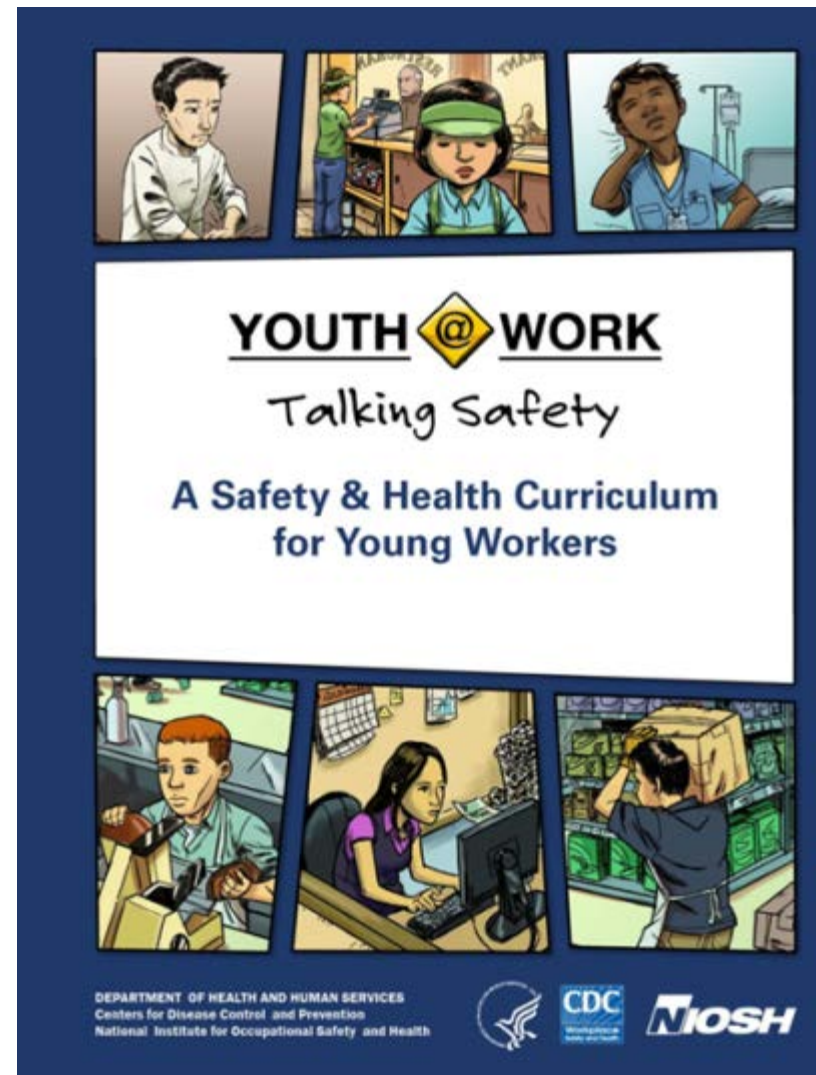
U.S. and CA Child Labor Laws

- ❑ Prohibit work before the age of 14 (12 years in agriculture)
- ❑ Restrict type of work under 18
- ❑ Restrict hours of work under 18
- ❑ Require a work permit if under 18



National and State-based Initiatives

- NIOSH
 - ▣ Provide data; fund research
 - ▣ Curriculum development
 - ▣ Partnerships with ALHA, OSHA, others
- State-based efforts
 - ▣ Stronger labor protections
 - ▣ Education and outreach



Focus shifting to include young adults (up to age 24)

- Higher employment rates
- May still be first job experience
- Work in high hazard industries
- No “child labor” protections starting age 18



California Partnership for Young Worker Health and Safety

- California Association of Work Experience Educators
- California Center for Civic Participation
- California Center for Childhood Injury Prevention
- California Commission on Health and Safety and Workers' Compensation
- California Department of Education
- California Department of Health Services—Occupational Health Branch,
- California Division of Labor Standards Enforcement
- California Industrial Hygiene Council
- California Federation of Teachers
- California Parent Teacher Association
- California Teachers Association
- California Workforce Association
- Cal/OSHA
- Equal Employment Opportunity Commission
- State Compensation Insurance Fund
- UC Berkeley Labor Occupational Health Program
- UCLA Labor Occupational Safety and Health Program
- United Food and Commercial Workers Local 5
- U.S. Department of Labor
- WorkAbility Program
- WorkSafe

Website and Resources



Welcome to the **Young Worker Health and Safety Website!** Our goal is to help prevent California's young workers from being injured or killed on the job. [Find out more.](#)

The laws noted at this site are specific to California. If you are in another state, visit our [National Young Worker Safety Resource Center](#) page to find your state's labor law agencies and information on the laws in your area.

This site is a project of the [California Partnership for Young Worker Health and Safety](#).

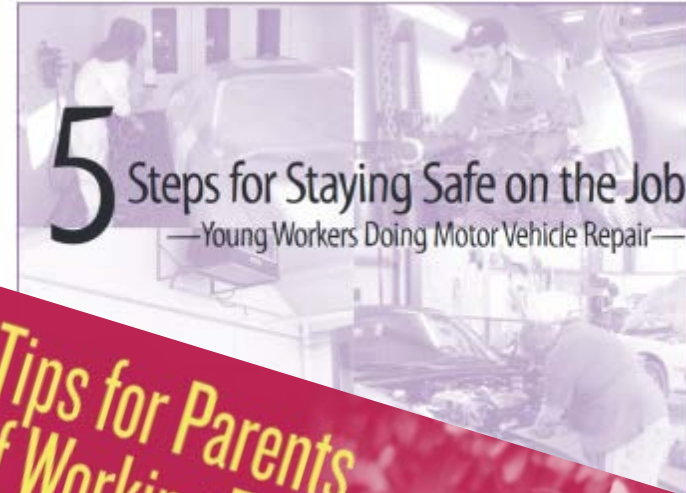


May is Safe Jobs for Youth Month!

This annual public awareness campaign highlights the importance of preventing teen injuries on the job.



Find Materials For...



Why should parents be involved?

Millions of teens work to earn money, learn new skills, and prepare for the adult world. But, each year about 80,000 teens under age 18 are hurt on the job. Although some jobs may seem more risky than others, your teen can get hurt on any job. Long working hours, lack of supervision and job hazards can harm your child's health and school experience.

What can parents do?

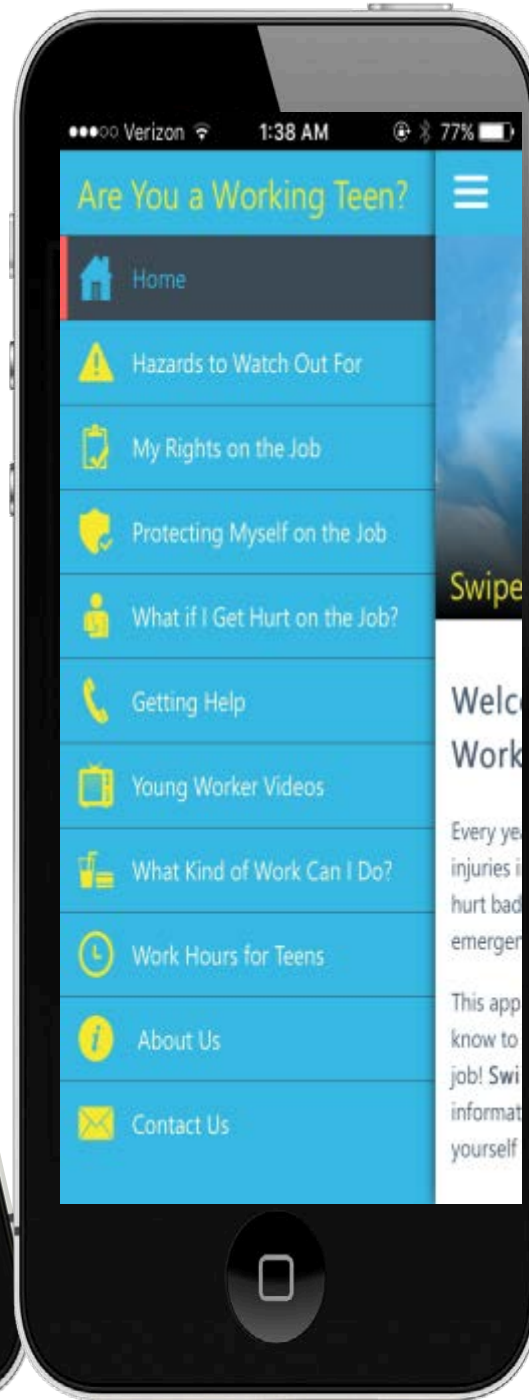
Know the laws.

- California labor law says teens cannot work too late or too long, or do very dangerous work.
- Cal/OSHA's workplace safety and health laws require that the workplace be safe and that workers receive health and safety training on the tasks they do.
- Find out more about child labor and health and safety laws at <http://www.youngworkers.org> or download *Are You a Working Teen?*

Make sure your teen has a work permit.

In California, even during the summer, workers under 18 years old must have a permit to work for each new job (unless already graduated). Students apply for a permit at their school district office.

Why are teens hurt



Download
the app



Safe Jobs for Youth Month



YOUNG WORKER LEADERSHIP ACADEMY



February 7-9, 2013

Foundational critical thinking skills

- Recognize hazards
- Understand how hazards can be addressed
- Understand worker rights and responsibilities
- Effectively solve problems in the workplace



Institutionalizing Education: Work Ready Skills Include Job Health and Safety Skills

- WorkAbility Programs
- Work Experience Classes
- California Partnership Academies
- Career Technical Education Programs
- Linked Learning Initiative
- Health Education Classes
- Work Permit Process



Successes

- CTE curriculum standards include strong OSH components
- WorkAbility Program requires training for all staff
- Integrated OSH “Student Learning Outcome” into Linked Learning Work-Based Learning document
- Workshops for thousands of teachers (CAWEE, CTE, WorkAbility, CWA, CCEA; CA-ROP)
- Partnering with NIOSH to strengthen national efforts
 - ▣ Safe Skilled Ready Workforce Initiative
 - ▣ Developing online assessment/certificate

Successes in other States

- **Massachusetts:** OSH integrated into Dept of Education's Work-Based Learning Plan
- **New York:** OSH integrated into Career Development and Occupational Studies Commencement Credential
- **Florida:** Miami-Dade district conducting OSH training for all CTE and 8th grade students (health classes)
- **Oklahoma:** Passed legislation to promote OSH training

What's Needed?



Champions at the state and local level!

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