Adolescents at Work

Hired Agricultural Youth Work Guidelines



Remember



Safety Check



Personal Protective Equipmement



Rest/ Drinking Water



Supervision



Comunication



Safety Training

Work Conditions

- Clearly assign specific duties
- Assess youth's characteristics and abilities and assign work accordingly
- Be aware of all allergies or medical conditions
- Ensure work area is as free from hazards as possible
- Maintain 2-way communication
- Assign supervisors who work well with youth, are consistent, and are good role models

Adolescent Characteristics

- Physical, cognitive, and social development differs from adults
- May like to explore, experiment, and take risks
- May have limited sense of vulnerability
- May try to "prove" themselves
- May be susceptible to peer pressure
- Are less experienced in work practice and responsibilities
- May lack assertiveness or be hesitant to ask questions

Federal Regulations: Fair Labor Standards Act (FLSA)

- Refer to Employer/Supervisor Responsibilities for links to detailed information on federal and state regulations for young workers
- Minimum age for most employment outside of school hours is 14 years
- Youth 12 or 13 years old may work during non-school hours with a parent or with consent from a parent/ guardian; they are limited to hand-harvesting of very few crops including berries, bulbs, spinach and cucumbers
- Hazardous duties known as the Hazardous Orders are prohibited for those under 16 years, refer to **dol.gov/general/topic/youthlabor/hazardousjobs**
- Some state laws regulate the hours of work for all minors and restrict work activities for 16 and 17 year-olds
- Check minimum wage laws that apply (i.e., federal or state); typically overtime pay is not required
- Check your state regulations regarding heat exposure, sanitation facilities, and general health and safety requirements that may apply
- Check state laws for additional regulations. State-specific information is available at **www.youthrules.dol.gov**

Training and Supervision

- Create atmosphere for questions
- Provide feedback
- Don't have youth work alone
- Teach youth to recognize and address risks and hazards
- Train youth to respond appropriately to emergencies
- Ensure youth work schedules comply with hourly limits
- Identify equipment and tasks prohibited for adolescents
- Provide appropriate training and supervision
- Assign work consistent with youth's abilities
- Have worker demonstrate ability to safely perform task

Agricultural Youth Work Guidelines

cultivatesafety.org/work

While some characteristics are common to teens, cognitive and physical ability can vary - even among teens of the same age. These guidelines help assess a youth's ability to safely perform tasks.

- Work Guidelines for about 50 tasks
- Bending, Lifting and Climbing: fact sheet and videos illustrating proper techniques
- Supplemental information available on additional topics:
  - Benefits of Farm Work
  - Child Development
  - Communication Plan
  - Supervision
  - Working Outdoors