

Employer/Supervisor Responsibilities

Employers and supervisors are responsible for ensuring a safe workplace and compliance with regulations. Ensuring a safe workplace includes providing good training and supervision, addressing workplace hazards and employing protective strategies. Compliance with regulations includes both state and federal regulations governing the tasks youth perform. It is important to check both state and federal regulations, as state regulations may be more restrictive than federal regulations or apply in instances where federal regulations do not.

Regulations for Young Workers

U.S. Department of Labor

1-866-487-2365

Federal Child Labor Regulations in Agriculture **dol.gov/agencies/whd/child-labor/agriculture**

State Child Labor Laws for Agriculture **dol.gov/agencies/whd/state/child-labor/agriculture**

Protecting Young Workers in Agriculture



Includes training tools to help supervisors learn more about supervising young workers.

Tools available include:

- Online Training
- Classroom Training
- YouTube Videos
- "Let's Talk" Fact Sheets

agsupervisortraining.org

Employer Responsibilities

- Comply with state and federal regulations governing hired youth working in agriculture
- Provide workers with a safe workplace
- Provide comprehensive training for employees
- Keep written records of all training activities
- Provide personal protective equipment
- Take immediate action when informed of a potentially hazardous situation
- Immediately investigate incidents that occur

Supervisor Responsibilities

- Assign tasks based on a youth's physical, social and cognitive abilities using the Agricultural Youth Work Guidelines (**cultivatesafety.org/aywg**)
- Provide training on assigned tasks and emergency response procedures
- Ensure youth understand which tasks are assigned to them and can perform the work safely
- Require youth to demonstrate safe operation of equipment
- Teach youth to recognize a problem, problem solve and respond appropriately
- Meet with youth each morning to assess factors affecting work performance (e.g. fatigue, substance use, stress level, emotional state)
- Enforce health and safety practices
- Take action when unsafe acts or conditions occur
- Provide adequate supervision based on youth's age and the task. Levels of supervision include:
  Constant – adult is always within sight, sound and reach of a youth
  Intermittent – adult out of sight and sound for up to 15 minutes
  Periodic – adult observes the youth at least every 15-30 minutes
- Appropriate levels of supervision for specific tasks are included in the Agricultural Youth Work Guidelines
- More information on supervising young workers can be found at **cultivatesafety.org/supervision** and agsupervisortraining.org