Working Outdoors

Hired Agricultural Youth Work Guidelines



Main Hazards



Sharp Tools



Sun Exposure



Repetitive Motion

Remember



Proper Body Movement



Sun Protection



Good Handwashing

Work Conditions

- Provide safe transport to worksite
- Ensure work area is free from as many hazards as possible
- Provide toilet facilities and water for drinking and washing hands
- Provide shaded areas for breaks
- If drowning hazards are present, have rescue equipment onsite
- Maintain 2-way communication

Agricultural Youth Work Guidelines (AYWG)

cultivatesafety.org/work

- Working Outdoors guideline
- Bending, Lifting and Climbing – guidelines, fact sheet and videos
- Other guidelines - use to assess a youth's ability to safely perform other tasks outdoors
- Supplemental information on
  - Benefits of Farm Work
  - Child Development
  - Communication Plan
  - Supervision

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
- Refer to Adolescents at Work guideline for general regulations
- 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/guardian or with their consent; they are limited to hand-harvesting of very few crops including berries, bulbs, spinach and cucumbers
- If youth under 16 are assisting with tasks such as clearing land, pruning vines, or hauling product, check federal and state regulations for list of prohibited equipment
- Youth under 16 may not apply toxic agricultural chemicals (including cleaning or decontaminating equipment, disposal or return of empty containers)
- Environmental Protection Agency (EPA) specifies age 18 for application of restricted use pesticides (exception exists, see epa.gov/pesticide-worker-safety)
- Check state laws for additional regulations. State-specific information is available at www.youthrules.dol.gov

Training and Supervision

- Require workers to wear appropriate clothing
- Be aware of all allergies or medical conditions
- Enforce all re-entry standards
- Monitor for changing weather
- Understand signs and symptoms of heat and cold related illnesses
- Teach youth to recognize and address hazards and risks
- Train employees on emergency procedures
- Provide consistent supervision
- Have first aid kit/station and someone trained in CPR/first aid

Other Factors

There are other factors that can impact a teen's ability to safely perform work. These factors include things like:

- Fatigue
- Substance use/abuse
- Emotional disturbances
- Stress

These factors can change from day to day, spurring the need to meet with youth prior to work each day and assess their condition and abilities. Visit agsupervisortraining.org for more information on assessing these factors.