

# Young Worker Safety Network Meeting May 15-16 Notes

The Young Worker Safety Resource Center sponsored a meeting for its state partners in Hartford, Connecticut on May 15 and 16, 2007. The meeting provided participants with an opportunity to learn about exciting new initiatives at the national level and to share their materials, activities, successes and challenges in promoting workplace safety for youth. The agenda is Attachment A and the meeting evaluation results are Attachment B.

The meeting was co-sponsored by the OSHA-funded Young Worker Safety Resource Center, the CT Department of Labor, and the MA Department of Public Health.

Participants from 12 different states represented Federal, state and local labor, education and health agencies. The participant list is Attachment C.

This document lists each session, the presenters, and summaries of the key points made during the discussions. Powerpoints for presentations are identified by number, and are posted at [www.YoungWorkers.org](http://www.YoungWorkers.org), on the Around the Nation page.

## Welcome

Gary Pechie, CT Department of Labor

Chris Miara, Young Worker Safety Resource Center

## Overview of recent young worker injury data

Dawn Castillo, National Institute of Occupational Safety and Health

Powerpoints of this presentation are PPT #1.

## Health and Safety of Voc/Tech Students

### School injury data reports

Jennifer Campbell, UMDNJ

Powerpoints of this presentation are PPT #2.

### Update on OSHA's 11

Diane Bush, Young Worker Safety Resource Center

Powerpoints of this presentation are PPT #3.

### Discussion of States' Experiences:

- Ann Brodman from the Bridgeport CT school systems suggested that the curriculum be trade specific for the needs of employment placement as well as teachers. She pointed out that teachers are already overwhelmed with their workload and they are going to be reluctant to take on a curriculum that they will need to tailor to their trade. Ann also

brought to the table the fact that there are schools that don't have safety in the school so it's hard to teach a student safety in the workplace.

- Diane Bush and Tony Fuschillo said most schools do not even have the resources to have all safety precautions in schools met
- In Massachusetts OSHA has mandated that schools be in compliance with safety laws. The Office of Civil Rights checks on schools and looks at hazards and makes recommendations.
- Lois McKenzie (MD) gives out wristbands and other promotional items with website information on it during career assemblies
- Wisconsin suggested training for PTA and a career academy
- John Olson spoke about how SkillsUSA has 500-501 courses being taught this June. Youth Build is looking for information on safety to put in for a grant
- Valerie Machinist (MA) is working with ProStart teachers on a school to work program for restaurants
- Maryann Medeiros (RI) suggested we look at the American Lung Association curriculum for vocational education programs
- It is important to keep professional development days in mind for training teachers on safety
- Sexual Harassment unit needs to be added to Youth @ Work (WA and LOSH already have these units)

## **Model Practices in Work-Placement Programs**

### **An example from Connecticut**

Greg Zink, Central CT State University  
No powerpoints available

### **Discussion of States' Experiences:**

- Most students need help learning how to keep and quit jobs
- It is necessary to do a site visit before sending a student to work
- Jobsites that do not follow work safety practices cannot receive students
- When doing a site visit, look for cleanliness, organization and safety
- In smaller "Mom and Pop" stores, parents generally have a hard time distinguishing themselves between parent and employer
- Sexual harassment absolutely needs to be addressed in young worker safety
- Visitation to job site is required before a student arrives, three days after, and then intermittently without over visitation
- It's important to always contact the Department of Labor when any questions arise
- Young Workers health and safety checklist:  
[http://socrates.berkeley.edu/~safejobs/downloads/word/orientation\\_checklist.doc](http://socrates.berkeley.edu/~safejobs/downloads/word/orientation_checklist.doc)
- New Jersey and Connecticut have similar checklists
- Massachusetts will be adding several questions related to work to the Youth Risk Behavior Survey.

## **Data on Teen Work Injuries:**

### **Where to get and how to use it!**

Tish Davis, Massachusetts Dept. of Public Health  
Powerpoints of this presentation are PPT #4.

### Reaching Workers with Disabilities:

#### Report on a NIOSH funded project: needs assessment & working with Walgreen's

Robin Dewey, Young Worker Resource Center  
Powerpoints of this presentation are PPT #5.

- Walgreen's has taken on a serious initiative to hire more workers with disabilities  
<http://www.walgreensoutreach.com/PressRelease.html>
- Everyone is interested in how Walgreen's has made such a great effort in meeting the needs of its new employees; we would like to know how to encourage other workplaces to do this as well
- A lot of participants we're shocked to find out how some employees with developmental disabilities are working in dangerous work areas
- National Association for Workforce Development Professionals should have a workshop on developmental disabilities at next conference

### Sharing State and National Experiences:

#### New tools and practices

Chris Miara, Young Worker Resource Center  
No powerpoints for this presentation

- Iowa recently had a *Youth @ Work* train the trainers and trained 72 people. They are planning two workshops geared toward employers
- Maryland hosted the National OSHA Summer Safety roll out for this year. They had high school safety demonstrations. OSHA has updated their young workers website <http://www.osha.gov/SLTC/teenworkers/index.html> and have new products geared toward youth with website information.
- Rhode Island has new stickers available with website included on it. Sadly, Chuck Schwartz who was the master trainer recently passed away. The young worker safety activities are now in OSHA office.
- Washington has suffered a severe funding cut. They have developed an ergonomics curriculum for high school students. They are in the process of evaluation and are looking forward to their Health and Safety Conference coming up
- New Jersey recently trained over 1500 teachers and are implementing new requirements regarding OSHA-trained teachers
- Minnesota has put up the *Youth @ Work* curriculum on to their website
- Massachusetts has been focusing on how to implement their new child labor laws. Peer leaders are represented on a new task force to educate the public, employers, etc regarding new CLL's. Emerson College is working on a possible subway campaign and will be looking to the Attorney General for possible funding
- Connecticut is working on a training for people who issue work permits as well as a poster and fact sheet for employers
- California has a Public Awareness Campaign for the month of May. They have a packet of resources. Recently they had a poster and video contest for teens, and are now working on a 3 day Young Worker Leadership Academy

## Proposed Changes to Federal Child Labor Law's

### Overview of changes:

Neil Patrick, US Department of Labor  
No powerpoints for this presentation

- <http://www.dol.gov/esa/whd/>
- Enforcement is down while investigation is up
- Special initiatives are on restaurant and retail owners
- Volunteer positions do not have enforcements
- If there are State and Federal laws on one activity or job, the more protective law is used
- Proposed changes to the Child Labor Laws:
  - Youth are not allowed to work at poultry slaughtering and packaging plants
  - Youth can not ride as a passenger on a forklift
  - Youth can not fight forest fires
  - Youth can no longer use compactors
  - Youth can not work with wood-chippers
- Proposed youth workplace opportunities that have been judged safe are; computer programming, software drafting, singing, playing musical instruments, and drawing
- The Department would like comments on:
  - Prohibiting 14 and 15 year olds from peddling or non charitable door to door sales
  - Clarifying work hours and time-of-day limitations for 14 and 15 year olds
  - Allowing properly trained and certified 15 year olds (but not 14) to serve as lifeguards at swimming pools (but not lakes or the ocean)
- The deadline for comments is July 16<sup>th</sup>, 2007 please go to regulations.gov (RIN docket number 1215-AB57 and 1215-AB44)

## Effective State and National Resources for Youth:

### How do teens want to receive information: report on a project in MA

Beatriz Pazos, MA Department of Public Health  
Powerpoints of this presentation are PPTs #6 and #7.

### “Teen Workers: Real Jobs Real Risks”

Darren Linker, University of WA  
No powerpoints for this presentation but cd's of the video were given out

### Feedback:

- <http://uwworksafe.com/worksafe/request>
- The vest the boy wearing in the parking lot should be at least a class one vest
- Mary should be the one delivering the story
- Information to contact local enforcement agencies
- More retail, restaurant, and tourism should be included
- More diversity
- Include OSHA and Youth Rules website
- Strengthen prohibited jobs

- Mallory's story should be added to the pyramid game
- Point out that there is no guard for the fruit conveyer belt
- There was lack of supervision and training
- Verify the employers responsibilities to youth

### Distance and Online Learning:

**Career Safe** <http://www.careersafeonline.com/>  
 Diane Bush, Young Worker Resource Center  
 No powerpoints for this presentation

**Iowa Public TV**  
 Diane Goode, Iowa Workforce Development  
 No powerpoints for this presentation

#### Feedback:

- Iowa Public Television funded an ICN (Iowa Communications Network) which was able to present to many schools across the rural state
- This presentation was interactive, each site watching is able to ask the presenter questions
- The idea of having a national presentation is very possible
- Online OSHA Curriculum (*Career Safe*) feedback:
  - Its way more accessible to youth
  - It can be available anytime
  - The student would need high speed internet access
  - Maybe it should be facilitated in a classroom?
  - It is a high literacy, possibly too high for some youth
  - Is there a Spanish version, should one be created?
  - It should assess the student to make sure the education is learned but on the other hand this is not done in an OSHA classroom either
  - You may not know who is taking it, it could be done by a sibling or friend in another's name
  - The creators should refer to [www.studyisland.com](http://www.studyisland.com) – to make it more interactive and fun for youth
  - Most participants want to know if this has been evaluated, it does not seem very culturally competent for youth
  - Maybe they should have youth evaluate it and give feedback

### Suggested Next Steps/ Other Information:

Diane Bush and Chris Miara, Young Worker Resource Center  
 No powerpoints for this presentation

- Others should have editing privileges to the *Youth@Work*
- Sexual harassment, discrimination and bullying should be a new modules. 30 states now have laws against bullying
- We should have quarterly conference calls or webinars to exchange best practices, or even having topic related agendas

- Need industry specific curriculum and projects
- Next year people may be interested in attending the National Youth Symposium on 12/07  
[http://www.nn4youth.org/site/PageServer?pagename=meetings\\_symposium](http://www.nn4youth.org/site/PageServer?pagename=meetings_symposium)
- The funding for the Young Worker Resource Center ends in September, if anyone has any funding idea please inform Chris Miara or Diane Bush. Suggestions at the meeting were private funding from places like Home Depot, private funders, or insurance agencies.
- [http://worksafebc.org/news\\_room/features/new\\_60\\_270.asp](http://worksafebc.org/news_room/features/new_60_270.asp)
- The Young Worker Network Meeting is on 11/3/07 at APHA in DC
- Participants should think about approaching nontraditional groups like PTA, SkillsUSA, and FFA

# Young Worker Safety Network Meeting

## National Young Worker Safety Resource Center

May 15<sup>th</sup> & 16<sup>th</sup> 2007

Homewood Suites, Farmington, CT

### Agenda

#### May 15<sup>th</sup>

- 11:30-12:00**      **Registration**
- 12:00-12:30**      **Lunch** (provided): Northeast Regional Occupational Health Surveillance Network and National Young Worker Safety Network
- 12:30-1:15**      **Welcome to both Networks:** Gary Pechie, CT Department of Labor
- Overview of recent young worker injury data:** Dawn Castillo, National Institute of Occupational Safety and Health
- 1:15-1:30**      **Introductions** of Young Worker Safety Network members & Overview of agenda: Chris Miara, National Young Worker Safety Resource Center
- 1:30-2:15**      **Health and Safety of Voc/Tech Students:** Facilitator, Diane Bush, National Young Worker Safety Resource Center
- School injury data reports: Jennifer Campbell, UMDNJ
  - Update on OSHA's 11: Diane Bush and Chris Miara
  - Discussion of States' Experiences
- 2:15-3:00**      **Model Practices in Work-Placement Programs:** Facilitator, Marian Storch, CT Department of Public Health
- An example from Connecticut: Greg Zink, Central CT State University
  - Discussion of States' Experiences: Successes, challenges, what's needed?
- 3:00-3:15**      **Break**
- 3:15-4:00**      **Data on Teen Work Injuries:** Where to get it and how to use it: Tish Davis, Massachusetts Department of Public Health
- 4:00-4:45**      **Reaching Workers with Disabilities:** Facilitator, Robin Dewey, National Young Worker Safety Resource Center
- Report on a NIOSH-funded project: needs assessment and working with Walgreens
  - Discussion of States' Experiences
- 4:45-5:45**      **Sharing State and National Experiences:** New tools and practices: Facilitator: Chris Miara

**May 16<sup>th</sup>**

- 7:30-8:30**      **Breakfast** (Provided)
- 8:30-9:30**      **Effective State and National Resources for Youth:** Facilitator, Robin Dewey
- How do teens want to receive information: report on a project in MA: Beatriz Pazos, Massachusetts Department of Public Health
  - *Teen Workers: Real Jobs Real Risks:* University of WA and discussion of what a 'national' video for young workers would look like
- 9:30-10:30**      **Distance and online Learning:** Facilitator, Diane Bush
- *Career Safe*
  - Iowa Public TV
- 10:30-10:45**      **Break**
- 10:45-11:45**      **Proposed Changes to Federal Child Labor Laws:** Facilitator, Tish Davis
- Overview of changes: Neil Patrick, US DoL
  - Group discussion
- 12:00-12:30**      **Next Steps,** Diane Bush and Chris Miara

Food provided by the CT Department of Labor  
Rooms provided by the MA Department of Public Health  
Logistical and programmatic support provided by MA and CT Young Worker Safety Teams and the OSHA Susan B Harwood grant to the Young Worker Safety Resource Center

*Many thanks!!*

## Attachment B

# Young Worker Safety Meeting Evaluation May 15-16<sup>th</sup>

### 1a. Did you learn anything new today that will help in your efforts to protect young workers?

- Loved the Walgreen's piece!
- Focusing programs on parents and supervisors. Also need more education regarding sexual harassment in the workplace. Targeting middle school youth, and people with disabilities are at risk.
- Yes!!
- Yes!
- Yes
- Absolutely – it was very informative and interesting
- Yes
- Yes

### 1b. If yes, what resources, activities or new ideas are you likely to use, and when?

- I learned about the new regulations from OSHA and our need to revisit safety among our vendor agencies/worksites.
- National data, WA video, OSHA's11, disability video with mercury hazards, Walgreen's project, focusing on parents and supervisors, developing sexual harassment education, and targeting younger teens about health and safety
- More posters and more emphasis to the employers and supervisors about the importance they have influence on teens.
- The talk on the federal regulations was very helpful. Need to sort through materials from other states.
- The info presented on how teens want to receive information. Possibly the info on disabilities.
- I liked the presentation on disabilities and data sources.
- I liked hearing about what is happening globally and in other states – all of the examples and materials. OSHA's11 is well done – I hope to use the curriculum in the future. Interesting issue – the teens want info from the supervisors.
- Different training media – handouts, CD, ICN/Public television.
- Promote Walgreen's – type of program with the transition coalitions I know. OSHA's11, Teen Workers DVD
- The possible national video, health survey for youth, and career safe
- Many of the ideas and activities will be useful
- Great ideas over all, good variety of topics and discussion, learned about so many resources I was unaware of. Really great to meet others committed to this topic.

### 2. What was least useful about today's workshop?

- Really thought all was useful. Great to hear individual presenters, but loved the general dialogue. Work based learning session was probably the least useful but it was still entertaining.
- Employer outreach talk was very geared for people who are placing students only.
- Availability of online training (OSHA10 card)
- The presentation about work-placement programs. Discussion on the update to child labor regulations.
- Talked too much about federal law. Should know more about state laws. Especially when the state laws override the federal.
- I thought everything was great, but if I has to pick a few topics they would be; proposed changes to federal labor laws and OSHA's11
- The proposed regulations and the importance about everyone's involvement.
  
- It was all useful
- Too short!! Short breaks between each session would be great.
- Everything was valuable.

### **3. What additional resources, information, training, and/or assistances do you need in your future efforts?**

- Resources geared to small employers on why worker safety is essential. Any private sector initiatives or analyses on worker safety? All sorts of data is fine and good but it would be interesting if agencies like Hartford and Aetna have another analyses.
- Send employers information. Even though they are supposed to know the laws and hazards, they don't.
  
- Sharing ideas, practices and where you are with projects on a quarterly basis. Industry specific networking/collaborations
- Conference calls to share resources and practices
- Copies of the materials, a resource where we can share info and post information we have, have a conference call with the states that have done the Youth Safety training to keep in touch.
- The contact list is a good starting point
  
- Having the YWS curriculum online and available to states to revise as need will be very helpful.
- Editable version of Youth@Work
  
- This group has impressed me with its caring and efforts to focus on creating a safe and healthy entrance into the world of work.
- Already a good job at information available.
  
- Like the idea of doing more on harassment. Would like more examples of individual experiences with employers and teens in the workplace.
- Sexual harassment module. Need to update games based on changes in laws and how to do this?

### **4. Other comments?**

- Great job! Hope we can do it again next year.
- Overall very helpful meeting. Excellent hopefully we can continue to have similar meetings in the future.
- I thoroughly enjoyed the Nov. 2005 conference, but this was so much better and so much more helpful in providing information you need to get the word out in your area. Role playing at the last conference did not work! Great job this year!
- Maybe plan a formal networking event for the evening or lunch to give all an opportunity to meet and talk?
- Addressing sexual harassment is a critical issue. I always address it when addressing groups on child labor. The minors are vulnerable and there are many predators, male and female, who manipulate ambitions of young workers who are eager to please. Teachers and minors need to be aware of this problem. Good possibility to reach the youth is through the teachers. Offer them presentation to classes or even assemblies to make teachers and youths what the rules are as well as the workplace rights. Give them resources to contact in case of any problems and/or questions.
- Good selection of conference sessions, good job!
- I really enjoyed the conference – thank-you! Two things: 1. OSHA need to support the 3-4 hour curriculum 2. We should contact the National Farm and Concourse Sciences Organization to try to incorporate this into their curriculum.
- Staff was knowledgeable and food was ~~good~~ excellent
- It was great to see that Teen Worker Safety is a multi-agency/multi-state/national issue. I think more info on distance learning would be useful.
- This was a great meeting! Great to hear what everyone is doing. The facilitators are excellent. Thanks for putting this together!
- More meetings and sharing opportunities, need all of the states Youth at Works Safety materials and manuals online ASAP, and Spanish version done ASAP.

**Attachment C**

**National Young Workers Safety Meeting  
May 15<sup>th</sup> & 16<sup>th</sup> 2007  
Farmington, CT**

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