

### About young workers

- They think differently than older, more experienced, people in a workplace
- They are typically inexperienced and may not be familiar with the job task or hazards on worksites or in workplaces
- They are more willing to take unnecessary risks and possibly putting themselves into hazardous situations without thinking they are because they are eager to get the job done
- They may be new to construction work and it may be the very first job they've ever held
- They may feel discouraged to ask questions for fear of appearing foolish or unknowledgeable to their coworkers and superiors

As per Section 3-3 in the Saskatchewan Occupational Health and Safety Regulations, 2020, employers or contractors have a legal obligation to ensure that no one under the age of 16 is employed on a construction site or permitted to work in specific industries.

### Supervisors are the key to young worker safety

It is important for supervisors to provide young workers with constant interaction along with hands-on training, until they are certified or deemed competent for the job at hand. Engaging young workers to ensure they feel valued and part of the team is also important for allowing them to feel comfortable to share questions and concerns they may otherwise conceal out of fear of looking incompetent; leading to potential workplace accidents and/or injuries. Regular toolbox talk and safety meetings are some of the ways to keep young workers engaged and feeling like they are able to approach their supervisors with questions, concerns, or ideas they may have for the work they are expected to do.

Call the SCSA to book a Personal Protective Equipment (PPE) safety demo and have us educate the young workers on the effectiveness of wearing the right PPE for the job.

### Training is essential before any work begins

- Start with a thorough orientation to the company, the safety rules, emergency procedures, and rights and responsibilities. Document their training and then have a quiz at the end of orientation.
- Don't just give them PPE, train them how to use it, educate them on the limitations, show them how to care for and maintain it.
- Before they work on any job, they must be shown how to perform all of the work involved, safely.
- One of the best ways to train people how to perform a job safely is to have accurate well-written safe work practices and safe job procedures. Then have experienced competent supervisors and workers train them.
- Review the Occupational Health & Safety Regulations relevant to their work and discuss items like this in toolbox talk and safety meetings
- Engage the young worker, provide specific job-related safety training and specific safe job procedures for each task they are expected to perform
- One of the keys to safety is to know how to recognize and control hazards. Train them on hazard recognition and control.

### Too many young workers are getting injured

Did you know approximately 6,000 people under the age of 25 are injured on the job every year? Learn more about young workers and how to protect and educate them by visiting: [www.worksafesask.ca/youth](http://www.worksafesask.ca/youth), [www.ccohs.ca/youngworkers](http://www.ccohs.ca/youngworkers), and reading about a 2015 University of Regina (U of R) study, "Supervisors prevent injuries by listening to teens who speak up about workplace safety," available on the [U of R website](#).

The SCSA's SCOT™ training course is a also a great orientation to construction-related hazards! Take this online construction hazard recognition education, anytime, anywhere, by visiting [www.scsaonline.ca](http://www.scsaonline.ca).

# Tool Box Talk

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When accidents and incidents happen on the jobsite, we are always quick to point the finger at lack of training, not following practices or procedures, or even improper supervision. The idea that the hazards and dangers associated with the job were not properly communicated to all of the workers is often missed.

Tool Box Talks can go by many names, and although formats may vary, these meetings all serve one purpose: to inform employees and contract workers. Tool Box Talks are short, informal, meetings between management and the workers on a jobsite. The goal of these meetings is to reinforce current safe job procedures, inform workers of new and/or relevant procedures, review recent safety violations/incidents, and ensure workers are up-to-date on the information required to complete their work safely.

Always use a Tool Box Talk form to record the meeting topic, date, who was in attendance, and any follow-up actions to be taken. Not only do these forms help with consistency of record keeping, but they also ensure that nothing is missed. At the end of the meeting have management sign off on the form.

One of the most important aspects of a Tool Box Talk is giving workers an opportunity to voice their concerns and ask questions. All employees have a right to participate in health and safety as it relates to their work and it is the supervisor or manager's responsibility to create an environment for them to do so. Once the meeting is over, and the form is filled out, it should be filed with other documented Tool Box Talks.

Remember that Tool Box Talks are short and informal, they are not meant to be intimidating. Use the opportunity to have fun and stay on top of what is necessary to keep safety culture a strong part of the business.

For a full listing of Tool Box Talk topics, visit: [www.scsaonline.ca/resources/tool-box-talks](http://www.scsaonline.ca/resources/tool-box-talks)

For a copy of the Tool Box Talk form, visit: [www.scsaonline.ca/pdf/Tool\\_Box\\_Meeting.pdf](http://www.scsaonline.ca/pdf/Tool_Box_Meeting.pdf)

## About the Saskatchewan Construction Safety Association

The Saskatchewan Construction Safety Association (SCSA) is an industry-funded, membership-based, nonprofit organization that provides cost-effective, accessible safety training and advice to employers and employees in the construction industry throughout the province to reduce the human and financial losses associated with injuries. Registered March 20, 1995, the SCSA is, and has been since inception, committed to injury prevention. Serving almost 10,000 member companies with business offices in both Regina and Saskatoon, the major business units of the association are Advisory Services, Business Development, Corporate Services, Program Services and Training. The mission of the SCSA is constructing safety leadership in Saskatchewan and the vision is to create the safest construction environment in Canada.