



GREATER HALL
CHAMBER OF COMMERCE

WORKFORCE DEVELOPMENT

Can manufacturers employ 16 & 17 year olds?

Legally speaking...YES!

Your company employee retention levels may be good but you may be suffering from an aging workforce? **16 & 17 year olds** are valuable to your workplace and part of a long term solution to workforce sustainability— especially in manufacturing. There are some things they cannot do!

No-No's

- ◇ Driving on public street as part of job
- ◇ Using power tools or machinery: circular saw, chain saw, bakery machine, meat slicer...
- ◇ Wrecking, demolition, excavation, roofing
- ◇ Mining, logging, sawmilling, forestry services, forest firefighting
- ◇ Working in meat or poultry plants that slaughter, package, or process
- ◇ Manufacturing brick, tile and related
- ◇ Working where there is radiation
- ◇ Working where explosives are stored or produced
- ◇ Driving, riding on, repairing, working from forklift, Bobcat, backhoe, hoists, cherry pickers...

*More stringent rules apply to 14 & 15 year olds.

What can they do?

EVERYTHING ELSE

with a dose of youth and energy!

You company can tap into:

- ◇ New ideas and perspectives.
- ◇ Eagerness to learn
- ◇ Enthusiasm and energy
- ◇ Ease with technology
- ◇ Creativity, adaption, open mindedness
- ◇ Ability to learn quickly
- ◇ People not afraid of change
- ◇ Inspired existing workforce

Resources

Federal Department of Labor: www.dol.gov/whd

Georgia Department of Labor: www.dol.state.ga.us

OSHA: www.osha.gov/youngworkers

National Institute for Occupational Safety & Health: www.cdc.gov/noish/topics/youth/

Center for Your Worker Safety & Health, Georgia Tech Research Institute: www.youngworker.gatech.edu



RETURN ON INVESTMENT: Employing a high school student does come with risk but there are solutions. There is a potential BIG PAYOFF for both the company's future as well as the student's future. Take these risks and solutions into consideration.

Risks

- ◇ Injuries can be caused by...
 - ◇ Lifting
 - ◇ Using mobile equipment
 - ◇ Working with knives and food slicers
 - ◇ Working with hot liquids and substances
 - ◇ Motor vehicles
 - ◇ Running equipment
 - ◇ Working on elevated levels
- ◇ If an employee under 18 suffers a work-related injury reportable to OSHA, expect an OSHA inspection within 5 working days.

Solutions:

- ◇ Provide training for supervisors and youths
- ◇ Observe and supervise them
- ◇ Invite them to ask questions
- ◇ Stress the importance of safety to Frontline supervisors
- ◇ Provide proper equipment and clothing.



Reminder: Georgia requires work permits for Employees Under 18.

Interested? Contact your Work Based Learning Program Coordinator

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