



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 are 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 streets as part of job
- Using power tools or machinery (i.e. circular saw, chainsaw, bakery machine, meat slicer, etc.)
- 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 or related materials
- Working where radiation is present
- Working where explosives are stored or produced
- Driving, riding, repairing or working from a forklift, bobcat, backhoe, hoist, cherry picker, etc.

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

What can they do? Everything else *with a dose of youth and energy!*

Your Company Can Tap Into:

- New ideas and perspectives
- Eagerness to learn
- Enthusiasm and energy
- Ease with technology
- Creativity, adaptation, open mindedness
- Ability to learn quickly
- Not afraid of change
- Ability to inspire existing workforce

Resources:

- Federal Department of Labor:
www.dol.gov/whd
- Georgia Department of Labor:
www.dol.ga.gov
- Occupational Safety & Health Administration:
www.osha.gov/youngworkers
- National Institute for Occupational Safety & Health:
www.cdc.gov/niosh/topics/youth/default.html
- Georgia Department of Education: <https://www.gadoe.org/Curriculum-Instruction-and-Assessment/CTAE/Documents/2018-WBL-Manual-Combined-files.pdf>

work-based learning



focus on the future

Return on Investment: Employing a high school student does come with risk, but there are solutions. There is the potential for a big payoff for both the company and the student. 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 five (5) working days.

Solutions

- Provide training for supervisors and youth
- Observe and supervise youth
- Invite youth to ask questions
- Stress the importance of safety to frontline supervisors
- Provide proper equipment and clothing

Reminder: Georgia requires work permits for employees under the age of 18.

Interested in employing youth? Contact your Work Based Learning Coordinator.

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