



## **Summer—The Best and Worst of Times for Young Workers** *MOL blitz focuses on this vulnerable group in June*

School's out and summer jobs beckon. Young workers, some of them entering the job market for the first time in their lives, start out eager to please and breathtakingly inexperienced. It can be a formula for tragedy.

Between 2001 and 2008, workers aged 15 to 24 sustained 573 critical injuries. During that period, 27 individuals died as a result of workplace injuries—shattering the lives of families, friends and colleagues. Indeed, workers of any age are up to four times more likely to be injured during the first month on the job than at any other time.

That's why the [Ministry of Labour is focusing its blitz in June on protecting young and new workers](#). Inspectors will be addressing five key areas of your health and safety program, and honing in on a wide range of service sector workplaces that particularly attract new and young workers.

### **MOL zeroing in on the service sector**

The service sector is a magnet for young workers, especially during summer months. Inspectors will be honing in on a wide range of workplaces where new and young workers can be found; for example:

- Restaurants
- Hotels and other tourism and recreation businesses
- Retail stores and wholesalers
- Vehicle sales and service outlets

### **If the MOL arrives at your door, will you be ready?**

You'll need to demonstrate that your young and new workers are properly trained, supervised and meet minimum age requirements. The MOL suggests employers ask themselves five questions to get ready:

1. ***Is the workplace prepared for new workers?*** Are you in compliance with the Occupational Health and Safety Act? Do workers meet minimum ages for work, and do you have competent supervisors?
2. ***Are new workers ready for work?*** Have you checked workers' prior education, experience and qualifications? Do workers know their rights and responsibilities?
3. ***Is there comprehensive safety orientation?*** Have you showed new workers where to find health and safety instructions? Put emergency procedures and personal protective equipment in place?
4. ***Is job-specific training well done and validated?*** Do workers understand the training you've provided before new tasks are assigned? Are your trainers competent?
5. ***Are workers supervised adequately?*** Are your supervisors providing regular instruction and supervision?

Find out more: see full story at [ossa.com](http://ossa.com) under "[Resources.](#)"

The Ontario Restaurant Hotel & Motel Association is Canada's largest provincial hospitality industry association. For more information call 1-800-668-8906 or email [info@orhma.com](mailto:info@orhma.com). This article has been provided by the Ontario Service Safety Alliance, our partner for health and safety. Please call OSSA at 1-888-478-6772 or e-mail [info@ossa.com](mailto:info@ossa.com) for further assistance.