



Young workers need  
your help to stay safe.  
Let's talk safety.  
Every day.

TOOLKIT FOR EMPLOYERS  
OF YOUNG WORKERS





## Safety starts with a conversation.

**By encouraging daily discussion, you build a workplace where young workers feel comfortable sharing safety concerns.**

Young workers, aged 15–24, bring energy and fresh ideas to a workplace. But they are at risk. New workers are three to four times more likely to be hurt on the job within the first month of employment than the average Canadian worker.\*

In addition to learning new job skills, young workers may:

- Be developing decision-making skills
- Be shy and uncomfortable speaking up
- Lack safety experience
- Not know their rights
- Fear being labelled as incompetent
- Be eager to please and impress and not

consider safety precautions

- Are likely to model other workers' behaviour (whether positive or negative)

### **Young workers need your help to stay safe.**

WorkSafeNB encourages you to make safety part of everyday conversation. By promoting daily discussion, you build a workplace where young workers feel comfortable asking questions and sharing safety concerns.

Talk safety. Every day.

\*Institute for Work and Health (Ontario)



## How does talk help?

When you talk safety, you reinforce your commitment to a healthy and safe workplace.

Young workers may be reluctant to speak up about safety. In their eagerness to impress and showcase their abilities, safety may be compromised. In some cases, young workers, new to an environment, may be unaware of risks and hazards. They may not know their rights, or be shy or fearful about voicing concerns.

How does this affect you?

**You are required by law to take every reasonable precaution to keep your employees safe.**

As an employer of young workers, it means understanding their particular risk factors, and

providing the training, supervision and support to meet their needs.

In addition to modelling safe behaviours and having effective health and safety programs and policies, conversation is an excellent way to help young workers.

When you talk safety, you reinforce your commitment to a healthy and safe workplace. Workers feel comfortable speaking up and supporting one another.

Chat about safety procedures, ask young workers if they understand precautions and host talks about young worker safety to your whole team.

Ask a young worker to join you in a workplace inspection. **Talk** about the hazards and ask for their concerns and opinions.

Give some thought to the everyday tasks you do to keep yourself and others safe. **Talk** about them with young workers.

If a young worker asks you a question, **answer** it. If you don't have the answer, find it. Take each question seriously.

If you see a young worker not performing a task safely, **remind** them of the proper procedure. Talk them through the process.

**Talk** about personal protective equipment (PPE). How does it protect the worker? Why is the proper fit important? What can happen if it doesn't fit properly?

When modelling safe behaviour, **explain** why safety is important to you and others in the workplace. Explain how everyone works together to stay safe.

let's talk  
safety

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## 10 tips for talking safety

- 1 Walk the talk.** Act safely.
- 2 Be approachable.** Make eye contact. Give your undivided attention. Listen carefully.
- 3 Be available.** Ensure you or a senior team member is always available to answer questions.
- 4 Talk it through.** Talk about safety when demonstrating tasks.
- 5 Answer the why.** Use hazards as opportunities for discussion.
- 6 Check in regularly.** Are young workers comfortable with tasks?
- 7 Host** weekly safety talks.
- 8 Invite young workers** to health and safety meetings.
- 9 Share personal experiences** about safety.
- 10 Set up an anonymous "safety" box.** Let workers not comfortable with voicing concerns "talk safety" with pen and paper.



## How can I help young workers even more?



Go to WorkSafeNB's Young Workers portal on Safety Excellence NB to find checklists, safety talk guidelines, hazard alerts, pamphlets, posters, pocket cards and more.

Follow us on Twitter, subscribe to our YouTube channel, join us on LinkedIn and sign up for E-News to get updates and new information on health and safety in New Brunswick.

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