

Hired Agricultural Youth Work Guidelines

National Children's Center
for Rural and Agricultural Health and Safety

Contents

Information

About this Booklet.....1

Additional Copies.....1

Recommended Citation.....1

Background and Significance.....1

Benefits of Farm Work.....1

Hazardous Nature of Work.....1

Reducing Risk.....1

Basic Principles for Training Youth.....2

Risk Factors for Youth.....2

Techniques and Strategies for Training.....2

Training Resources.....2

Employer/Supervisor Responsibilities.....3

Regulations for Young Workers.....3

Employer Responsibilities.....3

Supervisor Responsibilities.....3

Assessing a Youth's Abilities.....4

Child Development & Working in Agriculture.....5

Guidelines

Work Basics.....6

Adolescents at Work.....6

Working Outdoors.....7

Bending, Lifting and Climbing 8

Farm Tasks.....9

Hand Harvesting Fruits and Vegetables.....9

Harvesting Tree Fruit.....10

Basic Tractor Operations.....11

Working with All Terrain and Utility Vehicles.....12

Working with Large Animals.....13

Additional Considerations.....14



About this Booklet

The Hired Agricultural Youth Work Guidelines booklet (HAYWG) is designed to help farm employers and supervisors of hired youth reduce the risk of injury for young workers. Training adolescents can be difficult as youth often take risks, are inexperienced and/or inattentive, and may be reluctant to ask questions.

This resource includes guidance for training and supervising young workers, information on federal child labor regulations and accessing state child labor laws, and information for supervising some common tasks such as tractor operation and harvesting fruits and vegetables. This resource can be used for in-person training and/or as posters to remind employers, supervisors, and workers of the importance of staying safe.

Supervisors can use this resource in tandem with the Agricultural Youth Work Guidelines (AYWG), which are designed to help adults assign age and ability-appropriate tasks to youth working in agriculture. HAWYG and AWYG booklets and individual guidelines can be found at **cultivatesafety.org/work**.

cultivate SAFETY

Additional Copies

Additional copies of this resource are available by contacting the National Children's Center for Rural and Agricultural Health and Safety or by visiting our website.

Phone: **1-800-662-6900**

Email: **nccrahs@marshfieldresearch.org**

Internet: **marshfieldresearch.org/nccrahs**

Recommended Citation

Salzwedel MA, Wanat C, Murphy D, Schwebel DC, Lee BC. (2023). Hired Agricultural Youth Work Guidelines, 2nd Ed. Marshfield, WI: Marshfield Clinic.

Note: Use of these guidelines alone will not put an agricultural employer in complete compliance with all laws and regulations affecting their farm.

Background and Significance

Benefits of Farm Work

Work is inherently good for youth, and agricultural work offers opportunities for them to develop a good work ethic, learn responsibility, build character, and understand the life/death cycle. It can also help develop a passion, love and respect for the land.

Hazardous Nature of Work

While there are many benefits to working in agriculture, there also are risks. Agriculture remains one of the most dangerous industries in the U.S., and agricultural injuries and fatalities to youth place a significant burden on our public health system. From 2011-2017, 81% of occupational fatalities among youth 15-17 years old were in the Agricultural/Forestry/Fishing and Hunting sectors. Since 2009, more youth have died working in agriculture than in all other industries combined, and it is well known that youth who perform work that does not match their developmental level have increased risk of injury. Injuries to youth can also occur when adults and youth underestimate the hazards and risks involved in agricultural work.

Reducing Risks

To reduce risk of injury, supervisors must address the hazards that cause them. Focus first on the hazards that pose the highest risk. High-risk hazards are those that frequently cause injuries and/or result in the most severe injuries or death. In nonagricultural industries, regulations and work standards indicate appropriate work for both adults and children. These regulations are a key component of reducing injury risks by restricting youth under age 18 from performing hazardous work. Standards and regulations in agriculture are different, however, with restrictions on hazardous work for youth under 16, rather than 18.

Farm employers and supervisors can reduce the risk of injuries to young workers by patiently providing quality training and supervision, addressing worksite hazards, employing protective strategies and providing personal protective equipment. This booklet is designed to assist people who supervise young workers performing agricultural work.

Another strategy to reduce risk of injuries is to assess a youth's ability to safely perform a task and assign work accordingly. The Agricultural Youth Work Guidelines (AYWG) were developed to help supervisors match a youth's ability with specific work tasks. These guidelines are available at **cultivatesafety.org/aywg**.

Acknowledgements

We wish to acknowledge and thank the staff of the National Farm Medicine Center for their assistance with content development and review. A special thanks to Ben Hackney and his design team at Hackney Design for the design of this booklet.



Basic Principles for Training Youth

Children and youth respond best to hands-on training when learning new jobs. Demonstrate the job and have youth practice the job under close supervision until they are proficient. Document all training, so that you know what training a worker had and when refresher training is needed.

What puts youth at risk?

- Lack of experience
- Unfamiliar with work
- Risk-taking attitude
- Drive to "prove" themselves
- Reluctance to ask questions
- Desire to impress peers
- Easily bored
- Enthusiasm sometimes outweighs judgment

Show sensitivity

- **Learn about youth's culture**
- **Demonstrate respect**
- **Be patient**
- **Avoid value judgement**
- **Use sensitive language**
- **Accept lack of direct eye contact**
- **Use culturally appropriate materials**
- **Praise more often than criticizing**

What to do:

- **Provide a safe workplace**
- **Identify prohibited equipment/ tasks**
- **Assign supervisors who work well with youth**
- **Provide personal protective equipment**
- **Praise positive/safe behaviors**
- **Model safe behaviors**
- **Encourage questions**
- **Set and enforce rules**

How to train:

- **Explain the task**
- **Demonstrate the task**
- **Ask youth to repeat instructions**
- **Watch youth perform task, praise success and correct mistakes**
- **Answer all questions**
- **Keep sessions short**
- **Supervise closely until proficient**

What to train:

- **Doing the job safely**
- **Recognizing hazards**
- **Taking precautions**
- **Using personal protective equipment**
- **How to handle problems**
- **Communication procedures**
- **Sources for more information**

When to train:

- **First time doing task**
- **With every new task/tool**
- **With any new hazard**
- **After an incident**
- **Periodically for review**

Training Resources

National Institute for Occupational Safety & Health (**cdc.gov/niosh/topics/youth**) – Includes injury and fatality information, access to health and safety resources, project information and related topics.

Safety in Youth for Agriculture (SAY) Clearinghouse (**ag-safety.extension.org/safety-in-agriculture-for-youth**) – Includes formal curricula and supporting resources with their alignment to Agriculture, Food, and Natural Resources (AFNR) Career Cluster Content Standards.

Saddle Up Safely (**equine.ca.uky.edu/saddleupsafely**) – Rider safety awareness program designed to teach equestrian riders about simple steps that can be taken to prevent injury.

Handling Farm Animals Safely (**nasdonline.org/44/d001612/handling-farm-animals-safely**) – Fact sheet that describes how to handle farm animals safely, including information on animal behavior.



Employer/Supervisor Responsibilities

Employers and supervisors are responsible for ensuring a safe workplace and compliance with regulations. Ensuring a safe workplace includes providing good training and supervision, addressing workplace hazards and employing protective strategies. Compliance with regulations includes both state and federal regulations governing the tasks youth perform. It is important to check both state and federal regulations, as state regulations may be more restrictive than federal regulations or apply in instances where federal regulations do not.

Regulations for Young Workers

U.S. Department of Labor

1-866-487-2365

Federal Child Labor Regulations in Agriculture **dol.gov/agencies/whd/child-labor/agriculture**

State Child Labor Laws for Agriculture **dol.gov/agencies/whd/state/child-labor/agriculture**

Protecting Young Workers in Agriculture



Includes training tools to help supervisors learn more about supervising young workers.

Tools available include:

- Online Training
- Classroom Training
- YouTube Videos
- "Let's Talk" Fact Sheets

agsupervisortraining.org

Employer Responsibilities

- Comply with state and federal regulations governing hired youth working in agriculture
- Provide workers with a safe workplace
- Provide comprehensive training for employees
- Keep written records of all training activities
- Provide personal protective equipment
- Take immediate action when informed of a potentially hazardous situation
- Immediately investigate incidents that occur

Supervisor Responsibilities

- Assign tasks based on a youth's physical, social and cognitive abilities using the Agricultural Youth Work Guidelines (**cultivatesafety.org/aywg**)
- Provide training on assigned tasks and emergency response procedures
- Ensure youth understand which tasks are assigned to them and can perform the work safely
- Require youth to demonstrate safe operation of equipment
- Teach youth to recognize a problem, problem solve and respond appropriately
- Meet with youth each morning to assess factors affecting work performance (e.g. fatigue, substance use, stress level, emotional state)
- Enforce health and safety practices
- Take action when unsafe acts or conditions occur
- Provide adequate supervision based on youth's age and the task. Levels of supervision include:
  Constant – adult is always within sight, sound and reach of a youth
  Intermittent – adult out of sight and sound for up to 15 minutes
  Periodic – adult observes the youth at least every 15-30 minutes
- Appropriate levels of supervision for specific tasks are included in the Agricultural Youth Work Guidelines
- More information on supervising young workers can be found at **cultivatesafety.org/supervision** and agsupervisortraining.org

Assessing a Youth's Abilities

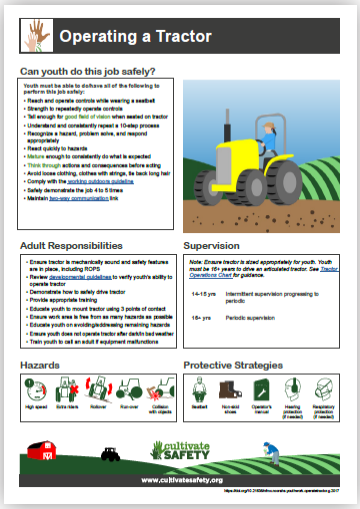
The Hired Agricultural Youth Work Guidelines (HAYWG) in this booklet include information on strategies to reduce risk of injury, such as providing training and supervision, addressing worksite hazards and employing protective strategies. Another excellent strategy for reducing risk of injury is to assess a youth's ability to safely perform a task and assign work accordingly, as it is well known that youth who perform work that does not match their developmental level have increased risk of injury. A related set of guidelines, the Agricultural Youth Work Guidelines (AYWG), were developed specifically to help adults match a youth's abilities with specific work tasks.

When assigning work to youth, in addition to looking at the requirements of the task, it is important to assess a youth's personality, work style and abilities. Children and teens are not simply "miniature adults". Their physical, cognitive and emotional development is different.

Youth Characteristics:

- **Like to explore, experiment, and take risks**
- **Have a limited sense of vulnerability to injury**
- **Behave impulsively**
- **Try to "prove" themselves**
- **Think they can do things safely that they can't**
- **Are susceptible to peer pressure**
- **Lack work experience**
- **Are reluctant to ask questions**
- **Display enthusiasm that outweighs judgement**

Many of these behaviors/traits are normal for youth and are not easy to change. It's how children and youth act, and it's different than how adults think and act. More information on child/youth characteristics and strategies adults can use to address them are included in the child development chart on the next page or visit **cultivatesafety.org/child-development**.

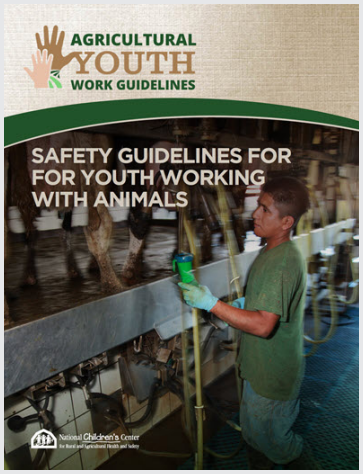


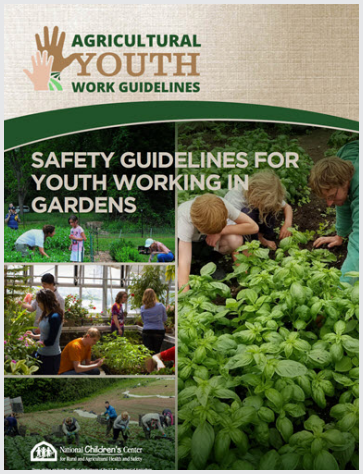
Using Agricultural Youth Work Guidelines

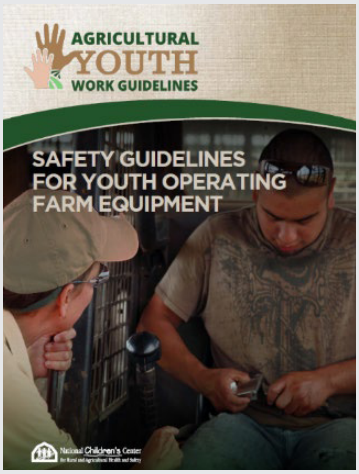
Once familiar with a youth's abilities, select the agricultural youth work guideline for the task the youth will be performing. Using the content in the box titled "Can youth do this job safely?", determine if the task is a good match to the youth's abilities. If the youth is able to comply with the items in this box, the task is a good fit.

There are over 50 AYWG guidelines for numerous tasks available at **cultivatesafety.org/work**. In addition, three topic specific AYWG booklets are available in English, Spanish or French.

Using the Agricultural Youth Work Guidelines together with the Safety Guidelines for Hired Adolescent Farm Workers in this booklet enables those supervising young workers to ensure they are: a) assigning tasks that youth can perform safely, b) employing good training and supervision strategies, c) knowledgeable on child labor regulations, d) addressing worksite hazards, and e) employing protective strategies. The end result will be safe young workers who will mature into well-trained, productive, and healthy adult workers.







Child Development & Working in Agriculture

Children are not simply "miniature adults". As youth grow through childhood, adolescence, and young adulthood, they not only gain physical strength and size, they also gain stronger thinking, processing and decision-making skills. These abilities develop at different rates for different children, including within the same family. For example, one 14-year-old may be relatively mature and accept responsibility well, while the next may be more of a risk-taker, needing closer adult supervision until they grow older. Similarly, one 7-year-old may be physically big and strong but struggle to consistently understand and follow safety rules while another 7 year old may be very good at following rules but lack the physical strength for specific tasks. This variation in development is normal. Combined with the hazardous nature of some agricultural tasks however, it makes it unwise to assign work based only on the age or size of the youth. Instead, adults must consider the requirements of the task and the youth's abilities and limitations, and then assign work carefully, always ensuring the youth has the skills and ability to complete the task safely. The chart below will help you assign work appropriate for a youth's age and abilities.

Topic	Characteristics	Safety Strategies for Adults
Modeling	Youth learn from watching adults and copy what they see.	Model safe behavior. Youth may copy what you do rather than following what you say.
Teaching	Practice and repetition help youth learn new tasks.	Teach first, let youth try the task, then provide positive and constructive feedback. Be patient as youth learn.
Attention Span	Attention improves with age. Most youth don't develop adult-level attention spans until their early 20s.	Assign short tasks, provide frequent breaks and change tasks often.
Decision Making	Youth get better and faster at decisions as they develop, but even older adolescents may make risky, impulsive decisions.	Don't put youth in situations where bad decisions can cause injury.
Transferred Learning	Youth may not transfer learning from one task to another.	Don't assume youth know how to do a new task. Teach them new tasks and ensure competency.
Supervision	Because of youth's underdeveloped abilities, they need adult supervision to help prevent injuries.	The type/level of supervision needed depends on a youth's age, ability and the task. Visit supervision and work guidelines on **cultivatesafety.org** for more information.
Rules	Youth benefit from rules that are known, understood and obeyed.	Set and enforce rules consistently. Explain reasons for rules and follow the rules yourself. Youth notice if you violate rules and may copy risky behavior.
Praise	Praise positive and safe behaviors. Behavior that is reinforced will likely be repeated.	Tell youth when they do something safely. Use a proud and congratulatory tone.
Strength & Stamina	Young children have less strength/stamina than older youth. They may try things beyond their ability.	Assign tasks involving smaller loads and shorter distances to younger children, adjusting as they mature. Provide breaks.
Confidence	Youth may feel overconfident – even invincible – leading to risk-taking.	Set and enforce rules. Monitor and supervise.
Self-identity	Many youth value how they look and how others view them. They may want to impress peers. This can lead to hairstyles and outfits that create risk.	Encourage independence and self-identity but monitor hairstyles and clothing. Enforce safety rules and ensure personal protection is not skipped in favor of appearance.
Judgment & Risk-taking	Children may misjudge risk. They may think they can do more than they can.	Safeguard the environment and provide supervision. Assume children might overestimate their abilities and take risks.
Safeguards	Youth may skirt safeguards like equipment guards and shields and avoid wearing gloves, goggles, boots, and other personal protective equipment.	Use safety equipment yourself. Don't modify safety devices or remove guards or shields. Wear personal protective equipment. Supervise and prevent youth from taking shortcuts.

Adolescents at Work

Hired Agricultural Youth Work Guidelines



Remember



Safety Check



Personal Protective Equipmement



Rest/ Drinking Water



Supervision



Comunication



Safety Training

Work Conditions

- Clearly assign specific duties
- Assess youth's characteristics and abilities and assign work accordingly
- Be aware of all allergies or medical conditions
- Ensure work area is as free from hazards as possible
- Maintain 2-way communication
- Assign supervisors who work well with youth, are consistent, and are good role models

Adolescent Characteristics

- Physical, cognitive, and social development differs from adults
- May like to explore, experiment, and take risks
- May have limited sense of vulnerability
- May try to "prove" themselves
- May be susceptible to peer pressure
- Are less experienced in work practice and responsibilities
- May lack assertiveness or be hesitant to ask questions

Federal Regulations: Fair Labor Standards Act (FLSA)

- Refer to Employer/Supervisor Responsibilities for links to detailed information on federal and state regulations for young workers
- Minimum age for most employment outside of school hours is 14 years
- Youth 12 or 13 years old may work during non-school hours with a parent or with consent from a parent/ guardian; they are limited to hand-harvesting of very few crops including berries, bulbs, spinach and cucumbers
- Hazardous duties known as the Hazardous Orders are prohibited for those under 16 years, refer to **dol.gov/general/topic/youthlabor/hazardousjobs**
- Some state laws regulate the hours of work for all minors and restrict work activities for 16 and 17 year-olds
- Check minimum wage laws that apply (i.e., federal or state); typically overtime pay is not required
- Check your state regulations regarding heat exposure, sanitation facilities, and general health and safety requirements that may apply
- Check state laws for additional regulations. State-specific information is available at **www.youthrules.dol.gov**

Training and Supervision

- Create atmosphere for questions
- Provide feedback
- Don't have youth work alone
- Teach youth to recognize and address risks and hazards
- Train youth to respond appropriately to emergencies
- Ensure youth work schedules comply with hourly limits
- Identify equipment and tasks prohibited for adolescents
- Provide appropriate training and supervision
- Assign work consistent with youth's abilities
- Have worker demonstrate ability to safely perform task

Agricultural Youth Work Guidelines

cultivatesafety.org/work

While some characteristics are common to teens, cognitive and physical ability can vary - even among teens of the same age. These guidelines help assess a youth's ability to safely perform tasks.

- Work Guidelines for about 50 tasks
- Bending, Lifting and Climbing: fact sheet and videos illustrating proper techniques
- Supplemental information available on additional topics:
  - Benefits of Farm Work
  - Child Development
  - Communication Plan
  - Supervision
  - Working Outdoors

Working Outdoors

Hired Agricultural Youth Work Guidelines



Main Hazards



Sharp Tools



Sun Exposure



Repetitive Motion

Remember



Proper Body Movement



Sun Protection



Good Handwashing

Work Conditions

- Provide safe transport to worksite
- Ensure work area is free from as many hazards as possible
- Provide toilet facilities and water for drinking and washing hands
- Provide shaded areas for breaks
- If drowning hazards are present, have rescue equipment onsite
- Maintain 2-way communication

Agricultural Youth Work Guidelines (AYWG)

cultivatesafety.org/work

- Working Outdoors guideline
- Bending, Lifting and Climbing – guidelines, fact sheet and videos
- Other guidelines - use to assess a youth's ability to safely perform other tasks outdoors
- Supplemental information on
  - Benefits of Farm Work
  - Child Development
  - Communication Plan
  - Supervision

Federal Regulations: Fair Labor Standards Act (FLSA)

- Refer to Employer/Supervisor Responsibilities for links to detailed information on federal and state regulations for young workers
- Refer to Adolescents at Work guideline for general regulations
- Minimum age for most employment outside of school hours is 14 years
- Youth 12 or 13 years old may work during non-school hours with a parent/guardian or with their consent; they are limited to hand-harvesting of very few crops including berries, bulbs, spinach and cucumbers
- If youth under 16 are assisting with tasks such as clearing land, pruning vines, or hauling product, check federal and state regulations for list of prohibited equipment
- Youth under 16 may not apply toxic agricultural chemicals (including cleaning or decontaminating equipment, disposal or return of empty containers)
- Environmental Protection Agency (EPA) specifies age 18 for application of restricted use pesticides (exception exists, see **epa.gov/pesticide-worker-safety**)
- Check state laws for additional regulations. State-specific information is available at **www.youthrules.dol.gov**

Training and Supervision

- Require workers to wear appropriate clothing
- Be aware of all allergies or medical conditions
- Enforce all re-entry standards
- Monitor for changing weather
- Understand signs and symptoms of heat and cold related illnesses
- Teach youth to recognize and address hazards and risks
- Train employees on emergency procedures
- Provide consistent supervision
- Have first aid kit/station and someone trained in CPR/first aid

Other Factors

There are other factors that can impact a teen's ability to safely perform work. These factors include things like:

- Fatigue
- Substance use/abuse
- Emotional disturbances
- Stress

These factors can change from day to day, spurring the need to meet with youth prior to work each day and assess their condition and abilities. Visit **agsupervisortraining.org** for more information on assessing these factors.

Bending, Lifting & Climbing



Bending Safely

- Avoid loose clothing, clothes with strings, tie up long hair
- Perform warm-up exercises
- Bend safely, using these steps:

1. Maintain good back posture; raise and lower body with legs
2. Stand with feet shoulder-width apart, one foot slightly in front of the other
3. Keep back straight, hold in stomach muscles
4. Move down to a squatting position using your leg muscles
5. Shift from leg to leg when squatting, keeping body balanced
6. Keep your body straight; turn feet and arms, not back, to reach for objects
7. Do not stay in any one position for more than a few minutes
8. If lifting is included in task, use proper lifting techniques



Lifting Safely

- Avoid loose clothing, clothes with strings, tie up long hair
- Perform warm-up exercises
- Determine object weighs less than 25% of body weight; can carry it without straining
- Access object without obstruction
- Lift objects safely, using these steps:

1. Stand close to the object
2. Spread feet wide to straddle the object
3. Squat, bending knees and hips
4. Keep head up and your back straight
5. Hold in stomach muscles
6. Lift using leg muscles, slowly and steadily
7. Keep the load close to body
8. Turn feet, not back, in the direction you are going



Climbing Safely

- Avoid loose clothing, clothes with strings, tie up long hair
- Perform warm-up exercises
- Climb safely, using these steps:

1. Check that ladder is safely set
2. Grasp alternate rungs and take first step
3. Pause and think about whether or not the ladder feels stable
4. Climb up, keeping feet and hips within sides of ladder frame
5. Always maintain three contact points, for example, two hands and one foot
6. Keep head up and back straight
7. Concentrate on the climbing process
8. Do not climb beyond the third rung from the top

Hand Harvesting Fruit & Vegetables

Hired Agricultural Youth Work Guidelines



Main Hazards



Sharp Tools



Sun Exposure



Repetitive Motion

Remember



Proper Body Movement



Sun Protection



Good Handwashing

Work Conditions

- Be aware of all allergies or medical conditions
- Provide safe transport to/from field
- Follow reentry standards
- Ensure work area is as free from hazards as possible
- Provide toilet facilities and water for drinking and washing hands
- Provide 10-minute break in shaded areas every hour
- Maintain 2-way communication

Agricultural Youth Work Guidelines (AYWG)

cultivatesafety.org/work

- Hand Harvesting Fruits and Vegetables – assess ability to safely perform task
- Bending and Lifting – fact sheet and videos with proper bending and lifting techniques
- Use additional guidelines to assess ability to safely perform associated tasks, including:
  - Hand Weeding
  - Picking Rock
  - Operating an ATV, UTV or Tractor
  - Refueling Equipment

Federal Regulations: Fair Labor Standards Act (FLSA)

- Refer to Employer/Supervisor Responsibilities for links to detailed information on federal and state regulations for young workers
- Refer to Adolescents at Work guideline for general regulations
- Youth under 16 may not apply toxic agricultural chemicals (including cleaning or decontaminating equipment, disposal or return of empty containers)
- Environmental Protection Agency (EPA) specifies age 18 for application of restricted use pesticides (exceptions exist, see **epa.gov/pesticide-worker-safety**)
- If youth under 16 are assisting with tasks related to hand harvesting such as clearing land, pruning vines or hauling product, check federal and state regulations for list of prohibited equipment
- Check state laws for additional regulations. State-specific information is available at **www.youthrules.dol.gov**

Training and Supervision

- Assess youth's ability to safely complete work
- Train employees on safe bending and lifting practices
- Train employee in safe cutting
- Use the right tool for the job
- Provide tools sized to worker
- Plant feet firmly
- Cut away from body
- Keep wrist straight
- Have worker demonstrate ability to safely perform task
- Provide supervision

Other Factors

There are other factors that can impact a teen's ability to safely perform work. These factors include things like:

- Fatigue
- Substance use/abuse
- Emotional disturbances
- Stress

These factors can change from day to day, spurring the need to meet with youth prior to work each day and assess their condition and abilities. Visit **agsupervisortraining.org** for more information on assessing these factors.

Harvesting Tree Fruit



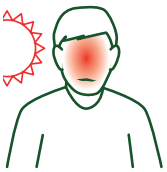
Main Hazards



Heavy Lifting



Risk of Falling



Heat Stress

Remember



Eye & Sun Protection



Non-skid Shoes



Good Handwashing

Work Conditions

- Be aware of all allergies or medical conditions
- Provide safe transport to/from field
- Follow reentry standards
- Ensure work area is as free from hazards as possible
- Ensure climbing structure is stable
- Provide toilet facilities and water for drinking and washing hands
- Provide 10-minute break in shaded areas every hour
- Maintain 2-way communication

Agricultural Youth Work Guidelines (AYWG)

cultivatesafety.org/work

- Harvesting Tree Fruit – assess ability to safely perform task
- Bending, Lifting and Climbing – fact sheet and videos with proper bending, lifting and climbing techniques
- Use additional guidelines to assess ability to safely perform associated tasks, including:
  - Pruning Dwarf Fruit & Nut Trees
  - Operating an ATV, UTV or Tractor

Federal Regulations: Fair Labor Standards Act (FLSA)

- Refer to Employer/Supervisor Responsibilities for links to detailed information on federal and state regulations for young workers
- Refer to Adolescents at Work guideline for general regulations
- Youth under 16 years may not work on a ladder or elevated structures more than 20 feet off the ground.
- Youth under 16 may not apply toxic agricultural chemicals (including cleaning or decontaminating equipment, disposal or return of empty containers)
- Environmental Protection Agency (EPA) specifies age 18 for application of restricted use pesticides (exception exists, see epa.gov/pesticide-worker-safety)
- If youth under 16 are assisting with tasks related to harvesting tree fruit such as clearing land, pruning trees or hauling product, check federal and state regulations for list of prohibited equipment
- Check state laws for additional regulations. State-specific information is available at youthrules.dol.gov

Training and Supervision

- Assess youth's ability to safely complete work
- Train employees on safe bending, lifting and climbing practices
- Do not allow people or objects below the ladder
- Have worker demonstrate ability to safely perform task
- Provide supervision

Other Factors

There are other factors that can impact a teen's ability to safely perform work. These factors include things like:

- Fatigue
- Substance use/abuse
- Emotional disturbances
- Stress

These factors can change from day to day, spurring the need to meet with youth prior to work each day and assess their condition and abilities. Visit agsupervisortraining.org for more information on assessing these factors.

Basic Tractor Operations



Main Hazards



Tractor Roll-over



Tractor Run-over



Collision

Remember



Non-skid Shoes



Hearing Protection



Seatbelt

Work Conditions

- Ensure all safety devices are in place (Roll-over Protective Structure, seat belts, shields, proper lighting and marking)
- Complete pre-operational inspection
- Only allow operation by youth during daylight and calm weather
- Ensure work area is as free from hazards as possible
- Establish safe route to work site
- Maintain 2-way communication

Agricultural Youth Work Guidelines (AYWG)

cultivatesafety.org/aywg

- While some characteristics are common to teens, cognitive and physical ability can vary – even among teens of the same age. These guidelines help assess a youth's ability to safely perform tasks.
- Tractor Operation Chart – assess tractor fit using youth's age
- Tractor Developmental Guidelines – determine if youth is developmentally ready to operate a tractor
- Operating a Tractor Guideline – assess youth's overall ability to safely operate a tractor

Federal Regulations: Fair Labor Standards Act (FLSA)

- Refer to Employer/Supervisor Responsibilities for information on federal and state regulations
- Youth under 16 years may not operate a tractor with more than 20 PTO hp or connect/disconnect farm implements. In some states 14- and 15-year-olds who have safety training certification are exempt from this restriction. See **extension.psu.edu/national-safe-tractor-and-machinery-operation-program**
- Youth under 16 may not ride on a tractor as a passenger or helper; work in a horizontal silo while operating a tractor for packing purposes; or drive a bus, truck, or automobile when transporting passengers
- Youth under 16 may not operate or assist with certain types of machinery, such as skid steers, earthmoving equipment, forklifts, grain or potato combines, hay mowers or balers, feed grinders, crop dryers, auger conveyers and other specified equipment
- Some state health and safety laws require rollover protection structures (ROPS) and seat belts for tractors
- Check state laws for additional regulations. State-specific information is available at **youthrules.dol.gov**

Training and Supervision

- Ensure employee completes tractor certification training
- Assess youth's ability to operate equipment using the Agricultural Youth Work Guidelines materials
- Have employee demonstrate ability to safely perform specific job
- Check on employee every 30 minutes until he/she demonstrates ability to perform job successfully

Other Factors

There are other factors that can impact a teen's ability to safely perform work. These factors include things like

- Fatigue
- Substance use/abuse
- Emotional disturbances
- Stress

These factors can change from day to day, spurring the need to meet with youth prior to work each day and assess their condition and abilities. Visit **agsupervisortraining.org** for more information on assessing these factors.

Working with All Terrain & Utility Vehicles

Hired Agricultural Youth Work Guidelines



Main Hazards



Vehicle Overturns



Collision with Obstacles



Distracted Driving

Remember



Drive Safely



Eye Protection



Safety Training

Work Conditions

- Ensure safety devices are in place, such as Roll-over Protective Structures (UTV) and Crush Protection Structures (ATV)
- Conduct pre-operational inspection
- Operation by young workers only during daylight and in good weather
- Avoid work assignments in hilly terrain
- Ensure work area is as free from hazards as possible
- Establish safe route to/from work site, avoiding paved roads
- Ensure proper attire and personal protective equipment is worn as needed, including enclosed-toed shoes and eye protection
- Maintain 2-way communication

Training and Supervision

- Ensure employee completes training for vehicle operation
- Use Agricultural Youth Work Guidelines (AYWG) to ensure youth's ability to perform task safely
- For ATVs, ensure employee wears a helmet that meets Department of Transportation standards
- Have employee demonstrate ability to safely operate vehicle and directly supervise until proficient
- Check operator's manual and/or manufacturer website for guidance on safe operation of equipment

Agricultural Youth Work Guidelines (AYWG)

cultivatesafety.org/work

Use these guidelines to assess a youth's overall ability to safely operate vehicles or perform related tasks and learn more about adult responsibilities, hazards and protective strategies

- Operating a Utility Vehicle
- Operating an All-Terrain Vehicle
- Working Outdoors
- Refueling Equipment
- Connect/Disconnect an Implement
- Fieldwork with an Implement
- Maintain 2-way Communication

Other Factors

There are other factors that can impact a teen's ability to safely perform work. These factors include things like

- Fatigue
- Substance use/abuse
- Emotional disturbances
- Stress

These factors can change from day to day, spurring the need to meet with youth prior to work each day and assess their condition and abilities. Visit **agsupervisortraining.org** for more information on assessing these factors.

Federal Regulations: Fair Labor Standards Act (FLSA)

- Refer to Employer/Supervisor Responsibilities for links to detailed information on federal and state regulations for young workers
- Refer to Adolescents at Work guideline for general regulations
- Youth under 16 may not drive a bus, truck, or automobile to transport passengers
- If youth under 16 are assisting with tasks using ATVs/UTVs such as clearing land, pruning trees or hauling products, check federal and state regulations for list of prohibited equipment (e.g. chainsaws)
- Youth under 16 may not apply toxic agricultural chemicals (including cleaning or decontaminating equipment, disposal or return of empty containers)
- Environmental Protection Agency (EPA) specifies age 18 for application of restricted use pesticides (exception exists, see **epa.gov/pesticide-worker-safety**)
- Check state laws for additional regulations. State-specific information is available at **www.youthrules.dol.gov**

Working with Large Animals

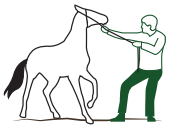
Hired Agricultural Youth Work Guidelines



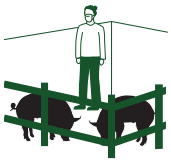
Main Hazards



Animal Kicks



Weight Strain



Confinement

Remember



Escape Route



Steel-toed Shoes



Good Handwashing

Work Conditions

- Ensure proper barriers are in place
- Establish an escape route
- Ensure ventilation system works properly
- Ensure respirators and hearing protection are available when needed
- Limit access to confined spaces to authorized personnel
- Ensure work area is as free from hazards as possible
- Maintain 2-way communication

Agricultural Youth Work Guidelines (AYWG)

cultivatesafety.org/aywg

- Working with Large Animals – assess youth's ability to safely perform task
- Bending and Lifting – fact sheet and videos with proper bending and lifting techniques
- Use additional guidelines to assess ability to safely perform associated tasks, such as:
- Feeding Hay to Livestock
- Cleaning Service Alleys
- Cleaning Calf Pens/Hutches

Federal Regulations: Fair Labor Standards Act (FLSA)

- Refer to Employer/Supervisor Responsibilities for links to detailed information on federal and state regulations for young workers
- Refer to Adolescents at Work guideline for general regulations
- Youth under 16 may not work on a farm in a yard, pen, or stall occupied by a bull, boar, or stud horse maintained for breeding purposes; a sow with suckling pigs; or a cow with a newborn calf (with umbilical cord present)
- Youth under 16 may not work inside a fruit, forage, or grain storage designed to retain an oxygen deficient or toxic atmosphere; an upright silo within 2 weeks after silage has been added or when a top unloading device is in operating position; a manure pit; or a horizontal silo while operating a tractor for packing purposes
- Check state laws for additional regulations. State-specific information is available at youthrules.dol.gov

Training and Supervision

- Assess youth's ability to complete work safely
- Train employees on animal behavior
- Teach youth to recognize and address risks and hazards
- Train employees on emergency procedures
- Provide consistent supervision
- Have first aid kit/station available and someone trained in CPR/first aid

Other Factors

There are other factors that can impact a teen's ability to safely perform work. These factors include things like

- Fatigue
- Substance use/abuse
- Emotional disturbances
- Stress

These factors can change from day to day, spurring the need to meet with youth prior to work each day to assess their condition and abilities. Visit agsupervisortraining.org for more information on assessing these factors.

Additional Considerations

Animal Behavior

Animal movements are generally unpredictable, so youth must learn to recognize the signs of fear, pain and stress in animals. Most large animals can see at wide angles around them, but there is a blind spot directly behind their hindquarters. Any movement in this "blind spot" may make the animal uneasy and nervous. Youth must be taught to "announce" their approach through a touch to the animal's front or side. Understanding flight zones and having corral and pen escape routes (pass-thrus) are critical strategies for improving safety around animals.

Youth & Farm Animals

While there are ages indicated in the Agricultural Youth Work Guidelines for youth working with farm animals, younger youth may be able to show animals and ride trained horses safely, depending on the temperament of the animal, the environment of the activity, and the child's abilities and traits. It is crucial that adults assess the temperament of any farm animals youth will be working with and avoid assigning youth tasks involving untrained and/or unpredictable animals.

Handwashing and Restrooms

Proper hand washing and adequate restroom facilities are important hygienic considerations, especially when working around animals. Proper hand washing will eliminate dust and dirt as well as contaminants, allergens, and zoonotic disease and soil pathogens that can lead to illness.

Equipment & Building Maintenance

All equipment and buildings need regular maintenance, and an adult should check them before each use. Ensure equipment runs well and has all guards and safety features in place. Buildings should be adequately ventilated, clean, and well maintained.

Farm Equipment and Vehicles

Children and youth often have trouble judging the speed and distance of vehicles and are easily distracted. In addition, the size and design of many types of equipment make it difficult to see people and obstacles in the surrounding area. Equipment speed should be kept slow in areas where people and obstacles may be present.

Training and Informational Videos

U.S. Agriculture Safety and Health Centers videos (youtube.com/user/usagcenters/videos) – Includes a wide variety of safety and health topics, including equine, cattle and swine safety, animal behavior, biosecurity, equipment safety, and more.

Emergency Preparedness

Even if a farm has a comprehensive safety strategy, there is always the possibility of a serious injury or emergency. This makes emergency planning important, as well as ensuring workers are available and trained to respond appropriately until emergency service personnel arrive. Written emergency plans, policies and procedures should be developed, and all workers should know their roles in the event of an emergency.

Signs

Signs are an important method of communicating information to workers. Signs can be posted to detail proper procedures (e.g., Handwashing sign), to designate areas where children/visitors are not allowed (e.g., Keep Out sign), to educate about hazards (e.g., Bulls on Farm sign), or to indicate that personal protective equipment is required (e.g., Eye Protection Required sign).

National Children's Center for Rural and Agricultural Health and Safety

Funding provided through the National Children's Center for Rural and Agricultural Health and Safety via the National Institute for Occupational Safety and Health (grant number U54OH009568)