



Safety Talk

New and Young Workers

Defining New Workers and Young Workers

A young worker is defined by Statistics Canada as a person 15 to 24 years of age. Every day in Ontario, an average of nearly 50 young workers under age 25 are injured or killed on the job.

A new and young worker is a person who has been on the job less than six months or has been reassigned to a new job. New workers can include: any new hire, either permanent or temporary, including supervisors, with or without experience in the industry where they are working, current workers who are assigned new jobs, student workers.

New and young workers in Ontario are four times more likely to be injured during the first month of employment than at any other time. There are several reasons why new and young workers are particularly at risk.



Know Your Rights

Right to Know – All employees have the right to know what is dangerous on the job and receive training on their job.

Right to Participate – All employees have the right to take part in health and safety activities including training and participating in the safety committee.

Right to Refuse – All employees have the right to refuse unsafe work. Speak with your supervisor first if you believe the work you are asked to do is unsafe.

Employer's Responsibilities

Employers are responsible for ensuring that the workplace is healthy and safe and that workers are provided with the information, instruction, and supervision they need to protect themselves against potential hazards. This is especially important when dealing with new and young workers.