

Demystifying How to Hire Young Adults Under Age 18



Positive and Safe Work Experiences for Teens
 How to Create a Sustainable Workforce by Complying with OSHA and DOL Regulations

GT Georgia Tech Enterprise Innovation Institute
 Safety, Health, and Environmental Services

What to Know about Hiring Young Workers

- Rules change for the following age groups: <14, 14-15, 16-17, 18+
- Employers should have a clear idea what tasks would be most age appropriate for the young workers
- The brain doesn't finish developing until the mid to late 20's!
- There are rules called: Hazardous Occupations Orders- they tell you what CANNOT be done by young workers.
- Child Labor laws DO have exemptions for specific apprenticeship programs
- Where to start:
 - <https://www.dol.gov/agencies/whd/youthrules/employers>
 - Oshainfo.gatech.edu

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Steps for Success

1. Create a committee or team to focus on hiring and managing young workers.
2. Make a list of tasks and jobs that young workers CAN do.
3. Invite out the Georgia Tech OSHA consultation program to assess compliance with OSHA regulations.
4. Train ALL employees on what younger workers can and cannot do.
5. Label and lock out equipment that young workers are not allowed to operate.
6. Use vests or colored t-shirts to make young workers easy to identify.
7. Train Young Workers on hazards and their rights as an employee.
8. Supervision and communication is key. (Most injuries among young workers occur during months 3-6).
9. Consider the young workers as learners (and fingers crossed lifelong employees) vs. line employees.
10. Engage educators and parents to support school success.



Safety & Health Consultation Program

No-cost, confidential, non-enforcement assistance with OSHA compliance for small-medium sized employers. Virtual and on-site services available.

Scan to download the flyer & submit a request for services



Georgia Tech Safety, Health, Environmental Services

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Complete the ONLINE REQUEST FORM for Consultation Service

Download the 2022 SAFETY & HEALTH Learning Course Calendar

Visit the OSHA program COVID-19 Resource Page

What's New

- OSHA 1910 Hazard Recognition Check Service continues with details for employers: [OSHA 1910 Hazard Recognition Check Service](#)
- OSHA 1910 Hazard Recognition Check Service: [OSHA 1910 Hazard Recognition Check Service](#)
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Want to be in the know?

Scan the QR code below to sign up for one of our newsletters, providing valuable resources, tips, tools, and training.

Safety Buzz



Quarterly newsletter for Safety Professionals

Manufacturing Connect



Monthly newsletter for the Manufacturing Industry

Food & Beverage



Quarterly newsletter for the F&B Industry



Additional Resources for Manufacturers

Georgia Manufacturing Extension Partnership (GaMEP)

GaMEP works with more than 1,000 manufacturers each year to implement on-site projects and and training to reduce manufacturer's bottom-line costs and increase their top-line growth.

GAMEP.ORG

Southeastern Trade Adjustment Assistance Center (SETAAC)

SETAAC's mission is to help import-impacted U.S. manufacturing firms develop and implement projects to regain global competitiveness, expand markets, strengthen operations, and increase profitability.

SETAAC.ORG

oshainfo@gatech.edu



Georgia's Work-Based Learning

Dr. Barbara Wall

Deputy Superintendent
Career, Technical, and Agricultural Education
Georgia Department of Education

Demystifying what it means to work
with youth under age 18!



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Work-Based Learning... Access to Talent!

Georgia's Work-Based Learning Program assists businesses with building a highly trained, technologically sophisticated and career oriented young work force. Our goal is to assist in the creation of a strong support structure between local employers, students and schools.

Work-Based Learning supplies talent to address industry workforce shortage needs.

www.gawbl.org



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Let's Celebrate Georgia WBL FY21-22
24,867 WBL students
 CTAE Pathway Related Data - Unduplicated

11,000+ Active Employers

Total Wages Earned: \$69,560,084.00 *
Total Hours Worked: 7,714,801.00 *


* Generated through C-NET data

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Employing the 16+ Demographic

Featured on www.gawbl.org; watch ACE Electric, Lowndes County, discuss how they have partnered with local school's work-based learning programs in employing the 16+ age demographic.



Click ACE logo for video link



Building strong relationships for . . .
EDUCATORS . . .
STUDENTS . . .
 and **EMPLOYERS**

Georgia Work-Based Learning

Healthcare WBL Workforce Strategies

Phoebe Putney Healthcare System-Albany


- Employs WBL-CNA (Certified Nurse Aide) students at age 17
 - Dougherty County, Baker County, Calhoun County, Terrell County

Northeast Georgia Health System


- Employs students at age 17
 - Hall County, Barrow County

Advent Health

- Employs students at age 17
 - Gordon County



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Manufacturing WBL Workforce Strategies

Kubota Manufacturing Inc.

- Employs students at age 17, multiple CTAE pathways
- 16 partnering schools
- [Kubota-WBL Video Link](#)

KIA

- Employs students at age 17, multiple CTAE pathways
- West Point, GA

Shaw Industries

- Employs students at age 17, multiple CTAE pathways
- Whitfield County

Caterpillar, Inc.

- Employs students at age 16, multiple CTAE pathways
- Clarke County



Construction WBL Workforce Strategies

Two State Construction - Thomson, GA

Carroll Daniel Construction - Gainesville, GA

- Employs WBL construction pathway students at age 17

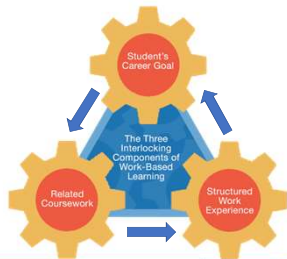
Jekyll Island WBL Workforce Strategies

Build a present and future pipeline with education, business & industry

- CTAE Pathways
 - Culinary Arts, Marketing, Hospitality & Tourism
- 5-County Impact
 - Glynn, Brantley, Camden, McIntosh, Wayne




3 Interlocking Components of Work-Based Learning




5 WBL Classifications

Student enrollment in Work-Based Learning may be in any combination of the five defined categories:


1. Youth Apprenticeship, Paid or non-paid, 720-hour work commitment
2. Internship, Paid or non-paid
3. Cooperative Education, Paid
4. Employability Skills, Paid
5. Great Promise Partnership, Paid



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Georgia's Work-Based Learning Regions



Georgia's Career Pipeline assists Georgia businesses locate local talent with the skills needed for the field or industry.

Georgia's Career Pipeline
CONNECTING EMPLOYERS TO Georgia's FUTURE WORKFORCE
GaDOE Career, Technical, and Agricultural Education
Click logo for website

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ROI with WBL

Employers:

- Work-Based Learning (WBL) reduces the cost of training and recruitment, matching interested and invested young people with employers in a wide range of industries.
- Getting involved in the WBL program allows employers to communicate required job-specific proficiencies to educational personnel.
- Hiring employees after a successful learning internship creates entry-level workers already invested in the company who start their first day of full-time employment knowing necessary skills and expectations.

Communities:


- Increases realization of return on investment for K-12 funding.
- Retention of local talent within the community.
- Grows a viable workforce that is attractive to both new and existing industry.
- Growth in tax base.

BM&K BM&K Construction & Engineering

BM&K Construction & Engineering is proud of our 4-year partnership with our local schools to provide apprentice level opportunities in the engineering and construction fields. The Work Based Learning program has enabled us to work with aspiring engineers and provide young people from our community insight into our profession. Every student we have worked with has come to us very prepared and eager to learn more.

DON CLERICI, PE - President

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Can I Insure Someone Under age 18 on my Worker's Compensation Policy?

House Bill 402-The Law on Worker's Compensation Insurance and Discounts for Work-Based Learning

Description of the Policy

1. The Employer of the Work-Based Learning student in...
2. The Employer of the Work-Based Learning student...
3. The Employer of the Work-Based Learning student...
4. The Employer of the Work-Based Learning student...

Contact Us

The Work-Based Learning Program is a Department of Education initiative to provide students with hands-on learning experiences in the workplace.

Can I insure someone under the age of 18 on my Worker's Compensation Policy?

Georgia House Bill 402: The Law on Worker's Compensation Insurance and Discounts for Work-Based Learning Students

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 Atlanta, Georgia 30334
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 Email: doe@doe.ga.gov

Why this need for HB 402?

Details and Requirements

Work-Based Learning Job Role

Minimum District or Consortium Insurance

Insurance Requirements

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QUESTIONS

Q&A

ANSWERS


Laura Boswell
Work-Based Learning Program Specialist
Georgia Department of Education



Let's get to work. . .

building the workforce of the future together.

Georgia Work-Based Learning / Youth Apprenticeship Program



Under 18 Workforce Development In Action

Brian Cooksey | Director - Workforce Development

Carl Vinson Institute
November 2022

About Shaw Industries

- Largest carpet producer in the world and a leader in all flooring
- Wholly owned subsidiary of Berkshire Hathaway
- Headquartered in Dalton, GA
- Founded in 1967
- Annual revenue of >\$6.5 billion
- 20,000+ associates
- Largest manufacturing employer in Georgia
- Meet diverse customer needs through an expansive portfolio of brands and products
- 85+ manufacturing & distribution operations across the globe





