




'I was new and afraid to ask.'

THE WORKPLACE SHOULDN'T EAT IT'S YOUNG

KEEPING TEEN AND YOUNG ADULT WORKERS SAFE ON THE JOB

1

1




PETER KOCH


MANAGER, DIGITAL TECHNOLOGY FOR LOSS CONTROL
SAFETY MANAGEMENT CONSULTANT

2

2

AGENDA

- The Problem
- Risk Taking
 - Difference in Adults vs teens and young adults
 - Risk taking supports learning
- Habituation and Risk
- How to use risk to guide learning
- Employment Rules for Youth
- Q & A



MEMIC

3

3

STATS ACROSS THE UNITED STATES IN 2020

WHO IS WORKING	INCIDENCE RATE	EMERGENCY ROOM	FATALITIES
12%	150 v 142	1.5x	352
WORKERS UNDER 25 17.3 million	16-19 vs 20-24 Per 10,000 FTE	UNDER 25 Treat at E.R.	UNDER 25 26 were 15-17 years of age

Young Worker Safety and Health | NIOSH | CDC

4

4

ON THE RISE IN MAINE

Injuries to adolescents:

In 2012 - 162

In 2022 - 325

5

5

MEMIC

WHY.....

DO YOUNG WORKERS GET INJURED MORE FREQUENTLY?

6

6



MEMIC

TAKING A RISK?
HOW WOULD YOU DEFINE IT?

7




MEMIC

RISK IS.....
BEHAVIOR with an
UNCERTAIN
CONSEQUENCE

8

RISK TAKING BEHAVIOR

ADULTS



- **Less likely** to lean into a risk
 - Reward must be **certain**
- **Less susceptible** to peer or social pressures
- **Less sensitive** to reward opportunities

VS

- **More willing** to lean into risky behavior
- Reward can be **uncertain**
- **More susceptible** to peer or perceived social pressures
- **More sensitive** to reward

ADOLESCENTS




MEMIC 9


9

EFFECTIVENESS OF CONSEQUENCES

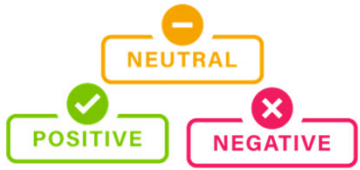
TIMING – Sooner or Later



CONSISTENCY – Certain or Uncertain

Consistency 


TYPE – Positive or Negative



© MEMIC 10


10

Trigger, Behavior, Consequences




TRIGGER

- Happens before the behavior
- Signals or cues the behavior



BEHAVIOR

- Happens after the trigger
- It is an observable or measurable action



CONSEQUENCE


- Is what happens after the behavior
- Is a result of the behavior
- Can be negative or positive
- Influences whether or not the behavior will occur again

© MEMIC

25


11

Trigger, Behavior, Consequences




TRIGGER

- Light Turns **Yellow**



BEHAVIOR

- Speed Up
- Slow Down



CONSEQUENCE

- Accident – (S,U,N)
- Ticket – (S,U,N)
- Close Call - (S,U,N)
- On Time - (L,U,P)
- Late – (L,U,N)
- No ticket - (S,C,P)
- No accident - (S,C,P)

© MEMIC

25

12


MEMIC

A YELLOW LIGHT:

(1) THE OPERATOR MUST TAKE WARNING THAT A GREEN LIGHT IS BEING TERMINATED OR A RED LIGHT WILL BE EXHIBITED IMMEDIATELY; OR


(2) IF SHOWING RAPID INTERMITTENT FLASHES, MEANS THE OPERATOR MAY PROCEED ONLY WITH CAUTION.

THE LAW
IN MAINE.....




13

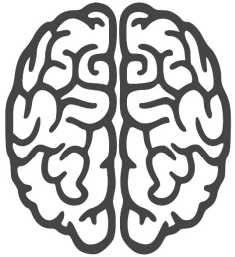
HABITUATION OF RISK AND THE TEEN BRAIN




REPEATED EXPOSURE




BRAIN FUNCTION CHANGES





RISK ESCALATION



From: How Risk Changes a Teenager's Brain – Ted Talk with Kahfia Rahman

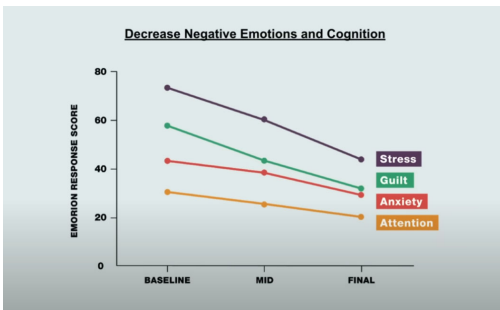
MEMIC

14

14

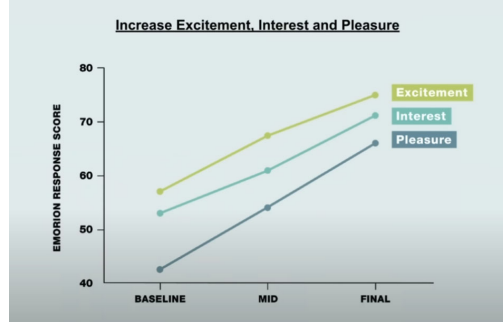
HABITUATION OF RISK-TAKING BEHAVIOR

NATURAL PROTECTIVE EMOTIONAL RESPONSE



From: How Risk Changes a Teenager's Brain – Ted Talk with Kahfia Rahman

From: How Risk Changes a Teenager's Brain – Ted Talk with Kahfia Rahman



NATURAL REWARD RESPONSE

<https://www.youtube.com/watch?v=VLDwh4ivNf4>



15

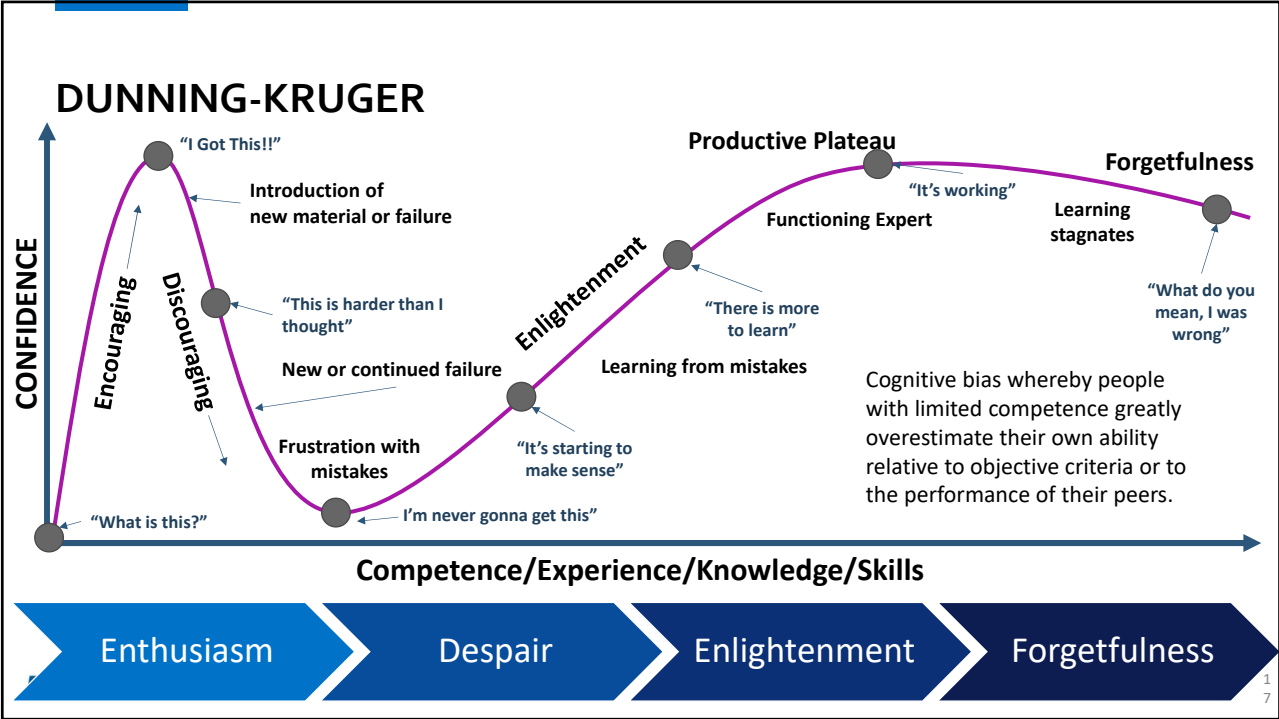
15

HEALTHY RISK TAKING is **Key** to Learning



16

16



17

MEMIC

WHAT YOU CAN INFLUENCE

The image shows two women, one younger and one older, both wearing brown aprons, standing in a greenhouse. They are looking at a bunch of green leafy plants held by the older woman. The background shows the structure of the greenhouse with plants growing in the background.

18

ADOLESCENT LEARNERS

Need More

- Guidance
- Boundaries
- Repitition
- Mentoring



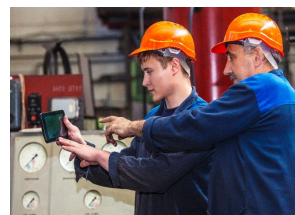
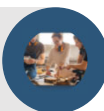
MEMIC

19

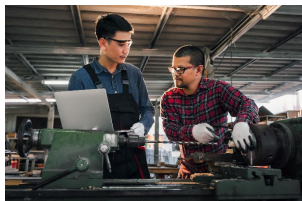
19

ASK THE RIGHT QUESTIONS

CLARIFYING



- How did you get on the roof?
- Describe the proper steps to take to setup the machine?
- Show me how those new gloves work?
- Tell me about the possible effects to your eyes?
- What things could go wrong today?
- What could happen if you don't use the lift?



CONSEQUENTIAL



MEMIC

20

20

HELPING WITH HEALTHY RISK TAKING AT WORK

BASIC AND INDIVIDUAL NEEDS



- BASIC NEEDS**
 - INDIVIDUAL NEEDS**
 - TEAMWORK NEEDS**
 - GROWTH NEEDS**
- Q01:** I know what is expected of me at work.
 - Q02:** I have the materials and equipment I need to do my work right.
 - Q03:** At work, I have the opportunity to do what I do best every day.
 - Q04:** In the last seven days, I have received recognition or praise for doing good work.
 - Q05:** My supervisor, or someone at work, seems to care about me as a person.
 - Q06:** There is someone at work who encourages my development.

- Q07:** At work, my opinions seem to count.
- Q08:** The mission or purpose of my company makes me feel my job is important.
- Q09:** My associates or fellow employees are committed to doing quality work.
- Q10:** I have a best friend at work.
- Q11:** In the last six months, someone at work has talked to me about my progress.
- Q12:** This last year, I have had opportunities at work to learn and grow.

TEAM AND GROWTH NEEDS








HEALTHY RISKS

HOW TO HELP YOUNG WORKERS TAKE THEM

HELPING WITH HEALTHY RISK TAKING AT WORK

BE THE CHANGE



R

>

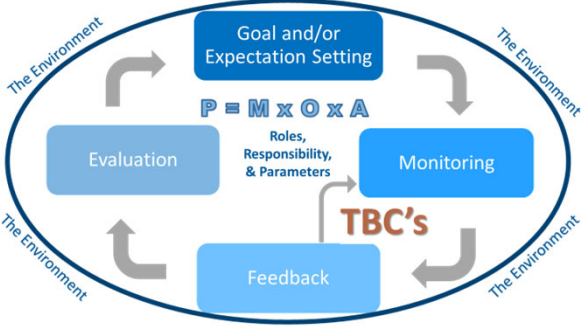
D

x


V

x

kFs



MANAGEMENT CYCLE



MEMIC

23

23



MEMIC

EXTERNAL CONTROLS

CONSTRAINTS FROM LOCAL AND FEDERAL AUTHORITIES

2
4

24

WAGE AND HOUR RULES

14 & 15 YEAR OLD WORKERS

No Employment

- During School Hours
- Before 7am or after 7pm
- < 18 hours - school week
- < 40 hours - non school week
- **+ More**



MEMIC

25

25

slido



Which type of work are adolescents 14 & 15 years of age prohibited from doing?

① Start presenting to display the poll results on this slide.

26

26

OCCUPATION RULES

14 & 15 YEAR OLD WORKERS

No Employment:

- Manufacturing
- Meat processing related work
- Hoisting related operations
- Maintenance of machines or engines
- Operating power-driven machinery
- Using ladders/scaffolds
- Baking and cooking operations
- **+ 12 others**



MEMIC

27

27

OCCUPATION RULES

16 & 17 YEAR OLD WORKERS

No Employment:

- Explosives Manufacturing
- Motor Vehicle Operations
- Mining
- Forestry
- Power driven woodworking
- Power driven metal forming
- Power driven food processing
- **+10 others**



MEMIC

28

28

HEALTH AND SAFETY RULES

ALL WORKERS

Compliance

- DOL
 - OSHA 1926 – Construction
 - OSHA 1910 – General Industry
- MSHA
- DOT
- ANSI/NFPA/...
- Trade Associations Best Practices
- Local Safe Work Practices and Policies





MEMIC

29

29



MEMIC

[MICHAEL](#)

A FINAL WORD

30

Thank you for attending!

PRESENTED BY
Peter Koch
MEMIC

MEMIC Safety Academy

A large QR code is positioned on the right side of the slide. The QR code is blue and white, with the word "MEMIC" printed in blue across its center. The QR code is enclosed in a thin black border.