



NSS MONTHLY NEWSLETTER



June 2021

New and Young Workers

There is an age requirement that needs to be followed when hiring a young worker entering the workforce. Age requirements for certain industries and workplaces are set by laws. Workers new to a job are three times more likely to be injured during the first month on the job than more experienced workers. “Young Workers” are workers under the age of 25. “New Workers” can be of any age who are on the job for less than six months or who are assigned to a new job.

The minimum age for working in Ontario is 14 years for most types of work. However, workers 14-17 years of age are not to be employed during school hours unless they have been excused from school attendance under provisions of Ontario's Education Act.

Requirements by OHSA

Employers should have clear and understandable workplace orientations, which workers should complete prior to their first day of work. These workplace orientations should include the courses listed below.

The four training courses required by law are as follows:

- Accessibility for Ontarians with Disabilities Act (AODA)
- Workplace Violence and Harassment Awareness Training
- Workplace Hazardous Materials Information System (WHMIS 2015)
- Workplace Health and Safety in 4 Steps OR Supervisor Health and Safety in 5 Steps (depending on position)

NEW TO THE JOB?
STAY SAFE



**NSS remains open to serve all your health and safety needs.
Training classes are available for online, in-class or distance learning.
Contact us today for more details!**



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