

Teen Work-related Injuries: What Employers Need to Know

Occupational Health Surveillance Program, Fall 2024



- Each year from 2017 to 2021, an estimated 44,000 teens aged 16-17 years old had a job in Massachusetts.¹
- Almost 1 in 3 teen worker injuries occur in the Food Services Industry (e.g., family or fine dine restaurants, pizzerias, fast food, and catering).¹
- Employers play a critical role in preventing teen injuries. Below are available resources employers can use to help teens stay safe at work.



Resources to Help Teens Stay Safe At Work

For All Employers:

- [A poster on youth employment laws \(also called child labor laws\)](#) that lists the state and federal child labor laws that govern the employment of minors in Massachusetts. Available in 10 languages. [Order for free in English and Spanish.](#)
- [A guide for working teens](#) about youth employment laws, teen rights and responsibilities, workplace hazards, and how to get help. This guide is written for working teens, but it includes valuable information for employers. Also available in [Spanish](#) and [Portuguese](#).
- [Tip sheet for employers on keeping teens safe on the job.](#) Available to order for free.
- [Free on-site consultation services](#) from the Massachusetts Department of Labor Standards help small employers recognize and control potential safety and health hazards at their worksites, improve their safety and health programs, and assist in training employees. Guidance can address teen worker safety if applicable.

For Food Services Employers:

- [An interactive web-based training tool on restaurant health and safety](#) with advice for employers and teen workers. It covers all aspects of the restaurant industry — from serving to cleanup.
- [Guides on working with teens in restaurants](#) from the Occupational Safety and Health Administration (OSHA) about OSHA standards and recognizing/solving workplace hazards faced by teen workers in restaurants.
- [A poster on first aid for burns in restaurants](#), which applies to all employees — including teen workers. [Order for free in English, Spanish, and Portuguese.](#)
- [Posters on teen worker safety in restaurants](#), which include Preventing Slips/Trips/Falls, Safe Knife Handling, Clean-up Safety, and more.

¹For more detailed information on work-related teen injuries in Massachusetts, please refer to [Work-related Injuries among Massachusetts Teens, 2017-2021](#).