



Did You Know?

More than 40% of new and inexperienced workers get hurt on the job during their first year of employment.

New and inexperienced workers, or greenhands, are at significantly higher risk for injury and occupational illness.

Greenhands should NOT be expected to:

- Perform their tasks as efficiently as an experienced worker.
- Know the site-specific practices and procedures.
- Know task and activity-related hazards or how to manage them.
- Be familiar with operations, especially during an emergency or incident.



Identify Greenhands

Developing new and inexperienced workers through supervision, mentoring and coaching is easier when they are identifiable as greenhands.

One common way to identify new workers is for them to wear a green hard hat or a green hand sticker on their hard hat (available at [ESC's online store](#)).



Visible identification of greenhands helps prevent assumptions about experience or skills. It also provides an opportunity to offer guidance in daily tasks.

After demonstrating competency, greenhands can remove the green hand sticker or change to a different colour hard hat. Some employers have a specific length of time for wearing a greenhand identifier, and others rely on testing and skill sign-off.



Know Your Role

Everyone has a responsibility to provide support to greenhands as they develop their skills and knowledge, particularly supervisors and employers.

At multiple employer work sites, ensure everyone knows how to identify the greenhands.

Supervisors should:	Employers should:
<ul style="list-style-type: none">• Assign a competent mentor.• Explain the hazards and controls for the required tasks.• Demonstrate the task adequately.• Verify that directions are understood.• Encourage greenhands to ask for clarification, reminders or help.• Check in periodically to verify skills and knowledge.• Ensure greenhands are not singled out or become victims of workplace bullying.	<ul style="list-style-type: none">• Review safety policies and expectations.• Provide a tour and review site specific emergency procedures and incident reporting.• Provide job-specific training.• Ensure greenhands are aware of their legislated occupational health and safety rights and obligations.• Assign a coach and ensure greenhands are supervised until deemed competent.

Do your part to support a safe start for greenhands!