

Young Drivers in the Workplace: How **Employers** and **Parents** Can Help Keep Them Safe on the Road

Young workers – those age 16-24 – are developing their driving skills and gaining experience. Due to inexperience they may be less likely than older drivers to recognize and respond to traffic risks. Young drivers have the highest crash rate, based on miles driven, in the general population.

Employers and parents/guardians can play an important role in keeping young drivers safe on the road. This fact sheet gives information on workplace driving laws that are important to follow so that young drivers may gain work experience under the safest conditions possible. It also provides recommendations on how to promote safe driving and prevent motor vehicle crashes among young workers who drive as part of their job.*

Young workers' driving restrictions on the job vary by age.

≤16

Workers age 16 and under in non-agricultural jobs may not drive for work.

17

Workers age 17 may drive in non-agricultural jobs, but are limited by time and task.

18-24

Generally, workers 18 to 24 are allowed to drive on the job, but those under age 21 may not drive a commercial motor vehicle across state lines.**

From 2011-2015, 470 workers ages 16 to 24 died in motor vehicle crashes at work, accounting for 26% of all work-related deaths in this age group.***

How can you keep young drivers safe at work?



Employers: Use recommended strategies to develop programs and policies that follow safe-driving laws for young workers.



Parents: Learn how to have a positive influence on your young driver's behavior on and off the job.

*Labor laws do not restrict driving by agricultural workers age 16 or older.

** For more information, see 49 CFR §391.11 (https://www.ecfr.gov/cgi-bin/retrieveECFR?gp=1&ty=HTML&h=L&mc=true&=PART&n=pt49.5.391#se49.5.391_111) and 49 United States Code (USC) 31132 (<https://www.gpo.gov/fdsys/pkg/USCODE-2015-title49/html/USCODE-2015-title49-subtitleVI-partB-chap311-subchapIII-sec31132.htm>).

***Data source: Bureau of Labor Statistics Census of Fatal Occupational Injuries query system (<http://data.bls.gov/cgi-bin/dsrv?fw>).



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What labor laws affect young workers who drive as part of their jobs?

Federal child labor laws limit the amount of driving 17-year-old workers can do in non-agricultural jobs.*

Check your state's child labor laws for possible additional restrictions.**

17-year-old workers may drive on public roads as part of their job on an occasional and incidental basis if they meet the following requirements:

- Successfully complete a state-approved driver education course
- Have a valid state driver's license
- Have no record of moving violations (e.g., speeding) at the time of hire
- Drive a vehicle that does not exceed 6,000 pounds gross vehicle weight that is equipped with seat belts for all occupants

Driving time limits for 17-year-old workers who may drive as part of their job:

 Driving time may not exceed 33% of the workday and is limited to daylight hours.	If a driver age 17 works:	The driver may only drive up to:
		4 hours in a day
	6 hours in a day	2 hours that day
	8 hours in a day	2 hour and 40 minutes that day

 Driving time may not exceed 20% of the workweek.	If a driver age 17 works:	The driver may only drive up to:
		10 hours in a week
	15 hours in a week	3 hours that week
	20 hours in a week	4 hours that week

Drivers age 17 may not:



- Make urgent or time-sensitive deliveries, such as pizza deliveries
- Make route deliveries or route sales



Tow another vehicle



Transport other teens if not permitted by the type of license they hold



Drive more than a 30-mile radius from the primary place of work



- Be hired to transport goods or passengers
- Transport more than 3 passengers
- Make more than 2 trips away from the primary place of work in any single day to transport goods and other employees



Drive as their main job duty

What can **employers** do to keep young workers safe when they drive for work?



Employers: Set programs and policies that follow federal and state laws and promote safe driving for young workers who drive as part of their job.

- Before hiring a young worker to drive:**
 - Check that the applicant has a state license valid for the type of driving their work will require.
 - Check the applicant's driving record for moving violations, impaired driving, and license suspensions.
 - Make sure the applicant has completed a state-approved driver education course (if the driver is under age 18).
- Before assigning a young worker to drive:**
 - Make sure the driving assignment follows state graduated driver licensing (GDL) laws (e.g., restrictions on night driving and transporting other teens).
 - Provide driver training at the time of hire that includes making young drivers aware of the safety features of the vehicle they will be driving.
 - For less-experienced drivers consider implementing policies that are more restrictive than the requirements outlined in laws, (e.g., limitations on towing a trailer or driving certain types of vehicles).
- Require the use of seat belts at all times for all occupants.**
- Prevent distracted driving.**
 - Make young drivers aware of state laws on distracted driving.
 - Ban texting and hand-held phone use while driving, and consider banning the use of hands-free phones.
 - Require workers to pull over in a safe location if they must text, make a call, or use their hand-held device for purposes such as looking up directions.
- Prevent impaired driving.**
 - Set policies that prohibit operating a vehicle under the influence of alcohol, illegal drugs, or prescription and over-the-counter medications that could affect the ability to drive safely.
- Conduct periodic motor vehicle record checks and on-the-road driving evaluations to check any risky driving behaviors and areas for improvement.**
- Remember: Commercial driver's licenses for operation of large trucks or buses are generally issued only to persons 21 years of age and older. Before allowing a young driver to operate a truck or bus, make sure that the driver is of age, properly trained, and licensed.**

What can **parents** do to keep young workers safe when they drive for work?



Parents: Take the following actions to model safe-driving behaviors and discuss driving expectations.

- Demonstrate safe driving.**
 - Wear your seatbelt at all times, drive at an appropriate speed, keep a safe distance from other vehicles, and do not use electronic devices while driving.
 - Explain that a speed appropriate for road conditions (e.g., wet roads) is often less than the posted speed limit.
- Schedule on-the-road driving sessions to assess driving skills.**
 - Help your young driver learn to recognize traffic risks, anticipate risky situations and quickly spot developing problems.
- Prevent distracted, drowsy, and impaired driving.**
 - Discuss the dangers of texting and hand-held phone use while driving. Encourage your young driver to pull over in a safe location if they must text, make a call, or check directions.
 - Remind teens that driving after any drinking, or while really tired, is dangerous. Let them know to call you if they find themselves in a condition where they shouldn't drive.
 - Some prescription and over-the-counter medications can cause drowsiness, which increases crash risk. Help teens make alternative travel plans if they are taking such medications.
- Select vehicles for family use that have good crash-test ratings, and keep them in proper operating condition.**
 - If you are buying a car for a teen, check safety ratings and choose the safest one you can afford. Many safe new and used cars are moderately priced.
 - If your teen drives a family car, it should always be the newest and safest one, not the oldest.
- Know the law.**
 - Familiarize yourself with child labor laws that limit young workers' driving on the job, and share this information with your young driver.
 - Learn about state graduated driver licensing (GDL) laws that may affect your young driver's ability to drive for work in some situations. Young driver license conditions are designed to keep novice drivers safe.
- Discuss driving-related tasks involved in your young worker's job.**
 - Ask if their employer has policies, procedures, and job training for the safe operation of motor vehicles. If these have not been discussed with or provided to your young driver, make sure they ask their supervisor for guidance.

Resources for employers and parents



Use the following resources to keep young drivers safe behind the wheel, on and off the job.

Federal child labor laws and safe work for youth:

Youth Rules!

www.youthrules.gov

Ensure that young drivers' work responsibilities do not endanger their health and well-being, or educational opportunities.

www.dol.gov/whd/regs/compliance/Teen_Driving.pdf

Download a one-page summary of driving rules for young workers age 17.

www.youthrules.gov/law-library/state-laws/index.htm

All states have rules about the employment of young workers. Find out about the rules in your state.

Occupational Safety & Health Administration (OSHA):

www.osha.gov/youngworkers

Get information on rules for employers, young workers, parents, and educators.

Hours-of-service regulations:

Federal Motor Carrier Safety Administration (FMCSA)

www.fmcsa.dot.gov/regulations/title49/part/395

Review hours-of-service rules related to driving, including maximum driving time for property- and passenger-carrying vehicles.

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Motor vehicle safety at work:

NIOSH Motor Vehicle Safety

www.cdc.gov/niosh/motorvehicle

Explore work-related motor vehicle safety resources.

NIOSH Preventing Work-Related Motor Vehicle Crashes

www.cdc.gov/niosh/docs/2015-111

Adapt elements of motor vehicle safety program to address your company's needs.

Young driver motor vehicle safety:

National Center for Injury Prevention and Control (NCIPC) Teen Drivers

www.cdc.gov/motorvehiclesafety/teen_drivers/index.html

Find strategies to improve young driver safety.

Insurance Institute for Highway Safety (IIHS)

www.iihs.org/iihs/topics/t/teenagers/topicoverview

Learn about graduated driver licensing (GDL) requirements, state laws, teen drivers' crash risk, and safe vehicles for young drivers.

SaferCar.gov

www.safercar.gov/parents/TeenDriving/teendriving.htm

Get information on your state's teen licensing requirements and resources for parents.

Teen Driver Source

www.teendriversource.org

Get free teen driver safety information and downloadable resources for parents, teens, policymakers, educators, and researchers.

Electronic Novice Driver's Road Map*

www.trafficsafety.org/?ddownload=9974

Use this easy-to-follow guide that addresses recent research findings on teen driving crashes and provides guidance on the challenges of today's driving environment.

DriveitHOME

www.driveithome.org

Parents: Get resources to help your teen become a safer driver.