

Hiring Students for the Summer?

Young Worker Readiness Certificate...do your employees need one?

Did you know?

- That approximately 65% of young workers get their first job in the service and hospitality industry?
- Young workers are more likely to be injured in the first 3 months of starting a job.
- More than 8,000 young workers (15-24 years old) are injured each year in Saskatchewan.
- One in four workplace injuries reported to the WCB involves a worker under the age of 25.
- Young workers are also more likely to be treated unfairly on the job than older workers.
- On average, three young people in Saskatchewan die on the job each year, with three main causes attributed to:
 - Minimal knowledge of rights and responsibilities.
 - Lack of experience in recognizing hazardous situations.
 - Lack of supervision or training

As of **March 31, 2010**, 14 and 15 year old workers are required to complete the [Young Worker Readiness Certificate Course \(YWRCC\)](#) and obtain a **Certificate of Completion**, even if they are already currently working.

Employer Responsibility	Supervisor Responsibility	Young Worker Responsibility
<p>If you are employing 14 or 15 year olds, you must have and keep on the employee's file:</p> <ol style="list-style-type: none"> 1. Proof of age. 2. The written consent of the parent or guardian. 3. A copy of the certificate from the Young Worker Readiness Certificate Course (YWRCC). <p>As an employer, it is your legal responsibility to ensure the workplace where young individuals work is healthy, safe and fair and that they are properly trained and supervised.</p>	<p>As a supervisor you are legally responsible for your employees.</p> <ol style="list-style-type: none"> 1. Spend more time explaining the job, providing training and supervising young and inexperienced workers. 2. Ensure all hazards are explained and complete job-specific safety training is provided before the work is assigned. 3. Explain the importance of prompt reporting of unsafe conditions and health and safety concerns. 4. Communication is the key. <p>As a supervisor, you have direct responsibility for the safety of your workers, and also a unique opportunity to be a role model for young workers just starting out.</p>	<p>Young workers need more than a job to be <i>Ready for Work</i>.</p> <ol style="list-style-type: none"> 1. Obtain their YWRCC Certificate of Completion after passing the test. 2. Provide a copy to their employer. 3. Keep copies on file for their own records and future use. <p>As a young worker, it's important to know your <u>rights</u> and <u>responsibilities</u> in the workplace before you start work.</p>

Safety is a shared responsibility between employers and employees. The Young Worker Readiness Certificate of Completion is one step in ensuring we are all working together towards safer workplaces.

For more information please contact the following:

- **Occupational Health and Safety 1-800-667-5023**
- **Labour Standards Branch 1-800-667-1783**
- www.aeel.gov.sk.ca/youth-at-work
- www.worksafesask.ca

Cathy Davidson
Senior Safety Advisor