**KWORCC Policies for Counties**

**Youth Work Policy**

**Explanation:**

Employing minors can help counties fill labor gaps when a county has trouble finding employees. KWORCC recommends counties should not hire minors who are under 16 years of age. State and federal child-labor laws impose broad restrictions on the work that can be done by minors. Once a child becomes 16 years old, many of the restrictions do not apply. A 16-year-old is not allowed to work in any hazardous environment or to operate hazardous equipment. It is important that all counties, as employers, learn and understand all child labor restrictions and apply the rules carefully when hiring minors.

**Therefore, KWORCC recommends that each Member adopt the following policy:**

It shall be the policy of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_to refrain from employing minors unless they are at least 16 years of age, and when employing persons between the ages of 16 and 18 to adhere strictly to the following rules:

1. Persons between the ages of 16 and 18 are subject to state and federal child labor laws and regulations restricting the type of work they are assigned. Job assignments for minors must comply with these laws and regulations.
2. Minors employed by the county should be carefully managed and should not be assigned work that interferes with educational requirements and opportunities.
3. Minors employed by the county should be carefully managed because youth workers lack experience, they may take risks or engage in risky behavior a more experienced worker would not.
4. Hiring minors increases the risk to the counties, and because of this increased risk exposure, KWORCC recommends that counties only hire youth workers for activities which fall into class code 8810 which includes clerical and office work and class code 8742 which includes office work and delivery work.