



Youth Programs



Getting Started with
Youth United



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EZRA MILLSTEIN

Letter of intent

to participate in Youth United



As a participant in Youth United, our intention is to:

- Provide leadership by designating a representative to help organize and implement the project.
- Have our Youth United house funded 100 percent by young people. In doing so we will limit our corporate and grant funding unless young people are included in soliciting those funds.
- Recruit local youth to fund and build the Youth United house. We intend to be deliberate and genuine in our effort to recruit young people from our own community to participate as opposed to depending on groups who travel from other communities to build with us.
- Make a deliberate effort to advocate for an end to poverty housing by participating in Act! Speak! Build! Week in April (the specific dates will be designated by HFHI). During that week we will make a deliberate effort to celebrate the work of young people participating in Youth United.
- Provide land, a build schedule and construction supervision, and select a family for our Youth United home.
- Ensure significant roles for young people through leadership opportunities on Youth United committees or as HFH liaisons to their individual groups.
- Look beyond our customary pool of volunteers to approach groups and organizations with whom we have yet to partner. We intend to be deliberate and genuine in our efforts to reach out to as many different age ranges, races, socioeconomic levels, levels of ability, and ethnic and religious groups as possible.
- Provide meaningful roles for the children of Habitat for Humanity homeowners.
- Plan our Youth United project in such a way that it can be an ongoing program resulting in an annual build. We will maintain records of our experiences and agree to allow our experiences and records to be shared with other participants and/or published in HFHI materials.
- Adhere to the project guidelines regarding fund raising and using the Youth United name and logo.
- Adhere to HFHI's recommendations for the involvement of youth under 18 years old and provide safe, legal and age-appropriate activities for young people.

The HFHI Youth United coordinator will:

- Provide specialized regional training and networking opportunities for project participants.
- Provide participants with models of other successful youth building projects and resources directly related to planning Youth United projects.
- Provide opportunities to highlight your Youth United project regionally and nationally.

Youth United representative

Date

Affiliate executive director or board president

Date

HFHI Youth United coordinator

Date



STEFFAN HACKER

Suggested Youth United timeline

This timeline is a model and can be revised to fit your start date.

Month 1: Your affiliate

1. *Get commitment from your affiliate (See Step 1 of "What now? worksheet," page 9).*
 - Delegate a person from your affiliate to be responsible for the project.
 - Prepare your construction staff to work with youth. Obtain a copy of the Managing Youth Construction Volunteers manual from HFHI.
 - Define your standards of supervision for youth on site.
 - Commit to providing age-appropriate activities for youth too young to be on site.
 - Determine the construction cost of the Youth United house.
 - Determine whether the affiliate will be able to subsidize the cost of the house if the youth are unsuccessful in raising the entire amount.
 - Procure the land for the Youth United house.
2. *Envision your Youth United project.*
 - List the youth already involved with the affiliate and determine what leadership roles they can take on.
 - Outline a specific plan to recruit homeowner children and determine what roles they will take on.
 - Outline a specific plan to recruit diverse youth.
3. *Brainstorm about youth involvement in your community.*
 - Determine the connections your affiliate already has to youth and agencies serving youth.
 - Determine the youth and agencies serving youth that, while not yet involved with your affiliate, would fit Youth United's mission.
 - Determine roles for these youth and plan age-appropriate activities for the different age groups (See "Age-appropriate activities," page 17).
 - Outline a specific plan to recruit youth in your community.
4. *Schedule an interest meeting at an acceptable time for both your affiliate and for youth.*

Month 2 and 3: Gather/recruit youth outside your affiliate

1. *Make contacts with specific youth groups and organizations you have targeted.*
 - Create a contact list for the specific youth groups and agencies you want to involve.
 - Keep thorough records of the planning process. Not only will this help you stay organized, but it will also provide a great resource for other affiliates who want to emulate your success.
2. *Educate young people about Habitat for Humanity and Youth United.*
 - People unfamiliar with Habitat may benefit from a tour of a Habitat home, a presentation by a homeowner or an informational meeting with other potential participants.
 - Gauge the knowledge of each group about Habitat; educate them about Habitat's mission and about Youth United.

3. *Invite potential Youth United participants to an introductory meeting.*
4. *Hold a first meeting with youth groups and community members.*
 - Involve as many young people in the meeting as possible.
 - See Step 6 of the “What now? worksheet” for a sample first meeting agenda.

Month 4 and beyond: Plan and take action with youth in your community

1. *Follow the guidelines created in your first meeting.*
2. *Schedule regular meetings with representatives of participating groups.*
3. *Set small, attainable and measurable goals along the way.*
4. *Involve youth as much as possible—they need to feel a sense of ownership over the project.*
5. *Design ways younger children can serve a vital role in the process:*
 - Schedule regular opportunities for them to visit the site.
 - Provide pictures of the progress of the house.
 - Invite them to the house dedication.
 - Let them meet the homeowner family.
 - Set up off-site activities such as painting trim.
 - Arrange opportunities for them to interact with other involved groups.
6. *Plan your build and celebration.*

Act! Speak! Build! Week

1. *Plan an activity or event for Act! Speak! Build! Week. Resources and an advocacy toolkit are available on PartnerNet Beta (<http://beta.partnernet.habitat.org/>).*
2. *Educate and advocate in your community during the week for an end to poverty housing.*

Contact your Youth United coordinator (youthunited@habitat.org) to assist you with any step in the Youth United process.

Project guidelines

for participating in Youth United

Fund raising

The central goal of Youth United is for young people to raise the sponsorship cost of the Youth United house and provide the labor to build it. Grant makers, affiliate supporters and corporate donors will often be drawn to this project and want to contribute financially. While cultivating the support of these groups is important, their funding should not replace the fund-raising efforts of the youth participating in the Youth United program, as actively engaging the youth in fundraising activities gives them greater ownership of the process and teaches them important skills.

All money raised for Youth United should be processed through the affiliate. To that end, the Youth Programs department offers the following fund-raising guidelines:

1. Affiliates are encouraged to use affiliate funds in a way that serves as leverage for young people raising the money, but not as a substitute for young people raising the cost of the house themselves. As for corporate and grant donations, affiliates are encouraged to seek those sources of funding as long as youth are actively involved in the process.

If funds raised by the affiliate are going to be used toward the Youth United house, affiliates are encouraged to use them as matching funds, requiring young people to raise enough money to match the affiliate's contribution. Youth fund raisers can use this system as leverage of their own with individual and corporate donors. For example: "We need to raise \$10,000 so that our affiliate will match those funds."

2. Please limit the amount of funds contributed by the affiliate for the Youth United house to 30 percent of the house costs, unless young people are partnering with you to raise those funds. Engaging young people in applying for grant and corporate funding reinforces their ability to raise the money themselves.
3. Many grants and funds that traditionally would not have been available to the affiliate are available to Youth United because of its unique focus on youth. If young people are applying for the funds themselves or in partnership with your affiliate, you are encouraged to take full advantage of these opportunities.
4. You are encouraged to use grant, corporate, government and other funds raised by the affiliate for staffing, program, land and infrastructure needs where possible, and therefore put the responsibility on the Youth United participants to raise the house sponsorship costs. For example, government funds can be used for the purchase of land or for the preparation of land for building, but not for construction of houses.

Youth United name and logo

Youth United participants are encouraged to use the Youth United name and image. Therefore, Habitat for Humanity International has produced multiple images for their use. Color versions of these logos are available. Contact your Youth United coordinator for more information.

Horizontal version:



Vertical or stacked version:



In using the Youth United name and logo, participants are required to adhere to the following guidelines, which have been designed to ensure the strength, stability and recognition of the Youth United brand. It is essential to keep the Youth United logo consistent and easily recognizable to help the program flourish as we expand into other regions and countries in the future.

1)	Those participating in Youth United must use the official name of the program: Youth United.
2)	When reproducing the logo version of the Youth United name, the image must be used as is, and cannot be altered or modified in any way.
3)	For more information about the logo in general, please refer to Habitat for Humanity's Logo Guidelines packet on BuildBrand, accessible through PartnerNet Beta.

Please note that affiliates are required to sign the **Letter of intent to participate in Youth United** and to receive written approval from Youth Programs before using the Youth United name and logo.

What now?

Worksheet

This worksheet can serve as a helpful guide for getting your Youth United program started. We understand that each affiliate and community is unique, so we encourage you to design your Youth United program both to cater to the gifts and talents of your youth, your affiliate and your community, and to embrace the full scope of the Youth United mission.

Step 1: The affiliate

The first step to a successful Youth United program is to get buy-in and commitment from the entire affiliate.

- 1) Who will be the person from your affiliate responsible for the project?

Name: _____ Affiliate role: _____

- 2) Is your construction staff prepared to work with 16- and 17-year olds? (See "Youth involvement with Habitat for Humanity," page 21.)

- 3) What will your standards of supervision be for individuals ages 16 and 17 on site? How many adults per youth will you require on site?

- 4) In what ways will you provide age-appropriate activities for those young people who are not old enough to build? (See "Age-appropriate activities for youth," page 17.)

- 5) What will the construction cost of the Youth United house be? \$ _____

Note that Youth United groups are encouraged to raise the full sponsorship cost of the house.

- 6) Will your affiliate be able to subsidize the cost of the house if the sponsoring groups are unable to raise the entire sponsorship cost?

7) What steps will you take if you find that the sponsoring groups are unable to raise the entire cost?

8) How will you ensure that you have land available for a Youth United house by your target start date?

The goals of Youth United are:
<ul style="list-style-type: none"> To provide leadership roles for young people within Habitat for Humanity.
<ul style="list-style-type: none"> To involve diverse youth from different organizations, faiths, age groups and backgrounds working together in meaningful volunteer roles.
<ul style="list-style-type: none"> To actively involve homeowner children as volunteer partners.
<ul style="list-style-type: none"> To engage young people in Habitat for Humanity's mission and in their local community.

Step 2: Vision

The next step is to decide what you want Youth United to look like in your community.

How will these objectives be met in your Youth United plan?

1) What individual and groups of youth are already involved with your affiliate?

2) What leadership roles can these youth take?

3) What steps will you take to recruit Habitat homeowner children?

4) What roles will you establish for Habitat homeowner children?

5) What steps will you take to recruit diverse populations of youth?

Step 3: Involve youth

1) What connections to youth and agencies serving youth do you have already?

2) What are the youth and agencies serving youth in your community with whom you have not yet partnered? For example, juvenile delinquency programs, youth groups from ethnically, racially and religiously diverse congregations, special needs youth, etc. (See "Recruiting youth," page 15.)

3) How can you involve the young people with whom you do not already have a relationship?

4) What age-appropriate activities will you use for different age groups?
(See "Age-appropriate activities for youth," page 17.)

Step 4: Make contacts

1) Given the methods you listed in Step 2 to recruit diverse populations of youth, Habitat homeowner children and youth leaders, what specific individuals, groups and organizations are potential participants?

2) Keep current and detailed records of your planning process to stay organized throughout this process. *(Most affiliates have had success building with youth. Keeping current and detailed records will not only make your affiliate better prepared for the future but also will allow you to share your success with other affiliates. (See the "Participant contact information sheet," page 20.)*

Step 5: Education and recruitment

When making connections in your community, you may make contact with people who are not familiar with Habitat for Humanity or Youth United. Potential participants can:

- Take a tour of a Habitat home.
- Listen to a Habitat homeowner speak about their experience.
- Attend an informational meeting with other potential participants who are new to Habitat and Youth United.
- Browse the wealth of information found on the Youth Programs Web site, www.habitatyouthprograms.org.

When connecting with potential Youth United participants:

- 1) Gauge the group's knowledge of Habitat for Humanity.
- 2) Educate groups about the purpose, mission and work of Habitat for Humanity.
- 3) Educate groups on the goals, mission and successes of the Youth United program.
- 4) Invite them to gather with other potential participants to start planning the program.

Step 6: Get together

- 1) Organize a meeting of all the interested parties to make plans for your Youth United program.
- 2) Involve as many young people as possible in the meeting.
- 3) Contact your Youth United coordinator to have them participate in the meeting.
- 4) Create an agenda for the meeting. You may want to:
 - Offer basic education about Habitat for Humanity and Youth United.
 - Discuss the affiliate's vision for Youth United.
 - Create a timeline for your Youth United program:
 - o By what date do you plan to have funds raised?
 - o When do you plan to begin building?
 - o When do you plan to dedicate the house?

- Discuss responsibilities of both adult and youth participants:
 - o Recruit construction volunteers over the age of 16.
 - o Raise the required percentage of funds.
 - o Educate the youth and others on the issues of poverty housing and the mission and work of Habitat for Humanity.
 - o Recruit other groups to participate in Youth United.
 - o Advocate for an end to poverty housing in your community by participating in Act! Speak! Build! Week, held annually in April.
- Read and sign the Letter of intent.
- Discuss opportunities to earn Youth United Youth Leadership Awards or titles (See Step 7: Steering committee).
- Discuss a marketing plan:
 - o How will you get the word out to the community about your plans?
 - o How will you notify the media?
- Form a steering committee of youth from each of the groups/organizations participating in the program.
- Select an adult advisor/mentor for the steering committee.

Community support, encouragement and involvement will be as important throughout the planning and fund raising process as it is during the building stage. A community pays attention to what its young people are doing, and effective marketing allows you to cultivate this interest and garner greater support for your Youth United program and your affiliate.

Step 7: Steering committee

An empowered and dynamic steering committee is vital to creating a sustainable Youth United program. The steering committee can:

- Hold meetings with one or two representatives from each group once per month. These meetings would ideally include a youth member and an adult leader from each group. Parents and community leaders can also be involved.
- Sign the affiliate's Letter of Intent if you have not yet done so.
- Determine the fund-raising amount for which each group is responsible.
- Finalize fund-raising plans. (See "Developing a fund-raising plan.")
 - o Groups can collaborate on fund-raisers to make them more effective.
 - o Make sure groups are not fund raising on the same day or targeting the same potential donors.
- Finalize project timeline.
 - o Set small, attainable and measurable goals for each month.
 - o Determine deadlines for fund raising, paperwork, etc.
- Finalize marketing plan.
- Recognize outstanding Youth United participants by creating an annual award.
 - o The Youth Leadership Award below is a sample award that affiliates can use to recognize outstanding youth.

Youth Leadership Awards

To earn the Youth United Youth Leadership Award, a young person must complete all three of the following tasks:

1. Recruit at least one other youth organization.
 - Can also recruit 10 individuals to form a group.
 - Can recruit by giving presentations to youth organizations.
2. Lead a fund-raising effort.
 - Can give presentations to potential donors.
 - Can organize an event or other fund-raiser.
 - Can be responsible for raising, or leading the effort to raise, a predetermined amount of money.
3. Be a construction crew leader or, if under the age of 16, fill a comparable role as determined by your affiliate.

Step 8: Make it happen

- 1) Organize and hold monthly meetings with your steering committee.
- 2) Set small, attainable and measurable goals along the way, empowering the youth to plan as much as possible. Older youth should have a genuine sense of ownership over the project.
- 3) Design ways to make sure children younger than 16 play a real role in the process. Possible activities to include younger youth are:
 - Tour an inactive work site with a construction supervisor.
 - Create flower boxes and birdhouses to sell at your ReStore.
 - Invite them to the house dedication.
 - Make lunches for volunteers at the work site.
 - Provide opportunities for them to meet the homeowner family.
 - Arrange off-site construction-type activities such as painting trim.
 - Design a Youth United t-shirt for your affiliate.

If you would be willing to share your plans for the benefit of other affiliates participating in Youth United, please send copies of your work to your Youth United coordinator.

Recruiting youth

Working with Habitat for Humanity can make a difference in the lives of all young people, not just the ones we think to invite first.

One of the tenets of Youth United is to involve and empower a diverse group of young people. Make a conscious effort to include youth from different racial, ethnic, religious and social backgrounds. Designing activities for at-risk youth and youth with developmental disabilities will create a more vibrant and dynamic Youth United program for your affiliate.

To recruit youth from a variety of organizations, schools and congregations, ask yourself these questions:

1. Does anyone in our affiliate know someone who works for or with the organization, school or church?
2. Who oversees the youth-related community service activities?

Schools

Consider your board members, committee members, office volunteers, construction volunteers and office staff. Are any of them students, faculty, PTO/PTA members or parents? By working through people already involved with your affiliate, you are more likely to be successful in forming a working relationship with the school. You can also contact teachers of technology education or vocational classes, social studies, etc., or a school's community service program, since some schools require community service hours. Identify key faculty members and invite them to join in your efforts.

Church youth groups

Start with those youth already involved with your affiliate. Do any of them belong to a youth group at their church? Also try to think beyond the congregations that affiliate staff and volunteers attend to other churches and faith traditions. Congregational leaders or youth ministers are the best people to contact.

Vocational/trade schools

Teachers, staff members and students are the best people to start with at these schools. Construction and trades classes can be a great source for skilled volunteers. Many affiliates partner with vocational schools so that construction classes work on Habitat homes.

Community centers

Young people at the YMCA, Girls and Boys Club or other community centers may be interested in working with Habitat. Contact the head of the facility or the community outreach contact to gauge their interest. Find out from that person who might have a passion or particular interest in this kind of program.

Youth clubs and organizations

Consider the Boy Scouts, Girl Scouts, National Honor Society, Key Club and other organizations in your community that focus on community service.

Juvenile court

Many youth offenders need to serve community service hours. Speak with the individuals who coordinate service activities for these young people.

Department of Social Services (Department of Human Services)

These programs are often looking for groups to partner with when they receive grants for youth-related activities and events. Contact the local director, senior social worker or foster care coordinator about possible partnerships between Habitat and the DSS or DHS.

Residential facilities for children (treatment centers, church-run children's homes, etc.)

These groups often have close-knit youth groups that are schooled on-site and are looking for extracurricular activities. Contact the recreation director, community service director or person in charge of extracurricular activities.

Habitat homeowners' associations

Seek their input about how best to involve Habitat homeowner youth. Are there any active homeowner children in the association or any homeowner youth who seem particularly interested in volunteering with Habitat?

Other groups

You might consider contacting library reading groups, community action programs and English as a Second Language (ESL) schools.

Age-appropriate activities for youth

Harnessing the enthusiasm and energy of youth under age 16 is a creative, challenging and rewarding process. Below are some examples of how these youth can actively serve the mission of Youth United and Habitat for Humanity.

These activities have been used with (but are not limited to) church youth groups, Girl and Boy Scout troops, Boys and Girls Clubs and elementary and middle school classes.

Off-site activities

- Decorate the studs with blessings or messages to the partner family.
- Fold newsletters or stuff envelopes for mailings.
- Allow the youth to design a Web page for the affiliate.
- Work with the youth to design your newsletter or challenge an art class to design the newsletter.
- Paint doors and baseboards.
- Build birdhouses, flower boxes, key chains or simple picture frames. All these things can be made with scraps from the work site. Plans are available at www.habitatyouthprograms.org.
- Speak to schools or groups about the mission of HFH and bring along a partner family to talk about their experience. Have a college or high school student help facilitate the presentation.
- Serve lunch or snacks at the work site. Have the youth bag cookies or make sandwiches.
- Have a t-shirt, Christmas card or thank you card designing contest for local youth.
- Clean up a donated lot before construction begins. Partner with a local environmental group and have the youth recycle as much as they can while cleaning.
- Landscape after the house is finished.
- Educate the youth about the overall picture of poverty housing by taking a tour of a substandard home or apartment. Have a partner family talk to the youth about how Habitat has affected them. Have the youth write about their experience and publish one of their reflections in the next newsletter.

With the partner family

- Gather housewarming items (cleaning supplies, plants, etc.) and have a group of youth present it to the partner family at their house dedication.
- Decorate pots for houseplants to be given to partner family at the house dedication.
- Design and sew a quilt for a partner family.
- Have the youth decorate a stone or rock for the partner family. If this is being done at a Vacation Bible School or with another religious group, they can draw or write a blessing on the rock for the partner family's garden.

Fund raising

- Have a craft fair or silent auction for items that youth make.
- Sponsor a bowl-a-thon.
- Hold a "Hike for Habitat" event.
- Have youth build birdhouses, playhouses, mailboxes, dollhouses, flower boxes, etc., to sell at a local store or

Habitat ReStore. Plans are available on the Youth Programs Web site, www.habitatyouthprograms.org. Label each item with the young person's name, age and the organization they represent. When the item sells, mail the tag back to the young person explaining how much additional money was donated to Youth United through the sale.

- Sell homemade pizzas.
- Have youth construct a small house and collect change at their school or another location.
- Have each young person challenge others to donate according to their shoe size (i.e. size 8=\$8).
- Challenge an elementary school to collect pennies for Habitat and have each grade present their pennies at an assembly. The group with the most pennies can get a prize like a pizza party or extra time at recess.
- Have the youth from a covenant congregation collect change during the service by walking around the church pulling a red wagon with a large collection jar in it.
- Give Legos® out to different groups and have each group build a house. Display the houses and have people vote on the best ones by putting money in a jar in front of each house.

Appropriate activities by age group

These age-appropriate activities are broken into general age categories for easy reference. Many of these ideas, however, can be used or modified for multiple age ranges.

Ages 5-7

- Make a welcome basket for the homeowner family and sing a song at the dedication.
- Stock the pantry for the homeowner family.
- Draw or color greeting cards to be sold at a Youth United fund-raiser.
- Design thank you notes to be used for the Youth United house.
- Construct house banks for distribution at churches and schools as a fund-raising tool for Youth United. (To purchase house bank kits, contact Matt Cooksey at alexhabitat@aol.com.)
- Have a coloring sheet contest and put entries in the local paper with Habitat and Youth United facts. Coloring sheets are available at the Youth Programs Web site, www.habitatyouthprograms.org.

Ages 7-10

- Make blocks or bricks that can be used to build homes or sold as fund-raising items.
- Landscape the Youth United house.
- Coordinate a birthday gift project for partner family children.
- Tour the work site and learn about sweat equity from a homeowner.

Ages 10-12

- Speak to classmates about the mission of Habitat and Youth United with the help of a local campus chapter or homeowner family.
- Construct and paint flower boxes to be used as housewarming gifts or as fund-raising items.
- Help clear the construction site of debris before or after construction.
- Design a t-shirt to be sold at a Youth United event.
- Help fold or stuff Youth United newsletters or mailings or write thank you notes.

Ages 12-14

- Design a Youth United Web page or newsletter.
- Register volunteers at the construction site information table.
- Paint doors and baseboards off site before they are installed in the house.
- Work with an audio-visual teacher or class to design and produce a Youth United video.

Ages 15-17

- Build picnic or lunch tables for the work site or the Youth United house.
- Tutor younger partner family children.
- Provide baby-sitting for children of homeowners or volunteers.
- Clean the Youth United house before the dedication.
- Talk to a partner family about how Habitat has impacted them. Write about their experience and publish one of their reflections in a newsletter.
- Organize and serve meals to volunteers on the work site.
- Shovel gravel into a foundation.

For more information about involving younger youth, refer to the “Teachers and Youth Leader Resources” page on the Youth Programs Web site at www.habitatyouthprograms.org, or consult the “Youth Can Help” brochure available from Habitat for Humanity.

THIS INFORMATION IS CURRENT AS OF THE DATE OF THE MEMO. PLEASE CHECK WITH YOUR LOCAL ATTORNEY FOR

Youth involvement with Habitat for Humanity

COMPLIANCE WITH STATE LAW AND TO SEE IF THERE HAVE BEEN ANY CHANGES TO THE LAW SINCE THAT DATE.

MEMORANDUM

To: U.S. affiliates

From: HFHI Legal Department

Re: Children's involvement with Habitat for Humanity

Date: May 10, 1999; REVIEWED Aug. 1, 2006

This memo is intended to state HFHI's policies regarding the appropriate involvement of children in the ministry of Habitat for Humanity. While it is important that children be directly involved with the work of Habitat for Humanity, it is also important that they be involved only in age-appropriate activities. This memo should help guide affiliates in determining how they wish to involve children in their mission.

Why

Your affiliate should be aware of the child labor laws that have been enacted by the federal government and each state. Most states would likely apply these laws to volunteers as well as paid employees. If a child were hurt on a work site and sued your affiliate for negligence, the court would most likely look to the applicable child labor laws to determine if your affiliate acted reasonably by allowing the child to work. A court would most likely determine that a violation of a safety standard set by the child labor laws amounts to regular negligence, gross negligence, or even reckless disregard for the safety of the child. Moreover, because extra protection is extended to children, a court would most likely rule that a waiver of liability for injury to a child is invalid if your affiliate fails to follow safety standards set by the child labor laws. For these reasons, it is HFHI's policy that each affiliate complies with the federal child labor laws as well as any applicable state laws.

The law

Federal regulations limit the times at which a child may be employed and the types of work that children are allowed to do. Under the regulations, children ages 14 and 15 are only allowed to work outside school hours and for a limited number of hours during a school week. (It should be noted that 14 is the minimum age of employment allowed by federal regulations.)

As for the types of work allowed, no one under the age of 18 is permitted to do any work that the Secretary of Labor has said is too hazardous for children. Also, federal regulations specifically prohibit children ages 14 and 15 from working in general construction. However, they may engage in limited activities such as clearing lots, landscaping or painting.

Children ages 16 and 17 may perform general construction work, but may not engage in certain activities that are considered ultra-hazardous. These include the use of power tools and motor vehicles, as well as involvement in demolition, excavation operations and roofing or working from a height of six feet or more.

There are some exceptions to these rules. For example, students who are in a work-study program may work during school hours. Also, children who are in an apprenticeship or vocational program provided by their school may be allowed to do some of the normally-prohibited activities (for example, carpentry students might be allowed to use power saws, etc.) if they are supervised by their teacher or a qualified instructor.

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