

# Looking For a Job as a Young Worker

A guide for newcomers to British Columbia



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## 1. What is a “young” worker?

### ***Introduction***

*If you are between the ages of 15 to 30 you may qualify as a young worker for a number of employment programs in British Columbia*

There are many definitions of a young worker.

Statistics Canada defines a young worker as a person between 15 and 24 years of age. A young worker can also be defined as a person without much work experience.

Note: In BC, if you are between 12 and 15 years of age you cannot work without written consent of a parent or legal guardian. You must be supervised at all times by a person 19 years of age or older.

## 2. Helpful Books

The Vancouver Public Library has a number of books on looking for work for younger adults. The titles below are just some examples:

### ***Career Exploration and Job Search***

- **Career Focus Canada A Personal Job Search Guide** / Helene Martucci Lamarre, 2014. Central Library 650.142 M38c3
- **Welcome to the Real World: Finding your Place, Perfecting your Work, and Turning your Job into your Dream Career** / Lauren Berger, 2014. Central Library 650.1 B49w
- **Your First Job: The Recent Grad's Indispensable Guide to Getting A Job** / Daniel W. Quillen, 2015. Central Library, 650.142 Q67y
- **Knock 'em Dead : Secrets and Strategies for First-time Job Seekers** / Martin Yate, 2013. Central Library, 650.142 Y31ks
- **The Dirty Little Secrets of Getting Your Dream Job: Everything You Need to Know to Land Your First Job and Find Career Success** / Don Raskin, 2016. Vancouver Public Library, 650.142 R22d

### ***Resumes and Cover Letters***

- **Best Resumes for College Students and New Grads** / Louise Kursmark. 2012. Central Library, 650.142 K96b 2012
- **Résumé 101 A Student and Recent Grad Guide to Crafting Résumés and Cover Letters That Land Jobs** / Quentin J.Schultze, 2012. Central Library, 650.142 S38h1
- **Rip the Resume: Job Search & Interview Power Prep** / Torin Ellis, 2016. Central Library, 650.142 E47r

### 3. Volunteer Experience

*Volunteering is a good way to meet people who might help you get a job in the future. It shows potential employers that you have the initiative to learn new things.*

Getting work experience can be difficult for young workers. You need experience to get a job, but cannot get a job without experience.

One way to get work experience is by volunteering. As a volunteer you offer your skills and time to not-for-profit or charity organisations without payment in return.

Search the sites below to find local volunteer opportunities:

- **GoVolunteer**

<https://govolunteer.ca/>

- **Volunteering – City of Vancouver**

<https://vancouver.ca/people-programs/volunteering.aspx>

A wide range of volunteer opportunities with the City of Vancouver and in the community.

- **Youth Getting Involved – City of Vancouver**

<https://vancouver.ca/people-programs/youth-getting-involved.aspx>

Youth-specific volunteer opportunities with the City of Vancouver.

- **Volunteer BC**

<https://volunteerbc.bc.ca/>

- **North Shore Community Resources Youth Volunteer Directory**

<https://volunteer.nscr.ca/youth-volunteering/>

A list of organisations around the North Shore and Vancouver looking for volunteers for posted positions

- **Volunteer Opportunities – YMCA**

<https://www.ymca.ca/get-involved/volunteer>

Build skills and meet people in a broad range of volunteer opportunities with a community focus.

**Note:**

*It is not legal for "for-profit" businesses to offer volunteer positions. You must be paid at least minimum wage (\$15.65/hr) for any work done at for-profit businesses.*

For more ideas on how to get work experience see:

- **Getting Canadian Work Experience**

<https://www.vpl.ca/siic/guide/job-search-resources/getting-canadian-work-experience>

## 4. Networking

Networking is still one of the best ways to find employment, regardless of age. If you have been in Canada for a few years, you may already have a network of family and friends who can help you with your job search.

Another option is to grow your network by joining a professional association or using social media to connect with like-minded professionals.

For more information see:

- **Networking for Employment**

<https://www.vpl.ca/siic/guide/job-search-resources/networking-for-employment>

- **MeetUp**

<https://www.meetup.com/cities/ca/bc/vancouver/>

Meetup is the world's largest network of local groups. Many of these groups are based on professional networks. You can search the Vancouver site for groups with similar career interests.

- ***Use Social Media to find your Dream Job*** / W. Daniel Quillen. 2016. Vancouver Public Library, 650.142 Q67u

- **Friend of A Friend: Understanding the Hidden Networks That Can Transform your Life and your Career** / David Burkus, 2018. Central Library, 650.13 B959f

## 5. Job Boards for Young Workers

- **Job Bank**

<https://www.jobbank.gc.ca/home>

Do an advanced search to look for "Student" or "Youth" jobs.

- **Get Youth Working**

<https://www.getyouthworking.ca/jobboard>

- **Federal Student Work Experience Program**

[https://www.canada.ca/en/public-service-](https://www.canada.ca/en/public-service-commission/jobs/services/recruitment/students/federal-student-work-program.html)

[commission/jobs/services/recruitment/students/federal-student-work-program.html](https://www.canada.ca/en/public-service-commission/jobs/services/recruitment/students/federal-student-work-program.html)

- **Indeed.ca – Jobs for Students**

<https://ca.indeed.com/jobs?q=student&l&vjk=67750ea8f99c2832>

## 6. Employment Programs for Young Workers

- **Young Adults - Skills Training & Employment Programs**

<https://www.workbc.ca/Training-Education/Skills-Training-for-Employment/Young-Adults-Program.aspx>

Employment programs for young adults offered by employment service agencies across BC

- **Young Adults at Risk – Skills Training & Employment Programs**

<https://www.workbc.ca/Training-Education/Skills-Training-for-Employment/Young-Adults-at-Risk-Program.aspx>

Programs that provide skills training and employment supports to help overcome barriers to employment

- **Youth in Trades – Industry Training Authority of BC**

<https://youth.itabc.ca/>

Training options for youth in high school and recent graduates who are interested in the trades

- **BladeRunners**

<https://www.workbc.ca/Employment-Services/Labour-Market-Programs/Bladerunners-Program.aspx>

At-risk youth from 15 to 30 can apply to get training for entry to the workforce

- **Get Youth Working**

<https://www.getyouthworking.ca/>

Employment Counselling, Job Entry Skills, Certificate Training, Paid Work Experience, Mentoring and Post Job Placement Support to eligible youth 18-24 years of age

- **Youth Employment and Skills Strategy – Funding Programs**

<https://www.canada.ca/en/employment-social-development/services/funding/youth-employment-strategy.html>

Lists all government programs for youth in Canada

**Tip:**

- *Make sure to check the requirements for young worker programs. Often government-funded programs have special requirements such as:*
  - *place of residence*
  - *whether or not you've received employment insurance recently,*
  - *if you are a student*
  - *if you are within a specific age range*



## 7. Looking for Summer Work

- **Young Canada Works**

<https://www.canada.ca/en/canadian-heritage/services/funding/young-canada-works.html>

Jobs in culture and heritage for students & new graduates ages 16-30.

- **YMCA Summer Work Student Exchange Program**

<https://swse.ymcagta.org/>

Students 16 to 17 years live and work in a new place in Canada to improve their second official language skills.

- **Student Employment Programs on Parliament Hill**

<https://www.ourcommons.ca/About/Employment/youth-e.html>

Gives students a chance to work in government offices in Ottawa

- **Summer Guide Job – Legislative Assembly of British Columbia**

<https://www.leg.bc.ca/content-peo/Pages/Summer-Guide-Program.aspx>

Gives university students who can speak languages other than English a chance to tour visitors around the Legislature over the summer

- **Tree Planting Companies**

<https://www.tree-planter.com/category/companies/>

Seasonal work planting trees in all parts of British Columbia and across Canada. Most hire in January/February for the summer season.

- **Agricultural Labour Pool**

<http://www.agri-labourpool.com/jobpostings.aspx>

Search for seasonal and permanent agriculture jobs in BC.

- **Summer Camp Jobs in British Columbia**

<https://www.camppage.com/summer-camp-jobs/british-columbia>

Seasonal work in a variety of jobs at summer camps around BC

- **Youth Hires Program – BC Hydro**

[https://app.bchydro.com/careers/students\\_grads/youth.html](https://app.bchydro.com/careers/students_grads/youth.html)

Summer job opportunities for students to get hands-on experience in trades and technical careers

## **8. Your Rights as a Young Worker**

The BC Human Rights Code states that an employer cannot refuse to interview, hire or promote you or decide to fire you because of your age.

A potential employer cannot ask your age; the only acceptable question is whether you have reached the legal working age (12 years old).

In BC, you are protected from age discrimination in the workplace related to:

- employment (hiring, firing, or terms and conditions of employment);
- age requirements in employment;
- membership in a trade union, employer's organization, or occupational association (such as excluding you from membership because of age, or discriminating against you due to your age).

**Note:**

*If you are under 19 years of age, you are **not** protected from age discrimination, but are protected from sexual harassment, race-related discrimination or disability-related discrimination.*

### ***If you have experienced age discrimination***

- If it is safe to do so, tell the person firmly that their actions or comments are unacceptable and ask them to stop. If you find this difficult, consider asking a friend for help.
- Keep a written record of exactly what happened and when and what was said.
- File a human rights complaint with the BC Human Rights Tribunal. Filing a complaint starts a legal process that is similar to a court proceeding. Assistance is available when either filing or responding to a complaint.

See the following resources for more information:

- **Human Rights Protection**  
<https://www2.gov.bc.ca/gov/content/justice/human-rights/human-rights-protection>
- **Age Discrimination Fact Sheet**  
<https://www2.gov.bc.ca/assets/gov/law-crime-and-justice/.../age-discrimination.pdf>

For information on rights for workers under 15 years old see:

- **Hiring Young People**  
<https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/hiring/young-people#minimum-standards>

## 9. Additional Resources

- **WorkBC – Resources for Youth**  
<https://www.workbc.ca/resources-for/youth.aspx>
- **Young Workers Zone – Canadian Centre for Occupational Health & Safety**  
[https://www.ccohs.ca/youngworkers/for\\_young\\_workers/](https://www.ccohs.ca/youngworkers/for_young_workers/)  
Tools and advice to stay healthy and safe in your workplace
- **Resources for Young Workers – WorkSafeBC**  
<https://www.worksafebc.com/en/health-safety/education-training-certification/young-new-worker/types/young-worker>  
Articles on safety in the workplace specific to youth
- **Employment Standards in BC**  
<https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards>  
Know your rights as an employee in British Columbia
- **Moving Ahead Program**  
<https://www.vcc.ca/applying/apply-now/info-sessionstours/moving-ahead-program/>  
An education, job search and life skills program for young adult immigrants aged 15-25
- **Youth in Canada. Government of Canada**  
<https://www.canada.ca/en/services/youth.html>  
Useful links to guide you through every stage of the job-hunting process

**Questions? Please ask the Information Staff, Central Library or telephone 604-331-3603.**

Please note that the information in this guide is also available online through the Skilled Immigrant InfoCentre website at <https://www.vpl.ca/siic>