



Note: There may be off-site, non-construction activities available for youth under the age of 16. If you are interested in learning more about the opportunities available for this age group, please contact us directly.

Youth Policy for the RTP Construction Sites

Rebuilding Together Peninsula values the opportunity to work with enthusiastic young adults to rehabilitate homes and community facilities, develop leadership skills, and experience the rewards of working in partnership to provide safe and healthy places to live for low-income homeowners. Our youth policy is intended to accommodate younger volunteers on the construction site while recognizing the dangers inherent in our work.

**IN THE INTEREST OF SAFETY, REBUILDING TOGETHER PENINSULA (RTP)
DOES NOT ALLOW VOLUNTEERS UNDER THE AGE OF 14
ON A RTP WORK SITE WHILE THERE IS CONSTRUCTION/REHABILITATION WORK
ACTIVELY IN PROGRESS.***

**ANY VOLUNTEER UNDER THE AGE OF 18 IS CONSIDERED A YOUTH VOLUNTEER
AND IS SUBJECT TO THE SAFETY PRECAUTIONS EXPLAINED BELOW.**

- There should always be at least two adults involved with supervision. The second adult insures that there is at least one adult present in case of emergency.
- An Adult Advisor over the age of 21 must accompany Youth Volunteers.
- In a group setting, there must be a minimum of one Adult Advisor for every four Youth Volunteers. No youth may be left to work alone with an adult and only adults may leave the worksite.
- It is not necessary that the Adult Advisor have any practical construction experience, although it helps. The only qualification for this position is an interest in helping youth.
- The Adult Advisor's primary responsibility is to oversee the work of the Youth Volunteer(s) to ensure a safe and efficient construction site.
- An Adult Advisor, ideally, is someone who is patient, willing to step back and give the youth volunteers an opportunity to lead and someone who will encourage participation by all of the youth.
- The Adult Advisor must be physically present on site for the entire day.
- Safety is to be considered at all times. The Adult Advisor is accountable for the discipline of the group and for enforcing the site rules explained by the site supervisor. If a RTP site supervisor feels that safety is compromised due to a lack of discipline, the individual(s) and/or group may be asked to leave site.
- The Adult Advisor is a youth supervisor first, a participant second.
- Youth Volunteers are not permitted to participate in "ultra hazardous activities" such as using power tools, some forms of demolition or working on rooftops.
- Communication with youth outside of the project site must be coordinated through the assigned Adult Advisor(s).

Youth Volunteers must turn in a completed Waiver form prior to working on site. The Waiver form requires the signature of the Youth Volunteer and a parent or guardian and a witness age 18 or older. (Adult advisor's who are not a parent or guardian may serve as a witness but may not sign on behalf of the parent or guardian without supplemental documentation establishing the authority to do so.)

What are appropriate youth volunteer activities?

Generally, youth under 18 years old are prohibited from most non-agricultural work. Prohibited activities that are related to RTP’s work include: Wrecking or Demolition, Excavation, Roofing, any work with Category 1 pesticides.

The following are acceptable activities for youth ages 16+: Basic building or construction, work on a ladder or scaffold, loading or unloading supplies, work in a warehouse (except as a clerical), use of power lawn mowers and basic hand tools, safe and supervised debris removal

What are other ways youth under 14 can support our work?

On-site activities that are acceptable for youth under 14, with proper supervision:

- Landscaping: Planting or weeding, Light debris removal
- Cleaning/Sorting supplies
- Murals, mosaics, other beautification activities
- Ensure these areas are designated “safe” areas, not major thoroughfares or near other major construction areas

Other hands-on activities that support the on-site work of RTP

- Backyard builds: build picnic tables or planter boxes that could be presented to the homeowner/community facility
- Scrapbooks and videos: take photos/video of the projects, put together before/after photos in nice scrapbooks or videos to be given to homeowners, volunteers, and/or RTP
- Fundraising or Item Collection: Groups raise money for appliances or key construction materials and/or they may gather emergency supplies or housewarming items (cleaning supplies, pantry staples, paper products, etc.) for the homeowners
- Organize Recycling, water distribution, or lunch: Youth can help sort recycling, distribute water to volunteers, and help prepare/clean-up for lunch activities at a site.
- Warehouse kit-building: Help with inventory and pull together supply kits at the RTP Warehouse in Redwood City for on-site repairs

Tips for working with youth?

1. Plan appropriate activities and set expectations ahead of time. Our goal is to accommodate youth while recognizing dangers inherent in our work.
 - Adults should supervise youth first; participate second
 - Recommend 1:4 or 1:5 ratios; no youth may be left to work alone with an adult and only adults may leave the worksite.
2. There should always be at least two adults involved with supervision. The second adult insures that there is at least one adult present in case of emergency.
3. Make sure adults are modeling and enforcing safety standards, including personal protective equipment and good behaviors.
4. Learn how young workers *think*
5. Know *what works* with young workers: show realistic cause and effect examples, and demonstrate to them how to do it right
6. Encourage them to *ask* questions and report hazards/injuries
7. Remember what *you* were like at their age

