

# What youth want in the workplace



## Mentorship

Using your position as an authority figure to be a positive mentor.



## Diversity

Going beyond just hiring diverse youth, and make space for youth to be able to communicate their needs.



## Information & Training

Youth should be adequately informed of their worker rights and train them properly for the tasks they will have to accomplish.

## How youth describe a good mentor / employer

- ✓ Nice & understanding
- ✓ Calm, handles situations properly & does not get angry easily.
- ✓ Does not judge us & is respectful
- ✓ Checks in on us
- ✓ Someone I can look up to
- ✓ Someone that builds relationships
- ✓ Someone that listens to our needs
- ✓ Does problem solving with us
- ✓ Makes sure that we are heard & not talked over

# How this guide was created

Youth from across the country met at our Make Your Mark 2025 Conference in Nobleton, Ontario. Eighteen (18) youth from across the country gathered together and took a deep dive into the state of youth (un)employment in Canada. They created three (3) explanative videos and provided their recommendations to employers hiring youth workers.

## Our team:



18 youth aged 13 to 27, from New Brunswick, Prince Edward Island, Ontario, British Columbia, and Yukon



2 SCC staff and 1 adult ally from Ontario, Quebec, and New Brunswick



The feedback and input of 119 young person in our Art of Work Youth Employment Program

## Timeline:

- Feb. 2025 Beginning of the Art of Work Youth Employment Program
- Feb. 2025 to Oct. 2025 Listening to youth voices in the Art of Work
- Oct. 2025 Make Your Mark 2025 Conference
- Oct. 2025 to now! Still listening to youth voices in the Art of Work



By the Work in Progress team & Art of Work youth employment program

# Employer Guide to Youth Employment

Working to amplify youth voices since 1991



## Things Youth Want Employers to Keep in Mind

**Your Attitude Towards Youth:** Be mindful of your biases or the opinions you might hold about youth. Making mistakes is a learning curve. What's most important is how you acknowledge and learn from them.

**Patience Is Key:** Youth often don't have a lot of experience in the workplace. Being patient is important when hiring them. Support youth to make professional development goals.

**Youth Are Beneficial in the Workplace:** Youth learn and adapt. They absorb the knowledge and training provided. They are assets to keep in the longterm. Use a strength-base approach when working with youth.

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## Contact Information



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Contact us today for any questions!

The Students Commission of Canada  
*Centre of Excellence for Youth Engagement*



La commission des élèves du Canada  
*Le centre d'excellence pour l'engagement des jeunes*



## Direct Feedback from Youth

"I want my manager to respect my religion. I've had a boss that wouldn't let me take a break to pray, and told me 'Just do it, God's not watching right now'."

"Employers expect youth to know how to do things they don't want to teach us. I worked as a dish washer at a fancy restaurant but they expected me to know how to do prep work."

"As a young person, I'm used to being treated like I don't know anything. I'd like to be able to talk to my employer like we're friends. When they hire young people, employers have the opportunity to become mentors."

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