

## **THE CORPORATION OF THE VILLAGE OF WARFIELD**

**POLICY TITLE: STUDENT HIRING POLICY**

**POLICY #0122**

### **POLICY STATEMENT:**

It is the policy of Council to hire students during summer months, as the annual budget permits, to undertake park and playground maintenance duties.

### **POLICY BACKGROUND:**

High school, college and university students have been hired by the Village to perform park maintenance tasks. The demand for such jobs is often greater than the placements the Village can offer. As the qualifications and experience required for summer jobs are limited, the selection process can be criticized.

### **POLICY GOAL:**

It is the goal of this policy to provide a fair and equitable selection process for the hiring of students to fill summer casual labour positions.

### **POLICY OBJECTIVES:**

1. That priority be given to students available to fill temporary labour positions from early May to mid August.
2. That the first criterion for selection be written confirmation that the applicant is a high school graduate and a bona fide college or university student and that the applicant is registered to attend a bona fide college or university student in the fall.
3. That the second criterion be residence (personal or parents/guardian) in Warfield.
4. That the third criterion be prior positive work experience with the Village of Warfield.
5. That gender not be included among the criteria for the selection of students to fill summer jobs.
6. That this student employment opportunity shall be made available to as many different families as circumstances and requirements allow and that employment opportunities be limited to two consecutive summers.

Initially approved at meeting #16-07 of April 2, 2007

Last reviewed and confirmed at meeting #10-08 on April 21, 2008

Next scheduled to be reviewed on April 6, 2009