



ShiftSupport

Youth Employment Overview

Information for School Counselors & Career Advisors

(California-Compliant · Short-Shift Work Experience)

ShiftSupport partners with local retailers to provide **short, flexible work opportunities** for students — designed to support **first job experience**, **work readiness**, and **legal youth employment** in California.

What Is ShiftSupport?

ShiftSupport is a local workforce platform that assigns **short retail shifts** (typically 2–4 hours) to trained workers, including students where appropriate.

Our program is designed to:

- Complement school and extracurricular schedules
 - Provide safe, age-appropriate work experience
 - Operate **fully within California youth employment laws**
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Employment Structure (Key for Schools)

✓ ShiftSupport is the legal employer

- All students work as **W-2 employees of ShiftSupport, LLC**
- Students are **not employed by the retailer**
- ShiftSupport is responsible for:
 - Payroll and wage payments
 - Payroll taxes
 - Workers' compensation insurance
 - Compliance with Labor Code and Education Code requirements

This structure aligns with standard youth work-experience and staffing models in California.



Work Permits & School Coordination

- Students must have a valid **California Statement of Intent to Employ a Minor (Work Permit)** issued through their school or district [\[calcareercenter.org\]](https://calcareercenter.org), [\[cde.ca.gov\]](https://cde.ca.gov)
- ShiftSupport verifies and retains copies of required permits
- Work permits are renewed annually or when a student changes jobs

ShiftSupport **does not** ask schools to manage payroll or placement logistics.

Work Hours & Scheduling

ShiftSupport ensures all youth assignments meet:

- California hour limits for minors
- School-day / non-school-day restrictions
- Reasonable shift lengths (short, defined, non-overtime)

Retailers may not extend or modify youth shifts without ShiftSupport approval.

Nature of the Work

Students are assigned only to **non-hazardous, age-appropriate retail support tasks**, such as:

- Stocking or organizing merchandise
- Light cleaning or store set-up
- Customer assistance during busy periods
- Basic back-of-house support

✗ No hazardous equipment

✗ No heavy lifting

✗ No managerial duties

These limits are consistent with CA youth employment regulations. [\[calcareercenter.org\]](https://calcareercenter.org)



Safety & Insurance

- ShiftSupport provides onboarding and general safety guidance
 - Retailers provide site-specific instructions
 - ShiftSupport carries **California-compliant workers' compensation insurance**
 - Any incident or injury is handled through workers' compensation procedures
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Parent & Guardian Involvement

For all minors:

- A **Parent / Guardian Acknowledgment Form** is required
- Parents confirm understanding of:
 - Employment relationship
 - Work duties
 - Safety protections
 - Voluntary participation

This supports transparency and family trust.

Educational Value

ShiftSupport is intended to support:

- Workplace readiness
- Responsibility and reliability
- Communication and teamwork skills
- Positive first work experiences

The program aligns well with school-supported employment and career-readiness initiatives.



ShiftSupport

Summary for Counselors

- ✓ W-2 employment (not gig or contractor work)
- ✓ Clear employer responsibility
- ✓ Valid work permits required
- ✓ Age-appropriate tasks only
- ✓ Workers' compensation coverage
- ✓ Parent acknowledgment included

Contact

 Serving local South Bay communities

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ShiftSupport — supporting students, schools, and local businesses the right way.