

Summary of Work Opportunities for Students Age 16-17

Young Workers | U.S. Department of Labor (dol.gov)

<https://dol.gov/agencies/whd/youthrules/young-workers>

Students ages 16-17 may work in non-hazardous jobs such as:

Agricultural Jobs ● Office Jobs ● Food Service ● Lifeguards and Swim Instructors
Retail ● Kitchen work involving the preparation of food and beverages

Students ages 16-17 may NOT work in jobs deemed hazardous, as listed on the U.S. Department of Labor Website - [19939 .pdf \(dol.gov\)](#) - Page 8, UNLESS they are part of a Registered Apprenticeship and/or classified as a Student-Learner.

Guidelines for registered Apprenticeship and Qualified Student-Learner are listed on - [Electronic Code of Federal Regulations \(eCFR\)](#). These guidelines are also summarized on page 2.

Student-Learners may participate in the following hazardous occupations as stated in the Child Labor Provisions for Nonagricultural Occupations under the Fair Labor Standards Act – [19939 .pdf \(dol.gov\)](#) - Page 8:

Hazardous Occupation Exemptions for Student-Learners and/or Registered Apprenticeships	Resource 19939 .pdf (dol.gov)
Motor-Vehicle Occupations – Limited Exemptions – Refer to Requirements	Page 10
Fire Fighting services as listed – Limited Exemptions – Refer to Requirements	Page 11
Power-Driven Woodworking Machine Occupations	Page 14
Power-Driven Metal Forming, Punching, and Shearing Machine Occupations	Page 16
Limited Occupations in Mining – Limited Exemptions – Refer to Requirements	Page 17
Occupations in the Operation of Power-Driven Meat-Processing Machines and Occupations Involving Slaughtering, Meat and Poultry Packing, Processing, or Rendering	Page 18
Limited Bakery Machine Occupations – Limited Exemptions – Refer to Requirements	Page 19
Occupations Involved in the Operation of Balers, Compactors, and Paper-Products Machines	Page 20
Occupations Involving the Operation of Circular Saws, Band Saws, Guillotine Shears, Chain Saws, Woodchippers, and Abrasive Cutting Discs	Page 22
Occupations in Roofing Operations and All Work On or About a Roof	Page 23
Occupations in Excavation Operations	Page 23

A Youth Apprenticeship or Student-Learner Program can give a 16 or 17-year-old the opportunity to work in the following situations:

- The youth is employed under a written Registered Apprenticeship agreement with U.S. DOL.
OR
- The youth is in a Student-Learner Program and is employed under a Student-Learner Agreement while enrolled in a course of study and training in a CTE training program under a recognized State or local education authority.

The Youth Apprenticeship must meet the following criteria:

The youth must be employed in a craft recognized as an apprentice-able trade. (12432 of 4 DLR 4/2018)

- The hazardous work is incidental to the youth's training.
- The hazardous work is intermittent and for short periods of time; (less than 20% of time spent in hazardous work)

- The hazardous work is performed under the direct and close supervision of a journeyman
AND
- The youth is:
 - ➔ registered by the Bureau of Apprenticeship and Training of the U.S. DOL as employed in accordance with the standards established by the Bureau.
 - ➔ registered by a State agency as employed in accordance with the standards of the State apprenticeship agency recognized by U.S. DOL, found by U.S. DOL to conform substantially with Federal or State standards.

The Student-Learner Program must meet the following criteria:

- The student-learner is enrolled in a course of study and training in a cooperative CTE training program under a recognized state or local educational authority or in a course of study in a substantially similar program conducted by a private school.
- Such student-learner is employed under a written agreement which provides documentation that;
 - ➔ the hazardous work is incidental to the youth's training.
 - ➔ the hazardous work is intermittent and for short periods of time (less than 20% of time spent in hazardous work);
 - ➔ the hazardous work is performed under the direct and close supervision of a qualified and experienced person.
 - ➔ that safety instruction shall be given by the school and correlated by the employer with on-the-job training.
 - ➔ that a schedule of organized and progressive work processes to be performed on the job shall have been prepared.

- Each such written agreement shall contain the name of the student- learner and shall be signed by the parent/guardian, employer, and the school coordinator or principal. Copies of each agreement shall be kept on file by both the school and the employer.
- This exemption for the employment of student-learners may be revoked in any individual situation where it is found that reasonable precautions have not been observed for the safety of minors employed there under.

[WBL Guidance](#)