

CEFGA Youth Employment Overview

CEFGA is currently leading initiatives in the construction sector to increase employer participation in the hiring of youth ages 16-17 years old. These students can be legally hired using existing Work Based Learning (WBL) and Youth Apprenticeship Program (YAP) agreements with **exemptions** noted in the **Fair Labor Standards Act**. Employers should use DOL Code 9777 for WBL and YAP students. Work Based Learning Coordinators present at the **2018 Georgia CareerExpo Hiring Fair** will have necessary forms and training agreements.

Guidelines:

Federal Child Labor Laws allow many jobs that are hazardous for **student-learners in career education programs** under certain conditions. Student-learners in **Work-Based Learning** programs meet the student-learner exemption **if the student is employed under written agreements** (the WBL *training agreement* and *training plan*) which provides that:

- All hazardous work will be performed under the direct and close supervision of a qualified and experienced person.
- Safety instructions will be given by the school and reinforced by the employer with on-the-job training.
- The job training follows a schedule that reflects organized and progressive skills development.
- The work in the hazardous occupation is intermittent and for short periods of time, is under the direct and close supervision of a qualified and experienced person, and is a necessary part of training.

The 7 Hazardous Occupations Orders (HOs) with exemptions are:

HO 5: Work using power-driven woodworking machines, including the use of saws on construction sites. (**Exemption** exists)

HO 8: Work using power-driven metal forming, punching, and shearing machines (however, HO 8 permits the use of a large group of machine tools used on metal, including lathes, turning machines, milling machines, grinding machines, boring machines, and planning machines). (**Exemption** exists)

HO10: Work involving slaughtering or meatpacking, processing, or rendering, including the operation of power-driven meat slicers in retail stores. (**Exemption** exists)

HO12: Work using power-driven paper-products machines, including the operation and loading of paper balers in grocery stores. (**Exemption** exists)

HO14: Work involving the use of circular saws, band saws, and guillotine shears. (**Exemption** exists)

HO16: All work in roofing operations. (**Exemption** exists)

HO17: All work in excavating, including work in a trench as a plumber. (**Exemption** exists)

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