

Youth 16 & 17 years old may work in any position that is not listed as hazardous. When employing youth, it is critical to keep safety in mind. All youth must be properly trained and supervised. For additional information on employing youth, visit the following websites: <https://www.osha.gov/youngworkers/employers.html> and <https://www.youthrules.gov/know-the-limits/hazards/index.htm>

Youth employed as Student Learners may be eligible to participate in some “hazardous” occupations.

HAZARDOUS OCCUPATIONS WITH STUDENT LEARNER EXEMPTIONS

Power-driven woodworking machines

Power-driven metal-forming, punching, and shearing machines

Operating power-driven meat processing equipment, including meat slicers and other food slicers, in retail establishments (such as grocery stores, restaurants, kitchens and delis) and wholesale establishments, and most occupations in meat and poultry slaughtering, packing, processing, or rendering

Power-driven balers, compactors, and paper processing machines

Power-driven circular saws, bandsaws, chain saws, guillotine shears, wood chippers, and abrasive cutting discs

Roofing operations and all work on or about a roof

Excavation operations

HAZARDOUS OCCUPATIONS WITHOUT STUDENT LEARNER EXEMPTIONS

Manufacturing and storing of explosives

Motor-vehicle driving and outside helper on a motor vehicle

Coal mining

Occupations in forest fire fighting, forest fire prevention, timber tract operations, forestry service, logging, and sawmilling

Exposure to radioactive substances

Power-driven hoisting apparatus, including forklifts

Mining, other than coal mining

Power-driven bakery machines including vertical dough or batter mixers

Manufacturing bricks, tile, and kindred products

Wrecking, demolition, and shipbreaking operations

Student Learners participating in hazardous occupations with a Student Learner exemption must meet the following criteria:

- Must be at least 16
- Enrolled in a course of study and training in a cooperative vocational 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
- Student and Employer sign written agreement that includes:
 - Such student-learner is employed under a written agreement which provides:
 - i. That the work of the student-learner in the occupations declared particularly hazardous shall be incidental to his training;
 - ii. That such work shall be intermittent and for short periods of time, and under the direct and close supervision of a qualified and experienced person;
 - iii. That safety instructions shall be given by the school and correlated by the employer with on-the-job training; and
 - iv. 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 student-learner, and shall be signed by the 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 thereunder.
 - A high school graduate may be employed in an occupation in which he has completed training as provided in this paragraph as a student-learner, even though he is not yet 18 years of age.