

# Exemptions

## FOR HAZARDOUS OCCUPATIONS PROHIBITED FOR MINORS

As noted in Chapter 1: Legal Topics and Responsibilities of the Work-Based Learning Manual, some exemptions apply to the hazardous occupations prohibited for minors. The conditions for an exemption include the following:

### EXEMPTION 1

The student learner is enrolled in a course of study and training in a vocational education training program in agriculture under a recognized state or local educational authority or in a substantially similar program conducted by a private school.

### EXEMPTION 2

Such student learner is employed under a written agreement which provides:

- a. that the work of the student learner is incidental to the training
- b. that such work shall be intermittent, for short periods of time, and under the direct and close supervision of a qualified and experienced person
- c. that safety instruction shall be given by the school and correlated by the employer with on-the-job training
- d. that a schedule of organized and progressive work processes to be performed on the job shall have been prepared.

### EXEMPTION 3

Each such written agreement shall contain the name of the student learner and shall be signed by the employer and by a person authorized to represent the educational authority of the school.

### EXEMPTION 4

Copies of each agreement shall be kept on file by both the employer and either the educational authority or the school pursuant to 29 CFR 570.72(a).



For specifics concerning hazardous occupations prohibited for minors, please reference the following resources:

[Work-Based Learning Manual](#)

[Agricultural Hazardous Occupations Prohibited for Minors](#)

[Non-Agricultural Hazardous Occupations Prohibited for Minors](#)

[Child Labor Bulletin #101: Non-Agricultural Occupations](#)

[Child Labor Bulletin #102: Agricultural Occupations](#)