

KANSAS WORK-BASED LEARNING

Age Restrictions: Students over the age of 16 can engage in work-based learning, and businesses should follow child labor laws around hours worked and hazardous occupations when designing these opportunities.

Safety: Workplace safety is very important in Kansas. The Kansas Department of Labor has many resources available to businesses and schools. For more information, visit <https://www.dol.ks.gov/Safety/Default.aspx>

Liability Issues: **Workers compensation** insurance shall be provided by the business at which the student-learner works and is paid. Workers compensation is handled by the Kansas Department of Labor. For information, visit <https://www.dol.ks.gov/WorkComp/Default.aspx> or call (785) 296-4000. Your insurance provider may have answers particular to your company.

General liability insurance should be provided by the business, whether the student learner is paid or unpaid. General liability issues should be addressed by the school and business prior to beginning a work-based learning experience.

Wage and Hour: State and federal laws cover the work-based learner experience. Visit <https://www.dol.gov/whd/cl/youthemployment-faq.htm> or <https://www.dol.ks.gov/Laws/Default.aspx>

What jobs can students do? Youth workers that are 16 or 17 years old are prohibited from performing certain hazardous occupations¹. Of the seventeen hazardous occupations, seven are allowed for apprentices and student-learners under certain conditions.

HAZARDOUS OCCUPATIONS PROHIBITED FOR WORKERS UNDER 18	
No Student-Learner Exemption (other exemptions may apply)	Student-Learner Exemption
<ul style="list-style-type: none"> • Manufacturing and storing explosives • Driving a motor vehicle and being an outside helper on a motor vehicle • Coal mining • Forest fire fighting and fire prevention, timber tract management, forestry services, logging, and saw mill occupations • Exposure to radioactive substances • Power-driven hoisting apparatus • Mining, other than coal mining • Power-driven bakery machines • Manufacturing brick, tile and related products • Wrecking, demolition and shipbreaking operations 	<ul style="list-style-type: none"> • Power-driven woodworking machines • Power-driven metal-forming, punching and shearing machines • Balers, compactors and paper-products machines • Power-driven circular saws, band saws, guillotine shears, chain saws, reciprocating saws, wood chippers and abrasive cutting discs • Roofing operations and all work on or about a roof • Excavation operations • Meat and poultry packing or processing (including the use of power-driven meat slicing machines)

For more information, contact the Kansas Department of Labor at (785) 296-5000 or visit dol.ks.gov

¹ Fair Labor Standards Act; 29 C.F.R. Part 570