

# Internships & Work-Based Learning

## Hazardous Occupations for Students

The federal Fair Labor Standards Act provides a minimum age of 18 years for any non-agricultural occupations which the Secretary of Labor “shall find and by order declare” to be particularly hazardous for 16- and 17-year-old persons, or detrimental to their health and well-being.

This minimum age applies even when the minor is employed by the parent or person standing in place of the parent. The seventeen hazardous occupations (HO) apply either on an industry basis, specifying the occupations in the industry that are not permitted, or an occupational basis irrespective of the industry in which found. Some of the HOs contain limited exemptions.

HO 1 Manufacturing and storing of explosives.

HO 2 Motor-vehicle driving and outside helper on a motor vehicle.

HO 3 Coal mining.

HO 4 Occupations in forest fire fighting, forest fire prevention, timber tract operations, forestry service, logging, and sawmilling.

HO 5\* Power-driven woodworking machines.

HO 6 Exposure to radioactive substances.

HO 7 Power-driven hoisting apparatus, including forklifts.

HO 8\* Power-driven metal-forming, punching, and shearing machines.

HO 9 Mining, other than coal mining.

HO 10\* 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.

HO 11 Power-driven bakery machines including vertical dough or batter mixers.

HO 12\* Power-driven balers, compactors, and paper processing machines.

HO 13 Manufacturing bricks, tile, and kindred products.

HO 14\* Power-driven circular saws, bandsaws, chainsaws, guillotine shears, wood chippers, and abrasive cutting discs.

HO 15 Wrecking, demolition, and shipbreaking operations.

HO 16\* Roofing operations and all work on or about a roof.

HO 17\* Excavation operations.

\* These HOs provide limited exemptions for 16- and 17-year-olds who are bona-fide student-learners and apprentices.

For complete information see Child Labor Provisions for non-agricultural Occupations Under the Fair Labor Standards Act. [https://www.dol.gov/whd/regs/compliance/childlabor101\\_text.htm](https://www.dol.gov/whd/regs/compliance/childlabor101_text.htm)

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