



## HIRING 16- AND 17-YEAR-OLD STUDENT-LEARNERS IN MANUFACTURING

Minnesota's child labor laws prohibit the use of certain potentially hazardous equipment by employees younger than the age of 18. A 16- or 17-year-old may work in manufacturing if they are a student-learner in a school-work training program.

## WHAT IS A STUDENT-LEARNER?

A "student-learner" is 16 or 17 years old, a student of an accredited school and a part-time employee. The student-learner obtains both academic credit and employment training under a bona fide written school-work training program agreement between the school and the employer.

## WHEN CAN A STUDENT-LEARNER WORK IN MANUFACTURING?

A student-learner is permitted to do some work that is otherwise prohibited for minors if the student-learner is working within a bona fide school-work training program that is sponsored by an accredited school.

The program must be approved by **one** of the following:

- Minnesota Department of Education
- Minnesota Department of Employment and Economic Development
- Minnesota Department of Labor and Industry
- Board of Trustees of the Minnesota State Colleges and Universities
- Board of Regents of the University of Minnesota

The employer, the school and the minor's parent or guardian must enter into a school-work training agreement. The agreement must be kept on file by both the school and the employer and must include the following.

1. The name of the student-learner.
2. Signatures of the parent or guardian, the employer and the school coordinator/principal.
3. The following attestations:
  - the work of the student-learner in the occupation(s) declared hazardous under state law is incidental to the student-learner's training, intermittent and for 20 percent or less of the total work hours;
  - the student-learner's work occurs with direct and close supervision of a qualified and experienced person;
  - safety instruction is provided by the school and reinforced by the employer at the worksite; and
  - a schedule of organized and progressive work processes to be performed on the job.





## EQUIPMENT ALLOWED IF A 16- OR 17-YEAR-OLD IS A STUDENT-LEARNER

- Acetylene torch
- Cleat bender (power-driven)
- CNC router and milling function machines
- Deburring machine
- Flanging machines
- Hydraulic press
- Iron worker
- Laser cutting machine
- Pipe threader
- Planer
- Plasma (handheld or computerized)
- Press Brake
- Punch Press
- Router with table
- Saws (double rip saw, single rip saw, up-cut chop saw, table saw, band saw, sawzall, skill saw, reciprocating saw, portaband)
- Shaper
- Shears, including power shears, jump shears
- Sheet metal brake
- Tapering machine
- Tenoner, single end
- Tube bender
- Welders (robotic, MIG, TIG, spot, wire feed, wire)

## EQUIPMENT ALLOWED FOR MINORS AGE 16 AND OLDER, REGARDLESS OF STUDENT-LEARNER STATUS

- Assembly, hand
- Cleat bender, manual
- Drill, cordless
- Drill, radial
- Drill press
- Grinder (hand, bench, table)
- Hammer drill
- Impact guns, corded and cordless
- Lathe (turning function machines)
- Packaging, hand
- Parts washing machine
- Sander; belt sander; profile or edge sander
- Vacuum

## PROHIBITED EQUIPMENT FOR ALL MINORS

- Forklift
- Jib hoist
- Lift, walk behind
- Overhead crane
- Skyjack

## QUESTIONS ABOUT EQUIPMENT?

If you have questions about minors using types of equipment not listed, contact Sara Ellstra at [sara.ellstra@state.mn.us](mailto:sara.ellstra@state.mn.us) or (651) 478-8148. Include the following information:

- name of specific equipment;
- family or type of equipment (such as press brake);
- safety features;
- how it operates;
- function of the tool or equipment; and
- tasks performed on the machine, such as cleaning, loading or unloading, maintenance, button or manual operation.

## ABOUT DLI LABOR STANDARDS

Labor Standards ensures workers are paid correctly and workplace rights and responsibilities are enforced for all workers. Its goal is to educate employers and employees about their rights and responsibilities under Minnesota employment laws.

### MINNESOTA DEPARTMENT OF LABOR AND INDUSTRY

Labor Standards • 443 Lafayette Road N. • St. Paul, MN 55155  
(651) 284-5075 • 1-800-342-5354 • (651) 284-5099 (Spanish) • [www.dli.mn.gov/LaborLaw.asp](http://www.dli.mn.gov/LaborLaw.asp)

This is a brief summary of Minnesota child labor laws and is intended as a guide. It is not to be considered a substitute for Minnesota statutes and rules.

This document can be provided in different forms, such as audio, Braille or large print, by calling (651) 284-5005 or 1-800-342-5354.