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TRAINING AND EMPLOYMENT NOTICE NO. 31-16

Status: Active

WIOA Operating Guidance : No

Subject:

Framework on Registered Apprenticeship for High School Students

Purpose:

The Framework on Registered Apprenticeship (RA) for High School Students provides guidance from the U.S. Departments of Labor (USDOL) and Education (ED) to the public workforce and education systems on the components of a high-quality RA program for high school students. The purpose of this framework is to provide recommendations on key elements of RA programs for high school students and to encourage greater use of RA and pre-apprenticeship programs for in-school youth at least 16 years old, enrolled in secondary schools. The Fair Labor Standards Act (FLSA) sets the minimum ages and occupations in which youth can be employed in agricultural and nonagricultural employment. In nonagricultural employment, 16- and 17-year-old apprentices are specifically permitted to do some hazardous work otherwise prohibited for that age group provided certain requirements are met (see footnote three in Attachment 1). Apart from these exceptions, all other work deemed to be hazardous by the Secretary of Labor is prohibited for 16- and 17-year-old apprentices working in nonagricultural employment. This framework provides an important opportunity for youth to finish high school and continue on a pathway toward multiple career and educational opportunities, such as entering an RA program, earning an associate's and/or a bachelor's degree, and obtaining sustainable employment. The framework seeks to enhance the competitiveness of businesses by connecting youth to work-based learning and developing in-demand skills and competencies.

To

ALL STATE WORKFORCE ADMINISTRATORS
ALL STATE AND LOCAL WORKFORCE AGENCIES
ALL STATE WORKFORCE LIAISONS
ALL STATE AND LOCAL WORKFORCE BOARD CHAIRS AND DIRECTORS
ALL STATE APPRENTICESHIP AGENCIES
ALL APPRENTICESHIP STATE AND REGIONAL DIRECTORS
ALL STATE LABOR COMMISSIONERS

From

PORTIA WU
Assistant Secretary
Employment and Training Administration
U.S. Department of Labor

JOHAN E. UVIN
Deputy Assistant Secretary
Delegated the Duties of Assistant Secretary
Office of Career, Technical, and Adult
Education
U.S. Department of Education

Date

January 17, 2017

Expiration Date

Contact :

Questions about this TEN should be directed to Ms. Laura Ginsburg of the Office of Apprenticeship at (202) 693-2796 or Ginsburg.laura@dol.gov.

Text :

To preserve the formatting of this document, it has been converted to PDF (Portable Document Format) to retain its original layout.

- [View the Complete Document \(PDF\)](#)
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Attachments :

Click on links below to view, save, or print Attachment(s).

1. [Attachment I: Guide on Child Labor Laws and Workers' Compensation for Apprentice Minors](#)
2. [Attachment II: Workers' Compensation for apprentices under age 18](#)

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