



Navigating Work-Based Learning (WBL)

Work-based learning is an integral component of career development for NH's students. WBL provides a unique opportunity for industry and education to create partnerships, in order to align career exploration and postsecondary planning with the changing needs of the NH economy. Through quality WBL activities students gain real world experience and develop stronger employability skills. Industry partners build relationships with educational institutions (high schools, career and technical education centers, community colleges) which may be cultivated to support curriculum development, clearly outline pathways to occupational opportunities, or to construct a talent pipeline for future workforce needs.

Myth	Fact
Students under the age of 18 cannot participate in WBL activities in our industry.	WBL activities may be possible for students throughout their educational experiences. Observational activities such as informational interviews, industry tours, and job shadows are much differently regulated than hands-on WBL such as internships, clinicals, field sites, apprenticeships, or cooperative education experiences. Minors may legally work in New Hampshire, labor regulations can be found at RSA 276-A:4 , RSA 279:22-aa and Chapter LAB 800 and at: https://www.nh.gov/labor/documents/child-labor-14-17.pdf . In the case of WBL, where industry is governed by both Federal and State Department of Labor laws, industry and education partners must adhere to the stricter of the two.
Liability prevents our company from working with minors.	In the case of paid WBL activities (apprenticeship, cooperative experiences), the employer's Worker's Compensation insurance covers the employee. In the case of non-paid WBL activities that are approved by the NH Department of Labor (NHDOL), school districts carry insurance, and carriers will provide industry partners with a copy of the school districts' "Certificate of Coverage" for WBL.
Hazardous orders prohibit students from working in occupations at our company.	There are exemptions to hazardous equipment for students that are currently enrolled in and receiving safety training through Career and Technical Education (CTE) programs approved in the State of New Hampshire. "Can a youth work at a hazardous occupation under either of these programs? Yes, if the student is enrolled in a building trade, co-op program, apprenticeship or approved School-to-Work program under close supervision and if proper safety training is conducted and the hazardous work is incidental to training, intermittent and for short periods of time." https://www.nh.gov/labor/inspection/school-to-work.htm
The Human Resources Department states that we cannot provide students access to the work environment.	Company policy or a lack thereof may be the determining factor in allowing WBL partnership opportunities to be offered within your organization. Collaboration between local industry, education, workforce development, and state agencies can result safe, quality WBL activities, and supportive company policies. To start building your talent development pipeline contact the NH Department of Education, Career Development Bureau at 271-3867 or your local educational institutions.