

Application of New York State Labor Laws in Registered WBL Programs

The New York State Education Department Registered WBL Programs follow NYSDOL and US Department of Labor regulations. The following criteria serve to guide school districts in choosing the registered WBL program that accommodates their students' work based learning experiences. All registered WBL Programs must be supervised by an appropriately certified WBL Coordinator, Coordinator of Work Experience Programs for Career Awareness(8981) or Coordinator of Work Experience Programs for Career Development(8982) extensions.

General Education Work Experience Program (GEWEP)

Age 16 and older

Paid, supervised work experience (Certified WBL Coordinator 8981 or 8982)

Productive work is allowed

Supported by at least one period of related classroom instruction

School credit may be earned

- Minimum wage applies
- Employment certificate (working papers) required
- Prohibited occupations apply; no student-learner exception is allowed
- Must be covered by employer's Workers' Compensation
- Certificate of insurance from school to cover liability

Work Experience & Career Exploration Program (WECEP)

Ages 14 and 15 at risk population

Paid, supervised work experience (Certified WBL Coordinator 8981 or 8982)

Productive work is allowed

Supported by related classroom instruction similar to GEWEP

School credit may be earned

- Minimum wage applies
- Employment certificate (working papers) required
- Prohibited occupations apply; no student-learner exception is allowed
- Hours limits apply based on NYS DOL Laws Governing the Employment of Minors
- Must be covered by employer's Workers Compensation
- Certificate of insurance from school to cover liability

See Section VI Sample Forms for documents containing the Department of Labor (DOL) regulations in regard to students participating in work based learning experiences.

Career Exploration Internship Program (CEIP)

Age 14 and older

Unpaid, on-site, hands-on, school-supervised work experience (Certified WBL Coordinator 8982)

Exploration rather than skills development

Productive work is prohibited

Supported by related classroom instruction

School credit may be earned

- Minimum wage does not apply
- Employment certificate (working papers) required
- Prohibited occupations apply, no student-learner exception is allowed
- Hours limits apply based on NYS DOL Laws Governing the Employment of Minors
- Certificate of insurance from school to cover liability
- Employer's Workers' Compensation covers students when performing manual labor

Career & Technical Education Cooperative Work Experience Program (CO-OP)

Age 16 and older

Paid and non-paid, school-supervised work experience (Certified WBL Coordinator 8982)

Development of career specific skills

Productive work is allowed

Supported by related school instruction

School credit may be earned

- Minimum wage applies
- Employment certificate (working papers) required
- Can perform prohibited occupations ONLY if all criteria for student-learner exception are met and the prohibited occupations are a significant portion of the students CTE program curriculum.
- Hours limits apply based on NYS DOL Laws Governing the Employment of Minors
- Employer's Workers' Compensation covers students when performing manual labor (paid or un-paid)
- Certificate of insurance from school to cover liability
- Students enrolled in CTE programs of study may not earn extra credit since the WBL experience is included in the CTE credits

Work Based Learning Extensions

- Extension 8981 can be earned by any certified teacher or school counselor
 - Limited to specific placements of students in work experiences
- Extension 8982 can only be earned by a certified CTE teacher
 - No limitation on placements of students in work experiences