



CICC Student Employment

We received confirmation from the Colorado Department of Labor and Employment's Division of Standards and Statistics that recognizes students in the Careers in Construction program have learned skills to exempt them from certain aspects of Colorado youth labor law. We have been granted permission for students in our Careers in Construction program to utilize this exemption if they are taking part in paid internships and or employment within the Pre-Apprenticeship Certificate Training (PACT) curriculum in secondary schools in Colorado.

Companies can employ via paid internships, full-time or part-time employment to 15, 16, and 17-year-olds and be granted exemptions from Colorado youth law that otherwise prohibits students this age from:

- operating power tools and power equipment consistent with the curriculum;
- working from elevated places ten feet or more above the ground, in conjunction with the safe use of ladders, scaffolding, and fall protection procedures and equipment;
- engaging in roofing and roofing-related activities; and
- engaging in trenching or excavating activities.

Colorado law allows these activities to take place under the following statute-

C.R.S. § 8-12-110(1)(b) states that minors aged 14 and above are permitted employment in occupations defined as hazardous *incidental to or upon completion of a student-learner program of occupational education under the auspices of a public school, junior college, community and technical college, federally funded work-training program, or private occupational school approved by the private occupational school division;*

CDLE has determined that the PACT curriculum coupled with the Careers in Construction Colorado program falls into this category. The CDLE also reviewed a letter from the U.S. Department of Labor (Training And Employment Guidance Letter No. 35-12 from the Employment And Training Administration Advisory System) which recognizes the Home Builders Institute's PACT curriculum as meeting the criteria for qualifying credentials within such programs.

Employers who are hiring these students will need to obtain from CICC staff verification that the student is enrolled in or has completed the PACT Core curriculum.