



EMPLOYER ENGAGEMENT

Legal Barriers

Remove or lessen legal barriers such as liability insurance, workers' compensation and worksite age restrictions to provide more learners with work-based learning opportunities.



Indiana

The newly titled Youth Employment Division of Indiana's Department of Commerce is distinctly focused on providing guidance and regulations for how minors and potential employers can/must engage in employment activities and situations. In April 2020, changes to law and regulation went into effect that loosened some of the restrictions for minors to engage in CTE or work-based learning opportunities. For instance, students who are enrolled in an approved CTE program no longer have to obtain a work permit for employment. In other cases, the rules have been simplified—such as the hours minors are allowed to work or when parental permission is required.

OPPORTUNITY TO STRENGTHEN

While the changes in law/regulation are positive, the work permit requirements in Indiana are still more stringent than other states. Also, Indiana can implement policies to reduce legal barriers for employers engaging in K–12 and postsecondary worksite-based learning. Indiana can consider a partnership with an external company to employ work-based learning students who are then placed at businesses. This helps to reduce many of the burdens such as worker's compensation liability and other restrictions. Indiana can also consider allowing public schools to purchase certain insurance coverage for the benefit of businesses and students participating in CTE programs and provide for some immunity from liability of certain public school students participating in these programs.

RESOURCES

- [Indiana Youth Employment Law Changes](#)

POLICIES

N/A



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Kentucky

Kentucky does not appear to have a formal statute in place to address existing barriers that often limit employer engagement in various educational initiatives, particularly in direct engagement with K–12 students. The Kentucky Department of Education, however, in partnership with the Kentucky Labor Cabinet, developed the Kentucky Youth Employment Solutions (YES!). This agency partnership works with the Adecco staffing agency to employ work-based learning students and remove employer liability and workers' compensation concerns for students under 18 years of age.

OPPORTUNITY TO STRENGTHEN

Kentucky's YES! program is an innovative approach to addressing legal barriers. Core elements of this creative approach can be considered for various forms of replication or adaptation—such as to support adult and at-risk youth initiatives designed to get deeper, longer employer exposure for underrepresented groups.

RESOURCES

- [Kentucky Youth Employment Solutions \(YES!\)](#)

POLICIES

N/A



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Texas

Texas has been taking steps to reduce legal barriers to encourage participation in work-based learning programs. In 2017, the Texas governor signed a bill into law that allows public schools to purchase certain insurance coverage for the benefit of businesses and students participating in CTE programs and provided for some immunity from liability of certain public school students participating in these programs.

OPPORTUNITY TO STRENGTHEN

Texas can partner with an external staffing agency or company to employ work-based learning students who are then placed at businesses. This helps to reduce many of the burdens such as workers' compensation liability and other restrictions.

RESOURCES

- [Insurance Coverage](#)

POLICIES

- [HB 639](#). Insurance Coverage