



Build a Pipeline of Healthcare Workers with Career and Technical Education Students

Skilled Industry Workers

Save time and money by investing in local talent and training future employees now. Employers can build a pipeline of workers by partnering with state-approved Career and Technical Education (CTE) programs. Work-Based Learning (WBL) placements are available for positions such as certified nurse aides, medical assistants, patient care technicians, pharmacy technicians, physical therapy aides, and phlebotomy technicians.



CTE Students Know More

CTE students have had industry specific classroom instruction, safety training, hands-on laboratory learning and leadership opportunities which support employability and career ready practices. They have also earned industry recognized credentials that validate their skills. They will bring all of this knowledge to a WBL placement with an employer.

What the Law Says

Exemptions outlined in the [Youth Employment Standards Act MCL 409.118](#) allow the employment of a CTE-enrolled student under contract with a written

training agreement between the employer and school. CTE WBL students enrolled in a state-approved program are exempt from the Youth Employment Standards Act. As a CTE student learner, exemptions from the U.S. Department of Labor [Child Labor Provisions of the Fair Labor Standards Act](#) also apply. All MIOSHA standards must be followed.

CTE Students Can Do More

Students enrolled in a state-approved CTE program gain valuable experience with equipment that replicates the workplace. CTE students can do more than a traditional co-op student or teen employee, including:

- Use healthcare industry equipment and technology in which they have received training and demonstrated proficiency.
- Work in occupations that are likely to have exposure to bloodborne pathogens, provided the employer is in full compliance with MIOSHA standard 554 (See [R 408.6206 \(a\)](#) on page 6.)
- Complete healthcare industry tasks, as outlined in the training plan.

High-Quality Programs

The State of Michigan has an educational partnership with the **National Consortium of Health Science Education (NCHSE)** to promote high-quality health science education. All programs are required to employ certified instructors and maintain ongoing training.



Documentation

WBL placements require a written training agreement and training plan signed by the employer, school, and parent/guardian which eliminates the need for a work permit. The agreement verifies:

- Work site safety inspection by school coordinator
- Student safety training
- Expected competencies and skills to be learned and performed
- Work hours
- Employer workers' compensation and liability coverage

Employers may also require documentation of specific safety elements, such as HIPAA, confidentiality agreements, background checks, and immunization records.

Liability

The signed training agreement is evidence that appropriate precautions for student safety have been taken. It must be kept on file at the workplace to ensure compliance with Youth Labor Laws and to protect the employer and school in case of an incident.

All WBL students must be assigned a training site supervisor and work in the presence of an adult at all times.

WBL student placements can be paid or unpaid. The student learns course standards and performs technical skills in the work setting as outlined in the training plan. A student in a paid placement becomes an employee of the business in which they are placed and is afforded all the rights and privileges of an employee.



Getting Started

Complete information regarding WBL placements can be found at www.michigan.gov/wbl.

For more information, contact the Michigan Department of Education's, Office of Career and Technical Education.

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