



Hospitality and Tourism Occupational Pathways

Youth Apprenticeship

FOOD AND BEVERAGE SERVICES

Food and beverage services youth apprentices perform a variety of customer service, food preparation, management, and cleaning duties in restaurants, cafeterias, bakeries, and other eating and drinking establishments.

Length of Apprenticeship: One year

LODGING

Lodging youth apprentices ensure that guests on vacation or business travel have a pleasant experience at a hotel, motel, or other types of establishments with accommodations. Lodging apprentices also assist with ensuring that the establishment is run safely, efficiently, and profitably.

Length of Apprenticeship: One year

MEETINGS AND EVENTS

Meetings and Events youth apprentices plan, promote, and service meetings, events, conferences, and conventions. Apprentices work with planning budgets and goals, workflow management, vendor relationships, room layouts and seating formats, food and beverage, entertainment, technology, and audio-visual equipment.

Length of Apprenticeship: One year

HOSPITALITY AND TOURISM EMPLOYMENT OF MINORS CONSIDERATIONS

Youth apprentices who are 16-17 years old can perform work tasks, *only after appropriate operation/safety training AND only as indicated below*. The **student learner exception** limits the minor to using hazardous equipment on an **incidental basis** (less than 5% of their work time) and only **occasionally** (the work cannot be a regular part of their job). Student Learner status does NOT override the Employment of Minor's Laws.

Youth apprentices who are 16 or 17 years old may operate the following light power-driven machinery without meeting the student learner criteria:

Drill presses; grinder wheels; lathes; portable power-driven machinery, such as drills and sanders; and floor maintenance equipment, such as polishers and scrubbers. [DWD 270.13\(15\)\(b\)1](#)

Driving: [DWD270.12\(21\)\(b\)2](#)

Minors under age 17 cannot drive as part of their job (based on October 1998 U.S. Dept. of Labor revision (98-464).

A minor, age 17, may operate a motor vehicle as a part of employment if:

- the vehicle does not exceed 6,000 pounds gross weight;
- driving is done during daylight hours only;
- the driving amounts to no more than 20% of the work week or 1/3 of the workday;
- the student has attended drivers' education training and holds a valid driver's license;
- the driving takes place within a 30-mile radius of the minor's place of employment;
- the minor has no record of any moving violations at the time of hire; and
- the driving does not involve: towing of vehicles, route deliveries or sales, transportation for hire, urgent time-sensitive deliveries, transporting more than 3 passengers who are employees of employer at one time.

Bakery Machines [DWD 270.12\(4\)\(b\)](#) No minor may be employed in the following duties related to the operation of power-driven bakery machines:

(a) Operating, assisting to operate, setting up, adjusting, repairing, oiling, or cleaning any horizontal or vertical dough mixer; batter mixer; bread dividing, rounding, or molding machine; doughbrake; dough sheeter; combination bread slicing and wrapping machine; or cake cutting band saw.

(b) Setting up or adjusting a cookie or cracker machine.

Meat Slicers and Industrial Mixers

Fact Sheet #2A: Child Labor Rules for Employing Youth in Restaurants and Quick-Service Establishments Under the Fair Labor Standards Act (FLSA):

16 & 17 Years of Age Sixteen- and 17-year-olds may be employed for unlimited hours in any occupation other than those declared hazardous by the Secretary of Labor. Examples of equipment declared hazardous in food service establishments include: Power-driven meat processing machines (meat slicers, meat saws, patty forming machines, meat grinders, and meat choppers), commercial mixers and certain power-driven bakery machines. Employees under 18 years of age are not permitted to operate, feed, set-up, adjust, repair, or clean any of these machines or their disassembled parts.

Wis. Admin. Code [§ DWD 270.12\(18\)](#).

Operation or feeding of the following power-driven meat processing machines, including setting up, adjusting, repairing, oiling or cleaning.

- Meat patty forming machines
- Meat and bone cutting:
- Saws
- Knives
- Grinding machines
- Mixing machines
- Chopping machines
- Hashing machines

DWD Youth Apprenticeship Program Identification, Affiliation and Branding

The Wisconsin Youth Apprenticeship Program was created under state legislation. When operating a program that is recognized by the DWD as an official Youth Apprenticeship Program the operating entity must use the DWD/YA logo to acknowledge the affiliation.

Additionally, when involving YA stakeholders in publications, projects, marketing materials, banners, media releases, public events, etc., grantees must acknowledge funding from the Wisconsin Youth Apprenticeship Program with the DWD/YA logo and/or the following statement:

*"This **[[publication/project/event was made possible]** or **[[publication/project/event was funded in part]]** with support from the Wisconsin Youth Apprenticeship Grant."*

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