

NON-PAID WORK EXPLORATION TRAINING AGREEMENT

Student _____ Phone # _____ Birthdate _____ Age _____
Student's Address _____ Student I.D. # _____
School Personnel _____ Telephone of School _____
School _____
Business Partner _____ Telephone of Business Partner _____
Exploration Site _____
Address of Site _____
Exploration Site Email _____

Dates Exploration Period From: _____ To: _____

Following are six guidelines contained in the W.H. Publication 1297 – “Employment Relationship Under the Fair Labor Standards Act” which a non-paid work program must follow. Pursuant to these guidelines, the student is not placed in an employer-employee relationship.

- A. The training, even though it includes actual operation of the facilities of an employer, must be similar to that which would be given in a vocational school.
- B. The training must be for the benefit of the student.
- C. The student must not displace regular employees, but work under their close supervision.
- D. The employer or tradesman who provides the training must derive no immediate advantage from the activities of the students and on occasion his operation might actually be impeded.
- E. The student is not necessarily entitled to a job at the conclusion of the training period.
- F. The employer or tradesman and the student understand that the student is not entitled to wages for the time spent in training.
- G. Parents of students have been informed of insurance provided for students on site. In case of injury or accident, parent will utilize the liability insurance by the Des Moines Independent School District.

STUDENT SCHEDULE:

Transportation:

Monday: _____ Thursday: _____

Tuesday: _____ Friday: _____

Wednesday: _____

Your signature indicates that you understand the non-paid work exploration program and the Department of Labor guidelines listed above and contained in W.H. Publication 1297, and agree to comply with the aforementioned rules and regulations.

Date

School Personnel

Title

Student

Parent

Business Partner