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**Subject:** Experiential Learning  
**Effective:** May 12, 1987  
**Revised:** June 1994, April 14, 2021 (formerly named Work Education)

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## 1.0 PURPOSE

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This policy establishes the requirements and guidelines for experiential learning.

## 2.0 APPLICATION

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This policy applies to all public schools in New Brunswick.

This policy applies to periods of unpaid experiential learning activities described in [Appendix A – Experiential Learning Activities](#) and for which [Appendix B – Experiential Learning Agreement](#) or [Appendix C – Exploration Activity Agreement](#) must be completed and signed. The appendices' terminology and approach used to achieve the goals of experiential learning may differ between the Anglophone and Francophone sectors.

## 3.0 DEFINITIONS

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**Experiential Learning** means an activity that allows students to engage in concrete learning through the direct experience of observing, learning or performing work and learning tasks in the workplace, during or outside of school hours, online, or in the community. This type of learning allows students to reflect personally, expand their areas of interest and explore various career options to increase their knowledge and develop the skills and attitudes that will enable them to contribute positively to their community.

**Mentor** means a person at the location where the experiential learning activity takes place and who has accepted the responsibility of hosting and mentoring a student.

**Parent** includes guardian, as per the [Education Act](#).

**Student** refers to pupil, as defined in the [Education Act](#).

**Supervisor** means a member of the teaching staff or other school personnel designated by the principal as responsible for ensuring the requirements of the experiential learning activity are met.

## 4.0 LEGAL CONSIDERATIONS AND AUTHORITY

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[Education Act](#), section 6  
*The Minister...*

Original signed by

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**MINISTER**

*b.2) may establish provincial policies and guidelines related to public education within the scope of this Act [...]*

[Education Act](#)

Section 17 – Employment of children during school hours

[Employment Standards Act](#)

Section 39 – Restrictions on employment on persons under 16 years of age

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## 5.0 Goals / Principles

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5.1 The Department believes that it is important to offer students opportunities to have experiences enabling them to:

- a) identify their strengths, passions and interests to engage in their learning;
- b) explore career options in a variety of fields;
- c) acquire the knowledge, skills, competencies, and attitudes necessary to make informed decisions about their transition to post-secondary education or the labour market and have the confidence to carry through with their career and life goals; and
- d) contribute as an active citizen in their communities.

5.2 It is also important to ensure students are provided with positive learning and working environments that are inclusive, safe, respect human rights, and support diversity.

5.3 The Department recognizes and supports the United Nations Convention of the Rights of the Child, which protects children from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development.

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## 6.0 Requirements / Standards

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### 6.1 General

By agreement between student, parents, the supervisor and the mentor, experiential learning activities are permitted in the following instances: During regular school hours, in the evenings; on weekends; and during school vacations. The nature of the activity and the availability of supervision by school personnel will determine when activities will be permitted.

### 6.2 Responsibilities of parties

The responsibilities of each party are defined in [Appendix B – Experiential Learning Agreement](#) and [Appendix C – Exploration Activity Agreement](#).

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### 6.3 Insurance

- 6.3.1** The Government of New Brunswick assumes responsibility for insuring all students enrolled in an approved experiential learning activity against work-related injuries. Students are insured under the [Workers' Compensation Act](#) as learners and are considered workers of the Government of New Brunswick for Workers' Compensation purposes. The [Workers' Compensation Act](#) provides compensation for personal injury, due to an accident that may occur to a student while participating in an approved unpaid experiential learning activity.
- 6.3.2** The organization hosting the student is responsible for costs incurred due to accidental damage to equipment, loss of inventory and/ or production and must have third party liability.

### 6.4 Transportation

- 6.4.1** The means of transportation must be agreed upon by all parties. The details must be included in [Appendix B – Experiential Learning Agreement](#) or [Appendix C – Exploration Activity Agreement](#).
- 6.4.2** If a student is authorized to operate a privately-owned vehicle to travel to the experiential learning activity, all risks and liabilities shall be borne by the owner of the vehicle.
- 6.4.3** If a student is authorized to operate a vehicle belonging to the mentor or to the employer of the mentor, all risks and responsibilities shall be borne by the owner of the vehicle. The owner of the vehicle must possess Third Party Liability and Accident Benefits in the amount of no less than \$2 million. The vehicle must be equipped with winter tires between November 1 and April 30.
- 6.4.4** In exceptional cases where the supervisor transports a student to their experiential learning activity using a privately-owned vehicle, all risks and liabilities shall be borne by the owner of the vehicle. The owner of the vehicle must possess Third Party Liability and Accident Benefits in the amount of no less than \$2 million. The vehicle must be equipped with winter tires between November 1 and April 30.

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## 7.0 GUIDELINES / RECOMMENDATIONS

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The student, school district superintendent or mentor may subscribe to any other insurance deemed necessary, if desired.

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## 8.0 DISTRICT EDUCATION COUNCIL (DEC) POLICY MAKING

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A District Education Council may develop policies and procedures that are consistent with, or more comprehensive than this provincial policy.

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**9.0 REFERENCES**

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[Appendix A – Experiential Learning Activities](#)

[Appendix B – Experiential Learning Agreement \(more than 3 days\)](#)

[Appendix C – Exploration Activity Agreement \(1 to 3 days\)](#)

[Workers' Compensation Act](#)

[Occupational Health and Safety Act](#)

[Employment Standards Act](#)

[Motor Vehicle Act](#)

[Human Rights Act](#)

[Policy 214 – Indemnification of Employees, District Education Council Members, Parent School Support Members, volunteers and student Teachers](#)

[Policy 322 – Inclusive Education](#)

[Policy 701 – Policy for the Protection of Pupils](#)

[Policy 703 – Positive Learning and Working Environment](#)

[AD-2801 – Travel Allowances and Other Expenses](#)

[AD-3108 Personal Liability Protection](#)

[AD-3109 – Workers' Compensation](#)

[21-300 Allocation of Claim Costs](#)

[United Nations Convention on the Rights of the Child](#)

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**10.0 CONTACTS FOR ADDITIONAL INFORMATION**

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Original signed by

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MINISTER