

4 Things to know about Age Certificates for Teen Jobs

ABSTRACT

Each state has very specific age requirements for minors in the labor force.

American Youth Council, Inc.

WHAT TO KNOW ABOUT A WORK OR AGE CERTIFICATE

1. It is illegal to employ underage workers. The purpose of the work or age certificates is to protect the employer from prosecution for employing an under-aged worker. The possession of an age certificate constitutes a good faith effort to comply with minimum age requirements.
2. In some states, all minors (under age 18) must have a work or age certificate to be employed. In other states there is no requirement.
3. The federal government does not require work permits or proof-of-age certificates for a minor to be employed. Many states, **however**, do require them for workers of certain ages. In addition to state labor departments, school guidance counselors might know if permits or proof-of-age certificates are required in a particular state. The Department of Labor will issue age certificates if the minor employee's state does not issue them, or if the minor is requested by his or her employer to provide one. However, the vast majority of age certificates are issued by states.
4. Each state has its own system for issuing these certificates (or for none). See this Federal Department of Labor website for a listing of all states and their requirements:

<https://www.dol.gov/agencies/whd/state/age-certificates>

If you find that your state does require the certificates, you will have to contact your state Labor office to find out how to apply for a certificate. Here is a listing of state labor offices:

<https://www.dol.gov/agencies/whd/state/contacts>