

How to Get a Job if You Are Under 16 (USA)

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Although it is difficult to get a job before 16, it is not impossible. Working can be a good way to get experience and make some money. However, there are complex regulations about working under the age of 16 and many employers will be hesitant to hire you without experience.

Method 1

Method 1 of 3: Getting the Job



1 Find a job. Look for basic service sector jobs. Look online for jobs in fast food, restaurants, stores, cafes, and movie theaters. With all the limitations on your hours and your lack of experience, it will be difficult to find jobs in more competitive sectors.

- Alternatively, call or stop by places that you are interested in. These jobs cycle often, so they are often looking for new employees. There is a decent chance that they are hiring.
- Find something that you are interested in, like a restaurant whose food you like. If you like coffee, a café could be a good option. If you like movies, find a movie theater. Though these jobs don't pay well, they often allow you to get free products.



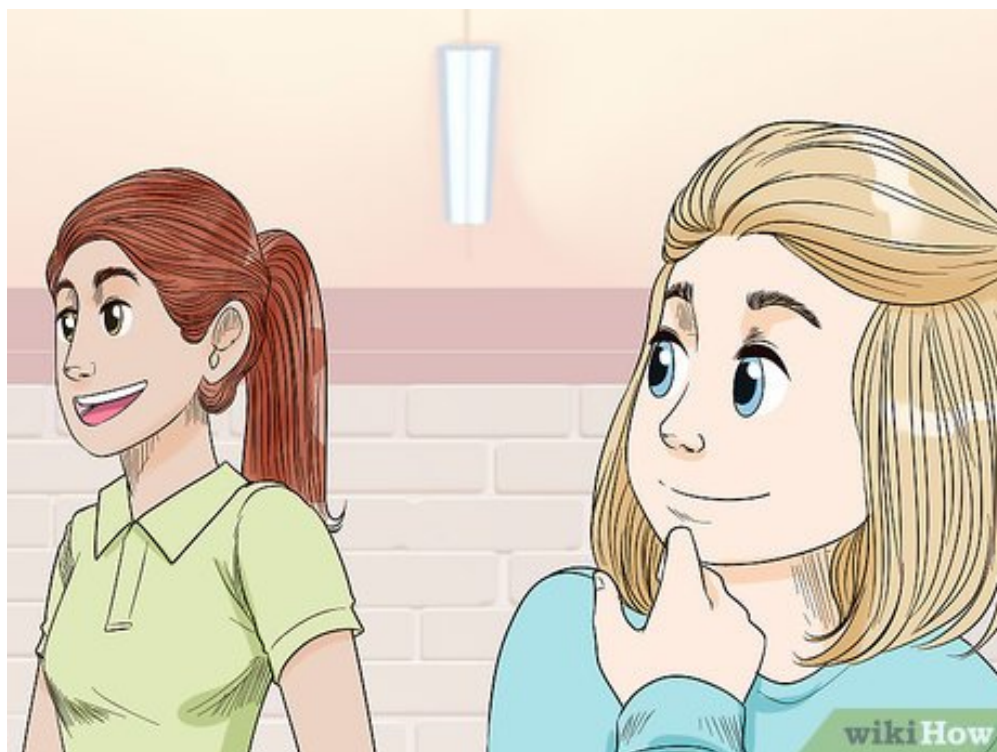
2 Meet people. You are more likely to get a job if you already know people who are employed with a company. Talk to friends and elders. Ask if they know anyone who is looking to hire and if they can testify to the fact that you are a reliable person.



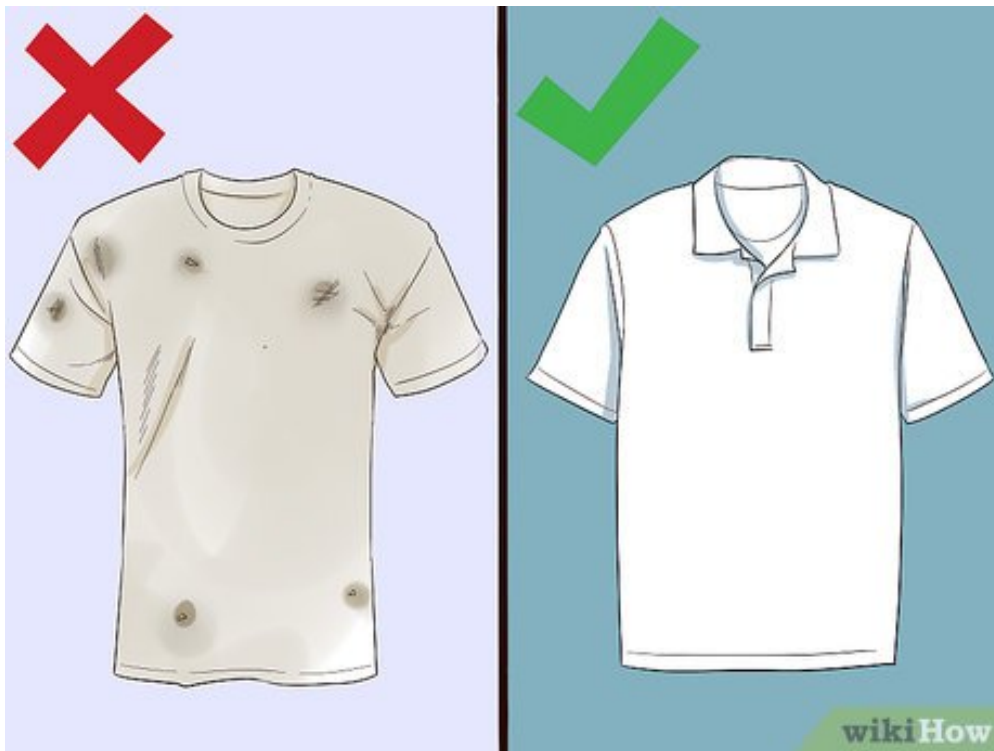
3 Drop by the place you want to work. Applying for a service sector job is often very different than applying for a professional job. Instead of asking you to write a formal resume and cover letter, employers will typically have a paper application for you to fill out. The only way to know for sure is stop by and ask how to apply.



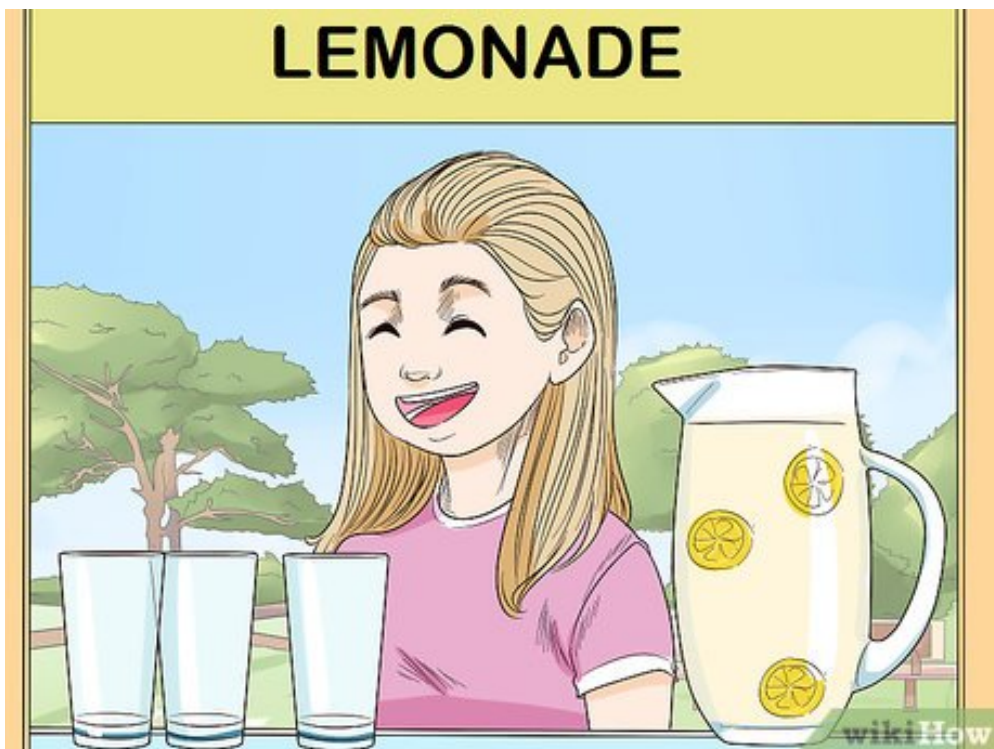
4 Emphasize volunteer experience. Without work experience or a degree it will be hard to prove that you are a qualified employee. If you have any experience with volunteer organizations, clubs, or other groups—especially as a leader—talk about this when you apply for your job. If you don't have any such experience, reach out to some groups and get involved.^[1]



5 Find references. Think of some adults to whom you have demonstrated that you are responsible. You could consider teachers and school counselor. Anyone who you have worked with in an organization like the boy scouts or local clubs can testify to your ability to work with others.



6 Dress for success. When you apply for a job, be sure that you are dressed in a way that suggests you are serious. A suit and tie might be a bit much for a summer job. But you should be sure that you are wearing nice clothes, with no holes, stains, or messages that could be read as offensive.



7 Make some money around the neighborhood. You won't have to worry about a work permit if you're working for yourself. Ask neighbors if they need someone to mow their lawn or watch their kids. Although it might be a bit old-fashioned, a lemonade stand on a busy street in the summer could also bring in a bit of money.

- Small household chores are not covered by federal regulations. Doing these will save you the trouble of getting a work permit and dealing with other child labor regulations.
[2]
- These sorts of jobs can be a good chance to show that you are a self starter, able to organize a business and get jobs done on your own.



8 Work for your parents. There also aren't as many regulations when working for your parents. Hopefully, they've also learned by now to like you well enough to give you a job. Ask if you can get paid for doing some chores around the house or if they have any business that they can help you with.

- There are no regulations for doing household chores. There are some for working with parents in a business, but it should be alright as long as the conditions are not hazardous.^[3] ^[4]



9 Have fun. You'll have the rest of your life to work. One day, you might look back and regret that you didn't spend enough time being a kid or working on your education. While working isn't always a bad idea when you are young, consider whether it is really worth the cost.

- Often it is best to work over the summer and Christmas holidays. Without school, you'll have time on your hand. Working won't get in the way of your education. That is why federal regulations are much more lenient when it comes working over the holidays than they are when it comes to working during the school year.

Method 2 of 3: Getting a Work Permit

BIRTH CERTIFICATE

Information to locate the requested birth record

Subject	First name Mark	Middle name Johnson	Last name Wells	Suffix
	Date of birth (mm/dd/yyyy) Oct 11, 2003	<input type="checkbox"/> Female <input type="checkbox"/> Male	City of birth Skyville, Maryland	County of birth U.S.A.
Parents	First name Jacob	Middle name Brown	Last name Wells	Suffix
	First name Mary	Middle name Johnson	Last name Wells	Suffix

Person completing this application - the requester

Name _____ Date of birth (mm/dd/yyyy) _____

Mailing address - Street _____ Apt./Unit # _____ City _____ State _____ ZIP _____

Daytime phone _____ Email _____

United Parcel Service (UPS) will not deliver to PO boxes or APO addresses.

Information about birth certificates: Most Minnesota vital record information is public information. When a record is public, information and certificates are available to individuals who meet the legal requirements in items 1 - 14 below. Other vital record information is confidential. Data about the birth of a child to a woman who was not married to the child's father when that child was conceived or born, are confidential unless the mother makes it public when the birth is registered. When a record is confidential, information and birth certificates are restricted to those persons listed below in items 15 - 19.

MANDATORY — Check the boxes below that describe your relationship to the subject of the record:

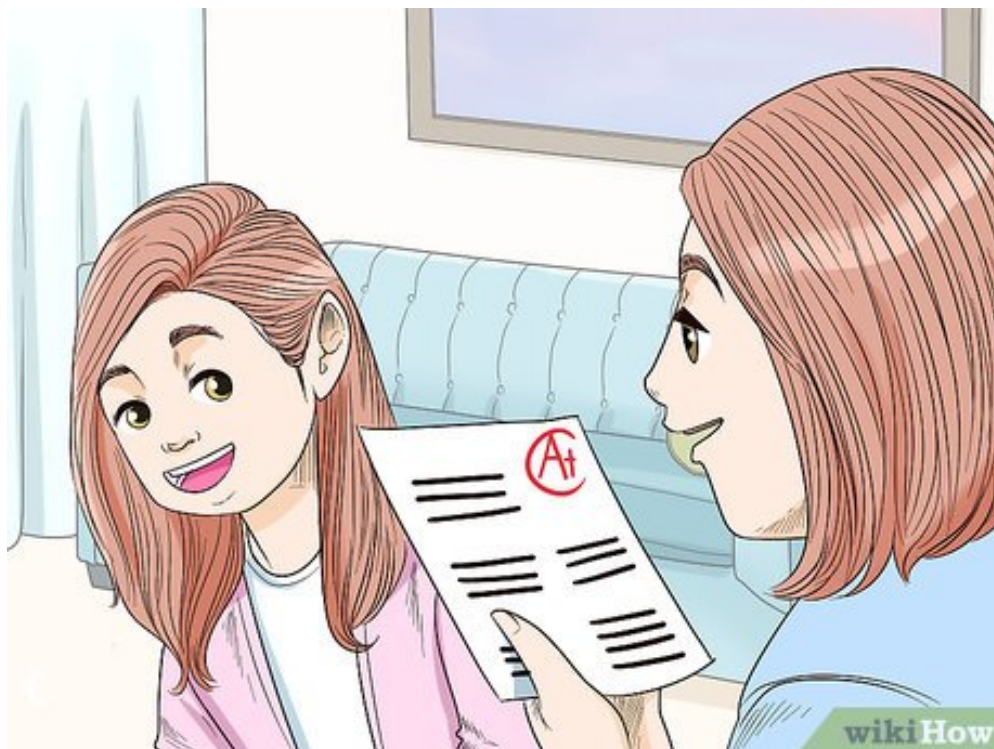
Birth certificates available to individuals who meet any of the legal requirements in items 1-14 below (Public records)

<input type="checkbox"/>	1. The subject of the vital record (I am requesting my own birth record)
<input type="checkbox"/>	2. A child, grandchild or great-grandchild of the subject
<input type="checkbox"/>	3. Spouse of the subject (You must be the current spouse)
<input type="checkbox"/>	4. A parent named on the subject's record, or a grandparent or great-grandparent of the subject
<input type="checkbox"/>	5. Party responsible for filing the record (generally a health professional or birth attendant)
<input type="checkbox"/>	6. The legal custodian, guardian or conservator of the subject (a certified copy of a court order naming you is required)
<input type="checkbox"/>	7. The health care agent for the subject (health care power of attorney is required)

Attorney, if certified copy needed to administer the estate

wikiHow

1 Find proof of age. To get a work permit you will need to be able to show a qualified professional proof that you are at least 14. Different states will accept different documents, but a birth certificate should always be the best document to present.^[5]



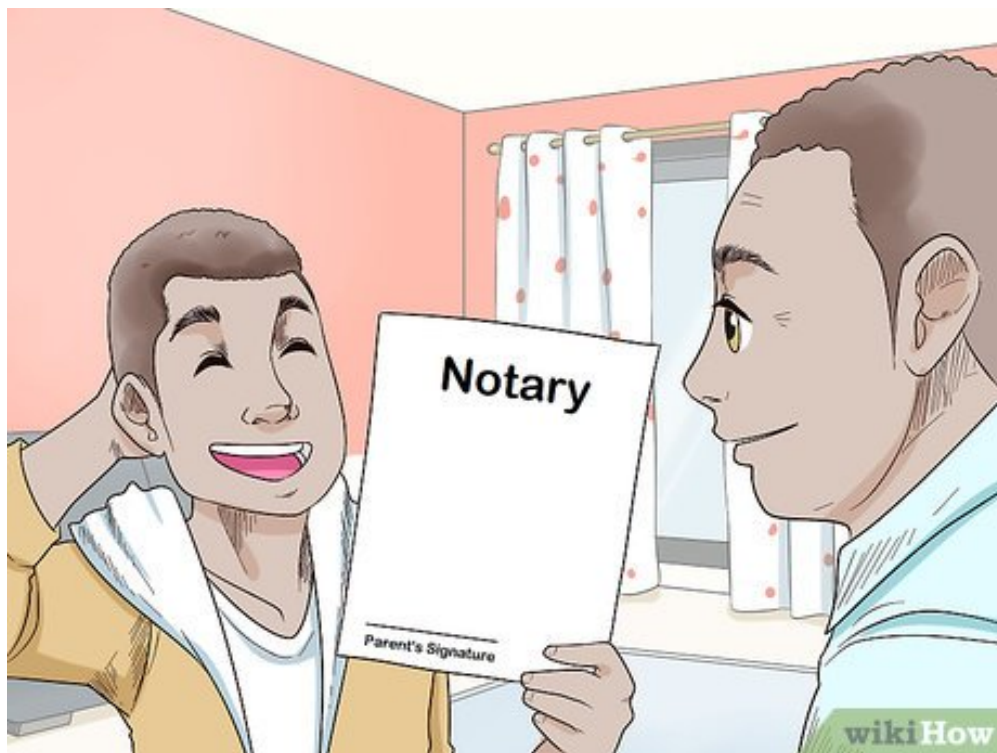
2 Stay in good standing with your school. It makes little sense to get a job if you are already having trouble at school. Furthermore, many states require that you have a record of good attendance and passing grades to get a work permit.^[6]

- There is no federal standard on this subject, but expect your state to require some level of good performance in school in order for you to obtain employment.



3 Talk to a school counselor. There is no federal law requiring work certificates, which means that each state has its own unique procedure for requesting a work certificate. A school counselor is a good person to ask about the process, because she should at least be able to explain the process in your state and because you often go through your school to get the work certificate. ^[7]

- The most likely places to get a work permit are a courthouse in your county, the state employment commission, or your school district.
- You should ask about a work permit before applying for jobs. In some states you need to be offered a job before applying for a work permit.^[8] However, this isn't necessary true in all states. If you can get a work permit first, it will increase the likelihood that you will receive an employment offer. Either way, you should inquire about the process before starting your search.
- Although it is rare, some states don't offer proof of age. You might be required to talk to the federal Department of Labor.^[9]
- If your counselor is not able to help you, look online for the website of your state's Department of Labor. It should include the relevant information. Remember, that information from the federal Department of Labor and other states will not be relevant because every state has a different process.



4 Get your parent or guardian to sign the form in front of a **notary**. This step might be required to make the work permit a legal document. You should be informed as to whether this is necessary when you pick up the work permit.



5 Present the work permit to your employer. Your employer should take and keep the work permit or proof of age. This will be necessary for them to prove that you are of age. If they do not have this evidence, they could be fined for hiring underage employees.^[10]

STATEMENT OF INTENT TO EMPLOY A MINOR AND REQUEST FOR WORK PERMIT-CERTIFICATE OF AGE
CDE BI-1 (Rev. 07-10)

A "STATEMENT OF INTENT TO EMPLOY A MINOR AND REQUEST FOR WORK PERMIT-CERTIFICATE OF AGE" (CDE BI-1) shall be completed in accordance with California Education Code 49162 and 49163 as not a minor. This form is also a Certificate of Age pursuant to California Education Code 49114.
(Print Information)

Minor's Information

Minor's Name (First and Last) _____ Home Phone _____

Birth Date _____ Social Security Number _____ City _____

Home Address _____

School Information

School Name _____ School Phone _____

School Address _____ City _____

To be filled in and signed by employer. (Please review the General Summary of Minors' Work)

Business Name or Agency of Placement _____ Business Phone _____

Business Address _____ City _____

Describe nature of work to be performed: _____

In compliance with California labor laws, this employee is covered by worker's compensation insurance, discriminate unlawfully on the basis of race, ethnic background, religion, sex, sexual orientation, color, physical handicap, or medical condition. I hereby certify that, to the best of my knowledge, the information is true.

Employer's Name (Print First and Last) _____ Employer's Signature _____

To be filled in and signed by parent or legal guardian

This minor is being employed at the place of work described with my full knowledge and consent. I have read the statement of intent to employ a minor and request for work permit and I agree that a work permit be issued.

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6 Expect to get another work permit if you change jobs. Once again, while there is no federal standard, some states require you to get a separate work permit for every new job you take. Even if this not legally mandated, it might be necessary for practical purposes. You have given your original work permit to your employer and might find it difficult to get the permit back.

Method 3 of 3: Accepting the Limitations

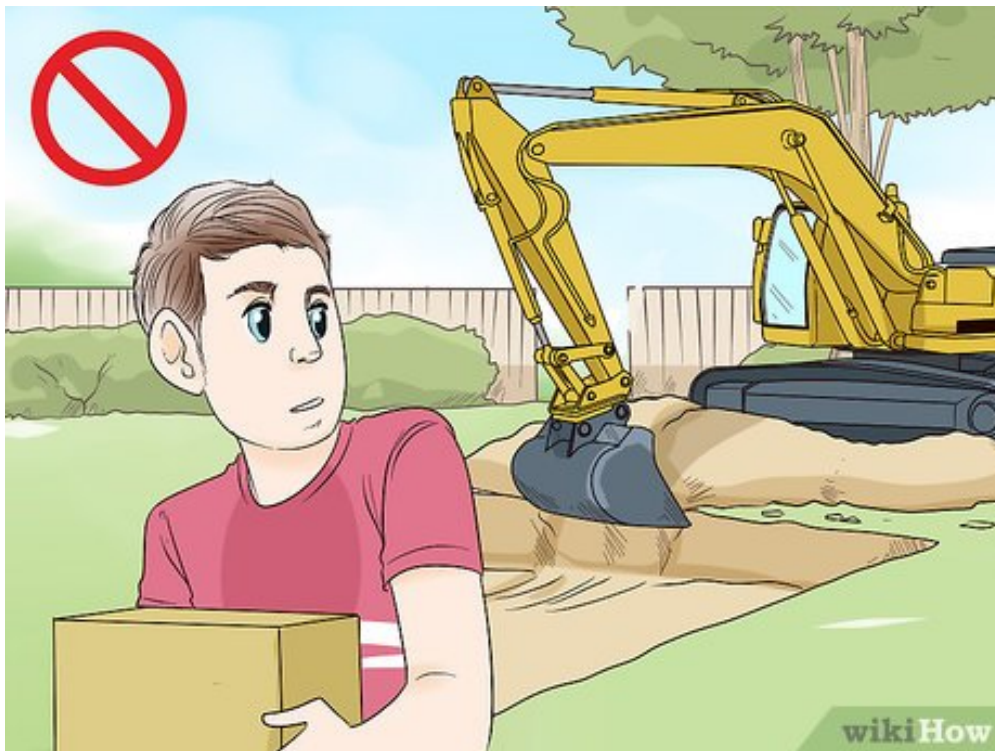


- 1 Don't bother if you are under 14.** Federal law sets 14 as the minimum age of employment. This means it is impossible to work under 14, except for in a few specific industries.^[11]
 - It is possible, for example, to work under 14, if you are employed in the entertainment industry.
 - Newspaper delivery is also exempt from federal law, but might be covered by state law.^[12]



2 Don't expect to work too long. Federal regulations only allow those under 16 to work three hours on a school day and 18 hours total during a school week. Federal laws do allow you to work longer on holidays, but state laws often impose stricter regulations.

- Outside of school weeks, students can work 40 hours a week, 8 hours a day. Thus, holidays are an optimal time to get a job.
- You are only permitted to work 7 AM to 7 PM, excluding summer time, which is defined as the period from June 1st to Labor Day. Over summer, youths can work as late as 9 PM.
- When state and federal laws differ, the most restrictive law applies. In general, state laws impose stiffer limitations on working hours than the federal standard. You will need to abide by these.^[13]
- If you are working for a business solely owned by your parents, the hour restrictions do not apply. You are still, however, forbidden from working in hazardous occupations.^[14]
- When working for your parents, you can work for as many hours as you want at whatever times of day you wish. However, you are still forbidden from working in hazardous conditions and the business must be solely owned by your parents.^[15]



3 Avoid hazardous jobs. Minors are generally prohibited from working in occupations that involve explosives or heavy machinery.^[16] State law generally provides additional detail as to what type of industries minors can be employed in. Sometimes, your own real options are service sector, retail, and restaurant jobs.^[17]



Community Q&A

Question

How do you get a job without a permit?



Community Answer

You can't get an official job without a permit. However, you could be a babysitter or a house cleaner or something along those lines without one. Or, ask your parents for tasks worth a decent amount, such as decluttering the garage or landscaping the garden.

Helpful 11 Not Helpful 4

Question

Can a 14-year-old get a job as a babysitter?



Community Answer

Yes, as long as you're responsible. Ask around to see if anyone you know needs a babysitter and, if possible, take the babysitting course offered by the Red Cross.

Helpful 11 Not Helpful 1

Question

What is the best paying job that I can get when I'm 11?



Community Answer

Babysitting. It's a pretty high paying job, especially if you charge by the kid and you're watching 2-3 kids at once.

Helpful 8 Not Helpful 2

Question

Could I get paid to volunteer at a wolf sanctuary if I am 13?



Community Answer

No. Volunteer work is exactly what it sounds like. Volunteering means free work.

Helpful 10 Not Helpful 3

Question

If I'm 16 and homeschooled, how can I get a job? I don't have a driver's licence and I don't have a copy of my birth certificate.



AbigailAbernathy
Top Answerer

This is tricky. To get a job you need proof of ID due to child labor laws, so you must prove your age and provide a Social Security number. If you can get your birth certificate from your parent or your city hall, you can go to the DMV and get a state ID so you can have proof of age. If your parents are forcibly keeping your documents from you, call CPS.

Helpful 6 Not Helpful 1



Tips

- This permit does not 'force' anyone to hire you, it just makes it legal for them to do so. You still have to show that you are the right person for the job.



Warnings

- Some places will not hire anyone under 18. This permit does NOT make you eligible for those jobs.
- States have different laws on when & where you can and can't work, on how many hours you can work, and how much you will be paid.

References

1. ↑ <https://www.linkedin.com/pulse/20140811235043-203184238-how-to-overcome-the-permission-paradox-you-can-t-get-the-job-without-the-experience-but-you-can-t-get-the-experience-without-the-job>
2. ↑ <http://www.dol.gov/whd/regs/compliance/whdfs43.pdf>
3. ↑ <http://www.dol.gov/general/topic/youthlabor/exemptionsflsa>
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14. ↑ <http://www.dol.gov/general/topic/youthlabor/exemptionsflsa>
15. ↑ <http://www.dol.gov/general/topic/youthlabor/exemptionsflsa>
16. ↑ <http://www.dol.gov/general/topic/youthlabor/hazardousjobs>
17. ↑ http://www.maine.gov/labor/labor_laws/publications/minorsguide.html

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