

Age Specific Guidelines

for the employment of children in West Virginia

13 year olds may

Baby sit
Deliver Newspapers
Work for parents in their solely
owned business *

Engage in agricultural activities
Be an actor or performer

No permits required

*excludes hazardous occupations

Employment Requirements for 14 & 15 year olds

Work Permit Required

Entitled to a 30 minute lunch after five hours of work
Work restricted to non hazardous occupations
Prohibited from working in a bar or other establishment where the primary business activity involves selling,
dispensing or serving alcohol

Work hours limited

WHILE SCHOOL IS IN SESSION

May not work:

- o more than 3 hrs per day
- o more than 18 hrs per week
- o before 7:00 am or after 7:00 pm (without supervision permit)
- o During normal school hours

SUMMER EMPLOYMENT

May not work:

- o more than 8 hrs per day
- o more than 40 hrs per week
- o before 7:00 am or after 9:00 pm (without supervision permit)

Home schooled children are also restricted from working during normal school hours.

16 & 17 year olds

**Age Certificates
may be required by employer**

Not a requirement of law

- o an age certificate may be required by the employer as proof of age
- o work hours unrestricted
- o may participate in volunteer fire activities
- o may participate in fighting forest fires (as part of junior forest fire crew)
- o prohibited from working in a bar or other establishment where the primary business activity involves the selling,
dispensing or serving of alcohol
- o may not drive a motor vehicle as a principal part of their employment or for delivery purposes
- o work limited to age appropriate non hazardous occupations (as determined by the Commissioner of Labor)

for additional information contact

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