



WAGE & HOUR
ENFORCEMENT

Resources & Contact Information

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Scan this QR code for more information, office
contact details, and forms.



The Division of Industrial Affairs supports your efforts to provide a fair and secure workplace. Together, we can ensure that your business not only meets legal requirements but also thrives through an empowered workforce.



DELAWARE DEPARTMENT OF LABOR

DIVISION OF
**INDUSTRIAL
AFFAIRS**

Teen Employment

Your Guide to Unlocking
Employment Opportunities
in Delaware

Let's Get to Work!

Are you ready to step into the workforce?

Delaware offers exciting prospects for young workers like you. Let's explore how you can kickstart your career while staying informed about important regulations.

Before you start, here's what you need to know:

- **Minimum Age:** You must be at least 14 years old to work in Delaware.
- **Work Permits:** If you're under 18, you'll need a VALID Delaware child labor work permit. These are available at Delaware public middle and high schools, some school district offices, and Department of Labor offices.

Understanding Your Hours and Pay

Hours of Work:

- **Ages 14-15:** Limited hours and specific days.
 - No work during school hours.
 - May work up to 4 hours on a school day and 8 hours on a non-school day, with weekly limits.
- **Ages 16-17:** Maximum of 12 hours of combined work and school per day.

Breaks:

- You must receive a 30-minute meal break after 5 consecutive hours of work.

Wages:

- You must be paid at least the Delaware minimum wage rate per hour.

Prohibited Jobs

Anyone under the age of 18 isn't permitted to work in, near, or in connection with:

- Meat slicers
- Demolition projects
- Tunnels or excavations over 4 feet deep
- The erection and/or repair of electrical wires
- Transportation of persons or property

Anyone under the age of 16 isn't permitted to work in, near, or in connection with:

- The operation, cleaning, or adjusting, of any power-driven machinery, appliances or tools
- Deep fat fryers
- Cooking (some exceptions)
- Grinders
- Food choppers
- Cutters
- Pressure cookers
- Steamers
- Loading or unloading trucks
- Warehousing and storage
- Communications & Public Utilities
- Processing goods
- All work requiring scaffolding and ladders
- Freezers & meat coolers (some exceptions)

Other Important Information:

- Minors cannot work more than 6 days in any week.
- Minors under 18 must have 8 consecutive hours of nonwork time between shifts and school.
- For a complete list of prohibited occupations, contact the Delaware Department of Labor.
- Explore job opportunities through online platforms, community centers, and local businesses.
- Prepare a professional resume and cover letter highlighting your skills and experiences.
- Consider volunteer work or internships to gain valuable experience.

Resources

For more information on child labor laws, theatrical exemptions, or work-study/student learner exemptions, please contact our Child Labor Specialist. We're here to help with all your inquiries.

Patrice Jackson
workpermits@delaware.gov
302-761-8200 Opt. 3



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