

DELAWARE YOUTH WORKFORCE CONNECT CALL



Purpose:

Launched by the Delaware Department of Labor's Office of Wage & Hour, **this monthly virtual series is designed to bridge the gap** between community organizations, state agencies, educators, employers, and workforce partners involved with young workers aged 14 to 17.

Its goal is to enhance collaboration, facilitate resource sharing, and provide compliance education—**covering topics like child labor regulations, legislative updates, and upcoming youth readiness opportunities**—to foster safe, positive, and productive work experiences for Delaware's youth.

Legal

Disclaimer:

Please note that the advice provided in this presentation does not constitute legal advice or the supplying of legal services related to a violation of **Delaware Code Title 19**.



WAGE & HOUR
ENFORCEMENT

Secretary LaKresha Moultrie

❖ **OGOV Executive Order #1**

Supports Delaware's statewide priority to create more inclusive, compliant, and equitable access to employment for youth





WAGE & HOUR ENFORCEMENT

Hire ME! Hiring Teen Workers 101;
Get Ready to Work the Right Way



WAGE & HOUR ENFORCEMENT

Our Mission at a Glance

Dyron Green, Administrator
Tasha Snow-Gist, Supervisor

Our Mission:

The Office of Wage & Hour Enforcement within the Delaware Department of Labor is dedicated to **ensuring fair compensation and safe working conditions for all employees, with a strong focus on protecting young workers.** We recognize that hiring minors provides valuable early work experience and skill development.

Our mission is to educate employers on their responsibilities and ensure that youth employment is lawful, supportive, and prioritizes safety—creating a strong foundation for Delaware's future workforce.



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Delaware Child Labor Laws

Delaware child labor laws are designed to protect minors from unsafe or overly demanding jobs, ensure that work does not interfere with their schooling or personal development, and create safe, age-appropriate job opportunities that promote both learning and growth

Child Labor Law Overview

- ◆ **Minimum Age of Employment:** 14 years old.
- ◆ **Work Permit Requirement:** Required for anyone under 18.
- ◆ **Work Hour Restrictions:** Vary by age and season to ensure school and rest are prioritized.
- ◆ **Prohibited Occupations:** Certain high-risk jobs are off-limits. Contact the Office of Wage & Hour for exceptions.
- ◆ **Mandatory Breaks:** All minors must receive a 30-minute break when working 5 consecutive hours.
- ◆ **Penalties:** Employers may face fines of up to \$10,000 per violation, with added penalties for interference or retaliation against employees who file complaints.





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Understanding Delaware Work Permits

What is a Work Permit?

- ❖ An official State agreement between a minor and employer authorizing employment

Who needs a Work Permit?

- ❖ All minors under 18 must have a valid work permit

How to obtain a Work Permit?

- ❖ Available through Delaware Public (middle/high schools, or district Offices) and the DE Dept of Labor

Process:

1. Minor obtains permit from school or DOL
2. Employer signs the work permit
3. Minor signs the work permit
4. Designated issuing officer from the public middle/high School, district office, or DOL signs work permit for validation.

Key Roles:

- ❖ Processing takes 1-2 business days
- ❖ A new permit is required for each job
- ❖ Employers must keep permits on file for 3 years
- ❖ Working without a permit can lead to fines & invalid employment
- ❖ No other state's work permit is valid in Delaware





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“Tipped” Employees

- ❖ **Tipped Employee:** Hostess or Server
- ❖ **Counter To Counter:** Fast Casual, Exempt from employing someone as a “tipped” employee and require full minimum wage
- ❖ **Host To Table:** Restaurant, allows staff to be compensated by “tips” AND at the hourly tip rate, which is currently \$2.23/hr

The penalties for violating these laws can reach up to **\$10,000** per infraction, with additional penalties for interference or retaliation against employees who file complaints.





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Prohibited Jobs for Minors

(Transportation of Persons/Property)

Minors under 17:

- ❖ Not permitted to drive motor vehicles on public roads as part of their employment

Minors 16 & 17:

- ❖ May operate vehicles (golf cart) only on private property (not on public roadways), only where allowed by law

Minors at 17 years old:

- ❖ May drive on public roads; limited & regulated circumstances –
 - Vehicle must not exceed 6,000 lbs. gross vehicle weight
 - Driving must occur during daylight hours only
 - Minor must hold a valid DE driver's license for the vehicle type
 - Minor must have completed a DE Driver's Ed course and have no record of moving violations at hire
 - Occupants must use seat-belts, employer must ensure compliance
 - Driving must be "occasional and incidental" – no more than 1/3 of minor's work time in a day, no more than 20% of work time/week
 - Driving must not involve; route deliveries, passenger transport for hire, urgent or time-sensitive trips, more than 2 trips per day away from worksite or driving outside a 30-mile radius from worksite





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Teen Employment Safety

(Spotting Scams & Staying Protected)

❖ Red Flags of Unsafe Jobs:

- Not being paid or being underpaid
- Employers taking personal documents
- Threats of deportation or harm

❖ “Too Good to be True” Ads:

- “Make \$1,000 a week! Teens 14– 18. Call now!”
- Suspicious postings on telephone poles, vague online ads, or recruiters who won’t meet in person

❖ Safe Practices for Teens at Work:

- Ask Questions, make sure job duties and expectations are clearly explained
- Get Proper Training, learn what you can/can’t do under Delaware labor laws
- Put Safety First, know workplace safety rules and how to protect yourself on the job

**Want to make
\$1,000 a week?**

**We hire teens
14–18.**

**Call
(302) 333-6678
NOW!**

**DELAWARE
OFFICE OF WAGE & HOUR
CHILD LABOR DATA 2024**

**84 Issuing
Officers**



**27,700
Eligible
Employees
Ages 14-17**



**\$500,000
Fines, Penalties,
Back Wages**





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Let's Work Together

- ❖ **Upcoming Events:** Kent/Sussex HireME Job Readiness Workshop & Job Fair, Oct 2025
- ❖ **Internships:** DOL/DIA sponsored youth internship opportunities coming soon
- ❖ **Career Fairs:** Provide minors and parents with information and resources
- ❖ **Open House:** Parent awareness of child labor laws
- ❖ **Professional Development Days:** In-house staff training for Child Labor, W&H information



Let's Connect!



Contact Information:

- *Main Phone:* 302-761-8200 OPTION #3
- *Email:* Wages@delaware.gov
- *Work Permits:* Workpermits@delaware.gov
- *Website:* [Wage & Hour Enforcement](#)

Office Locations:

- **Newark**
252 Chapman Road, Suite 210 Newark, DE 19720
- **Wilmington**
4425 North Market Street Wilmington, DE 19802
- **Dover**
Blue Hen Corporate Center 655 S. Bay Road, Suite 2H
Dover, DE 19901
- **Georgetown**
8 Georgetown Plaza, Suite 2 Georgetown, DE 19947

Hours of Operation: 8am to 4:30pm



Resource

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- ❖ **DIA Tools:**
<https://industrialaffairs.delaware.gov/resources>
- ❖ **DOL Statewide Events:**
<https://forms.office.com/g/YPZGEk0DDC>
- ❖ **Post Call Survey:** Email to follow, please check Promotions Folder
- ❖ **Next Call:** Thursday, September 18th, 11-12pm, same Teams link...check calendar invite

Q&A

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