

Work Permit for Minors Policy

Policy

Employment Certificates in Virginia

Employment Certificates, also known as Work Permits, are mandatory in Virginia for minors under 16. The certificate must be acquired by the minor and presented to their employer to verify their ability to work before they are hired.

Acquiring a Virginia Employment Certificate:

In Virginia, minors can obtain an Employment Certificate both through the [Virginia Department of Labor](#) and through their school, generally by contacting a guidance counselor or school administrator. An Employment Certificate will be issued if the minor meets all of the state's criteria for employment.

Age Certification in Virginia

Age certification is a process through which minors provide proof of their age to a prospective employer, which helps ensure that all child labor laws mandated for their age bracket are followed.

Age certification is mandatory for employment in Virginia for minors 14 and 15, optional for minors over 16. Proper proof-of-age documentation must be must be acquired by the minor and presented to their employer to verify their age before they are hired.

Acquiring an Age Certificate in Virginia:

In Virginia, minors can obtain age certification both through the [Virginia Department of Labor](#) and through their school, generally by contacting a guidance counselor or school administrator.