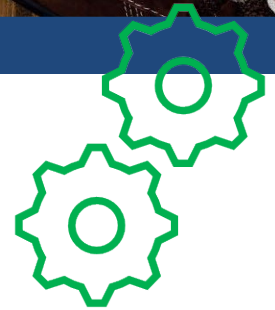




Youth Employment



Construction and Manufacturing

Young people can help employers staff construction and manufacturing positions while gaining important skills development and commitment to a future in the industry. Few industry-specific restrictions exist, but employers should understand Federal and State law regarding youth employment.

Employers must [first obtain an annual employment certificate](#) before hiring workers under 18. BOLI does not charge an application fee and approves most certificates within 10 business days. In fact, BOLI's Child Labor Unit approves **more than 98 percent** of the nearly 5000 applications received each year.

Thinking of hiring a minor? Here are a few key considerations:

1. Is the applicant 16 or 17?

Employees who are 15 or younger are sharply limited in their ability to work in many construction and manufacturing positions. But an applicant 16 or older may work any position unless specifically prohibited by the hazardous job list. Construction and manufacturing employers must **verify the age of all employees** and ensure that young people do not perform off-limit jobs.

2. Know the hazardous jobs.

Although young people 16 and 17 can be excellent employees, some jobs are too dangerous for anyone under 18. The **U.S. Department of Labor's hazardous job list** prohibits employers throughout the United States from hiring any minor to engage in potentially dangerous work like roofing, wood working, or operating power-driven machines. BOLI cannot override federal restrictions when processing employment certificates.

3. Limit work to 44 hours per work week.

Employees who are 16 and 17 cannot work beyond 44 hours per work week. Minors also must take two 15-minute paid rest breaks for each 8-hour shift.

Questions on **youth employment**? We can help.



Contact us at oregon.gov/boli or (971) 361-8400.