

FAQs FOR CAREGIVERS

What are Working Papers for minors?

According to New Jersey law, all youth workers – under the age of 18 – need to apply for Working Papers to be employed in the state. As of June 1, 2023, the New Jersey Department of Labor (NJDOLE) oversees and administers Working Papers for minors. (This process was handled by the New Jersey Department of Education before June 1.)

Why do minors need special permission to work?

Working Papers protect the rights and safety of youth workers. NJDOLE won't approve an application for Working Papers if the job is unsafe or expects a minor to work more than the maximum hours [allowed by law](#).

Is there a minimum age requirement to work in New Jersey?

Employers can hire minors as young as 12 for some jobs, but there are higher minimum age requirements for certain types of work, including retail and food service. [Click here](#) for more information, and for allowable jobs for minors.

What is the Working Papers application process like?

We've streamlined the paper process into an easier online application for minors, caregivers, and employers at myworkingpapers.nj.gov. [Click here](#) for a step-by-step guide to the process.

What do I need to complete the application online?

You will be asked to upload proof of age (acceptable documents can be found [here](#)) as part of the process. Separately, the employer will also verify the minor's age via the [federal I-9 form](#) (Employment Eligibility Verification).

What is my role in the Working Papers application?

When the minor applies for Working Papers, they'll give us your name and email address. We'll send you an email to set up a caregiver account in our system if you haven't already, and review the minor's application. The application will include job title, description, and proposed working hours.

You'll be asked to approve or reject the application, and if approved, to upload documentation of proof of the minor's age. A list of acceptable documents can be found [here](#). If the minor works for more than one employer, you will review the Working Papers application for each one.

You'll also be notified by email when both the employer and NJDOLE review, approve, or reject the minor's application.

Can I reject or deny the Working Papers application even if the minor's employer approves it?

Yes, you can reject the application after reviewing information provided by the prospective employer. If the caregiver rejects the application, the minor cannot work for the employer. However, if you take no action, the minor can begin and continue working *unless and until* you submit a rejection through our system.