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/ New Jersey Department of Labor Reminds Young Workers and Their Families: Working Papers are Required Before Starting a New Job

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## FOR IMMEDIATE RELEASE

*May 15, 2025*

**TRENTON** – In recognition of the upcoming [World Day Against Child Labor](#) on June 12th, the New Jersey Department of Labor and Workforce Development (NJDOL) is highlighting its commitment to preventing child labor exploitation by reminding young workers and their families that the first step in starting summer and afterschool jobs is to apply for [working papers](#).

NJDOL is encouraging young people and their caregivers to visit the state's [Young Workers Hub](#) to find resources to help them get prepared for a new job including how to easily apply for working papers online. Every New Jersey minor is required to have working papers before they begin working, and employers in the state that hire workers under 18 are required to register online.

As part of its dedication to serving and protecting the state's workforce, NJDOL has developed a suite of online resources specifically for its young workers. These free resources include guidance on resume writing; interviewing skills; child labor laws; and more. Additional information for young workers on wages, hours, and permissible types of work can be found [here](#).

“Our department is dedicated to working hand-in-hand with families to support young workers when they find their first job to ensure this exciting experience is both safe and empowering,” said **Labor Commissioner Robert Asaro-Angelo**. “We are dedicated to proactively promoting safe, legal, and healthy employment conditions and doing all we can to eliminate the exploitation of child labor in New Jersey. Our streamlined process for working papers is at the heart of our mission of supporting the protection and economic progress of all Garden State workers, including our industrious young workforce.”

The Department of Labor recently kicked off an initiative with the New Jersey Department of Health to put [summer camp](#) owners, operators and managers on [notice](#) of their obligations to uphold the work rights and protections of young camp counselors as part of the state's [commitment to protecting children](#) from unlawful and hazardous working conditions. The NJDOL Division of Wage and Hour Compliance proactively provides information, resources and support to employers to help protect the Garden State's young workers by enforcing safe work environments.

Schools are no longer part of the working paper process. Instead, minors, caregivers and employers receive notification by email for any additional actions needed for the working papers application process. Both minors, caregivers and employers are notified by email when working paper applications are approved or rejected.

**Linda Doherty, President & CEO of the New Jersey Food Council**, said, “Our members, which include food retailers and convenience stores throughout New Jersey, are instrumental in employing young people. The NJ Minor Working Papers Program is successful in enabling employers to fill roles, maintain efficient operations, and serve customers, all while fostering a skilled and successful youth workforce.”

Since the working papers site launched in 2023, over 165,000 minors have applied for working papers in New Jersey, with approximately 153,000 applications approved. Additionally, nearly 15,000 employers have registered through the updated, user-friendly online process.

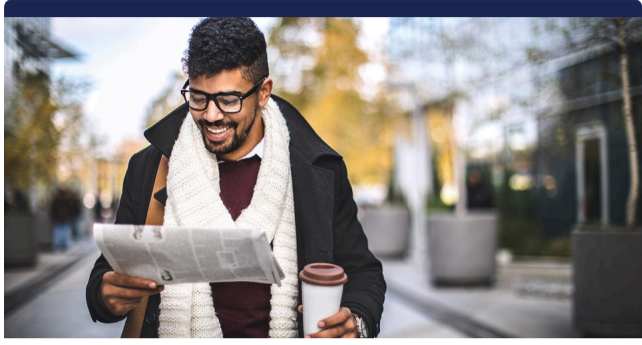
Here's how the application works:

- Minors and employers must visit [MyWorkingPapers.nj.gov](#) to get started.
- Employers will receive a unique eight-digit code when they register, which they must share with every minor they hire.
- The minor must have an offer of employment PRIOR to applying for working papers. The minor completes the online working papers application which includes entering their caregiver's name and email address, and the employer's 8-digit code which links the application to a specific employer.
- Emails prompt the employer and caregiver to complete their portions of the application. Caregivers also will be asked to upload a copy of the minor's birth certificate, passport, or other official document for age verification.
- The minor can begin working once their application is approved.

To learn more, please visit [MyWorkingPapers.nj.gov](#).

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