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named on the Certificate, it would be permissible for the same certificate to be used.

Q: Once a Transferable Permit is issued, how are school districts supposed to know if a student changes jobs?

A: Each employer is required by law to notify the school district, in writing, each time a student is hired and when the student is no longer employed. This must be done within five days of the student starting or ending employment.

Q: Can a school district refuse to issue a work permit, or revoke one, on the grounds of the student's poor attendance, grades or behavior?

A: No. The law has no provision to revoke a permit and a permit MUST be issued if a student meets the criteria in the law to have a permit issued.

Q: How many hours of employment does a 16 year old need in order to drop out?

A: Section 1330 Of the Pennsylvania Public School Code states that a 16 year old student "who is regularly engaged in any useful and lawful employment or service during the time the public schools are in session, and who holds an employment certificate issued according to the law" is exempt from compulsory attendance. There is no specific number of hours given in Section 1330. Therefore, each school district should have a policy that specifies how many hours of employment are necessary in order for a student to withdraw at age sixteen (16).

Q: Can a student drop out at age 16 to work as a babysitter?

A: Section 1330 of the Pennsylvania School Code allows for 16 year olds to drop out if the employment they are seeking requires a work permit. There must be a formal employer-employee relationship. That means that all of the state and federal notifications by employers must be made as well as withholding and reporting of taxes. Most arrangements for babysitting cannot meet this standard. Self-employment would also not fit under the terms established in Section 1330.

Q: If a student drops out at age 17, do they still need a work permit?

A: No. The law states that any 17 year old who is a high school graduate or who has attained his or her academic potential is exempt from the child labor law. The Department of Education has interpreted this to

contact the school district in which the employer is located.

Q: If a Pennsylvania student will be working in another part of the state, who issues the work permit?

A: The school district in which the student resides issues the work permit for all employment to be performed in Pennsylvania.

Q: If a student was issued a Vacation Certificate and now turns 16 and wants a Transferable

farm worker to be an individual employed in raising, cultivating, fertilizing, seeding, planting, pruning, harvesting, gathering, washing, sorting, weighing or handling, drying, packing, packaging, grading, storing or delivering to market or to storage or to a carrier for transportation to market in its unmanufactured state, any agricultural commodity as defined in the act of September 20, 1961 (P.L. 1541, No.657), known as the "Pennsylvania Agricultural Commodities Marketing Act of 1968," or any farm product as defined in 1 Pa.C.S. §1991 (relating to definitions) on a seasonal or other temporary basis; includes every individual, irrespective of his or her primary employment, while he or she performs agricultural labor on a seasonal or other temporary basis, except any person who commutes daily from his or her permanent residence to the work site unless transportation is provided such a person by a farm labor contractor; and, other provisions of this act to the contrary notwithstanding, includes any person residing in living quarters owned, leased or operated by an employer or a farm labor contractor and occupied by four or more unrelated persons.

Q: Is there any information on the Internet about restrictions on what kind of farm work students can do?

A: Yes. There is a federal Agricultural Fact Sheet at: [Federal Agricultural Fact Sheet](#)

Students who are under the age of 16 who work on a farm that is not their family farm are allowed to operate the farm machinery listed on the hazardous occupations list if they have successfully completed a course in the safe operation of farm equipment. Information about this program and the required certification can be found in the Basic Education Circular <http://www.pde.state.pa.us/k12/cwp/view.asp?A=11&Q=45419>

Q: If an employer is violating the Child Labor Law, whom do I contact?

A: The Pa. Department of Labor and Industry should be given information concerning violations of the law. You can call 1-800-932-0665.

For additional information, please contact:

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