

Massachusetts Work Permit Overview

Massachusetts' work permit requirement for 14- to 17-year-olds is a multifaceted safeguard—**protecting their health, education, and safety**, while enabling **proper enforcement and accountability** by employers and regulators.

1. Legal Compliance & Age Verification

- **Under state law**, all minors under 18 must submit a completed employment permit application and obtain approval **before beginning any job** [Mass.govMassachusetts Legislature](#).
- The work permit process ensures a minor's **age is verified** and the job is assessed in terms of compliance with Massachusetts child labor laws [Massachusetts Legislaturemyshyft.com](#) -.

2. Health & Educational Safeguards

- For **14- and 15-year-olds**, a **physician's certificate of health** is mandatory, ensuring minors are medically fit to work [Mass.govMassachusetts Legislature](#).
- The permit also helps ensure that working hours and conditions do **not interfere with schooling**, balancing work with education [myshyft.com -Worcester Polytechnic Institute](#).

3. Controlled Work Conditions & Risk Protection

- The process helps enforce **restrictions on working hours** and **prohibitions against hazardous work** for minors, limiting exposure to unsafe environments or excessive scheduling [MMAC&S InsuranceWorcester Polytechnic Institute](#).
- Employers receive clear guidelines on legal hours and job duties, reducing risks of violations [MMAC&S Insurance](#).

4. Accountability & Record-Keeping

- Employers are **required to keep the original work permit on file** during the employment and return it if the employment terminates or changes [Mass.govWorcester Polytechnic InstituteC&S Insurance](#).
- Work permits are **job-specific**—a new permit is needed for every new job, ensuring proper oversight per employment instance [Mass.govMiddleborough High Schoolmyshyft.com](#) -.

5. Enforcement & Oversight

- The **Attorney General's Office enforces** these regulations to protect young workers, who are statistically more vulnerable to injuries and exploitation [MMA](#).
- The permit system gives schools and regulators a formal channel to enforce labor laws and ensure compliance [MMAMassachusetts Legislature](#).