

# Job Search Resources for Ages 14-15

There are few businesses who hire under 16 years old. Start to build your work experiences early through self-employment and volunteer work. Educate yourself about Colorado Labor Law and develop job search tools.

**Start with self-employment.** Consider money making opportunities in your neighborhood such as babysitting, mowing lawns or shoveling snow, pet walking, house sitting, etc. Reach out to people in your network and community who may need your services. Build your own business with the Young Entrepreneur Tournament.

**Build your experience with volunteer work.** Give your time and develop valuable skills with people, children, animals, in parks, and other interesting places. Make a great impression and use your volunteer supervisor as a job reference. United Way of Larimer County organizes volunteer opportunities through the Volunteer Resource Center.

**Level up.** Get certified to be a babysitter or lifeguard through the American Red Cross CPR/First Aid Certification. Take the food handling class with ServSafe to work in a kitchen or restaurant. It will give you an advantage when you come of age for other positions.

**Search for jobs through city government.** The City of Fort Collins, City of Loveland, and Town of Estes Park hire for positions in their parks and recreation department. These may include lifeguard, concession worker, and grounds keeper amount others.

**Reach out to small businesses.** Local employers in food service, retail, grocery, pet grooming, etc. may have more flexibility to hire under 16 years old. Give them an idea of your transferable skills and experience.

**Develop job search tools.** Larimer County Economic & Workforce Development can provide information and resources to support your job search. Build a resume, practice common interview questions, and understand what employers look for when they hire.

For more information, contact CareerRise at (970) 498-6608 or [careerrise@larimer.org](mailto:careerrise@larimer.org)



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### Colorado Youth Labor Laws for Ages 14-15

Work performed by 14- and 15-year-olds during school hours is limited to Work Experience, Career Exploration and Work Study Programs. This is a federal standard regulated by the U.S. Department of Labor, and followed by the Division of Labor Standards and Statistics. If a minor is home-schooled or enrolled in a private school, school hours are determined by those of the public school in the district where the minor lives.

**Minimum Age Requirements & Permissible Occupations:** 14 and 15 year-olds may work in retail stores, food service establishments, and parks or recreation. The jobs 14 and 15 year-olds may perform include: bagging and carrying out customer orders, cashiering, cleaning fruits and vegetables, clean-up work and grounds maintenance, kitchen work in preparing and serving food and drinks, office and clerical work, etc. For full list, visit <https://www.colorado.gov/pacific/cdle/youthlaw>

**Work Hours:** No employer is allowed to work 14 and 15 year-olds more than 40 hours in a week or more than eight hours in any 24-hour period. Limitations for those under 16 are: no more than three hours on a school day including Fridays; a limit of eight hours on a non-school day; and no work time in excess of 18 hours during a school week. Additionally, on school days, during school hours, no minor under the age of 16 is permitted employment unless he or she has a school release permit.

**Work Permits & Age Certificates:** Work permits are NOT required under Colorado law.

**Exemptions:** Certain exemptions from the law exist for: newspaper carriers, actors and performers, and work done for parent or guardian.

**Agriculture Work:** Colorado youth law says work on farms for young persons aged 12 and up is allowed unless the occupation is considered hazardous at the federal level.

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*Larimer County Economic and Workforce Development is an equal opportunity agency and supports Veterans priority of service. Qualified persons with disabilities can request reasonable accommodations with seven business days' notice by emailing [lcewd-ada@larimer.org](mailto:lcewd-ada@larimer.org) or calling 970.498.6600 or Relay Colorado 711. Accommodation requests will be honored when possible but may be unavailable if advance notice is not provided.*