

STUDENT WORK PERMITS TRAINING



Presented By:
Orange County Department of Education
Legal Services
Carl Piper, Legal Counsel

Learning Support Unit
Terrance Dunn, Coordinator, Student Services,
Educational Services Division

© 2020 by the Orange County Department of Education

1

Virtual Training Protocol

1. Training is being recorded.
2. Mute your microphone to prevent audio feedback and ambient noise.
3. Ask questions in the Chat Box; it will be monitored and referred to throughout the training. Address questions to a specific facilitator by typing @speaker's name. Host can see all chats.
4. Any questions that are not responded to during the presentation because of time limits will be addressed/shared in a follow-up email with other materials if necessary.
5. During the presentation, interactive polls questions will be launched periodically to check for understanding and to raise engagement level. Polls are anonymous; you are encouraged to participate. Results will be shared immediately.
6. All training materials are available in the downloadable electronic handbook. [9.24 2020 Work Permit Training Handbook](#).

2

Objectives of Training

- Understand the most likely two-step process of issuing a work permit
- Become more familiar with the forms related to the work permit process such as the Form B1-1, Form B1-4, Form B1-6, and Form B1-8
- Attain general knowledge of the California Child Labor Laws & CA Ed Codes that govern the process of issuing and managing work permits to minors
- Understand the procedures for obtaining an Entertainment Industry Work Permit
- This is not a Work Permit Certification Course; For participate in a certification course go to www.cawee.org

3

Purpose of Work Permits

■ California Department of Education

- Minors employed in the state of California must have a Permit to Employ and Work (commonly referred to as a "work permit"). Work permits are typically issued by the school where the student is enrolled. **Work permits indicate the duties and location where the work will be done as well as the number of hours a minor may work.** In most cases it is a two-step process, the minor along with the parent/guardian and employer fill out the B1-1 form and submit to the school local to the minor's address. The school district reviews the B1-1 form and issues the B1-4 (Work Permit).

Work permits are always at the discretion of the school district.

4

CDE "Work Permits for Students"

CDE WORK PERMIT FOR STUDENTS

- Work Permit forms
- FAQs
- Child Labor Laws Pamphlet
- Letter of Authorization (to issue work permits)
- POC: Erle Hall | ehall@cde.ca.gov | 916-323-2564

5

Purpose of Work Permits

■ Protect Minors

- Prioritize Compulsory Education Laws & School Attendance
- Worker's compensation
- Minimum wage
- Hazardous occupations
- Working hours
- Employer deducting taxes and following labor laws

6

Compulsory Attendance

- Each person between the ages of 6 and 18 years is subject to compulsory full-time education unless exempted EC 48200.
- Exemptions: Private school, tutor, AND
 - A pupil with a work permit for not more than 5 consecutive days in the entertainment or allied industries EC 48225.5
 - Can take five absences per year
 - Receives instruction from a studio teacher
 - District shall accept the work and grades

7

Work Permits (Non-Entertainment)

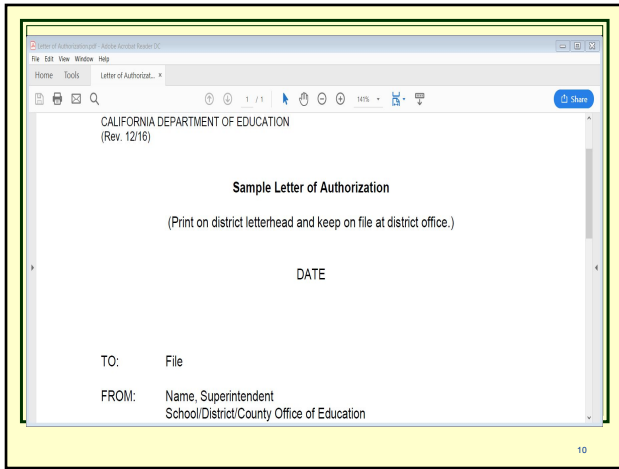
- A minor having a work permit cannot be out of school and unemployed for 10 days or more while school is in session EC 49100
- Pertains to minors 14-18 who are allowed to work during school hours
- Children who hold work permits are exempted from full-time attendance but are subject to compulsory attendance in part-time classes EC 48230
- HS graduates/certificate of proficiency - Permit N/A

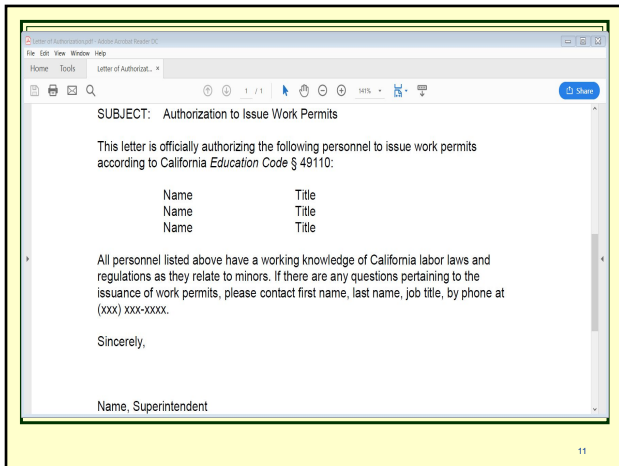
8

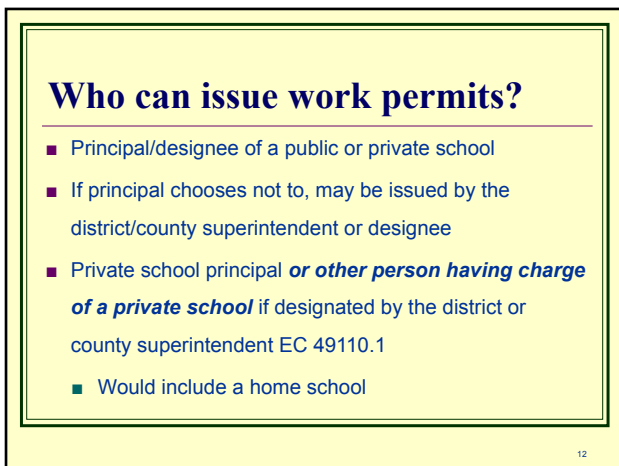
Who can issue work permits?

- Superintendent of a school district or Chief Executive Officer of a charter school/County Superintendent
- Person holding a services credential with a specialization in pupil personnel services **OR** a certificated work experience education teacher or coordinator **AND** authorized by the superintendent/CEO
- If district or charter does not employ such a person superintendent/CEO may authorize another person to issue permits during their absence EC 49110(e)

9







Principal Issued Permits

- Principal must provide a self-certification that he/she understands the requirements for issuing work permits
- Shall submit a copy of each application and permit to the superintendent
- Superintendent can revoke principal-issued permit if pupil is ineligible EC 49110

13

CDE Form B1-4.pdf - Adobe Acrobat Reader DC

Home Tools CDE Form B1-4.pdf

STATE OF CALIFORNIA DEPARTMENT OF EDUCATION
STATEMENT OF INTENT FOR SELF-CERTIFICATION FOR PERMIT TO EMPLOY AND WORK
CDE Form B1-4 (Rev. 04-12)

A copy of this form (CDE Form B1-4) may be submitted along with the required copy of the PERMIT TO EMPLOY AND WORK (CDE Form B1-4) and the STATEMENT OF INTENT TO EMPLOY A MINOR AND REQUEST FOR WORK PERMIT-CERTIFICATE OF AGE (CDE Form B1-1) to the district or county Superintendent no later than 30 days after the issuance of the PERMIT TO EMPLOY AND WORK form.

(Print Information)
For School Principal or Designated Administrator to Complete

School Name _____

School Phone _____ School E-mail Address _____

School Address _____ City _____ Zip Code _____

County _____ District _____ School (CDS Codes) _____ Private School Affidavit Confirmation No. _____
(If applicable.)

14

CDE Form B1-4.pdf - Adobe Acrobat Reader DC

Home Tools CDE Form B1-4.pdf

Certification

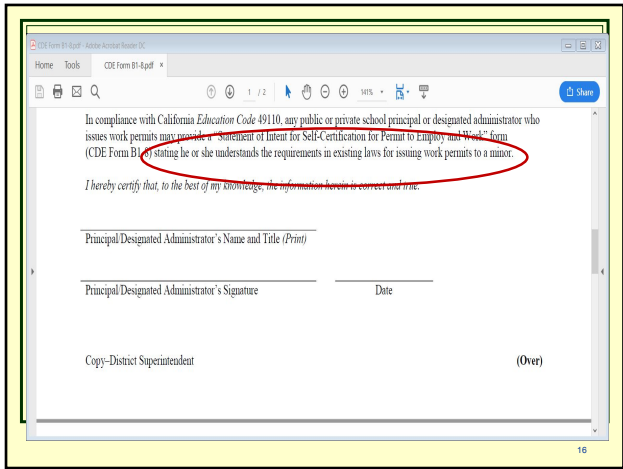
I hereby certify that I have a working knowledge of child labor laws and all laws pertaining to the issuance of work permits in California. The following statutes have been reviewed and understood:

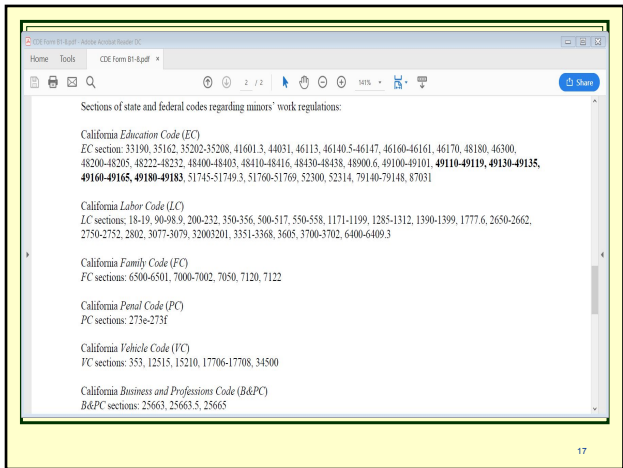
Please initial:

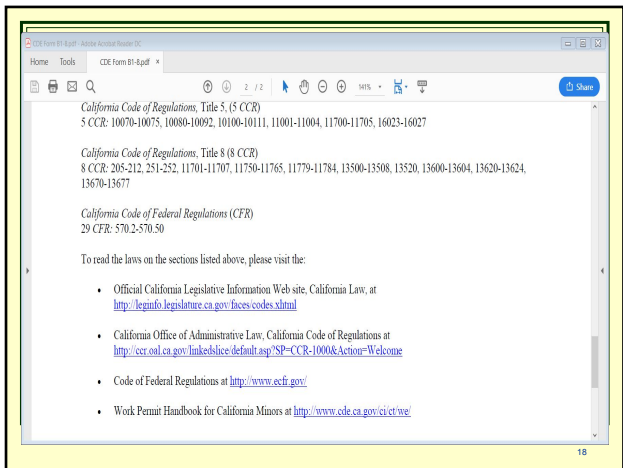
_____ California Education Code
_____ California Labor Code
_____ California Family Code
_____ California Penal Code
_____ California Vehicle Code
_____ California Business and Professions Code
_____ California Code of Regulations, Title 5
_____ California Code of Regulations, Title 8
_____ California Code of Federal Regulations, Title 29

(See reverse side for state and federal codes sections regarding minors' work regulations.)

15







Process: CDE Form B1-1

- Minor/parent and employer complete
"Statement of Intent to Employ a Minor and Request for a Work Permit – Certificate of Age" CDE Form B1-1
- Foster parent, caregiver, or residential shelter provider
- Employer indicates maximum work hours per day/week
- Employer describes nature of work
- Authorized work permit issuer completes bottom of form
- Indicates maximum number of hours/day and per week for when school is and is not in session
- Describes Proof of Age

19

STATE OF CALIFORNIA DEPARTMENT OF EDUCATION STATEMENT OF INTENT TO EMPLOY A MINOR AND REQUEST FOR A WORK PERMIT - CERTIFICATE OF AGE CDE Form B1-1 (Rev. 02-14)

A "STATEMENT OF INTENT TO EMPLOY A MINOR AND REQUEST FOR A WORK PERMIT - CERTIFICATE OF AGE" form (CDE Form B1-1) shall be completed in accordance with California Education Code 49162 and 49163 as notification of intent to employ a minor. This form is also a Certificate of Age pursuant to California Education Code 49114.

(Print Information)

Minor's Information

Minor's Name (First and Last) Home Phone Grade
Home Address City Zip Code
Birth Date Social Security Number Age Student's Signature

School Information

School Name School Phone
School Address City Zip Code

20

To be filled in and signed by parent or legal guardian

This minor is being employed at the place of work described with my full knowledge and consent. I hereby certify that to the best of my knowledge and belief, the information herein is correct and true.

Parent's Name (Print First and Last) Parent's Signature Date

To be filled in and signed by employer

Business Name or Agency of Placement Business Phone Supervisor's Name
Business Address City Zip Code
Employer's Maximum Expected Work Hours: _____ hours per day _____ hours per week
Describe nature of work to be performed:

In compliance with California labor laws, this employee is covered by workers' compensation insurance. This business does not discriminate unlawfully on the basis of race, ethnic background, religion, sex, sexual orientation, color, national origin, ancestry, age, physical handicap, or medical condition. I hereby certify that, to the best of my knowledge, the information herein is correct and true.

Employer's Name (Print First and Last) Employer's Signature Date

21

For authorized work permit issuer use ONLY

Maximum number of work hours when school is in session:

Mon	Tues	Wed	Thur	Fri	Sat	Sun	Total

Maximum number of work hours when school is not in session:

Mon	Tues	Wed	Thur	Fri	Sat	Sun	Total

Proof of Minor's Age (Evidence Type)

Verifying Authority's Name and Title (Print)

Verifying Authority's Signature

Check Permit Type:

☐ Full-time ☐ Work Experience Education, Vocational Education, or Personal Attendant

☐ Restricted ☐ Workability

☐ General

For more information about child labor laws, contact the U.S. Department of Labor at <http://www.dol.gov/>, and the State of California Department of Industrial Relations, Division of Labor Standards Enforcement at <http://www.dir.ca.gov/DLSE/dlse.html>.

Process CDE Form B1-4

- Issuing Authority completes CDE Form B1-4 "Permit to Employ and Work"
- Indicates maximum hours/day and week when school is and is not in session
- Lists work limitations
- Certifies to a working knowledge of child labor laws and work permit laws EC 49110

How to Determine Hours and Appropriate Job?

- A certifying official must determine what kinds of jobs a minor can perform based on age and determine how many hours can be worked
- Federal and state law set the requirements for minor age and hours and list the types of jobs minor can and cannot perform
- CA Div of Labor Standards Enforcement

https://www.dir.ca.gov/dlse/MinorsSummaryCharts.pdf

Microsoft Word - MinorsSummaryCharts.docx

Home Tools CDE Form B-1-1.pdf MinorsSummaryCharts

Special rules or provisions, which may be important to you, may not be included in these summaries. Where doubt remains, you should consult the Division of Labor Standards Enforcement for details on California laws or the Wage and Hour Division of the U.S. Department of Labor for details on federal laws

	Ages 16 and 17 Must have completed 7th grade to work while school is in session. [EC 49112]	Ages 16 and 18 Must have completed 9th grade to work while school is in session. [EC 49112]	Ages 12 and 13
SCHOOL IN SESSION**	4 hours per day on any schoolday** [EC 49112, 49116, LC 1391(a)(4)] 8 hours on any non-schoolday or on any day preceding a non-schoolday. [EC 49112, LC 1391(a)(3)] 40 hours per week [LC 1391(a)(3)] WEE students and personal attendants*** may work more than 4 hours on a schoolday, but never more than 8. [EC 49116, LC 1391(a)(4)(A)]	6 hours per schoolday outside of school hours [EC 49112, 49116, LC 1391(a)(2)] 6 hours on any non-schoolday [LC 1391(a)(1)] 18 hours per week [EC 49116, LC 1391(a)(2)] WEE students may work during school hours and up to 23 hours per week. [EC 49116, LC 1391(a)(2)]	May be employed only during school holidays and vacations (usually continued to include weekends). May never be employed on any schoolday, either before, during, or after school. [EC 49111] Daily and weekly work hour maximums while school is in session are not specified in statute, but may not exceed the maximums allowed when school is not in session or the maximums stated on permit. [LC 1391] Not eligible for WEE programs. [EC 49113]

25

CDE B1-4

- Once a certifying official has determined the information and documents provided are appropriate and the proposed job and hours are suitable for the minor
- Completes CDE Form B1-4
- “Permit to Employ and Work”

26

CDE Form B1-4.pdf - Adobe Acrobat Reader DC

Home Tools CDE Form B1-4.pdf

STATE OF CALIFORNIA DEPARTMENT OF EDUCATION
PERMIT TO EMPLOY AND WORK (CDE Form B1-4) (REV. 02-14)

A work permit shall not be issued to a minor until the "STATEMENT OF INTENT TO EMPLOY A MINOR AND REQUEST FOR A WORK PERMIT-CERTIFICATE OF AGE" (CDE Form B1-1) form has been signed by the parent or guardian, foster parent, caregiver, or residential shelter service provider and filed with the issuing authority. California Education Code (EC) 49110(c)

(Print Information)

Permit Expiration Date Work permits shall expire five days after the opening of the next succeeding school year. Full-time exempt work permits issued to 14 & 15 year olds shall expire no later than the end of the current school year. EC 49118 and 49130	Check Permit Type: <input type="checkbox"/> Full-time <input type="checkbox"/> Work Experience Education, Vocational Cooperative Education, or Personal Attendant <input type="checkbox"/> Workability <input type="checkbox"/> Restricted <input type="checkbox"/> General
--	---

Date

27

Adobe Acrobat Reader DC
CDE Form 81-4.pdf

Home Tools CDE Form 81-4.pdf

Minor's Information

Minor's Name (Print First and Last) Social Security Number

Home Phone Age at Time of Issuance Birth Date

Home Address City Zip Code

School Information

School Name School Phone

School Address City Zip Code

28

Adobe Acrobat Reader DC
CDE Form 81-4.pdf

Home Tools CDE Form 81-4.pdf

Maximum Work Hours Permitted

1. Maximum number of work hours on a school day

2. Maximum number of work hours on a non-school day

3. Maximum weekly work hours while school is in session

4. Maximum weekly work hours while school is not in session

Remarks or Work Limitations:

This permit is **valid only** at the business listed below:

Business Name Business Address

To be signed by minor

Minor's Signature Date

29

Adobe Acrobat Reader DC
CDE Form 81-4.pdf

Home Tools CDE Form 81-4.pdf

Certification

I hereby certify that, to the best of my knowledge, the information herein is correct and true. I hereby certify that I have a working knowledge of child labor laws and all laws pertaining to the issuance of work permits in California, EC 49110

Issuing Authority's Name and Title (Print) Issuing Authority's Signature Date

Copy-District or County Superintendent; Parent or Legal Guardian; Employer

30

Age of Minor EC 49111

- Work permit may be issued to any minor 12-18 to be employed
 - On a regular school holiday
 - During school vacation
 - When minor moves into area w/in 10 days of end of semester

31

Work on Schooldays

- Minor who has completed 7th grade can work outside of school hours
 - Not to exceed 3 hours – 14-15 year old
 - Not to exceed 4 hours – 16-17 year old EC 49112(a)

32

13 yr old

- Minor 13 yrs old/completed 6th grade
 - Been identified as likely to drop out
 - Employment program sponsored by district and on district premises
 - Program serves to foster appreciation of the importance of education in future employment
 - Max 2 hours/day 4 hours/week EC 49112(b)

33

16 and 17 year olds

- Minor 16 or older can work 8 hours on a schoolday that precedes a non-school day
- So would pertain to working after school at night EC 49112(c)
- None of this applies to newspaper delivery EC 49112(d)

34

Work Experience Education

- Work permit for minor 14-18
- Regularly enrolled in high school or been assigned to a vocational course
- Will work part time in a work experience education course under EC 51760-51769 "Work Experience Education"

35

Certificate of Age

- Issued by person authorized to issue work permits
- Minor presents evidence of age
- Must be accompanied by parent/guardian
- Certificate of Age serves as a permit to employ a minor who is not legally required to attend school EC 49114

36

Maximum Hours

- When school is in session
 - 14-15 yr old 3 hrs/day 18 hrs/week
 - Unless employed in a school supervised and administered work experience and career exploration program - 23 hours/week (can be during school hours)
 - 16-17 yr old 4 hrs/day UNLESS employed in personnel attendance occupations

37

Revocation/Expiration

- If evidence is shown to the satisfaction of the issuing authority that the schoolwork or health of the minor is being impaired by the employment, that authority may revoke the permit EC 49116(c)
- Work permits expire five days after the opening of the next school year EC 49118

38

Horseback Riding

- No permit needed for horseback riding exhibitions, contests or events specified in Labor Code 1308(b)(3) EC 49119

39

Permit to Work Full Time 14-16

- May be issued to 14-16 year old who has graduated from elementary school and
 - Permit expires at end of current school year AND
 - Sworn statement that parent cannot work through illness/injury, or that because of death/ desertion family needs minor's earnings and no other option OR
 - Minor unable to reside with family, needs \$ OR
 - Foster child with social worker OK emancipation

40

Permit to Work Full Time 14-16

- Person issuing permit signs a statement that he/she has investigated and found earnings of minor are necessary to support the family or the minor and there are no other options.
- Also signs a statement that he/she has authorization from social worker, probation officer, or CPS worker EC 49130

41

Permit to Work Full Time 14-16

- Documents required
 - School records: age, grade, attendance
 - Evidence of age
 - Employer statement that job is available and describing nature of the work
 - Physician statement that minor is fit EC 49133
- Issuer notifies person in charge of part-time continuation classes which minor will attend

42

Additional Requirements *

- No permit shall be issued until the minor accompanied by his parent or guardian, appears before the person authorized to issue the permit and makes application therefor EC 49132
- The parent shall make oath that the minor's name, address, birthplace, and age are true and correct EC 49134

43

*AB 908

- Signed by Governor Newsom 9/11
- Permit can be issued without personal appearance if
 - School is physically closed due to pandemic
 - Application is complete and submitted electronically
 - Minor and parent attend video conference
 - Any documents can be submitted electronically
 - Work permit shall not be denied based on grades or attendance if school physically closed for an extended time due to natural disaster, pandemic, or other emergency

44

Work for Parent

- Work permit not required if:
 - Work is for or under control of parent
 - On premises owned or controlled by parent
 - Subject to other labor laws and compulsory education EC 49141

45

Permit to Work Full Time

- May be issued to a minor 16-18 without the restrictions pertaining to 14-16 year olds
- EC 49131

46

Employers EC 49160-49165

- Cannot employ a minor without a permit
- Keep permits on file during term of job
- Send written notice of intent to employ
- Have permits open to inspection

47

Action Against Employer

- If inspection by supervisor of attendance, probation officer, or other finds violation
- Report violations to Labor Commissioner within 48 hours
- Failure to produce permit = illegal employ
- \$100-\$400 fine, 60 days county jail
- False statements \$100 fine/30 days

48

Entertainment Work Permits

- Issued by the Division of Labor Standards Enforcement
- Employer submits an “Application for Permission to Work in the Entertainment Industry”
- School Official Completes “School Record” portion, affixes stamp

49

“Entertainment Industry”

- any organization, or individual, using minor's services
 - Motion pictures of any type
 - using any format (theatrical film, TV program
 - by any medium (theater, television,)
 - photography; recording; modeling; theatrical productions; publicity; rodeos; circuses; musical performances; and any other performances where minors perform to entertain the public

8 CCR 11751

50

Entertainment Work Permit - Adobe Acrobat Reader 5.0

Home Tools Entertainment Wor... Permit No.

APPLICATION FOR PERMISSION TO WORK IN THE ENTERTAINMENT INDUSTRY

PROCEDURES FOR OBTAINING WORK PERMIT

1. Complete the information required below.
2. School authorities must complete the "School Record" section below for minors in grades 1 thru 12.
3. For minors 15 days through kindergarten, please attach a photo copy of minor's birth certificate. See reverse side for other documents that may be accepted.
4. All signatures MUST be in original ink. No fax or photo copies permitted.
5. Mail or present the completed application to any office of the Division of Labor Standards Enforcement for issuance of your work permit. Work permits will be issued within 3 business days and mailed to you.
6. Please provide a preaddressed, stamped envelope so the permit can be mailed back to you.

Name of Child		Professional Name (if applicable)				
AKA:						
Permanent Address Number	Street	City	State	Zip Code	Home Phone Number	
School Attending					Grade	
Date of Birth	Age	Height ft. in.	Weight lbs.	Hair Color	Eye Color	Gender
						<input type="checkbox"/> Male <input type="checkbox"/> Female

STATEMENT OF PARENT OR GUARDIAN: It is my desire that an Entertainment Work Permit be issued to the above named child. I will read the rules governing such employment and will cooperate to the best of my ability in safeguarding his or her educational, moral and physical interest. I hereby certify, under penalty of perjury, that the foregoing statements are true and correct.

By submitting personal information about yourself and your minor child to DLSE in order to obtain an entertainment work permit for your child, you consent to DLSE's use of that personal information for purposes authorized by Labor Code § 1508.5 and 1508.10, which provide for the issuance of such permits. Note that DLSE's use of such personal information includes the disclosure of information about you and your minor child to third parties who want to verify a work permit.

Name of Parent or Guardian (print or type)	Signature	Daytime Phone Number

51

[Go back](#) [Home](#) [Tools](#) [Entertainment > ...](#)

SCHOOL RECORD

Circle whether "SATISFACTORY" or "UNSATISFACTORY" for each

Attendance	Academics (Grades)	Health - Please indicate if the minor requires medical approval to obtain a permit.
SATISFACTORY / UNSATISFACTORY	SATISFACTORY / UNSATISFACTORY	SATISFACTORY / NEEDS MEDICAL APPROVAL

CERTIFY THAT THE ABOVE-NAMED MINOR:

- ☐ Meets the school district's requirements with respect to age, school record, attendance and health.
- ☐ Does not meet the district's requirements and permit should not be issued.

Authorized School Official, Signature and Title _____ Date _____

School Address _____ School Phone Number _____

[School Seal, Stamp, Address Stamp, or Signed Letterhead] REQUIRED

HEALTH RECORD

Complete this section if instructed to do so or if infant is under One Month of Age

Name of Doctor	Address	Phone Number

I certify that I am a licensed physician and surgeon who is Board Certified in pediatrics , and have carefully examined _____

In my opinion, (please circle) he / she is / is not physically fit to be employed in the production of motion pictures and television. If less than one month, infant is / is not at least 15 days old, was / was not carried to full term, and is / is not physically able to perform.

Signature _____ M.D. Date _____

Remarks _____

PLEASE USE DOCTOR'S OFFICE STAMP ON APPLICATION TO ENSURE AUTHENTICITY.

Procedure

- Minor/parent obtains application form
- Parent/Guardian completes requested information
- School Official fills out “School Record” section
 - When school is in session
 - When school is not in session, either
 - the minor’s recent report card or
 - letter from the principal indicating that the minor is “satisfactory” in all academic subjects, health, and attendance
- Homeschooled minors – parent completes application and attaches a current private school affidavit

Education Verification

- Charter School – CS or Charter Authority
- Private School – Principal
- Tutor – School district or county office
- Independent Study – School/district/county

Volunteer/Unpaid Trainee

- Pertains to various work-based learning under Ed Code 51760 et. al.
- Can include work-based learning or vocational education off school grounds
- LEA provides worker's comp EC 51769
- CDE Form B1-6

55

CDE Form B1-6.pdf - Adobe Acrobat Reader DC

File Edit View Window Help

Home Tools CDE Form B1-6.pdf x

REQUEST FOR VOLUNTEER/UNPAID TRAINEE AUTHORIZATION FOR MINOR
CDE Form B1-6 (Rev. 04-12)

(Print Information)

Minor's Information

Minor's Name (First and Last)	Home Phone	Birth Date
Home Address	City	Zip Code

Local Education Agency Information

LEA Name	LEA Phone
LEA Address	City Zip Code

List educational program for this placement: _____

56

CDE Form B1-6.pdf - Adobe Acrobat Reader DC

File Edit View Window Help

Home Tools CDE Form B1-6.pdf x

To be filled in by employer or agency of placement.

Business or Agency of Placement Name	Business Phone
Business Address	City Zip Code

Minor's services during volunteer/unpaid training: _____

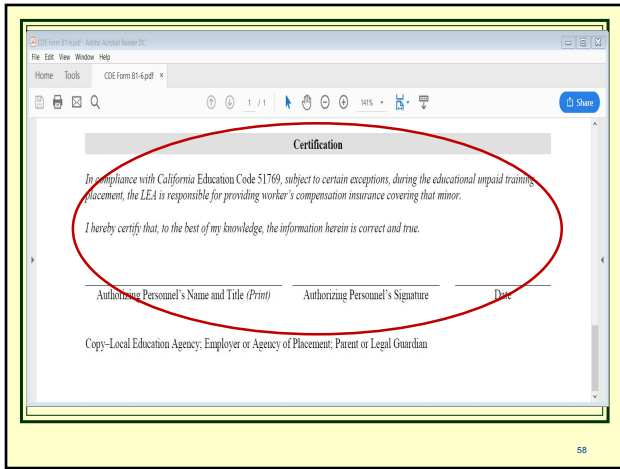
Employer's Name (Print First and Last)	Employer's Signature	Date
--	----------------------	------

To be signed by parent or legal guardian.

As the parent or guardian, I hereby grant permission to the above minor to volunteer or be placed for unpaid training.
I hereby certify that, to the best of my knowledge, the information herein is correct and true.

Parent/Guardian's Name (Print First and Last)	Parent/Guardian's Signature	Date
---	-----------------------------	------

57



SB 1428

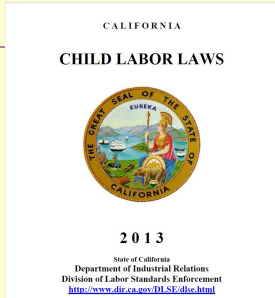
- Adds Ed Code 49120
- Usually a pupil's grades and attendance are considered when issuing work permits
- The bill prevents denial of a work permit on the basis of grades/attendance:
 - For government employment/training program
 - During summer recess or vacation

AB 1025

Schools, employees and volunteers, Activity Supervisor Clearance Certificate

- If the pupil activity is sponsored by the school district, the minor is not required to have a work permit (29 USC 203(s)(1)), **however** they shall have a Certificate of Age (29 CFR 570.9). **In California we do not issue Certificates of Age, thus you are to issue a work permit in its place.**
- So now, minors who coach or referee sports for a school district not only must have a work permit, but also must obtain an **Activity Supervisor Clearance Certificate** from the *Commission on Teacher Credentialing*.
- EC 49024. (a) Prior to assuming a paid or volunteer position to supervise, direct, or coach a pupil activity program sponsored by, or affiliated with, a school district, all non-certificated candidates shall obtain an **Activity Supervisor Clearance Certificate** from the *Commission on Teacher Credentialing* pursuant to subdivision (f) of Section 44258.7.

Division of Labor Standards Enforcement



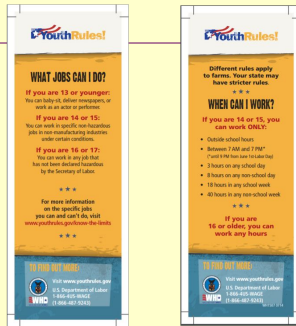
<https://www.dir.ca.gov/dlse/DLSE-CL.htm>

61

Division of Labor Standards Enforcement

Click below to
download
bookmark for
quick reference

[FLSA Act
bookmark.pdf](#)



62

Resources and References

CDE Work Permit for Students

[Work Permits for Students - Work Experience Education \(WEE\)
\(CA Dept of Education\)](#)

Child Labor Law Pamphlet (Excerpt)

Entertainment Industry Defined and Summary Chart

<https://www.dir.ca.gov/dlse/ChildLaborLawPamphlet.pdf#page=39>

US Department of Labor, Wage and Hour Division, Fair Labor Standards Act-
Presentation for Teens

[2020 11A Fair Labor Standards Act ChildLaborTeenAudience.pptx](#)

63

California Association of Work Experience Educators

Professional Organization that provides training to work experience coordinators and School-to-Career specialists.

Provides Work Permit Certification Training

[California Association of Work Experience Educators Homepage](#)

[Labor Laws](#)

64

Q&A

Thank you for participating in this training.

Please complete this brief survey below:

[**Work Permit Training September 24 2020**](#)



65

Future Trainings: Registration Required

Student Discipline Investigations and Expulsion Panels
(two-part, same day)

October 1, 2020

<https://ocde.k12oms.org/1249-187979>

Maintenance & Access of Student Records Training
February 11, 2021

<https://ocde.k12oms.org/1249-187980>

66
