

Stricken language would be deleted from and underlined language would be added to the law as it existed prior to this session of the General Assembly.

1 State of Arkansas  
2 85th General Assembly  
3 Regular Session, 2005

# A Bill

SENATE BILL 380

4  
5 By: Senator Steele

## For An Act To Be Entitled

9 AN ACT TO IMPLEMENT CHANGES IN SCOPE AND FOCUS OF  
10 THE ARKANSAS TRANSITIONAL EMPLOYMENT PROGRAM; AND  
11 FOR OTHER PURPOSES.

## Subtitle

14 AN ACT TO IMPLEMENT CHANGES IN SCOPE AND  
15 FOCUS OF THE ARKANSAS TRANSITIONAL  
16 EMPLOYMENT PROGRAM.

19 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

21 SECTION 1. Arkansas Code § 20-76-102 is amended to read as follows:

22 20-76-102. Coordination of state agency service delivery.

23 ~~(a)(1) To ensure that job finding assistance is being adequately~~  
24 ~~provided to food stamp and transitional employment assistance recipients, the~~  
25 ~~Arkansas Employment Security Department may periodically station appropriate~~  
26 ~~staff for some portion of a workday in any county office of the Department of~~  
27 ~~Human Services.~~

28 ~~(2) The Director of the Arkansas Employment Security Department~~  
29 ~~and the Director of the Department of Human Services shall enter into a~~  
30 ~~written agreement regarding the provision of the services to recipients of~~  
31 ~~food stamps and transitional employment assistance.~~

32 (b)(1) The Department of Human Services shall appropriately train and  
33 supervise all employees and other persons who are responsible for determining  
34 eligibility for cash assistance and diversion payments in the Transitional  
35 Employment Assistance Program and the Arkansas Work Pays Program.

36 (2) The Arkansas Employment Security Department shall



1 appropriately train and supervise all employees and other persons who are  
 2 responsible for developing, evaluating, and managing personal responsibility  
 3 agreements for transitional employment assistance recipients.

4 (3) The training and supervision shall include, but not be  
 5 limited to, a competency-based case management program to measure the  
 6 effectiveness of each plan and to provide appropriate oversight,  
 7 implementation, and training to identify and assist victims of domestic  
 8 violence.

9 (c) To ensure that all available state government resources are used  
 10 to help transitional employment assistance recipients make the transition  
 11 from welfare to work, each of the following state agencies and organizations  
 12 shall also be required to work with the ~~Department of Human Services~~ Arkansas  
 13 Employment Security Department in providing transitional employment  
 14 assistance services:

15 (1) The ~~Arkansas Employment Security Department~~ Department of  
 16 Human Services;

17 (2) The Department of Health;

18 (3) The Department of Higher Education, including community  
 19 colleges and the University of Arkansas Cooperative Extension Service;

20 (4) The Department of Education;

21 (5) The Arkansas Development Finance Authority;

22 (6) The Arkansas Economic Development Commission;

23 (7) The Arkansas State Highway and Transportation Department;

24 (8) The Department of Finance and Administration, including the  
 25 Office of Child Support Enforcement;

26 (9) The State Child Abuse and Neglect Prevention Board;

27 (10) The Arkansas Literacy Council, Inc.;

28 (11) The Department of Workforce Education; and

29 (12) Other state agencies as directed by the Governor or as  
 30 directed by the General Assembly.

31 (d) State agencies required under subsection (c) of this section to  
 32 work with the ~~Department of Human Services~~ Arkansas Employment Security  
 33 Department in providing transitional employment assistance services to  
 34 recipients shall make every effort to use financial resources in their  
 35 respective budgets and to seek additional funding sources, whether private or  
 36 federal, to supplement the moneys allocated by the ~~Department of Human~~

1 ~~Services~~ Arkansas Employment Security Department for the Transitional  
 2 Employment Assistance Program.

3 (e) All agencies of the state and local governments providing program  
 4 services shall work cooperatively with and provide any necessary assistance  
 5 to the General Assembly and the Arkansas Transitional Employment Board and  
 6 shall furnish, in a timely manner, complete and accurate information  
 7 regarding the program to legislative committees and the board upon request.

8 (f) The Arkansas Employment Security Department and the Department of  
 9 Human Services are directed to enter into an interagency agreement under  
 10 which the Department of Human Services shall continue providing cash  
 11 assistance and diversion assistance to all Transitional Employment Assistance  
 12 Program clients.

13  
 14 SECTION 2. Arkansas Code § 20-76-105(c) and (d), concerning membership  
 15 of the Arkansas Transitional Employment Board, are amended to read as  
 16 follows:

17 (c)(1) The appointed members of the Arkansas Transitional Employment  
 18 Board shall serve four-year staggered terms.

19 ~~(2) Initial appointed members of the Arkansas Transitional~~  
 20 ~~Employment Board shall draw lots to determine the length of their terms.~~

21 ~~(3) The Director of the Department of Human Services shall call~~  
 22 ~~the first meeting of the Arkansas Transitional Employment Board within thirty~~  
 23 ~~(30) calendar days of their appointments, and the Governor, in consultation~~  
 24 ~~with the chairs of the House Committee on Public Health, Welfare, and Labor~~  
 25 ~~and the Senate Committee on Public Health, Welfare, and Labor, shall select a~~  
 26 ~~chairperson from among the appointed members.~~

27 ~~(4)~~(2) Five (5) members of the Arkansas Transitional Employment  
 28 Board shall constitute a quorum.

29 ~~(5)~~(3) Only the nine (9) appointed members shall serve as voting  
 30 members.

31 ~~(6)~~(4) No member may authorize a designee to vote in his or her  
 32 behalf.

33 ~~(7)~~(5) The Arkansas Transitional Employment Board shall meet  
 34 with the Governor every six (6) months or as frequently as it deems  
 35 necessary, upon request of the chairperson.

36 ~~(8)~~(6)(A) A majority of the All appointed members shall be

1 citizens with no direct fiduciary interest in programs involved with or  
 2 funded by the Transitional Employment Assistance Program or Temporary  
 3 Assistance for Needy Families funds except for current or former  
 4 participants in the Transitional Employment Assistance Program.

5 (B) If an organization receives Transitional Employment  
 6 Assistance Program funds or Temporary Assistance for Needy Families funds, no  
 7 member of the senior management of the organization may be a member of the  
 8 board.

9 ~~(9)(7)~~(A) The Governor may remove an appointed member for cause.

10 (B) An absence from three (3) consecutive meetings shall  
 11 result in automatic removal unless the member is excused by the chair.

12 ~~(10)(8)~~(A) Vacancies on the Arkansas Transitional Employment  
 13 Board shall be filled in the same manner as the original appointment for the  
 14 unexpired portion of the term.

15 (B) If a vacancy occurs in a position filled by nominees  
 16 from either the President Pro Tempore of the Senate or the Speaker of the  
 17 House of Representatives, the member shall be appointed by the Governor from  
 18 a list of at least four (4) nominees, of whom at least two (2) shall be  
 19 submitted by the President Pro Tempore of the Senate and at least two (2)  
 20 shall be submitted by the Speaker of the House of Representatives.

21 (d)(1) The Arkansas Transitional Employment Board shall:

22 ~~(1)(A)~~ Review, recommend, and approve transitional  
 23 employment assistance regulations developed by the Department of Human  
 24 Services and the Arkansas Employment Security Department;

25 ~~(2)(A)(B)~~ Oversee the operation of the program and  
 26 progress toward the program outcomes;

27 ~~(B)(C)~~ Develop a performance management plan for  
 28 achievement of the transitional employment assistance outcomes that includes:

29 (i) Performance measures for each of the outcomes  
 30 and federal performance requirements;

31 (ii) Setting targets for each of the outcomes and  
 32 requirements;

33 (iii) Reporting requirements for the department and  
 34 each county on their progress toward outcome targets;

35 (iv) Measures for accountability for county and  
 36 state offices for progress in meeting the targets, which include increased

1 flexibility and funding for offices meeting the targets and corrective action  
2 for offices not meeting the targets; and

3 (v) Reporting on the operation of the performance  
4 management plan to the Governor and the cochairs of the House Interim  
5 Committee on Public Health, Welfare, and Labor and the Senate Interim  
6 Committee on Public Health, Welfare, and Labor;

7 ~~(3)(D)~~ Coordinate the activities of all state agencies  
8 involved in the program, including moderating disagreements among those state  
9 agencies about their respective responsibilities in the program and  
10 facilitating their active collaboration;

11 ~~(4)(E)~~ Employ necessary staff to assist with the range and  
12 diversity of its charge;

13 ~~(5)(F)~~ Review, recommend, and approve annually updates of  
14 the state's transitional employment assistance plan by December 1 of each  
15 year for the next year and report on the updated plan to the Governor and the  
16 House Committee on Public Health, Welfare, and Labor and the Senate Committee  
17 on Public Health, Welfare, and Labor;

18 ~~(6) Review, recommend, and approve charters, rechararters,  
19 or dissolutions of local coalitions recommended by the Department of Human  
20 Services;~~

21 ~~(7) Review, recommend, and approve Department of Human  
22 Services guidelines to local coalitions regarding annual plan development;~~

23 ~~(8) Review, recommend, and approve guidelines for the  
24 funding of local coalitions;~~

25 ~~(9)(G)~~ Review, recommend, and approve all requests for  
26 proposals using program moneys and state-controlled welfare-to-work moneys;

27 ~~(10) Initiate activities to foster multicounty  
28 eollaboration, including establishing incentives for local coalitions with  
29 small caseloads to combine and become multicounty coalitions;~~

30 ~~(11)(H)~~ Respond to and report on citizens' concerns about  
31 the implementation and administration of the program;

32 ~~(12)(I)~~ Review, recommend, and approve standards of  
33 eligibility for assistance developed by the Department of Human Services;

34 ~~(13)(J)~~ Review the Department of Human Services' and the  
35 Arkansas Employment Security Department's plan plans for bonus awards and  
36 employee incentives focused on achieving program outcomes;

1                   ~~(14)~~(K) Submit biannual reports to the House Committee on  
2 Public Health, Welfare, and Labor and the Senate Committee on Public Health,  
3 Welfare, and Labor and to the Governor;

4                   ~~(15)~~ Require that, prior to approval, each local  
5 transitional employment assistance implementation plan describe a method by  
6 which the corresponding regional workforce investment board will support the  
7 local transitional employment assistance implementation plan;

8                   ~~(16)~~(L) Contract for an independent evaluation of the  
9 program;

10                  ~~(17)~~ Review, recommend, and approve a plan developed by  
11 the Department of Human Services for home visits to check on the safety and  
12 well-being of children in families that have lost transitional employment  
13 assistance cash assistance for any reason other than employment;

14                  ~~(18)~~ Provide guidance and oversight to the Governor's  
15 Partnership Council on Children and Families, which is a collaborative  
16 partnership with the Department of Health, the Department of Education, and  
17 the Department of Human Services;

18                  ~~(19)~~(M) Review, recommend, and approve a plan developed by  
19 the Department of Human Services Arkansas Employment Security Department to  
20 provide services and information to former program recipients to help them  
21 stay employed and to achieve progressively higher wages and earnings;

22                  ~~(20)~~(N) Review, recommend, and approve a plan developed by  
23 the Department of Human Services Arkansas Employment Security Department for  
24 pilot projects to provide employment training, job search services, and  
25 parenting education to noncustodial parents of children in transitional  
26 employment assistance families that cannot pay child support because of  
27 unemployment or low earnings;

28                  ~~(21)~~(O)(i) ~~The Arkansas Transitional Employment Board~~  
29 ~~shall utilize~~ Utilize the expertise of the Arkansas Workforce Investment  
30 Board, the Arkansas Transitional Employment Board, and the Department of  
31 Higher Education to jointly; ~~(A) Develop~~ develop a plan for contracting with  
32 state agencies, two-year technical ~~institutions~~ colleges, technical  
33 institutions, local governments, or private or community organizations to  
34 establish, using available Temporary Assistance for Needy Families funds, at  
35 least three (3) demonstration projects, to develop job training certificate  
36 programs.

1                   ~~(B)~~(ii) The job training certificate programs shall  
 2 provide short-term training designed to prepare low-income parents and others  
 3 for jobs that pay significantly more than minimum wage and that are available  
 4 in the area.

5                   ~~(C)~~(iii) The projects shall be designed in  
 6 consultation with local employers, ~~temporary employment assistance~~  
 7 ~~coalitions~~, and workforce investment boards to identify appropriate job  
 8 opportunities and needed skills and training.

9                   ~~(D)~~(iv) Contracts shall include performance-based  
 10 payments keyed to enrollments, completion, job placement, and job retention.

11                   ~~(E)~~(v) Temporary Assistance for Needy Families may  
 12 be combined with other state and federal funds in ways consistent with  
 13 federal laws and rules; and

14                   ~~(22)~~~~(A)~~(W)(i) Oversee the operation of transitional  
 15 employment assistance child care and transitional child care with the goals  
 16 of maintaining the current provision of child care to families receiving  
 17 transitional employment assistance and families who have left transitional  
 18 employment assistance, to maximize child care available to low-income  
 19 families and to avoid overspending the biennial budget for child care.

20                   ~~(B)~~(ii) The Arkansas Transitional Employment Board  
 21 may authorize an increase in the spending cap on low-income child care if it  
 22 certifies to the Governor and the Chief Fiscal Officer of the State that the  
 23 additional expenditure of funds will not result in shortfalls in the  
 24 transitional employment assistance child care or transitional child care  
 25 budgets under existing conditions.

26                   ~~(C)~~(iii) If the Arkansas Transitional Employment  
 27 Board certifies to the Governor and the Chief Fiscal Officer of the State and  
 28 notifies the Legislative Council and the House Interim Committee on Public  
 29 Health, Welfare, and Labor and the Senate Interim Committee on Public Health,  
 30 Welfare, and Labor that the action is necessary to avoid overspending the  
 31 biennial budget for child care, it may authorize one (1) or more of the  
 32 following actions:

33                                 ~~(i)~~(a) An increase in the copayment schedule  
 34 for transitional child care;

35                                 ~~(ii)~~(b) An allocation of further Temporary  
 36 Assistance to Needy Families funds;

1 ~~(iii)(c)~~ A reduction of a total of twenty-four  
 2 (24) months in the transitional child care assistance available to temporary  
 3 employment assistance recipients who leave assistance after the reduction; or

4 ~~(iv)(d)~~ A reduction in the spending cap for  
 5 low-income child care; ~~and.~~

6 ~~(23)(A) Oversee and coordinate the operation of the local~~  
 7 ~~coalitions with the goals of continuing their strong contributions to the~~  
 8 ~~success of transitional employment assistance recipients, former transitional~~  
 9 ~~employment assistance recipients, and the Arkansas Transitional Employment~~  
 10 ~~Assistance Program, including recruiting new members, arranging training so~~  
 11 ~~that coalition officers and members can understand the resources and services~~  
 12 ~~available to further their mission, fostering collaboration with workforce~~  
 13 ~~investment boards, and assisting local coalitions to obtain available funding~~  
 14 ~~from state, local, private, and nonprofit sources to support their~~  
 15 ~~activities.~~

16 ~~(B) The Arkansas Transitional Employment Board shall~~  
 17 ~~distribute any state funds available to the local coalitions on a competitive~~  
 18 ~~basis.~~

19 (2)(A) Actions taken by the Arkansas Transitional Employment  
 20 Board regarding the Transitional Employment Program shall be submitted to the  
 21 Director of the Arkansas Employment Security Department for review.

22 (B) Actions receiving unfavorable review by the Director  
 23 of the Arkansas Employment Security Department shall be returned to the  
 24 Arkansas Transitional Employment Board for reconsideration and new action.

25  
 26 SECTION 3. Arkansas Code § 20-76-105(g), concerning the Agency  
 27 Advisory Council, is repealed:

28 ~~(g) The Agency Advisory Council shall be formed to advise and to meet~~  
 29 ~~in conjunction with the Arkansas Transitional Employment Board. The council~~  
 30 ~~shall be composed of the following members or other members as the Arkansas~~  
 31 ~~Transitional Employment Board may determine:~~

32 ~~(1) The Director of the Division of County Operations of the~~  
 33 ~~Department of Human Services;~~

34 ~~(2) The Director of the State Child Abuse and Neglect Prevention~~  
 35 ~~Board;~~

36 ~~(3) The Director of the Division of Child Care and Early~~



1 ~~Childhood Education of the Department of Human Services;~~  
 2 ~~(4) The Director of the Office of Child Support Enforcement;~~  
 3 ~~(5) The Director of the Department of Education;~~  
 4 ~~(6) The Director of the Arkansas Development Finance Authority;~~  
 5 ~~(7) The Director of the Arkansas State Highway and~~  
 6 ~~Transportation Department;~~  
 7 ~~(8) One (1) member of the Arkansas Workforce Investment Board~~  
 8 ~~Executive Committee; and~~  
 9 ~~(9) Two (2) members of local coalitions selected by the chair of~~  
 10 ~~the board.~~

11  
 12 SECTION 4. Arkansas Code § 20-76-105(m) -- (o), concerning the  
 13 executive committee of the Arkansas Transitional Employment Board, are  
 14 amended to read as follows:

15 (m)(1) The Arkansas Transitional Employment Board shall select three  
 16 (3) of its members to form an executive committee.

17 (2) On those rare occasions when it becomes necessary for the  
 18 Department of Human Services or the Arkansas Employment Security Department  
 19 to take action on matters regarding the program between meetings of the  
 20 Arkansas Transitional Employment Board, the director is authorized to contact  
 21 the executive committee to receive direction on how to proceed.

22 (3) Any decisions or guidance given to the Department of Human  
 23 Services or the Arkansas Employment Security Department by the executive  
 24 committee shall be reported to the Arkansas Transitional Employment Board at  
 25 its next meeting.

26 (4) Other duties may be assigned to the executive committee by a  
 27 majority vote of the Arkansas Transitional Employment Board.

28 (5) This procedure may be changed by a majority vote of the  
 29 Arkansas Transitional Employment Board.

30 (n)(1) The Department of Human Services shall develop and maintain the  
 31 indicators for the program outcomes listed in subdivision (1)(1) of this  
 32 section subject to review and approval by the Arkansas Transitional  
 33 Employment Board.

34 (2) The Arkansas Employment Security Department shall develop  
 35 and maintain the indicators for the program outcomes listed in subdivisions  
 36 (1)(2) -- (5) of this section subject to review and approval by the Arkansas

1 Transitional Employment Board.

2 (o)(1) The Arkansas Employment Security Department and the Department  
3 of Human Services shall develop proper targets for each program outcome by  
4 July 1 of each year, ~~beginning with July 1, 2002,~~ subject to review and  
5 approval by the Arkansas Transitional Employment Board.

6 (2) The Arkansas Transitional Employment Board shall adopt the  
7 targets at the first meeting after July 1 of each year.

8 (3) The Arkansas Transitional Employment Board shall review and  
9 report on progress in achieving the targets by December 10 and June 10 of  
10 each year.

11 (4)(A) Reports shall be submitted to the Governor and to the  
12 House Interim Committee on Public Health, Welfare, and Labor and the Senate  
13 Interim Committee on Public Health, Welfare, and Labor.

14 (B) The report shall include comments from the Department  
15 of Human Services, the Arkansas Employment Security Department, and other  
16 relevant state agencies about their activities and their progress toward the  
17 program outcome targets.

18  
19 SECTION 5. Arkansas Code § 20-76-106(b) and (c), concerning the  
20 statewide implementation plan of the Transitional Employment Assistance  
21 Program, are amended to read as follows:

22 (b) At a minimum, the transitional employment assistance  
23 implementation plan shall include:

24 (1) Performance standards and measurement criteria for state and  
25 county offices of the Department of Human Services, the Arkansas Employment  
26 Security Department, and all service providers under the program;

27 (2) Contract guidelines for contract service providers under the  
28 program;

29 (3) Guidelines for training transitional employment assistance  
30 service providers, whether state employees or contract providers;

31 (4) Functions to be performed by each state agency in helping  
32 recipients make the transition from welfare to work;

33 (5) Guidelines for clarifying or, if necessary, modifying the  
34 rules of the state agencies charged with implementing the program so that all  
35 unnecessary duplication is eliminated;

36 (6) Guidelines for modifying compensation and incentive programs

1 for state employees in order to achieve the performance outcomes necessary  
2 for successful implementation of the program;

3 (7) Guidelines for timely assessments for each participant which  
4 lead to an individual personal responsibility agreement that identifies the  
5 strengths of the participant and the barriers faced in obtaining a job and  
6 reaching self-sufficiency and the services to be provided to assist the  
7 participant in finding and keeping work and in moving toward self-  
8 sufficiency;

9 (8) Guidelines for timely provision of needed support services  
10 as specified in the individual personal responsibility agreement. These  
11 guidelines shall include procedures for evaluating the quality and value of  
12 assessments and the provision of support services;

13 (9) Guidelines governing job search requirements for  
14 transitional employment assistance applicants;

15 (10) Guidelines governing the provision of support services to  
16 transitional employment assistance participants and former transitional  
17 employment assistance participants to assist them in retaining employment and  
18 earning higher wages and career advancement;

19 (11) Guidelines governing the combining of work with education  
20 and training;

21 (12) Guidelines for the independent evaluation of all cases  
22 closed due to sanctions or time limits;

23 (13) A micro-lending program and an individual development trust  
24 account demonstration project for program recipients;

25 ~~(14) Application guidelines and requirements for chartering~~  
26 ~~local coalitions to plan and coordinate the delivery of services under the~~  
27 ~~program at the local level;~~

28 ~~(15)~~(14) Criteria for relocation of program recipients which  
29 take into account factors, including, but not limited to, job availability,  
30 availability of support services, and proximity of relocation area to current  
31 residence;

32 ~~(16) Criteria for the approval of the implementation plans~~  
33 ~~submitted by local coalitions;~~

34 ~~(17) Criteria for allocating program resources to local~~  
35 ~~coalitions;~~

36 ~~(18)~~(15) Criteria for prioritizing work activities of program

1 recipients in the event that funds are projected to be insufficient to  
 2 support full-time work activities of program recipients. The criteria may  
 3 include, but not be limited to, priorities based on the following:

4 (A) At least one (1) adult in each two-parent family shall  
 5 be assigned priority for full-time work activities;

6 (B) Among single-parent families, a family that has older  
 7 preschool children or school-age children shall be assigned priority for work  
 8 activities;

9 (C) A recipient who has access to nonsubsidized child care  
 10 may be assigned priority for work activities; and

11 (D) Priority may be assigned based on the amount of time  
 12 remaining until the recipient reaches the applicable time limit for program  
 13 participation or may be based on requirements of a personal responsibility  
 14 agreement; and

15 ~~(19)~~(16) The development of a performance-based payment  
 16 structure to be used for all program services which takes into account the  
 17 degree of difficulty associated with placing a program recipient in a job,  
 18 the quality of placement with regard to salary, benefits, and opportunities  
 19 for advancement, and the recipient's retention of the placement. The payment  
 20 structure should provide, if appropriate, bonus payments to providers that  
 21 experience notable success in achieving long-term job retention with program  
 22 recipients.

23 (c)(1)(A) ~~The Department of Human Services~~ Arkansas Employment  
 24 Security Department shall prepare an annual transitional employment  
 25 assistance implementation plan.

26 (B) The plan shall be subject to review, recommendation,  
 27 and approval by the Arkansas Transitional Employment Board.

28 (2) The Arkansas Transitional Employment Board shall submit  
 29 quarterly progress reports to the Governor, the House Committee on Public  
 30 Health, Welfare, and Labor, and the Senate Committee on Public Health,  
 31 Welfare, and Labor.

32 (3) The annual updated plan shall contain proposals for  
 33 measuring and making progress toward the transitional employment assistance  
 34 outcomes during the succeeding three-year period.

35 (4) The quarterly progress reports to the Governor, the House  
 36 Committee on Public Health, Welfare, and Labor, and the Senate Committee on

1 Public Health, Welfare, and Labor shall include all information ~~which~~ that  
 2 the Arkansas Transitional Employment Board deems necessary for determining  
 3 progress in achieving the outcomes.

4 (5) Information shall be provided for the state, each employment  
 5 opportunity district, and each county.

6 (6) The report shall also include all information requested by  
 7 resolution of the House Committee on Public Health, Welfare, and Labor and  
 8 the Senate Committee on Public Health, Welfare, and Labor.

9 (7) This report shall include a copy of all federal monthly,  
 10 quarterly, and annual reports submitted by the Department of Human Services  
 11 regarding the Temporary Assistance for Needy Families program.

12  
 13 SECTION 6. Arkansas Code § 20-76-108 is repealed:

14 ~~20-76-108. Local transitional employment assistance coalitions.~~

15 ~~(a)(1) Each local transitional employment assistance coalition may~~  
 16 ~~select from its existing membership a local board to consist of at least~~  
 17 ~~eleven (11) members, or the coalition may choose to retain its existing board~~  
 18 ~~or have the entire coalition serve as the board. Each local coalition shall~~  
 19 ~~designate an interim chair who shall call the first meeting of the local~~  
 20 ~~board not more than thirty (30) days after selection of the board members.~~

21 ~~(2) The membership of each coalition may include:~~

22 ~~(A) Representatives of the principal entities that provide~~  
 23 ~~funding for the employment, education, training, and social service programs~~  
 24 ~~that are operated in the area;~~

25 ~~(B) A representative of the chamber of commerce;~~

26 ~~(C) A representative of the Department of Human Services;~~

27 ~~(D) A representative of a community development~~  
 28 ~~organization;~~

29 ~~(E) Representatives of the business community who~~  
 30 ~~represent a diversity of sizes of business;~~

31 ~~(F) Representatives of other local planning, coordinating,~~  
 32 ~~or service delivery entities; and~~

33 ~~(G) A representative of a grassroots community or economic~~  
 34 ~~development organization that serves the poor of the community.~~

35 ~~(3)(A) In selecting new or replacement members for the local~~  
 36 ~~board, the local coalition shall:~~

1                   ~~(i) Seek to select a majority of business persons;~~

2                   ~~(ii) Seek to select individuals who represent local~~  
 3 ~~government, program recipients, and organizations interested in providing~~  
 4 ~~employment, job training, social services, and community and economic~~  
 5 ~~development programs;~~

6                   ~~(iii) Seek a membership which reflects the gender~~  
 7 ~~and ethnic character of the local community; and~~

8                   ~~(iv) Seek to appoint a member of the local workforce~~  
 9 ~~investment board.~~

10                   ~~(B) A majority of the board shall be citizens with no~~  
 11 ~~direct fiduciary interest in programs involved with the Transitional~~  
 12 ~~Employment Assistance Program.~~

13                   ~~(4) No member of the local board shall:~~

14                   ~~(A) Vote on a matter under consideration by the board~~  
 15 ~~regarding the provision of services by the member that would provide direct~~  
 16 ~~financial benefit to the member, the immediate family of the member, or an~~  
 17 ~~organization that employs the member; or~~

18                   ~~(B) Engage in any other activity determined by law to~~  
 19 ~~constitute a conflict of interest.~~

20                   ~~(5)(A) Members of each local board shall serve three year terms.~~  
 21 ~~The members at their first meeting shall draw lots to determine their~~  
 22 ~~respective lengths of term; and~~

23                   ~~(B) The members shall elect a chair to serve a one year~~  
 24 ~~term.~~

25                   ~~(b)(1) The local board shall:~~

26                   ~~(A) Plan and coordinate the delivery of program services~~  
 27 ~~in its area;~~

28                   ~~(B) Replace vacancies in membership with the goal of~~  
 29 ~~establishing or retaining a majority of business persons;~~

30                   ~~(C) Moderate and propose solutions to disagreements~~  
 31 ~~between or among local offices of state agencies regarding their duties and~~  
 32 ~~responsibilities in the local program;~~

33                   ~~(D) Report on the participation of state agencies in local~~  
 34 ~~programs and periodically report its findings to the Arkansas Transitional~~  
 35 ~~Employment Board;~~

36                   ~~(E) Annually update the local coalition's implementation~~

1 plan;

2                   (F) ~~Apply to the Arkansas Transitional Employment Board~~  
 3 ~~for any changes in the local transitional employment assistance coalition's~~  
 4 ~~charter;~~

5                   (G) ~~Receive funding via the fiscal agent approved in the~~  
 6 ~~local implementation plan;~~

7                   (H) ~~Employ necessary staff to assist with the range and~~  
 8 ~~diversity of its charge;~~

9                   (I) ~~Coordinate with local offices of state agencies in~~  
 10 ~~implementing state and local implementation plans and regulations;~~

11                   (J) ~~Contract for services to be provided to program~~  
 12 ~~recipients; and~~

13                   (K) ~~Develop a local transportation plan that emphasizes~~  
 14 ~~cost-effective, long-term solutions for the transportation challenges that~~  
 15 ~~face program recipients, former program recipients, and other poor Arkansas~~  
 16 ~~families in their areas.~~

17                   (2)(A) ~~Transportation services under this policy may include~~  
 18 ~~subsidized public transit, van pooling, and subsidized vehicle purchase and~~  
 19 ~~maintenance plans.~~

20                   (B) ~~The department shall not approve the local~~  
 21 ~~implementation plan of a local coalition unless the plan provides a teen~~  
 22 ~~pregnancy prevention program within each segment of the service area in which~~  
 23 ~~the teen fertility rate is higher than the state average.~~

24                   (C) ~~The department shall not approve the local~~  
 25 ~~implementation plan of a local coalition unless the local implementation plan~~  
 26 ~~includes a teen pregnancy prevention program within each county of the~~  
 27 ~~service area in which the teen fertility rate is higher than the state~~  
 28 ~~average, based on the most recent five year data available from the~~  
 29 ~~Department of Health.~~

30                   (D) ~~The department shall not approve the local~~  
 31 ~~implementation plan of a local coalition unless the local implementation plan~~  
 32 ~~includes a teen pregnancy prevention program within each county of the~~  
 33 ~~service area that ranks among the five (5) counties in the state with the~~  
 34 ~~highest number of births to teens, based on the most recent five year data~~  
 35 ~~available from the Department of Health.~~

36                   (E) ~~The effective date of subdivisions (b)(2) and~~

1 ~~(b)(1)(K) of this section shall be July 1, 1999.~~

2 ~~(c) Each local coalition shall establish a business registry for~~  
 3 ~~business firms committed to assist in the effort of finding jobs for program~~  
 4 ~~recipients. Registered businesses agree to work with the coalition and to~~  
 5 ~~hire program recipients to the maximum extent possible consistent with the~~  
 6 ~~nature of their business. Each quarter, the coalition shall publish a list of~~  
 7 ~~the businesses registered, the number of jobs each has provided for program~~  
 8 ~~recipients, and the current job openings with each registered business.~~

9 ~~(d) There shall be no liability on the part of and no cause of action~~  
 10 ~~of any nature shall arise against any member of the coalition board or its~~  
 11 ~~agents or employees for any action or omission by them in the performance of~~  
 12 ~~their powers and duties under this chapter.~~

13  
 14 SECTION 7. Arkansas Code § 20-76-109 is amended to read as follows:

15 20-76-109. Use of contracts.

16 The ~~Department of Human Services~~ Arkansas Employment Security  
 17 Department should, as appropriate, provide work activities, training, and  
 18 other services through contracts. In contracting for work activities,  
 19 training, or services, the following apply:

20 (1)(A) A contract shall be performance-based.

21 (B) Whenever possible, payment shall be tied to  
 22 performance outcomes that include factors such as, but not limited to, job  
 23 entry, job entry at a target wage, and job retention, rather than tied to  
 24 completion of training or education or any other phase of the program  
 25 participation process.;

26 (2)(A) A contract may include performance-based incentive  
 27 payments that may vary according to the extent to which the recipient is more  
 28 difficult to place.

29 (B)(i) Contract payments may be weighted proportionally to  
 30 reflect the extent to which the recipient has limitations associated with the  
 31 long-term receipt of welfare and difficulty in sustaining employment.

32 (ii) The factors may include the extent of the  
 33 recipient's prior receipt of welfare, lack of employment experience, lack of  
 34 education, lack of job skills, and other factors determined appropriate by  
 35 the department.;

36 (3) Each contract awarded under the Arkansas Transitional



1 Employment Program shall be awarded in accordance with state procurement and  
2 contract laws; and

3 (4)(A) The department may contract with commercial, charitable,  
4 or ~~religious~~ faith-based organizations.

5 (B) A contract must comply with federal requirements with  
6 respect to nondiscrimination and other requirements that safeguard the rights  
7 of participants.

8 (C) Services may be provided under contract, certificate,  
9 voucher, or other form of disbursement.

10  
11 SECTION 8. Arkansas Code Title 20, Chapter 76, Subchapter 1 is amended  
12 to add additional sections to read as follows:

13 20-76-110. Arkansas Transitional Employment Assistance Transition  
14 Workgroup.

15 (a) There is created an Arkansas Transitional Employment Assistance  
16 Transition Workgroup that shall be composed of the following members:

17 (1) The Director of the Arkansas Employment Security Department;

18 (2) One (1) member from the executive staff of the Arkansas  
19 Transitional Employment Board;

20 (3) The Director of the Division of County Operations of the  
21 Department of Human Services;

22 (4) One (1) senior staff member from the Department of Human  
23 Services appointed by the Director of the Department of Human Services;

24 (5) Three (3) members to be appointed by the Governor, two (2)  
25 with direct administrative experience in transitions of welfare programs to  
26 workforce agencies and one (1) of whom shall be a current or former  
27 transitional employment assistance or Aid to Families with Dependent Children  
28 recipient; and

29 (6) Two (2) members, one (1) to be appointed by the Chair of the  
30 House Committee on Public Health, Welfare, and Labor and one (1) to be  
31 appointed by the Chair of the Senate Committee on Public Health, Welfare, and  
32 Labor.

33 (b) The members appointed by the Governor and the committee chairs  
34 shall not be Arkansas state employees.

35 (c)(1) The appointed members of the Arkansas Transitional Employment  
36 Assistance Transition Workgroup shall serve through the full period of

1 operation of the workgroup.

2 (2)(A) The Director of the Arkansas Employment Security  
 3 Department shall call the first meeting of the Arkansas Transitional  
 4 Employment Assistance Transition Workgroup within thirty (30) calendar days  
 5 of the appointments of the members.

6 (B) The Director of the Arkansas Employment Security  
 7 Department shall serve as chair for the workgroup.

8 (3) Five (5) members of the Arkansas Transitional Employment  
 9 Assistance Transition Workgroup shall constitute a quorum.

10 (4)(A) The Arkansas Transitional Employment Assistance  
 11 Transition Workgroup shall meet at least two (2) times before July 1, 2005,  
 12 or the effective date of the transfer of the Transitional Employment  
 13 Assistance Program responsibilities to the Arkansas Employment Security  
 14 Department.

15 (B) The workgroup shall meet as often as necessary to  
 16 complete its statutory responsibilities.

17 (5) The Arkansas Transitional Employment Assistance Transition  
 18 Workgroup shall be dissolved after completing its statutory responsibilities  
 19 at the decision of the Director of the Arkansas Employment Security  
 20 Department with the consent of the Chair of the House Committee on Public  
 21 Health, Welfare, and Labor and the Chair of the Senate Committee on Public  
 22 Health, Welfare, and Labor.

23 (6) The Governor may remove an appointed member for cause.

24 (7) Vacancies on the Arkansas Transitional Employment Assistance  
 25 Transition Workgroup shall be filled in the same manner as the original  
 26 appointment for the unexpired portion of the term.

27 (d) The Arkansas Transitional Employment Assistance Transition  
 28 Workgroup shall:

29 (1) Develop recommendations to the Directors of the Arkansas  
 30 Employment Security Department, the Department of Human Services, and the  
 31 Arkansas Transitional Employment Board to guide the implementation of the  
 32 transfer of the Transitional Employment Assistance Program responsibilities  
 33 from the Department of Human Services to the Arkansas Employment Security  
 34 Department, the efficient operation of the Transitional Employment Assistance  
 35 Program, and use of Temporary Assistance for Needy Families funds;

36 (2) Develop measures and benchmarks to gauge the progress of

1 implementation;

2 (3) Review the progress of implementation at six-month and  
 3 twelve-month intervals and make recommendations to the Directors of the  
 4 Arkansas Employment Security Department, the Department of Human Services,  
 5 and the Arkansas Transitional Employment Board proposing improvements;

6 (4) Request reports or information from the Directors of the  
 7 Arkansas Employment Security Department, the Department of Human Services,  
 8 and the Arkansas Transitional Employment Board; and

9 (5) Submit reports to the Governor and to the Chair of the House  
 10 Committee on Public Health, Welfare, and Labor and the Chair of the Senate  
 11 Committee on Public Health, Welfare, and Labor about the guidelines and the  
 12 progress in implementation.

13 (e) Staff support to the Arkansas Transitional Employment Assistance  
 14 Transition Workgroup shall be provided by the Arkansas Employment Security  
 15 Department, the Department of Human Services, the Arkansas Transitional  
 16 Employment Board, and the Bureau of Legislative Research.

17  
 18 20-76-111. Transfers of powers, duties, and personnel

19 (a) The Arkansas Employment Security Department and the Department of  
 20 Human Services shall enter into an interagency agreement transferring  
 21 responsibility for the Transitional Employment Assistance Program block grant  
 22 and for the administration of the Transitional Employment Assistance Program  
 23 in accordance with this subchapter.

24 (b) Personnel identified by contract or interagency agreement as  
 25 performing duties that are transferred from the Department of Human Services  
 26 to the Arkansas Employment Security Department shall be transferred to the  
 27 Arkansas Employment Security Department where they shall continue serving the  
 28 needs of Transitional Employment Assistance Program recipients, subject to  
 29 the standard personnel policies of the Arkansas Employment Security  
 30 Department.

31  
 32 SECTION 9. Arkansas Code § 20-76-401(a), concerning eligibility for  
 33 the Transitional Employment Assistance Program, is amended to read as  
 34 follows:

35 (a)(1) The Transitional Employment Assistance Program is created.

36 (2) The program shall be administered by the Department of Human

1 Services and the Arkansas Employment Security Department.

2 (3) Eligible applicants shall receive one (1) or more of the  
3 following: assessment services, employment assistance, support services,  
4 medical assistance, a positive reinforcement outcome bonus, relocation  
5 assistance, and extended support services.

6  
7 SECTION 10. Arkansas Code § 20-76-402(a), concerning work activities  
8 in the Transitional Employment Assistance Program, is amended to read as  
9 follows:

10 (a) ~~The Department of Human Services~~ Arkansas Employment Security  
11 Department shall develop and describe categories of approved work activities  
12 for transitional employment assistance recipients in accordance with this  
13 section. The regulations shall be subject to review, recommendation, and  
14 approval by the Arkansas Transitional Employment Board. Approved work  
15 activities may include unsubsidized employment, subsidized private sector  
16 employment, subsidized public sector employment, education or training,  
17 vocational educational training, skills training, job search and job  
18 readiness assistance, on-the-job training, micro enterprise, community  
19 service, and work experience. For purposes of this section:

20 (1) "Unsubsidized employment" is full-time employment or part-  
21 time employment that is not directly supplemented by federal or state funds;

22 (2)(A) "Subsidized private sector employment" is employment in a  
23 private for-profit enterprise or a private not-for-profit enterprise which is  
24 directly supplemented by federal or state funds. A program recipient in  
25 subsidized private sector employment shall be eligible for the same benefits  
26 as a nonsubsidized employee who performs similar work. Prior to receiving any  
27 subsidy or incentive, an employer shall enter into a written contract with  
28 the department which may include, but not be limited to, provisions  
29 addressing any of the following:

30 (i) Payment schedules for any subsidy or incentive  
31 such as deferred payments based on retention of the recipient in employment;

32 (ii) Durational requirements for the employer to  
33 retain the recipient in employment;

34 (iii) Training to be provided to the recipient by  
35 the employer;

36 (iv) Contributions, if any, made to the recipient's

1 individual development account; and

2 (v) Weighting of incentive payments proportionally  
 3 to the extent to which the recipient has limitations associated with the  
 4 long-term receipt of welfare and difficulty in sustaining employment. In  
 5 establishing incentive payments, the department shall consider the extent of  
 6 the recipient's prior receipt of welfare, lack of employment experience, lack  
 7 of education, lack of job skills, and other appropriate factors.

8 (B) The department may require an employer to repay some  
 9 or all of a subsidy or incentive previously paid to an employer under the  
 10 program unless the recipient is terminated for cause;

11 (3)(A) "Subsidized public sector employment" is employment by an  
 12 agency of the federal, state, or local government which is directly  
 13 supplemented by federal or state funds. A program recipient in subsidized  
 14 public sector employment shall be eligible for the same benefits as a  
 15 nonsubsidized employee who performs similar work. Prior to receiving any  
 16 subsidy or incentive, an employer shall enter into a written contract with  
 17 the department which may include, but not be limited to, provisions  
 18 addressing any of the following:

19 (i) Payment schedules for any subsidy or incentive  
 20 such as deferred payments based on retention of the recipient in employment;

21 (ii) Durational requirements for the employer to  
 22 retain the recipient in employment;

23 (iii) Training to be provided to the recipient by  
 24 the employer;

25 (iv) Contributions, if any, made to the recipient's  
 26 individual development account; and

27 (v) Weighting of incentive payments proportionally  
 28 to the extent to which the recipient has limitations associated with the  
 29 long-term receipt of welfare and difficulty in sustaining employment. In  
 30 establishing incentive payments, the department shall consider the extent of  
 31 the recipient's prior receipt of welfare, lack of employment experience, lack  
 32 of education, lack of job skills, and other appropriate factors.

33 (B) The department may require an employer to repay some  
 34 or all of a subsidy and incentive previously paid to an employer under the  
 35 program unless the recipient is terminated for cause;

36 (4) "Work experience" is job-training experience at a supervised

1 public or private not-for-profit agency or organization or with a private  
2 for-profit employer which is linked to education or training and  
3 substantially enhances a recipient's employability. Work experience may  
4 include work study, training-related practicums, and internships;

5 (5)(A) "Job search assistance" may include supervised or  
6 unsupervised job-seeking activities. Job readiness assistance provides  
7 support for job-seeking activities, which may include:

8 (i) Orientation in the world of work and basic job-  
9 seeking and job-retention skills;

10 (ii) Instruction in completing an application for  
11 employment and writing a resume;

12 (iii) Instruction in conducting oneself during a job  
13 interview, including appropriate dress; and

14 (iv) Providing a recipient with access to an  
15 employment resource center that contains job listings, telephones, facsimile  
16 machines, typewriters, and word processors.

17 (B) Job search and job readiness activities may be used in  
18 conjunction with other program activities such as community service work  
19 experience but may not be the primary work activity and may not continue  
20 longer than the length of time permitted under federal law;

21 (6) "Education" includes elementary and secondary education,  
22 education to obtain the equivalent of a high school diploma, and education to  
23 learn English as a second language. In consultation with adult education or  
24 rehabilitative services, a person with a high school diploma or the  
25 equivalent who tests at less than a working functioning level shall be  
26 eligible to participate in basic remedial or adult education. If an  
27 individual does not have a high school diploma or equivalency, "education"  
28 also includes basic remedial education and adult education;

29 (7) "Vocational educational training" is postsecondary  
30 education, including, at least, programs at two-year or four-year colleges,  
31 universities, technical institutes, and vocational schools or training in a  
32 field directly related to a specific occupation;

33 (8) Job skills training directly related to employment provides  
34 job skills training in a specific occupation. Job skills training may include  
35 customized training designed to meet the needs of a specific employer or a  
36 specific industry;

1 (9) "On-the-job training" means training and work experience at  
 2 a public or private not-for-profit agency or organization or with a private  
 3 for-profit employer which provides an opportunity to obtain training and job  
 4 supervision and provides employment upon satisfactory completion of training;

5 (10) School attendance at a high school or attendance at a  
 6 program designed to prepare the recipient to receive a high school  
 7 equivalency diploma is a required program activity for each recipient  
 8 eighteen (18) years of age or younger who:

9 (A) Has not completed high school or obtained a high  
 10 school equivalency diploma;

11 (B) Is a dependent child or a head of household; and

12 (C) For whom it has not been determined that another  
 13 program activity is more appropriate;

14 (11) Participation in medical, educational, counseling, and  
 15 other services that are part of the recipient's personal responsibility  
 16 agreement is a required activity for each teen parent who participates in the  
 17 Transitional Employment Assistance Program; and

18 (12) "Community service" is time spent engaged in an approved  
 19 activity at a government entity or community-based, charitable organization.  
 20

21 SECTION 11. Arkansas Code § 20-76-406(a), concerning alternative  
 22 benefits in the Transitional Employment Assistance Program, is amended to  
 23 read as follows:

24 (a) The Department of Human Services may establish and maintain a  
 25 program of public assistance as an alternative for individuals otherwise  
 26 eligible for transitional employment assistance who, having ~~engaged~~ engaged  
 27 in transitional employment assistance work activities for at least six (6)  
 28 weeks, have fully complied with all provisions in the individual's personal  
 29 responsibility agreement but who are not engaged in work as defined in  
 30 transitional employment assistance laws or regulations.  
 31

32 SECTION 12. Arkansas Code § 20-76-438 is amended to read as follows:  
 33 20-76-438. Purpose.

34 ~~(1)(a)(1)~~ The General Assembly finds that it is important that all  
 35 families in this state be strong and economically self-sufficient, and that  
 36 it is in the public interest that:

1                   ~~(2)(A)~~ ~~It is in the public interest that eligible~~  
 2 Eligible persons and families of lesser means be given time-limited cash  
 3 assistance along with an opportunity to obtain and retain employment that is  
 4 sufficient to sustain their families-;

5                   ~~(3)(B)~~ As a part of this transition from welfare to work,  
 6 it is in the public's interest that various supportive services and, in some  
 7 cases, education and training be offered to these families to enable them to  
 8 make this transition-;

9                   ~~(4)(C)~~ ~~The General Assembly finds that education~~ Education  
 10 and training are essential to long-term career development and self-  
 11 sufficiency-; and

12                   ~~(5)(D)~~ ~~The General Assembly further finds that employment~~  
 13 Employment improves the quality of life for parents and children by  
 14 increasing family income and assets and by improving self-esteem.

15                   ~~(6)(2)~~ Therefore, it is in the public interest that our state  
 16 provide time-limited cash assistance and supportive services to our most  
 17 vulnerable citizens and their children.

18                   (b)(1) The General Assembly also finds that:

19                   (A) Currently there is duplication of effort on the part  
 20 of the Department of Human Services and the Arkansas Employment Security  
 21 Department in providing services to needy families qualifying for assistance  
 22 under the Temporary Assistance for Needy Families Program;

23                   (B) The Arkansas Employment Security Department is better  
 24 able to assist individuals in preparing for and finding employment and  
 25 staying in jobs and increasing their earnings;

26                   (C) The Department of Human Services is better able to  
 27 determine eligibility for benefits under the Temporary Assistance for Needy  
 28 Families; and

29                   (D) Consideration shall be given to the fact that persons  
 30 and families accessing these services are of lesser means and as a result  
 31 these services will be conveniently made available to the public;

32                   (2) Therefore, it is in the public interest that the General  
 33 Assembly authorize the Arkansas Employment Security Department to:

34                   (A) Receive the Temporary Assistance for Needy Families  
 35 block grant from the United States Department of Health and Human Services  
 36 for the administration of allemporary Assistance for Needy Families funded



1 programs in Arkansas;

2 (B) Expend the Temporary Assistance for Needy Families  
 3 block grant funds subject to the appropriations of the General Assembly;

4 (C) Provide all employment-related services for time-  
 5 limited Transitional Employment Assistance Program clients;

6 (D) Contract with other state agencies or other providers  
 7 to deliver services in Temporary Assistance for Needy Families -funded  
 8 programs; and

9 (E) Prepare and submit any Temporary Assistance for Needy  
 10 Families renewal plans that are required in § 402 of the Social Security Act,  
 11 42 U.S.C. § 651 et seq.

12  
 13 SECTION 13. Arkansas Code § 20-76-441 is amended to read as follows:

14 20-76-441. Transitional employment assistance postemployment  
 15 information and referral program.

16 The ~~Department of Human Services~~ Arkansas Employment Security  
 17 Department shall establish a transitional employment assistance  
 18 postemployment information and referral program to:

19 (1) Contact all employed program participants and former program  
 20 participants whose cases have been closed due to employment; and

21 (2) Inform respondents about the availability of transitional  
 22 supportive services such as child care, transportation, ARKids First, federal  
 23 and state earned income tax retention, mentoring, financial credit  
 24 counseling, individual development accounts, any other supportive services  
 25 offered by the department, and information about education and training  
 26 opportunities designed to increase participants' future earning and  
 27 employment prospects.

28  
 29 SECTION 14. Arkansas Code § 20-76-442(a), concerning the transitional  
 30 employment assistance customer service review program, is amended to read as  
 31 follows:

32 (a) The Department of Human Services and the Arkansas Employment  
 33 Security Department shall establish a process to review a statistically valid  
 34 sample of transitional employment assistance case closures due to  
 35 noncompliance with program regulations.

36

1 SECTION 15. Arkansas Code § 20-76-443(a), concerning education and  
2 training in the Transitional Employment Assistance Program, is amended to  
3 read as follows:

4 (a)(1) The Department of Human Services and the Arkansas Employment  
5 Security Department shall permit Transitional Employment Assistance Program  
6 recipients to obtain the education and training they need to obtain jobs that  
7 pay wages allowing them to be economically self-sufficient.

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