APPENDIX G-1 CHILD CARE SECTION DATED 2007-2009

County:	SCHENENCTADY	

I. Administration (Required Section)

Describe how your district is organized to administer the child care program including any functions that are subcontracted to an outside agency.

1. Identify the unit that has primary responsibility for the administration of child care for:

Public Assistance Families: Public Assistance Units

Transitioning Families: Daycare Eligibility Unit Income Eligible Families: Daycare Eligibility Unit

Title XX: Daycare Eligibility Unit

2. Indicate the use of New York State Child Care Block Grant (NYSCCBG) Funds.

Total NYSCCBG Amount: \$2,383,401

A. Subsidy \$2,283,401

B. Other program costs (excluding subsidy) \$500,000 (SFY 4/06-3/07)

C. Administrative costs \$16,000

3. Does your district have a contract or formal agreement with another organization to perform any of the following functions?

Function:	Organization:	Amount of Contract:
☐ Eligibility screening		
Screening of legally- exempt providers		
Assistance in locating care		
Child Care Information Systems		
Other		

APPENDIX G-2

II. Other Eligible Families if Funds are Available (Required Section)

Listed below are optional categories of eligible families that your district can include as part of its ICP. Select any categories your district wants to serve and describe any limitations associated with the category.

Optional Categories	Option	Limitations
1. Public Assistance (PA) families participating in an approved activity in addition to their required work activity.	X Yes No	As determined by the independent employment plan completed by SJTA.
2. PA families or families with income up to 200% of the State Income Standard when the caretaker is:		
a) participating in an approved substance abuse treatment program	X Yes	Open child welfare protective case only
b) homeless	X Yes No	If working
c) a victim of domestic violence	X Yes No	If working
d)in an emergency situation of short duration	X Yes No	Short term medical problems if the case is open as child protective
3. Families with an open child protective services case when child care is needed to protect the child.	X Yes No	
4. Families with income up to 200% of the State Income Standard when child care services are needed because the child's caretaker:		
a) is physically or mentally incapacitated	X Yes No	Open child welfare protective case only

b) has family duties away from home	X Yes	Under unusual short term circumstances to be determined on a case by case basis by the Director or the Commissioner, using the following criteria: duration limited to one month; no informal resources exist; the circumstances leading to the situation are outside the caregiver's control.
5. Families with income up to 200% of the State Income Standard when child care services are needed for the child's caretaker to actively seek employment for a period up to 6 months.	X Yes No	Authorized on a part time (up to 20 hours per week) basis for up to 30 days with documented proof of active job search. May be extended for up to six months for extenuating circumstances with documentation. Criteria to be used for extenuating circumstances include: the county unemployment rate exceeds the state average by two percentage points; the applicant can demonstrate an active but unsuccessful job search.
6. PA families where a sanctioned parent is participating in unsubsidized employment, earning wages at a level equal to or greater than the minimum amount under law.	X Yes	
7 . Families with income up to 200% of the State Income Standard when child care services are needed for the child's caretaker to participate in:		
a) a public or private educational facility providing a standard high school curriculum offered by or approved by the local school district	X Yes No	If the parent is also employed in unsubsidized employment a minimum of 25 hours per week. Under no circumstance will the daycare be approved for more than full-time daycare.

b) an education program that prepares an individual to obtain a NYS High School equivalency diploma	X Yes ☐ No	If the parent is employed in unsubsidized employment a minimum of 25 hours per week. Under no circumstance will the daycare be approved for more than full-time daycare; and possesses documentation that he/she will take the GED within 12 months of starting the program.
c) a program providing basic remedial education in the areas of reading, writing, mathematics, and oral communications for individuals functioning below the ninth month of the eighth grade level	X Yes	If the parent is employed in unsubsidized employment 25 hours per week and has documentation indicating that the individual is attending consistently, making satisfactory progress, and if not a high school graduate, the individual must be prepared to take the GED test within 12 months of starting the program.
d) a program providing literacy training designed to help individuals improve their ability to read and write;	X Yes No	If the parent is employed in unsubsidized employment 25 hours per week and has documentation indicating that the individual is attending consistently, making satisfactory progress, and if not a high school graduate, the individual must be prepared to take the GED test within 12 months of starting the program.
e) English as a second language (ESL) instructional program designed to develop skills in listening, speaking, reading and writing the English language for individuals whose primary language is other than English		If the parent is employed in unsubsidized employment 25 hours per week and has documentation indicating that the individual is attending consistently, making satisfactory progress, and if not a high school graduate, the individual must be prepared to take the GED test within 12 months of starting the program

f) a two year full-time degree granting program at a community college, a two year college, or an undergraduate college with a specific vocational goal leading to an associate degree or certificate of completion	X Yes No	If the applicant is a recent high school graduate or received a GED (within the last two years) and all previous work experience is part time (less than 25 hours per week); and maintains a 2.5 GPA; and must complete the program within 24 months.
g) a training program, which has a specific occupational goal and is conducted by an institution licensed or approved by the State Education Department other than a college or university	X Yes No	If the parent is also employed a minimum of 20 hours per week, can document consistent attendance, maintains a 2.5 GPA, and completes the program within 12 months.
h) a prevocational skill training program such as, a basic education and literacy training program	Yes X No	
 i) a demonstration project designed for vocational training or other project approved by the Department of Labor. The parent/caretaker must complete the selected programs listed under number seven within 30 consecutive calendar months. The parent/caretaker cannot enroll in more than one program. 	X Yes No	If the parent is also employed in unsubsidized employment a minimum of 25 hours per week, can document consistent attendance, maintains a 2.5 GPA, and completes the program within 12 months.
8. PA recipients and low income families with incomes up to 200% of the State Income Standard who are satisfactorily participating in a two-year program other than one with a specific vocational sequence (leading to an associates degree or certificate of completion and that is reasonably expected to lead to an improvement in the parent/caretaker's earning capacity) as long as the parent(s) or caretaker is also working at least 17 ½ hours per week. The parent/caretaker must demonstrate his or her ability to successfully complete the course of study.	Yes X No	

9. PA recipients and low income	Yes	
families	X No	
with incomes up to 200% of the State		
Income Standard who are satisfactorily		
participating in a four-year college or		
university program (leading to a		
bachelor degree and that is reasonably		
expected to lead to an improvement in		
the parent/caretaker's earning capacity)		
as long as the parent(s) or caretaker is		
also working at least 17 1/2 hours per		
week. The parent/caretaker must		
demonstrate his or her ability to		
successfully complete the course of		
study.		
•		

APPENDIX G-3

III. Reasonable Distance, Very Low Income, Definition of Engaged In Work For Child Care In Lieu of Temporary Assistance, Family Share, Case Closings and Openings, and Fraud and Abuse Control Activities (Required Section)

Reasonable Distance

Your district is required to define reasonable distance based on community standards for determining accessible child care.

The following defines "reasonable distance": For eligibility recipients using their own vehicle or public transportation, reasonable distance shall not exceed one hour (1) going one (1) way from home to the day care provider and then to the employer. Exceptions will be considered on a case by case basis by the Director of Services or the Commissioner.

Describe any steps/consultations made to arrive at your definition: Historical availability of daycare providers, employment opportunities and public transportation within the Capital District.

Very Low Income

Very Low Income is defined by each district and is used in determining priorities for child care benefits.

Very Low Income is defined as **150**% of the State Income Standard.

Definition of Engaged In Work For Child Care In Lieu of Temporary Assistance

The minimum number of hours for Federal Fiscal Year 2006 are:

- 20 hours for a single parent with a child under the age of six years old
- 30 hours for a single parent whose children are six years of age and older
- in two parent families the parents must be working a combined total of 55 hours with at least one parent working 30 or more hours.

If a district proposes a higher minimum number of required hours of work describe the requirement below.

- hours for a single parent with a child under the age of six years old
- hours for a single parent whose children are six years of age and older
- in two parent families the parents must be working a combined total of 55hours with at least one parent working or more hours.

Family Share

Family share is the weekly amount paid towards the costs of the child care services by the child's parent or caretaker. In establishing family share, your district must select a percentage from 10% to 35% to use in calculating the family share. The family share of child care is calculated by applying the family share percentage against the amount of the family's annual gross income that is in excess of the State Income Standard divided by 52.

Family Share Percentage selected by our district 25% (effective January 1,2008).

Family Share amended to 35% effective 1/1/09

Case Closings (select one or two)

- 1. The district must describe below how priority is given to federally mandated priorities and describe local priorities. If all NYSCCBG funds are committed, the district will discontinue funding to those families that have lower priorities in order to serve families with higher priorities. Described below is how the district will select cases to be closed in the event that there are insufficient or no funds available.
 - 1. The first families with to be closed will be those who fall under Appendix G-2 with the exception of those with open child protective cases.
 - 2. Those families with incomes between 175% 200% of SIS.
 - 3. Those families with incomes between 150 175% SIS.
 - 4. Those families with open child protective cases;
 - 5. And those teenage parents without resources requiring child care to attend high school or an equivalency program.
 - 6. Those families with children with special needs:
 - 7. Those families at or below 150% of SIS.

longest time receiving child care services

2. The district has not established priorities beyond the federally-mandated priorities. If all NYSCCBG funds are committed, case closings for families which are not eligible under a child care guarantee and are not a federally-mandated priority must be based on the length of time in receipt of services. The length of time used to close cases may be based either on the shortest or longest time receiving child care services but must be consistent for all families. The district has chosen to close cases based on:
shortest time receiving child care services

Case Openings

The district must describe below how priority is given to federally mandated priorities and how the district will select cases to be opened in the event that there are insufficient funds available.

Case openings will be prioritized in the reverse of the above.

A waiting list may be established for those in the income ranges above 150% and without risk for health and safety concerns to be drawn from as funding becomes available.

Fraud and Abuse Control Activities

The district must identify below the criteria it will use to determine which child care subsidy applications suggest a higher than acceptable risk for fraudulent or erroneous child care subsidy payment and procedures for referring such applications to the district's front end detection system.

- #1. The following are indicators that will prompt a FEDS referral for daycare cases:
 - > Prior fraud
 - > Documents/information inconsistent with application
 - > Children with no birth certificates
 - > Post office box for mailing address without a reasonable explanation
 - > No information on absent parent
 - > Termination of employment
- #2. Articles in the newspaper regarding arrests of daycare providers are referred to the Fraud Unit.

The district must describe below it sampling methodology used to determine which cases it will seek verification of an applicant or recipient's continued need for child care including, as applicable, verification of participation in employment, education or other required activities.

At the six month re-certification the eligibility worker matches the hours on the authorizations to the bills. Verifications are solicited from employers and programs; discrepancies are referred to the Fraud Unit.

The district must describe below it sampling methodology used to determine which child care providers of subsidized child care services they will review for the purpose of comparing the child care providers attendance forms for children receiving subsidized child care services and any child and adult care food program inspection forms to verify that child care was actually provided on the days listed on the attendance forms.

Schenectady County has approximately 116 child care providers that participate in the child and adult care food program (CACFP). The district will randomly sample 80 participating child care providers per year. The district will determine when the last time a CACFP sponsor completed a home visit and the children that were seen at that visit by calling the Capital District Child care Coordinating Council. The district will compare the names of the subsidized children seen at that visit with the corresponding child care subsidy attendance forms. Any discrepancies found will be referred to the fraud unit.

APPENDIX G-4

IV. District Options (Required Section)

meet loca	e certain flexibility to administer the child care subsidy program teeds. Check which options that your district wishes to include in lan. Complete attachments for any area(s) checked.
1. [Our district has identified local priorities in addition to the federal priorities (complete Appendix G-5).
2. [ur district has chosen to establish funding set-asides for NYSCCB (complete Appendix G-6).
3.)	Our district is using Title XX funds for the provision of child car services (complete Appendix G-7).
4.)	Our district has chosen to establish additional local standards for child care providers (complete Appendix G-8).
5.)	Our district has chosen to make payments to child care provider for absences (complete Appendix G-9).
6. [Our district has chosen to make payments to child care provider for program closures (complete Appendix G-10).
7. [Our district has chosen to pay for transportation to and from a chil care provider (complete Appendix G-11).
8. [Our district has chosen to pay up to a 15% higher than the applicable market rates for regulated child care services that have been accredited by a nationally recognized child care organization (complete Appendix G-11).
9. [Our district has chosen to pay up to 15% higher than the applicabl market rates for non-traditional hours (complete Appendix G-11).
10.	Our district has chosen to pay for child care services while caretaker who works the second or third shift sleeps (complet Appendix G-11).
11.	Our district has chosen to make payments to child care provider who provide child care services, which exceed 24 consecutive hours (complete Appendix G-12).

APPENDIX G-4 (continued)

12. X	Our district has chosen to include 18, 19 or 20 year olds in the Child Care Services Unit (complete Appendix G-12).
13.	Our district is seeking a waiver from one or more regulatory provisions. Such waivers are limited to those regulatory standards that are not specifically included in law (complete Appendix G-12).
14. X	Our district has chosen to pay for breaks in activity for low income families (non public assistance families, complete Appendix G-12).
15. 🗌	Our district has chosen to use local equivalent forms such as, but not limited to, child care application, client notification and/or legally exempt enrollment forms (attach copies of the local equivalent forms your district uses).

Any previous approvals for local equivalent forms will not be carried forward into this county plan. Therefore, any local equivalent forms a district wishes to establish or renew must be included in this plan and will be subject to review and approval by OCFS.

APPENDIX G-5 PRIORITY POPULATIONS-ADDITIONAL LOCAL PRIORITIES

In addition to the federal priorities of very low income families and families with children who have special needs, the following additional local priorities have been selected:

Category:	Rank:
Description:	
Category: Rank:	
Description:	
Category:	Rank:
Description	
Category:	Rank:
Description:	
	D 1
Category:	Rank:
Description:	

APPENDIX G-6 FUNDING SET-ASIDES NOT APPLICABLE IN SCHENECTADY COUNTY

Total NYSCCBG Block Grant Amount Including Local Funds

Category:	\$
Category:	\$
Total set asides	\$
Describe for each category the rationale behithe NYSCCBG (e.g. estimated number of ch	ut o
Category:	

APPENDIX G-6 (continued)

The following amounts are set aside for specific priorities out of the Title XX block grant:				
	Category:	\$		
	Category:	\$		
	Category:	\$		
	Total set asides (Title XX)	\$		
Describe for each category the rationale behind specific set aside amounts out of the Title XX block grant (e.g. estimated number of children, etc.). Category:				
Category	:			
Category:				
Category	:			

APPENDIX G-7 TITLE XX CHILD CARE

Projected total Title XX expenditures for plan duration: \$2,862,000

Financial eligibility limits (percentage of State Income Standard) your district will apply based on family size. Maximum reimbursable limits are 275% for a family of 1 or 2, 255% for a family of 3, and 225% for a family of 4 or more. Districts that are utilizing Title XX funds <u>only</u> for child protective and/or preventive child care services must not enter financial eligibility limits as these services are offered without regard to income.

Families open requirements.	as cl	t) 200% hild welfare cases are ity for Income Eligible Fa	not si	ubject to fi	nanc		
Title XX:	X	employment	X	education/t	traini	ng	
	X	seeking employment	X	illness/inca	apacit	ry	
	X	homelessness	X	domestic v	violen	ce	
	X	emergency situation of	short o	duration			
program	X	participating in an app	oroved	substance	abu	se treatment	
X YES \ \ \ NC)	oly any limitations to the lastance #1 for information		J		criteria?	
If yes, describe In many of the protective case	e cate	ility criteria: e gories it is required :	that ti	he family b	be ar	open child	
Does your distri X YES		oritize certain eligible fam	nilies fo	or Title XX f	undir	ıg?	
•	s ope	n families will receive pric <i>n as child protective</i> 5.	•	eventive ca	ases	exhibiting he	ealth

Does your district use Title XX funds for child care for open child protective services

cases?

XYES NO
Does your district use Title XX funds for child care for open child preventive services
cases?
X YES NO

APPENDIX G-8 ADDITIONAL LOCAL STANDARDS FOR CHILD CARE PROVIDERS

The district may propose local standards in addition to the State standards for providers who will receive child care subsidies.

- Described below are the additional local standards that will be required of providers as well as which providers must comply with each additional standard.
 - a. A Fraud Investigator will conduct a home visit on each legally exempt provider that is either temporarily or fully enrolled following the initial application. Each legally exempt provider will have a minimum of one annual home visit by a Fraud Investigator. More visits may be made as determined necessary. Local standards for visiting providers shall not delay enrollment. Visits will be made either concurrently to the enrollment process or immediately following the approval. Information that raises concerns during the Fraud Investigators visit will be communicated to the enrollment agency either by the Daycare Eligibility Unit or the Fraud Investigator directly.
 - b. Providers of legally exempt child care and all household members 18 years of age and older will be asked to sign a release which will allow the Schenectady County Department of Social Services to conduct a local welfare database check.

If a legally exempt provider or household member refuses to sign the release, which would allow Schenectady County Department of Social Services to conduct local database checks, the Department will inform the parent/caretaker of the refusal so that they can consider the refusal when they make a decision to select the provider. In this situation, parents will be reminded of their right to choose another provider and will be given information about how to locate other providers.

When a local database check reveals that a legally exempt provider and/or household member(s) age 18 years of age and older are an indicated subject of a child abuse or maltreatment report the proposed provider will be required to submit to Schenectady County Department of Social Services a written statement providing information concerning the indicated incident(s). This statement must be signed by the parent/caretaker acknowledging receipt of this information and the parent/caretaker's wish to use this child care provider.

If the information regarding the indicated child protective report does not correlate with the information obtained from the local database check our Department will notify the provider that they have five calendar days to clarify the discrepancies in the information submitted to the Department and parent/caretaker. Within that five calendar day period the provider must submit information to our Department and the parent/caretaker that either correlates with the information obtained by the Department's local database check or the provider submits information obtained by our Department which documents that the information obtained from the local database check is inaccurate. If the provider fails to clarify the discrepancies the district will notify the Enrollment agency that the additional standard has not been met.

If the information regarding the indicated child protective report correlates with the information obtained from the local database check and there are no other health or safety concerns and the parent/caretaker still chooses to use the provider, the Enrollment Agency will be notified that the additional standard has been met. In some cases, our district will need to inform the parent that the parent's decision to place their child in the care of this provider would place their child at risk. As mandated reporters, the district is obligated to make a report of suspected child abuse or maltreatment if placing the child in the care of a provider would place the child in imminent danger of impairment and the parent/caretaker nevertheless places the child in the provider's care, parents will be informed of their right to choose an alternative provider and be given information about how to locate other providers.

If the local database check reveals that the provider has an active or open preventive case the Department will not recommend enrollment unless the CPS or Preventive Supervisor approves. The Supervisor will review if the provision of child care by the provider/preventive service recipient would cause health and safety concern for the children. All assessments would need to be completed within a 10 day period of the provider's enrollment request.

- 2. Described below are the methods and resources that will be utilized to determine that these additional local standards are being met.
 - a) All legally exempt providers will be reviewed by the enrollment agency and the day care eligibility staff and be referred to the local Fraud Unit for the completion of one home visit. At the initial visit the parents working hours, the number of children receiving care, and the attendance will all be verified. Each legally exempt provider

will be further visited one time each year in order that the above information can be verified on active cases.

3. Described below are the procedures the district will use to notify the Legally Exempt Caregiver Enrollment Agency as to whether or not the legally exempt provider is in compliance with the additional local standards. (Districts only need to describe this procedure if the additional local standard is applied to legally exempt child care providers.)

The Supervisor A of Central Intake Services in Schenectady County will review each new legally exempt provider referred by the enrollment agency in the child welfare database. This individual is responsible for responding to the enrollment agency in writing within the required time frames.

- 4. Described below is the justification for each additional standard.
 - a) The legally exempt providers are not subject to licensure or registration and therefore have more opportunities to engage in fraudulent practices. The increased oversight on the part of the local district is warranted.
 - b) Legally exempt providers are caring for young vulnerable children utilizing taxpayers dollars. Ensuring the safety of children in daycare settings is of paramount importance. Providers with extensive histories of child abuse, maltreatment in their families present a heightened risk to these children. It is the government's responsibility to ensure that all children in subsidized child care settings are provided a safe and healthy environment.

APPENDIX G-9 PAYMENT TO CHILD CARE PROVIDERS FOR ABSENCES

	•	g providers are eligible for hat are eligible)	paymer	nt for absences:
	X	Day Care Center		Legally Exempt Group
	X	Group Family Day Care	X	School Age Child Care
	X	Family Day Care		
		istrict will only pay for abse has a contract ter of intent. X Yes ☐ No	ences to	providers with which the district
Base	period	selected (check one)	3 mor	nths X 6 months
Numb	er of a	bsences allowed during ba	se peri	od:

Period	Routine Limits (# of days)	Extenuating Circumstances (# of days)	Total Number of Absences Allowed (# of days)
In a month	12	3	15
Base period	24	16	40

List reasons for absences for which the district will allow payment:

Child is ill; parent must provide written documentation. Extenuating circumstances include: Need for the child or caretaker to appear in court or keep other appointments related to the provision of preventive services, foster care, adoption or CPS; or need for the child to receive medical care or routine medical treatment.

List any limitations on the above providers' eligibility for payment for absences: Parent must provide a written statement documenting reason for absence.

Note: Legally exempt family child care and in-home child care providers are **not** eligible to receive payment for absences.

APPENDIX G-10 PAYMENT TO CHILD CARE PROVIDERS FOR PROGRAM CLOSURES NOT APPLICABLE IN SCHENECTADY COUNTY

The following providers are eligible for paym	ent for program closures:
☐ Day Care Center	Legally Exempt Group
Group Family Day Care	School Age Child Care
☐ Family Day Care	
Our district will only pay for program closure has a contract or letter of intent.	es to providers with which the district
Enter the number of days allowed for program program closures is five days).	m closures (maximum allowable
List the allowable program closures for which	h the district will provide payment.
Note: Legally exempt family child care and allowed to be reimbursed for program closur	

APPENDIX G-11 TRANSPORTATION, DIFFERENTIAL PAYMENT RATES, SLEEP

Transportation

Describe below under what circumstances and limitations if any your district will use to reimburse for transportation, what type of transportation will be reimbursed (public vs. private), and how much your district will pay (per mile or trip). Note if paying for transportation, Appendix F will need to reflect this choice.

NOT APPLICABLE

<u>Differential Payment Rates</u> NOT APPLICABLE

Indicate below the percentage above the market rate your district has chosen.

Accredited Programs may receive a differential payment up to % above market rate.

Care during non-traditional hours may be paid up to % above market rate.

Limitations to the above differentials are as follows:

Payments may not exceed 15% above market rate. However, if your district wishes to establish a payment rate that is in excess of 15% above the applicable market rate must describe below why the 15% maximum is insufficient to provide access within the district to accredited programs and/or care provided during non-traditional hours.

Sleep

The following describes the standards that will be used in evaluating whether or not to pay for child care services while a parent or caretaker that works a second or third shift sleeps and any limitations pertaining to payment:

Single parent working 11:00 p.m. – 7:00 a.m. and children are not in school.

Indicate the number of hours allowed by your district (maximum number of hours allowed is eight). **8**

APPENDIX G-12 CHILD CARE EXCEEDING 24 HOURS, CHILD CARE SERVICES UNIT, WAIVERS, BREAKS IN ACTIVITIES

Child Care Exceeding 24 Hours

Child care services may exceed 24 consecutive hours when such services are provided on a short-term emergency basis or in other cases where the caretaker's approved activity necessitates care for 24 hours on a limited basis.

Describe any limitations for payment of child care services that exceed 24 consecutive hours.

Provider must seek prior approval from the Services Director or the Commissioner prior to providing 24 hour care. The provider must detail (verbally or in writing) the reason for the 24 hour care and the duration. Approval will be based on the nature of the emergency, availability of informal supports, and the duration of the care to be provided.

Child Care Services Unit

The Child Care Service Unit is the basis upon which a district will determine which household and/or family members should be counted in determining family size and countable family income.

Our district will include the following in the Child Car	e Services Unit (check which ones
apply). 18 year old 19 year old 20 year	ear old
-OR-	
Our district will include only the following in the Chibenefit the family (check which ones apply).	ld Care Services Unit when it will
X 18 year old X 19 year old 20 year	r old
Describe the criteria your district will use to determine year old is included in the Child Care Services Unit. It is chool or is a recent participant in high school, and it is support.	The 18 or 19 year old is still I high

Waivers

Districts have the authority to request a waiver of any regulatory provision that is non-statutory. Describe and justify why your district is requesting a waiver.

Breaks in Activities

Districts may pay for child care services for low income families during breaks in activities for a period not to exceed two weeks or for a period not to exceed one month where child care arrangements would otherwise be lost and the subsequent activity is expected to begin within that period (check one).
X two weeks
Districts may provide child care services while the caretaker is waiting to enter an approved activity or employment or on a break between approved activities. The following low income families are eligible for child care services during a break in activities (check any that are eligible):
entering an activity X waiting to begin employment
☐ break between activities