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Did The Youth Hiring Act of 2023 Impact Wages In Arkansas?

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By

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Introduction

In March of 2023, the Arkansas State Legislature passed Act 195 of 2023, also known as the Youth Hiring Act. The Department of Labor issues permits to validate the age of the worker and the consent of the worker's parent, but after the passing of Act 195, they are no longer required in Arkansas for children under sixteen.[1] Arkansas Governor Sarah Huckabee Sanders argues that requiring permits is an "arbitrary burden" for parents to allow their teenagers to find work.[2] Although the work permit was once seen as a deterrent for employers to avoid breaking child labor laws, many now see it as a hindrance for people to find opportunities for themselves early in their lives.

In addition to Arkansas, state legislatures nationwide have proposed legislation similar to the Youth Hiring Act for multiple reasons. Since Arkansas tends to rank poorly among the nation in education,[3] many young people believe their best ticket to success is going straight into the workforce after high school. Higher education charges more every year, and people are looking for alternative paths. Some even doubt the effectiveness of college's ability to teach skills needed for work. Iowa Governor Kim Reynolds believes jobs can accommodate the lack of skills and successfully pushed a law similar to the Youth Hiring Act through her state legislature.[4] The law comes at the tail end of the COVID-19 pandemic when many adults are seeking opportunities

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[1] Rebecca Burkes et al., "HB1410 as Engrossed on 02-20-2023 11:59:59," February 20, 2023, 1.

[2] Kaitlyn Radde, "Arkansas Gov. Sanders Signs a Law That Makes It Easier to Employ Children," NPR, March 10, 2023, https://www.npr.org/2023/03/10/1162531885/arkansas-child-labor-law-under-16-years-old-sarah-huckabee-sanders.

[3] "University of Central Arkansas: UCA," Arkansas Center for Research in Economics, accessed February 24, 2024, https://uca.edu/acre/citizens-guide-educational-attainment/.

[4] "States Are Loosening Child Labor Laws | Best States | U.S. News," usnews.com, June 26, 2023, https://www.usnews.com/news/best-states/articles/2023-06-26/states-are-loosening-child-labor-laws.

that either offer remote work or above entry-level job salaries. Easing the ability to enter the labor force for youth may be beneficial to fill spots in the economy that workers left during the pandemic since teenagers tend to be more accepting of lower wages.

Removing work permit requirements creates a potential problem that could have disastrous effects. It is obvious when someone is young, but it is not obvious to determine someone's age. Permits allowed employers to hire young people with confirmation that they will not be breaking child labor laws. Some may argue that employers can cast enough doubt about knowing someone's age to avoid being penalized. The Arkansas Advocate for Children and Families (AACF) released a report using data from the Bureau of Labor Statistics, revealing the terrible timing of Act 195 of 2023. Federal child labor violations in Arkansas have been on the rise since 2005.[5] After a large spike in 2017, cases have not fallen anywhere near the amount they were previously. They claim "it was shortsighted for the Arkansas Legislature to remove this important policy tool given that state employment certificate mandates result in 43.4% fewer minors involved in labor violations nationwide."[6] The government of Arkansas must believe the benefits of providing an alternative to postsecondary education and filling gaps in the economy outweigh exposing teenagers to proven threats in the workforce.

Whether or not one believes there exists an ethical dilemma in bartering the safety of minors, the proponents of Act 195 argue there are worthwhile benefits. In my paper, I will evaluate their claims using data from the Bureau of Labor Statistics and the United States Census Bureau. First, in the Background section, I will briefly discuss the history of child labor in America and important laws related to youth employment. Next, in my data section, I will use the Standard Occupational Classification (SOC) codes of several entry-level occupations to find

[5]Pete Gess, "Preventing Exploitative Child Labor in Arkansas" (Little Rock: Arkansas Advocates for Children and Families, November 2024), 9.
[6]Ibid 9

employment and wage data from different Arkansas metropolitan statistical areas (MSA) using the Bureau of Labor Statistics website. Waiters, cashiers, and fast food counter workers can begin working with little to no prior experience. I will also view similar data on bartenders, a position that requires one to be a legal adult and have some prior experience. There is still only so much data available since the passing of Act 195, so I will also be observing data from Iowa, which passed a similar law in 2023. With this data, I will perform a regression analysis to determine the impacts on wages. In addition to employment and wages, I will observe data on educational attainment from the United States Census Bureau to find if young people in Arkansas and Iowa are choosing to enter the workforce instead of going to college. I hypothesize employment will increase while wages and people pursuing higher education will decrease. Because many chose to leave their jobs during the pandemic, wages were increasing in an attempt to bring them back. With this law, teenagers, now more able to pursue the workforce, will fill these open positions, pushing wages down. I expect many to opt out of going to college so they can begin a career sooner.

Background

As society and technology progress, the standard of living tends to improve. Technology has created surpluses in necessities like food, decreasing the need for children to stay home and work.[7] The farmer's lifestyle is not as prevalent as it once was in America. People do not need to use their children to tend to a farm at all hours of the day anymore. Since they typically do not have a dire need to work, parents send their kids to school for longer for an investment. Modern American child labor laws reflect this, keeping children in school for longer and out of the

[7]Carolyn M. Moehling, "State Child Labor Laws and the Decline of Child Labor," *Explorations in Economic History* 36, no. 1 (January 1999): 72–106, https://doi.org/10.1006/exeh.1998.0712, 72-73.

workplace until at least their late teens. However, the investment is seen as much more than learning vital information for a career. Many believe having the least amount of hours outside of work can lead to better health and tends to keep teens out of trouble with the law.[8] Working any number of hours while still in high school could potentially be harmful, as studies also find there to be a negative relationship between hours worked and academic scores.[9]

Youth employment has been a topic of discussion in the United States since before its formation, and the arguments are quite similar to the modern ones. In the 1600s, colonists from Connecticut and Massachusetts, under the guise of Puritan ideals, felt that putting the youth to work would teach discipline and keep them off the streets.[10] Being that most people at this time are affiliated with agriculture, families often make their children work during the most productive seasons of the year to minimize wasted products. Not only was it a neighborhood discussion, but even the government began weighing in during this period. In 1641, the Court of Massachusetts ordered families to begin trying to teach their children how to spin yarn.[11] At this point, there are a few reasons to consider an alternative to putting them to work. It would not be until 1837 that Massachusetts passed a law prohibiting people under the age of fifteen from working if they failed to go to school for at least three months the year prior.[12] However, there was little effect on youth labor due to a lack of enforcement.

Significant opposition to youth employment did not occur until the early twentieth century. Labor as a whole began organizing for better conditions due to low pay and dangerous

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[8] John H. Tyler, "Using State Child Labor Laws to Identify the Effect of School-year Work on High School Achievement," *Journal of Labor Economics* 21, no. 2 (April 2003): 381–408, https://doi.org/10.1086/345562, 44.

[9] Ibid 44

[10] Edith Abbott, *A Study of the Early History of Child Labor in America*, July 1, 1908, http://www.jstor.org/stable/10.2307/2762758?refreqid=fastly-default, 16.

[11] Ibid 16

[12] Carolyn M. Moehling, "State Child Labor Laws and the Decline of Child Labor," *Explorations in Economic History* 36, no. 1 (January 1999): 72–106, https://doi.org/10.1006/exeh.1998.0712, 74.

work environments. These groups also demanded policy protection for young people.[13] Many national laws were passed during this period to protect people in the workplace. One of which was the Fair Labor Standards Act (FLSA). The FLSA was passed in 1938, and it made major strides in protecting working people, including those under eighteen. It eliminated anyone seventeen years or younger from working in 'hazardous' work such as manufacturing, mining, roofing, or any work with heavy machinery. It also allowed fourteen and fifteen year olds to work only nonhazardous jobs and for no more than three hours per school day; hours worked may only occur outside of school hours.[14] Today, penalties for breaking federal child labor laws are $15629. If they are injured or killed while violating standards, the penalty is $71031.[15] The numbers change over time as the economy grows to ensure the rules are always discouraged. Overall, the passing of the FLSA was a massive leap for protecting teenagers in the workplace, and it came at a time when many saw a desperate need for it.

While the bulk of protections for child labor falls on the Department of Labor, Arkansas has some in place of its own. These laws will have relationships with Act 195 that may cause externalities. Arkansas statute 6-18-201 requires mandatory school attendance for children five to seventeen years old.[16] This law puts pressure on legal guardians to keep the child in school. Since work permits require permission from parents, they once were a barrier that could assist in keeping their children focused on school rather than work. Now, without work permit requirements, some parents are more likely to get in trouble with the law. Another Arkansas statute defines youth apprenticeships as work, sponsored by a business-type organization

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[13] Ibid 75

[14] "Wages and the Fair Labor Standards Act," DOL, 2024, https://www.dol.gov/agencies/whd/flsa.

[15] "Civil Money Penalty Inflation Adjustments," DOL, 2025, https://www.dol.gov/agencies/whd/resources/penalties.

[16] 1. "Arkansas Code of 1987 (2024) :: Title 6 - Education (§§ 6-1-101 - 6-87-104) :: Subtitle 2 - Elementary and Secondary Education Generally (§§ 6-10-101 - 6-28-206) :: Chapter 18 - Students (§§ 6-18-101 - 6-18-2608) :: Subchapter 2 - Attendance (§§ 6-18-201 - 6-18-236) :: Section 6-18-201 - Compulsory Attendance - Exceptions," Justia Law, 2024,

approved by the Department of Labor, for sixteen to twenty-four-year-olds.[17] This statute has existed for over three decades. Since there were already ways of getting young people into the workforce, there may not be a significant impact on labor force participation. This would be an unintended outcome of Act 195. However, the combined demand for cheap labor and the probable lack of developing apprenticeship positions during the pandemic may result in the intended result of the Youth Hiring Act.

Act 687 was passed in 2023; it assists in the stated goals of Act 195 by protecting youth workers. It amends Arkansas code 11-6-103, which penalizes those violating child labor laws. It increases the civil penalties of hiring a minor, and if said minor was injured at work, from $1000 to $5000 per violation. Additionally, criminal charges are now assigned to repeat offenders. If an employer knowingly violates child labor law, they are subject to a Class C misdemeanor. These charges can increase to Class A for repeat offenders.[18] These changes could massively affect hiring practices. They could take on the risk with plausible deniability of knowing an employee's age. The opposite may be likely too; employers may still require work permits to avoid being penalized despite the possible upside from candidates without permits. Historically, labor laws do not always impact societal change. Laws are often a response to social movements.[19] In our case, there is a law that weakened protections and another that strengthened them. While there is not a large social movement in Arkansas, there are organizations like the AACF that value protecting the youth over all else. On the other hand, Arkansas consists of many small, hard-

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[17] "Arkansas Code of 1987 (2024) :: Title 6 - Education (§§ 6-1-101 - 6-87-104) :: Subtitle 4 - Vocational and Technical Education (§§ 6-50-101 - 6-59-111) :: Chapter 52 - Vocational and Technical Training (§§ 6-52-101 - 6-52-208) :: Subchapter 2 - Apprenticeship Training Programs (§§ 6-52-201 - 6-52-208) :: Section 6-52-201 - Definitions," Justia Law, 2024,

[18] Rebecca Burkes, "SB390 as Engrossed on 03-27-2023 14:46:04" (Little Rock: Arkansas State Legislature, 2023), 1.

[19] Carolyn M. Moehling, "State Child Labor Laws and the Decline of Child Labor," *Explorations in Economic History* 36, no. 1 (January 1999): 72–106, https://doi.org/10.1006/exeh.1998.0712, 75.

working communities that value first-hand job experience more than others. Arkansas is quite the melting pot, so knowing how employers respond to the legislation will require data analysis.

Analyzing the effects of a recent law like the Youth Hiring Act calls for more data than we currently have. Iowa passed a similar law to the Youth Hiring Act the same year Arkansas did. The main component of both laws is eliminating the work permit requirement for children under sixteen. Iowa's law, Senate File 542, loosened protections for those fourteen and up. In most jobs, teenagers over fourteen can now work until nine o'clock on school nights and eleven on weekends. Teenagers can now operate ovens and work in freezers.[20] These changes make the potential of hiring a teenager more appealing in Iowa. This could be important to note for the analysis.

Data

I will analyze data mostly from the Bureau of Labor Statistics' Occupational Employment and Wage Statistics program. Every year, the BLS sends the OEWS survey to employers across the country, requesting the occupations of their workers as well as their wages.[21] It provides a relatively consistent stream of data on wages and employment at the national, state, and metropolitan levels. The survey separates occupations by their six-digit Standard Occupational Classification (SOC) codes. To fit the scope of the question, I chose to look at the employment and the mean annual wages of waiters (35-3031), fast food workers (30-3023), and cashiers (41-2011) since they require little to no prior experience. I will observe the employment and wages of bartenders (35-3011) since teenagers cannot serve alcohol.[22]

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[20] Adrian Dickey, Charlie McClintock, and Molly Donahue, "SF542" (Des Moines: Iowa State Legislature, 2023), 1.

[21] "Oes Home," U.S. Bureau of Labor Statistics, accessed February 2024, https://www.bls.gov/oes/.

[22] "May 2023 Occupation Profiles," U.S. Bureau of Labor Statistics, April 3, 2024, https://www.bls.gov/oes/current/oes_stru.htm.

Bartenders are in the same industry as waiters and fast food workers. I will use data from these occupations within all metropolitan statistical areas (MSAs) in Arkansas and Iowa for my models.

There are some shortcomings in BLS data. First, they reclassify some SOC codes every five to ten years. After 2019, they removed 30-3021, also known as 'Combined Food Preparation and Serving Workers, Including Fast Food.' Now, it is widely accepted to use 30-3023, known as 'Fast Food and Counter Workers.'[23] Next, since the OEWS is a survey, it is a mere estimation of wages and employment. During the pandemic, it was difficult for them to receive the responses they ordinarily do. The BLS does not discourage but cautions the observation of the data through a time series analysis.[24] Finally, there are occasional holes in the data under the bartender SOC code for the Pine Bluff and Jonesboro MSAs. BLS data is not available past 2023 as of the time of this project.

I will also be observing United States Census Bureau data, specifically the American Community Survey: S1501 Educational Attainment.[25] The Census Bureau surveys citizens themselves so they can request personal data like age. This survey requested age, location, and level of education. The age is organized into a range of 18-24 years, and the level of education is separated into less than high school graduate, high school graduate, some college or associate's degree, and bachelor's degree or more. Data beyond 2023 is not yet available at the time of this project.

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[23] "35-3023.00 - Fast Food and Counter Workers," O*NET OnLine, 2025, https://www.onetonline.org/link/summary/35-3023.00?redir=35-3021.00.

[24] Frequently Asked Questions," U.S. Bureau of Labor Statistics, 2025, https://www.bls.gov/oes/oes_ques.htm#other.

[25] "Educational Attainment," Explore census data, accessed January 2025, https://data.census.gov/table/ACSST1Y2023.S1501?t=Age+and+Sex&g=010XX00US_040XX00US05.

Results

Figure A:

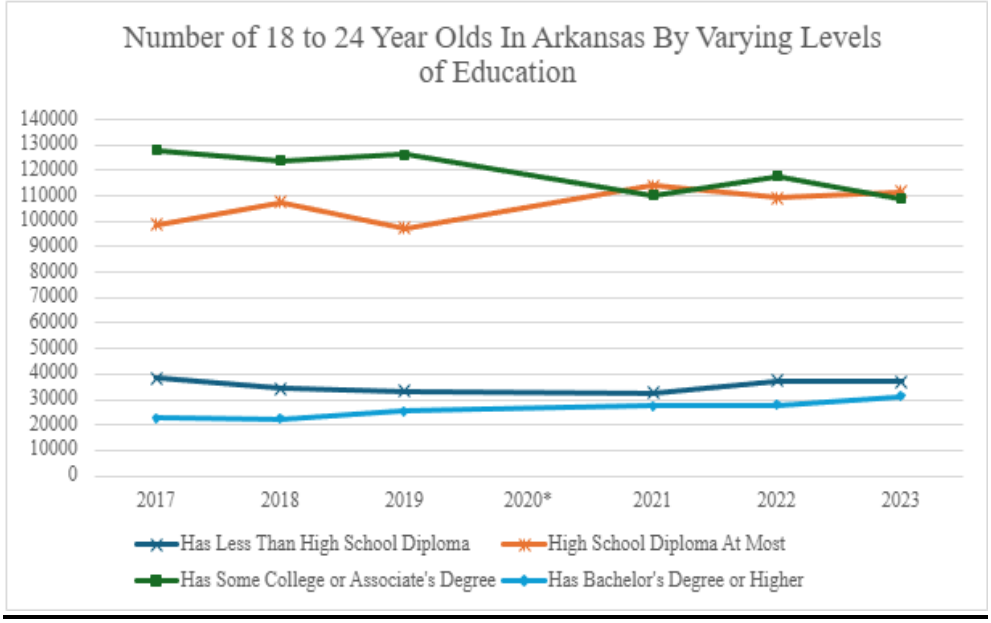

Figure A: U.S. Census Bureau data on young Arkansans' education levels from 2017 to 2023. High school as one's last educational stop has a slight trend upward.

Figure B:

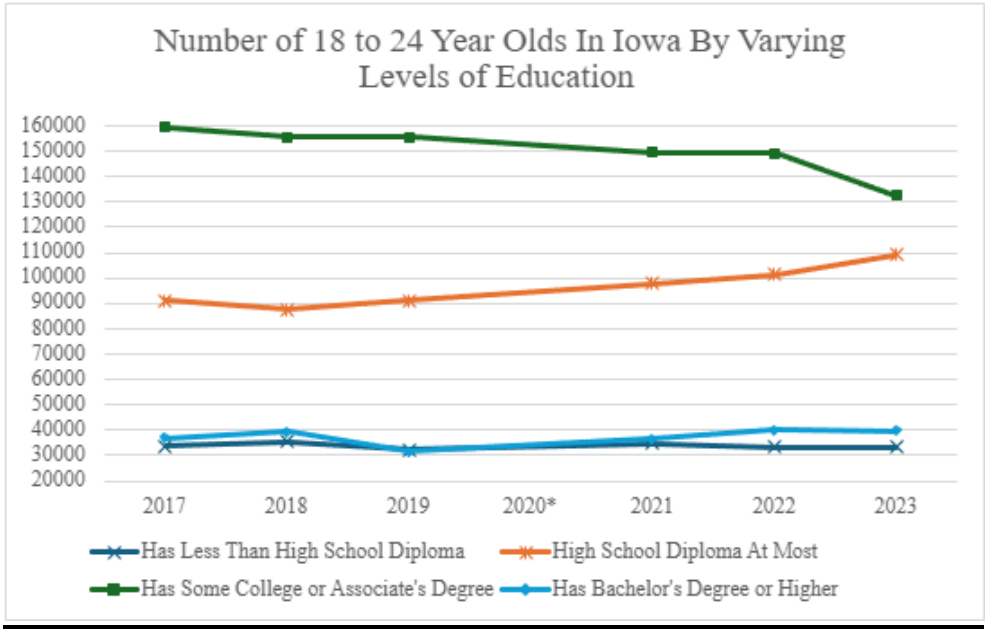

Figure B: U.S. Census Bureau data on young Iowans' education levels from 2017 to 2023. There seems to be a trend of picking the workforce over college from 2019 to 2023, peaking between 2022 and 2023.

$$\boldsymbol{Mean\ Annual\ Wage_i = \beta_0 + \beta_1(Employment)_i + \beta_2(Arkansas)_i + \beta_3(Law)_i + \varepsilon}$$

Above is the regression model used in the first four columns of Table A. The model inputs employment of occupation, state, and yearly data to determine their impact on the mean annual wage. Each β value is equal to the dollar amount of the mean annual wage of the occupation. β_0 is the intercept or constant of the model, indicating the mean annual wage when all other variables equal zero. β_1 is the coefficient of the variable for employment. β2 is the impact of working in Arkansas instead of Iowa. It should encapsulate the difference in education, poverty rate, or other important economic differences between the two states. The variable would include the change of minimum wage in 2021. I decided against using a variable to describe the minimum wage change due to collinearity issues. $Arkansas$ is a dummy variable that is on when the data is from Arkansas. β_3 represents the changes in the economy, more specifically, the passing of the Youth Hiring Act, in 2023 on mean annual wages, and Law_i is a dummy variable that is on when the data point is from 2023 (and beyond if there were more recent data points). ε is an error term for any variables not accounted for. i indexes the occupation, so that table only uses data from a particular occupation. The index is for narrowing the scope of the data to waiters, fast food workers, cashiers, or bartenders.

After the passing of the Youth Hiring Act in 2023, I predict more teenagers will enter the labor market of waiters and fast food workers. There will be more people demanding jobs, and many of them, being teenagers, will accept lower wages. I predict cashiers experience a different outcome. During the pandemic, people were mostly working from home. They did their best to

avoid close interactions with others, so people may have made financial transactions online. I predict that with so few cashiers at the tail end of the pandemic, employers were in dire need to fill positions when their stores reopened. In turn, wages increased significantly in 2023. The law may not have an impact on this occupation yet. For bartenders I predict that with a larger workforce in entry-level jobs due to the Youth Hiring Act, employers may need to raise wages to attract workers to the jobs that require more experience. Children cannot serve as bartenders legally, and it would not make much sense to illegally hire a teenager since they do not know much about alcohol. Knowing this, the law will impact this position differently than the other three occupations.

$$\boldsymbol{Mean\ Annual\ Wage} = \boldsymbol{\beta_0} + \boldsymbol{\beta_1}(\boldsymbol{Employment}) + \boldsymbol{\beta_2}(\boldsymbol{Arkansas}) + \boldsymbol{\beta_3}(\boldsymbol{Law}) + \boldsymbol{\beta_{4i}}(\boldsymbol{i.MSA}) = +\boldsymbol{\beta_{5i}}(\boldsymbol{i.Occupation}) + \boldsymbol{\varepsilon}$$

The equation above is a model that includes all of my BLS data. It takes the last model that included mean annual wages as the dependent variable and the independent variables of Arkansas, Law, and Employment without the indexation of occupation. This model includes MSA as a categorical variable that takes the form of a dummy variable for each MSA included in the data set. When all of the MSA variables in the table are turned off, the effect of working in the Fayetteville-Springdale-Rogers MSA. β_4 is the impact of each MSA on mean annual wages. $Occupation$ is a categorical variable that takes on different coefficients for fast food workers, cashiers, and bartenders, respectively. The mean annual wage of waiters is found by all of the occupation variables turned off. β_5 is the effect someone's occupation has on their mean annual wage. This model should reveal a more accurate depiction of the impact of the variable used in the occupation-specific models. The significance of working in a particular state or its

employment should still be impactful, but will not be as affected by outliers from certain metropolitan areas.

Table A: 2017-2023 BLS Data Regression Analysis.

Regression Analysis	**Waiters Only Model**	**Fast Food Workers Only Model***	**Cashiers Only Model**	**Bartenders Only Model*****	**All Data Model**
Employment	0.1838 (.0891)	0.0671** (.0460)	.0390** (.0490)	1.0325 (.4608)	-.2606 (.0822)
1 if data is from Arkansas, 0 if from Iowa	-1823.5 (468.8)	-1617.6 (356.6)	-1519.0 (372.5)	2715 (687.3)	986.6** (705.6)
1 if data collected the year the law was passed, 0 for data before the law was passed	7265.9 (666.3)	4863.0 (508.6)	4534 (531.2)	6879.5 (902.3)	5937.9 (339.3)
1 if data from Fort Smith	X	X	X	X	-2558.6 (711.6)
1 if data from Hot Springs	X	X	X	X	-2293.2 (739.3)
1 if data from Jonesboro	X	X	X	X	-1709.5 (758.6)
1 if data from Little Rock- North Little Rock-Conway	X	X	X	X	-57.7** (700.38)
1 if data from Memphis	X	X	X	X	-683.4** (794.0)
1 if data from Pine Bluff	X	X	X	X	-3508.8 (831.4)
1 if data from Texarkana	X	X	X	X	-2715.0 (730.2)
1 if data from Davenport- Moline-Rock Island	X	X	X	X	-70.13** (692.5)

1 if data from Des Moines	X	X	X	X	1692.3 (761.3)
1 if data from Dubuque	X	X	X	X	1206.6** (694.9)
1 if data from Iowa City	X	X	X	X	-50.10** (687.6)
1 if data Omaha-Council Bluffs	X	X	X	X	3264.6 (847.3)
1 if data from Sioux City	X	X	X	X	-936.3** (689.5)
1 if data from Waterloo- Cedar Falls	X	X	X	X	1129.2** (688.4)
1 if data from Ames	X	X	X	X	1098.1** (696.1)
1 if occupation is fast food worker	X	X	X	X	-161.1** (367.0)
1 if occupation is cashier	X	X	X	X	818.6 (358.1)
1 if occupation is bartender	X	X	X	X	-126.5** (386.4)
Constant	23175.3 (401.5)	22960.2 (322.1)	24151.5 (337.6)	21427.1 (635.5)	24011.9 1 (552.7)
R-Squared	0.5435	0.5006	0.4384	0.4216	0.4629
Number of observations	119	119	119	109	466

*Before 2020, Fast Food and Counter Workers was called Combined Food Preparation and Serving Workers, Including Fast Food.
**Indicates that variable is not significant at 95% confidence interval
***Some data missing from BLS database from Jonesboro and Pine Bluff, AR MSAs.
Note that the variable for Iowa MSA, Cedar Rapids, was left out due to collinearity problems.

In the waiters only model, the variables are statistically significant at a 95% confidence interval, so they do contribute to the mean annual wage. The model does not fully support my prediction though. When employment increases, wages also increase by about .1838. The

coefficient of the law variable also disputes my prediction. Waiters made much more money in 2023 than in years prior. According to the Arkansas variable, waiters in Arkansas make less than in Iowa. There is a chance my prediction will be true in the future from the constant and R-squared numbers. The R-squared is .5435, indicating only a moderate correlation between the independent variables and mean annual wage. Also, the intercept is large. Both statistics suggest there may be variation coming from another source.

Looking at the fast food workers model, all variables except employment are statistically significant. Employment has little effect on mean annual wages for fast food workers, going against my prediction. Being in Arkansas continues to pay less than in Iowa, but it is less impactful than being a waiter. The Law variable indicates mean annual wage increased by 4863 in 2023. The R-squared statistic is .4876 which shows a weak correlation between the variables and mean annual wage. The data suggests that there are missing attributes in the model that contribute to wages.

Similarly to the output of the fast food workers model, employment in the cashiers model is not statistically significant while the rest are. My prediction for cashiers mostly fits the model. I predicted employment significantly impacting the mean annual wage, but it does not. However, the law could have impacted mean annual wages since 2023 contributed to a 4534 increase in the mean annual wage. There exists a weak correlation between the variables as R-squared equals .4393.

There is a weak correlation of .4216 between the mean annual wage and the independent variables in the bartenders only model. The variables are all statistically significant, which means employment did have a role in determining wages. An additional bartender increases the mean annual wage by about $1.033. The law may have positively impacted wages as well being that

the law coefficient is about 6879. According to the model, being a bartender in Arkansas instead of Iowa grants one a $2715 bonus.

There is moderate correlation in the All Data Model since r-squared is .4629. This is stronger correlation than the bartender and cashier models had. The constant is about 24000. Like the other models, the constant and r-squared indicate there are more determinates of mean annual wage that are not included in the model. The most noticeable difference in the All Data Model is that employment increases result in decreases in mean annual wage. This supports my predictions for fast food workers and waiters. The Arkansas variable is not significant at a 95% confidence level after the addition of the MSA and Occupation variables. Only about half of the MSA variables are significant though. Cedar Rapids, Iowa was left out due to collinearity. For Occupation, only the cashier coefficient is significant. The law variable is significant, granting about a $6000 increase in wage for 2023.

Conclusion

With the data currently available, it can be said that employment did not have a significant impact on the mean annual wages of Arkansas and Iowa in the occupations analyzed. Employment and law variables were particularly less important to the wages of fast food workers and cashiers; I believe this is because these occupations tend to have more chains and franchises. These organizations may tend to keep their wages and rules uniform no matter the location or minor economic circumstances. There is solid evidence that something in 2023 had a large, positive impact on wages in both states. With only moderate correlation values and the insignificance of employment in the cashiers and fast food worker models, it is safe to say the law may not be the reason for the increase. This could be for a couple of reasons. Perhaps, the

law did not have enough time to take effect on the economy. We could know for more certain if we had quarterly instead of yearly data for this period. Also, to many, 2023 is considered the first full year out of quarantine for the pandemic. The economy was opening back up, and there was a lot more money to be made with people being able to go outside. There does seem to be a trend of students picking the workforce instead of college when leaving high school. I expect that to continue with the addition of the Youth Hiring Act.

I hope my paper can serve as a jumping off point for someone's research when more data is available in the future. It would be interesting to see how wages and employment in these states change years from the pandemic and the passing of their laws. In the future, perhaps someone could collect demographic data like age, race, or sex for each occupation. That could be important if employers avoid hiring young people due to the stricter protections passed in 2023. Maybe some employers would take advantage of people to avoid the law. Say someone hired an undocumented immigrant who is also a minor, the minor may not report the child labor violation to avoid being reported for being undocumented. There is plenty to explore further on this topic.

Appendix

Figure C

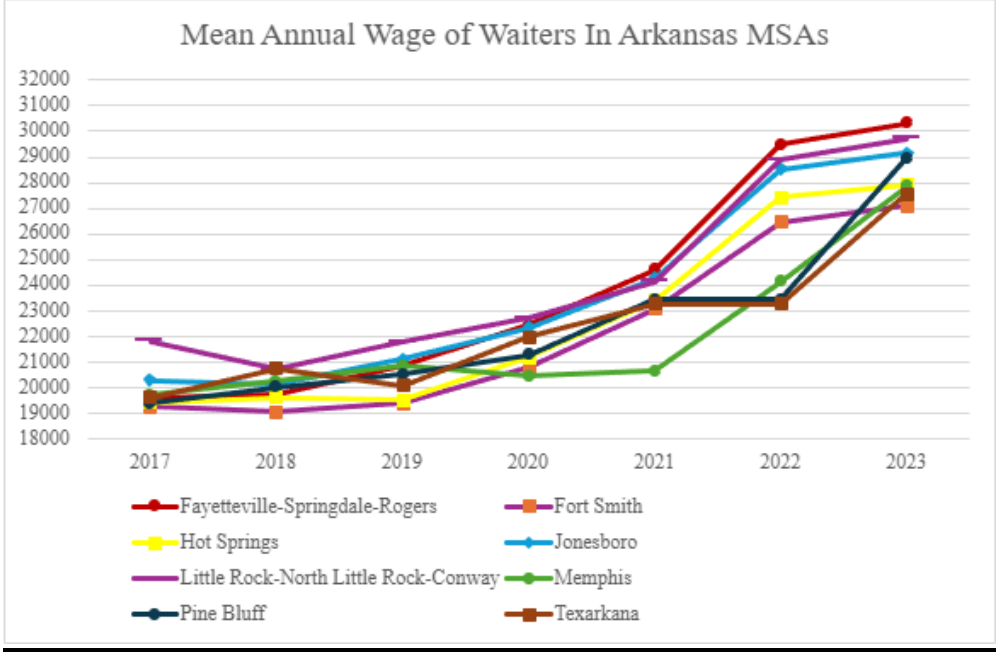

Figure C: BLS data on mean annual wages of waiters in Arkansas MSAs from 2018 to 2023.

Figure D

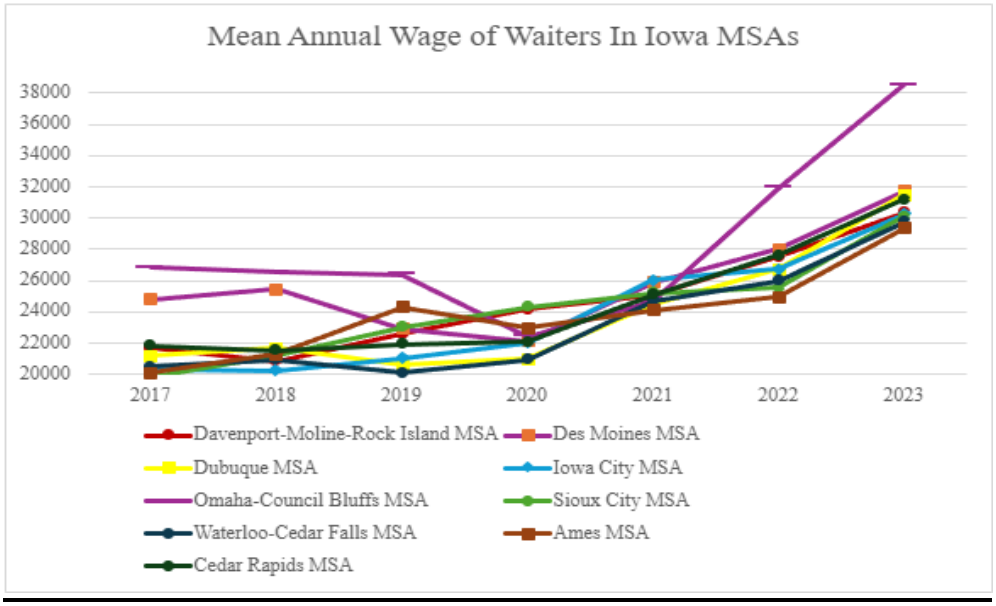

Figure D: BLS data on mean annual wages of waiters in Iowa MSAs from 2017 to 2023.

Figure E

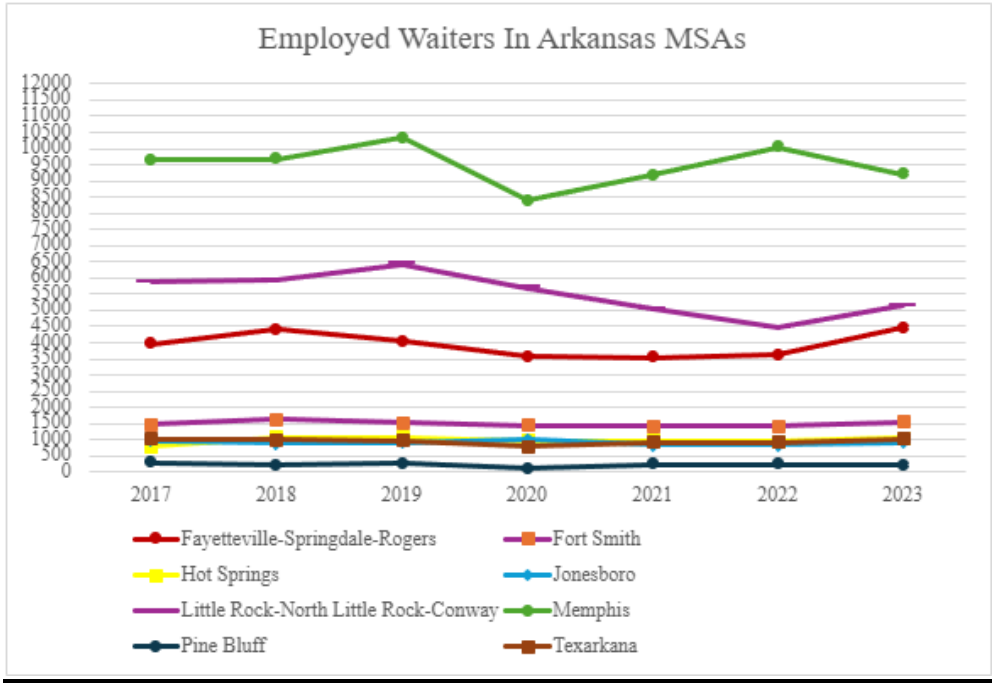

Figure E: BLS data on employment for waiters in Arkansas MSAs from 2017 to 2023.

Figure F

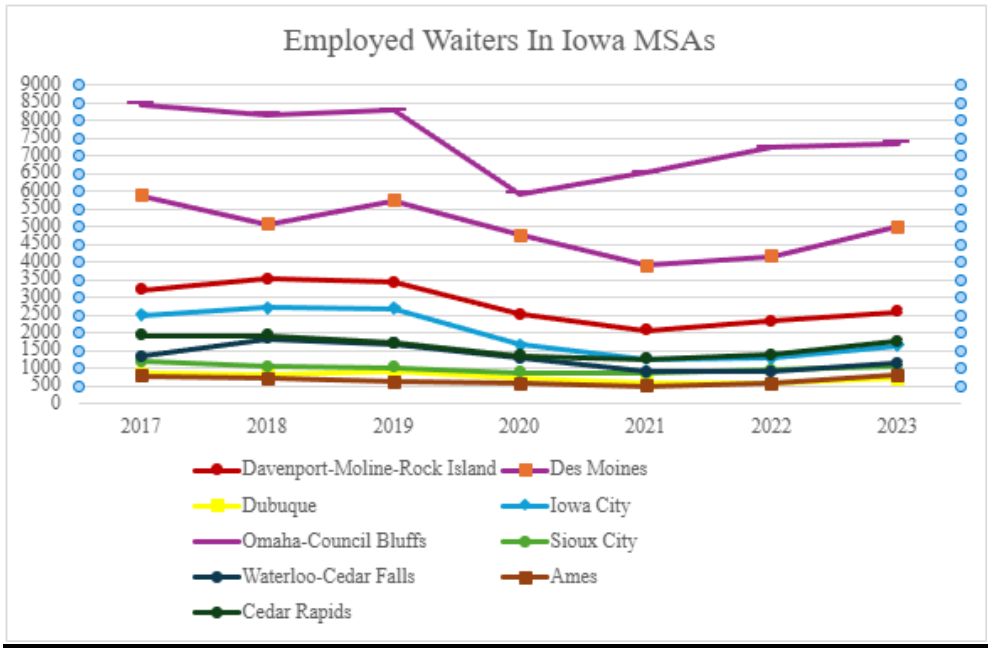

Figure F: BLS data on the employment of waiters in Iowa MSAs from 2017 to 2023.

Figure G

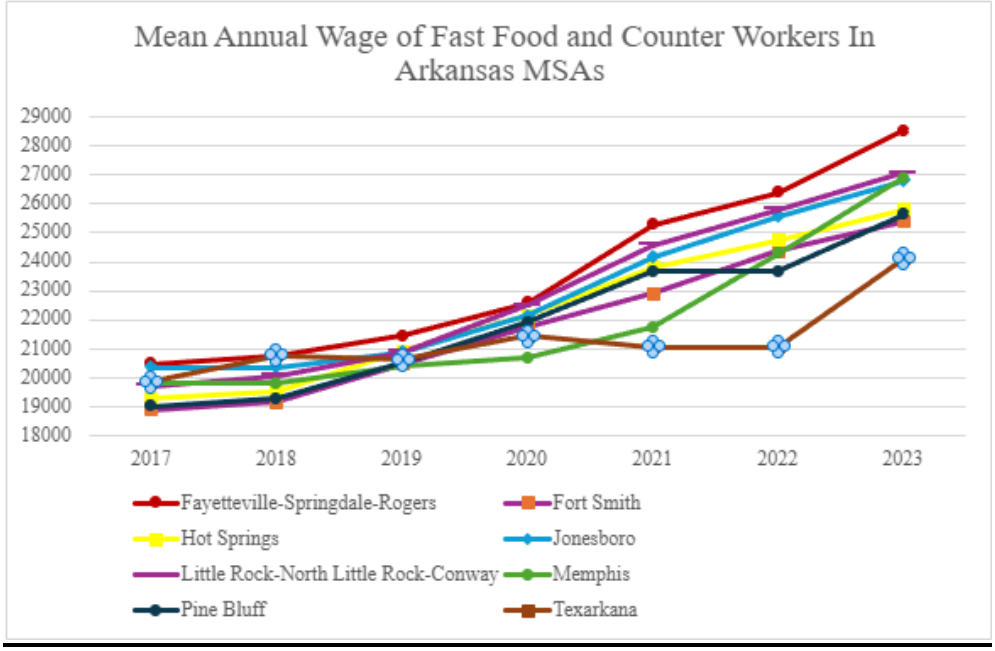

Figure G: BLS data on the mean annual wage of Fast Food and Counter Workers in Arkansas MSAs from 2017 to 2023. Note that before 2020, the occupation was called Combined Food Preparation and Serving Workers, Including Fast Food.

Figure H

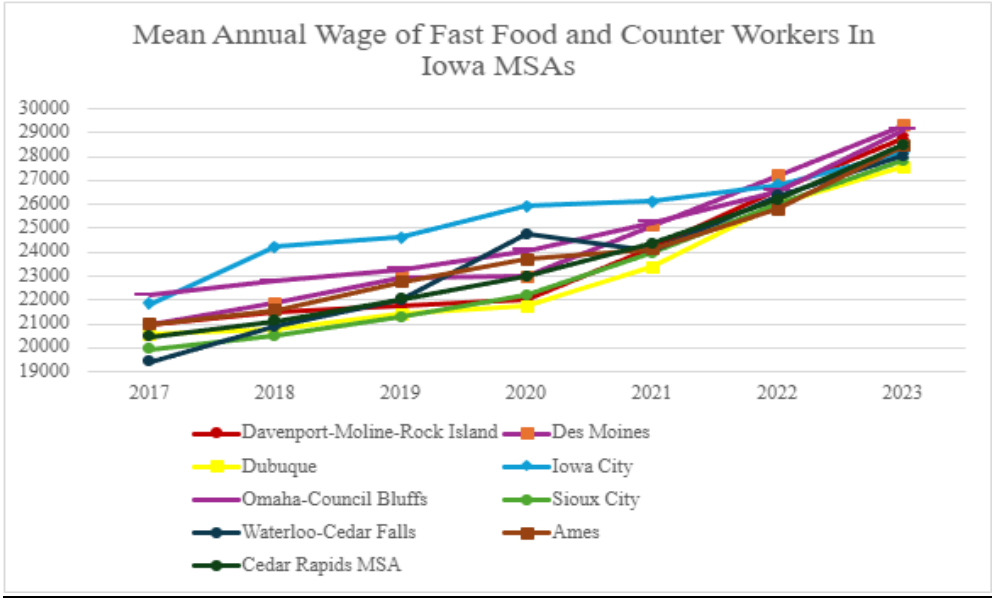

Figure H: BLS data on the mean annual wage of Fast Food and Counter Workers in Iowa MSAs from 2017 to 2023. Note that before 2020, the occupation was called Combined Food Preparation and Serving Workers, Including Fast Food.

Figure I

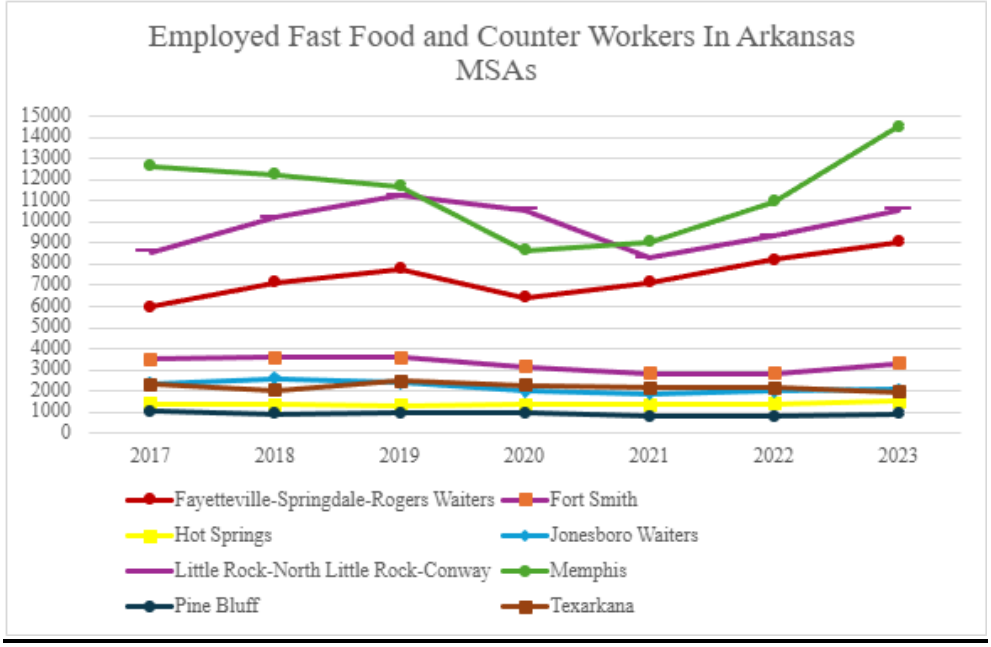

Figure I: BLS data on the employment of Fast Food and Counter Workers in Arkansas from 2017 to 2023. Note that before 2020, the occupation was called Combined Food Preparation and Serving Workers, Including Fast Food.

Figure J

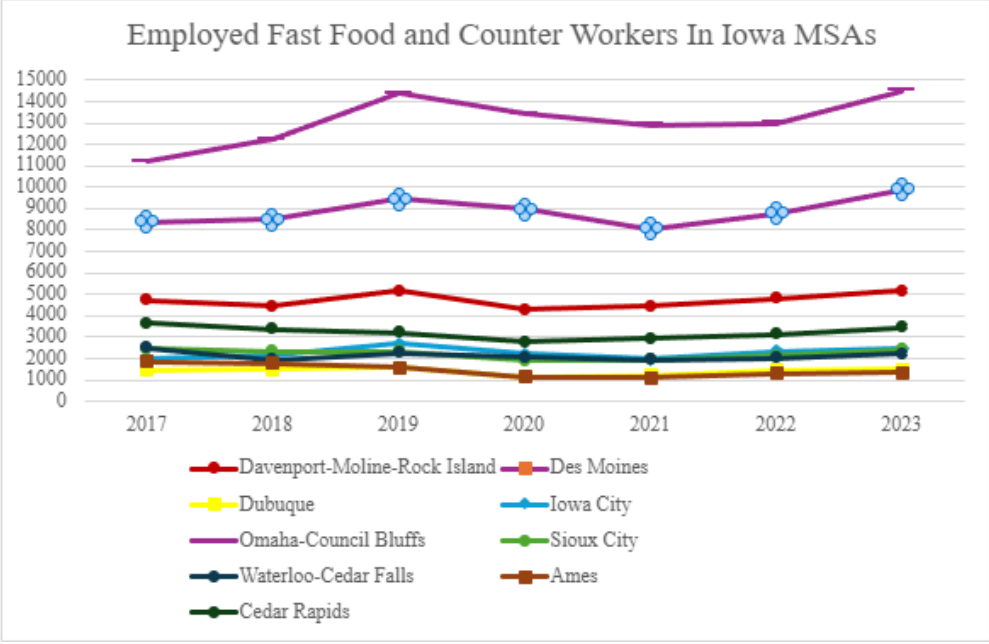

Figure J: BLS data on the employment of Fast Food and Counter Workers in Iowa MSAs from 2017 to 2023. Note that before 2020, the occupation was called Combined Food Preparation and Serving Workers, Including Fast Food.

Figure K

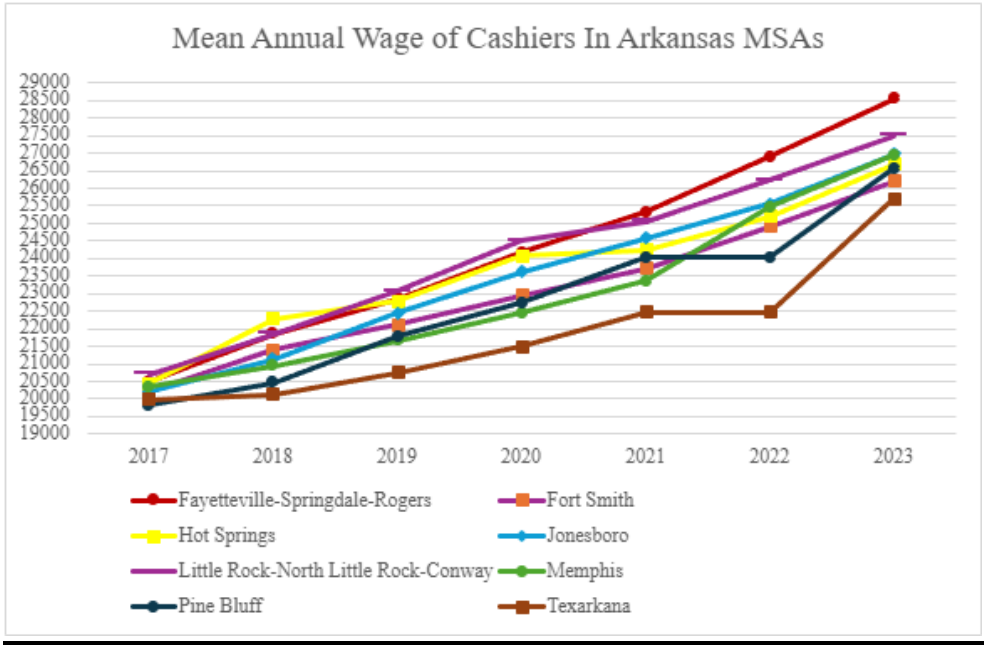

Figure K: BLS data on mean annual wages of cashiers in Arkansas MSAs from 2017 to 2023.

Figure L

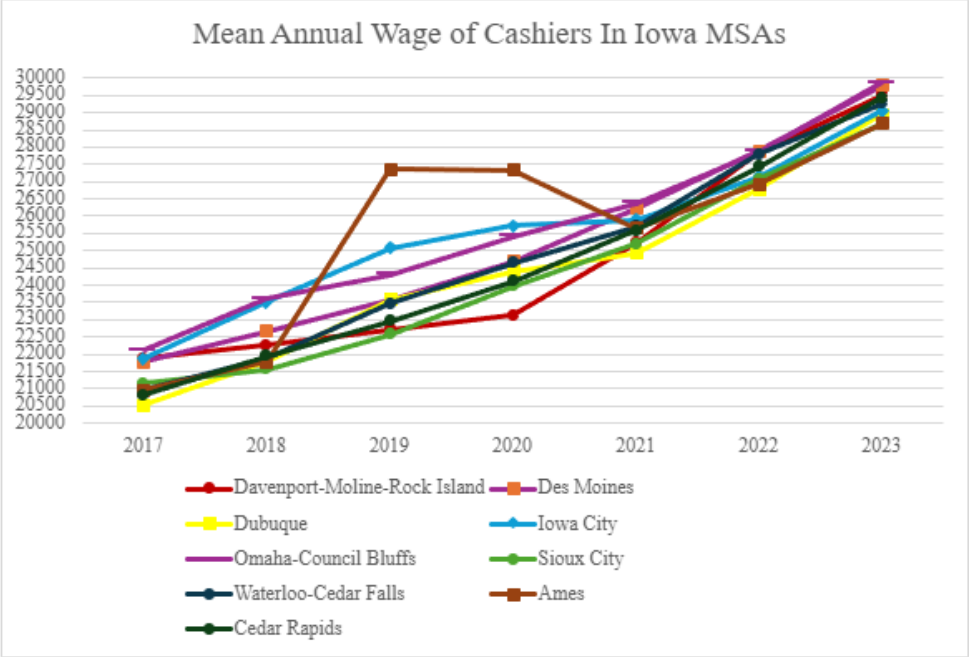

Figure L: BLS data on mean annual wages of cashiers in Iowa MSAs from 2017 to 2023.

Figure M

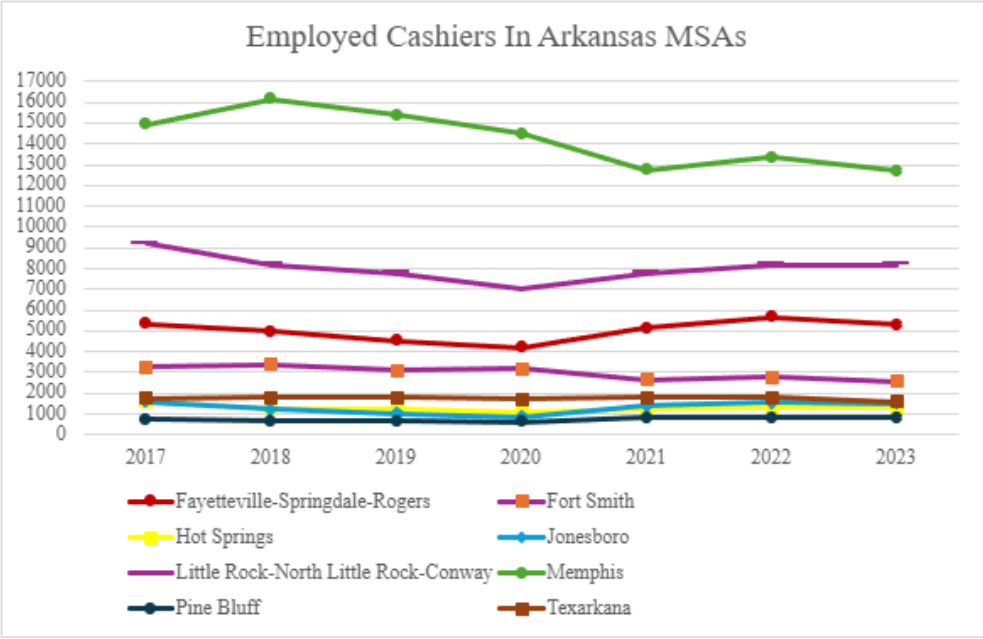

Figure M: BLS data on the employment of cashiers in Arkansas MSAs from 2017 to 2023.

Figure N

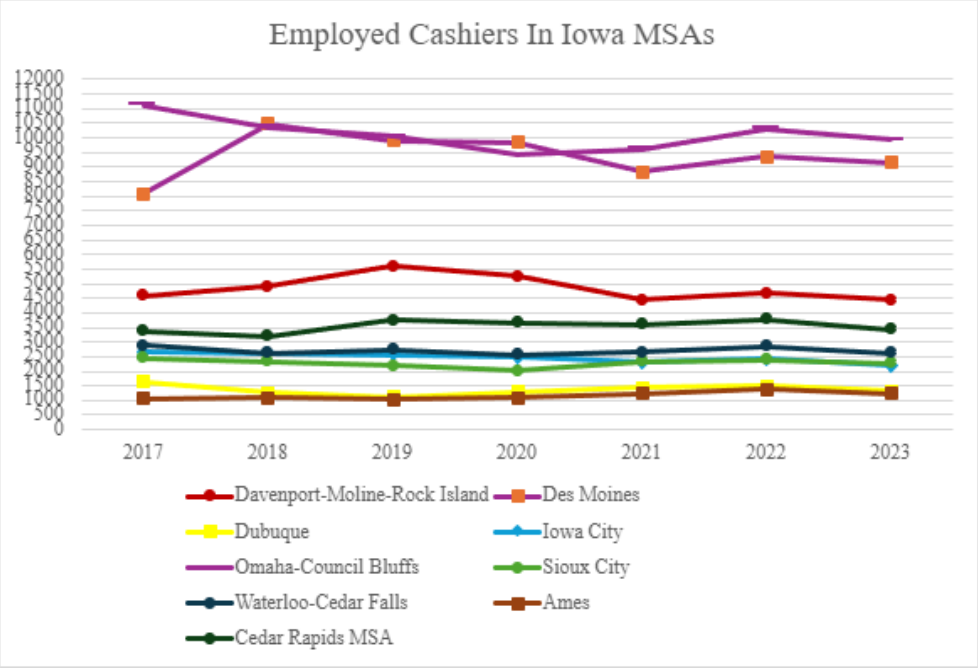

Figure N: BLS data on the employment of cashiers in Iowa MSAs from 2017 to 2023.

Figure O

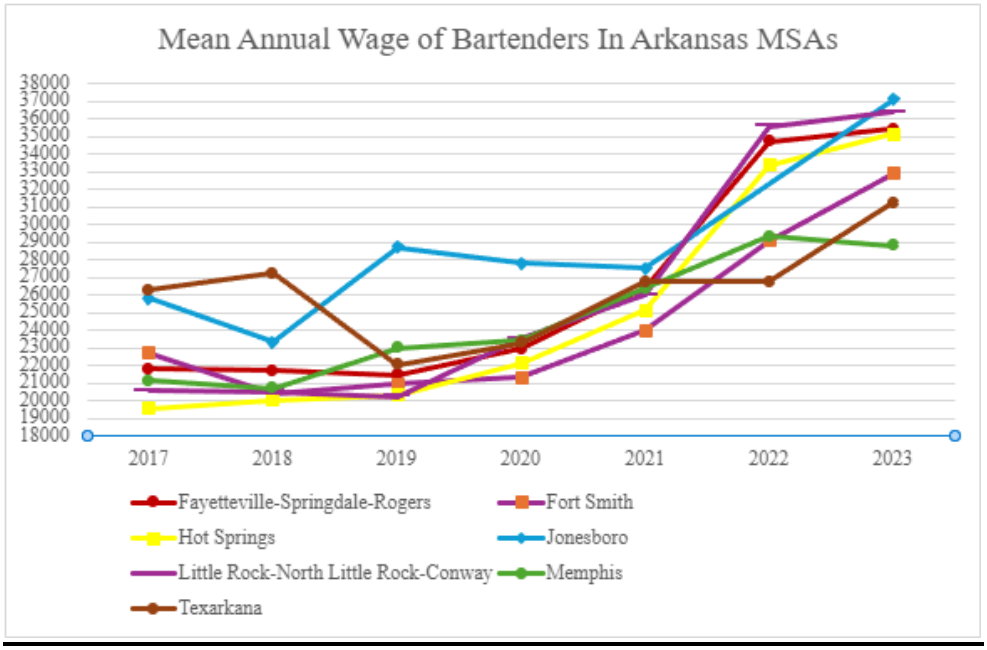

Figure O: BLS data on the mean annual wage of bartenders in Arkansas MSAs from 2017 to 2023. Note, that there is no data for the Pine Bluff MSA, and there are missing data points for the Jonesboro MSA.

Figure P

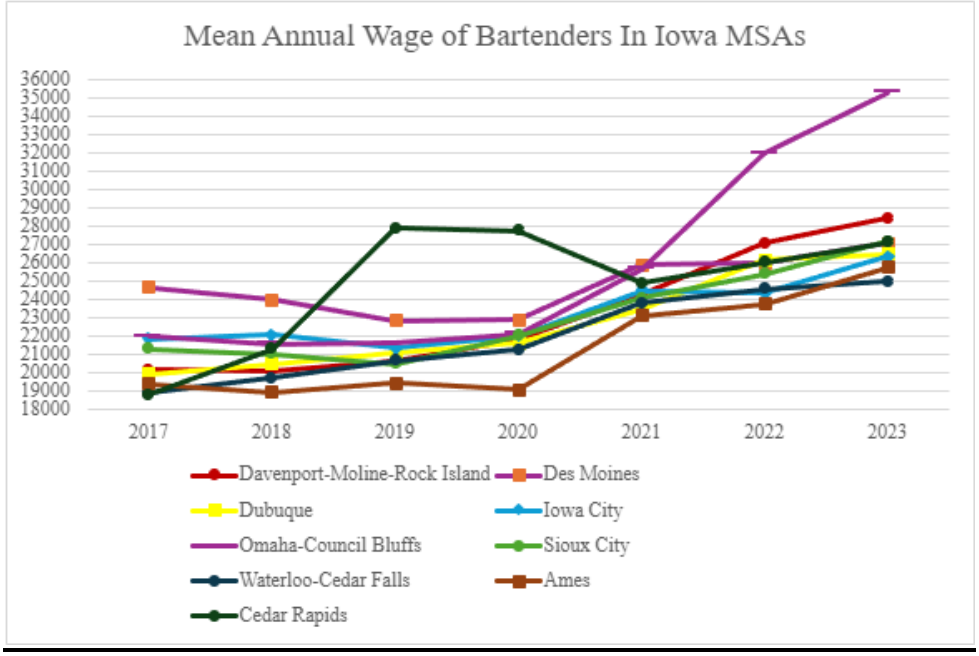

Figure P: BLS data on the mean annual wage of bartenders in Iowa MSAs from 2027 to 2023.

Figure Q

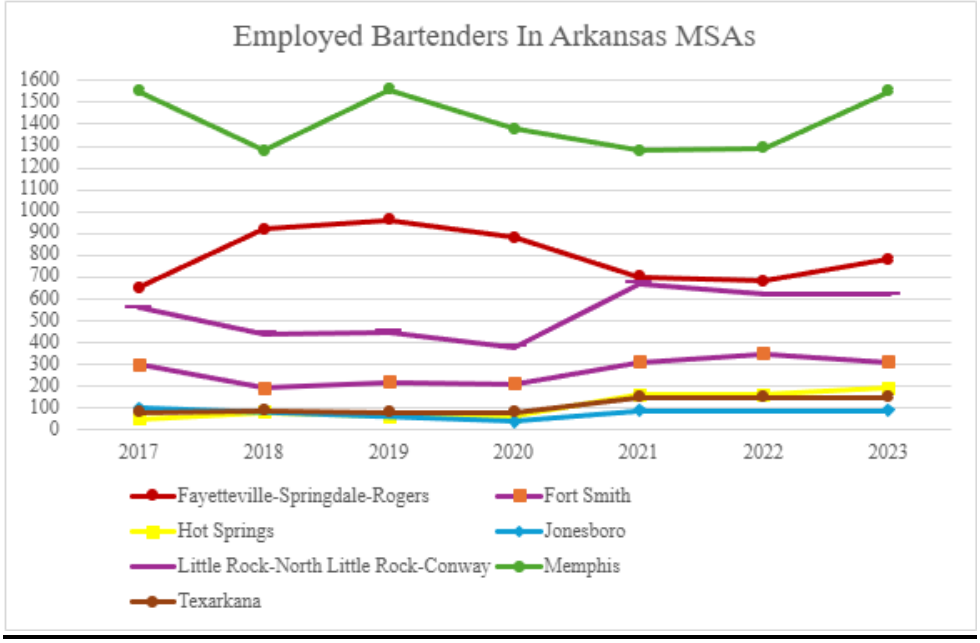

Figure Q: BLS data on the employment of bartenders in Arkansas MSAs from 2017 to 2023. Note, that there is no data for the Pine Bluff MSA, and there are missing data points for the Jonesboro MSA.

Figure R

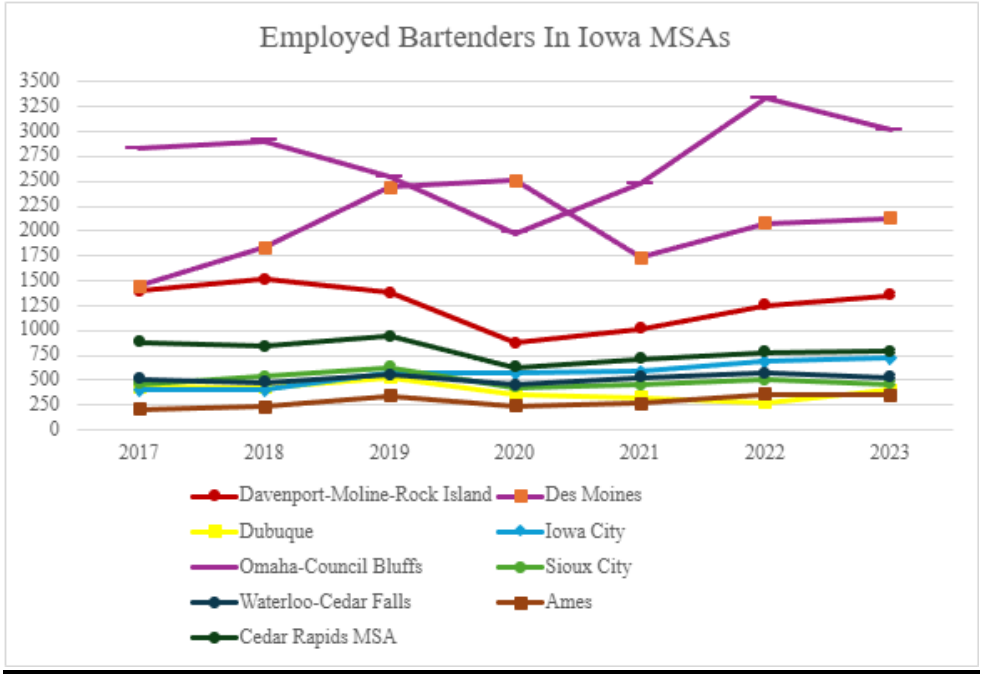

Figure R: BLS data on the employment of bartenders in Iowa MSAs from 2017 to 2023.

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