

FRAMEWORK OF INDICATORS AND SOURCE DATA **for WFPF 2009**

INTRODUCTION: SOURCE DATA

There are three types of indicators: a) data-based indicators, b) policy indicators, and 3) performance indicators. For each indicator a definition and source is provided, along with the data.

Primary Sources for Data-Based Indicators: The data-specific indicators are obtained primarily from two sources -- the American Community Survey (ACS) and the Current Population Survey (CPS).

The ACS, annually published by the U.S. Census Bureau, provides a detailed socioeconomic and demographic profile of the U.S. population. The ACS is replacing the "long form" of the Decennial Census; the advantage of the ACS is annual collection, compared to collection once every ten years through the Decennial Census. Since 2000, the ACS is conducted nationwide with an annual sample now of 3 million households. The 2009 the WFPF uses the Census 2007 ACS, the latest available.

The CPS is carried out by the Bureau of the Census on behalf of the Bureau of Labor Statistics (BLS). The Working Poor Families Project uses three components of the CPS. The CPS Basic Monthly Survey asks questions of over 60,000 households about employment status. The Annual Social and Economic Supplement (conducted every March) goes into some detail regarding income and work experience. Every two years, the Contingent Work Supplement asks questions regarding the temporary or permanent nature of employment. To the extent possible, the 2009 WFPF uses 2008 CPS data. For some measures, achieving statistical significance requires using a three-year average (2006-2008).

For the Percent of Workers in Low Wage Jobs, the national low wage figure is adjusted by the state's cost of living index, as published in Annual Federal Budget and the States by the Taubman Center for State and Local Government, Kennedy School of Government, Harvard University.

Percent of Jobs in Low Wage Occupations relies on data published annually through the Occupational Employment Statistics (OES) program of BLS. The OES program, which surveys approximately 400,000 establishments per year, produces employment and median wage estimates for over 700 occupations.

The policy and performance indicators are drawn from numerous published sources, most of which are national but some of which are from individual state sources. In some instances, published data is not available and might be secured from the relevant state institution. For a small number of indicators data likely does not exist. However, the indicator is identified with the understanding that public policy would be well served if data on this issue were available.

KEY TERMS

FAMILY: Primary married-couple or single parent family with at least one child under age 18.

WORKING FAMILY: A family where all family members age 15 and over have a combined work effort of 39 or more weeks in the last 12 months or all family members age 15 and over have a combined work effort of 26 or more weeks in the last 12 months and one currently unemployed parent looked for work in the previous four weeks. The federal government defines family income as based on all family members age 15 and over.

FAMILY IN POVERTY: A family with an income below the threshold for poverty as defined by the U.S. Census Bureau.

LOW-INCOME FAMILY: A family with an income below 200% or double the threshold for poverty as defined by U.S. Census Bureau. Double the poverty threshold is used as a proxy for economic “self-sufficiency” or “family living standard”, the income a family requires to address basic needs, including housing, food, clothing, health care, transportation, and child care. In 2007, the poverty threshold averaged \$20,951 for a family of four and thus the low-income threshold for a family of four averaged \$41,902.

MINORITY: A person who does not classify himself or herself as white, non-Hispanic.

LABOR FORCE: Persons with a job or without a job and actively seeking one.

MARGINALLY ATTACHED TO THE LABOR FORCE: Persons who are not in the labor force, have looked for work in the past 12 months, want a job, and are available for work.

EMPLOYED PART-TIME FOR ECONOMIC REASONS: Persons currently working a part-time job and who would prefer, but cannot find, a full-time job.

INCOME: Money income only, non-cash benefits not included.

LOW-WAGE: A wage below the full-time, full-year wage required to keep a family of four out of poverty. In 2008, a family of four required \$22,017 to stay out of poverty (at least \$10.59/hr. on a full-time, full-year basis). For the Percent of Workers in Low Wage Jobs measure, the national low wage figure is adjusted by the state's cost of living index, as published in Annual Federal Budget and the States by the Taubman Center for State and Local Government, Kennedy School of Government, Harvard University.

WORKERS IN CONTINGENT JOBS: Workers with jobs of limited duration or otherwise not considered to be permanent. Such jobs include temporary work provided by the employer or arranged through a temporary staffing agency; independent contracting; a job with an employee leasing firm; on-call work; and day labor.

CIVILIAN NONINSTITUTIONAL POPULATION: Persons 16 years of age and older who are not inmates of institutions (for example, penal and mental facilities and homes for the aged) and who are not on active duty in the Armed Forces.

CHAPTER 1: WORKING FAMILIES IN ECONOMIC DISTRESS

Most poor families work, struggling day-to-day to earn wages to meet basic needs such as food, shelter, and health care. Among the many factors that contribute to these conditions, lack of education and occupational skills, leave many working poor parents unprepared to succeed in today's economy.

Please Note: An asterisk () beside an indicator denotes that data or information will be acquired by each state; all other data and information is provided to each state by the project team. A double asterisk (**) signifies that it is unlikely that data exists for this indicator at any level. Indicators in bold are generated by WFPF.*

The Population Reference Bureau uses the U.S. Census American Community Survey and the Current Population Survey files to generate data for the following indicators.

1. **Percent of Low-Income and Poor Families Engaged in Work**
2. **Percent of Working Families that are Low-Income and Percent of Working Families in Poverty**
3. **Percent of Working Families with a Minority Parent that are Low-Income and Percent in Poverty**
4. **Percent of Working Low-Income and Poor Families Spending Over 1/3 of Income on Housing**
5. **Percent of Working Low-Income and Poor Families that Own their Home**
6. **Percent of Working Low-Income and Poor Families With a Parent Without HS Degree or GED**
7. **Percent of Working Low-Income and Poor Families With Parents With No Postsecondary Education**
8. **Percent of Working Low-Income and Poor Families With a Parent that has Difficulty Speaking English Very Well**
9. **Share of Income of Received by Most Affluent Working Families Compared to Share of Least Affluent**
10. **Share of Income of Received by Middle Class Working Families Compared to Share of Least Affluent**
11. **Percent of Children in Low-Income and Poor Working Families**
12. **Percent of Working Low-Income and Poor Families With One Parent Without Health Insurance**

CHAPTER II: EDUCATION AND SKILLS TRAINING

States control many policies and programs that seek to raise the education and skill levels of low-wage adults. This chapter examines the specific education and skill conditions of adults in a state, the policies states use to address the education and skills training needs of adults, and the outcomes of state education and skills training efforts.

A. **Education and Skills Status of Adults Within State**

The following data measures the extent to which adults have the necessary education and skills to engage in employment that leads to economic self-sufficiency. The data focuses on educational achievement levels as well as the extent to which adults are literate, adults in their prime age of work (25-54) are prepared to succeed in the labor market, and residents are enrolled in postsecondary education.

1. **Percent of Adults 18-64 without High School Degree/GED**
2. **Percent of Adults 18-64 With Only High School Degree/GED**
3. **Percent of Adults 18-64 With Some Postsecondary Education, No Degree**
4. **Percent of Adults 18-64 With Associates Degree or Higher**
5. **Percent of Adults 18-64 who have Difficulty Speaking English Very Well**
6. **Percent of Adults at Literacy Levels 1 and 2**
7. **Percent of Adults 25-54 without High School Degree/GED**
8. **Percent of Adults 25-54 With Only High School Degree/GED**
9. **Percent of Adults 25-54 With Some Post-Secondary Education, No Degree**
10. **Percent of Adults 25-54 With Associates Degree or Higher**
11. **Percent of Young Adults 18-24 enrolled in Postsecondary Institutions**
12. **Percent of Adults 25-54 enrolled in Postsecondary Institutions**
13. **Percent of Students Enrolled in Community Colleges Requiring Remediation***

B. State Policies That Support Career Skills Development for Low-Income Adults

The career skills development indicators examine whether a state has policies that give explicit attention to preparing educationally and economically adults to succeed in the labor market. The indicators focus on whether postsecondary policies are directed at helping low-income workers afford school and have the opportunity to complete career development programs that lead to high-skilled and high-wage jobs. The indicators also examine how policies in the workforce development system support adults in accessing and obtaining education and career skills. Attention is also given to adult basic education and literacy programs, important elements of the overall workforce development system.

Postsecondary Policies

- 1. State Investment in Need-Based Financial Aid as Compared to the Federal Investment**
- 2. Percentage of Income Poorest Families Need to Pay for Tuition at Lowest-Priced Colleges**
- 3. State Funding Available to Students Taking Short-term, Non-Degree Career Classes**
- 4. State FTE Resources Provided to Community Colleges to Support Non-Credit Career Classes**
- 5. State Able to Monitor and Assess Progress/Completion of CC Remediation Students**
- 6. Community Colleges Receive State Rewards for Positive Performance in Remedial Education**
- 7. Percent of Federal Career/Technical Resources State Allocates to Postsecondary Education**
8. Local Postsecondary Career/Technical Program Applications Reviewed by Local Workforce Board Prior to Submission to State*
- 9. State Measures Community College Performance by Job Placement**
- 10. State Measures Career/Technical Program Performance by Placement of Low-Income Students**
- 11. State Measures Career/Technical Program Performance by Program Completion of Low-Income Students**

Workforce and Adult Education Policies

WIA:

- 1. State Mandates Federal and State Programs, Beyond Those Required By WIA, To Be Formal Partners in One Stop System**
- 2. State Uses Alternative Funding Formula to Allocate Funds to Local Areas with Excess Poverty**
3. Over Fifty Percent of WIA Funds Dedicated to Training*
- 4. State Has Policy for Determining When Local WIA Training Funds Are Limited and Requires Local WIBs to Establish Training Priorities**
5. State Established Training Provider Eligibility/Performance Criteria Beyond WIA Requirements and Include Data in Consumer Reports*
6. State Requires Local WIBs to Do Basic Skills Assessment for all Without High School Degree or GED and Refer to Adult Education*
7. State Requires Local WIBs To Provide Funds for Supportive Services*

TANF:

- 8. Postsecondary Education/Training Alone Satisfies TANF Work Requirement for 12 Months or Less**
- 9. Post-secondary Education/Training alone Satisfies TANF Work Requirement for More than 12 Months**
- 10. TANF Time Clock Stopped When Engaged in Postsecondary Education and Training**
11. TANF/MOE Funds Used for Education and Training for Working Poor Not Receiving Case Assistance*
- 12. State Provided Match for TANF IDA/ILA Training Accounts**

Adult Education and Literacy:

- 13. State Resources Allocated for Adult Education and Literacy**
14. State Policy Explicitly Facilitates or Encourages the Transition of Adult Education Students to Postsecondary Academic or Vocational Education *

15. State Can Track the Outcomes of All Adult Education Students, Including Those Transitioning into Postsecondary Education*
16. State Provides Own Dedicated Resources for Workplace Literacy*
- 17. State Mandates Adult Education for Prison Inmates with Deficient Basic Skills**
18. States Offers Certified Occupational Skills Training Programs for Prison Inmates*

C. Performance of State Education and Training Efforts

The education and training performance indicators reflect the extent to which state efforts are effectively achieving results on behalf of low-income participants. The performance indicators for postsecondary efforts focus on completion rates for those enrolled in college programs and the extent to which students served by the Perkins Vocational program achieve positive results at school and in the labor market. Performance indicators also are provided on three federally supported workforce programs, with a particular focus on whether participants increase their earnings.

Postsecondary Performance

- 1. Percent of Young Adults Enrolled in Postsecondary Education**
- 2. Percent of First Year Community College Students Returning Second Year**
- 3. Percent of Adults Enrolled in Postsecondary Education at Least Part-Time**
4. Percent of Community Colleges Students Obtaining a Certificate/Degree or Transferring to a Four Year College*
5. Percent of Community College Students Obtaining High-Wage Jobs*
6. Percent of Community Colleges Students in Developmental Education Moving Ahead*
- 7. Ratio of Career Certificates Awarded to Associates Degrees in Community Colleges**
- 8. Percent of Postsecondary Perkins Students Attaining a Credential**
- 9. Percent of Economically Disadvantaged Postsecondary Perkins Students Achieving Placement Relative to All Postsecondary Students Served**
- 10. Percent of Postsecondary Perkins Students Served Relative to Adults 18-64 Without Postsecondary**
11. Percent of Placed Postsecondary Perkins Students Earning Above Poverty**
12. Percent of Placed Postsecondary Perkins Students Earning Above 200% of Poverty**

Workforce and Adult Education Program Performance

WIA:

- 1. Percent of Unemployed WIA Adults Receiving ITA**
2. Percent of WIA Dollars Spent on Training*
- 3. Percent of Adults Receiving Training Obtaining Employment and Credential**
- 4. Percent of Exiters Receiving Training Services Relative to Adults Without HS/GED**
- 5. Adult Employment Retention Rate**
6. Percent of Exiters Earning Above Poverty**
7. Percent of Exiters Earning Above 200% of Poverty**

TANF:

- 8. Percent TANF Participants enrolled in Education/Training**
- 9. Adult Employment Retention Rate**
10. Percent TANF Leavers Earning Above Poverty**
11. Percent TANF Leavers Earning 200% Above Poverty**

Adult Basic Education and Literacy:

- 12. Percent of Students Improving in Beginning Literacy Skills**
- 13. Percent All Students Enrolled in Adult Education Relative to Adults Without HS/GED**
- 14. Percent of All Adult Education Students with a Goal of Postsecondary or Training**

15. Percent of All Adult Education Students that Transition to Postsecondary or Vocational Education **
16. Percent of Participants Gaining Employment and Earning Above Poverty**
17. Percent of Participants Gaining Employment and Earning Above 200% Poverty**
18. Percent of Eligible Prison Inmates Receiving Adult Education*

CHAPTER III: EMPLOYMENT OPPORTUNITY

This chapter focuses on the state policies and programs aimed at increasing the availability of jobs, particularly good jobs for entry-level and low-income workers. The chapter examines specific economic conditions in a state, the economic development or business assistance policies that relate to these conditions, and, where possible, the outcomes of state efforts.

A. Economic Conditions in State

The following data measures the extent to which workers in a state are able to get jobs that can support a family. In particular, it looks at the extent to which workers do not have a job but would like one, have a job on which it is difficult to support a family because the job is part-time, or, have more than one job. The section also looks at the extent to which the state's job structure depends on low-wage jobs.

1. Labor Force Participation Rate

- **Labor Force Participation Rate for Women**
- **Labor Force Participation Rate for Men**
- **Labor Force Participation Rate for Non-whites**

2. Percent of All Workers Not Fully Employed

- **Percent of All Workers Who Are Unemployed**
- **Percent of All Workers Who Are Marginally Attached to the Labor Market**
- **Percent of All Workers Employed Part-Time Due to Economic Reasons**

3. Percent of Unemployed Workers Exhausting Unemployment Benefits

4. Percent of Workers Over 18 Who Hold More Than One Job

5. Percent of Jobs in Occupations That Pay Below Poverty Level

B. State Policies Influencing Employment Availability

The employment availability indicators examine whether a state has policies that give explicit attention to creating better jobs for the working poor. Such programs include workforce investment and training, public works, and business assistance.

1. State Customized and Incumbent Worker Training Includes Target to Serve Entry-Level and Low-Income Workers*
2. State Tax Credits Available for Training Entry-Level and Low-Income Workers*
3. State Primary Business Assistance Programs Include Job Creation Goals with Wage Standards and Targets for Serving Entry-Level and Low-Income Workers*
4. State Primary Business Assistance Programs for Distressed Places Include Job Creation Goals with Wage Standards and Targets for Serving Entry-Level and Low-Income Workers*
5. **State Requires Full Time Job Creation by Businesses Receiving State Subsidies**
6. **State Requires Employee Health Care Coverage by Businesses Receiving State Subsidies**
7. State Supports Sectoral Development Initiatives That Benefit Low-Income Workers*
8. State Public Works Projects Utilize Targeted Hiring Agreements*
9. **State Resources Used to Support Transitional Employment Programs**
10. State Has Economic Development Disclosure Laws
10. a **State Has Economic Development Disclosure Laws That Reveal Whether Low-Income Workers Benefit***
11. **State Requires Published Information on Companies with 50 Employees or More Utilizing Public Health Care Assistance or Benefits**

C. Performance of State Employment Efforts

The job development and availability performance indicators examine whether state job creation and advancement efforts serve economically disadvantaged workers and do so in ways that help them achieve economic self-sufficiency. A key issue is whether states collect data for these indicators.

1. Percent of Low-Income Workers Benefiting from State Business Assistance Efforts**
2. Percent of Benefiting Low-Income Workers Earning Above 200% of Poverty After Assistance**
3. Percent of Businesses that Participate in State Business Assistance Efforts Targeting Low-Income Workers**
4. Percent of Low-Income Workers Employed by Companies Participating in State Business Assistance Efforts Targeting Low-Income Workers**
5. Percent of Unemployed Workers Receiving Intensive or Training Services From the One Stop Centers*

CHAPTER IV: CONDITIONS OF EMPLOYMENT

States can take a number of steps to insure that workers are treated appropriately and fairly as well as acquire sufficient income and benefits to support their families. This chapter focuses on the policies and programs that can improve quality of jobs and the benefits and supports available to workers. As such, this chapter examines specific employment conditions in a state, employment and worker support policies, and the outcomes of state efforts.

A. Conditions of Employment in State

The following data measures the extent to which workers in the state have good jobs, ones with decent pay and benefits. In particular, it looks at the extent to which workers have jobs that are low-paying, jobs that are contingent, and jobs that do not provide important benefits, including health insurance, a pension, and workers' compensation coverage. It also focuses on workers who lost their job, but are not getting unemployment insurance, either because they exhausted their coverage or they lack eligibility.

1. **Percent of Workers in Low-Wage Jobs**
2. **Percent of Workers Over 18 Who Hold Contingent Jobs**
3. **Percent of Workers Age 18-64 Without Health Insurance**
4. **Percent of Workers Over 18 Without Employer Provided Pensions**
5. **Percent of Workers Over 18 Not Covered by Workers Compensation Insurance**
6. **Percent of Unemployed Not Receiving Unemployment Insurance Benefits**

B. State Policies Influencing Conditions of Employment

The worker support and protection indicators examine whether a state has policies that help compensate for low paying work and the absence of benefits. It also addresses whether a state provides protection to low-wage, part-time, contingent workers, and those at risk of become such workers (i.e., ex-offenders), with regard to unemployment insurance, workers compensation, and general rights of employment.

Income:

1. **State Has Minimum Wage Law and The Defined Wage Exceeds Federal Level**
2. **State Established Living Wage Law**
3. **State Enacted Earned Income Tax Credit**
4. **State Tax Burden for Working Families Earning Poverty Threshold**
5. **State Provides Wage Replacement for Parental Leave**

Health and Child Care:

6. **State Provides Medicaid to Working Parents Earning Up to 200% of Poverty**
7. **State Healthcare Subsidy Available to Employers or Employees**
8. **State Income Eligibility for Child Care as Percentage of Median Income**
9. **State Required Child Care Co-Payment for Families in Bottom Quintile of Earnings**

10. State Sets Maximum Child Care Reimbursement Rate at 75% or Greater of Market Rate

Unemployment Insurance (UI):

- 11. State Uses Alternative Base Period to Determine Eligibility for Unemployment Insurance**
- 12. State Unemployment Insurance Policies Treat Part-time Workers Favorably**
- 13. State Protects Temporary Workers from Being Excluded from Unemployment Insurance Coverage**
- 14. State Unemployment Insurance Benefits Available to Workers Leaving Employment for Domestic Reasons**
- 15. State Unemployment Insurance Maximum Benefits Exceed Poverty Level**
- 16. State Provides Temporary Disability Insurance**

Workers' Compensation:

- 17. State Workers' Compensation Law Fulfills Recommendations of Report of the National Commission of State Workmen's Compensation Laws**
- 18. Workers' Compensation Minimum Benefits**

Work Protections:

- 19. State Requires Greater Coverage for Family Medical Leave than Federal Law**
- 20. State Has Paid Family Leave Program**
- 21. State Has Laws and Regulations to Protect Employment Rights of Day Laborer**
- 22. State Law Protects Ex-Offenders from Employment Discrimination**

C. Performance of State Efforts to Improve Conditions of Employment

The work support and protection indicators examine whether state efforts to assist low-wage workers in obtaining health care and tax benefits are being fully accessed and used by the intended beneficiaries.

- 1. Percent of Eligible Families Utilizing State and/or Federal EITC***
- 2. Percent of Eligible Adults Without Private Health Insurance Utilizing State Medicaid***
- 3. Percent of Small Business Using State Health Care Assistance****
- 4. Number of Children Eligible for Child Care Assistance on Waiting List**
- 5. Percent of Unemployed Receiving Benefits That Exceed Poverty****

APPENDIX: SUPPLEMENTAL DATA

The Population Reference Bureau computes additional data to provide important background information. This information is not ranked and is intended to help states provide as complete a picture as might be needed on the work efforts and conditions of low-income working families.

- 1. Adults Age 18 and Over who are in Working Families that are Low-Income and Adults Age 18 and Over who are in Working Families that are Poor**
- 2. Percent of Working Low-Income and Poor Families with One Parent Between 25-54 Years Old**
- 3. Percent of Poor and Low-Income Working Families in which at Least One Parent is an Immigrant**
- 4. Working Families by Family Type and Estimated Hours Worked Per Year by All Family Members that are Low-Income and Working Families by Family Type and Estimated Hours Worked Per Year by All Family Members that are Poor**
- 5. Hours Worked Per Year by Family Members**
 - a. Hours Worked by All Family Members Age 15 and Over in Working Families**
 - b. Hours Worked by All Family Members Age 15 and Over in Working Families that are Low-Income**
 - c. Hours Worked by All Family Members Age 15 and Over in Working Families that are Poor**
- 6. Hours Worked by Family Members in Married Couple Working Families**
 - a. Hours Worked by All Family Members Age 15 and Over in Married Couple Working**

- Families
 - b. Hours Worked by All Family Members Age 15 and Over in Married Couple Working Families that are Low-Income
 - c. Hours Worked by All Family Members Age 15 and Over in Married Couple Working Families that are Poor
- 7. Hours Worked by Family Members in Single Father Working Families
 - a. Hours Worked by All Family Members Age 15 and Over in Single Father Working Families
 - b. Hours Worked by All Family Members Age 15 and Over in Single Father Working Families that are Low-Income
 - c. Hours Worked by All Family Members Age 15 and Over in Single Father Working Families that are Poor
- 8. Hours Worked by Family Members in Single Mother Working Families
 - a. Hours Worked by All Family Members Age 15 and Over in Single Mother Working Families
 - b. Hours Worked by All Family Members Age 15 and Over in Single Mother Working Families that are Low-Income
 - c. Hours Worked by All Family Members Age 15 and Over in Single Mother Working Families that are Poor
- 9. Working Family Members Age 15 and Older in Working Families that are Low-Income by Occupation
 - a. Working Family Members Age 15 and Older in Working Families that are Low-Income by Occupation
 - b. Working Householders in Working Families that are Low-Income by Occupation
 - c. Working Spouses in Working Families that are Low-Income by Occupation
 - d. Working Family Members other than Household or Spouse in Working Families that are Low-Income by Occupation
- 10. Working Family Members Age 15 and Older in Working Families that are Poor by Occupation
 - a. Working Family Members Age 15 and Older in Working Families that are Poor by Occupation
 - b. Working Householders in Working Families that are Poor by Occupation
 - c. Working Spouses in Working Families that are Poor by Occupation
 - d. Working Family Members other than Household or Spouse in Working Families that are Poor by Occupation
- 11. Working Family Members in Selected Occupations that are Poor or Low-Income
 - a. Working Family Members Age 15 and Older in Selected Occupations that are Poor or Low-Income
 - b. Working Householders in Selected Occupations of Families that are Poor or Low-Income
 - c. Working Spouses in Selected Occupations of Families that are Poor or Low-Income
 - d. Working Family Members other than Householder or Spouse in Selected Occupations in Families that are Poor or Low-Income

12. Poor and Low-Income Working Families That Received Food Stamps

Chapter 1: Working Families with Children in Economic Distress

All of the following indicators are provided by PRB. All but indicator #12 are based on analysis of Census 2005 American Community Survey. Indicator #12 is based on data from the Current Population Survey.

(1) Percent of Low-Income and Poor Families Engaged in Work

This is a measure of the extent to which low-income and poor families have members who work, as defined above.

Source: Population Reference Bureau, analysis of 2007 American Community Survey

(2) Percent of Working Families that are Low-Income and Percent of Working Families in Poverty

This is a measure of the extent to which working families earn income below the low-income and poverty thresholds, as defined above.

Source: Population Reference Bureau, analysis of 2007 American Community Survey

(3) Percent of Working Families with a Minority Parent that are Low-Income and Percent in Poverty

This is a measure of the extent to which families with at least one minority working parent are in poverty. A minority parent is defined as a parent who does not classify himself or herself as white, non-Hispanic.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(4) Percent of Working Low-Income and Poor Families Spending Over 1/3 of their Income on Housing

This is a measure of the extent to which working low-income and poor families spend over one-third of their income for housing.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(5) Percent of Working Low-Income and Poor Families that Own their Home

This is a measure of whether low-income and poor working families own or rent their home.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(6) Percent of Working Low-Income and Poor Families with a Parent without HS Degree or GED

This is a measure of the extent to which working low-income and poor families have at least one parent without a high school degree or equivalent.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(7) Percent of Working Low-Income and Poor Families with Parents with NO Postsecondary Education

This is a measure of the extent to which parents in working low-income and poor families have had not postsecondary experience.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(8) Percent of Working Low-Income and Poor Families with a Parent that has Difficulty Speaking English Very Well

This is a measure of the extent to which working low-income and poor families have at least one parent with limited English.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(9) Share of Income Received by Most Affluent Working Families Compared to Share of Least Affluent

This is a measure of the relative size of the gap between the incomes of the one-fifth of families that are the highest income generators and the one-fifth of families that are the lowest.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(10) Share of Income Received by Middle Class Working Families Compared to Share of Least Affluent

This is a measure of the relative size of the gap between the incomes of the one-fifth of families that represent the middle quintile of income generators and the one-fifth of families that are the lowest.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(11) Percent of Children Under 18 in Low-Income and Poor Working Families

This is a measure of the number of children who reside in low-income and poor working families.

Source: Population Reference Bureau, analysis of 2007 American Community Survey

(12) Percent of Low-Income and Poor Working Families with at least One Parent without Health Insurance

This is a measure of the extent to which at least one parent in working low-income and poor families does not have health insurance, whether provided through an employer or the government. If one spouse has health insurance and reported having group insurance, the spouse is automatically considered to have health insurance.

Source: Population Reference Bureau, analysis of data from the Current Population Survey Annual Social and Economic Supplement (2006-2008).

Chapter II: Education and Skills Training

A. Education and Skills Status of Adults in State

Data provided based on PRB analysis, except indicators #6 and #13.

(1) Percent of Adults 18-64 without High School Degree or GED

This is a measure of the extent to which residents between the ages of 18 and 64 years old do not have a high school degree or GED.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(2) Percent of Adults 18-64 with Only High School Degree or GED

This is a measure of the extent to which residents between the ages of 18 and 64 years old have only a high school degree or GED.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(3) Percent of Adults 18-64 with some Postsecondary Education, No Degree

This is a measure of the extent to which residents between the ages of 18 and 64 years old have some postsecondary education, but no degree.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(4) Percent of Adults 18-64 with Associates Degree or Higher

This is a measure of the extent to which residents between the ages of 25 and 54 years old have an associate degree or higher degree such as bachelor, master or doctoral degrees.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(5) Percent of Adults 18-64 who have Difficulty Speaking English Very Well

This is a measure of the extent to which residents between the ages of 18 and 64 years who speak English less than very well.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(6) Percent of Adults 16 and Older at Literacy Levels 1 and 2

This is a measure of the extent to which adults 16 and older have poor literacy skills, defined as Literacy Level 2 or below in the National Adult Literacy Survey (NALS).

Source: The national average is provided by the 2003 National Assessment of Adult Literacy report entitled, "A First Look at the Literacy of America's Adults in the 21st Century." (see <http://nces.ed.gov/naal/>). In addition, six states participated in a State Assessment of Adult Literacy. These states include Kentucky, Maryland, Massachusetts, Missouri, New York, and Oregon. State estimates of adult literacy from 2003 are available for these states. For all other states, estimates are provided by the National Institute for Literacy, based on algorithms that utilize data from the 1992 NALS and the 1990 Decennial Census. (see <http://www.casas.org/lit/litcode/Search.cfm>).

(7) Percent of Adults 25-54 without High School Degree or GED

This is a measure of the extent to which residents between the ages of 25 and 54 years old do not have a high school degree or GED.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(8) Percent of Adults 25-54 with Only High School Degree or GED

This is a measure of the extent to which residents between the ages of 25 and 54 years old have only a high school degree or GED.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(9) Percent of Adults 25-54 with Some Postsecondary Education, No Degree

This is a measure of the extent to which residents between the ages of 25 and 54 years old have some post-secondary education, but no degree.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(10) Percent of Adults 25-54 with Associates Degree or Higher

This is a measure of the extent to which residents between the ages of 25 and 54 years old have an associate degree or higher degree such as bachelor, master or doctoral degrees.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(11) Percent of Young Adults 18-24 Enrolled in Postsecondary Institutions

This is a measure of the extent to which residents between the ages of 18 and 24 years old are enrolled in college.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(12) Percent of Adults 25-54 Enrolled in Postsecondary Institutions

This is a measure of the extent to which residents between the ages of 18 and 24 years old are enrolled in college.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(13) Percent of Students Enrolled in Community Colleges Requiring Remediation

This is a measure of the extent to which community college entrants do not have sufficient basic skills to effectively undertake college level work.

Source: Jenkins, Davis and Katherine Boswell. "State Policies on Community College Remedial Education: Findings From a National Survey," pp. 7-8 (Education Commission of the States, Community College Policy Center, Fall 2002). (see www.communitycollegepolicy.org) Please check state for updated data.

B. State Policies That Support Career Skills Development for Low-Income Adults

Postsecondary Policies

(1) State Investment in Need-Based Financial Aid as Compared to the Federal Investment

This measures states' commitment to provide aid for low-income students as compared to the federal contribution.

Source: National Center for Public Policy and Higher Education, "Measuring Up 2008: The National Report Card on Higher Education." See: http://measuringup2008.highereducation.org/compare/graded_performance_raw.php

(2) Percent of Income that Poorest Families Need to Pay Tuition at Lowest-Priced Colleges

This measure indicates the percent of income that the poorest families need to pay tuition at the lowest priced colleges. Poorest families include those in the 40% of the population with the lowest incomes.

Source: National Center for Public Policy and Higher Education, "Measuring Up 2008: The National Report Card on Higher Education." See: http://measuringup2008.highereducation.org/compare/graded_performance_raw.php

(3) State Funding Available for Short-Term, Non-Degree Career Classes

This measures whether a state has taken steps to provide funding for adults seeking short-term career training in non-degree classes for which traditional scholarship and support dollars (e.g., Pell Grants) are not generally applicable.

Source: FutureWorks, “Held Back: How Student Aid Programs Fail Working Adults,” April 2002, p. 53. (see: <http://www.futureworks-web.com>)

(4) State FTE Resources Provided to Community Colleges to Support Non-Credit Career Classes

This measures whether community colleges receive state funding for students taking non-credit career classes, which means that financial support for the classes is based on full-time enrollments (FTE) and not solely dependent on tuition, fees or other outside resources. These data report states using general funds to support workforce education funding based on contact hours.

Source: Community College Research Center, Teachers College, Columbia University, “The Landscape of Noncredit Workforce Education: State Policies and Community College Practices,” January 2008, Appendix B. (see: <http://ccrc.tc.columbia.edu/>).

(5) State Able to Monitor and Assess Progress/Completion of CC Remediation Students

This measures whether state community colleges or systems track the progress of students who take remedial or developmental education classes.

Source: Jenkins, Davis & Katherine Boswell. 2002. “State Policies on Community College Remedial Education: Findings from a National Survey.” Community College Policy Center, Education Commission of the States. (see: www.communitycollegepolicy.org)

(6) Community Colleges Receive State Rewards for Positive Performance in Remedial Education

This measure reveals whether states reward colleges for remedial program performance.

Source: Jenkins, Davis & Katherine Boswell. 2002. “State Policies on Community College Remedial Education: Findings from a National Survey.” Community College Policy Center, Education Commission of the States. (see: www.communitycollegepolicy.org)

(7) Percent of Federal Career/Technical Resources State Allocates to Postsecondary Education

This indicator reveals the choice a state makes in allocating its federal career/technical program resources (i.e., Carl D. Perkins Vocational and Technical Education Act) between secondary and postsecondary education.

Source: Data for this measure for program year 2005 is available from the U.S. Department of Education, Office of Vocational and Adult Education, in its “Report to Congress on State Performance: Program Year 2005-06.” (see: <http://www.ed.gov/about/offices/list/ovae/resource/perkinsrpt0506.pdf>)

(8) Local Postsecondary Career/Technical Program Applications Reviewed by Local Workforce Board Prior to Submission to State

This indicator reports whether a state has required that all local applications to the state for career/technical resources first be reviewed and approved by the appropriate workforce development organization or board in the area.

Source: No national source of information for this indicator exists.

(9) State Measures Community College Performance by Job Placement

This measures whether states assess the performance of community colleges relative to their ability to place students in high-wage jobs.

Source: At present, limited information on this measure is presented in Community College Policy Center, Education Commission of the States, “State Funding for Community Colleges: A 50-State Survey”, November 2000, p. 45, Table 24. (see: www.ecs.org)

(10) State Measures Community College Performance by Placement of Low-Income Students

This measures whether states assess the performance of community colleges relative to their ability to place students and graduates in high-wage jobs.

Source: At present, limited information on this measure is presented in Community College Policy Center, Education Commission of the States, “State Funding for Community Colleges: A 50-State Survey”, November

2000, p. 45, Table 24. (see: www.ecs.org)

(11) State Measures Community College Performance by Completion of Low-Income Students

This measures whether states assess the performance of community colleges based on the percentage of low-income students that successfully complete a program of study.

Source: At present, limited information on this measure is presented in Community College Policy Center, Education Commission of the States, “State Funding for Community Colleges: A 50-State Survey”, November 2000, p. 45, Table 24. (see: www.ecs.org)

Workforce and Adult Education Policies

WIA:

(1) State Mandates Federal and State Programs, Beyond Those Required by WIA, to be Formal Partners in One Stop System

This indicator reveals whether states have integrated key elements of their workforce development system in an effort to optimize resources and improve the delivery of services. At a minimum, formal partners should include the TANF, Food Stamp Employment and Training program, and the Carl D. Perkins postsecondary program.

Source: NGA Center for Best Practices, “Workforce Investment Act Implementation: Strategic Plans of Final 30 States,” Sept 2001.

(2) State Uses Alternative Funding Formula to Allocate Funds to Local Areas with Excess Poverty

This measure indicates whether a state utilizes the provision in the WIA legislation that allows for 30% of the WIA funds that go to local areas for adult and youth services to be distributed through an alternate funding formula that recognizes the additional need of areas with excess poverty.

Source: NGA Center for Best Practices, “Workforce Investment Act Implementation: Strategic Plans of Final 30 States,” Sept 2001.

(3) Over Fifty Percent of WIA Funds Dedicated to Training

This indicator reflects whether states require local areas to spend at least fifty percent of their adult WIA funds to support training activities.

Source: No national source of information for this indicator exists.

(4) State Has Policy for Determining When Local WIA Training Funds Are Limited and Requires Local WIBs to Establish Training Priorities

This indicator reveals whether a state sets uniform policy for determining when local WIB adult employment and training funds are limited, and requires local WIBs to establish policies that set priorities for allocating intensive and training services for populations most in need of services.

Source: NGA Center for Best Practices, “Workforce Investment Act Implementation: Strategic Plans of Final 30 States,” Sept 2001. For information related to Arizona, see Workforce Information Memo #12-01 Change 1 dated January 9, 2002 available at <http://www.de.state.az.us/wia/infomemos/wim12-01-chng1.pdf>.

(5) State Established Training Provider Eligibility/Performance Criteria Beyond WIA Requirements and Include Data in Consumer Reports

This indicator reflects whether a state provides consumers with extensive data and information on training outcomes to better facilitate their choice of a training provider.

Source: No national source of information for this indicator exists.

(6) State Requires Local WIBs to Do Basic Skills Assessment for all Without High School Degree or GED and Refer for Adult Education

This measure reveals the level of cooperation between the state WIA/One Stop system and the state's adult education program, with a particular focus on the extent to which the WIA/One Stop system is trying to serve individuals with low basic literacy skills.

Source: No national source of information for this indicator exists.

(7) State Requires Local WIBs Provide Funds for Supportive Services

This indicator reveals whether a state has used its authority to mandate that local WIBs provide monies to participants for supportive services such as childcare and transportation when they are necessary for participants to complete intensive or training services.

Source: No national source of information for this indicator exists.

TANF:

Note: Data for these indicators do not reflect changes states may have made to their TANF programs while implementing the Deficit Reduction Act of 2005 and the guiding final regulations, issued in 2008.

(8) Postsecondary Education/Training Alone Satisfies TANF Work Requirement for 12 Months or Less

This indicator reveals whether a state allows TANF recipients to engage exclusively in education or training prior to placement into employment.

Source: Center for Law and Social Policy, "Forty States Likely to Cut Access to Postsecondary Training and Education Under House Welfare Bill," June 2002.

(see: http://www.clasp.org/publications/postsec_table_i_061902.pdf)

(9) Postsecondary Education/Training Alone Satisfies TANF Work Requirement for More than 12 Months

This indicator reveals whether a state allows TANF recipients to engage exclusively in education or training prior to placement into employment for longer than the federal threshold of 12 months.

Source: Center for Law and Social Policy, "Forty States Likely to Cut Access to Postsecondary Training and Education Under House Welfare Bill," June 2002.

(see: http://www.clasp.org/publications/postsec_table_i_061902.pdf)

(10) TANF Time Clock Stopped When Engaged in Postsecondary Education and Training

This indicator reveals whether a state precludes time spent in education and training from counting against a TANF recipient's maximum benefit award period or offer extensions to clients who are completing an education or training program.

Source: Bloom, Dan, Mary Farrell, Barbara Fink, and Diana Adams-Ciardullo. "Welfare Time Limits: State Policies, Implementation, and Effects on Families." Manpower Demonstration Research Corporation. July 2002.

(see: <http://www.mdrc.org/publications/51/overview.html>).

(11) TANF/MOE Funds Used for Education/Training for Working Poor Not Receiving Cash Assistance

This measures whether states are using their TANF surplus or state TANF match funds to provide education and training to the working poor in an effort to prevent their need for cash assistance in the future.

Source: National data on this indicator do not exist.

(12) State Provided Match for TANF IDA/ILA Training Accounts

This measure reveals whether states are providing financial resources to TANF participants to match their savings invested in individual development or learning accounts.

Source: Center for Social Development, Washington University in St. Louis. "Summary Tables: IDA Policy In The States," June 2004. (see: <http://gwbweb.wustl.edu/csd/conference/StatePolicy/StateIDAtable.pdf>)

ADULT EDUCATION AND LITERACY:

(13) State Resources Allocated for Adult Education and Literacy

This indicator reveals the level of state funding allocated for adult education and literacy as measured by state funds reported to the U.S. Department of Education divided by the number of adults in the state without a high school or general equivalency degree.

Source: Computed by staff based on FY 2005 expenditure data submitted to U.S. Department of Education (numerator) and 2006 Census data on number of adults 18-64 without HS/GED (denominator). Educational attainment of adults 18-64 is from the Population Reference Bureau, analysis of 2006 American Community Survey.

(14) State Policy Explicitly Facilitates or Encourages the Transition of Adult Education Students to Postsecondary Academic or Vocational Education

This indicator identifies the extent to which a state has take action to connect adult education participants to additional educational opportunities, specifically post secondary academic and vocational education as typically delivered through community colleges.

Source: National data for this indicator does not exist

(15) State Can Track the Outcomes of All Adult Education Students, Including Those Transitioning into the Postsecondary System.

This is a measure of whether states use program administrative data to routinely compile and publish information on adult education student outcomes, particularly the number transitioning into postsecondary education.

Source: National data for this indicator does not exist.

(16) State Provides Own Dedicated Resources for Workplace Literacy

This indicator reveals whether state resources other than those received from the federal government are available to support adult education and literacy efforts targeted to employees at a workplace. Such resources can include grant funds or tax incentives/credits.

Source: National data on this indicator do not exist.

(17) State Mandates Adult Education for Prison Inmates with Deficient Basic Skills

This indicator reveals whether a state requires that state prison inmates who are deficient in basic skills (and perhaps without a high school degree or GED) should receive adult educational services while incarcerated.

Source: Jerry McGlone, "Status of Mandatory Education in State Correctional Institutions," 2002, Correctional Education Association, Funded by U.S. Department of Education. (email: Jerry.McGlone@odrc.state.oh.us)

(18) States Offers Certified Occupational Skills Training for Prison Inmates

This indicator reveals whether a state has instituted vocational or occupation skills training program for state prison inmates that awards educational credits that can be applied to postsecondary certificates and degrees.

Source: National data on this indicator do not exist.

C. Performance of State Education and Training Efforts

Please Note: See individual state reports for detailed data on several of these indicators

Postsecondary Performance

(1) Percent of Young Adults Enrolled in Postsecondary Education

This indicator measures the percentage of young adults who are currently enrolled in an education or training

program beyond college.

Source: National Center for Public Policy and Higher Education, "Measuring Up 2008: The National Report Card on Higher Education." See: http://measuringup2008.highereducation.org/compare/graded_performance_raw.php

(2) Percent of First Year Community College Students Returning Second Year

This measure reflects the percentage of first year community college students who persist in their education by returning for the second year.

Source: National Center for Public Policy and Higher Education, "Measuring Up 2008: The National Report Card on Higher Education." See: http://measuringup2008.highereducation.org/compare/graded_performance_raw.php

(3) Percent of Adults Enrolled in Postsecondary Education at Least Part-Time

This indicator measures the number of working aged adults (25-49) enrolled in some type of post-secondary education.

Source: National Center for Public Policy and Higher Education, "Measuring Up 2008: The National Report Card on Higher Education." See: http://measuringup2008.highereducation.org/compare/graded_performance_raw.php

(4) Percent of Community College Students Obtaining a Certificate/Degree or Transfer to a Four Year College

This indicator measures the percentage of community college students that persist in their studies to obtain a credential or gain access to a four-year college within four years of entering community college.

Source: National data for this indicator does not exist.

(5) Percent of Community College Students Obtaining High-Wage Jobs

This indicator measures the percentage of community college students who complete or leave school who gain employment in a job that pays wages and benefits that are considered within the state as exceeding low-wage employment.

Source: National data for this indicator does not exist.

(6) Percent of Community College Students in Developmental Education Moving Ahead

This indicator measures the number of students initially enrolled in developmental or remedial education that obtaining a one year certificate or associates degree in four years or transfer to a four-year college.

Source: National data for this indicator does not exist.

(7) Ratio of Career Certificates Awarded to Associates Degrees in Community Colleges

This indicator measures the extent to which state community colleges are producing graduates in occupationally specific training (certificates) versus general education and liberal arts (associate degrees).

Source: These data are published by the American Association of Community Colleges based on analysis of data from the National Center for Education Statistics. See: Table 3.6, National Profile of Community Colleges: Trends and Statistics, 4th Edition. American Association of Community Colleges, Washington, DC, 2005.

(8) Percent of Postsecondary Perkins Students Attaining a Credential

This is a measure of the extent to which participants in Perkins' funded postsecondary vocational programs complete their programs through the achievement of a degree or certified credentials.

Source: Data to be gathered from the Consolidated Annual Report for Perkins Vocational and Technical Education Act. See data from Postsecondary Core Indicator 2.

(9) Percent of Economically Disadvantaged Postsecondary Perkins Students Achieving Placement Relative to All Perkins Postsecondary Students Served

This measure shows the percentage of economically disadvantaged Perkins postsecondary students who achieve placement relative to the total number of all Perkins students served through the postsecondary system.

Source: Data to be gathered from the Consolidated Annual Report for Perkins Vocational and Technical Education Act. See data from Postsecondary Core Indicator 3 and Student Enrollment Report.

(10) Percent of Perkins Postsecondary Students Served Relative to Adults 18-64 without Postsecondary Education

This measure reveals the number of postsecondary participants enrolled in Perkins supported vocational programs relative to the number of adults 18-64 who may need such training.

Source: Data to be gathered from the Consolidated Annual Report for Perkins Vocational and Technical Education Act (see Student Enrollment Report) and from the latest American Community Survey (analysis of adults 18-64 with no postsecondary).

(11) Percent of Placed Perkins Postsecondary Students Earning Above Poverty

This measure seeks to reveal the percentage of employed Perkins completers that earn above poverty one year after placement.

Source: National data on this indicator do not exist.

(12) Percent of Placed Perkins Postsecondary Students Earning Above 200% of Poverty

This measure seeks to reveal the percentage of employed Perkins completers that earn above 200% of poverty or an established economic self-sufficiency standard for the state one year after placement.

Source: National data on this indicator do not exist.

Workforce and Adult Education Program Performance

WIA:

(1) Percent of Unemployed WIA Adults Receiving ITA

This indicator reports on the number of unemployed WIA adults who have received an ITA (Individual Training Account) relative to all unemployed WIA adult participants that have completed or ended their WIA services.

Source: State Annual WIA Performance Data, 2006 as provided by FRED see: <http://www.fred-info.org/>

(2) Percent of WIA Dollars Spent on Training

This indicator reports on the percentage of total WIA dollars received by a state that is used to support adult participants in skills training.

Source: National data on this indicator do not exist.

(3) Percent of Adults Receiving Training Obtaining Employment and Credential

This indicator reports on the percent of adults who engaged in training and then were employed in the first quarter after exit and received a training credential by the end of the third quarter after exit.

Source: State Annual WIA Performance Data, 2006 as provided by FRED <http://www.fred-info.org/cgi-bin/broker.exe>.

(4) Percent of Exiters Receiving Training Services Relative to Adults 18-64 without HS/GED

This measure reveals the percent of adults engaged in WIA supported training relative to the number of adults age 18-64 who may need such training due to the absence of a high school completion.

Source: This measure is computed using State Annual WIA Performance Data, 2006 as provided by FRED <http://www.fred-info.org/cgi-bin/broker.exe> and data generated by the Population Reference Bureau from Source: Data are drawn from the Census 2006 American Community Survey. At present this indicator is not presented in a published report.

(5) Adult Employment Retention Rate

This is a measure of the extent to which adult WIA participants who have entered work have retained employment six months after initial placement.

Source: State Annual WIA Performance Data, 2006 as provided by FRED <http://www.fred-info.org/cgi-bin/broker.exe>.

(6) Percent of Exitters Earning Above Poverty

This measure seeks to reveal the percentage of employed adult WIA participants that earn above poverty one year after placement.

Source: National data on this indicator do not exist.

(7) Percent of Exitters Earning Above 200% Of Poverty

This measure seeks to reveal the percentage of employed adult WIA participants that earn above 200% of poverty or an established economic self-sufficiency standard for the state one year after placement.

Source: National data on this indicator do not exist.

TANF:

(8) Percent of TANF Participants Enrolled in Education/Training

This is a measure of the extent to which TANF recipients are being placed in education and training activities.

Source: State level data are compiled annually by the U.S. Department of Health and Human Services and for the WFPF include data for on-the-job training, vocational education, skills training, and education related to employment. See: U.S. Department of Health and Human Services, (Memorandum No. TANF-ACF-IM-2007-5), Table 6c, Performance Year 2006, <http://www.acf.hhs.gov/programs/ofa/particip/2006/index.htm>.

(9) Adult Employment Retention Rate

This is a measure of the extent to which TANF recipients who have entered work have retained employment three (3) consecutive quarters after initial placement.

Source: Data for states are prepared by the U.S. Department of Health and Human Services. See: TANF High Performance Bonus Rates, Office of Family Assistance, High Performance Measures, Performance Year 2006. [Table 3\(a\): Work-Related Measures Rates and Ranks of FY 2006 Performance, by Work-Related Measures](http://www.acf.hhs.gov/programs/ofa/data-reports/HPB/2006/2006index.htm) <http://www.acf.hhs.gov/programs/ofa/data-reports/HPB/2006/2006index.htm>

(10) Percent TANF Leavers Earning Above Poverty

This measure seeks to reveal the percentage of employed TANF recipients that earn above poverty one year after placement.

Source: National data on this indicator do not exist.

(11) Percent TANF Leavers Earning Above 200% of Poverty

This measure seeks to reveal the percentage of employed TANF recipients that earn above 200% of poverty or an established economic self-sufficiency standard for the state one year after placement.

Source: National data on this indicator do not exist.

ADULT EDUCATION:

(12) Percent of Students Improving Beginning Literacy Skills

This measures reports on the demonstrated improvement in literacy skills in reading, writing, numeracy, problem solving and speaking the English language.

Source: All states are required to report on this measure to the U.S. Department of Education in an Adult Education Annual Performance Report. Percentages calculated based on: number completed ABE beginning literacy level/ total number enrolled in ABE beginning literacy.

(13) Percent of All Students Enrolled in Adult Education Relative to Adults without High School Degree/GED

This measure reveals the number of adults engaged in Adult Education programs relative to the number of adults who may need such training due to the absence of a high school completion.

Source: Enrollment data from 2005 State Annual Reports to the U.S. Department of Education: numerator = Total Enrolled for all levels of adult education; Adults without High School/GED from Census 2006 American Community Survey: denominator = total adults without HS/GED. At present, this indicator is not presented in a published report.

(14) Percent of All Students Enrolled in Adult Education with a Goal of Entering Postsecondary or Training

This measure reveals the number of adults engaged in Adult Education programs that enter with the goal of moving into postsecondary education or additional training.

Source: Enrollment data from State Annual Performance Reports to the U.S. Department of Education: numerator = Students with a goal of postsecondary or training (Table 5); denominator = all students enrolled for all levels of adult education. At present, this indicator is not presented in a published report.

(15) Percent of All Adult Education Students that Transition to Postsecondary or Vocational Education

This measure reveals the extent to which participants in adult education are seeking and effectively taking action to improve their educational and/or labor market opportunities. Please note this indicator focuses on **all** adult education participants (not just those who enter with a goal of additional education) in an effort to assess the extent to which state adult education programs are focused on the objective of preparing participants to succeed in the labor market.

Source: At present, data for this indicator is not presented in a published report.

(16) Percent of Participants Gaining Employment and Earning Above Poverty

This measure reveals the percentage of employed adult basic skills graduates that earn above poverty one year after placement.

Source: National data on this indicator do not exist.

(17) Percent of Participants Gaining Employment and Earning Above 200% of Poverty

This measure reveals the percentage of employed adult basic skills graduates that earn above 200% of poverty or an established economic self-sufficiency standard for the state one year after placement.

Source: National data on this indicator do not exist.

(18) Percent of Eligible Prison Inmates Receiving Adult Education

This measure reports on the percentage of eligible inmates receiving adult education.

Source: National data on this indicator do not exist.

Chapter III: Employment Opportunity

A. Economic Conditions in State

(1) Labor Force Participation Rate

Percent of civilian non-institutional population in the labor force.

A) Labor Force Participation Rate for Women

Percent of civilian non-institutional female population in the labor force.

B) Labor Force Participation Rate for Men

Percent of civilian non-institutional male population in the labor force.

C) Labor Force Participation Rate for Non-whites

Percent of civilian non-institutional non-white population in the labor force. **Please Note:** Calculated in following way: $(\text{Total in labor force} - \text{Whites in labor force}) / (\text{Total in population} - \text{Whites in population})$.

Source: Data are taken from Geographic Profile of Employment and Unemployment, published by the Bureau of Labor Statistics, and based on the Current Population Survey, 2008. Employment status of the civilian non-institutional population by sex, race, and Hispanic or Latino ethnicity, marital status, and detailed age, 2008 annual averages. (see: <http://www.bls.gov/lau/ptable14full2008.pdf>)

(2) Percent of All Workers Not Fully Employed

Persons age 18 to 64 who are either (1) unemployed, (2) marginally attached to the labor market, or (3) employed part-time for economic reasons, as a percent of all persons age 18 to 64 who are in the labor force or who are marginally attached to the labor market.

Source (for 2, abc): Population Reference Bureau, analysis of 2008 Basic Monthly Current Population Survey.

A) Percent of All Workers Who Are Unemployed

Persons age 18 to 64 who do not have a job and are actively seeking one as a percent of all persons age 18 to 64 who are either in the labor force or who are marginally attached to the labor market. **Please Note:** This is not the standard definition of unemployment rate, as the denominator includes workers marginally attached to the labor market.

B) Percent of All Workers Who Are Marginally Attached to the Labor Market

Persons age 18 to 64 who are marginally attached to the labor market as a percent of all persons age 18 to 64 who are either in the labor force or who are marginally attached to the labor market. A person is considered marginally attached if he/she is not in the labor force, but has looked for work in the last 12 months, wants a job and is available to work.

C) Percent of All Workers Employed Part-Time Due to Economic Reasons

Persons age 18 to 64 who are working part-time for economic reasons as a percent of all persons age 18 to 64 who are either in the labor force or who are marginally attached to the labor market.

(3) Percent of Workers Exhausting Their Unemployment Benefits in a Quarter

This is a measure of the proportion of those receiving unemployment benefits whose benefits expire in a quarter. (DOL calculates by dividing the average monthly exhaustions by the average monthly first payments.)

Source: The UI Data is produced quarterly from state-reported data contained in the Unemployment Insurance Data Base (UIDB) as well as UI-related data from outside sources (e.g., Bureau of Labor Statistics data on employment and unemployment and U.S. Department of Treasury data on state UI trust fund activities). This data base is maintained by the Division of Actuarial Services, Office of Income Support (OIS), U.S. Department of Labor 4th Qt., 2008. See: http://workforcesecurity.doleta.gov/unemploy/content/data_stats/datasum08/DataSum_2008_4.pdf.

(4) Percent of Workers Over 18 Who Hold More than One Job

This indicator measures the percentage of all workers over 18 who hold more than one job.

Source: Population Reference Bureau, analysis of 2008 Basic Monthly Current Population Survey.

(5) Percent of Jobs in Occupations that Pay Below Poverty and Low-Income Level

This is a measure of the extent to which wage and salary jobs are in occupations which pay below poverty and the extent to which wage and salary jobs pay below 200% of poverty.

Source (Forthcoming): The indicator is created using data from the Bureau of Labor Statistics' Occupational Employment Statistics program, May 2009 (see: <http://www.bls.gov/oes/home.htm>); data generated by Project Management Team.

B. State Policies Influencing Employment Availability

Please Note: General information on state economic development programs and incentives can be found at <http://area-development.com>. The information does not include some details such as targeting requirements and wage standards. For information on wage standards see information from the Good Jobs First at <http://www.goodjobsfirst.org/>.

(1) State Customized and Incumbent Worker Training Includes Target to Serve Entry-Level and Low-Income Workers

This indicator reveals whether state programs to assist business to train new or existing workers includes provisions to direct such assistance to entry-level or low-income workers in order to upgrade their skills and wages.

Source: National data on this indicator do not exist.

(2) State Tax Credits Available for Training Entry-Level and Low-Income Workers

This indicator reveals whether a state provides targeted tax credits to businesses that direct upgrade training and education to entry-level or low-wage workers.

Source: National data on this indicator do not exist.

(3) State Primary Business Assistance Programs Include Job Creation Goals with Wage Standards and Targets for Serving Entry-Level and Low-Income Workers

This measure identifies whether a state's primary business assistance programs (i.e., for infrastructure, equipment, expansion, technology, trade, training, etc.) require wage standards for all created jobs and has specific targets for directing a portion of such jobs to new workers and workers currently in low-wage jobs.

Source: National data on this indicator do not exist.

(4) State Primary Business Assistance Programs for Distressed Places Include Job Creation Goals with Wage Standards and Targets for Serving Entry-Level and Low-Income Workers

This measure identifies whether a state's primary business assistance programs targeted to distressed places (i.e., for infrastructure, equipment, expansion, technology, trade, training, etc.) require wage standards for all created jobs and has specific targets for directing a portion of such jobs to entry-level and low-wage workers. The wage standard is defined in the prior indicator.

Source: National data on this indicator do not exist.

(5) State Requires Full Time Job Creation by Businesses Receiving State Subsidies

This measure reveals whether a state has provisions in its economic development assistance programs that require businesses receiving state subsidies to create only full time jobs, which WFPF suggests be defined as 2,080 hours per year (52 weeks at 40 hours per week).

Source: Good Jobs First (see: <http://www.goodjobsfirst.org>). Also see: *The Policy Shifts to Good Jobs: Cities, States and Counties Attaching Job Quality Standards to Development Subsidies*, Good Jobs First, November 2003.

(6) State Requires Employee Health Care Coverage by Businesses Receiving State Subsidies

This measure reveals whether a state has provisions in its economic development assistance programs that require businesses receiving state subsidies to provide health care coverage to all employees.

Source: Good Jobs First (see: <http://www.goodjobsfirst.org>). Also see: *The Policy Shifts to Good Jobs: Cities, States and Counties Attaching Job Quality Standards to Development Subsidies*, Good Jobs First, November 2003.

(7) State Supports Sectoral Development Initiatives that Benefit Low-Income Workers

The indicator reveals whether state resources are made available to support sectoral development projects that are directed at improving the quality of existing low-wage jobs or improving the access of low-wage workers to higher wage jobs.

Source: National data on this indicator do not exist.

(8) State Public Works Projects Utilize Targeted Hiring Agreements

This indicator reveals whether a state has taken any effort to link the expenditure of funds on public works projects (e.g., transportation, government buildings, tax-payer financed facilities, etc.) to requirements that call for targeted individuals to receive hiring preferences during construction or operation of the facility.

Source: National data on this indicator do not exist.

(9) State Resources Used to Support Transitional Employment Programs

This indicator reveals whether a state provides resources for transitional jobs programs that offer subsidized and supported work to hard-to-employ, low-income individuals who need assistance in moving into the formal labor market.

Source: Information on transitional jobs programs is available from the Economic Opportunity Institute. (see: <http://www.transitionaljobs.net/Programs/Programs.htm>)

(10) State Has Economic Development Disclosure Laws. This indicator reveals whether a state has a law requiring public disclosure of company-specific data on at least one economic development subsidy program, including whether the information is readily available to the public on-line.

Source: Good Jobs First, “The State of State Disclosure: An Evaluation of Online Public Information About Economic Development Subsidies, Procurement Contracts and Lobbying Activities,” 2007, (<http://www.goodjobsfirst.org/pdf/statedisclosure.pdf>).

(10a) State Has Economic Development Disclosure Laws that Reveal Whether Low-Income Workers Benefit

This indicator reveals whether a state has disclosure laws and accountability systems that provide data on who benefits from economic development expenditures. Of particular concern is information detailing the number and percentage of low-income workers who benefit from job creation and expansion outcomes.

Source: Comprehensive national data on this indicator as defined does not exist, however Good Jobs addressing this issue in a report *No More Secret Candy Store: A Grassroots Guide to Investigating Development Subsidies*, March 2002. (see: <http://www.goodjobsfirst.org>).

(11) State Requires Published Information on Companies with 50 Employees or More Utilizing Public Health Care Assistance or Benefits

This indicator reveals whether a state has laws or regulations requiring a public disclosure of companies with 50 or more employees that have workers and dependents that are public health care beneficiaries and the costs of such services.

Source: Good Jobs First. (see: <http://www.goodjobsfirst.org/gjfhealthcaredisclosure.htm>)

C. Performance of State Employment Efforts

Please Note: Data are not available for any of these indicators. Please consult the relevant state agency for this information.

(1) Percent of Low-Income Workers Benefiting From State Business Assistance Efforts

This indicator compares the number of low-income workers benefiting from state business assistance efforts to the overall number of low-income workers in the state to reveal the extent to which such efforts address the possible need within the state.

Source: National data on this indicator do not exist.

(2) Percent of Benefiting Low-Income Workers Earning Above 200% of Poverty after Assistance

This indicator examines whether low-income workers served by business assistance programs are helped to the extent that their earnings one year after assistance are above 200% of poverty.

Source: National data on this indicator do not exist.

(3) Percent of Businesses that Participate in State Business Assistance Efforts Targeting Low-Income Workers

This indicator reveals how many businesses relative to the total number of eligible businesses within the state use business assistance resources targeted to help low-income or entry-level workers.

Source: National data on this indicator do not exist.

(4) Percent of Low-Income Workers Employed By Companies Participating in State Business Assistance Efforts Targeting Low-Income Workers

This indicator shows the percent of low-income workers in the state benefiting from state business assistance efforts that are designed to help low-income or entry-level workers.

Source: National data on this indicator do not exist.

(5) Percent of Unemployed Workers Receiving Intensive or Training Services from One Stop Center

This indicator examines the extent to which unemployed workers are receiving One Stop services (i.e., intensive and training) that go beyond helping them look for another job.

Source: National data on this indicator do not exist.

Chapter IV: Conditions of Employment

A. Conditions of Employment in State

(1) Percent of Workers in Low-Wage Jobs

This is a measure of the extent to which wage and salary workers earn low wages. (For 2008, a low wage is below \$10.598/hr., adjusted for the state cost of living index. See definition of "low wage.")

Source: Population Reference Bureau, analysis of 2008 Basic Monthly Current Population Survey

(2) Percent of Workers Over 18 Who Hold Contingent Jobs

This is a measure of the extent to which workers 18 and over hold contingent jobs.

Source: 2005 February Contingent Workers and Alternate Employment Supplement to CPS, data generated by PRB.

(3) Percent of Workers Age 18-64 without Health Insurance

This is a measure of the extent to which workers 18 to 64 do not have health insurance in 2007, whether provided through an employer or the government. (It is assumed that workers over 64 are eligible for government-provided health insurance.)

Source: Population Reference Bureau, analysis of 2008 Current Population Survey, Annual Social and Economic Supplement, March 2008.

(4) Percent of Workers Over 18 without Employer Provided Pensions

This is a measure of the extent to which workers over 18 do not have an employer-provided pension between 2005-2007.

Source: Population Reference Bureau, analysis of 2006-2008 Current Population Survey, Annual Social and Economic Supplements.

(5) Percent of Workers Not Covered by Workers Compensation Insurance

This is a measure of the extent to which workers are not covered by workers compensation insurance.

Source: Numerator: Number of workers covered provided by National Academy of Social Insurance, Workers' Compensation: Benefits, Coverage, and Costs, 2005, July 2007. (see http://www.nasi.org/usr_doc/NASI_Workers_Comp_2005_Full_Report.pdf, Table 3), Denominator: data on all wage and salary workers provided by the U.S. Bureau of Economic Analysis, Regional Economic Information System, March 2008 (see <http://www.bea.gov/bea/regional/>).

(6) Percent of Unemployed Not Receiving Unemployment Insurance Benefits

This is a measure of the extent to which unemployed workers do not receive unemployment insurance.

Source: This measure is derived from the Office of Workforce Security, Employment and Training Administration, U.S. Department of Labor, 4th Quarter 2008.

(See: http://workforcesecurity.doleta.gov/unemploy/content/data_stats/datasum08/DataSum_2008_4.pdf)

Data are located in Labor Force Information (All programs, Quarter): the calculation involves taking the insured unemployed as a percent of total unemployed. This number is then subtracted from 100 to obtain the measure for this report.

B. State Policies Influencing Conditions of Employment

Income:

(1) State Has Minimum Wage Law and the Defined Wage Exceeds Federal Level

This is a measure of whether a state has enacted its own minimum wage law and the state wage standard exceeds the federal minimum wage.

Source: Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor. "Minimum Wage Laws in the States." (see: <http://www.dol.gov/esa/minwage/america.htm>). Updated January 1, 2009.

(2) State Established Living Wage Law

This indicator reveals whether a state has approved any measure that provides minimum wage and benefit levels for state contractors and/or specific public employees.

Source: The Living Wage Resource Centers. (see: <http://livingwagecampaign.org>) 2006

(3) State Enacted Earned Income Tax Credit

This is a measure of whether a state has enacted its own earned income tax credit for low- and moderate-income workers.

Source: Center on Budget and Policy Priorities, 2009. See: <http://www.cbpp.org/cms/index.cfm?fa=view&id=2506>.

(4) State Tax Burden for Working Families in the Bottom Quintile of Earnings

This measure indicates what the combined state and local tax burden (including sales, excise, property, and income taxes) is for working poor families. (Awaiting updated data.)

Prior Source: The measure uses the average state and local total tax rate for families in the bottom quintile of earnings, as provided by The Institute on Taxation and Economic Policy, "Who Pays: A Distributional Analysis of the Tax Systems in All 50 States," 2nd edition, January 2003. (see: <http://www.itepnet.org/whopays.htm>)

Health and Child Care:

(5) State Provides Medicaid to Working Parents Earning Up to 200% of Poverty

This is a measure of whether low-income working parents (adults) are eligible to receive state financed health care. States determine eligibility based on income thresholds which are equivalent to a percentage of the poverty line.

Source: "Income Eligibility for Parents Applying for Medicaid by Annual Income as a Percent of Federal Poverty Level (FPL), 2009" from Kaiser Family Foundation statehealthfacts.org. (<http://www.statehealthfacts.org/comparetable.jsp?cat=4&ind=205&typ=2&gsa=1>)

(6) State Healthcare Subsidy Available to Employers or Employees

This is a measure of whether a state has provides resources to encourage small businesses to provide health insurance for employees.

Source: Academy Health, State Coverage Initiative, 2009 http://www.statecoverage.org/node/46/cs_states

(7) State Income Eligibility for Child Care as Percentage of Median Income

This indicator reveals whether a state sets an income eligibility standard for child care that meets the maximum allowed by federal law (85% of median income); state may also exceed this standard when using their own funds.

Source: Schulman, Karen and Helen Blank. "State Child Care Assistance Policies 2008: Too Little Progress for Children and Families." National Women's Law Center Issue Brief, September 2008 (See: <http://www.nwlc.org/pdf/StateChildCareAssistancePoliciesReport08.pdf>)

(8) State Required Child Care Co-Payment for Families Earning Poverty Level

This indicator reveals the co-payment a state requires a family of three with one child in care to make toward the cost of child care when their earnings are at the poverty threshold.

Source: Schulman, Karen and Helen Blank. "State Child Care Assistance Policies 2008: Too Little Progress for Children and Families." National Women's Law Center Issue Brief, September 2008 (See: <http://www.nwlc.org/pdf/StateChildCareAssistancePoliciesReport08.pdf>)

(9) State Sets Maximum Child Care Reimbursement Rate at 75% or Greater of Market Rate

This measure reveals whether a state sets a maximum reimbursement rate for child care assistance that is at least

equal to or greater than 75th percentile of current market rates, the rate that would allow families access to 75 percent of the providers in their communities.

Source: Schulman, Karen and Helen Blank. "State Child Care Assistance Policies 2008: Too Little Progress for Children and Families." National Women's Law Center Issue Brief, September 2008
(See: <http://www.nwlc.org/pdf/StateChildCareAssistancePoliciesReport08.pdf>)

Unemployment Insurance:

(10) State Uses Alternative Base Period to Determine Eligibility for Unemployment Insurance

This indicator identified which states allow workers to use an Alternative Base Period (ABP) in determining eligibility for unemployment insurance (UI). In measuring whether a worker has sufficient recent attachment to the workforce to qualify for UI, states look at a worker's earnings during a past four-quarter "base period." Many low-wage workers and others with uneven labor market earnings are thus denied benefits even though they actually have earned enough to qualify. The alternative base period (ABP) allows workers who fail the typical base period test to count more recent earnings on their claim for benefits.

Source: National Employment Law Project, See: <http://www.nelp.org/page/-/UI/uima.fact.sheet.jan.09.pdf?nocdn=1>

(11) State Unemployment Insurance Policies Treat Part-Time Workers Favorably

This indicator identifies states which treat part-time workers, most often women and low-wage workers, favorably in terms of Unemployment Insurance (UI). Many states exclude part-time workers from UI benefits by requiring them to look for full-time work in order to receive UI. The result is that many part-time workers are excluded from UI even though their wages were subject to UI payroll taxes and their earnings prior to layoff meet state monetary eligibility rules.

Source: National Employment Law Project, See: <http://www.nelp.org/page/-/UI/uima.fact.sheet.jan.09.pdf?nocdn=1>

(12) State Extends Unemployment Insurance Coverage to Workers in Training

This indicator reveals whether states have made provisions to allow workers to continue receiving UI benefits while engaged in training.

Source: National Employment Law Project, See: <http://www.nelp.org/page/-/UI/uima.fact.sheet.jan.09.pdf?nocdn=1>

(13) State Unemployment Insurance Benefits Available to Workers Leaving Employment for Domestic Violence

This indicator reveals whether a state has laws that cover workers who leave employment because of domestic violence.

Source: National Employment Law Project, See: <http://www.nelp.org/page/-/UI/uima.fact.sheet.jan.09.pdf?nocdn=1>

(14) Unemployment Insurance Maximum Weekly Benefits

This indicator reveals the maximum unemployment insurance benefit in the state. Please note that the benefit amount that would prevent a one-parent, two-child family from living in poverty in 2004 is \$312.25/week based on Census Bureau Poverty Thresholds.

Source: Weekly benefit amounts are from U.S. Department of Labor, Employment and Training Administration, "Comparison of State Unemployment Laws: Monetary Entitlement," 2009. See: <http://workforcesecurity.doleta.gov/unemploy/uilawcompar/2009/monetary.pdf>

(15) State Provides Temporary Disability Insurance

This indicator reveals whether a state exercises its authority to use UI funds to support workers who have no earnings as a result of a non-work connected sickness or injury and do not meet the UI program's "able" to work requirement.

Source: U.S. Department of Labor, 2009. "Comparison of State Unemployment Laws: Temporary Disability Insurance," (see: <http://workforcesecurity.doleta.gov/unemploy/uilawcompar/2009/disability.pdf>)

Workers' Compensation:

(16) State Workers' Compensation Law Fulfills Recommendations of Report of the National Commission of State Workmen's Compensation Laws

This indicator identifies whether or not a state has fulfilled the 19 essential recommendations of the National Commission on Workmen's Compensation Laws.

Source: "State Workers' Compensation Laws in Effect on January 1, 2004 Compared with the 19 Essential Recommendations of the National Commission on State Workmen's Compensation Laws."

(see: Table 1, [http://www.workerscompresources.com/National Commission Report/National Commission/1-2004/Jan2004_nat_com.htm](http://www.workerscompresources.com/National_Commission_Report/National_Commission/1-2004/Jan2004_nat_com.htm))

(17) Workers' Compensation Minimum Benefits

This indicator measures whether a state provides workers' compensation benefits that at least exceed 80% of the wages earned working full-time at federal minimum wage (\$187 weekly).

Source: U.S. Department of Labor, Employment Standards Administration. State Workers' Compensation Laws, 2006. (see: Table 6, <http://www.dol.gov/esa/regs/statutes/owcp/stwclaw/tables-pdf/table6.pdf>)

Work Protections:

(18) State Requires Greater Coverage for Family Medical Leave than Federal Law

This measure indicates whether states have family medical leave laws that are more expansive than the Federal law, in that they offering longer leaves, leaves for expanded reasons, or leave to more employees.

Source: National Partnership for Women and Families. *Work and Family Working Together: Policy Options for Advocates and Legislators*. Washington, D.C. 2009

(19) State Provides Temporary Disability Insurance

This indicator identifies whether state law provides monetary insurance from the state's disability program for parental leave needs.

Source: National Partnership for Women and Families. *Work and Family Working Together: Policy Options for Advocates and Legislators*. Washington, D.C. 2009

(20) State has Paid Family Leave Program

This indicator identifies whether state law provides paid family leave for private sector workers.

Source: National Partnership for Women and Families. *Work and Family Working Together: Policy Options for Advocates and Legislators*. Washington, D.C. 2009

(21) State Requires Paid Sick Days

This indicator identifies whether state law requires employers to provide paid sick days for workers.

Source: National Partnership for Women and Families. *Work and Family Working Together: Policy Options for Advocates and Legislators*. Washington, D.C. 2009

(22) State Has Laws and Regulations to Protect Employment Rights of Day Laborers

This indicator reveals whether a state has explicit laws that protect day laborers from employers who disregard state health and safety rules, charge excessive costs for meals, transportation and supplies, and ignore basic work protection laws.

Source: National Employment Law Project, "A Comparison of Day Labor Statutes as of September 2005" (Appendix to Guide to Drafting Day Labor Legislation).

(see: <http://www.nelp.org/docUploads/State%20DL%20chart%20090605%5F100505%5F133648%2Epdf>)

(23) State Law Protects Ex-Offenders from Employment Discrimination

This indicator identifies whether a state has explicit laws that make it illegal for a private employer to discriminate

against an ex-offender unless the duties of the job is related to a person's conviction record.

Source: The Sentencing Project, "Relief From The Collateral Consequences Of A Criminal Conviction: A State-By-State Resource Guide," Table 6, March 2007 (see <http://www.sentencingproject.org/PublicationDetails.aspx?PublicationID=486>).

C. Performance of State Efforts to Address Conditions of Employment

(1) Percent of Eligible Families Utilizing State and/or Federal EITC

This indicator intends to measure the percent of eligible families that filed for the Earned Income Tax Credit.

Source: There is no reliable national data and analysis on this issue at the state level. The U.S. Internal Revenue Service does produce the number of filings per state annually; however, it does not calculate those eligible for filing. (see: <http://www.irs.gov/taxstats/article/0,,id=103106,00.html>)

(2) Percent of Eligible Adults without Private Health Insurance Utilizing State Medicaid

This indicator measures the percent of adults eligible for Medicaid who are not covered by other health insurance that have availed themselves of a state's Medicaid program.

Source: National data for this indicator does not exist.

(3) Percent of Small Business Using State Health Care Assistance

This indicator measures the percent of small businesses (under 500 employees) that utilize state health care assistance, if such assistance is available.

Source: National data for this indicator does not exist.

(4) Number of Children Eligible for Child Care Assistance on Waiting List

This indicator reveals how many families eligible for child care have yet to receive the assistance.

Source: Schulman, Karen and Helen Blank. "State Child Care Assistance Policies 2008: Too Little Progress for Children and Families." National Women's Law Center Issue Brief, September 2008

(See: <http://www.nwlc.org/pdf/StateChildCareAssistancePoliciesReport08.pdf>)

(5) Percent of Unemployed Receiving Benefits that Exceed Poverty

This indicator measures the percent of those receiving unemployment insurance whose payments exceed the poverty level when the maximum weekly benefit amount is sufficient to prevent a one-parent, two child family from living in poverty (\$334 in 2008).

Source: National data for this indicator does not exist. Poverty thresholds from U.S. Census Bureau, "Poverty Thresholds 2008." (see: <http://www.census.gov/hhes/www/poverty/threshld.html>)

Appendix: Supplemental Data

(1) *Percent of Adults Age 18 and Over who are in Working Families that are Low-Income and Adults Age 18 and Over who are in Working Families that are Poor*

This is a measure of the extent to which adults living in families with members who work and are poor or low-income.

Source: Population Reference Bureau, analysis of 2007 American Community Survey

(2) *Percent of Low-Income and Poor Working Families with One Parent between 25 and 54 Years Old*

This is a measure of the proportion of working low-income and poor families that have an adult in the age range of 25-54 years old, the traditional age range for work.

Source: Population Reference Bureau, analysis of 2007 American Community Survey.

(3) *Percent of Low-Income and Poor Families in which at Least One Parent is an Immigrant*

This is a measure of the extent to which poor and low-income working families have at least one parent that is an immigrant.

Source: Population Reference Bureau, analysis of 2007 American Community Survey

(4) *Working Families by Family Type and Estimated Hours Worked Per Year by All Family Members that are Low-Income and Working Families by Family Type and Estimated Hours Worked Per Year by All Family Members that are Poor*

This is a measure of the total number of families in the United States, broken down by number of estimated hours worked per year and family type (i.e., married couple, single father, and single mother) in the United States that are low-income and that are poor.

Source: Population Reference Bureau, analysis of 2007 American Community Survey

(5) *Hours Worked per Year by all Family Members*

a. *Hours Worked by All Family Members Age 15 and Over in Working Families*

This is a measure of the mean number of hours worked in the previous 12 months by all family members age 15 and over in all working families.

b. *Hours Worked by All Family Members Age 15 and Over in Working Families that are Low-Income*

This is a measure of the mean number of hours worked in the previous 12 months by all family members age 15 and over in working families that are low-income.

c. *Hours Worked by All Family Members Age 15 and Over in Working Families that are Poor*

This is a measure of the mean number of hours worked in the previous 12 months by all families members age 15 and over in working families that are poor.

Source: Population Reference Bureau, analysis of 2007 American Community Survey

(6) *Annual Hours Worked by Family Members in Married Couple Working Families*

a. *Hours Worked by All Family Members Age 15 and Over in Married Couple Working Families*

This is a measure of the mean number of hours worked in the previous 12 months by all family members age 15 and over in all married couple, working families in the state.

b. *Hours Worked by All Family Members Age 15 and Over in Married Couple Working Families that are Low-Income*

This is a measure of the mean number of hours worked in the previous 12 months by all family members age 15 and over in married couple, working families that are low-income.

c. Hours Worked by All Family Members Age 15 and Over in Married Couple Working Families that are Poor

This is a measure of the mean number of hours worked in the previous 12 months by all families members age 15 and over in married couple, working families that are poor.

Source: Population Reference Bureau, analysis of 2007 American Community Survey

(7) Hours Worked by Family Members in Single Father Working Families

a. Hours Worked by All Family Members Age 15 and Over in Single Father Working Families

This is a measure of the mean number of hours worked in the previous 12 months by all family members age 15 and over in all single father, working families in the state.

b. Hours Worked by All Family Members Age 15 and Over in Single Father Working Families that are Low-Income

This is a measure of the mean number of hours worked in the previous 12 months by all family members age 15 and over in single father, working families that are low-income.

c. Hours Worked by All Family Members Age 15 and Over in Families that are Poor

This is a measure of the mean number of hours worked in the previous 12 months by all families members age 15 and over in single father, working families that are poor.

Source: Population Reference Bureau, analysis of 2007 American Community Survey

(8) Hours Worked by Family Members in Single Mother Working Families

a. Hours Worked by All Family Members Age 15 and Over in Single Mother Working Families

This is a measure of the mean number of hours worked in the previous 12 months by all family members age 15 and over in all single mother working families in the state.

b. Hours Worked by All Family Members Age 15 and Over in Single Mother Working Families that are Low-Income

This is a measure of the mean number of hours worked in the previous 12 months by all family members age 15 and over in single mother, working families that are low-income.

c. Hours Worked by All Family Members Age 15 and Over in Single Mother Working Families that are Poor

This is a measure of the mean number of hours worked in the previous 12 months by all families members age 15 and over in single mother, working families that are poor.

Source: Population Reference Bureau, analysis of 2007 American Community Survey

(9) Working Family Members Age 15 and Older in Low-Income Working Families by Occupation

a. Working Family Members Age 15 and Older in Working Families that are Low-Income by Occupation

This is a measure of the total number and percent of working family members age 15 and older in working families who are low-income by occupation.

b. Working Householders of Working Families that are Low-Income by Occupation

This is a measure of the total number and percent of heads of households of working families who are low-income by occupation.

c. Working Spouses of Working Families that are Low-Income by Occupation

This is a measure of the total number and percent of spouses of heads of households of working families who are low-income by occupation.

d. Working Family Members Other than Householder and Spouse Age 15 and Older in Working

Families that are Low-Income by Occupation

This is a measure of the total number and percent of working family members other than household and spouse in working families who are low-income by occupation.

Source: Population Reference Bureau, analysis of 2007 American Community Survey

(10) Working Family Members Age 15 and Older in Poor Working Families by Occupation

a. Total Number and Percent of Working Family Members Age 15 and Older in Working Families that are Poor by Occupation

This is a measure of the total number and percent of working family members age 15 and older in working families who are low-income by occupation.

b. Working Householders in Working Families that are Poor by Occupation

This is a measure of the total number and percent of heads of households of working families who are low-income by occupation.

c. Working Spouses of Working Families that are Poor by Occupation

This is a measure of the total number and percent of spouses of heads of households of working families who are low-income by occupation.

d. Working Family Members Other than Householder and Spouse Age 15 and Older in Working Families that are Poor by Occupation

This is a measure of the total number and percent of working family members other than household and spouse in working families who are low-income by occupation.

Source: Population Reference Bureau, analysis of 2007 American Community Survey

(11) Working Families Members in Selected Occupations that are Poor or Low-Income

a. Working Families Member Age 15 and Older in Selected Occupations in families that are Poor or Low-Income

This is a measure of the extent to which working families members age 15 and older that work in selected occupations that are either poor or low-income.

b. Working Householders in Selected Occupations in families that are Poor or Low-Income

This is a measure of the extent to which working householders of families members working in selected occupations that are either poor or low-income.

c. Working Spouses in Selected Occupations in families that are Poor or Low-Income

This is a measure of the extent to which working spouses of householders of families members working in selected occupations that are either poor or low-income.

d. Working Families Member Other than Householder or Spouse age 15 and Older in Selected Occupations in families that are Poor or Low-Income

This is a measure of the extent to which working families members age 15 and older other than householder or spouse working in selected occupations that are either poor or low-income.

Source: Population Reference Bureau, analysis of 2007 American Community Survey

(12) Percent Working Poor and Low-Income Working Families That Received Food Stamps, 2007

Source: Population Reference Bureau, analysis of 2007 American Community Survey