FRAMEWORK OF INDICATORS AND SOURCE DATA
for WPFP 2017

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). This work is done by the Population Reference Bureau on behalf of the Working Poor Families Project.

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 3.5 million households. For WPFP 2017, we use the Census 2015 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 2017 WPFP uses 2016 CPS data. For some measures, achieving statistical significance requires using a three-year average (2014-2016).

For the Percent of Workers in Low Wage Jobs (Chapter 4), the national low wage figure is adjusted by the state’s cost of living indices from 2014. These are published in the BEA press release, “Real Personal Income for States and Metropolitan Areas, 2014,” by Eric Figueroa and Jeannine Aversa (BEA 16-36, July 7, 2016), Table 3.

Percent of Jobs in Low Wage Occupations (Chapter 3) 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 800 occupations. Refer to the BLS analysis of May 2015 Occupational Employment Statistics.

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 the 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 2015, according to the American Community Survey, the poverty threshold averaged $24,036 for a family of four and thus the low-income threshold for a family of four averaged $48,072.

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. The national low wage figure was based upon the preliminary weighted average poverty threshold for a family of four in 2016 ($24,563). If a person works full-time for one year (i.e., 40 hours per week for 52 weeks per year) and earns $24,563 per year, that person would be making $11.81 per hour. The national low wage figure is adjusted by the state’s cost of living indices from 2014. These are published in the BEA press release, “Real Personal Income for States and Metropolitan Areas, 2014,” by Eric Figueroa and Jeannine Aversa (BEA 16-36, July 7, 2016), Table 3.

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 WPFP.

The Population Reference Bureau uses the U.S. Census American Community 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 No Parents With Some 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 Speak English Less Than Very Well
6. Percent of Adults at Literacy Levels Below Basic and Basic
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 without High School Degree/GED
12. Percent of Young Adults 18-24 With Only High School Degree/GED
13. Percent of Young Adults 18-24 With Some Postsecondary Education, No Degree
14. Percent of Young Adults 18-24 With Associates Degree or Higher
15. Percent of Young Adults 18-24 enrolled in Postsecondary Institutions
16. Percent of Adults 25-54 enrolled in Postsecondary Institutions
17. 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.

a. Postsecondary Policies

1(a) Percent of State Financial Aid that is Need-Based
1(b) State Investment in Need-Based Financial Aid as Compared to the Federal Investment
2. Percent of Income that Poorest Families Need to Pay Tuition and Fees at Community Colleges
3. State Financial Aid Available to Part-time Students and Adults
4. States Offer In-State Tuition for Undocumented Students
5. State Able to Monitor and Assess Progress/Completion of Community College 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. Community Colleges Receive State Rewards for Positive Performance in Job Placement
10. State Measures Community College Performance by Job Placement of Low-Income Students
11. Community Colleges Receive State Rewards for Positive Performance in Completion of Low-Income Students
12. State Actively Tracks Employment Outcomes of College Students

Workforce and Adult Education Policies

b. WIA/WIOA:

1. State Mandates Federal and State Programs, Beyond Those Required By WIA/WIOA, 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/WIOA Funds Dedicated to Training*
4. State Has Policy for Determining When Local WIA/WIOA Training Funds Are Limited and Requires
   Local WIBs to Establish Training Priorities*
5. State Established Training Provider Eligibility/Performance Criteria Beyond WIA/WIOA 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*

c. TANF:

8. Education/Training Alone Satisfies TANF Work Requirement
9. TANF Clients Required to Participate in Mandatory Job Search at Application
10. TANF Time Clock Stopped When Engaged in Postsecondary Education and Training
11. State Expends At Least 1% of TANF and MOE Non-Assistance Funds on Workforce Education and
    Training
12. State Funds Individual Development Accounts

d. Adult Education and Literacy:

13. State Resources Allocated for Adult Education and Literacy
14. State Rewards Community College Performance for Transitioning Adult Education Students to
    Postsecondary Education
15. State Includes Adult Education Data in their Longitudinal Measure Data
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.

a. Postsecondary Performance

1. Percent of Full-Time Community College Students Returning Second Year
2. Percent of Adults Enrolled in Postsecondary Education at Least Part-Time
3. Percent of Community Colleges Students Obtaining a Certificate/Degree or Transferring to a Four
   Year College (3-year outcome)
4. Percent of Community College Students Who Have Persisted or Completed Their Studies (6-year
   outcome)
   - All Students
   - Full-time Students
   - Part-time Students
   - Students, 20-24
- Students, Over 24
- Female Students
- Male Students

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
8. Percent of Economically Disadvantaged Postsecondary Perkins Students Attaining a Credential
9. Percent of Economically Disadvantaged Postsecondary Perkins Students Employed
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

b. WIA/WIOA:

1. Percent of WIA/WIOA Adults Receiving Training
2. Percent of WIA/WIOA 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**

c. TANF:

8. Percent TANF Participants enrolled in Education/Training
9. Adult Employment Retention Rate
10. Percent of Non-Basic Assistance TANF and MOE Expenditures Used for Workforce Education and Training
11. Percent TANF Leavers Earning Above Poverty (a) and 200% Above Poverty (b) **

d. Adult Education:

12. Percent of Students Improving Beginning Literacy Skills
13. Percent All Students Enrolled in Adult Education Relative to Adults Without HS/GED
15. Percent of Adult Education Students in Postsecondary Cohort Who Successfully Transition to Postsecondary Education or Training
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 Workers Not Fully Employed (for 18-64 and 18-24)
   - 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 Workers Exhausting Their Unemployment Benefits in a Quarter

4. Percent of Workers Who Hold More Than One Job: a. for 18-64, and b. 18-24

5. Percent of Jobs In Occupations That Pay Below a. Poverty and b. Low-Income Level

6. Percent of Jobs That Will Require Postsecondary Education (by 2020)

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. State Customized and Incumbent Worker Training Includes Target to Serve Entry-Level and Low-Income Workers*

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
10a State Discloses Online Info about Economic Development Subsidy Awards and Outcomes
10b State Discloses Online Information about Noncompliance with Subsidy Programs
10c 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.a. Percent of Workers Over 18 in Low-Wage Jobs
1.b. Percent of Workers 18-24 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 becoming such workers (i.e., ex-offenders), with regard to unemployment insurance, workers compensation, and general rights of employment.

a. **Income:**

1(a) State Has Minimum Wage Law and The Defined Wage Exceeds Federal Level
1(b) State Adjusts Minimum Wage to Cost of Living Increase
1(c) State Covers Tipped Workers under Minimum Wage Law
2. State Established Living Wage Law
3. State Enacted Earned Income Tax Credit
4. State Tax Burden for Working Families Earning Poverty Threshold

b. **Health and Child Care:**

5. (a) State Has Expanded Medicaid Eligibility for Adults to Meet or Exceed ACA Target
    (b) Percent of Poverty that Custodial Parents Qualify for Medicaid Coverage
    (c) Percent of Poverty that Other Adults Qualify for Medicaid Coverage
6. State Healthcare Subsidy Available to Employers or Employees
7. State Income Eligibility for Child Care as Percentage of Median Income
8. State Required Child Care Co-Payment for Families in Bottom Quintile of Earnings
9. State Sets Maximum Child Care Reimbursement Rate at 75% or Greater of Market Rate

c. **Unemployment Insurance (UI):**

10. State Uses Alternative Base Period to Determine Eligibility for Unemployment Insurance
11. State Unemployment Insurance Policies Treat Part-time Workers Favorably
12. State Extends Unemployment Insurance Coverage to Workers in Training
13. State Unemployment Insurance Benefits Available to Workers Leaving Employment for Domestic Reasons
14. State Unemployment Insurance Maximum Benefits
15. Unemployment Insurance Average Weekly Benefit Equals At Least 50% of Average State Wage
16. State Provides Temporary Disability Insurance

d. **Workers’ Compensation:**

17. Workers’ Compensation Minimum Benefits for a. Temporary and b. Permanent Disability

**Work Protections:**

18. State Requires Greater Coverage for Family Medical Leave than Federal Law
19. State Provides Temporary Disability Insurance for Parental Leave Needs
20. State Has Paid Family Leave Program
21. State Requires Paid Sick Days
22. State Has Laws and Regulations to Protect Employment Rights of Day Laborer
23. State Has Fair Hiring Policies to Remove Barriers to Employment for Qualified Workers with Criminal Records

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. (a) Percent of Nonelderly Uninsured Adults Eligible for Medicaid
   (b) Percent of Nonelderly Uninsured Adults Who Face the "Coverage Gap"
   (c) Percent of Potential Marketplace Population Enrolled in Health Insurance Plan
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**
6. Average Weekly Unemployment Benefit as a Percentage of State Average Weekly Wage

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. Please note, indicators 4-8 below, denoted by an *** are not calculated as of 2009 due to a change in the ACS questionnaire that does not allow for collecting hours information any longer. Please refer to earlier years for this data, which remains valid.

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. Percent Households That Have Families With Children
5. Percent Families With Children That Are Working Families
6. Percent of working families that have a household head ages 18 to 24 (not ranked)
7. Percent of working families, with a household head ages 18 to 24 that are below 100% and 200% of poverty level
8. Percent of Children Below Age 13 Living in Families Below 100% and 200% of Poverty, 2015
   a. Percent of Working Family Children Below Age 13 Living in Families Below 200% of Poverty, 2015
   b. Percent of Working Family Children Below Age 13 Living in Families Below 100% of Poverty, 2015
   c. Percent of Non-Working Family Children Below Age 13 Living in Families Below 200% of Poverty, 2015
   d. Percent of Non-Working Family Children Below Age 13 Living in Families Below 100% of Poverty, 2015
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

Due to changes to the 2008 ACS questionnaire it is no longer possible to calculate estimates for the following tables. These tables from earlier years remain valid and should be referred to for estimates

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
Chapter 1: Working Families with Children in Economic Distress

All of the following indicators are provided by PRB. All are based on analysis of Census 2015 American Community 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 2015 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 2015 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 him or herself as white, non-Hispanic.


(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.


(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.


(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.


(7) Percent of Working Low-Income and Poor Families with No Parents with Some Postsecondary Education
This is a measure of the extent to which parents in working low-income and poor families have postsecondary experience.


(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.
(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.


(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.


(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 2015 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 2015 American Community Survey
**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 #17.

(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.


(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.


(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.

Notes: Education attainment levels cannot be compared with years prior to WPFP 2010 Project Year because of changes to 2008 ACS questionnaire. Respondents who said their highest educational attainment was a high school diploma, GED or equivalent also were asked if they had completed any college credit. According to the Census Bureau these changes likely result in a decrease in the number of people with only a high school diploma or GED relative to previous years as more people are now included in the "Some college credit, but less than 1 year of college credit" or "1 or more years of college credit, no degree" categories.


(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 18 and 64 years old have an associate degree or higher degree such as bachelor, master or doctoral degrees.


(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.


(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: No national source of information for this indicator exists. While the Program for the International Assessment of Adult Competencies (PIAAC) measures this information by country, the data is not yet available by state. The National Center for Education Statistics is reviewing plans to produce state-level estimates from the
PIAAC data. In the meantime, the number of adults without a HS credential can be used as a substitute for this informations. (Chapter II A 1).

**(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.


**(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.


**(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.

Notes: Education attainment levels cannot be compared with years prior to WPFP 2010 Project Year because of changes to 2008 ACS questionnaire. Respondents who said their highest educational attainment was a high school diploma, GED or equivalent also were asked if they had completed any college credit. According to the Census Bureau these changes likely result in a decrease in the number of people with only a high school diploma or GED relative to previous years as more people are now included in the "Some college credit, but less than 1 year of college credit" or "1 or more years of college credit, no degree" categories.


**(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.


**(11) Percent of Young Adults 18-24 without High School Degree or GED**
This is a measure of the extent to which residents between the ages of 18 and 24 years old do not have a high school degree or GED.


**(12) Percent of Young Adults 18-24 with Only High School Degree or GED**
This is a measure of the extent to which residents between the ages of 18 and 24 years old have only a high school degree or GED.


**(13) Percent of Young Adults 18-24 with some Postsecondary Education, No Degree**
This is a measure of the extent to which residents between the ages of 18 and 24 years old have some postsecondary education, but no degree.

Notes: Education attainment levels cannot be compared with years prior to WPFP 2010 Project Year because of
changes to 2008 ACS questionnaire. Respondents who said their highest educational attainment was a high school diploma, GED or equivalent also were asked if they had completed any college credit. According to the Census Bureau these changes likely result in a decrease in the number of people with only a high school diploma or GED relative to previous years as more people are now included in the "Some college credit, but less than 1 year of college credit" or "1 or more years of college credit, no degree" categories.


(14) Percent of Young Adults 18-24 with Associates Degree or Higher
This is a measure of the extent to which residents between the ages of 18 and 24 years old have an associate degree or higher degree such as bachelor, master or doctoral degrees.


(15) 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.


(16) 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.


(17) Percent of Students Enrolled in Community Colleges Enrolled in 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: Complete College America

Note: Thirty-three states share enrollment and completion data with Complete College America, updated in 2013 at College Completion Data. This indicator reports on the percent of community college freshmen who enrolled in remedial courses during their first year.

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

a. Postsecondary Policies

(1a) Percent of State Financial Aid that is Need-Based.
This measures the proportion of state financial aid that is awarded based on need, as compared to non-need based eligibility criteria (i.e. merit-based).


(1b) 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.
Methodology: Numerator NASSGAP Table 3 Need-Based Grant Aid column; Denominator Pell Table 22.

(2) Percent of Income that Poorest Families Need to Pay Tuition and Fees at Community Colleges

This measure indicates the percent of income that the poorest families need to pay tuition and fees at community colleges. Poorest families include those in the median family income in the lowest quintile (20 percent of families). The methodology for this indicator has changed; therefore, data cannot be compared to previous years when it was based on percent income needed for the bottom 40% of the population to attend the lowest priced colleges.


Note: the source and methodology for this indicator changed for 2014 WPFP Indicators and cannot be compared to years prior.

(3) State Financial Aid Available to Part-time Students and Adults

(3a and b) Expended on Less than Full-time Enrollment

As of WPFP 2013, this indicator measures whether states awarded any state-funded financial aid resources to students enrolled half time (3a) and/or less than half time (3b).

Note: This replaces an indicator measuring funding that states make available for adults seeking short-term career training in non-degree classes.

Source: National Association of State Student Grant and Aid Programs Annual Survey Report on State-Sponsored Student Financial Aid, 2010-11 academic year; as analyzed by Brookings Institution in Inventory of State Grants.

Methodology: This indicators identifies states as providing less-than-full-time financial aid if one or more of the following criteria are meant: 1) state responded affirmatively that either half-time or less-than-half-time students qualify for a specified financial aid program and/or 2) state reported that state financial aid resources were expended on students enrolled either part-time or less than part-time. Note: States vary in the proportion of financial aid expended on students enrolled less than full-time; some states expend a very modest amount on those students.

(3c) Adults Qualify for State Financial Aid

As of WPFP 2013, this indicator measures whether adult students qualify for state financial aid.

Source: Boeke, Marianne, Stacey Zis, and Peter Ewell (April 2011). State Policies Affecting the “Adult Re-Entry Pipeline” in Postsecondary Education: Results of a Fifty-State Inventory. NCHEMS.

Note: Measure cannot be compared to years prior to 2013 WPFP Indicators. It replaces a former measure on state funding for noncredit programs. In 2015, this indicator was renumbered from (4) to (3c) to make space for a new #4 indicator, see below.

(4) States Offer In-State Tuition for Undocumented Students

This indicator (new as of 2015) measures whether undocumented students qualify for in-state tuition at public colleges and universities, whether through legislative action or administrative procedures.

Note: States indicated with an asterisk (*) also extend eligibility to state education grants or scholarships. States indicated with two asterisks (**) permit In-state tuition only at some public colleges or universities. Moreover, some
states permit in-state tuition only for undocumented students in the Obama Administration’s Deferred Action for Childhood Arrivals (DACA) program. In some states, some colleges and universities also ban enrollment by of undocumented students but may enroll DACA beneficiaries.


Also see National Immigration Law Center’s state bill tracker.

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

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

This captures any effort by states, postsecondary systems or institutions to publish data on remedial program participation, student success, program cost or student persistence to college-level work. States vary on which data they report.


Note: States denoted with an asterisk have submitted remedial outcomes to Complete College America for its 2012 report, despite Getting Past Go reporting that these states did not have the ability to monitor progress through remedial education. See: Complete College America. 2012. *Remediation: Higher Education’s Bridge to Nowhere*.

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

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

Source: National Conference of State Legislatures; Performance-Based Funding for Higher Education.

Note: Twenty-seven states have a funding formula in place that allocates some amount of funding to two-year institutions based on performance indicators such as course completion, time to degree, transfer rates, the number of degrees awarded, or the number of low-income and minority graduates. Five states—Connecticut, Georgia, Iowa, South Dakota and Vermont—are currently transitioning to some type of performance funding, meaning the Legislature or governing board has approved a performance funding program and the details are currently being worked out.

(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 2009-10 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 2009-10.” (See updated reports when available.)

Note: State allocation information was not reported in PY2010-11 annual report and should be obtained directly from states.

(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) Community Colleges Receive State Rewards for Positive Performance in Job Placement
This measures whether states reward the performance of community colleges relative to their ability to place students in jobs.

Source: National Conference of State Legislatures; Performance-Based Funding for Higher Education.

Note: Twenty-seven states have a funding formula in place that allocates some amount of funding to two-year institutions based on performance indicators such as course completion, time to degree, transfer rates, the number of degrees awarded, or the number of low-income and minority graduates. Five states—Connecticut, Georgia, Iowa, South Dakota and Vermont—are transitioning to some type of performance funding, meaning the legislature or governing board has approved a performance funding program and the details are currently being worked out.

(10) State Measures Community College Performance by Job 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: No national source of information for this indicator exists.

(11) Community Colleges Receive State Rewards for Positive Performance in 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: National Conference of State Legislatures; Performance-Based Funding for Higher Education.

Note: Twenty-seven states have a funding formula in place that allocates some amount of funding to two-year institutions based on performance indicators such as course completion, time to degree, transfer rates, the number of degrees awarded, or the number of low-income and minority graduates. Five states—Connecticut, Georgia, Iowa, South Dakota and Vermont—are currently transitioning to some type of performance funding, meaning the Legislature or governing board has approved a performance funding program and the details are currently being worked out. Note: many states award funding tied to course completion rates, in general, but only 7 specify that funding awards are tied specifically to low-income students.

(12) State Assesses Employment Outcomes of Graduates of Workforce and Education Programs
This measure identifies state progress on determining employment and earnings outcomes for a variety of graduates of workforce and education programs (including higher education). Based each state’s self-report, Workforce Data Quality Campaign assigned a rating of “Achieved,” “In Progress,” or “Minimal Progress.”


Workforce and Adult Education Policies

b. WIA/WIOA
(1) State Mandates Federal and State Programs, Beyond Those Required by WIA/WIOA, 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: National data on this indicator do not exist.

(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/WIOA legislation that allows for 30% of the WIA/WIOA 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: National data on this indicator do not exist.

(3) Over Fifty Percent of WIA/WIOA Funds Dedicated to Training
This indicator reflects whether states require local areas to spend at least fifty percent of their adult WIA/WIOA funds to support training activities.

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

(4) State Has Policy for Determining When Local WIA/WIOA 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: National data on this indicator do not exist.

(5) State Established Training Provider Eligibility/Performance Criteria Beyond WIA/WIOA 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/WIOA/One Stop system and the state’s adult education program, with a particular focus on the extent to which the WIA/WIOA/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.
c. TANF

(8) Education/Training Alone Satisfies TANF Work Requirement
This indicator reveals whether a state permits single-parent TANF recipients 21 years in older to satisfy their entire weekly work requirement through participation in education and training.


Note: Due to limitations of the current data source, first reported in 2013 framework, state policies cannot be compared to years prior to 2013. The Welfare Rules Databook does not report allowable participation in a specific activity (i.e. postsecondary education) rather only by a broader education and training category encompassing basic or remedial education, high school/GED, English as a second language, postsecondary education, on-the-job training. For unclear reasons, the Databook categorizes job skills training in its broad category for job-related activities. Furthermore, while the Data book reports whether states places weekly hour limits on education and training, it does not report whether there are time-period restrictions (i.e. less than or more than 12 months).

Note: * State permits clients to engage in education and training but below the number of hours required to fulfill their work requirements

(9) TANF Clients Required to Participate in Mandatory Job Search at Application
This indicator reveals whether a state requires newly enrolled single-parent TANF recipients to participate in a job search at application. In some states, the job search program includes job readiness and job training components, though in most states, the requirement must be satisfied prior to participation in other work activities, including education and training.


(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: National data on this indicator no longer exists.

(11) State Expends At Least 1% of TANF & MOE Non-Assistance Funds on Workforce Education and Training
This measures reveals whether a state expend at least 1 percent of non-assistance funds to support workforce education and training.


Methodology. Numerator: Total Federal and State Expenditure on Education and Training (Table B); Denominator: Total Expenditures minus Total Expenditures on Basic Assistance (Table B).

Note: Some states expend TANF funds for education and training of low-income individuals not receiving TANF.
12) State Funds Individual Development Accounts
This measure reveals whether states currently appropriate funds to a state IDA program, which match deposits of low- and moderate-income individuals for targeted purposes – most commonly postsecondary education, homeownership or capitalizing a small business. Fourteen states and DC had funding for IDAs in 2015.


d. 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 based on FY 2013–14 state expenditure data submitted to U.S. Department of Education (numerator) and 2013 Census data on number of adults 18-64 without HS/GED (denominator).

(14) State Rewards Community College Performance for Transitioning Adult Education Students to Postsecondary Education
This indicator identifies the extent to which a state offers performance-based funding to connect adult education participants to additional educational opportunities, specifically post secondary academic and vocational education as typically delivered through community colleges.


(15) State Includes Adult Education Data in their Longitudinal Measure Data
This measure identifies states that listed Adult Education as a measure they include in databases tracking longitudinal measures.

Source: Workforce Data Quality Campaign, based on 2016 survey of states, emailed to WPFP. Further information from this survey can be found in Mastering the Blueprint: State Progress on Workforce Data, November 2016.

(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: National data on this indicator no longer exists.
(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

a. Postsecondary Performance

(1) Percent of Community College Students Returning Second Year
This measure reflects the percentage of full-time public community college students who persist in their education by returning for the second year at their initial or different institution, including transfers to four-year institution.

Source: National Student Clearinghouse Research Center. Snapshot Report - Persistence and Retention. May 2016 (based on students entering Fall 2014, see Data Tables for state-by-state breakouts).

(2) 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 with No Bachelors Degree or Higher.


(3) Percent of Community College Students Obtaining a Certificate/Degree or Transfer to a Four Year College (3-year outcome)
This indicator measures the percentage of community college students who persist in their studies to obtain a credential or transfer to a four-year college. Two-year institution graduation and transfer rate is based on three-year outcomes (150% of normal time) of degree-seeking students.

Note: Due to change in source material and retention rate calculation, states should not compare figures reported prior to 2014 WPFP files

Source: College Measures, analysis of National Center for Education Statistics datasets as of 2015.

(4) Percent of Public Community College Students Who Have Persisted or Completed Their Studies (6-year outcome)
This indicator measures the percentage of first-time community college students who after six years of college attendance have obtained a two-year or four-year degree or certificate at either the community college they initially enrolled in or at another community college or at a four-year institution, or who are still enrolled in any institution. (The inverse rate is the six-year dropout rate for two-year students.)

(4a) All Two-year Students
(4b) Full-time Students
(4c) Part-time Students
(4d) Students, 20-24
(4e) Students, Over 24
(4f) Female Students
(4g) Male Students
Note: Outcome data suppressed due to reliability issues (states left blank) or because fewer than three colleges report outcomes (indicated with an asterisk).


(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 full-time students initially enrolled in developmental or remedial education who obtain an associates degree in three years.

Source: Twenty-seven states have shared with Complete College America data about the percentage of students entering community college in fall 2004 who enrolled in development education and graduated with an Associate’s degree within three years. See: *Remediation: Higher Education’s Bridge to Nowhere* (2012).

(7) **Ratio of Career Certificates Awarded to Associates Degrees**
This indicator measures the extent to which postsecondary education institutions are producing graduates in career-technical certificate programs (which by and large take fewer than two years to complete) in comparison to Associate degree programs in general education, liberal arts and technical fields.

Source: National Center for Education Statistics. *Career-Technical Education Statistics Table S101:* Number of subbaccalaureate certificates awarded by Title IV postsecondary institutions, by field of study and state: United States, 2010; Integrated Postsecondary Education Data System Table 51. Degrees conferred at Title IV institutions, by level of degree and state or jurisdiction: Academic year 2009-10.

Methodology: Numerator: Total count of subbaccalaureate certificates in 13 career-technical fields, as reported in Table S101; Denominator: total count of Associate degrees as reported in Table 51.

(8) **Percent of Economically Disadvantaged Postsecondary Perkins Students Attaining a Credential**
This is a measure of the extent to which economically disadvantaged adults participating in Perkins’ funded postsecondary vocational programs complete their programs through the achievement of a degree or certified credentials.


(9) **Percent of Economically Disadvantaged Postsecondary Perkins Students Employed**
This measure shows the percentage of economically disadvantaged Perkins postsecondary students who reported employment two quarters after the end of the academic year.


(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: 2010 American Community Survey for 18-64 with only high school diploma or GED (as reported in WPFP 2012 Dataset from PRB). Source: Data for this measure for program years through 2013-2014 available from the Perkins Collaborative Resource Network, Reports to Congress, updated June 2016.

Methodology: Numerator 2013-14 Perkins Postsecondary enrollment data; Denominator 2010 ACS data on 18-64 year olds with only high school diploma or GED.

(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

b. WIA/WIOA

(1) Percent of WIA/WIOA Adults Receiving Training
This indicator reports on the percentage of WIA/WIOA adults who exited the WIA/WIOA system, from April 2014 to March 2015, having received training.

Note: States vary significantly in the number of WIA/WIOA adults exited from the WIA/WIOA system; therefore, it is recommended that data users review the number of exiters before drawing conclusions on the failure or success of training WIA/WIOA adults.

Source: PY 2014 WIASRD Data Book (see II-25, Services Received by Adult Exiters, by State)

(2) Percent of WIA/WIOA Dollars Spent on Training
This indicator reports on the percentage of total WIA/WIOA 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 services and then obtained employment and a training credential after exiting WIA/WIOA sometime between October 2013 and September 2014.

Source: Source: PY 2014 WIASRD Data Book (see II-42) (see column 3).
(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/WIOA 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: Numerator: Total number of WIA/WIOA Adult Exiters between April 2014 and March 2015 who received training, derived from: *PY 2014 WIASRD Data Book* (see II-26);
Denominator: Total number of Adults, 18-64 without High School Degree or GED, derived from Population Reference Bureau, analysis of 2015 American Community Survey.

(5) **Adult Employment Retention Rate**

This is a measure of the extent to which adult WIA/WIOA participants who have entered work have retained employment 2nd and 3rd Quarters After Exit.

Source: *PY 2014 WIASRD Data Book* (see II-42)

See Employment Retention 2nd and 3rd Quarters After Exit, for Exiters from April 2013 to March 2014 (Column 5).

(6) **Percent of Exiters Earning Above Poverty**

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

Source: National data on this indicator do not exist.

(7) **Percent of Exiters Earning Above 200% Of Poverty**

This measure seeks to reveal the percentage of employed adult WIA/WIOA 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.

c. **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. Average Monthly Number Of Work-Eligible Individuals With Hours Of Participation By Work Activity As A Percent Of The Total Number Of Work-Eligible Individuals

Source: State level data are compiled annually by the U.S. Department of Health and Human Services and 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, *Work Participation Rates, Fiscal Year 2013, Table 6C*.

Note: WPFP 2013 indicators reported on FY2009 workforce participation rates. FY2010 rates were published in summer 2013 and have not appeared in WPFP annual indicators.

(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: National data on this indicator no longer exists.
(10) Percent of non-basic assistance TANF and MOE expenditures used for workforce training and education
This measure reveals state program spending on workforce education and training, as a percentage of the total federal and state program funds not spent on cash assistance to families.
Source: Calculated from Total Federal TANF and State MOE Expenditures in FY 2015, Table B. Department of Health & Human Services, Administration for Children and Families.
Methodology: numerator: Total Federal and State Expenditures on Education and Training (column 19); Denominator: Total Federal and State Expenditures (column 43) minus Total Expenditures on Basic Assistance (column 6). Note: the denominator calculation changed due to a change in reporting in FY 2015.
Note: Some states expend TANF funds for education and training of low-income individuals not receiving TANF

(11) Percent TANF Leavers With Earned Income (Above 100% and 200% of poverty)
This measure seeks to reveal the percentage of employed TANF recipients that earn above 100% and 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.

d. ADULT EDUCATION

(12) Percent of Students Improving Beginning Literacy Skills
This measures reports on the demonstrated improvement in literacy skills for those enrolled in ABE beginning literacy.
Source: Enrollment data from State Annual Performance Reports to the U.S. Department of Education, Office of Vocational and Adult Education, National Reporting System; July 1, 2015 – June 30, 2016, Table 4, Educational Gains and Attendance by Educational Functioning Level. (Generated state-by-state, row 1, column H.)

(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, 18-64, who may need such training due to the absence of a high school completion.
Note: Proportion served is only an estimate because age ranges between program and population data sources do not match. The ABE enrollment is based on 16 and above, as compared to ACS data reported for adults 18-64.

Note: ABE Performance Measures have changed.
As of Program Year 2012, The Office of Career Technical and Adult Education adopted a new methodology for measuring the achievement of participants in completing a secondary school credential, entering college, and entering and/or retaining employment. Previously, participants selected one or more of above outcomes as a personal goal, through which their performance was measured. Under the revised performance measurement system, participants are automatically assigned to a specified cohort of participants – obtaining secondary school credential or equivalent; entering postsecondary education or training, entering employment, or retaining
employment – depending on whether they meet certain criteria. Therefore, below indicators are revised starting with 2014 WPFP Framework and will not be able to be compared to previous years.

(14) Percent of Adult Education and ESL Students Obtaining Secondary School Credential
This measure reveals the percentage of Adult Education and ESL students who have obtained a secondary school credential (before or during program year).

Note: Not ranked ordered to avoid bias toward serving PSE cohort; however, state partners should assess whether states are sufficiently seeking to advance all ABE students to PSE and whether this data is supportive of that intent.

Source: Enrollment data from State Annual Performance Reports to the U.S. Department of Education, Office of Vocational and Adult Education, National Reporting System; July 1, 2015 – June 30, 2016, Table 5, Core Follow-Up Outcome Achievement. (Generated state-by-state, row 3, column H.)

(15) Percent of Adult Education and ESL Students in Postsecondary Cohort Who Successfully Transition to Postsecondary or Training
This measure reveals the extent to which participants in adult education effectively take action to improve their educational and/or labor market opportunities. Students report successful transitions via survey and OCTAE weights the transition rate to account for less than 100 percent survey response rate.

Source: Enrollment data from State Annual Performance Reports to the U.S. Department of Education, Office of Vocational and Adult Education, National Reporting System; July 1, 2015 – June 30, 2016, Table 5, Core Follow-Up Outcome Achievement. (Generated state-by-state, row 4, column H.)

(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

1a) Labor Force Participation Rate
Percent of civilian non-institutional population in the labor force.

1b) Labor Force Participation Rate for Women
Percent of civilian non-institutional female population in the labor force.

1c) Labor Force Participation Rate for Men
Percent of civilian non-institutional male population in the labor force.

1d) 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: (Total in labor force – Whites in labor force) / (Total in population – Whites in population).


(2) Percent of Workers Not Fully Employed

A) Percent of Workers 18-64 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.

B) Percent of Workers 18-64 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.

C) Percent of Workers 18-64 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.

D) Percent of Workers 18-64 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.

E) Percent of Workers 18-24 Not Fully Employed
Persons age 18 to 24 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 24 who are in the labor force or who are marginally attached to the labor market.
F) Percent of Workers 18-24 Who Are Unemployed
Persons age 18 to 24 who do not have a job and are actively seeking one as a percent of all persons age 18 to 24 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.

(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 database is maintained by the Division of Actuarial Services, Office of Income Support (OIS), U.S. Department of Labor. Data based on 3rd Quarter, 2016.

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

A) Percent of Workers 18-64 Who Hold More than One Job
This indicator measures the percentage of all workers over 18 who hold more than one job.

B) Percent of Workers 18-24 Who Hold More than One Job
This indicator measures the percentage of all workers over 18 who hold more than one job.

(5a & b) 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 a. below poverty, and b. in which wage and salary jobs pay below 200% of poverty.


(6) Percent of Jobs that Will Require Postsecondary Education (10-year forecast)
This new indicator (as of 2015) is a measure of education demand for all jobs in occupations and industries over a 10-year period.


B. State Policies Influencing Employment Availability

**Please Note:** General information on state economic development programs and incentives can be found at [http://www.areadevelopment.com](http://www.areadevelopment.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/accountable-usa](http://www.goodjobsfirst.org/accountable-usa). Good Jobs First has created the first national search engine for economic development subsidies, which as of March 2017 contains data on more than 525,000 subsidy awards from 972 programs in all 50 states and the District of Columbia.
(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 WPFP suggests be defined as 2,080 hours per year (52 weeks at 40 hours per week).

Source: Good Jobs First. 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 requires on at least one economic development subsidy program that businesses receiving state subsidies provide their workers access to healthcare coverage and contribute to the cost of the premium.


(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. For a recent analysis of state policies, see the Working Poor Families Project report, “Building Opportunity” at http://www.workingpoorfamilies.org/pdfs/Building_Opportunity.pdf

(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: Email received April 29, 2014 from Melissa Young, National Transitional Jobs Network.

(10a) State Discloses Online Info about Economic Development Subsidy Awards and Outcomes. This indicator rates states on a scale of 1 to 100 on the quality and quantity of information that they disclose about economic development subsidies, including subsidy value, award status, jobs reporting, wages reporting, project information, company information, and user features.


Note: For more information of Good Jobs First methodology on disclosure scoring and state and program ranking, see Appendix A and B of 2014 report.

(10b) State Discloses Online Info about Noncompliance with Subsidy Standards. This indicator reveals whether a state has at least one economic development subsidy program that discloses online the names of businesses found to be noncompliant with enforcement standards.


(10c) 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.

(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.
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 Centers

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. However, state partners are able to obtain relevant information through state-specific WIA/WIOA reports. Table II-12 of those reports carry data on the total number of WIA/WIOA Adult exiters who have been identified as unemployment insurance claimants, which can be subdivided by those who received core and intensive services only as compared to those who received training.
Chapter IV: Conditions of Employment

A. Conditions of Employment in State

(1) Percent of Workers Over 18 in Low-Wage Jobs
This is a measure of the extent to which wage and salary workers age 18 and over earn low wages. (For 2016, a low wage is below $11.81/hr., adjusted for the state cost of living index. See definition of "low wage.")


(1) Percent of Workers 18-24 in Low-Wage Jobs
This is a measure of the extent to which wage and salary workers 18-24 earn low wages. (For 2016, a low wage is below $11.81/hr., adjusted for the state cost of living index. See definition of "low wage.").


(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: Data no longer reported on the February Contingent Workers and Alternate Employment Supplement to CPS.

(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, whether provided through an employer or the government. (It is assumed that workers over 64 are eligible for government-provided health insurance.)

Note: This indicator is not comparable to estimates from prior years because of a change to the data source. Previously, estimates were compiled from the Current Population Survey, March Supplement.

Source: Population Reference Bureau, analysis of 2015 American Community Survey

(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 2013 and 2015.


(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.


(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.
Data are located in Labor Force Information (All programs, Quarter): the calculation involves taking the insured unemployed (in all programs) 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

a. Income:

(1a) 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.


(1b) State Adjusts Minimum Wage to Cost of Living Increase
This is a measure of whether a state has indexed its minimum wage to an annual cost of living adjustment.


(1c) State Covers Tipped Workers under Minimum Wage Law
This is a measure of whether a state requires employers to pay tipped workers the full state minimum wage, before tips.


(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: National data for this indicator does not exist.

(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.


(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.
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,” 5th edition, January 2015.

b. Health and Child Care:

Medicaid

(5a) State Has Expanded Medicaid Eligibility for Adults to Meet or Exceed ACA Target
This is a measure of whether states have expanded Medicaid coverage for most low-income adults to 138% of the federal poverty level, as Affordable Care Act incentivizes states to do.

Source: Kaiser Family Foundation, State Health Facts, Medicaid Expansion Enrollment, expansions through March 2016.

(5b) Percent of Poverty that Custodial Parents Qualify for Medicaid Coverage
This is a measure of the extent to which low-income parents are eligible to receive Medicaid. States determine eligibility based on income thresholds, which are equivalent to a percentage of the poverty line.


(5c) Percent of Poverty that Other Adults Qualify for Medicaid Coverage
This is a measure of the extent to which low-income adults are eligible to receive Medicaid. States determine eligibility based on income thresholds, which are equivalent to a percentage of the poverty line.


(6) State Tax Incentives for Small Businesses that Provide Health Insurance for Employees
This is a measure of whether a state provides tax credits or tax deductions to small businesses for providing health insurance for employees. Generally, these apply only to businesses with fewer than 50 employees. Source and indicator definition changed as of 2015 Indicators and, therefore, cannot be compared to years prior.

Note related to the Affordable Care Act: Employers with 50 or more employees, including for-profit, non-profit and government entity employers, generally are required to offer health insurance to each full-time employee or face certain taxes and penalties, starting January 2015 for businesses with more than 100 full-time employees and January 2016 for businesses with 51-99 full-time employees. ACA exempts employers with up to 50 full-time employees from any penalties or taxes for not providing healthcare coverage. The law also assists small businesses and small tax-exempt organizations to afford the cost of covering their employees’ health insurance. If a small business has fewer than 25 employees and provides health insurance it may qualify for a small business tax credit of up to 35 percent (up to 25 percent for non-profits) to offset the cost of insurance, starting with the 2010 federal tax year. This will make the cost of providing insurance significantly lower. Starting in 2014, the small business tax credit goes up to 50 percent (up to 35 percent for non-profits) for qualifying businesses. For more information, see National Conference of State Legislatures Small and Large Business Health Insurance: State and Federal Roles.

Source: Updates to state policies may be found at the National Conference of State Legislatures: Employer and Individual Tax Incentives to Offer Health Insurance, as of 2014. Original data from Kaiser State Health Facts.
(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.


(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 childcare when their earnings are at the poverty threshold.


(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 childcare 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.


c. **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.


(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.


(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.
(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.


(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 2016 is $372/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,” 2016, see Table 3-5.

(15) **Unemployment Insurance Average Weekly Benefit Equals At Least 50% of Average State Wage**
This indicator reveals whether a state has established unemployment insurance benefit levels high enough that on average they may replace at least 50 percent of lost weekly earnings over a six-month period.

Source: Corporation for Enterprise Development. Assets and Opportunity Scorecard 2017, Unemployment Insurance, Policy Brief. Must request access to brief through CFED Assets and Opportunities Scorecard site.

(16) **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.


d. **Workers’ Compensation:**

(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 of $7.25 ($232 weekly).

   (17a) Minimum Benefit for Temporary Disability (See Table 4)
   (17b) Minimum Benefit for Permanent Disability (See Table 5)


e. **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.
State Family and Medical Leave Laws

Note: Additional information on state laws at National Center for Children in Poverty, 50-State Policy Tracker. Also see National Partnership for Women and Families.

(19) State Provides Temporary Disability Insurance for Parental Leave needs
This indicator identifies whether state law provides monetary insurance from the state’s disability program for parental leave needs.


(20) State has Paid Family Leave Program
This indicator identifies whether state law provides paid family leave for private sector workers.


(21) State Requires Paid Sick Days
This indicator identifies whether state law requires employers to provide paid sick days for workers.


(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: Current national data on this indicator do not exist.

Note: For more recent research, which includes a more expansive definition of pro-immigrant legislation, see National Employment Law Project, From Anti-Immigrant to Pro Worker, What States and Cities can do about Immigration and Workers’ Rights, 2011; and the Law Offices of California Rural Legal Assistance Foundation 2010 Fact Sheet on non-compliance with minimum wage law.

(23) State Has Fair Hiring Policies to Remove Barriers to Employment for Qualified Workers with Criminal Records
This indicator identifies whether a state has adopted policies to provide applicants a fair chance in the employment process, including a “ban-the-box” policy that removes the conviction history question on job applications, and a policy delaying the background check inquiry until later in the hiring.


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 filing per state annually; however, it does not calculate those eligible for filing.

(2a) Percent of Nonelderly Uninsured Adults Eligible for 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.


(2b) Percent of Nonelderly Uninsured Adults Who are Poor and Facing "Coverage Gap"
This is a measure of the share of nonelderly uninsured adults who are facing a gap in healthcare coverage because their state has not expanded Medicaid eligibility. Excludes undocumented immigrants and legal immigrants who have been in the US for less than 5 years.

Note: The 2010 Affordable Care Act expands Medicaid coverage to nearly all adults with incomes at or below 138% of the federal poverty level (about $16,105 for an individual in 2015). In states that do not expand Medicaid, poor uninsured adults with incomes above current Medicaid eligibility levels but below poverty may fall into a “coverage gap” of earning too much to qualify for Medicaid but not enough to qualify for Marketplace premium tax credits.


(2c) Percent of Potential Marketplace Population Enrolled in Health Insurance Plan
This is a measure of the extent to which non-poor, uninsured individuals (without access to employer-sponsored coverage) have enrolled in a health insurance plan through federal or state health insurance marketplace (i.e. the exchange).

Note: Data include individuals who have enrolled in a Marketplace plan, have paid their first month's premium and who have an active policy. Active policy-holders include those who have paid for the current month and individuals who may be in a grace period for non-payment. Grace periods can vary by state and issuer. For those individuals receiving APTCs, issuers are required to give enrollees a three month grace period. Enrollment data represent a point-in-time estimate of Marketplace enrollment on March 31, 2016. Estimated number of potential 2015 Marketplace enrollees reflect state Medicaid expansion decisions as of September 30, 2015. Louisiana has adopted the Medicaid expansion, but coverage did not go into effect until July 1. For more information on state decisions, please see Status of State Action on the Medicaid Expansion Decision.


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

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


(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 ($367 in 2014).

Source: National data for this indicator does not exist.

(6) **Average Weekly Unemployment Benefit as a Percentage of State Average Weekly Wage**

This indicator compares a state’s average weekly unemployment benefit with a state’s average weekly wages, as a proxy for assessing whether a state has established benefit levels that are adequate to replace 50 percent of lost weekly earnings over a 6-month period.


**Appendix: Supplemental Data**

Please note, indicators 4-8 below, denoted by an *** are not calculated as of 2009 due to a change in the ACS questionnaire that does not allow for collecting hours information any longer. Please refer to earlier years for this data, which remains valid.

(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 2015 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.


(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 2015 American Community Survey
(4) Percent Households That Have Families With Children
Source: Population Reference Bureau, analysis of 2015 American Community Survey

(5) Percent Families With Children That Are Working Families
Source: Population Reference Bureau, analysis of 2015 American Community Survey

(6) Percent of working families that have a household head ages 18 to 24 (not ranked)
Source: Population Reference Bureau, analysis of 2015 American Community Survey

(7a) Percent of working families, with a household head ages 18 to 24 that are below 200% of poverty level
Source: Population Reference Bureau, analysis of 2015 American Community Survey

(7b) Percent of working families, with a household head ages 18 to 24 that are below 100% of poverty level
Source: Population Reference Bureau, analysis of 2015 American Community Survey

(8) Percent of Children Below Age 13 Living in Families Below 100% and 200% of Poverty
   a. Percent of Working Family Children Below Age 13 Living in Families Below 200% of Poverty
   b. Percent of Working Family Children Below Age 13 Living in Families Below 100% of Poverty
   c. Percent of Non-Working Family Children Below Age 13 Living in Families Below 200% of Poverty
   d. Percent of Non-Working Family Children Below Age 13 Living in Families Below 100% of Poverty
Source: Population Reference Bureau, analysis of 2015 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 2015 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 2015 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 family members age 15 and older who are working in selected occupations are in working families that 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 in selected occupations are in working families 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 in selected occupations are in working families 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 family members age 15 and older other than householder or spouse who are working in selected occupations are in working families that are either poor or low-income.

Source: Population Reference Bureau, analysis of 2015 American Community Survey

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

Source: Population Reference Bureau, analysis of 2015 American Community Survey
Discontinued Tables

(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: No longer available from 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: No longer available from 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: No longer available from 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: No longer available from American Community Survey.

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

b. *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.

c. *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.

d. *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: No longer available from American Community Survey.