

FRAMEWORK OF INDICATORS AND SOURCE DATA
for WFPF 2013

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 million households. For WFPF 2013, we use the Census 2011 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 2013 WFPF uses 2012 CPS data. For some measures, achieving statistical significance requires using a three-year average (2010-2012).

For the Percent of Workers in Low Wage Jobs, the national low wage figure is adjusted by the state's cost of living index from 2006–2010, as published in the “Research Spotlight: Regional Price Parities for States and Metropolitan Areas 2006–2010,” by Bettina H. Aten, Eric B. Figueroa, and Troy M. Martin, (Survey of Current Business, May 2011): Table 1. The article is available online at http://www.bea.gov/scb/pdf/2012/08%20August/0812_regional_price_parities.pdf (Jan. 11, 2013)

Percent of Jobs in Low Wage Occupations relies on data published annually through the Occupational Employment Statistics (OES) program of BLS. The OES program, which surveys approximately 400,000 establishments per year, produces employment and median wage estimates for over 800 occupations.

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

KEY TERMS

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

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

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

LOW-INCOME FAMILY: A family with an income below 200% or double the threshold for poverty as defined by U.S. Census Bureau. Double the poverty threshold is used as a proxy for economic “self-sufficiency” or “family living standard”, the income a family requires to address basic needs, including housing, food, clothing, health care, transportation, and child care. In 2011, according to the American Community Survey, the poverty threshold averaged \$22,699 for a family of four and thus the low-income threshold for a family of four averaged \$45,397.

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

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

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

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

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

LOW-WAGE: A wage below the full-time, full-year wage required to keep a family of four out of poverty. In 2011, according to the Current Population Survey, a family of four required \$23,497 to stay out of poverty (at least \$11.30/hr. on a full-time, full-year basis). For the Percent of Workers in Low Wage Jobs measure, the national low wage figure is adjusted by the state's cost of living index from 2006–2010, as published in the “Research Spotlight: Regional Price Parities for States and Metropolitan Areas 2006–2010,” by Bettina H. Aten, Eric B. Figueroa, and Troy M. Martin, (Survey of Current Business, May 2011): Table 1. The article is available online at http://www.bea.gov/scb/pdf/2012/08%20August/0812_regional_price_parities.pdf (Jan. 11, 2013)

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

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

CHAPTER 1: WORKING FAMILIES IN ECONOMIC DISTRESS

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

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

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

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

CHAPTER II: EDUCATION AND SKILLS TRAINING

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

A. Education and Skills Status of Adults Within State

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

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

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

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

Postsecondary Policies

- 1(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. Some State Financial Aid Expended on Less than Full-time Enrollment**
- 4. State Financial Aid for Adult 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. State Measures Community College Performance by Job Placement*
10. State Measures Career/Technical Program Performance by Placement of Low-Income Students*
11. State Measures Career/Technical Program Performance by Program Completion of Low-Income Students*
- 12. State Actively Tracks Employment Outcomes of College Students**

Workforce and Adult Education Policies

WIA:

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

TANF:

8. **Education/Training Alone Satisfies TANF Work Requirement**
9. **TANF clients can enter education and training activities without first engaging in mandatory job search**
- 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**

Adult Education and Literacy:

- 13. State Resources Allocated for Adult Education and Literacy**
14. State Policy Explicitly Facilitates or Encourages the Transition of Adult Education Students to Postsecondary Academic or Vocational Education *
- 15. State Matches Student Records Between Adult Education, Postsecondary, and Workforce Systems**
16. State Provides Own Dedicated Resources for Workplace Literacy*
- 17. State Mandates Adult Education for Prison Inmates with Deficient Basic Skills**
18. States Offers Certified Occupational Skills Training Programs for Prison Inmates*

C. Performance of State Education and Training Efforts

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

Postsecondary Performance

- 1. Percent of Young Adults Enrolled in Postsecondary Education**
- 2. Percent of First Year Community College Students Returning Second Year**
- 3. Percent of Adults Enrolled in Postsecondary Education at Least Part-Time**
4. Percent of Community Colleges Students Obtaining a Certificate/Degree or Transferring to a Four Year College*
5. Percent of Community College Students Obtaining High-Wage Jobs*
- 6. Percent of Community Colleges Students in Developmental Education Moving Ahead**
- 7. Ratio of Career Certificates Awarded to Associates Degrees**
- 8. Percent of 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

WIA:

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

TANF:

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

Adult Basic Education and Literacy:

- 12. Percent of Students Improving in Beginning Literacy Skills**
- 13. Percent All Students Enrolled in Adult Education Relative to Adults Without HS/GED**
- 14. Percent of All Adult Education Students with a Goal of Postsecondary or Training**
15. Percent of All Adult Education Students that Transition to Postsecondary or Vocational Education **
16. Percent of Participants Gaining Employment and Earning Above Poverty**
17. Percent of Participants Gaining Employment and Earning Above 200% Poverty**
18. Percent of Eligible Prison Inmates Receiving Adult Education*

CHAPTER III: EMPLOYMENT OPPORTUNITY

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

A. Economic Conditions in State

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

1. Labor Force Participation Rate

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

2. Percent of All Workers Not Fully Employed

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

3. Percent of Workers Exhausting Their Unemployment Benefits in a Quarter

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

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

B. State Policies Influencing Employment Availability

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

1. State Customized and Incumbent Worker Training Includes Target to Serve Entry-Level and Low-Income Workers*
2. State Tax Credits Available for Training Entry-Level and Low-Income Workers*
3. State Primary Business Assistance Programs Include Job Creation Goals with Wage Standards and Targets for Serving Entry-Level and Low-Income Workers*
4. State Primary Business Assistance Programs for Distressed Places Include Job Creation Goals with Wage Standards and Targets for Serving Entry-Level and Low-Income Workers*
- 5. State Requires Full Time Job Creation by Businesses Receiving State Subsidies**
- 6. State Requires Employee Health Care Coverage by Businesses Receiving State Subsidies**
7. State Supports Sectoral Development Initiatives That Benefit Low-Income Workers*
8. State Public Works Projects Utilize Targeted Hiring Agreements*
- 9. State Resources Used to Support Transitional Employment Programs**

10. **State Discloses Online Information about Noncompliance with Subsidy Programs**
10. a State Has Economic Development Disclosure Laws That Reveal Whether Low-Income Workers Benefit*
11. State Requires Published Information on Companies with 50 Employees or More Utilizing Public Health Care Assistance or Benefits

C. Performance of State Employment Efforts

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

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

CHAPTER IV: CONDITIONS OF EMPLOYMENT

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

A. Conditions of Employment in State

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

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

B. State Policies Influencing Conditions of Employment

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

Income:

- 1(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 All 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

Health and Child Care:

- 5. State Provides Medicaid to Working Parents Earning Up to 200% of Poverty**
- 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**

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**

Workers' Compensation:

- 17. Workers' Compensation Minimum Benefits**

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 Has Laws and Regulations to Protect Employment Rights of Day Laborer**
- 22. State Law Protects Ex-Offenders from Employment Discrimination**

C. Performance of State Efforts to Improve Conditions of Employment

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

- 1. Percent of Eligible Families Utilizing State and/or Federal EITC***
- 2. Percent of Eligible Adults Without Private Health Insurance Utilizing State Medicaid***
- 3. Percent of Small Business Using State Health Care Assistance****
- 4. Number of Children Eligible for Child Care Assistance on Waiting List**
- 5. Percent of Unemployed Receiving Benefits That Exceed Poverty****
- 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. *****Working Families by Family Type and Estimated Hours Worked Per Year by All Family Members that are Low-Income and Working Families by Family Type and Estimated Hours Worked Per Year by All Family Members that are Poor**
5. *****Hours Worked Per Year by Family Members**
 - a. Hours Worked by All Family Members Age 15 and Over in Working Families
 - b. Hours Worked by All Family Members Age 15 and Over in Working Families that are Low-Income
 - c. Hours Worked by All Family Members Age 15 and Over in Working Families that are Poor
6. *****Hours Worked by Family Members in Married Couple Working Families**
 - a. Hours Worked by All Family Members Age 15 and Over in Married Couple Working Families
 - b. Hours Worked by All Family Members Age 15 and Over in Married Couple Working Families that are Low-Income
 - c. Hours Worked by All Family Members Age 15 and Over in Married Couple Working Families that are Poor
7. *****Hours Worked by Family Members in Single Father Working Families**
 - a. Hours Worked by All Family Members Age 15 and Over in Single Father Working Families
 - b. Hours Worked by All Family Members Age 15 and Over in Single Father Working Families that are Low-Income
 - c. Hours Worked by All Family Members Age 15 and Over in Single Father Working Families that are Poor
8. *****Hours Worked by Family Members in Single Mother Working Families**
 - a. Hours Worked by All Family Members Age 15 and Over in Single Mother Working Families
 - b. Hours Worked by All Family Members Age 15 and Over in Single Mother Working Families that are Low-Income
 - c. Hours Worked by All Family Members Age 15 and Over in Single Mother Working Families that are Poor
9. **Working Family Members Age 15 and Older in Working Families that are Low-Income by Occupation**
 - a. **Working Family Members Age 15 and Older in Working Families that are Low-Income by Occupation**
 - b. **Working Householders in Working Families that are Low-Income by Occupation**
 - c. **Working Spouses in Working Families that are Low-Income by Occupation**
 - d. **Working Family Members other than Household or Spouse in Working Families that are Low-Income by Occupation**
10. **Working Family Members Age 15 and Older in Working Families that are Poor by Occupation**
 - a. **Working Family Members Age 15 and Older in Working Families that are Poor by Occupation**
 - b. **Working Householders in Working Families that are Poor by Occupation**
 - c. **Working Spouses in Working Families that are Poor by Occupation**
 - d. **Working Family Members other than Household or Spouse in Working Families that are Poor by Occupation**
11. **Working Family Members in Selected Occupations that are Poor or Low-Income**
 - a. **Working Family Members Age 15 and Older in Selected Occupations that are Poor or Low-Income**
 - b. **Working Householders in Selected Occupations of Families that are Poor or Low-Income**
 - c. **Working Spouses in Selected Occupations of Families that are Poor or Low-Income**
 - d. **Working Family Members other than Householder or Spouse in Selected Occupations in Families that are Poor or Low-Income**
12. **Poor and Low-Income Working Families That Received Food Stamps**

Chapter 1: Working Families with Children in Economic Distress

All of the following indicators are provided by PRB. All but indicator #12 are based on analysis of Census 2011 American Community Survey. Indicator #12 is based on data from the Current Population Survey.

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

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

Source: Population Reference Bureau, analysis of 2011 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 2011 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.

Source: Population Reference Bureau, analysis of 2011 American Community Survey.

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

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

Source: Population Reference Bureau, analysis of 2011 American Community Survey.

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

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

Source: Population Reference Bureau, analysis of 2011 American Community Survey.

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

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

Source: Population Reference Bureau, analysis of 2011 American Community Survey.

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

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

Source: Population Reference Bureau, analysis of 2011 American Community Survey.

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

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

Source: Population Reference Bureau, analysis of 2011 American Community Survey.

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

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

Source: Population Reference Bureau, analysis of 2011 American Community Survey.

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

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

Source: Population Reference Bureau, analysis of 2011 American Community Survey.

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

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

Source: Population Reference Bureau, analysis of 2011 American Community Survey

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

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

Source: Population Reference Bureau, analysis of data from the Current Population Survey Annual Social and Economic Supplement (2010-2012).

Chapter II: Education and Skills Training

A. Education and Skills Status of Adults in State

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

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

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

Source: Population Reference Bureau, analysis of 2011 American Community Survey.

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

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

(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 WFPF 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.

Source: Population Reference Bureau, analysis of 2011 American Community Survey.

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

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

Source: Population Reference Bureau, analysis of 2011 American Community Survey.

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

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

Source: Population Reference Bureau, analysis of 2011 American Community Survey.

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

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

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

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

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

Source: Population Reference Bureau, analysis of 2011 American Community Survey.

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

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

(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 WFPF 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.

Source: Population Reference Bureau, analysis of 2011 American Community Survey.

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

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

Source: Population Reference Bureau, analysis of 2011 American Community Survey.

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

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

Source: Population Reference Bureau, analysis of 2011 American Community Survey.

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

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

Source: Population Reference Bureau, analysis of 2011 American Community Survey.

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

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

Source: Twenty-nine states have shared with Complete College America data about students entering college in fall 2006, reported in 2011 and 2012 annual reports appearing on http://www.completercollege.org/state_data/.

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

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).

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 and reported on the Corporation for Enterprise Development. Assets and Opportunity Scorecard: <http://scorecard.assetsandopportunity.org/2013/measure/state-financial-aid-for-postsecondary-education>.

(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.

Source: National Association of State Student Grant and Aid Programs *Annual Survey Report on State-Sponsored Student Financial Aid*, 2010-11 academic year. Office of Postsecondary Education. *Title IV/ Pell Grant End of the Year Report*. Washington, D.C.: U.S. Department of Education, 2010–2011.

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 (10 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.

Source: National Center for Public Policy and Higher Education, 2009, at: www.higheredinfo.org/

(3) Some State Financial Aid Expended on Less than Full-time Enrollment

This new indicator (as of 2013) 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 at <http://www.brookings.edu/research/reports/2012/05/08-grants-chingos-whitehurst>*

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.

(4) State Financial Aid for Adult Students

This new 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.

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

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

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.

Source: Smith, Matthew. 2011. *Accountability & Continuous Improvement in Remedial Education*. Getting Past Go Project. Education Commission of the States (ECS): <http://www.gettingpastgo.org/docs/Acct-Brief.pdf>.

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*: <http://www.completecollege.org/docs/CCA-Remediation-profiles.pdf>.

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

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

Sources: Smith, Matthew. 2011. *Accountability & Continuous Improvement in Remedial Education*. Getting Past Go Project. Education Commission of the States (ECS): <http://www.gettingpastgo.org/docs/Acct-Brief.pdf>.

Note: Several other states involved in Achieving the Dream are considering adoption of performance funding systems that reward progress through remedial education.

Source: Altstadt, David, ed. 2012. *Tying Funding to Community College Outcomes: Models, Tools, and Recommendations for States*. Boston: Jobs for the Future, 26-32:
www.jff.org/sites/default/files/TyingFunding2CommColleges-042312.pdf

(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 2008-09 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 2008-09." Published June 2012. (See: http://cte.ed.gov/docs/Rpt_to_Congress/Perkins_RTC_2008-09.pdf). Updated reports will be posted at <http://cte.ed.gov/index.cfm>.

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

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

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

(9) State Measures Community College Performance by Job Placement

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

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

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

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

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

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

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

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

(12) State Actively Tracks Employment Outcomes of College Students

This measure identifies states that match and share data between postsecondary and workforce systems at least on an annual basis and track on one or more of the following employment outcomes of college students: (1) earnings and wages, (2) employment, (3) industry, and/or (4) occupation. Note: states, which reported sharing some employment outcome data between workforce and postsecondary systems but did not meet the Data Quality Campaign standards of matching and sharing data annually and being able to report a known match rate, are not credited with tracking outcomes in this measure.

Source: Data Quality Campaign, The Data for Action 2012 policy issue fact sheet: Preparing Students for Jobs

Workforce and Adult Education Policies

WIA:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

TANF:

(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 work requirement in a given week through participation in education and training.

Source: *Welfare Rules Databook: State TANF Policies as of July 2011*. Table III.B.2. Urban Institute. See: <http://anfdata.urban.org/wrd/WRDWelcome.cfm>. Accessed April 22, 2013.

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 Can Enter Education and Training Activities Without First Engaging in Mandatory Job Search

This indicator reveals whether a state forces newly enrolled single-parent TANF recipients to conduct a job search prior to participation in other work activities, including education and training.

Source: *Welfare Rules Databook: State TANF Policies as of July 2011*. Table I.A.2. Urban Institute. See: <http://anfdata.urban.org/wrd/WRDWelcome.cfm>. Accessed April 22, 2013.

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

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

Source: Bloom, Dan, Mary Farrell, Barbara Fink, and Diana Adams-Ciardullo. "Welfare Time Limits: State Policies, Implementation, and Effects on Families." Manpower Demonstration Research Corporation. July 2002. (See: <http://www.mdrc.org/publications/51/overview.html>).

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

(11) States Expend 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.

Source: Corporation for Enterprise Development. Assets and Opportunity Scorecard: [TANF-Funded Workforce Training](http://scorecard.assetsandopportunity.org/2013/measure/tanf-funded-workforce-training). See: <http://scorecard.assetsandopportunity.org/2013/measure/tanf-funded-workforce-training> Percentages calculated from "TANF Financial Data: Table 1-1 Combined Federal Funds Spent in FY 2011." Washington, DC: Department of Health & Human Services, [Administration for Children and Families](#), 2011.

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.

Source: Corporation for Enterprise Development. Assets and Opportunity Scorecard: State IDA Program Support. See: <http://scorecard.assetsandopportunity.org/2013/measure/state-ida-program-support>. Funding current as of FY2012.

ADULT EDUCATION AND LITERACY:

(13) State Resources Allocated for Adult Education and Literacy

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

Source: Computed by staff based on FY 2009–10 expenditure data submitted to U.S. Department of Education (numerator) and 2009 Census data on number of adults 18-64 without HS/GED (denominator). Educational attainment of adults 18-64 is from the Population Reference Bureau, analysis of 2009 American Community Survey.

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

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

Source: National data for this indicator does not exist

(15) State Matches student records between Ad Education, Postsecondary, and Workforce systems

This measure identifies states that actively match individual Adult Education student records between postsecondary and workforce data systems. Note: states that do not meet the Data Quality Campaign standards of matching and sharing data annually and being able to report a known match rate, are not credited with tracking outcomes in this measure.

Source: Data Quality Campaign, based on 2012 survey of states and reported to Working Poor Families Project.

(16) State Provides Own Dedicated Resources for Workplace Literacy

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

Source: National data on this indicator do not exist.

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

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

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

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

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

Source: National data on this indicator do not exist.

C. Performance of State Education and Training Efforts

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

Postsecondary Performance

(1) Percent of Young Adults Enrolled in Postsecondary Education

This indicator measures the percentage of young adults who are currently enrolled in an education or training program beyond high school.

Source: NCHEMS Information Center for Higher Education and Policy Making, 2009:

<http://www.higheredinfo.org/dbrowser/index.php?submeasure=331&year=2009&level=nation&mode=data&state=0>

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

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

Source: NCHEMS Information Center for Higher Education and Policy Making, 2010:

<http://www.higheredinfo.org/dbrowser/?level=nation&mode=map&state=0&submeasure=229>

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

This indicator measures the number of working aged adults (25-49) enrolled in some type of post-secondary education with No Bachelors Degree or Higher.

Source: NCHEMS Information Center for Higher Education and Policy Making, 2009: See:

<http://www.higheredinfo.org/dbrowser/?year=2009&level=nation&mode=data&state=0&submeasure=332>

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

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

Source: National data for this indicator does not exist.

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

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

Source: National data for this indicator does not exist.

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

This indicator measures the number of 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):

<http://www.completecollege.org/docs/CCA-Remediation-tables.pdf>

(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 Unpublished Table S105: 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 listed at http://nces.ed.gov/surveys/ctes/tables/glossary_college.asp#g1, as reported in Table S105; Denominator: total count of Associate degrees as reported in Table 51.

(8) Percent of Postsecondary Perkins Students Attaining a Credential

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

Source: Data for this measure for program year 2008-09 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 2008-09." Published June 2012. (See: http://cte.ed.gov/docs/Rpt_to_Congress/Perkins_RTC_2008-09.pdf). Updated reports will be posted at <http://cte.ed.gov/index.cfm>

(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.

Source: Data for this measure for program year 2008-09 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 2008-09." Published June 2012. (See: http://cte.ed.gov/docs/Rpt_to_Congress/Perkins_RTC_2008-09.pdf). Updated reports will be posted at <http://cte.ed.gov/index.cfm>.

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

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

Source: Data for this measure for program year 2008-09 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 2008-09." Published June 2012. (See: http://cte.ed.gov/docs/Rpt_to_Congress/Perkins_RTC_2008-09.pdf). Updated reports will be posted at <http://cte.ed.gov/index.cfm>.

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

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

Source: National data on this indicator do not exist.

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

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

Source: National data on this indicator do not exist.

Workforce and Adult Education Program Performance

WIA:

(1) Percent of WIA Adults Receiving Training

This indicator reports on the percentage of WIA adults who exited the WIA system, from April 2011 to March 2012, having received training.

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

Source: PY 2011 WIASRD Data Book (see II-25)

http://www.doleta.gov/performance/results/pdf/PY_2011_WIASRD_Data_Book.pdf

(2) Percent of WIA Dollars Spent on Training

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

Source: National data on this indicator do not exist.

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

This indicator reports on the percent of adults who engaged in training services and then obtained employment and a training credential after exiting WIA sometime between April 2010 and March 2011.

Source: Source: PY 2011 WIASRD Data Book (see II-42))

http://www.doleta.gov/performance/results/pdf/PY_2011_WIASRD_Data_Book.pdf

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

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

Source: Numerator: Total number of WIA Adult Exiters between April 2011 and March 2012 who received training, derived from: PY 2011 WIASRD Data Book (see II-26):

http://www.doleta.gov/performance/results/pdf/PY_2011_WIASRD_Data_Book.pdf Denominator: Total number of Adults, 18-64 without High School Degree or GED, derived from Population Reference Bureau, analysis of 2011 American Community Survey.

(5) Adult Employment Retention Rate

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

Source: Source: Source: PY 2011 WIASRD Data Book (see II-42))

http://www.doleta.gov/performance/results/pdf/PY_2011_WIASRD_Data_Book.pdf See Employment Retention 2nd and 3rd Quarters After Exit, for Exiters from April 2010 to March 2011 (Column 5).

(6) Percent of Exiters Earning Above Poverty

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

Source: National data on this indicator do not exist.

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

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

Source: National data on this indicator do not exist.

TANF:

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

This is a measure of the extent to which TANF recipients are being placed in education and training activities. 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 for the WPPF 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 2009, Table 6C: <http://www.acf.hhs.gov/programs/ofa/particip/2009/index2009.htm>).

(9) Adult Employment Retention Rate

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

Source: National data on this indicator no longer exists because High Performance Bonuses have been terminated. Former data for states were prepared by the U.S. Department of Health and Human Services. See: TANF High Performance Bonus Rates, Office of Family Assistance, High Performance Measures, Performance Year 2006. Table 3(a): Work-Related Measures Rates and Ranks of FY 2006 Performance, by Work-Related Measures <http://www.acf.hhs.gov/programs/ofa/data-reports/HPB/2006/2006index.htm>

State partners should consult state data systems to determine if information is still available.

(10) Percent of TANF and MOE non-assistance funds spent on workforce training and education

This measure reveals the percentage of state TANF and MOE expenditures on nonassistance spent on workforce education and training.

Source: Corporation for Enterprise Development. Assets and Opportunity Scorecard: TANF-Funded Workforce Training. See: <http://scorecard.assetsandopportunity.org/2013/measure/tanf-funded-workforce-training> Percentages calculated from "TANF Financial Data: Table 1-1 Combined Federal Funds Spent in FY 2011." Washington, DC: Department of Health & Human Services, Administration for Children and Families, 2011.

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.

ADULT EDUCATION:

(12) Percent of Students Improving Beginning Literacy Skills

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

Source: Enrollment data from State Annual Performance Reports to the U.S. Department of Education, July 1, 2011 – June 30, 2012 Dept. of Ed, Office of Vocational and Adult Education, National Reporting System (Table 4); Accessed through <http://wdcrobcolp01.ed.gov/CFAPPS/OVAE/NRS/login.cfm>. Percentages calculated based on: number completed ABE beginning literacy level/ total number enrolled in ABE beginning literacy.

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

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

Source: Numerator = Enrollment data from State Annual Performance Reports to the U.S. Department of Education, Program Year 2011, July 1, 2011 – June 30, 2012 Dept of Ed, Office of Vocational and Adult Education, National Reporting System (Table 4); Adults without High School/GED from Census 2011 American Community Survey; denominator = total adults without HS/GED. At present, this indicator is not presented in a published report, but can be accessed through <http://wdcrobcolp01.ed.gov/CFAPPS/OVAE/NRS/login.cfm>

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

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

Source: Enrollment data from State Annual Performance Reports to the U.S. Department of Education; Program Year 2011: July 1, 2011 – June 30, 2012 Dept. of Ed, Office of Vocational and Adult Education, National Reporting System Table 5); numerator = Students with a goal of postsecondary or training (Table 5); denominator = all students enrolled for all levels of adult education. At present, this indicator is not presented in a published report, but can be accessed through <http://wdcrobcolp01.ed.gov/CFAPPS/OVAE/NRS/login.cfm>.

Note: The Office of Vocational and Adult Education has modified Adult Education goal setting process. As of Program Year 2012, all ABE and ESL Program participants who have earned a secondary credential while enrolled, hold a secondary credential at entry, or are enrolled in a class specifically designed for transitioning to community college and exit during the program year will be reported as having a goal of entering postsecondary education. Therefore, this indicator will be revised starting with 2014 WFPF Framework and will not be able to be compared to previous years.

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

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

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

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

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

Source: National data on this indicator do not exist.

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

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

Source: National data on this indicator do not exist.

(18) Percent of Eligible Prison Inmates Receiving Adult Education

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

Source: National data on this indicator do not exist.

Chapter III: Employment Opportunity

A. Economic Conditions in State

(1) Labor Force Participation Rate

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

A) Labor Force Participation Rate for Women

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

B) Labor Force Participation Rate for Men

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

C) Labor Force Participation Rate for Non-whites

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

Source: Data are taken from Geographic Profile of Employment and Unemployment, published by the Bureau of Labor Statistics, and based on the Current Population Survey, 2012. Preliminary data, but it is expected that labor force participation rates will be little changed. For updated data go to: <http://www.bls.gov/gps/#tables>. Employment status of the civilian non-institutional population by sex, race, and Hispanic or Latino ethnicity, marital status, and detailed age, 2012 annual averages. (See: <http://www.bls.gov/lau/ptable14full2012.pdf>)

(2) Percent of All Workers Not Fully Employed

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

Source (for 2, abc): Population Reference Bureau, analysis of 2012 Basic Monthly Current Population Survey.

A) Percent of All Workers Who Are Unemployed

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

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

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

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

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

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

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

Source: The UI Data is produced quarterly from state-reported data contained in the Unemployment Insurance Data Base (UIDB) as well as UI-related data from outside sources (e.g., Bureau of Labor Statistics data on employment and unemployment and U.S. Department of Treasury data on state UI trust fund activities). This database is maintained by the Division of Actuarial Services, Office of Income Support (OIS), U.S. Department of Labor 4th Qt., 2012. See: http://ows.doleta.gov/unemploy/content/data_stats/datasum12/DataSum_2012_4.pdf

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

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

Source: Population Reference Bureau, analysis of 2012 Basic Monthly Current Population Survey.

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

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

Source: The indicator is created using data from the Bureau of Labor Statistics' Occupational Employment Statistics program, May 2011 (see: <http://www.bls.gov/oes/home.htm>); data generated by Project Management Team.

B. State Policies Influencing Employment Availability

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

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

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

Source: National data on this indicator do not exist.

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

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

Source: National data on this indicator do not exist.

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

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

Source: National data on this indicator do not exist.

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

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

Source: National data on this indicator do not exist.

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

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

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

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

This measure reveals whether a state 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.

Source: Mattera, Philip, et al. 2011. *Money for Something: Job Creation and Job Quality Standards in State Economic Development Subsidy Programs*. Good Jobs First:
http://www.goodjobsfirst.org/sites/default/files/docs/pdf/moneyforsomething_0.pdf.

(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_Oppportunity.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 22, 2013 from Melissa Young, National Transitional Jobs Network. For more information, go to www.transitionaljobs.org.

(10) 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.

Source: Mattera, Philip, et al. 2012. *Money Back Guarantees for Taxpayers: Clawbacks and Other Enforcement Safeguards in State Economic Development Subsidy Programs*. Good Jobs First:
http://www.goodjobsfirst.org/sites/default/files/docs/pdf/moneyback_0.pdf

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

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

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

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

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

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

C. Performance of State Employment Efforts

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

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

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

Source: National data on this indicator do not exist.

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

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

Source: National data on this indicator do not exist.

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

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

Source: National data on this indicator do not exist.

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

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

Source: National data on this indicator do not exist.

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

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

Source: National data on this indicator do not exist. However, state partners are able to obtain relevant information through State-specific WIA reports, see:

http://www.doleta.gov/performance/results/WIASRD_state_data_2011.cfm. Table II-12 of those reports carry data on the total number of WIA 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 in Low-Wage Jobs

This is a measure of the extent to which wage and salary workers earn low wages. (For 2009, a low wage is below \$10.55/hr., adjusted for the state cost of living index. See definition of "low wage.")

Source: Population Reference Bureau, analysis of 2012 Basic Monthly Current Population Survey

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

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

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

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

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

Source: Population Reference Bureau, analysis of Current Population Survey, Annual Social and Economic Supplement, March 2012.

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

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

Source: Population Reference Bureau, analysis of 2010-2012 Current Population Survey, Annual Social and Economic Supplements.

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

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

Source: Numerator: Number of workers covered provided by National Academy of Social Insurance, Workers' Compensation: Benefits, Coverage, and Costs, 2010. (See http://www.nasi.org/sites/default/files/research/NASI_Workers_Comp_2010.pdf, Table 3), Denominator: 2010 data on all wage and salary workers provided by the U.S. Bureau of Economic Analysis, Regional Economic Information System). See SA04 State income and employment summary

(6) Percent of Unemployed Not Receiving Unemployment Insurance Benefits

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

Source: This measure is derived from the Office of Workforce Security, Employment and Training Administration, U.S. Department of Labor, 4th Quarter 2012.

(See: http://ows.doleta.gov/unemploy/content/data_stats/datasum12/DataSum_2012_4.pdf).

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

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.

Source: Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor. "Minimum Wage Laws in the States." (See: <http://www.dol.gov/esa/minwage/america.htm>). Updated January 1, 2013.

(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.

Source: Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor. "Minimum Wage Laws in the States." (See: <http://www.dol.gov/esa/minwage/america.htm>). Updated January 1, 2013.

(1c) State Covers All Workers under Minimum Wage Law.

This is a measure of whether a state extends full minimum wage protection to all classes of workers, including in agriculture, domestic, home care, and tipped workers.

Source: *Winning Wage Justice: An Advocate's Guide to State and City Policies to Fight Wage Theft*. New York: National Employment Law Project, 2011. <http://www.nelp.org/page/-/Justice/2012/WinningWageJusticePolicyOptions.pdf?nocdn=1>. Tipped worker minimum wage data provided separately by NELP. Additional 2012 updates provided by Progressive States Network. Accessed through the Corporation for Enterprise Development. Assets and Opportunity Scorecard: <http://scorecard.assetsandopportunity.org/2013/measure/job-quality-standards>.

(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.

Source: Tax Credits for Working Families accessed through CFED Scorecard at <http://scorecard.assetsandopportunity.org/2013/measure/tax-credits-for-working-families>

(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," 4th edition, January 2013. (See: <http://www.itepnet.org/whopays.htm>)

Health and Child Care:

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

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

Source: Kaiser Family Foundation. 2013. State Health Facts: <http://www.statehealthfacts.org/compare.jsp>; See Medicaid/CHIP Eligibility.

(6) State Healthcare Subsidy Available to Employers or Employees

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

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

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

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

Source: Schulman, Karen and Helen Blank. “ Downward Slide: State Child Care Assistance Policies 2012” National Women’s Law Center, October 2012 (See <http://www.nwlc.org/resource/downward-slide-state-child-care-assistance-policies-2012>)

(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.

Source: Schulman, Karen and Helen Blank. “ Downward Slide: State Child Care Assistance Policies 2012” National Women’s Law Center, October 2012 (See: <http://www.nwlc.org/resource/downward-slide-state-child-care-assistance-policies-2012>)

(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.

Source: Schulman, Karen and Helen Blank. “ Downward Slide: State Child Care Assistance Policies 2012” National Women’s Law Center, October 2012 (See <http://www.nwlc.org/resource/downward-slide-state-child-care-assistance-policies-2012>)

Unemployment Insurance:

Note, several states dealing with UI insolvency prompted by the Great Recession have reduced benefits and restricted eligibility. Go to NELP for more information, specifically the 2011 legislative update brief, “Unraveling the Unemployment Insurance Lifeline: Responding to Insolvency, States Begin Reducing Benefits and Restricting Eligibility in 2011,” at http://nelp.3cdn.net/833c7eeb782f18bdb3_a5m6b0wvp.pdf.

Note for 10-13: * States have enacted reforms that are not ARRA compliant; ** States have repealed ARRA-compliant provisions in the aftermath of the Great Recession.

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

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

Source: National Employment Law Project. *Modernizing Unemployment Insurance: Federal Incentives Pave the Way for State Reforms*. Briefing Paper: May 2012. See: http://nelp.3cdn.net/a77bc3b5988571ee4b_dfm6btygh.pdf 2013 legislative update provided by NELP’s Rebecca Dixon via email.

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

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

Source: Source: National Employment Law Project. *Modernizing Unemployment Insurance: Federal Incentives Pave the Way for State Reforms*. Briefing Paper: May 2012. See: http://nelp.3cdn.net/a77bc3b5988571ee4b_dfm6btygh.pdf. 2013 legislative update provided by NELP's Rebecca Dixon via email.

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

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

Source: National Employment Law Project. *Modernizing Unemployment Insurance: Federal Incentives Pave the Way for State Reforms*. Briefing Paper: May 2012. See: http://nelp.3cdn.net/a77bc3b5988571ee4b_dfm6btygh.pdf. 2013 legislative update provided by NELP's Rebecca Dixon via email.

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

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

Source: Source: National Employment Law Project. *Modernizing Unemployment Insurance: Federal Incentives Pave the Way for State Reforms*. Briefing Paper: May 2012. See: http://nelp.3cdn.net/a77bc3b5988571ee4b_dfm6btygh.pdf. 2013 legislative update provided by NELP's Rebecca Dixon via email.

(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 2012 is \$355/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," 2012. See 3-5: <http://workforcesecurity.doleta.gov/unemploy/pdf/uilawcompar/2012/monetary.pdf>

(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: *Unemployment Insurance Data Summary*. Washington, DC: U.S. Department of Labor, Employment and Training Administration, Quarter 3, 2011 – Quarter 2, 2012. Accessed through the Corporation for Enterprise Development. Assets and Opportunity Scorecard: <http://scorecard.assetsandopportunity.org/2013/measure/unemployment-benefit-level>

(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.

Source: U.S. Department of Labor, 2012. "Comparison of State Unemployment Laws: Temporary Disability Insurance," (see: <http://workforcesecurity.doleta.gov/unemploy/pdf/uilawcompar/2012/disability.pdf>).

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 (\$187 weekly).

Source: U.S. Department of Labor, Employment Standards Administration. State Workers' Compensation Laws, 2006.

Work Protections:

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

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

Source: National Partnership for Women and Families.

http://www.nationalpartnership.org/site/PageServer?pagename=issues_work_ffa_map

(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.

Source: National Partnership for Women and Families.

http://www.nationalpartnership.org/site/PageServer?pagename=issues_work_ffa_map

(20) State has Paid Family Leave Program

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

Source: National Partnership for Women and Families.

http://www.nationalpartnership.org/site/PageServer?pagename=issues_work_ffa_map

(21) State Requires Paid Sick Days

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

Source: National Partnership for Women and Families.

http://www.nationalpartnership.org/site/PageServer?pagename=issues_work_ffa_map

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

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

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

(See: <http://www.nelp.org/docUploads/State%20DL%20chart%20090605%5F100505%5F133648%2Epdf>); For more recent research, which includes a more expansive definition of pro-immigrant legislation, see

<http://www.nelp.org/page/-/Justice/2010/FromAntiImmigrant2010.pdf?nocdn=1> and the Law Offices of California Rural Legal Assistance Foundation:

<http://xa.yimg.com/kq/groups/18321119/1943010654/name/3%201%2010%20fact%20sheet%20for%20AB%201881%20treble%20dams%20for%20mw>

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

This indicator identifies whether a state has explicit laws that make it illegal for a private employer to discriminate against an ex-offender unless the duties of the job is related to a person's conviction record.

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

Note: The Sentencing project has not published a recent report that identifies all enacted state laws. However, there are regular legislative updates published at <http://www.sentencingproject.org/template/page.cfm?id=141>

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. (See: <http://www.eitc.irs.gov/central/eitcstats/>)

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

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

Source: National data for this indicator does not exist.

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

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

Source: National data for this indicator does not exist.

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

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

Source: Schulman, Karen and Helen Blank. "Downward Slide: State Child Care Assistance Policies 2012" National Women's Law Center, October 2012 (See <http://www.nwlc.org/resource/downward-slide-state-child-care-assistance-policies-2012>)

(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 (\$355.73 in 2012).

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

(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.

Source: *Unemployment Insurance Data Summary*. Washington, DC: U.S. Department of Labor, Employment and Training Administration, Quarter 3, 2011 – Quarter 2, 2012. Accessed through the Corporation for Enterprise Development. Assets and Opportunity Scorecard: <http://scorecard.assetsandopportunity.org/2013/measure/unemployment-benefit-level>

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 2011 American Community Survey

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

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

Source: Population Reference Bureau, analysis of 2011 American Community Survey.

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

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

Source: Population Reference Bureau, analysis of 2011 American Community Survey

(4) Percent Households That Have Families With Children

Source: Population Reference Bureau, analysis of 2011 American Community Survey

(5) Percent Families With Children That Are Working Families, 2011

Source: Population Reference Bureau, analysis of 2011 American Community Survey

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

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

Source: 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 b Family Members in Single Mother Working Families**

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

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

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

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

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

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

Source: No longer available from 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 2011 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 2011 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 2011 American Community Survey

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

Source: Population Reference Bureau, analysis of 2011 American Community Survey