

1997

The Employer Perspective: Jobs Held by the Milwaukee County Single Parent Population: January 1996-March 1997

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Employment & Training Institute

**The Employer Perspective: Jobs Held by the
Milwaukee County AFDC Single Parent Population
(January 1996-March 1997)**



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**The Employer Perspective: Jobs Held by the
Milwaukee County AFDC Single Parent Population
(January 1996-March 1997)**

by

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The Employment and Training Institute of the University of Wisconsin-Milwaukee provides applied research, technical assistance and policy development on the employment and education needs of low-income and unemployed workers in Wisconsin. The Institute works with local and state governments, community organizations and national agencies to generate research and policy papers on interrelationships between labor market trends, employment training programs, educational programs and welfare policies.

Funding support for this report was provided by the Private Industry Council of Milwaukee County and the Helen Bader Foundation. For further information, contact the Employment and Training Institute, University of Wisconsin-Milwaukee, 161 W. Wisconsin Avenue, Suite 6000, Milwaukee, WI 53203. Phone (414) 227-3385. Summaries of other Employment and Training Institute reports are available on the Internet (www.uwm.edu/Dept/ETI/).

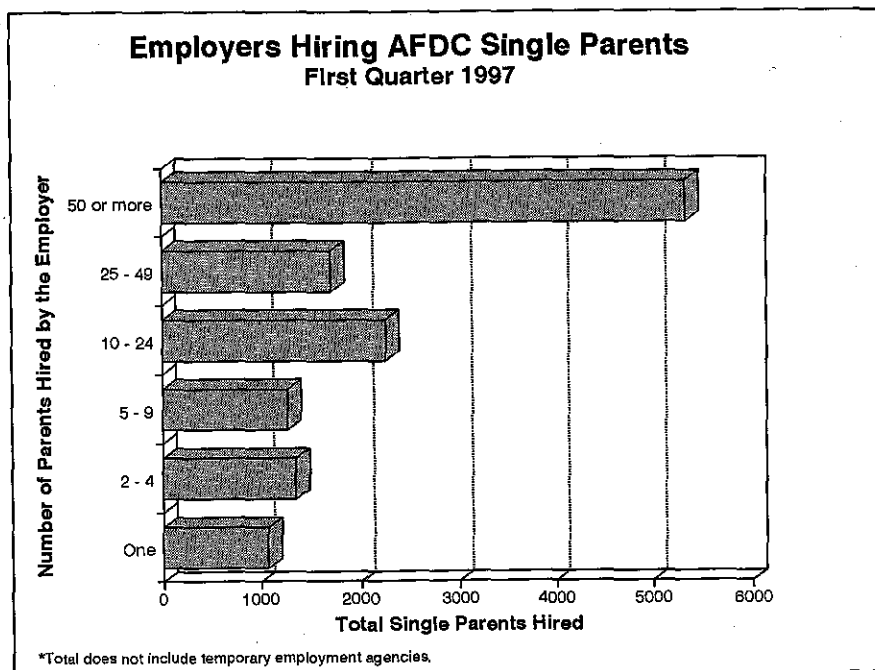
**The Employer Perspective: Jobs Held by the Milwaukee County
AFDC Single Parent Population (January 1996-March 1997)**

by John Pawasarat, Employment and Training Institute, University of Wisconsin-Milwaukee

Executive Summary

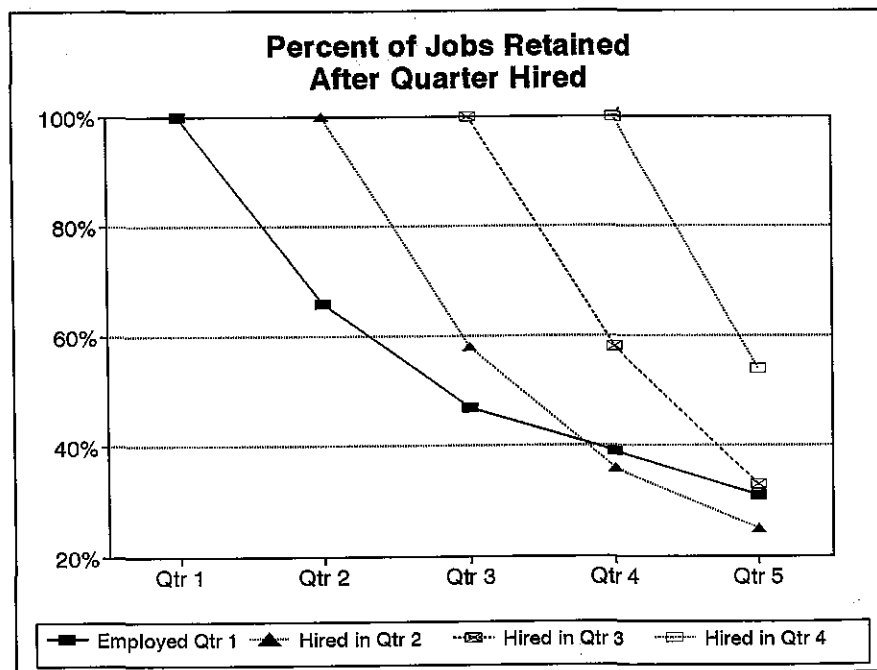
This report examines the 42,120 jobs held by single parents who were on AFDC in Milwaukee County in December 1995 and who are expected to work under "W-2," Wisconsin's new welfare initiative. The Wisconsin Department of Workforce Development matched all quarterly wages paid by Wisconsin employers over five quarters (January 1996 through March 1997) with the single parent population on AFDC (N=25,125). The data showed a total of 18,126 AFDC caseheads had employment at least some time during the five quarters examined. All jobs held with these employers and paying wages were analyzed. (The study did not analyze failed hires which resulted in no wages being paid.) These DWD employment records offer a first look at the employer experience with single parent AFDC recipients expected to work under W-2 requirements and provide baseline data on the employment experiences of the AFDC population in 1996 and early 1997.

- A total of 4,418 employers (not including temporary employment agencies) employed AFDC recipients during the five quarter study period in a total of 29,549 jobs. Over half of the companies hired only one AFDC single parent during the fifteen-month period and three-fourths hired fewer than four AFDC single parents. At the other end of the spectrum, 39 companies employed over 100 single parents (for a total of 7,991 workers). These 39 companies accounted for 27 percent of all non-temp jobs held by single parents in the study population. Another 62 employers hired 50-100 AFDC workers, accounting for 24 percent of the non-temp jobs held by AFDC single parents.



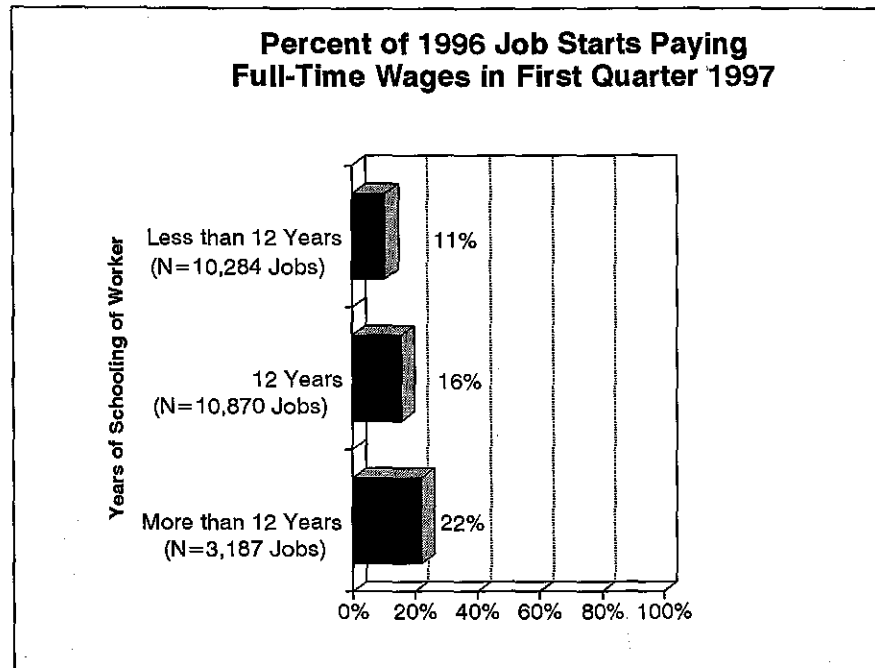
- Most jobs held by AFDC single parents were concentrated in temp agencies (30 percent of total jobs), retail trade (23 percent), or hotel/auto/business/personal services (13 percent) -- those sectors most likely to have entry-level job openings but least likely to provide sustained full-time employment.

- Temporary help agencies were used by 7,592 caseheads, or 42 percent of the AFDC population employed sometime during the five quarters studied. For many single parents, temp agencies provided an entry point into the labor market, but often on a part-time or short-term basis. Job turnover was a problem even for employment with temp agencies, where 45 to 55 percent of new hires failed to post \$500 in total wages.
- Non-temp jobs were heavily concentrated in a few types of businesses -- eating/drinking establishments (15 percent of total jobs), nursing homes (11 percent), department stores (5 percent), grocery stores (4 percent) and building maintenance (4 percent).
- Seventy-five percent of single parents who entered the labor force in Second Quarter (April-June) 1996 were no longer employed by First Quarter (January-March) 1997. New entrants to the labor force showed poorer retention rates than workers already employed in the first quarter of the study. Many hires failed almost immediately with only 58 percent of Quarter 2 and Quarter 3 entrants employed one quarter later. Of those single parents entering the labor force in Fourth Quarter 1996, only 54 percent still had the same job in First Quarter 1997.

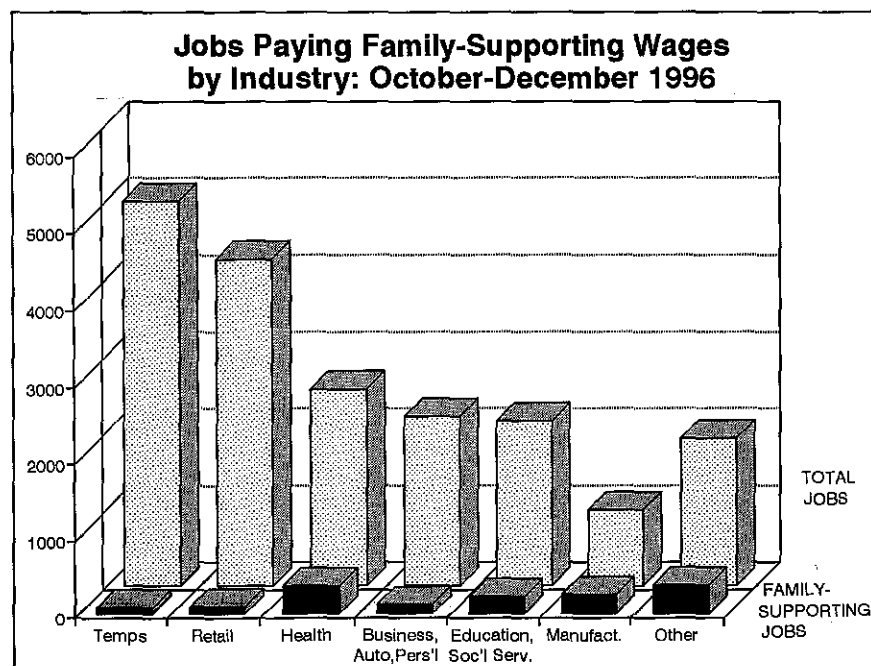


- Four measures were used to track unsuccessful employment episodes. Nine percent of jobs held in 1996 with non-temp companies failed to pay \$100 in total wages over the five quarters studied, 28 percent paid less than \$500 in wages, 41 percent paid less than \$1,000 in total wages, and 65 percent failed to continue into 1997. Failed employment events were highest in retail trade and auto, hotel, business and personal services.

- Only 14 percent of jobs acquired by single parents in 1996 paid full-time wages (at least \$2,500) in First Quarter 1997. Jobs held by workers with schooling beyond high school were twice as likely to continue full-time than jobs held by parents with less than 12 years schooling.



- Most jobs paying family supporting wages (at least \$4,000 per quarter, or poverty level for a family of four) for two consecutive quarters were held by individuals with 12 years of schooling (49 percent) or more than 12 years of schooling (32 percent). These jobs were concentrated in health (particularly with hospitals and nursing homes), manufacturing, education and social services. In Fourth Quarter 1996, 818 jobs (only 4 percent of the total 19,074 jobs held) resulted in employment that paid family-supporting wages for two consecutive quarters.



- One out of ten new hires in Second, Third and Fourth Quarters of 1996 ended almost immediately with less than \$100 paid out in wages. These failed jobs were concentrated primarily in retail sales and hotel/auto/business/personal services. One-third of the jobs started in Quarters 2 or 3 ended with less than \$500 earnings and 45 percent failed to reach at least \$1,000 in earnings.

Analysis of Jobs Entered After March 31, 1996: Retention Rates and Total Wages Earned

Earnings History	YEARS OF SCHOOLING OF WORKERS:			Total
	More than 12 Yrs	12 Yrs	Less than 12 Yrs	
NEW HIRES Second Quarter 1996 (N=)	605	2,111	2,072	5,014
Percent with Total Wages from Job of:				
Less than \$100	9%	10%	12%	11%
Less than \$500	26%	29%	38%	33%
Less than \$1,000	37%	41%	51%	45%
Jobs with No Wages in First Quarter 1997	68%	73%	79%	75%
NEW HIRES Third Quarter 1996 (N=)	644	2,252	2,143	5,259
Percent with Total Wages from Job of:				
Less than \$100	8%	10%	13%	11%
Less than \$500	22%	31%	38%	33%
Less than \$1,000	32%	42%	52%	45%
Jobs with No Wages in First Quarter 1997	55%	65%	72%	66%
NEW HIRES Fourth Quarter 1996 (N=)	571	2,181	2,348	5,333
Percent with Total Wages from Job of:				
Less than \$100	8%	11%	12%	11%
Less than \$500	23%	27%	32%	29%
Less than \$1,000	30%	37%	41%	38%
Jobs with No Wages in First Quarter 1997	38%	45%	50%	46%

- Wages for jobs with both temporary employment agencies and non-temp employers were examined to track the movement of workers from "temp" employment into non-temp jobs with steady wages. Only 5 percent of the single parents who used temp agencies had First Quarter 1997 non-temp earnings of \$4,000 or more and only 15 percent posted non-temp earnings of at least \$2,500 (full-time employment at minimum wage) in First Quarter 1997. Most of the 465 single parents who moved into what could be considered a successful "temp to perm" pattern had the characteristics of the population most likely to leave AFDC with or without a temp job placement, i.e., 69 percent had 12 or more years of schooling and 57 percent were already employed in First Quarter 1996 at the start of the study period.

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I. The Employer Experience: Total Jobs Held by the AFDC Single Parent Population

The Wisconsin Department of Workforce Development matched State of Wisconsin welfare data with DWD wage data obtained from employers for all jobs held by single parents on AFDC in December 1995 for the fifteen month period from January 1996 through March 1997. All 42,120 jobs held by single parent caseheads in the study population were tracked over five quarters to identify job retention and employment patterns over time.

The Employer Perspective: Total Jobs Held by AFDC Single Parents (January 1996 - March 1997)

<u>Industrial Sector</u>	<u>JOB TOTAL</u> <u>5 Quarters</u>	<u>NUMBER OF JOBS HELD EACH QUARTER:</u>				
		<u>Qtr 1</u> <u>1996</u>	<u>Qtr 2</u> <u>1996</u>	<u>Qtr 3</u> <u>1996</u>	<u>Qtr 4</u> <u>1996</u>	<u>Qtr 1</u> <u>1997</u>
Temporary employment agencies	12,571	2,777	3,142	4,187	5,006	3,472
Retail trade	9,639	3,199	3,552	3,969	4,250	3,607
Services-hotel/auto/business/personal	5,626	1,760	2,132	2,337	2,203	1,969
Health	4,829	1,734	2,016	2,114	2,559	2,487
Services-education/social services/legal	3,607	1,336	1,561	1,740	2,145	1,977
Manufacturing	2,055	618	784	906	992	1,072
Transportation, communications, utilities	1,157	435	450	541	644	585
Finance, insurance, retail estate	1,032	356	439	520	574	575
Wholesale trade	780	236	311	368	374	314
Government (non-schools)	281	110	143	149	173	161
Construction	200	46	74	92	77	53
Other	<u>343</u>	<u>92</u>	<u>73</u>	<u>70</u>	<u>76</u>	<u>189</u>
TOTAL	42,120	12,699	14,677	16,993	19,073	16,461
Temporary employment agencies	29.8	21.9	21.4	24.6	26.2	21.1
Retail trade	22.9	25.2	24.2	23.4	22.3	21.9
Services-hotel/auto/business/personal	13.3	13.8	14.5	13.8	11.6	12.0
Health	11.5	13.6	13.7	12.4	13.4	15.1
Services-education/social services/legal	8.6	10.5	10.6	10.2	11.2	12.0
Manufacturing	4.9	4.9	5.4	5.3	5.2	6.5
Transportation, communications, utilities	2.7	3.4	3.1	3.2	3.4	3.6
Finance, insurance, retail estate	2.4	2.8	3.0	3.1	3.0	3.5
Wholesale trade	1.9	1.9	2.1	2.2	2.0	1.9
Government (non-schools)	0.7	0.9	1.0	0.9	0.9	1.0
Construction	0.5	0.4	0.5	0.5	0.4	0.3
Other	<u>0.8</u>	<u>0.7</u>	<u>0.5</u>	<u>0.4</u>	<u>0.4</u>	<u>1.1</u>
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

The number of jobs held by single parent AFDC recipients increased throughout Calendar Year 1996 with almost half of the jobs for any given quarter in temporary employment agencies or retail trade establishments. Seasonal fluctuations in these sectors likely accounted for sharp declines in employment after the end of the Fourth Quarter 1996 retail season and for most of the overall drop in employment in First Quarter 1997.

II. Employment With Non-Temp Companies

The experience of employers not classified as temporary help agencies was analyzed separately. This analysis considered the experience of 4,418 non-temp companies employing the December 1995 AFDC population during the five quarters studied. A total of 29,549 jobs were held with these companies, generating over \$100 million in wages. [A later section will examine the experience of the 12,571 jobs held with temporary employment agencies.]

Most jobs held by the December 1995 AFDC single parent population at some time during the fifteen month study period were attributable to a small number of companies hiring large numbers of recipients. At one end of the spectrum, 39 companies employed 100 or more recipients in 7,991 different jobs. These 39 companies accounted for 27 percent of all non-temp jobs held by AFDC recipients. When companies hiring 50 or more AFDC recipients were considered, 101 companies accounted for 41 percent of all non-temp jobs. At the other end of the spectrum, just over half (51 percent) of all 4,418 companies employed only one AFDC recipient. These single hires made up 8 percent of total jobs held by the population during the study period.

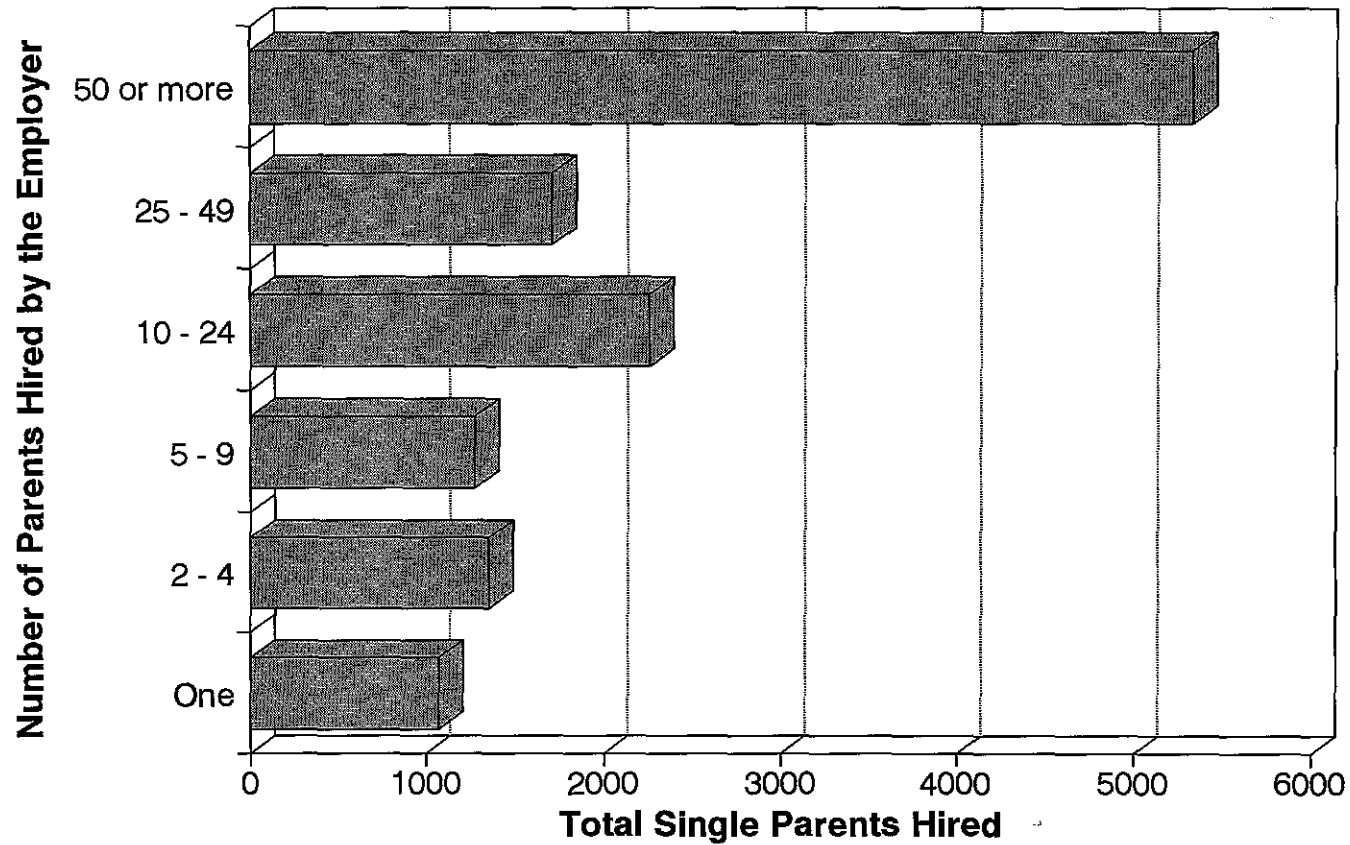
Quarterly Employment by Total Number of AFDC Recipients Hired Over Five Quarters January 1996 - March 1997

(Does not include jobs with temporary employment agencies)

Number of AFDC Recipients Employed by the Company Jan. 1996-March 1997	Number of Companies	TOTAL WORKERS EMPLOYED IN:				
		Qtr 1 1996	Qtr 2 1996	Qtr 3 1996	Qtr 4 1996	Qtr 1 1997
1	2,261	774	921	1,058	1,091	1,070
2 to 4	1,173	1,024	1,163	1,420	1,471	1,353
5 to 9	434	913	1,198	1,269	1,292	1,274
10 to 24	332	1,631	1,989	2,245	2,482	2,253
25 to 49	117	1,331	1,616	1,845	1,911	1,709
50 to 75	39	798	924	959	1,087	1,093
75 to 99	23	732	753	865	929	846
100 or more	39	2,720	2,972	3,146	3,805	3,392
ALL	4,418	9,923	11,536	12,807	14,068	12,990

Employment was heavily concentrated in the retail and service sectors which made up 80 percent of employment episodes and 67 percent of all (non-temp agency) companies hiring the AFDC population. Employment was further concentrated within these sectors in eating/drinking establishments (15 percent of all hires), nursing homes (11 percent), department stores (5 percent), building maintenance (5 percent), and grocery stores (4 percent). The 101 employers hiring 50 or more AFDC recipients in 1996 were similarly concentrated: 18 percent were nursing homes, 14 percent eating/drinking establishments, 7 percent building maintenance firms, and 7 percent were department stores. These types of establishments typically show large numbers of job openings, high turnover and heavy reliance upon part-time workers.

Employers Hiring AFDC Single Parents First Quarter 1997



*Total does not include temporary employment agencies.

III. New Hires Compared to Job Openings in Milwaukee County

Non-temp jobs held by AFDC single parents were concentrated in retail and service sectors where entry-level job openings were most plentiful but where employment was more likely to be part-time or seasonal. New hires in Second Quarter (April-June) 1996 and Fourth Quarter (October-December) 1996 were compared to available job openings in Milwaukee County in May 1996 and October 1996 by industrial sector.¹

The Milwaukee area job openings surveys report jobs open for immediate hire at given points in time -- the third Monday of May and the third Monday of October -- and do not measure the total number of openings available on all days throughout the month or quarter. As a result, job openings in a single quarter, particularly in retail and service sectors with high turnover, exceed the number of openings available on the given date of the survey. The job openings surveys, however, do provide the only comprehensive data available on current job openings in the Milwaukee area. Because many jobs in the metropolitan area are located outside of Milwaukee County, this comparison is limited to job openings in Milwaukee County, where most of the AFDC population is employed.

Comparison of May 1996 Job Openings and Second Quarter AFDC New Hires
Milwaukee County

<u>Industrial Sector</u>	<u>MAY 20, 1996 JOB OPENINGS:</u>			<u>AFDC Quarter 2 New Hires*</u>
	<u>Full- Time</u>	<u>Part- Time</u>	<u>Total</u>	
Services, including Education	4,031	2,575	6,606	2,381
Retail Trade	1,951	3,381	5,332	1,661
Manufacturing	1,058	83	1,141	372
Wholesale Trade	960	339	1,299	156
Finance, Insurance, Real Estate	614	227	841	166
Transportation, Communications, Utilities	1,369	300	1,669	146
Construction	255	28	283	47
Government	238	15	253	57
Other	40	10	50	28
Total	10,516	6,958	17,474	5,014

*New hires do not include jobs with temporary employment agencies.

¹ See **Survey of Job Openings in the Milwaukee Metropolitan Area: Week of May 20, 1996** and **Survey of Job Openings in the Milwaukee Metropolitan Area: Week of October 21, 1996** (University of Wisconsin-Milwaukee Employment and Training Institute, 1996). These semi-annual surveys of employers in the four-county Milwaukee area are conducted by the UWM Employment and Training Institute and Social Science Research Facility in cooperation with the City of Milwaukee, Milwaukee Area Technical College, Milwaukee Public Schools and Private Industry Council of Milwaukee County.

On May 20, 1996, 17,474 jobs were reported open in Milwaukee County of which 10,516 were full-time and 6,958 were part-time. On October 21, 1996, employers reported an estimated 8,415 full-time and 7,047 part-time jobs open, for a total of 15,462 openings in Milwaukee County. The service and retail trade sectors accounted for 68 percent of the May 1996 reported job openings, and 81 percent of Second Quarter new hires for the single parent AFDC population. October showed a similar distribution of job openings compared with Fourth Quarter new hires among the AFDC single parent population.

Comparison of October 1996 Job Openings and Fourth Quarter AFDC New Hires
Milwaukee County

	OCT. 21, 1996 JOB OPENINGS:			AFDC Quarter 4 New Hires*
	Full- Time	Part- Time	Total	
<u>Industrial Sector</u>				
Services, including Education	3,450	3,435	6,885	2,453
Retail Trade	1,226	2,675	3,901	1,899
Manufacturing	1,106	102	1,208	361
Transportation, Communications, Utilities	861	181	1,042	203
Wholesale Trade	683	138	822	142
Finance, Insurance, Real Estate	752	476	1,228	170
Construction	309	34	343	31
Government	29	6	35	43
Other				31
Total	8,415	7,047	15,462	5,333

*New hires do not include jobs with temporary employment agencies.

IV. Job Turnover and Retention Rates

Jobs held by individuals already working in First Quarter 1996 were analyzed. New hires during 1996 were also tracked to examine employee turnover by industrial sector for the Second, Third and Fourth Quarters of 1996. Quarterly wages for each employment event were used to derive employment status beginning with the first quarter hired and continuing into subsequent quarters through First Quarter 1997. "New hires" were defined as those employment events which occurred after First Quarter 1996 since First Quarter 1996 employment events included a number of employment hires prior to First Quarter 1996.

The majority of jobs held by AFDC recipients failed to last more than two quarters. Those single parents already employed in First Quarter 1996 showed higher retention rates one, two and three quarters later compared to new hires. Even for this population, after four quarters only 31 percent of the First Quarter 1996 jobs were still held in First Quarter 1997. For Second Quarter 1996 new hires, almost two-thirds (64%) failed to last two quarters and only 25 percent showed continued employment in the same job three quarters later in First Quarter 1997. Third Quarter 1996 new hires showed similar failure rates; by First Quarter 1997, two quarters later, only 33 percent remained employed.

Retention Rates for Jobs Held from First Quarter 1996 through First Quarter 1997
(Excludes Jobs with Temporary Employment Agencies)

Quarter Job Began	Total Jobs	PERCENT WORKING AT SAME JOB IN:				
		Qtr 1 1996	Qtr 2 1996	Qtr 3 1996	Qtr 4 1996	Qtr 1 1997
Job held in Quarter 1	9,922	100%	66%	47%	39%	31%
New hire in Quarter 2	5,014		100%	58%	36%	25%
New hire in Quarter 3	5,259			100%	58%	33%
New hire in Quarter 4	5,333				100%	54%
New hire in Quarter 5	4,021					100%
TOTAL	29,549					

Jobs Held in First Quarter (January-March) 1996

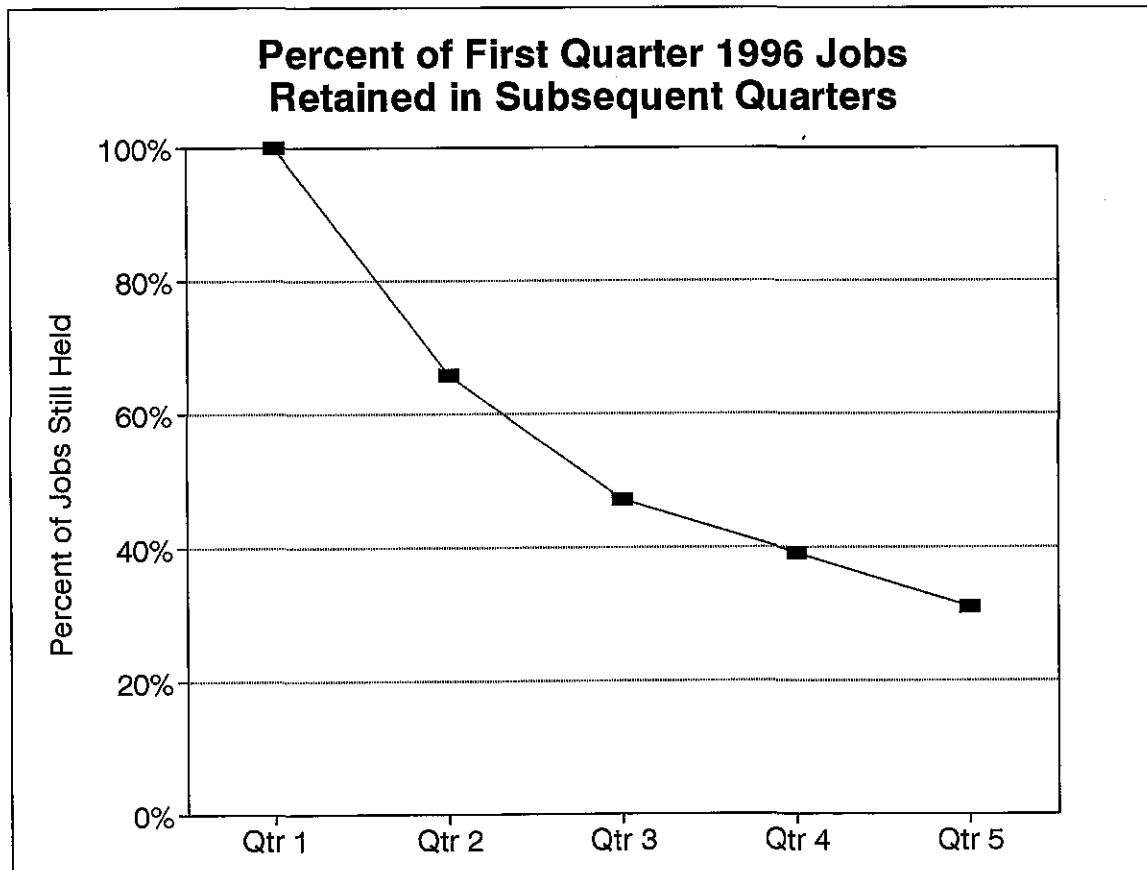
Most of the single parents who worked during the fifteen-month study period were already employed in First Quarter 1996. These parents held 9,922 jobs and their jobs were concentrated in retail sales (32 percent of total jobs), personal and business services (18 percent), health (17 percent) and social services/education/legal services (13 percent). Two types of companies accounted for a fourth of all jobs -- eating and drinking establishments (which showed 14 percent of jobs) and nursing homes (12 percent of jobs).

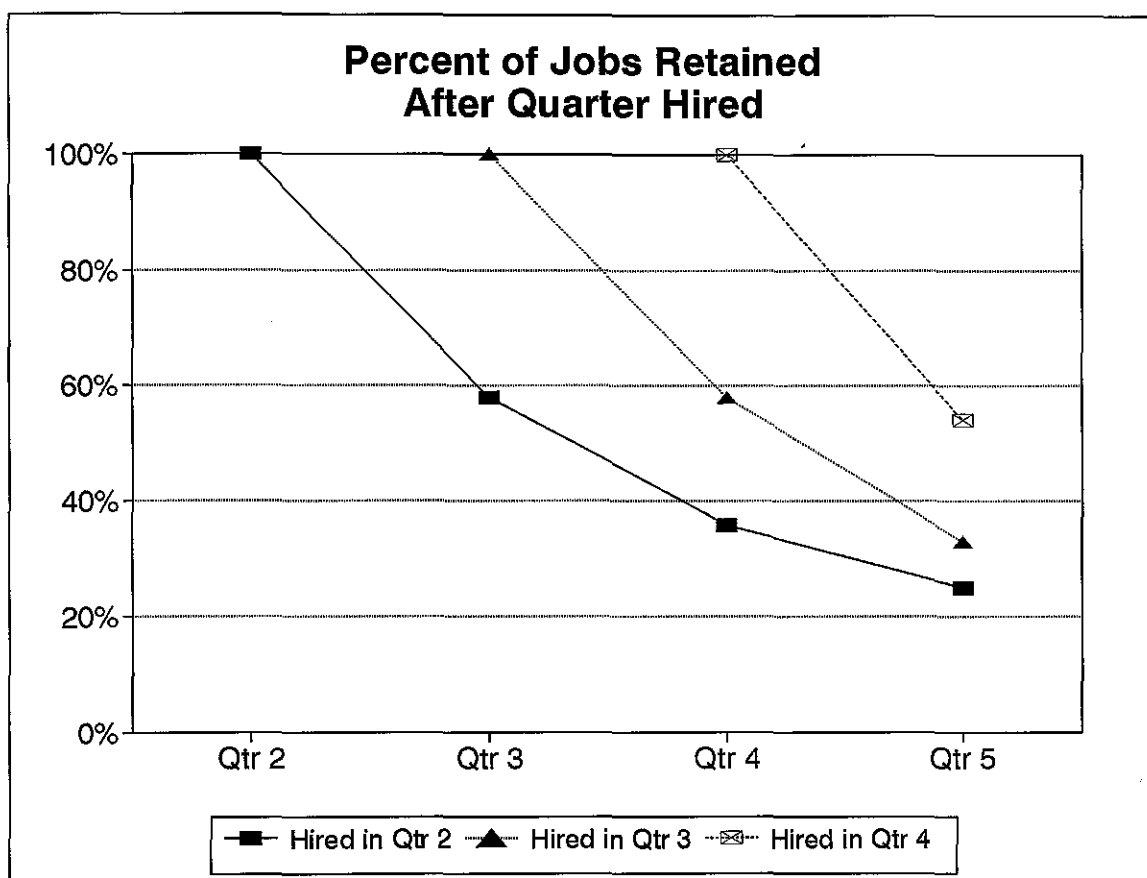
Job failure rates were highest in the retail and service sectors where only 25 percent of those working in First Quarter 1996 were still employed in First Quarter 1997. Only 8 percent of jobs in these two sectors were paying \$2,500 or more a quarter. By contrast, manufacturing jobs and jobs in the finance, insurance and real estate sector showed 30 percent remaining employed at or above \$2,500 in First Quarter 1997. Health, education/social services/legal services and the transportation/communications/utilities sectors had 21 percent employed full-

time in First Quarter 1997. Among these sectors hospitals posted the highest retention rates showing 51 percent of jobs continuing as full-time employment in First Quarter 1997.

Retention Rates for Jobs Held by Single Parent Caseheads in First Quarter 1996
(Does not include Jobs with Temporary Employment Agencies)

<u>First Quarter 1996 Jobs Held in:</u>	<u>Total Jobs</u>	<u>% Still Employed Following Quarter</u>	<u>% Still Employed 1st Qtr 1997</u>	<u>% Earning \$2,500 or more 1st Qtr 1997</u>
Retail trade	3199	59	25	8
Services-hotel/auto/busi./pers'l	1760	58	24	8
Health	1734	75	35	21
Services-education/social/legal	1336	76	45	21
Manufacturing	618	67	40	30
Wholesale trade	236	66	29	18
Transportation, commun.,utilities	435	70	38	21
Finance, insurance, real estate	355	77	39	30
Government (not schools)	110	78	47	24
Other	139	52	9	5
Total	9,992	66%	31%	15%





Second Quarter (April-June) 1996 New Hires

Jobs which began in Second Quarter 1996 showed overall retention rates of 58 percent for the first quarter after hire, 36 percent for the second quarter and 25 percent remaining employed in the third quarter after the initial hire. New hires in Second Quarter 1996 were concentrated in retail and service sectors which, as noted, show considerably higher failure rates than many other industrial sectors. One third of the Second Quarter new hires failed to result in wages greater than \$500 and 11 percent resulted in less than \$100 in total wages paid. Failures to attain more than \$500 in wages were most heavily concentrated in retail trade and hotel/auto/business/personal services. These sectors accounted for 71 percent of all hires failing to attain total wages above \$500 and in large part accounted for very low retention rates found overall for the first, second and third quarters after hire. Only 16 percent of hires in services and 19 percent of hires in retail trade were still employed in the First Quarter 1997, three quarters after the initial hire and only 4 percent of Second Quarter new hires showed full time wages (greater than \$2,500 in a quarter) in First Quarter 1997.

Those sectors more likely to have higher retention rates and better wages were the finance/insurance/real estate, manufacturing and health sectors where 20 percent or more of second quarter new hires were employed full-time three quarters later. Banks and hospitals had the best record of retention with over 40 percent employed full-time in First Quarter 1997. These businesses also employed workers with the highest level of education, with 75 percent or more workers showing 12 years of schooling or above, and had relatively few hires in total (83 hires in banks and 69 hires in hospitals).

The industrial sector which showed an increase in failed hires over time was retail trade. Forty percent of retail trade jobs starting in Second Quarter (April-June) 1996 paid less than \$100. Forty-five percent of retail trade jobs starting in Fourth Quarter (October-December) 1996 paid less than \$100.

Third Quarter (July-September) 1996 New Hires

New hires during Third Quarter 1996 showed failure rates similar to those noted above with particularly high turnover in the retail and service sectors. These two sectors showed the highest volume of jobs and the highest failure rates. Half of the jobs in these sectors failed to continue into the Fourth Quarter and only 6 percent were at or above the \$2,500 (full-time work) level in First Quarter 1997. The finance/insurance/real estate, manufacturing, government, health and education/social services/legal services sectors had the best retention rates at the full-time minimum wage level \$2,500. (Hospitals showed the best full-time retention rates with 58 percent of 77 new hires in Third Quarter 1996 remaining employed full-time in First Quarter 1997.)

Fourth Quarter (October-December) 1996 New Hires

Fourth Quarter new hires were most heavily concentrated in retail sales (36 percent of new hires) followed by business/auto/hotel/personal services, and health. Eating and drinking establishments (14 percent of new hires) and nursing homes (12 percent) remained the largest types of employers and accounted for a fourth of all new hires. Seasonal downturns in the retail sector could be seen as only 48 percent of Fourth Quarter 1996 jobs continued into First Quarter 1997 and only 5 percent remained at the \$2,500 (full-time) level in First Quarter 1997. Job retention was highest in finance, insurance and real estate with 49 percent of jobs paying wages at or above \$2,500 in First Quarter 1997. Financial institutions, in particular, posted a 60 percent retention rate into First Quarter 1997 with earnings of \$2,500 or higher for the 93 new hires in Fourth Quarter 1996. Hospitals had the best overall retention rate with 71 percent of the 66 new hires in Fourth Quarter 1996 continuing at or above the \$2,500 level in First Quarter 1997.

Retention Rates by Industry for Jobs Started After First Quarter 1996
(Does Not Include Jobs With Temporary Employment Agencies)

<u>Second Quarter 1996 Hires in:</u>	<u>Total Hires</u>	<u>% Still Employed Following Quarter</u>	<u>% Still Employed 1st Qtr 1997</u>	<u>% Earning \$2,500 or more 1st Qtr 1997</u>
Retail trade	1661	54	19	4
Services-hotel/auto/busi./pers'l	1118	51	16	4
Health	715	65	32	20
Services-education/social/legal	548	67	42	20
Manufacturing	372	63	32	23
Wholesale trade	156	62	24	15
Transportation, commun.,utilities	146	63	35	18
Finance, insurance, real estate	166	80	39	31
Government (not schools)	57	84	47	26
Other	<u>75</u>	43	12	4
Total	5,014	58%	25%	11%

<u>Third Quarter 1996 Hires in:</u>	<u>Total Hires</u>	<u>% Still Employed Following Quarter</u>	<u>% Still Employed 1st Qtr 1997</u>	<u>% Earning \$2,500 or more 1st Qtr 1997</u>
Retail trade	1787	51	27	6
Services-hotel/auto/busi./pers'l	1108	46	20	6
Health	730	71	45	25
Services-education/social/legal	599	71	49	23
Manufacturing	354	62	41	27
Wholesale trade	163	53	30	16
Transportation, commun.,utilities	214	73	43	17
Finance, insurance, real estate	173	75	49	36
Government (not schools)	46	78	54	28
Other	<u>85</u>	46	17	8
Total	5,259	58%	33%	14%

<u>Fourth Quarter 1996 Hires in:</u>	<u>Total Hires</u>	<u>% Still Employed 1st Qtr 1997</u>	<u>% Earning \$2,500 or more 1st Qtr 1997</u>
Retail trade	1899	48	5
Services-hotel/auto/business/pers'l	894	45	8
Health	864	62	32
Services-education/social/legal	695	61	22
Manufacturing	361	59	31
Wholesale trade	142	53	25
Transportation, commun.,utilities	203	57	18
Finance, insurance, real estate	170	71	49
Government (not schools)	43	74	35
Other	<u>62</u>	40	18
Total	5,333	54%	17%

V. Effect of Education and Training on Job Retention Patterns

Single parents' level of education had a direct impact on their likelihood of securing and retaining employment at wage levels at or above poverty. An examination of the employment episodes of AFDC caseheads receiving public assistance in December 1996 showed the likelihood of sustaining employment over the five quarters studied. This analysis focused on jobs already secured by recipients as of First Quarter 1996 and new hires during subsequent quarters, including multiple employment episodes by some individuals. This analysis focused on all non-temporary job events.

Job Retention Rates by Level of Education

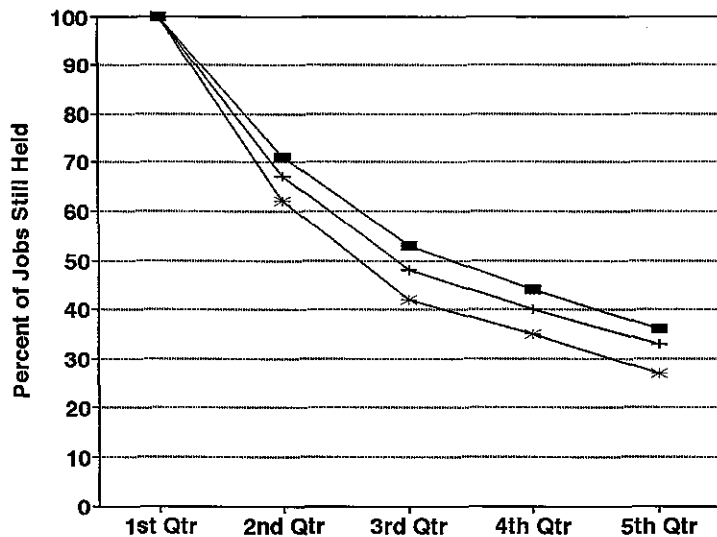
<u>Educational Level of Worker</u>	<u>PERCENT WORKING AT SAME JOB IN:</u>					
	<u>Total</u> <u>Jobs</u>	<u>Qtr 1</u> <u>1996</u>	<u>Qtr 2</u> <u>1996</u>	<u>Qtr 3</u> <u>1996</u>	<u>Qtr 4</u> <u>1996</u>	<u>Qtr 1</u> <u>1997</u>
<u>More Than 12 Years of Schooling</u>						
Job held in Quarter 1	1,367	100%	71%	53%	44%	36%
New hire in Quarter 2	605		100%	66%	44%	32%
New hire in Quarter 3	644			100%	70%	45%
New hire in Quarter 4	571				100%	62%
New hire in Quarter 5	<u>482</u>					100%
TOTAL	3,669					
<u>12 Years of Schooling</u>						
Job held in Quarter 1	4,327	100%	67%	48%	40%	33%
New hire in Quarter 2	2,111		100%	61%	39%	27%
New hire in Quarter 3	2,252			100%	58%	35%
New hire in Quarter 4	2,181				100%	55%
New hire in Quarter 5	<u>1,588</u>					100%
TOTAL	12,406					
<u>Less than 12 Years of Schooling</u>						
Job held in Quarter 1	3,721	100%	62%	42%	35%	27%
New hire in Quarter 2	2,072		100%	54%	30%	21%
New hire in Quarter 3	2,143			100%	54%	28%
New hire in Quarter 4	2,348				100%	50%
New hire in Quarter 5	<u>1,772</u>					100%
TOTAL	12,056					

*Note: Tables above do not include jobs for workers whose educational level is missing.

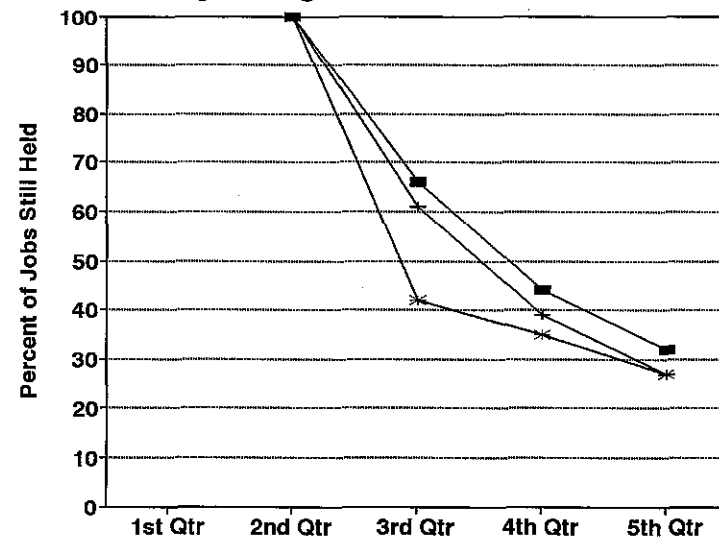
Workers with more than 12 years of education showed the best retention rates in their jobs with 36 percent still employed in First Quarter 1997 and across quarters for both new entrants and those already employed in First Quarter 1996. Those with 12 years of schooling showed considerably lower rates particularly for new entrants and those with less than 12 years of school had the poorest rates with 79 percent of Second Quarter 1996 and 72 percent of Third Quarter 1996 new hires no longer employed in First Quarter 1997.

Retention Rates for Jobs Held by AFDC Population (January 1996-March 1997)

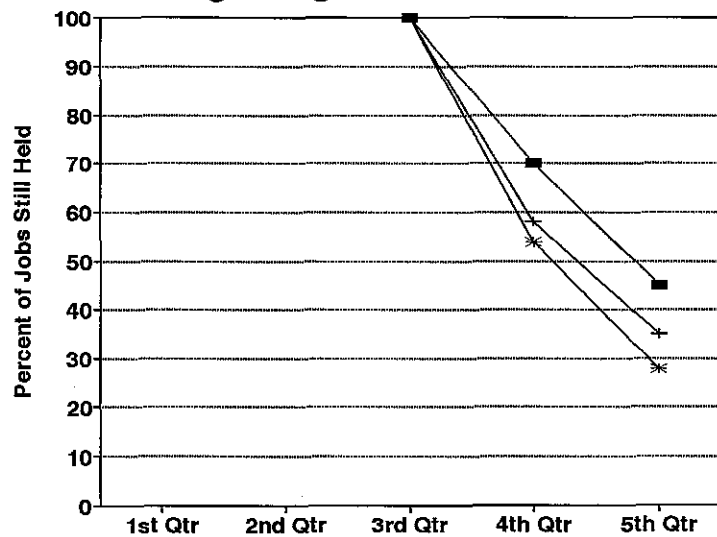
Jobs Held in First Quarter 1996



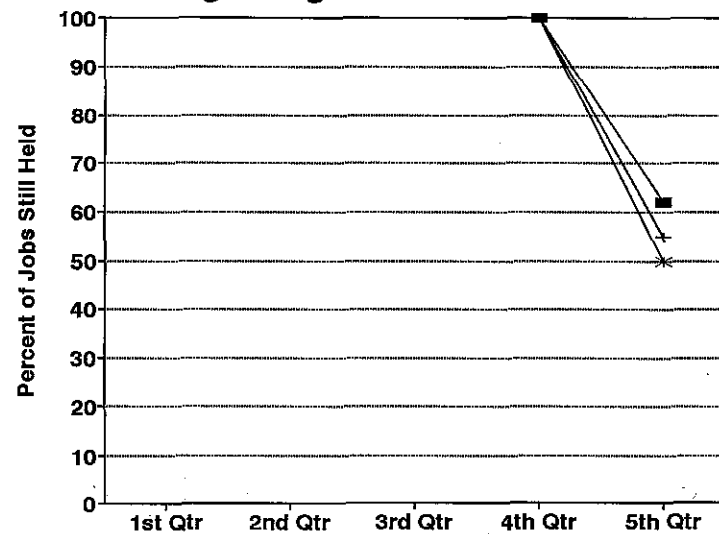
Jobs Beginning in Second Quarter 1996



Jobs Beginning in Third Quarter 1996



Jobs Beginning in Fourth Quarter 1996



SCHOOLING COMPLETED BY WORKER:

■ 12 or More Years + 12 Years * Less Than 12 Years

**Percent of Jobs Paying Full-Time Wages in First Quarter 1997
by Level of Education of Worker**

<u>Quarter Job Began</u>	YEARS OF SCHOOLING OF WORKER:		
	Less Than <u>12 Years</u>	12 <u>Years</u>	More Than <u>12 Years</u>
Job held in First Quarter 1996	11%	16%	21%
New hire in Second Quarter 1996	8%	13%	19%
New hire in Third Quarter 1996	10%	15%	24%
New hire in Fourth Quarter 1996	13%	19%	26%
New hire in First Quarter 1997	8%	13%	15%
N =	12,056	12,406	3,669

Note: Table excludes jobs with temporary employment agencies and cases where education level is missing.

VI. Analysis of Failed Hires

All of the new hires during 1996 (after First Quarter 1996) were analyzed by quarter for each employment event to determine levels of failure based on four measures:

- total earnings of less than \$100 (equivalent to 20 hours of work at \$5.00 an hour),
- total earnings of less than \$500 (equivalent to 100 hours of work at \$5.00 an hour),
- total earnings of less than \$1,000 (equivalent to 200 hours of work at \$5.00 an hour),
- 1996 hires not still employed as of First Quarter 1997.

A total of 4,060 non-temp companies employed workers for 25,529 jobs at some time during 1996. Nine percent of these 1996 jobs failed to pay \$100 in total wages, 28 percent failed to pay \$500 in wages, 41 percent paid less than \$1,000, and 65 percent failed to continue this employment into 1997.

The worst level of failed hires showing less than \$100 in total wages cut across workers with all levels of education and quarters of the year. Over one-half of jobs held by Second Quarter 1996 and Third Quarter 1996 new hires with less than 12 years of schooling failed to earn \$1,000 in total wages and 38 percent failed to even earn \$500. Jobs held by single parents with 12 or more years of schooling were much more likely to show total earnings greater than \$1,000 and more likely to remain employed by First Quarter 1997.

Analysis of Jobs Entered After March 31, 1996: Retention Rates and Total Wages Earned

Earnings History	YEARS OF SCHOOLING OF WORKERS:			
	More than 12 Yrs	12 Yrs	Less than 12 Yrs	Total
NEW HIRES Second Quarter 1996 (N=)	605	2,111	2,072	5,014
Percent with Total Wages from Job of:				
Less than \$100	9%	10%	12%	11%
Less than \$500	26%	29%	38%	33%
Less than \$1,000	37%	41%	51%	45%
Jobs with No Wages in First Quarter 1997	68%	73%	79%	75%
NEW HIRES Third Quarter 1996 (N=)	644	2,252	2,143	5,259
Percent with Total Wages from Job of:				
Less than \$100	8%	10%	13%	11%
Less than \$500	22%	31%	38%	33%
Less than \$1,000	32%	42%	52%	45%
Jobs with No Wages in First Quarter 1997	55%	65%	72%	66%
NEW HIRES Fourth Quarter 1996 (N=)	571	2,181	2,348	5,333
Percent with Total Wages from Job of:				
Less than \$100	8%	11%	12%	11%
Less than \$500	23%	27%	32%	29%
Less than \$1,000	30%	37%	41%	38%
Jobs with No Wages in First Quarter 1997	38%	45%	50%	46%

Overall, one out of ten new hires in Second, Third and Fourth Quarters of 1996 ended almost immediately with less than \$100 paid out in wages; these failed jobs were concentrated primarily in retail sales and hotel/auto/business/personal services. One-third of the jobs started in Quarters 2 or 3 ended with less than \$500 earnings and 45 percent failed to reach at least \$1,000 in earnings. Over time, retention suffered even further; 75 percent of Second Quarter 1996 new hires failed to be employed three quarters later, and 66 percent of Third Quarter 1996 new hires failed to be employed two quarters later.

While jobs in retail trade and hotel, auto, business and personal services made up slightly more than half of all hires of single parents from the AFDC population, these jobs comprised over two-thirds of the failed hires observed during the study period.

Industries with the Most Failed Hires Among Jobs Started after First Quarter 1996
(Percents Do Not Include Jobs with Temporary Employment Agencies)

<u>Second Quarter 1996 Hires in:</u>	<u>Total Hires</u>	<u>Hires Paying Less than \$100</u>	<u>Hires Paying Less than \$500</u>	<u>Hires Paying Less than \$1000</u>
Retail trade	33	38	40	40
Services-hotel/auto/busi./personal	22	32	29	28
Health	14	9	10	9
Services-education/social serv./legal	11	7	8	9
Manufacturing	7	5	6	6
Wholesale trade	3	3	3	3
Transportation, commun.,utilities	3	2	2	2
Finance, insurance, real estate	3	1	2	1
Government (not schools)	1	1	0	0
Other	<u>1</u>	<u>2</u>	<u>2</u>	<u>2</u>
Total	100%	100%	100%	100%
<u>Third Quarter 1996 Hires in:</u>				
Retail trade	34	44	43	42
Services-hotel/auto/busi./personal	21	33	29	28
Health	14	6	8	9
Services-education/social serv./legal	11	7	6	7
Manufacturing	7	4	4	5
Wholesale trade	3	3	3	3
Transportation, commun.,utilities	4	2	3	3
Finance, insurance, real estate	3	1	1	2
Government (not schools)	1	0	0	0
Other	<u>2</u>	<u>1</u>	<u>2</u>	<u>2</u>
Total	100%	100%	100%	100%
<u>Fourth Quarter 1996 Hires in:</u>				
Retail trade	36	41	43	45
Services-hotel/auto/busi./personal	17	28	23	22
Health	16	6	8	9
Services-education/social serv./legal	13	16	11	11
Manufacturing	7	2	4	5
Wholesale trade	3	2	2	2
Transportation, commun.,utilities	4	2	3	3
Finance, insurance, real estate	3	0	1	1
Government (not schools)	1	1	1	1
Other	<u>1</u>	<u>0</u>	<u>1</u>	<u>1</u>
Total	100%	100%	100%	100%

Percents may not total 100 due to rounding.

VII. Family Sustaining Wages by Type of Industry

Some types of businesses were much more likely to pay family-supporting wages. All jobs held in Fourth Quarter 1996 were examined to identify the number paying at or above \$4,000 (the poverty rate for a family of four) in both Fourth Quarter 1996 and First Quarter 1997. Of the 19,073 jobs held in Fourth Quarter 1996, only 8 percent (1,476 jobs) paid at or above \$4,000 in Fourth Quarter 1996 (family-sustaining wages) and only 4 percent (818 jobs) paid \$4,000 in both Fourth Quarter 1996 and First Quarter 1997. The jobs paying \$4,000 or more a quarter for two consecutive quarters were concentrated in health, manufacturing and education/social services/legal services. (Eighteen percent of jobs paying family-supporting wages were in hospitals and nursing homes alone.) Almost half of the jobs paying family-sustaining wages for Fourth Quarter 1996 and First Quarter 1997 were held by single parents who were already working in these jobs at the beginning of the study period in First Quarter 1996 or before.

Most of the jobs held by single parents in the Fourth Quarter 1996 were in those employment sectors least likely to provide wages at or above \$4,000. Twenty-six percent were in temporary help agencies (5,006 jobs) and 22 percent were in retail trade (4,250 jobs). Only 2 percent of jobs in these two sectors paid wages at the \$4,000 level in the Fourth Quarter 1996 and only 1 percent paid \$4,000 or more in the two consecutive quarters. Employment in these sectors which typically have high turnover and part-time employment make them the least likely to provide sustained full-time employment.

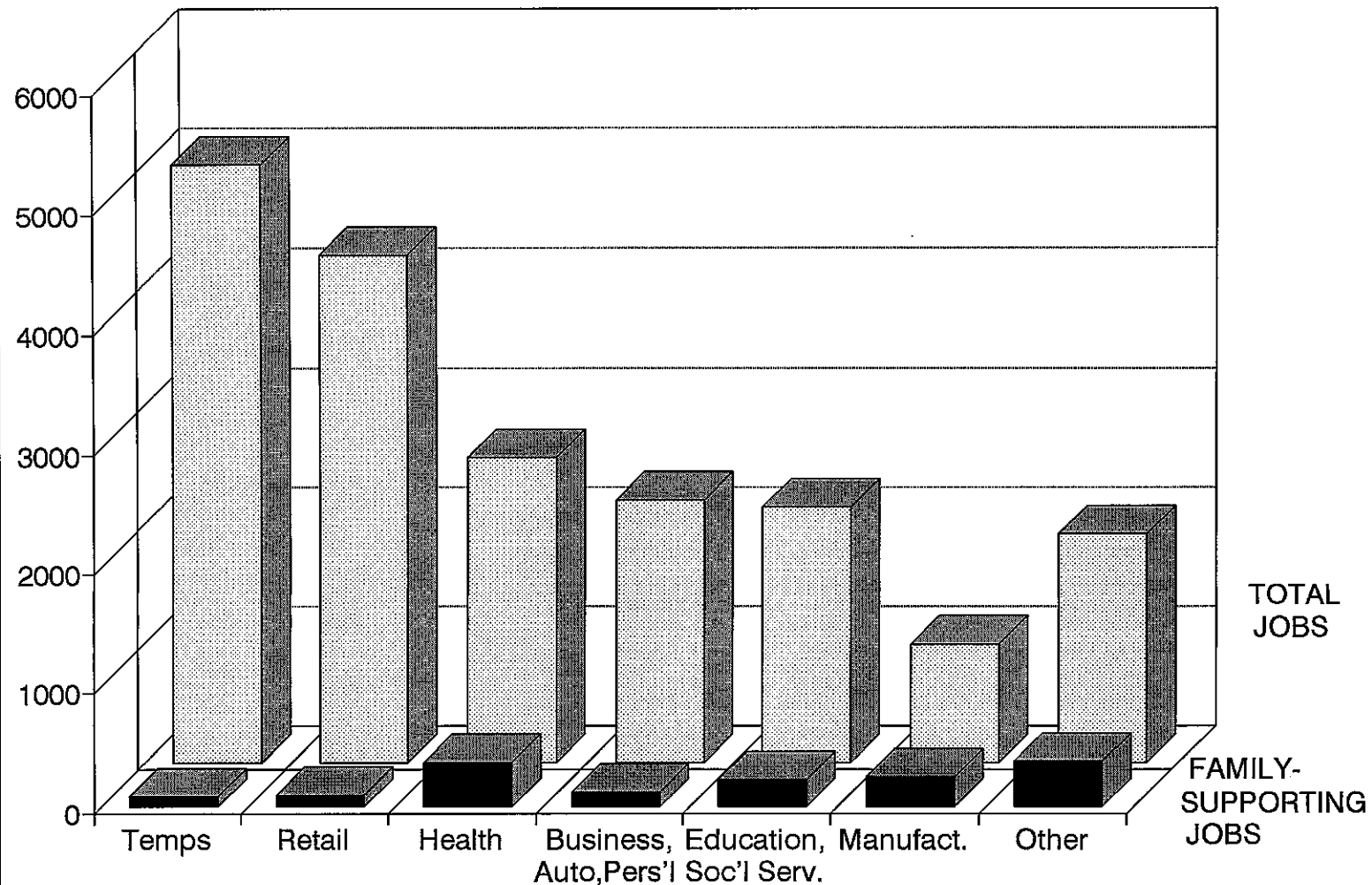
Types of Industries Employing the AFDC Study Population in Fourth Quarter 1996

<u>Industrial Sector</u>	<u>Number of Jobs Reported</u>	<u>Jobs Paying \$4,000 +</u>	<u>% of Industry Jobs Paying \$4,000 +</u>	<u>% of Jobs Paying \$4,000 + in Qtr 4 + in Qtr 5</u>
Temporary agencies	5,006	81	2%	1%
Retail trade	4,250	93	2%	1%
Health	2,559	365	14%	7%
Services-hotel/auto/business/personal	2,203	110	5%	2%
Services-education/social/legal	2,145	215	10%	6%
Manufacturing	992	237	24%	15%
Transportation/communication/util.	644	92	14%	9%
Finance/insurance/real estate	574	150	26%	17%
Government (non-schools)	173	39	22%	18%
All*	19,073	1,476	8%	4%

*Includes remaining industries not shown above.

The employment sectors with the most single parents earning family-supporting wages were also more likely to show a higher percentage of jobs paying wages at the \$4,000 level or above. In finance, insurance and real estate 26 percent of jobs held by AFDC single parents paid at least \$4,000 in Fourth Quarter 1996. In manufacturing 24 percent of jobs paid family-supporting wages, and in health and the transportation/communications/utilities sector 14 percent of jobs paid at least \$4,000.

Jobs Paying Family-Supporting Wages by Industry: October-December 1996



Single parents with 12 or more years of schooling held most of the 818 jobs paying wages at or above \$4,000 per quarter for two quarters. About a third (32 percent) of the 818 jobs were held by parents with more than 12 years of schooling, 49 percent were held by parents with 12 years of schooling, and only 19 percent were held by parents with less than 12 years schooling. Only 147 jobs held by single parents with less than 12 years of schooling paid at least \$4,000 in Fourth Quarter 1996 and in First Quarter 1997. These jobs were concentrated mainly in manufacturing (37 percent of the total) and health (including 12 percent in nursing homes and 5 percent in hospitals).

VIII. Jobs With Temporary Employment Agencies

Temporary help agencies were used by 7,592 caseheads, or 42 percent of the employed AFDC population employed sometime during the five quarters studied, and resulted in 12,428 temp hires. For nearly one-third (30 percent) of caseheads using temp agencies, temp jobs were their sole source of employment. One out of four AFDC single parents working in any given quarter was employed by a temp agency.

Use of temporary agencies increased during 1996 from 2,378 parents working as temps in First Quarter 1996 to a high of 3,997 parents working as temps in Fourth Quarter 1996. Employment dropped a full 27 percent, however, in the First Quarter 1997, suggesting a heavy use of temp workers in the retail trade sector which experienced a drop of 15 percent in jobs for the AFDC single parent population during the same period.

For over half of single parents using temp agencies, total wages in any quarter were less than \$500 while about one-third of temp workers showed temporary wages above \$1,000 in each quarter. Few temp workers, however, were able to earn over \$2,500 (full-time minimum wage) in a quarter. Only 9 percent of temp workers earned at least \$2,500 in First Quarter 1996, 11 percent earned this level in Second Quarter 1996, 10 percent earned this level in Third Quarter 1996, 13 percent earned this level in Fourth Quarter 1996, and 13 percent earned this level in First Quarter 1997.

**AFDC Single Parents Employed by Temporary Employment Agencies
(N = 7,592)**

	<u>Qtr 1</u>	<u>Qtr 2</u>	<u>Qtr 3</u>	<u>Qtr 4</u>	<u>Qtr 5</u>
Number Employed as Temp Workers	2,378	2,684	3,404	3,997	2,918
% of All Employed Workers	23.6%	23.5%	26.9%	28.8%	22.6%
Aggregate Temp Wages in Millions	\$2.1	\$2.5	\$3.1	\$4.1	\$3.0
Average Quarterly Temp Earnings	\$864	\$946	\$898	\$1,038	\$1,019
% with Temp Wages of \$1,000 or above/Qtr.	40%	36%	39%	41%	37%
% with Temp Wages \$500-\$999/Qtr.	8%	14%	10%	11%	15%
% with Temp Wages below \$500/Qtr.	52%	50%	51%	48%	48%

New labor force entrants who began working after First Quarter 1996 were more likely to use a temporary employment agency. About a fourth (24 percent) of single parents already working in First Quarter 1996 used a temporary agency that quarter while 41 percent used temp agencies sometime during the five quarters studied. Nearly a third (31 percent) of new entrants to the labor force in Second Quarter 1996 used a temp agencies. Use of temp agencies increased throughout 1996 for new entrants into the labor force. In Fourth Quarter 1996, 40 percent of new labor force entrants used temp agencies. The smaller percentage of labor force entrants using temp agencies in First Quarter 1997 reflected the substantial downturn in the placement of temp workers after the retail sales season.

Percent of AFDC Single Parent Workers Employed by Temp Agencies

<u>Quarter Entered Employment</u>	<u>% of Workers Employed by Temp Agencies in That Quarter</u>	<u>% of Workers Employed by Temp Agencies in Any Quarter</u>
Already employed in Quarter 1	24%	41%
Began employment Quarter 2	31%	44%
Began employment Quarter 3	37%	45%
Began employment Quarter 4	40%	43%
Began employment Quarter 5	32%	32%
All employed workers		42%

Job Turnover Within Temp Agencies

Job turnover appeared to be a major problem for single parents employed by temp agencies. The majority of individuals employed by temp agencies in any given quarter were not employed in the following quarter as a temp worker. New labor force entrants after First Quarter 1996 were more likely to rely upon temp jobs as their entry point into the labor market; in many cases temp agencies were their only source of employment. Temp agencies also appeared to absorb many failed attempts at work; 41 percent of temp workers failed to earn \$500 in any temp agency during the five quarters studied, and 14 percent had total temp wages of less than \$100. A total of 2,275 single parents worked only in temp jobs during the five quarters studied, with no wages from any other sector, and most of these parents were no longer employed in Quarter 5 as either a temp or a non-temp.

"Temp to Perm" Employment Patterns

In an attempt to look at the extent to which temp jobs led to permanent full-time jobs, wages and employer data were used to track the movement of employment events over the five quarters. "Full-time employment" was defined as \$2,500 per quarter or minimum wage times 40 hours/week, and "permanent employment" was defined as full-time non-temp employment in the First Quarter 1997. Of the 7,592 individuals using temp agencies, 15 percent (1,125

workers) were earning at or above \$2,500 in non-temp wages in the First Quarter 1997. The sequence of employment events over five quarters was examined for these 1,125 workers to identify those instances when a temp job could actually be considered to have led to a full-time permanent position. If individuals had temp earnings of at least \$1,000 in a given quarter followed by at least \$2,500 earnings in the next quarter and at least \$2,500 non-temp wages in the First Quarter 1997, they were considered a "temp-to-perm." Of the 1,125 individuals working with non-temp wages of at least \$2,500 in the First Quarter 1997, 465 (or 6 percent of all individuals using temp agencies) were considered to have had a temp experience which may have led to full-time employment.

Most of those individuals considered to be in the "temp-to-perm" category were already working in the First Quarter 1996 (57 percent) and over two-thirds (69 percent) had at least 12 years of schooling. These are characteristics of populations most likely to secure employment and leave AFDC with or without a temp placement.

APPENDIX A

Methodology and Data Sources

The study population included 25,125 single parent AFDC caseheads on public assistance in December 1995, and expected to work under W-2. Exempt were those AFDC cases where the casehead was on SSI, someone other than the parent was caring for the children, or cases where there was a child under 3 months of age. Single parents' status in December 1995, September 1996 and December 1996 was used to define single parent status. Single parents made up 91 % of the December 1995 AFDC population expected to work under W-2.

State AFDC data was combined with State of Wisconsin employer wage data to describe the employment experience of the study population over a fifteen month period beginning in the First Quarter (January-March) 1996 through the First Quarter 1997. Because many individuals had more than one job in a quarter, wage data was examined for participants in two ways: by individual job held and by aggregated quarterly for all jobs held. Scrambled employer data was used to note the employment experiences of individual employers and to assess the overall experience of establishments hiring single parents from the AFDC population.

The Employment and Training Institute used existing AFDC data from state extracts of the CARES system for all AFDC recipients on public assistance in December 1995 and living in Milwaukee County. These records were used to construct a database which provided extensive demographics on each case and welfare status as of December 1995, September 1996 and December 1996. The research database was forwarded to the state Department of Workforce Development (DWD) and matched with quarterly wages reported by employers. The DWD employee wage reporting system was used to construct a wage record detailing quarterly earnings for five quarters beginning with the First Quarter 1996. This computer match by social security number provided detailed employment information regarding each job held by all AFDC caseheads detailing type of industry, location of employment, quarterly wages and duration of employment. As protections for confidentiality, all records were stripped of personal identifiers for individuals and employers.

There are several advantages of using DWD data to analyze the employment experience of the AFDC population.

1. This data base includes an estimated 99 percent coverage of earnings data.

Matching of social security numbers with the state wage file allows access to all wages paid by employers covered under state reporting requirements. The advantage of using this file is that 100 percent of all reported earnings over time can be matched to obtain pre- and post-program data without having to contact clients, thereby eliminating problems of non-response and inaccuracy of reported wages currently provided via telephone surveys. The DWD file includes almost all employers in the state. It does not, however, cover churches, farm labor where employment is below 10 employees or out-of-state firms, nor does it cover unreported wages paid in cash. However, a previous wage match of the Job Training Partnership Act (JTPA) population conducted by the

Employment and Training Institute for the Milwaukee County Private Industry Council showed that the DWD wage match captured reported earnings for 99 percent of all clients who were placed in jobs under JTPA.

2. This database provides long-term outcomes for employment of the population.

Creation of a longitudinal database allows analysis of the long-term outcomes of program components by industrial sector and participant characteristics. The employment history of participants can be tracked before, during and after welfare episodes with analysis of job retention, earnings, and level of employment possible at points in time as well as across years.

3. Use of this data source is cost effective and provides accurate and confidential information.

The Department of Workforce Development has established procedures for matching recent and historical wage data against rosters of JTPA program participants to generate quarterly wage data. The Milwaukee County Private Industry Council has used this data to improve the more limited information obtained through telephone follow-up surveys tracking employment outcomes for JTPA clients. Phone surveys have shown difficulty locating clients on welfare with up to a 50 percent non-response rate. A comparison of telephone survey data with employer wage match data on JTPA participants has shown that respondents to the phone survey are much more likely to be employed using wage match data than non-respondents. Survey data is also subject to errors due to the difficulty of workers recalling their employment and wage history over time. Because the wage match is done for the entire population using computerized state employment records, it is not subject to sampling error.

The wage match data has several limitations which require care in analyzing the data findings.

1. Hourly wages, weeks worked and number of hours worked per week are not included in wages reported by employers; only the sum of wages paid during the quarter are reported. As a result, full and part-time work status must be derived, using the prevailing minimum wage and hours worked per week in a quarter (i.e., $\$4.75 \times 520 \text{ hours} = \$2,470$).
2. Wages in a single quarter vary by the week in which the worker entered employment. Calculation of wages in the quarter after clients leave AFDC varies significantly by the week of the case closure.
3. Earnings from self-employment and employment outside of the state are not captured by these files.

Operational Definition of Terms

Earnings - wages reported to the Wisconsin Department of Workforce Development. The state collects records of quarterly employee earnings from most Wisconsin employers (except small farms, churches, domestic help). The following earnings levels were used to approximate levels of employment.

Full-time employment - employment resulting in at least \$2,500 earnings per quarter, or the minimum wage times 40 hours/week.

Permanent full-time employment - employment resulting in earnings of at least \$2,500 a quarter for an employer other than a temporary employment agency.

"Temp-to-Perm" employee - a worker with at least \$1,000 in earnings from a temporary employment agency in one quarter followed by earnings of at least \$2,500 from a non-temp employer in the next quarter and at least \$2,500 non-temp earnings in First Quarter 1997.

Hire - an employment event, i.e. earnings for one worker from one employer.

New hire - an employment event (hire) which occurred after First Quarter 1996.

Quarter 1 - January-March, 1996

Quarter 2 - April-June, 1996

Quarter 3 - July-September, 1996

Quarter 4 - October-December, 1996

Quarter 5 - January-March, 1997

APPENDIX B

Standard Industrial Classification (SIC) Codes

The employment data used identified each subject's employer by Standard Industrial Classification (SIC), a scheme used by the federal government to classify employers by the primary type of activity or product, based on twelve industrial divisions and about 900 industries. These employer codes were listed for all employment episodes identified for the thirty-nine month study period. Employment in this report was analyzed by the type of industrial sector of the employing firm (e.g. retail trade, manufacturing, government) and not by the specific type of work of the employee (e.g. computer programmer, custodian, clerk). The classifications used for this analysis included:

Construction - general building contractors, heavy construction, special trade contractors.

Day Labor - day labor and temporary help firms.

Finance, Insurance, Real Estate - banks, savings and loans, credit unions; security and commodity brokers; insurance carriers; insurance agents, brokers, and service; real estate; holding and other investment offices.

Government - city, county, state, federal and suburban governments (excluding schools).

Manufacturing: Durable - fabricated metal products; electronic and other electric equipment; industrial, commercial and computer equipment; primary metal industries; rubber, plastics, and leather products; stone, clay and glass products; transportation equipment; instruments and related products.

Manufacturing: Non-Durable - manufacturing of food, printing and publishing, chemicals, tobacco, textile mill, apparel and other textile products, lumber and wood products, furniture and fixtures, paper and allied products, petroleum and coal products.

Retail Trade - eating and drinking places, food stores, automotive dealers and service stations, apparel and accessory stores, general merchandise stores, furniture and home furnishings stores, building materials and garden supplies, miscellaneous retail.

Services - Health, Education, Legal, Social - health, legal and educational services (including schools and universities), social services; museums, botanical and zoological gardens; membership organizations; engineering and management services; private households.

Services - Hotel, Auto, Business - hotels and other lodging places, personal services; business services (except day labor); auto repair, services, and parking; miscellaneous repair services; motion pictures, amusement and recreation services.

Transportation, Communications, Utilities - local and interurban passenger transit, trucking and warehousing, railroad transportation, postal service, water and air transportation, transportation services; communications; electric, gas and sanitary services.

Wholesale Trade - wholesale trade of groceries, chemical, paper products and other non-durable goods; machinery, equipment and supplies, electrical goods, motor vehicles and parts, professional and commercial equipment and other durable goods.

Miscellaneous - nonclassifiable establishments, agricultural and landscaping services.