
CHAPTER III: EMPLOYMENT AND EARNINGS AMONG RESPONDENTS STILL OFF WELFARE

This chapter presents findings on employment and earnings patterns among survey respondents who were still off welfare at the time of the surveys. Findings are presented for respondents in the six large counties. The following topics are covered:

- employment status at the time of the follow-up surveys;
- employment experiences of those not currently working;
- job retention and turnover;
- types of jobs held by respondents;
- work hours and non-traditional work schedules;
- earnings patterns and pay raises;
- employer health insurance; and
- job satisfaction and opportunities for advancement.

A. EMPLOYMENT STATUS AT THE TIME OF THE FOLLOW-UP SURVEYS

Respondents to the survey were asked whether they were working for pay at the time of the interviews. The key findings in this area are as follows:

- As shown in Exhibit III-1, 69.3 percent of those not on welfare at the time of the interviews were working for pay (working for pay outside the home, self-employed, on unpaid leave from a job, or starting a job within two weeks).
- As indicated in Exhibit III-2, the employment rate was especially high in County B (77.7 percent). Employment rates were close to the average in County D (69.4 percent), County A (68.0 percent), and County C (67.1 percent), and County E (66.4 percent). The employment rate was lowest in County F (57.7 percent).
- Counties with the highest percentage of self-employed respondents were County D (3.2 percent), County C (2.9 percent), and County F (2.8 percent). Persons who were “self-employed” were typically working in odd jobs such as babysitters.

**EXHIBIT III-1
OVERALL EMPLOYMENT STATUS OF RESPONDENTS
STILL OFF WELFARE AT FOLLOW-UP**

| County | Working for Pay | Not Working for Pay | TOTAL |
|----------|-----------------|---------------------|--------|
| County A | 68.0% | 32.0% | 100.0% |
| County B | 77.7% | 22.3% | 100.0% |
| County C | 67.1% | 32.9% | 100.0% |
| County D | 69.4% | 30.6% | 100.0% |
| County E | 66.4% | 33.6% | 100.0% |
| County F | 57.7% | 42.3% | 100.0% |
| TOTAL | 69.3% | 30.7% | 100.0% |

**EXHIBIT III-2
SPECIFIC EMPLOYMENT STATUS OF
RESPONDENTS AT FOLLOW-UP**

| County | Working for Pay | Self-Employed | On Maternity Leave | On Medical Leave | Starting New Job | Not Working for Pay | TOTAL |
|----------|-----------------|---------------|--------------------|------------------|------------------|---------------------|--------|
| County A | 63.3% | 1.4% | 0.7% | 0.7% | 1.8% | 32.0% | 100.0% |
| County B | 73.5% | 2.3% | 0.6% | 0.6% | 0.6% | 22.3% | 100.0% |
| County C | 61.1% | 2.9% | 0.7% | 1.4% | 1.1% | 32.9% | 100.0% |
| County D | 62.5% | 3.2% | 0.8% | 2.0% | 0.8% | 30.6% | 100.0% |
| County E | 62.6% | 1.4% | 0.7% | 0.7% | 1.0% | 33.6% | 100.0% |
| County F | 50.7% | 2.8% | 1.4% | 0.0% | 2.8% | 42.3% | 100.0% |
| TOTAL | 64.1% | 2.2% | 0.7% | 1.0% | 1.2% | 30.7% | 100.0% |

B. WHO IS WORKING AND WHO IS NOT WORKING

For respondents still off welfare at the time of the surveys, this section analyzes the characteristics of those who were employed at follow-up and those who were not. This information may help administrators find ways to increase the percentage of families who are employed as they leave Work First, who retain their jobs, and who advance to higher paying positions. The findings in this section are as follows:

Employment Status by Education

- As shown in Exhibit III-4, rates of employment for respondents as a whole were highest among those who had attended college (76.3 percent) and lowest among those who had not completed high school or a GED (58.5 percent).
- Persons who had completed only a GED were less likely to be employed (62.9 percent) than persons who had completed only a high school diploma (74.7 percent).

- As shown in Exhibit III-5, the relationship between education and employment was consistent across counties except in County E, where those with a high school diploma or GED had a slightly higher employment rate (72.8 percent) than those who attended college (68.3 percent).
- In County B, a relatively high percentage of persons who had not completed high school were working (71.6 percent). In County F, only one-third of those who had not completed high school were employed.

**EXHIBIT III-4
EMPLOYMENT STATUS BY EDUCATION**

| Education | Working for Pay |
|-------------------------------------|------------------------|
| Did not complete high school or GED | 58.5% |
| Completed GED only | 62.9% |
| Completed high school only | 74.7% |
| Attended college | 76.3% |

**EXHIBIT III-5
PERCENT WORKING FOR PAY BY EDUCATION AND COUNTY**

| Status | Did Not Complete High School or GED | Completed High School or GED Only | Attended College |
|---------------|--|--|-------------------------|
| County A | 57.9% | 71.7% | 75.3% |
| County B | 71.6% | 78.3% | 83.1% |
| County C | 60.0% | 68.4% | 73.2% |
| County D | 52.4% | 73.2% | 84.1% |
| County E | 55.3% | 72.8% | 68.3% |
| County F | 33.3% | 58.8% | 77.8% |

Employment Status by Ethnicity

- As shown in Exhibit III-6, data for all respondents shows that blacks were employed at a slightly higher rate (71.1 percent) than whites (66.9 percent). Those of “other” ethnic backgrounds were employed at a lower rate (60.7 percent).
- Exhibit III-7 shows that this pattern was consistent across all counties except County E, where whites had a slightly higher employment rate (69.0 percent) than blacks (64.7 percent). Data are not presented for “other” respondents because of the small number of cases in each county.

**EXHIBIT III-6
EMPLOYMENT STATUS BY ETHNICITY**

| Status | Black | White | Other |
|---------------------|--------------|--------------|--------------|
| Working for pay | 71.1% | 66.9% | 60.7% |
| Not working for pay | 28.9% | 33.1% | 39.3% |
| TOTAL | 100.0% | 100.0% | 100.0% |

**EXHIBIT III-7
PERCENT WORKING FOR PAY,
BY ETHNICITY AND COUNTY**

| Status | Black | White |
|---------------|--------------|--------------|
| County A | 68.9% | 66.7% |
| County B | 79.3% | 73.6% |
| County C | 70.1% | 66.3% |
| County D | 73.6% | 67.0% |
| County E | 64.7% | 69.0% |
| County F | 61.3% | 56.8% |

Employment Status by Age

- For survey respondents as a whole, Exhibit III-8 indicates that the rate of employment was highest in the 25-29 year age group, followed by the 30-34 year age group.
- Exhibit III-9 presents the data for individual counties. No data are presented for County F because of the small number of cases in each age group in this county.
- The exhibit indicates that employment rates were generally highest for the 25-29 age group in all counties, except County E.

**EXHIBIT III-8
EMPLOYMENT STATUS BY AGE**

| Status | 18-24 | 25-29 | 30-34 | 35-39 | 40+ |
|---------------------|--------------|--------------|--------------|--------------|------------|
| Working for pay | 66.8% | 75.1% | 70.2% | 63.2% | 66.5% |
| Not working for pay | 33.2% | 24.9% | 29.8% | 36.8% | 33.5% |
| TOTAL | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

**EXHIBIT III-9
PERCENT WORKING FOR PAY BY AGE AND COUNTY**

| Status | 18-24 | 25-29 | 30-34 | 35-39 | 40+ |
|---------------|--------------|--------------|--------------|--------------|------------|
| County A | 65.3% | 76.3% | 69.4% | 64.1% | 58.8% |
| County B | 77.9% | 85.7% | 76.7% | 76.5% | 66.7% |
| County C | 63.9% | 72.9% | 71.7% | 58.7% | 64.5% |
| County D | 56.8% | 81.2% | 75.0% | 63.6% | 71.4% |
| County E | 75.7% | 62.9% | 61.5% | 53.8% | 74.3% |

Employment Status by Reason for Leaving Welfare

- Exhibit III-10 shows working and non-working respondents by reason for leaving welfare. The data indicate that across counties, those who left for job-related reasons were much more likely to be employed than those who left welfare for other reasons. The highest employment rate was among those who got a higher paying job or worked more hours (91.9 percent), followed by those who found a job or returned to a job (84.0 percent). Among those who left welfare for other reasons, those who left due to time limits (55.4 percent), and those who left for other reasons (42.4 percent).

**EXHIBIT III-10
EMPLOYMENT STATUS BY REASON LEFT WELFARE**

| Reason for Leaving* | Working for Pay | Not Working For Pay | TOTAL |
|--|------------------------|----------------------------|--------------|
| Found Job or Returned to Job | 84.0% | 16.0% | 100.0% |
| Found Higher Paying Job or Worked More Hours | 91.9% | 8.1% | 100.0% |
| Other | 44.1% | 55.6% | 100.0% |

*Individuals may have provided more than one reason for leaving welfare

Employment Status by Number of Children

- Exhibit III-11 shows that the number of children in the family did not seem to have a significant effect on employment rates. Respondents with two or more children had a slightly higher rate of employment than persons with one or no children. It is possible that the number of children might have an impact on employment rates if other factors such as education were controlled for in the analysis. The reason for this is that respondents with only one child may be more

likely than other respondents to have dropped out of high school and not be married.

- Exhibit III-12 shows that County F is the only county with the expected pattern of higher employment rates among smaller families.

**EXHIBIT III-11
EMPLOYMENT STATUS BY NUMBER OF CHILDREN**

| Status | None or One | Two | Three + |
|---------------------|-------------|--------|---------|
| Working for pay | 67.7% | 70.2% | 69.6% |
| Not working for pay | 32.3% | 29.8% | 30.4% |
| TOTAL | 100.0% | 100.0% | 100.0% |

**EXHIBIT III-12
PERCENT WORKING FOR PAY BY
NUMBER OF CHILDREN AND COUNTY**

| Status | None or One | Two | Three + |
|----------|-------------|-------|---------|
| County A | 70.1% | 61.4% | 72.2% |
| County B | 75.8% | 80.6% | 77.1% |
| County C | 66.4% | 69.6% | 64.6% |
| County D | 58.8% | 75.0% | 73.5% |
| County E | 67.3% | 67.4% | 63.8% |
| County F | 63.6% | 56.0% | 54.2% |

Employment Status by Age of the Youngest Child

- Data in Exhibit III-13 indicate that across counties, age of the youngest child did not have a significant effect on rates of employment. It might be expected that respondents with older children would have higher rates of employment than respondents with young children. However, the reverse was true. It is possible that the age of the youngest child is correlated with other factors that may independently affect employment rates. For example, data presented previously showed that respondents aged over 35 had lower rates of employment than respondents in the 20-35 age group.
- Exhibit III-14 shows that County F is the only county with the expected pattern of higher employment rates among families with older children. In County F, families with children 13 years or older had the highest employment rate (66.7 percent) and families with children under six had the lowest employment rate (54.3 percent).

**EXHIBIT III-13
EMPLOYMENT STATUS BY AGE OF YOUNGEST CHILD**

| Status | 0-5 years | 6-12 years | 13+ years |
|---------------------|-----------|------------|-----------|
| Working for pay | 70.2% | 69.1% | 64.7% |
| Not working for pay | 29.8% | 30.9% | 35.3% |
| TOTAL | 100.0% | 100.0% | 100.0% |

**EXHIBIT III-14
PERCENT WORKING FOR PAY BY
AGE OF YOUNGEST CHILD AND COUNTY**

| Status | 0-5 years | 6-12 years | 13+ years |
|----------|-----------|------------|-----------|
| County A | 72.1% | 59.4% | 61.5% |
| County B | 80.1% | 74.7% | 73.7% |
| County C | 65.5% | 74.7% | 61.5% |
| County D | 67.9% | 72.9% | 60.0% |
| County E | 69.0% | 63.1% | 63.6% |
| County F | 54.3% | 65.0% | 66.7% |

Employment Status and the Presence of Other Adults

- Among all respondents, those who did not live with any other adults had a higher employment rate (73.4 percent) than those who had other adults in the household (Exhibit III-15). The reason for this may be that some respondents were able to rely on the income of spouses or other employed adults in the household, rather than working.
- About half of unemployed respondents (49.7 percent) were living with another adult, compared to 38.5 percent of employed respondents.
- Exhibit III-16 shows that in all counties, employment rates were highest among persons who were not living with other adults compared to persons living with one other adult. The difference was especially significant in County A, County C, and County D.

**EXHIBIT III-15
EMPLOYMENT STATUS BY NUMBER OF OTHER ADULTS
IN THE HOUSEHOLD**

| Status | Number of Other Adults | | |
|--------|------------------------|-----|-------|
| | None | One | Two + |
| | | | |

| | | | |
|---------------------|--------|--------|--------|
| Working for pay | 73.4% | 62.0% | 67.6% |
| Not working for pay | 26.6% | 38.0% | 32.4% |
| TOTAL | 100.0% | 100.0% | 100.0% |

**EXHIBIT III-16
PERCENT WORKING FOR PAY BY NUMBER OF OTHER ADULTS
IN THE HOUSEHOLD AND BY COUNTY**

| Status | None | One | Two + |
|----------|-------|-------|-------|
| County A | 73.8% | 57.4% | 53.3% |
| County B | 79.6% | 78.5% | 69.4% |
| County C | 74.7% | 48.7% | 77.8% |
| County D | 73.2% | 59.2% | 75.7% |
| County E | 69.3% | 64.1% | 53.8% |
| County F | 58.1% | 56.3% | 71.4% |

Employment Status by Gender

- Data in Exhibit III-17 indicate that 69.6 percent of females were employed, compared with 62.3 percent of males.
- Data are not presented on employment rates by gender for individual counties because of the small number of males in each county.

Employment Status by Welfare History

- Among all respondents, rates of employment were not affected by the year when respondents first received welfare in North Carolina (Exhibit III-18).
- Exhibit III-19 shows that in County B, persons who began receiving welfare before 1996 were somewhat less likely to be employed than persons who began receiving welfare after 1996.

**EXHIBIT III-17
EMPLOYMENT STATUS BY GENDER**

| Status | Female | Male |
|---------------------|--------|--------|
| Working for pay | 69.6% | 62.3% |
| Not working for pay | 30.4% | 37.7% |
| TOTAL | 100.0% | 100.0% |

EXHIBIT III-18
EMPLOYMENT STATUS BY YEAR WHEN FIRST RECEIVED
WELFARE IN NORTH CAROLINA

| Status | Before 1990 | 1990-1992 | 1993-1995 | 1996-1999 |
|---------------------|-------------|-----------|-----------|-----------|
| Working for pay | 69.6% | 70.4% | 69.8% | 68.2% |
| Not working for pay | 30.4% | 29.6% | 30.2% | 31.8% |
| TOTAL | 100.0% | 100.0% | 100.0% | 100.0% |

EXHIBIT III-19
PERCENT WORKING FOR PAY BY YEAR FIRST WENT ON WELFARE
IN NORTH CAROLINA – BY COUNTY

| Status | Before 1990 | 1990-1992 | 1993-1995 | 1996-1999 |
|----------|-------------|-----------|-----------|-----------|
| County A | 66.2% | 71.4% | 72.0% | 65.4% |
| County B | 75.6% | 75.8% | 74.1% | 83.0% |
| County C | 70.0% | 79.6% | 70.3% | 60.6% |
| County D | 85.0% | 64.5% | 66.0% | 65.9% |
| County E | 60.9% | 52.5% | 72.2% | 71.7% |
| County F | 41.7% | 75.0% | 50.0% | 61.3% |

C. EMPLOYMENT EXPERIENCES OF THOSE NOT CURRENTLY WORKING

This section presents findings on the employment experiences of those respondents who were off welfare at the time of the interview but were not working. The major findings in this section are as follows:

Percent Who Had Worked Since Leaving Work First

- Exhibit III-20 shows that 65 percent of currently unemployed respondents had held at least one job since leaving welfare.
- About 27 percent of unemployed respondents had held two or more jobs since leaving Work First.
- Exhibit III-20 shows that there was some variation among counties in the percentage of unemployed persons who had worked since leaving Work First. In County C and County F, about 40 percent had not worked since leaving welfare. In County E, only 28 percent had not worked and in County B only about one-third had not worked.

**EXHIBIT III-20
NUMBER OF JOBS SINCE LEAVING WORK FIRST
- PERSONS NOT CURRENTLY EMPLOYED**

| Number of Jobs | Percent |
|-----------------------|----------------|
| None | 35.0% |
| One or more | 65.0% |
| TOTAL | 100.0% |
| (One job) | (38.0%) |
| (Two jobs) | (17.3%) |
| (Three+ jobs) | (9.8%) |

**EXHIBIT III-21
NUMBER OF JOBS HELD SINCE LEAVING WORK FIRST – PERSONS
NOT CURRENTLY EMPLOYED**

| Number of Jobs | County A | County B | County C | County D | County E | County F | Total |
|-----------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------------|
| None | 35.1% | 33.8% | 40.0% | 35.9% | 28.3% | 40.6% | 35.0% |
| One | 45.7% | 33.8% | 32.6% | 41.0% | 39.4% | 28.1% | 38.0% |
| Two | 12.8% | 21.1% | 17.9% | 11.5% | 21.2% | 21.9% | 17.3% |
| Three + | 6.4% | 11.2% | 9.5% | 11.5% | 11.1% | 9.4% | 9.8% |
| TOTAL | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Percent Who Were Working When They Left Work First

- Exhibit III-22 shows that one-half of all unemployed respondents had been employed when they initially left Work First. The percentage varied by county, with a relatively high percentage in County B (57.7 percent) and County D (55.1 percent) and a very low percentage (34.4 percent) in County F.

**EXHIBIT III-22
PERCENT OF CURRENTLY UNEMPLOYED RESPONDENTS WHO
WERE WORKING WHEN THEY LEFT WORK FIRST**

| Status | County A | County B | County C | County D | County E | County F | Total |
|---------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------------|
| Working | 47.9% | 57.7% | 45.3% | 55.1% | 51.5% | 34.4% | 49.9% |
| Not Working | 52.1% | 42.3% | 54.7% | 44.9% | 48.5% | 65.6% | 50.1% |
| TOTAL | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

What Happened to the Most Recent Job

- For currently unemployed respondents who had worked since leaving Work First, Exhibit III-23 shows what happened to the most recent job. Overall, 54.8 percent reported that they quit their last job, 23 percent reported being fired or laid off, and 18.4 percent said that the job was seasonal or temporary.
- Respondents in County B were less likely than other respondents to have quit their jobs (42.6 percent) and were much more likely to have held seasonal or temporary jobs (31.9 percent). Quit rates were highest in County C (61.4 percent) and County E (60.6 percent). The majority of the “other” responses involved health-related reasons for separation. In County F, a relatively high percentage of respondents (37 percent) reported being fired or laid off.

**EXHIBIT III-23
WHAT HAPPENED WITH THE MOST RECENT PAID JOB – PERSONS
NOT CURRENTLY EMPLOYED**

| What Happened? | County A | County B | County C | County D | County E | County F | Total |
|------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|---------------|
| I quit the job | 50.8% | 42.6% | 61.4% | 58.0% | 60.6% | 47.4% | 54.8% |
| I was fired | 11.5% | 14.9% | 15.8% | 10.0% | 4.2% | 21.1% | 11.5% |
| I was laid off | 9.8% | 4.3% | 5.3% | 14.0% | 16.9% | 15.8% | 10.8% |
| Temporary/seasonal job | 21.3% | 31.9% | 12.3% | 14.0% | 16.9% | 10.5% | 18.4% |
| Other | 6.6% | 6.4% | 5.3% | 4.0% | 1.4% | 5.3% | 4.6% |
| TOTAL | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Reasons for Quitting

- For unemployed respondents who quit their last job, Exhibit III-24 shows that the most common reason given by respondents for quitting was health problems, disabilities, and illnesses (22.3 percent).

- The next most common reasons cited by respondents as a whole were: problems with child care (15.1 percent); transportation problems or long commutes (10.2 percent); dislike of the job, work environment, or work conditions (8.4 percent); and work hours not convenient (7.8 percent).
- Among individual counties, health problems were the most common reason for quitting in County A (29.0 percent), County D (24.1 percent), and County E (16.3 percent).
- In County B, health problems were also the major reason cited by respondents, together with not liking the job/environment/work conditions (both 26.3 percent).
- In County F, transportation problem/long commute, work hours not convenient, and “moved” were the three most common reasons for quitting (22.2 percent each).

**EXHIBIT III-24
WHY PERSONS QUIT THEIR MOST RECENT JOB – PERSONS NOT
CURRENTLY EMPLOYED**

| Reason | County A | County B | County C | County D | County E | County F | Total |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------------|
| Health problem/ disability/illness | 29.0% | 26.3% | 22.9% | 24.1% | 16.3% | 11.1% | 22.3% |
| Problem with child care | 6.5% | 10.5% | 34.3% | 17.2% | 9.3% | 0.0% | 15.1% |
| Transportation problem/long commute | 6.5% | 10.5% | 2.9% | 17.2% | 11.6% | 22.2% | 10.2% |
| Didn't like job/ environment/conditions | 3.2% | 26.3% | 8.6% | 6.9% | 7.0% | 0.0% | 8.4% |
| Work hours not convenient | 3.2% | 5.3% | 11.4% | 3.4% | 9.3% | 22.2% | 7.8% |
| Low pay | 6.5% | 15.8% | 0.0% | 13.8% | 4.7% | 0.0% | 6.6% |
| Not enough hours | 12.9% | 10.5% | 2.9% | 0.0% | 4.7% | 0.0% | 5.4% |
| Problem with boss/co- worker | 6.5% | 0.0% | 2.9% | 6.9% | 7.0% | 11.1% | 5.4% |
| Moved | 0.0% | 0.0% | 5.7% | 3.4% | 9.3% | 22.2% | 5.4% |
| Pregnancy problems/complications | 3.2% | 0.0% | 2.9% | 3.4% | 9.3% | 0.0% | 4.2% |
| To go to school | 0.0% | 0.0% | 5.7% | 6.9% | 7.0% | 0.0% | 4.2% |
| Personal reasons/business | 3.2% | 5.3% | 2.9% | 3.4% | 2.3% | 0.0% | 3.0% |
| Was pregnant/gave birth | 3.2% | 0.0% | 5.7% | 0.0% | 2.3% | 0.0% | 2.4% |
| Problems receiving | 6.5% | 0.0% | 0.0% | 0.0% | 2.3% | 0.0% | 1.8% |

| | | | | | | | |
|---|-------|------|------|------|------|-------|------|
| compensation | | | | | | | |
| Health insurance cost/problems | 0.0% | 5.3% | 0.0% | 0.0% | 2.3% | 0.0% | 1.2% |
| Quit for another job | 0.0% | 0.0% | 0.0% | 0.0% | 2.3% | 11.1% | 1.2% |
| Discrimination | 3.2% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | .6% |
| Spouse/partner does not want me to work | 0.0% | 0.0% | 0.0% | 0.0% | 2.3% | 0.0% | .6% |
| Other | 16.1% | 4.8% | 0.0% | 3.4% | 4.7% | 0.0% | 5.4% |

*Percents do not add to 100 because more than one answer was allowed.

Reasons for Not Working Now

- The most common reason given by unemployed respondents for not currently working was disability/illness of the respondent (Exhibit III-25). Among all respondents, 17.6 percent gave this as a reason for not working. Another 5.2 percent cited the disability or illness of a family member.
- The next most common reasons cited by respondents as a whole were as follows: “can’t get a job” (16.1 percent); “can’t find a job” (13.1 percent); child care problems (12.7 percent); “prefer to stay home with my child” (9.9 percent); and transportation problems (9.2 percent). Only one person gave “jobs don’t pay enough” as the reason for not working.
- The data indicate that a number of respondents were not working out of choice. This includes 9.9 percent who preferred to stay home with their children, 8.0 percent who were in school or training, and 3.9 percent who were pregnant or caring for a newborn.
- Among individual counties, health problems were the most common reason for not working in County B (21.1 percent), County C (22.1 percent) and County D (17.1 percent). In County A, “can’t find a job to apply for” (22.3 percent) was the most common reason. In County E, “can’t get a job” (29.9 percent) was the most common reason. In County F, disability/illness of the respondent and transportation problems were the most common reasons cited (both 18.8 percent).

**EXHIBIT III-25
REASONS WHY NOT WORKING NOW**

| Reason | County A | County B | County C | County D | County E | County F | Total |
|-----------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------------|
| Disability/illness of respondent | 17.0% | 21.1% | 22.1% | 17.1% | 11.3% | 18.8% | 17.6% |
| Can’t get a job | 18.1% | 7.0% | 10.5% | 15.8% | 29.9% | 6.3% | 16.1% |
| Can’t find a job to apply for | 22.3% | 9.9% | 11.6% | 9.2% | 11.3% | 12.5% | 13.1% |
| Child care problems | 12.8% | 14.1% | 17.9% | 14.5% | 7.2% | 6.3% | 12.7% |
| Prefer to stay home with my child | 5.3% | 8.5% | 16.8% | 6.6% | 9.3% | 15.6% | 9.9% |

| | | | | | | | |
|--|-------|------|------|-------|-------|-------|------|
| Transportation problems | 10.6% | 5.6% | 5.3% | 13.2% | 8.2% | 18.8% | 9.2% |
| In school/training | 6.4% | 4.2% | 6.3% | 11.8% | 11.3% | 6.3% | 8.0% |
| Disability/illness of family member | 2.1% | 9.9% | 5.3% | 9.2% | 3.1% | 0.0% | 5.2% |
| I was fired or laid off | 3.2% | 7.0% | 3.2% | 1.3% | 6.2% | 6.3% | 4.3% |
| Pregnant/just had baby/caring for newborn | 5.3% | 7.0% | 2.1% | 0.0% | 5.2% | 3.1% | 3.9% |
| Looking for work | 6.4% | 2.8% | 4.2% | 1.3% | 0.0% | 6.3% | 3.2% |
| Waiting for new temporary assignment | 2.1% | 2.8% | 2.1% | 3.9% | 4.1% | 3.1% | 3.0% |
| Work hours aren't convenient | 4.3% | 2.8% | 4.2% | 2.6% | 1.0% | 0.0% | 2.8% |
| Pregnancy complications | 0.0% | 2.8% | 1.1% | 3.9% | 2.1% | 6.3% | 2.2% |
| Jobs require training, education, experience | 1.1% | 1.4% | 4.2% | 1.3% | 2.1% | 0.0% | 1.9% |
| Starting new job/business soon | 1.1% | 1.4% | 1.1% | 1.3% | 1.0% | 6.3% | 1.5% |
| Jobs are short-term/seasonal | 1.1% | 4.2% | 0.0% | 1.3% | 1.0% | 0.0% | 1.3% |
| Trouble keeping jobs | 0.0% | 1.4% | 2.1% | 0.0% | 1.0% | 0.0% | 0.9% |
| Partner won't let me work | 1.1% | 0.0% | 1.1% | 1.3% | 0.0% | 0.0% | 0.6% |
| Jobs don't pay enough | 0.0% | 0.0% | 0.0% | 1.3% | 0.0% | 0.0% | 0.2% |
| Other | 5.3% | 7.0% | 3.2% | 3.9% | 4.1% | 6.3% | 4.7% |

*Percents do not add to 100% because more than one answer was allowed.

Nature of the Disability or Illness

- Respondents who gave illness or disability as a reason for not working were asked for additional information. Exhibit III-26 shows the types of illnesses and disabilities cited by persons who mentioned health-related reasons for not working. The most common condition across counties was back/spine/neck problems. This were cited by 18.3 percent of all respondents who mentioned health problems as the reason for not working. Next were lung/respiratory problems (11.8 percent); other mental illness (9.7 percent); arthritis (8.6 percent); muscle or nerve disease (8.6 percent); and depression (7.5 percent).
- Exhibit III-27 shows that 79.6 percent of the respondents who cited health problems felt that their illness or disability was permanent. Eighty-three percent were receiving treatment and 31.2 percent were receiving SSI or SSDI. No respondents reported any other kinds of disability payments.

**EXHIBIT III-26
SPECIFIC ILLNESSES OR DISABILITIES CITED AS THE REASON
FOR NOT WORKING**

| Illness or Disability | As a Percent of All Persons Citing Health Factors |
|--------------------------|---|
| Back/spine/neck problems | 18.3% |
| Lung/respiratory problem | 11.8% |
| Other mental illness | 9.7% |

| | |
|--------------------------------------|------|
| Arthritis | 8.6% |
| Muscle or nerve disease | 8.6% |
| Depression | 7.5% |
| Diabetes | 7.5% |
| Heart disease/heart attack | 6.5% |
| Eye/ear/hearing problems | 4.3% |
| High blood pressure | 4.3% |
| Injury/trauma | 4.3% |
| Pregnancy/miscarriage/premature baby | 4.3% |
| Surgery | 4.3% |
| Bone disease/injury | 3.2% |
| Cancer | 3.2% |
| Kidney disease/dialysis | 3.2% |
| Learning disability/retardation | 3.2% |
| Other organ problem | 3.2% |
| Epilepsy/seizures | 2.2% |
| Thyroid problem | 2.2% |
| Cyst or tumor | 1.1% |

**EXHIBIT III-27
ILLNESSES OR DISABILITIES CITED AS REASON
FOR NOT WORKING – ADDITIONAL INFORMATION**

| Additional Information | Percent |
|---------------------------------------|----------------|
| Considered permanent by respondent | 79.6% |
| Receiving SSI/SSDI | 31.2% |
| Receiving workers compensation | 0.0% |
| Receiving other disability payments | 0.0% |
| Receiving treatment for the condition | 82.6% |

Percent of Unemployed Respondents Who Were Looking for Work

- About 65.7 percent of respondents who were unemployed at the time of the survey were looking for work (Exhibit III-28). The percentage was relatively low in County C (53.8 percent) and County F (56.3 percent) and relatively high in County A (75.5 percent) and County E (73.7 percent).

**EXHIBIT III-28
PERCENTAGE OF UNEMPLOYED RESPONDENTS
WHO WERE LOOKING FOR WORK**

| | County A | County B | County C | County D | County E | County F | Total |
|-------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------------|
| Not looking | 24.5% | 34.3% | 46.2% | 38.5% | 26.3% | 43.7% | 34.3% |
| Currently looking | 75.5% | 65.7% | 53.8% | 61.5% | 73.7% | 56.3% | 65.7% |

D. JOB RETENTION AND TURNOVER AMONG EMPLOYED LEAVERS

One concern policy makers have about the employment of former welfare recipients is that they may experience high rates of job turnover. This section describes job retention and turnover among employed respondents no longer on welfare. The key findings in this section are as follows:

- As shown in Exhibit III-29, 81.9 percent of working respondents had held only one or two jobs since leaving Work First. County E had the highest percentage of respondents with three or more jobs (24.1 percent), followed by County C (19.7 percent).
- Exhibit III-30 shows the relationship between the number of jobs held and the level of education of the respondent. The data show that respondents with more education were slightly more likely than less educated respondents to have held two or more jobs. Specifically, 53.7 percent of those with some college had held two or more jobs, compared to 45.2 percent of those without a high school diploma or GED, and 49.2 percent of those with only a high school diploma or GED. This may reflect increased job opportunities for those with higher education levels. However, it runs counter to the assumption that persons with less education will generally have higher job turnover.

**EXHIBIT III-29
NUMBER OF PAID JOBS HELD SINCE LEAVING WORK FIRST –
PERSONS CURRENTLY EMPLOYED**

| Number of Jobs | County A | County B | County C | County D | County E | County F | Total |
|----------------|----------|----------|----------|----------|----------|----------|--------|
| One | 55.5% | 48.7% | 51.4% | 54.5% | 44.9% | 46.2% | 50.6% |
| Two | 28.6% | 34.7% | 29.0% | 29.3% | 31.0% | 43.6% | 31.3% |
| Three + | 15.9% | 16.6% | 19.7% | 16.2% | 24.1% | 10.2% | 18.1% |
| TOTAL | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

**EXHIBIT III-30
NUMBER OF PAID JOBS HELD SINCE LEAVING WORK FIRST, BY
EDUCATION – PERSONS CURRENTLY EMPLOYED**

| Status | Did Not Complete High School or GED | Completed High School or GED Only | Attended College |
|--------|-------------------------------------|-----------------------------------|------------------|
| One | 54.8% | 50.8% | 46.3% |
| Two | 28.2% | 31.6% | 34.0% |
| Three+ | 17.0% | 17.6% | 19.7% |

| | | | |
|-------|--------|--------|--------|
| TOTAL | 100.0% | 100.0% | 100.0% |
|-------|--------|--------|--------|

E. TYPES OF JOBS HELD BY RESPONDENTS

The major findings in this section are as follows:

- The data in Exhibit III-32 show that, for respondents as a whole, the most common occupations were Sales Clerk/Cashier (13.4 percent), Assembler/Production/Warehouse Worker (12.2 percent), Clerk/General Office Worker (11.5 percent), Nurse’s Aide/Medical Technician (9.9 percent), and restaurant worker (8.5 percent).

**EXHIBIT III-32
TYPES OF JOBS HELD BY CURRENTLY EMPLOYED RESPONDENTS**

| Type of Jobs | County A | County B | County C | County D | County E | County F | Total |
|--|----------|----------|----------|----------|----------|----------|-------|
| Sales clerk/cashier | 14.1% | 13.0% | 16.2% | 9.5% | 13.9% | 12.8% | 13.4% |
| Assembly/production/warehouse | 5.4% | 9.2% | 8.6% | 24.3% | 14.4% | 15.4% | 12.2% |
| Clerk/general office | 16.3% | 16.4% | 9.2% | 6.5% | 8.0% | 7.7% | 11.5% |
| Nurses aide/patient care/medical technician | 13.6% | 5.9% | 11.9% | 8.9% | 9.6% | 12.8% | 9.9% |
| Restaurant worker/waiter | 8.2% | 7.1% | 9.7% | 12.4% | 7.0% | 2.6% | 8.5% |
| Housekeeping (motel/home) | 4.9% | 3.4% | 4.9% | 6.5% | 7.0% | 5.1% | 5.2% |
| Child care/babysitter | 6.0% | 8.0% | 3.8% | 3.6% | 2.7% | 7.7% | 5.1% |
| Other professional | 3.8% | 3.4% | 7.6% | 4.1% | 5.9% | 5.1% | 4.9% |
| Customer services representative | 1.6% | 5.0% | 3.2% | 1.2% | 7.0% | 0.0% | 3.6% |
| Administrative Assistant | 3.8% | 3.4% | 2.2% | 2.4% | 6.4% | 2.6% | 3.6% |
| Food service/cook/baker/dietary aide | 3.3% | 2.5% | 3.8% | 3.0% | 2.1% | 7.7% | 3.1% |
| Manager/assistant manager | 1.1% | 2.5% | 2.7% | 2.4% | 3.7% | 0.0% | 2.4% |
| Kitchen helper/dishwasher | 2.7% | 2.5% | 0.5% | 4.1% | 0.5% | 0.0% | 2.0% |
| Hair/nails/make-up | 1.1% | 1.7% | 2.2% | 2.4% | 2.7% | 2.6% | 2.0% |
| Housekeeping/laundry/dry cleaning (hospital/other) | 3.8% | 0.8% | 1.6% | 1.2% | 2.1% | 5.1% | 2.0% |
| Trades | 1.1% | 1.3% | 2.2% | 2.4% | 1.1% | 2.6% | 1.6% |
| Other sales | 2.2% | 0.4% | 2.7% | 2.4% | 0.0% | 0.0% | 1.4% |
| Janitor/maintenance/grounds worker | 1.6% | 1.7% | 1.1% | 0.6% | 1.6% | 0.0% | 1.3% |
| Bus driver (school/other) | 1.1% | 2.5% | 0.5% | 0.6% | 1.1% | 2.6% | 1.3% |
| Nurse (RN/LPN) | 1.6% | 0.8% | 2.7% | 0.6% | 0.5% | 0.0% | 1.2% |
| Teacher’s aide | 0.5% | 1.3% | 1.1% | 0.0% | 2.7% | 0.0% | 1.1% |
| Banking/financial services/collections | 0.5% | 2.1% | 0.0% | 0.6% | 0.5% | 0.0% | 0.8% |
| Security guard | 1.1% | 1.3% | 0.0% | 0.0% | 0.5% | 0.0% | 0.6% |
| Teacher (K-12/substitute)/tutor | 0.5% | 1.3% | 0.5% | 0.0% | 0.0% | 0.0% | 0.5% |
| Farm worker/helper | 0.0% | 0.0% | 0.0% | 0.6% | 0.5% | 0.0% | 0.2% |

- The data in Exhibit III-32 show that persons in County D were much more likely than respondents in other counties to be employed in assembly/production work (24.3 percent).
- In County A and C, a relatively high percentage of respondents were employed as nurse’s aides, nurses, and other health care workers.

F. WORK HOURS AND NON-TRADITIONAL SCHEDULES

This section presents data on the number of hours worked by employed respondents who were still off welfare. We also examine non-traditional work hours. The key findings in this section are as follows:

Hours Worked Per Week

- Respondents were able to provide information on work hours for up to three jobs. Exhibit III-33 shows that 57.8 percent of all employed respondents were working 40 or more hours per week and that 85.9 percent were working 30 or more hours. Average hours worked per week were 37.2 hours. County F had the highest percentage of full-time workers (64.1 percent) and County C and County D had the lowest percentage (55.7 percent and 56.2 percent, respectively).
- The data in Exhibit III-34 show that 62.0 percent of whites were working 40 hours or more per week, compared to 56.6 percent of blacks. Whites worked an average of 38.9 hours per week compared with 36.6 hours per week for blacks.
- Persons aged 18 to 24 and persons aged 40 and over were working slightly fewer hours than other respondents (36.5 and 36.4 respectively) – see Exhibit III-35. About 22.0 percent of persons aged 40 and over were working less than 30 hours per week.

EXHIBIT III-33

TOTAL HOURS WORKED PER WEEK BY EMPLOYED RESPONDENTS

| Hours Per Week | County A | County B | County C | County D | County E | County F | Total |
|----------------|----------|----------|----------|----------|----------|----------|--------|
| 40+ | 59.2% | 57.1% | 55.7% | 56.2% | 59.4% | 64.1% | 57.8% |
| 30-39 | 28.8% | 31.9% | 27.0% | 28.4% | 23.5% | 28.2% | 28.1% |
| 20-29 | 9.2% | 8.4% | 13.5% | 10.1% | 12.3% | 5.1% | 10.4% |
| 1-19 | 2.7% | 2.5% | 3.8% | 5.3% | 4.8% | 2.6% | 3.7% |
| TOTAL | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

| | | | | | | | |
|------|------|------|------|------|------|------|------|
| MEAN | 37.4 | 37.2 | 37.3 | 37.5 | 36.5 | 39.5 | 37.2 |
|------|------|------|------|------|------|------|------|

**EXHIBIT III-34
TOTAL HOURS WORKED PER WEEK, BY ETHNICITY**

| Hours Per Week | Black | White | Other |
|----------------|--------|--------|--------|
| 40+ | 56.6% | 62.0% | 43.2% |
| 30-39 | 28.1% | 26.0% | 45.9% |
| 20-29 | 11.1% | 9.1% | 8.1% |
| 1-19 | 4.1% | 2.9% | 2.7% |
| TOTAL | 100.0% | 100.0% | 100.0% |
| MEAN | 36.6 | 38.9 | 35.7 |

**EXHIBIT III-35
TOTAL HOURS WORKED PER WEEK, BY AGE**

| Hours Per Week | 18-24 | 25-29 | 30-34 | 35-39 | 40+ |
|----------------|--------|--------|--------|--------|--------|
| 40+ | 54.4% | 60.7% | 54.9% | 59.1% | 61.0% |
| 30-39 | 31.1% | 27.3% | 30.1% | 31.5% | 16.9% |
| 20-29 | 10.4% | 8.8% | 11.7% | 8.7% | 14.4% |
| 1-19 | 4.1% | 3.2% | 3.4% | .8% | 7.6% |
| TOTAL | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| MEAN | 36.5 | 37.8 | 37.1 | 38.4 | 36.4 |

- Exhibit III-36 shows that persons who had attended college were more likely to be working full-time (65.7 percent) than persons who had not completed high school (51.0 percent). However, education had relatively little impact upon the percentage who were working 30 or more hours per week (86.7 percent of persons who had attended college, compared to 82.7 percent of persons who had not completed high school). Overall, respondents with more education were working only slightly more hours on average than less educated respondents. Those who had not completed high school or a GED were working an average of 36 hours and those who attended college were working an average of 38 hours a week.
- The number of children in the family did not seem to have had an effect on hours worked (Exhibit III-37).

- Data in Exhibit III-38 show that, on average, those with children under six were working only slightly fewer hours per week (36.8 on average) than those with children aged six to 12 (38.3 hours) and 13 and older (37.5). However, persons with older children were more likely to be working full-time.

**EXHIBIT III-36
TOTAL HOURS WORKED PER WEEK, BY EDUCATION**

| Hours Per Week | Did Not Complete High School or GED | Completed High School or GED Only | Attended College |
|----------------|-------------------------------------|-----------------------------------|------------------|
| 40+ | 51.0% | 55.9% | 65.7% |
| 30-39 | 31.7% | 31.3% | 21.0% |
| 20-29 | 13.9% | 10.4% | 7.9% |
| 1-19 | 3.5% | 2.4% | 5.4% |
| TOTAL | 100.0% | 100.0% | 100.0% |
| Mean hours | 36.0 | 37.4 | 38.0 |

**EXHIBIT III-37
TOTAL HOURS WORKED PER WEEK, BY NUMBER OF CHILDREN**

| Hours Per Week | None or One | Two | Three or more |
|----------------|---------------|---------------|---------------|
| 40+ | 58.5% | 58.7% | 56.4% |
| 30-39 | 27.0% | 28.1% | 29.0% |
| 20-29 | 9.8% | 9.3% | 12.5% |
| 1-19 | 4.7% | 3.9% | 2.2% |
| TOTAL | 100.0% | 100.0% | 100.0% |
| Mean hours | 37.1 | 37.3 | 37.4 |

**EXHIBIT III-38
TOTAL HOURS WORKED PER WEEK,
BY AGE OF THE YOUNGEST CHILD**

| Hours Per Week | 0 to 5 years | 6 to 12 years | 13+ years |
|----------------|---------------|---------------|---------------|
| 40+ | 56.6% | 59.5% | 65.5% |
| 30-39 | 28.7% | 27.1% | 21.8% |
| 20-29 | 10.8% | 10.9% | 7.3% |
| 1-19 | 4.0% | 2.5% | 5.5% |
| TOTAL | 100.0% | 100.0% | 100.0% |
| Mean hours | 36.8 | 38.3 | 37.5 |

- Exhibit III-39 shows that employed respondents with no other adults in the household worked slightly fewer hours on average than those with another adult in the household (36.8 hours compared with 38.0 hours).

EXHIBIT III-39
TOTAL HOURS WORKED PER WEEK, BY NUMBER OF OTHER
ADULTS LIVING IN THE HOUSEHOLD

| Hours Per Week | None | 1 or more |
|-----------------------|---------------|------------------|
| 40+ | 56.3% | 60.7% |
| 30-39 | 27.7% | 27.7% |
| 20-29 | 12.1% | 8.2% |
| 1-19 | 3.8% | 3.4% |
| TOTAL | 100.0% | 100.0% |
| Mean hours | 36.8 | 38.0 |

Non-Traditional Hours

- Data in Exhibit III-40 show that 25.9 percent of respondents were working non-traditional hours during the week (starting before 6:00 a.m. or ending after 6:00 p.m.). Most of these respondents were working evening hours.
- The counties with the highest percentage of respondents working non-traditional hours during the week were County C (31.5 percent), County D (30.4 percent), and County F (28.2 percent).
- About 55 percent usually worked on weekends. The percentage who usually worked weekends was especially high in County D (72.6 percent) and was lowest in County B (44.1 percent).
- Exhibit III-41 shows that level of education was not clearly related to having to work non-traditional hours during the week. However, persons with less education were more likely to have to work on weekends. Forty-six percent of those with some college usually worked weekends, compared to 56.1 percent of those with a high school diploma or a GED only, and 63.7 percent of those with no high school diploma or GED.

**EXHIBIT III-40
NON-TRADITIONAL HOURS WORKED BY
EMPLOYED RESPONDENTS**

| | County A | County B | County C | County D | County E | County F | Total |
|--------------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------------|
| Work outside of normal business day* | 23.5% | 22.3% | 31.5% | 30.4% | 23.0% | 28.2% | 25.9% |
| Usually work on weekends | 50.8% | 44.1% | 62.0% | 72.6% | 49.7% | 59.0% | 55.1% |

* Percent who started work before 6 a.m.. or ended work after 6 p.m. weekdays

**EXHIBIT III-41
NON-TRADITIONAL HOURS WORKED BY EMPLOYED
RESPONDENTS, BY EDUCATION**

| | Did not Complete High School or GED | Completed High School or GED Only | Attended College |
|--------------------------------------|--|--|-------------------------|
| Work outside of normal business day* | 27.4% | 23.6% | 27.3% |
| Usually work on weekends | 63.7% | 56.1% | 45.7% |

* Percent who started work before 6 a.m. or ended work after 6 p.m. weekdays

- Exhibit III-42 shows that the occupations in which respondents were most likely to have to work non-traditional hours during the week were as follows: security guard (42.9 percent); manager/assistant manager (42.3 percent); restaurant worker (38.5 percent); and nurse’s aide/patient care/medical technician (36.0 percent).
- Occupations in which respondents were most likely to work weekends were the following: nurse (94.7 percent); hair/nails/make-up (75.0 percent); sales clerk (72.6 percent), and food service worker (71.9 percent).
- In general, the data indicate that persons in clerical/office jobs were less likely to have to work non-traditional hours than persons working in service jobs or sales jobs. This may have implications for efforts by counties to help welfare recipients obtain jobs with a high potential for job retention and job satisfaction.

EXHIBIT III-42

NON-TRADITIONAL HOURS WORKED BY EMPLOYED RESPONDENTS, BY OCCUPATION

| Type of Jobs | Worked outside of normal business day | Usually worked on weekends |
|--------------------------------------|--|-----------------------------------|
| Administrative assistant | 10.5% | 18.4% |
| Assembly/production/warehouse | 25.2% | 48.0% |
| Banking/financial services | 25.0% | 37.5% |
| Bus driver (school/other) | 6.7% | 20.0% |
| Child care/babysitter | 9.1% | 14.5% |
| Clerk/general office | 20.3% | 36.7% |
| Trades | 17.6% | 29.4% |
| Customer services representative | 15.4% | 43.6% |
| Farm worker/helper | 33.3% | 33.3% |
| Food service/cook/baker/dietary aide | 28.1% | 71.9% |
| Hair/nails/make-up | 29.2% | 75.0% |
| Housekeeping (motel/home) | 19.0% | 65.5% |
| Housekeeping (hospital/other) | 10.0% | 50.0% |
| Janitor/maintenance/grounds worker | 28.6% | 35.7% |
| Kitchen helper/dishwasher | 24.0% | 52.0% |
| Manager/assistant manager | 42.3% | 65.4% |
| Nurse (RN/LPN) | 31.6% | 94.7% |
| Nurses aide/patient care/med.tech. | 36.0% | 66.7% |
| Other professional | 20.8% | 39.6% |
| Other sales | 34.8% | 56.5% |
| Restaurant worker/waiter | 38.5% | 69.8% |
| Sales clerk | 33.1% | 72.6% |
| Security guard | 42.9% | 57.1% |
| Teacher (K-12/substitute)/tutor | 20.0% | 20.0% |
| Teacher's aide | 8.3% | 8.3% |

G. EARNINGS PATTERNS AND PAY RAISES

This section presents findings on the earnings of employed respondents still off welfare at the time of the surveys. The major findings in this section are as follows:

Earnings and Wage Rates

- Exhibit III-43 shows that, among all employed respondents, median total monthly earnings (including earnings from up to three jobs) were \$1,189.93.
- The highest median earnings were in County A and County B (both \$1,212.40). The lowest median earnings were in County F (\$1,099.82), followed by County C (\$1,131.21), County D (\$1,136.62), and County E (\$1,169.10).

- About half (50.9 percent) of all respondents were earning \$1,201 or more per month. County B had the highest percentage earning \$1,201 or more (54.6 percent), followed by County A (53.7 percent).
- For all respondents, the median hourly wage (calculated from the wages reported by respondents for their primary jobs) was \$7.25 (Exhibit III-44). The highest median hourly wages were in County A, County B, and County E (\$7.50 each). County F had the lowest median hourly wage at \$6.51, followed by County C and County D (both \$7.00).
- As indicated in Exhibit III-44, 61.3 percent of all respondents were earning \$7.00 or more per hour. County B had the highest percentage making \$7.00 or more per hour (66.8 percent), followed by County A (66.2 percent), and County E (64.0 percent). County F had the lowest percentage of respondents making \$7.00 or more (38.9 percent).

Earnings by Education

- The findings show that respondents who had attended college had significantly higher monthly earnings than less educated respondents (Exhibit III-45). Median monthly earnings for those who had attended college were \$1,385.60, compared to \$1,039.20 for those without a high school diploma or GED, and \$1,157.73 for those with only a high school diploma or GED.

EXHIBIT III-43

TOTAL MONTHLY EARNINGS AMONG EMPLOYED RESPONDENTS

| Monthly Earnings | County A | County B | County C | County D | County E | County F | Total |
|-------------------|------------|------------|------------|------------|------------|------------|------------|
| \$1 - \$400 | 2.3% | 3.5% | 5.1% | 3.8% | 3.4% | 0.0% | 3.5% |
| \$401 - \$800 | 15.3% | 10.5% | 15.9% | 16.3% | 17.6% | 21.6% | 15.1% |
| \$801 - \$1,200 | 28.8% | 31.4% | 30.1% | 30.0% | 29.5% | 43.2% | 30.6% |
| \$1,201 - \$1,600 | 32.8% | 35.4% | 35.8% | 27.5% | 33.0% | 21.6% | 32.7% |
| \$1,601 + | 20.9% | 19.2% | 13.1% | 22.5% | 16.5% | 13.5% | 18.2% |
| TOTAL | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| MEDIAN | \$1,212.40 | \$1,212.40 | \$1,131.21 | \$1,136.62 | \$1,169.10 | \$1,099.82 | \$1,189.93 |

EXHIBIT III-44

HOURLY WAGE RATES IN PRIMARY JOB

| Hourly Wages | County A | County B | County C | County D | County E | County F | Total |
|------------------|----------|----------|----------|----------|----------|----------|--------|
| Less than \$6.00 | 10.4% | 8.3% | 13.7% | 18.8% | 10.8% | 27.8% | 12.6% |
| \$6.00 - \$6.99 | 23.6% | 24.9% | 29.7% | 26.3% | 25.1% | 33.3% | 26.1% |
| \$7.00 - \$7.99 | 23.6% | 27.5% | 24.0% | 13.1% | 26.3% | 13.9% | 23.0% |
| \$8.00 - \$8.99 | 14.4% | 14.0% | 18.3% | 21.3% | 19.4% | 5.6% | 16.8% |
| \$9.00 - \$9.99 | 12.1% | 10.5% | 6.3% | 7.5% | 7.4% | 11.1% | 9.0% |
| \$10.00+ | 16.1% | 14.8% | 8.0% | 13.1% | 10.9% | 8.3% | 12.5% |
| TOTAL | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| MEDIAN | \$7.50 | \$7.50 | \$7.00 | \$7.00 | \$7.50 | \$6.51 | \$7.25 |

**EXHIBIT III-45
TOTAL MONTHLY EARNINGS BY EDUCATION**

| Monthly Earnings | Did not Complete High School or GED | Completed High School or GED Only | Attended College |
|-------------------|-------------------------------------|-----------------------------------|------------------|
| \$1 - \$400 | 2.8% | 3.0% | 4.7% |
| \$401 - \$800 | 20.2% | 15.8% | 9.8% |
| \$801 - \$1,200 | 41.9% | 32.5% | 18.2% |
| \$1,201 - \$1,600 | 26.5% | 33.3% | 37.2% |
| \$1,601 + | 8.7% | 15.5% | 30.1% |
| TOTAL | 100.0% | 100.0% | 100.0% |
| MEDIAN | \$1,039.20 | \$1,157.73 | \$1,385.60 |

Earnings by Ethnicity, Age, and Reason for Leaving Welfare

- As indicated in Exhibit III-46, whites had slightly higher monthly earnings than blacks, and blacks had higher earnings than “other” ethnic groups. Whites had median monthly earnings of \$1,212.40, compared to \$1,169.10 for blacks, and \$1,136.63 for other ethnic groups.
- Exhibit III-47 shows that median total monthly earnings were highest for respondents in the 25-34 age range.

**EXHIBIT III-46
TOTAL MONTHLY EARNINGS BY ETHNICITY**

| Monthly Earnings | Black | White | Other |
|------------------|-------|-------|-------|
| \$1 - \$400 | 3.7% | 3.1% | 3.0% |

| | | | |
|-------------------|------------|------------|------------|
| \$401 - \$800 | 15.5% | 14.3% | 15.2% |
| \$801 - \$1,200 | 31.5% | 28.2% | 36.4% |
| \$1,201 - \$1,600 | 31.6% | 34.7% | 30.3% |
| \$1,601 + | 17.7% | 19.7% | 15.2% |
| TOTAL | 100.0% | 100.0% | 100.0% |
| MEDIAN | \$1,169.10 | \$1,212.40 | \$1,136.63 |

**EXHIBIT III-47
TOTAL MONTHLY EARNINGS BY AGE**

| Monthly Earnings | 18-24 | 25-29 | 30-34 | 35-39 | 40+ |
|-------------------|------------|------------|------------|------------|------------|
| \$1-\$400 | 4.3% | 3.1% | 2.0% | 2.6% | 6.3% |
| \$401-\$800 | 13.9% | 13.9% | 16.1% | 12.0% | 22.3% |
| \$801 - \$1,200 | 36.8% | 28.2% | 27.1% | 41.0% | 19.6% |
| \$1,201 - \$1,600 | 31.2% | 34.7% | 35.7% | 25.6% | 31.3% |
| \$1,601+ | 13.9% | 20.1% | 19.1% | 18.8% | 20.5% |
| TOTAL | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| MEDIAN | \$1,104.15 | \$1,212.40 | \$1,212.40 | \$1,125.80 | \$1,152.86 |

- Exhibit III-48 shows that those who left welfare because they obtained a higher paying job or more work hours had higher median monthly earnings (\$1,319.78) than those who left because they found a job or returned to work (\$1,212.40). Both groups had higher earnings than those who left for “other” reasons (\$993.74).

**EXHIBIT III-48
TOTAL MONTHLY EARNINGS BY REASON LEFT WELFARE**

| Monthly Earnings | Found Job or Returned to Work | Got Higher Paying Job or Worked More Hours | Left for Other Reasons |
|-------------------|-------------------------------|--|------------------------|
| \$1 - \$400 | 1.7% | 1.9% | 9.3% |
| \$401 - \$800 | 11.6% | 11.1% | 26.9% |
| \$801 - \$1,200 | 32.2% | 18.5% | 25.8% |
| \$1,201 - \$1,600 | 34.4% | 37.0% | 28.6% |
| \$1,601 + | 20.1% | 31.5% | 9.3% |
| TOTAL | 100.0% | 100.0% | 100.0% |
| MEDIAN | \$1,212.40 | \$1,319.78 | \$993.74 |

Earnings by Occupation

- Data in Exhibit III-49 show that the highest average monthly incomes were in the following occupations: professional (other than teacher or nurse) at \$1,632.41; trades worker at \$1,602.10; administrative assistant at \$1,480.86; clerk/general office worker at \$1,472.20; and customer service representative at \$1,435.40.

- The lowest average monthly incomes were in the following occupations: kitchen helper/dishwasher at \$848.68; restaurant worker at \$871.41; housekeeper (motel/home) at \$952.60; child care worker/babysitter at \$971.54; food service worker/cook/baker/dietary aide at \$985.07; and sales clerk at \$985.07.

**EXHIBIT III-49
MEDIAN MONTHLY EARNINGS BY PRIMARY OCCUPATION**

| Type of Job | Monthly Earnings |
|--|-------------------------|
| “Other professional” | \$1,632.41 |
| Trades | \$1,602.10 |
| Administrative Assistant | \$1,480.86 |
| Clerk/general office | \$1,472.20 |
| Customer services representative | \$1,435.40 |
| Farm worker/helper | \$1,385.60 |
| Bus driver (school/other) | \$1,370.66 |
| Manager/assistant manager | \$1,363.95 |
| Assembly/production/warehouse | \$1,344.03 |
| Teacher (K-12/substitute)/tutor | \$1,299.00 |
| Banking/financial services/collections | \$1,225.39 |
| Security guard | \$1,212.40 |
| Nurses aide/patient care/medical technician | \$1,190.75 |
| Hair/nails/make-up | \$1,104.15 |
| Other sales | \$1,077.09 |
| Janitor/maintenance/grounds worker | \$1,052.19 |
| Teacher’s aide | \$1,039.20 |
| Housekeeping/laundry/dry cleaning (hospital/other) | \$1,036.39 |
| Food service/cook/baker/dietary aide | \$985.07 |
| Sales clerk | \$985.07 |
| Child care/babysitter | \$971.54 |
| Housekeeping (motel/home) | \$952.60 |
| Restaurant worker/waiter | \$871.41 |
| Kitchen helper/dishwasher | \$848.68 |

- Exhibit III-50 shows that the highest median hourly wages were in the following occupations: bus driver (\$9.90); professional other than teacher or nurse (\$9.42); trades worker (\$9.25); clerk/general office worker (\$8.57); administrative assistant (\$8.50); and customer service representative (\$8.50).
- The lowest hourly wages were in the following occupations: teacher’s aide and restaurant worker/waitperson (\$6.00); and food service worker, sales clerk, and child care worker/babysitter (\$6.50).

**EXHIBIT III-50
MEDIAN HOURLY WAGE IN PRIMARY JOB,
BY OCCUPATION**

| Type of Job | Hourly Wage |
|--|--------------------|
| Bus driver (school/other) | \$9.90 |
| “Other professional” | \$9.42 |
| Trades | \$9.25 |
| Clerk/general office | \$8.57 |
| Administrative Assistant | \$8.50 |
| Customer services representative | \$8.50 |
| Banking/financial services/collections | \$8.36 |
| Farm worker/helper | \$8.00 |
| Teacher (K-12/substitute)/tutor | \$8.00 |
| Assembly/production/warehouse | \$7.80 |
| Manager/assistant manager | \$7.70 |
| Hair/nails/make-up | \$7.50 |
| Nurses aide/patient care/medical technician | \$7.50 |
| Other sales | \$7.37 |
| Janitor/maintenance/grounds worker | \$7.00 |
| Security guard | \$7.00 |
| Housekeeping/laundry/dry cleaning (hospital/other) | \$6.94 |
| Kitchen helper/dishwasher | \$6.75 |
| Housekeeping (motel/home) | \$6.67 |
| Child care/babysitter | \$6.50 |
| Food service/cook/baker/dietary aide | \$6.50 |
| Sales clerk | \$6.50 |
| Restaurant worker/waiter | \$6.00 |
| Teacher’s aide | \$6.00 |

Pay Raises

- Exhibit III-51 shows that 37.9 percent of all working respondents had received a raise in one or more of their current jobs. The percentage was highest in County C (42.4 percent) and County A (40.4 percent), and lowest in County E (34.8 percent), County B (35.0 percent), and County F (35.9 percent).
- Exhibit III-52 shows that the occupations in which respondents had most often received raises were as follows: bus driver (53.3 percent); and trades worker (47.1 percent). The occupations in which respondents had least often received raises were the following: banking/ financial services/collections (12.5 percent); security guard (14.3 percent); teacher (20.0 percent); and sales--other than sales clerk (21.7 percent).

EXHIBIT III-51
PERCENT OF RESPONDENTS WHO HAD RECEIVED A RAISE
IN ANY OF THEIR CURRENT JOBS

| | County A | County B | County C | County D | County E | County F | Total |
|--------------------------|----------|----------|----------|----------|----------|----------|--------|
| Received a raise | 40.4% | 35.0% | 42.4% | 38.3% | 34.8% | 35.9% | 37.9% |
| Had not received a raise | 59.6% | 65.0% | 57.6% | 61.7% | 65.2% | 64.1% | 62.1% |
| Total | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

EXHIBIT III-52
PERCENT OF RESPONDENTS WHO HAD RECEIVED A RAISE IN
THEIR CURRENT JOB, BY OCCUPATION

| Type of Job | Percent |
|--|---------|
| Bus driver (school/other) | 53.3% |
| Trades | 47.1% |
| Housekeeping/laundry/dry cleaning (hospital/other) | 45.0% |
| Housekeeping (motel/home) | 44.8% |
| Kitchen helper/dishwasher | 44.0% |
| Other professional | 41.5% |
| Food service/cook/baker/dietary aide | 37.5% |
| Janitor/maintenance/grounds worker | 35.7% |
| Sales clerk | 35.7% |
| Manager/assistant manager | 34.6% |
| Farm worker/helper | 33.3% |

| | |
|--|-------|
| Nurse's aide/patient care/medical technician | 33.3% |
| Assembly/production/warehouse | 33.1% |
| Administrative Assistant | 31.6% |
| Clerk/general office | 30.5% |
| Restaurant worker/waiter | 30.5% |
| Customer services representative | 28.2% |
| Child care/babysitter | 25.5% |
| Hair/nails/make-up | 25.0% |
| Teacher's aide | 25.0% |
| Other sales | 21.7% |
| Teacher (K-12/substitute)/tutor | 20.0% |
| Security guard | 14.3% |
| Banking/financial services/collections | 12.5% |

H. EMPLOYER HEALTH INSURANCE

This section presents the survey findings on employer health insurance among employed respondents. We examine the percentage of employers who offered health insurance, whether workers participated, and reasons for non-participation. The key findings in this section are as follows:

- As shown in Exhibit III-53, about 29 percent of all employed respondents were working for employers who did not offer health insurance. Another 45.7 percent worked for an employer who offered health insurance, but were not participating. The remaining 24.9 percent were participating in an employer's health insurance plan.
- About 35 percent of employed respondents were participating in an employer health plan if one was available.
- In County F, a relatively large percentage of respondents (40.5 percent) were working for employers with no health plans. In contrast, only 24.5 percent of respondents in County B and 27.3 percent of respondents in County E were working for employers with no health plans.
- The percentage of respondents who were participating in an employer health plan if available was highest in County E (48.1 percent) and lowest in County B (28.9 percent) and County A (29.6 percent).

**EXHIBIT III-53
EMPLOYER HEALTH INSURANCE COVERAGE
AMONG EMPLOYED RESPONDENTS***

| | | | | | | | |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------------|
| | County A | County B | County C | County D | County E | County F | Total |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|--------------|

| | | | | | | | |
|---|--------|--------|--------|--------|--------|--------|--------|
| Employer had health plan and respondent was participating | 20.7% | 21.8% | 21.6% | 27.7% | 35.0% | 18.9% | 24.9% |
| Employer had health plan and respondent was not participating | 49.2% | 53.7% | 44.9% | 41.5% | 37.7% | 40.5% | 45.7% |
| Employer did not have health plan | 30.2% | 24.5% | 33.5% | 30.8% | 27.3% | 40.5% | 29.4% |
| TOTAL | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Percent participating in employer health plan if available | 29.6% | 28.9% | 32.5% | 40.0% | 48.1% | 31.8% | 35.3% |

* Excludes self-employed respondents

Reasons for Not Participating in Employer Health Plans

- For respondents who were working for an employer with a health plan, Exhibit III-54 shows the specific reasons given for not participating.
- The most common reasons for not participating in the employer health plan were that the respondent had not worked for the employer long enough (29.2 percent); “cost too high” (25.3 percent); “still on Medicaid” (20.5 percent); “part-time employee” (16.0 percent); and “temporary employee” (8.2 percent).

**EXHIBIT III-54
RESPONDENTS NOT PARTICIPATING IN EMPLOYER HEALTH PLANS – REASONS FOR NOT PARTICIPATING**

| Reason | Percent |
|---|----------------|
| Haven’t worked there long enough | 29.2% |
| The cost is too high | 25.3% |
| I’m still on Medicaid* | 20.5% |
| I’m a part-time employee | 16.0% |
| I’m a temporary employee | 8.2% |
| Don’t know | 4.1% |
| I have coverage through a spouse or other family member | 2.1% |
| In process of enrolling or planning to enroll soon | 2.1% |
| Didn’t enroll in time or waiting for enrollment period | 1.4% |
| I have a pre-existing condition | 0.2% |
| Other | 4.6% |

*Additional respondents were on Medicaid but did not cite this as a reason

Employer Health Insurance by Occupation

- As shown in Exhibit III-55, the occupations in which employers most frequently offered a health plan were the following: customer service representative (88.9 percent); sales--other than sales clerk (88.9 percent); assembly/production worker (84.5 percent); bus driver (83.3 percent); administrative assistant (82.9 percent); security guard (80.0 percent) and teacher (80.0 percent).
- The occupations in which employers least frequently offered a health plan were as follows: hair/nails/make-up; trades worker; food service/cook/baker/dietary aide; farm worker; and child care worker/babysitter.

EXHIBIT III-55
PERCENT OF EMPLOYED RESPONDENTS WHOSE EMPLOYER
OFFERED A HEALTH PLAN, BY PRIMARY OCCUPATION*

| Type of Job | Percent |
|--|----------------|
| Customer services representative | 88.9% |
| Other sales | 88.9% |
| Assembly/production/warehouse | 84.5% |
| Bus driver (school/other) | 83.3% |
| Administrative Assistant | 82.9% |
| Security guard | 80.0% |
| Teacher (K-12/substitute)/tutor | 80.0% |
| Other professional | 78.3% |
| Clerk/general office | 77.6% |
| Banking/financial services/collections | 75.0% |
| Manager/assistant manager | 73.9% |
| Kitchen helper/dishwasher | 70.6% |
| Housekeeping/laundry/dry cleaning (hospital/other) | 70.0% |
| Sales clerk | 70.0% |
| Nurse's aide/patient care/medical technician | 68.2% |
| Teacher's aide | 63.6% |
| Janitor/maintenance/grounds worker | 58.3% |
| Restaurant worker/waiter | 56.4% |

| | |
|--------------------------------------|-------|
| Housekeeping (motel/home) | 56.3% |
| Child care/babysitter | 50.0% |
| Farm worker/helper | 50.0% |
| Food service/cook/baker/dietary aide | 50.0% |
| Trades | 28.6% |
| Hair/nails/make-up | 25.0% |

* Excludes self-employed respondents

Percentage Covered by Employer Health Plans, by Selected Characteristics

- Exhibit III-56 shows the percentage of employed respondents who were covered by an employer health plan, by selected characteristics.
- The data show that persons who were employed full-time were much more likely to be covered by health insurance than part-time employees. Health insurance coverage was also higher among persons with more education and higher earnings. In addition, employer health coverage was highest among respondents aged 25-34, perhaps reflecting the hours worked by this age group.
- It should be noted that some respondents may have elected not to participate in health plans because of continued coverage under Medicaid or Health Choice.

**EXHIBIT III-56
PERCENT OF EMPLOYED RESPONDENTS COVERED
BY EMPLOYER HEALTH INSURANCE,
BY SELECTED CHARACTERISTICS**

| Characteristics | Percent |
|-------------------------------------|----------------|
| Education | |
| Did not complete high school or GED | 13.6% |
| Completed high school or GED only | 24.3% |
| Attended college | 31.3% |
| Ethnicity | |
| Black | 25.4% |
| White | 19.5% |
| Age | |
| 18-24 | 16.9% |
| 25-29 | 27.3% |
| 30-34 | 26.7% |
| 35-39 | 22.7% |
| 40+ | 22.3% |
| Total Monthly Earnings | |
| \$1-\$400 | 6.0% |
| \$401-\$800 | 4.9% |
| \$801-\$1,200 | 15.1% |
| \$1,201-\$1,600 | 30.8% |
| \$1,601+ | 45.4% |
| Hourly Wage (Primary Job) | |

| | |
|------------------------------|-------|
| Less than \$6.00 | 7.5% |
| \$6.00-\$6.99 | 12.9% |
| \$7.00-\$7.99 | 19.7% |
| \$8.00-\$8.99 | 35.2% |
| \$9.00-\$9.99 | 40.0% |
| \$10.00+ | 45.4% |
| Hours Worked Per Week | |
| 1-19 | 5.4% |
| 20-29 | 5.8% |
| 30-39 | 15.2% |
| 40+ | 32.6% |

* Includes self-employed respondents

- Exhibit III-57 shows the percentage of employed respondents who were participating in an employer health plan if offered by an employer, by selected characteristics. It should be noted that respondents may not have been eligible to participate even if the plan was available.
- The data show that persons with higher earnings were more likely to be participating in an employer health plan if available. Also, more educated respondents and older respondents were more likely to be participating.
- The data probably reflect two factors. First, persons who are working more hours are more likely to be eligible to participate in employer health plans than part-time workers. Second, respondents with more education are able to obtain jobs that pay higher, are more likely to be working full-time, and are more likely to be able to afford health insurance premiums.

**EXHIBIT III-57
PERCENT OF EMPLOYED RESPONDENTS PARTICIPATING
IN EMPLOYER HEALTH PLANS WHEN AVAILABLE,
BY SELECTED CHARACTERISTICS***

| Characteristics | Percent |
|-------------------------------------|----------------|
| Education | |
| Did not complete high school or GED | 23.2% |
| Completed high school or GED only | 35.5% |
| Attended college | 43.3% |
| Ethnicity | |
| Black | 36.8% |
| White | 30.8% |
| Age | |
| 18-24 | 25.1% |
| 25-29 | 41.0% |
| 30-34 | 37.9% |
| 35-39 | 33.7% |
| 40+ | 38.6% |
| Total Monthly Earnings | |

| | |
|--------------------------------|-------|
| \$1-\$400 | 20.0% |
| \$401-\$800 | 10.8% |
| \$801-\$1,200 | 22.8% |
| \$1,201-\$1,600 | 37.9% |
| \$1,601+ | 57.2% |
| Primary Job Hourly Wage | |
| Less than \$6.00 | 16.7% |
| \$6.00-\$6.99 | 21.1% |
| \$7.00-\$7.99 | 27.6% |
| \$8.00-\$8.99 | 43.1% |
| \$9.00-\$9.99 | 45.3% |
| \$10.00+ | 58.7% |
| Hours Worked Per Week | |
| 1-19 | 18.2% |
| 20-29 | 11.3% |
| 30-39 | 24.3% |
| 40+ | 43.1% |

* Some respondents may not have been eligible to participate

I. JOB SATISFACTION AND OPPORTUNITIES FOR ADVANCEMENT

This section presents the findings on job satisfaction and perceived opportunities for advancement among employed respondents who were still off welfare. These factors are important in job retention and earnings growth. The findings in this section are as follows:

- Among all respondents, 81.4 percent were very satisfied or somewhat satisfied with their primary jobs (Exhibit III-58). The percentage was highest in County C (83.7 percent), County E (82.8 percent), and County D (82.6 percent), and lowest in County F (74.3 percent).

**EXHIBIT III-58
SATISFACTION WITH PRIMARY JOB,
EMPLOYED RESPONDENTS**

| | County A | County B | County C | County D | County E | County F | Total |
|-----------------------|----------|----------|----------|----------|----------|----------|--------|
| Very satisfied | 43.7% | 43.6% | 50.0% | 44.3% | 40.6% | 56.4% | 44.9% |
| Somewhat satisfied | 37.7% | 35.2% | 33.7% | 38.3% | 42.2% | 17.9% | 36.5% |
| Neutral | 8.2% | 9.7% | 11.4% | 8.4% | 9.6% | 20.5% | 9.9% |
| Somewhat dissatisfied | 7.7% | 7.2% | 2.2% | 4.2% | 4.8% | 0.0% | 5.1% |
| Very dissatisfied | 2.7% | 4.2% | 2.7% | 4.8% | 2.7% | 5.1% | 3.5% |
| TOTAL | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

- Exhibit III-59 shows the percentage of employed respondents who were “very satisfied” with their jobs, by selected characteristics.

- Job satisfaction was influenced significantly by monthly earnings and work hours. Job satisfaction increased sharply as workers moved beyond the \$1,200 per month earnings category.
- Job satisfaction was higher among whites than blacks and among respondents aged 35 and older.
- Job satisfaction was somewhat higher among persons who left welfare to get a job or to work more hours, compared to respondents who left welfare for other reasons.
- Job satisfaction was not correlated with level of education.

EXHIBIT III-59
SATISFACTION WITH THE PRIMARY JOB,
BY SELECTED CHARACTERISTICS

| Characteristics | Percent Very Satisfied |
|-------------------------------------|-------------------------------|
| <i>Education</i> | |
| Did not complete high school or GED | 45.6% |
| Completed high school or GED only | 42.9% |
| Attended college | 46.7% |
| <i>Ethnicity</i> | |
| Black | 39.1% |
| White | 56.5% |
| <i>Age</i> | |
| 18-24 | 42.7% |
| 25-29 | 45.1% |
| 30-34 | 39.8% |
| 35-39 | 50.0% |
| 40+ | 52.1% |
| <i>Monthly Earnings</i> | |
| \$1-\$400 | 30.3% |
| \$401-\$800 | 39.9% |
| \$801-\$1,200 | 37.8% |
| \$1,201-\$1,600 | 48.1% |
| \$1,601+ | 55.2% |
| <i>Hourly Wage</i> | |
| Less than \$6.00 | 39.5% |
| \$6.00-\$6.99 | 37.1% |
| \$7.00-\$7.99 | 46.5% |
| \$8.00-\$8.99 | 42.8% |
| \$9.00-\$9.99 | 50.6% |
| \$10.00+ | 58.8% |
| <i>Hours Worked Per Week</i> | |
| 1-19 | 30.6% |
| 20-29 | 42.3% |

| | |
|---|-------|
| 30-39 | 34.9% |
| 40+ | 51.1% |
| Reason Left Welfare | |
| Found a job/returned to a job | 45.4% |
| Got higher paying job/worked more hours | 52.6% |
| Other | 41.6% |

Opportunities for Advancement

- Almost 61 percent of employed respondents saw opportunities for advancement in their primary jobs (Exhibit III-60). The percentage was highest in County A (63.9 percent), County B (63.6 percent), and County C (62.0 percent), and lowest in County D (55.7 percent), and County F (56.4 percent).

**EXHIBIT III-60
PERCENT OF RESPONDENTS WHO SAW OPPORTUNITIES FOR
ADVANCEMENT IN THEIR PRIMARY JOB**

| County A | County B | County C | County D | County E | County F | Total |
|----------|----------|----------|----------|----------|----------|-------|
| 63.9% | 63.6% | 62.0% | 55.7% | 58.3% | 56.4% | 60.7% |

- As shown in Exhibit III-61, persons in the following occupations were the most likely to see opportunities for advancement: banking and financial services (87.5 percent); administrative assistant (80.0 percent); and security guard (80.0 percent).

**EXHIBIT III-61
PERCENT OF RESPONDENTS WHO SAW OPPORTUNITIES FOR
ADVANCEMENT IN PRIMARY JOB, BY OCCUPATION**

| Type of Job | Percent |
|---|---------|
| Banking/financial services/collections | 87.5% |
| Administrative Assistant | 80.0% |
| Security guard | 80.0% |
| Customer services representative | 75.0% |
| Manager/assistant manager | 75.0% |
| Other professional | 73.5% |
| Sales clerk | 69.4% |
| Clerk/general office | 66.7% |
| Food service/cook/baker/dietary aide | 63.3% |
| Nurses aide/patient care/medical technician | 62.2% |
| Bus driver (school/other) | 58.3% |
| Janitor/maintenance/grounds worker | 58.3% |
| Restaurant worker/waiter | 55.1% |
| Assembly/production/warehouse | 53.4% |

| | |
|--|-------|
| Kitchen helper/dishwasher | 52.9% |
| Farm worker/helper | 50.0% |
| Housekeeping (motel/home) | 46.9% |
| Trades | 46.7% |
| Housekeeping/laundry/dry cleaning (hospital/other) | 40.0% |
| Other sales | 40.0% |
| Teacher (K-12/substitute)/tutor | 40.0% |
| Child care/babysitter | 36.7% |
| Teacher's aide | 36.4% |
| Hair/nails/make-up | 35.3% |

* Excludes self-employed respondents

- The occupations in which the respondents were least likely to see opportunities for advancement were hair/nails/make-up (35.3 percent); teacher's aide (36.4 percent); and child care worker/babysitter (36.7 percent).

Probability of Staying in Current Job

- As shown in Exhibit III-62, about 75 percent of respondents thought that they would very likely stay in their current job or would probably stay.
- The percentage was highest in County C (78.8 percent), County A (74.9 percent), and County D (74.9 percent) and was lowest in County F (66.7 percent) and County B (72.4 percent).
- Exhibit III-63 shows that the likelihood of staying in the current job was highest among respondents with higher earnings and among those working full-time. Education and age did not correlate with the likelihood of staying in the job.

**EXHIBIT III-62
LIKELIHOOD OF STAYING IN PRIMARY JOB**

| | County A | County B | County C | County D | County E | County F | Total |
|------------------------|----------|----------|----------|----------|----------|----------|--------|
| Very likely will stay | 51.4% | 50.8% | 57.6% | 55.7% | 46.5% | 46.2% | 52.0% |
| Probably will stay | 23.5% | 21.6% | 21.2% | 19.2% | 27.8% | 20.5% | 22.6% |
| Not sure | 12.6% | 16.5% | 12.0% | 16.8% | 16.6% | 20.5% | 15.2% |
| Probably will not stay | 4.4% | 2.1% | 2.7% | 3.6% | 4.8% | 2.6% | 3.4% |
| Very likely not stay | 8.2% | 8.9% | 6.5% | 4.8% | 4.3% | 10.3% | 6.8% |
| TOTAL | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

EXHIBIT III-63
PERCENT WHO WILL VERY LIKELY STAY OR WILL PROBABLY
STAY IN PRIMARY JOB, BY SELECTED CHARACTERISTICS

| Characteristics | Percent |
|-------------------------------------|----------------|
| <i>Education</i> | |
| Did not complete high school or GED | 78.7% |
| Completed high school or GED only | 73.3% |
| Attended college | 73.3% |
| <i>Ethnicity</i> | |
| Black | 70.3% |
| White | 83.5% |
| Other | 75.0% |
| <i>Age</i> | |
| 20-24 | 74.2% |
| 25-29 | 74.6% |
| 30-34 | 77.7% |
| 35-39 | 70.6% |
| 40+ | 78.6% |
| <i>Monthly Earnings</i> | |
| \$1-\$400 | 54.6% |
| \$401-\$800 | 65.1% |
| \$801-\$1,200 | 71.1% |
| \$1,201-\$1,600 | 80.1% |
| \$1,601+ | 81.0% |
| <i>Hourly Wage</i> | |
| Less than \$6.00 | 66.4% |
| \$6.00-\$6.99 | 68.2% |
| \$7.00-\$7.99 | 76.5% |
| \$8.00-\$8.99 | 74.8% |
| \$9.00-\$9.99 | 85.9% |
| \$10.00+ | 83.1% |
| <i>Hours Worked Per Week</i> | |
| 1-19 | 55.5% |
| 20-29 | 77.9% |
| 30-39 | 63.3% |
| 40+ | 80.7% |

J. DISCUSSION

The results presented in this chapter generally show favorable results in terms of overall employment outcomes and earnings. About 69 percent of respondents were working for pay at the time of the surveys. As summarized in Exhibit III-64, a substantial number of the employed respondents were working 40 hours or more per week (57.8 percent) and were earning \$7.00 or more per hour (61.3 percent). Job turnover had not been a problem with those who were employed, with 81.9 percent having worked only one or two jobs since leaving Work First. Almost 38 percent had received a raise in their current jobs and 81 percent were very satisfied or somewhat satisfied with their current employment. Concerns that most welfare leavers would end up in “dead-end” jobs with little advancement opportunity are not supported by the findings.

On the other hand, the findings do raise some concerns. Only about a quarter of employed respondents had employer health insurance. Some were choosing not to participate because they were still covered by Medicaid or Health Choice. However, over the long-term, there may be issues about the availability of adequate health care coverage for working families no longer on welfare.

Another area of concern is that more than half of employed respondents had to work on weekends and about a quarter were working evening hours. This raises concerns about long-term job stability among employed welfare leavers who are placed in certain types of jobs. Access to child care and transportation may also be a problem for the many welfare leavers who have to work non-traditional hours.

The survey findings also indicate that certain occupations are better than others in terms of potential “indicators” of job stability. In general, clerical and office jobs, as well as certain “semi-professional” occupations, appear to be preferable to less skilled jobs in retail sales, restaurant work, and services in the following areas:

- employer health insurance coverage;
- wage rates,
- non-traditional work hours, and
- opportunities for advancement.

These factors might be considered by county social services agencies in designing job placement and job search assistance programs for Work First recipients.

Among persons who were not employed at the time of the surveys, 65 percent had held at least one job since leaving Work First. In addition, almost half were living with another adult, suggesting that they might have access to other sources of income (this issue is examined in the next chapter).

There is still the question of why respondents who were previously working had left their jobs and why they were not currently working. For those who had worked at some time since leaving, over half had quit their most recent job. The most common reason for quitting – the disability or illness of the respondent or a family member – was also the main reason why

unemployed respondents were not currently working. Of those with a disability or illness, 31.2 percent were receiving SSI/SSDI and 60.0 percent were not looking for work. Also, 54.7 percent of those with a disability had not worked at all since leaving Work First.

In addition to health problems or disabilities, unemployed respondents mentioned other barriers to employment, such as child care, transportation, and difficulties getting jobs. In some cases, this issue might need to be addressed through improved child care or transportation services and through improved outreach efforts to educate recipients about the availability of these services.

EXHIBIT III-64
SELECTED EMPLOYMENT AND EARNINGS STATISTICS FOR
RESPONDENTS STILL OFF WELFARE

| <i>Employed Persons</i> | Percent |
|---|--------------------|
| Earning \$1,201+ per month | 50.9% |
| Earning \$7.00 or more per hour | 61.3% |
| Working 40 hours or more per week | 57.8% |
| Have employer health insurance | 24.9% |
| Working non-traditional hours weekdays | 25.9% |
| Usually worked weekends | 55.1% |
| Received a raise in current job | 37.9% |
| Percent with two or less jobs since leaving welfare | 81.9% |
| Very or somewhat satisfied with primary job | 81.4% |
| Saw opportunities for advancement | 60.7% |
| Likely to stay in primary job | 74.6% |
| <i>Persons Not Employed</i> | |
| Percent living with another adult | 49.7% |
| Percent with at least one job since leaving welfare | 65.0% |
| Percent working when left Work First | 49.9% |
| Percent who quit last job | 54.8% |
| Number one reason for quitting | Disability/Illness |
| Number one reason not working now | Disability/Illness |
| Percent of disabled/ill persons receiving SSI | 31.2% |
| Currently looking for work | 65.7% |