

**REPORT TO THE LEGISLATURE**

**WorkFirst Wage Progression Report – 2020 First Quarter**

As Required by RCW 74.08A.411

January 1, 2021

Economic Services Administration  
Community Services Division  
PO Box 45470  
Olympia, WA 98504-5470  
(360) 725-4888

## TABLE OF CONTENTS

<b>INTRODUCTION.....</b>	<b>3</b>
<b>STATUTORY REQUIREMENT .....</b>	<b>3</b>
<b>PERFORMANCE REPORT .....</b>	<b>4</b>
<b>WorkFirst exiters .....</b>	<b>4</b>
<b>Median quarterly earnings and percentage increase in earnings... </b>	<b>5</b>
<b>Median hourly wage rates.....</b>	<b>6</b>
<b>WorkFirst return rate.....</b>	<b>7</b>

## **WorkFirst Wage Progression and Returns Report: through first quarter 2020**

### **INTRODUCTION**

RCW [74.08A.411](#) mandates a quarterly report on performance measures for WorkFirst clients twelve months, twenty-four months and thirty-six months after leaving the Temporary Assistance for Needy Families (TANF) program for at least one quarter. Performance measures reported under this requirement are:

1. Changes in earnings and in hourly wages.
2. Percentage of returns to TANF.

### **STATUTORY REQUIREMENT**

RCW [74.08A.411](#) requires the Department of Social and Health Services to report WorkFirst outcome measures to the Legislature as follows:

The department shall continue to implement WorkFirst program improvements that are designed to achieve progress against outcome measures specified in RCW [74.08A.410](#). Outcome data regarding job retention and wage progression shall be reported quarterly to the appropriate fiscal and policy committees of the legislature and to the legislative-executive WorkFirst poverty reduction oversight task force for families who leave assistance for any reason, measured after twelve months, twenty-four months, and thirty-six months. The department shall also report the percent of families who have returned to Temporary Assistance for Needy Families after twelve months, twenty-four months, and thirty-six months. The department shall make every effort to maximize vocational training, as allowed by federal and state requirements.

[2019 c 343 § 4; 2009 c 85 § 3.]

# PERFORMANCE REPORT

## WorkFirst exiters

Beginning with the October 2011 WorkFirst performance report, an exiter is defined as having been off TANF all three months of a quarter, compared to the previous definition that required only one month off TANF. The three-month requirement more clearly identifies true exiters by minimizing instances where a client cycles off TANF for a single month due to circumstances such as late reporting or one-time changes to monthly income. Information on TANF receipt is obtained from the Office of Financial Management's AFARRAYS file.

This quarterly WorkFirst performance report provides follow-up data for three groups (cohorts) of TANF exiters. The report uses first-quarter 2020 unemployment insurance wage data (covered employment wages) to provide updates for clients who exited TANF in first-quarter 2017, first-quarter 2018 and first-quarter 2019 (*Figure 1*). Covered employment wage data is available with a six-month lag, reflecting employer reporting requirements and data processing time.

For purposes of this report, exiters are defined as TANF clients who:

- Received a TANF grant at least one month during October, November, or December (fourth quarter) and
- Did not receive a TANF grant at any time during January, February, or March of the following quarter (first quarter).

**Figure 1.** WorkFirst performance report: TANF cohorts  
Washington state, fourth-quarter 2016 through first-quarter 2019  
Source: Employment Security Department/LMEA; Washington State Office of Financial Management, AFARRAYS file

Received TANF at least once during:	No TANF all three months (exit quarter)	Cohort name
October-November-December 2016	January-February-March 2017	2017 Q1
October-November-December 2017	January-February-March 2018	2018 Q1
October-November-December 2018	January-February-March 2019	2019 Q1

## Median quarterly earnings and percentage increase in earnings

Figure 2 shows inflation-adjusted median quarterly earnings for exiters. Earnings progressions are shown in Figure 3. Earnings progression is measured as change in total quarterly earnings over one, two or three years. Earnings are a more accurate reflection of true progression than are hourly wages because quarterly earnings reflect both an individual's hourly wage and any changes between part- and full-time work.

Not all TANF exiters will have reported earnings in the exit and follow-up quarters. These individuals may not have worked during the quarter or may have worked in a job not covered by unemployment insurance. Exiters who had missing or no earnings are excluded from the calculations. All earnings prior to 2019 are adjusted to real dollars using the 2019 annual average CPI-W as a base year.

**Figure 2.** Median quarterly earnings for adult TANF exiters (2019 CPI-W dollars)  
Washington state, first-quarter 2017 through first-quarter 2019  
Source: Employment Security Department/LMEA, Unemployment Insurance Data Warehouse Wage Tables;  
Washington State Office of Financial Management, AFARRAYS file

TANF cohort	Number exiting TANF in cohort Q1	Quarter of exit	After 12 months	After 24 months	After 36 months
2017 Q1 <sup>1</sup>	6,822	\$4,463	\$5,371	\$5,919	\$6,478
		n = 3,149 <sup>2</sup>	n = 3,068	n = 2,982	n = 2,979
2018 Q1	6,010	\$4,403	\$5,302	\$6,086	n/a <sup>3</sup>
		n = 2,940	n = 2,704	n = 2,605	n/a
2019 Q1	5,366	\$4,588	\$5,467	n/a	n/a
		n = 2,469	n = 2,423	n/a	n/a

<sup>1</sup>The first-quarter 2017 TANF cohort is defined as those on TANF at least one month during fourth-quarter 2016 and off TANF all three months of first-quarter 2017.

<sup>2</sup>The number of TANF exiters who had earnings from covered employment during the quarter is shown as "n."

<sup>3</sup>Information not yet available is shown as "n/a."

**Figure 3.** Percentage change in quarterly earnings for adult TANF exiters<sup>1</sup>  
 Washington state, first-quarter 2017 through first-quarter 2019  
 Source: Employment Security Department/LMEA, Unemployment Insurance Data  
 Warehouse Wage Tables; Washington State Office of Financial Management, AFARRAYS  
 file

TANF cohort	Change in earnings after 12 months	Change in earnings after 24 months	Change in earnings after 36 months	Latest quarter compared to exit quarter
2017 Q1	20.3%	10.2%	9.4%	45.1%
2018 Q1	20.4%	14.8%	n/a <sup>2</sup>	38.2%
2019 Q1	19.2%	n/a	n/a	19.2%

<sup>1</sup>Compares a given *Figure 2* quarter to the previous quarter.  
<sup>2</sup>Information not yet available is shown as “n/a.”

**Median hourly wage rates**

The hourly wage rate was obtained by dividing quarterly earnings by hours worked in the quarter. While employers report both quarterly earnings and hours worked to the unemployment insurance program, the hours data are incomplete or, in some cases, inaccurate. Records with missing hours were deleted from the calculations. Hourly wage rates greater than \$50 per hour or less than \$5 per hour were dropped, since these rates most likely reflected employer reporting errors. *Figure 4* displays inflation-adjusted, median hourly wage rates for TANF exiters.

**Figure 4.** Median hourly earnings for adult TANF exiters (2019 CPI-W dollars)  
 Washington state, first-quarter 2017 through first-quarter 2019  
 Source: Employment Security Department/LMEA, Unemployment Insurance Data  
 Warehouse Wage Tables;  
 Washington State Office of Financial Management, AFARRAYS file

TANF cohort	Quarter of exit	After 12 months	After 24 months	After 36 months
2017 Q1	\$13.38	\$14.69	\$15.42	\$16.53
	n = 3,086 <sup>1</sup>	n = 3,010	n = 2,932	n = 2,915
2018 Q1	\$14.08	\$15.19	\$16.27	n/a <sup>2</sup>
	n = 2,885	n = 2,663	n = 2,558	n/a
2019 Q1	\$14.41	\$15.96	n/a	n/a
	n = 2,428	n = 2,374	n/a	n/a

<sup>1</sup>The number of TANF exiters for whom an hourly wage rate could be calculated (both earnings and hours worked were present in the quarterly covered employment data) is shown as “n.”  
<sup>2</sup>Information not yet available is shown as “n/a.”

## WorkFirst return rate

Figure 5 shows the return rate for exiters 12, 24 and 36 months after leaving WorkFirst.

**Figure 5.** Number and percentage of adult TANF exiters returning to TANF<sup>1</sup> Washington state, first-quarter 2017 through first-quarter 2020  
Source: Washington State Office of Financial Management, AFARRAYS file

TANF cohort	Number with no TANF in cohort quarter	12 months later			24 months later			36 months later		
		Returned to TANF during:	Number on TANF	Percent of cohort <sup>2</sup>	Returned to TANF during:	Number on TANF	Percent of cohort	Returned to TANF during:	Number on TANF	Percent of cohort
2017 Q1	6,822	2018 Q1	674	9.9%	2019 Q1	549	8.0%	2020 Q1	509	7.5%
2018 Q1	6,010	2019 Q1	609	10.1%	2020 Q1	554	9.2%	n/a <sup>3</sup>	n/a	n/a
2019 Q1	5,366	2020 Q1	612	11.4%	n/a	n/a	n/a	n/a	n/a	n/a

<sup>1</sup>If the client returned to TANF for at least one month during the follow-up 12, 24 or 36 month quarter, it is counted as a return.

<sup>2</sup>The number returning to TANF is expressed as a percentage of those with no TANF in the cohort quarter.

<sup>3</sup>Information not yet available is shown as “n/a.”