Analysis of Baltimore City Temporary Cash Assistance (TCA) Recipient Current and Historic Demographics, Activity Codes, and Wages: 2020 Update

Submitted to:

Baltimore City Department of Social Services Family Investment Administration 1910 N. Broadway Baltimore, MD 21213

#### Submitted by:

Susan Christiansen, PhD ABD The Jacob France Institute University of Baltimore 1420 North Charles Street Baltimore, MD 21201-5779 <u>schristiansen@ubalt.edu</u> 410-837-5276

June 2020

# Table of Contents

1.0 Executive Summary	3
2.0 Data Sources	4
3.0 Demographic Analysis	5
3.1 Demographic Analysis Methodology	5
3.2 Demographic Analysis Results	6
4.0 Activity Code Analysis1	.5
4.1 Activity Code Analysis Methodology1	.5
4.2 Activity Code Analysis Results1	.7
5.0 Wage Analysis2	25
5.1 Wage Analysis Methodology2	25
5.2 Wage Analysis Results2	26
6.0 Conclusions	13
7.0 Appendix	5

### 1.0 Executive Summary

Since 2005, the Jacob France Institute (JFI) has provided technical assistance to the Baltimore City Department of Social Services (BCDSS) Family Investment Administration (FIA) to research and analyze performance and programmatic data to improve outcomes and best practices of the FIA administration. For this specific report, the JFI was retained by BCDSS FIA to update the analysis completed in June 2019. This prior report analyzed the demographics, work activity codes, and wages of BCDSS Temporary Cash Assistance (TCA) recipients. BCDSS requested that the JFI focus on the group of TCA Customers with lifetime cumulative TCA participation of 60 or more months (hereafter referred to as "60+ TCA Customers"). This emphasis is intended to identify potential ways to better serve these Customers and increase placement into long-term employment with sustainable wages.

Imperative to this goal is understanding the differences between 60+ TCA Customers and Customers with fewer than 60 months of TCA receipt (hereafter referred to as "Non-60+ TCA Customers"). As a result, all analyses compare these two groups. The main findings are as follows:

Demographic analysis:

- Understanding the exact composition of the Non-60+/60+ TCA Customer groups is complex because an individual Customer's categorization can change over time. Data on each Customer's total lifetime TCA benefits will not be available until each Customer has aged out of TCA eligibility, so the analysis cannot be perfectly clear while the Customers are still engaging with TCA benefits and changing TCA Customer group categories.
- The 60+ TCA Customer group has an older age distribution, a higher percent female, and a higher percent Black/African American. Differences in education level and zip code exist between the two groups but are smaller in magnitude.

Work activity code analysis:

- Approximately one fourth of all TCA Customers utilize activity codes that may not increase their count of months of TCA benefits received, which means they may continue to remain eligible for TCA indefinitely. Further exploration of this subset may be warranted to better understand their unique employment and wage opportunities.
- 60+ TCA Customers spend relatively more time in job search activities while Non-60+ TCA Customers spend relatively more time in job skills training activities. Non-60+ TCA Customers use job skills training codes at 1.87 times the rate of the 60+ TCA Customers in the first twelve months of TCA benefit receipt, suggesting that perhaps early job training may help predict lifetime TCA benefits.

• Between 30 and 50 percent of all activity codes utilized by both lifetime TCA benefit groups are excused absences. Differences in the use of specific excused absence activity codes may help with 1) better understanding the population differences between the two lifetime TCA benefit groups and 2) understanding potential policy options for better assisting 60+ TCA Customers.

Wage record analysis:

- The top ten employment industries do not vary much across time or across lifetime TCA benefit group.
- Both lifetime TCA benefit groups experience a decrease in wages in the eight quarters leading up to TCA exit followed by an increase in wages for the eight quarters after exit. The wages post-exit are higher and increasing with time for the Non-60+ TCA Customers while the wages remain more constant and at lower levels across time for the 60+ TCA Customers.
- Median wages in the eight quarters post-TCA exit for both lifetime TCA benefit groups have been relatively constant *within* lifetime TCA benefit groups *across* time.

## 2.0 Data Sources

There are three data sources used in this report: BCDSS-created participant data, Unemployment Insurance (UI) wage record data, and the Quarterly Census of Employment and Wages (QCEW).

BCDSS provided files to the JFI with data on participants, including: 1. Individual demographic information (age, sex, education, race, etc.); 2. Client activity status codes; and 3. TCA receipt. The specific contents of these files are discussed in greater detail in later sections.

JFI has access to UI wage record data via a data sharing agreement with the Maryland Department of Labor (DOL). DOL approved the research use of the data for this study. Data include individuals' quarterly earnings and employer identification code. However, these data do not include federal government employees and only include Maryland civilian workers who are covered under the UI law, thus excluding independent contractors and other uncovered employment. Additionally, these data only include aggregate earnings and no indication of the type of employment (full-time, part-time, seasonal, etc.) or the hours worked to receive the reported earnings.

The QCEW database is administered by the Bureau of Labor Statistics that publishes quarterly employment data for approximately 95 percent of jobs in the US.<sup>1</sup> Specific to the purposes of this report, QCEW can link the employer code from the UI wage record data to the employer's North American Industry Classification System (NAICS) code, which identifies the industry subsector in which the individuals in this report are employed.

<sup>&</sup>lt;sup>1</sup> Available at: https://www.bls.gov/cew/home.htm.

## 3.0 Demographic Analysis

The demographic analysis is a key component to understanding the differences between 60+ and Non-60+ TCA Customers.

### 3.1 Demographic Analysis Methodology

Although the demographic tables in Section 3.2 are relatively straightforward, this section will walk through the methodology and assumptions made to increase the understanding of the results presented in the following section.

The data primarily used for this analysis come from the BCDSS "Business Objects CARES Caseload" files. In addition to the seventeen monthly files the JFI received for the period covering May 2017 through September 2018 for the 2019 report, the JFI received seventeen monthly files for October 2018 to January 2020 to also include in the report update. These 34 total files were stacked and all duplicates were removed to get a complete list of all Customers with profiles in any of the files during the time period. For this analysis, only one row per Customer was needed because demographics rarely change, especially in the relatively short time period of these data.

The "Business Objects CARES Caseload" files contain the TCA Counter variable, which is calculated by BCDSS to show an estimated lifetime aggregate count of the months of TCA benefit receipt for each TCA Customer.<sup>2</sup> This variable was used to create an indicator variable to identify which Customers were in the 60+/Non-60+ lifetime TCA receipt categories, where "60+" includes those with a TCA counter value greater than or equal to sixty.

Although the variables from the "Business Objects CARES Caseload" files contain the bulk of the information needed for the demographic analysis, the BCDSS annual "Client Activity Status" files were also used to identify the years each Customer received any TCA benefit. These records were sent in sixteen separate annual files covering the period of July 1, 2003 through December 31, 2019. This process used to identify time periods of TCA benefit receipt is discussed in greater detail in Section 4.1 because it is central to that section's analysis.

All of the demographic tables in Section 3.2 are based off a data file limited to one observation per Customer per year. Thus, the figures in each table show the number of Customers by category in each calendar year. For example, Customers who received TCA benefits in multiple years would be reflected in any year in which they have TCA receipt at least one month, regardless of the number of months of benefits received in each year. This is an intentional decision as it is

<sup>&</sup>lt;sup>2</sup> There are six situations in which the TCA Counter does not increase, which are described on page 33 of the "Workbook Conciliation and Sanction (revised 2.2019)" document. Three of the six (being a minor child, living on an Indian Reservation, being a caretaker relative) were either not relevant to the data or not captured in the data available to the JFI. A fourth situation involves the use of the activity code "OTV" for family violence counseling. OTV only accounted for approximately 0.1 percent of all activity codes reported, so this situation was too infrequent to be accounted for in this report. The fifth situation—when someone received state-funded TCA because the disability of either the Customer or a child in the customer's home lasted more than 12 months—is discussed in Section 4.2. The final situation—when someone has countable earned income in the same month of TCA benefit receipt—is addressed in Section 5.2.

important to capture the changing demographic snapshots of TCA Customers from each year. Specific assumptions that were used for each table are included in Section 3.2 below.

#### 3.2 Demographic Analysis Results

The various demographic analyses highlight the differences in the 60+ and Non-60+ TCA Customer groups, providing necessary context for later sections.

Table 1 below shows both the count and percent of TCA Customers by their lifetime TCA recipient category (60+ or Non-60+) and by year for July 2003 through December 2019. The total TCA Customer counts increased through 2012 and have had a general decline through 2019. There appears to have been an even larger decrease in 2018, though the counts seem to have readjusted to the prior declining trend in 2019.

The data show a clear trend in a declining proportion of annual TCA Customers who belong to the 60+ category as the TCA Counter is currently defined. This numeric proportion is decreasing both because the Non-60+ Customer counts are increasing and because the 60+ Customer counts are decreasing.

Although the Table 1 figures are correct based on the current data, the declining trend in the proportion is somewhat misleading. Since Customers are *retroactively* categorized based off of their *current* lifetime TCA receipt counts, there could be Customers who are *currently* categorized as Non-60+ Customers simply because they have not used all of the TCA benefits that they will use in their lifetime. This is referred to as right censoring of the data in statistics, and typically occurs whenever data are capturing ongoing events, and are, thus, incomplete for each individual. Assuming that at least some of the TCA Customers in 2019 will continue to receive benefits in the future, the categorization of specific individuals will change over time and at least some current Non-60+ Customers are almost certainly future 60+ Customers. Thus, it is impossible to determine the exact final breakdown of TCA recipient category while Customers have ongoing TCA benefit receipt.

	Custo	mer Count	ts	Percent					
Year	Non-60+	60+	Total	Non-60+	60+	Total			
2003	1,253	1,790	3,043	41.2%	58.8%	100.0%			
2004	2,746	3,540	6,286	43.7%	56.3%	100.0%			
2005	3,591	4,006	7,597	47.3%	52.7%	100.0%			
2006	3,555	3,812	7,367	48.3%	51.7%	100.0%			
2007	3,316	3,656	6,972	47.6%	52.4%	100.0%			
2008	3,506	3,678	7,184	48.8%	51.2%	100.0%			
2009	3,246	3,497	6,743	48.1%	51.9%	100.0%			
2010	4,239	3,941	8,180	51.8%	48.2%	100.0%			
2011	5,751	4,373	10,124	56.8%	43.2%	100.0%			
2012	5,888	4,334	10,222	57.6%	42.4%	100.0%			
2013	5,653	4,160	9,813	57.6%	42.4%	100.0%			
2014	5,651	4,048	9,699	58.3%	41.7%	100.0%			
2015	5,977	3,791	9,768	61.2%	38.8%	100.0%			
2016	5,951	3,511	9,462	62.9%	37.1%	100.0%			
2017	5,755	3,128	8,883	64.8%	35.2%	100.0%			
2018	4,973	2,718	7,691	64.7%	35.3%	100.0%			
2019	5,793	2,557	8,350	69.4%	30.6%	100.0%			

Table 1: TCA Customers by Lifetime TCA Receipt Category and Year, July 2003-December 2019

To help better understand the changing composition of TCA recipients given the complexity of the TCA Counter and right censoring, Figures 1 (Non-60+) and 2 (60+) further break down the TCA Customer counts by the number of months each Customer had already received TCA benefits at the time of first TCA benefit receipt in each calendar year (hereafter referred to as "to-date TCA benefit receipt"). For example, if a Customer had previously received 15 months of TCA benefits and had the first month of TCA benefit in 2019 in June, they would be grouped into the TCA receipt group of 13 through 24 months. The methodology used to determine this is explained in greater detail in Section 4.1, as it is central to the work activity code analysis.

Figures 1 and 2 each have two panels, showing the graph of changing customer counts (panel A) or percent (panel B) by to-date TCA benefit months over time.

Figure 1a shows the general increasing trend of Non-60+ TCA total Customers seen in Table 1. However, the structure of Figure 1a better visualizes the nuances of the trend in the Table 1 data. The number of new TCA Customers (with to-date TCA benefit months between one and twelve) increased modestly from 2003 through 2009, then increased more rapidly through the years of the recession. During recession recovery, the numbers have leveled off, though at levels much higher than pre-recession. The next highest category of to-date TCA benefit months (13 through 24 months) did not have the same magnitude of increase during the same time period. This could be because a lot of the new TCA Customers exited TCA prior to reaching the second year of benefit receipt. However, it seems highly likely that these figures are largely due to right censoring of the data, and that, with time, at least some of the Customers would be reclassified into the 60+ TCA category and smooth out the jump in counts between 2009 and 2011.

Figure 1b further emphasizes this possibility with the lowest category of to-date TCA benefit months (one to twelve months) comprising the largest proportion of all Non-60+ TCA Customers. The highest category of to-date TCA benefit months (49 through 60) for the Non-60+ TCA Customers is relatively small throughout the entire period. This may indicate that once a Customer has reached 48 months of TCA receipt, they are very likely to exceed 60 lifetime TCA benefit months.





Like Figure 1a, Figure 2a also shows the same trend seen in Table 1, which is a generally decreasing number of 60+ TCA Customers across time. Since it would require at least five calendar years to receive at least 60 months of total TCA benefits, it is to be expected that the counts in the lower to-date TCA benefit month categories decrease over time. For example, in order to be categorized as a 60+ TCA Customer in 2019, the first TCA benefit receipt could have been no later than 2014.

Unlike the counts for Non-60+ TCA Customers in Figure 1a, the proportions of 60+ TCA Customers in each of the to-date TCA benefit categories remains relatively constant across time. The only two exceptions are the lowest category (because of the five years of minimum time required to become a 60+ TCA Customer) and the highest category (because 60+ TCA Customers are not moved into another categorization at any point if they are still receiving TCA benefits).

Since the counts of new TCA Customers in Figure 1a has remained relatively stable since 2011 while the same counts of new TCA Customers in Figure 2b has steadily decreased since 2011, it could be that the population of Customers who first started receiving TCA benefits in 2011 have not yet had enough time to determine the categorization into Non-60+ and 60+ for the bulk of this population. Because not every Customer receives TCA benefits each month, it seems plausible that it could take at least seven years to reach the 60 months of TCA benefit receipt for the majority of Customers. This would also explain why the absolute counts of all to-date TCA benefit categories have decreased relatively uniformly since 2011. This is all further evidence of right censoring.

However, it could be that there is some other explanation for this steady decline in total 60+ TCA Customer counts since 2011. There could be changing job opportunities that previously were not available or a change in policy that limits TCA benefit eligibility. The actual trends will only



become clear with more years of data on the ongoing use of TCA benefits by these Customers.

With the general understanding of the composition of each of the two lifetime TCA benefit categories in place, the demographic analysis now shifts to look at various cuts of the data by different demographic variables, including age, gender, race, education and zip code. Since not all demographic data are available for each Customer, the counts in the following tables will not

always equal the same total counts as in Table 1. Each table first lists the counts of Customers followed by a panel showing the percent of Customers in each category. The percentages reported are the percent of Customers in each category with the denominator representing the total number of Customers who have a reported value for the demographic variable. These analyses are limited to the six most recent years of data available: 2014 through 2019.

Table 3 shows the differences in age category by lifetime TCA receipt category and year. Age was calculated on the first day of the month in which the Customer first received TCA benefits that calendar year.

The 60+ TCA Customers have an older age distribution. This makes sense because they have received more years of TCA benefits (and have had more years to accumulate the 60+ months of TCA benefits). The 60+ TCA Customer population is also getting older with time. This could signal that younger people are able to exit more easily now than in the past and perhaps also that older Customers are increasingly more challenging to serve effectively.

		N	o <b>n-60</b> +			60+						
Year	18-30	31-45	46-64	65+	Total	18-30	31-45	46-64	65+	Total		
2014	4,118	1,294	233	-	5,651	1,710	2,059	278	1	4,048		
2015	4,259	1,450	264	1	5,977	1,437	2,040	313	1	3,791		
2016	4,180	1,485	278	1	5,951	1,212	1,982	315	1	3,511		
2017	3,852	1,610	288	1	5,755	975	1,858	294	1	3,128		
2018	3,240	1,492	238	1	4,973	734	1,709	274	1	2,718		
2019	3,670	1,845	271	4	5,793	590	1,683	283	1	2,557		
		NT						(0)				
Veen	10.20	21.45	011-00+	(5)	Tatal	10.20	21 45	00+	(5)	Tatal		
Year	18-30	31-45	40-04	05+	Total	18-30	31-45	40-04	05+	Total		
2014	72.9%	22.9%	4.1%	0.0%	100.0%	42.2%	50.9%	6.9%	0.0%	100.0%		
2015	71.3%	24.3%	4.4%	0.0%	100.0%	37.9%	53.8%	8.3%	0.0%	100.0%		
2016	70.2%	25.0%	4.7%	0.0%	100.0%	34.5%	56.5%	9.0%	0.0%	100.0%		
2017	66.9%	28.0%	5.0%	0.0%	100.0%	31.2%	59.4%	9.4%	0.0%	100.0%		
2018	65.2%	30.0%	4.8%	0.0%	100.0%	27.0%	62.9%	10.1%	0.0%	100.0%		
2019	63.4%	31.8%	4.7%	0.1%	100.0%	23.1%	65.8%	11.1%	0.0%	100.0%		

#### Table 3: Customers by Age Category, Lifetime TCA Receipt Category, and Year, 2014-2019

Table 4 has the same structure as Table 3, but shows the breakdown of TCA Customers by gender instead of age category. Although both categories are overwhelmingly female, the 60+ TCA Customer category is more female than the Non-60+ TCA Customer category. However, the percent female within each category has remained nearly the same for both groups across the entire time period.

	Ν	<b>lon-60</b> +		60+					
Year	Female	Male	Total	Female	Male	Total			
2014	5,222	429	5,651	3,978	70	4,048			
2015	5,452	525	5,977	3,718	73	3,791			
2016	5,378	573	5,951	3,446	65	3,511			
2017	5,192	563	5,755	3,073	55	3,128			
2018	4,538	435	4,973	2,664	54	2,718			
2019	5,268	525	5,793	2,510	47	2,557			

Table 4: Customers by Gender, Lifetime TCA Receipt Category, andYear, 2014-2019

	N	lon-60+		60+						
Year	Female	Male	Total	Female	Male	Total				
2014	92.4%	7.6%	100.0%	98.3%	1.7%	100.0%				
2015	91.2%	8.8%	100.0%	98.1%	1.9%	100.0%				
2016	90.4%	9.6%	100.0%	98.1%	1.9%	100.0%				
2017	90.2%	9.8%	100.0%	98.2%	1.8%	100.0%				
2018	91.3%	8.7%	100.0%	98.0%	2.0%	100.0%				
2019	90.9%	9.1%	100.0%	98.2%	1.8%	100.0%				

Table 5 reports Customer counts by race, but shifts the structure so that years are reported in columns instead of rows because of the large number of racial categories. Both the Non-60+ and 60+ TCA Customer groups are mostly Black/African American. Both groups had the same peak in the proportion of White/Caucasian in 2017, though the differences between the minimum and maximum are greater in the Non-60+ group. The 60+ TCA Customer group has a higher proportion of Black/African American Customers than the Non-60+ group. These two trends could suggest that there is a potential barrier to exiting TCA receipt or entering employment disproportionately experienced by Black/African American Customers.

<b>Table 5: Customers</b>	by Racial	Category, Lifeti	me TCA Receipt	Category, and	Year, 2014-2019
- abie et cabtomerb	~	ouregoi j, mee	me i on neerpe		

		Non-60-	+ TCA Cı	ustomer (	Counts	60+ TCA Customer Counts						
Race	2014	2015	2016	2017	2018	2019	2014	2015	2016	2017	2018	2019
American Indian/Alaska Native	12	19	13	11	15	14	6	8	6	6	5	6
Asian	22	30	38	49	23	39	5	4	4	5	4	3
Black/African American	5,082	5,313	5,244	4,932	4,344	5,056	3,763	3,512	3,253	2,884	2,516	2,375
Hispanic	27	29	30	23	19	24	4	6	6	6	3	3
Native Hawaiian/Pacific Islander	2	3	3	-	1	1	-	-	-	-	-	1
Unknown	158	154	174	222	195	248	97	89	79	74	61	48
White/Caucasian	348	429	449	518	376	411	173	172	163	153	129	121
TOTAL	5,651	5,977	5,951	5,755	4,973	5,793	4,048	3,791	3,511	3,128	2,718	2,557

		Non-60-	+ TCA C	ustomer 1	Percent	60+ TCA Customer Percent						
Race	2014	2015	2016	2017	2018	2019	2014	2015	2016	2017	2018	2019
American Indian/Alaska Native	0.2%	0.3%	0.2%	0.2%	0.3%	0.2%	0.1%	0.2%	0.2%	0.2%	0.2%	0.2%
Asian	0.4%	0.5%	0.6%	0.9%	0.5%	0.7%	0.1%	0.1%	0.1%	0.2%	0.1%	0.1%
Black/African American	89.9%	88.9%	88.1%	85.7%	87.4%	87.3%	93.0%	92.6%	92.7%	92.2%	92.6%	92.9%
Hispanic	0.5%	0.5%	0.5%	0.4%	0.4%	0.4%	0.1%	0.2%	0.2%	0.2%	0.1%	0.1%
Native Hawaiian/Pacific Islander	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	2.8%	2.6%	2.9%	3.9%	3.9%	4.3%	2.4%	2.3%	2.3%	2.4%	2.2%	1.9%
White/Caucasian	6.2%	7.2%	7.5%	9.0%	7.6%	7.1%	4.3%	4.5%	4.6%	4.9%	4.7%	4.7%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 6 follows the same structure as Table 5 and shows counts of Customers by education category. There are not as many clear differences between the Non-60+ and 60+ TCA Customer groups when looking at education. The two largest education categories for both TCA Customer groups are secondary education and "not available." Education data are increasingly not available for both of the TCA Customer groups, though the Non-60+ TCA Customers more frequently have unavailable education information than 60+ TCA Customers, with 24.6 percent not available versus 20.5 percent not available for the Non-60+ and 60+ groups, respectively, in 2019. With the exception of 2018, the percent of TCA Customers with a secondary education has decreased across time for both groups, with the greater decrease experienced by the Non-60+ TCA Customers. It is interesting to note that the sum of secondary education and not available education has remained nearly constant for both groups across the five years, with the total percent ranging from 95.7 to 96.4 percent for Non-60+ TCA Customers and from 97.8 to 98.1 percent for 60+ TCA Customers.

		Non-60+	- TCA Cı	ustomer	Counts		60+ TCA Customer Counts					
Education Category	Education Category 2014 2015 2016 2017 2018 2019								2016	2017	2018	2019
Elementary Education	32	30	34	42	38	39	17	13	13	15	11	12
Higher Education	6	6	5	4		2	1	1	1	1		-
JTPA Job Training		1	2					-	-			
Not Available	1,305	1,338	1,411	1,389	1,193	1,426	781	746	696	617	553	524
Other Job Training	5	4	2	4	2	4	3	2	2	2	1	1
Post Secondary Education	153	166	176	153	121	137	41	39	34	33	32	26
Secondary Education	4,122	4,403	4,287	4,126	3,589	4,156	3,187	2,974	2,750	2,443	2,110	1,984
Vocational Education	28	29	34	37	30	29	18	16	15	17	11	10
Total	5,651	5,977	5,951	5,755	4,973	5,793	4,048	3,791	3,511	3,128	2,718	2,557

Table 6: Customers by Education Category, Lifetime TCA Receipt Category, and Year, 2014-2019

		Non-604	TCA C	ustomer	Percent		60+ TCA Customer Percent						
Education Category	2014	2015	2016	2017	2018	2019	2014	2015	2016	2017	2018	2019	
Elementary Education	0.6%	0.5%	0.6%	0.7%	0.8%	0.7%	0.4%	0.3%	0.4%	0.5%	0.4%	0.5%	
Higher Education	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
JTPA Job Training	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not Available	23.1%	22.4%	23.7%	24.1%	24.0%	24.6%	19.3%	19.7%	19.8%	19.7%	20.3%	20.5%	
Other Job Training	0.1%	0.1%	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	
Post Secondary Education	2.7%	2.8%	3.0%	2.7%	2.4%	2.4%	1.0%	1.0%	1.0%	1.1%	1.2%	1.0%	
Secondary Education	72.9%	73.7%	72.0%	71.7%	72.2%	71.7%	78.7%	78.4%	78.3%	78.1%	77.6%	77.6%	
Vocational Education	0.5%	0.5%	0.6%	0.6%	0.6%	0.5%	0.4%	0.4%	0.4%	0.5%	0.4%	0.4%	
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table 7 is the final table in the demographic analysis and reports Customers by the top ten zip codes. The top ten zip codes were identified based on total Customer counts across all years so the list of top ten zip codes would be constant across years and TCA Customer groups. These ten zip codes account for 43 percent of all TCA benefit months for TCA Customers. Nearly 40 percent of Customers did not have a reported residential zip code, however, so these results should be interpreted accordingly. Obtaining residential zip codes from more Customers would increase the helpfulness of this analysis.

The 60+ TCA Customer group has the largest number of Customers in the 21217 zip code across the entire 2014-2019 time period. Although 21217 was the highest zip code for Non-60+ customers through 2016, 21215 become the most common zip code starting in 2017. The Non-60+ TCA Customer group is slightly more geographically concentrated, with 49.3 percent of Customers residing in a top ten zip code versus 40.3 percent in the 60+ TCA Customer group. This could be due to a number of reasons, including that newer TCA Customers are coming from a more consolidated area or that people in the top ten zip codes are more able to exit TCA receipt.

	Ν	lon-60+ 1	CA Cus	tomer Co	ounts			60+ TCA Customer Counts							
Rank	Zip Code	2014	2015	2016	2017	2018	2019	Rank	Zip Code	2014	2015	2016	2017	2018	2019
1	21205	183	189	179	183	140	164	1	21205	120	120	99	90	75	64
2	21206	261	271	287	270	186	236	2	21206	102	97	90	77	64	64
3	21213	315	324	307	267	238	266	3	21213	171	158	150	130	112	108
4	21215	349	357	366	393	358	406	4	21215	176	169	158	131	101	107
5	21216	274	309	296	271	266	322	5	21216	161	153	137	124	97	93
6	21217	397	367	377	350	297	372	6	21217	255	241	230	190	169	165
7	21218	262	274	272	253	207	242	7	21218	140	132	125	112	91	93
8	21223	273	286	261	239	199	257	8	21223	172	168	153	136	121	114
9	21225	262	276	270	243	249	287	9	21225	203	187	165	157	130	129
10	21229	262	270	248	258	223	305	10	21229	139	128	124	121	102	94
Total '	Тор 10	2,838	2,923	2,863	2,727	2,363	2,857	Total T	'op 10	1,639	1,553	1,431	1,268	1,062	1,031
Total	All Zip Codes	5,651	5,977	5,951	5,755	4,973	5,793	Total A	ll Zip Codes	4,048	3,791	3,511	3,128	2,718	2,557

Table 7: Customers by Zip Code, Lifetime TCA Receipt Category, and Year, 2014-2019

	Ν	on-60+ ]	FCA Cus	tomer C	ounts			60+ TCA Customer Counts							
Rank	Zip Code	2014	2015	2016	2017	2018	2019	Rank	Zip Code	2014	2015	2016	2017	2018	2019
1	21205	3.2%	3.2%	3.0%	3.2%	2.8%	2.8%	1	21205	3.0%	3.2%	2.8%	2.9%	2.8%	2.5%
2	21206	4.6%	4.5%	4.8%	4.7%	3.7%	4.1%	2	21206	2.5%	2.6%	2.6%	2.5%	2.4%	2.5%
3	21213	5.6%	5.4%	5.2%	4.6%	4.8%	4.6%	3	21213	4.2%	4.2%	4.3%	4.2%	4.1%	4.2%
4	21215	6.2%	6.0%	6.2%	6.8%	7.2%	7.0%	4	21215	4.3%	4.5%	4.5%	4.2%	3.7%	4.2%
5	21216	4.8%	5.2%	5.0%	4.7%	5.3%	5.6%	5	21216	4.0%	4.0%	3.9%	4.0%	3.6%	3.6%
6	21217	7.0%	6.1%	6.3%	6.1%	6.0%	6.4%	6	21217	6.3%	6.4%	6.6%	6.1%	6.2%	6.5%
7	21218	4.6%	4.6%	4.6%	4.4%	4.2%	4.2%	7	21218	3.5%	3.5%	3.6%	3.6%	3.3%	3.6%
8	21223	4.8%	4.8%	4.4%	4.2%	4.0%	4.4%	8	21223	4.2%	4.4%	4.4%	4.3%	4.5%	4.5%
9	21225	4.6%	4.6%	4.5%	4.2%	5.0%	5.0%	9	21225	5.0%	4.9%	4.7%	5.0%	4.8%	5.0%
10	21229	4.6%	4.5%	4.2%	4.5%	4.5%	5.3%	10	21229	3.4%	3.4%	3.5%	3.9%	3.8%	3.7%
Total	Тор 10	50.2%	48.9%	48.1%	47.4%	47.5%	49.3%	Total T	op 10	40.5%	41.0%	40.8%	40.5%	39.1%	40.3%
Total .	All Zip Codes	100%	100%	100%	100%	100%	100%	Total A	ll Zip Codes	100%	100%	100%	100%	100%	100%

## 4.0 Activity Code Analysis

The second main area of interest concerns the activity codes reported for each Customer. This analysis will help to better understand the circumstances of Customers in each lifetime TCA benefit receipt category as well as the barriers to employment and permanent TCA exit.

### 4.1 Activity Code Analysis Methodology

This portion of the report primarily used the BCDSS annual "Client Activity Status" data, which include sixteen separate files covering the period of July 1, 2003 through December 31, 2019. These sixteen files were stacked and then combined by Cares ID to the dataset created in Section 3.1 to get the TCA Counter for each TCA Customer. It is helpful to have the TCA Counter for each Customer because it is helpful to know from the beginning of a Customer's TCA benefits if the Customer will ultimately be in the Non-60+ or 60+ TCA Customer category.

However, it is also helpful to know at which point in the Customer's TCA receipt history each activity code happened. For example, are the activity codes in the first 12 months of TCA receipt the same for those in the Non-60+ and 60+ TCA Customer groups and, if not, at what point in the months of TCA receipt did the code patterns start to diverge for the two groups of lifetime TCA receipt? In order to answer this and other similar questions, another TCA count variable needed to be created that reflected the lifetime TCA receipt at the time that each data point was created.

One complication in this analysis is that the Client Activity Status files generally have a row per Activity Code per TCA receipt "spell," or uninterrupted period in which the Customer was receiving TCA benefits. This spell could be one day or well over a year. Since the TCA Counter measures the number of *months* of TCA receipt, the counter could not simply decrease with each additional TCA receipt spell.

To create this adjusted, real-time TCA counter, which was alluded to in Section 3.2 and defined as the "to-date TCA Counter," the Client Activity Status stacked files were merged to a monthly data file across the date range of the TCA receipt spell. If a Customer was receiving TCA benefits as of the first of each month, that month was counted as an official TCA receipt month and the to-date TCA counter was adjusted accordingly.

The first of the month was chosen for a couple reasons. First, a single date was chosen because it is not possible to merge a range of dates (first through last date of each month) across another range of dates (start through end date of each TCA benefit spell). Since the ideal was not possible, one date (the first of each month) was merged across each TCA benefit spell date range. The first of the month was chosen because it is the most frequent start date of TCA benefit spells. Because of the specific distribution of TCA benefit spell start dates and the distribution of TCA benefit spell length, choosing the first of the month and merging the data in this way is a reasonable way to calculate the to-date TCA counter. This is especially the case because the to-date TCA counter is only used in this analysis to define the relative position of a Customer in their lifetime experience of TCA benefit receipt (and is aggregated into twelve-month categories), so potentially being off by a couple months for a small fraction of Customers will not impact the results of this report.

The year of TCA receipt uses the to-date TCA counter to categorize all TCA Customers by the "year" of TCA benefit. For example, the first twelve months of TCA receipt are designated as the first "TCA benefit year" even though those twelve months of TCA receipt could have taken place over a period of time much longer than a year. The year of TCA receipt is defined by year for years one through eight with a final category for over eight years of TCA receipt. This is done to match previous analyses submitted to the JFI from BCDSS.

Unlike the tables in Section 3.2 with only one count per person per TCA benefit year, the tables in Section 4.2 can represent multiple counts per person per TCA benefit year. This is because these tables are looking at the activity codes used, and an individual can switch been activity codes during a year and can even have multiple activity codes at the same time. Therefore, these counts show the number of Customer-months that each code was used.

The activity codes were grouped into the categories provided by BCDSS. A full list of the code

categorization is available in Appendix Table 1. Any assumptions specific to the tables are described in Section 4.2.

### 4.2 Activity Code Analysis Results

As mentioned in footnote 2 in Section 3.1, there are six different situations in which the TCA Counter *may not* increase when someone receives TCA benefits in a month. Four of the six are not relevant to the scope of this report for reasons described in footnote 2. One situation—the case when a Customer receives state-funded TCA because either their own disability or the disability of a child in their home lasts twelve or more months—is high enough in frequency in these data that it will be discussed here before moving onto the rest of the activity code analysis.

Customers signal either their own disability or the disability of a child in the home through the activity codes OTD and OTG, respectively. With the data available to the JFI, lifetime counts of months' use of OTD and OTG activity codes were calculated for each Customer. Because the JFI does not have complete lifetime data for all Customers, the calculated lifetime counts are likely an underestimate of actual lifetime counts.

The calculated counts of Customers with a minimum of 12 OTD or OTG codes are listed by lifetime TCA receipt category in the left panel of Table 8. The percent that these Customers represent of their specific TCA Customer group are listed in the right panel of Table 8. As was also the case with the discussion of Table 1, it makes sense that the percent of all Customers who have had a minimum of 12 OTD or OTG codes would increase over time engaging with TCA receipt, as it requires a minimum of one year of TCA benefit receipt prior to reaching the minimum threshold. As a result, it is not surprising that a higher proportion of the 60+ TCA Customer group have reached this 12 month OTD or OTG threshold. However, the difference in percent in 2019—50 and 14 percent for the 60+ and Non-60+ groups, respectively—is stark.

In theory, a Customer could continue receiving TCA indefinitely without increasing their TCA Counter if they continued to utilize OTD or OTG activity codes. Since this comprises a fourth of all TCA Customers and nearly half of 60+ TCA Customers, it may warrant further reflection on whether these individuals should be included in general analyses of TCA Customers' experiences or only analyzed as a separate subset of the population.

		Counts		Percent of TCA Customer Group <sup>1</sup>			
Year	Non-60+	60+	Total	Non-60+	<b>60</b> +	Total	
2006	96	118	214	2.7%	3.1%	2.9%	
2007	282	346	628	8.5%	9.5%	9.0%	
2008	379	494	873	10.8%	13.4%	12.2%	
2009	405	620	1025	12.5%	17.7%	15.2%	
2010	563	815	1,378	13.3%	20.7%	16.8%	
2011	783	1074	1,857	13.6%	24.6%	18.3%	
2012	973	1,336	2,309	16.5%	30.8%	22.6%	
2013	1,002	1,429	2,431	17.7%	34.4%	24.8%	
2014	951	1,440	2,391	16.8%	35.6%	24.7%	
2015	926	1,466	2,392	15.5%	38.7%	24.5%	
2016	860	1,518	2,378	14.5%	43.2%	25.1%	
2017	834	1,497	2,331	14.5%	47.9%	26.2%	
2018	905	1,428	2,333	18.2%	52.5%	30.3%	
2019	813	1279	2,092	14.0%	50.0%	25.1%	

Table 8: TCA Customers with 12 or more OTD or OTG Codes by Lifetime TCAReceipt Category, 2006-2019

Tables 9a through 9f report work activity codes by lifetime TCA receipt category with one panel for each year between 2014 and 2019. An individual Customer may have multiple activity codes per month, so these figures report the total of all reported codes across the twelve months each year, so the final counts are many times more than the count of TCA Customers. The data are broken out by calendar year in the event that some policy or external force influenced activity code use during this time period. Each year, roughly half of all reported codes come from the excused absences category with very few missing activity codes. The percent of excused absence codes has generally increased over time, with only a slight decrease first appearing in 2019, perhaps related to the discussion surrounding Table 8.

The largest difference between the two lifetime TCA recipient categories is with vocational education codes. These codes account for a small percent of all codes—somewhere around two to three percent of all TCA recipient codes per year—but the percent is consistently much higher for the Non-60+ TCA Customers, with rates between 2.48 and 3.21 times the corresponding rates for the 60+ TCA Customers.

The 60+ TCA Customers utilized job search codes approximately 60 percent more often than Non-60+ TCA Customers between 2014 and 2016, but this difference dropped to half for the 2017-2019 period.

The exempt codes are used relatively infrequently, but are used at increasing rates for the Non-60+ TCA Customers relative to the 60+ TCA Customers.

		Counts			Percent	
Activity Code Category	Non-60+	60+	Total	Non-60+	60+	Total
Vocational Education	4,555	1,851	6,406	5.1%	2.1%	3.6%
Job Search	15,586	25,436	41,022	17.5%	28.4%	23.0%
Job Skills Training	11,622	9,876	21,498	13.1%	11.0%	12.0%
Work/Employment Activity	20,719	18,070	38,789	23.3%	20.1%	21.7%
Excused Absences	34,263	32,611	66,874	38.5%	36.4%	37.4%
Exempt	2,068	1,724	3,792	2.3%	1.9%	2.1%
Missing	122	111	233	0.1%	0.1%	0.1%
TOTAL	88,935	89,679	178,614	100.0%	100.0%	100.0%

### Table 9a: Work Activity Codes by Lifetime TCA Receipt Category, 2014

#### Table 9b: Work Activity Codes by Lifetime TCA Receipt Category, 2015

		Counts			Percent	
Activity Code Category	Non-60+	60+	Total	Non-60+	60+	Total
Vocational Education	3,399	1191	4,590	3.9%	1.4%	2.7%
Job Search	14,167	22,854	37,021	16.1%	27.1%	21.4%
Job Skills Training	12,680	9,759	22,439	14.4%	11.6%	13.0%
Work/Employment Activity	21,955	15,982	37,937	24.9%	18.9%	22.0%
Excused Absences	33,583	32,602	66,185	38.1%	38.6%	38.3%
Exempt	2,311	2,005	4,316	2.6%	2.4%	2.5%
Missing	150	59	209	0.2%	0.1%	0.1%
TOTAL	88,245	84,452	172,697	100.0%	100.0%	100.0%

### Table 9c: Work Activity Codes by Lifetime TCA Receipt Category, 2016

		Counts			Percent	
Activity Code Category	Non-60+	60+	Total	Non-60+	60+	Total
Vocational Education	4,009	1,318	5,327	5.0%	1.8%	3.5%
Job Search	11,721	17,069	28,790	14.6%	23.7%	18.9%
Job Skills Training	12,122	7,972	20,094	15.1%	11.1%	13.2%
Work/Employment Activity	19,117	11,575	30,692	23.8%	16.0%	20.1%
Excused Absences	30,939	32,617	63,556	38.5%	45.2%	41.7%
Exempt	2,414	1,558	3,972	3.0%	2.2%	2.6%
Missing	68	34	102	0.1%	0.0%	0.1%
TOTAL	80,390	72,143	152,533	100.0%	100.0%	100.0%

		Counts		]	Percent	
Activity Code Category	Non-60+	60+	Total	Non-60+	60+	Total
Vocational Education	5,211	1,444	6,655	7%	2%	5%
Job Search	15,606	15,261	30,867	20%	24%	22%
Job Skills Training	8,417	5,494	13,911	11%	9%	10%
Work/Employment Activity	15,882	8,809	24,691	21%	14%	18%
Excused Absences	29,359	30,560	59,919	38%	49%	43%
Exempt	2,480	1306	3,786	3%	2%	3%
Missing	107	45	152	0%	0%	0%
TOTAL	77,062	62,919	139,981	100%	100%	100%

### Table 9d: Work Activity Codes by Lifetime TCA Receipt Category, 2017

### Table 9e: Work Activity Codes by Lifetime TCA Receipt Category, 2018

		Counts			Percent	
Activity Code Category	Non-60+	60+	Total	Non-60+	60+	Total
Vocational Education	4,127	948	5,075	5.7%	1.8%	4.1%
Job Search	11,645	10,891	22,536	16.2%	20.5%	18.0%
Job Skills Training	9,852	5,176	15,028	13.7%	9.8%	12.0%
Work/Employment Activity	15,378	7,658	23,036	21.4%	14.4%	18.4%
Excused Absences	28,243	27,102	55,345	39.2%	51.1%	44.3%
Exempt	2,678	1223	3,901	3.7%	2.3%	3.1%
Missing	39	19	58	0.1%	0.0%	0.0%
TOTAL	71,962	53,017	124,979	100.0%	100.0%	100.0%

#### Table 9f: Work Activity Codes by Lifetime TCA Receipt Category, 2019

		Counts			Percent	
Activity Code Category	Non-60+	60+	Total	Non-60+	60+	Total
Vocational Education	4,829	971	5,800	5.1%	1.6%	3.7%
Job Search	12,346	10,361	22,707	13.0%	17.3%	14.7%
Job Skills Training	15,247	7,013	22,260	16.1%	11.7%	14.4%
Work/Employment Activity	22,046	10,271	32,317	23.2%	17.1%	20.9%
Excused Absences	35,990	29,227	65,217	37.9%	48.8%	42.1%
Exempt	4,419	2,060	6,479	4.7%	3.4%	4.2%
Missing	41	12	53	0.0%	0.0%	0.0%
TOTAL	94,918	59,915	154,833	100.0%	100.0%	100.0%

The final set of tables for the activity code analysis is similar to Table 9 but is cut by to-date TCA benefit receipt month category instead of calendar year. As a result, Table 10 assumes that any policy changes that would affect activity code use across time are relatively small when compared to the different use by lifetime TCA benefit groups. Counts structured this way can better determine whether there are differences between the Non-60+ and 60+ TCA Customer groups' activity codes during the first five years of each Customer's TCA benefit receipt. Table 10 shows the counts and percent breakdown for the Non-60+ TCA Customers (10a) and 60+ TCA Customers (10b). This table also breaks down the excused absences category into specific activity codes to better understand the differences in activity code use between the two groups.

The 60+ TCA Customers use job search activity codes at 1.2 to 1.3 times the rate as the Non-60+ TCA Customers in the first 60 months of TCA benefit receipt. A much greater proportion of the Non-60+ TCA Customers utilize job skills training activity codes, especially in the earlier months of benefit receipt, with 1.87 times the frequency of the 60+ TCA Customers in the first twelve months of TCA benefit receipt. Although the difference decreases over the length of benefit receipt, the utilization of job skills training codes by the Non-60+ group is still 1.25 times the rate of the 60+ group between 49 and 60 months of benefit receipt. It could be that there is some underlying difference in the ability to be ready for job skills training between groups. If not, however, it seems that encouraging new TCA Customers to shift from job search activities into job skills training activities may influence lifetime TCA benefit patterns.

There are also a few larger differences in the specific excused absence codes used by lifetime benefit group. Roughly 19.8 percent of Non-60+ activity codes in the first twelve months of TCA benefit receipt correspond to caring for a child under the age of one, which is 2.03 times the percent of the 60+ TCA Customer group. This difference in use between groups decreases over time. This may not point to a potential policy change, but rather could help better understand differences in why the two groups of Customers initially received TCA benefits. For example, if a Customer applied for TCA benefits as a temporary solution to help while caring for a new child until the child was old enough to go into daycare and the Customer could return to work, their expected lifetime TCA use would look very different from a Customer applying for TCA benefits because of a longer-term situation requiring extended financial assistance.

The 60+ TCA Customers utilize short-term medical and post-partum codes at 1.43 and 1.65 times the rates of the Non-60+ TCA Customers in the first twelve months of benefits, respectively. Both of these differences decrease over the length of TCA benefit receipt. Similar to the previous discussion about code utilization for infant childcare, this may not necessarily point to a policy change but could be helpful in better understanding the differences between the two populations.

Related to the discussion of Table 8, 60+ TCA Customers utilize the code for long-term disability at 1.71 times the rate of Non-60+ TCA Customers in the first twelve months of TCA receipt. If Customers initially begin receiving TCA benefits because of a long-term disability, it is likely that they will continue receiving benefits for a long time, so this is not surprising. It is beyond the scope of this report, but it may warrant further investigation to determine whether any of the individuals in the Non-60+ group using long-term disability codes have been able to exit TCA long-term or if they are only part of the Non-60+ group because they have not had enough time in the TCA program to have accumulated 60 or more months of benefit receipt. Additionally, as was discussed in Table 8, because the TCA Counter *may not* increase for people using the long-term disability code, the lifetime TCA benefit categorization of these individuals may be based on months of benefit receipt *prior to* becoming disabled, so what appears to be their codes for the first twelve months of benefit receipt may very well be many months into their TCA benefit history.

When looking at activity codes for the 60+ TCA Customers starting in month 61, it is interesting to see that the utilization of codes does not change that much for month categories after the 49 to 60 month group. The two biggest differences in code utilization are in vocational education (5.9 percent between months 49 to 60 dropping to 2.9 percent for months over 96) and in job search (24.0 percent in months 49 to 60 and increasing to 28.9 percent after month 96).

Job skills training generally increases over the length of benefit received for the 60+ TCA Customers, from 4.6 percent in the first twelve months to 8.6 percent in months of receipt greater than 96. It could be that opportunities change for Customers over time, but this could provide evidence that it may be more possible to increase the job skills training for the 60+ TCA Customers earlier in their TCA benefits.

ity Codes by Activity Code Category and To-Date TCA Receipt Months	
Work Activity	
Table 10a: Non-60+	

Activity Code Category1 to 1213 to 24 $25$ to 36 $37$ to 48 $49$ to <60		10-Dau									
Vocational Education23,60323,21415,7257,3331,8758,49Job Search $47,356$ $48,084$ 37,298 $20,722$ 5,63916.89Job Skills Training $24,456$ $24,421$ 18,90310,863 $2.926$ $8.79$ Work/Employment Activity $57,176$ $55,521$ $43,769$ $25,332$ $16,89$ $10,89$ Work/Employment Activity $57,176$ $55,521$ $43,769$ $25,332$ $16,933$ $10,235$ $43,38$ Work/Employment Activity $55,521$ $43,769$ $25,316$ $7,339$ $20,39$ COTB-Child under 1 $55,321$ $87,475$ $56,215$ $33,533$ $10,235$ $43,389$ OTC-Conciliation $65,321$ $14,55$ $56,215$ $3,537$ $16,99$ $28,99$ OTC-Conciliation $07T$ -Panity crisis/family services $2,680$ $2,211$ $1,554$ $963$ $274$ $0.99$ OTD-Tong-term disabled family member $27,375$ $27,820$ $23,214$ $1,554$ $963$ $274$ $0.99$ OTD-Tong-term medical $15,079$ $13,180$ $10,544$ $6,631$ $1,992$ $533$ OTD-Court-orderd appearance $772$ $551$ $1,992$ $533$ $0109$ OTD-Court-orderd appearance $772$ $551$ $1,992$ $533$ OTD-Court-orderd appearance $772$ $551$ $1,926$ $533$ $0109$ OTD-Court-orderd appearance $772$ $551$ $1,912$ $1,912$ $192$ $192$ OTD-Court-ord	ivity Code Category	1 to 12	13 to 24	25 to 36	37 to 48	49 to <60	1 to 12	13 to 24	25 to 36	37 to 48	49 to <60
Job Search $47,356$ $48,084$ $37,298$ $20,722$ $5,639$ $16,89$ Job Skills Training $24,456$ $24,421$ $18,903$ $10,863$ $2,926$ $8.79$ Work/Employment Activity $57,176$ $55,521$ $43,769$ $25,216$ $7,339$ $20.33$ Work/Employment Activity $57,176$ $55,521$ $43,769$ $25,5216$ $7,339$ $20.33$ Exvesed Absences Total $123,482$ $87,475$ $56,215$ $33,533$ $10,225$ $43,838$ OTB-Child under 1 $55,780$ $24,082$ $7,002$ $2,837$ $619$ $19,887$ OTC-Conciliation $27,575$ $27,820$ $24,082$ $7,002$ $2,837$ $619$ $19,887$ OTD-Long-term disabled $27,575$ $27,820$ $23,214$ $15,448$ $4,876$ $9,89$ OTD-Long-term disabled $27,575$ $27,820$ $23,214$ $15,478$ $4,876$ $9,89$ OTD-Pusuing financial assistance $7,72$ $551$ $34,64$ $963$ $27,44$ $9,876$ OTL-Pursuing financial assistance $7,72$ $551$ $34,67$ $1,278$ $1,992$ $5,39$ OTL-Pursuing financial assistance $7,72$ $551$ $3,673$ $1,802$ $7,002$ $5,39$ OTL-Pursuing financial assistance $6,23$ $1,862$ $5,17$ $1,92$ $6,93$ OTL-Pursuing financial assistance $6,27$ $7,902$ $5,39$ $0.09$ OTO-Court-ordered appearance $6,21$ $1,90$ $0,09$ $0,09$ OTQ-Cou	ational Education	23,603	23,214	15,725	7,333	1,875	8.4%	9.4%	8.8%	7.2%	6.3%
Job Skills Training $24,456$ $24,421$ 18,903       10,863 $2.926$ $8.79$ Work/Employment Activity $57,176$ $55,521$ $43,769$ $25,216$ $7,339$ $20.39$ Work/Employment Activity $57,176$ $55,521$ $43,769$ $25,216$ $7,339$ $20.39$ OTBChild under 1 $55,780$ $24,082$ $7,002$ $2837$ $619$ $19.88$ OTD-Long-term disabled $55,775$ $27,820$ $24,082$ $7,002$ $2837$ $619$ $19.88$ OTD-Long-term disabled $27,575$ $27,820$ $22,414$ $4,876$ $9.89$ OTD-Long-term disabled $27,575$ $27,820$ $23,537$ $12,39$ $24,9$ OTD-Long-term disabled $2,998$ $6,584$ $5,876$ $3,637$ $1,278$ $1,892$ OTD-Court-ordered appearance $7,72$ $551$ $3,673$ $1,292$ $23,90$ OTD-Court-ordered appearance $5,426$ $5,876$ $5,637$ $1,922$ $5,93$ OTO-Court-ordered appearance $6,2$ $79$ $11$ $21$	Search	47,356	48,084	37,298	20,722	5,639	16.8%	19.5%	20.8%	20.2%	19.0%
WorkEmployment Activity $57,176$ $55,521$ $43,769$ $25,216$ $7,339$ $20.39$ Excused Absences Total $55,780$ $24,082$ $7,002$ $2,837$ $619$ $19.89$ OTBChild under 1 $55,780$ $24,082$ $7,002$ $2,837$ $619$ $19.89$ OTC-Conciliation $6,839$ $3,434$ $1,455$ $54,11$ $1339$ $2.49$ OTC-Conciliation $6,839$ $3,434$ $1,455$ $54,11$ $1339$ $2.49$ OTD-Long-term disabled $27,575$ $27,820$ $23,214$ $15,448$ $4,876$ $9.89$ OTD-Long-term disabled $27,575$ $27,820$ $23,214$ $15,448$ $4,876$ $9.89$ OTD-Long-term disabled $27,575$ $27,820$ $23,214$ $15,448$ $4,876$ $9.99$ OTG-Caring for disabled family member $4,998$ $6,584$ $5,876$ $3,637$ $1,278$ $1.89$ OTG-Caring for disabled family member $4,998$ $6,584$ $5,876$ $3,637$ $1,278$ $1.89$ OTG-Caring for disabled family member $772$ $551$ $346$ $192$ $42$ $0.99$ OTC-Court-ordered appearance $62$ $790$ $13,180$ $10,584$ $6,631$ $1,992$ $5,33$ OTP-Post-partum $5,426$ $5,873$ $3,673$ $1,622$ $519$ $1992$ $6,009$ OTP-Post-partum $5,426$ $5,873$ $3,673$ $1,412$ $238$ $0.09$ OTP-Under appeal for non-compliance $240$ $233$ $179$	Skills Training	24,456	24,421	18,903	10,863	2,926	8.7%	9.9%	10.5%	10.6%	9.8%
Excused Absences Total123,482 $87,475$ $56,215$ $33,533$ $10,235$ $43.89$ OTB-Child under 1 $55,780$ $24,082$ $7,002$ $2,837$ $619$ $19.89$ OTC-Conciliation $6,839$ $3,434$ $1,455$ $541$ $139$ $2.49$ OTD-Long-term disabled $27,575$ $27,820$ $23,214$ $15,448$ $4,876$ $9.89$ OTD-Long-term disabled $27,575$ $27,820$ $23,214$ $15,448$ $4,876$ $9.89$ OTD-Tompereration $27,575$ $27,820$ $2,211$ $1,564$ $963$ $274$ $0.99$ OTG-Caring for disabled family member $4,998$ $6,584$ $5,876$ $3,637$ $1,278$ $1.89$ OTG-Caring financial assistance $772$ $551$ $346$ $192$ $42$ $0.99$ OTM-Short-term medical $15,079$ $13,180$ $10,584$ $6,631$ $1,992$ $5,33$ OTO-Court-ordered appearance $6,237$ $3,673$ $1,862$ $519$ $1,992$ $5,33$ OTO-Court-ordered appearance $5,426$ $5,873$ $3,673$ $1,862$ $519$ $1,992$ $5,39$ OTO-Court-ordered appearance $772$ $5,873$ $3,673$ $1,862$ $519$ $1,992$ $5,39$ OTO-Court-ordered appearance $772$ $5,873$ $3,673$ $1,862$ $519$ $1,992$ $5,39$ OTO-Court-ordered appearance $772$ $5,873$ $3,673$ $1,862$ $61,992$ $6,90$ OTO-Court-ordered appearance $732$ <td< td=""><td>k/Employment Activity</td><td>57,176</td><td>55,521</td><td>43,769</td><td>25,216</td><td>7,339</td><td>20.3%</td><td>22.5%</td><td>24.4%</td><td>24.6%</td><td>24.7%</td></td<>	k/Employment Activity	57,176	55,521	43,769	25,216	7,339	20.3%	22.5%	24.4%	24.6%	24.7%
OTB-Child under 1 $55,780$ $24,082$ $7,002$ $2,837$ $619$ $19,89$ OTC-Conciliation $6,839$ $3,434$ $1,455$ $541$ $139$ $2,49$ OTC-Long-term disabled $27,575$ $27,820$ $23,214$ $15,448$ $4,876$ $9,89$ OTD-Long-term disabled family services $2,680$ $2,211$ $1,564$ $963$ $274$ $0.99$ OTG-Caring for disabled family member $4,998$ $6,584$ $5,876$ $3,637$ $1,278$ $1.89$ OTJ-Temporary incarceration $30$ $23$ $12$ $5$ $3$ $0.09$ OTJ-Pursuing financial assistance $772$ $551$ $346$ $192$ $42$ $0.39$ OTJ-Pusuing financial assistance $772$ $551$ $346$ $192$ $42$ $0.39$ OTU-Pusuing financial assistance $772$ $551$ $346$ $192$ $42$ $0.39$ OTU-Pusuing financial assistance $62$ $79$ $41$ $21$ $9$ $0.09$ OTO-Count-ordered appearance $62$ $79$ $41$ $21$ $9$ $0.09$ OTO-Count-rothered appearance $5,873$ $3,673$ $1,862$ $519$ $1.992$ $5.39$ OTO-Count-rothered appearance $787$ $663$ $591$ $412$ $238$ $0.39$ OTO-Count-rothered appearance $787$ $663$ $514$ $412$ $238$ $0.39$ OTO-Count-rothered appearance $272$ $240$ $233$ $179$ $122$ $0.09$ OTQ-County transfer </td <td>used Absences Total</td> <td>123,482</td> <td>87,475</td> <td>56,215</td> <td>33,533</td> <td>10,235</td> <td>43.8%</td> <td>35.4%</td> <td>31.3%</td> <td>32.7%</td> <td>34.4%</td>	used Absences Total	123,482	87,475	56,215	33,533	10,235	43.8%	35.4%	31.3%	32.7%	34.4%
OTC-Conciliation $6,839$ $3,434$ $1,455$ $541$ $139$ $249$ OTDLong-term disabled $27,575$ $27,820$ $23,214$ $15,448$ $4,876$ $9,89$ OTDLong-term disabled family member $27,575$ $27,820$ $23,214$ $15,448$ $4,876$ $9,89$ OTG-Caring for disabled family member $27,575$ $27,820$ $23,214$ $15,448$ $4,876$ $9,89$ OTG-Caring for disabled family member $4,998$ $6,584$ $5,876$ $3,637$ $1,278$ $1,89$ OTJ-Temporary incarceration $30$ $23$ $12$ $5$ $3$ $0.09$ OTU-Pursuing financial assistance $772$ $551$ $346$ $192$ $42$ $0.39$ OTM-Short-term medical $15,079$ $13,180$ $10,584$ $6,631$ $1,992$ $5,39$ OTO-Court-ordered appearance $62$ $79$ $41$ $21$ $9$ $0.09$ OTO-Court-ordered appearance $62$ $79$ $41$ $21$ $9$ $0.09$ OTO-Court-ordered appearance $62$ $79$ $3673$ $1,862$ $519$ $1.992$ $539$ OTO-Court-ordered appearance $5,426$ $5,873$ $3,673$ $1,862$ $519$ $1.992$ $539$ OTQ-County transfer $787$ $663$ $511$ $174$ $44$ $029$ OTQ-County transfer $787$ $653$ $107$ $9$ $070$ OTU-Under appeal for non-compliance $251$ $241$ $144$ $90$ $238$ $019$ <td< td=""><td><b>DTBChild under 1</b></td><td>55,780</td><td>24,082</td><td>7,002</td><td>2,837</td><td>619</td><td>19.8%</td><td>9.7%</td><td>3.9%</td><td>2.8%</td><td>2.1%</td></td<>	<b>DTBChild under 1</b>	55,780	24,082	7,002	2,837	619	19.8%	9.7%	3.9%	2.8%	2.1%
OTD-Long-term disabled $27,575$ $27,820$ $23,214$ $15,448$ $4,876$ $9,89$ OTF-Family crisis/family services $2,680$ $2,211$ $1,564$ $963$ $274$ $0.99$ OTG-Caring for disabled family member $4,998$ $6,584$ $5,876$ $3,637$ $1,278$ $1,89$ OTJ-Temporary incarceration $30$ $23$ $12$ $5$ $3$ $0.09$ OTJ-Temporary incarceration $30$ $23$ $12$ $5,876$ $3,637$ $1,278$ $1,89$ OTJ-Temporary incarceration $30$ $23$ $12$ $5,631$ $1,992$ $3.637$ $1,278$ $1.89$ OTJ-Temporary incarceration $30$ $23$ $12$ $3,637$ $1,278$ $1.89$ $0.99$ OTJ-Pursuing financial assistance $772$ $551$ $346$ $192$ $42$ $0.39$ OTU-Court-ordered appearance $62$ $772$ $551$ $1,992$ $5.33$ $0.09$ OTO-County transfer $772$ $5,873$ $3,673$ $1,862$ $515$ $1.992$ $5.33$ OTQ-County transfer $787$ $663$ $591$ $411$ $44$ $0.29$ OTQ-County transfer $787$ $663$ $591$ $412$ $238$ $0.19$ OTC-County transfer $787$ $663$ $591$ $1412$ $238$ $0.19$ OTC-County transfer $274$ $274$ $0.19$ $070$ $070$ $070$ $070$ OTC-County transfer $274$ $274$ $1414$ $44$ $029$ <t< td=""><td><b>DTCConciliation</b></td><td>6,839</td><td>3,434</td><td>1,455</td><td>541</td><td>139</td><td>2.4%</td><td>1.4%</td><td>0.8%</td><td>0.5%</td><td>0.5%</td></t<>	<b>DTCConciliation</b>	6,839	3,434	1,455	541	139	2.4%	1.4%	0.8%	0.5%	0.5%
OTF-Family crisis/family services $2,680$ $2,211$ $1,564$ $963$ $274$ $0.99$ OTG-Caring for disabled family member $4,998$ $6,584$ $5,876$ $3,637$ $1,278$ $1,89$ OTJ-Temporary incarceration $30$ $23$ $12$ $5$ $3$ $0.09$ OTJ-Temporary incarceration $30$ $23$ $12$ $5$ $3$ $0.09$ OTJ-Pursuing financial assistance $772$ $551$ $3,637$ $1,278$ $1,89$ OTL-Pursuing financial assistance $772$ $551$ $346$ $192$ $422$ $0.3$ OTD-Court-ordered appearance $62$ $79$ $41$ $21$ $9$ $0.09$ OTO-Court-ordered appearance $62$ $79$ $41$ $21$ $9$ $0.09$ OTO-Court-ordered appearance $62$ $79$ $41$ $21$ $9$ $0.09$ OTO-Court-ordered appearance $772$ $5,873$ $3,673$ $1,862$ $515$ $1.992$ OTQ-County transfer $787$ $663$ $591$ $412$ $238$ $0.39$ OTQ-County transfer $787$ $663$ $591$ $412$ $238$ $0.39$ OTU-Under appeal for non-compliance $251$ $241$ $144$ $90$ $28$ $0.19$ OTV-Family violence counseling $240$ $233$ $179$ $123$ $16$ $0.19$ OTV-Family violence counseling $2465$ $2,178$ $1,364$ $621$ $156$ $0.99$ OTV-Family violence counseling $2465$ $2,178$ <	<b>DTDLong-term disabled</b>	27,575	27,820	23,214	15,448	4,876	9.8%	11.3%	12.9%	15.1%	16.4%
OTG-Caring for disabled family member $4,998$ $6,584$ $5,876$ $3,637$ $1,278$ $1.8\%$ OTJ-Temporary incarceration $30$ $23$ $12$ $5$ $3$ $0.0\%$ OTJ-Temporary incarceration $30$ $23$ $12$ $5$ $3$ $0.0\%$ OTL-Pursuing financial assistance $772$ $551$ $346$ $192$ $42$ $0.39$ OTL-Pursuing financial assistance $772$ $551$ $346$ $192$ $42$ $0.39$ OTM-Short-term medical $15,079$ $13,180$ $10,584$ $6,631$ $1,992$ $5.33$ OTO-Court-ordered appearance $62$ $79$ $41$ $21$ $9$ $0.09$ OTO-Court-ordered appearance $5,426$ $5,873$ $3,673$ $1,862$ $515$ $1.992$ OTQ-County transfer $787$ $663$ $591$ $412$ $238$ $0.29$ OTQ-County transfer $787$ $663$ $591$ $412$ $238$ $0.39$ OTQ-County transfer $251$ $241$ $144$ $90$ $238$ $0.19$ OTU-Under appeal for non-compliance $251$ $241$ $144$ $90$ $28$ $0.19$ OTU-Under appeal for non-compliance $251$ $241$ $124$ $0.79$ $0.792$ $4,515$ $1,56$ OTU-Family violence counseling $240$ $2,33$ $179$ $123$ $16$ $0.19$ OTU-Family violence counseling $2,465$ $2,178$ $1,364$ $621$ $156$ $0.99$ OTV-Family violence counseling	<b>DTFFamily crisis/family services</b>	2,680	2,211	1,564	963	274	0.9%	0.9%	0.9%	0.9%	0.9%
OTJ-Temporary incarceration $30$ $23$ $12$ $5$ $3$ $0.09$ OTL-Pursuing financial assistance $772$ $551$ $346$ $192$ $42$ $0.39$ OTL-Pursuing financial assistance $772$ $551$ $346$ $192$ $42$ $0.39$ OTM-Short-term medical $15,079$ $13,180$ $10,584$ $6,631$ $1,992$ $5.39$ OTO-Court-ordered appearance $62$ $79$ $41$ $21$ $9$ $0.09$ OTO-Court-ordered appearance $5,426$ $5,873$ $3,673$ $1,862$ $515$ $1.992$ OTO-Count transfer $787$ $663$ $591$ $412$ $238$ $0.29$ OTQ-County transfer $787$ $663$ $591$ $412$ $238$ $0.39$ OTQ-County transfer $787$ $663$ $591$ $412$ $238$ $0.39$ OTQ-County transfer $787$ $663$ $591$ $412$ $238$ $0.39$ OTV-Founty transfer $787$ $663$ $591$ $412$ $238$ $0.39$ OTV-Founty transfer $251$ $241$ $144$ $90$ $28$ $0.19$ OTV-Family violence counseling $240$ $233$ $179$ $123$ $16$ $0.19$ OTV-Family violence counseling $2465$ $2,178$ $1,364$ $621$ $156$ $209$ OTV-Family violence counseling $2,465$ $2,178$ $1,364$ $621$ $156$ $209$ OTV-Family violence counseling $2,690$ $7,900$ $7,902$ $4,515$ <td><b>DTG</b>Caring for disabled family member</td> <td>4,998</td> <td>6,584</td> <td>5,876</td> <td>3,637</td> <td>1,278</td> <td>1.8%</td> <td>2.7%</td> <td>3.3%</td> <td>3.5%</td> <td>4.3%</td>	<b>DTG</b> Caring for disabled family member	4,998	6,584	5,876	3,637	1,278	1.8%	2.7%	3.3%	3.5%	4.3%
OTL-Pursuing financial assistance $772$ $551$ $346$ $192$ $42$ $0.39$ OTM-Short-term medical $0TM$ -Short-term medical $15,079$ $13,180$ $10,584$ $6,631$ $1,992$ $5.39$ OTO-Court-ordered appearance $62$ $79$ $41$ $21$ $9$ $0.09$ OTO-Court-ordered appearance $5,426$ $5,873$ $3,673$ $1,862$ $515$ $1.992$ $5.39$ OTO-County transfer $787$ $663$ $591$ $411$ $44$ $0.29$ OTQ-County transfer $787$ $663$ $591$ $412$ $238$ $0.39$ OTV-Feeking transportation $8$ $23$ $6$ $9$ $6$ $0.99$ OTU-Under appeal for non-compliance $240$ $233$ $179$ $123$ $16$ $0.19$ OTV-Family violence counseling $2405$ $2,178$ $1,364$ $621$ $156$ $2.09$ OTV-Family violence counseling $0.7900$ $7,902$ $4,515$ $1,562$ $2.09$ Missing $456$ $579$ $538$ $291$ $139$ $0.29$	<b>DTJTemporary</b> incarceration	30	23	12	5	б	0.0%	0.0%	0.0%	0.0%	0.0%
OTMShort-term medical $15,079$ $13,180$ $10,584$ $6,631$ $1,992$ $5.33$ OTO-Court-ordered appearance $62$ $79$ $41$ $21$ $9$ $0.09$ OTO-Court-ordered appearance $5,426$ $5,873$ $3,673$ $1,862$ $515$ $1.99$ OTP-Post-partum $5,426$ $5,873$ $3,673$ $1,862$ $515$ $1.99$ OTP-Post-partum $787$ $663$ $591$ $412$ $238$ $0.29$ OTQ-County transfer $787$ $663$ $591$ $412$ $238$ $0.09$ OTQ-Substance abuse referral $787$ $663$ $591$ $412$ $238$ $0.09$ OTV-Seeking transportation $8$ $23$ $6$ $9$ $6$ $0.09$ OTU-Under appeal for non-compliance $251$ $241$ $144$ $90$ $28$ $0.19$ OTV-Family violence counseling $240$ $233$ $179$ $123$ $16$ $0.19$ OTV-Family violence counseling $2,465$ $2,178$ $1,364$ $621$ $156$ $0.99$ OTV-Family violence counseling $2,465$ $2,178$ $1,364$ $621$ $156$ $0.99$ OTV-Family violence counseling $2,690$ $7,900$ $7,902$ $4,515$ $1,562$ $2.09$ Missing $456$ $579$ $538$ $291$ $139$ $0.29$	<b>DTLPursuing financial assistance</b>	772	551	346	192	42	0.3%	0.2%	0.2%	0.2%	0.1%
OTO-Court-ordered appearance $62$ $79$ $41$ $21$ $9$ $0.09$ OTP-Post-partum $5,426$ $5,873$ $3,673$ $1,862$ $515$ $1.99$ OTP-Post-partum $5,426$ $5,873$ $3,673$ $1,862$ $515$ $1.99$ OTQ-County transfer $490$ $300$ $164$ $141$ $44$ $0.29$ OTQ-Substance abuse referral $787$ $663$ $591$ $412$ $238$ $0.39$ OTT-Seeking transportation $8$ $23$ $6$ $9$ $6$ $0.09$ OTU-Under appeal for non-compliance $251$ $241$ $144$ $90$ $28$ $0.19$ OTU-Family violence counseling $240$ $233$ $179$ $123$ $16$ $0.19$ OTV-Family violence counseling $2465$ $2,178$ $1,364$ $621$ $156$ $0.99$ OTV-Family violence counseling $2,465$ $2,178$ $1,364$ $621$ $156$ $0.99$ OTV-Seeking childcare $2,465$ $2,178$ $1,364$ $621$ $156$ $0.99$ Missing $456$ $579$ $538$ $291$ $139$ $0.29$	DTMShort-term medical	15,079	13,180	10,584	6,631	1,992	5.3%	5.3%	5.9%	6.5%	6.7%
OTP-Post-partum     5,426     5,873     3,673     1,862     515     1,99       OTQ-County transfer     490     300     164     141     44     0.29       OTQ-County transfer     490     300     164     141     44     0.29       OTQ-County transfer     787     663     591     412     238     0.39       OTS-Substance abuse referral     787     663     591     412     238     0.39       OTV-Seeking transportation     8     23     6     9     6     0.09       OTU-Under appeal for non-compliance     251     241     144     90     28     0.19       OTV-Family violence counseling     240     233     179     123     16     0.19       OTV-Family violence counseling     2,465     2,178     1,364     621     156     0.99       OTZ-Seeking childcare     2,465     2,178     1,364     621     156     0.99       OTZ-Seeking childcare     5,690     7,900     7,092     4,515     1,562     2.09       Missing     456     579     538     291     139     0.29	<b>DTOCourt-ordered</b> appearance	62	79	41	21	6	0.0%	0.0%	0.0%	0.0%	0.0%
OTQ-County transfer     490     300     164     141     44     0.29       OTSSubstance abuse referral     787     663     591     412     238     0.39       OTTSeeking transportation     8     23     6     9     6     0.09       OTU-Under appeal for non-compliance     251     241     144     90     28     0.19       OTU-Under appeal for non-compliance     251     241     144     90     28     0.19       OTUTamily violence counseling     240     233     179     123     16     0.19       OTV-Family violence counseling     2465     2.178     1,364     621     156     0.09       OTZ-Seeking childcare     5,690     7,900     7,092     4,515     1,562     2.09       Missing     456     579     538     291     139     0.29	OTPPost-partum	5,426	5,873	3,673	1,862	515	1.9%	2.4%	2.0%	1.8%	1.7%
OTSSubstance abuse referral     787     663     591     412     238     0.39       OTTSeeking transportation     8     23     6     9     6     0.09       OTUUnder appeal for non-compliance     251     241     144     90     28     0.19       OTUUnder appeal for non-compliance     251     241     144     90     28     0.19       OTUFamily violence counseling     240     233     179     123     16     0.19       OTZSeeking childcare     2,465     2,178     1,364     621     156     0.99       Exempt     5,690     7,900     7,092     4,515     1,562     2.09       Missing     456     579     538     291     139     0.29	OTQCounty transfer	490	300	164	141	44	0.2%	0.1%	0.1%	0.1%	0.1%
OTT-Seeking transportation     8     23     6     9     6     0.0%       OTU-Under appeal for non-compliance     251     241     144     90     28     0.19       OTV-Family violence counseling     240     233     179     123     16     0.19       OTV-Family violence counseling     2,465     2,178     1,364     621     156     0.99       OTZ-Seeking childcare     2,465     2,178     1,364     621     156     0.99       Exempt     5,690     7,900     7,092     4,515     1,562     2.09       Missing     456     579     538     291     139     0.29	<b>DTSSubstance</b> abuse referral	787	663	591	412	238	0.3%	0.3%	0.3%	0.4%	0.8%
OTUUnder appeal for non-compliance     251     241     144     90     28     0.19,       OTVFamily violence counseling     240     233     179     123     16     0.19,       OTVFamily violence counseling     2,465     2,178     1,364     621     156     0.99,       OTZSeeking childcare     2,465     2,178     1,364     621     156     0.99,       Exempt     5,690     7,900     7,092     4,515     1,562     2.09,       Missing     456     579     538     291     139     0.29,	<b>DTTSeeking transportation</b>	8	23	9	6	9	0.0%	0.0%	0.0%	0.0%	0.0%
OTV-Family violence counseling     240     233     179     123     16     0.19,       OTZ-Seeking childcare     2,465     2,178     1,364     621     156     0.99       Exempt     5,690     7,900     7,902     4,515     1,562     2.09       Missing     456     579     538     291     139     0.29	DTUUnder appeal for non-compliance	251	241	144	06	28	0.1%	0.1%	0.1%	0.1%	0.1%
OTZSeeking childcare     2,465     2,178     1,364     621     156     0.99       Exempt     5,690     7,900     7,902     4,515     1,562     2.09       Missing     456     579     538     291     139     0.29	<b>DTVFamily violence counseling</b>	240	233	179	123	16	0.1%	0.1%	0.1%	0.1%	0.1%
Exempt     5,690     7,900     7,092     4,515     1,562     2.09       Missing     456     579     538     291     139     0.29	<b>DTZSeeking childcare</b>	2,465	2,178	1,364	621	156	0.9%	0.9%	0.8%	0.6%	0.5%
Missing 456 579 538 291 139 0.29	mpt	5,690	7,900	7,092	4,515	1,562	2.0%	3.2%	4.0%	4.4%	5.3%
	sing	456	579	538	291	139	0.2%	0.2%	0.3%	0.3%	0.5%
101AL 282,219 241,194 119,000 29,110 100,473 29,110 100,00	TAL	282,219	247,194	179,540	102,473	29,715	100.0%	100.0%	100.0%	100.0%	100.0%

			To-D:	ate TCA B	enefit Rec	eipt Mont	ths					T0-D2	tte TCA B	enefit Rec	eipt Mont	sh		
Activity Code Category	1 to 12	13 to 24	25 to 36	37 to 48	49 to 60	61 to 72	73 to 84	85 to 96	>96<	1 to 12	13 to 24	25 to 36	37 to 48	49 to 60	61 to 72	73 to 84	85 to 96	>96<
Vocational Education	3,477	5,274	7,585	7,794	8,620	7,336	5,446	3,786	5,810	9.8%	8.6%	8.6%	6.7%	5.9%	5.2%	5.0%	4.4%	2.9%
Job Search	7,752	15,068	22,161	29,685	34,899	34,002	27,324	22,827	58,396	21.9%	24.6%	25.0%	25.6%	24.0%	24.1%	25.0%	26.8%	28.9%
Job Skills Training	1,635	3,807	6,370	8,857	11,424	11,355	8,508	6,669	17,426	4.6%	6.2%	7.2%	7.6%	7.9%	8.1%	7.8%	7.8%	8.6%
Work/Employment Activity	6,004	12,156	18,365	24,753	31,783	30,379	22,983	17,470	37,640	17.0%	19.8%	20.7%	21.3%	21.9%	21.6%	21.0%	20.5%	18.6%
Excused Absences Total	15,644	23,342	31,314	40,851	53,129	52,182	40,879	31,560	77,866	44.3%	38.0%	35.3%	35.2%	36.6%	37.0%	37.4%	37.1%	38.5%
OTBChild under 1	3,436	3,943	2,932	2,958	3,163	2,668	1,994	1,323	2,508	9.7%	6.4%	3.3%	2.5%	2.2%	1.9%	1.8%	1.6%	1.2%
OTCConciliation	444	671	605	571	560	410	258	133	101	1.3%	1.1%	0.7%	0.5%	0.4%	0.3%	0.2%	0.2%	0.0%
OTDLong-term disabled	5,916	9,463	14,216	19,408	26,564	27,043	21,932	17,609	42,790	16.7%	15.4%	16.0%	16.7%	18.3%	19.2%	20.1%	20.7%	21.2%
OTFFamily crisis/family services	541	835	1,248	1,308	1,631	1,562	1,290	1,010	1,881	1.5%	1.4%	1.4%	1.1%	1.1%	1.1%	1.2%	1.2%	0.9%
OTGCaring for disabled family member	867	1,877	3,460	5,202	7,069	7,122	5,627	4,843	17,416	2.5%	3.1%	3.9%	4.5%	4.9%	5.1%	5.1%	5.7%	8.6%
OTJTemporary incarceration	33	1	6	6	12	14	5	5	12	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
OTLPursuing financial assistance	103	147	210	213	295	190	180	127	215	0.3%	0.2%	0.2%	0.2%	0.2%	0.1%	0.2%	0.1%	0.1%
OTMShort-term medical	2,709	3,927	5,299	7,601	9,790	9,513	6,908	4,783	10,010	7.7%	6.4%	6.0%	6.5%	6.7%	6.8%	6.3%	5.6%	5.0%
OTOCourt-ordered appearance	16	11	17	24	62	42	24	17	48	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
OTPPost-partum	1,121	1,716	2,206	2,108	2,229	1,838	1,153	646	919	3.2%	2.8%	2.5%	1.8%	1.5%	1.3%	1.1%	0.8%	0.5%
OTQCounty transfer	21	21	43	56	49	54	49	33	99	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
OTSSubstance abuse referral	138	206	350	646	855	921	845	645	1,058	0.4%	0.3%	0.4%	0.6%	0.6%	0.7%	0.8%	0.8%	0.5%
OTTSeeking transportation	9	4	5	4	14	22	17	4	4	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
OTUUnder appeal for non-compliance	36	58	69	93	125	130	107	73	183	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
OTVFamily violence counseling	52	50	115	111	107	135	89	39	87	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%
OTZSeeking childcare	235	412	530	539	604	518	401	270	568	0.7%	0.7%	0.6%	0.5%	0.4%	0.4%	0.4%	0.3%	0.3%
Exempt	726	1,505	2,497	3,793	4,880	5,055	3,668	2,467	4,742	2.1%	2.5%	2.8%	3.3%	3.4%	3.6%	3.4%	2.9%	2.3%
Missing	112	223	319	341	441	609	521	314	298	0.3%	0.4%	0.4%	0.3%	0.3%	0.4%	0.5%	0.4%	0.1%
TOTAL	35,350	61,375	88,611	116,074	145,176	140,918	109,329	85,093	202,178	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

ths
Mon
eceipt
CAR
e T
0-Dat
L pu
ory a
Catego
Code
Activity
ų
Codes
Activity
Work .
60+
90

## 5.0 Wage Analysis

The final area of analysis utilizes UI wage record data for all TCA recipients to determine whether there are employment, wage, or industry differences between the two groups of lifetime TCA benefit receipt.

### 5.1 Wage Analysis Methodology

For this section of the analysis, the TCA Customers' social security numbers were extracted from the Business Objects CARES Caseload monthly files described in Section 3.1. Customers with incomplete or missing social security numbers were dropped.

These data were merged with the UI wage record data described in Section 2.0 to match Customers with their quarterly wages for each employer. This file was then merged with QCEW data, also described in Section 2.0, to get the NAICS code, or employment industry code, for each TCA Customer's employer. If a Customer had wages reported for multiple employers within a quarter, the wages were aggregated into a total quarterly wage and the industry code was reported as the NAICS code for the employer with the highest wages in that quarter.

Some modifications were made to the data used in Section 4.0 before the wage records could be merged onto the file. First, the last month of TCA receipt was identified for each Customer to be used as a TCA exit date. Although the data are ongoing and Customers may receive further TCA benefits in the future, this is the last recorded use of TCA in the data available, so it is the best option.

Since wage records data are reported quarterly, quarterly dates were calculated from all monthly dates in the analysis file from Section 4.0 and the data were aggregated so there was one row per Customer per quarter. Additionally, a quarterly variable was created to indicate the twelve month range of aggregate TCA months of benefits up to that point in time. For example, a Customer who had their 24<sup>th</sup> month of TCA benefits in June 2019 and 25<sup>th</sup> month of TCA benefits in July 2019 would be categorized into "13 to 24 months" for the second quarter of 2019 and "25 to 36" months for the third quarter of 2019.

The analysis file was then merged with the wage record file. The results of this merge are in Table 11 below. As is to be expected, the majority of the observations are quarters with wages and without TCA benefits because wages were extracted for the entire 2003 to 2019 period (68 quarters or 204 months) and the mean number of lifetime months of TCA received is 35. Again, since these data are by Customer and by quarter, the counts of observations are for Customer-quarters rather than Customer-years.

File Source	Observations	
Wage Records TCA Customers	695,755 328,073	
Merge Result	Observations	Interpretation
Matched	81,468	Quarters with TCA benefits and wages
Not Matched	886,067	
From Wage Records	614,287	Quarters with wages only
From TCA Customers	271,780	Quarters with TCA benefits only

#### **Table 11: Wage Record Match Results**

#### 5.2 Wage Analysis Results

Before getting into the bulk of the wage analysis, the final of the six scenarios in which the TCA Counter *may not* increase will be addressed. As mentioned in footnote 2, the TCA Counter *may not* increase if a Customer has countable wages in the month in which they receive TCA benefits. Since the UI wage record data are reported quarterly, there is no way to know in which months the income was actually earned. As a result, the calculated to-date TCA benefit months may be inaccurate for Customers with wages in the same quarters in which they also received TCA benefits.

Table 12 has the same structure as Table 8, showing counts of TCA Customers by lifetime TCA receipt category and year who had reported wages in the same quarter as TCA benefits at least once in the calendar year. The portion of TCA Customers who *may* have had wages in the same month of TCA receipt has been generally increasing since 2010 for the Non-60+ Customers while fluctuating between 26.6 percent and 42.9 percent for the 60+ Customers during the same period.

However, since wages are reported quarterly, this could be identifying people with no actual *monthly* concurrent receipt of wages and TCA benefits. For example, an individual could be employed with wages in January, lose their job in February, and start receiving TCA benefits in March. In Table 12, this person would be correctly identified as having had wages and TCA benefits in the same quarter (while never having wages and TCA benefits in the same month), though this is a very different real-life situation from an individual who had wages and TCA benefits for January through March.

Since there is no way to accurately allocate the reported quarterly wages to months, future analyses would benefit from a BCDSS-produced to-date TCA total benefit months variable that would ensure that this potential situation was addressed appropriately.

		Counts		Percent of TCA Customer Group <sup>1</sup>		
Year	Non-60+	60+	Total	Non-60+	60+	Total
2008	1,572	1,505	3,077	44.8%	40.9%	42.8%
2009	1,274	945	2,219	39.2%	27.0%	32.9%
2010	1,597	1,049	2,646	37.7%	26.6%	32.3%
2011	2,423	1,335	3,758	42.1%	30.5%	37.1%
2012	2,673	1,459	4,132	45.4%	33.7%	40.4%
2013	2,672	1,362	4,034	47.3%	32.7%	41.1%
2014	2,744	1,394	4,138	48.6%	34.4%	42.7%
2015	3,272	1,432	4,704	54.7%	37.8%	48.2%
2016	3,302	1,444	4,746	55.5%	41.1%	50.2%
2017	3,112	1,215	4,327	54.1%	38.8%	48.7%
2018	2,684	995	3,679	54.0%	36.6%	47.8%
2019	3,331	1,097	4,428	57.5%	42.9%	53.0%

Table 12: Counts of TCA Customers with Reported Wages in the Same Quarter asTCA Benefits Received, 2008-2019

Tables 13a and 13b list the top ten NAICS employment subsectors by total annual wages for the Non-60+ and 60+ TCA Customers, respectively. Total wages are the sum of all reported wages for the listed calendar year and NAICS code. The total Customer quarters represents the number of quarters worked by Customers to earn the reported total wages. The industry composition of the top ten list does not change much across time or across Customer group. The Customer quarter counts are much higher for the Non-60+ Customers, which is not surprising given that this group is much larger than the 60+ Customer group.

					<b>Total Customer</b>
Year	Rank	NAICS	NAICS Description	Total Wages	Quarters
2015	1	62	Health Care and Social Assistance	\$72,891,736	13,220
	2	56	Administrative and Support and Waste Mgmt. Services	\$32,277,612	10,234
	3	44-45	Retail Trade	\$26,630,266	8,570
	4	72	Accommodation and Food Services	\$23,203,125	7,750
	5	48-49	Transportation and Warehousing	\$12,914,022	2,677
	6	92	Public Administration	\$10,117,281	1,446
	7	61	Educational Services	\$7,884,340	1,609
	8	31-33	Manufacturing	\$3,910,795	683
	9	52	Finance and Insurance	\$3,752,285	586
	10	81	Other Services (except Public Administration)	\$3,683,369	826
2016	1	62	Health Care and Social Assistance	\$80,596,682	14,323
	2	56	Administrative and Support and Waste Mgmt. Services	\$36,012,381	11,129
	3	44-45	Retail Trade	\$27,746,210	8,455
	4	72	Accommodation and Food Services	\$24,010,883	7,549
	5	48-49	Transportation and Warehousing	\$16,350,444	3,605
	6	92	Public Administration	\$11,073,780	1,594
	7	61	Educational Services	\$8,743,484	1,664
	8	52	Finance and Insurance	\$4,680,274	731
	9	81	Other Services (except Public Administration)	\$4,456,074	1,009
	10	71	Arts, Entertainment, and Recreation	\$3,936,838	889
2017	1	62	Health Care and Social Assistance	\$90,990,536	15,615
	2	56	Administrative and Support and Waste Mgmt. Services	\$38,437,361	10,819
	3	44-45	Retail Trade	\$26,862,060	7,537
	4	72	Accommodation and Food Services	\$25,824,498	7,457
	5	48-49	Transportation and Warehousing	\$19,549,422	4,355
	6	92	Public Administration	\$11,764,290	1,577
	7	61	Educational Services	\$10,153,482	1,822
	8	81	Other Services (except Public Administration)	\$5,014,291	1,157
	9	52	Finance and Insurance	\$4,889,863	745
	10	31-33	Manufacturing	\$4,368,630	742
2018	1	62	Health Care and Social Assistance	\$101,095,527	16,439
	2	56	Administrative and Support and Waste Mgmt. Services	\$44,275,449	11,287
	3	44-45	Retail Trade	\$29,754,387	7,368
	4	72	Accommodation and Food Services	\$27,679,133	7,284
	5	48-49	Transportation and Warehousing	\$21,475,054	4,252
	6	92	Public Administration	\$13,654,682	1,804
	7	61	Educational Services	\$12,651,768	2,039
	8	31-33	Manufacturing	\$5,905,909	942
	9	52	Finance and Insurance	\$5,218,677	725
	10	81	Other Services (except Public Administration)	\$5,201,504	1,092
2019	1	62	Health Care and Social Assistance	\$112,111,835	17,051
	2	56	Administrative and Support and Waste Mgmt. Services	\$47,083,071	10,829
	3	72	Accommodation and Food Services	\$28,773,221	6,810
	4	48-49	Transportation and Warehousing	\$28,305,218	5,401
	5	44-45	Retail Trade	\$27,757,706	6,251
	6	92	Public Administration	\$15,680,704	1.878
	7	61	Educational Services	\$14,545,910	2,203
	8	31-33	Manufacturing	\$6,579.364	940
	9	81	Other Services (except Public Administration)	\$5,748.395	1.063
	10	52	Finance and Insurance	\$5,251.967	715
	-	-		,	

#### Table 13a: Non-60+ TCA Customer NAICS Employment Subsector Rankings by Total Annual Wages, 2015-2019

					Total Customer
Year	Rank	NAICS	NAICS Description	Total Wages	Quarters
2015	1	62	Health Care and Social Assistance	\$12,592,097	2,707
	2	56	Administrative and Support and Waste Mgmt. Services	\$7,514,688	2,900
	3	44-45	Retail Trade	\$5,177,880	1,896
	4	72	Accommodation and Food Services	\$4,047,714	1,573
	5	48-49	Transportation and Warehousing	\$2,257,124	571
	6	92	Public Administration	\$1,890,362	330
	7	61	Educational Services	\$1,688,842	408
	8	81	Other Services (except Public Administration)	\$802,115	218
	9	54	Professional, Scientific, and Technical Services	\$520,056	161
	10	31-33	Manufacturing	\$453,904	129
2016	1	62	Health Care and Social Assistance	\$13,830,364	3,006
	2	56	Administrative and Support and Waste Mgmt. Services	\$7,961,489	3,058
	3	44-45	Retail Trade	\$5,533,926	1,893
	4	72	Accommodation and Food Services	\$4,716,029	1,724
	5	48-49	Transportation and Warehousing	\$2,977,657	744
	6	61	Educational Services	\$1,969,458	445
	7	92	Public Administration	\$1,763,342	342
	8	81	Other Services (except Public Administration)	\$893,232	227
	9	42	Wholesale Trade	\$701,182	162
	10	31-33	Manufacturing	\$696,981	160
2017	1	62	Health Care and Social Assistance	\$15,556,364	3,249
	2	56	Administrative and Support and Waste Mgmt. Services	\$8,590,658	2,980
	3	44-45	Retail Trade	\$5,367,470	1,724
	4	72	Accommodation and Food Services	\$4,976,279	1,720
	5	48-49	Transportation and Warehousing	\$3,693,777	963
	6	61	Educational Services	\$2,249,291	460
	7	92	Public Administration	\$1,778,298	297
	8	31-33	Manufacturing	\$940,577	171
	9	81	Other Services (except Public Administration)	\$874,121	250
	10	54	Professional, Scientific, and Technical Services	\$738,854	190
2018	1	62	Health Care and Social Assistance	\$18,917,293	3,618
	2	56	Administrative and Support and Waste Mgmt. Services	\$10,018,349	3,042
	3	44-45	Retail Trade	\$6,149,420	1,780
	4	72	Accommodation and Food Services	\$5,647,274	1,683
	5	48-49	Transportation and Warehousing	\$4,159,820	929
	6	61	Educational Services	\$2,617,829	483
	7	92	Public Administration	\$2,263,664	408
	8	81	Other Services (except Public Administration)	\$1,197,001	294
	9	31-33	Manufacturing	\$1,148,475	195
	10	42	Wholesale Trade	\$690,997	118
2019	1	62	Health Care and Social Assistance	\$16,550,481	3,031
	2	56	Administrative and Support and Waste Mgmt. Services	\$8,096,448	2,340
	3	72	Accommodation and Food Services	\$4,463,126	1,284
	4	44-45	Retail Trade	\$4,402,276	1,192
	5	48-49	Transportation and Warehousing	\$3,812,992	847
	6	61	Educational Services	\$2,195,074	389
	7	92	Public Administration	\$1,949,725	289
	8	81	Other Services (except Public Administration)	\$945,361	215
	9	31-33	Manufacturing	\$876,849	134
	10	54	Professional, Scientific, and Technical Services	\$631,016	107

#### Table 13b: 60+ TCA Customer NAICS Employment Subsector Rankings by Total Annual Wages, 2015-2019

The final portion of the wage analysis will include two sets of figures comparing 25<sup>th</sup>, 50<sup>th</sup> (or median) and 75<sup>th</sup> percentile wage trends. Two different structures of figures are presented in Figures 3 and 4 because the data are unique in how they are constructed and no single figure is the clear best option for viewing the data. All reported wages are inflation-adjusted to 2019 US dollars. The vertical scale is kept constant across the entire series of figures for easier cross-figure comparison.

Figure 3 plots median wages by calendar year for Non-60+ Customers (Figure 3a) and 60+ Customers (Figure 3b). These figures include all Customers who received TCA benefits for at least one month in the calendar year. One advantage of this figure is that the data are presented by calendar year, which better controls for the variations in economic conditions across time. One disadvantage of this figure is that the Customers are categorized simply by their lifetime TCA benefit count and there is no way of telling how many months into their benefit receipt history they are in each calendar year or if their wages are pre-TCA entry, during TCA receipt, or post-TCA exit.

Figure 3 shows a decline in wages across time for both groups. The 60+ TCA Customers experience a greater narrowing of the wage range across time than the Non-60+ TCA Customer group. Because of the disadvantages of this graph and because of right censoring explained above, the median wages may not reflect an actual decline in wages but rather a change in the composition of TCA Customers evaluated at each calendar year.



The final set of figures shows median wages also by lifetime TCA Customer group, but instead of the horizontal axis showing calendar years, the data are grouped by the number of quarters relative to the Customer's last TCA exit in the data. For example, if a Customer had their last TCA benefit in February 2018, their TCA exit quarter would be the first quarter of 2018. The first quarter *after* TCA exit would be the second quarter of 2018 and the first quarter *before* TCA exit would be the fourth quarter of 2017.

Since the sample size is not large enough to calculate median wages for each quarter of TCA exit,

instead the TCA exit quarters are assigned as "0" and the eight quarters before (-8 through -1) and after (1 through 8) are assigned based on their relative distance from the exit quarter. The five sets of figures are for Customers exiting in any quarter in 2010, 2012, 2014, 2016 and 2018. Since not enough time has elapsed for the full eight quarters after a first-quarter TCA exit in 2018, Figures 8a and 8b for 2018 only show wages for seven quarters post-TCA exit.

Although this representation does not account for the variations in economic conditions across time as well as figures calculated by exact exit quarter, this method assumes that the effect on employment and wages across time is roughly the same for both lifetime TCA Customer groups, which seems reasonable. These figures give a much clearer picture of Customer experience when leaving TCA. One complication with the population, though, is that the best way to define TCA exit in these data was to use the last month of TCA benefits received. Since Customers enter and exit TCA benefits sometimes monthly, though, the exit as identified in these data is not necessarily a permanent exit.

Both groups of lifetime TCA Customers experience an increase in wages in the quarters following TCA exit, though the wages for the Non-60+ Customers are generally higher than those in the 60+ group. Additionally, the pre-exit wages for the 60+ Customers are relatively constant in the eight quarters leading up to TCA exit while Non-60+ pre-exit wages decline in the approach to TCA exit. This is not surprising as one would expect more of the Non-60+ Customers to have received TCA benefits for a shorter amount of time, and thus be more likely to have had wages at some point in the eight quarters prior to TCA exit that were above the maximum eligible income.

Post-exit, 60+ TCA Customers' wages do not continue to increase as much as wages for the Non-60+ Customers after the first quarter post-exit, staying relatively constant over the seven following quarters. The difference in wages between the groups varies, but at times is nearly 50 percent higher for the Non-60+ Customers.

The post-exit wages *within the groups* look fairly consistent *across* the four years. There is much more variation year-to-year in the pre-exit wages for the two Customer groups. This could be due to a number of factors, whose exploration is beyond the scope of this report.

Finally, although these figures show clear wage increases after TCA exit, the median TCA Customer is earning between \$3,000 and \$4,000 per quarter, which is well within the poverty guidelines, even for a single-person household. If these low wages persist, it helps explain why so many TCA Customers return to TCA benefit receipt for over 60 months in their lifetime.





## 6.0 Conclusions

This report sought increased understanding of the two lifetime TCA benefit groups by conducting a demographic analysis, a work activity code analysis, and a wage analysis. Although much is still uncertain about the best path forward to improving outcomes for TCA Customers, this report provides a much-needed starting point in understanding TCA customer experience.

For reasons previously discussed, the composition of the lifetime TCA benefit groups is constantly changing. Further data and repeated analysis could help increase understanding of the challenges specific to each TCA Customer population.

The 60+ TCA Customer group currently has an older age distribution, a higher percent female, and a higher percent Black/African American. It seems likely that the 60+ TCA Customer group would continue to have an older age distribution across time. Further analyses could seek a better understanding of the additional barriers female and Black/African American Customers face to help facilitate better Customer outcomes.

Roughly one fourth of the TCA Customer population utilizes activity codes that effectively limit their exit from TCA. Future research could explore the experiences of this specific population of

TCA recipients to better understand how to serve them. Alternately, future study could essentially repeat this report but limit the population to TCA Customers who do *not* utilize those two activity codes. This seems especially worthwhile because Customers who receive TCA benefits due to a longer-term disability likely interact with the job search, job training, and employment spheres much differently than those who anticipate staying on TCA benefits for a relatively shorter time period.

Because of the higher use of job search codes of 60+ TCA Customers juxtaposed with the higher use of job skills training codes by the Non-60+TCA Customers, future study could explore whether increasing opportunities for job skills training for TCA Customers would lead to better Customer outcomes. Since over a fourth of activity code utilization for 60+ TCA Customers is in the job search category and especially since the percent utilization increases with the length of total TCA benefit receipt, further research could determine whether job search activities are effective at leading to job placement.

Finally, although wages post-TCA exit are higher for Non-60+ TCA Customers, they are not that much higher than the wages of the 60+ and both of the groups receive very low wages overall. Even if Customers exit from TCA benefit receipt, that does not necessarily mean that they are exiting due to stable employment at sustainable wages. Further research could explore whether certain activities or employment industries are more likely to lead to stable employment at livable wages for exiting TCA Customers.

The JFI is happy to continue discussions of both this report and potential future research to assist BCDSS FIA in reaching their goals of creating best practices to serve TCA Customers in Baltimore City.

# 7.0 Appendix

Category	Activity Code
Vocational Education	BEDBasic Education/GED/Literacy BEREnglish as a 2nd language
	BEVVocational education
	OEVVocational Education
Job Search	JBM/OBMMental Health
	JBR/OBRRehabilitation
	JBS/OBSJob search/job readiness
	JBT/OBTSubstance Abust Treatment
Job Skills Training	ISTJob Skills Training
	OJTOn-the-job training
Work/Employment Activity	WEJUnsubsidized employment
	WEMCommunity service
	WEXWork experience placement
Excused Absences Total	OTBChild under 1
	OTCConciliation
	OTDLong-term disabled
	OTFFamily crisis/family services
	OTGCaring for disabled family member
	OTJTemporary incarceration
	OTLPursuing financial assistance
	OTMShort-term medical
	OTOCourt-ordered appearance
	OTPPost-partum
	OTQCounty transfer
	OTSSubstance abuse referral
	OTTSeeking transportation
	OUTUnder appeal for non-compliance
	OTVFamily violence counseling
	OTZSeeking childcare
Exampt	OTV In contract/constion

## Appendix Table 1: Activity Code Categorization Guide

Prepared by:



Merrick School of Business The University of Baltimore 1420 N. Charles Street Baltimore, Maryland 21201 <u>http://www.jacob-france-institute.org/</u> (410) 837-4727