

## **1600      WORK PARTICIPATION RATES**

The purpose of the chapter is to provide States and Tribes with the methodology for calculating the monthly and annual work participation rates. In applying the methodology it is necessary to understand the statutory and regulatory provisions on the work participation requirements and the TANF Data Report - Section One data elements used to capture the information needed for these calculations. It is for this reason that we have included, as background, certain mandatory work requirements from the law and the final regulation, which States must adhere to in administering their TANF programs.

These provisions include:

1.      Establishing the minimum all families and two-parent work participation rate requirements;
2.      Defining the monthly and annual work participation rate calculations, including families that are to be included in or excluded from the calculation;
3.      Identifying countable work activities, including limitation on certain activities;
4.      Specifying the hourly requirements for engaged in work for the all families and two-parent family rates and related special circumstances (e.g., deemed engaged in work); and

### **1610      Work Participation Rate Standards and Caseload Reduction Credit**

For each fiscal year, the statute specifies the all families and two-parent families minimum work participation rate standards that States must meet in administering their TANF and SSP-MOE Programs. These standards are as follows: For the overall work participation, States must achieve a minimum required work participation rate of 50 percent. For the two-parent work participation rate, States must achieve a minimum required work participation rate of 90 percent.

States that are successful in moving welfare recipients from welfare to self-sufficiency or otherwise reducing their welfare rolls are given credit for their efforts with respect to these standards. If the average number of cases receiving assistance, including assistance under a separate State program, for the State in the preceding fiscal year was lower than the average number of cases receiving assistance in FY '2005, then the minimum work participation rate standard that the State must meet for the fiscal year will decrease by the

amount of percentage points the caseload has fallen in comparison to the FY '2005 caseload. This reduction in the minimum work participation rate standard is referred to as the caseload reduction credit. The caseload reduction credit will not include changes that are required by Federal law or that are as a result of changes in State eligibility criteria.

The minimum two-parent families participation rate the State must meet for the fiscal year decreases, at State option, by either:

1. The number of percentage points the prior-year two-parent caseload, including assistance under a separate State program (as provided in §261.42(b)), fell in comparison to the FY 2005 two-parent caseload; or
2. The number of percentage points the prior-year overall caseload, including assistance under a separate State program (as provided in §261.42(b)), fell in comparison to the FY 2005 overall caseload.

These calculations must disregard the net caseload reduction (i.e., caseload decreases offset by increases) due either to requirements of Federal law or to changes that a State has made in its eligibility criteria in comparison to its criteria in effect in FY 1995.

We will determine the total and two-parent caseload reduction credits that apply to each State based on the information and estimates reported to us by the State on eligibility policy changes, application denials, and case closures. In order to receive a caseload reduction credit, a State must submit a Caseload Reduction Report to us containing the following information:

1. A listing of, and implementation dates for, all State and Federal eligibility changes, as defined at §261.42, made by the State since the beginning of FY 2005;
2. A numerical estimate of the positive or negative impact on the applicable caseload of each eligibility change (based, as appropriate, on application denials, case closures or other analyses);
3. An overall estimate of the total net positive or negative impact on the applicable caseload as a result of all such eligibility changes;
4. An estimate of the State's caseload reduction credit;
5. Total prior year caseload;

6. The number of application denials and case closures for fiscal year 2005 and the prior fiscal year;
7. The distribution of such denials and case closures, by reason, for fiscal year 1995 and the prior fiscal year;
8. A description of the methodology and the supporting data that the State used to calculate its caseload reduction estimates;
9. A certification that it has provided the public an appropriate opportunity to comment on the estimates and methodology, considered their comments, and incorporated all net reductions resulting from Federal and State eligibility changes; and
10. A summary of all public comments.

We will calculate the caseload reduction credit that applies to the work participation rate(s). However, we will not calculate a caseload reduction credit unless the State reports case-record data on individuals and families served by any separate State program, as required under §265.3(d). A State may only apply to its participation rate a caseload reduction credit that we have calculated. If a State disagrees with the caseload reduction credit, it may appeal the decision as an adverse action in accordance with §262.7.

A State must report the necessary documentation on caseload reductions for the preceding fiscal year by December 31.

#### 1620     Definitions of Annual and Monthly Work Participation Rates

The statute defines the overall annual participation rate and the overall monthly participation rate as follow:

Overall Annual Participation Rate is the average of the State's overall participation rates for each month in the fiscal year.

Overall Monthly Participation Rate is: (1) the number of families receiving TANF and/or SSP-MOE assistance that include a work-eligible individual who is engaged in work for the month (the numerator), divided by (2) the number of families receiving TANF and/or SSP-MOE

assistance during the month that include a work-eligible individual minus the number of families that are subject to a penalty for refusing to work in that month (the denominator). However, if a family has been sanctioned for more than three of the last 12 months, we will not exclude it from the participation rate calculation.

Other circumstances for which a family may be disregarded from the overall monthly work participation rate calculation are:

1. A State has the option of not requiring a single custodial parent caring for a child under age one to engage in work. If the State adopts this option, we will disregard such a family in the participation rate calculation for a maximum of 12 months;
2. At State option, a family that is participating in a Tribal Work Program may be included or excluded from the work participation rate calculation. If the State has opted to exclude all Tribal Work Program participants from its work participation rate, such families will be excluded from the calculation;

The statute defines the two-parent annual participation rate and the two-parent monthly participation rate as follow:

Two-parent Family Annual Participation Rate is the average of the State's two-parent participation rates for each month in the fiscal year.

Two-parent Family Monthly Participation Rate is: (1) the number of two-parent families receiving TANF and/or SSP-MOE assistance in which the work-eligible parents meet the requirements set forth in §261.32 for the month (the numerator), divided by (2) the number of two-parent families receiving TANF and/or SSP-MOE assistance during the month minus the number of two-parent families that are subject to a penalty for refusing to work in that month (the denominator). However, if a family has been sanctioned for more than three of the last 12 months, we will not exclude it from the participation rate calculation.

Other circumstances for which a family may be disregarded from the two-parent monthly work participation rate

calculation are:

1. At State option, a family that is participating in a Tribal Work Program may be included or excluded from the work participation rate calculation. If the State has opted to exclude all Tribal Work Program participants from its work participation rate, such two-parent families will be excluded from the two-parent participation rate calculation; and
2. If a two-parent family includes a disabled parent, we will not consider the family as a two-parent family for the purpose of calculating the two-parent work participation rate.

For the purpose of calculating the two-parent work participation rate, the two-parent families must include, but is not limited to, any family with two natural or adoptive parents (of the same minor child) who are work-eligible individuals and living in the home, unless both are minor and neither are head-of-household. This is a minimal definition. At State option, a broader definition of two-parent families may be used. For example, a State may want to include step-parents and/or non-custodial parents.

A State may opt to include a noncustodial parent as part of the eligible family receiving assistance. If the State does so, the noncustodial parent may receive assistance or other services and may participate in work activities. The included noncustodial parent must live in the State, but may not live with his/her child(ren). A noncustodial parent may participate in work activities funded under the State TANF Program. In addition, the State must report the noncustodial parent as part of the TANF family. However, the State may choose whether a two-parent family with a noncustodial parent as one of the two parents is a two-parent family for the purposes of calculating the two-parent work participation rate. If a State chooses to exclude a two-parent family with a noncustodial parent as one of the parents from the two-parent work participation rate, the State must code the TANF Data Report data element "Type of Family for Work Participation" with a "1" and code the data element "Work Participation Status" for the noncustodial parent with a "99."

1630     Countable Work Activities

The statute requires that adults and minor child heads-of-household participate in certain work activities. Countable work activities include the following:

1. Unsubsidized employment;
2. Subsidized private sector employment;
3. Subsidized public sector employment;
4. Work experience;
5. On-the-job training (OJT);
6. Job search and job readiness assistance;
7. Community service programs;
8. Vocational educational training;
9. Job skills training directly related to employment;
10. Education directly related to employment, in the case of a recipient who has not received a high school diploma or a certificate of high school equivalency;
11. Satisfactory attendance at secondary school or in a course of study leading to a certificate of general equivalence, if a recipient has not completed secondary school or received such a certificate; and
12. Providing child care services to an individual who is participating in a community service program.

Each adult (or minor child head-of-household) has a life-time limit on countable hours of participation for vocational educational training. Vocational educational training may only count as a work activity for a total of 12 months.

There are four limitations on job search and job readiness training. These are:

1. Job search and job readiness assistance only count for 6 weeks in any fiscal year;

2. An individual's participation in job search and job readiness assistance counts for no more than 4 consecutive weeks;
3. If the State's (Tribe's) total unemployment rate for a fiscal year is at least 50 percent greater than the United States' total unemployment rate for that fiscal year or the State is a "needy" State (within the meaning of Section 403 (b)(6)), then an individual's participation in job search or job readiness assistance counts for up to 12 weeks in that fiscal year; and
4. A State may count 3 or 4 days of job search and job readiness assistance during a week as a full week of participation, but only once for any individual.

1640 Required Hours of Work to be "Engaged in Work"

A family counts as participating in work for the overall work participation rate for a month in which a work-eligible individual is engaged in work. That is, the work-eligible individual participates in countable work activities during the month for at least the minimum average number of 30 hours per week. At least 20 of the 30 hours per week must come from work activities (1) through (8) and (12), as shown in Section 1630. (Hereafter, we will refer to these work activities as "core" work activities.) Hours above the 20 hours per week may also come from work activities (9), (10), and (11) as shown in Section 1630.

A two-parent family counts as engaged in work for the month in determining the two-parent rate, if one of the following is applicable:

1. If the family does not receive federally-funded child care and the work-eligible parents in the family are participating in work activities for an average of at least 35 hours per week during the month, and, at least 30 of the 35 hours per week come from participation in the core work activities, (1) through (8) and (12) listed in Section 1630. The family counts as engaged in work. Above the 30 hours per week, countable hours may also come from work activities (9), (10), and (11) from those work activities listed in Section 1630.

2. If the family receives federally-funded child care, an adult in the family is not disabled or caring for a severely disabled child, and the work-eligible parents in the family are participating in work activities for an average of at least 55 hours per week during the month, and, at least 50 of the 55 hours per week come from participation in the core work activities, (1) through (8) and (12) listed in Section 1630. The family counts as engaged in work. Above the 50 hours per week, countable hours may also come from work activities (9), (10), and (11) from those work activities listed in Section 1630.

#### 1641 Deeming Core Hours

Under sections 261.31 and 261.32 of the TANF interim final rule, if a work-eligible individual participates in work experience or a community services program for the maximum number of hours per week that a State may require under the applicable Federal or State minimum wage law but falls short of the hours needed to meet the “core” hours requirement, we will “deem” the individual to have participated in the remaining core hours needed. We refer to these remaining hours as “deemed core hours.” This policy is limited to States that combine the value of TANF and food stamp benefit amounts when calculating the maximum hours of participation permitted based on the applicable minimum wage. A State can include the amount of food stamp allotment by adopting the mini-simplified Food Stamp Program option.

#### 1642 Deemed Engaged In Work

For purposes of the overall work participation and two-parent work participation rate, a family with single minor child head-of-household or married teen parent is deemed engaged in work in a month if (s)he maintains satisfactory attendance at a secondary school or the equivalent during the month or participates in education directly related to employment for an average of at least 20 hours per week during the month.

A single custodial parent or caretaker relative with a child under age six will count as engaged in work if (s)he participates for at least an average of 20 hours per week in core work activities.

1642      The Thirty (30) Percent Limit

In counting families for each monthly participation rate, not more than 30 percent of families with individuals engaged in work in a month may be included in the numerator because the individuals are: (1) participating in vocational educational training; or (2) individuals deemed to be engaged in work by participating in work activities (10) and (11) as listed in Section 1630. For each month in which the State exceeds the 30% limit, its overall and two parent work participation rates will be adjusted by decreasing the number of participating families until the 30% limit is not exceeded.

1650      Methodology Used in Calculating the Monthly Work Participation Rate

The monthly TANF and SSP-MOE population consists of all families who receive assistance under the State TANF and/or SSP-MOE Programs for the reporting month. For the all family (and two parent family) work participation rate, we are interested in a portion of these families. This smaller grouping is referred to as a subpopulation or subdomain. For the overall work participation rate, the subpopulation of interest is all TANF and SSP-MOE families with a wpri-eligible individual, except those families that are disregarded due to:

1.      Single custodial parent with child under 12 months;
2.      Sanctioned for the reporting month, but not sanctioned for more than 3 months within the preceding 12-month period;
3.      Participating in a Tribal Work Program, State has opted to exclude all Tribal Work Program participants from its Work Participation rate;

Similarly, for the two parent work participation rate, the subpopulation of interest is all two parent TANF and SSP-MOE families with work-eligible parents, except those that are disregarded due to:

1.      Sanctioned for the reporting month, but not sanctioned for more than 3 months within the preceding 12-month period;
2.      Participating in a Tribal Work Program, State has opted to exclude all Tribal Work Program participants from its Work Participation rate;

The standard statistical methodology for estimating means (proportions are special cases of means) over subpopulations from universe data, non-stratified samples and stratified samples are shown below.

1651      Calculation of the Monthly Work Participation Rate from Universe Data

For a State that reports the TANF Data Report (and/or SSP-MOE Data Report) for its entire caseload, the monthly work participation rate (R) is the total number of families participating from the subpopulation ( $Y_j$ ) divided by the total number of families in the subpopulation ( $N_j$ ) and is calculated as follows:

$$R = \frac{Y_j}{N_j} = \frac{\sum_{i=1}^N Y_i}{N_j}$$

where  $i$       =      1, 2, ..., N

$Y_i$       =      1, if the  $i^{\text{th}}$  family is participating in  $j^{\text{th}}$  subpopulation

             =      0, if the  $i^{\text{th}}$  family is not participating in  $j^{\text{th}}$  subpopulation

$N_j$       =      the number of cases in the  $j^{\text{th}}$  subpopulation

For example, a State with a monthly caseload of 42,600 families reports its entire caseload as follows:

The number of families that are:		All Families	Two-Parent Families
1.	Reported (i.e., total caseload)	42600	3,000
2.	No WEI Families	13,500	-
3.	Listed-in-error	50	-
4.	Disregarded: single custodial parent with child under 12 months	2,200	-
5.	Disregarded: sanctioned for the reporting month, but not sanctioned for more than 3 months in the preceding 12-month period	1,775	540
6.	Disregarded: Participating in a Tribal work program	25	0

The number of families that are:		All Families	Two-Parent Families
7.	Required to Participate (item #1 minus item 2 through item 6)	25,050	2,460
8.	Participating	8,338	1,225
9.	Counting toward the 30% limit	1,731	120

The ratio estimator for the all family work participation rate is:

$$R = \frac{Y_j}{N_j} = \frac{\sum_{i=1}^N Y_i}{N_j} = \frac{8,338}{25,050} = 0.3329$$

The ratio estimator for the two-parent work participation rate is:

$$R = \frac{Y_j}{N_j} = \frac{\sum_{i=1}^N Y_i}{N_j} = \frac{1,225}{2,460} = 0.4980$$

## 1652 Calculation of the Monthly Work Participation Rate from Sample Data

For a State that samples but does not stratify, the estimated monthly work participation rate is calculated using the ratio estimator.

The ratio estimator is:

$$\hat{R} = \frac{N \bar{Y}_j}{N \bar{X}_j} = \frac{\frac{N}{n} \sum_{i=1}^n Y_i}{\frac{N}{n} \sum_{i=1}^n X_i} = \frac{\frac{N}{n} \sum_{k=1}^{n_j} Y_{jk}}{\frac{N}{n} \sum_{k=1}^{n_j} X_{jk}}$$

- $y_i$  = 1, if the  $i^{\text{th}}$  family is participating in  $j^{\text{th}}$  subpopulation  
 = 0, if the  $i^{\text{th}}$  family is not participating in  $j^{\text{th}}$  subpopulation  
 $x_i$  = 1, if the  $i^{\text{th}}$  family is in  $j^{\text{th}}$  subpopulation  
 = 0, if the  $i^{\text{th}}$  family is not in  $j^{\text{th}}$  subpopulation

The estimated variance for the ratio estimator is:

$$v(\hat{R}) = \frac{(1-f)}{n \bar{x}^2} \frac{\sum_{i=1}^n (y_i - \hat{R} x_i)^2}{n-1}$$

where:

$$f = \frac{n}{N}$$

$$R = \frac{\hat{Y}}{\hat{X}}$$

For example, a State with a monthly caseload of 42,600 families reports based on a non-stratified sample as follows:

The number of families that are:	All Families	Two-Parent Families
1. Total Caseload	42,600	3,000
2. Reported (sample size)	255	51
3. No WEI Families	60	-
4. Listed-in-error	2	-
5. Disregarded: single custodial parent with child under 12 months	10	-

The number of families that are:	All Families	Two-Parent Families
6. Disregarded: sanctioned for the reporting month, but not sanctioned for more than 3 months in the preceding 12-month period	29	9
7. Disregarded: Participating in a Tribal work program	0	0
8. Required to Participate (item #2 minus item 3 through item 7) in the sample	154	42
9. Participating in the sample	56	21
10. Counting toward the 30% limit in the sample	12	3

For the all family rate:

The estimated total number of families required to participate from the total caseload (i.e., the denominator of the participation rate) is:

$$\frac{42,600 \times 154}{255} = 25,727.0588$$

The estimated total number of families that are participating from the total caseload (i.e., the numerator of the participation rate) is:

$$\frac{42,600 \times 56}{255} = 9,355.2941$$

The estimated monthly all family work participation rate is:

$$\hat{R} = \frac{N\bar{Y}_j}{N\bar{X}_j} = \frac{\frac{N}{n} \sum_{i=1}^n Y_i}{\frac{N}{n} \sum_{i=1}^n X_i} = \frac{\frac{N}{n} \sum_{k=1}^{n_j} Y_{jk}}{\frac{N}{n} \sum_{k=1}^{n_j} X_{jk}} = \frac{\frac{42,600 * 56}{255}}{\frac{42,600 * 154}{255}} = 0.3636$$

The estimated number of participating families that count toward the 30% limit is:

$$\frac{42,600 \times 12}{255} = 2,004.7059$$

The number of participating families due to vocational education (and after 1999 due to deemed engaged in work based on work activities 10 and 11 from Section 1630) is less than 30% of total participating families. Therefore, no adjustment is necessary.

For the two-parent work participation rate:

The estimated total number of two-parent families required to participate from the total caseload (i.e., the denominator of the participation rate) is:

$$\frac{3,000 \times 42}{51} = 2,470.5882$$

The estimated total number of two-parent families that are participating from the total caseload (the numerator of the participation rate) is:

The estimated monthly two-parent work participation rate is:

$$\hat{R} = \frac{N\bar{Y}_j}{N\bar{x}_j} = \frac{\frac{N}{n} \sum_{i=1}^n Y_i}{\frac{N}{n} \sum_{i=1}^n x_i} = \frac{\frac{N}{n} \sum_{k=1}^{n_j} Y_{jk}}{\frac{N}{n} \sum_{k=1}^{n_j} x_{jk}} = \frac{\frac{3,000 * 21}{51}}{\frac{3,000 * 42}{51}} = 0.5000$$

the estimated number of participating two-parent families that count toward the 30% limit is:

$$\frac{3,000 \times 3}{51} = 176.4706$$

The number of two-parent participating families due to vocational education (and after 1999 due to deemed engaged in work based on work activities 10 and 11 from Section 1630) is less than 30% of total number of two-parent families that are participating. Therefore, no adjustment is necessary.

#### 1653 Calculation of the Monthly Work Participation Rate from Stratified Sample Data

For a State that selects a stratified sample the monthly work participation rate as estimated with the ratio estimator is:

$$\hat{R} = \frac{\hat{Y}_j}{\hat{X}_j} = \frac{\sum_{h=1}^H N_{hj} \bar{Y}_{hj}}{\sum_{h=1}^H N_{hj} \bar{X}_{hj}} = \frac{\sum_{h=1}^H \frac{N_h}{n_h} \sum_{k=1}^{n_{hj}} Y_{hjk}}{\sum_{h=1}^H \frac{N_h}{n_h} \sum_{k=1}^{n_{hj}} X_{hjk}}$$

where k = 1, 2, ... n<sub>hj</sub>

h = 1, 2, ... H

n<sub>hj</sub> = the number of families in h<sup>th</sup> stratum and the j<sup>th</sup> subpopulation

H = the number of strata

y<sub>hjk</sub> = 1, if the i<sup>th</sup> family from stratum h is participating in the j<sup>th</sup> subpopulation.

= 0, if the i<sup>th</sup> family from stratum h is not participating in the j<sup>th</sup> subpopulation.

The estimated variance for the ratio estimator is :

$$v(\hat{R}) = \frac{1}{N^2 \bar{X}^2} \sum_{h=1}^H N_h^2 \frac{1 - f_h}{n_h} S_{hZ}^2$$

$$f_h = \frac{n_h}{N_h}$$

where:

$$S_{hZ}^2 = S_{hY}^2 + R_h^2 S_{hX}^2 - 2R_h P_{hXY} S_{hX} S_{hY}$$

$$P_{hXY} = \frac{S_{hXY}}{S_{hX} S_{hY}}$$

$$S_{hX}^2 = \frac{N_h}{\sum_{i=1}^{N_h}} \frac{(x_{hi} - \bar{X}_h)^2}{N_h - 1}$$

$$S_{hY}^2 = \frac{N_h}{\sum_{i=1}^{N_h}} \frac{(y_{hi} - \bar{Y}_h)^2}{N_h - 1}$$

For example, a State with a monthly caseload of 42,600 families reports based on a stratified sample, in which the two-parent families are in stratum 02 and all other families are in stratum 01, as follows:

The number of families that are:	All Families		Two-Parent Families
Strata	01	02	02
1. Total Caseload	39,600	3,000	3,000
2. Reported (sample size)	204	51	51
3. No WEI Families	60	0	-
4. Listed-in-error	2	0	-
5. Disregarded: single custodial parent with child under 12 months	10	0	-
6. Disregarded: sanctioned for the reporting month, but not sanctioned for more than 3 months in the preceding 12-month period	30	9	9
7. Disregarded: Participating in a Tribal work program	0	0	0
8. Required to Participate (item #2 minus item 3 through item 9) in the sample	112	42	42
9. Participating in the sample	35	21	21
10. Counting toward the 30% limit in the sample	9	3	3

For the all family rate:

The estimated total number of families required to participate from the total caseload (i.e., the denominator of the participation rate) is:

$$\frac{39,600 * 112}{204} + \frac{3,000 * 42}{51} = 24,211.7647$$

The estimated total number of families that are participating from the total caseload (i.e., the numerator of the participation rate) is:

$$\frac{39,600 * 35}{204} + \frac{3,000 * 21}{51} = 8,029.4118$$

The estimated monthly all family work participation rate is:

$$R = \frac{\frac{39,600 * 35}{204} + \frac{3,000 * 21}{51}}{\frac{39,600 * 112}{204} + \frac{3,000 * 42}{51}} = \frac{8,029.4118}{24,211.7647} = 0.3316$$

The estimated number of participating families that count toward the 30% limit is:

$$\frac{39,600 * 9}{204} + \frac{3,000 * 3}{51} = 176.4706$$

In this example, the two-parent work participation rate is based on the data in stratum 02 and the result are the same as in the previous example.

#### 1654 Adjusting the Monthly Work Participation Rate for Exceeding the 30% Limit

If, in the example from Section 1652 for the all family work participation rate, the number of participating families that count toward the 30% limit is 20 sample cases (instead of 12 sample cases), then the 30% limit is exceeded. In this instance, the estimated total number of participating families that count toward the limit is:

$$\frac{42,600 * 20}{255} = 3,341.1765$$

The estimate number of participating families that counts toward the 30% limit (3,341.17) exceeds the 30% limit ( $3,341.1765 / 9,355.2941 = .3571$ .) To make the adjustment, first determine the number of participating families that do not count toward the 30% limit ( $9,355.2941 - 3,341.175 = 6,014.1176$ ). This group represents the 70% of the total adjusted number of participating families. Thus, the total adjusted number of participating families is calculated by dividing the number of participating families that do not count toward the 30% limit by 0.7 (i.e.,  $6,014.1176 / 0.7 = 8,591.5966$ ). The adjusted all family work participation rate is

$$\frac{8,591.5966}{25,727.0588} = 0.3340$$

The adjustment from 0.3636 to 0.3340 is a decrease in the participation rate of 0.296 or 2.96%.

1670      TANF Data Reporting Elements Used in Calculating the Monthly Work Participation Rate

The overall and two parent work participation rates are calculated based on data provided on the TANF Data Report - Section One and, for States that do not use a stratified sample, the TANF Data Report - Section Three, data element #8, the total number of families. For States that use a stratified sample design, the State must submit for each month the number of families in each stratum. The TANF Data Report - Section One data elements used in the calculation are listed below:

Item Number	Data Element
1	State FIPS code
4	Reporting Month
5	Stratum
9	Disposition
11	Number of Family Members
12	Type of Family for Work Participation
17	Receives Subsidized Child Care
27	Waiver Evaluation Experimental and Control Group
60	Family Affiliation

Item Number	Data Element
31	Non-custodial Parent
32	Date-of-Birth
37	Marital Status
38	Relationship to Head-of-Household
39	Parent with a Minor Child
48	Work-Eligible Individual Indicator
49	Work Participation Status
50	Unsubsidized employment
51	Subsidized private sector employment
52	Subsidized public sector employment
53	Work experience
54	On-the-job training (OJT)
55	Job search and job readiness assistance
56	Community service programs
57	Vocational educational training
58	Job skills training directly related to employment
59	Education directly related to employment, in the case of a recipient who has not received a high school diploma or a certificate of high school equivalency
60	Satisfactory attendance at secondary school or in a course of study leading to a certificate of general equivalence, if a recipient has not completed secondary school or received such a certificate
61	Providing child care services to an individual who is participating in a community service program
62	Additional Work Activities Permitted Under Waiver
64	Required Hours of Work
68	Date-of-Birth (Child)

