

Wage Records and the Care Economy

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2023 DOL ETA Vision 2030

Workforce Convening

May 16, 2023

Overview

- Who?
 - ▶ Child care workers
- What?
 - ▶ Child Care: NAICS 6244
 - ▶ 2019-2022
- Where?
 - ▶ Participating states
- How?
 - ▶ BLS Wage Record Program





Background
Wage Record
Program

Data Collected

- Data are collected in the [LEHD format](#) on a quarterly schedule.
- Collected data elements:

Social Security Number

State FIPS

UI Account Number

*UI Reporting Unit Number

Employer Identification Number

Reference Year

Reference Quarter

Quarterly Wages

*Hours Worked

*Weeks worked

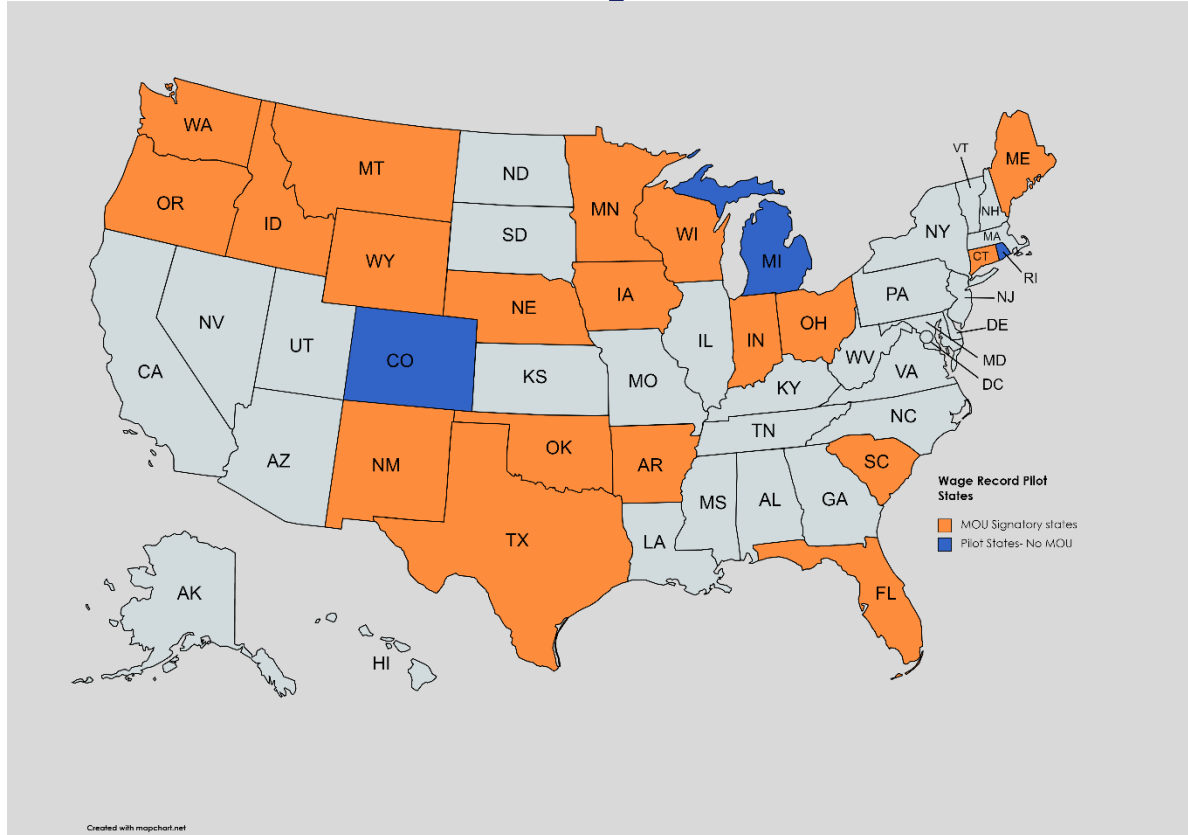
*Elements collected in the file format, but not typically transmitted

Wage Record Program Goals

Develop a longitudinally linked multi-state wage record database

- In order to allow:
 - ▶ LMI shops to conduct defined economic research projects and develop new data products.
 - ▶ BLS to develop new data products and improve existing data.
 - ▶ For stakeholder workforce research.

Wage Record Program Current* Participation



Program Guidance

■ Wage Record Advisory Committee (WRAC)

Angelina Nguyen (MN)

Michelle Doran (NM)

Nicholas Wallace (OH)

Ross Evans (TX)

Joanna Frasch (WI)

Rachel Moskowitz (NM)

Richard Adame (TX)

Melinda Jensen (AR)

Closer Look -- The Who



Why Child Care?



- “Care work” is important...
- Child Care: high turnover & low wages
- Child Care is important

Show me the Data!



“Everything is bigger in Texas”

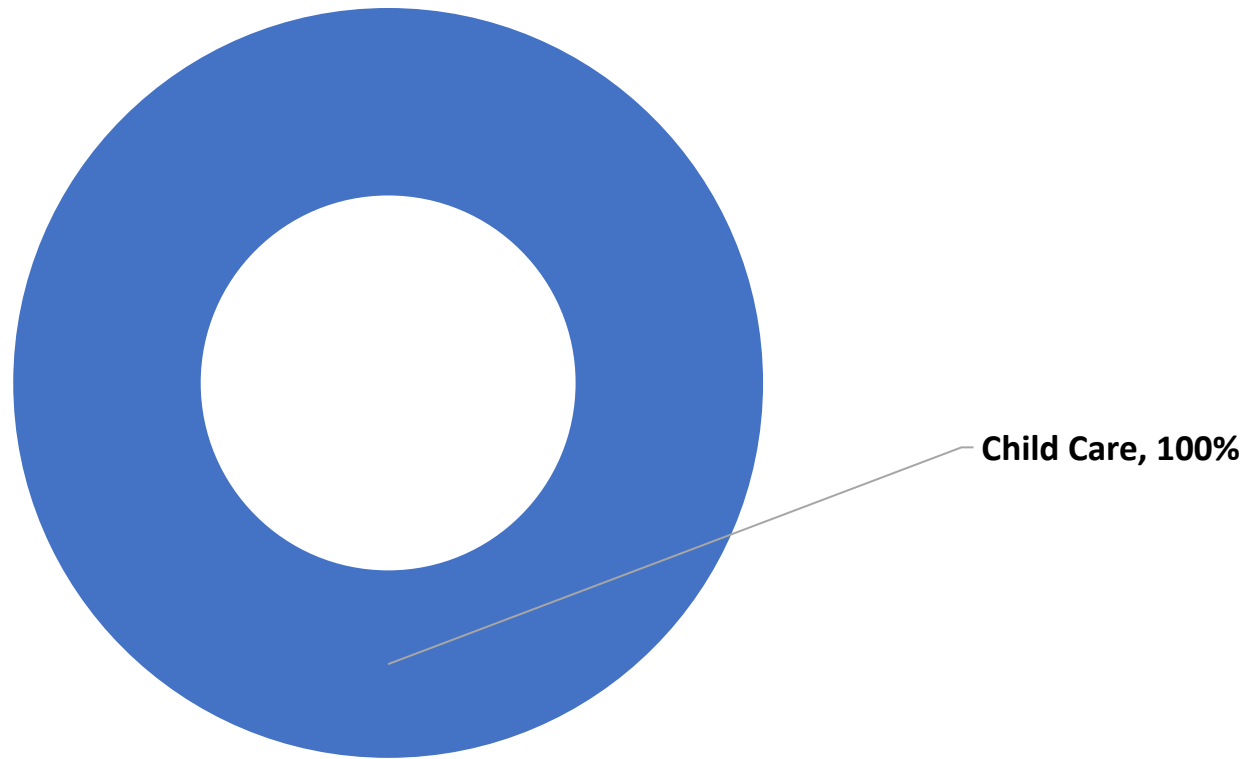
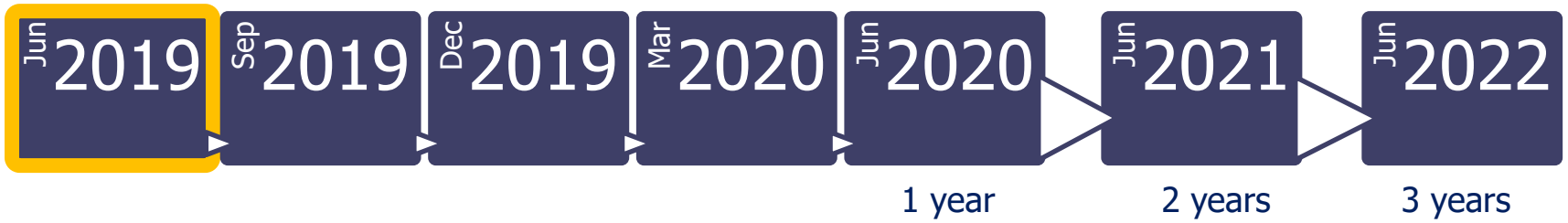
- Childcare workers
2019 Q2: **84,695**
- Tremendous
churn evident...
- Minimal migration
to participating
states...

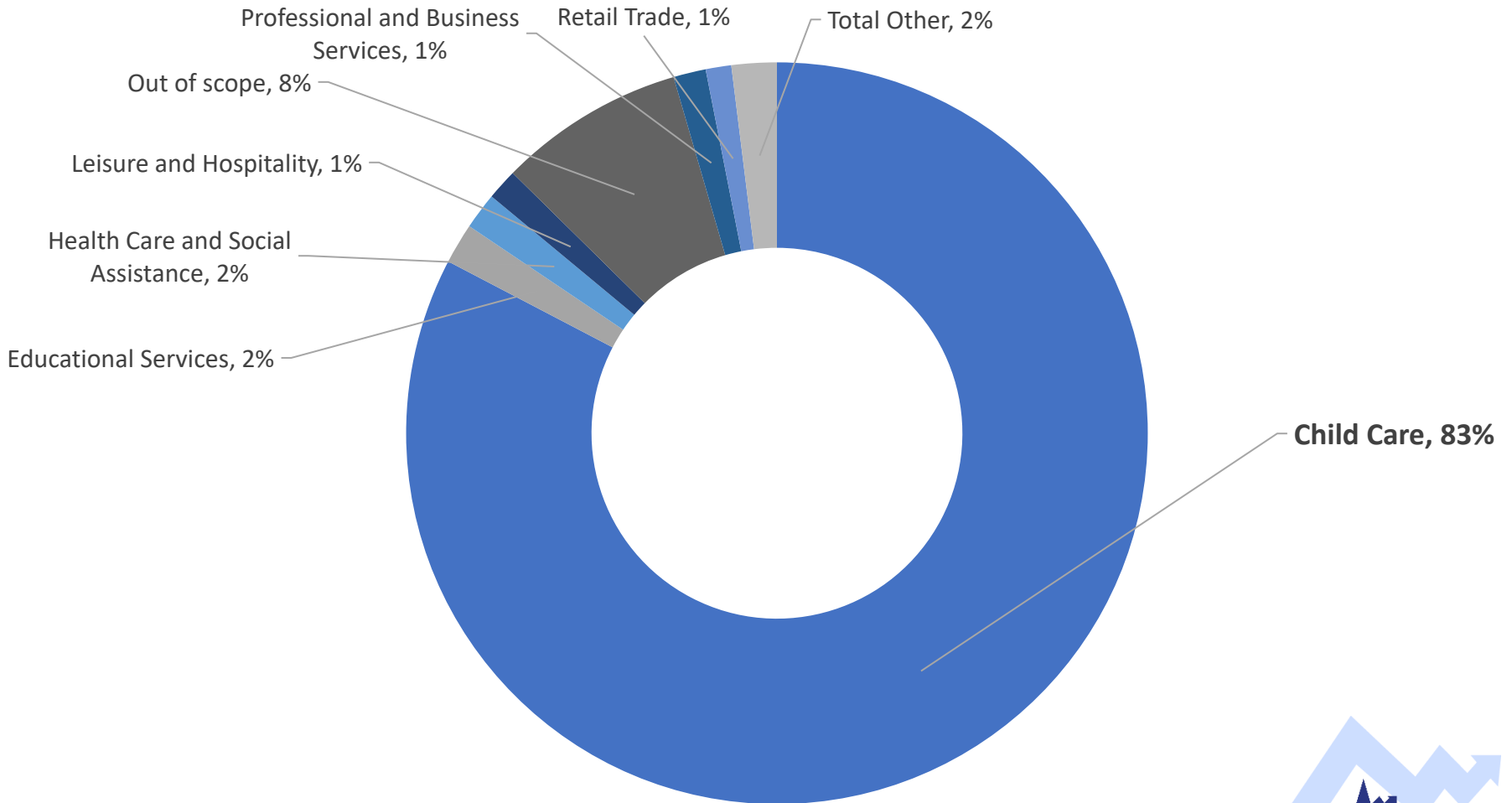
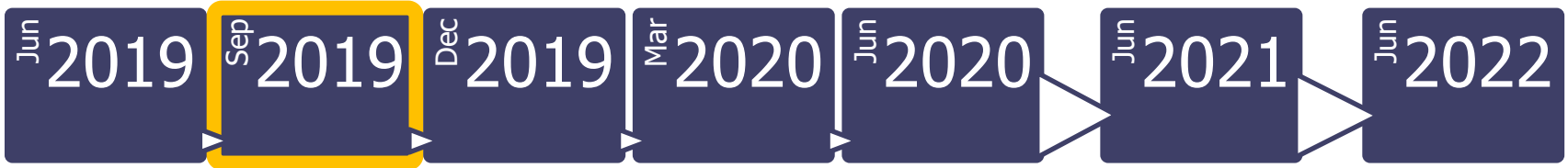


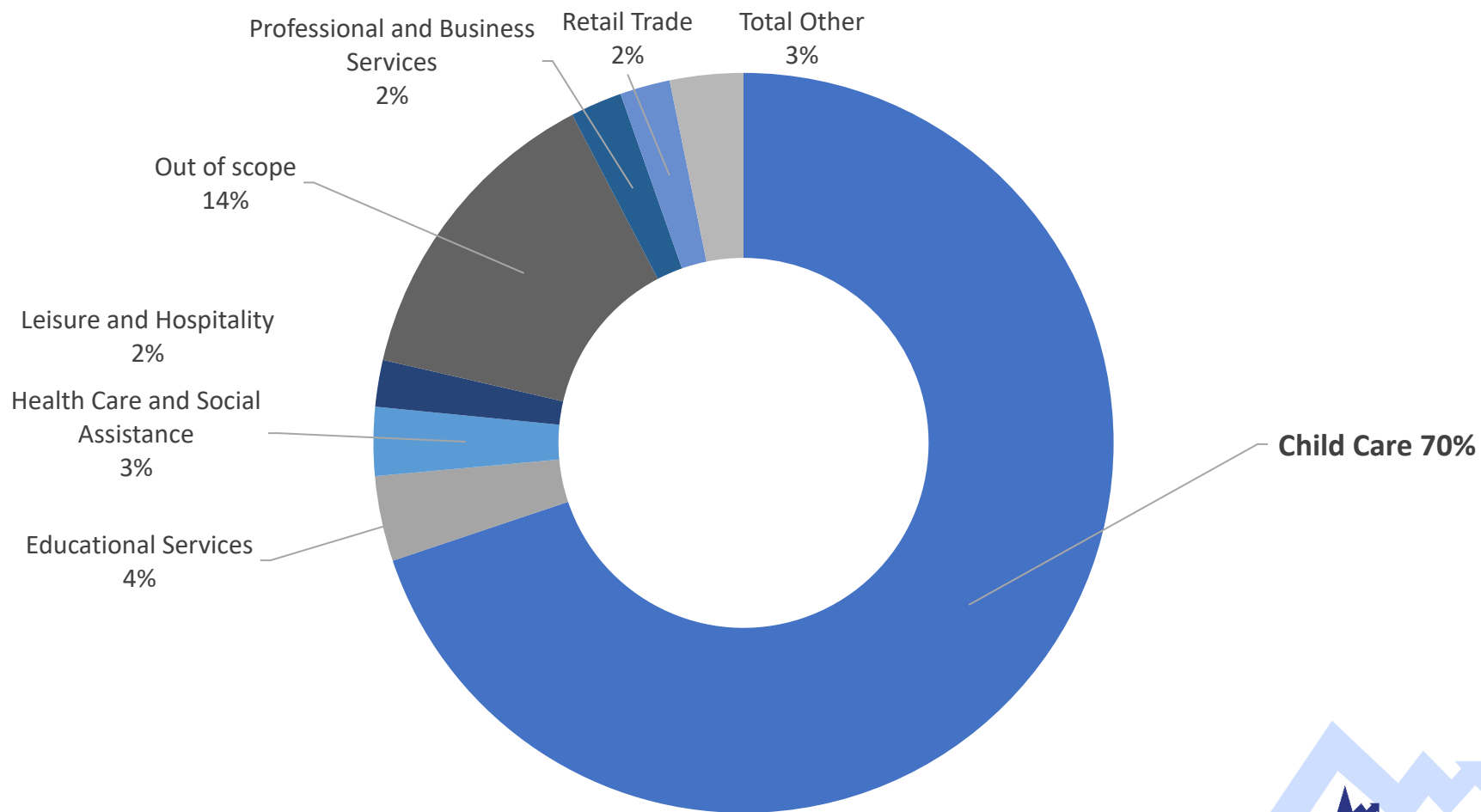
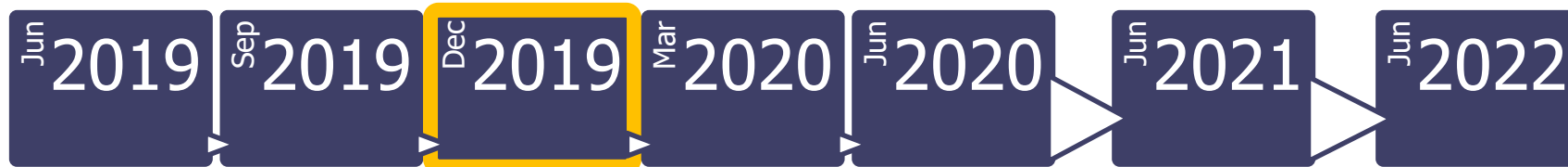
Texas Cohort at a Glance

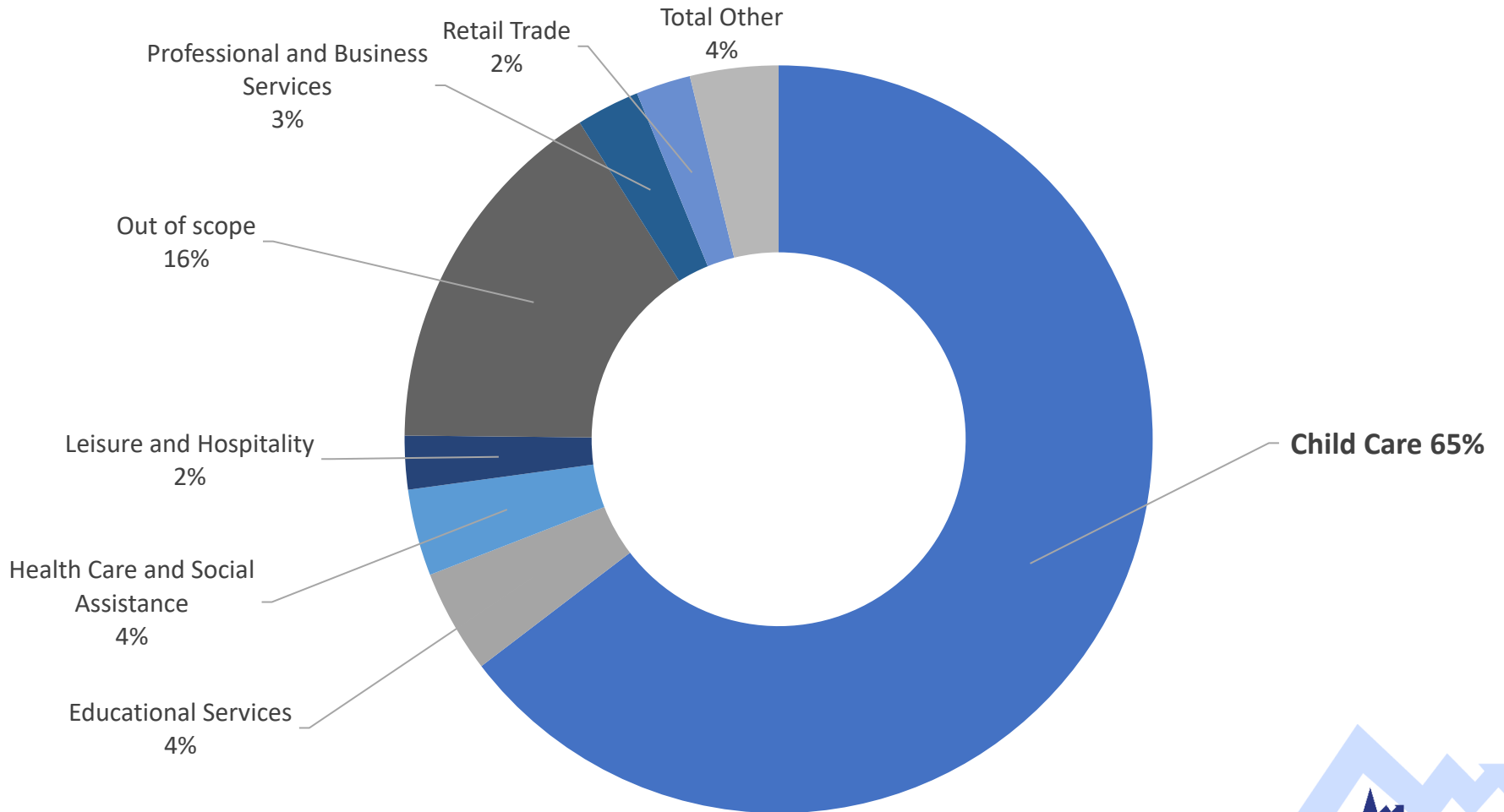
Industry	Sep-19	Dec-19	Mar-20	Jun-20	Jun-21	Jun-22
Child Care	70,383	59,496	55,068	47,888	36,559	31,208
Educational Services	1,503	3,175	3,815	3,590	5,871	8,225
Health Care and Social Assistance	1,359	2,552	3,193	3,825	5,309	6,513
Professional and Business Services	1,206	1,929	2,337	2,433	3,675	4,352
Retail Trade	949	1,865	2,015	2,264	2,729	3,043
Leisure and Hospitality	1,151	1,738	1,972	1,852	2,242	2,367
Total Other	1,224	2,231	2,727	2,986	4,625	6,220
Out of State	451	496	526	521	710	864
Out of Scope	6,920	11,709	13,568	19,857	23,685	22,767

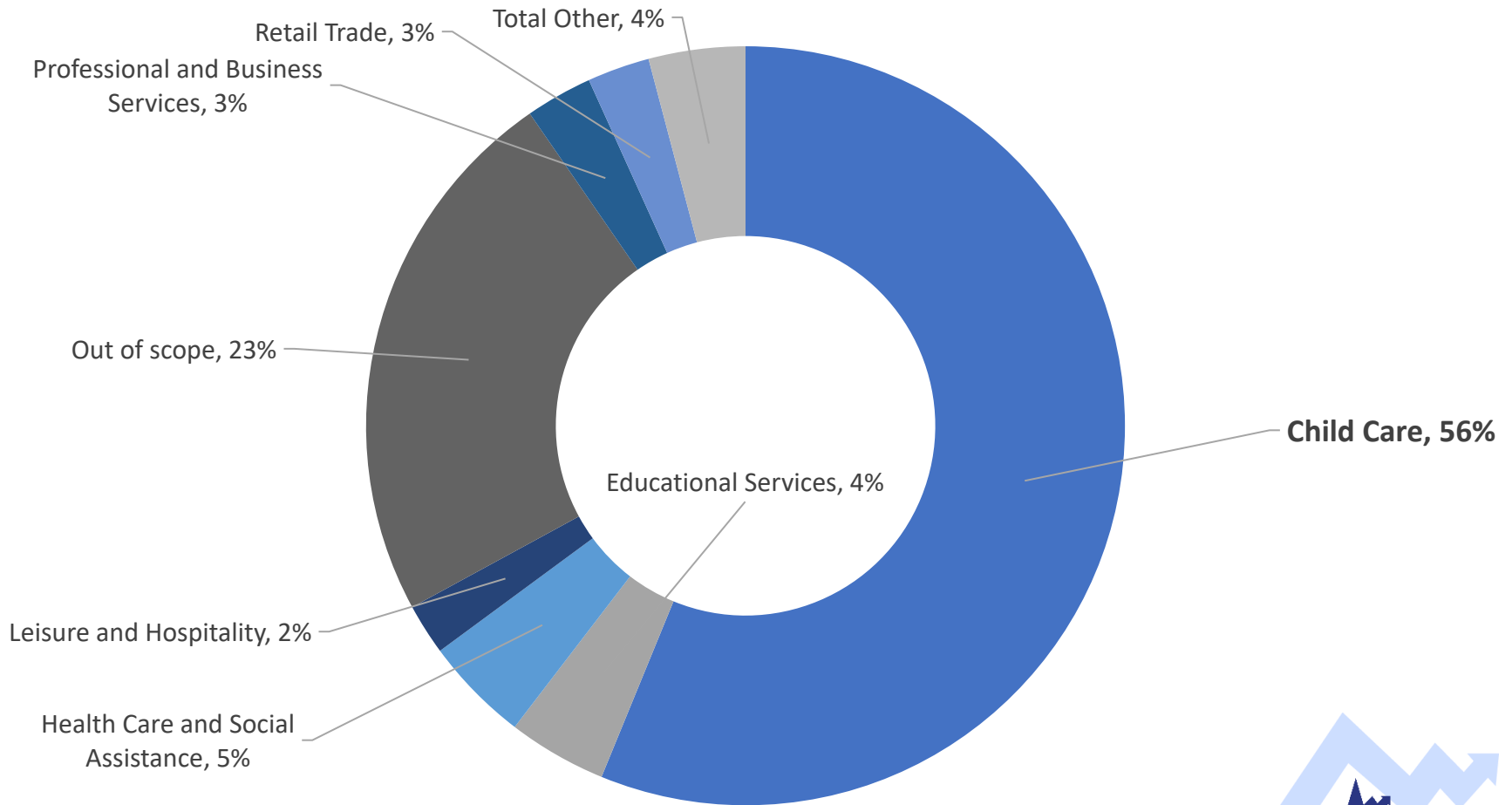
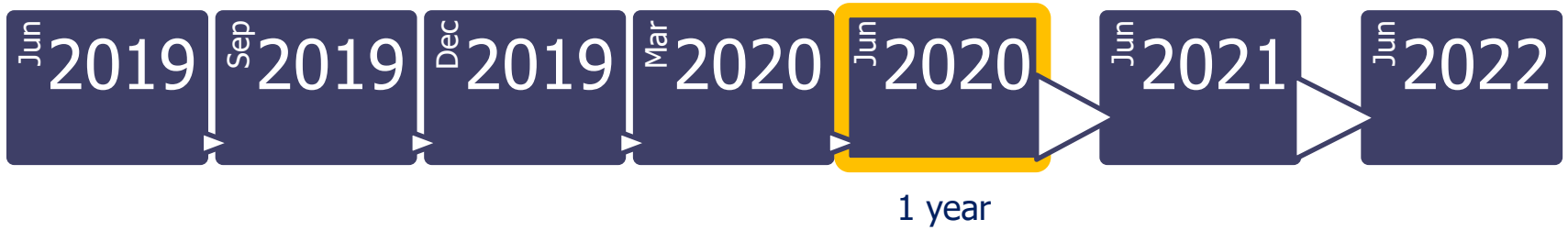


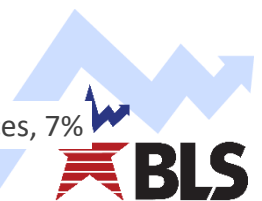
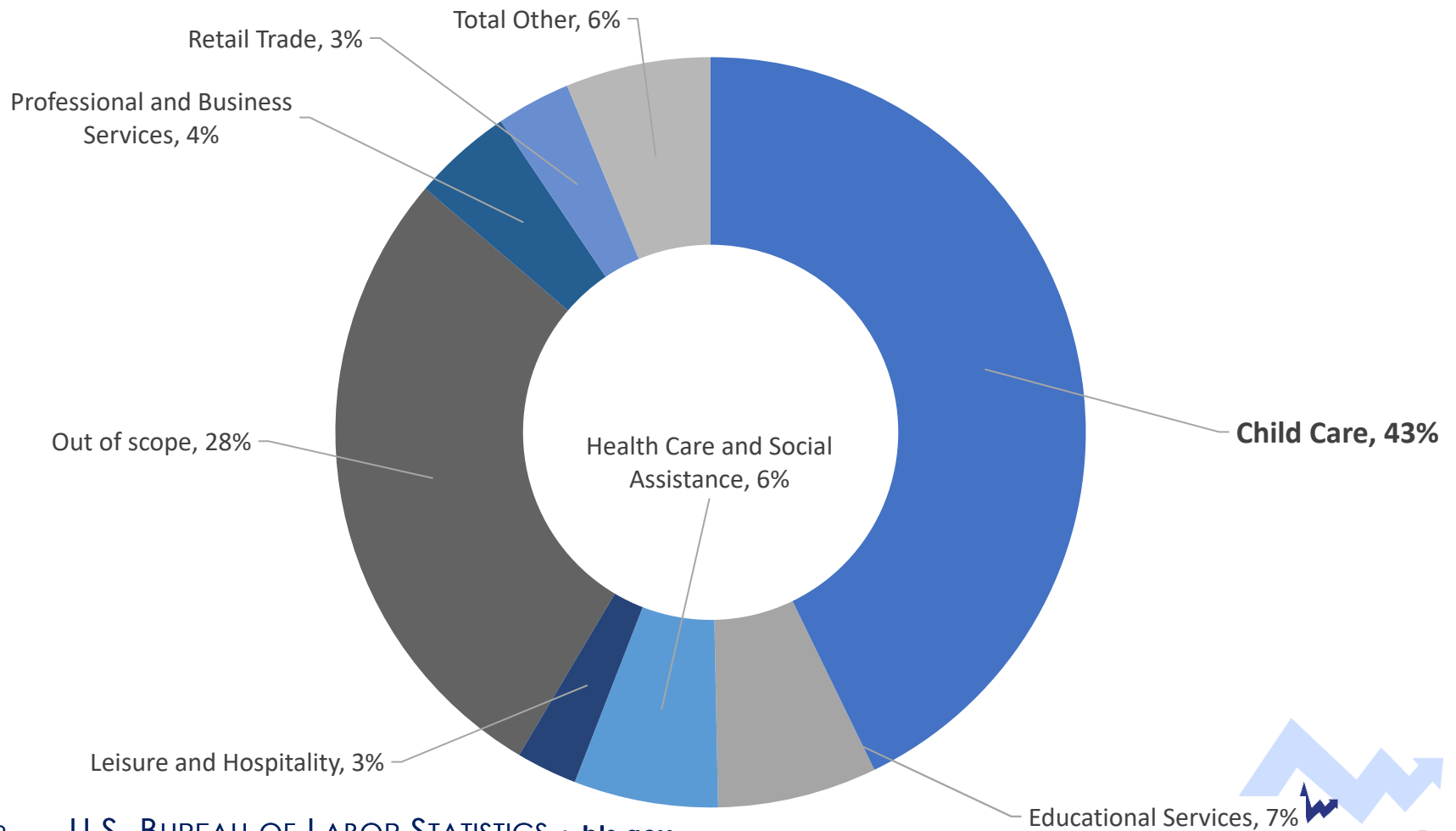
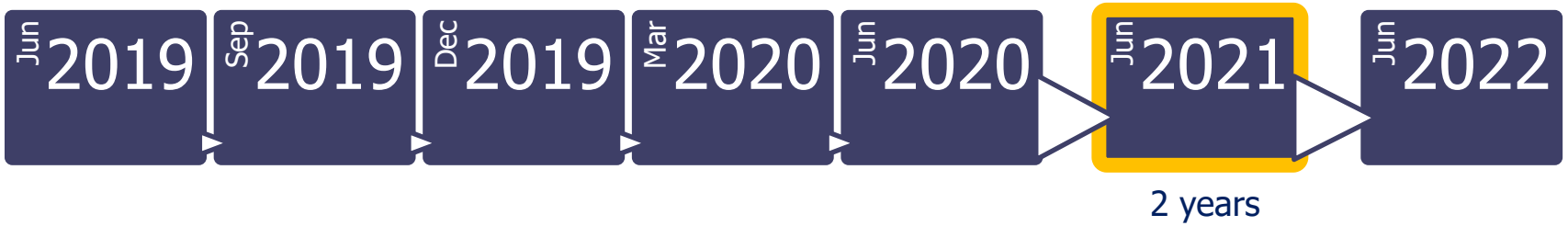


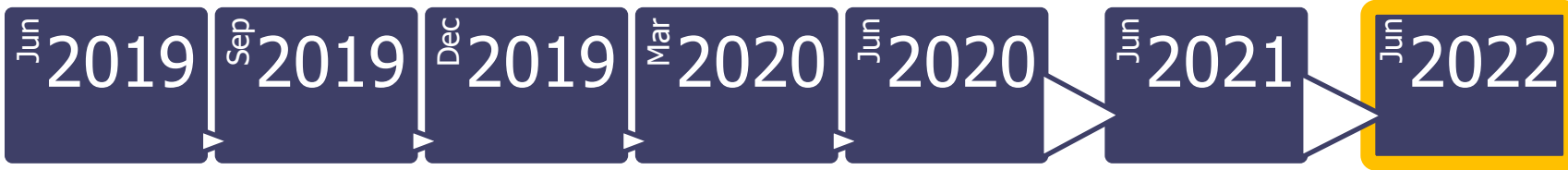




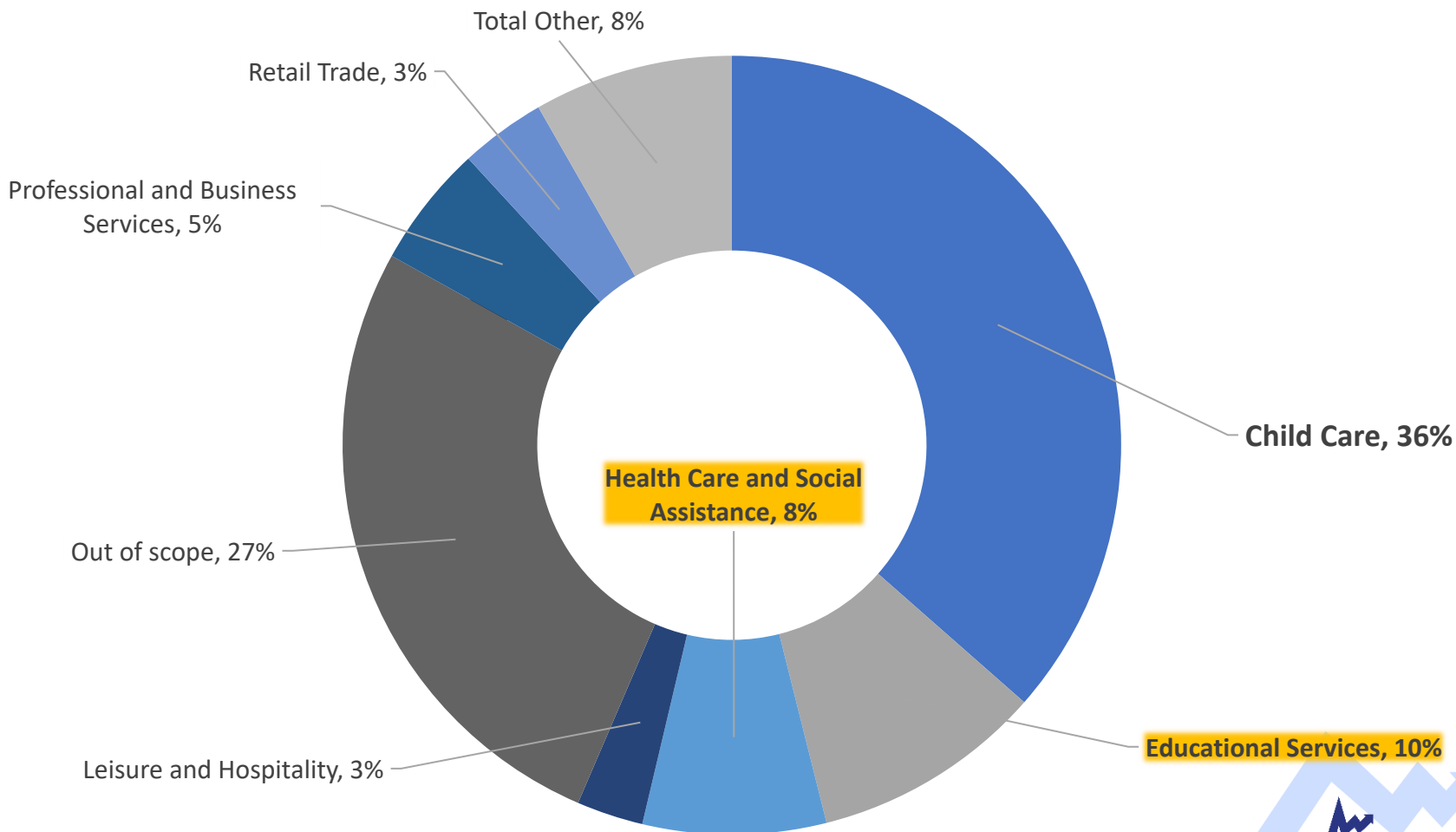








3 years



Back to the Texas Cohort Table

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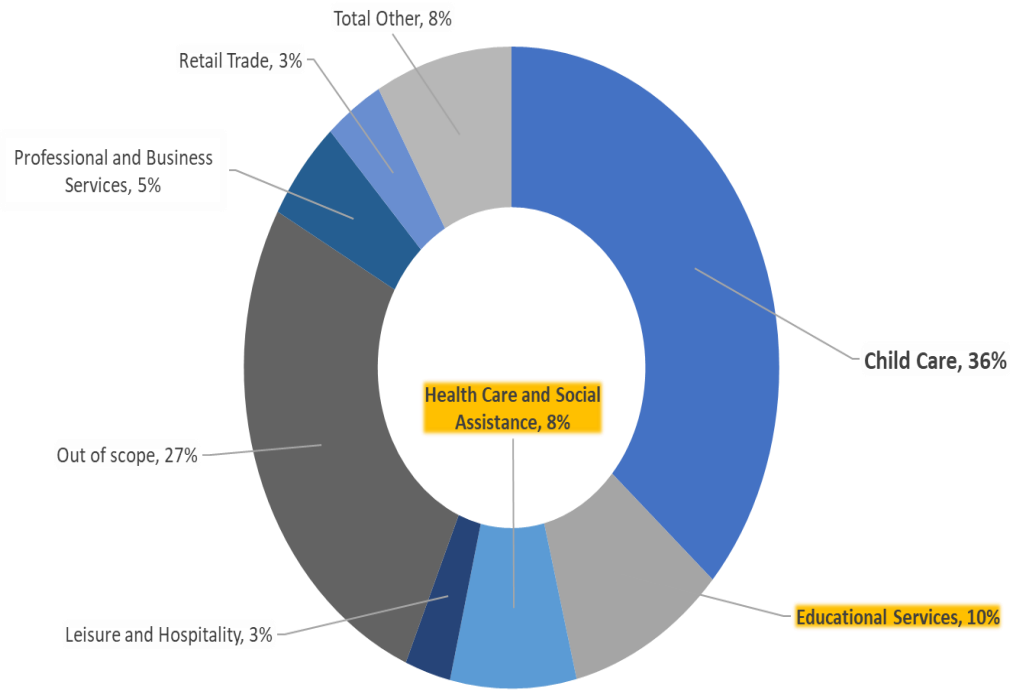


All Participating States Table

Industry	Sep-19	Dec-19	Mar-20	Jun-20	Jun-21	Jun-22
Child Care	213,967	184,153	171,809	149,030	117,598	96,369
Educational Services	4,044	8,410	10,196	9,609	15,492	21,898
Health Care and Social Assistance	5,061	8,340	10,579	12,874	18,686	22,343
Professional and Business Services	3,532	5,337	6,182	7,035	9,214	11,025
Retail Trade	2,956	5,597	5,882	6,961	8,435	8,979
Leisure and Hospitality	4,126	5,868	6,361	5,866	7,349	8,165
Total Other	4,574	7,233	8,768	9,935	15,335	20,093
Out of Scope	16,178	29,500	34,661	53,128	65,566	65,566



All Participating States Table



Industry	Jun-22
Child Care	38%
Educational Services	9%
Health Care and Social Assistance	9%
Professional and Business Services	4%
Retail Trade	4%
Leisure and Hospitality	3%
Total Other	8%
Out of Scope	26%

Alternative Cohorts?

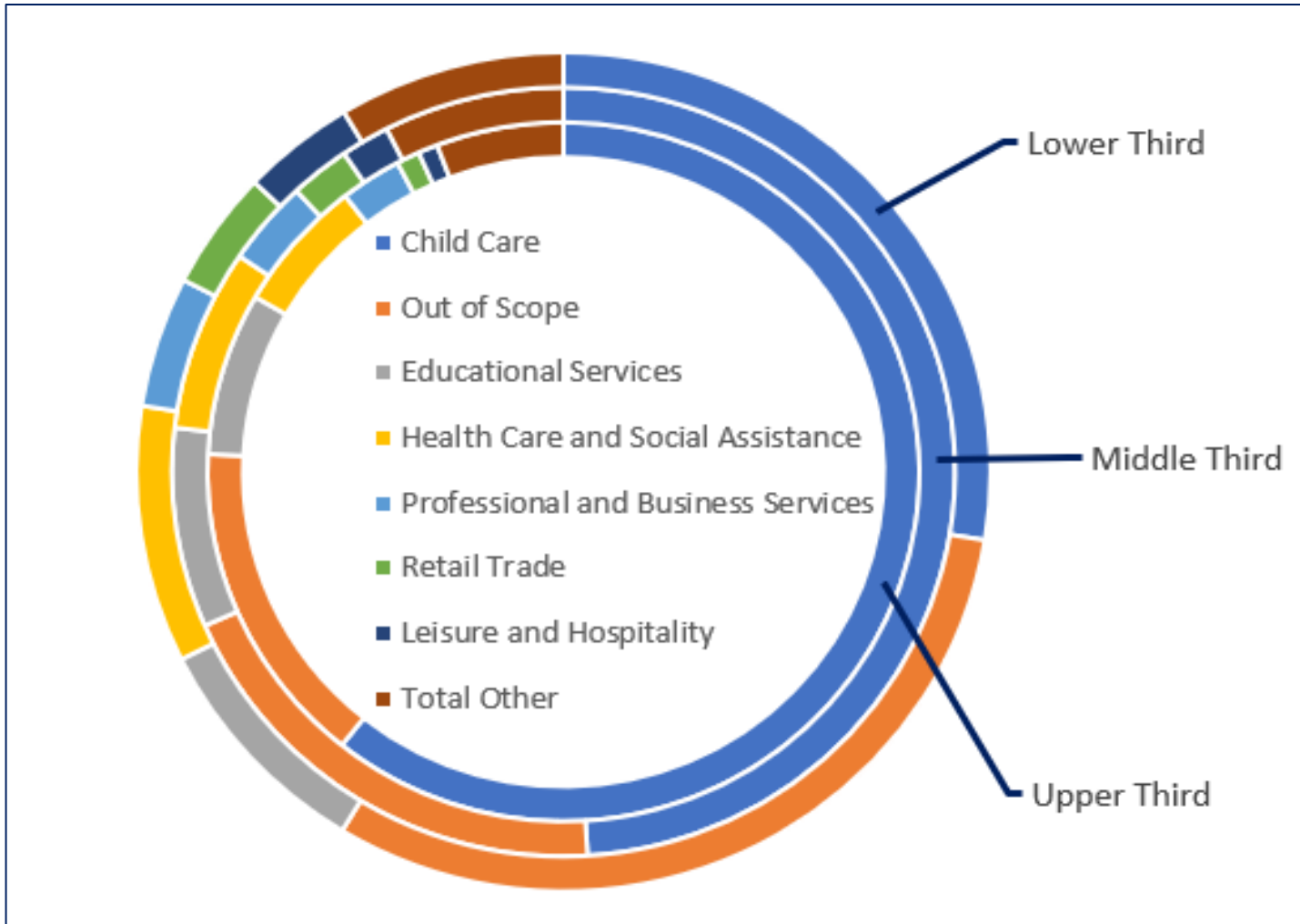
Thirds—Even Buckets (TX)

Lower third	Less than or Equal to \$3,350	33%
Middle third	\$3,351 to \$5,528	33%
Upper third	Greater than \$5,528	33%

Cumulative Total Wage Thirds (All States)

Lower third	Less than or Equal to \$5,318	60%
Middle third	\$5,319 to \$8,102	26%
Upper third	Greater than \$8,102	14%

Cohort outcomes vary significantly by wage



Next Steps

- Collect feedback from stakeholders like you all
- Comparisons of industry-leavers and stayers
- Boomerang worker outcomes
- Develop a clearer picture...



Contact Information

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