

ATTACHMENT D

Overview: Use of Wage Records for Performance Measurement August 8, 2007

What are Wage Records?

- Wage records are a record of an individual's employment with a specific employer, and earnings by employer, for each quarter.
- Wage records are needed to administer federal and state unemployment insurance programs.
- They are collected in Massachusetts by the Department of Revenue (DOR).
- They include:
 - The quarter for which the data are applicable
 - The individual's social security number
 - The employer(s) identifier
 - The individual's total earnings for the quarter for each employer
- DWD adds an industry code (NAICS code) for the employer.

What is Not in Wage Records?

In Massachusetts wage records do not include:

- The number of hours or weeks an individual worked in a quarter
- The occupation(s) of the individual
- Benefits available to the individual
- Details about individual demographics
- The specific work location
- Data on Massachusetts residents' employment and earnings from neighboring states

What Kinds of Employers are Not Included in Wage Records?

The following kinds of employers are not included in Massachusetts:

- Federal government
- Postal Service
- Selected non-profits, e.g., religious organizations
- Self-employed, sole proprietors or independent contractors

How Could Wage Records Currently be Used for Performance Measurement?

For program participants, wage records provide data on:

- Employment (rate)
- Quarterly and annual earnings estimates
- Industry of employment
- Employment retention over a period of time