

# North Carolina

## UNEMPLOYMENT INSURANCE

### OPPORTUNITY REPORT

Prepared by the American Institute for Full Employment • November 2016

**North Carolina** has the opportunity to save millions of dollars and promote the overall well-being of its unemployed workers by implementing additional best practices in its Unemployment Insurance (UI) program. UI is an often overlooked, yet critical program for employers and employees. UI policy decisions involve not only significant expenditures in the economy, affecting the business climate and economic development, but also the financial, mental, and physical well-being of the unemployed. In designing their UI programs, federal law allows states substantial flexibility that is rarely used. The American Institute for Full Employment has the resources and personnel to help you design and implement innovative UI and workforce programs that make impact. For a comprehensive review and analysis of how to make a difference, please contact Bill Starks, Unemployment Insurance Project Director at 801-556-2942 or [bills@fullemployment.org](mailto:bills@fullemployment.org).

#### Unemployment Rate and Caseload

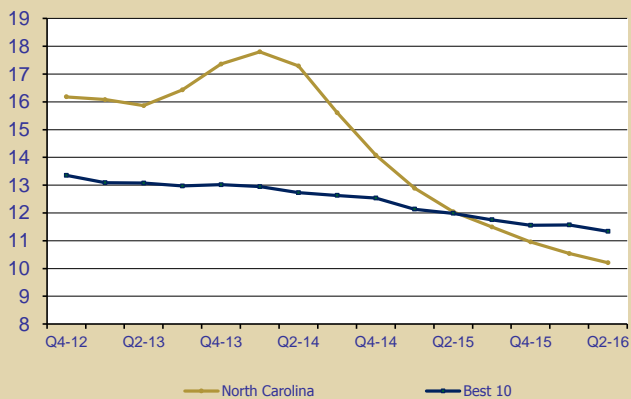
	Jun-15	Jun-16
Unemployment Rate *	5.80%	4.90%
Civilian Labor Force	4,756,717	4,853,581
Unemployed	275,038	238,887
Daily UI Caseload **	24,910	17,172
Total Benefits Paid ***	\$336 mil	\$237 mil

\* Seasonally Adjusted \*\* Regular UI Claims \*\*\* Annual

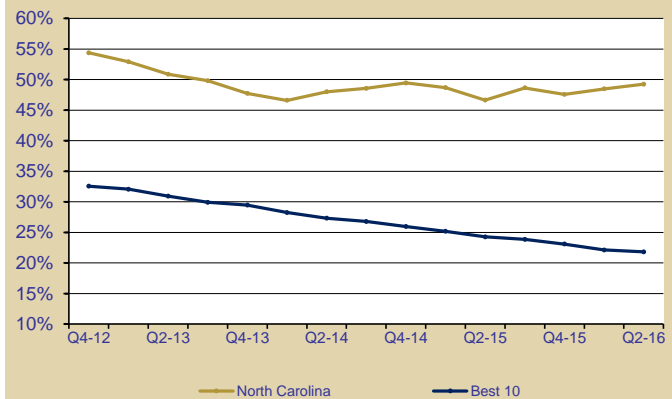
## Effectiveness

North Carolina's Claim Duration was 0.2 weeks lower than the Best 10 state average, ranking North Carolina 2nd among all states, but nearly one half of all claimants exhausted their benefits.

#### Claim Duration (weeks) Quarterly Data



#### Exhaustion Rate Quarterly Data

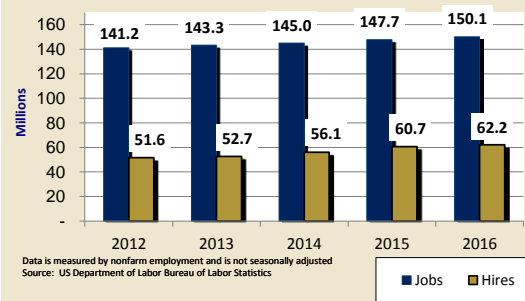


Jul 2015 - Jun 2016 Average	Best 5	Best 10	NC	NC Rank
<b>CLAIM DURATION</b> The average number of weeks UI claimants received benefits	10.4	11.3	10.2	2
<b>EXHAUSTION RATE</b> The average percentage of UI claimants who exhausted their benefits	18.0%	21.8%	49.2%	52

#### US Total Jobs & Annual Hires Summary

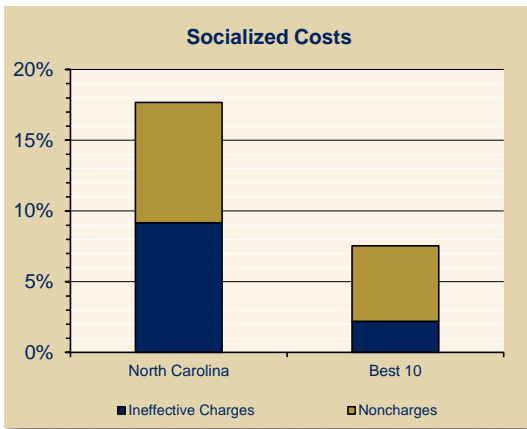
In an economy of approximately 150 million jobs, US employers made over 60 million hires - more than one hire for every three jobs. Common statistics track only net new jobs, but our dynamic economy creates many more opportunities than just those from net new jobs. Job openings and hiring activity come from a variety of sources normally, including: 1) quits, 2) retirement, 3) moves, 4) firing, 5) total new job creation and other causes

#### US Total Jobs & Annual Hires 2012-2016 (July - June)



# Efficiency

North Carolina's UI tax structure had 134% more socialized costs than the Best 10 states, costing all employers \$198 million for such charges.



2015	Best 5	Best 10	NC	NC Rank
<b>SOCIALIZED COSTS *</b>	5%	8%	18%	19

The percentage of benefit costs not charged to responsible employers, but instead socialized as:

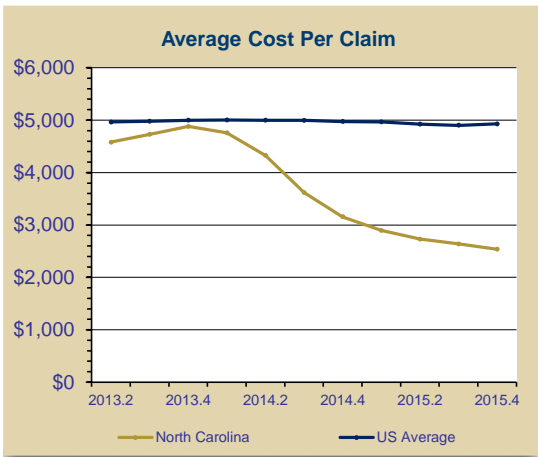
- 1) Noncharges - the total amount of benefit payments not charged to individual employer experience rating accounts. They often shift to the UI tax system social program costs: such as payments to workers who voluntarily quit, and
- 2) Ineffective Charges - the yearly amount of benefit charges assigned to individual employers that exceed the amount of contributions paid by those same employers in the following year. These charges tend to lessen some employers' responsibility to pay the full cost of their claims, due to e.g. a maximum tax rate that is too low or an otherwise less responsive tax structure.

The levels of both noncharges and ineffective charges are largely within the control of state policy makers and affect the state's unemployment rates by raising or lowering: 1) the cost of employing a worker and 2) the cost of laying off a worker.

\* Data from the 2015 Significant Measures Report - U.S. Department of Labor Office of Workforce Security

# Cost

50



Jul 2015 - Jun 2016 Average	NC	US Average
<b>AVERAGE COST PER CLAIM</b>	\$2,539	\$4,927
The average annual amount of regular benefits paid per first payment. This is a function of duration and benefit levels.		
<b>WAGE REPLACEMENT RATE</b>	27.6%	34.4%
The average amount of weekly UI benefits paid per claimant divided by the average amount of weekly wages earned.		

## How We Can Assist Your State in Improving Performance

- Analysis of claimant information flow between agencies and job sources
- Evaluation of performance measures and incentives
- Examination of coordination of all agencies involved with UI claimant
- Integration of claimant work search rules, incentives and assistance
- Analysis of a subsidized wage program for employers willing to train UI claimants

For a more detailed evaluation contact our consultants at

**800-562-7752**

or visit us on the web at [fullemployment.org](http://fullemployment.org)

**AMERICAN INSTITUTE  
FOR FULL EMPLOYMENT**

2636 Biehn Street • Klamath Falls, OR 97601