

Tennessee

UNEMPLOYMENT INSURANCE

OPPORTUNITY REPORT

Prepared by the American Institute for Full Employment • May 2019

Tennessee 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.

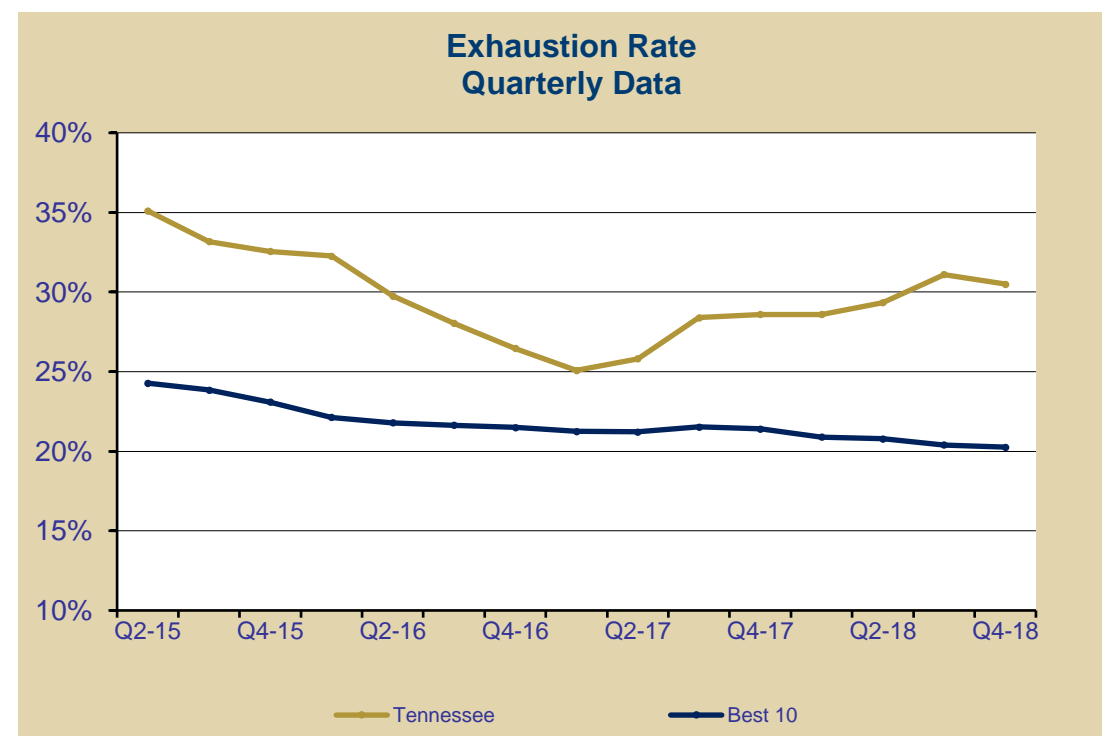
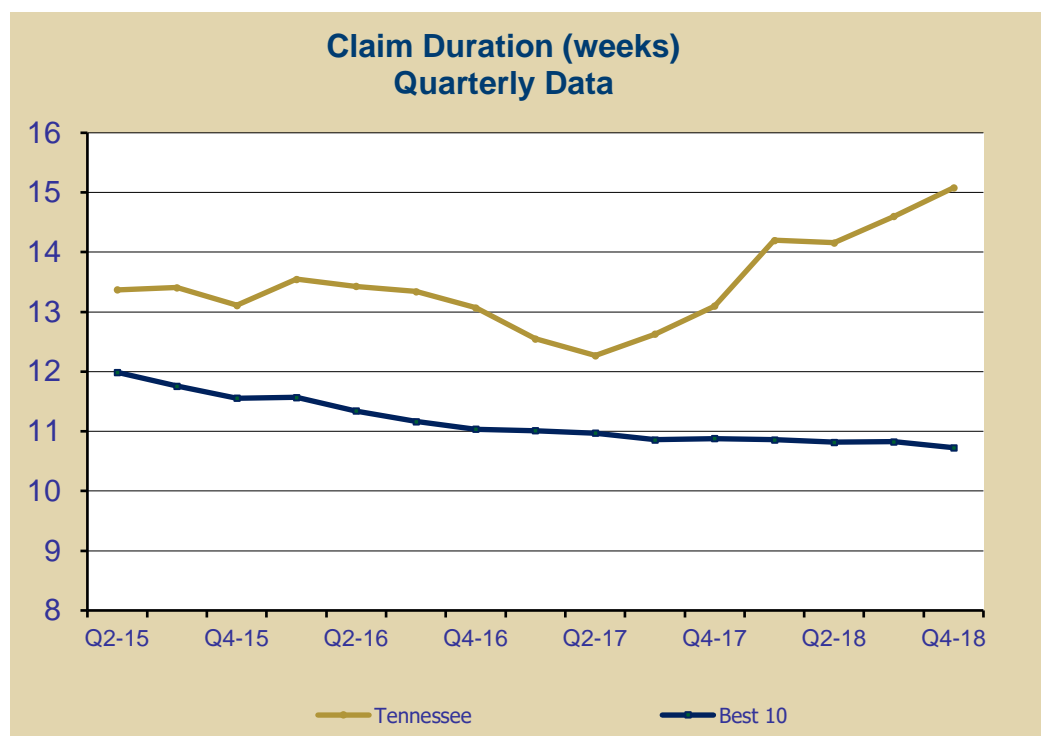
Unemployment Rate and Caseload

	Dec-17	Dec-18
Unemployment Rate *	3.50%	3.30%
Civilian Labor Force*	3,219,626	3,255,650
Unemployed*	113,151	108,137
Avg Paid Caseload during the Quarter**	15,113	13,808
Total Benefits Paid ***	\$207 mil	\$202 mil

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

Effectiveness

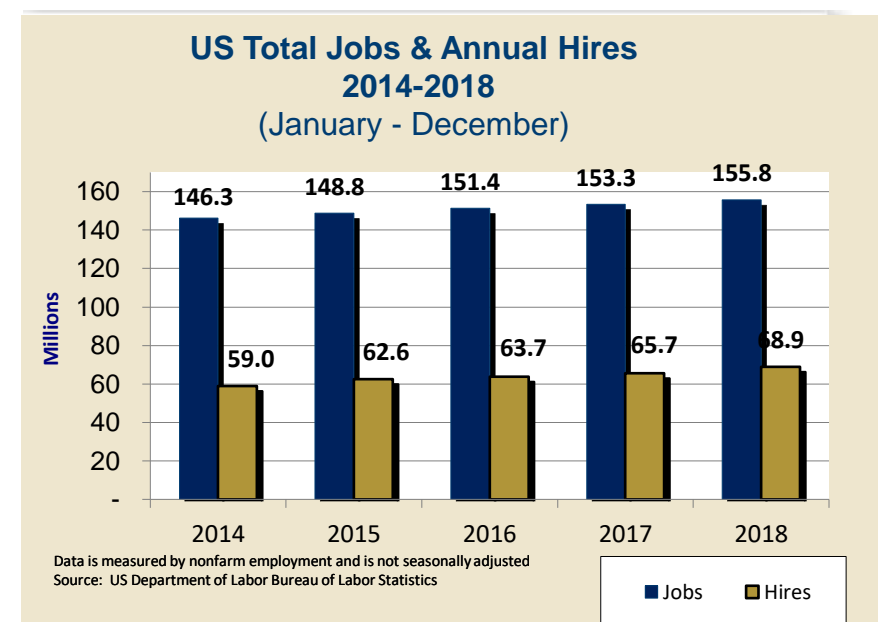
On average, UI claimants in Tennessee did not find their way off of unemployment insurance for three and a half months, and nearly one third of all claimants exhausted their benefits.



January 2017 - December 2018 Average	Best 5	Best 10	TN	TN Rank
CLAIM DURATION The average number of weeks UI claimants received benefits	9.4	10.7	15.1	29
EXHAUSTION RATE The average percentage of UI claimants who exhausted their benefits	16.2%	20.3%	30.5%	20

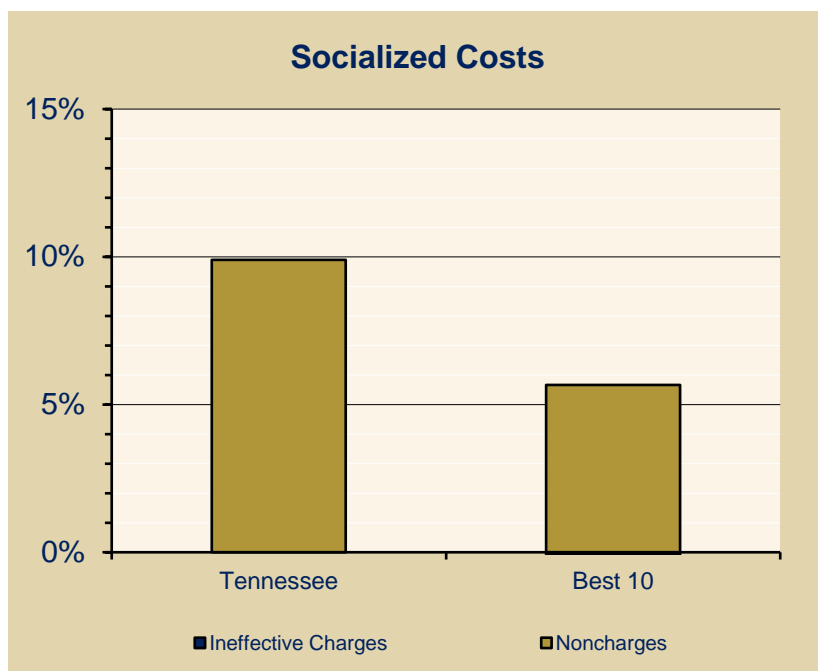
US Total Jobs & Annual Hires Summary

In an economy of approximately 156 million jobs, US employers made over 69 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



Efficiency

Compared with Tennessee, the average Best 10 state promoted more employment through a UI tax structure that had 78% less in socialized costs.



2018	Best 5	Best 10	TN	TN Rank
SOCIALIZED COSTS *	3%	6%	10%	12

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

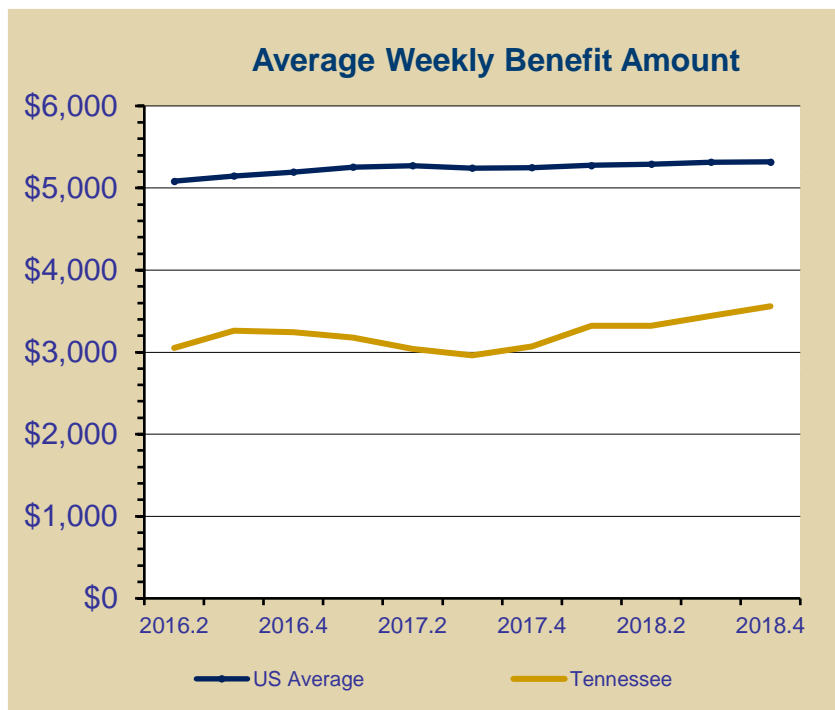
- 1) Noncharges - the total amount of benefit payments not charged to individual employer experience rating accounts. They often shift to the UI tax system social program costs; such as payments to workers who voluntarily quit . and
- 2) Ineffective Charges - the yearly amount of benefit charges assigned 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 2018 Significant Measures Report - U.S. Department of Labor Office of Workforce Security

Cost

The average UI claim cost in Tennessee was 33% less than the US average.



January 2018 - December 2018 Average	TN	US Average
AVERAGE COST PER CLAIM Benefits Paid for all weeks compensated divided by the number of first payments.	\$3,559	\$5,319
WAGE REPLACEMENT RATE The average amount of weekly UI benefits paid per claimant divided by the average amount of weekly wages earned.	22.6%	33.0%

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

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2636 Biehn Street • Klamath Falls, OR 97601