

**REPORT OF THE
DEPARTMENT OF SOCIAL SERVICES ON**

MAKING WELFARE WORK

VIRGINIA'S TRANSFORMATION FROM DEPENDENCY TO OPPORTUNITY

**TO THE GOVERNOR AND
THE GENERAL ASSEMBLY OF VIRGINIA**



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**COMMONWEALTH OF VIRGINIA
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DEPARTMENT OF SOCIAL SERVICES

Clarence H. Carter
Commissioner

December 1, 1997

TO: The Honorable George Allen

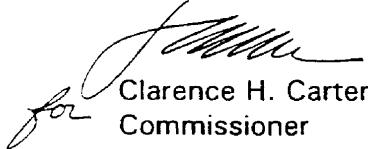
and

The General Assembly of Virginia

The report contained herein is pursuant to House Bill 2001 as approved by the 1995 General Assembly.

As requested, the Virginia Department of Social Services has prepared this report on the Virginia Independence Program (VIP). It includes a summary of the progress in implementing VIP, an assessment of the first two program years and outcome data as required by House Bill 2001.

Sincerely,


for Clarence H. Carter
Commissioner

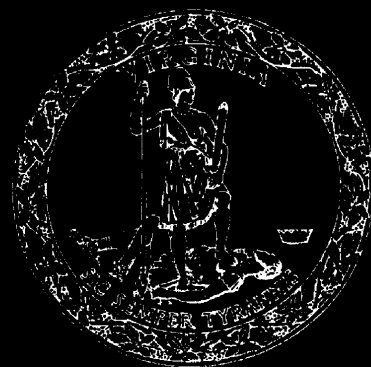
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Making Welfare Work

VIRGINIA'S TRANSFORMATION FROM
DEPENDENCY TO OPPORTUNITY



Annual Report

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COMMONWEALTH of VIRGINIA

Office of the Governor

December 1, 1997

George Allen
Governor

Robert C. Metcalf
Secretary of Health and Human Resources

To the Governor, the General Assembly, and Citizens of Virginia:

August 22, 1997, marked the one year anniversary of federal welfare reform legislation. Over a year ago, the whole nation joined the trend begun in many pioneering states. Operating under waivers of federal rules and the leadership of Governor George Allen, Virginia began several years ago to require work of welfare recipients, to supply short term supports like child care and transportation, to time-limit benefits, and to mandate personal responsibility.

Several questions being asked in the national welfare debate are being answered by Virginia's statistical experience.

- Is workfare unfair? Must recipients working for benefits be paid minimum wage? Rather than emphasizing up-front workfare, Virginia mandates a 90 day job search period leading to placement in the regular economy. As a result, 93% of Virginia's working welfare recipients are employed in unsubsidized private sector jobs.
- Can we slow the epidemic of illegitimacy that historically contributes so much to welfare caseloads? Virginia has achieved a 98.5% rate of paternity identification, and has cut the birth rate in the welfare caseload while driving its illegitimacy rate below the national average. Tough work rules, a cap on benefits to children born to welfare recipients, and a prohibition on minor parents establishing separate residencies have all contributed.
- Can welfare recipients taking entry level jobs support their children? This often-asked question ignores an important legal reality. Two parents are economically responsible for every child. Child support enforcement is the companion system to welfare. The two must be improved in tandem. In Virginia, collections have increased 32% and Governor Allen's KidsFirst crackdown campaign against delinquent parents is sending out a "jobs or jail" message. Children deserve every dollar of child support. Welfare recipients should not have to bear the burden alone.
- Are the jobs there? Virginia has created over 269,000 net new jobs in the last three years. Worker readiness is a bigger challenge than job availability. Nearly 70% of Virginia's mandated workfare population is working in those Virginia jobs. The Greater Richmond Chamber of Commerce contracted with its five constituent localities to place nearly 1,700 welfare recipients in jobs. The Virginia business community understands welfare reform to be economic development.

I enclose, with pleasure, Virginia's second year report on welfare reform: Welfare Works. It answers the critics' charges and spells out statistical results in one of the country's oldest statewide welfare reform programs.

Sincerely,

Robert C. Metcalf

Executive Summary

Virginia's first two years in welfare reform have successfully changed the course of welfare from a government handout to a principled work first reform. When Governor Allen signed Virginia's landmark welfare reform initiative in March of 1995, he advocated for the principles of personal responsibility and work ethic. These strong messages, combined with temporary cash assistance, created the atmosphere for thousands of welfare recipients to begin making the transition from welfare to work. Welfare's new course, the Virginia Independence Program (VIP) and its work component, the Virginia Initiative for Work not Welfare (VIEW), has been guided by clear messages, adequate resources, a case-worker rejuvenation, and community involvement.

Clear Messages

Welfare reform provided clear messages that recipients must begin to take responsibility for their lives. Recipients responded favorably to these messages.

- Virginia's welfare caseload has plummeted over 33 percent, from 73,926 families in March 1995 to 49,609 in July 1997.
- Nearly 12,000 VIEW participants have signed personal responsibility agreements to find and secure employment.
- Statewide, nearly 8,000 VIEW participants obtained employment as of June 30, 1997; most (7,379) found unsubsidized jobs.
- A high 88 percent of VIEW participants who had wages reported to the Virginia Employment Commission were still working one quarter later, and 71 percent were still working two quarters later.
- A 94 percent increase in the number of AFDC/TANF-UP, or two-parent families, combined with the overall decline in the AFDC/TANF caseload, accounted for a more than 180 percent increase in the percentage of the AFDC/TANF caseload that were two-parent families.
- A high 86 percent of minor parents are living with their own parent as a result of the VIP minor parent residency requirement.
- Only 2,956 cases, less than 3 percent, out of the 112,885 active AFDC/TANF cases in the first two program years were sanctioned for failure to cooperate with establishing paternity.
- Families responded to the message that school attendance is important. Only 1,734 children, or less than 1 percent of the estimated 188,800 children that received AFDC/TANF during the first two VIP program years, were sanctioned for failing to attend school regularly.

Adequate Resources

Welfare recipients and caseworkers had the resources they needed to succeed. These up-front investments allowed individuals to find employment and begin to be self-supporting.

- A total of \$11,963,112, or an average of \$1,002 for each of the 11,941 VIEW enrollees, was spent on VIEW administration in the 51 first and second year VIEW localities.
- Virginia spent almost \$9.7 million to provide child care to VIEW children, assisting mothers on welfare to seek and maintain employment –\$9.0 million for active VIEW participants and an additional \$0.7 million for transitional day care after VIEW participants left AFDC/TANF with employment.
- Virginia spent \$2.5 million to cover training and education activities, as well as to provide supportive services to remove barriers to an individual's participation in VIEW.
- In addition to their earned income, employed VIEW participants on average received an extra \$175 a month in AFDC/TANF benefits, when their earned income was disregarded up to 100 percent of poverty.
- Localities spent \$900,000 in state planning grants to partner with their business communities and generate innovative welfare reform hiring campaigns.
- A total of \$2.5 million was used to develop regional transportation initiatives for VIEW participants.
- Declining caseloads, coupled with increased earnings by program participants, led to significant taxpayer savings. Virginia spent \$101 million less in welfare benefits in the last two years, producing a net taxpayer savings of over \$57 million.
- Virginia has not created welfare jobs. Welfare recipients working at unsubsidized jobs have earned over \$22.3 million in the regular economy.

Caseworker Rejuvenation

Welfare reform has given local social service professionals the tools they need to help their clients succeed. Their energy and leadership have been the engine of reform.

- The Secretary of Health and Human Resources Conference on Welfare Reform offered nearly 1,000 caseworkers and agency staff from localities across the Commonwealth the opportunity to network and learn from their peers. Enthusiastic participants made this conference a resounding success.

- Caseworkers demonstrated their commitment to service by working on the various aspects of their cases in a timely manner. Localities generally met high standards of timeliness in the areas of mandatory VIEW referrals within a 30 day time frame and work activity placement of their VIEW enrollees within a 90 day time frame.
- The Diversionary Assistance Program made it possible for caseworkers to help families avoid dependency on AFDC/TANF. Diversionary Assistance, consisting of one-time cash payments, generally for transportation and housing needs, helped keep nearly 1,000 cases off AFDC/TANF.
- Social service professionals have made VIEW succeed. Compared to the former welfare system, which placed approximately 20 percent of participants in jobs, the VIEW program has placed 62 percent of eligible participants in jobs.

Community Involvement

Core to the success of any welfare reform is the support and assistance of the community. Virginia's businesses, faith communities, and non-profit organizations have rallied around Governor Allen's welfare reform initiative.

- Virginia's Partners In Prevention, sponsored by the departments of Health and Social Services, is a statewide initiative to reduce unintended births. Regional forums and town meetings involving more than 2,500 individuals were held across the state, and more than 100 Virginia communities have signed up as Partners in Prevention. Community plans incorporate a mixture of strategies to improve public awareness and communication, both within the family and the community.
- The Fauquier Office of Virginia Cooperative Extension, in partnership with the Virginia Department of Social Services, the faith community, and various non-profit partners, formed the Family Resource Network. The Family Resource Network involved the community through a county Welfare Reform Summit and developed an Adult-to-Adult Mentoring Model that tailors education to individual family needs, covering financial, nutrition, parenting, and employment issues.
- *Alexandria Works!*, a coalition of businesses, non-profit and religious organizations, educational institutions, and government agencies, provides leadership and support for effective welfare reform in the City of Alexandria. It addresses such issues as job development and placement, the roles of charitable and religious organizations, and child care concerns.
- *PEOPLE Incorporated*, the community action agency serving some of Virginia's poorest counties in the Bristol area, has developed a highly successful comprehensive micro enterprise program that empowers low-income individuals and families to start their own businesses.

- As an integrated part of the community, Virginia's businesses have responded positively to the challenge and opportunity presented by welfare reform. More than 2,700 Virginia businesses demonstrated community leadership through hiring VIEW participants during the first eighteen months of welfare reform.
- The Greater Richmond Chamber of Commerce entered into a first-of-its-kind contract with Richmond area social services agencies to place nearly 1,700 welfare recipients in private sector jobs. Never before has the whole business community sought contractual responsibility for a welfare-to-work program.
- Gateway 2000, a computer company in Newport News, hired over 140 recipients. Forty-four recipients were promoted and 90 percent stayed on the job at least one year.
- Food Lion has partnered with the Commonwealth to provide up to 1,000 jobs for welfare recipients across the state.
- During the first two program years, more than 1,300 VIEW participants had Community Work Experience jobs at a variety of state and local public agencies and non profit organizations.
- Strategies to Elevate People (STEP), a coalition of churches mentoring families in Gilpin Court, the largest federal housing project between Washington D.C. and Atlanta, opened a nine-week work readiness academy to 25 Richmond welfare recipients. Nineteen recipients secured jobs within weeks of completion.

Child Support Initiatives

- **ChildCheaters – KidsFirst Campaign.** During the past year, as part of Governor Allen's KidsFirst Campaign, over 12,394 delinquent fathers paid \$8.0 million in cash and agreed to millions more through payment plans. The KidsFirst Campaign uses amnesty offers and stiff law enforcement crackdowns to heighten the importance of child support in raising the post-welfare wage.

Conclusion

Clear messages, adequate resources, rejuvenated caseworkers, and community involvement have paved the way for welfare recipients and their families to succeed. The next stage of welfare reform is ensuring continued success through vigorous child support enforcement efforts. Children should be able to expect the support of both parents, and Governor Allen's KidsFirst Campaign has sent the message that failure to support a family is unacceptable.

Communities across the Commonwealth have demonstrated that welfare recipients and their children deserve opportunities to become independent.

Virginia has proven that welfare works!

Background





Background

One of the promises George Allen made as he campaigned for Governor of the Commonwealth of Virginia in 1993, was to reform the failed welfare system. Once elected Governor, he immediately began the process of revising Virginia's welfare program by creating the Governor's Commission on Citizen Empowerment. Composed of individuals representing businesses, churches, government, non-profit groups, volunteers, taxpayers, as well as former and current public assistance recipients, this Commission was charged with drawing the blueprint the Commonwealth would use to reconstruct welfare in Virginia.

The Commission spent the majority of 1994 seeking input from every conceivable source. During the summer, the Commission held public hearings across the state and received testimony from more than 1,000 people representing every segment of the Commonwealth's population.

Based on this wealth of information and advice, the Commission drafted a final report containing recommendations for replacing welfare in Virginia with employment-based temporary assistance. The report was submitted to Governor Allen in December 1994.

Recommendations contained in the Commission's report were drafted as legislative proposals and introduced to the General Assembly during the 1995 session. The proposals received widespread bipartisan support and were approved. On March 25, 1995, Governor Allen signed the welfare reform bill, creating the Virginia Independence Program (VIP) and the work component, the Virginia Initiative for Employment not Welfare (VIEW). Virginia planned for implementation on July 1, 1995.

In the pre-federal reform environment, the Commonwealth had to secure more than 80 waivers from federal regulations to implement its program. Because Virginia's proposed work first program differed significantly from the Aid to Families with Dependent Children (AFDC) program, the federal government reviewed the request carefully before approving it on June 30, 1995.

In addition to the federal waiver process, Virginia also promulgated emergency regulations through the State Board of Social Services in order to establish a regulatory basis for operation of the program. On July 1, 1995, the welfare reform program officially began.

While all of the provisions of VIP were put in place statewide on that date, a strategic decision was made to phase-in the VIEW work requirements quarterly over a four-year period. Since VIEW would require intensive work with the public, private, faith and non-profit sectors of the community and a 360-degree cultural change in the social services system, the Governor decided that it would be best to concentrate on one area of the Commonwealth at a time. However, because of the great results of the VIEW program in early implementation, the Governor accelerated the phase-in schedule so that all localities would be operating the VIEW program by October 1, 1997 - two years earlier than the original plan.

More than a year after Virginia began the implementation of its welfare reform initiative, Congress introduced welfare reform at the federal level. On August 22, 1996, Congress passed and the President signed into law the Personal Responsibility and Work Opportunity Reconciliation Act of 1996. Title I, which established the Temporary Assistance for Needy Families (TANF) block grant, considerably reduced federal regulation of cash assistance and employment services programs, leaving much discretion to states. There are two fundamental shifts under the TANF block grant, which replaced the Aid to Families with Dependent Children (AFDC) program. First, cash assistance was changed from an open-ended 50/50 match program to a block grant. Secondly, TANF allows for increased state flexibility. Under the old AFDC program, Virginia simply implemented federal rules. Now within certain guidelines, Virginia is free to design a temporary assistance program that is best suited to the needs of the Commonwealth.

Because Virginia had already initiated its own reforms, and the federal reform was patterned on Virginia's initiative, the majority of the work had been done. With the exception of a few TANF mandates (such as a 5-year lifetime limit) which were implemented on October 1, 1996, Virginia's VIP/VIEW program completely satisfied the federal requirements. In 1997 the Virginia General Assembly adopted a piece of legislation that codified the old AFDC eligibility rules so that Virginia could continue to operate VIP/VIEW while Robert C. Metcalf, Secretary of Health and Human Resources, made plans to establish an advisory committee to consider the new TANF options over the course of the following year.

In March, 1997, Secretary Metcalf invited legislators, social services directors and workers, local government officials, and citizens to join him in an unprecedented community effort to develop Virginia's TANF program. The Advisory Committee will present their recommendations to Secretary Metcalf on November 10, 1997.

The Virginia Independence Program

The Virginia Independence Program (VIP) was implemented statewide on July 1, 1995. The work requirements of the reform, the Virginia Initiative for Employment not Welfare (VIEW), were implemented quarterly across the Commonwealth by Economic Development District (EDD), concluding on October 1, 1997.

Key VIP provisions implemented statewide July 1, 1995 include:

- **Diversionsary Assistance**– One-time cash payment to working families who face a sudden, temporary loss of income in exchange for forgoing welfare benefits for 160 days.
- **Paternity Establishment**– Mothers are required to name the father of their children as a condition for benefits.
- **Family Cap**– There will be no increase in AFDC/TANF benefits due to the birth of a child while a family is receiving AFDC/TANF.
- **Learnfare**– All children, including minor mothers, must comply with Virginia's compulsory school attendance requirements.
- **Minor Parent Residency Requirement**– Minor parents must live with a parent or guardian in order to receive TANF benefits.

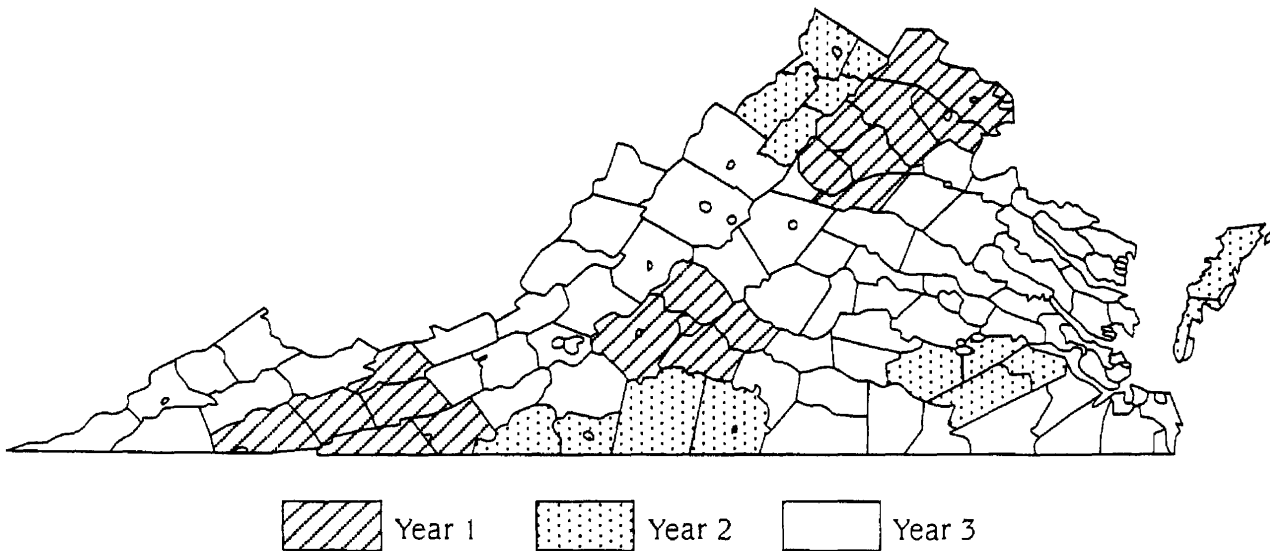
Key VIEW components include:

- **Agreement of Personal Responsibility**– VIEW participants must sign an Agreement of Personal Responsibility, as a condition of benefits, that binds them to participate in the program.
- **Work Requirement**– All able-bodied AFDC/TANF recipients are required to work in exchange for their benefits.
- **Two-Year Time Limit**– Eligibility continues for a total of 24 months. After this is exhausted, the family can receive 12 months transitional assistance, but then is ineligible for 24 months.
- **Transitional Assistance**– Families whose AFDC/TANF benefits are terminated may receive up to 12 months additional assistance to include child care, transportation, and medical assistance.
- **Earned Income Disregard**– VIEW families may continue to receive AFDC/TANF benefits for a total of 24 months as long as their income and AFDC/TANF benefits combined do not exceed 100 percent of the federal poverty level.
- **Asset Disregard**– A family can own one vehicle with a market value not exceeding \$7,500.00.

- **Case Management and Supportive Services-** VIEW families receive supportive services including child care, transportation, job counseling, job placement, education and training, and medical assistance.

VIEW Localities

Virginia's localities were phased-in VIEW between July 1995 and October 1997. The localities that started the VIEW program in July 1995, October 1995, January 1996, and April 1996 are referred to in this report as "First Year VIEW Localities." Localities that started the VIEW program in July 1996, October 1996, January 1997, and April 1997 are referred to in this report as "Second Year VIEW Localities." Localities that started the VIEW program in July 1997 and October 1997 are "Third Year VIEW Localities."



SFY 96

- First VIEW Program Year**
 EDD 7 - Culpeper Region
 EDD 9 - Lynchburg Region
 EDD 2 - Bristol/Galax Region
 EDD 6 - No. Virginia Region

SFY 97

- Second VIEW Program Year**
 EDD 10 - Danville Region
 EDD 5 - Winchester Region
 EDD 18 - Eastern Shore Region
 EDD 16 - Petersburg Region

SFY 98

- Third VIEW Program Year**
 EDD 12 - Richmond Region
 EDD 14 - Northern Neck Region
 EDD 8 - Charlottesville Region
 EDD 4 - Harrisonburg Region
 EDD 13 - Fredericksburg Region
 EDD 1 - Southwest Region
 EDD 17 - Tidewater Region
 EDD 15 - Peninsula Region
 EDD 11 - Southside Region
 EDD 3 - Roanoke Region

First Step



Slowing the Pace of Dependency

In the two years of welfare reform, Virginia has shown that welfare can work. The old welfare system trapped recipients in dependency and despair, failing to propel families toward self-support. Virginia has proven that a welfare system can be a short term support for needy families. Virginia began welfare reform in July of 1995. The first step was to slow the pace of decay by reducing caseloads, getting welfare recipients into real jobs, and offering alternatives to welfare.

Slowing the Pace of Dependency

Since implementation of VIP in July 1995, AFDC/TANF caseloads have declined dramatically, and more welfare recipients are taking seriously the need to work and stay off welfare.

AFDC/TANF Caseload Decline

From 1989 to 1994, Virginia's caseloads were rising an average of eight percent annually. Since 1995 welfare reform has sparked a tremendous decline in Virginia's AFDC/TANF caseload. Caseloads in VIEW localities declined at an even greater rate than in localities that had not yet implemented VIEW.

- Virginia's welfare caseload has plummeted over 33 percent, from 73,926 families in March 1995 to 49,609 in July 1997.

"The rolls have shrunk. There are fewer applications. Many of my clients express a desire to get training and get off public assistance."

—Ernest Miller, Eligibility Worker, Alexandria Department of Social Services

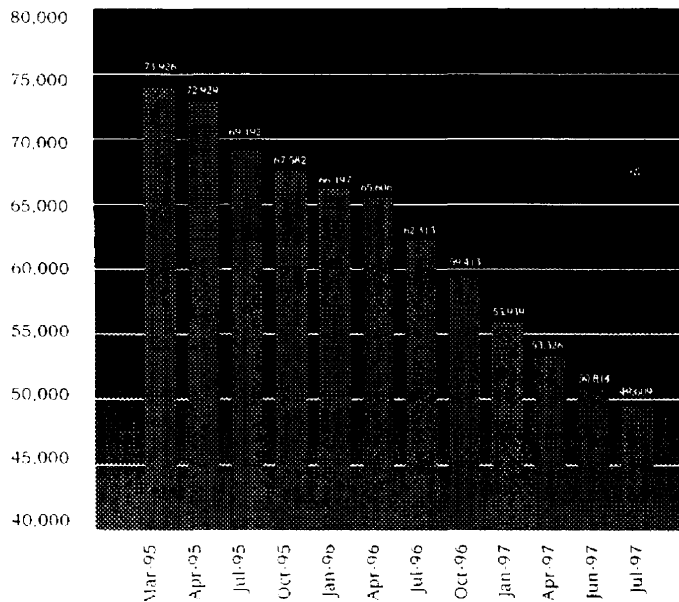
"The time limit helps us with the customer. It helps us because it reminds them that this is temporary. It's no longer a lifetime thing. It's here to get you over the hump. You have 24 months that the assistance will be available."

— Karen Herndon, Eligibility Worker, Bedford

"This is one of the best programs that we have had in a long time - it's very positive. I love to see people better themselves. The last couple of years, we've seen more success stories. People you'd think would never get their GED, have not only gotten their GED, but 2 part time jobs while they were at it, and have moved into full time employment. This is very positive."

— Gail Godwin, Employment Services Worker, Accomack

AFDC/TANF Caseload* Decline



*Includes AFDC-UP/TANF-UP and represents payment cases.

FIRST STEP: *Slowing the Pace of Dependency*

"In my opinion VIEW was a good move. After several years of being on assistance, the clients lost that initiative. VIEW has helped these people to regain their initiative... Overall, people want to do for themselves and be independent. You're not compassionate if you don't help them reach their potential."

—Sandy Taylor, Eligibility Supervisor, Smyth

"I agree with welfare reform... if it is going to make you go to school, work or whatever to better yourself or your kids' life then we need that welfare reform."

—Prince William County welfare recipient

"The VIEW system is better than welfare before. It also gives you better chances that you didn't have before. It allows you to accomplish goals that you thought you couldn't accomplish. Because getting a job was something that you couldn't do just on welfare. If you had a job they cut everything.... When I heard about it at the time of life that I was in, it was a pickup for me and I'm able to do a lot of things I wasn't able to do before."

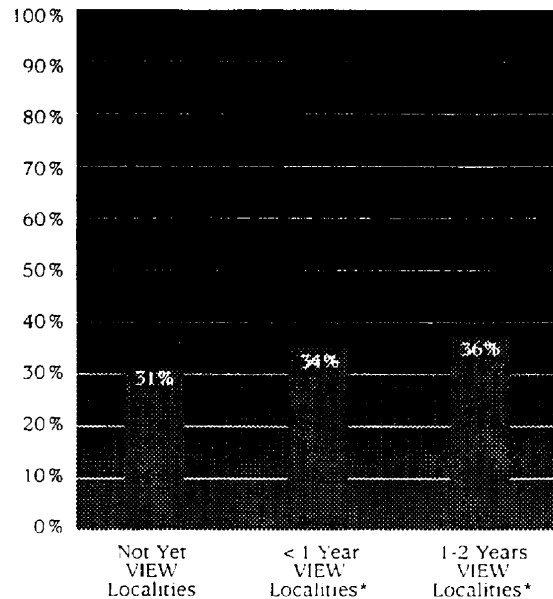
— Petersburg welfare recipient

"Work builds their self confidence. If you're not working you can't have a goal. You don't have anything to reach for. You're just going to sit back and be content and stay in one position."

—Elizabeth Jones, Eligibility Worker, Bedford

- VIEW localities with more than one year of VIEW experience had a caseload decline of 36 percent. VIEW localities with less than one year of VIEW experience had a caseload decline of 34 percent. Localities that had not yet implemented VIEW had a caseload decline of 31 percent.

Caseload Decline in VIEW Localities

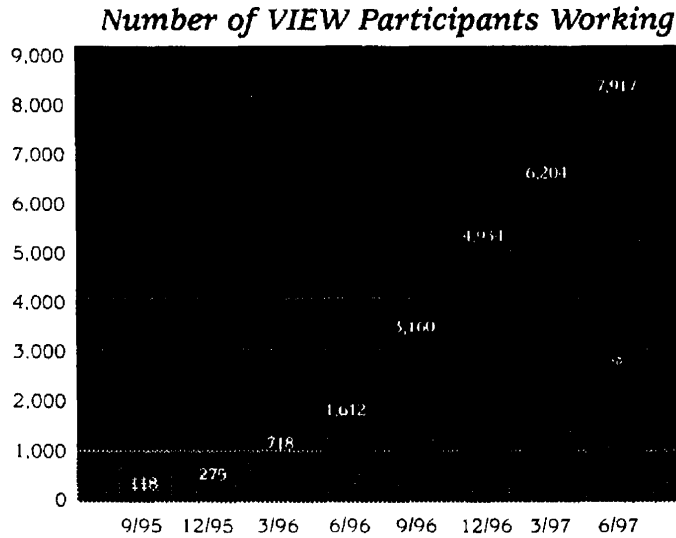


*Less than 1 year VIEW localities include EDDs 10, 5, 18, 16, & 12. 1-2 year VIEW localities include EDDs 7, 9, 2, & 6.

Work not Welfare

During the last quarter century, the federal government has sponsored many job assistance programs for low income recipients. None have shown the positive results of VIEW. The former federal work program, JOBS, made some attempt to require welfare recipients to work. VIEW has surpassed it by more than 200 percent. Time-limited benefits, a motivated social service team, and work supportive services are driving Virginia's welfare recipients to the work place.

- Statewide, nearly 8,000 VIEW participants got jobs as of June 30, 1997, most in unsubsidized jobs. At that point, only half of the state had implemented the VIEW program. Thus, the number of working VIEW participants will rapidly accelerate after October 1, 1997, when the remaining localities phase into VIEW.



Note: Data are for first and second program year EDDs.

- The rate of employment in unsubsidized jobs for participants in an employment services program has increased from the pre-VIEW program rate of 18 percent for the JOBS program to a cumulative rate of 62 percent in the VIEW program over state fiscal years 1996 and 1997.
- The increase in employment was not just because of Virginia's efforts over the past few years to improve job opportunities in the state. For concurrent times, VIEW employment rates were still close to double JOBS employment rates. For SFY 96, 50 percent of VIEW enrollees were employed, compared to only 26 percent of JOBS enrollees. For SFY 97, 54 percent of VIEW enrollees were employed, compared to only 27 percent of JOBS enrollees.

Staying Off Welfare

Many welfare recipients were trapped in a web of dependency. The new welfare system promotes independence by giving individuals in need temporary assistance. Cases that closed tended to stay closed.

- About 10,800 AFDC/TANF cases closed during the first year of welfare reform in the VIEW localities. Of those, at least 65 percent did not return to welfare in year two.

"I believe when people are adequately prepared and have jobs they will be ready to leave welfare. Helping people to become self-sufficient is the whole purpose of the welfare program. The time has come for something to be done about welfare. It's not about handouts, it's about self-sufficiency. There always will be a need for welfare, but we can do it better."

—Gladys Harris, Director, Sussex

"Working parents feel better about themselves. They set a good role model for their children. Even if we take them kicking and screaming to a job search class, it reinvigorates our clients from dependency and a lack of activity towards work. Their self esteem improves. Their appearance improves."

—Barbara S. Green, Employment Services Worker, Roanoke

"VIEW will help you... but VIEW only puts you in a certain place. You actually have to go out there and do what actually has to be done. It gives you the first step, but for that goal to really be accomplished, it takes your work and your effort, your persistence, your perseverance, you getting out there and fighting the battles."

—Petersburg welfare recipient

"It's one thing to get a person off welfare, it's another to keep them off. Now, I don't have to go back. I don't want to sit around and wait every month for a paycheck. I have plans of my own, things I want to do."

—Rachelle Uptegrow, Former Participant, Northampton

In Virginia, welfare works because of four new strategies:

- (1) Virginia's new welfare system provides both clients and caseworkers with **clear messages** of what Virginia expects from welfare recipients. Roles and responsibilities are well defined.
- (2) Virginia provides **adequate resources** up front, so clients can work themselves off the welfare system.
- (3) Virginia has **rejuvenated welfare caseworkers**, empowering them with tools to move welfare clients toward their goals.
- (4) The whole **community is involved** in Virginia's welfare reform.

Clear Messages



Clear Messages

The old welfare system established no goals, incentives, or mandates for recipients' upward mobility. The new system allows caseworkers to direct client outcomes. For instance, recipients must get jobs within 90 days, enroll in work experience if they do not get a paying job, forgo cash welfare assistance after two years, and name their child's father so that the state can institute collection procedures. Welfare participants have positively responded to Virginia's central message of personal responsibility.

Clear Messages

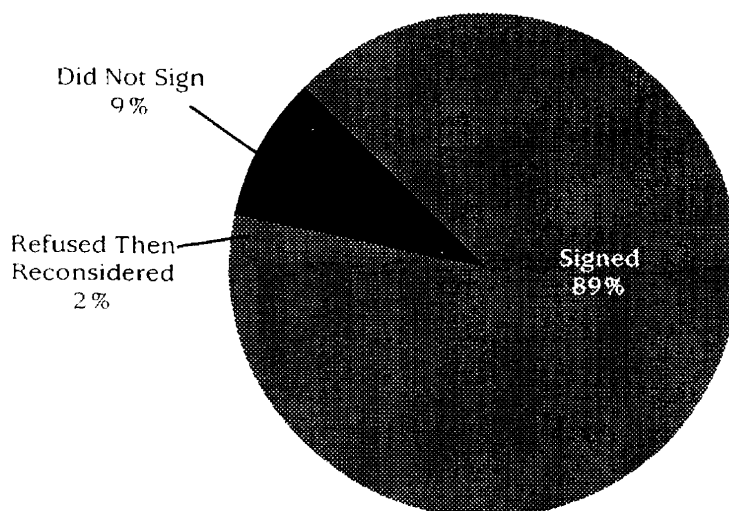
Virginia's bipartisan welfare reform effort changed the government-created culture of dependence. It reinforced the work ethic through a work requirement. It encouraged parents to be responsible for their behavior because of the family cap and child support enforcement measures. It encouraged parents to be responsible for their children's behavior through the compulsory school policy. It encouraged two-parent responsibility through the TANF-UP and child support enforcement measures.

Taking Personal Responsibility

VIEW requires active participation by the client. Virginia's VIEW participants are now required to act responsibly by accepting any reasonable job offered to them, availing themselves of education, training, and employment opportunities, and actively participating in the VIEW program. They must sign a written agreement of personal responsibility which serves as a renewed social contract, binding the Commonwealth and the recipient to principled responsible behavior. Based on the substantial number of recipients working, and recipients who are keeping their jobs, VIEW participants are upholding their end of the bargain.

- Nearly 12,000 VIEW participants have signed personal responsibility agreements to find and secure employment.
- A high 91 percent of the AFDC/TANF recipients assessed for VIEW signed the personal responsibility agreement - 89 percent signed immediately and 2 percent signed after they reconsidered. Only 9 percent had cases that remained closed because they refused to sign the personal responsibility agreement.

Personal Responsibility Agreement



"The two year time limit sends out very clear messages about personal responsibility and work. When people come into the program they have 2 years to get themselves in a position to support themselves without public assistance. Work is the immediate place to support yourself."

—Susan Mallory, Employment Services Worker, Martinsville

"The Agreement of Personal Responsibility lays it on the table. It empowers the clients to think more of themselves, the support systems in the community, and not just the public support...They use to come for a hand out, now we're offering them a hand up to a higher level."

—Mary Parker, Director, Accomack

"The Agreement of Personal Responsibility has empowered me because the clients know that when they sign that agreement they have twenty four months, and they know that the clock is ticking. And, when people know that this is a temporary service then they use it as such. But, if you think that this is my right, I'm supposed to have this, then some people will make it a career."

—Belinda Hilliard, Employment Training Specialist/Case Manager, Alexandria

Finding Employment

"So many of the clients in the beginning came in reluctant to change and they were afraid. They thought that they had no skills and they had many skills, but they didn't even realize that things they did on every day basis were skills. All of a sudden, they are enjoying the change. They see how their lives have improved through employment, and they have been very successful at it."
—Gloria Goff, Employment Services Worker, Henry/Martinsville

"It's given me a whole new life. I feel wonderful because I can work now and not lose my benefits. I think people are more scared of losing their benefits, but people need to go out and work. They need to be role models for their kids. People should find out what they want to do. There are plenty of jobs out there. Everybody can find something that they're good at."
—Louise Raper Puckett, Participant, Goochland

"I walked into the place I'm at and checked it out. I didn't get hired right away but I kept at them and then I did get hired. I walked in and asked if they were hiring and they said they would be. They told me to come back in two weeks and then I had to go through a police clearance and I got the job "
—Fauquier welfare recipient.

All VIEW participants are given the opportunity to get a job within 90 days of enrollment in VIEW. They are required to conduct 40 job search contacts per month. If, after a 90 days, recipients have not found unsubsidized work, they are assigned to a community work experience to build skills and confidence.

- Of the 11,941 AFDC/TANF recipients who enrolled in VIEW during the first two program years, 7,379, or 62 percent, found unsubsidized employment.
- Finding employment through VIEW was not the only avenue to work. Even persons who closed their TANF cases after enrolling in VIEW entered employment. Of the 837 cases that closed after enrolling in VIEW and before reporting employment to their caseworker, 423, or 51 percent, had wages reported to VEC before April 1, 1997.

Meeting the Work Requirement

VIEW participants were required to work within 90 days of enrollment in the VIEW program. VIEW participants who could not find unsubsidized jobs were primarily placed in Community Work Experience Placements (CWEP).

- Of the 7,917 working VIEW participants, 93 percent were employed in unsubsidized private sector jobs. The remaining 7 percent were primarily in CWEP.
- Over 1,300 VIEW participants have gained valuable workplace experience and skills through CWEP. More than half of them also had unsubsidized jobs.



FIRST STEP: *Clear Messages*

Characteristics of Employed VIEW Participants

VIEW participants entering employment were not just the "cream of the crop." They generally represented the typical mandatory VIEW AFDC/TANF recipient in the localities that had implemented VIEW before April 1997 and the typical VIEW enrollee in these localities.

- AFDC/TANF recipients who were designated as "Mandatory VIEW", "Enrolled in VIEW", or "Employed VIEW" all shared similar characteristics:
 - slightly more than half were never married;
 - about sixty percent were "non-white";
 - slightly more than half were over 30 years old; and
 - close to sixty percent had a high school education or better.

"When you get pushed hard enough, you get out there and straighten up. You just can't sit and wait for the mail man to come."

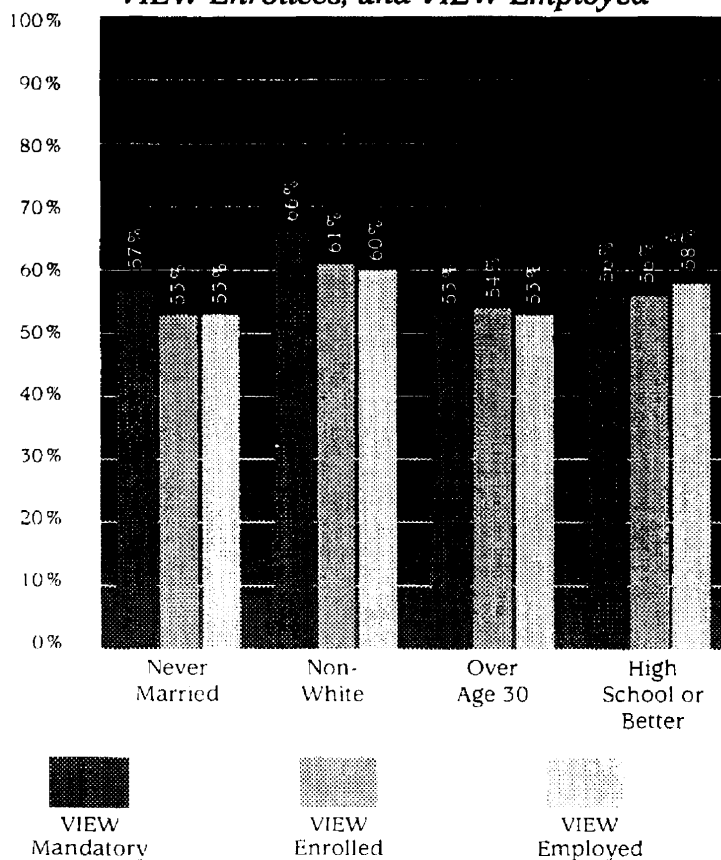
—Janice Wilkins, Former Participant, Danville

"I do the mail, filing, put cases together, a little bit of what an eligibility worker does, I help them out a lot. I don't think I would have been doing this if it weren't for the VIEW requirement that I work for my benefits. I'm thankful for that."

—Julie Wilson, Participant, Northampton

When asked what was the best thing about working, welfare recipients from Bedford and Fauquier replied with statements like, "Independence," "Getting the bills paid," "Self-worth," "Happy about yourself," "Your own independence," "I enjoy going out of the house more. Feeling a part of the working world." "I think it is great having communication with other people besides your children."

Demographic Comparisons for VIEW Mandatory, VIEW Enrollees, and VIEW Employed*



* In Localities Implementing VIEW Before April 1997

Occupations

VIEW participants have entered a variety of jobs. Most of the jobs were full-time for hourly wages above the federal minimum wage. While many of these jobs are entry-level positions, they are a critical first step on the ladder of self-sufficiency.

- The 7,379 VIEW participants who were employed in unsubsidized jobs during the first two program years, entered a total of 9,029 different jobs. The types of jobs they entered included: food service, production work, cashier/retail sales, housekeeping, clerk/receptionist/secretary, child care, medical, and other.

*Occupation Group for VIEW Jobs
Program Year 1 (SFY 1996) and Program Year 2 (SFY 1997)*

Job Group	Types of Jobs in Job Groups	Year 1	Year 2	Year 1&2
Total Jobs		1,820	7,209	9,029
Group Name	Types of Jobs Included in Group	% of Total Jobs Year 1	% of Total Jobs Year 2	% of Total Jobs Both Years
Food Service	Fast food, restaurant	23%	18%	19%
Cashiers/Sales	Cashier/teller, sales/retail, stock clerk/warehouse, sales-not retail	16%	19%	18%
Production Work	Production work/assembly, machine or equipment operator	15%	14%	14%
Housekeeping/ Building Maintenance	Housekeeping/janitorial, building/ground maintenance	11%	11%	11%
Clerk/Secretary	Clerical/receptionist, secretarial/administrative	9%	11%	10%
Medical	Nurse aide/companion, LPN/RN, other medical	8%	8%	8%
Child Care	In-home and centers	8%	8%	8%
Construction/ Repair	Construction/laborer, painter, welder/cutter, electrician, electronic/office-service, carpentry, plumber, other related construction	3%	2%	3%
Computer Processing	Data processing, computer operations	1%	1%	1%
Business	Bookkeeping/accounting, business management, personnel administration	1%	1%	1%
Other	Barbering/cosmetology, driver/delivery, farming/agriculture, public safety/security, teacher's aide	5%	7%	6%

FIRST STEP: *Clear Messages*

Full-time/Part-time Jobs

VIEW's tough work component, with its generous earned income disregard inspired participants to enter full-time employment. VIEW participants are principally working in full-time jobs.

- More than 73 percent of the VIEW participants employed in unsubsidized jobs worked for 30 or more hours per week.

Wages

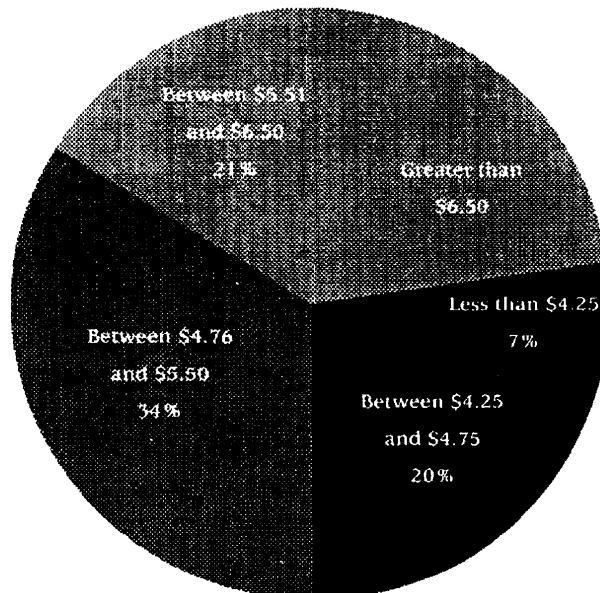
Employed VIEW participants found jobs with hourly rates of pay over the minimum wage. Some found jobs at rates considerably higher than the minimum wage. While hourly wages varied only slightly between full and part-time jobs, there was a wide variation across regions.

- Most (86%) VIEW participants found jobs with hourly rates of pay higher than the new federal minimum wage of \$4.75 an hour. Some of them even found jobs at significantly higher rates of pay. Another 8 percent found jobs higher than the old \$4.25 federal minimum wage.

*"We started this program (VIEW) in April 1996 and we had 55 participants...and all 55 of those participants are employed-all 55 and that's really exciting."
—Teri Brandy, Employment Services Worker, Manassas Park*

*"We can say you need to be self-sufficient all day long, but in the past our policies weren't always conducive to that. VIEW definitely does send a clear message. The time limit itself really gets the message across. And we do reinforce that message in all of our contacts, literature and so forth."
—Pat Eastwood, VIEW Worker, Danville*

Wages for VIEW Participants



*"We're changing life-long habits and lifestyles. In order to combat these life-long habits, clear messages are being communicated to welfare clients. They must obtain employment, they have a limited time to do so, but adequate resources have been set aside to address their most pressing needs."
—Lissette Pippy, Alexandria Employer Services Representative*

FIRST STEP: *Clear Messages*

Wages (continued)

- Hourly rates of pay varied by type of job. Jobs in computer operations had the highest average hourly rates of pay (\$7.44), and child care jobs had the lowest average hourly rates of pay (\$3.73).

*Average Hourly Rate of Pay By
Type Job Group for 9,029 VIEW Jobs*

Job Groups	Types of Jobs in Job Group	Average Rate of Pay
Food Service	Fast food, restaurant	\$5.08
Cashiers/Sales	Cashier/teller, sales/retail, stock clerk/warehouse, sales-not retail	\$5.63
Production Work	Production work/assembly, machine or equipment operator	\$5.40
Housekeeping/ Building Maintenance	Housekeeping/janitorial, building/ground maintenance	\$5.44
Clerk/Secretary	Clerical/receptionist, secretarial/administrative	\$6.99
Medical	Nurse aide/companion, LPN/RN, other medical	\$6.01
Child Care	In-home and centers	\$3.73
Construction/ Repair	Construction/laborer, painter, welder/cutter, electrician, electronic/office-service, carpentry, plumber, other related construction	\$6.60
Computer Processing	Data processing, computer operations	\$7.44
Business	Bookkeeping/accounting, business management, personnel administration	\$6.94
Other	Barbering/cosmetology, driver/delivery, farming/agriculture, public safety/security, teacher's aide	\$5.72

Wages (continued)

- VIEW participants from localities in the Northern Virginia area, EDD 6, found jobs with the highest average hourly rates of pay at - \$6.21, while VIEW participants from the Bristol-Galax (EDD 2) region and the Lynchburg (EDD 9) region found jobs with the average hourly rates, \$4.95 and \$4.84, respectively.

"Philosophically, I think it's very, very good. I was really nicely surprised at all of the families who were able to find their own employment, and then keep their employment. Many of them are soaring. So that is a really, really neat thing to see."

—Nancy Connors, Eligibility Worker, Arlington

**Hourly Rates of Pay
By EDD and Full-Time/Part-time Status**

Area Name	EDD Number	Average Hourly Rate of Pay for All Jobs	Average Hourly Rate of Pay for Full-time Jobs	Average Hourly Rate of Pay for Part-time Jobs
Food Service	EDD 2, 5, 6, 7, 9, 10, 12, 16, 18	\$5.56	\$5.59	\$5.47
Cashiers/Sales	EDD 6	\$6.21	\$6.29	\$5.95
Production Work	EDD 7	\$5.59	\$5.76	\$5.12
Housekeeping/ Building Maintenance	EDD 12	\$5.53	\$5.58	\$5.40
Clerk/Secretary	EDD 5	\$5.44	\$5.43	\$5.47
Medical	EDD 16	\$5.28	\$5.35	\$5.01
Child Care	EDD 18	\$5.20	\$5.47	\$4.87
Construction/ Repair	EDD 10	\$5.07	\$5.03	\$5.25
Computer Processing	EDD 2	\$4.95	\$4.97	\$4.83
Business	EDD 9	\$4.84	\$4.86	\$4.76

Staying Employed

The "work-first" message of Virginia's welfare reform and the benefits of keeping earned wages motivated VIEW participants not only to get jobs, but also to continue working. VEC wage reports show that many VIEW participants who entered employment during the first program year remained employed throughout the year.

"Once they get out there and taste it, they kind of like it. They like that they can get more and do more for their family and their children. The opportunity to taste the dream and to experience the real world of having these additional abilities can leave stepping stones from one place to another. We're telling them that you've got to get up every day and go to work, and you got to have a positive thought in your mind that 'yes, I can achieve,' 'yes, I can accomplish,' 'yes, I can make the quality of life for myself and my family better by doing these things.'"

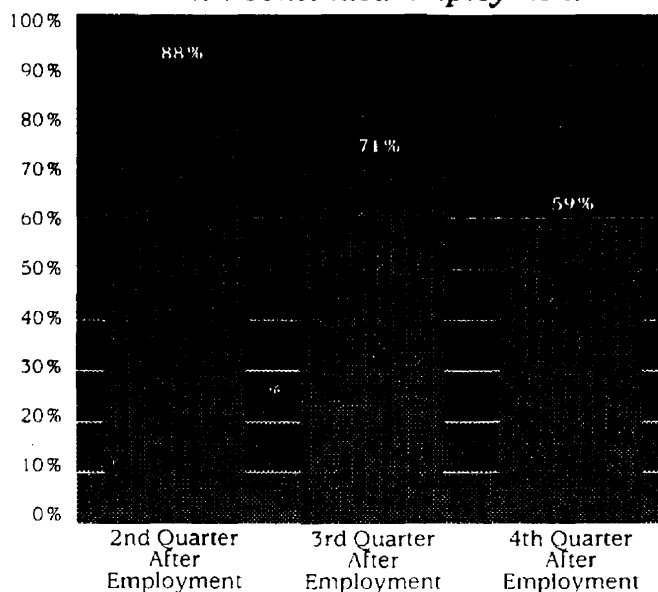
—Richard Martin, Director of Social Services, Appomattox

"Working with kids is hard, but once you get yourself situated and you know your kids are in a proper place and taken care of . . . it's a feeling you have knowing you can work, take care of three kids, handle the bills, and be off welfare! It's exhausting but exhilarating! I come home from work tired, but I get to tell my kids, Mom worked hard today."

—Kim Davis, VIEW Participant, Goochland

- Of those who entered employment and had their wages reported to VEC during the first program year, 88 percent had wages reported to VEC one quarter later, and 71 percent were still working two quarters later.

Percent of VIEW-Employed Persons* with Continued Employment



*Includes persons employed before July 1996 with wages reported to VEC

- While most VIEW participants continued their employment into a third quarter, they did not always stay at the same job. On average, 71 percent of the jobs that VIEW participants entered were retained for at least 3 months and 60 percent for at least 4 months.

Improving Employment

As participants became experienced in employment, many were able to find better jobs – jobs with higher pay or full-time rather than part-time.

- For the 1,358 VIEW participants who left their first job for a second job...

...average hours worked increased from 31.68 hours per week for the first job to 33.44 hours per week for the second job.

...average hourly rates of pay increased from \$5.27 for the first job to \$5.47 for the second job.

...average monthly wages increased from \$714.50 for the first job to \$771.03 from the second job.

FIRST JOB
31.68 hours per week
\$5.27 hourly rate
\$714.50 monthly wages

SECOND JOB
33.44 hours per week
\$5.47 hourly rate
\$771.03 monthly wages

*"I went through a class that they had here and they did a resume up and it was like a job workshop. I just went everywhere. I got a job at Food Lion and then was promoted into the office and stayed there for over a year. I just recently took this job as manager and I'll be there a year in November."
—Fauquier former welfare recipient*

*"It helps the children to see you work. They see their parent working and they understand the importance of work..."
—Kathleen A. McDonald, Director, Winchester*

Parents Taking Responsibility

Under VIEW, more children are growing up in an environment in which a parent works. This is one of the most significant positive impacts of the reform effort. Children learn the value of work and also benefit financially.

- More than 14,000 children of VIEW participants are learning the work ethic by growing up in a household in which a parent is working. These children are learning the value and rewards of work from their most influential role models - their parents.

*"It also helps the children in showing them the work ethic."
—Pam Riley, VIEW Worker, Culpeper*

With respect to children seeing their parents working, a Portsmouth Welfare recipient said, "I think they have more respect for you."



FIRST STEP: *Clear Messages*

Family Cap

The old welfare system gave recipients additional money when they had additional children. Virginia's Family Cap provision has now created a disincentive for women to have additional children while on welfare. Virginia has ceased to pay additional benefits for children conceived while a mother is on welfare. These children continue to be eligible for Food Stamps, Medicaid, housing assistance and other emergency aid programs.

*Ms. Palmer also likes the child cap because it helps to change the public's perception. "A lot of the people are of the opinion that we just keep adding benefits."
—Nancy Palmer, Eligibility Worker, Smyth*

- A total of 1,040 children were not added to their parent's welfare case. During FY 97 when the family cap policy was fully implemented, on average about 80 children were not added to their parent's welfare case each month.

With respect to the family cap, some Bedford and Fauquier welfare recipients said, "I think that's fair," "You really can't afford to have another baby," and "I agree with that 100 percent because I feel like if you're already on the system and you're struggling, you shouldn't be having another child."

FY 96-Month	Number of Capped Children	FY 97-Month	Number of Capped Children
July	N/App	July	83
August	N/App	August	75
September	N/App	September	93
October	N/App	October	81
November	N/App	November	85
December	N/App	December	85
January	N/App	January	76
February	N/App	February	80
March	N/App	March	70
April	N/App	April	81
May	65	May	64
June	64	June	38
Total	129	Total	911

- The Family Cap provision may have affected the rate of birth for AFDC/TANF cases. After adjusting for a drop in caseload size and for children not added to their parent's welfare case, the number of newborns added to AFDC/TANF cases declined by 31 percent.

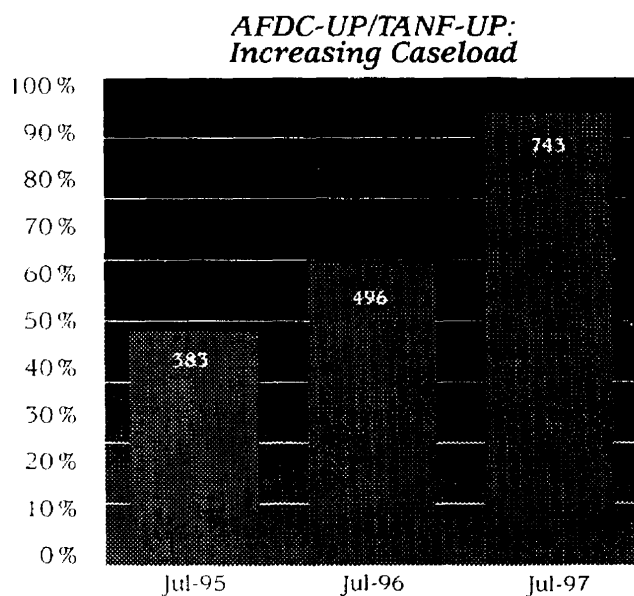
Time Period	Total Caseload	Number of Babies Added to AFDC/TANF Recipient Cases, 10+ Months After Case Opens ¹	Actual Difference	Percent Difference
SFY 95 (July 94-June 95)	68,462	2,444	N/App	N/App
SFY 96 (July 95-June 96)	61,388	2,156	(519)	-15%
SFY 97 (July 96-June 97)	48,775	1,676	(1,247)	-31%

¹ The number of newborns added to the case is adjusted to account for the drop in caseload size between July 1995 and July 1996 (1.12) and July 1995 and July 1997 (1.40).

Two-Parent Families

The former welfare system threw up a big roadblock to marriage. If a recipient married, they could only receive six more months worth of benefits. By contrast, a single parent could forgo marriage and continue a lifetime entitlement to benefits. VIP removed this disincentive to marriage by allowing a two-parent family to receive benefits for the same amount of time as a single parent family.

- With overall caseloads declining and the number of two-parent households increasing from 385 in July 1995 to 743 in July 1997, the percentage of the AFDC/TANF cases represented by the two-parent family cases increased by over 180 percent.



- There are indications that the representation of two-parent households in the TANF caseload will continue to grow. Following the change in policy, effective February 1, 1997, when two-parent cases no longer had to show prior attachment to the workforce, approved applications for two-parent cases increased by 36 percent in a six-month period.

Minor Parents Living with Their Parents

Under the old system, teens bearing children had the option to set up their own households and receive AFDC/TANF cash benefits. This furthered the cycle of long-term dependence on public assistance. VIP requires minor parents to live with adults, primarily their own parents, in order to receive AFDC/TANF benefits.

- In April 1995, before VIP policy required minor parents to live with their own parents, or other approved adult, only 59 percent of the minor parents receiving AFDC/TANF lived with their own parent. In January 1997, after the policy had been in effect for eighteen months, the percent of minor parents living with their own parents increased by almost forty percent, from 59 percent in April 1995 to 86 percent in January 1997.

In response to a question about the minor parent residency policy, Fauquier welfare recipients said, "That's great." "I like that." "A young girl needs support from a loving/caring family."

Cooperating with Established Paternity

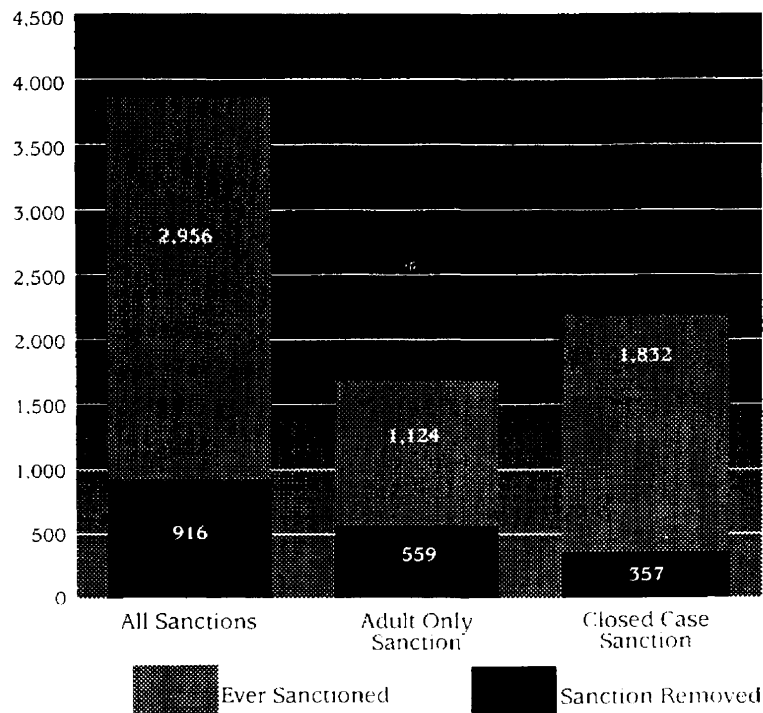
"It used to be that we didn't talk about the father and what role he played in helping you rear and take responsibility for their child. But, when VIP came into being, we started looking at that in a different light. The absent parent has to be responsible for that child also. Now you actually talk about the father. Before you didn't even want to know what he was doing. Now, you look at how the father can help to provide daycare. We ask the mother if they have cooperated with the division of child support enforcement prior to establishing paternity for that child. So, now we're trying to help that customer succeed in the long term so that they can become self-sufficient with the wage that they are making plus the support that the absent parent should be providing. It's good because both parents have responsibilities in raising their children."

—Uzillus Dillon, Intensive Case Manager, Richmond.

The Commonwealth has mandated welfare recipients identify the fathers of their children. When an adult recipient fails to cooperate with the Division of Child Support Enforcement in establishing paternity for children receiving AFDC/TANF benefits, the adult can be deleted from the AFDC/TANF case. If the adult is still not cooperating six months later, the entire AFDC/TANF case can be closed. This change was made to promote fathers sharing responsibility for their children as well as helping children learn the identity of their fathers.

- Only 2,956 cases out of the 112,885 active AFDC/TANF cases in the first two program years were sanctioned for failure to cooperate with establishing paternity - or less than 3 percent.
- Of the 2,956 cases sanctioned, 1,124 were adult only sanctions and 1,832 were full case closure sanctions.
- Overall the sanction stimulated compliance, or cooperation with establishing paternity in 31 percent of the cases - 50 percent of the deleted adults were reinstated and 19 percent of the closed cases were reopened.

AFDC Cases Sanctioned for Failure to Cooperate with Established Paternity and Number with Sanction Removed



FIRST STEP: *Clear Messages*

Families Taking Care of Children

Support services help VIEW recipients who need to seek, find and retain work. These support services include child care. Parental choice is a guiding principle for the provision of child care services in Virginia's welfare reform effort. With the implementation of VIEW in the first program year, there was a dramatic shift from non-relative to relative family child care. This trend continued through the second program year.

- More than 3,900 VIEW families received assistance with child day care. Of these, about 3,100, or 42 percent of the VIEW employed participants, received day care to help sustain employment. The rest used day care to help in preparation for a job or job search.
- About 51 percent of the child care placements in the VIEW localities were in family or home care.

Keeping Children Healthy

Welfare recipients must immunize their children. Compliance is almost 100 percent, meaning that their children are supplied with the healthy start that will pay dividends for generations.

- At the end of the second program year, only 469 AFDC/TANF recipients had a penalty for failure to immunize their children. This represents less than 1 percent of the 121,410 school-age children who were AFDC/TANF recipients at the end of the second program year.



"I've had my family and they've supported me all the way through this. Nobody knows that until they walk in your shoes. You do what you do to support your family."

—Fauquier welfare recipient

"You're teaching them that. 'Your children must be kept healthy. Your children must get an education. You must work if you want things out of life.' Which is what we all do, it is just how we were raised. But a lot of these families have never been exposed to that. In the past, we've just given them a check and turned them loose to their own devices."

—Tom Martin, Eligibility Worker, Winchester

"Work not only helps you financially. It helps the children to see you work. They see their parent working and they understand the importance of work at an early age. If you see your mom or dad sitting home and not working, then they don't understand the importance. They haven't been exposed to the rewards of it."

—Kathleen A. McDonald, Director, Winchester

FIRST STEP: *Clear Messages*

Encouraging Children to Stay in School

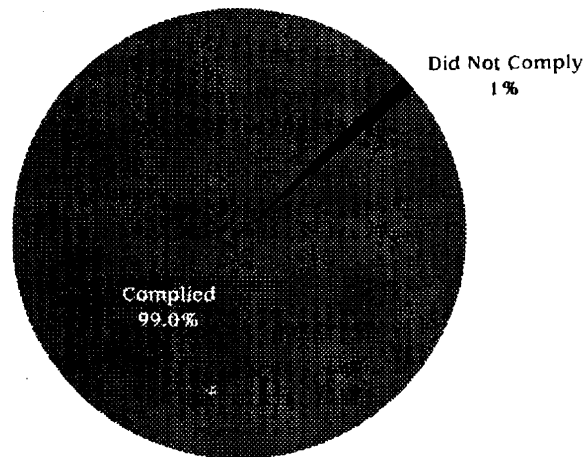
Parents and children both seem to be getting the message that education provides the surest means away from dependency and poverty. Two provisions of the new welfare reform encouraged school-age AFDC/TANF recipients to stay in school: (1) the exemption from VIEW if recipients age 16-19 remained in school, and (2) the "learnfare," or compulsory school attendance provision, requiring all school-age children to attend school regularly as a condition for receiving benefits.

- During the first two program years, more than 1,800 AFDC/TANF adult recipients between the ages of 16 and 19 were exempt from VIEW participation because they were enrolled in school.
- During the first two program years, 1,734 school-age children on AFDC/TANF received some type of penalty for truancy. This represents less than 1 percent of the estimated 188,800 children who received AFDC/TANF during the first two program years.

*"The regulation now that you have to be in school in order to be part of the system has probably been one of the bigger pluses in the program. You can't have any kind of life unless you have at least a high school diploma."
—Georjean Coco, Eligibility Worker, Winchester*

With respect to the compulsory school requirement, some Bedford, Lynchburg and Portsmouth welfare recipients said, "We want our children in school," "If I have to sit through school with her, my child will graduate so she won't end up like I am," "Parents are held accountable—it's a good thing," and "I agree because I have an education myself—why wouldn't I want the best for my own children?"

Percent of AFDC/TANF Children Complying with Compulsory School Attendance



- The "learnfare" provision also positively transformed the behavior of many truants - almost one-third of the truant children had their sanctions removed.

*Adequate
Resources*



Adequate Resources

W

elfare reform works in part because of up-front, time-limited public investment in resources like child care, transportation, and health care for transitioning welfare recipients. Virginia, its local social services agencies, and its communities have invested unprecedented financial resources to make VIEW work. The two year results: Virginia spent \$101 million less in welfare benefits, and VIEW participants earned over \$20.9 million from their own labor.

Adequate Resources

Past experience in welfare-to-work programs proves that investments in keeping participants working are well spent. Intensive staff interaction and supportive services helped participants make the transition to independence. In addition to regular benefit payments and administrative costs, close to 40 million dollars was spent to support Virginia's welfare reform. Dollars were added for VIEW administration, day care, supportive services, transitional services, incentives to work, diversionary assistance, and grants to encourage community involvement.

Administrative Costs

VIEW administrative costs covered all staff resources to serve VIEW enrollees during the first two program years. VIEW administrative dollars to cover staff and direct services to VIEW participants were allocated to all localities that implemented VIEW during the first two program years based on the expected number of VIEW participants in each locality.

- A total of \$11,963,112 was spent on VIEW administration in addition to regular welfare funds in the 51 localities that implemented VIEW during the first two program years.
- These VIEW administration dollars represented an average of \$1,002 for each of the 11,94 VIEW enrollees and \$1621 for each of the 7,379 employed VIEW enrollees.

Day Care

Virginia committed to providing assistance with day care for VIEW enrollees to ensure that they had the necessary support to enable them to seek and retain employment. Actual day care expenditures were less than projected, largely due to recipients taking the initiative and responsibility of making day care arrangements themselves. Many recipients arranged for relatives to care for their children.

Virginia spent almost \$9.0 million to provide child care to VIEW children, assisting mothers on welfare to seek and maintain employment while they were on AFDC/TANF, and an additional \$0.7 million after VIEW participants left the welfare rolls with employment.

The total \$9.7 million dollars was divided between center based and family day care services.

VIEW Day Care Dollars By Type of Care

Type of Care	Total Dollars - State Fiscal Year 96 and 97	Percent of Total Dollars
Total Day Care Dollars	\$ 9.7 million	100 %
Center Based Care	\$ 5.1 million	53 %
Family Care	\$ 4.6 million	47 %

"It is just so refreshing to have the state implement a program and then fund it so adequately for us so that we can do what we need to do."

—Joyce J. Martin, Director, Martinsville.

"I'm excited that there is more money available to assist our participants. I'm excited that we can tap into more resources.

More of our people know how to find work. They know how to go out there and get to work. It's just keeping employment in this area, where there are no transportation services, that's the hardest thing. And limited day care. Once they find that those services are available to them, they go out and find work."

—Cloteen El, Senior Employment Services Worker, Hopewell.

"It is both challenging and exciting to witness the expansion of these services. Day Care and transportation have historically proven to be major barriers to participants securing employment; therefore, our challenge is to develop non-traditional resources to overcome those barriers. I feel we are meeting with great success in the VIEW Program, and this new initiative is of real benefit to client and community."

—Paula Hoskins, Supervisor of Day Care Program, Bristol

"More than half the participants comment on the fact that if they didn't have the day care paid for, they probably wouldn't be able to maintain their job."

—Susan Clay, Employment Training Specialist, Alexandria



"When I first heard about the VIEW program I was a little scared because I hadn't been in the work force in a while. If my kids aren't taken care of, I can't work. Mr. Simmons (Bruce Simmons, a Martinsville Employment Service Worker) provided me gas vouchers to go to and from work. It gave me that extra push."

—Dianne Minter, VIEW Participant, Martinsville.

Training, Education and Supportive Services

The VIEW program covered training and education fees, as well as supportive services that could help remove barriers to an individual's participation in VIEW and work. The supportive services included transportation, medical/dental, and other services related to program participation and work. Many local social service departments created innovative approaches to support services including: van-pooling, purchasing vehicles for recipient use, and the use of school buses.

- Virginia spent \$2.5 million to cover training and education activities, as well as to provide supportive services to remove barriers to an individual's participation in VIEW and work.

Types of Supportive Services Provided

Type of Service	Examples
Transportation Services	Gas coupons
	Van pools
	Vehicle repair
	Vehicle purchase
	School bus rental
	Bus tokens
Medical and Dental Services	Required medical verifications
	Dentures
	Glasses
	Orthopedic Shoes
	Items required prior to job entry
Program Participation and Work-Related Expenses	Birth certificate fees
	License fees
	Registration/graduation fees
	Picture ID fees
	Uniforms or other required work clothing
	Safety equipment and tools

FIRST STEP: *Adequate Resources*

Transitional Services

The new VIP policy covering transitional services has made it possible for some former AFDC/TANF recipients to reach their goal of self-sufficiency. VIEW participants who closed their cases during the first two program years were eligible for work-related supportive services if no other resources were available. Transitional services included day care as well as supportive services such as transportation and medical, dental, or work related expenses.

- A total of \$769,374 was spent on transitional day care and support services during the first two program years.
- A total of \$731,374 was spent on transitional day care for 767 AFDC/TANF cases during the first two VIP program years.
- About \$38,000 was spent on other transitional supportive services, such as transportation, during the first two VIP program years.

Incentives to Work

Virginia's welfare reform does require work, but not without providing incentives and additional support when VIEW participants enter work. One major incentive is the earned income disregard. VIEW participants who enter employment have their earned income disregarded for calculation of their AFDC/TANF benefits. Thus, they keep their employment earnings and 100 percent of their AFDC/TANF benefits.

- In addition to their earned income, employed VIEW participants on average received an extra \$175 a month in AFDC/TANF benefits, when their earned income was disregarded up to 100 percent of poverty.

Planning Grants

Localities spent \$900,000 in state planning grants to partner with their business communities and generate innovative welfare reform hiring campaigns. The grants were used for:

- Mini grants to help community organizations expand services to welfare clients;
- Sponsorship of business forums and job fairs;
- Hiring outside consulting for marketing welfare reform in the region;
- Preparing media materials, like videos and client brochures for distribution to businesses and community groups in the community; and
- Sponsoring client forums for exchange of information about welfare reform between clients, community groups, child support, and businesses.

"The state is willing to pay for transitional services, which is good."

—Michelle Bennett, Senior Social Worker, Hopewell.

"I think that it (Earned Income Disregard) really does help them to make the bridge from being on welfare to being self-sufficient. A lot of time they can keep the entire grant and still work at their job. Now they feel like that maybe they have a way."

—Darlene Buchanan, Eligibility Worker, Winchester

FIRST STEP: Adequate Resources

Job Developers

"I'm in the VIEW program.
I think the program is great.
People donated cars and they
gave me one. There's no public
transportation living out here.
They helped me with the tags.
The first three months they
helped me with the insurance.
This was all as long as I had
a job."
—Fauquier VIEW participant.

"It helps you with your vehicle
also. If you don't have gas
money, they help you with that. If
something happens and you need
to fix it, they will help you with
that. They do help you."
—Petersburg VIEW participant.

The Diversionary Assistance
Program "helped a lot, a great
deal. They paid all my bills. . .
and I never received AFDC."
—Prince William County
Diversionary Assistance
participant

Regional job developers helped bridge the gap between the business community and social services professionals. The job developers work directly with businesses to facilitate placement of VIEW participants into employment. With the job developers, employers had a single point of contact which facilitated placement of many VIEW participants in jobs.

Other Grants

A total of \$2.5 million was used to develop regional transportation initiatives for VIEW participants. These funds are used for grants to local departments of social services to develop transportation initiatives to benefit VIEW participants. The primary goal of this program is to ensure that transportation services are available to support VIEW participants in finding and retaining employment or satisfying any of the VIEW work requirements. The grants will cover: improving coordination of existing private and public transportation resources; expanding existing private and/or public transportation resources; developing new transportation resources; or conducting other transportation initiatives that meet the goal of ensuring that transportation services are available to support VIEW participants.

Diversionary Assistance Payments

More than 70 percent of Virginia's localities offered Diversionary Assistance to AFDC/ TANF applicants who would have otherwise been eligible for AFDC/TANF. A total of \$974,377 was spent on Diversionary Assistance payments. The type of assistance needed included money for housing or utilities, transportation, medical, child care and other temporary needs.

Diversionary Assistance Total Cases and Payments by Need Description July 1995 through June 1997

Need Description	Total Payments	Total Diversionary Cases
Transportation	\$150,000	159
Housing/Utilities	\$648,269	661
Medical	\$ 4,547	5
Child Care	\$ 1,488	2
Other	\$169,393	168
Total	\$974,377	995

Taxpayer Savings

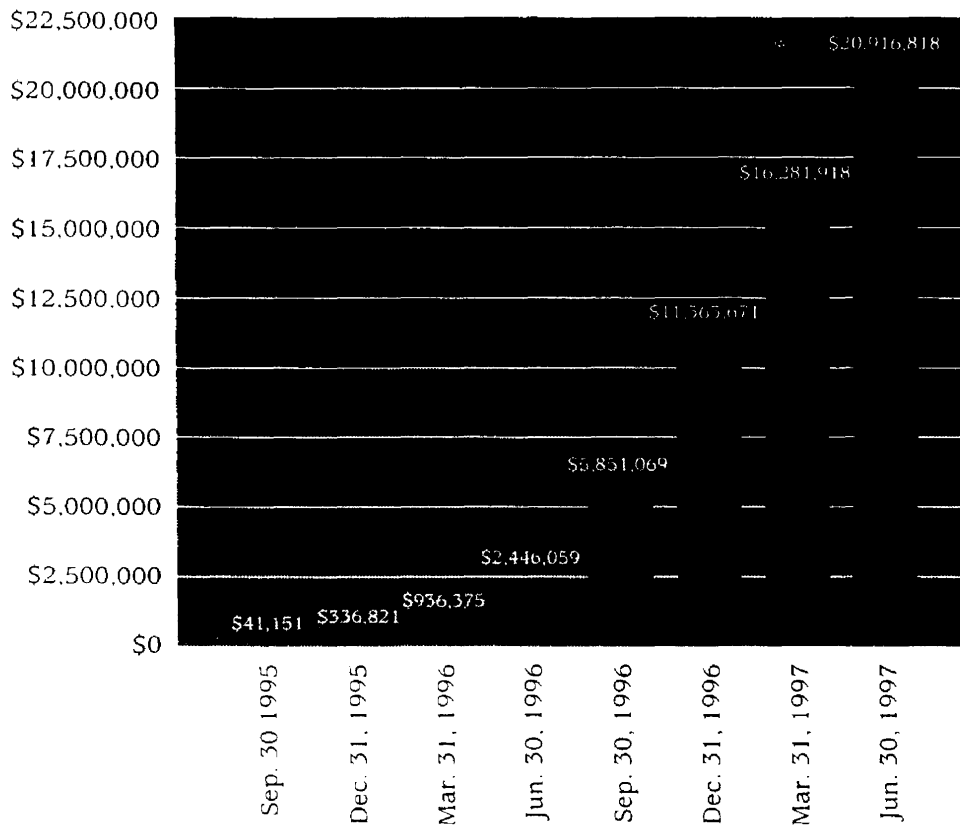
Welfare recipients are not the only beneficiaries of reform. Declining case-loads, coupled with increased earnings by program participants, led to significant taxpayer savings.

- Virginia spent \$101 million less in welfare benefits in the last two years, producing a net taxpayer savings of over \$57 million.
- Virginia has not created welfare jobs. Welfare recipients working at unsubsidized jobs have earned over \$20.9 million in the regular economy.

"It will have benefits for the community in terms of building the tax base both for the localities and for the state."

—Elizabeth Waters, United Way

Estimated Earnings of VIEW Participants



- The 423 VIEW participants who had wages reported to VEC, but who left AFDC/TANF before reporting employment to their caseworker, had an additional \$1.4 million in earnings reported to VEC by April 1, 1997.

*Caseworker
Rejuvenation*



Caseworker Rejuvenation

Under the old system, caseworkers mainly dispensed benefits. They had little ability to control client outcomes and foster independence. Time limited benefits, mandated by work requirements and meaningful sanctions, have empowered Virginia's social service professionals to become agents of change and entrepreneurs, leading the way to reform.

Caseworker Rejuvenation

The role of case worker has been dramatically changed from that of check writer to coach and job finder. VIP/VIEW gave caseworkers the tools they needed to encourage AFDC/TANF recipients to take responsibility for their lives. Local workers are able to assist individuals in their job search and to sanction when unresponsive actions occur. Caseworkers have embraced the new philosophy and have shared their ideas with each other.

Agency Staff Conference

The Secretary of Health and Human Resources Conference on Welfare Reform offered nearly 1,000 caseworkers and agency staff from localities across the Commonwealth the opportunity to network, and to learn from their peers. Rather than learn from experts on the old welfare system, this conference featured experienced leaders of reform from across Virginia. Enthusiastic participants made this conference a resounding success. They shared information on such topics as: Connecting Community Resources, Managing Change, Getting Better Child Support Results, Mentoring Programs, Business/Chamber of Commerce Interactions, and Media Relations. Anonymous comments from conference participant evaluations demonstrated their support for the conference and welfare reform.

"Refocusing from simple 'prompt employment' to supporting the 'after employment transition' to self-sufficiency, clearly reflects where the intense support will be needed...and reflects Welfare Reform maturation."

"Excellent experience. Made lots of contacts for future. Great networking opportunity. Good to hear some positions from experienced agencies rather than bureaucratic rhetoric."

"Very helpful to have workshops led by those who have actually implemented VIEW."

"Governor Allen's welfare reform has invigorated us. We've been waiting for this a long time. The people have the power to solve their problems, all we have to do is ask the right questions so that we can use our resources to help our clients. The state is helping us by making the resources available. Even when we were getting the resources before, they were always being duplicated, we really weren't getting them. Also, before we didn't have a focus or any discipline either. Now we do."
—Eva C. Moore, Social Work Supervisor, Appomattox.

"I've worked in social services for 24 years. I originally volunteered to do this kind of work because I felt strongly that this is an area I could help the customers. In the past the policy was so loose. This is the first time we're really helping the customers help themselves. This is the first time there are consequences for not participating."
—Susan P. Farmer, Intensive Case Manager, Richmond

"All along what we were told was you've got to think out of the box. We had been used to being confined by certain regulations and now here we were being told that we had to break out and be creative. Come up with new and refreshing ideas of how we could help people. We were not just confined any longer. That was new, it was exciting."
—Joyce J. Martin, Director, Martinsville

Caseworker Empowerment

"With VIEW and VIP, we're able to finally do what we were intending to do when welfare was originally set up. And that is to provide opportunities for people who need them for a short brief while so that they can get their feet back under them, get stabilized, and help their self esteem, and get back to being self sufficient, and independent, and taking care of themselves and their families."

—Bob Gose, Director of Social Services, Bristol

Discretion to deal with individuals and assist them in their job search has become an invaluable tool to local case workers. Agency directors and caseworkers appreciate having the tools to work effectively with AFDC/TANF recipients.

Social Service professionals have made VIEW succeed. Compared to the former welfare system, which placed approximately 20 percent of participants in work, the VIEW program has placed 62 percent of eligible participants in work.

"Whenever the employees of the Danville Department of Social Services hear a cowbell ringing, they know another of L.P. Moss's VIEW participants has found a job. L.P. keeps the cowbell at his desk and rings it with joy whenever he gets a call informing him that one of his clients has started down the road to self-sufficiency."
L.P. Moss is a VIEW Worker in Danville, Va.

"Just that look on her face made that whole month worthwhile, because she was so happy she had a job..."
Cloteen El, Hopewell Senior Employment Services Worker

"It's given us an opportunity to create something new and different to assist our clients. The active assistance of the entire community is enlarging the support network. It's allowing the clients to take responsibility, and allowing the community to take responsibility."

—Barbara S. Green, Employment Services Worker, Roanoke

Caseworkers Complete Timely Case Actions

Caseworkers demonstrated their commitment to service, by working on the various aspects of their cases in a timely manner. As of the last month of the second program year, VIEW localities had generally enrolled their VIEW mandatory referrals within a 30-day time frame, placed their VIEW enrollees in work or work activities within a 90-day time frame, and redetermined their AFDC/TANF cases every six months as prescribed by policy.

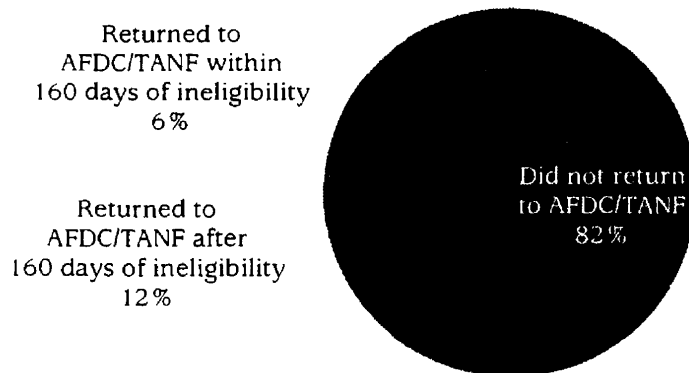
Measures of Timely Case Activity for June 1997

Region	Percent of cases enrolled in VIEW within 30 days of referral	Percent of VIEW enrollees in a work activity within 90 days of referral to VIEW	Percent of AFDC/TANF cases redetermined every six months
EDD 7 (Culpeper Region)	80%	79%	85%
EDD 9 (Lynchburg Region)	80%	63%	89%
EDD 2 (Bristol/Galax Region)	83%	84%	95%
EDD 6 (Northern Va. Region)	76%	58%	66%
EDD 10 (Danville Region)	82%	67%	88%
EDD 5 (Winchester Region)	96%	80%	94%
EDD 18 (Eastern Shore Region)	78%	66%	84%
EDD 16 (Petersburg Region)	90%	61%	83%
EDD 12 (Richmond Region)	98%	N/App	58%

Caseworkers Helping Families Avoid Dependency - Diversionsary Assistance

Caseworkers helped families avoid dependency on AFDC/TANF by helping them find work and by encouraging them to enter the Diversionsary Assistance Program when they qualified for it. The Diversionsary Assistance Program made it possible for caseworkers to help families avoid dependency on AFDC/TANF. In this program participants receive a one-time cash payment to overcome an immediate obstacle to work, such as car, housing, or utility bills. Before the Diversionsary Assistance Program, some families would apply for AFDC/TANF when there was only a temporary need for assistance, but end up staying dependent on AFDC/TANF longer than necessary once they became attached to the program. From July 1995 through June 1997, eligibility workers assisted 993 families through the Diversionsary Assistance program. Over 82 percent of the families receiving Diversionsary Assistance succeeded in remaining off welfare.

Diversionsary Assistance Status



According to Ursula Palmer from the Charlottesville Department of Social Services, Diversionsary Assistance has been used with singular success in Charlottesville. It has proven particularly helpful for the applicant who has a strong employment history and only needs short term assistance and who are off work due to illness, injury or maternity leave, and where no company paid sick leave is available. Those adults who are laid off but have no unemployment compensation, or those individuals who experience a temporary family emergency also found diversionsary assistance to be useful.

"It's different coming to work each day and knowing that you're going to help people in a different way. You're going to help them help themselves. Where in the past, you made them us."

*—Kathleen A. McDonald,
Winchester, Director*

"Most of us social workers were against welfare reform. But now we're for it. I like it because at least now we have come together as a team. We have a professional team to deal with the clients. Before we were all doing different things. Welfare reform has been the catalyst."

*—Yvonne Hartsfield, Social
Worker, Arlington*

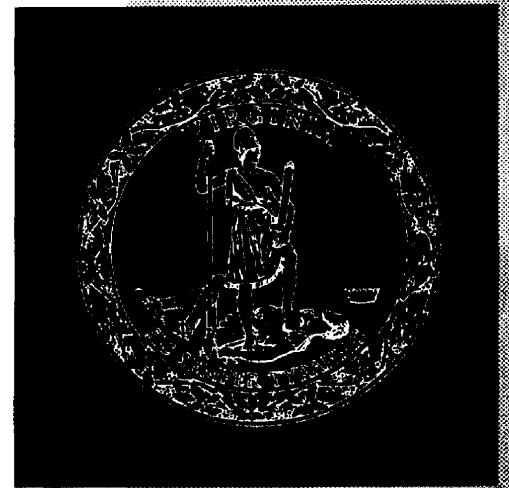
"There use to be no unified front. We weren't all reading off the same page. Now we are."

*—Barbara Blistein, Social
Worker, Arlington*

"In January, when it actually started happening, I felt the excitement rising. Especially when the first few became employed. It's a kind of excitement I can't explain. Especially when my participants call to say, Hey, I'm employed. Especially when I have what I call 'long-termers' to tell me they're employed. That's when it's exciting, because this person will retire from welfare. I have a person who has never, ever worked. No work experience. And she will become employed July 1."

*—Evelyn Robinson, Employment
Services Worker, Dinwiddie*

*Community
Involvement*



Community Involvement

The whole community is involved in Virginia's welfare reform.

Government does not and cannot work alone to implement welfare reform.

Poverty is a matter of the pocketbook and the spirit. Business, the faith community, service clubs, and community organizations work together to enhance the government's ability to encourage, inspire, and organize. The failed welfare system never brought community helping systems to the table as pivotal players. In VIEW the whole community has played a vital role from planning to implementation.

Whole Community Involvement

From the initial stages of Welfare Reform, community members have played significant roles. Throughout the past year, more attention has been given to strengthening the infrastructure of local support systems in each community around the Commonwealth. Energy has also been directed toward fostering communication and cooperation between the private sector and among the many public agencies who provide a variety of important services to our clients and the general public. In a number of localities there has been a resurgence in community pride.

Community Solutions

Community involvement is a cornerstone of Virginia's successful welfare reform. Efforts to promote community involvement stem from the recognition that government cannot solve problems alone and that the best solutions come from communities working together. Prior to implementation of VIEW, regional events were held to encourage collaboration. VIEW implementation communities continued throughout the first two program years to find creative ways of working together to support welfare reform.

Virginia's Partners in Prevention Initiative sponsored by the departments of Health and Social Services is a statewide program to reduce unintended births. Regional forums and town meetings, involving more than 2,500 individuals, were held to share information. Over 100 Virginia communities signed up as Partners in Prevention. About 70 of these localities have requested start-up funds from the state's grant fund of one million dollars. Community plans incorporate a mixture of strategies which include:

- improving parent-child communication and further involvement;
- abstinence education;
- mentoring programs and activities that emphasize role models;
- media campaigns and community awareness activities;
- expansion of teen pregnancy prevention and family planning efforts; and
- parenting, family and marriage seminars.

"Where the DSS leaves off, is where the community can come in."

— Glenda Hash, Senior Eligibility Worker, Amherst..

"Everybody is woking together and setting aside other problems that they have. The public needs to know that this is a community problem, the community has to help. You can't just give a person a job, they need the support of the community."

— Wendy Moore, Executive Director, Roanoke Area Ministries.

FIRST STEP: *Community Involvement*

“ This effort has activated a lot of community interest. It has made people look at the system a little bit different. Community groups are now asking themselves how they can increase their role in dealing with this vulnerable population. It has activated more volunteers in the community and the net result of that is that it is teaching us to do things a little bit differently. We’re moving out of the mentality that the public sector is expected to do everything.”

— Kitty Hardt, Director of Program Operations, Commonwealth Catholic Charities.

Fauquier Family Resource Network. The Fauquier Office of the Virginia Cooperative Extension, in partnership with the Department of Social Services, the faith community, and various non-profit partners has provided leadership to strengthen the community safety net by forming the Family Resource Network. Potential barriers faced by clients in their transition from welfare to work and resources to help these families achieve self-sufficiency were identified. The Family Resource Network began the process of involving the community through a county Welfare Reform Summit. An Adult-to-Adult Mentoring model covering financial, nutrition, parenting, and employment components was designed to tailor education to individual family needs. Now that Fauquier County has passed the two year benchmark with Welfare Reform, the Family Resource Network is offering a Family Resource Fair to bring all the community partners back together to re-examine progress made, identify a desired future, and develop action steps that the community could take to continue strengthening the safety net to support all Fauquier families.

Charlottesville’s Taking Charge of Your Life. Taking Charge of Your Life was the theme of an implementation event for AFDC/TANF recipients and prospective VIEW participants in the Charlottesville area. This very successful event sponsored by the Monticello Area Community Action Agency, the Thomas Jefferson Area Information and Referral Center, and the Charlottesville Department of Social Services helped clients understand how welfare reform would affect them once VIEW was implemented. Clients participated in breakout sessions addressing such concerns as managing time and money; budgeting; nurturing yourself and your family; and job readiness, training, and career building. Opportunity was included for clients to learn about the Virginia Employment Commission (VEC) and to network with a number of employers in the area. The new Fluvanna prison, Pepsi, the University of Virginia Health Services Center, ServiceMaster, Sam’s Club, and the Omni Hotel were represented. Many participants completed applications and had preliminary job interviews on the spot. The Word Store Copy Centre gave participants a resume information form, along with a gift certificate for 10 copies of their completed resume. Various support resources were also represented. These included JAUNT, the area’s mass transit system, RideShare, housing organizations, the Legal Aid Society, and the Child Support Enforcement District Office.

Planning District 10’s Quick Guide to Welfare Reform. The Thomas Jefferson Area Information and Referral Center distributed a comprehensive Quick Guide to Welfare Reform Resources in Planning District 10 (Charlottesville and the Counties of Albemarle, Fluvanna, Greene, Louisa, and Nelson). The brightly colored card lists child care resources; recreation; donations and thrift stores, financial assistance services, GED, literacy, and basic education programs, health care services, housing resources, job training, counseling, and placement, life skills service, supportive and volunteer services.

FIRST STEP: *Community Involvement*

Manassas, Manassas Park, and Prince William. Community partners serving these three adjacent localities held a unique event marking completion of the first year of VIEW implementation and planning for the second year. Participants gathered to celebrate first-year successes and to identify issues and concerns to be addressed in the second year. Attendees focused on day care, transportation, housing, fatherhood and parental support, or people with significant barriers. Community task forces were formed to address the issues and work together to resolve problems in the coming year.

Alexandria Works! is a coalition of businesses, non-profit and religious organizations, educational institutions, and government agencies established in 1995 to provide leadership and support for effective welfare reform in the City of Alexandria. Three subcommittees were organized around the issues of job development and placement, the roles of charitable and religious organizations, and child care concerns. Many local businesses have agreed to hire welfare recipients; non-profit and religious organizations are providing a variety of services to welfare recipients in their transition to self-sufficiency.

PEOPLE, Incorporated, the community action agency serving Bristol area counties, has developed a highly successful comprehensive microenterprise program that empowers low-income individuals and families to start their own businesses. Participants receive training in basic business principles and hands-on technical assistance. They may also obtain loans to provide start-up money, purchase equipment, etc. Currently, PEOPLE works with the Residents Association for the Bristol, Virginia, Housing Authority. Residents received hands-on training, and they have opened a store-front business to sell a line of crafts that appeal to their local market. PEOPLE's microenterprise program has also worked with the Cumberland Plateau Housing Authority that serves Dickenson County.

The Pittsylvania County Community Action Agency (PCCAA) serves Danville, Martinsville, and Henry County as well as Pittsylvania. As a welfare reform partner, PCCAA is serving as a transportation provider, getting VIEW participants to potential employers to apply for jobs and then to their worksites once they are hired. PCCAA has recently received a special transportation grant which will expand services to VIEW participants in their area. PCCAA also serves as a CWEP worksite for Pittsylvania and Danville. Recently, PCCAA began conducting commercial and industrial sewing classes, PCCAA classes offer six weeks training that includes job-related skills, as well as the specific sewing training.

"The active assistance of the entire community is enlarging the support network. It's allowing the clients to take responsibility, and allowing the community to take responsibility."
— Barbara S. Green,
Employment Services
Worker, Roanoke.

Businesses Hiring VIEW Participants

As an integrated part of the community, businesses are also involved in the reform effort. As expected, Virginia's businesses have responded positively to the challenge and opportunity presented by welfare reform. Employers in localities where VIEW was fully implemented hired large numbers of VIEW participants. Welfare recipients primarily obtained employment through their own efforts and their welfare recipient status was frequently not known to their employers.

- More than 2,700 Virginia businesses demonstrated community leadership through hiring VIEW participants during the first eighteen months of welfare reform. Welfare recipients are finding jobs in some of Virginia's most recognized companies.
- Many employers have hired VIEW participants in sizable numbers. More than 200 different employers hired 10 or more VIEW participants in the first 18 months of welfare reform.

Employers Hiring 10 or More VIEW Participants in the First 18 Months of the VIEW Program

150 Malin Associates L P	Burlington Coat Factory Corp.	Dennys Inc.
81 Motel L C	Buns Inc.	Dittmar Company
ABC Temps Inc.	Buster Brown Apparel Inc	Doigencorp Inc.
Accustaff Inc.	C.B. Fleet Inc.	Dollar Tree Stores Inc.
Aces Inc.	Caldor	Durham Hosiery Mill Inc.
Adia Services, Inc.	Cardinal Oil Company Inc.	Dynamic Seals Inc.
Advantage L. P.	Carriage Hill of Virginia LTD.	Eagle Pointe Inc.
Alpha Omega Resources Inc.	Center For Employment Training	Eastern Hospitality Management
AM Club Inc.	Centra Health	Express Lane Convenience
American Distribution Inc.	Centurion Courier Inc	F & D Business Service Inc.
American Fiber Industries Corp.	Charter of Lynchburg Inc.	Fahey Enterprises Inc.
Ameristaff Inc.	Childrens World Inc.	Fidelity Personnel Services Inc.
Apple South Inc.	Chi Services Inc.	Food Lion Inc.
Apple South Inc.	Co Co Foods Inc.	Four TS Corp.
Argenbright Security Inc.	Communications Corp. of America	Galax Apparel Corp.
Asbury Centers Inc.	Consolidated Stores Intern. Corp.	Gateway Business Park Corp.
AT Williams Oil Company	Continuing Care Corp.	Giant of Maryland, Inc.
Avante at Lynchburg Inc	Core Personnel Inc.	GMRI Inc.
Bacon Enterprises Inc.	Courtland Manufacturing	Government Service Marketing
Bassett Furniture Industries	CPI Images	Grace Apparel Inc.
Bassett Walker Inc.	Cracker Barrel Old Country Inc	Grayson Properties Corp.
Beverly California Corporation	Craddock Terry Inc	Great Atlantic & Pacific T
Biscuitville Inc.	Creative Hairdressers Inc	Green & Growing Co
Boddie Noell Enterprises	Cross Creek Apparel Inc	H.C.M.F. Corp
Borg Warner Protective Corp.	Culpeper Memorial Hospital	Hardees Food Systems Inc.
Brewer Personnel Services Inc.	CVS of Virginia Inc.	Harris Teeter Super Markets
Bristol Nursing Home Inc.	Dan River Inc.	Health Dynamics Inc.
Bunker Hill Foods Inc.	Davco Restaurants Inc.	Health Tex New, Inc.
Burgerbusters Inc.	Debbies Staffing Services	Hechinger Company

*Employers Hiring 10 or More VIEW Participants
in the First 18 Months of the VIEW Program*

Highland L P	OCB Restaurant	Sunrise Assisted Living
Hills Department Store Co.	Office Parks of Virginia	Sunrise Northern Virginia LTD
Home Recovery of Virginia Inc.	Olan Mills Inc.	Sunstates Maintenance Corp.
Honey Baked Ham Company	Olsten Home Healthcare Services	Superior Mills Inc.
HR Alternatives Inc.	Owens Harris & Innskeeper	Taco Bell Corporation
Interim Personnel Inc.	Peebles Inc.	Talent Tree Staffing Services
J. C. Penney Co. Inc.	Petro Shopping Center	Taskforce of Virginia
J Crew Outfitters, Inc.	Phil Hanson	TCR Enterprises Inc.
J & W Foods Inc	Philip V. Warman Et Al	Temporary Solutions Inc.
JA Lynn Inc.	Pizza Hut of America	The Medical Team
Jackpot Corp.	Pluma Inc.	The Price Company
Janjer Enterprises Inc.	Potomac Personnel Services Inc.	The TJX Company
JRN Inc.	Pulaski Furniture Corp.	Thompson Hospitality LP
K Mart Corp.	R. B. Drumheller Inc.	Toys R Us Inc.
K. Va. T Food Stores Inc.	R.W.S. ENTS. Inc.	TPS Micrographics
Kelly Services, Inc.	Ranjoy Inc.	Tri-County Maintenance Inc.
KFC USA Inc.	Rite Aide of Va. Inc.	TRI Tech Laboratories Inc.
Kinder Care Learning Center	Roses Stores Inc.	TSTP Corporation
Kroger Co.	Ross Stores Inc.	Tymark Enterprises Inc.
L A P Care Services Inc.	RPS Teleservice Inc.	United Parcel Service Inc.
Landcom Hospitality Mgmt. Inc.	Rite Aide of Va. Inc.	United States Services Inc.
Long John Silvers Inc.	Fred E. Russell	Vaughn Furniture Co. Inc.
Lin Mar Ltd.	Ryan s Family Steak House East	Volt Management Corp.
Mail America Communications	S. B. Phillips Co. Inc.	Waddell Healthcare Associates
Manpower International Inc.	S & G Restaurants Inc.	Wal Mart Stores Inc.
Marriott Educational Svcs. Inc.	S & S Health Care Inc.	Waltco Foods Inc.
May Department Stores Co.	Sally Beauty Company Inc.	Washington Inventory Services Inc.
Mayfair Partners C P	Safeway Stores Inc.	Webb Furniture Ent. Inc.
MAR LIN LTD	Sears Roebuck & Co. Inc.	Wendoke Corporation
McDonalds Restaurant of Va.	Select Staffing Services Inc.	Wendy's of Western Virginia Inc.
Medical Facilities of America Inc.	Rosalie K. Shaftman Et. Al.	Western Temporary Service Inc.
Michael K. Grimm	Shoneys Inc. Of Tennessee	West Point Contract Packa .
Minnieland Private Day Inc.	Shoppers Food Warehouse Corp.	Wilderness Road Truck Stop
Montgomery Ward & Co. Inc.	Southeast Service Corp.	Winn Dixie Raleigh Inc.
Mountain Empire Inc.	Southland Corporation Texas	Witco Inc.
Mountain Valley Corporation	Sparks Personnel Service Inc.	Worforce Incorporated
Norrell Temporary Srvc. Inc	Spring Ford Knitting Co. Inc.	Wrangler Inc.
North Lake Foods Inc.	St. Moritz Security Service Inc.	Young & Associates of Va.
Northern Virginia Temporary Inc.	Standard Industrial Maintenance Inc.	Zayre Central Corp.
NRI Inc.	Staples Inc.	

Business Partners in Welfare Reform

Small and large businesses in localities across the Commonwealth have been very responsive to the challenge of welfare reform. Even before VIEW implementation in their areas, employers across the state hired AFDC/TANF recipients. These programs are models of public-private cooperation and collaboration that can lead welfare families to independence.

"Our primary motivation in the beginning for hiring welfare participants was the Virginia Enterprise Zone tax credit. But, since July 17, 1996 we have hired nearly 300 welfare recipients.

A lot of these people have been rejected by the business community and would not have been given an opportunity in the past. At Gateway, we have found them to be very qualified and successful employees. We feel that it is our responsibility to not only provide the community with quality jobs, benefits, and avenues of advancement, but we also feel that it is the right thing to do for the community to take people from welfare."

— Bill Shugrue, Human Resources Manager, Gateway 2000.

"I'm a big believer in welfare reform...I've been involved with quite a few (welfare recipients) in the last couple of years and I've had no problems."

— Greg Merritt, Manager, Warrenton, Hampton Inn

- The Greater Richmond Chamber of Commerce entered into a first-of-its-kind contract with Richmond area social services agencies to place nearly 1,700 welfare recipients in private sector jobs. Never before has the whole business community sought contractual responsibility for a welfare-to-work program. This approach to placing welfare recipients in work will serve as a national model to the business community.
- **Gateway 2000**, a computer company in Newport News, hired nearly 300 recipients, with 44 recipients being promoted and 90 percent staying on the job at least a year.
- Virginia has made statewide partnerships with **nontraditional employers of welfare women** such as the heating/cooling and electrical industries.
- The **nursing home industry** alone plans to hire up to 7,500 welfare reform recipients a year.
- Greg Merritt, Manager of the **Warrenton Hampton Inn** has been a strong supporter of welfare reform since July 1995. He has hired 16 people, a number of whom have been promoted to managerial positions.
- **Food Lion** has partnered with the Commonwealth to provide up to 1,000 jobs for welfare recipients across the state.
- **Governor's Advisory Commission on Welfare Reform.** Over a dozen community forums have been hosted by the Governor's Advisory Commission on Welfare Reform or local leaders. Topics discussed include private sector hiring of welfare recipients and community involvement in reform.

FIRST STEP: *Community Involvement*

- **GM Dealers.** In April, 1997, nine Portsmouth women were graduated as the first group of welfare clients to complete a special pre-apprenticeship program offered through the *Hampton Roads GM Dealers Training Center in Portsmouth*. All nine women were employed upon graduation. This special program was developed through and sponsored by the Women's Center of Tidewater Community College and the Portsmouth Department of Social Services in cooperation with the GM Training Center. Upon completion of this 16-week training, participants are eligible for entry level jobs in the automotive industry. In addition, the women participated in a job-readiness class that covered strategies for success in non-traditional career fields, conflict resolution on the job, and time-management skills. Two new classes began in June, one serving Norfolk welfare clients and another for Portsmouth clients.
- **Temporary employment agencies** come one day a week to the Lynchburg DSS offices to interview clients and other job seekers. The employment agencies assess the employability of the clients, talk about interview skills, and do some role playing. One of these temporary agencies has offered jobs to approximately 98 percent of the people who show up.

Public Agencies Working with VIEW Participants

VIEW localities themselves participated in facilitating employment in their counties and cities. They offered community work experience positions in which VIEW participants could learn and practice work skills. They also hired VIEW participants in unsubsidized jobs.

- During the first two program years, more than 1,300 VIEW participants had Community Work Experience jobs at a variety of state and local public agencies and non profits.
- Prince William County: The Voluntary Action Center of the Prince William Area contracts with the Prince William Department of Social Services to operate the county's Community Work Experience Program (CWEP) component of VIEW. In the first six months of operation, 65 women participated in CWEP with 40 percent later entering paid jobs. Currently, 38 CWEP worksites have been developed around the sprawling county. They offer a variety of job experiences in job titles that include: food service, data entry, travel counselor, cook's assistant, file clerk, activities aide, bindery worker, clerical support, teacher's assistant, custodian, and lawn maintenance worker. Each position is capable of preparing the individual CWEP participant for meaningful paid employment.
- Other VIEW localities also hired VIEW participants. Through the first eighteen program months, more than twenty localities had hired VIEW participants directly.

*Localities Hiring VIEW Participants
In the First Eighteen Program Months*

Campbell County	County of Bedford
City of Alexandria	County of Culpeper
City of Bedford	County of Fairfax
City of Bristol	County of Fauquier
City of Danville	County of Loudon
City of Fairfax	County of Northampton
City of Lynchburg	County of Prince William
City of Manassas Park	Town of Altavista
County of Amherst	Town of Gretna
County of Arlington	Town of Herndon
	Washington County

Schools and Community Agencies Hiring VIEW Participants

Other public agencies also provided opportunities to VIEW participants. Schools, local departments of social services, and community action agencies all participated in helping VIEW participants find employment.

- During the first eighteen program months, more than 70 public agencies reported wages to the Virginia Employment Commission for 500 VIEW participants.

Schools and Community Agencies That Hired VIEW Participants

Schools and School Boards		Social Services and Community Agencies
Alexandria City Public Schools	Henry County School Board	Arlington County DSS
Amherst County School Board	Loudon County School Board	Bristol Redevelopment & Housing Authority
Appomattox County School Board	Lynchburg City Schools	Alexandria Community Net Inc.
Arlington County Public Schools	Madison County School Board	Arlington Alexandria Coalition
Bedford County School Board	Manassas Park City Schools	Arlington Community Action Program
Bristol City Public Schools	Orange County School Board	Campbell County DSS
Campbell County Schools	Pittsylvania County School Board	Central Piedmont Action Program
Carroll County School Board	Prince William County School Board	Central Virginia Community Services Board
Charlottesville City School Board	Stafford County School Board	City of Alexandria DSS
City of Manassas School Board	Warren County School Board	County of Fauquier DSS
Culpeper County School Board	Washington County School	Culpeper Community Development Corporation
Danville City Public Schools	Winchester City Public Schools	Danville Pittsylvania Community Services
Fairfax County Public Schools	Wythe County School Board	Fauquier Community Action
Fauquier County School Board		Mountain Community Action
Goochland County School Board		Pittsylvania County Community
Grayson County School Board		Prince Edward County DSS
Halifax County School Board		Rockbridge Area Community

Churches and Non-Profits

"It's going to take the community. It's going to take the churches. Especially the churches - going out and sharing with those on welfare that there is a better way."
— Reverend Joe Ellison, Essex Village Community Church, Richmond.

"The answer is not to give them a check or food stamps. The answer is to be with them, to help them set and meet goals, and keep on target."
— Donna Mitchell, First Homes Sponsor, Saint Edwards Church, Richmond.

The faith community and non-profit organizations have played a critical role in supporting VIEW participants as they seek and obtain jobs. These groups have made welfare reform a whole community effort. Hundreds of churches and non-profit organizations have provided child care, transportation, business clothing or mentoring to welfare recipients.

- **Strategies to Elevate People (STEP)**, a coalition of churches mentoring families in Gilpin Court, the largest federal housing project between Washington, D.C. and Atlanta, opened a nine-week work readiness academy to 25 Richmond welfare recipients. Nineteen secured jobs within weeks of completion.

Recognizing the value of this program, Sarah Mims, Restaurant Staffing Manager from Pizza Hut said, *"Jobs Partnership prepares workers with the attitudes and confidence they need to enter the workforce and be successful. Several former STEP Jobs Partnership participants have been great additions to Pizza Hut's management training program."*

- Interviews with church leaders across the state illustrated their readiness to be part of the solution.

"Everybody is working together and setting aside other problems that they have. The public needs to know that this is a community problem, the community has to help. You can't just give a person a job, they need the support of the community," said Wendy Moore, Executive Director of Roanoke Area Ministries.

- First Homes, a nonprofit organization, links sponsor families with eligible welfare recipients in what is a holistic approach to mentoring. At the end of the 5 years, the sponsored recipient is in a position to purchase her first home. Interviews with participants highlighted the strengths of this program.

A participant sponsored by Saint Edwards Church, Richmond, Virginia, said: *"They have been an ideal support group. They helped me to see that you've got to have direction, and that you've got to have consistency. It's been a very difficult process, but it has put in me a great desire to help others. And, now I'm standing on my own so I'm able to help somebody else stand."*

A participant sponsored by Central Baptist Church, Richmond, Virginia, said: *"I have been really blessed with Central Baptist Church and the people that have been helping me. I've stuck to my goals and I'm almost there. It's been a battle, but it's determination that has kept me in it."*

Second Step



Second Step

Virginia has also taken preventive measures. Many welfare cases are rooted in family systems that perpetuate poverty. By attacking the roots of the problem, Virginia is becoming a self-supporting society. The Virginia Independence Program replaced the old system of disincentives with a system that encourages individuals to be responsible for their actions, their children, and their futures. As VIP and child support initiatives strengthen the roles and responsibilities of parents, the children of Virginia will be the ultimate beneficiaries of proactive reform.

Second Step: Preventing Dependency and Promoting Self-Support — Child Support

Successful child support for TANF recipients requires innovative methods of collaboration with TANF workers. It also requires cooperation with custodial parents and new enforcement initiatives.

Collaborative Efforts

In preparation for the welfare reform, the Division of Child Support Enforcement (DCSE) implemented a campaign to partner with local social services agencies in leading clients to self reliance and personal responsibility. The result has been a strengthened partnership in exploring the resources available to clients as they take the road to finding jobs and gaining independence from welfare.

- **Co-location with Welfare Offices.** DCSE has co-located staff in social service agencies in 16 localities in which the TANF case volume is sufficient to support a full-time child support specialist. The co-located staff becomes part of the interviewing process for new TANF applicants and recipients whose TANF eligibility is being redetermined. When DCSE staff are a part of the process early on they can facilitate establishment of paternity and support obligation and child support collections.
- **Video teleconferencing.** DCSE is piloting a video teleconferencing project involving smaller, more remote localities in the Petersburg area. Through the use of this technology, child support specialists located in DCSE district offices will be able to participate in the interviewing process at local agencies without the need to be placed in the local social services agencies on a full-time basis.
- **CWEP positions for VIEW participants.** DCSE district offices have served as sites for the Community Work Experience Program (CWEP) component of VIEW to assist local agencies in meeting the community work experience provision for clients who do not find a job
- **Other collaborative efforts – Fatherhood Campaign.** Virginia initiated the first statewide Fatherhood Campaign in the nation. The purpose of the campaign is to promote the importance of fathers, and to educate families and the public on the enormous problems caused by fatherlessness. In Virginia, this task is being accomplished by increasing public awareness regarding fatherhood, providing an opportunity for communities to discuss how to promote fatherhood, and offering grant money to encourage grassroots organizations that encourage fatherhood.

“Welfare reform is child support. If we can get the non-custodial parents working and can get support from that non-custodial parent, then public assistance becomes a non-issue.”
— Don Knapp, Acting DCSE District Manager, Richmond.

Enforcement Initiatives and Outcomes

New enforcement initiatives include the VIP requirement that TANF recipients cooperate with establishing paternity, an initiative to suspend drivers licenses in order to collect overdue child support payments, and a ChildCheaters campaign to encourage collections from delinquent non-custodial parents. All of these new initiatives are working together to facilitate child support enforcement.

- **ChildCheaters — KidsFirst Campaign.** During the past year, as part of Governor Allen's KidsFirst Campaign, over 12,394 delinquent fathers paid more than \$8.0 million in cash and agreed to millions more through payment plans. The KidsFirst Campaign uses amnesty offers and stiff law enforcement crackdowns to heighten the importance of child support in raising the post-welfare wage.
- **Public/Private Partnerships.** Virginia has been a leader in contracting with the private sector to perform child support enforcement functions. Two vendor-managed full service district offices in the Tidewater area are nationally recognized for their performance and innovation. A contract with a collection agency facilitates pursuit of payment on our more difficult to enforce cases. The paternity establishment process is expedited through contracting with a genetic testing facility to ensure the process

goes smoothly. A contract with a vendor to manage the new hire data collection in Virginia also facilitates enforcement.

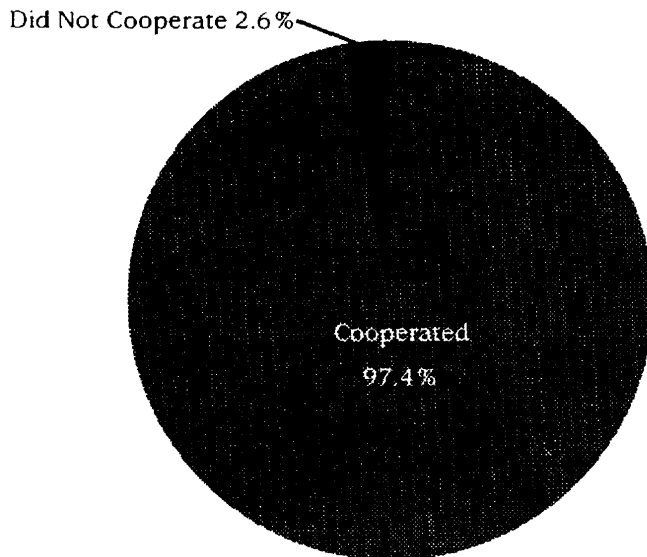


SECOND STEP-*Preventing Dependency*

- **Suspended Driver's License Initiative.** Since the inception of the Suspended Driver's License Initiative in November 1995, a total of \$11,492,176 was collected from non-custodial parents. Many of these are payments for TANF cases.
- **TANF recipients cooperating with establishing paternity.** A high 97.5% of the custodial parents receiving TANF cooperated with establishing paternity. Of the estimated 112,825 cases on TANF during the first two program years, only 2,956 were sanctioned for failure to cooperate with establishing paternity.

With respect to the requirement to cooperate with establishing paternity, welfare recipients in Bedford, Fauquier and Portsmouth said "That's good. I agree with that." It took two (parents) to make them (children), it should be two to support them."

Percent of AFDC/TANF Cases Cooperating with Establishing Paternity

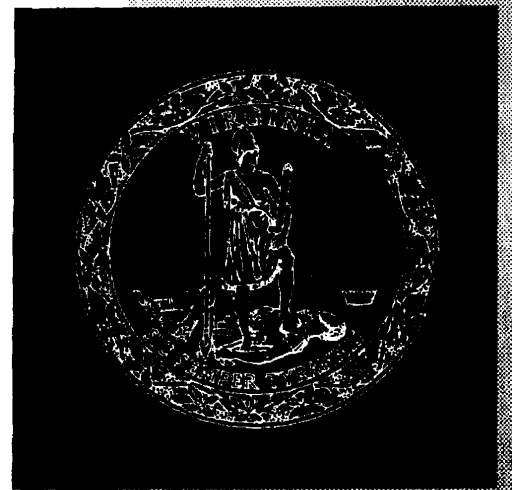


Obligation and Collection Outcomes

Child support collections is one way of facilitating self-sufficiency for TANF recipients. Before collections there needs to be an official obligation for regular payments. As the rate of obligations and payments rise, an increasing number of TANF custodial parents are able to become self-sufficient. To a greater degree, non-custodial parents are supporting Virginia's children.

- Virginia is collecting child support from all non-custodial parents at record rates, increasing collections for all **child support cases** by 30 percent, from \$218.8 million in SFY 95 to \$284.7 million SFY 97.
- Collections for **TANF child support cases** themselves also increased. After taking into account the caseload size, the child support collections for TANF child support cases increased by 15 percent between SFY 96 and SFY 97.
- Virginia is also increasing the rate of obligated child support cases at record rates. Increasing the rate of obligated cases provides the basis for future child support collections. Overall, for all **child support cases**, the percent of cases with an obligation for regular payments has increased by 8 percent since 1995, from 51 percent in 1995 to 55 percent in 1997.
- The rate of obligated child support cases has also increased for **TANF child support cases**. In 1995, 42 percent of the TANF child support cases had payment obligations, and in 1997, 51 percent had obligations. This is an increase of 21 percent since the implementation of welfare reform.

Third Step



Third Step

M

oving into the third year of welfare reform, Virginia is strengthening community partnerships and child support enforcement efforts to ensure a smooth transition for VIEW participants as they move from welfare to work. Work force development efforts, new TANF policies, and evaluation efforts will ensure that welfare reform continues on its path of success.

Third Step - Looking Forward

Going into the third year of program implementation, with all of Virginia's localities offering the VIEW program by October 1997, it is time to reflect, assess and look forward. Virginia will be looking forward to ways to build on a successful program. The first EDD to implement the VIEW program has already reached its 24-month time limit for some participants; program demands continue to require constant updating of information service technologies; federal funds have been awarded for a full-scale program evaluation; and new child support initiatives are geared toward increasing successful transitions to self-sufficiency. All of these efforts will serve to put the focus on Virginia's children.

The Culpeper and Lynchburg Region Experience - Moving Into Year Three

Having reached the end of the initial twenty-four months of VIEW, the local social services agencies in the Culpeper Region – EDD 7 – are doing two things: reflecting and assessing. They seldom stop to congratulate themselves; rather they constantly look for ways and means to improve. They are reflecting on the clients who have actually cycled off AFDC/TANF assistance, assessing the elements of their local VIEW programs, and making modifications to address future needs. Coupled with the reassessment of their own services, local agencies are assessing how they help the community respond to the ongoing needs of its citizens.

Of the 85 VIEW participants who will reach their 24-month time limit before the end of 1997, 80, or 94 percent, had employment in October 1997. While acknowledging that AFDC/TANF clients who have exhausted their benefits are generally employed and may still receive food stamps and other transitional services through social services, they are looking at the need for services to help the working poor upgrade employment, other service needs and options, and expanded case management through a variety of community organizations. The agencies recognize the continued importance of working with Child Support Enforcement, as well as coordinating all community programs, including social services benefits and services. The things most mentioned by the agencies are the need for resource centers within the community, case management that is community centered, and coordination with community service organizations such as food banks, clothing closets, and churches.

"I'm glad that the big step was taken. I hope politics doesn't get in and cause us to have to veer back to where we were."

— Glenda Hash, Senior Eligibility Worker, Amherst

"Hopefully whoever succeeds Governor Allen will not let this thing go. It's the best thing that has come out of government in the thirty years that I've been here. I think it has given the staff a direction we never had in the past. You see more satisfaction in the customers and the employees."

— Leighton Lanford, Director, Bedford.

Evaluating the Program

Virginia was awarded a five year federal grant for a third-party to evaluate its VIP/VIEW program. The evaluation will start in October 1997 and will cover: the experience of the AFDC/TANF recipients in the five research sites, the cities of Lynchburg, Petersburg and Portsmouth and the counties of Prince William and Wise. Five interrelated studies are planned; (1) an impact study of the first two program years used based on an experimental design in the research sites, where (2) a study of the VIP/VIEW implementation process; (3) a study of the two-year time limits; (4) a study of the exempt cases; and, (5) an experimental design pilot study covering enhancements to the VIEW program designed to facilitate long-term self-sufficiency. Virginia has also participated in several national studies of welfare reform covering the experience of the first VIEW localities, employment, housing, minor parents, and the compulsory school requirement. Some of Virginia's localities and regions have also initiated their own evaluations.

Work Force Development

One of the central challenges of welfare reform is job advancement and job retention. To address these and other workforce issues, Governor Allen has formed the Governor's Task Force on WorkForce Development. Comprised of fifteen business leaders from across the state, the task force will submit suggestions on how to streamline many education and training programs to produce a world class workforce. This effort is a second stage to welfare reform, and will assist VIEW participants in getting and keeping jobs.

At the announcement of the task force, Governor Allen stated, Virginia is in the midst of a truly vibrant economic Renaissance that is expanding opportunity and prosperity for our citizens, fostering a business environment that has created nearly 270,000 new jobs while promoting new investments and growth. These unprecedented investments are transforming our economy — creating new challenges and opportunities - and this Task Force will help ensure that Virginia continues to strengthen and enhance our workforce preparation efforts.

The Governor's Task Force on WorkForce Development is charged with outlining and blueprinting Virginia's workforce development challenges and opportunities, and will present a list of recommendations to the Governor in January. The Task Force is made up of leading business executives from the technology, industrial and services sectors.

Enhancing Child Support Efforts

Virginia is preventing dependency by fostering good child support practices. The child support program in Virginia has enjoyed a steady, progressive rate of success since 1974. Aggressive legislation has given real teeth to the enforcement capability of Virginia's Division of Child Support Enforcement (DCSE). Child support collections have climbed from \$20,000,000 in the mid-1980s to \$285,000,000 for the 1997 state fiscal year. Since the road to self-reliance begins with child support enforcement, continued ability to improve operations will have a major impact on meeting the objectives of VIP. To facilitate child support enforcement, Virginia is continuing its efforts towards privatization and forming new partnerships.

- **Future Privatization.** Virginia will continue to capitalize the expertise of the private sector for child support enforcement. Privatization of the locate function is one way Virginia will use the private sector to enhance its enforcement efforts. Other possibilities include the privatizing of other district offices and of the payment processing function.
- **Community Involvement.** The path to customer self-reliance is dependent on restoring to parents the personal responsibility for the financial and emotional well being of children. DCSE will continue to develop partnerships within the community to ensure effective child support enforcement. Effective partnerships with local social service agencies, Head Start agencies, day care providers, law enforcement, and other social services organizations within the community will improve enforcement efforts and improve the role of the non-custodial parent in the overall well being of the child.

The future is exciting and challenging for DCSE as it improves operations and continues to assert its role in welfare reform efforts. Progress will require commitment and teamwork.

"I'm in favor of VIEW. It's good because people need to work. They earn their self respect when they work, and their children will learn to work as a result. But, we can only stress to them what they need to do. VIEW gives them the opportunity to take personal responsibility, but they have got to want to do it. If anybody has any initiative, then they are going to go out and do something."

— Elsie Chesser, Eligibility Intake Worker, Accomack.

THIRD STEP-*Looking Forward*

Meeting VIP/VIEW Automation Needs

"When I was an eligibility worker my job was to hand out checks, now I feel I can make a difference... I feel a personal responsibility... I feel as if there is a purpose to this job, whereas before I was just shuffling papers."

— Leighton Lanford,
Director, Bedford.

"I have had clients who were on assistance, who are now on their own and self-sufficient. I think that makes you feel good."

— Shirley Robbins,
Eligibility Worker, Smyth.

The DSS investment in automation to support VIEW is two-fold. First is the completion of ADAPT. Second is the renewal of the department's information system infrastructure to support the technology and communication needs of the local agencies, regional offices, and central office.

- **Eligibility Systems.** ADAPT is a rule-based system for determining program eligibility, benefit awards, and benefit fulfillment for Food Stamps, AFDC/TANF, and Medicaid. This system differs markedly from earlier, more traditional automated systems for public assistance in which a client completes a separate interview and eligibility determination for each public assistance program. Instead, applicants for public assistance undergo a single, comprehensive resource and family assessment interview, and eligibility determination is automatically determined for all benefit programs. At the completion of the initial interview, each applicant knows whether or not they qualify for public assistance and the documentation that must be provided in order to make enrollment official. DSS has also designed ADAPT to improve communication between benefit and service workers in local agencies. VIEW participants will benefit from the new system of automated alerts and messages that permit vastly improved case coordination among local agency benefit and service staff.
- **Hardware Improvements.** DSS is also in the midst of a major renewal of the State's investment in desktop computer, network, and client/server system technologies throughout the local agencies, regional offices, and central office. When completed, these investments in information system infrastructure will yield vastly improved reliability and availability of service, decreased cost of operation, and improvements in staff productivity and communication.
- **Casework Monitoring.** Finally, with the impending completion of a new child welfare information system, the use of improved database management systems, and the acquisition of low-cost, powerful servers, DSS will, for the first time, provide a Data Warehouse. The Data Warehouse will feature a single, comprehensive view of each DSS case and household across all of the department's benefit and service programs. The data, or views of these cases, will permit DSS staff the opportunity to monitor outcome and performance measures in the broad areas of self-reliance and protection services which, in turn, will promote more effective policy formation and program operation.

Advisory Committee - TANF Proposals

In August of 1996, Congress passed and the President signed the Personal Responsibility and Work Opportunity Reconciliation Act. Through Title I, Temporary Assistance to Needy Families (TANF), welfare reform was instituted at the federal level. With the passage of this law, the entitlement-based Aid to Families with Dependent Children (AFDC) was replaced by the TANF block grant, which fundamentally changed the way in which states would provide cash assistance to needy families.

Under this block grant, states are provided an allocation based on their prior expenditures for cash assistance and work programs and are given an unprecedented amount of flexibility for shaping these programs as best suits their needy populations. The drawing board was wiped clean of the old AFDC structure and states could completely reconstruct their welfare programs. Because of Virginia's work in 1995 in developing its welfare reform initiative, there was little work to be done to build upon its current program. However, the new latitude allowed to states gave Virginia an opportunity to develop a cash assistance program to supplement what had already been accomplished in VIP/VIEW.

For the purpose of exploring such options, the Secretary of Health and Human Resources, Robert C. Metcalf, convened a TANF Advisory Committee in April of 1997. This 40-member committee includes diverse participants from various sectors of society. Local social services workers and directors, local government officials, state staff, legislators, community partners, State Board of Social Services representatives, Legal Aid advocates and others met for six months to analyze the opportunities, build consensus and formulate recommendations.

There are four basic areas that the Committee addressed in its deliberations. The Program Options Subcommittee considered changes to the deprivation requirement, assistance unit composition, determination of resources, diversionary assistance policy, as well as other such proposals. In light of the stringent work participation rates that states must meet under the new federal law, a work requirements subcommittee was created to deal with VIEW exemptions and other issues related to the employment program. An Administration Subcommittee addressed the eligibility process and focused on streamlining and minimizing excess work in local agencies. Finally, a Community Involvement Subcommittee explored options for engaging community groups and thinking through extended support structures for VIEW participants.

The majority of the detailed work took place in the subcommittee meetings, which were held several times a month. The full Committee met once a month to hear subcommittee reports and presentations on related subjects. As the Committee traveled through the various regions of the state, the members had the opportunity to listen to comments from local workers as well as the general public. Subcommittee recommendations were presented to the full Committee at each meeting, where the proposals were discussed and consensus reached. A final report is due in November 1997.

Conclusion

Under Governor Allen's leadership, Virginia embarked on a trail of personal responsibility and work two years ago. Virginia's social service professionals and communities have continued to blaze the personal responsibility trail by providing time limited assistance to those citizens who need it most. Welfare recipients are becoming independent at record rates, and their families are benefiting by learning the work ethic and using the increased wages earned.

Welfare reform succeeds with proper principles and with motivated change agents. Work is now required as a condition of benefits. Resources are provided to assist recipients in transitioning to work. Caseworkers are leading the way to reform by empowering recipients to take responsibility, and the community is acting as a full partner in the reform effort. Welfare is still here for those who need time-limited help. But Virginians now have confidence in the integrity and quality of the system...

Because welfare works.

Data Sources

The data for this report was developed from the Virginia Department of Social Services (DSS) administrative databases as well as the Virginia Employment Commission's (VEC) employment and earnings file and the Department of Medical Assistance Services (DMAS) eligibility file. The DSS administrative databases include: VACIS (Virginia's Automated Client Information System), the Interim Day Care System, APECS (Automated Program to Enforce Child Support), and LANCER (Locality Appropriated Network for Cost Expenditure Reimbursement).

The VACIS data was accessed through: a complete download of the Employment Services Supplement, covering all VIEW and JOBS employment services actions; monthly downloads of the AFDC/TANF cases that were closed, denied and deleted over the month; and point-in-time extracts of AFDC/TANF case information from July 1995, October 1995, January 1996, April 1996, October 1996, January 1997, April 1997, and July 1997.

Information on employment and earnings was derived from the VACIS Employment Services Supplement and by linking the VEC employment and earnings information to this data. Information on sanctions was developed from the monthly VACIS closed, denied and delete downloads. The quarterly point-in-time extracts of AFDC/TANF cases were used to estimate the number whose sanction was lifted. These quarterly extracts were also used to identify the demographic characteristics of VIEW participants and to estimate the total AFDC/TANF case and recipient counts.

Day care information was developed by linking the Interim Day Care System data, covering cost and type of service, to the VIEW Employment Services Supplement data. Information on transportation and other supportive services was determined through cost reports to LANCER. Child support collection information was derived from APECS and a link of APECS data to the VIEW AFDC/TANF cases. Transitional services data was retrieved from both the Interim Day Care System and DMAS eligibility file.

Interviews with local agency workers and program participants through individual and group staff meetings as well as participant focus groups were used to provide worker and participant feedback.

Acknowledgments

This report was developed for the Secretary of Health and Human Resources by staff at the Department of Social Services. Chad Clark, Assistant Secretary of Health and Human Resources, provided leadership for the project from the Secretary's Office and Carol Baron, VIP Evaluation Manager, provided leadership for the project from the Department of Social Services.

Mike Theis and Molly Sheahan, lead analysts in the research unit of the Division of Planning and Policy Development, did extensive work in retrieving and analyzing program data. Bill McMakin, Sally Micks, and Denise Pasquantino, also from the Division of Planning and Policy Development contributed information and development of graphs. Ron Barcikowski from the Temporary Assistance Division, provided employment service data files for use in the analysis. Information on day care was developed by Zandra Thompson in the Family Services Division.

DeeDee Damschroder, Dottie Wells, and DeAnn Hubicsak from the Division of Community Resources and Programs contributed to the Caseworker Rejuvenation, and Community Involvement sections. Connie White, Julie Cooper, Terry Gates, and Phyllis Sisk from the Division of Child Support Enforcement contributed information on child support enforcement.

APPENDIX

**Virginia Independence Program
Fiscal Year 1997
Appendix**

HB 2001

- Virginia Independence Program (VIP) Outcome Measures
1995 House Bill 2001, Code of Virginia, Section 63.1 - 133.54

- Classification System Code of Virginia, Section 63.1 - 133.46

- Case Management Services Code of Virginia, Section 63.1 -
133.46

Virginia Independence Program HB 2001 Outcome Measures

Table 1

- Number of Aid to Families with Dependent Children (AFDC), now called Temporary Assistance for Needy Families (TANF), cases that received sanctions or penalties for failure to cooperate with establishing paternity.
- Number of AFDC /TANF cases that received sanctions or penalties for failure to immunize.
- Number of AFDC/TANF cases that received sanctions or penalties for failure to attend school regularly.
- Number of AFDC/TANF cases that received sanctions or penalties for failure to participate in Virginia Initiatives for Employment not Welfare (VIEW).
- Number of AFDC/TANF cases that received sanctions or penalties for failure to sign Personal Responsibility Agreement.
- Number of AFDC/TANF applicants who received Diversionary Assistance.
- Percent of Diversionary Assistance cases that did not become AFDC/TANF cases after their period of ineligibility.

Table 2

- Number and percent of VIEW mandatory AFDC/TANF recipients who participated (enrolled) in VIEW.
- Number and percent of VIEW participants who worked in unsubsidized employment.
- Average number of hours worked per month in unsubsidized jobs.
- Average hourly rate of pay in unsubsidized jobs.

Virginia Independence Program HB 2001 Outcome Measures

Table 3

- Number and percent of VIEW participants who enrolled in the Community Work Experience Program (CWEP).
- Number and percent of VIEW cases with unsubsidized employment that left AFDC/TANF with employment.
- Average monthly earnings for those leaving with unsubsidized employment.

Table 4

- Number and percent of VIEW cases that received Child Day Care Assistance.
- Number and percent of VIEW cases that received Income Disregards.

Table 5

- Number and percent who retained employment six months after leaving AFDC because of unsubsidized employment.
- Number and percent who did not return to AFDC/TANF within 12 months of leaving AFDC because of unsubsidized employment.
- Increase in number of recipients using transitional Medicaid and Child Day Care Assistance.

Other Measures

- Number and percent of VIEW participants who worked in subsidized employment and average earnings and hours per month.
- Number and percent of VIEW participants who received transportation and other support services
- Amount of child support paid on behalf of family cap children.

Virginia Independence Program HB 2001 Outcome Measures

Table 1 (SFY 97) and
Table 1A (SFY 96 and SFY 97)
All Localities

- Number of AFDC cases that received sanctions or penalties for failure to cooperate with establishing paternity. (Column A)**
 - For SFY 97 a total of 2,097 AFDC/TANF cases were sanctioned for failure to cooperate with establishing paternity. For SFY 96 and SFY 97 combined, a total of 2,869 cases received this sanction. *(Totals are unduplicated for cases within the specified time period and include sanctions where the whole case is closed and where only the adult is deleted .)*

- Number of AFDC cases that received sanctions or penalties for failure to immunize school age children. (Column B)**
 - For SFY 97 an estimated total of 369 cases received a reduction in AFDC/TANF benefits for failure to immunize school age children. For SFY 96 and SFY 97 combined, an estimated total of 744 cases received this reduction in benefits. *(Totals are estimated from an unduplicated listing of active cases with the penalty during the last month of each fiscal year.)*

- Number of AFDC cases that received sanctions or penalties for failure to attend school regularly. (Column C)**
 - A total of 797 AFDC/TANF cases were sanctioned for failure to comply with compulsory school attendance policy. For SFY 96 and SFY 97 combined, a total of 1,576 received this sanction. *(Totals are unduplicated for the specified time period and include cases that closed when the only child on the case was sanctioned and cases where a child was deleted, but the case was not closed.)*

- Number of AFDC/TANF cases that received sanctions or penalties for failure to participate in VIEW (Column D)**
 - A total of 1,965 AFDC/TANF cases referred to VIEW were sanctioned for failure to participate in VIEW. For SFY 96 and SFY 97 combined, a total of 2,355 cases received this sanction. *(Totals are unduplicated by case within the specified time period.)*

Virginia Independence Program HB 2001 Outcome Measures

Table 2 - SFY 97
Table 2A - SFY 96 and SFY 97
All VIEW Localities

- **Number and percent of VIEW mandatory AFDC/TANF recipients who participated (enrolled) in VIEW. (Column A, B, and C)**
 - In the localities that implemented VIEW during SFY 96, an estimated 17,453 AFDC/TANF cases had a parent recipient who was required (mandatory) to participate in VIEW. Of these, 11,351, or 65 percent, enrolled in VIEW. *(Totals are unduplicated by case within the specified time period. Some cases close before they enroll in VIEW. Some "mandatory" cases are also found to be exempt when the case is actually assessed for VIEW.)*
 - For SFY 96 and SFY 97 combined, there was an estimated 19,472 AFDC/TANF cases had a parent recipient who was required (mandatory) to participate in VIEW. Of these, 11,844, or 61 percent, enrolled in VIEW. *(Totals are unduplicated by case within the specified time period. Some cases close before they enroll in VIEW. Some "mandatory" cases are also found to be exempt when the case is actually assessed for VIEW.)*

- **Number and percent of VIEW participants who worked in unsubsidized employment. (Column D and E)**
 - A total of 6,126, or 54 percent, of the VIEW enrollees were employed in unsubsidized jobs during SFY 97. *(Totals are unduplicated within the specified time period. Employment is based on information reported to caseworkers and recorded in VACIS, the administrative database. Some participants may leave VIEW and AFDC/TANF with unreported employment.)*
 - For SFY 96 and SFY 97 combined, a total of 7,332, or 62 percent of the VIEW enrollees were employed in unsubsidized jobs. *(Totals are unduplicated within the specified time period. Employment is based on information reported to caseworkers and recorded in VACIS, the administrative database. Some participants may leave VIEW and AFDC/TANF with unreported employment.)*

Virginia Independence Program HB 2001 Outcome Measures

Table 2 - SFY 97
Table 2A - SFY 96 and SFY 97
All VIEW Localities

- **Average number of hours worked per month in unsubsidized jobs.**
 - On average, the 6,126 VIEW enrollees employed in unsubsidized jobs during SFY 97 worked 31.93 hours per week. *(Total enrollees are unduplicated across the specified time period. In cases where there was more than one employment, the most recent employment was used for the calculation of hours worked.)*
 - On average, the 7,332 VIEW enrollees employed in unsubsidized jobs during SFY 96 and SFY 97 worked 31.89 hours per week. *(Total enrollees are unduplicated across the specified time period. In cases where there was more than one employment, the most recent employment was used for the calculation of hours worked.)*

- **Average hourly rate of pay in unsubsidized jobs.**
 - Hourly rates of pay averaged \$5.70 for the 6,126 VIEW enrollees employed in unsubsidized jobs during SFY 97. *(Total enrollees are unduplicated across the specified time period. In cases where there was more than one employment, the most recent employment was used for the calculation of hourly rates of pay.)*
 - Hourly rates of pay averaged \$5.64 for the 7,332 VIEW enrollees employed in unsubsidized jobs during SFY 96 and SFY 97. *(Total enrollees are unduplicated across the specified time period. In cases where there was more than one employment, the most recent employment was used for the calculation of hourly rates of pay.)*

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 1 - SFY 97
Statewide**

FIPS	LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G
		NUMBER OF ... COOPERATE WITH ESTABLISHING PATERNITY	AFDC/TANF ...IMMUNIZE SCHOOL AGE CHILD	CASES SANCTIONED ...COMPLY WITH COMPULSORY SCHOOL	FOR FAILURE TO... PARTICIPATE IN VIEW	DIVERSIONARY ASSISTANCE ...SIGN PERSONAL RESPONSIBILITY AGREEMENT	NUMBER OF CASES RECEIVING	PERCENT NOT RETURNING TO AFDC/TANF AFTER PERIOD OF INELIGIBILITY
	Statewide	2,097	369	797	1,965	1,237	618	88%
027	BUCHANAN	4	1	0	N/App	N/App	0	N/App
051	DICKENSON	3	1	0	N/App	N/App	0	N/App
105	LEE	4	0	16	N/App	N/App	1	100%
167	RUSSELL	3	0	3	N/App	N/App	1	100%
169	SCOTT	1	0	4	N/App	N/App	1	100%
185	TAZEWELL	11	0	4	N/App	N/App	2	100%
195	WISE	8	1	4	N/App	N/App	0	N/App
720	NORTON	2	0	0	N/App	N/App	0	N/App
	EDD 1	36	3	31	N/App	N/App	5	100%
021	BLAND	0	0	0	5	0	0	N/App
035	CARROLL	3	0	0	68	9	0	N/App
077	GRAYSON	2	0	0	12	2	0	N/App
173	SMYTH	2	1	2	28	10	0	N/App
191	WASHINGTON	1	0	2	20	13	0	N/App
197	WYTHE	1	0	2	37	12	0	N/App
520	BRISTOL	8	0	1	24	8	1	N/App
640	GALAX	1	1	1	13	2	0	N/App
	EDD2	18	2	8	207	56	1	N/App
005	ALLEGHANY	2	0	0	N/App	N/App	1	N/App
023	BOTETOURT	1	0	0	N/App	N/App	0	N/App
045	CRAIG	0	0	0	N/App	N/App	0	N/App
063	FLOYD	0	1	0	N/App	N/App	4	87%
067	FRANKLIN CO.	2	0	1	N/App	N/App	0	N/App
071	GILES	1	0	2	N/App	N/App	0	N/App
121	MONTGOMERY	5	2	4	N/App	N/App	3	50%
155	PULASKI	5	3	1	N/App	N/App	0	N/App
161	ROANOKE CO.	3	0	1	N/App	N/App	68	90%
560	CLIFTON FORGE	3	0	0	N/App	N/App	0	N/App
580	COVINGTON	0	0	0	N/App	N/App	2	100%
750	RADFORD	1	0	1	N/App	N/App	3	100%
770	ROANOKE	58	9	11	N/App	N/App	4	87%
	EDD 3	81	15	21	N/App	N/App	85	86%
015	AUGUSTA	4	0	0	N/App	N/App	1	100%
017	BATH	0	0	0	N/App	N/App	0	N/App
091	HIGHLAND	2	0	0	N/App	N/App	0	N/App
163	ROCKBRIDGE/B.V./	3	0	0	N/App	N/App	1	N/App
165	ROCKINGHAM	4	0	3	N/App	N/App	29	100%
660	HARRISONBURG	7	0	2	N/App	N/App	33	87%
790	STAUNTON	6	0	2	N/App	N/App	1	N/App
820	WAYNESBORO	10	0	2	N/App	N/App	5	100%
	EDD 4	36	0	9	N/App	N/App	70	94%
043	CLARKE	0	0	0	3	1	0	N/App
069	FREDERICK CO.	1	0	1	18	3	14	92%
139	PAGE	1	0	1	12	5	5	100%
171	SHENANDOAH	3	0	4	9	8	1	100%
187	WARREN	2	1	4	14	29	12	75%
840	WINCHESTER	5	3	0	24	15	11	71%
	EDD 5	12	4	10	80	61	43	86%
013	ARLINGTON	37	1	2	92	68	0	N/App
059	FAIRFAX CO./CITY/	216	6	7	330	138	12	91%
107	LOUDOUN	11	2	1	7	6	2	N/App
153	PRINCE WILLIAM	33	6	17	146	93	17	100%
510	ALEXANDRIA	43	0	1	103	76	6	100%
683	MANASSAS	13	2	1	37	17	2	100%
685	MANASSAS PARK	1	0	0	8	0	1	100%
	EDD 6	354	17	29	723	398	40	97%

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 1 - SFY 97
Statewide**

		Column A	Column B	Column C	Column D	Column E	Column F	Column G
		NUMBER OF AFDC/TANF CASES SANCTIONED FOR FAILURE TO...				DIVERSIONARY ASSISTANCE		
		... COOPERATE WITH ESTABLISHING PATERNITY	...IMMUNIZE SCHOOL AGE CHILD	...COMPLY WITH COMPULSORY SCHOOL	...PARTICIPATE IN VIEW	...SIGN PERSONAL RESPONSIBILITY AGREEMENT	NUMBER OF CASES RECEIVING	PERCENT NOT RETURNING TO AFDC/TANF AFTER PERIOD OF INELIGIBILITY
FIPS	LOCALITY							
	Statewide	2,097	369	797	1,965	1,237	618	88%
047	CULPEPER	6	0	4	61	12	1	100%
001	FAUQUIER	4	0	2	7	18	6	100%
113	MADISON	0	0	1	7	5	1	N/App
137	ORANGE	0	0	5	14	6	6	100%
157	RAPPAHANNOCK	0	0	1	2	1	1	100%
	EDD 7	10	0	13	91	42	15	100%
003	ALBEMARLE	4	1	0	N/App	N/App	30	88%
065	FLUVANNA	0	0	0	N/App	N/App	0	N/App
079	GREENE	0	0	1	N/App	N/App	6	80%
109	LOUISA	3	3	1	N/App	N/App	0	N/App
125	NELSON	0	0	1	N/App	N/App	0	N/App
540	CHARLOTTESVILLE	7	5	36	N/App	N/App	68	87%
	EDD 8	14	9	39	N/App	N/App	104	87%
009	AMHERST	1	0	0	25	9	0	N/App
011	APPOMATTOX	3	1	3	35	6	2	100%
010	BEDFORD CO./CITY	2	0	0	75	25	6	75%
031	CAMPBELL	1	1	3	34	10	0	N/App
680	LYNCHBURG	17	2	36	72	14	1	N/App
	EDD 9	24	4	42	241	64	9	83%
003	HALIFAX	10	2	9	73	21	0	N/App
089	HENRY	1	1	2	64	44	0	N/App
141	PATRICK	2	0	1	38	2	2	100%
143	PITTSYLVANIA	0	0	8	69	78	2	N/App
600	DANVILLE	16	12	26	133	107	1	N/App
600	MARTINSVILLE	2	0	5	26	12	3	100%
	EDD 10	31	15	51	403	264	8	100%
007	AMELIA	3	0	0	N/App	N/App	2	100%
025	BRUNSWICK	14	1	7	N/App	N/App	0	N/App
029	BUCKINGHAM	5	1	1	N/App	N/App	24	69%
037	CHARLOTTE	2	0	0	N/App	N/App	0	N/App
049	CUMBERLAND	1	0	0	N/App	N/App	0	N/App
081	GREENSVILLE/EMP	2	0	6	N/App	N/App	0	N/App
111	LUNENBURG	0	0	4	N/App	N/App	1	N/App
117	MECKLENBURG	1	1	1	N/App	N/App	0	N/App
135	NOTTOWAY	4	2	0	N/App	N/App	2	100%
147	PRINCE EDWARD	4	2	1	N/App	N/App	0	N/App
	EDD 11	36	7	20	N/App	N/App	29	74%
011	CHESTERFIELD/C	52	11	4	14	17	7	86%
025	GOOCHLAND	1	0	0	3	2	2	100%
045	HANOVER	2	0	0	2	1	2	100%
010	HENRICO	102	13	13	6	7	18	91%
141	POWHATAN	0	0	0	0	1	0	N/App
140	RICHMOND	197	60	242	41	193	3	100%
	EDD 12	354	84	259	66	221	32	92%
013	CAROLINE	4	1	0	N/App	N/App	0	N/App
045	KING GEORGE	0	0	0	N/App	N/App	0	N/App
071	SPOTSYLVANIA	3	0	2	N/App	N/App	7	80%
070	STAFFORD	6	0	4	N/App	N/App	6	100%
059	FREDERICKSBURG	22	2	3	N/App	N/App	0	N/App
	EDD 13	35	3	9	N/App	N/App	13	88%

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 1 - SFY 97
Statewide**

		Column A	Column B	Column C	Column D	Column E	Column F	Column G
		<u>NUMBER OF AFDC/TANF CASES SANCTIONED FOR FAILURE TO...</u>					<u>DIVERSIONARY ASSISTANCE</u>	
		<u>... COOPERATE</u>	<u>...IMMUNIZE</u>	<u>...COMPLY</u>	<u>...SIGN</u>	<u>...SIGN</u>	<u>NUMBER</u>	<u>PERCENT NOT</u>
		<u>WITH</u>	<u>SCHOOL AGE</u>	<u>WITH</u>	<u>...PARTICIPATE</u>	<u>PERSONAL</u>	<u>OF CASES</u>	<u>RETURNING TO</u>
<u>FIPS</u>	<u>LOCALITY</u>	<u>ESTABLISHING</u>	<u>CHILD</u>	<u>COMPULSORY</u>	<u>IN VIEW</u>	<u>RESPONSIBILITY</u>	<u>RECEIVING</u>	<u>AFDC/TANF</u>
		<u>PATERNITY</u>		<u>SCHOOL</u>		<u>AGREEMENT</u>		<u>AFTER PERIOD OF</u>
								<u>INELIGIBILITY</u>
	Statewide	2,097	369	797	1,965	1,237	618	88%
057	ESSEX	13	0	0	N/App	N/App	4	100%
097	KING & QUEEN	3	1	0	N/App	N/App	0	N/App
101	KING WILLIAM	0	2	0	N/App	N/App	0	N/App
103	LANCASTER	4	0	1	N/App	N/App	1	0%
115	MATHEWS	2	0	0	N/App	N/App	4	67%
119	MIDDLESEX	0	0	2	N/App	N/App	0	N/App
133	NORTHUMBERLAN	5	0	0	N/App	N/App	0	N/App
159	RICHMOND CO	5	2	0	N/App	N/App	0	N/App
193	WESTMORELAND	11	0	4	N/App	N/App	1	0%
	EDD 14	43	5	7	N/App	N/App	10	50%
036	CHARLES CITY	0	0	0	N/App	N/App	0	N/App
073	GLOUCESTER	6	0	2	N/App	N/App	1	100%
095	JAMES CITY	2	2	1	N/App	N/App	0	N/App
127	NEW KENT	1	0	0	N/App	N/App	0	N/App
199	YORK/POQUOSON	5	0	0	N/App	N/App	1	100%
650	HAMPTON	58	17	10	N/App	N/App	22	85%
700	NEWPORT NEWS	133	33	23	N/App	N/App	66	88%
830	WILLIAMSBURG	3	0	0	N/App	N/App	0	N/App
	EDD 15	208	52	36	N/App	N/App	90	87%
053	DINWIDDIE	6	0	2	4	5	0	N/App
149	PRINCE GEORGE	2	2	0	9	1	0	N/App
181	SURRY	2	1	0	1	4	4	100%
183	SUSSEX	6	0	9	3	6	0	N/App
670	HOPEWELL	22	12	11	9	17	28	82%
730	PETERSBURG	58	2	14	34	17		N/App
	EDD 16	96	17	36	60	50	32	88%
093	ISLE OF WIGHT	12	0	1	N/App	0	0	N/App
175	SOUTHAMPTON	15	3	2	N/App	0	0	N/App
550	CHESAPEAKE	65	47	16	N/App	1	1	N/App
620	FRANKLIN	5	1	0	N/App	0	0	N/App
710	NORFOLK	339	34	63	N/App	1	3	100%
740	PORTSMOUTH	58	20	27	N/App	1	1	100%
800	SUFFOLK	41	3	4	N/App	0	0	N/App
810	VIRGINIA BEACH	115	19	58	N/App	0	26	94%
	EDD 17	650	127	171	N/App	3	31	94%
001	ACCOMACK	40	2	4	74	63	1	N/App
131	NORTHAMPTON	19	3	2	20	15	0	N/App
	EDD 18	59	5	6	94	78	1	N/App

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

Table 1 A - SFY 96 and SFY 97 Statewide

FIPS	LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G
		NUMBER OF ... COOPERATE WITH ESTABLISHING PATERNITY	AFDC/TANF ...IMMUNIZE SCHOOL AGE CHILD	CASES SANCTIONED FOR FAILURE TO... COMPLY WITH COMPULSORY SCHOOL	FOR FAILURE TO... PARTICIPATE IN VIEW	...SIGN PERSONAL RESPONSIBILITY AGREEMENT	DIVERSIONARY ASSISTANCE NUMBER OF CASES RECEIVING	PERCENT NOT RETURNING TO AFDC/TANF AFTER PERIOD OF INELIGIBILITY
	Statewide	2,869	744	1,576	2,355	1,422	1,004	81%
027	BUCHANAN	11	3	5	N/App	N/App	0	N/App
051	DICKENSON	3	1	2	N/App	N/App	0	N/App
105	LEE	8	0	17	N/App	N/App	1	100%
167	RUSSELL	5	1	3	N/App	N/App	2	100%
169	SCOTT	3	0	6	N/App	N/App	1	100%
185	TAZEWELL	17	1	8	N/App	N/App	2	100%
195	WISE	11	2	5	N/App	N/App	0	N/App
720	NORTON	4	1	3	N/App	N/App	2	0%
	EDD 1	62	9	49	N/App	N/App	8	75%
021	BLAND	1	0	0	8	1	0	N/App
035	CARROLL	3	0	1	81	10	0	N/App
077	GRAYSON	5	1	1	17	2	0	N/App
173	SMYTH	5	1	2	39	14	0	N/App
191	WASHINGTON	1	0	7	24	23	0	N/App
197	WYTHE	2	0	7	49	26	0	N/App
520	BRISTOL	8	1	2	34	12	2	100%
640	GALAX	2	2	3	18	4	0	N/App
	EDD2	27	5	23	270	92	2	100%
005	ALLEGHANY	2	0	0	N/App	N/App	2	100%
023	BOTETOURT	2	0	0	N/App	N/App	0	N/App
045	CRAIG	0	0	0	N/App	N/App	0	N/App
063	FLOYD	0	1	0	N/App	N/App	9	63%
067	FRANKLIN CO	8	0	2	N/App	N/App	0	N/App
071	GILES	2	0	2	N/App	N/App	0	N/App
121	MONTGOMERY	11	5	5	N/App	N/App	10	78%
155	PULASKI	10	4	3	N/App	N/App	1	100%
161	ROANOKE CO.	8	1	1	N/App	N/App	86	86%
560	CLIFTON FORGE	3	0	1	N/App	N/App	1	100%
580	COVINGTON	1	1	0	N/App	N/App	2	100%
750	RADFORD	5	0	2	N/App	N/App	3	100%
770	ROANOKE	80	21	37	N/App	N/App	12	73%
	EDD 3	132	33	53	N/App	N/App	126	82%
015	AUGUSTA	9	0	1	N/App	N/App	3	100%
017	BATH	0	0	1	N/App	N/App	1	100%
091	HIGHLAND	2	0	0	N/App	N/App	0	N/App
163	ROCKBRIDGE/B.V./L	6	0	1	N/App	N/App	1	N/App
165	ROCKINGHAM	7	2	8	N/App	N/App	34	100%
660	HARRISONBURG	10	3	11	N/App	N/App	45	74%
790	STAUNTON	7	0	4	N/App	N/App	1	N/App
820	WAYNESBORO	18	4	5	N/App	N/App	9	80%
	EDD 4	59	9	31	N/App	N/App	94	86%
043	CLARKE	1		1	3	1	0	N/App
069	FREDERICK CO	8	1	3	18	3	19	82%
139	PAGE	2	2	4	12	5	6	100%
171	SHENANDOAH	9	0	9	9	8	3	67%
187	WARREN	3	2	5	14	29	17	89%
840	WINCHESTER	9	9	3	24	15	17	77%
	EDD 5	32	14	25	80	61	62	83%
013	ARLINGTON	46	2	4	99	79	2	100%
059	FAIRFAX CO./CITY/F	248	15	18	340	167	35	76%
107	LOUDOUN	15	2	2	8	9	6	75%
153	PRINCE WILLIAM	48	7	25	154	95	44	88%
510	ALEXANDRIA	48	0	1	111	77	10	88%
683	MANASSAS	19	8	5	41	25	3	100%
685	MANASSAS PARK	1	0	3	8	1	1	100%
	EDD 6	425	34	58	761	453	101	84%

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 1 A - SFY 96 and SFY 97
Statewide**

FIPS	LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G
		NUMBER OF AFDC/TANF CASES SANCTIONED FOR FAILURE TO... ... COOPERATE WITH ESTABLISHING PATERNITY	...IMMUNIZE SCHOOL AGE CHILD	...COMPLY WITH COMPULSORY SCHOOL	...PARTICIPATE IN VIEW	...SIGN PERSONAL RESPONSIBILITY AGREEMENT	DIVERSIONARY ASSISTANCE NUMBER OF CASES RECEIVING	PERCENT NOT RETURNING TO AFDC/TANF AFTER PERIOD OF INELIGIBILITY
	Statewide	2,869	744	1,576	2,355	1,422	1,004	81%
047	CULPEPER	8	0	8	116	27	4	75%
061	FAUQUIER	11	1	3	16	21	16	64%
113	MADISON	0	0	1	18	10	2	100%
137	ORANGE	2	0	5	25	8	9	89%
157	RAPPAHANNOCK	0	0	2	5	3	2	100%
	EDD 7	21	1	19	180	69	33	78%
003	ALBEMARLE	8	1	5	N/App	N/App	51	77%
065	FLUVANNA	1	0	1	N/App	N/App	0	N/App
079	GREENE	0	0	1	N/App	N/App	6	80%
109	LOUISA	5	3	1	N/App	N/App	0	N/App
125	NELSON	0	0	2	N/App	N/App	0	N/App
540	CHARLOTTESVILLE	17	17	49	N/App	N/App	125	76%
	EDD 8	31	21	59	N/App	N/App	182	76%
009	AMHERST	1	0	1	40	18	0	N/App
011	APPOMATTOX	4	1	4	60	20	4	75%
019	BEDFORD CO./CITY	7	3	2	134	31	11	67%
031	CAMPBELL	5	2	8	62	21	0	N/App
680	LYNCHBURG	22	5	65	145	38	1	N/App
	EDD 9	39	11	80	441	128	16	69%
083	HALIFAX	17	6	16	73	21	0	N/App
089	HENRY	5	2	4	64	44	0	N/App
141	PATRICK	4	0	2	38	2	2	100%
143	PITTSYLVANIA	4	1	19	69	78	3	100%
590	DANVILLE	32	29	40	133	107	1	N/App
690	MARTINSVILLE	6	3	10	26	12	6	83%
	EDD 10	68	41	91	403	264	12	88%
007	AMELIA	3	1	1	N/App	N/App	3	100%
025	BRUNSWICK	23	7	16	N/App	N/App	0	N/App
029	BUCKINGHAM	6	1	1	N/App	N/App	27	68%
037	CHARLOTTE	2	0	0	N/App	N/App	0	N/App
049	CUMBERLAND	1	0	0	N/App	N/App	0	N/App
081	GREENSVILLE/EMP	8	2	11	N/App	N/App	0	N/App
111	LUNENBURG	0	0	5	N/App	N/App	1	N/App
117	MECKLENBURG	1	4	3	N/App	N/App	1	0%
135	NOTTOWAY	9	8	1	N/App	N/App	3	100%
147	PRINCE EDWARD	7	5	2	N/App	N/App	0	N/App
	EDD 11	60	28	40	N/App	N/App	35	72%
041	CHESTERFIELD/C.H	68	13	9	14	17	14	77%
075	GOOCHLAND	2	0	0	3	2	3	50%
085	HANOVER	4	0	2	2	1	2	100%
087	HENRICO	122	21	44	6	7	37	83%
145	POWHATAN	2	0	0	0	1	0	N/App
760	RICHMOND	226	75	298	41	193	11	64%
	EDD 12	424	109	353	66	221	67	78%
033	CAROLINE	4	4	1	0	0	4	50%
099	KING GEORGE	0	0	3	0	0	0	N/App
177	SPOTSYLVANIA	10	1	4	0	1	9	86%
179	STAFFORD	10	0	5	0	0	6	100%
630	FREDERICKSBURG	25	4	9	0	0	0	N/App
	EDD 13	49	9	22	0	1	19	79%

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 1 A - SFY 96 and SFY 97
Statewide**

FIPS	LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G
		NUMBER OF ... COOPERATE WITH ESTABLISHING PATERNITY	AFDC/TANF ...IMMUNIZE SCHOOL AGE CHILD	CASES SANCTIONED FOR FAILURE TO... ..COMPLY WITH COMPULSORY SCHOOL	FOR FAILURE TO... ..PARTICIPATE IN VIEW	TO... ..SIGN PERSONAL RESPONSIBILITY AGREEMENT	DIVERSIONARY ASSISTANCE NUMBER OF CASES RECEIVING	PERCENT NOT RETURNING TO AFDC/TANF AFTER PERIOD OF INELIGIBILITY
	Statewide	2,869	744	1,576	2,355	1,422	1,004	81%
057	ESSEX	13	0	1	0	0	6	100%
097	KING & QUEEN	5	1	2	0	0	0	N/App
101	KING WILLIAM	0	3	0	0	0	0	N/App
103	LANCASTER	6	0	4	0	0	1	0%
115	MATHEWS	3	0	0	0	0	4	67%
119	MIDDLESEX	0	1	5	0	0	1	100%
133	NORTHUMBERLAN	6	0	1	0	0	1	100%
159	RICHMOND CO.	6	2	1	0	0	0	N/App
193	WESTMORELAND	19	2	5	0	0	3	50%
	EDD 14	58	9	19	0	0	16	73%
036	CHARLES CITY	0	0	0	0	0	1	100%
073	GLOUCESTER	12	0	4	0	0	4	100%
095	JAMES CITY	7	2	3	0	0	0	N/App
127	NEW KENT	1	1	0	0	0	0	N/App
199	YORK/POQUOSON	7	0	1	0	0	2	50%
650	HAMPTON	80	40	21	0	1	37	86%
700	NEWPORT NEWS	171	83	41	0	1	91	86%
830	WILLIAMSBURG	3	0	0	0	0	0	N/App
	EDD 15	281	126	70	0	2	135	86%
053	DINWIDDIE	7	4	2	4	5	0	N/App
149	PRINCE GEORGE	2	6	1	9	1	0	N/App
181	SURRY	7	2	2	1	4	6	83%
183	SUSSEX	9	1	14	3	6	0	N/App
670	HOPEWELL	34	20	18	9	17	29	83%
730	PETERSBURG	69	4	41	34	17	1	100%
	EDD 16	128	37	78	60	50	36	84%
093	ISLE OF WIGHT	15	1	1	0	0	1	100%
175	SOUTHAMPTON	22	4	7	0	0	0	N/App
550	CHESAPEAKE	84	93	27	0	1	2	100%
620	FRANKLIN	11	9	6	0	0	0	N/App
710	NORFOLK	425	42	254	0	1	3	100%
740	PORTSMOUTH	103	44	56	0	1	1	100%
800	SUFFOLK	56	7	10	0	0	1	100%
810	VIRGINIA BEACH	154	36	122	0	0	50	90%
	EDD 17	870	236	483	0	3	58	91%
001	ACCOMACK	56	4	9	74	63	2	N/App
131	NORTHAMPTON	47	8	14	20	15	0	N/App
	EDD 18	103	12	23	94	78	2	N/App

Virginia Independence Program HB 2001 Outcome Measures

Tables 1 and 1A (continued)
All Localities

- **Number of AFDC/TANF cases that received sanctions or penalties for failure to sign Personal Responsibility Agreement. (Column E)**
 - A total of 1237 cases were sanctioned for failure to sign the personal responsibility agreement. For SFY 96 and SFY 97 combined, a total of 1,422 cases received this sanction. *(Totals are unduplicated by case within the specified time period.)*

- **Number of AFDC/TANF applicants who received Diversionary Assistance. (Column F)**
 - A total of 618 potential AFDC/TANF cases received Diversionary Assistance during SFY 97. For SFY 96 and SFY 97 combined, a total of 1,004 potential AFDC/TANF cases receive the assistance. *(Totals are unduplicated by case within the specified time period.)*

- **Percent of Diversionary Assistance cases that did not become AFDC/TANF cases after their period of ineligibility for AFDC benefits. (Column G)**
 - When cases receive Diversionary Assistance they have a period of ineligibility for AFDC benefits up to 160 days. For SFY 97, 375 cases were past their period of ineligibility and 88 percent of these cases remained off TANF. For SFY 96 and SFY 97 combined, 750 cases were past their period of ineligibility and 81 percent of these cases remained off TANF.

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

Table 2 - SFY 97 ALL VIEW LOCALITIES

FIPS	LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G
		ESTIMATED EVER MANDATORY VIEW	EVER ENROLLED IN VIEW FY 97	PERCENT ENROLLED IN VIEW FY 97	EMPLOYED VIEW PARTICIPANTS	PERCENT PARTICIPANTS UNSUBSIDIZED WORK	AVERAGE HOURS PER WEEK	AVERAGE HOURLY RATES
	All VIEW Localities	17,453	11,351	65%	6,126	54%	31.93	\$5.70
021	BLAND	28	32	114%	16	50%	33.00	\$5.00
035	CARROLL	182	166	91%	97	58%	34.00	\$5.00
077	GRAYSON	89	96	108%	53	55%	34.00	\$5.14
173	SMYTH	206	236	115%	123	52%	33.00	\$4.94
191	WASHINGTON	161	167	104%	92	55%	34.00	\$5.31
197	WYTHE	194	203	105%	70	34%	32.00	\$5.23
520	BRISTOL	190	223	117%	135	61%	34.00	\$5.00
640	GALAX	75	82	109%	49	60%	34.00	\$4.94
	EDD2	1,125	1,205	93%	635	53%	33.50	\$5.07
043	CLARKE	26	9	35%	5	56%	26.00	\$6.12
069	FREDERICK CO.	81	47	58%	23	49%	35.00	\$5.48
139	PAGE	56	48	86%	33	69%	32.00	\$5.40
171	SHENANDOAH	89	58	65%	36	62%	31.00	\$5.24
187	WARREN	193	104	54%	45	43%	33.00	\$5.54
840	WINCHESTER	136	88	65%	56	64%	33.00	\$5.34
	EDD 5	581	354	61%	198	56%	31.67	\$5.52
013	ARLINGTON	812	645	79%	458	71%	31.00	\$6.43
059	FAIRFAX CO./CITY/F C	2,268	1,976	87%	1,180	60%	32.00	\$6.25
107	LOUDOUN	219	216	99%	143	66%	30.00	\$5.90
153	PRINCE WILLIAM	863	747	87%	504	67%	33.00	\$6.19
510	ALEXANDRIA	922	747	81%	421	56%	28.00	\$6.27
683	MANASSAS	161	137	85%	82	60%	30.00	\$6.41
685	MANASSAS PARK	74	73	99%	38	52%	28.00	\$6.23
	EDD 6	5,319	4,541	85%	2,826	62%	30.29	\$6.24
047	CULPEPER	138	143	104%	68	48%	34.00	\$6.12
061	FAUQUIER	178	143	80%	48	34%	30.00	\$5.94
113	MADISON	37	33	89%	20	61%	33.00	\$6.04
137	ORANGE	100	103	103%	44	43%	33.00	\$5.62
157	RAPPAHANNOCK	12	10	83%	5	50%	36.00	\$7.42
	EDD 7	465	432	93%	185	43%	33.20	\$6.23

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

Table 2 - SFY 97 ALL VIEW LOCALITIES

FIPS	LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G
		ESTIMATED EVER MANDATORY VIEW	EVER ENROLLED IN VIEW FY 97	PERCENT ENROLLED IN VIEW FY 97	EMPLOYED VIEW PARTICIPANTS	PERCENT PARTICIPANTS UNSUBSIDIZED WORK	AVERAGE HOURS PER WEEK	AVERAGE HOURLY RATES
	All VIEW Localities	17,453	11,351	65%	6,126	54%	31.93	\$5.70
009	AMHERST	108	86	80%	34	40%	31.00	\$4.98
011	APPOMATTOX	110	106	96%	58	55%	32.00	\$5.10
019	BEDFORD CO./CITY	299	264	88%	128	48%	32.00	\$5.14
031	CAMPBELL	245	235	96%	115	49%	33.00	\$4.85
680	LYNCHBURG	372	358	96%	159	44%	32.00	\$4.92
	EDD 9	1,134	1,049	93%	494	47%	32.00	\$5.00
083	HALIFAX	262	222	85%	110	50%	34.00	\$5.02
089	HENRY	334	195	58%	131	67%	36.00	\$5.55
141	PATRICK	137	120	88%	54	45%	37.00	\$5.50
143	PITTSYLVANIA	276	203	74%	121	60%	34.00	\$5.07
590	DANVILLE	801	568	73%	348	59%	32.00	\$4.89
690	MARTINSVILLE	181	142	78%	110	77%	35.00	\$5.13
	EDD 10	1,991	1,470	74%	874	59%	34.67	\$5.19
041	CHESTERFIELD/C.H	616	184	30%	75	41%	32.00	\$5.38
075	GOOCHLAND	30	21	70%	15	71%	29.00	\$5.50
085	HANOVER	59	20	34%	13	65%	34.00	\$6.09
087	HENRICO	879	284	32%	110	39%	32.00	\$5.68
145	POWHATAN	30	29	97%	14	48%	35.00	\$5.50
760	RICHMOND	3,626	829	23%	238	29%	32.00	\$5.50
	EDD 12	5,240	1,367	26%	465	34%	32.33	\$5.61
053	DINWIDDIE	131	86	66%	52	60%	32.00	\$5.03
149	PRINCE GEORGE	77	42	55%	19	45%	31.00	\$5.42
181	SURRY	37	18	49%	8	44%	33.00	\$6.20
183	SUSSEX	112	65	58%	34	52%	33.00	\$5.44
670	HOPEWELL	351	163	46%	57	35%	31.00	\$4.97
730	PETERSBURG	363	212	58%	110	52%	33.00	\$5.46
	EDD 16	1,071	586	55%	280	48%	32.17	\$5.42
001	ACCOMACK	333	209	63%	103	49%	30.00	\$5.21
131	NORTHAMPTON	194	138	71%	66	48%	25.00	\$5.27
	EDD 18	527	347	66%	169	49%	27.50	\$5.24

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

Table 2 A - SFY 96 and SFY 97 ALL VIEW LOCALITIES

FIPS	LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G
		ESTIMATED EVER MANDATORY VIEW	EVER ENROLLED IN VIEW FY 96 - 97	PERCENT ENROLLED IN VIEW FY 96 - 97	EMPLOYED VIEW PARTICIPANTS	PERCENT PARTICIPANTS UNSUBSIDIZED WORK	AVERAGE HOURS PER WEEK	AVERAGE HOURLY RATES
	All VIEW Localities	19,472	11,844	61%	7,332	62%	31.89	\$5.64
021	BLAND	37	35	95%	23	66%	34.00	\$4.91
035	CARROLL	222	187	84%	147	79%	34.00	\$5.05
077	GRAYSON	110	100	91%	72	72%	33.00	\$5.16
173	SMYTH	275	260	95%	178	68%	33.00	\$4.85
191	WASHINGTON	211	183	87%	132	72%	33.00	\$5.42
197	WYTHE	252	217	86%	132	61%	33.00	\$4.93
520	BRISTOL	232	245	106%	188	77%	34.00	\$5.02
640	GALAX	105	88	84%	68	77%	35.00	\$4.82
	EDD 2	1,444	1,315	91%	940	71%	33.63	\$5.02
043	CLARKE	26	9	35%	5	56%	26.00	\$6.12
069	FREDERICK CO.	81	47	58%	23	49%	35.00	\$5.48
139	PAGE	56	48	86%	34	71%	32.00	\$5.39
171	SHENANDOAH	89	58	65%	36	62%	31.00	\$5.24
187	WARREN	193	104	54%	45	43%	33.00	\$5.54
840	WINCHESTER	136	88	65%	56	64%	33.00	\$5.34
	EDD 5	581	354	61%	199	56%	31.67	\$5.52
013	ARLINGTON	917	649	71%	474	73%	31.00	\$6.42
059	FAIRFAX CO./CITY/F.C.	2,756	2,006	73%	1,336	67%	32.00	\$6.25
107	LOUDOUN	258	218	84%	171	78%	30.00	\$5.92
153	PRINCE WILLIAM	1,063	748	70%	536	72%	33.00	\$6.15
510	ALEXANDRIA	1,077	751	70%	457	61%	28.00	\$6.20
683	MANASSAS	199	139	70%	97	70%	31.00	\$6.57
685	MANASSAS PARK	88	78	89%	58	74%	28.00	\$6.53
	EDD 6	6,358	4,589	72%	3,129	68%	30.43	\$6.29
047	CULPEPER	212	185	87%	137	74%	33.00	\$5.88
061	FAUQUIER	261	197	75%	141	72%	26.00	\$5.48
113	MADISON	60	43	72%	32	74%	34.00	\$5.96
137	ORANGE	153	124	81%	81	65%	32.00	\$5.52
157	RAPPAHANNOCK	17	17	100%	12	71%	34.00	\$6.61
	EDD 7	703	566	81%	403	71%	31.80	\$5.89

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

Table 2 A - SFY 96 and SFY 97 ALL VIEW LOCALITIES

FIPS	LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G
		ESTIMATED EVER MANDATORY VIEW	EVER ENROLLED IN VIEW FY 96 - 97	PERCENT ENROLLED IN VIEW FY 96 - 97	EMPLOYED VIEW PARTICIPANTS	PERCENT PARTICIPANTS UNSUBSIDIZED WORK	AVERAGE HOURS PER WEEK	AVERAGE HOURLY RATES
	All VIEW Localities	19,472	11,844	61%	7,332	62%	31.89	\$5.64
009	AMHERST	166	112	67%	77	69%	32.00	\$5.16
011	APPOMATTOX	141	128	91%	77	60%	33.00	\$4.90
019	BEDFORD CO/CITY	393	309	79%	226	73%	32.00	\$5.00
031	CAMPBELL	335	272	81%	178	65%	32.00	\$4.82
680	LYNCHBURG	522	429	82%	313	73%	32.00	\$4.85
	EDD 9	1,557	1,250	80%	871	70%	32.20	\$4.95
083	HALIFAX	262	222	85%	110	50%	34.00	\$5.02
089	HENRY	334	195	58%	131	67%	36.00	\$5.55
141	PATRICK	137	120	88%	55	46%	37.00	\$5.49
143	PITTSYLVANIA	276	203	74%	121	60%	34.00	\$5.07
590	DANVILLE	801	588	73%	348	59%	32.00	\$4.89
690	MARTINSVILLE	181	142	78%	110	77%	35.00	\$5.13
	EDD 10	1,991	1,470	74%	875	60%	34.67	\$5.19
041	CHESTERFIELD/C.H.	616	184	30%	75	41%	32.00	\$5.38
075	GOOCHLAND	30	21	70%	15	71%	29.00	\$5.50
085	HANOVER	59	20	34%	13	65%	34.00	\$6.09
087	HENRICO	879	284	32%	110	39%	32.00	\$5.68
145	POWHATAN	30	29	97%	14	48%	35.00	\$5.50
760	RICHMOND	3,626	829	23%	238	29%	32.00	\$5.50
	EDD 12	5,240	1,367	26%	465	34%	32.33	\$5.61
053	DINWIDDIE	131	86	66%	52	60%	33.07	\$5.68
149	PRINCE GEORGE	77	42	55%	19	45%	32.88	\$5.59
181	SURRY	37	18	49%	8	44%	33.06	\$5.58
183	SUSSEX	112	65	58%	34	52%	32.67	\$5.59
670	HOPEWELL	351	163	46%	57	35%	32.80	\$5.61
730	PETERSBURG	363	212	58%	110	52%	32.89	\$5.61
	EDD 16	1,071	586	55%	280	48%	32.89	\$5.61
001	ACCOMACK	333	209	63%	103	49%	32.86	\$5.60
131	NORTHAMPTON	194	138	71%	67	49%	32.82	\$5.60
	EDD 18	527	347	66%	170	49%	32.84	\$5.60

Virginia Independence Program HB 2001 Outcome Measures

Table 3 - SFY 97

Table 3A - SFY 96 and SFY 97

Localities Implementing VIEW Before April 1997

- ❑ **Number and percent of VIEW participants who enrolled in the Community Work Experience Program (CWEP) and percent of required hours worked. (Columns A, B, and C)**
 - A total of 1,199, or 11 percent, of VIEW enrollees participated in CWEP during SFY 97. *(Totals are unduplicated within the specified time period.)*
 - A total of 1,298, or 11 percent, of VIEW enrollees participated in CWEP during SFY 96 and SFY 97 combined. *(Totals are unduplicated within the specified time period.)*

- ❑ **Number and percent of VIEW employed cases that left AFDC/TANF with unsubsidized employment. (Columns D, E, and F)**
 - A total of 2,843, or 25 percent, of VIEW employed participants left AFDC/TANF with unsubsidized employment during SFY 97. *(Totals are unduplicated within the specified time period. Employment is based on information reported to caseworkers and recorded in VACIS, the administrative database. Some participants may leave VIEW and AFDC/TANF with unreported employment.)*
 - A total of 3,141, or 43 percent, of VIEW employed participants left AFDC/TANF with unsubsidized employment during SFY 96 and SFY 97 combined. *(Totals are unduplicated within the specified time period. Employment is based on information reported to caseworkers and recorded in VACIS, the administrative database. Some participants may leave VIEW and AFDC/TANF with unreported employment.)*

- ❑ **Average monthly earnings for those leaving with unsubsidized employment. (Column G)**
 - Monthly wages averaged \$879 for VIEW employed participants who left AFDC/TANF during SFY 97. *(Monthly wages are equal to average hours times 4.3 weeks times hourly rate of pay.)*
 - Monthly wages averaged \$899 for VIEW employed participants who left AFDC/TANF during SFY 96 and SFY 97 combined. *(Monthly wages are equal to average hours times 4.3 weeks times hourly rate of pay.)*

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 3 - SFY 97
ALL VIEW LOCALITIES**

FIPS	LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G
		NUMBER VIEW PARTICIPANTS	NUMBER VIEW CWEP PARTICIPANTS	PERCENT OF VIEW PARTICIPANTS IN CWEP	NUMBER VIEW EMPLOYED	NUMBER WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT	PERCENT WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT	AVERAGE MONTHLY WAGES FOR LEFT WITH EMPLOYMENT
	All VIEW Localities	11,351	1,199	11%	6,126	2,843	25%	\$879
021	BLAND	32	2	6%	16	10	31%	\$722
035	CARROLL	166	8	5%	97	58	35%	\$779
077	GRAYSON	96	15	16%	53	32	33%	\$724
173	SMYTH	236	23	10%	123	65	28%	\$700
191	WASHINGTON	167	20	12%	92	55	33%	\$778
197	WYTHE	203	14	7%	70	61	30%	\$705
520	BRISTOL	223	41	18%	135	55	25%	\$790
640	GALAX	82	5	6%	49	25	30%	\$861
	EDD 2	1,205	128	11%	635	361	30%	\$757
043	CLARKE	9	0	0%	5	1	11%	\$841
069	FREDERICK CO.	47	2	4%	23	12	26%	\$976
139	PAGE	48	6	13%	33	10	21%	\$964
171	SHENANDOAH	58	5	9%	36	17	29%	\$798
187	WARREN	104	12	12%	45	11	11%	\$1,113
840	WINCHESTER	88	7	8%	56	16	18%	\$687
	EDD 5	354	32	9%	198	67	19%	\$897
013	ARLINGTON	645	105	16%	458	192	30%	\$1,017
059	FAIRFAX CO./CITY/F.C	1976	79	4%	1180	710	36%	\$959
107	LOUDOUN	216	9	4%	143	79	37%	\$809
153	PRINCE WILLIAM	747	70	9%	504	250	33%	\$991
510	ALEXANDRIA	747	162	22%	421	184	25%	\$918
683	MANASSAS	137	11	8%	82	53	39%	\$989
685	MANASSAS PARK	73	15	21%	38	32	44%	\$861
	EDD 6	4541	451	10%	2,826	1,500	33%	\$935
047	CULPEPER	143	19	13%	68	59	41%	\$861
061	FAUQUIER	143	0	0%	48	49	34%	\$669
113	MADISON	33	9	27%	20	7	21%	\$1,124
137	ORANGE	103	21	20%	44	26	25%	\$818
157	RAPPAHANNOCK	10	1	10%	5	6	60%	\$1,129
	EDD 7	432	50	12%	185	147	34%	\$920
009	AMHERST	86	1	1%	34	22	26%	\$676
011	APPOMATTOX	106	34	32%	58	25	24%	\$719
019	BEDFORD CO./CITY	264	11	4%	128	96	36%	\$762
031	CAMPBELL	235	27	11%	115	55	23%	\$748
680	LYNCHBURG	358	35	10%	159	123	34%	\$689
	EDD 9	1,049	108	10%	494	321	31%	\$719
083	HALIFAX	222	46	21%	110	38	17%	\$809
089	HENRY	195	9	5%	131	64	33%	\$838
141	PATRICK	120	3	3%	54	23	19%	\$971
143	PITTSYLVANIA	203	27	13%	121	51	25%	\$850
590	DANVILLE	588	164	28%	348	78	13%	\$765
690	MARTINSVILLE	142	14	10%	110	44	31%	\$835
	EDD 10	1,470	263	18%	874	298	20%	\$845
041	CHESTERFIELD/C.H	184	3	2%	75	8	4%	\$1,001
075	GOOCHLAND	21	0	0%	15	3	14%	\$756
085	HANOVER	20	0	0%	13	2	10%	\$1,430
087	HENRICO	284	12	4%	110	13	5%	\$921
145	POWHATAN	29	0	0%	14	1	3%	\$2,408
760	RICHMOND	829	4	0%	238	26	3%	\$939
	EDD 12	1,367	19	1%	465	53	4%	\$1,243

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 3 - SFY 97
ALL VIEW LOCALITIES**

		Column A	Column B	Column C	Column D	Column E	Column F	Column G
FIPS	LOCALITY	NUMBER VIEW PARTICIPANTS	NUMBER VIEW CWEP PARTICIPANTS	PERCENT OF VIEW PARTICIPANTS IN CWEP	NUMBER VIEW EMPLOYED	NUMBER WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT	PERCENT WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT	AVERAGE MONTHLY WAGES FOR LEFT WITH EMPLOYMENT
	All VIEW Localities	11,351	1,199	11%	6,126	2,843	25%	\$879
053	DINWIDDIE	86	6	7%	52	10	12%	\$650
149	PRINCE GEORGE	42	4	10%	19	5	12%	\$893
181	SURRY	18	0	0%	8	1	6%	\$1,166
183	SUSSEX	65	0	0%	34	7	11%	\$925
670	HOPEWELL	163	9	6%	57	14	9%	\$769
730	PETERSBURG	212	16	8%	110	24	11%	\$903
	EDD 16	586	35	6%	280	61	10%	\$884
001	ACCOMACK	209	46	22%	103	25	12%	\$848
131	NORTHAMPTON	138	67	49%	66	10	7%	\$1,000
	EDD 18	347	113	33%	169	35	10%	\$924

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 3 A - SFY 96 and 97
ALL VIEW LOCALITIES**

FIPS	LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G
		NUMBER VIEW PARTICIPANTS	NUMBER VIEW CWEP PARTICIPANTS	PERCENT OF VIEW PARTICIPANTS IN CWEP	NUMBER VIEW EMPLOYED	NUMBER WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT	PERCENT WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT	AVERAGE MONTHLY WAGES FOR LEFT WITH EMPLOYMENT
	All VIEW Localities	11,844	1,298	11%	7,332	3,141	43%	\$899
021	BLAND	35	2	6%	23	12	52%	\$745
035	CARROLL	187	9	5%	147	70	48%	\$745
077	GRAYSON	100	15	15%	72	37	51%	\$755
173	SMYTH	260	28	11%	178	78	44%	\$711
191	WASHINGTON	183	21	11%	132	66	50%	\$809
197	WYTHE	217	15	7%	132	70	53%	\$707
520	BRISTOL	245	43	18%	188	69	37%	\$775
640	GALAX	88	7	8%	68	32	47%	\$801
	EDD 2	1,315	140	11%	940	434	46%	\$756
043	CLARKE	9	0	0%	5	1	20%	\$841
069	FREDERICK CO.	47	2	4%	23	12	52%	\$932
139	PAGE	48	6	13%	34	10	29%	\$964
171	SHENANDOAH	58	5	9%	36	17	47%	\$798
187	WARREN	104	12	12%	45	11	24%	\$1,113
840	WINCHESTER	88	7	8%	56	16	29%	\$729
	EDD 5	354	32	9%	199	67	34%	\$896
013	ARLINGTON	649	106	16%	474	197	42%	\$1,024
059	FAIRFAX CO./CITY/F.C	2,006	80	4%	1,336	730	55%	\$971
107	LOUDOUN	218	9	4%	171	84	49%	\$814
153	PRINCE WILLIAM	748	74	10%	536	258	48%	\$987
510	ALEXANDRIA	751	162	22%	457	187	41%	\$920
683	MANASSAS	139	11	8%	97	59	61%	\$1,002
685	MANASSAS PARK	78	17	22%	58	37	64%	\$877
	EDD 6	4,589	459	10%	3129	1552	50%	\$942
047	CULPEPER	185	30	16%	137	90	66%	\$883
061	FAUQUIER	197	6	3%	141	81	57%	\$657
113	MADISON	43	14	33%	32	13	41%	\$1,092
137	ORANGE	124	29	23%	81	40	49%	\$859
157	RAPPAHANNOCK	17	2	12%	12	10	83%	\$1,023
	EDD 7	566	81	14%	403	234	58%	\$903
009	AMHERST	112	5	4%	77	28	36%	\$697
011	APPOMATTOX	128	37	29%	77	33	43%	\$726
019	BEDFORD CO./CITY	309	12	4%	226	120	53%	\$748
031	CAMPBELL	272	38	14%	178	71	40%	\$772
680	LYNCHBURG	429	47	11%	313	155	50%	\$705
	EDD 9	1,250	139	11%	871	407	47%	\$730
083	HALIFAX	222	49	22%	110	38	35%	\$809
089	HENRY	195	9	5%	131	64	49%	\$838
141	PATRICK	120	3	3%	55	23	42%	\$965
143	PITTSYLVANIA	203	28	14%	121	51	42%	\$846
590	DANVILLE	588	169	29%	348	78	22%	\$765
690	MARTINSVILLE	142	14	10%	110	44	40%	\$848
	EDD 10	1,470	272	19%	875	298	34%	\$845
041	CHESTERFIELD/C.H.	184	7	4%	75	8	11%	\$1,001
075	GOOCHLAND	21	0	0%	15	3	20%	\$756
085	HANOVER	20	12	60%	13	2	15%	\$1,430
087	HENRICO	284	0	0%	110	13	12%	\$921
145	POWHATAN	29	0	0%	14	1	7%	\$2,408
760	RICHMOND	829	5	1%	238	26	11%	\$939
	EDD 12	1,367	24	2%	465	53	11%	\$1,243

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

Table 3 A - SFY 96 and 97
ALL VIEW LOCALITIES

		Column A	Column B	Column C	Column D	Column E	Column F	Column G
		NUMBER VIEW PARTICIPANTS	NUMBER VIEW CWEP PARTICIPANTS	PERCENT OF VIEW PARTICIPANTS IN CWEP	NUMBER VIEW EMPLOYED	NUMBER WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT	PERCENT WHO LEFT WITH UNSUBSIDIZED EMPLOYMENT	AVERAGE MONTHLY WAGES FOR LEFT WITH EMPLOYMENT
FIPS	LOCALITY							
	All VIEW Localities	11,844	1,298	11%	7,332	3,141	43%	\$899
053	DINWIDDIE	86	6	7%	52	10	19%	\$650
149	PRINCE GEORGE	42	4	10%	19	5	26%	\$893
181	SURRY	18	0	0%	8	1	13%	\$1,166
183	SUSSEX	65	9	14%	34	7	21%	\$925
670	HOPEWELL	163	19	12%	57	14	25%	\$769
730	PETERSBURG	212	0	0%	110	24	22%	\$903
	EDD 16	586	38	6%	280	61	22%	\$884
001	ACCOMACK	209	46	22%	103	25	24%	\$848
131	NORTHAMPTON	138	67	49%	67	10	15%	\$1,000
	EDD 18	347	113	33%	170	35	21%	\$924

Virginia Independence Program HB 2001 Outcome Measures

Table 4 - SFY 97
Table 4A - SFY 96 and SFY 97
Localities Implementing VIEW Before April 1997

- **Number and percent of VIEW cases that received Child Day Care Assistance. (Columns A, B, and C)**
 - A total of 2,216, or 39 percent, of employed VIEW participants received child day care services during SFY 97. *(Totals are unduplicated for the specified time period.)*
 - A total of 2,737, or 40 percent of employed VIEW participants received child day care services during SFY 96 and SFY 97 combined. *(Totals are unduplicated for the specified time period.)*

- **Number and percent of VIEW cases that received Income Disregards. (Columns D and E)**
 - An estimated total of 4,019, or 71 percent, of employed VIEW participants received the enhanced earned income disregard during SFY 97. *(Totals are unduplicated for the specified time period. The number is estimated from case specific data on the earned income disregard for March through June 1997 and the total number of VIEW employed cases for SFY 97.)*
 - An estimated total of 4,876, or 71 percent of employed VIEW participants received the enhanced earned income disregard during SFY 96 and SFY 97 combined. *(Totals are unduplicated for the specified time period. The number is estimated from case specific data on the earned income disregard for March through June 1997 and the total number of VIEW employed cases for SFY 96 and SFY 97.)*

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 4 - SFY 97
ALL VIEW LOCALITIES EXCEPT EDD 12**

<u>FIPS</u>	<u>LOCALITY</u>	<u>Column A NUMBER VIEW EMPLOYED</u>	<u>Column B NUMBER RECEIVED DAY CARE SERVICES</u>	<u>Column C PERCENT VIEW EMPLOYED RECEIVING DAY CARE</u>	<u>Column D NUMBER THAT RECEIVED INCOME DISREGARDS</u>	<u>Column E PERCENT THAT RECEIVED INCOME DISREGARD</u>
	All VIEW Localities	5,661	2,216	39%	4,019	71%
021	BLAND	16	6	38%	11	69%
035	CARROLL	97	44	45%	83	86%
077	GRAYSON	53	22	42%	43	82%
173	SMYTH	123	44	36%	91	74%
191	WASHINGTON	92	27	29%	58	63%
197	WYTHE	70	33	47%	58	83%
520	BRISTOL	135	70	52%	97	72%
640	GALAX	49	29	59%	34	69%
	EDD 2	635	275	43%	476	75%
043	CLARKE	5	2	40%	5	100%
069	FREDERICK CO.	23	7	30%	15	67%
139	PAGE	33	6	18%	21	65%
171	SHENANDOAH	36	3	8%	24	67%
187	WARREN	45	10	22%	31	68%
840	WINCHESTER	56	18	32%	43	76%
	EDD 5	198	46	23%	139	70%
013	ARLINGTON	458	125	27%	302	66%
059	FAIRFAX CO./CITY/F.C	1,180	574	49%	909	77%
107	LOUDOUN	143	84	59%	96	67%
153	PRINCE WILLIAM	504	237	47%	348	69%
510	ALEXANDRIA	421	230	55%	303	72%
683	MANASSAS	82	43	52%	66	81%
685	MANASSAS PARK	38	24	63%	28	73%
	EDD 6	2,826	1,317	47%	2,035	72%
047	CULPEPER	68	40	59%	52	77%
061	FAUQUIER	48	18	38%	42	88%
113	MADISON	20	12	60%	12	58%
137	ORANGE	44	6	14%	38	87%
157	RAPPAHANNOCK	5	1	20%	5	100%
	EDD 7	185	77	42%	152	82%
009	AMHERST	34	15	44%	31	92%
011	APPOMATTOX	58	8	14%	27	46%
019	BEDFORD CO./CITY	128	44	34%	113	88%
031	CAMPBELL	115	20	17%	86	75%
680	LYNCHBURG	159	63	40%	130	82%
	EDD 9	494	150	30%	385	78%

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 4 - SFY 97
ALL VIEW LOCALITIES EXCEPT EDD 12**

<u>FIPS</u>	<u>LOCALITY</u>	<u>Column A</u> <u>NUMBER</u> <u>VIEW</u> <u>EMPLOYED</u>	<u>Column B</u> <u>NUMBER</u> <u>RECEIVED</u> <u>DAY CARE</u> <u>SERVICES</u>	<u>Column C</u> <u>PERCENT</u> <u>VIEW EMPLOYED</u> <u>RECEIVING</u> <u>DAY CARE</u>	<u>Column D</u> <u>NUMBER</u> <u>THAT</u> <u>RECEIVED</u> <u>INCOME</u> <u>DISREGARDS</u>	<u>Column E</u> <u>PERCENT</u> <u>THAT</u> <u>RECEIVED</u> <u>INCOME</u> <u>DISREGARD</u>
	All VIEW Localities	5,661	2,216	39%	4,019	71%
083	HALIFAX	110	25	23%	97	88%
089	HENRY	131	24	18%	117	89%
141	PATRICK	54	16	30%	37	68%
143	PITTSYLVANIA	121	42	35%	100	83%
590	DANVILLE	348	111	32%	261	75%
690	MARTINSVILLE	110	39	35%	95	86%
	EDD 10	874	257	29%	699	80%
053	DINWIDDIE	52	11	21%	30	58%
149	PRINCE GEORGE	19	3	16%	14	73%
181	SURRY	8	2	25%	2	20%
183	SUSSEX	34	6	18%	14	41%
670	HOPEWELL	57	8	14%	47	83%
730	PETERSBURG	110	23	21%	41	37%
	EDD 16	280	53	19%	123	44%
001	ACCOMACK	103	25	24%	71	69%
131	NORTHAMPTON	66	16	24%	51	77%
	EDD 18	169	41	24%	122	72%

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 4 A - SFY 96 and SFY 97
ALL VIEW LOCALITIES EXCEPT EDD 12**

EIPs	LOCALITY	Column A	Column B	Column C	Column D	Column E
		NUMBER VIEW EMPLOYED	NUMBER RECEIVED DAY CARE SERVICES	PERCENT VIEW EMPLOYED RECEIVING DAY CARE	NUMBER THAT RECEIVED INCOME DISREGARDS	PERCENT THAT RECEIVED INCOME DISREGARD
	All VIEW Localities	6,867	2,737	40%	4,876	71%
021	BLAND	23	8	35%	16	69%
035	CARROLL	147	76	52%	126	86%
077	GRAYSON	72	28	39%	59	82%
173	SMYTH	178	64	36%	132	74%
191	WASHINGTON	132	44	33%	83	63%
197	WYTHE	132	54	41%	110	83%
520	BRISTOL	188	99	53%	135	72%
640	GALAX	68	29	43%	47	69%
	EDD 2	940	402	43%	705	75%
043	CLARKE	5	2	40%	5	100%
069	FREDERICK CO.	23	8	35%	15	67%
139	PAGE	34	7	21%	22	65%
171	SHENANDOAH	36	4	11%	24	67%
187	WARREN	45	9	20%	31	68%
840	WINCHESTER	56	17	30%	43	76%
	EDD 5	199	47	24%	139	70%
013	ARLINGTON	474	130	27%	313	66%
059	FAIRFAX CO./CITY/F.C	1,336	649	49%	1,029	77%
107	LOUDOUN	171	102	60%	115	67%
153	PRINCE WILLIAM	536	259	48%	370	69%
510	ALEXANDRIA	457	246	54%	329	72%
683	MANASSAS	97	55	57%	79	81%
685	MANASSAS PARK	58	35	60%	42	73%
	EDD 6	3,129	1,476	47%	2,253	72%
047	CULPEPER	137	77	56%	105	77%
061	FAUQUIER	141	57	40%	124	88%
113	MADISON	32	21	66%	19	58%
137	ORANGE	81	17	21%	70	87%
157	RAPPAHANNOCK	12	5	42%	12	100%
	EDD 7	403	177	44%	330	82%
009	AMHERST	77	31	40%	71	92%
011	APPOMATTOX	77	10	13%	35	46%
019	BEDFORD CO./CITY	226	83	37%	199	88%
031	CAMPBELL	178	32	18%	134	75%
680	LYNCHBURG	313	130	42%	257	82%
	EDD 9	871	286	33%	679	78%

**VIRGINIA INDEPENDENCE PROGRAM
OUTCOME MEASURES**

**Table 4 A - SFY 96 and SFY 97
ALL VIEW LOCALITIES EXCEPT EDD 12**

FIPS	LOCALITY	Column A NUMBER VIEW EMPLOYED	Column B NUMBER RECEIVED DAY CARE SERVICES	Column C PERCENT VIEW EMPLOYED RECEIVING DAY CARE	Column D NUMBER THAT RECEIVED INCOME DISREGARDS	Column E PERCENT THAT RECEIVED INCOME DISREGARD
	All VIEW Localities	6,867	2,737	40%	4,876	71%
083	HALIFAX	110	24	22%	97	88%
089	HENRY	131	24	18%	117	89%
141	PATRICK	55	17	31%	37	68%
143	PITTSYLVANIA	121	43	36%	100	83%
590	DANVILLE	348	109	31%	261	75%
690	MARTINSVILLE	110	38	35%	95	86%
	EDD 10	875	255	29%	700	80%
053	DINWIDDIE	52	11	21%	30	58%
149	PRINCE GEORGE	19	3	16%	14	73%
181	SURRY	8	2	25%	2	20%
183	SUSSEX	34	6	18%	14	41%
670	HOPEWELL	57	8	14%	47	83%
730	PETERSBURG	110	22	20%	41	37%
	EDD 16	280	52	19%	123	44%
001	ACCOMACK	103	24	23%	71	69%
131	NORTHAMPTON	67	18	27%	52	77%
	EDD 18	170	42	25%	122	72%

Virginia Independence Program HB 2001 Outcome Measures

Table 5 - SFY 97
Table 5A - SFY 96 and SFY 97
Localities Implementing VIEW Before January 1997

- **Number and percent who retained employment six months after leaving AFDC because of unsubsidized employment. (Column A, B, and C)**
 - A total of 1,334 VIEW participants left with unsubsidized employment during the first 18 months, and 1,065, or 80 percent retained employment for at least 6 months by the end of SFY 97. *(Totals are unduplicated for the specified time period. This measure requires at least six months elapsed time before the end of the state fiscal year. Therefore, localities implementing VIEW in October 1996, January 1997 and April of 1997 are not included. The same calculation is reported for SFY 97 and SFY 96 and SFY 97 combined.)*

- **Number and percent who did not return to AFDC/TANF within 12 months of leaving AFDC because of unsubsidized employment.**
 - Of the 331 AFDC/TANF cases that left AFDC/TANF during SFY 96 with unsubsidized employment during SFY 96, 80 cases, or 24 percent returned to AFDC/TANF. *(Totals are unduplicated for the specified time period. This measure requires at least twelve months elapsed time after leaving AFDC/TANF. Therefore, localities implementing VIEW in SFY 97 are not included. The same calculation is reported for SFY 97 and SFY 96 and SFY 97 combined.)*

- **Number of VIEW recipients using transitional Medicaid and Child Day Care Assistance.**
 - A total of 1,856 AFDC/TANF recipients in VIEW localities received transitional Medicaid during SFY 97. Only 92 VIEW cases received transitional Medicaid in SFY 96 (a locality breakdown is not available for these cases.) *(Totals are unduplicated for the specified time period and are based on preliminary data from a Department of Medical Assistance report on characteristics of the caretaker receiving transitional Medicaid.)*
 - A total of 505 AFDC/TANF recipients in VIEW localities received transitional day care during SFY 97. For SFY 96 and SFY 97 combined, a total of 506 cases received transitional day care. *(Totals are unduplicated for the specified time period.)*

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 5 - SFY 97
ALL VIEW LOCALITIES EXCEPT EDD 5, EDD 12, EDD 16, and EDD 18**

FIPS	LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G	Column H
		Number VIEW Participants Left With Employment 1st 18 months	Number in Column A Who Retained Employment 6+ MONTHS	Percent Who Retained Employment 6+ months	Number Who Left With Employment 1st 12 months	Number in Column D Who Did Not Return to TANF	Percent Who Did Not Return to TANF	VIEW Children Receiving Transitional Day Care	VIEW Locality Adults Receiving Transitional Medicaid (Preliminary Data)
	All VIEW Localities	1,334	N/App	N/App	331	251	76%	505	1,858
021	BLAND	7	N/App	N/App	3	2	67%	0	8
035	CARROLL	24	N/App	N/App	8	7	88%	14	25
077	GRAYSON	22	N/App	N/App	5	3	60%	6	30
173	SMYTH	43	N/App	N/App	12	11	92%	15	43
191	WASHINGTON	45	N/App	N/App	10	9	90%	10	28
197	WYTHE	32	N/App	N/App	7	7	100%	9	59
520	BRISTOL	41	N/App	N/App	12	8	67%	7	51
640	GALAX	9	N/App	N/App	5	4	80%	6	10
	EDD 2	223	N/App	N/App	62	51	82%	67	254
013	ARLINGTON	76	N/App	N/App	4	2	50%	21	125
059	FAIRFAX CO./CITY/F.	348	N/App	N/App	15	15	100%	152	445
107	LOUDOUN	34	N/App	N/App	4	4	100%	28	88
153	PRINCE WILLIAM	84	N/App	N/App	5	2	40%	73	194
510	ALEXANDRIA	66	N/App	N/App	3	2	67%	55	61
683	MANASSAS	28	N/App	N/App	4	4	100%	6	33
685	MANASSAS PARK	18	N/App	N/App	4	4	100%	4	13
	EDD 6	654	N/App	N/App	39	33	85%	339	959
047	CULPEPER	49	N/App	N/App	25	18	72%	19	18
061	FAUQUIER	57	N/App	N/App	31	21	68%	0	65
113	MADISON	9	N/App	N/App	6	6	100%	5	8
137	ORANGE	27	N/App	N/App	13	10	77%	1	6
157	RAPPAHANNOCK	5	N/App	N/App	4	2	50%	1	3
	EDD 7	147	N/App	N/App	79	57	72%	26	100
009	AMHERST	16	N/App	N/App	6	6	100%	7	15
011	APPOMATTOX	21	N/App	N/App	7	5	71%	2	26
019	BEDFORD CO./CITY	66	N/App	N/App	21	15	71%	15	42
031	CAMPBELL	37	N/App	N/App	15	8	53%	0	44
680	LYNCHBURG	83	N/App	N/App	23	19	83%	17	36
	EDD 9	223	N/App	N/App	151	110	73%	41	163
083	HALIFAX	7	N/App	N/App	N/App	N/App	N/App	3	56
089	HENRY	20	N/App	N/App	N/App	N/App	N/App	5	99
141	PATRICK	5	N/App	N/App	N/App	N/App	N/App	4	4
143	PITTSYLVANIA	18	N/App	N/App	N/App	N/App	N/App	7	66
590	DANVILLE	23	N/App	N/App	N/App	N/App	N/App	13	121
690	MARTINSVILLE	14	N/App	N/App	N/App	N/App	N/App	0	34
	EDD 10	87	N/App	N/App	N/App	N/App	N/App	32	380

VIRGINIA INDEPENDENCE PROGRAM OUTCOME MEASURES

**Table 5 A - SFY 96 and SFY 97
ALL VIEW LOCALITIES EXCEPT EDD 5, EDD 12, EDD 16 and EDD 18**

FIPS	LOCALITY	Column A	Column B	Column C	Column D	Column E	Column F	Column G	Column H
		Number VIEW Participants Left With Employment 1st 18 months	Number in Column A Who Retained Employment 6+ MONTHS	Percent Who Retained Employment 6 + months	Number Who Left With Employment 1st 12 months	Number in Column D Who Did Not Return to TANF	Percent Who Did Not Return to TANF	VIEW Children Receiving Transitional Day Care	VIEW Locality Adults Receiving Transitional Medicaid (Preliminary Data)
	All VIEW Localities	1,334	1,065	80%	331	251	76%	506	1,856
021	BLAND	7	2	29%	3	2	67%	0	8
035	CARROLL	24	22	92%	8	7	88%	14	25
077	GRAYSON	22	16	73%	5	3	60%	6	30
173	SMYTH	43	21	49%	12	11	92%	15	43
191	WASHINGTON	45	19	42%	10	9	90%	10	28
197	WYTHE	32	28	88%	7	7	100%	9	59
520	BRISTOL	41	19	46%	12	8	67%	7	51
640	GALAX	9	9	100%	5	4	80%	6	10
	EDD 2	223	136	61%	62	51	82%	67	254
013	ARLINGTON	76	91	120%	4	2	50%	21	125
059	FAIRFAX CO./CITY/F	348	243	70%	15	15	100%	152	445
107	LOUDOUN	34	44	129%	4	4	100%	28	88
153	PRINCE WILLIAM	84	76	90%	5	2	40%	73	194
510	ALEXANDRIA	66	73	111%	3	2	67%	55	61
683	MANASSAS	28	20	71%	4	4	100%	6	33
685	MANASSAS PARK	18	26	144%	4	4	100%	4	13
	EDD 6	654	573	88%	39	33	85%	339	959
047	CULPEPER	49	44	90%	25	18	72%	19	18
061	FAUQUIER	57	44	77%	31	21	68%	0	65
113	MADISON	9	8	89%	6	6	100%	5	8
137	ORANGE	27	18	67%	13	10	77%	1	6
157	RAPPAHANNOCK	5	1	20%	4	2	50%	1	3
	EDD 7	147	115	78%	79	57	72%	26	100
009	AMHERST	16	13	81%	6	6	100%	7	15
011	APPOMATTOX	21	5	24%	7	5	71%	2	26
019	BEDFORD CO./CITY	66	47	71%	21	15	71%	15	42
031	CAMPBELL	37	29	78%	15	8	53%	0	44
680	LYNCHBURG	83	72	87%	23	19	83%	18	36
	EDD 9	223	166	74%	151	110	73%	42	163
083	HALIFAX	7	11	157%	N/App	N/App	N/App	3	56
089	HENRY	20	9	45%	N/App	N/App	N/App	5	99
141	PATRICK	5	7	140%	N/App	N/App	N/App	4	4
143	PITTSYLVANIA	18	16	89%	N/App	N/App	N/App	7	66
590	DANVILLE	23	25	109%	N/App	N/App	N/App	13	121
690	MARTINSVILLE	14	7	50%	N/App	N/App	N/App	0	34
	EDD 10	87	75	86%	N/App	N/App	N/App	32	380

Virginia Independence Program Other HB 2001 Outcome Measures

- Number and percent of VIEW participants who worked in subsidized employment and average earnings and hours per month.**
 - Only 7 VIEW enrollees participated in subsidized employment during SFY 96 and SFY 97.

- Number and percent of VIEW participants who received transportation and other support services.**
 - The number and percent receiving transportation and other services is not available. The total dollars spent in VIEW localities after VIEW implementation was \$2.5 million dollars for transportation and other non-day care supportive services.

- Amount of child support paid on behalf of children effected by the family cap policy.**
 - The family cap provision went into effect in May 1996. During May and June 1996 and SFY 97, 1,040 children were capped. Before child support collections can be realized, several time consuming measures such as paternity establishment, must be taken. Thus, information on child support dollars for these children is not yet available.

Virginia Independence Program HB 2001 Outcome Measures Data Sources

- ❑ The data for this report was developed from the Virginia Department of Social Services' (VDSS) administrative databases. The VDSS administrative databases include Virginia's Automated Client Information System (VACIS), the interim Day Care System, the Automated Program To Enforce Child Support (APECS), and the Locality Appropriated Network for Cost Expenditure Reimbursement (LANCER).

- ❑ The VACIS data was accessed through: a complete download of the Employment Services Supplement; monthly downloads of the AFDC cases that were closed, denied or deleted over the month; point-in-time extracts of AFDC case information from July 1995, January 1996, April 1996, July 1996, October 1996, January 1997, April 1997, and July 1997; and special runs for the income disregard and immunization data.

- ❑ Information on employment and earnings was derived from the VACIS Employment Services Supplement. Information on sanctions was developed from the monthly VACIS closed, denied and deleted downloads. The quarterly point-in-time extracts of AFDC cases were used to estimate the total and mandatory AFDC case counts.

- ❑ Child care information was developed by linking the Interim Day Care System data, covering cost and type of service, to the VIEW Employment Services Supplement data. Information on other supportive services was determined from LANCER cost reports.

- ❑ Child support collection information was derived from a link of APECS data to the AFDC cases.

Case Management Services and Classification System

(Code of Virginia, Section 63.1-133.46)

- Local departments of social services will offer “intensive case management services throughout the family’s participation in the (VIEW) Program.”
- “The Department shall include in its annual report to the Governor and General Assembly an evaluation ... including an evaluation of case management services.”
- Case management services include “initial assessment of the full range of services that will be needed by each family including testing and evaluation, development of the individualized agreement of personal responsibility, and periodic reassessment”
- The “statewide intensive case management ratio” should not be higher than the “prevailing statewide average ratio in the JOBS program on . . . the date of enactment (July 1, 1995) of this act.”

▶ **Enhanced Case Management Services**

- Case management services in most local departments prior to VIP/VIEW were generally program-specific, and clients often relayed the same information and concerns to several workers.
- Case management services under VIP/VIEW provide effective coordination of benefits and services with communication of a consistent message to clients, ensuring a more hopeful path towards self-sufficiency.
- Since implementation of VIP/VIEW, local departments have primarily used three case management approaches: teams, self-sufficiency workers, and contracting.
- More local departments of social services are experimenting with the new classification of self-sufficiency worker. There are now 17 agencies using a type of self-sufficiency approach.

▶ **Case Management Teams**

- ❑ Established teams composed of both eligibility and employment services staff coordinate case management toward client self-sufficiency.
- ❑ Workers build on their work experience, yet maintain specializations in benefits and services.
- ❑ Workers and supervisors have opportunities to coordinate services for clients, learn about relevant welfare reform initiatives in other programs, and provide a more expansive base of knowledge for clients.
- ❑ Local departments are also turning to community resources and organizations to assist with case management. As more families leave TANF and VIEW extended case management service become more community generated and focused, the "team" expands to include community partners, as well as social service workers.

▶ **Self-sufficiency Workers**

- ❑ Self-sufficiency workers combine functions of both eligibility and employment workers and provide single point of contact for the client. Workers are cross-trained in eligibility and employment services programs.
- ❑ A new personnel classification group of self-sufficiency staff has been developed effective January 1, 1996, although a number of local departments are experimenting with the approach within already existing classifications.
- ❑ More local departments are adding the self-sufficiency worker classification to adapt to the needs of TANF/VIEW clients. In July 1997, seventeen of the 123 local social service departments have self-sufficiency workers and/or supervisors in their operations.
- ❑ Local departments using the self-sufficiency model have expressed enthusiasm for the model and feel that clients are benefiting from being given consistent messages.

▶ **Contracting of Case Management Services**

- ❑ Local departments of social services contract for targeted case management in the areas of job development, job placement, CWEP, stabilization services, and special service needs such as job readiness and counseling for substance abuse cases.
- ❑ For example, two local departments of Social services, Arlington and Alexandria, contract out case management through a cooperative agreement with the JTPA office, with contract staff co-located with social services.
- ❑ An evaluation in Arlington found that the use of contract agencies can be beneficial and effective for both clients and staff.

▶ **Case Management Ratio**

- ❑ Prior to the implementation of VIEW, employment services workers had an average statewide caseload of 75 clients.
- ❑ As of October 1997, employment services workers average 64.4 clients for all local departments that do not contract out employment services.

